



Board of Directors Open Session Minutes – September 27, 2023

President Ashley Fisher called the September 27, 2023, meeting of the Outpost Natural Foods Board of Directors to order at 6:08 pm.

Board Members

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

Management in Attendance

Ray Simpkins, General Manager – present
Lisa Draeger, Office Manager and Executive Assistant – absent, excused
Doshia Troyer, - present

OUTPOST MISSION, READ BY ENO MEIER

Outpost Natural Foods exists so that our owners have a healthy, diverse, and sustainable community. We will accomplish this while maintaining the long-term strength of the cooperative. We achieve this goal by making sure that-

- The community has access to products and services that promote personal and environmental health.*
- The community has access to organically and locally produced goods.*
- The community is educated about choices that impact personal and environmental health.*
- A community with commerce that is locally owned or locally oriented exists.*
- The owners have a sense of connectedness, belonging, and fellowship.*
- The cooperative infrastructure is supported.*

OUTPOST LAND ACKNOWLEDGEMENT, READ BY TAY FATKE

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 Anishinaabeg (Ojibwe), Kiikaapoi (Kickapoo), Peoria, Bodéwandimiakiwen (Potawatomi), Menominee, Myaamia (Miami), Waazija (Ho-Chunk/Winnebago), and Očhéthi Šakówin (Tatanka Oyate). 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.



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APPROVE AGENDA AND ACCEPT CONSENT ITEMS

Goal & Outcome: to accept reports, minutes, and other consent items for the record so that we have an accurate, ongoing record of our work, proceedings, and other items that the board should be aware of and is accountable for.

- August Minutes – Open Session Minutes and Closed Session Minutes • [Board Accountability Checklist](#)

No objection

Duncan Shrout called for a motion to approve the agenda and meeting minutes. Rick Banks seconded. The motion passed unanimously.

COMMITTEE WORK, BOARD TASKS

Goal & Outcome: To review committee business

- Development Committee (5 min)
 - Policies Survey Results: [D1](#), [D2](#), [D3](#), and [D4](#)
- DEI Committee Update (5 min)
- Engagement Committee: [Minutes](#) (5 min)
- Nominations Committee: [Nominations packet draft](#) and [elections timeline draft](#) (5 min)

Development Committee

Presented by Melissa Drew

- Reviewing D policy survey
- Plan future training based on feedback

DEI Committee

Presented by Barbara Merritt

- Update on progress of reviewing current policies
- Tay Fatke will be presenting ideas in food industry in November

Engagement Committee

Presented by Rick Banks

- Board Engagement event scheduled on November 4th at Bay View Outpost Community Room from 11am – 1pm
- Annual meeting date poll on doodle poll



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Nomination Committee

Presented by Jenny Keefe

- Nomination packet.
 - o Will be published in October.
 - o Looking to fill 3, 3-year terms.
 - o Proposal to change due date of application to Jan 8 to allow for time after holiday.
 - o Working with engagement committee to promote search for new board members.

Vote to approve nomination packet – Melissa Drews called for a motion to approve the nomination packet and Rick Banks second the motion. The packet was approved unanimously.

ANNUAL CALENDAR

Goal & Outcome: To review and approve the 2023-24 board meeting schedule

- [Proposed 2023-24 planning calendar](#)

May 27 is Memorial Day – changed to May 20

April 22 is Passover – changed to April 29

Vote to approve proposed board meeting dates for 2023-2024 planning calendar – Melissa Drews called for a motion to approve proposed future board meeting dates and Tay Fatke second the motion. The year 2023-2024 board meeting dates were approved unanimously.

BOARD CLOSED SESSION: Begin at 7:05 pm

Goal & Outcome: To review the GM's monthly monitoring reports, align board's expectations, agree on interpretations, and vote to accept compliance.

- GM Report: [B2 Planning and Budgeting](#) and [Supplemental Information](#) (40 min)
- GM Report: [B7 Communication to the Board](#) (10 min)

BOARD CLOSED SESSION: End at 7:15pm

Vote on accepting B7 report as compliant – Rick Banks called for a motion to accept the report as compliant and Duncan Shroust second the motion. The B7 report was accepted as compliant unanimously.

BOARD CLOSED SESSION: Begin at 7:17 pm

BOARD CLOSED SESSION: End at 7:47pm

Vote to accepting B2 report as non-compliant using the decision tree but not asking for additional report. Progress will be monitored next month with the B1 financial report. Rick Banks called for a motion to



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accept the B2 report as non-compliant and Barbara Merritt second the motion. The motion passed with a majority votes and one abstention – Duncan Shrout.

Closed session: Begin at 7:51pm

Meeting evaluation

October 2023 MEETING PREP

- Review of upcoming agenda items for the October meeting.

BOARD CLOSED SESSION: End 7:59pm

ADJOURNMENT

The meeting adjourned at 8:00pm

NEXT MEETING

The next Outpost Natural Foods Board meeting is on Wednesday, September 27 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.