

First Baptist Church Keller Deacon Meeting September 13th, 2026

Meeting was conducted on-campus at First Baptist Church Keller (FBCK) with a Zoom option as well.

Staff Members in Attendance on-campus

Keith Sanders, Mike Gonzales, Lawrence Duhon, Matt Perkinson, Andrew Young

Deacons in Attendance

A total of 61 Deacons signed in on-campus and/or attended over Zoom.

Call to Order and Welcome Remarks

- Chairman Jim Sabey called the meeting to order and opened with a prayer. He then asked for pastoral updates.

Updates from Pastors/Staff in attendance

Senior Pastor Keith Sanders:

- Pastor Keith started with his update. Notes that the church has been busy recently. There has been good attendance and good number of people showing up for Wednesday activities. Pastoral Staff had their retreat off campus in July. Time spent in prayer, discussing various reports on areas of the church, and seeking God. Discussed personnel needs.
 - Reorganization of staff. Tony has been covering prior jobs of Pastor Scott Knox. From the meeting, several recommendations were made. The first two follow:
 - Promotion of Tony from Associate Pastor to Families to new title of Executive Pastor of Church Ministries. This has been approved by both Personnel and Finance committees already. Over the last 22 years since Pastor Keith has been here, there has been a Senior Pastor and 4 Associate Pastors. This has worked well. Pastor Keith notes that he has recently been out of the office more for funerals, meetings and hospital visits. Having Tony in this Executive Pastor role will allow Tony to address administrative things that come up while Keith is out. Tony will still ultimately report to the Senior Pastor which will remain Keith. (The updated organizational chart was shown to the deacons in the room and online. See updated organizational chart attached at end of this document.)
 - Promotion of Andrew from Minister to Students to Associate Pastor to Families.
 - These will require vote by the church. Pastor Keith and the other pastors would like to give the church body a 2 week notice before the vote so would like to present the plan during the worship services on Sunday 9/20/26 with vote on Sunday 10/4/26.
 - Pastor Keith then fielded multiple questions from the deacons on this topic.
 - Question-- asking what the "red" boxes on the updated organizational chart meant. Answer—These are new or vacant positions. Pastors Tony and Andrew will have "a say" in filling those positions that report to them on the chart.

- Question—what do the “green”, “blue”, “orange” and “yellow” colors for the boxes represent? Answer—Different ministry areas covered by each of the Pastors to help make chart easier to see the reporting structure.
- Question—Tony seems to have a lot of people reporting to him in addition to his current responsibilities. How to handle that? Answer—Toney will give up writing Sunday School curriculum. Andrew will supervise the children, youth and adult Sunday School departments. Andrew wants to finish out this school year fully working with the Youth and then bring in a successor next year.
- Question—where does pastor counselling of members fit in to this chart? Answer—there is not a designated staff counselor though Keith and Tony have been doing much of it. Plan to try to involve the other pastors in this as well.
- Question—what other “open positions” are there in our church? Answer—Have some poorly staffed positions. We acknowledge the need for the part time social media person to be a full time position as social media is the preferred way that many of the younger generation gets their information. The young adult group is growing over the last 2 years. Our church is seeing a growing number of young people not go away to college. We have been having 40-50 people here and do not have a full time staff member dedicated to this so we need one. When he was here, Gregory Baines was the minister to Adults and we did not fill that position when he left. Tony took this over after Gregory as part of his other responsibilities. Likely will look to fill this position as well in the future.
- Question—who is taking on the communication in the office for the deacon Hospital Visitation team? Answer—Amy Sellers has just started as Pastor Keith’s assistant and will take this over as the primary contact. Pastor Keith also mentioned that he will be filling the Pastoral Intern position with Casey Walker.
- Question—is there a plan to replace Pastor Scott’s position? Answer—The Executive Pastor of Church Ministries will replace this position. Tony has been doing the work recently but has not had the formal training. The Personnel Committee said they will pay for any training that Tony needs for this new position. Pastor Keith has also been meeting with Tony frequently to assist in his preparation.
- Question—does this mean Pastor Lawrence is now in charge of Sunday School? Who is the point of contact for the Adult Sunday School directors and teachers? Answer—Right now it remains Tony. Eventually it will be the Minister to Adults.
- Question—so Andrew will remain in charge of Youth until next year? Answer— He probably has too much on his plate. Pastors are going to look at options. Andrew will have input.
- Question—hopefully we get those coming in behind Andrew on staff soon so that they can get time to train under Andrew. Answer—Andrew has been doing a great job with the youth. There is no desire to change the Youth Group and current model for discipleship as it is working well. Andrew’s

