



Board of Directors Open Session Minutes – May 18, 2026

President Eno Meier called the May 18, 2026, meeting of the Outpost Natural Foods Board of Directors to order at 6:02 pm.

Board Members

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

Management in Attendance

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

Owners in Attendance

Rachel Ingrassci, owner #98094

OUTPOST MISSION, READ BY CASSANDRA PAPESH

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 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 (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.



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APPROVE AGENDA AND ACCEPT CONSENT ITEMS

- April Open and Closed Session Board Meeting Minutes

VOTE: A motion was made by Duncan Shrout and seconded by Rick Daggett to approve the agenda and the April open and closed Board meeting minutes. The motion passed unanimously.

WELCOME NEW BOARD MEMBERS

Eno welcomed to the Board our newly-elected directors, Richard Diaz and Stephanie Dernek.

COMMITTEE WORK

Engagement Committee

Eno Meier announced an upcoming Board engagement event in June and will be looking for volunteers. Rick Daggett commented that the objective of the taking part in the engagement events is much more than staffing – they are a great way for the directors to directly connect with owners.

Development Committee

Cassandra reviewed the results of the C policy survey and suggested we plan for discussion about the results in closed session at our June meeting.

Ad Hoc Bylaws Committee

Next steps are conducting employee owner focus groups, which will take place on June 3 and 4. Duncan Shrout and Stephanie Dernek will be attending both sessions.

Board Retreat Committee

Rick, Duncan and Cassandra met with Jade Barker, who will be facilitating the retreat, to develop the draft agenda. They felt the greatest value would be to think about the origins of Outpost. Rick, Duncan and Cassandra met with Jade Barker, who will be facilitating the retreat, to develop the draft agenda. Potential focus topics include growth, role of the board, and governance items.

COLUMINATE PROPOSAL

Duncan Shrout reviewed the financial breakdown, provided by Jade Barker, of the cost of a la carte services vs. a Columinate membership.

VOTE: Duncan Shrout made a motion to approve \$6,000 for a Columinate membership through December 26, 2026. Rebecca Guralnick seconded the motion. The motion passed unanimously.



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COMMITTEE SIGN-UPS

Directors discussed the work of the various committees and decided on the make-up of the committees, including who would chair each. The results are as follows:

Ad Hoc Bylaw Review

Rick Daggett, Eno Meier, Becca Guralnick

Engagement

Caroline Carter (chair), Eno Meier, Stephanie Dernek

Development

Cassandra Papesh (chair), Rick Daggett, Duncan Shrout

Nomination

David Lee (chair), Becca Guralnick, Richard Diaz

CEO MONITORING

B6 – Staff Treatment and Compensation

Ray Simpkins presented the B6 monitoring report which demonstrates compliance with matters regarding staff treatment and compensation. They include creating safe, fair, and clear policies; operating with personnel policies that meet particular criteria; management of personnel records; establish compensation and benefits that are equitable.

Based on our most recent employee survey, opportunities for improvement were in the areas of pay and handling of harassment issues. Wage issues were discussed, such as improvements put in place last year and how the livable wage is calculated and that it is a constantly-moving target. Rick Daggett asked about getting a sense of other large Co-ops and their percentage of FT to livable wage. Duncan requested that Ray keep the Board up to date on the issue of handling harassment.

VOTE: Rebecca Guralnick made a motion to accept the report as compliant, seconded by Caroline Carter. The motion passed unanimously. (Duncan Shrout was not present for the vote.)

CENTRAL KITCHEN PROJECT UPDATE

Much of this week's work again focused on finishing the space in support of our June 1 occupancy goals. Flooring has now been completed, bathroom fixtures have arrived onsite, and painting of the exposed drywall and hallways have taken place. Equipment is also beginning to slowly arrive.



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Work planned for this coming week includes startup of the refrigeration system, along with completion of gas lines to equipment and water lines to sinks. The major remaining construction items include adding the parking spaces on the south side of the building, followed by the landlord's work with City officials to pave the lot across from the offices.

JUNE 2026 MEETING PREP

- CEO Monitoring – B9 CEO Succession
- Engagement Plan Presentation
- Presentation of market trends by CEO

BOARD CLOSED SESSION: Begin at 7:39 PM

- FYI – Ray Simpkins
- Board Matter – Eno Meier

BOARD CLOSED SESSION: End at 8:05 PM

MEETING EVALUATION

ADJOURNMENT

The meeting adjourned at 8:31 PM

NEXT MEETING

The Board will vote to approve these minutes at the June 22, 2026, Board meeting. The following Outpost Natural Foods Board meeting is on July 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.