



Board of Directors Open Session Minutes – July 28, 2025

President Duncan Shrout called the July 28, 2025, meeting of the Outpost Natural Foods Board of Directors to order at 6:08 pm.

Board Members

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

Management in Attendance

Ray Simpkins, CEO
Doshia Troyer, Director of Finance
Lisa Draeger, Office Manager and Executive Assistant

OUTPOST MISSION, READ BY RICK DAGGETT

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.



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APPROVE AGENDA AND ACCEPT CONSENT ITEMS

Consent Items

- June Minutes – Open and Closed Sessions
- Board Accountability Checklist

VOTE: Rebecca Guralnick made a motion to accept the consent items, seconded by Eno Meier. The motion passed unanimously.

COMMITTEE WORK, BOARD TASKS

Development Report

Cassandra Papesch brought to the directors' attention the Conflict-of-Interest Disclosure form, which is part of the Appendix in the Policy Register. Printed copies were distributed at the meeting. Directors are asked to review, complete the information and sign. Electronic copies will be stored on Sharepoint, and going forward, this will take place in May after new directors are elected.

DEI Ad Hoc Committee

Becca reported that they resumed contracting with the consultant. Will pick it off where they left off, working on statement about what to accomplish and continue work to integrate DEI into Board work.

Engagement Committee

The Committee met recently and is proposing March 1 or March 8, 2026, for the next Annual Meeting. She thanked directors for participating in Saturday's Outpost Owner Appreciation Day. Mari Wood, Outpost's Cooperative Relations Manager feels there has been some significant impact and interest in new ownerships due to the directors being in the stores.

Diana Schmidt, Director of Marketing, created a calendar for next fiscal year with ideas for monthly marketing opportunities including blogs, video and other social media opportunities and opportunities for the Board to be involved. This resulted in a discussion about the difference between the type of work the Board can do to support the Outpost marketing team's efforts and engaging in activities through personal social media. It touched upon the difference between the role of the Board vs. operational issues, which are the responsibility of the CEO, and how directors can exercise caution when using social media. The Board will consider developing a social media policy.

BOARD CLOSED SESSION: Begin at 7:08 pm

- CEO Monitoring: B1 Financial
- Personnel Matter

BOARD CLOSED SESSION: End at 8:09 PM



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VOTE: A motion was made to approve the B1 Report as compliant, and the motion was seconded. The names of the directors making the motions were not recorded. The motion passed unanimously by the directors in attendance.

AUGUST MEETING PREP

- Review of upcoming agenda items for the August meeting.

MEETING EVALUATION

ADJOURNMENT

The meeting adjourned at 8:09 pm

NEXT MEETING

The Board will vote to approve these minutes at the August 25, 2025, Board meeting. The following Outpost Natural Foods Board meeting is on September 29, 2025, 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.