

Where transformed people are joining the work of God.



HIGHLAND BAPTIST CHURCH
1101 Cherokee Road
Louisville, KY 40204



HIGHLAND BAPTIST CHURCH

A thinking, feeling, healing community of faith

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Process of Nominating/Electing Pastor Search Committee Underway

We have begun the process of nominating persons to serve on the Pastor Search Committee for Highland Baptist Church! There will be nomination forms available in the Commons and in Fellowship Hall this Wednesday April 18; this Friday, April 20; and this coming Sunday, April 22. We are asking for information about the skills and qualities of the person being nominated, related to a list of desired qualifications, which are posted around the church and near the boxes. Additionally, there are forms available online. There are distinct forms for nominating oneself (<https://hbclouisville.org/2018/04/11/pastor-search-committee-self-nomination/>) and nominating another person (<https://hbclouisville.org/2018/04/11/pastor-search-committee-nominations-of-others/>). ALL ballots must be completed and turned in to the church office or in a ballot box no later than end of business day on Monday, April 23.

The Ad Hoc Committee will select a list of ten candidates whom we believe have the desired qualifications and confirm with them that they are willing to serve if elected. We will publish (in the newsletter and on the bulletin board) brief biographical information about each of them prior to the election. Voting will occur during all worship services for a designated weekend, which will be announced well in advance. The congregation will choose seven of the ten candidates for the committee by written secret ballot, and the other three will form a pool of alternates who could be asked to step in should one of the Committee members have to drop out for some reason before the process is completed. We realize that serving on this committee will require a big commitment of time and energy, over an extended period of time, but we also recognize the enormous importance of this work for the future of Highland Baptist Church.

Quarterly Church Conference This Wednesday

Our next Quarterly Church Conference will be this Wednesday, April 18, at 6:00 p.m., in Fellowship Hall. Topics for the meeting are:

1. Review of Agenda Items
2. Approval of January Minutes
3. Membership and Financial Reports
4. Recommendation for Ordination of Kristie Abney
5. Report from Ministry Council: MG Manuals and Framework
6. Report from Ad Hoc Pastor Search Committee
7. Report from Pastoral Interim Committee
8. Report from CBF Task Force

CBF Task Force Summary Findings

Members: Mary Burks (Chair), Bojangles Blanchard, Steve Brown, Lee Cave, Robert Davis, Perry Dixon, Billy Flood, Alecia Fuller, Guthrie Graves-Fitzsimmons, John Pacyga, Anita Roper, and Kathy Golightly Sanders.

When is the third Listening Session?

- This Wednesday, April 18, at 7:00 p.m. on the stage in Fellowship Hall (following the Quarterly Church Conference)

What are we listening for in our sessions?

After reading the TF Report and supporting documents, what clarifying questions do you have regarding our understanding of the policy vs. implementation policy?

1. What are your thoughts and feelings regarding CBF's policy and procedure?
2. How would (and how is) our continued participation in CBF affecting our members?
3. How can Highland Baptist Church's mission, vision and core values inform this discussion?
4. What is the best way of leading toward change for the CBF?
 - a. Is Highland Baptist Church called to work for inclusive change through staying engaged as a prophetic voice within CBF?
 - b. Is Highland Baptist Church called to leave CBF as a witness to our convictions regarding the respect and inclusion of all persons as fit for service in CBF?
5. Anything else?

(continued to page 4)

Linda Campbell Serving Increased Hours as Children's Ministry Assistant

Many of you know that Linda Campbell is a well-known figure in our children and family ministry area! She has served multiple summers as our children's ministry assistant, managing preparations for camps and most importantly the massive project that was moving out of and back into our children's spaces during the 2nd floor renovation in 2013 and 2014. Last year, we determined that Linda's assistant hours were best used spread out through the course of the year, and so she worked 2-3 hours a week through the year. Beginning in February of this year, Linda's hours increased to 15 and she began taking on additional responsibilities including managing the day-to-day needs of worship care on Sunday mornings and childcare for special services, as well as continued roles with camp preparations, ensuring our classrooms are always stocked with supplies, and generally supporting this ministry area. While her face is no stranger to Highland, please welcome her as you see her around the building!

