



Board of Directors Open Session Minutes – April 24, 2023

President Ashley Fisher called the April 24, 2023, meeting of the Outpost Natural Foods Board of Directors to order at 6:01 pm.

Board Members

Banks, Rick – present beginning at 6:15pm
Drews, Melissa – present via video conference
Fisher, Ashley – present
Friedrich, Lori - present
Keefe, Jenny – present
Meier, Eno – present
Merritt, Barbara – present beginning at 6:40pm
Prosek, Michelle – present via video conference
Spencer, Doug – present

Management in Attendance

Pam Mehnert, General Manager – present
Lisa Draeger, Office Manager and Executive Assistant - present

OUTPOST LAND ACKNOWLEDGEMENT READ BY JENNY KEEFE

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 recognized the outgoing directors who were attending their last meeting: Lori Fredrich, Doug Spencer and Michelle Prosek. Directors expressed their thanks and gratitude to Lori and Doug for accepting their appointments when asked due to the departure of former directors. Their experience and excellence as board members was critical to supporting the work of the Board during this time of transition. They thanked Michelle for the excellent work she has done during her term on the Board, her dedication, and the leadership she provided as vice president.

APPROVE AGENDA AND ACCEPT CONSENT ITEMS

Consent Items

- March Minutes – Open and Closed Sessions
- Board Accountability Checklist
- GM FYI



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

COMMITTEE WORK, BOARD TASKS

Development Committee

Ashley reviewed the interest from directors in serving in officer positions. There were no contested positions, so a vote was taken on the slate of candidates. Jenny Keefe made a motion to approve the slate of candidates as follows:

President – Ashley Fisher
Vice President – Rick Banks
Secretary – Eno Meier
Treasurer – Melissa Drews

Lori Fredrich seconded the motion, and the motion passed unanimously.

BOARD CLOSED SESSION: Begin 6:48 pm

- DEI Policy Proposal
- GM Training
- GM FYI Financial Update
- Planning Timeline
- Meeting Evaluation

BOARD CLOSED SESSION: End at 8:03 pm

MAY 2023 MEETING PREP

- Review of upcoming agenda items for the May meeting.

ADJOURNMENT

The meeting adjourned at 8:04 pm

NEXT MEETING

The next Outpost Natural Foods Board meeting is on May 22 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



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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.