

**OUR FAIR CAROUSEL, INC.**  
**Board of Directors Meeting**  
**January 13, 2011**

**Present:** Peter Boehm, Clyde Boysen, Michelle Furrer, Trude Harmon, Bob Herskovitz, Bob Marabella, Carrie Martinson, Kerry McCartney, Mike Merrick, Bill Nunn, Nancy Peterson, John Willy

The meeting came to order at 7:10 p.m.

**Minutes** of the October 7, 2010, board meeting were approved as mailed.

**Nominating committee:** The report of the nominating committee proposed the same roster of members, officers, and executive committee members as were currently serving. The report was approved unanimously.

**Financial report.** Jim Weichert was absent in order to attend his retirement party. On his behalf, Boehm reported that at the end of December 2010 we had \$148,133 in the checking account and \$50,000 in certificates of deposit, and that all tax filings were up to date. He said W2 forms would be distributed to employees by the end of the month. In addition, the financial year audit will be completed and mailed by the end of February.

**Season debriefing.** Clyde Boysen reported that the debriefing was scheduled for November 5, but when volunteers arrived at the Streetcar Station, the building was not open so the meeting could not be held. In a quick sidewalk discussion, participants suggested additional training for volunteers to help fine-tune some procedures. It was also suggested that if a volunteer doesn't follow the procedures established for a particular job, steps be taken with that individual to correct their performance. The responsibility for this should be designated to a supervisor rather than left to other volunteers on the shift.

**Personnel.** Boysen reported that he carried out a performance evaluation for Tammi Beckley in November and proposed an increase of 2.25 percent for the coming year. He noted that last year in lieu of an increase she was given a stipend of \$750 to be earned for specific achievements. She was given half the stipend at mid-year and the remaining half at the end of the season. In order to hold a discussion on compensation policy and practice, the board went into executive session from 7:28 p.m. until 7:57 p.m. When the board reconvened, it was moved and seconded that Beckley receive a 2.25 percent salary increase for fiscal 2011. The motion passed with one dissenting vote. Bill Nunn noted that as a member of the personnel committee he disagreed with the action taken, felt expectations had been unclear, and objected to the fact that for the final recommendation the committee was consulted by email instead of in a meeting. In board discussion, it was agreed that having formed a committee one year ago was a positive move intended to support good communication and provide assistance in meeting expectations. The board wishes to continue with this structure. Bob Herskovitz said that in personnel matters, there should be ongoing feedback so that nothing said in a review comes as a surprise. Boysen agreed, and said with the creation of the committee he had expected there to be more day-to-day communication in both directions. He apologized for having to consult

by email as he had been on an unscheduled work trip out of the country, and said he would make every effort to avoid this problem in the future.

**Budget.** The board approved an operating budget for fiscal 2011 as mailed.

**Volunteer committee.** The volunteer committee had no report.

**Gifts.** Gift sales totaled \$21,859, or 24.4 cents per ticket sold. We paid about \$1,000 to have an employee operate the shop for the season.

**Carousel.** Boehm updated the board on the condition of the idler gear, which had been discussed at the previous meeting. He explained that the motor turns the drive gear, which turns the idler gear, which turns the large segmented gear. The idler gear has been showing wear, and at one point it was thought we might have to have a new one made. However, the millwright said our spare is in better condition than the one we are using, and it will be a suitable replacement. The drive gear is also showing wear, and the spare is not usable, so we will have to make a new one. We don't have a cost estimate for that. We also need a new bearing, which will cost about \$2,000. Boehm said that he, Art Curtze, and the millwright determined in November that there is no need to do these repairs immediately; we are in a position of "watchful waiting."

**Band organ.** Mike Merrick said that after the carousel closes for the season, he will take apart the roll drive motor to see whether it can be made quieter. The first motor was very quiet and this one is not.

**Restoration.** Bob Herskovitz said there has been no progress on plans to strengthen the carousel platform.

**President's report.** Boehm said there has been no progress on obtaining Lexan panels for the garage doors. A variety of painting has been done.

We asked for and received from our insurance representative some recommendations about a new inside fence. The insurer has said the fence needs to be taller, and the spaces need to be smaller to prevent children from getting their knees stuck. Barbara Deneen said there is no force of law saying that we must replace the existing fence, and Boehm noted that the insurance company has not raised our rates or insisted on a change. A new fence is likely to be expensive; Boehm will get designs and estimates.

A new computer will be installed in the carousel office by the time Tammi Beckley returns for next season.

The audit report will be posted on the website when it is available.

The next meeting will be at 7 p.m. Thursday, April 21, at the Como Streetcar Station.

Respectfully submitted,  
Nancy A. Peterson, secretary