

I have edited the email addresses and deleted the names of the people that are not relevant to be mentioned in this thread.
Read from the bottom up.

Ludwig

Subject:
Re: Mediation with PSWG
From:
"j.finnw@" <j.finnw@>
Date:
22/04/2021, 22:58
To:
Earth Ways <info@earth-ways.co.uk>
CC:
Ed Tyler <tyleward@>

Dear Ludwig,

I apologise for my tardy reply. I can confirm that I am now stepping out of this process.

Looking back on the process, it has been exactly 12 weeks to the day that you sent us your resignation video. As you well know, I watched the video in full and responded as soon as it was over (via Paul, as you requested). In the time between then and now you began a process between yourself and Andy, via Paul, which fell at the first hurdle, followed by an attempt to effectively humiliate the PSWG on Facebook. Since further reaching out to you 6 weeks ago, and fulfilling your request that any further talks be attended by an "impartial" member of PSWG (by presence of Ed), I have continued to be disappointed by your level of proactivity in engaging with a process of resolution.

Looking back on the content of your complaints, which were made alongside some offensive remarks towards both myself and Andy, it is a great shame that you have not been willing, in a reasonable time period, to attend a mediated space in which I could offer my reflections on your complaints and remarks and begin a dialogue with you. You may have noticed that I have withheld from making any remark or judgement on your previous statements, having waited for an appropriate time and space to do so. I am content to continue to keep my feelings on the matter private until such a time that you are able to approach a resolution process more proactively, and I hope in the meantime you are able to refrain from again derailing and undermining the intention of the process by making inflammatory public remarks.

You may not know that I left the PSWG at their last meeting to focus on my own work and as such I cannot speak on their behalf. You will have to speak to them through Ed if you wish to continue a process with PSWG. I feel regret that it has come to this, and I sincerely wish you all the best with your worthy ambitions on the rock you live on, work on and so clearly respect and honour.

Please do not feel compelled to respond; in fact, I ask of you that you do not.

With regards,

J. Finn Weddle
Advocating regenerative livelihoods, holistic design and agroecology

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Please read the Email Charter

On Fri, 9 Apr 2021 at 9:17, Earth Ways
<info@earth-ways.co.uk> wrote:
Finn, Ed,
thank you for your emails so far.

Greetings on a sunny day on Skye.

I'd like to just comment that I have seen a few times that you have come to conclusion that are incorrect. I don't want to list them now. I just want to point that out. Please remember to use the first permaculture principle: observe to the best of your abilities. Peace making is difficult without it.

I regret that you feel that there is a need to put a deadline on things. But I respect your choice of the deadline of the end of the week for you to drop out.

Can I please ask for clarification on a few things?

- Ed, Finn, I asked twice to have a look at the method of communication:
www.rubhaphoil.org/heart2heart

I haven't received a response to that. Are you happy to work with that?

- I am not sure what you mean by the end of the week. Is that today or is that Sunday?

- That you intend to step out, is that personal or is that the PSWG? If it is the PSWG, I would appreciate to receive an official confirmation of that decision.

Are you happy to continue Ed? If we don't hear by the end of the week, is someone else willing to take Finn's place?

Update:

A little context. I reached out to an elder, a grandmother. She warmly agreed to help and they promised that they would get the ball rolling. Elders in their communities are well respected. Putting them under pressure to speed up their beautiful generous gift is not something I feel comfortable with. I am sure that the ball is rolling. At that level these things take time as many people have regular weekly meetings where these things get forwarded. I expect another week of patience is needed before we get an answer.

I'd regret it if that means that we need to be more patient. I too am keen to resolve this matter. I understand that it puts you under pressure, as my accusation are quite severe. I apologize for the stress my search for justice brings you.

With best wishes,
Ludwig

On 31/03/2021 17:46, j.finnw@ wrote:
Dear Ludwig,

Thanks for your quick and brief response.

I have suggested we meet next week, but you have declined on the grounds of believing there is a better process we could use. I look forward to hearing about the availability of another, more suitable and readily available facilitator by the end of next week; if not, I will assume that your effort to

continue this conversation has come to an end.

