

## GreenTree Coop Board Meeting February 18, 2026

Attendance: Joseph Fisher, Mike Lents, Debbie Robb, Barb Griggs, Megan Fisher, Janet Sturm, and Kim McBryde. Owner: Susan Haight

Absent: Merrilyn Yeboah, Alice Ciccu

### 1. Agenda

- a. Deb made a motion to approve the agenda; Janet seconded the motion. The agenda was approved.

### 2. Approve January Minutes

- a. Deb made a motion to approve the January minutes; Barb seconded the motion. The minutes were approved.

### 3. Member Input

- a. Susan said after speaking with some neighbors, people don't seem to know what a co-op is and they gave the description of a CSA. Should we advertise that we are not CSA and explain what a Co-op is? Can we rename/advertise as GreenTree Market instead of Co-op to help drive sales? Maybe the term co-op is confusing.
- b. People were asking if they had to be a member to shop here.

### 4. Email Update

- a. Nothing new to report.

### 5. GM Report

- a. GreenTree's sales are not far off from the nationwide growth, but sales have overall been below the budgeted growth.
- b. GM said this low growth trend will be more impactful with labor (employee schedules and labor adjustments will be more noticeable more quickly because it is more easily controlled than ordering and product cost). After all the adjustments that can be made to labor are done, it may then impact product availability.
- c. Joseph made the motion to acknowledge receipt of the GM report; Janet seconded the motion. The board acknowledges receipt of the report.

### 6. Monitoring Report

- a. B1 Financial Condition

- a. For all of 2025, GreenTree sales growth was below the NCG benchmark, with a current ratio of debt standard of liquidity and short-term debt paying ability. GM said sales growth is still slippery and not as great in Nov/Dec as they thought it would be during the biggest food spending time of the year. GreenTree ended the year at 1.9 percent sales growth.
- b. GM is waiting to hear back from Northern Initiatives on refinancing a loan. If Northern Initiatives are not interested, GreenTree has a loan through LEAF that is interested in refinancing.
- c. Despite the number of Co-op Owners year over year growth, the GM reports that they are in non-compliance with sales growth.
- d. Janet made a motion to acknowledge receipt of the monitoring report; Barb seconded the motion. Report was acknowledged.

## 2. B2

- a. GM has a conservative budget written through 2026 and feels good about the budget of 2027 but cannot budget confidently through 2029.
- b. GM is projecting a 4.5 percent growth for 2026. Net income should be .02 percent, and that could be higher, but it is best to be prepared because of increased costs. GM is seeing if we can work on adjusting the wages for incoming and existing staff based on the Isabella County living wage calculations released by M.I.T on 2/16/26. Some staff benefits also increase in year 5 (more PTO and holiday pay) so the employee expenses may be higher as well.
- c. GM just finished working with the CPA on personal property tax assessment statement. There are no plans to do any major projects that would require substantial debt and the board budget is accepted as doable. CPA for the audit is Boge.
- d. The Annual meeting is the biggest spend on the board budget.
- e. Deb made a motion to approve B2. Financial Condition; Joseph seconds the motion. B2 was acknowledged.

## 7. Board Monitoring Report: C1 Governing Style

- a. Everyone agreed.
- b. Kim made a motion to approve the board monitoring report; Barb seconded the motion. Motion passed.

## 8. Samples with the board

- a. Feb 28<sup>th</sup> - Alice & Deb
- b. March 21<sup>st</sup> - Mike & Nicole
- c. April 11<sup>th</sup> - Barb & Debbie

#### 9. Candidate Recruitment Update

- a. Mike- losing steam when we got to the questions, we asked on the form. There seemed to be a lot.
- b. How do we advertise that we are looking for candidates for new board members? Suggestions included posting signage at the store may help, flyers, posting to the GreenTree's website, a QR code, Samples with the Board. Another suggestion to encourage participation or draw interest is promoting that applicants could receive a ticket for a drawing. One last idea was to include a note in the bag as shoppers are leaving with one side asking for candidates and the other side promoting the annual meeting.
- c. Recruitment- GreenTree board members are usually selected through targeted recruitment and not a mass call. Megan can ask some senior staff if they know anyone who would be interested or want to be on the board from current and active GreenTree members.
- d. Janet made a motion to approve the changes to the recruitment form; Deb seconded the motion. They will look at making changes to the recruitment form.

#### 10. Annual Owners Meeting

- a. The meeting is scheduled for May 15<sup>th</sup>, Friday 6pm-9pm at Island Park. The Committee is currently looking for a pizza food truck and have a taco food truck confirmed. Members of the Committee are also looking at a beverage food truck. In order to serve alcohol GreenTree would need a temporary license to distribute. Deb's daughter, Cold Winds Brewery, could work with us if we were able to get the temporary permit. Committee members have tried to get in touch with Pleasant City Coffee but have not gotten a response. The Annual Meeting this year is meant to be an evening social event. Joseph messaged a local DJ to meet with the Committee for entertainment. A DJ can also help promote the event on their socials. Green River Maple Syrup Camp is going to be there.
- b. Mike suggested doing a pop-up MP Fit class before the event to encourage participants to come to the event and a possible cornhole tourney.

#### 11. March Board Article

- a. Joseph, Kim, Barb, and Deb will work on an article about the Annual Board Meeting around advertising for the meeting, the upcoming election, and information about the Board and why you should be interested in joining.

## 12. Adjournment

Janet made a motion to adjourn; Debbie seconded. Motion passed. The meeting ended at 7:06pm.