



## Board of Directors Meeting

Wednesday, June 17, 2026 | 9:00 a.m. –1:00 p.m.

DCC Office (3900 Lennane Dr, Ste 225, Sacramento) | Stever Miller Conference Room

Zoom link: <https://us02web.zoom.us/j/82765656900?pwd=FxuKpRbTT7Tve0oRMTwShFc77i65VL.1>

Dial: 1 (669) 444-9171 | Meeting ID: 827 6565 6900 | Passcode: 114088

**VISION:** Milk and dairy are globally accepted as an essential solution to achieve nutrition security and sustainable food systems.

**CAUSE:** Elevating the health of children and communities in California by promoting lifelong healthy eating patterns that include milk and dairy foods.

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1. Call to Order – *Curt DeGroot, Chair* 9:00 a.m.
  2. Standards of Performance, Anti-Trust Statement and Approval of the March 19-20, 2026, Minutes – **Tab 1** 9:00 a.m.  
*(Motion to approve the March 19-20, 2026, full Board Minutes)*
  3. Public Comments 9:05 a.m.
  4. CEO Report – *Amy DeLisio, CEO* 9:10 a.m.
    - Practice using Zoom polling for motions
  5. FY 2025-2026 Success Plan Update – **Tab 2** 9:20 a.m.  
*Sandra Torres, Evaluation & Impact Manager*
  6. DCC Presentations – **Tab 2** 9:35 a.m.  
*Shannan Young, Initiatives, Education & Engagement Officer*  
*Efrain Valenzuela, Dairy Ag Education Director*  
*Trina Robertson, Health Sector & Program Evaluation Director*  
*Alyssa McClelland, Initiatives & Engagement Director*  
*Alex Vigil, Marketing, Communications & Digital Director*
  7. FY 2025-2026 Financial Report through May 31, 2026 – **Tab 3** 10:35 a.m.  
*Matt Delgado, Operations Officer*
    - Approve MUN CPAs to audit FY 2025-2026*(Motion to approve the FY 2025-2026 Financial Report & Cash Investments through May 31, 2026, and approve MUN CPAs for FY 2025-2026 audit)*
  8. FY 2026-2027 Strategic Success Plan – *Amy DeLisio, CEO* – **Tab 4** 10:50 a.m.  
*Shannan Young, Initiatives, Education & Engagement Officer*  
*Matt Delgado, Operations Officer*
    - Add Vision, Purpose, Goals and Strategies content*(Motion to approve the FY 2026-2027 Strategic Success Plan)*

9. FY 2026-2027 Proposed Budget, FY 2026-2027 Organizational Salary Schedule and Assessment Rate – **Tab 5** 11:05 a.m.  
*Amy DeLisio, CEO*  
*Matt Delgado, Operations Officer*
- Review Organizational Chart
- (Motion to approve the FY 2026-2027 Proposed Budget and Organizational Salary Schedule)**  
**(Motion to approve the FY 2026-2027 Assessment Rate)**
- BREAK** 11:30 a.m.
10. Closed Session pursuant to California Government Code 11126(a) and 11126(e) regarding the evaluation of performance and a Closed Session pursuant to California Government Code 11126(e)2024-2025 11:45 a.m.  
**(Motion to approve)**
11. Open Session – Report on Closed Session 12:00 p.m.  
**(Please share the names of those who made the first and second motions)**
12. Nominating Committee Report – *John Dolan, Committee Chair* 12:05 p.m.  
**(Motion to approve the Executive Committee recommendation(s) for the Nominating Committee/Search Committee)**
13. CDFA Report – *Dennis Manderfield, Senior Agricultural Economist* 12:20 p.m.
14. Board Meeting Evaluation Poll 12:35 p.m.
15. Chair’s Report – *Curt DeGroot, Chair* 12:40 p.m.
16. Additional Public Comments 12:50 p.m.
17. Adjourn 12:55 p.m.

**Next Board of Directors Meeting - November 16-17, 2026**  
**The Seabird Ocean Resort, Oceanside, CA**

**Anti-trust Statement** - Dairy Council of California, its members and its staff, strictly comply with all State and federal antitrust laws. Discussions regarding setting prices and price terms, restrictions on competition, and boycotts are prohibited at all program functions. Should any meeting attendee observe discussions that involve antitrust sensitivity, the attendee should raise his or her concern and request the discussion be stopped. If the discussion continues, the discussion should be reported to the program CEO and Department staff.

Members of the public are encouraged to provide comments to the Board and may suggest items to be placed on the agenda for discussion at the next Board meeting. While the Board values the participation of the public, the Board Chair reserves the right to limit the time for public comment depending on the length of the agenda and the number of commenters.