Regards,

J. Finn Weddle

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Please read the Email Charter

On Wednesday, 31 March 2021, 16:21:49 BST, Earth Ways <info@earth-ways.co.uk> wrote:

Dear Finn, Ed,

Thanks for your email. The reply to this one is easy so it is quick.

I apologize for the slow process. I understand the frustration and I am grateful for your patience so far. I am expecting a movement soon.

I am free during that time next week, but I am not willing to go into this process with the 3 of your on my own without support or without someone holding the space in the format I wish this to happen in. I assure you that it is a rich process.

May I suggest that you try to find someone else with more time and more patience from the group? If you are not willing to do that, please let me know formally that the PSWG is pulling out.

Thank you

Ludwig

On 31/03/2021 16:01, j.finnw@ wrote:

Hi Ludwig,

Thank you for your recent email. I will attempt to be frank and to the point in my response.

In my opening email I made it clear that I did not want direct communication outside of mediation. Since you rejected the idea of Paul's involvement we have had to be in direct contact for logistical reasons, but I have to say I am beginning to notice the limit of my patience with the direction of this conversation as it is beginning to be veer away from simple logistics of who, where, when.

I accept that a 'peace making process' is an enticing option, but an immediately available facilitator for this process seems as elusive now as it did when you first mentioned the idea on your previous email dated 13th March. I propose we meet next week - I can make myself available for either Wednesday afternoon or Friday morning, Ed has also confirmed he can make himself available at these times. I suggest we bring in Paul to be present as an objective party because he has offered himself for free and his schedule is very flexible, which makes it easy to meet. This is not an either/or scenario, because if another space-holder becomes available then we can make use of their skills instead; currently, I am not content that I cannot see an end to this in sight, and that is because we still have not even begun.

Please confirm whether or not you are free at the times I suggest. I hear your reservation about Paul's skills but as the most willing and available

option we have, I suggest it is better than not talking at all.

Regards,
J. Finn Weddle
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On Sunday, 28 March 2021, 15:26:19 BST, Earth Ways <info@earth-ways.co.uk> wrote:

Hi Finn and Ed,

Thank you for holding on at the other end. Apologies for the delay.

I send you greetings from the oldest rock on the planet.

I have spoken to my friend after she landed in her new home. The woman I spoke to is xxxxxxxxxxxx, BA (hons), ECE, BSW, RSW She is <https://www.xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx>

She is really happy and keen to support me in this process of peace making. But won't be able to hold the space for our meetings. But is happy to help find someone else. We are waiting for words of recommendation of someone who lives in our time zone to hold space for us. There just has been a training in the UK, so we are sure a student will be keen to practice and help us. I expect to receive that very soon. I will speak to them and will report back to you.

I would like to clarify a few things.

I had said that I am happy for Paul to support you if you wish that for yourself. I did not say and did not propose for him to be a space holder. I see that you would like there to be one and I am happy for there to be one. But I am not happy for Paul to be the space holder.

For these reasons:

- I have used him before and it did not yield the desire-able results.
- It is the English way of mediation. English culture does not have a rich history of peace making. I don't want to mediate, I want to make peace.
- I had asked Paul to follow the method I gave you a link to and he was unable to do so. Listening is a skill that is essential in peace making.
- In permaculture, I have always used to approach to see what is already working well before reinventing the wheel. xxxxxx has a direct lineage to THE best indigenous peace making experts humanity have ever seen.

I didn't ask xxxxxxxx if she was sure if she had time to help me. She is a professional and she would not offer to help if she could not keep her promise. I felt it would be disrespectful to ask to double confirm.

We all have something going on in our lives. Especially during this pandemic and ecological and economical crisis. Are you happy for us all to trust each other in that we can decide these things for ourselves?

In the mean time, it would be already helpful if you could both read this text with the tools to help us listen to each other. I would love to hear your thoughts on this already. It could help us save some time at the next stage. I know that this is compatible with the peace makers process of the person that will come join us.

