

Conflict Resolution Outline

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Hello DPS Crew

How did we get here? How did we go from volunteer days raking out pea gravel and hugging each other to several people no longer speaking to each other? This is not who we are as a community, and this is not the humans we want to be, nor is it the example we want to set as leaders.

— Intro

Context:

When I first started coming to DPS events, I felt like I found the people I would be spending the next several years with. Part of my chosen family to grow with and to explore with. I still hold hope that this community which I've found belonging in can be.

Tone:

No one here is a bad guy. No one is an enemy. We're all on the same team trying to continue a legacy and heal a broken planet.

Awareness:

Let me start by acknowledging my own faults and owning "my slices of the problem pie." Not only am I aware that I have my own shadows and have more growing to do, I willingly admit that my autism often leads others to interpret my actions with intentions that I do not hold.

Engagement:

I've attempted my best to seek insights from people individually and to resolve conflict by asking for mentorship both within our team and from my mentors in professional spheres. I've initiated one-on-one meetings and requested multiple times to have a group meeting to resolve any issues.

Confusion:

I feel deeply confused about what I've done to be ostracized—what actions warranted being called "a bitch ass hoe" who's "pretending to be enlightened" while "attempting to steal" I've asked for feedback and clarification along the way and am willing to admit my faults, but I remain confused, which has been emotionally challenging as I thought I had found a chosen family during a time when my biological family was distant.

Evolverment:

Many of us put in hundreds of hours and significant funds to make this conference work and to help continue a legacy. None of us could do this alone, and I'm not special in any way other than being a newer member of the community.

Ownership:

It was my understanding that DPS and PerAnk were community organizations and that we operated as a collective while honoring the decades of commitment of several of our members. In my experience, and I've been told verbatim "this is my thing and you'll follow my rules." I feel that this tone of "ownership" has strayed from my potentially misguided understanding of our goal was.

— Conflict:

When we "fight the darkness" or do anything of merit in the world, it's my experience that "resistance" and "friction" are a natural part of this process. Maybe even healthy. As conflict has arisen, it's been my perception (which I admit is flawed) that I've become a black sheep.

As I review past communication, I see a younger version of myself asking repeatedly to meet in person and resolve issues. I see younger Spencer doing his best to document and clarify everything and struggling to bridge a cultural divide and mostly to engage in a conflict resolution process which I believe we all value and several of us who have been trained in Non-Violent Communication.

I feel that this effort has been one-sided. It's my understanding that negative words have been spoken of me behind my back without the invitation to have these issues brought to my attention directly, to hear my perspective, and most hurtfully, to learn that no one raised any objection to an attack on my personal character. This feels like a betrayal, even while understanding that critiques are quite valid.

There is sadness (and many tears) to know that I seem to have done something reprehensible — that I am so flawed that the humans I felt were my family and the community to which I dedicated hundreds of hours and thousands of dollars would not invite me to grow and reach out to help me become a better man.

As the youngest member, I would hope and expect that any issue can be resolved through compassion and conversation with direct in-person communication, but this has not been my experience despite requesting it several times.

It is my limited perception that I've been cast as the "the ass", and instead of going through the tough process of clearing the water, the community has agreed on the perspective that I am irredeemably flawed — seemingly to avoid strong responses from some members of the community who appear to own the organization(s) — and that there is a spirit of fear which seems to be influencing direct, hard conversations.

But here we are — at the edge of a legal engagement which I've tried and am continuing attempting to avoid. I have no wish — no intention of attacking anyone as I believe we all in our own ways are attempting to do good and beautiful things in the world.

But there are the outstanding issues from my understanding:

Please note I feel I have so many "bones to pick" — so many "axes to throw" — but I've buried those. I've cried in the woods, talked to my therapists, processed with my partners, spoken to my guides, and let go of so many items that I felt hurt by. Some of which I've shared with some but not all of you. I hold no ill will or anger, and I release everyone from anything as no one needs that mess.

