

**OUR FAIR CAROUSEL, INC.**  
**BOARD OF DIRECTORS MEETING**  
**January 8, 2015**

**Present:** Peter Boehm, Michelle Furrer, Trude Harmon, Peggy Kipka, Bob Marabella, Carrie Martinson, Mike Merrick, Bill Nunn, Nancy Peterson, Kevin Points, Jim Weichert, John Willy

The meeting came to order at 7:07 p.m.

**Announcements:** Boehm reported that Ed Mishmash has resigned from the board.

**Minutes** of the meeting of October 2, 2014, were approved as mailed.

**Nominating committee.** The nominating committee submitted a report nominating ten current elected members for new two-year terms beginning March 1, 2015: Peter Boehm, Clyde Boysen, Barbara Deneen, Peggy Kipka, Bob Marabella, Linda McDonald, Mike Merrick, Bill Nunn, Nancy Peterson, and Kevin Points. In addition, the committee nominated three people to be elected to two-year terms beginning March 1, 2015: Tom Braun, Carrie Martinson, and Jim Weichert (Martinson and Weichert previously held appointed positions). These nominations passed unanimously.

The nominating committee also proposed continuation of the following officers:  
President: Peter Boehm; Treasurer: Jim Weichert; Secretary: Nancy Peterson. The same three were proposed as executive committee members. These nominations also passed unanimously.

**Finances.** Jim Weichert distributed a draft of the auditors report and a handwritten summary of income and expenditures over the past eight years labeled “trend analysis.” Weichert noted that operating expenses for the 2014 season were higher than usual at \$170,000 because of marketing, promotion, and volunteer activities associated with the 100th anniversary. He observed that ride revenue was decreasing for five out of seven years, with fiscal 2014 flat. Merchandise sales were down ten percent from their peak during that period. Operating expenses, meanwhile, were fairly constant over the period.

On page seven of the audit report, showing cash flow, Weichert noted that he would like to see us get a higher yield on our savings account. He said we should contemplate putting more of that cash into a certificate of deposit and he will try to find one that pays more than we are getting now.

Weichert said OFC’s federal tax returns are due in February and state returns in March. As in the past he asked the board to pre-authorize his filing with the state attorney general’s office. He said payroll tax filings are current and he will do the necessary unemployment filing.

Noting that we had made our annual rent and insurance payments in November, both Boehm and Weichert said the organization is in good shape, with \$201,000 on hand before the season begins.

**Season debriefing.** Boehm reported that the debriefing session led by Boysen drew a larger number of volunteers than usual and yielded some especially useful ideas. To make it easier for volunteers and riders to communicate while the carousel is loading, Boehm said, we will leave the band organ music turned off from the beginning of the speech until the carousel is already moving for the start of the ride. Volunteers won't have to shout to be heard, and riders won't be so likely to feel offended. The carousel must be moving before the music starts so no rider is blasted with unexpected full sound while sitting still, directly in front of the band organ.

A second change is that going forward, a child under age three will ride free. This should eliminate frequent complaints resulting from the fact that we require children under three to be accompanied by a parent, and then have required both the parent and the child to buy a ticket.

During the debriefing we also heard that volunteers have had some differences in how they understand, interpret, or act on some of the rules and procedures, and these differences have caused some friction. Boehm said we will review more of the rules and procedures during volunteer training, including refresher training for returning volunteers. We will also be sure that shift supervisors are more active in checking in with each crew to clarify procedures and get everyone working together, Boehm said.

**Personnel.** In Boysen's absence, Nancy Peterson reported briefly on his meeting with Tammi Beckley in October, a meeting which Peterson also attended. In keeping with decisions made in executive session in October 2014, Boysen informed Beckley that the board was eliminating her position in order to create an executive director position. Boysen and Peterson both emphasized that the action was in no way predicated on Beckley's performance. Rather, it has become necessary to prepare for the future by finding ways to replace various individuals including Boehm and Peterson, and the board sees that a fulltime executive director will be a necessary part of the process. Boysen gave Beckley a list of tasks to be performed by the end of her employment in late November, stipulating that she would then be paid an additional month's salary. She performed those tasks and received the bonus.

Peterson and Boehm described the search process for the executive director. Boysen chairs a seven-member search committee which finalized a position description and a process. The job description was posted on job boards including Indeed and Monster as well as the Minnesota Council of Nonprofits, Springboard for the Arts, and our own web site and Facebook page. We posted the job December 5 and received 74 applications by the January 5 deadline. The committee reviewed all applications and three were clustered at the very top, with another nine considered very promising on the basis of management and administrative skills, experience recruiting and managing volunteers, creating

programs and partnerships, and the like. A subset of the committee will conduct interviews and the full committee will then interview two final candidates.

**Budget.** Boehm presented his proposed operating budget for fiscal 2015. He based it on the actual results of fiscal 2014 and increased the total by \$9,500 to reflect increased personnel costs. The board approved the budget.

**Volunteer committee.** Bob Marabella said the group would look forward to meeting with the new executive director as soon as possible. They will review the volunteer manual for possible updates. He said he has heard that some volunteers may not return because Tammi Beckley will not be there. Board members talked about helping to recruit new volunteers through the annual event at Mall of America, internet listings, and posting flyers at coffee shops, churches, residences, etc.

**Gift shop.** Boehm noted that we have a lot of inventory on hand because we created the history book, coloring book, and band organ CD for the 100th anniversary and expect to keep selling those for several seasons. He said we expect to let the new executive director take charge of ordering any additional items.

**Carousel.** Kevin Points said he will be looking at the gear box and in the spring there will be maintenance on the mounting of each horse. He said he continues to try to come up with a better way to assess wear on the top bearing and to lubricate the bearing without having to climb to the top.

**Band organ.** Mike Merrick said he will be doing preventive maintenance on the blower.

**Restoration.** Boehm noted that there were no breaks during the 2014 season, and that the paint on the horses is holding up nicely with periodic maintenance by Linda McDonald. New board member Tom Braun, elected at this meeting, will take office in time for the next meeting and is an objects preservation expert with the Minnesota Historical Society. He will lend his expertise to our ongoing preservation efforts.

**Fund-raising.** Boehm reported that we received \$1,200 in new gifts in October and November, including \$1,000 from a volunteer couple to help buy a new computer for the office. We are expecting two additional gifts in coming months: \$5,000 as the second half of a \$10,000 horse adoption, and \$5,000 as the first installment of a \$25,000 adoption.

**Communications.** Peterson said that as the season approaches she will once again increase our Facebook activity. She is updating content on the web site and said the site needs a technical upgrade, something she will discuss with the new executive director.

**President's report.** The board reviewed and approved the proposed 2015 operating schedule. The board also recommended that we continue testing the effectiveness of opening early by alternating Friday and Saturday early openings.

The meeting adjourned at 8:11 p.m.

The next meeting is scheduled for 7 p.m. Thursday, April 23, at Como Streetcar Station.

Respectfully submitted,

Nancy A. Peterson, secretary