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## Board of Directors Open Session Minutes – October 24, 2022

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Secretary Jenny Keefe called the October 24, 2022, meeting of the Outpost Natural Foods Board of Directors to order at 6:01 pm.

### **Board Members**

Banks, Rick – absent  
Drews, Melissa – present  
Fisher, Ashley – present via video conference  
Friedrich, Lori - present  
Keefe, Jenny – present  
Meier, Eno – present  
Merritt, Barbara – present  
Prosek, Michelle – absent  
Spencer, Doug – present

### **Management in Attendance**

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

### **Owners in Attendance**

Karen Lemke, owner #19427

### **OUTPOST LAND ACKNOWLEDGEMENT READ BY MICHELLE PROSEK**

*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**

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

Jenny noted that an item in the Board Accountability Checklist should be discussed during closed session, so that item was moved to closed session. With that change made to the agenda, a motion was made by



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Michelle Prosek, seconded by Lori Fredrich, to approve the agenda and consent items. The motion passed unanimously.

### **COMMITTEE WORK**

#### **Engagement Committee**

Melissa Drews reported on the Fair Trade/Grand Reopening event at Bay View on Saturday, October 22. The Board members in attendance thought it was a great event with a lot of interaction with owners. They enjoyed being in the Community Room – people were stopping by for sampling, and they were more open to talk than when they are welcomed at the beginning of their shopping trip. They were able to take more time to talk, it felt more casual. The Committee will look at the data they collected, compile it and share it with the Board.

#### **Development Committee**

Eno Meier reported on the results of the D Policy surveys. These are Board policies that evaluate the Board's own performance relating to the Board-Management relationship. There were few areas of disagreement among the results, but directors agreed it is important that these areas be discussed. There was also consensus that more training could be done on where to find information relating to the Policy Register.

### **BOARD CLOSED SESSION: Begin 6:32 pm**

- B1 Financial
- Ends Report 2022
- Personnel Documents
- Planning Timeline
- DEI Consultant Update

### **BOARD CLOSED SESSION: End at 7:26 pm**

Doug Spencer made a motion to accept B1 report accepted with acknowledgment of non-compliance with increased frequency of monitoring to monthly financial FYI's. Lori seconded the motion. Motion passed unanimously.

Michelle Prosek made a motion to accept the 2022 Ends report. Eno Meier seconded the motion. Motion approved unanimously.

### **NOVEMBER 2022 MEETING PREP**

- Review of upcoming agenda items for the November meeting.



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### **BOARD CLOSED SESSION: Begin 7:39 pm**

- Meeting Evaluation
- GM Compensation and Evaluation

### **BOARD CLOSED SESSION: End 8:15 pm**

### **ADJOURNMENT**

The meeting adjourned at 8:15 pm.

### **NEXT MEETING**

The next Outpost Natural Foods Board meeting is on November 14 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.