



Board of Directors Meeting September 26, 2011

Community Room ♦ Outpost Natural Foods ♦ 2826 S. Kinnickinnic Ave. ♦ Milwaukee, WI 53207

The September 26, 2011, meeting of the Outpost Natural Foods Board of Directors was called to order at 6:00 p.m. by Vice President Will Kort.

In Attendance:

Board Members:

Ettenheim, Nancy – Present
Garr, Suzanne – Present
Hammond, Peter – Absent
Kort, William – Present
Merges, Tracy – Present
Osowski, Kathy – Present
Rindt, Terry – Present
Zimmerman, Chris – Present

Management:

Pam Mehnert, general manager

Owners in Attendance:

Jennifer London, #30632
Valerie Vernon, #24062

Others in Attendance:

Lisa Freed, office manager

REVIEW AND APPROVE AGENDA

The agenda for the September 26, 2011, Board of Directors meeting was approved without any changes.

CONSENT ITEMS

1. Minutes from the August 22, 2011 Board of Directors Meeting.
2. Teleconference meeting minutes from September 19, 2011.
3. Annual direct inspection of code and conduct report.
4. Quarterly disciplinary policy report.



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ENVISIONING

Outpost owner Jennifer London presented information to the Board on incubator kitchens and mobile food trucks, suggesting these potential opportunities as a way for Outpost to reach a broader public audience. Ms. London also suggested methods of raising capital to support implementation of these programs.

DEVELOPMENT

Board self evaluation and summation report. Will Kort led a review discussion of the self-assessments completed by all directors. The Board discussed potential improvements of the self-evaluation form and process.

MONITORING

Annual evaluation of the Board by GM. There were no questions on the substance of the report prepared by Pam Mehnert. A question was raised regarding whether it was of value for an employee of the Board evaluating his/her own supervisor/the Board. Nancy Ettenheim agreed to contact CBLD and obtain advice regarding this issue.

PLANNING

New director orientation. Will Kort reported that Peter Hammond revised the new director orientation process. Following the 2012 elections, the new director orientation process will be held on a Saturday in early November with Peter Hammond, Will Kort, Pam Mehnert, and any new director in attendance.

Finalize Board officer candidates. Officer positions for the new fiscal years were discussed. All current officers, President Peter Hammond, Vice President Will Kort, Secretary Tracy Merges, and Treasurer Terry Rindt, expressed an interest in continuing in their roles. A mentoring program for new directors was discussed. Tracy Merges and Chris Zimmerman volunteered to serve as mentors.

Board agenda goals. The directors reviewed and considered 2012 goals for the Board. The 2012 goals set will focus on Cooperative principles, linking and educating owners, diverse perspectives, and envisioning around strategic initiatives.



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LINKAGE

Future owner engagement activities. Kathy Osowski reported that the Owner Engagement Committee has been working on social media and the website. She asked directors to commit to preparing an article or contribution for the website. More directors will serve on the Owner Engagement Committee next fiscal year. Goals for the 2012 annual meeting were discussed.

NOMINATIONS

The 2011-2012 election officially begins on October 1, 2011 and ends at 9:00 p.m. on October 31, 2011. Owners will be able to vote in-store, by mail and on-line. Terry Rindt will contact all candidates regarding the outcome. To encourage a high rate of voting participation, Kathy Osowski requested directors volunteer to spend an hour at one of the stores during an October Saturday to encourage owners to vote. She will send an e-mail for sign-up to all directors.

BEGIN CLOSED SESSION: 7:50 p.m.

FINANCIAL

END CLOSED SESSION: 8:17 p.m.

A motion was made by Tracy Merges and seconded by Terry Rindt to approve the Annual Capital Operating Budget for Outpost, set at \$405,000. The motion passed unanimously.

BEGIN CLOSED SESSION: 8:19 p.m.

PERSONNEL ISSUES

END CLOSED SESSION: 8:30 p.m.

MEETING EVALUATION

The Board met expectations in all areas.

ADJOURNMENT

The meeting adjourned at 8:35 p.m.



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NEXT MEETING

The next Outpost Natural Foods Board meeting is October 24, 2011, at 6:00 p.m. in the Community Room at the Bay View store, 2826 S. Kinnickinnic Avenue.