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## Board of Directors Open Session Minutes – August 26, 2024

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President Ashley Fisher called the August 26, 2024, meeting of the Outpost Natural Foods Board of Directors to order at 6:08 pm.

### **Board Members**

Rick Banks – present  
Rick Daggett – present via video conference  
Melissa Drews – present  
Tay Fatke – present  
Ashley Fisher – present  
Rebecca Guralnick – present  
Eno Meier – present  
Barbara Merritt – present via video conference  
Duncan Shrout – present

### **Management in Attendance**

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

### **Owners in Attendance**

Cassandra Papesh, owner #54471 – present

### **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 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 TAY FATKE**

*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*



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*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**

- August Minutes – Open and Closed Sessions
- Board Accountability Checklist

Rebecca Guralnick made a motion to approve the agenda and meeting minutes. Eno Meier seconded, and the motion passed unanimously.

### **COMMITTEE WORK**

#### **Nominations Committee**

The elections timeline for the 2025 election has been updated and was reviewed by the directors at this meeting.

#### **Development Committee**

Melissa Drews described the benefits of a membership in Columinate's Cooperative Board Leadership Development program (CBLD), and the directors explored whether the greater benefit would be through that membership or an a la carte approach to training. Directors were asked to review the training offerings and evaluate which ones they would be interested in. This review will be put on the Board Accountability Checklist. The D policy surveys are due to be completed by September 4.

#### **Engagement Committee**

Tay Fatke reported that the next ownership event is October 12 at State Street from 11:00 a.m. to 2:00 p.m. The committee is working with Mari Wood and will be alerted to any other opportunities. Blog posts will be coming from Tay and Duncan Shrout, as well as from the Nominations Committee regarding the election.

#### **Ad-Hoc Committee Update Re: Owner Requests**

The committee is in the final stages of finalizing a policy. Future agendas will include five minutes for any owners in attendance should they have a question. Once the policy is finalized, the language will be updated throughout all documents and the website.

#### **OWNER COMMENTS**

Owner and employee Cassandra Papesh provided comment and requested a response from the board. Board President Ashley Fisher and CEO Ray Simpkins provided a response.



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### **AUGUST 2024 MEETING PREP**

- Review of upcoming agenda items for the September meeting.

### **BOARD CLOSED SESSION: Begin at 6:52 pm**

- CEO Monitoring: B1 Financial

### **BOARD CLOSED SESSION: End at 7:28 pm**

Voting on BI – Financial Report. Rick Banks made a motion to accept the report as compliant, and Duncan ShROUT seconded. The motion passed unanimously.

### **BOARD CLOSED SESSION: Begin at 7:29 pm**

- Board FYI
- Final Draft Board Budget for FY25

### **BOARD CLOSED SESSION: End at 8:01 pm**

Voting on Board Budget for FY25. Duncan ShROUT made a motion to approve the board budget, and Becca Guralnick seconded. The motion passed unanimously.

### **ADJOURNMENT**

The meeting adjourned at 8:08pm.

### **NEXT MEETING**

The Board will vote to approve these minutes at the September 23, 2024, Board meeting. The following Outpost Natural Foods Board meeting is on October 21 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



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asked to leave the meeting during any closed sessions that may be held due to discussion of issues of a confidential or sensitive nature.