

FBC Killeen Transition Team

Minutes from the Zoom meeting on November 24, 2025

ATTENDANCE

DEACONS

Lee Stockland
Chris Vanderburg
Johnny King

DEACONS ELECT

Gene Cummins
Chris Diem

STAFF

Jim Siegel
Rief Kessler

DISCUSSIONS

1. Discussion of candidates.
 - a. Dr. John Vassar:
 - i. Filled our pulpit on November 9, 2025
 - ii. At the top of the team's list amongst the first four candidates
 - iii. Jim Siegel reports that Dr. Vassar would not be able to lead a full intentional interim program due to responsibilities at UMHB
 1. The team recommended investigating his ability to lead a few integral ministries (see Action 2 below)
 - b. Dr. Tim Marrow:
 - i. Ranked second on the team's list amongst the first four candidates
 - ii. Recommended by Bruce Berry
 - iii. Chris Diem recommended we talk to Dr. Marrow while we investigate Dr. Vassar's availability
 1. The team agreed (see Action 1b below)
 - c. Dr. Steve Vernon:
 - i. Filled our pulpit on October 19, 2025
 - ii. Ranked third on the team's list amongst the first four candidates
 - iii. Can discuss possibilities with Steve if the first two do not work out
 - d. Dr. David Turner:
 - i. Not being considered at this time
 - e. Other:
 - i. Gene Cummins recommended we find more candidates
 - ii. Jim expressed a desire to find local candidates due to travel expense

2. Jim spoke with Randy about church conference and job description of team
 - a. Church to approve transition team on November 30 after worship
3. Survey
 - a. Considered the list of 200 (Jim), 100 (Diem), 50 (Jim), and 20 (Vanderburg)
 - i. All agreed to continue to trim this list (see Action 4 below)
 - b. Jim advised the committee to be aware of a Biblical worldview, to represent this in the questions we asked, and to challenge the future pastor as such
4. Next meeting **Tuesday, December 2, at 7:30pm**
5. Randy's retirement reception is **January 10 from 2:00-4:00pm**

MOTIONS

1. Chris Diem motioned for Jim to reach out to Dr. John Vassar to fully understand his availability for the interim process. This will direct our next actions. If he is unable to fulfill the role we have laid out, he will not be considered and we will move forward with the other two candidates via zoom next week.
 - a. Seconded by Rief Kessler
 - b. Motion passed

ACTIONS

1. SUMMARY TIMELINE:
 - a. First choice: Approach Dr. Vassar (see Action 2)
 - b. Second choice: Zoom meeting with Dr. Marrow (concurrent to Action 1a)
 - c. Third choice: if not Marrow try to plug Vassar into a traditional interim
 - i. This was later abandoned due to the Motion recorded above
 - d. Fourth choice: begin approaching Dr. Vernon
 - e. Acquire more resumes
 - i. This to happen immediately and concurrently with all above actions
2. Recommendation that we approach Dr. Vassar with the following schedule:
 - a. Sunday: morning worship plus a possible G.R.O.W. Group that night
 - b. Wednesday: staff meeting, rotational committee meetings, prayer meeting
3. Invite Aaron Summers to preach on January 25 with a team lunch afterward.
 - a. The full time interim will be in place the following Sunday, February 1.
4. Chris Diem asked the team to each come up with three survey questions and two open-ended questions they want included on a survey