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## Board of Directors Open Session Minutes – June 26, 2023

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President Ashley Fisher called the June 26, 2023, meeting of the Outpost Natural Foods Board of Directors to order at 6:05 pm.

### **Board Members**

Banks, Rick – present  
Drews, Melissa – present  
Fatke, Tay – present  
Fisher, Ashley – present  
Guralnick, Rebecca – present  
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 - present

### **OUTPOST LAND ACKNOWLEDGEMENT READ BY MELISSA DREWS**

*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.*

### **APPROVE AGENDA AND ACCEPT CONSENT ITEMS**

#### **Consent Items**

- May Minutes – Open and Closed Sessions
- Board Accountability Checklist

Jenny Keefe made a motion to approve the agenda and meeting minutes. Duncan Shrout seconded. The motion passed unanimously.

### **COMMITTEE WORK, BOARD TASKS**

#### **Retreat Planning**

A draft of the retreat agenda has been prepared. LaDonna Redmond Sanders, a consultant who has been working with the Board on DEI training, is scheduled to do final vetting of the Ends DEI policy. The Board



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will also look at Ends in general and what they might do collectively in the future. Ray Simpkins will work with Kari Mitchell to set up IDI testing for new Board members.

Becca Guralnick made a motion to approve the retreat agenda, and Duncan Shroul seconded. The motion passed unanimously.

### **Development**

Melissa Drews reminded directors to complete the self-assessment surveys by Wednesday, June 28.

### **Nominations Committee**

Jenny Keefe discussed the Committee charter and said that nothing has changed; most of the work is in the Fall, between September and February. They discussed having an appreciation for where candidates are with financial acumen. Ashley shared information about the financial training that directors receive when they join the Board.

### **Engagement Committee**

Rick Banks reported that the Committee is planning a meeting for next week. They will present their charter and the plan at the July Board meeting.

Rick Banks made a motion, seconded by Barbara Merritt to approve committee charters. The motion passed unanimously.

## **PLANNING CALENDAR**

### **Proposed Calendar Date Adjustments**

To accommodate necessary reporting deadlines and provided meaningful data to decision makers we are changing the dates of the July and September Board meetings. The new dates are Monday, July 31 and Wednesday, September 27.

Barbara Merritt made a motion to approve the date changes, and Melissa Drews seconded. The motion passed unanimously.

### **BOARD CLOSED SESSION: Begin 6:45 pm**

- GM Monitoring: B9 – GM Succession
- GM Training

### **BOARD CLOSED SESSION: End at 6:55 pm**



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Voting on B9 – GM succession report. Rebecca Guralnick made a motion to accept the report as compliant, and Rick Banks seconded. The motion passed unanimously.

### **JULY 2023 MEETING PREP**

- Review of upcoming agenda items for the July meeting.

### **BOARD CLOSED SESSION: Begin 7:17 pm**

- GM Training: Market Trends
- Meeting Evaluation

### **BOARD CLOSED SESSION: End 7:31 pm**

### **ADJOURNMENT**

The meeting adjourned at 7:31 pm

### **NEXT MEETING**

The next Outpost Natural Foods Board meeting is on July 31 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.