President Ashley Fisher called the September 23, 2024, meeting of the Outpost Natural Foods Board of Directors to order at 6:00 pm.

**Board Members**

Rick Banks – present at 6:42pm

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 – present via video conference

Doshia Troyer, Director of Finance

**Owners in Attendance**

Cassandra Papesh, owner #54471 – present

**OUTPOST MISSION, READ BY ENO MEIER**

*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 BECCA GURALNICK**

*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**

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

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

**COMMITTEE WORK**

**Development Committee**

Becca Guralnick reported out on D policy surveys completed by board members. It was noted that the surveys reflected a high level of agreement and expressed confidence and trust in the CEO’s ability to manage operations. Becca highlighted various commentaries made by board members.

Board Training Discussion: board members provided opinion on whether the board should invest in Columinate’s CBLD membership package or attend trainings during the year a la carte as needed. It was decided that the board will continue to attend trainings on a selective basis.

**Nominations Committee**

Ashley Fisher provided a report on the committee’s recent meeting to discuss logistics around the candidate application and recent updates.

**Annual Calendar Planning**

Ashley Fisher introduced the plan to review and approve the Board Planning calendar’s dates for the upcoming fiscal year. Board members discussed any recommended changes to dates.

Voting on Annual Calendar planning - Becca Guralnick made a motion to accept the calendar dates and Tay Fatke seconded. The motion passed unanimously.

**OWNER COMMENTS**

Owner and employee Cassandra Papesh provided comment and requested a response from the board. Rick Banks and Ashley Fisher provided a response.

**October 2024 MEETING PREP**

* Review of upcoming agenda items for the October meeting.

**CEO Monitoring: B7 Communications to the Board**

CEO reported on his communications with the board and sharing of ONF events, including where to access this information.

**BOARD CLOSED SESSION: Begin at 6:57 pm**

* CEO Monitoring: B2 Planning and Budgeting & Supplemental Information
* Board FYI
* Review of final draft of board budget for FY 24-25

**BOARD CLOSED SESSION: End at 7:41 pm**

Voting on B2 – Planning and Budgeting. Rick Banks made a motion to accept the report as compliant, and Melissa Drews seconded. The motion passed unanimously.

Voting on B7 – Communications to the Board. Eno Meier made a motion to accept the report as compliant, and Rick Banks seconded. The motion passed unanimously.

Voting in Final Draft of Board FY 24-25 Budget (via electronic vote outside session) – Becca Guralnick made a motion to approve the budget, and Tay Fatke seconded. The motion passed unanimously.

**BOARD CLOSED SESSION: Begin at 7:44 pm**

* Quarterly Financial Training

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

**ADJOURNMENT**

The meeting adjourned at 8:05pm.

**NEXT MEETING**

The Board will vote to approve these minutes at the October 28, 2024, Board meeting. The following Outpost Natural Foods Board meeting is on November 11, 2024, 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.