



## Board of Directors Meeting

Thursday, March 19, 2026 | 1-5 p.m.

Friday, March 20, 2026 | 8:15-11:35 a.m.

Tommy Bahama Miramonte Resort, Indian Wells

**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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### Thursday, March 19, 2026 – Marlin 2 (upper level)

1. Call to Order – *Curt DeGroot, Chair* 1:00 p.m.
  2. Standards of Performance, Anti-Trust Statement & Approval of the November 17-18, 2025, Minutes – **Tab 1** 1:10 p.m.  
*(Motion to approve November 17-18, 2025, Minutes)*
  3. Public Comments 1:15 p.m.
  4. Welcome New Board Members, Board Engagement Activity 1:20 p.m.  
*Curt DeGroot, Chair*  
*Amy DeLisio, Chief Executive Officer*
  5. CEO Report – *Amy DeLisio, Chief Executive Officer* 1:35 p.m.
  6. FY 2025-2026 Financial Report through February 28, 2026 – **Tab 2** 1:45 p.m.  
*Matt Delgado, Operations Officer*
    - Cash + Investments as of February 28, 2026, and February 28, 2025
    - Budget reallocation of funds proposal*(Motion to approve the FY 2025-2026 Financial Reports, the year-to-date financial reports and budget reallocation of funds proposal)*
  7. FY 2025-2026 Dairy Council of CA Success Plan Updates – **Tab 3** 2:00 p.m.  
*Shannan Young, Initiatives, Education & Engagement Officer*  
*Ashley Rosales, Nutrition & Industry Affairs Officer*
- Milk Punch Break** 2:30 p.m.

8. Educational Resource Strategy & PBS Collaboration 2:50 p.m.  
*Shannan Young, Initiatives, Education & Engagement Officer*  
*Tracy Mendez, Resource Content Development Manager*  
**Guest Speaker: Connie Leyva, Executive Director, KVCR Public Media**
9. California Department of Food & Agriculture Report 3:35 p.m.  
*David Hillis, Senior Agricultural Economist*
10. Nominating Committee Report – *John Dolan, Immediate Past Chair* 3:45 p.m.
11. Future Budget Forecasting & Assessment Discussion 3:55 p.m.  
*Amy DeLisio, Chief Executive Officer*  
*Matt Delgado, Operations Officer*
12. Additional Public Comments 4:55 p.m.
13. Adjourn 5:00 p.m.

**White Sands Terrace: Reception – 6:00 p.m. / Sunset Terrace: Dinner – 7:00 p.m.**

## Friday, March 20, 2026 – Marlin 2 (upper level)

**Breakfast: White Sands Ballroom (upper level), 7:30-8:15 a.m.**

1. Call to Order – *Curt DeGroot, Chair* 8:15 a.m.
2. Public Comments 8:20 a.m.
3. Trends & Policy Updates 8:25 a.m.  
*Amy DeLisio, Chief Executive Officer*  
*Ashley Rosales, Nutrition & Industry Affairs Officer*  
*Kristal Mylander, Nutrition & Scientific Affairs Director*
4. FY 2026-2027 Dairy Council of CA Success Plan Overview – **Tab 4** 9:25 a.m.  
*Amy DeLisio, Chief Executive Officer*  
*Shannan Young, Initiatives, Education & Engagement Officer*  
*Ashley Rosales, Nutrition & Industry Affairs Officer*  
*Matt Delgado, Operations Officer*
- Group Photo + Break** 9:45 a.m.
5. Board Activity: Strategic Planning 10:00 a.m.  
*Amy DeLisio, Chief Executive Officer*  
*Shannan Young, Initiatives, Education & Engagement Officer*  
*Ashley Rosales, Nutrition & Industry Affairs Officer*  
*Matt Delgado, Operations Officer*
6. FY 2026-2027 Budget, Salary Increase & Assessment Rate 10:40 a.m.  
*Amy DeLisio, Chief Executive Officer*  
*Matt Delgado, Operations Officer*

