



Board of Directors Meeting

May 19, 2025

During the 2024/2025 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 style="text-align: center;"><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 new board members Caroline Carter and Cassandra Papesh
6:15	<p style="text-align: center;">Approve Agenda and Accept Consent Items (5 min)</p> <p style="text-align: center;"><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"> • April Minutes – Open and Closed session minutes Eno Meier and Lisa Draeger • Board Accountability Checklist
6:30	<p style="text-align: center;">Committee Work</p> <p style="text-align: center;"><i>Goal & Outcome: To hear updates on committee activities</i></p> <ul style="list-style-type: none"> • Engagement Committee 2025-2026 Plan Tay Fatke • Retreat Committee • DEI Committee Charter Conversation Becca Guralnick, Rick Daggett, and Duncan Shrout • Make Committee Assignments (Each board member will select two committees for potential membership for 2025-26)
6:50	<p style="text-align: center;">Owner Comments (5 min)</p> <p style="text-align: center;"><i>Goal & Outcome: To hear owners in attendance who wish to address the Board</i></p>
6:55	<p style="text-align: center;">CEO Monitoring</p> <p style="text-align: center;"><i>Goal & Outcome: To review the CEO's monthly monitoring reports, align Board's expectations, agree on interpretations, and vote to accept compliance.</i></p> <ul style="list-style-type: none"> • Member stock redemption Ray Simpkins • CEO Monitoring Report: B6 – Staff Treatment and Compensation, Ray Simpkins
7:10	<p style="text-align: center;">June 2025 Meeting Prep (5 min)</p> <p style="text-align: center;"><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 • June 7th Retreat and June 23rd Board Meeting
7:25	CLOSED SESSION
	<ul style="list-style-type: none"> • FYI Ray Simpkins
7:35	<ul style="list-style-type: none"> • Meeting Evaluation (5 min)
7:45	ADJOURN



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Current Governance Year 2024/2025 Board Committees: Development: Rick Banks (chair), Eno Meier, Becca Guralnick; Engagement: Tay Fatke (chair), Duncan Shrout; Nominations: Rick Daggett (chair), Ashley Fisher; DEI: Duncan Shrout (chair), Barbara Merritt, Becca Guralnick, Rick Daggett.

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.