

First Baptist Church Keller Deacon Meeting

May 2nd, 2026

Meeting was conducted on-campus at First Baptist Church Keller (FBCK) with no Zoom option.

Staff Members in Attendance on-campus

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

Deacons in Attendance

A total of 56 Deacons signed in on-campus.

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.
 - Possible 3rd Sunday Service. Vision Team came up with vision for 3rd service on Sunday morning to assist in crowding in worship center. Possible start up in Jan 2027. Old plan had service times at 8:00a, 9:45a, 11:00a. New proposal has the 3rd service occurring in the Gym simultaneously to the 11a service. This would be a different speaker with a different music leader. Idea is for a rotation of speakers. May use current FBCK staff plus Guest Speakers in short term. Plan is to use the same biblical text for the message with the same worship songs/ hymns with no choir. The longer term vision for this is to have the 3rd service build a core group of people that eventually transition off to help start the new church plant.
 - Church plant pastor—start here on staff at FBCK for 1 year. Eventually transition to the new church plant site.
 - Will need to update the Gym (acoustics, A/V, etc.)
 - Gym service will replace the overflow service in the Loft.
 - Church membership/ discipline.
 - Pastor Keith reminded the deacons that pastor Tony gave update during April Deacon's meeting on plans for developing discipleship program.
 - FBCK believes in discipline but has never had any written policy.
 - In 2011, Pastors had a retreat to the seminary. They discussed church membership. Previously had times of rapid growth without checking background of new members or ensuring that the new members held same convictions. Began the process of developing "meaningful church membership."
 - Walking the aisle at the end of the church service is now the start of the membership process, not the actual act of joining the church.
 - Followed by pastoral visit/ interview. Goal is to hear the testimony of the new member candidate.

- New Member Orientation followed by a vote yes/no on membership at the monthly church business meeting. Then every quarter, new members are called in front of the church which starts the process of accountability to the church.
- Despite this, FBCK still has no formal church discipline policy. We follow that Matthew 18 protocol looking for repentance in that member. If no repentance, the issue will be brought before the deacon body for a formal letter to be written regarding the issue. In past, this has led members to repent and they remain in good standing to this day.
- In church discipline, the first level is personal. The individual repents himself. Between man and God. If sin remains and the individual is unrepentant, then Matthew 18 principles are employed. Pastor Keith then gave 2 examples:
 - This year, 2 people in a Sunday School class were having an adulterous affair. Matthew 18 principles used. The man repented and asked forgiveness from each member of the Sunday School class and was granted it. The woman was not repentant and left the church.
 - Another example. Previously had a man leave the church due to an adulterous affair as he would not repent. He joined another local Baptist church and went through membership despite being “under discipline” here. There is not really any intramural church discipline between churches.
- The FBCK Bylaws do discuss termination of membership due to the following:
 - Death of member
 - Transfer to like-minded church
 - Statement from a person that leave about wanting their membership terminated
 - As a result of discipline.
- FBCK staff has been praying over this topic for the last year.
- Goal of church discipline is always reconciliation; however, pastor Keith gave a personal anecdote that about 90% of time that he goes to person to ask them to repent that they simply ask to be taken off of the church role rather than repent.
- Staff would like to have a policy in place to give during new member orientation meeting so that new members know what they are agreeing to when they join the church.
- FBCK needs to explain what actions or sins rise to the level of invoking church discipline.
- FBCK needs to make clear who is responsible for church discipline. At this time, it is the senior Pastor. Pastor Keith reminded the deacons that he is not omniscient, and because of this, he feels that there should be more than one person responsible for handling or deciding on church discipline.
- FBCK pastors feel that this process of asking members to repent of sin should work through the process of both church counseling as well as church discipline. Church members need to be aware that information disclosed during a counseling session may ultimately lead into the church discipline process.

