

GreenTree Cooperative Grocery
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GreenTree Cooperative Grocery
Monthly Board Meeting
October 21, 2020 5:30 pm
Zoom Meeting (Video Conference)

Present: S. Christensen, MJ Conway (chair), Ray Davies, Angie Felton, Mike Lents,
Jennifer Souva, Leslie Hildebrandt, guest: Connie Bills, Janet Sturm, Stacy Saul

Absent: Lee Ruffino

Meeting called to order at 5:30 pm.

- Check in
- Agenda
- Approve September Minutes
 - M. Lents motioned to approve the September minutes; J. Sturm seconded. Motion passed.
- Member Input / Equity Increase Proposal
 - Discussion about the Equity Increase. C. Bills was concerned that an equity increase would price out some members who couldn't afford it. L. Hildebrandt made the comparison to the Costco's \$40 fee.
 - S. Christensen read the results of the Equity Increase Survey: 35 respondents in support of the equity increase; 8 said no; 4 said other.
 - R. Davies noticed that he has not been asked by storekeepers to "round up". S. Christensen appreciated the feedback.
 - J. Souva witnessed a storekeeper describing the expansion to a customer.
 - M. Lents appreciated the transition to more traditional grocery items.
 - C. Bills exited the meeting
 - S. Saul enter the meeting
- GM/Report – S. Christensen
 - September sales were up 10%, and 13% year-to-date.
 - Grant Status:



- GreenTree did not receive the grant from the Sisters of the Precious Blood.
 - Resubmissions were made to the Rotary Club and Jaycees.
 - No update on the Community Foundation Grant.
- GreenTree was nominated a second time for the Michigan Celebrates Small Business: 50 Companies to Watch award
- Expansion Update:
 - Preparing to place equipment orders
 - Awaiting commitment letter from Northern Initiatives
- S. Christensen showed the current building to some interested parties. If there is not interest in the building, it will be listed at the first of the year.
- R. Davies motioned to acknowledge receipt of the GM/Report; S. Saul seconded. Motion passed.
- Monitoring Reports: B6 – Staff Treatment & Compensation
 - S. Christensen did not do a staff survey because of the pandemic. She may not conduct a survey next year either. NCG noted that during expansion projects the new employees are more excited for change, and the older employees are more disgruntled.
 - M. Lents motioned to approve the Monitoring Reports: B6 – Staff Treatment & Compensation; J. Sturm seconded. Motion passed.
- Board Monitoring Report: D1
 - S. Christensen shared the survey results. Seven BODs took the survey and they all approved.
 - S. Saul motioned to approve the language in D1; J. Souva seconded. Motion Passed.
- NCG Participation Report
 - Each year NCG reports their interaction with GreenTree—i.e., what they have done for us.
 - J. Sturm motioned to acknowledge receipt of the NCG Participation Report; A. Felton seconded. Motion passed.
- 2021 CBLD Discussion
 - CBLD sent information about trainings for board members. In the past GreenTree used their services for training board members but cancelled their services to save money.
 - One thing that came out of the Organizational Assessment with NCG, the central corridor manager offered to pay for CBLD training. However, CBLD would report to NCG about the board of directors.



- S. Christensen is concerned about the need to train new board members if there is a lot of turnover during the first years of the new store opening. However, she was also concerned that the board members would not take advantage of the trainings. R. Davies was also concerned about the additional time required by board members.
- M. Lents motioned to table enrollment of the board in CBLD paid for by NCG; S. Saul seconded. Motion passed.
- Receipt of 2019 Annual Review
 - S. Christensen mentioned issues with GreenTree's accounting service. She noted how NCG suggested GreenTree hire an accounting firm more familiar with cooperatives. S. Christensen will begin a search.
 - S. Saul motioned to acknowledge receipt of the 2019 Annual Review; L. Hildebrandt seconded. Motion passed.
- GM Eval Subcommittee: MJ/Ray/Leslie/Angie
 - In an online conversation, the board decide to include a proposal from the GM in the evaluation process. S. Christensen will produce a proposal.
- Board of Directors (BOD) Budget Finalize
 - \$13,000 in the budget for 2021.
 - J. Sturm motioned to keep the budget from 2020; S. Saul seconded; Motion passed.
- Executive Session
 - S. Saul motioned to enter executive session; J. Sturm seconded. Motion approved at 6:40 pm
 - J. Sturm motioned to exit executive session; M. Lents seconded. Motion approved at 6:52
- Adjournment at 6:52 pm
 - S. Saul motion to adjourn; J. Sturm seconded. Motion passed.