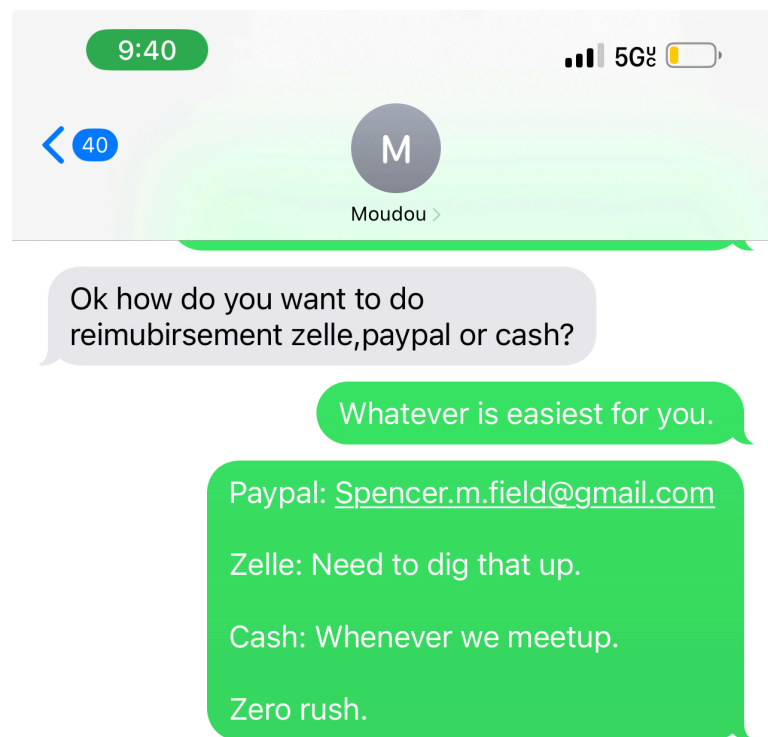
General Conference Reimbursements

Throughout the process of the conferences, there were several items (such as a Podium, Heaters, TV Cart, Ticket Bracelets) the facility needed. Each of these I spoke directly to Moudou about, and each expense was approved with the context of reimbursement.

None of these items were purchased without consultation, and none were offered in the context of a gift. As expenses were incurred, I added each item to the sheet that I shared with the entire committee at the start of this process. All information was available to all parties at all times.

[See the DPS Reimbursement Tracking here](#)

Please see this one screenshot of a conversation with Moudou as documentation of this. I would be glad to provide many more if needed.



I feel genuinely mystified how this \$565.56 is a point of contention in any way and why I've been accused of trying to steal money when I've provided all of the receipts. I feel very lost and confused.

My request is to please be reimbursed for these expenses which I've waited months to be reimbursed for, which has caused me significant personal hardship.

Video Production Reimbursements

As with everything I do, I walked through this process very methodically and provided a to Moudou which was accepted in writing (please see SMS messages).

In this proposal, I agreed that I personally would front all of the cash needed for video production, which amounted to \$6,806.32, to rent and buy the gear needed to record the event. We would attempt to get sponsorships to cover this cost, but I

would accept the risk because I felt strongly it would be good to have the event recorded. As I don't have editing skills the videos would be edited by Dave's team or if we received more funds than expected we would hire an editor.

I went ahead and made all of the purchases again with itemized documentation, with receipts publicly available to the entire team at all times.

[See the itemized list here.](#)

We then launched a sponsorship drive in which I wrote up a terms sheet which was sent out to vendors and embedded in the website, explaining in detail how the money would be used, which you will find saved in the DPS Google Drive which I would be glad to provide you a copy of but no longer have access to that account. I was aware there had been confusion around financial management already, which is why I wrote this document and had it approved before launching. These same terms and the payment gateway are still public on the website which you can see.