- Proposal from pastor Keith regarding a FBCK church discipline policy. The pastors and the deacon officers would spend time studying church discipline, possibly 6 months. This group would create a policy and write it up. The policy would be brought before the deacon body for review and vetting. If passed by the deacon body, the policy would then be brought before the church body for review and discussion followed by a vote to add this church discipline policy as an amendment to the FBCK bylaws.
- Next there was a time for questions from the deacons in attendance.
 - Kirby Kerchivel asked 'How is the church to actually know if the person facing church discipline has actually repented?' Pastor Keith replied that we need to do a better job to guard the unity of the church, protect people from themselves, and protect the name of the Lord. There was a follow up question about whether it was enough just to have the person resign their membership and the answer was that 'it is probably not enough' as the goal is repentance and restoration.
 - Ron Piwetz asked about how this process would apply to non-members of FBCK that are 'causing trouble' in FBCK? Pastor Keith responded that legally a non-member could be considered a trespasser if they had been asked to leave and do not. Church members would be covered by the church discipline policy.
 - Steve Burns commented that it is essential that we create this church discipline policy. He reported working with a lawyer with a church and it is suggested that this policy should require same. He felt that it was important that our church constitution codifies this church discipline process. Pastor Keith agreed that the church will need to involve a lawyer to help with crafting this policy.
 - Pastor Keith then reiterated that it is important that we need to know and document what rises to the level of church discipline as our church constitution and bylaws say nothing about church discipline for members. Pastor Keith noted that it would likely only take a document that is about ½ page long to give the details of this church discipline policy.
 - Ken Garner asked if there is any help available in creating a church discipline policy from the Southern Baptist Convention. Pastor Keith said that there is, to some extent.
 - Dr Jed Ford asked if there is a known percentage of new member candidates that become frustrated with our process and simply walk away without completing it. Pastor Keith answered that the staff does not actually see that occurring. New member candidates seem to like the process and accountability that comes with it. He stated that we currently have 2100 members on our church role that live locally and attend the church sometimes. There are about 1000 to 1200 members that attend weekly. Pastor Keith mentioned that when he became senior pastor the church role was as high as 4200 people.

There has been work done to have a more accurate and updated count over the years.

- David Kennedy noted that he is new to this church body. He appreciated pastor Tony's work with the New Member Breakfast. Questions are answered in this breakfast that help new member candidates to understand the process and know what to expect. Pastor Keith replied that pastor Tony tells people at these breakfasts that church discipline is practiced at FBCK. We do not, however, have a written policy to show them. We need to be able to address open sin and proceed to church discipline if needed.
 - Richard Harris noted that there was some review back in 2011. He notes that there have been instances of people with different backgrounds or beliefs coming into a church and essentially taking over churches and even entire denominations. Pastor Keith acknowledged this possibility and noted that it is important for FBCK to follow membership policies to ensure that new members have the same convictions as FBCK. New members need to agree that they believe in and affirm the Baptist Faith and Message (2000) as well as the FBCK covenant.
 - Ron Shields made a comment about church members in the past being subject to church discipline for choosing not to give to the church. Pastor Keith responded that there are 3 areas to look at that could rise to the level of church discipline. These 3 areas involve Immorality, Disunity, and Crime. Pastor Keith noted that this needs to be a fair process, and he does not want to be the only judge.
- With no further questions from the deacons in attendance, by acclamation, the deacons unanimously approved creation of the above mentioned committee (pastors + deacon officers) to create a document defining FBCK church discipline.

Associate Pastor – Administration Scott Knox:

- Pastor Scott was not in attendance.

Associate Pastor – Adult Discipleship Tony Richmond

- Pastor Tony was not in attendance.

Minister – Students Andrew Young

- Pastor Andrew asked for prayer from the deacon body for two upcoming events.
 - Vacation Bible School. Coming soon in early June. He said that volunteers are still needed.
 - Youth camp at Shepherd of the Ozarks in Arkansas.
- Graduate Recognition Day will be May 17, 2026. Pastor Andrew reported that we are going to continue the tradition of the church laying hands on the graduates to pray for them, and he asked the deacons to take the lead to come down to the front of the worship center to pray during both services that day.

