President Ashley Fisher called the June 24, 2024, meeting of the Outpost Natural Foods Board of Directors to order at 6:06 pm.

**Board Members**

Rick Banks – present

Rick Daggett – present

Melissa Drews – present

Tay Fatke – present via video conference

Ashley Fisher – present

Rebecca Guralnick – present

Eno Meier – present

Barbara Merritt – absent

Duncan Shrout – present

**Management in Attendance**

Ray Simpkins, CEO

Lisa Draeger, Office Manager and Executive Assistant

**Owners in Attendance**

Cassandra Papesh, owner #54471

**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 ENO MEIER**

*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 (Tatanka Oyate). 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**

* May Minutes – Open and Closed Sessions
* Board Accountability Checklist

Rick Banks made a motion to approve the agenda and meeting minutes. Duncan Shrout seconded, and the motion passed unanimously.

**COMMITTEE WORK, BOARD TASKS**

**Retreat Committee**

The annual Board of Directors retreat takes place Saturday, June 27. Gabby Davis with NCG will be doing a DEI training during the retreat.

**Ad Hoc Committee – Owner Request Update**

A procedure has been created to guide owner participation at Board meetings to ensure that the Board is honoring its responsibilities, protecting the Co-op, and appropriately addressing owners’ interest in engaging with the Board.

**BOARD TRAINING**

**Discussion of Article on Market Trends**

The Board and CEO Ray Simpkins discussed current market trends in the grocery industry.

**JULY 2024 MEETING PREP**

* Review of upcoming agenda items for the July meeting.

**BOARD CLOSED SESSION: Begin at 7:11 pm**

* CEO Monitoring: B9 – CEO Succession
* Board FYI
* Meeting Evaluation

**BOARD CLOSED SESSION: End at 7:30 pm**

* CEO Monitoring: B9 – CEO Succession

Rick Banks made a motion to accept the B9 CEO Succession report as compliant. Eno Meier seconded the motion. The motion passed unanimously.

The BI Financial report will take place at the August meeting, due to the timing of financial report comparisons from CoMetrics. The B5 report Treatment of Customers will be prepared for the upcoming July meeting.

**ADJOURNMENT**

The meeting adjourned at 7:40 pm.

**NEXT MEETING**

The Board will vote to approve these minutes at the July 22, 2024, Board meeting. The next Outpost Natural Foods Board meeting following that is on August 26 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.