<https://www.rubhaphoil.org/heart2heart>

With gratitude
Ludwig

Hi Finn and Ed,
Sorry for the delay, I will reply soon. Ludwig

On 17/03/2021 15:40, j.finnw@xxxxxx wrote:
Hi Ludwig,

Thanks for your clarity, and for coming to the table with many options to pursue.

I have had time since your email to confer with Ed and to have my first phone conversation with Paul. Ed and I are both of the opinion that a fourth person present to act as an objective space-holder is essential for us to begin talking to each other. Having spoken to Paul I have absolutely no reservations about asking for his service which he offers to us, very kindly, for free. I disagree with you that his services are "overkill" as his approach sounds very simple indeed; he is also very flexible with his timings, which is convenient for all of us.

With regards to the Canadian peace-making process: in theory I have no resistance to a novel approach, but in practice I am concerned that this person is moving house (and therefore undergoing a significant transition of their own) and that there will be a further challenge co-ordinating the calls taking into consideration the time difference. I am interested to know what comes of your phone call with them today, but as the less simple and less convenient route it is not my first choice.

Please let us know after your phone call, with specifics, how your friend in Canada would work to mediate between us. I will confer again with Ed and we will let you know how we would most like to proceed.

Best,

J. Finn Weddle
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On Saturday, 13 March 2021, 20:25:50 GMT, Earth Ways <info@earth-ways.co.uk> wrote:

Hi Finn, Hi Ed,

Thank you Finn for organizing this. I really appreciate it. I'm sorry things went skewed as you were very keen to talk from the start.

Thank you Ed for, again, standing up for peace and reconciliation. I honor the peace maker in you.

Thank you both for making the time and the commitment for this process.

I too am keen to come to a resolution. I believe it can be easier than it looks right now.

Your proposal is not quite what I had in mind Finn. I had already said thanks to Paul for his services before the talks collapsed. He is not my preferred choice of mediator for talks with the PSWG at the moment. He is very useful to have a mediation that is legally sound. I feel that this is a little overkill for what we in the PSWG need. If you'd like to use him, please feel free to ask him to help you. I believe that we can commit to each other to listen to each other without the need of outside authority to make us do so. I am willing to commit to listen to you both unconditionally and I feel I have no need for anyone to ensure that I do so. We are all free to walk away at any time anyway. I'm happy to listen first if that helps too. I'd love to have some space to be fully heard too.

I'd like to share that I believe that this issue we face is caused by a lack of peace making culture in the permaculture world in the UK. I have tried the 'English' way of peace making with Paul before and it didn't yield any desirable results. So I'd like to propose that I ask an alternative support to help me/us. We can stack functions. How about we try a different way: the indigenous way. We can have a new experience while we make peace and maybe integrate or learn on how to make peace making better in future. I'm quite sure that the English culture is not the best model for that need that we clearly have.

I have asked a trusted friend of mine who is an absolute expert in the matter to have a chat with me. She is in Canada and is moving house atm, but she agreed to speak to me on Wednesday. I'd like to ask her to give us a speed course in indigenous peace making.

I can report back to you after I had a chat with her.

In that spirit, I have already developed a little simple tool to aid communication. It is really simple. Much like a talking stick with an added reminder of being kind. I'd like to use that. You can read about it here: <https://www.rubhaphoil.org/heart2heart>

Does this sound like an alternative plan that is acceptable to you so far?

Ludwig

On 10/03/2021 16:03, j.finnw@xxxxxx wrote:
Dear Ludwig,

I'm emailing you now to let you know that PSWG is keen to come to continue the conversation with you and hopefully come to a resolution. You suggested over Facebook that you would also be happy to come back to the table if an "independent member" of PSWG were to attend alongside myself, and without Andy. Ed Tyler has volunteered in such a capacity, so we are ready and willing to go ahead with mediation.

I rang Paul yesterday and left a voicemail, but I have not heard back yet. I assume he is the mediator you would still intend to use. Ordinarily I would like all communication between us to go through Paul until further notice; for this once I made an exception to ensure that you were aware of our intention for mediation in a timely manner. Please let Paul know when and how you would like to proceed.

Regards,
Finn

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