Each of the noticed agenda items will include discussion and public comment. Noticed items will be considered for possible action by the Board. Any item not so noticed will not be considered or discussed. Items listed on the agenda may be considered in any order at the

discretion of the Board Chair. All meeting agendas and notices are available on the California Department of Food and Agricultural website at: <https://www.cdfa.ca.gov/mkt/mkt/>. (*select Meeting Notices*)

For further information regarding this meeting, please contact Rachel Otter, 916-263-3560.

#### AMERICANS WITH DISABILITIES ACT

All meeting facilities are accessible to persons with disabilities. If you need reasonable accommodation as defined by the Americans with Disabilities Act, or if you have questions regarding the public meeting, please contact Rachel Otter at 916-263-3560. Requests for reasonable accommodation should be made no later than three (3) days before the meeting.

**BOARD OF DIRECTORS**  
**DAIRY COUNCIL OF CALIFORNIA**  
**STANDARDS OF PERFORMANCE**

The Board's responsibilities will be fulfilled when the following are accomplished and appropriate feedback is given to the C.E.O.

**At its regularly scheduled summer meeting:**

1. Review current financial statement against budget and act on Executive Committee's recommendation
2. Receive program progress reports
3. Review actions taken by the Executive Committee
4. Review other recommendations brought forth by the Executive Committee and/or the C.E.O. and take appropriate action
5. Approve program goals and budget for the coming fiscal year after receiving Executive Committee's recommendation
6. Recommend to the Secretary Industry assessments necessary to execute the programs
7. Review and approve the cause, vision and strategic priorities of DCC for next fiscal year
8. Examine organization's delegation of authority and approve policies for guiding decision of officers of the Board and staff
9. Review organization structure of the Board and staff
10. Determine C.E.O.'s salary after receiving review and recommendation from the Executive Committee

Minutes of the Meeting of the  
Board of Directors  
Dairy Council of California  
March 19-20, 2026  
Tommy Bahama Miramonte Resort, Indian Wells, CA

PRESENT:

Curt DeGroot (Chair)	Stacy Heaton (3/20/26)
Luiz Gutierrez	Brad Scott
Maureen Lemos	Richard Shehadey
Steve Maddox	Arlene VanderEyck
Mike Newell	John VanderPoel, Jr.
Michael Oosten (Vice Chair)	Greg Weston
Melanie Youkhana	Hem Shah

ABSENT:

Justin Leyendekker	Stacy Heaton (3/19/26)
Domenic Carinalli, Jr.	Leaine Souza
Preston Fernandes	Patrick Schallberger
Vance Ahlem	John Melo
John Dolan	Chuck Ahlem

OTHERS

PRESENT:

Matt Delgado, Dairy Council of California  
Amy DeLisio, Dairy Council of California  
David Hillis, California Department of Food and Agriculture  
Rachel Otter, Dairy Council of California  
Tracy Mendez, Dairy Council of California  
Ashley Rosales, Dairy Council of California  
Kristal Mylander, Dairy Council of California (3/20/26)  
Shannan Young, Dairy Council of California  
Connie Leyva, KVCR Public Media (3/19/26)

## **Thursday, March 19, 2026**

### Call to Order

Chair Curt DeGroot called the meeting to order at 1:05 p.m.

### Standards of Performance, Anti-Trust Statement & Approval of November 17-18, 2025, Minutes

Chair DeGroot asked the board members to review the Standards of Performance and the Anti-Trust Statement for the regularly scheduled spring meeting plus the November 17-18, 2025, minutes for approval.

**IT WAS MOVED BY MIKE NEWELL AND SECONDED BY JOHN VANDERPOEL, JR. TO APPROVE THE FULL BOARD MINUTES FROM NOVEMBER 17-18, 2025. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, LUIS GUTIERREZ, MAUREEN LEMOS, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, HEM SHAH, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON, MELANIE YOUKHANA. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, VANCE AHLEM, DOMENIC CARINALLI, JR., JOHN DOLAN, PRESTON FERNANDES, STACY HEATON, JOHN MELO, LEAINE SOUZA, PATRICK SCHALLBERGER (BOARD MOTION 2026-03-19 BD#1).**

Public Comments: Ms. Rachel Otter, Executive Assistant, reminded the board members to submit their required State of California Form 700 and ethics training certificate of completion.

