



Board of Directors Open Session Minutes – July 31, 2023

Secretary Eno Meier called the July 31, 2023, meeting of the Outpost Natural Foods Board of Directors to order at 6:02 pm.

Board Members

Banks, Rick – absent
Drews, Melissa – present
Fatke, Tay – present via video conference
Fisher, Ashley – present beginning at 6:35 pm
Guralnick, Rebecca – present
Keefe, Jenny – absent
Meier, Eno – present
Merritt, Barbara – present
Shrout, Duncan – present

Management in Attendance

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

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.

APPROVE AGENDA AND ACCEPT CONSENT ITEMS

Consent Items

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

Eno Meier reported that a change has been made to the May 22, 2023 minutes, adding the vote made in closed session. The revised minutes will be uploaded to Sharepoint in the next few days. Melissa Drews made a motion to approve the agenda and the June meeting minutes, and Duncan Shrout seconded. The motion passed unanimously.



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COMMITTEE WORK, BOARD TASKS

Development Committee

Becca Guralnick summarized a recent meeting held by the Engagement Committee. Rick and Becca met with Mari, cooperative relations manager, to discuss upcoming events for the year. They reviewed and evaluated what has been done in the past and considered some events for this year such as Café with Ray, where owners can get to know our new GM and talk with members of the Board. They also discussed the possibility of another apple-picking event. They will also work on determining a date for the Annual Meeting in 2024. The Committee is meeting again the first week in August. A motion was made by Melissa to approve the Engagement Committee Charter and seconded by Becca. The motion passed unanimously.

Development Committee

Eno reported that the Board Self-Assessment Survey is going to be sent to directors again so that those who have not had a chance to complete it can do so. This will give us complete data to evaluate.

DEI Committee

Eno inquired who might be interested in joining the ad-hoc committee concerning the new DEI Ends policy. The committee will be reviewing all existing policies to see where DEI issues might already exist or might apply. Duncan, Barbara, Tay and Becca expressed an interest.

BOARD CLOSED SESSION: Begin 6:35 pm

- GM Monitoring: B1 Financial

BOARD CLOSED SESSION: End at 7:33pm

Voting on B1 Financial report. Eno Meier made a motion to accept the report as compliant and Melissa Drews seconded. The motion passed unanimously.

BOARD CLOSED SESSION: Begin 7:37 pm

- GM FYI
- Review of upcoming agenda items for the August meeting.
- Meeting Evaluation

BOARD CLOSED SESSION: End 8:10 pm



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ADJOURNMENT

The meeting adjourned at 8:10 pm.

NEXT MEETING

The next Outpost Natural Foods Board meeting is on August 28, 2023 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.