Faithful Giving Testimony

Giving back to God through my church has been my practice, with varying degrees of enthusiasm, throughout my life. I have found the key to my enthusiasm lies right at my feet. If I make time to prioritize my relationship with God through prayer, reading of Scripture, and meditation, amazingly I also develop an attitude of gratitude. The result is that giving of my money, my time, and my talents becomes a natural response.

The Old Testament calls us to tithe, BUT, the New Testament calls us to be willing to give it all! Easter calls us to exuberant giving! As I sang in the choir on Easter, I was overwhelmed with the fact that my Savior lives and Highland Baptist Church continually seeks to live that out. My cup overflows! I am thankful for a church that calls me to give with a cheerful heart! Thanks be to God! ~ Linda Waller





Weekend Services
Fourth Sunday of Easter
Earth Day

Psalm 23
1 John 3:16-24
John 10:11-18


Howling Wolves and Shepherd Voices
Jim England, Proclaimer

Anthem:
My Shepherd Will Supply My Need

In Memoriam



Carl Brown
Member of Highland since 1997



Zada Wagaman
Member of Highland since 1945

Highland's Word To Our Community

BEING DOERS OF THE WORD

SUN 8:30 9:30 & 11 FRI 7

Shelby Software Upgrade

"Shelby" is the name of the software that Highland uses to keep track of member data, attendance, financial giving, and other related information. For over a decade, we've hosted our own data and applications on our own server and network, but later this week, we will complete our migration to a new cloud-based version of the software called "ShelbyNext." (Cloud Computing means keeping the data and the program on the internet instead of inside of our own computers.) This upgrade not only represents a major upgrade of the software and its capabilities but also means that our staff will be able to access our information from anywhere that they have internet access and a computer.

In the coming days, you may notice that some information, reports, and attendance rolls have a different appearance. In the next few months, you will hear more about features that will impact the congregation and allow you to engage with a truly modern church management system. Stay tuned!

Important Dates to Remember

May 2	3 rd and Final Vacation Bible School Camp Payment Due
May 12	Family Service Projects + Dinner, 5:00-7:00 p.m.
May 16	3 rd and Final PASSPORT <i>kids!</i> Payment Due
June 26-29	PASSPORT <i>kids!</i>
July 20-22	Vacation Bible School Camp

Children's Corner

Youth Led Worship and Youth Ministry Banquet April 29

On Sunday, April 29, Highland's Youth Community will lead the congregation in all three worship services for the morning. From our liturgy and preaching, to greeting and ushering, to music and artwork, our youth will bring all of their unique gifts as we worship God, together. This year, our worship will be guided by the theme, "I Am/Stronger Together." We value celebrating each unique member of our community in the fullness of their being, while also recognizing that it is only by working together that we will achieve a world that is more just and more whole for all people. We hope you will join us in worship for this day! Afterwards, the youth community and families will gather for our annual Youth Ministry Banquet, during which we will celebrate our full year, our volunteers, and our seniors with food and presentations! Youth and families can RSVP at <http://www.signupgenius.com/go/30e0845a5af22a5f94-2017>.

Youth Corner

This Wednesday, April 18

6:00-7:15 p.m. in the Youth Suite

This Sunday, April 22

9:30-10:30 a.m. Bible Study in the Youth Suite
4:00-5:30 p.m. Girls Group at the Mayfield Home

Graduation Celebration May 13

If you plan to graduate this Spring, please inform Lauren soon. Include your degree, the school from which you will graduate, your plans for the immediate future, and an RSVP to Graduate Recognition Sunday on May 13.