### CEO Report

Ms. Amy DeLisio, Chief Executive Officer, reported highlights from key partnerships and campaigns—such as GenYOUth/Taste of the NFL, World School Milk Day with the CA Milk Processors Board and collaboration with the Cattle Council of CA—focused on supporting school nutrition, celebrating food service workers and amplifying industry visibility. It also outlines broad industry communications and previews an upcoming board agenda centered on budget planning, nutrition education, policy trends and a new success plan framework for 2026–27. Ms. DeLisio also led the board in an engagement activity where they identified and explored different communication styles and how this contributes to team dynamics and decision making.

### FY 2025-2026 Dairy Council of CA Success Plan Updates

Ms. Ashley Rosales, Nutrition & Industry Affairs Officer, and Ms. Shannan Young, Initiatives, Engagement & Education Officer, stated that Dairy Council of CA is showing a strong midyear momentum for the FY 2025–26 Success Plan, with nearly half of annual Outcomes & Key Results (OKRs) completed through impactful education programs, trusted nutrition advocacy and broad statewide engagement across schools, professionals, media and community partners. Major campaigns like 2026 Trends and National Milk Day, along with high-performing programs such as the Mobile Dairy Classroom, reinforce Dairy Council of CA's role as a trusted voice while positioning the organization to finish the year with even greater reach and impact.

### Educational Resource Strategy & PBS Collaboration

Ms. Young and Ms. Tracy Mendez, Resource Content Development Manager, presented Dairy Council of CA's shift to a more focused, digital-forward educational resource strategy grounded in Dairy Council of CA's 2024 statewide school situational analysis results created a roadmap for culturally relevant, experiential and community-based nutrition and dairy education. A new strategic PBS partnership with KVCR was highlighted. Guest speaker Ms. Connie Leyva, Executive Director at KVCR Public Meida, presented her vision to expand bilingual, farm-to-tray nutrition programming beyond schools, leveraging trusted public media to reach families and communities while amplifying dairy's role in healthy eating.

### FY 2025-2026 Financial Reports through February 28, 2026, & Cash Investments as of February 28, 2026, and 2025

Mr. Matt Delgado started the discussion by sharing the organization is outperforming budget expectations through February 28, 2026, with revenues exceeding plan, expenses well below budget, and only ~\$91K drawn from reserves versus \$542K budgeted, reflecting strong cost discipline and improved financial management. Cash and investments total about \$3.17M, providing a 5.6-month operating runway, above the 4-month reserve policy, while major balance sheet changes are largely driven by lease accounting and pension liabilities rather than new debt. Overall, the notes emphasize that aggressive expense controls and revenue strength have halted reserve depletion and begun stabilizing the organization's financial position.

**IT WAS MOVED BY MIKE NEWELL AND SECONDED BY RICHARD SHEHADEY TO APPROVE THE FISCAL YEAR 2025-2026 YEAR-TO-DATE FINANCIAL REPORTS THROUGH FEBRUARY 28, 2026, AND CASH INVESTMENTS AS OF FEBRUARY 28, 2026, AND 2025, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, LUIS GUTIERREZ, MAUREEN LEMOS, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, HEM SHAH, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON, MELANIE YOUKHANA. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, VANCE AHLEM, DOMENIC CARINALLI, JR., JOHN DOLAN, PRESTON FERNANDES, STACY HEATON, JOHN MELO, LEAINE SOUZA, PATRICK SCHALLBERGER (BOARD MOTION 2026-03-19 BD#2).**

### CA Department of Food & Agriculture (CDFA) Report

Mr. David Hillis, Senior Agricultural Economist, filling in for Mr. Dennis Manderfield, reported that CDFA posted an announcement that funds from the former Marketing Division total \$2.6 million, not the previously discussed \$3.5 million, and while there was earlier agreement that California Dairy Research Foundation could administer the funds, CDFA cannot issue them as a block grant under current rules. CDFA explained that its grants must be reimbursed for projects already underway or completed, prompting participants to suggest treating the funds as an industry refund since they originated from producer and processor assessments. CDFA was open to this idea but said additional review is needed and will continue working with industry representatives on next steps.

### Nominating Committee Report

In Mr. John Dolan's absence, Ms. DeLisio shared that one board member, Ms. Laura Bosch, resigned her board position leaving an open producer position on the Dairy Council of CA board and suggested leaving the vacant position open for summer recruitment and that the Executive Committee agreed.

