

**Resolution of the 49th Annual Celebration
of the Rocky Mountain Conference
of the United Church Of Christ**

Resolution for Justice for the Rev. Dr. Anthony Scott

WHEREAS, UCC General Synod XX adopted a pronouncement calling upon the Church to be a fair and just employer that states in part:

The church runs the risk of speaking about fairness and justice to society while exploiting its own laborers. It will be well for us who are the church to remember the words of Jesus Christ: "First take the log out of your own eye, and then you will see clearly to take the speck out of your neighbor's eye." (Matthew 7:5, NRSV);

WHEREAS, the members of the Rocky Mountain conference, United Church of Christ, are committed to working for justice for all workers;

WHEREAS, the Rev. Dr. Anthony Scott was unjustly terminated from his position of Associate Conference Minister of the Rocky Mountain Conference in November, 2022, and was given no severance;

THEREFORE BE IT RESOLVED, that we, the delegates of the 49th Annual Meeting of the Rocky Mountain Conference of the United Church of Christ, hybrid meeting (in person and virtual video conferencing) under the non-profit meeting voting guidelines of the State of Colorado, on Saturday, June, 17, 2023, shall:

apologize to the Rev. Dr. Anthony Scott for his unjust termination and confess our complicity in that injustice.

offer the Rev. Dr. Anthony Scott our grateful appreciation for the good work he accomplished among us as Associate Conference Minister.

offer the Rev. Dr. Anthony Scott re-instatement to his Call to be our Associate Conference Minister, with full back pay and benefits, and reimbursement for any financial loss he incurred as a result of his termination.

instruct the Board of Directors of the Rocky Mountain Conference, United Church of Christ, that if the Rev. Dr. Anthony Scott declines our offer of reinstatement, we will accept his resignation with grateful appreciation for the work he accomplished among us during his ministry with us, and provide him a just severance to include payment of all back pay and benefits from the date of his termination to present, and reimbursement for any financial loss he incurred as a result of his termination. Such severance shall not be subject to a non-disclosure agreement or other requirements or infringements on Rev. Dr. Scott's rights and freedoms.

Persons bringing this resolution: Rev. Charles J. Wright, retired, MDA; Rev. Thandiwe Dale-Ferguson, PVA ; Kayan Cross, SEA; Rev. Kari Collins, MDA; Linda Trantow, MDA; Rev. Phil Campbell, MDA; Rev. Tamara Torres McGovern, PVA; Rev. Dr. Nancy Niero, MDA; Amanda Shaw Newsome, MDA; Michael Stice, MDA; Rev. Mallory Everhart, SEA

Purpose of Resolution: To achieve a just and fair reconciliation between the members of the Rocky Mountain Conference, United Church of Christ, and the Rev. Dr. Anthony Scott.

To whom it is addressed: The Board of Directors of the Rocky Mountain Conference, United Church of Christ.

Expected results: The reinstatement of the Rev. Dr. Anthony Scott as Associate Conference Minister of the Rocky Mountain conference, United Church of Christ, with full back pay and benefits and reimbursement for financial losses he may have incurred as a result of his termination, and just severance as delineated if Rev. Dr. Scott declines the reinstatement offer.

Who will implement or follow up: The Board of Directors of the Rocky Mountain Conference, United Church of Christ.

When and by whom is report back expected: Reinstatement or severance would be accomplished by July 1, 2023. The Board of Directors of the Rocky Mountain Conference, United Church of Christ will report to the membership the just resolution of Rev. Dr. Scott's termination (reinstatement or severance) through RMC email communication channels by July 1, 2023.

Anticipated costs and source of funds: Approximately \$50,000 from RMC 2023-24 Budget, or cash reserves; this would equal the approximate unexpended FY 2022-23 budgeted amount for Rev. Dr. Scott's salary and benefits since November 22, 2023.

How this resolution impacts the Conference's mission and/or teaching ministry: This resolution restores justice to the employment practices of the Rocky Mountain Conference, United Church of Christ.

How does it promote or preserve healthy ministry relationships in the Conference: This resolution restores a healthy ministry relationship between the Rev. Dr. Anthony Scott and the members of the Rocky Mountain Conference, United Church of Christ. It promotes a healthy and just relationship between the members of the Rocky Mountain Conference, United Church of Christ, and all Conference employees. Healthy ministry relationships require equitable and just employment practices.