President Ashley Fisher called the November 11, 2024, meeting of the Outpost Natural Foods Board of Directors to order at 6:01 pm.

**Board Members**

Rick Banks – present

Rick Daggett – present

Melissa Drews – present

Tay Fatke – present

Ashley Fisher – present

Rebecca Guralnick – present

Eno Meier – present

Barbara Merritt – absent

Duncan Shrout – absent

**Management in Attendance**

Ray Simpkins, CEO

Lisa Draeger, Office Manager and Executive Assistant

Doshia Troyer, Director of Finance

**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 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 (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**

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

Melissa Drews made a motion to approve the consent items, and it was seconded by Rick Banks. The motion passed unanimously.

**COMMITTEE WORK, BOARD TASKS**

**DEI Committee Update**

A revisedproposal came in from the consultant we plan to work with. The DEI Committee will schedule a Zoom meeting this month to discuss it.

**Engagement Committee**

Tay Fatke reported that the committee met last week. They are setting up some in-store events to talk to owners on multiple dates at multiple Outpost locations. The Annual Meeting is tentatively scheduled for March 9, and will be finalized next month. The committee is working with Mari on some in-store opportunities to raise awareness about the election.

**Nominations Committee**

Rick Banks reported that the committee met recently. They are considering engagement opportunities for candidates to meet potential voters in the stores. In order to allow time to review any potential candidate petitions, the due date for receipt of petitions is moved up to January 6, 2025.

**Create Retreat Committee**

The retreat this year will again be held at the Central Office. The planning committee is comprised of Ashley Fisher, Becca Guralnick, Rick Banks, Eno Meier, and Ray Simpkins.

**BOARD TRAINING**

Ray Simpkins led a discussion based on an article he shared entitled *Seven Steps to Re-energize Your Cooperative Culture*.

**CEO MONITORING**

**B8 Logistical Support**

Ray Simpkins presented his report with data to support compliance with providing logistical support to the Board.

Rick Banks made a motion to approve the report as compliant, seconded by Tay Fatke. The motion passed unanimously.

**DECEMBER 2024 MEETING PREP**

* Review of upcoming agenda items for the December meeting.

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

* Authorize Class 2 Dividend and Patronage Rebate

**BOARD CLOSED SESSION: End at 7:18 pm**

**ADJOURNMENT**

The meeting adjourned at 7:57 pm

**NEXT MEETING**

The Board will vote to approve these minutes at the December 9, 2024, Board meeting. The following Outpost Natural Foods Board meeting is on January 27 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.