### Future Budget Forecasting & Assessment Discussion

Ms. DeLisio and Mr. Delgado outlined Dairy Council of CA's financial outlook, highlighting several years of cost saving actions that generated over \$600K in savings within the past 3 years, while ongoing pressures from staffing, inflation and CalPERS continue to strain a ~\$6.3M annual budget. The presentation showed a trend of deficits and reserve drawdowns, it detailed proposed FY 2026–27 cost reductions of roughly \$693K and presented a four-year outlook indicating that reserves will steadily decline without structural changes or increased revenue. Mr. Delgado emphasized programmatic tradeoffs—especially impacts to Mobile Dairy Classroom reach in Southern California—while framing options and recommendations for maintaining core impact amid flat assessment revenue and rising costs.

Additional Public Comments: None

### Adjourn

Chairman DeGroot adjourned the meeting at 4:34 p.m.

## **Friday, March 20, 2026**

### Call to Order

Chairman Curt DeGroot called the meeting to order at 8:19 a.m.

Public Comments: None

### Trends & Policy Updates

Ms. DeLisio, Ms. Rosales and Ms. Kristal Mylander, Nutrition and Scientific Affairs Director, presented on the rapidly shifting food and nutrition policies and consumer trends—especially the 2025–2030 Dietary Guidelines—that increasingly emphasize opportunities for dairy, such as high quality protein, dairy fat flexibility, ) and eat “real food” messaging amid debates over ultra processed foods, sugar and saturated fat. Highlighting four major trends : rising protein demand, evolving regulation of processed foods, a national children's health crisis and the expansion of “Food Is Medicine,” Dairy Council of CA's strategic planning provides strong positioning for dairy as a key solution across health, education and policy systems.

### FY 2026-2027 Dairy Council of CA Success Plan Overview

Ms. DeLisio, Ms. Rosales, Mr. Delgado and Ms. Young reported the FY 2026–2027 Success Plan which establishes a flexible, three-year framework to guide Dairy Council of CA toward its 2028 hearing, aligning stable strategies with annually updated objectives to adapt to changing environments. It centers on advancing dairy education, strategic engagement and organizational excellence—measuring impact through clear internal Objectives and Key Results and an external framework that tracks knowledge, values, attitudes and actions that strengthen dairy's role in health and food systems.

Board members participated in a strategic planning process using the SOAR framework to prioritize the focus and core activities for the strategic success plan that will be presented in June for final approval.

FY 2026-2027 Budget, Salary Increase & Assessment Rate

Ms. DeLisio and Mr. Delgado revisited the conversation from the previous day regarding the assessment rate, salary increase, and preliminary budget figures that should be used for the 2026-27 budget. The board members discussed that they were not comfortable with a 0% salary increase and approved an up to 2% increase for staff to be factored into the budget. The board further discussed different levels of a potential assessment increase. Ultimately, the board approved DCC to develop a budget for 2026-2027 using \$6.9 million as the maximum budget with the following stipulations: reduce the overall FTE count for the organization, to include the San Diego region Mobile Dairy Classroom Instructor position, and to provide a 5–10-year projection of potential budget increase impacts. The final approval of an assessment increase will not occur until the June board meeting.

**IT WAS MOVED BY STEVE MADDOX AND SECONDED BY RICHARD SHEHADEY TO APPROVE THE FISCAL YEAR 2026-2027 PRELIMINARY BUDGET, SALARY INCREASE AND ASSESSMENT RATE, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, LUIS GUTIERREZ, MAUREEN LEMOS, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, HEM SHAH, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, GREG WESTON, STACY HEATON, MELANIE YOUKHANA. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, VANCE AHLEM, DOMENIC CARINALLI, JR., JOHN DOLAN, PRESTON FERNANDES, JOHN MELO, LEAINE SOUZA, PATRICK SCHALLBERGER, JOHN VANDERPOEL, JR. (BOARD MOTION 2026-03-20 BD#1).**


Chair's Report

Chair DeGroot thanked the Board members for their attendance and participation. He encouraged Board members to volunteer to join events that Dairy Council of CA hosts. He continued by stating his appreciation for Ms. DeLisio and her leadership and her staff's continued cost-saving efforts. Chair DeGroot concluded by expressing his appreciation for Dairy Council of CA's dairy advocacy, education and collaboration.

Additional Public Comments: None

Adjourn

Chairman DeGroot adjourned the meeting at 11:13 a.m.

Submitted By:   
\_\_\_\_\_  
Amy DeLisio  
Chief Executive Officer

Certification

I, Amy DeLisio, Chief Executive Officer of the Dairy Council of California, do hereby certify that, to the best of my knowledge, the foregoing is a true and correct copy of the minutes of a meeting of the Board of Directors held on March 19-20, 2026.

Submitted By:   
\_\_\_\_\_  
Amy DeLisio  
Chief Executive Officer