

## FCC COUNCIL 10.22.2025

Present: Christy Thompson, Moderator, Judy Basham, Arlene Stauffer, Dave Bryan, Ron Kreger, Pastor Stephen Johnson, Lester Freeman, Bob Corbin, Jan Scott, Nancy Stevenson (minutes), guests Joyce Ketcher and Sandra Brown. Marilyn Leming absent.

CONSENT AGENDA: One correction adding Francis Coonrod to Financial Review Committee. APPROVED

### OLD BUSINESS:

- Discussion continued on hiring Outreach Director, adjusting salary down to \$25K from \$30K, no pension. General discussion followed on how this is expressed in the budget. Church has \$2m in assets with interest rolled back to principal, in prep for times with less steady income. Expenses generally exceed income but is accommodated by other funds and assets. Discussion followed on how items like Outreach Director salary (not yet hired) etc could be noted for better understanding.
- APPROVED Slate of 2026 officers compiled by Nominating Committee to go to congregation. Question pending on doubling of jobs (for Joyce Ketcher and Becky Davis).

### NEW BUSINESS:

- Sandra and Joyce presented written proposal from Decorating Committee for improvements to West entrance, gathering area, East entrance and additional necessary painting missed previously.
- For WEST SIDE: tinting windows with mirrored finish to prevent new flooring from fading ( \$1188 by Fischer Windows). APPROVED on condition that church signs can be read through tinting. TBD
- In addition, move Wee Care pew to west doors opposite existing pew, refurbish existing pew for fading, purchase pew cushions.
- In addition, replace floor mats with non-petroleum based backing which will damage new flooring.
- For GATHERING AREA: replace couch with 4 arm chairs, rug and coffee table to add more color to first floor, provide space for funeral greeting or small group meetings, have lower chairs with arms for seniors. Also plants and arrangements. Chairs more costly than expected.
- For EAST SIDE: put rug under greeter's desk, get new arrangements for entry display cases, get floor basket for outside Brenna's office.
- PAINTING wall in stair area from bike cave to sanctuary. Area overlooked in recent work by Watermark. Their bid is \$2484.

- ACTIONS: APPROVED window tinting for \$1188 by Fischer. Ron motioned/Bob (2) on condition of sign readability TBD. Painting approved for \$2484 by Watermark by consensus. Need more specific information for costs of chairs, rugs, table, pew refinishing, cushions etc. before proceeding. (Have \$2K donation toward these)
- Christmas Decorating. Inquirers doing sanctuary, Challengers outside nativity, Decorating Committee nativities and choir, men's group doves and angels leaving 2 downstairs trees. There will be bell service Dec 7 with noon dinner afterwards.
- Lester reported for PERSONNEL COMMITTEE. They proposed 2.7% salary increases for Stephen, Amy M, Amy B, Karen and Brenna (to \$30K). Committee included Lester, JoAnn Robison, Marilyn Leming, Ben Shelton, and Arlene. APPROVED by consensus.
- APPROVED installing new equipment for choir wing A/C by Ward's. (ADD bid amount)
- Stephen presented request from Po-Hi booster club to provide dinner for team before basketball game TBD. Consensus was that was more appropriate for businesses.