Young Adult Corner

Theology on Tap May 3

We begin a new four-month series on Thursday, May 3. Who are you: online (May 3), at church (June 7), at work (July 5), and at home (August 2). Billy Flood, the social media guru among us, will lead the first in this series. All YAs are welcome to join us at Baxter 942 at 6:00 p.m. for free apps. Conversation begins at 6:30 p.m.

Sweat4Syria

Join us as we join with KY Refugee Ministries to raise \$10,000 for local Syrian refugees. We will jog a 5K through Iroquois Park for the low price of \$20. The YAs invite the entire church to this fit and fabulous upcoming event. Learn more, RSVP, and register at <https://www.facebook.com/events/1938956736415543/>. There will be food trucks, live music, and other kid-friendly fun after the race.

Hymns for the Hymnless June 10

Mark your calendars now, the next Hymns for the Hymnless will be Sunday, June 10, at 7:00 p.m. Let Lauren know if you'd like to help craft the worship or lead the service.

Wednesday Evening Classes for Adults

Spring Term: April 25, May 2, May 9

Contemplative Prayer (*Bruce Rogers*): While religious institutions argue over doctrine, politicians fight for power, and companies vie for our consumption, we seek to follow the Way of Love. This Way of Love requires an active life—one that is lived amongst a world in need *and* one that is lived amongst the silence in solitude. Thomas Merton writes that contemplative prayer for the urban dwellers feeds the "need for a certain interior silence and discipline simply to keep themselves together, to maintain their human and Christian identity and their spiritual freedom." Amidst busy Wednesday nights, how might we learn and practice contemplative prayer that restores, prepares, and sends us forth? This class meets in the Commons.

Introduction to the Enneagram (*Nina Maples*): Many people around Highland are talking about numbers, types, and wings, and you may be wondering... what is this "Enneagram" and how do I understand why it keeps coming up? Nina Maples, our resident Enneagram expert, will lead an introductory course to help people new to the Enneagram to learn the different types, understand its purpose, and become intrigued with this ancient tool for personal, spiritual, and communal growth. This class meets in Fellowship Hall.

Youth Parents (*Perry Dixon*): This will be a space for all parents to gather to share wisdom, resources, experiences, hardship and joy in an authentic space. Through this intentional gathering, we will be reminded that we do not parent on an island, though life certainly feels like that sometimes. Instead, our hope and goal is to be in this together! This class meets in the Fireside Room.



Bible Studies Gather Together for State of Bible Study Report

Together in Fellowship Hall, all of our Bible study classes gathered on Sunday morning during the Bible study hours to hear a report from Carol Harston that gave an overview of her findings from fall visits with each class. A summary of Carol's findings will be available in the coming weeks. During the presentation, all of our Bible studies introduced themselves with new unique class descriptions. These descriptions will allow our classes to gather around their shared purpose and invite non-Bible study attenders to connect with a class that meets their interests. A new Bible study brochure will be available in the pews within the coming weeks.





This Week at Highland

Tuesday, April 17

Hope for a Brighter Day (FH) 5:30 p.m.
 Alcoholics Anonymous (FH) 10 p.m.

Wednesday, April 18

Fellowship Supper (FH) 5:20-6 p.m.
 Quarterly Church Conference (FH) 6 p.m.
 Children's Activities 6-7:15 p.m.
 Youth Group (Youth Suite) 6-7:15 p.m.
 CBF Task Force (FH Stage) 6:45 p.m.
 CBF Task Force Listening Session (FH Stage) 7 p.m.
 Sanctuary Choir rehearsal (Choir Room) 7:15-8:15 p.m.

Thursday, April 19

Senior Adult MG (103) 11 a.m.
 Environmental Action Team (103) 7 p.m.
 Alcoholics Anonymous (FH) 7 p.m.

Friday, April 20

Friday Church (Sanctuary) 7-7:45 p.m.
 Narcotics Anonymous (FH) 8 p.m.