philosophy of treating the youth as young members of the church will still be used.

- Question—It appears the desire is for the church to be “less top heavy” moving forward, correct? Answer—we want to be good stewards of all that God has given us. We have been previously staffed too thin.
- Question—we have been previously too thin at “middle management” at the church. Recommend to add additional hours for office staff. Answer—We need to manage our budget. We have a surplus but still need to manage it well. When we hire new people, we want to compensate them well. We try to stay in the 3rd quartile for salary/ benefit. That helps us retain the good staff that we have.
- Question—Is there any type of Survey out there, like a salary survey that discusses scope of responsibilities in addition to salary. Answer—I am not aware of any but there are anecdotal discussions. FBC Keller is not a large church by DFW standards but is large when compared to most churches around the country. For most churches multiple jobs are combined into one for efficiency and budget purposes. We try to be conscious of the budget here so do combine some responsibilities.
- Question—with the new position of Executive Pastor of Church Ministries, do the church bylaws need to be amended to reflect this position? Answer—We have amended the constitution and bylaws several times over the years to reflect changes. Pastor will look into need to amend the church constitution and bylaws with this position.
- Question—Will there be leadership training offered to Andrew that will also be paid by the Personnel Committee? Answer—yes.
- Question—Steve Burns asked if the deacons need to vote on this new position of Executive Pastor as well as on need for a constitutional amendment? Answer—Vote on approval of this new position of Executive Pastor of Church Ministries. Pastor Keith will research need for amendment to the church constitution and bylaws.
- Steve Burns made a motion to deacon body to approve moving forward to a church-wide vote on the creation of position of Executive Pastor of Church Ministries and hiring of Pastor Tony Richmond for that position. Jon Taylor with the Second on that Motion. Vote taken and the deacons in attendance and online passed it unanimously without dissent.
- Church Discipline. Group including the pastors and the deacon officers is working on an update to the FBC Keller policy on church discipline. The group met about 3 weeks ago and is making progress. Expected to need 1-2 more meetings. Hope to bring an updated policy to the deacon body by January 2027.

Associate Pastor – Family Ministries Tony Richmond

- Pastor Tony was in attendance online while out of town. He had nothing to report.

Associate Pastor -- Worship Matt Perkinson:

- Pastor Matt stated that the worship ministry has gotten off to a good start this year.