**(Motion to approve the FY 2026-2027 Budget, Salary Increase & Assessment Rate)**

- |                                  |            |
|----------------------------------|------------|
| 7. Board Meeting Evaluation Poll | 11:10 a.m. |
| 8. Chair's Report                | 11:20 a.m. |
| 9. Additional Public Comments    | 11:30 a.m. |
| 10. Adjourn                      | 11:35 a.m. |

**Next Board of Directors Meeting – June 17, 2026 – DCC Office, Sacramento + Zoom**

**Anti-trust Statement** - Dairy Council of California, its members and its staff, strictly comply with all State and federal anti-trust 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 their 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 agenda items noticed 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.cdffa.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 people 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 spring meeting:**

1. Review current financial statement against budget and act on Executive Committee's recommendation
2. Receive program progress reports
3. Participate in strategic planning process
4. Review actions taken by the Executive Committee
5. Review other recommendations brought forth by the Executive Committee and/or C.E.O. and take appropriate action

Minutes of the Meeting of the  
Board of Directors  
Dairy Council of California  
November 17-18, 2025  
Carmel Valley Ranch, Carmel, CA

PRESENT:

Chuck Ahlem	Stacy Heaton (11/17/25)
Curt DeGroot (Chair)	Patrick Schallberger
John Dolan	Brad Scott
Maureen Lemos	Richard Shehadey
Vance Ahlem	Leaine Souza (11/17/25)
Steve Maddox	Arlene VanderEyck (Vice Chair)
Mike Newell (11/18/25)	John VanderPoel, Jr.
Michael Oosten	Greg Weston
Domenic Carinalli, Jr.	Hem Shah
Preston Fernandes	John Melo

ABSENT:

Justin Leyendekker	Stacy Heaton (11/18/25)
Laura Bosch	Leaine Souza (11/18/25)
Mike Newell (11/17/25)	

OTHERS

PRESENT:

Matt Delgado, Dairy Council of California  
Amy DeLisio, Dairy Council of California  
Dennis Manderfield, California Department of Food and Agriculture  
Rachel Otter, Dairy Council of California  
Kendall House, Dairy Council of California  
Ashley Rosales, Dairy Council of California  
Sandra Torres, Dairy Council of California (11/17/25)  
Shannan Young, Dairy Council of California  
Katie Davey, Dairy Institute of California (11/18/25)  
Steve James, California Milk Processor Board (11/18/25)  
Justin Oldfield, California Cattle Council (11/18/25)  
Veronique Lagrange, California Milk Advisory Board (11/18/25)

## Monday, November 17, 2025

### Call to Order

Chairman Curt DeGroot called the meeting to order at 2:08 p.m. Chairman DeGroot welcomed and introduced the newest board member, Mr. John Melo from California Dairy Farms, GP in Hilmar, CA.

Public Comments: None

### Standards of Performance, Anti-Trust Statement & Approval of June 13, 2025, Minutes

Chairman DeGroot asked the board members to review the Standards of Performance and the Anti-Trust Statement for the regularly scheduled fall meeting plus the June 13, 2025, minutes for approval.

**IT WAS MOVED BY JOHN DOLAN AND SECONDED BY ARLENE VANDEREYK TO APPROVE THE FULL BOARD MINUTES FROM JUNE 13, 2025. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, VANCE AHLEM, DOMENIC CARINALLI, JR., CURT DEGROOT, MAUREEN LEMOS, STEVE MADDOX, MICHAEL OOSTEN, JOHN DOLAN, PRESTON FERNANDES, STACY HEATON, HEM SHAH, LEAINE SOUZA, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, MIKE NEWELL, LAURA BOSCH (BOARD MOTION 2025-11-17 BD#1).**

### Dairy Council of CA Updates

Ms. Amy DeLisio shared highlights from the FY 2024-2025 annual report, financial reports and updates to the fiscal year 2025-2026 success plan. Ms. DeLisio shared state and federal food and nutrition policy updates and their dairy implications.