Saturday, April 21

Memorial Service for Carl Brown (Sanctuary) 2 p.m.

Sunday, April 22

Worship 8:30 a.m.
 Worship 9:30 a.m.
 Bible Study 9:30 a.m.
 Mission and Justice NTL Touch Base (101) 10:30 a.m.
 Worship 11 a.m.
 Bible Study 11 a.m.
 Blessing of Seed and Soil (Front Lawn) 12 p.m.
 Personnel MG (103) 12:30 p.m.
 Adult Handbells rehearsal (200) 2 p.m.
 CBF/Morocco Team (103) 6 p.m.

Monday, April 23

HBC Bookends (103) 2 p.m.

Tuesday, April 24

Hope for a Brighter Day (FH) 5:30 p.m.
 Alcoholics Anonymous (FH) 10 p.m.

Upcoming Events at Highland

April 18	Quarterly Church Conference
April 22	Blessing of Seed and Soil
April 29	Youth Led Worship; Youth Banquet
May 3	National Day of Prayer
May 10	Libation Theology
May 12	Family Service Project and Dinner
May 13	Graduation Celebration
May 20	Children's Spring Music Program
May 23	Handbell/Orchestra Spring Concert
May 28	Church Offices Closed
May 30	Last Wednesday of Regular Programming

Wednesday Night Menus

April 18

Salisbury Steak
 Mashed Potatoes
 Vegetable Medley
 Pear, Walnuts &
 Blue Cheese
 Rolls
 Dessert

April 25

King Ranch Chicken
 Black Beans
 Spanish Rice
 Southwest Caesar Salad
 Salsa w/ Corn Chips
 Dessert

Adults: \$7; Children ages 4-12: \$3.50; Max per family: \$21

Reminder: If you have a reservation you are responsible to pay for it. Cancellations must be made *no later than 11:00 a.m. the Tuesday before your reservation.* You may also contact the church office to make your reservations/cancellations.

This Week's Deacons

Friday, 7:00 p.m.

Vicki Runnion, Becky Smith (C)

Sunday, 8:30 a.m.

Kristie Abney (C), Allison French,
 Vicki Runnion, Tyler Swim (G)

Sunday, 9:30 a.m.

Bruce Carroll, Bill Martin (G),
 Lewis Miller (C), Susan Pierce

Sunday, 11:00 a.m.

Kathy Belcher, Cheryl Davis (C),
 Sharon Sanders, Ginny Sims (G)

Have you checked out
 our website lately?

Visit <https://hbclouisville.org> and catch
 a glimpse into our virtual front door.

Cream of the Crop Gathering May 24

Cream of the Crop is a group, retirement age and above, that gathers monthly. Our activities range from potlucks to trips to local places of interest.

We hope you will join us for a noon potluck lunch at the home of Gloria and Jim McBee on Thursday, May 24. RSVP to Gloria McBee by Sunday, May 20.

Around Highland...

... We're aware that many of you were inconvenienced by the elevator being out of order last Sunday. It's working again and is ready to service those of you who need it to access the different floors of the building.

... The Highland Book Club will meet on Sunday, April 29, at 6:00 p.m., in room 103, to discuss Rolling Thunder and Hear My Cry by Mildred D. Taylor. Everyone is invited!

... Highland's Sanctuary Handbells participated in the Area 5, Handbell Musicians of America Spring Festival over the weekend in Charleston, WV. We were the only Baptist church participating among 41 churches. Brenda Austin was the clinician for many hours of rehearsal resulting in a Saturday afternoon mass handbell concert. Attending were Larry Davis, Bill Ockerman, Carol Stanton, Beth Hedges, Rick Finklea, Kathy Collier, Steve Brown, Robert Davis, and Bruce Maples. All of Highland's bell ringers look forward to ringing in our Spring Bell & Orchestra Concert on Wednesday, May 23, 6:15 p.m.



