

work we have been doing to achieve an agreement. Please understand that we are limited in our ability to discuss personnel matters, but we think it is important that you know that Rev. Dr. Scott was offered a severance payment when he was terminated, with common and standard provisions that an organization asks for when it is not legally obligated to provide severance. Shortly thereafter, Rev. Dr. Scott hired counsel and so the Conference was also obligated to seek counsel to ensure the Conference was protected. He has filed a discrimination claim against the Conference with the Colorado Civil Rights Division, which the Conference's legal counsel is handling. Multiple offers have been made to Rev. Dr. Scott with the objective of assisting him and helping him to move forward in his work, while also protecting the legal interests of the Conference. While one of these offers did prohibit Rev. Dr. Scott from working as an employee of the Conference in the office for which he was previously employed, it did not prohibit him from serving churches in the Conference in other capacities. We regret that the term was misconstrued. All offers have been refused by Rev. Dr. Scott. We continue to be represented by counsel and Rev. Dr. Scott has told us that he is represented by counsel, and we are assuming that he will move forward with his civil rights claim at this point.

As the Board of the Rocky Mountain Conference we want all of you to know that we understand how important it is to many of you that we were able to reach a resolution regarding severance. We are sorry that didn't happen. We also want to be clear that we are not looking for quick healing for all that has transpired. There is a lot of learning ahead of us as we work through the many layers of important issues in our Conference. This is going to take time. It is going to take a willingness to be vulnerable. It is going to take a commitment to rebuilding trust—one marble at a time, one conversation at a time, one step at a time.

At the Board retreat we each shared what our call to courage was and the answers were varied. We all have our own personal calls to courage and we all have those caves we fear to enter. Being brave means we will answer those calls and take those next steps because our call to courage as individuals and our call to courage as a Conference relies on all of us working together in this sacred work.

David Bristow
Eleanor Downey
Mark Dutell
James Foucher
Daniel Haas
Karen Howe
Kenneth Ingram
Wendy Kidd
Mark Long
Adam McCoy
Gail McDougale

Upcoming Events and Important Links

May 2, 9, 16 and 23 : *Daring Greatly* Book study Zoom link

<https://us06web.zoom.us/j/3296187641?pwd=MU4yRGpMb3pEQ0MwbFFrUVFzalppZz09>

June 15-17: Annual Celebration [Learn more](#). [Register](#).

Previous versions of the Together Newsletter can be found [here](#).