### Dairy Council of CA Policy Manual Updates

Ms. Kendall House, Operations Director, provided high-level updates on proposed changes to Dairy Council of CA's Policy Manual. Ms. House noted that Mr. Manderfield of CDFA had previously reviewed the proposed changes and had indicated that the proposed changes appeared to be reasonable and appropriate.

**IT WAS MOVED BY ARLENE VANDEREYK AND SECONDED BY LEAINE SOUZA TO APPROVE THE DAIRY COUNCIL OF CALIFORNIA POLICY MANUAL UPDATES, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, VANCE AHLEM, DOMENIC CARINALLI, JR., CURT DEGROOT, MAUREEN LEMOS, STEVE MADDOX, MICHAEL OOSTEN, JOHN DOLAN, PRESTON FERNANDES, STACY HEATON, HEM SHAH, LEAINE SOUZA, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, MIKE NEWELL, LAURA BOSCH (BOARD MOTION 2025-11-17 BD#2).**

### 2024-2025 Successes & Annual Report

Ms. Ashley Rosales, Nutrition & Industry Affairs Officer, and Ms. Shannan Young, Initiatives, Engagement & Education Officer, provided a high-level summary of

successes and reach in California from across communications, in-person events/trainings and collaborations with partners.

#### Objectives & Key Results Framework: Measuring Impact

Ms. Sandra Torres, Impact & Learning Development Manager, explained the shift from activity-based reporting to outcome-based reporting through the adoption of OKRs (Objectives and Key Results). OKRs provide clarity, focus and measurable accountability by linking organizational work directly to strategic goals across four pillars: Education, Advocacy, Collaboration and Thriving Organization. Early results show 70% of activities align with OKRs, enabling data-driven decisions and improved impact measurement, while future plans include refining metrics, updating systems and using OKRs to guide next year's success plan.

#### Review Proposal & Funding Options for 2026-2027 Overview

Fiscal Proposal: Ms. DeLisio opened the discussion of this topic by highlighting current financial pressures and the importance of continued cost-saving efforts. Although in-kind support is helpful, funding gaps remain and reserves must stay above the required four months minimum to meet long-term obligations.

Ms. DeLisio outlined three potential funding approaches for the future, which the board had open discussion about the available options. The board explored a combination of cuts, sponsorships and assessment increase scenarios. The board did not come to any conclusions and recommended that the topic be discussed the following day.

Additional Public Comments: None

#### Adjourn

Chairman DeGroot adjourned the meeting at 5:01 p.m.

### **Tuesday, November 18, 2025**

#### Call to Order

Chairman Curt DeGroot called the meeting to order at 1:01 p.m.

Public Comments: None

#### Financial Reports

##### *2024-2025 Financial Audit Report (year-ended June 30, 2025)*

Mr. Matt Delgado stated that the FY 2024-2025 financial audit resulted in an Unmodified ("clean") opinion. He also stated that there were no findings to report for the FY 2024-2025 CDFA Agreed-Upon Procedures audit.

**IT WAS MOVED BY CHUCK AHLEM AND SECONDED BY MIKE NEWELL TO APPROVE THE FISCAL YEAR 2024-2025 FINANCIAL AUDIT REPORT, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, VANCE AHLEM, DOMENIC CARINALLI, JR., CURT DEGROOT, MAUREEN LEMOS, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, JOHN DOLAN, PRESTON FERNANDES, HEM SHAH, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG**

**WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, STACY HEATON, LEAINE SOUZA, LAURA BOSCH (BOARD MOTION 2025-11-18 BD#3).**

*FY 2024-2025 Year-End Financial Report*

Mr. Delgado reviewed the year over year statement of net position and schedules I-IV, pointing out that total assets decreased by \$801,541 and net position decreased by \$1.12M. Notable post-audit adjustments include journal entries to clear the inventory balance, to record pension liability adjustments, and to record new lease activity. Fiscal year expenses were favorable by \$65k due to various cost saving measures. Industry assessments were unfavorable to budget by 4%. Dairy Council of CA had 5.5 months of operating reserves as of June 2025.

