



Board of Directors Meeting April 25, 2011

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

The April 25, 2011, meeting of the Outpost Natural Foods Board of Directors was called to order at 6:00 p.m. by President Peter Hammond.

In Attendance:

Board Members:

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

Management:

Pam Mehnert, General Manager

Others in Attendance:

Lisa Freed, Office Manager

REVIEW AND APPROVE AGENDA

The agenda for the April 25, 2011, Board of Directors meeting was approved without any changes.

CONSENT ITEMS

1. Meeting minutes from March 28, 2011.
2. Annual meeting minutes.
3. GM Succession Plan – Limitations
4. Annual External Report on Grievance Process – Union Rep

ENVISIONING THE FUTURE

Peter Hammond provided a brief history of consumerism and presented a video of a TED talk given by Daniel Goleman regarding compassionate consumerism. The board discussed how the central themes of Mr. Goleman's presentation correlate to Outpost's values and the "experience" of shopping at Outpost.



Board of Directors Meeting April 25, 2011

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

BEGIN CLOSED SESSION: 7:02 p.m.

FINANCIAL AND PERSONNEL ISSUES

END CLOSED SESSION: 7:55 p.m.

Vote: A motion was made by Tracy Merges and seconded by Nancy Ettenheim to approve the GM's request for an additional \$390,000 for the State Street remodeling projects. The motion passed unanimously.

PLANNING

Finalize CCMA plans. Will Kort and Kathy Osowski have made plans to attend CCMA.

Discuss owner presentation on energy. An owner has requested an opportunity to make an energy presentation to the Board. Tracy Merges will notify the owner to submit a written proposal outlining his presentation.

Discuss visitor procedures. Nancy Ettenheim discussed the role of owners in attendance at Board meetings. The proposal will be included as part of the May Board meeting packet.

Review Retreat topics. The Board retreat is scheduled for April 30, 9:00 – 4:00 p.m. Joel Kopischke from CDS is the facilitator.

MONITORING

SI Community Relationships and Workplace Safety Report. Pam Mehnert answered questions regarding some of the data in the reports. She also informed the Board she will be hosting a workshop on her "Year of Inconvenience" at the Wauwatosa Farmers' Market on June 25, at 11:00 a.m.

LINKAGE

Earth Day Birthday. Suzanne Garr and Tracy Merges shared their experiences and interactions with owners on April 16 at the Earth Day Birthday celebrations. Terry Rindt was also present at a store and provided e-mail summaries due to their absence at the meeting.

Board Web Update. Nancy Ettenheim, Suzanne Garr, Tracy Merges, Terry Rindt, and Kathy Osowski have all contributed to the Website and Facebook. Future events that could be posted were discussed.



**Board of Directors Meeting
April 25, 2011**

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

NOMINATIONS

The Board is currently accepting nomination applications.

MEETING EVALUATION

The Board met expectations in all areas except attendance and meeting facilitation.

ADJOURNMENT

The meeting adjourned at 8:35 p.m.

NEXT MEETING

The next Outpost Natural Foods Board meeting is May 23, 2011, at 6:00 p.m. in the Community Room at the Bay View store, 2826 S. Kinnickinnic Avenue.