



Board of Directors Meeting

August 25, 2025

During the 2025/2026 fiscal year, the Board will strive towards building a Board culture of accountability, trust, transparency, and inclusivity, while ensuring the future of Outpost by honoring the three pillars of economic, environmental, and social sustainability.

	OPEN SESSION
6:00	<p style="text-align: center;">Check in & Attendance (10 min)</p> <p><i>Goal & Outcome: To make all necessary disclosures and updates for Board process compliance.</i></p> <ul style="list-style-type: none"> • Mission Statement and Land Acknowledgement • Review preparation, disclose new conflicts, and other updates • Welcome visiting owners
6:15	<p style="text-align: center;">Approve Agenda, Accept Consent Items and Treasurer's Report</p> <p><i>Goal & Outcome: to accept reports, minutes, and other consent items for the record so that we have an accurate, ongoing record of our work, proceedings, and other items for which the Board should be aware of and is accountable.</i></p> <ul style="list-style-type: none"> • July Minutes Open and Closed sessions – Tay Fatke • Board Accountability Checklist
6:30	<p style="text-align: center;">Committee Work</p> <p><i>Goal & Outcome: To hear updates on committee activities</i></p> <ul style="list-style-type: none"> • Engagement Committee: 2026 Annual Meeting Update, Committee Charter – Rebecca Guralnick • Development Committee Charter – Tay Fatke • Nominations Committee Update and Committee Charter – Rick Daggett • Ad Hoc Bylaws Committee Formation – Ashley Fisher
6:50	<p style="text-align: center;">Owner Comments (5 min)</p> <p><i>Goal & Outcome: To hear owners in attendance who wish to address the Board</i></p>
6:55	<p style="text-align: center;">CEO Reports</p> <ul style="list-style-type: none"> • CEO Monitoring: B5 Customer Treatment • Immigration & Customs Enforcement Strategies • Update on Employee Survey from May 2025
7:10	<p style="text-align: center;">September 2025 Meeting Prep (5 min)</p> <p><i>Goal: To prepare the Board for future meetings, especially through review of upcoming policy monitoring tasks.</i></p> <ul style="list-style-type: none"> • Board Calendar Updates
7:25	CLOSED SESSION
	<ul style="list-style-type: none"> • CEO FYI – Ray Simpkins • Personnel Matter
7:55	<ul style="list-style-type: none"> • Meeting Evaluation (5 min)
8:00	ADJOURN



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Current Governance Year 2025/2026 Board Committees: Development: Tay Fatke (chair), Ashley Fisher, Cassandra Papesch; Engagement: Rebecca Guralnick (chair), Duncan Shrout, Rick Banks; Nominations: Rick Daggett (chair), Eno Meier, Caroline Carter; DEI Ad Hoc Committee: Duncan Shrout, Eno Meier, Becca Guralnick.

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.