*FY 2025-2026 Financial Report through October 31, 2025*

Mr. Delgado reviewed the year-over-year statement of net position and schedules I-IV, pointing out that revenues are ahead of budget by 3.5% due to increased assessments, miscellaneous income, and investment income. It was also noted that expenses are currently running under budget by \$275k. The increase in revenue and decrease in expenses are creating a breakeven change in net assets. Mr. Delgado shared that Dairy Council of CA had budget savings of \$35k from realigning workers' compensation insurance for the Mobile Dairy Classroom (MDC) instructors.

*Cash Investments as of June 30, 2025, and June 30, 2024*

Mr. Delgado reported that Dairy Council of CA interest income is consistent with expectations and that the organization is currently stabilized via laddered maturities through July 2027. The current weighted average yield is 4.29% with projected annual interest of current holdings at around \$77k. Investments are diversified, and all are within the limits of FDIC protection.

**IT WAS MOVED BY MIKE NEWELL AND SECONDED BY JOHN DOLAN TO APPROVE THE FISCAL YEARS 2024-2025 YEAR-END FINANCIAL REPORT AND 2025-2026 FINANCIAL REPORTS THROUGH OCTOBER 31, 2025, CASH AND INVESTMENTS AS OF JUNE 30, 2025, AND JUNE 30, 2024, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, VANCE AHLEM, DOMENIC CARINALLI, JR., CURT DEGROOT, MAUREEN LEMOS, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, JOHN DOLAN, PRESTON FERNANDES, HEM SHAH, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, STACY HEATON, LEAINE SOUZA, LAURA BOSCH (BOARD MOTION 2025-11-18 BD#4).**

Nominating Committee Updates

*Board Vacancies*

Mr. John Dolan reiterated and welcomed the newest producer Board member, Mr. John Melo from California Dairy Farms, GP in Hilmar, CA. Mr. Dolan stated that there are currently two mid-term handler vacancies on the Dairy Council of CA's Board of Directors. He shared that Mr. Mike Newell had contacted the Dairy Institute of CA to inquire about potential interest in filling these two handler vacancies, but the Dairy Institute of CA had not provided the names of any potential nominees. Mr. Manderfield

suggested that the Dairy Council of CA's Board consider authorizing the Executive Committee to act on the Board's behalf by recommending potential handler nominees for appointment by CDFA so that the two handler vacancies can possibly be filled prior to the Board's next meeting in March.

*Appointing Officers and Other Members of Executive Committee for 2025-2026 Term*  
Mr. Dolan stated that upon request, Chairman DeGroot had agreed to serve as Chair of the Board for one more year. Mr. Dolan stated further that the Executive Committee had asked Mr. Michael Oosten if he had an interest in replacing Ms. Arlene VanderEyck as the Vice Chair for the 2025-2026 term with the understanding that he could likely become the Chair next year for the 2026-2027 term. Mr. Oosten agreed to serve as the Vice Chair and Ms. VanderEyck agreed to become a Member-At-Large. Mr. Dolan then noted that all the other current Executive Committee members are agreeable to continue serving on the Executive Committee and he therefore proposed the following roster for the 2025-2026 Executive Committee for the 2025-2026 term:

Chair: Curt DeGroot

Vice Chair: Michael Oosten

Immediate Past Chair: John Dolan

Members-At-Large: Brad Scott, Steve Maddox, Mike Newell, Arlene VanderEyck

**IT WAS MOVED BY RICHARD SHEHADEY AND SECONDED BY PATRICK SCHALLBERGER TO AUTHORIZE THE EXECUTIVE COMMITTEE TO ACT ON THE BOARD'S BEHALF IN RECOMMENDING POTENTIAL HANDLER NOMINEES FOR APPOINTMENT BY CDFA SO THAT THE TWO HANDLER VACANCIES CAN POSSIBLY BE FILLED BEFORE THE BOARD'S MARCH BOARD MEETING AND TO APPROVE THE APPOINTMENT OF THE EXECUTIVE COMMITTEE ROSTER AS PRESENTED ABOVE. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, VANCE AHLEM, DOMENIC CARINALLI, JR., CURT DEGROOT, MAUREEN LEMOS, STEVE MADDOX, MICHAEL OOSTEN, JOHN DOLAN, PRESTON FERNANDES, MIKE NEWELL, HEM SHAH, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, STACY HEATON, LEAINE SOUZA, LAURA BOSCH (BOARD MOTION 2025-11-18 BD#5).**

