

# FBC Killeen Transition Team

*Minutes from meeting via Zoom on December 2, 2025*

## ATTENDANCE

### DEACONS

Lee Stockland  
Chris Vanderburg  
Johnny King

### DEACONS ELECT

Gene Cummins  
Chris Diem  
Tad Dorroh

### STAFF

Jim Siegel  
Rief Kessler

## DISCUSSIONS

1. Chris Diem reported from Jim that Dr. Vassar was agreeable to the schedule.
  - a. Next steps:
    - i. Jim referenced the email and the document concerning interims and job descriptions
    - ii. Working on a meeting in the near future
    - iii. Tad asked if Vassar would meet with the search committee and lead
      1. Chris Diem answered in the affirmative
2. Chris Diem reported on a reference for Dr. Marrow that eliminated him from consideration.

## THE SURVEY

1. 29 questions were posted from the team
  - a. Of these questions, there were five major themes
    - i. Military
    - ii. Application of Scripture
    - iii. Measurable results to member involvement
    - iv. Evangelism
    - v. Addressing cultural issues
2. Everyone agreed that we preferred the ranking style questions of categories
3. Tad asked if we needed to include questions about education level of candidates
  - a. Chris Diem reported that some parties were asked this in recent past for the youth pastor search committee and seminary degree was preferred

- b. Skepticism was expressed throughout the committee about asking the question and being trapped by the answer.
- 4. There was a long discussion about the unique fabric of Killeen and a minister's experience in transient communities.
- 5. There was a conversation about the candidate's age range.
  - a. The general consensus was in the late 30's
- 6. Tad recommended that we start a draft in actual survey format.
- 7. How do we include church growth and health in our accountability?
- 8. Tad mentioned gathering our leadership together to decide what our church looks like into the future
  - a. Perhaps a weekend event could be planned in the spring under the intentional interim
- 9. Next meeting will be January 11 following called deacons meeting.