My Faith Story by Sara Sanders

For those of you who don't know me, I am a lifelong Highland member currently living a little further away, as I am completing my second year of pediatrics residency at UNC at North Carolina Children's Hospital. My entire life I have been surrounded by Highland's tradition of social justice and a deep faith experience with God. I've also had the privilege to have my paternal grandparents (both physicians) model how to practice thoughtful, sustainable, global health for the better part of 40 years. I grew up listening to their stories about the places they have been and the patients they saw, and that has inspired me to practice global medicine.

With the spiritual and financial support of Highland, I spent the month of March in Lilongwe, Malawi at Kamuzu Central Hospital taking care of children. As it is rainy season, it was also malaria season. This means the normal patient census of ~350 patients burgeons to ~650 patients. To put that in perspective, the largest children's hospital in the states (in Texas, because everything is bigger in Texas) has a capacity of ~465. There are no private rooms in Malawi; just a few large open rooms with 4-8 children in a bed, with moms scattered on benches and the floor surrounding them. There is a 50:1 patient to nurse ratio, with even fewer physicians. Medications, labs, imaging, and even blood are precious commodities that have to be used thoughtfully, when they are available. I saw some of the sickest children I have ever taken care of, and I had to do more chest compressions than I have done in the rest of my career combined. It was considered a good morning if I didn't start my day with CPR. Every day, I was struck by the lack of resources and staff, while trying to keep children safe and alive. I also had the privilege of teaching medical students and other residents, which makes my contributions more sustainable.

My time in Malawi was transformative. Rev. Anna Holladay, one of my HBC besties, and I have had heated disagreements about the sensation of "being called." I don't know if I could ever name feeling called to something. And while I have definitely had other defining moments during my training, I have never had as many moments so formative, both personally and professionally, as I have in this past month. This month in Malawi, I was able to combine my medical knowledge with my passions of experiencing other cultures and caring for people. I plan to go back next year to continue this work of love.

I am so grateful to have had Highland's support during this past month, and know that I will continue to use the skills and passions I have acquired as I walk in my daily life. ~ Sara Sanders



Earth Day Sunday, April 22

I once heard a story of a person who photographed a hungry child looking in the window of a bread shop. He was asked what he did afterwards and he said he only took a photograph. One of the things I love about Highland Baptist Church is that we get involved.

~Alana Maddox

The Food Justice Team and the Environmental Action Team invite you to get involved this Earth Day:

- Friday and Sunday services will focus on environmental and food justice themes.
- Select a gift item from the giving tree located in the church lobby. You will be invited to donate time, money or items for local community gardens including those at Americana Community Center Gardens, Louisville Area Cooperative Economics (LACE) the group launching the Louisville Food Coop), Common Earth Gardens (farming for refugee communities), and St. Matthews Area Ministries.
- Attending the "Blessing of the Seed and Soil" after the 11:00 a.m. Sunday service. We will have booths for children, a space for gardeners to share plants and seeds, and space for all of us to celebrate the earth that God shares with us.
- Visit the information booths in the church lobby throughout the month of April to explore more ways to engage food justice work in our city.

Jean Janes Yard Sale Supports Missions

The Jean Janes Women on Mission Group's annual "Yard Sale" was another success! We raised over \$2,000. Thank you to all the church for contributions! Over the past four years, money raised by this annual event has been given to Global Mission Offering, CBF field personnel, Building Love Campaign, Simmons College of Kentucky, Baptist World Alliance, The Center for Women and Families, and Highland's Youth Mission Trips.

Sewing Blitz 2018

On Saturday, July 14, we will be making drawstring bags again for Safe Place. If you have something else you want to make on that day to sew with us, come on. Some of the youth we worked with on their day of service want to sew with us again. Join us for this good time. ~ Marilyn Sanders

CBF Kentucky Spring Gathering, April 20-21

All are invited to attend this annual event. Members of the CBF Morocco Team will attend as well as any of you who have interest. It will take place at St. Stephen Church, 757 Woodland Drive, Radcliff, KY.