- As a recap, we had a Worship Night to start the year.
- This past Saturday the Sanctuary Choir had a Christmas Retreat to begin working on their Christmas presentation this year. The Christmas program in the past had been on Saturday afternoon and then the following Sunday evening. This year it will be during the Sunday morning worship services.
- Matt reports that he is currently discipling 3 men thinking that they have a call into worship ministry.
- On October 11, FBCK will be hosting Southwestern Baptist Theological Seminary acapella choir. They will sing in the Sunday morning services and then in an evening service.
- Matt notified the deacons that some of the youth choir members will be serving as the musicians at the Deacon's Widows Banquet on Dec 5 this year.
- Student music will lead worship in an upcoming Sunday morning service.
- Ring & Sing performance will be on December 13.
- Music & Missions tour will be going to Houston/ Galveston in March. Pastor Matt and Pastor Andrew are looking for connections in the area to work with. Deacons encouraged to reach out to either pastor if they have any connections down in that area.
- Matt presented an update from his sabbatical time. He thanked the deacons, and church in general, for allowing him to be gone. It was a time to be with family, connect with other brothers and churches, and he was able to complete all of the work that he wanted to accomplish on this curriculum.
- Curriculum named DOXA. DOXA is a Greek term which means to convey glory or praise to the Lord.
- Desire was to create a worship theology curriculum to grow in ministry and theology. Eventually plan to roll this out to the other worship groups in the church but it will start with the students. The aim is for a transformed life in the worship arts member that we see in Romans 12:1. This will address who we worship (the Lord) and why we worship Him.
- Plan this year is to target the student choir. Plan to roll this out to all of the ensembles.
- Romans 10:2. "For I bear them witness that they have a zeal for God, but not according to knowledge." Matt said that he does not want a worship ministry that has a zeal for God but not connected to true knowledge of who God is.
- Purpose & Vision—to equip 7th – 12th graders involved in Student Music Ministry of FBC Keller to worship God faithfully by shaping them theologically, spiritually, and musically through a structured six year theology of worship study.
- Structural Framework operates on a six year rotating cycle. Each year focuses on a key attribute of God broken down into four sequential quarterly themes of God, Man, Christ, Response.
- Core Discipline Elements
 - Scripture Formation. On primary memory passage assigned per quarter, directly rooted in how the quarterly theme intersects with the year's key attribute that will be taught and learned in rehearsal.
 - Song Formation. A curated selection of hymns and modern worship songs chosen specifically to reinforce the quarterly focus (God, Man, Christ, Response) that are taught and learned during rehearsals. These featured songs can also serve as corporate worship songs when students lead in services and on the Student Music Tour.

- Worship Training (Rehearsal Discipleship). Focused, direct teaching sessions integrated directly into rehearsal times. Sessions build a foundation of worship theology, philosophy and practical methodology.
- Theology of Worship Teaching Scope. This is a 3 year scope. Students participating in all 6 years (7-12th grade) will cycle through this sequence twice to deepen retention.
 - Year 1: Foundations of Worship
 - Worship Fundamentals (Psalm 150)
 - The God We Worship (Exodus 34:6-8)
 - The Rhythm of Worship: Revelation & Response (Isaiah 9)
 - We Become What We Worship (Psalm 115)
 - Year 2: Heart & Theology of Worship
 - Offering Acceptable Worship (John 4: 19-26)
 - Why Do We Sing? (Colossians 3: 16-17)
 - The Practice of Worship—Your Personal Role (Romans 12: 1-2)
 - The Practice of Worship—Corporately (various passages)
 - Year 3: Leadership & Character in Worship
 - The Practice of Planning Corporate Worship
 - The Practice of Leading Corporate Worship
 - The Love of God (Exodus 34, John 3: 16-17, Romans 5:8, Ephesians 2 4-7, 2Corinthians 5: 14-15, Romans 8: 38-39)
 - Responding to God’s Love (Matthew 22: 36-40)
- For 2026-2027 the Key Attribute is God Is Creator. Students are in Quarter 1 now.
 - Quarter 1 (Sept- Oct)
 - Focus: God is Creator
 - Scripture Memory: Genesis 1: 1-2.
 - Hymn: I Sing the Mighty Power of God
 - Quarter 2 (Nov-Dec)
 - Focus: Made in the Image of God
 - Scripture Memory: Genesis 1: 27
 - Song: I Am Not My Own
 - Quarter 3 (Jan-Feb)
 - Focus: Christ is God
 - Scripture Memory: John 1: 1-3.
 - Hymn/Song: God, the Uncreated One (King Forevermore)
 - Quarter 4 (March-April)
 - Focus: Response of Praise
 - Scripture Memory: Revelation 4: 11.
 - Hymn: For the Beauty of the Earth.
- Matt asks “what do we do with all of this knowledge of God?” “We shout out in praise.”
- Matt took questions from the deacons.
 - Question—is this for students enrolled in choir? Answer—yes.
 - Question—what about a student that comes in after 7th grade? Does this curriculum build on itself? Answer—it does not build on itself. Students can come in at anytime and pick up where we are. They will have missed the attributes of God that were covered the prior year, but they should be able to jump into the program in the current year.

