

GreenTree Coop Board Meeting Nov 19, 2025

Attendance: Mike Lents, Megan Fisher, Joseph Fisher II, Barb Griggs, Kim McBryde, Debbie Robb, Merrilyn Yeboah (Zoom), & Susan Haight (Coop Member)

Absent- Janet Sturm & Alice Ciccu

1. Agenda:
 - a. Motion to add Board Budget, Committee Charter, and Staff Appreciation to the Agenda made by Barb; Kim seconded the motion. Motion passed, these items will be added to tonight's agenda.
2. Approve October Minutes:
 - a. Joseph made a motion to approve the October minutes; Kim seconded the motion. Minutes were approved.
3. Member Input:
 - a. Susan asked if there was a better way to get the agenda and information about meetings out to the GT Coop members. Susan suggested that more members might attend the meetings if they had access to the meeting via Zoom.
 - b. Susan & Mike mentioned that having the green beans rotated better in the bulk section and offering smaller bags of the pre-bagged green beans would be beneficial for customers who don't need that many green beans.
4. Email update:
 - a. No significant emails to report.
5. GM Report- October:
 - a. GreenTree GM reports that sales were down due to the closure of the parking lot and the government shutdown impacting EBT/SNAP benefits.
 - b. GreenTree will be getting a new power assisted door, and the cost will be covered by the Michigan Good Food Fund grant. It will feature a specialized arm that will create an auto-open door for both the inner and outer doors on the Broadway entrance.
 - c. Debbie made a motion to acknowledge receipt of the report; Barb seconded. GM Report was acknowledged.
6. Monitoring Report- B1 Financial Condition:
 - a. The financial condition for GreenTree is the best it has been recently and continues to improve. The earnings before interest are making money instead of breaking even. GreenTree is hitting margins in several departments, and these departments are carrying others in terms of sales and labor margins. GreenTree management may adjust the margins to reflect this.
 - b. GreenTree GM reports non-compliance, despite seeing an increase in sales and making profit, there is still negative sales growth and GreenTree is below the current

- ratio that has been set as the standard for other co-ops. Quarter three sales were affected by historically slow summer sales and parking lot/construction closures.
- c. Labor is a little high as a result of grants from Michigan Works Going Pro that have not yet been reimbursed to GreenTree for a staff development workshop.
 - d. There is potential for GreenTree to win ten thousand dollars by participating in the Field Day marketing campaign and executing specific promotions with pictures, social media, sampling, and more than they would receive the award.
 - e. Kim made a motion to acknowledge receipt of the GM Monitoring Report: B1 Financial Condition; Joseph seconded the motion. The motion passed.
7. Board Monitoring Report- D2 GM Accountability:
 - a. Everyone agreed with the policy. Nothing to discuss.
 - b. Joseph made a motion to approve the Board Monitoring Report; Barb seconded the motion. The motion passed.
 8. Board Skills Inventory:
 - a. Mike will send out a Google Doc to be submitted for the next meeting.
 9. Confirmation of BOD Calendar:
 - a. Marketing Plan & update review approved for January and June/July, Laura would be asked to attend to give the Board a review of what GreenTree management has planned for the year in January and a review of what we are doing and have done in June/July.
 - b. Joseph made a motion to table BED Engagement Expectations, Community Stakeholders, and Resources/Support to the next meeting; Barb seconded the motion. GreenTree Board will review these topics at a future meeting.
 10. Onboarding Committee- Process Development:
 - a. GreenTree Board created an onboarding committee for new members. Kim, Mike, and Marilyn have been selected as committee members.
 11. Board Budget:
 - a. This year the GreenTree Board was approximately \$2k under budget because annual meeting expenses were lower than anticipated. For the proposed 2026 budget the Board stipends would stay the same, the annual meeting cost is projected at \$2,400. The GreenTree Board may need to adjust the projected cost for the annual meeting.
 - b. The GreenTree Board will need to allocate \$8k to hire a CPA to review the GreenTree financials, and this cost will hit in 2026. This is an estimated cost based on the median of the suggested firms that the GreenTree GM received quotes from.
 - c. The cost of insurance for GreenTree would stay the same.
 - d. Barb made a proposal to increase the staff appreciation budget because of 1) being under budget for the year and 2) seeing an increase in sales and profitability in the past year. The GreenTree Board and GreenTree GM agreed to an increase in the staff appreciation gift.

- e. The GreenTree Board can make amendments to the budget later if needed.
- f. GreenTree Board will not be having a review/retreat in 2026, which is one less cost to include in the Board budget.
- g. Debbie made a motion to approve the Board Budget; Kim seconded the motion. The motion passed.

12. Staff Appreciation:

- a. GreenTree will give the staff \$50 this year (2025), an increase from \$25 last year, because of having room in the budget to do so.
- b. Kim made a motion to approve the expense; Joseph seconded the motion. The motion passed.

13. Annual Owner Committee Charter:

- a. Created the charter, next meeting will have more information on the deliverables.
- b. Kim made a motion to approve the Charter; Debbie seconded the motion. The motion passed.

14. Adjournment:

- a. Joseph made a motion to adjourn; Debbie seconded the motion. The meeting ended at 7:15pm