



**Charter of
commitment
EUJ**

Draft version Berlin 2013



Union Européenne de Yoga

intro

Introduction from
Herman Seymus, Secretary-General ad interim of the European Yoga
Union 2013

Allow us to introduce ourselves

EUY is an dynamic association of motivated representatives of different European Yoga Federations and their schools. In essence we are all Yoga teachers and trainers. This is what we have in common: we are passionate about Yoga, its qualities, its possibilities.

Most of us started practicing Yoga because of exceptional moments in life and to continue the positive feelings while practicing and teaching Yoga. At a certain moment we decided to pass on Yoga on to other people for reasons of self-development or out of gratitude for the experience of Yoga.

Why do we like to take part of EUY as motivated delegates? What can you find as a future delegate?

EUY is an inspiring platform:

- for exchange about yoga related topics
- to get in connection and network with other Member federations
- to learn how and contribute to an international association
- to discover other points of view
- to work together in team in a colourful assembly of cultures and nationalities
- to place Yoga in a European context

Guardians of the yoga tradition in Europe

The history of the EUY reflects the spirit of the founders of EUY. 40 years ago the annual congress of Zinal was the first gathering of yoga teachers and practitioners. As such the history of EUY is in fact the awakening of Yoga in Europe. We would like to cherish that heritage and experience.

Protecting quality & essence of Yoga in Europe

As EUY we see ourselves as the guardians of the yoga tradition in Europe. In the spirit of protecting the quality, we expect our Member Federations they would

- to restrain from commercialisation of Yoga
- respect the European Training Program of EUY
- have a participative decision-making structure and culture
- a sustainable and ethical involvement of its delegates for at least 3 years

Creating added value for yoga federations, schools & teachers

EUY engages itself to listen to and support the Member Federations and wishes to offer them:

- an open learning and exchange platform for federations, delegates, teachers and practitioners all over Europe.
- A recognition of federation and schools
- Quality certification and legal protection of teacher
- a framework of rules for the European Training Program
- support in the authorisation of National Department of Health.
- contacts & networking possibilities

Creating synergy between our Member Federations

Working together

During our meetings collaboration is a key value. In the spirit of Yoga we want to create a high-energetic team collaboration. Only in our interaction we can have a greater effect than the sum of our individual interests. EUY can only deliver results for its Member Federations on the condition that we take on our responsibility

- to discuss and work during meetings
- to develop the mission and agenda's of their team.
- to respect the values of the EUY

to develop our team missions

We expect delegates to engage and develop their talents in one team for a minimum of three years. Under the coaching of the team coordinator, you and your team will realise one of team missions:

- ❖ Promoting high quality yoga teaching
- ❖ Being a respectful meeting platform
- ❖ Enjoying to share & exchange
- ❖ Building strong relations with Member Federations

EUY promises to build, support, appreciate and evaluate the different teams.

Bringing yoga values to live

Openness

Respect

Authenticity

Collaboration

Quality

Openness

As delegate of EUY, we are open to all Yoga Traditions. *We would like to continue to learn from each other.* In respecting the differences of all the members Federations, we find a open place to share and exchange the knowledge, experience and competences.

Respect

In EUY meetings, member councils, activities, communication and mails we respect the principles of Ahimsha and respectful communication. We are always trying to find the best possible way for possible problems and conflicts.

Authenticity

As delegates, teams and EUY we are dedicated to the development of our organisational responsibility. We strive for transparency, honest communication and we are loyal to the essence of Yoga. We would like to find balance and invite delegate and members to respect the middle.

Team Collaboration

In order to collaborate with our Member Federations, we wish to become a friendly and visible network. We commit ourselves to invite (new) members federations to join us in an attractive and dynamic working model. We welcome and guide new delegates with hospitality and respect. We accept that only this attitude will open the possibility to improve teamwork.

Quality

As delegates, teams and EUY we engage ourselves to take on an attitude of quality support. This means guiding, helping, serving and protecting the teachers, schools and federations that wish for a certification or recognition.

The values of quality support also strengthens our team collaboration, authenticity, respect and openness.

Banyan Process

If we want to create synergy between Member Federations, we have to bring the attention to our centre. Finding balance is important in Yoga practice and in an international association that wishes to work according to the principles of Yoga.

The Banyan Process is a simple methodology where a classical organisation can be transformed in a Member Council:

1. The team coordinator informs the team members
2. Team members choose, discuss and elaborate their team issues in concrete project proposals.
3. Banyan team is consulted on the project proposals
4. Team coordinator take the Banyan advise to their teams
5. Each team present their ideas and proposals in open visit to other teams
6. The meeting is concluded with a plenary session with clear decision-making and support

Vinyàsa Kràma

The philosophy behind the Banyan Process is the **Vinyàsa Kràma philosophy**. It means that we

- acknowledge the klesha's of EUY
- work in a constructive and positive manner to concrete solutions.
- assure a step-by-step progress to realise the mission of EUY.
- support every team in realising its goals and agenda 2020.

We are EUY

Being a delegate can only in a interactive relationship:

1. we deliver work as representatives our Federation
2. we represent the EUY as ambassadors for our own Federation and for other stakeholders.

As delegates

- ✓ We take on our responsibilities and commit ourselves in one team for three years and four times a year.
- ✓ We inform and encourage our Federations to support the activities of EUY.

In team and plenary meetings

- ✓ We respect the authority of the Word
- ✓ We respect the fact that most of all are not French or English native speakers
- ✓ We work well together in and between teams
- ✓ We express ourselves in the most respectful way to each other during meetings, activities and in mail or skype communication
- ✓ Individual and Federation interests have no place in the EUY
- ✓ We promise to keep politics out of the meetings and hold a constructive attitude toward any conflict.
- ✓ We inform our coordinators of any conflict of interest that could influence decision-making.
- ✓ Federation publicity for other purposes than the activities of EUY is forbidden.
- ✓ Power, political games and veto have no signification in a democratic association concerning Yoga.

As coordinators

- ✓ We promote a healthy, sustainable and transparent financial situation
- ✓ We take decisions in a constructive and participative manner according to the Banyan Process.
- ✓ We encourage instead of control
- ✓ deliver support and appreciation to the different teams
- ✓ we act when problem issues appear in meeting, activities, services,...

What if you do encounter a problem?

As EUY we cannot accept any violation of the values we want to protect and propagate.

In case you are a witness of any behaviour that is in contraction with the values or the goals of the EUY (in meeting, in activities, in communication,...) we suggest you talk first to the delegate that is the source of the behaviour.

If that doesn't work, you can talk to your team coordinator. He or she will mediate in a correct and discrete manner between the parties.

If a teamcoördinator is the source of the problem, we suggest that you turn to the Support or Banyan Coördinator.

Every transgression of behaviour that endangers the values of EUY is dealt with and acted upon by the Banyan team with an respectful action plan. The first aim of this action plan is to improve communication on problem issues. The Member Council can be informed on the action plan at least once a year.

Whenever the behaviour of an official delegate jeopardizes the meetings, activities, services or sustainable relationship with any of the stakeholders of EUY, the Banyan team has the right to ask a replacement of the delegate of the Member Federation.