



Board of Directors Open Session Minutes – May 22, 2023

President Ashley Fisher called the May 22, 2023, meeting of the Outpost Natural Foods Board of Directors to order at 6:02 pm.

Board Members

Banks, Rick – present
Drews, Melissa – present via video conference
Fatke, Tay – present
Fisher, Ashley – present
Guralnick, Rebecca – absent, excused
Keefe, Jenny – present
Meier, Eno – present
Merritt, Barbara – present
Schrou, Duncan – present

Management in Attendance

Pam Mehnert, Outgoing General Manager – present
Ray Simpkins, General Manager – present
Lisa Draeger, Office Manager and Executive Assistant – present
Doshia Troyer – Director of Finance

Others in Attendance

Alex Brower, owner #67586
Greg Brown (presenter)

OUTPOST LAND ACKNOWLEDGEMENT READ BY BARBARA MERRITT

Outpost Natural Foods acknowledges that our four store locations and central offices occupy the ancestral home of Indigenous peoples who were forced from their land with the arrival of white settlers. These tribal nations include Ojibwe, Kickapoo, Peoria, Potawatomi, Menominee, Miami, Ho-Chunk, and Sioux. Descendants and members of these tribal nations continue to live in Milwaukee and its neighboring towns and communities. Many are owners of our co-op and shop at our stores. Their patronage contributes to Outpost's success and the resiliency of our community.

Ashley Fisher welcomed the new directors – Tay Fatke, Becca Guralnick, and Duncan Shrou. She also welcomed Ray Simpkins, Outpost's new general manager. Ashley and other members of the Board shared their personal experiences working with Pam and expressed their gratitude for her immeasurable contributions to Outpost, as this is her last Board meeting prior to her retirement.

APPROVE AGENDA AND ACCEPT CONSENT ITEMS



Board of Directors Open Session Minutes – May 22, 2023

Consent Items

- April Minutes – Open and Closed Sessions
- GM FYI

Duncan Schrouf made a motion to approve the agenda and meeting minutes. Eno Meier seconded. The motion passed unanimously.

COMMITTEE WORK, BOARD TASKS

Retreat Planning Committee

The retreat is planned for July 8, and will be held at the Central Office. Please hold the date on your calendars.

Development Committee

Ashley asked directors to say which committees they were interested in being part of. Current committee members described the work of each committee. After ensuring that there would be a director with prior Board experience to chair each committee, assignments were made. They are as follows:

Development: Eno Meier (chair), Melissa Drews, Duncan Schrouf

Engagement: Rick Banks (chair), Becca Guralnick, Barbara Merritt

Nominations: Jenny Keefe (chair), Ashley Fisher, Tay Fatke

OWNER AGENDA REQUEST

Power to the People Campaign Request

Owner Alex Brower and colleague Greg Brown presented the Board with a request for Outpost to join a campaign called Power to the People. The campaign aims to replace We Energies with a municipal or cooperatively-owned utility, using Chapter 197 of the Wisconsin State Statutes. They presented information about what the campaign would involve and took a few questions from the Board and management. Following Board discussion in closed session, the Board determined from their current policy that the decision is a management-level decision and not the Board's. The request should be redirected to the general manager.

BOARD CLOSED SESSION: Begin 6:35 pm

- Power to the People Campaign Request
- B1 Financial
- B6: Staff Treatment and Compensation
- Draft two: Diversity, Equity, Inclusion Policy Proposal
- GM Training: Review Ends Interpretations, Governance of Ends



Board of Directors Open Session Minutes – May 22, 2023

- 2022 Ends

BOARD CLOSED SESSION: End at 7:55 pm

JUNE 2023 MEETING PREP

- Review of upcoming agenda items for the June meeting.

BOARD CLOSED SESSION: Begin 7:30 pm

- Meeting Evaluation

BOARD CLOSED SESSION: End 8:00 pm

ADJOURNMENT

The meeting adjourned at 8:00 pm

NEXT MEETING

The next Outpost Natural Foods Board meeting is on June 26 at 6:00 pm. Due to limited capacity in the meeting room, owners wishing to attend the meeting will be required to attend virtually. If you are an owner and you wish to attend, contact the Board two business days ahead of the Board meeting for the virtual meeting login information. For guidelines for owners' participation, or to request time on the agenda (at least 10 days in advance), please contact the Board secretary at 414-431-3377, Ext. 221.