For more information about the program and speakers visit www.cbfsky.org. Please note, there are a variety of events, childcare options, and meals that require separate reservations.

Weekly Financial Report April 8, 2018 (14 weeks)

	Weekly Requirement	Receipts This Week	YTD Requirements	YTD Receipts	YTD Over/Under
Contributions	\$24,392.21	\$25,350.97	\$289,330.86	\$278,444.70	(\$10,886.16)
Other Income	\$1,034.14	\$2,807.19	\$14,477.84	\$17,237.75	\$2,759.91
Total	\$25,426.35	\$28,158.16	\$303,808.70	\$295,682.45	(\$8,126.25)



2015 Building Renovation Project

Contributed this week	\$828.00	Loan Balance	\$60,640.00
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Deacon News

Two related events will be discussed and voted on at our upcoming Quarterly Church Conference this Wednesday, April 18.

First, the deacon body and an ordination council are unanimous in recommending that the church ordain Kristie Abney to ministry. Kristie began attending Highland Baptist Church in the fall of 2006 and joined Highland the following year. Although she was baptized Catholic at the age of nine, she wanted to be baptized again at Highland in 2009, to mark her renewed and transformed relationship with God. She has served the Highland Baptist Church community in various capacities, including: as a Pastoral Intern in field education (2012-13 academic year); serving as co-chair of the Senior Adults Ministry Group; co-teaching the "Catch-All" Bible study class; serving as the chair of the Spiritual Formation Ministry Group; serving as co-facilitator for Wednesday night programming classes including "Spiritual Dimensions of Grief and Loss," and "Supporting Loved Ones Through the End of Life;" planning and facilitating Taizé and Advent worship services; and providing Sunday morning worship care to toddlers through four year olds. In her role as a deacon, she currently serves as a member of the pastoral care team. She has a BSN in nursing and works currently with Hosparus. She expects to graduate with her Master of Divinity from Louisville Presbyterian Seminary in May 2018.

Kristie responded to the ordination council's question about "why now?" by talking about her love for Highland and her desire to be ordained specifically by this congregation. That influences the timing of the ordination, because she will be moving out of Louisville to join her spouse, Jill Abney, in Mississippi this summer, where Jill is a professor at the University of Southern Mississippi. They hope to be able to relocate back to Louisville and Highland in the not terribly distant future, and we hope for that as well.

Meanwhile, Kristie's move means that she will be unable to complete the last year of her current deacon term. In accordance with the Highland Baptist Church bylaws (IV.S.B.4), the Deacon Nominating Committee met and identified a person who has been previously ordained as a deacon that we recommend the church approve to complete the last fifteen months of Kristie's term, to begin June 1. That person is Jill Ligon Davis.

Jill works as a speech therapist at Frazier rehab. She has been a member of Highland for about ten years. She has served one previous term as a deacon at Highland, several years ago, and was on the pastoral care team at that time. She co-teaches the Simple Community Bible study class, is active with the Missions and Justice Ministry Group, and has served in numerous other capacities.



Kristie Abney



Jill Ligon Davis

CBF Task Force Summary Findings *(continued from page 1)*

What is the purpose of the Task Force and Highland Baptist Church's present and historic connections with CBF?

The CBF task force did its work grounded in the mission, vision and value of Highland Baptist Church's radical welcome and inclusion of all. The CBF Task Force was formed to investigate Highland's relationship with the Cooperative Baptist Fellowship (CBF) in response to CBF's hiring policies and practices relating to LGBTQ individuals. The scope of the work that the task force has done has been guided by eleven broad questions provided by the Ministry Council. Highland Baptist Church has been a CBF church since its beginning in 1991 and is Highland Baptist Church's primary connection for mission giving.

What is the status of CBF's Hiring Policy and Implementation Procedures?