- Pastor Andrew noted that would be preaching in the Sunday morning services on May 3 and asked for prayer.

Associate Pastor – Missions & Evangelism Lawrence Duhon:

- Pastor Lawrence and John Gulgal returned recently from a mission trip to Brazil. During the trip, they taught on biblical hermeneutics to native Brazilians so that they could go minister to local indigenous people groups in remote areas as outsiders typically not allowed into those areas. They also made contacts for future possible trips back to Brazil.
- He noted that during the May 13th All Members meeting there would be reports given to the church from the last 4 mission trips, which includes this Brazil trip.
- Pastoral new member candidate visits. Pastor Lawrence noted, in response to the earlier discussion on the membership process, that there was recently a discussion with a new member candidate about an immorality issue.
- Pastor Lawrence noted he has been working with Pastor Tony on the “Reaching People” church pillar discussed at the April Deacons meeting. They are discussing what “measurables” might be to track this.
- Church plant update. Pastor Lawrence reported that the missions committee meets on May 3rd. There has been ongoing discussion about setting up a potential budget for a church planter. There has also been discussion with school districts in the area about the possibility of renting space for a church plant to meet.
- Pastor Lawrence reported that there are several FBCK summer mission trips which include trips to Alaska, Oregon, Guatemala, and Romania.
- Dan Hale thanked Pastor Lawrence and FBCK for the ongoing support of Missions. Dan asked a question about whether it would be possible to have young people interested in going on mission trips with FBCK go to various Sunday School classes to discuss their future trip. The purpose of this would be to create a support and prayer connection with the student and class similar to what the International Missions Board does.
- Pastor Lawrence reported that Samantha Stoffels will be going on a mission trip to Vietnam this summer. Another of our young adults, Lauren Dorn, will be taking a mission trip to Greece. Pastor Lawrence also reported that Jude Montgomery, one of the FBCK youth, is returned from a several month mission trip to Peru.

Senior Adult Minister – Senior Adults Mike Gonzales:

- GAP (God’s Active People) want to gather, connect and serve. Going well. Michael Clayton will be a speaker at an upcoming GAP breakfast.
- DASH Class. Continues to meet. Going well.
- May 8th—There will be a Patriotic Celebration. In FBCK Gym. Open to all but need to RSVP. Matt Krause will be presenting.

Associate Pastor—Worship Matt Perkinson:

- Pastor Matt reported on several upcoming events.
 - Student music home concert will be on May 3rd.
 - WAK spring musical. This will be a gospel centered drama on May 6th.
 - Fine Arts Academy presentation will be May 15-16. There will be 195 students presenting. People are welcome to attend the recitals.

- Art Camp will be June 15-18. Students will learn to paint, etc. This camp is full.
- Summer Music Camp will be July 27-31. This is for grades 1 through 5. This is full.
- Pastor Matt informed the deacons that he will be taking a 6 week sabbatical. He will be out from June 14 through July 23. He will be back to lead worship in the July 26 services. Pastor Matt is working to develop a 6 year curriculum for Student Music Ministry that will focus on students during their 7th through 12th grade years. Pastor Matt reports that he has become disillusioned with the number of students that leave the church after completing high school. This curriculum will deal with 6 Key Attributes of God:
 - God as Creator
 - God's Sovereignty
 - God's Holiness
 - God's Eternality
 - God's Justice
 - God's Love
 - This curriculum would include both home worship training and home discipleship.
 - Students will move through each of these attributes during the 7th through 12th grade years.
 - Matt envisions Core Teaching topics (and Bible reference) to include:
 - Worship Fundamentals (Psalm 150)
 - The God we worship (Ex 34:6-8)
 - Rhythm of worship (various scriptures)
 - We become what we worship (Psalm 115)
 - Offering acceptable worship (John 4:19-26)
 - Why do we sin? (Col 3:16-17)
 - Practice of worship—our role (Rom 12:1-2)
 - Practice of worship—corporately (various scriptures)
 - Pastor Matt hopes that he is able to complete this and begin the curriculum with the students starting fall of 2026.
 - Pastor Matt reports that this curriculum will belong to FBCK, and not to Pastor Matt. Pastor Matt expects to use this curriculum to WAK and Adult Choir as well.
 - Pastor Matt asked for prayer during his sabbatical as he is working on this curriculum.

