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## Board of Directors Open Session Minutes – April 27, 2026

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Vice President Rebecca Guralnick called the April 27, 2026, meeting of the Outpost Natural Foods Board of Directors to order at 6:07 pm.

### **Board Members**

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

### **Management in Attendance**

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

### **OUTPOST MISSION, READ BY RAY SIMPKINS**

*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 X 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.*

### **APPROVE AGENDA AND ACCEPT CONSENT ITEMS**

#### **Consent Items**

- March Open and Closed Session Board Meeting Minutes



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**VOTE:** A motion was made by Rick Daggett and seconded by Duncan Shrout to approve the agenda for the April 27, 2026, Board meeting. The motion passed unanimously.

**VOTE:** A motion was made by Duncan Shrout, seconded by Eno Meier, to approve the March 30, 2026, open session meeting minutes. The motion passed unanimously.

**VOTE:** A motion was made by Rick Daggett, seconded by Caroline Carter, to approve the March 30, 2026, closed session meeting minutes. The motion passed unanimously.

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

#### **Nominations Committee**

Rick Daggett congratulated Becca Guralnick and David Lee on their re-election to the Board. We had excellent results in terms of having a great slate of candidates, but the number of ballots was down this year.

#### **Engagement Committee**

Rebecca Guralnick called attention to Duncan's blog, which included a farewell to Ashley Fisher and Tay Fatke, whose terms on the Board are ending April 30.

#### **Development Committee**

The C Policy survey results are completed and will be presented at the May meeting. It will be beneficial to have the two new directors present for the review and conversation.

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

Ashley Fisher commented on the two owner focus group sessions that were held on April 25 and 26. The feedback will help the committee use stakeholder input to inform their discussions.

#### **Board Retreat Committee**

Duncan announced that the Retreat is scheduled for June 27 at the Central Office. Jade Barker with Columinate will take part. The agenda will include a conversation about basics and how they align with the future.

### **ELECTION OF BOARD OFFICERS**

Directors voted to elect officers for the new governance year. The results are as follows:

President – Eno Meier  
Vice President – Rick Daggett  
Secretary – Becca Guralnick  
Treasurer – Duncan Shrout



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### **CENTRAL KITCHEN PROJECT UPDATE**

Ray Simpkins described recent work on the new Central Kitchen. Over the past two weeks, significant progress has been made as finishing work continues throughout the space. The suspended ceiling grid has now been installed and HVAC vents, lighting sensors, and a portion of the ceiling tiles are also now in place. Painting is underway in the office, break room, and restrooms, adding visible transformation to these areas. We Energies will be installing higher-ampage electrical service to the 3200 S. 3rd building, and during the week of April 26, excavation will begin for the installation of a large outdoor grease trap beneath the south parking lot. We're also excited to welcome our Central Kitchen staff to see the space for the first time this coming Monday and Tuesday, when they will have the opportunity to tour the facility.

### **MAY 2026 MEETING PREP**

- Committee Sign-ups for 2026-2027
- CEO Monitoring – B6 Staff Treatment & Compensation
- Columinate Discussion

### **BOARD CLOSED SESSION: Begin at 7:28 PM**

- FYI – Ray Simpkins
- CEO Monitoring – B1 Financial
- Ends Report Update – Ray Simpkins
- Treasurer's Report – Eno Meier

Exited closed session at 8:07pm to vote on B1 report

**VOTE:** A motion was made by Duncan Shroust to accept the B1 report as compliant, seconded by Ashley Fisher. The motion passed unanimously.

Returned to close session at 8:09pm

### **BOARD CLOSED SESSION: End at 8:50 PM**

### **MEETING EVALUATION**

### **ADJOURNMENT**

The meeting adjourned at 8:50 PM

### **NEXT MEETING**



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The Board will vote to approve these minutes at the May 18, 2026, Board meeting. The following Outpost Natural Foods Board meeting is on June 22, 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](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.