The former CBF Hiring from 2000 reads: "As Baptist Christians, we believe that the foundation of a Christian sexual ethic is faithfulness in marriage between a man and a woman and celibacy in singleness. We also believe in the love and grace of God for all people, both for those who live by this understanding of the biblical standard and those who do not. We treasure the freedom of individual conscience and the autonomy of the local church, and we also believe that congregational leaders should be persons of moral integrity whose lives exemplify the highest standards of Christian conduct and character. Because of this organizational value, the Cooperative Baptist Fellowship does not allow for the expenditure of funds for organizations or causes that condone, advocate or affirm homosexual practice. Neither does this CBF organizational value allow for the purposeful hiring of a staff person or the sending of a missionary who is a practicing homosexual."

It is clear that the new Hiring Policy no longer includes any discrimination based on sexual orientation or gender identity in regards to employment and per Suzii Paynter, CBF Executive Coordinator, this is the ONLY policy CBF now has. The CBF Governing Board voted on and approved this new policy and it is fully active as of the unanimous vote on February 9, 2018. The new Hiring Policy removed all language regarding sexuality and reads: "Because of our compelling mission and vision, CBF will employ only individuals who profess Jesus Christ as Lord, are committed to living out the Great Commandment and Great Commission, and who affirm the principles that have shaped our unique Baptist heritage. Preference in hiring will be given to applicants who are active members in good standing of CBF churches as well as those who have demonstrated an active participation and contribution to the missions, ministries or other initiatives of the Fellowship and its partners. CBF employees are expected to have the highest moral character, displaying professionalism and a commitment to the highest ethical standards."

The Governing Board also received a 43-page Implementation Procedure along with the new Hiring Policy. On page 21 of the document, it states that: "The implementation procedure recognizes that the CBF will consider human sexuality as one factor among many for some positions, including field personnel, those who supervise field personnel and certain ministry/missions leadership positions at CBF Global in Decatur.... Among other qualifying factors, CBF will employ persons for leadership positions in ministry who exhibit the ideals set forth in the hiring policy, have gifts appropriate to the particular position and **who practice a traditional Christian sexual ethic of celibacy in singleness or faithfulness in marriage between a woman and a man.**" http://issuu.com/fellowship/docs/final_report_protected?e=1254077/58247583.

The new policy and implementation procedure are incongruent. The implementation statement is discriminatory against married LGBTQ+ applicants for ministry positions within CBF with exceptions for chaplains, as well as scholarships for LGBTQ+ seminary students. The Implementation Procedure was not part of the Hiring Policy that was voted on and approved. Suzii Paynter reported that the Implementation Procedure was submitted as a recommendation. **It is not policy.** Suzie gave permission to share with the church her intention as Executive Coordinator to follow the non-discriminatory approved hiring policy for ministry leadership positions, including married LGBTQ+ folk.

For viewing original documents, interviews with the Illumination Project Committee members and Suzii Paynter, and pastoral responses from Highland Baptist Church and other churches, visit https://docs.google.com/document/d/1fdagwzmqQQFL_HBoM832zM8f3oyWukOSmPpzF22VFco/edit?usp=sharing.

Habitat for Humanity Baptist House

Highland's Habitat for Humanity Mission Team was in action this past week! Seventeen Highland members volunteered their time Thursday and Saturday to "Raise the Roof" on the 25th Baptist Habitat for Humanity House. The house was sponsored by donations from our church, along with Beechland, Lyndon, Melbourne Heights, Middletown, Pleasant Grove, Saint Matthews and Westport Road Baptist Churches. On Thursday, Highland's Emma Leachman Global Women Group provided lunch for the workers.

Habitat's Mission Statement, "Seeking to put God's love into action, Habitat for Humanity Metro Louisville brings people together to build homes, community and hope through housing solutions of home ownership, community development and home repair."

If this is something that you want to be a part of, see Sam Rose or Jim McBee, Co-chairs of the Habitat Mission Team, for more information.

