



Board of Directors Open Session Minutes – January 27, 2025

President Ashley Fisher called the January 27, 2025, meeting of the Outpost Natural Foods Board of Directors to order at 6:02 pm.

Board Members

Rick Banks – present at 6:10 p.m.
Rick Daggett – present
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
Ed Senger, Director of Store Operations
Doshia Troyer, Director of Finance
Leslie Peterson, Director of Food Services

Owners in Attendance

Cassandra Papesh, owner #54471
Rachel Malmstadt, owner #75348
Caroline Carter, owner #19634 – present via video conference
Alisha Lemon, owner #68503– present via audio conference

OUTPOST MISSION, READ BY RICK DAGGETT

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.*



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OUTPOST LAND ACKNOWLEDGEMENT READ BY REBECCA 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

- December 9, 2024 Minutes – Open and Closed Sessions
- Board Accountability Checklist

Rick Daggett made a motion to accept the consent items, seconded by Melissa Drews. The motion passed unanimously.

COMMITTEE WORK, BOARD TASKS

Nominations Committee

Melissa Drews reported that the committee interviewed all candidates, and they will be reaching out to the candidates tomorrow regarding their status. Ashley Fisher reminded the directors that if they are considering running for an officer position, they should be prepared to make that known at the February meeting.

Engagement

The agenda for the upcoming annual meeting was discussed. Rick Banks will read the Mission Statement at the 2025 Annual Meeting, and Tay Fatke will read the Land Acknowledgement.

The draft of the 2024 Annual Meeting Minutes was reviewed by directors for approval to present to the owners at the March 9, 2025, Annual Meeting. A change was requested that the minutes state that the Q&A took place.

With that amendment, a motion was made by Eno Meier, seconded by Rebecca Guralnick to approve the draft of the 2024 Annual Meeting Minutes. The motion passed unanimously.



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DEI Committee

Duncan Shrout reported that Allannah Hines, the consultant hired to look at DEI as it relates to policy governance, is currently reviewing the Bylaws. Their first meeting will be scheduled soon, and directors who wish to attend should let Duncan know.

Development Committee

The CCMA Conference (Consumer Cooperative Management Association) will be held in Duluth, MN, from May 29-31, 2025. The budget includes funds for two directors to attend. Rick will send link to the Board for more information.

FEBRUARY 2025 MEETING PREP

- Review of upcoming agenda items for the February meeting.

BOARD CLOSED SESSION: Begin at 6:34 pm

- CEO Monitoring: B1 Financial
- GM FYI
- Future Planning

BOARD CLOSED SESSION: End at 7:32 pm

Voting on B1 Financial Report - Rick Banks made a motion to approve the report, seconded by Tay Fatke. The motion passed unanimously.

ADJOURNMENT

The meeting adjourned at 7:47 pm

NEXT MEETING

The Board will vote to approve these minutes at the February 24, 2025, Board meeting. The following Outpost Natural Foods Board meeting is on March 24 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



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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.