- Question—There are many in our church, and likely some in this room, that could really use this curriculum? Follow up from another deacon asking if there is any other curriculum out on market like this? Answer—there are a lot of devotionals but they fall short on scripture memory and application.
- Question—this seems like great curriculum, what about sharing with other churches, others? Answer—curriculum belongs to FBC Keller, not to Matt. This is to help us know the Lord better and worship Him rightly. Soli Deo Gloria. If any other church members or outside churches want this, they are welcome to it.
- Question—Matt recognizes that he is first a theologian and then a musician. Andrew is first a theologian. This is not seen in all churches. I commend you for this effort.
- With no further questions, Matt concluded his report.

Associate Pastor – Missions & Evangelism Lawrence Duhon:

- Pastor Lawrence reported that he is excited for and behind the updates to pastoral staff.
- The Pathright curriculum has gone out to the whole church. There has been additional discussion about sharing Pillar of Truth series as well as the Baptist Faith and Message sermons to others. There has been ongoing work “behind the scenes” to get those ready to be shared as well.
- Dan Trantham, Tonya Trantham, Amanda Stoeffels leaving to mission trip to Kenya soon.
- There is a team of 4 which includes Pastor Lawrence leaving to Nepal soon.
- Had the recent outreach to attendees at the Keller high school homecoming parade. The FBCK team spoke to hundreds of people.
- Fall Festival this year will be October 25.
- Operation Christmas Child will be starting soon.

Student Minister Andrew Young

- Pastor Andrew reported that student and youth ministries were going well. He reported that he is still recruiting to fill a few leader spots. He thanked the deacons for their support.

Senior Adult Minister Mike Gonzales:

- Pastor Mike mentioned that Senior Adult ministries are ongoing.
- GAP (God’s Active People) want to gather, connect and serve. Going well. Deacons were instructed to see the GAP brochure for details.
- GAP Monday Breakfast on the 1st and 3rd Mondays of month going well.
- Chili Cookoff will be Sept 18th.
- Bridging the Gap is there theme. Senior Adult ministry wants to build intergenerational relationships through mentoring, serving, worshipping, and learning alongside one another.
- October 11th will be a Share Sunday. There will be some prayer and testimonies.
- Upcoming events include a Planning with Purpose conference October 24 in addition to a Thanksgiving Celebration November 22 and a Christmas Celebration December 11.

Prayer Time with Pastors & Staff and Focused Deacon Prayer

- Deacons then broke into rooms to pray in small groups for the pastors. Those deacons online prayed for the pastors that were not in attendance.
- Deacons regathered following the prayer time.

- Cecil Hill then lifted a prayer for wisdom and discernment for our church staff and various committees.
- Richard Harris voiced a prayer for the unity of FBC Keller church body as well as for the spiritual and physical needs/ wellness of the church.

Ministry Team Updates – Steven Cooks:

Steven kicked off the ministry team updates, and each Team Leader that was present provided updates for the respective ministry team that they lead.