#### 2025-2026 Success Plan Updates

Ms. Ashley Rosales, Nutrition and Industry Affairs Officer, and Ms. Shannan Young, Initiatives, Engagement and Education Officer, shared that from July to October 2025, the organization advanced its Success Plan by driving professional thought leadership, policy advocacy and community engagement, including major conferences, new priority contacts and commentary on ultra-processed foods. Public outreach expanded through broadcasts, fairs and school programs, reaching nearly one million Californians and strengthening dairy education via initiatives like Mobile Dairy Classroom and World School Milk Day. Looking ahead, Trimester 2 will focus on scaling digital campaigns, policy impact and partnerships to accelerate growth and advocacy efforts.

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

Mr. Dennis Manderfield stated that the 2025 Dairy Council nomination and preference voting process had been completed by CDFA and had resulted in the appointment of

four handler incumbents (Mr. Curt DeGroot, Mr. Mike Newell, Ms. Leaine Souza and Mr. Vance Ahlem) three producer incumbents (Mr. Justin Leyendekker, Mr. Chuck Ahlem and Mr. Brad Scott) and one new producer board member (Mr. John Melo) for the 2025-2028 three-year term. Mr. Manderfield stated that there are still two mid-term handler vacancies.

Mr. Manderfield continued by announcing the board appointments resulting from the California Milk Advisory Board's (CMAB) annual nomination and preference voting process. He shared that the CMAB Board still has four member vacancies and asked Dairy Council of CA's Board members to connect with CDFA or CMAB if they are interested or if they know anyone who is interested in becoming a CMAB Board member. Mr. Manderfield concluded by stating that CDFA had recently conducted the required five-year public hearing regarding the continuation of the CMAB and that all 27 individuals who provided testimony for the hearing expressed support for the CMAB's continuation.

Continued Discussion: FY 2026-2027 Budget Options (from 11/17/2025)

Chair DeGroot reopened the discussion regarding the three budget scenarios that Ms. DeLisio introduced the day before for further discussion. Next steps were decided to reengage CMAB in sponsorship discussions for the Mobile Dairy Classroom. A Sponsorship Proposal Subcommittee was designated to develop an updated sponsorship proposal for CMAB to be presented at their December board meeting by way of virtual meetings.

Proposal Subcommittee:  
Mr. John VanderPoel Jr.  
Ms. Maureen Lemos  
Mr. Steve Maddox  
Mr. Curt DeGroot  
Mr. Mike Newell

**IT WAS MOVED BY JOHN VANDERPOEL JR AND SECONDED BY MICHAEL OOSTEN TO APPROVE THE APPOINTMENT TO THE PROPOSAL SUBCOMMITTEE AS NOTED ABOVE, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, VANCE AHLEM, DOMENIC CARINALLI, JR., CURT DEGROOT, MAUREEN LEMOS, STEVE MADDOX, MICHAEL OOSTEN, JOHN DOLAN, PRESTON FERNANDES, MIKE NEWELL, HEM SHAH, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: JUSTIN LEYENDEKKER, STACY HEATON, LEAINE SOUZA, LAURA BOSCH (BOARD MOTION 2025-11-18 BD#6).**

Dairy Panel Discussion: Joint Industry Leaders

Ms. DeLisio, Ms. Katie Davey, Dairy Institute of CA, Ms. Veronique Lagrange, CMAB, Mr. Steve James, California Milk Processor Board and Mr. Justin Oldfield, California Cattle Council, shared updates, campaigns and how each work together from their organizations followed by a Q&A session.

Chairman's Report

Chairman 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 efforts. Chairman 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 4:23 p.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 November 17-18, 2025.

Submitted By:   
Amy DeLisio  
Chief Executive Officer