



Board of Directors Open Session Minutes – September 28, 2026

President Eno Meier called the September 28, 2026, meeting of the Outpost Natural Foods Board of Directors to order at 6:02 pm.

Board Members

Caroline Carter – present
Rick Daggett – present
Stephanie Dernek – present
Richard Diaz – present via video conference at 7:15 pm
Rebecca Guralnick – present
David Lee – present
Eno Meier – present
Cassandra Papesh – excused absence
Duncan Shrout – present

Management in Attendance

Ray Simpkins, CEO – present via video conference
Doshia Troyer, Director of Finance
Ed Senger, Director of Store Operations
Lisa Draeger, Office Manager & Executive Assistant

OUTPOST MISSION, READ BY REBECCA GURALNICK

Outpost Natural Foods exists so that our owners have a healthy, diverse, and sustainable community. We will accomplish this while maintaining the long-term strength of the cooperative. We achieve this goal by making sure that-

- *The community has access to products and services that promote personal and environmental health.*
- *The community has access to organically and locally produced goods.*
- *The community is educated about choices that impact personal and environmental health.*
- *A community with commerce that is locally owned or locally oriented exists.*
- *The owners have a sense of connectedness, belonging, and fellowship.*
- *The cooperative infrastructure is supported.*

OUTPOST LAND ACKNOWLEDGEMENT, READ BY RICK DAGGETT

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 Anishinaabeg (Ojibwe), Kiikaapoi (Kickapoo), Peoria, Bodéwandimiakiwen (Potawatomi), Menominee, Myaamia (Miami), Waazija (Ho-Chunk/Winnebago), and Očhéthi Šakówin (Lakota). 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.



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APPROVE AGENDA AND ACCEPT CONSENT ITEMS

VOTE: Rebecca Guralnick made a motion to change the agenda by moving the Bylaw Committee review to closed session. It was seconded by Duncan Shrout. The motion passed unanimously.

After a brief discussion on the August minutes, it was decided to make some changes to better reflect the Board procedures for minute taking and to correct a typo.

VOTE: With those changes, a motion was made by Stephanie Dernek, seconded by Duncan Shrout, to approve the August 24, 2026, minutes. The motion passed unanimously.

COMMITTEE WORK

Development Committee

The recent self-assessment identified four areas of focus. Work on the first area will begin at the October meeting, when the D Policy survey results and related policy statements will also be reviewed.

Engagement Committee

Our next Annual Meeting is scheduled for March 7. The next event is a fundraiser on October 24 for the Kinship Community Food Center & Farm.

Nominations Committee

Directors reviewed revisions to the candidate application and suggested adding key dates and events that require their attendance. Candidates may tag Outpost in social media posts. The application will be revised based on the feedback and distributed for an electronic vote by the end of the week.

CEO MONITORING

B7 Communication to the Board

Ray Simpkins reported on his communications and reporting to the Board, including information about Outpost events and where to find event details. The Board discussed how to distinguish Outpost events from public events and agreed to review the monitoring report's intent to clarify what information is pertinent.

VOTE: Duncan Shrout made a motion to accept the B7 report as compliant, seconded by Caroline Carter. The motion passed unanimously.

OCTOBER 2026 MEETING PREP

- B1 Financial Report
- Ends Report & Multi-year Planning
- Personnel Matter
- Committee Work



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Any questions the Board has about the Ends report should be provided to Ray by October 22. He will prepare responses to share during the meeting.

BOARD CLOSED SESSION: Begin at 7:16 PM

- B2 Planning & Budget
- Personnel Matter
- Board Annual Plan
- 2026-2027 Planning Calendar

BOARD CLOSED SESSION: End at 8:26 PM

VOTE: A motion was made by Duncan Shrout and seconded by Caroline Carter to accept the B2 Report as compliant. The motion passed unanimously.

VOTE: A motion was made by Duncan Shrout and seconded by Stephanie Dernek to accept the Capital Budget as compliant. The motion passed unanimously.

BOARD CLOSED SESSION: Begin at 8:29 PM

MEETING EVALUATION

ADJOURNMENT

The meeting adjourned at 8:45 PM

NEXT MEETING

The Board will vote to approve these minutes at the October 26, 2026, board meeting. The following Outpost Natural Foods Board meeting is on November 23, at 6:00 pm.

Board meetings are held at the Outpost Central Office at 3200 S. 3rd Street, Milwaukee WI 53207, and begin at 6:00 p.m. Owners in good standing are welcome to attend in person without prior approval, although advance notice is appreciated. If an owner wishes to attend virtually, we request notice at least two business days in advance so we can provide you with login information. Your ownership will be checked to make sure it is current, and all owners are considered observers. If you wish to address the Board and be added to the agenda, requests must be made at least 10 days in advance. To request time on the agenda, request to attend virtually, or share your plans to attend in person, please contact the Board secretary at 414-431-3377, ext. 221 or email board@outpost.coop. Please be advised that owners will be asked to leave the meeting during any closed sessions that may be held due to discussion of issues of a confidential or sensitive nature.