1. Sunday Prayer Team – Perry Leonard: Asked deacons to stay in prayer for FBCK pastors. Thanks given for those members of the team. 830am service prayer time meets across from the worship center (sanctuary) while the 11am service prayer time meets on the 3rd floor in the conference room. Need 1 team member to fill in to pray with pastor prior to 11am service so request was made again during this meeting.
2. Deacon-Led Prayer Team – David Wimberley: Steven presented as David was out. All deacons welcome to join in on the rotation. No new updates.
3. New Member Candidate Visitation Team – Paul Chastain: Steven presented as Paul was out. Schedule posted on Deacon website for 2026. No new updates.
4. Widows Team – Don Johnston: There is a new widow that Don is working to place. Reminder of the Dec 5th Widow's Banquet. Don mentioned that he was contacted by Girl's Ministry Associate Ella Thames and there will be another Youth Serve Day. This time the youth will be serving widows, widowers, and shut-ins. Date to come.
5. Lord's Supper Ordinance Administration Team – Nate Davis: Nate started by thanking the Physical Services team for help with a neighbor whose home burned down and team brought masks over to help the family sift through the ash looking for salvageable items. Next baptism is November 8. As some deacons are not receiving emails, going to try to use a text platform to supplement the signup email.
6. Hospital Visitation Team – Ron Shields: One person needed to cover the downtown Fort Worth hospitals. One needed to serve in the rehab hospitals in the Keller/ Southlake area.
7. Widowers Team – Scotty Mullins: Steven presented as Scotty was out. Ministry going well. The team is accepting additional volunteers. Zane Harper recently joined the team.
8. Physical Services Team – David Kennedy: David reports there was a drain issue for the widow of Jonathan Page that was addressed by Ray Campbell. Another widow had a water main issue between her home and the street that cost \$3500 to repair. Work was done quickly after the benevolence funds approved to pay for the work. David noted that the widow of Jon Taylor recently tripped and fell while going to get mail. David reminded that there is a form that a widow can fill out to have mail delivered to the house rather than mailbox if widow has a doctor's note describing mobility issue. There is a project coming up to redo a fence and build a gate and email has been sent to teammates to sign up. David reports that the team continues to take new members.
9. Baptism Ordinance Team – Kreg Bryant: Steven presented for Kreg. Recently 2 baptisms. 1 upcoming next week. Praying for additional baptisms with the upcoming season.

Deacon Chairman remarks from Jim Sabey

- August meeting minutes were approved unanimously.

- Reminder to check in with our widows. Widows banquet coming up on December 5. FBCK youth will lead in music during the banquet this year.
- Jim noted that October is Pastor Appreciation month. He notes that he has been reading from the book entitled “Deacon on Purpose.” Based on ideas in the book he has suggested that deacons consider giving a note or some other form of encouragement to our pastors during our next meeting on 10/11/26.
- Benevolence Fund amounts:
 - Widows - \$33,316.86
 - Deacon - \$42,725.16
 - A reminder given that benevolence through the church generally handled by Pastor Lawrence. Jim mentioned that a subcommittee has been formed to update the FBCK benevolence policy. They have had one meeting to work on the policy and will meet again later this month.
- Next meeting is October 11, 2026, at 4pm in FBCK room 245.

Prayer / Praise Requests – Chris Norris:

- Kirby Kercheval expressed thanks for the prayers for his recent surgery. He reports the surgery was successful and he felt blessed.
- Lou Srencik reported that A28 Sunday School Department was dealing with a lot of medical issues that need prayer.
 - Diane Terry going to MD Anderson for radiation for lung cancer treatment.
 - Irene Laws going to Mayo Clinic Tuesday for open heart surgery.
 - Carlene Davis has a malignant lung cancer.
 - Gary Bowling. Remains between hospital and rehab for blood clots/ weakness and need for a future back surgery. Back at Baylor Grapevine with infection. Has been in healthcare facility for over 50 days.
 - Lou’s wife is having right arm surgery next Monday.
 - Concern for depression in several members of class due to these medical issues.
- Cecil Hill reported a couple of prayer requests.
 - Brother has some issues which are listed in prayer guide. On top of this he had a recent fall and has more trouble walking. Has an open wound. Walking ability has declined. This is impacting his ability to continue to work with therapy.
 - Sue Smith passed away and funeral services on Wednesday.
 - Jim Block’s wife Gloria funeral is Thursday.
 - The Ken Gardner Sunday School class also has multiple members with health issues.
- Jim Flick. Thank you to the deacons that have helped Carl Wilson get to visits. He now has a walker and is able to get to visits. Continue to pray for him.
- Ed Newsome. Linda Huffstuttler had a trip and fall and broke femur. Had surgery this week. Kathy Lane has had decreasing health and is now effectively bedbound. Needs additional prayer for her and Dennis.

Closing Prayer voiced by Chris Norris. After this, the meeting was adjourned.

Respectfully submitted,
Chris Norris, Vice-Chair Records