



Board of Directors Open Session Minutes – March 30, 2026

President Duncan Shrout called the March 30, 2026, meeting of the Outpost Natural Foods Board of Directors to order at 6:06 pm.

Board Members

Caroline Carter – present
Rick Daggett – present via video conference
Tay Fatke – absent
Ashley Fisher – present via video conference
Rebecca Guralnick – present
David Lee – present
Eno Meier – present via video conference
Cassandra Papesh – present
Duncan Shrout – present

Management in Attendance

Ray Simpkins, CEO
Lisa Draeger, Office Manager and Executive Assistant

OUTPOST MISSION, READ BY REBECCA GURALNICK

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 CASSANDRA PAPESH

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 (Lakota). 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

- February Open and Closed Session Board Meeting Minutes



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Consent of the closed meeting minutes for February 2026 is moved to the next meeting. Treasurer Eno Meier requested time be added to the agenda to discuss the Board budget in closed session.

VOTE: A motion was made by Rebecca Guralnick to approve the February 26, 2026, open session meeting minutes, seconded by Cassandra Papesh. The motion passed unanimously.

VOTE: With the addition of a Treasurer's update to the agenda, Rebecca Guralnick made a motion to accept the agenda, seconded by David Lee. The motion passed unanimously.

COMMITTEE WORK, BOARD TASKS

Nominations Committee

Rick Daggett reported that voting closes Thursday. The paper ballots will be tallied on Friday and candidates notified by email on Saturday.

Engagement Committee

Rebecca Guralnick remarked that it was a terrific Annual Meeting and shared some of the feedback we received, which was overall very positive. She would like to review roles in terms of the Engagement Committee and the Board and recommends creating an Annual Meeting Committee. More discussion is needed about ways to attract more owners to attend. It was mentioned that it may help to have some slides or visuals to go along with the presentations, and better preparation for Q&A is needed.

Development Committee Report & Columinate Proposal

There was further discussion about Columinate membership. This led to a conversation about the Board budget, which is based on a percent of sales and will be further discussed in closed session. Directors were reminded to complete the C5 Policy survey no later than April 13.

Ad Hoc Bylaws Committee

Ashley Fisher reported that committee spoke with Jade Barker to get her thoughts and perspectives. The committee reviewed the proposal from the consulting group Seven Roots and agreed on an option that supports designing focus sessions, facilitation and identifying key take-aways.

VOTE: A motion was made by Ashley Fisher to approve signing a contract with Seven Roots for the amount of \$5,500. The motion was seconded by David Lee, and the motion passed unanimously.

Board Retreat Committee

Duncan announced that the Retreat Committee is meeting this Thursday to continue the refinement of retreat goals. Rick suggested a writing exercise which would include the evaluation of language used to describe the Board and its responsibilities.



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ELECTION OF BOARD OFFICERS

Duncan Shroul requested that directors consider whether they would be interested in officer positions for the upcoming 2026-2027 governance cycle that begins May 18, 2026. Duncan expressed interest in continuing as president, Becca in the secretary position, and Rick and Eno are interested, but haven't decided on a specific position yet.

CEO MONITORING AND UPDATE

Central Kitchen Project Update

Ray Simpkins reported that work is happening quickly in the new Central Kitchen. Blast chillers arrived, the framing is done, and rooftop units have been installed. Drywall installation is underway, and white fiberglass reinforced panels (FRP) have begun going up on kitchen walls.

B7 Communication to the Board

This report demonstrates whether there is compliance by the CEO that ensures the Board has sufficient information to make decisions in the areas of governance where the Board is accountable to ownership. Rick Daggett requested that when we have advance notice of media coverage that the Board be given a heads up. Also, the table representing dates the monitoring reports were submitted had an error; this will be corrected, and the report resubmitted.

VOTE: A motion was made by Becca Guralnick to accept the B7 report as compliant, seconded by Rick Daggett. The motion passed unanimously.

APRIL 2026 MEETING PREP

- Board Calendar Updates
- A request was made to add items from the Planning Calendar to the Meeting Prep in the future.

BOARD CLOSED SESSION: Begin at 7:32 PM

- FYI – Ray Simpkins
- CCMA Board Attendees
- Board Matter

BOARD CLOSED SESSION: End at 8:07pm

MEETING EVALUATION

ADJOURNMENT

The meeting adjourned at 8:07PM



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NEXT MEETING

The Board will vote to approve these minutes at the April 27, 2026, Board meeting. The following Outpost Natural Foods Board meeting is on May 18, 2026, 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.