Prayer Time with Pastors & Staff and Focused Deacon Prayer

- Pastors and Deacons remained in the room for this meeting and prayer requests were taken.
 - Pastor Keith mentioned that AT Cane passed away. He was the husband of Janet who is a former staff member. Prayer for Janet with the loss of her husband as well because she has recently moved to Memory Care.
 - Pastor Keith asked for prayer for Mike Johnson. He is having surgery for removal of an eye on Tuesday and then will have reconstructive surgery.
 - Pastor Keith asked for prayer as he will be traveling.
 - Pastor Andrew asked for prayer as he will be preaching tomorrow.
 - Buddy Brown asked for prayer for his family. He has 6 granddaughters but only 2 of them attend church. 4 of the granddaughters are in Washington and all are adopted. This oldest of the granddaughters is 18. He reports that all of the girls are in rebellion.

He asked for prayer for this family and for all of our kids that are in transition from one life stage to the next.

- Matt Porter asked for prayer for multiple family members in church that are dealing with personal struggles.
- Chris Norris voiced a prayer for all these requests.

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: Steven presented for Perry. 830am service prayer time meets across from the worship center (sanctuary) while the 11am service prayer time meets on the 3rd floor in the pastor study. Need 2 team members to fill in to pray with pastor prior to 11am service.
2. Deacon-Led Prayer Team – David Wimberley: Steven presented for David. Inform David if you are not able to pray in your assigned spot so a replacement can be found. The 2026 schedule is on the deacon website.
3. New Member Candidate Visitation Team – Paul Chastain: Schedule posted on Deacon website. Deacons asked to Email back to office as well as Paul about how the visit went. Deacons should contact Paul if they would like to be added to the team.
4. Widows Team – Don Johnston: Thanks given for deacons caring for widows. Don assigned 1 widow recently. The church is now up to 150 widows served by 86 deacons. Don reported that there are 5 deacons that each have 3 widows, 42 deacons that each have 2 widows, and 39 deacons that each have 1 widow. Don then read the names of those widows that have passed away in the last year. Don reported that a deacon from First Baptist Watauga contacted Don to ask details about our Deacon Widow's banquet. Ken Garner has a widow in his Sunday School class that is served by Jed Ford and has expressed her thanks that Jed does a good job keeping up with her. Brian Romig notes that during his visits as part of the deacon hospital visitation team he comes across widows that have already been visited by Jed Ford.
5. Lord's Supper Ordinance Administration Team – Nate Davis: Steven presented for Nate. No updates to give.
6. Hospital Visitation Team – Ron Shields: Buddy Brown and Dick Chase volunteered to help this team.
7. Widowers Team – Scotty Mullins: Steven presented for Scotty. Ministry going well. Nothing to report.
8. Physical Services Team – David Kennedy: Team completed a roof repair for Beverly's house.
9. Baptism Ordinance Team – Kreg Bryant: Steven presented for Kreg. There are 3 more in the queue and praying for 2 additional people that are considering baptism.

Deacon Chairman remarks from Jim Sabey

- April meeting minutes approved unanimously with no changes requested.
- Reminder given that there will be no deacon meeting in June.
- Reminder given that the Deacon calendar is on the FBCK Deacon website.
- Thanks given to the deacon body for continuing to serve.

- Benevolence Fund amounts:
 - Widows - \$21,941.39
 - Deacon - \$18,195.62
- Next meeting will be July 12th, 2026 at 4pm.
- Deacons were asked to break up into groups and pray around the church. After this time of prayer, the deacon meeting will conclude and deacons will be dismissed.

Respectfully submitted,
Chris Norris, Vice-Chair Records