



August 3, 2023

Greeting Rocky Mountain Conference and Friends,

This special edition of the Together Newsletter is to address the concerns of the article published by Colorado Public Radio; **Colorado's United Church of Christ committed to DEI. Three years later, that work is abandoned.** I wanted to give you and the Conference an update on the work of the RMC Board of Directors' action regarding Rev. Dr. Anthony Scott. As we know, the Rocky Mountain Conference at its annual meeting on June 17 passed a resolution that directed the Board to provide Dr. Scott an apology, gratitude for his efforts, and a "severance" of \$68,000. As the BOD worked through this resolution, the BOD took a strong stance; this was not about "winning or losing" but it was about offering to Anthony justice and attempting to offering him wholeness, health and healing. After consulting with, our insurance carrier, a CPA, and holding a number of deliberation sessions among the Directors, the Board approved and authorized sending a check to Dr. Scott. The check is in the amount of \$68,000 and is designated as "transition assistance." Dr. Scott understands that this will be taxed as income and has instructed us that we do not need to withhold estimated taxes for it.



Throughout this process, I personally have had several conversations with Dr. Scott to express concern for his well-being and offering pastoral support. I also have explained the process it has taken for the BOD and our finance team to prepare the payment to send to him. After its adoption, I have shared the statement and resolution from the BOD and personally apologized, to him over the phone. He expressed his gratitude for the apology the conference has offered and the work that was given to this matter. He has also said that he will not pursue any further legal action in this matter.

The check was finally written and mailed along with the resolution that the BOD approved and signed by me. The check and resolute was mailed to him through certified mail on August 1, 2023.

The article CPR published was already in the making while the BOD was working to settle this matter with Anthony. CPR did reach out to me through email during this process, and they did report accurately of my response. *"We do not take these matters lightly. We are concerned about legal ramifications but, as a community of faith, our overriding concern is for healing and for allowing justice and equity to prevail."*

I have discussed with Anthony whether he still wants to pursue mediation through the CCRD, He stated he did however CCRD has stated because Anthony has not made an attempt to offer anything in return for the work the BOD has done there will be no need for mediation. However, we are still willing participate in mediation if Anthony wants to continue that process.

I believe the Rocky Mountain Conference has been bruised and wounded over the past several months. During these times we may have felt the fragileness of who we are as a conference, and some may have thought should I give up. However during my time of devotion, I have been encouraged through the book of Jeremiah not to give up because God is the author of restoration. As God speaks to Jeremiah, God reminds him that Israel and Judah will be brought back from captivity and will restore them to the land that was given to their ancestors. I have confidence to believe as a conference we are in the midst of restoration. Jeremiah 30:17 states *But I will restore you to health and heal your wounds, 'declares the LORD, 'because you are called an outcast, Zion for whom no one cares.'* In this scripture I believe God is using restoration to bring back health to this conference. God is not only able to restore us, but God makes a strong affirmative statement that this will be done.

So, as we continue to look towards the "Hills" of the Rocky Mountain Conference, know that God is standing with us to bring "Healing and Hope" to this land we call the Rocky Mountain Conference.

Blessing and Peace
Doug

Rev. Dr. Doug Wooten Interim Conference Minister
Rocky Mountain Conference, UCC

Greetings, Conference Members and Friends,

Now that Rev. Dr. Anthony Scott has a check in hand, I am pleased to announce that the RMC Board of Directors has acted on the resolution adopted by the membership at the Annual Celebration in June.

Due to legal and technical considerations, it took about a month for the Board to adopt a resolution reflecting the will of the Conference. It involved consulting with more than one legal counsel and our insurance representative, along with holding Board deliberations (while being mindful of Dr. Scott's concerns expressed to our Interim Conference Minister). Once the Board approved the resolution, on July 20, it took another (somewhat frustrating) couple weeks to get a check in the mail. In addition to logistical challenges, we needed to consult further with Dr. Scott and a CPA to ensure that sending \$68,000 directly would not adversely affect him or our standing as a 501(c)3 non-profit. All parties agreed that designating the payment as "transition assistance" would not create an undue tax burden for Dr. Scott or jeopardize our legal/financial integrity as a Conference. With those final issues resolved, the check was sent by certified mail on August 1.

All that to say, enacting and executing the resolution took way longer than I wanted or expected it to. But I must add: I am so impressed with everyone on our Board for their candor, patience, and willingness to wrestle through this thorny situation together. I believe we're stronger for it.

I also want to thank you, as a member of the Conference, for your words of encouragement and for upholding us, Dr. Scott, and this process in prayer. We have a lot more work to do on this and on many other matters. But knowing that we're all committed to one another and working in good faith – as awkward as it is, at times – makes all the difference in the world.

Finally, in the interest of full disclosure, here is the Statement and Resolution, adopted by the RMC Board of Directors on July 20, 2023:

Statement and Resolution on the matter of Rev. Dr. Anthony L. D. Scott

by the Board of the Rocky Mountain Conference, UCC

Approved July 20, 2023

In the matter of Rev. Dr. Anthony L. D. Scott's termination from the Rocky Mountain Conference, the Conference Board acknowledges that information from various parties is complicated, biased, and incomplete. We further recognize that a legalistic "win/loss" perspective only serves to preserve and escalate conflict. Therefore, the Board desires above all else to move toward wholeness, health, and healing.

We wish to repair the harm and pain many have experienced and acknowledge first and foremost the hurt to Dr. Scott himself. We offer our apologies for the harm done to Dr. Scott's spiritual, mental, physical, financial, and reputational health and ask his pardon for the actions and processes that caused harm. We acknowledge intentional approaches, attributed to "normal business practices," as well as the damaging impact of unconscious and systemic racism that exacerbated injury.

By making payment to Dr. Scott in the amount of \$68,000 we seek to express our covenant commitment to him and our concern for his practical well-being. We affirm his good Ministerial Standing in the Rocky Mountain Conference. We do not make assertions over legalities with this action and acknowledge that it may hold undesirable consequences for the Conference. However, we consider our moral and faith commitments to be more compelling than these other concerns.

By making this statement and payment, we act upon the resolution approved by members of the Conference at the 2023 Annual Celebration. We intend it to express our commitment to be the church we profess to be. We trust that the Spirit of Christ's example will move among all involved and that we will now begin the work of identifying and repairing what has been broken.

Again, thank you for caring about Dr. Scott's welfare, as well as the health of the Rocky Mountain Conference. In the words of the resolution, may we "now begin the work of identifying and repairing what has been broken."

Every blessing to you and peace,
Sarah

Rev. Dr. Sarah B. Linn
Moderator, RMC Board of Directors
Pastor, Creede Community Church, UCC

If you have any questions please reach out to either [Rev. Dr. Doug Wooten](#) or [Rev. Dr. Sarah Linn](#).

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