



Board of Directors Open Session Minutes – August 24, 2026

President Eno Meier called the August 24, 2026, meeting of the Outpost Natural Foods Board of Directors to order at 6:02 pm.

Board Members

Caroline Carter – present
Rick Daggett – excused absence
Stephanie Dernek – present
Richard Diaz – present via video conference
Rebecca Guralnick – present
David Lee – present
Eno Meier – present
Cassandra Papesh – present via video conference
Duncan Shrout – present

Management in Attendance

Ray Simpkins, CEO

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 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

- July Open and Closed Session Board Meeting Minutes

VOTE: A motion was made by Stephanie Dernek and seconded by Cassandra Papesh to approve the agenda, the June open and closed Board meeting minutes. The motion passed unanimously.



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COMMITTEE WORK

Development Committee

Committee reviewed self-assessment survey and identified 4 areas for board development: meeting efficiency, communication, policy/bylaw knowledge, and grocery industry/cooperative knowledge.

Committee is working with Jade Barker at Columinate to develop a board development plan and encourage assignment deadlines for board members to keep on task. Plan will be presented in September.

D Policy survey will be sent by August 30 with a September 28 discussion to occur on results.

Engagement Committee

Charter was revised per verbiage of Charter approved in July.

Engagement Chair met with Nominations chair to collaborate on upcoming events, including Kinship farm (elections launch) event. Bag-stuffers will be created to promote the event and Nominations will do a blog in September to promote the event and the election season.

We Love Outpost event will take place on Sep 26, 2026

Kinship event budget was discussed and determined to be Board's responsibility. Engagement chair will determine costs with the help of Mari.

Discussion/brainstorm was had regarding improving the engagement process for engagement including nominations.

Nominations Committee

Nominations Committee met and set a timeline for FY 27. Will be voted on in September. Earliest date for elections is March 25, 2027. Runs for 15 days. Emphasis on building the pipeline of candidates to make the process more fun; Excel document listing prospective candidates can be found in SharePoint.

Ad Hoc Bylaws Committee

The committee is reviewing bylaws surrounding term limits, the number of employee seats on the Board, and the number of signatures for petition candidates. A focus session with the employees is taking place on Aug 25 at Bayview with Joel and 2 board members.

CEO Monitoring: B5 Treatment of Customer Report was presented by Ray Simpkins

This policy addresses issues regarding responsiveness to customers. It includes having a system in place for soliciting and responding to owner and customer comments; ensuring conditions that allow for a safe shopping trip; being responsive to their feedback to improve operations and provide programs and offers related to their ownership.

VOTE: Duncan made a motion to accept the B1 report as compliant, seconded by Stephanie. The motion passed unanimously.



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SEPTEMBER 2026 MEETING PREP

- Nomination Calendar Plan VOTE
- Annual Meeting Plan

BOARD CLOSED SESSION: Begin at 7:45 PM

- Personnel Matter
- CEO FYI – Ray Simpkins

BOARD CLOSED SESSION: End at 8:02 PM

VOTE: A motion was made by Duncan and seconded by Cassandra to accept the Board Budget for FY 27. Motion passed unanimously.

BOARD CLOSED SESSION: Begin at 8:03 PM

MEETING EVALUATION

ADJOURNMENT

The meeting adjourned at 8:11 PM

NEXT MEETING

The Board will vote to approve these minutes at the September 28, 2026 board meeting. The following Outpost Natural Foods Board meeting is on October 26, 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.