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## Board of Directors Open Session Minutes – January 26, 2026

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President Duncan Shrout called the January 26, 2026, meeting of the Outpost Natural Foods Board of Directors to order at 6:06 pm.

### **Board Members**

Caroline Carter – present  
Rick Daggett – present  
Tay Fatke – present via video conference  
Ashley Fisher – present  
Rebecca Guralnick – present  
David Lee – present  
Eno Meier – present via video conference  
Cassandra Papesh – present via video conference  
Duncan Shrout – present

### **Management in Attendance**

Ray Simpkins, CEO  
Doshia Troyer, Director of Finance  
Lisa Draeger, Office Manager and Executive Assistant

### **Owners in Attendance**

Sofia Ismaili, owner #50957  
Nicholas Lawrence, owner #76397  
Richard Diaz, owner #75958

### **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, Myamia (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**

#### **Consent Items**

- December Open and Closed Session Board Meeting Minutes
- Board Accountability Checklist

**VOTE:** Rebecca Guralnick made a motion to accept the consent items, seconded by Rick Daggett. The motion passed unanimously.

### **COMMITTEE WORK, BOARD TASKS**

#### **Development Committee**

The committee recently met, and they are proposing that we join Columinate. There was a discussion of the pros and cons, the cost vs. benefit, and how it fits into our budget with other training. The committee will request a more formal proposal from Columinate and present it at the next meeting. The training and facilitation offered would provide resources and support needed to support several new Board members in the next few years. A decision will be made at the February meeting.

#### **Engagement Committee**

Rebecca complimented Diana on how she has boosted engagement working with the Board, including wonderful publications, a written blog, video blog; recent contributors were Eno and Rick. Next up will be Duncan and Ray inviting people to the Annual Meeting, which is scheduled for March 8. The need for a Treasurer's report at the Annual Meeting was debated due to concern about redundancy with Ray's presentation.

#### **Nominations Committee**

Rick Daggett announced that the slate of candidates is final, consisting of 6 candidates for 4 open seats. Coming up in February will be the photo shoot and video of the candidates' statements. An event will be scheduled in March, coordinating an in-store event with the marketing team so owners can meet the candidates.

#### **Ad Hoc Bylaws Committee**

The committee is looking at prioritizing the most important items to discuss. Duncan and Cassandra offered to help, and there was some discussion about the amount of time involved on this committee with respect to other standing committees. Ashley reported that she would like five minutes at the Annual Meeting to let owners know what the committee is working on. At the same time, they would like to request that owners sign up for listening sessions since the attendees will be very invested owners. At least one Board member will be present at these sessions, and they are also considering bringing in a facilitator to manage the focus groups.

#### **Board Retreat Committee**

Duncan Shroul said the committee is considering the topic where we will be in five years for the morning session...more along the lines of the Board's role than a strategy session. The afternoon would be specific to Outpost and what we're doing.



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### **CEO UPDATES**

#### **Central Kitchen Project Update**

Ray Simpkins reported that the plumbing is completed, and they're now working on the electric. The rooftop units have been installed, and next up is laying the concrete floors.

In other news, we have completed the hiring process of two new directors – Gary Campbell as Director of IT and Natasha Smiley, our new Director of People & Culture. Also staff related, our Produce Purchasing Category Manager, William Quinn, is retiring this month after 41 years at Outpost. We would like to honor him with an award at the upcoming Annual Meeting.

### **FEBRUARY MEETING PREP**

- Review of upcoming agenda items for the February meeting.

### **BOARD CLOSED SESSION: Begin at 7:15 PM**

- Development Committee – Tay Fatke
- CEO Monitoring: B1 Financial Report – Ray Simpkins
- Update on possible ICE visits – Ray Simpkins

### **BOARD CLOSED SESSION: End at 8:00 PM**

**VOTE:** Ashley Fisher made a motion to accept the B1 Financial report as compliant, seconded by Caroline Carter. The motion passed unanimously.

### **BOARD CLOSED SESSION: Begin at 8:01 PM**

- Development Committee – Tay Fatke

### **MEETING EVALUATION**

#### **ADJOURNMENT**

The meeting adjourned at 8:18 PM

#### **NEXT MEETING**

The Board will vote to approve these minutes at the February 16, 2026, Board meeting. The following Outpost Natural Foods Board meeting is on March 30, 2026, at 6:00 pm.



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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](mailto: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.