[Live link to the website.](#)

We then received approximately \$4,800 in sponsorship funds in exchange for having the sponsors' logos on the media we produced. These funds were explicitly earmarked for video production reimbursements. This is tracked through the website, and you can see the payments are directly connected to this page that outlines the terms. In addition, several other groups made direct donations to Moudou (as documented in SMS texts). You need not take my word for this but verify it yourselves.

I was then told "It's covered man — We have a Break In Case Of Emergency Fund so you won't be out the technology costs," which I assume was Dave, when I was questioning if I should make some additional purchases.

These funds, which were explicitly earmarked to reimburse video production and which we received (mostly tracked through the website), were never transferred to me. In addition, the outstanding funds which I was told would be covered were also never transferred.

I fully knew the risk I was taking when I chose to front the cash. And while I was promised there would be funding, I knew until the check cleared the bank there was a risk.

I'm not asking for the entire \$6,806.32 to be reimbursed to me. At this point, I'm willing to take a loss on this project. My only request is that the money we received, which is not in dispute if we received it or what the terms were for receiving it (which was to fund video production), be transferred to me.

Please Note: I'm still taking a \$2,000+ loss on this.

Video Sponsorship

To my understanding, the videos have still not been edited by Dave's team, and the sponsors have still not received their videos which they paid for. This is not ethical in my eyes, and the small businesses that trusted us with their money must either be reimbursed or receive the videos they paid for — we're waiting on Dave to produce them.

Quality of Videos

We did speak with a third party about capturing the videos for the conferences, and the quote we received, even with the "friends and family discount," was \$12K-14K. I, not being a professional, offered to do it for 50% of the price, so it was very clear this was not a video production firm doing this.

Audio Quality

Moudou made the choice to not have amplification for the speakers. I researched and provided an option to do this but was instructed point blank multiple times we would not be using any amplification and people should just need to speak up.

The audio system was then built to not include amplification and was thoroughly tested over the course of days ahead of the conferences.

Then at the conference, Dave made the unilateral decision that we would have amplification and despite my explaining that any changes to the audio system now would result in disruption, he stated that "he wrote the checks so we would follow his lead" and unplugged the audio setup right in front of me.

There is audio for every speaker and yes, some of the audio is not very high quality, but it's all there and all very understandable. And this glitch is only because we reinvented the audio system on the fly, which was an entirely preventable issue.

Video Quality/Edits

The majority of the videos have been filmed in 4K with several 1080p backup cameras using 4 cameras around the room. This resulted in 950+ gigabytes of data that took me 3 whole days to upload to Dave's Google Drive folder, which I did directly after the conference, taking yet more time away from work.

I subsequently sent multiple texts and emails offering to meet with the editing team, which Dave agreed to provide from the beginning, as I do not have editing skills. These messages were never answered.

As you can see from this anecdotal clip I selected at random from my backup hard drive videos which I've since edited myself (as I keep hearing the videos are not quality), there are not significant issues. Please check this for yourself and for full records see the videos provided to Dave.

Video Clip

— Next Steps

Here is how I would recommend we resolve this issue.

1. Please reimburse me for the purchases that I made on behalf of Per Ank as listed with itemized receipts. This is months overdue and has caused significant hardship for me.
2. Please transfer the funds which we received explicitly to sponsor video content as outlined. The majority of the funds are trackable through the website. Additional funds are documented in various group texts. This is all in writing and very clear.

3. Please communicate with those who paid to have videos sponsored and work with Dave's team to finish editing the videos and provide these businesses with what they paid for.

I've attempted many times over the intervening months to resolve this issue in professional and kind ways and would be glad to share full copies of the conversations. If we're not able to resolve this equitably (which I very much hope we can), I fear further escalation of this issue.

I would very much like to be a functional member of the greater psychedelic space in the greater Detroit area. I admit my mistakes and flaws while still being confused about what I likely did to contribute to the situation. Not only would I like these logistical issues to be resolved, I'd please like to be a member of the community while also understanding it's not currently healthy for me to be part of the leadership space given the current "ownership" model that is in place.

~ Spencer Field