



Board of Directors Agenda

November 17, 2025, 2:00-5:00 p.m. | November 18, 2025, 1:00-5:00 p.m.
Carmel Valley Ranch Resort, Carmel | Vintner Room

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.

General Session – Oak Room A **1:00 p.m.**

Guest Speaker: Assemblymember Esmeralda Soria, Chair Assembly Ag Committee

Monday, November 17, 2025 – Vintner Room

1. Call to Order & Welcome and Introduction of New Board Member 2:00 p.m.
Curt DeGroot, Chairman
2. Public Comments 2:10 p.m.
3. Standards of Performance, Anti-Trust Statement & Approval 2:15 p.m.
of the June 13, 2025, Minutes – **Tab 1** *(Motion to approve the Minutes)*
4. Icebreaker Activity 2:20 p.m.
5. Dairy Council of California Updates – *Amy DeLisio, CEO* 2:35 p.m.
6. DCC Policy Manual Updates 2:50 p.m.
Kendall House, Operations Director
(Motion to approve the updated DCC Policy Manual)
7. 2024-2025 Successes & Annual Report 3:00 p.m.
Ashley Rosales, Nutrition & Industry Affairs Officer
Shannan Young, Initiatives, Education & Engagement Officer
8. Objective & Key Results Framework: Measuring Impact 3:20 p.m.
Amy DeLisio, CEO
Sandra Torres, Impact & Learning Development Manager

Milk Punch Break **3:40 p.m.**

9. Review Proposal & Funding Options for 2026-2027 Overview 3:55 p.m.
Amy DeLisio, CEO
Matt Delgado, Operations Officer

Shannan Young, Initiatives, Engagement & Education Officer

Ashley Rosales, Nutrition & Industry Affairs Officer

- Small group activity, report out and Board recommendation

10. Additional Public Comments 4:55 p.m.

11. Adjourn 5:00 p.m.

Cocktail Reception – 6:00 p.m. – Oak Room A

Tuesday, November 18, 2025 – Vintner Room

1. Call to Order – *Curt DeGroot, Chairman* 1:00 p.m.

2. Public Comments 1:05 p.m.

3. Financial Reports – *Matt Delgado, Operations Officer* 1:10 p.m.

- 2024-2025 Financial Audit Report – **Tab 3**
- 2024-2025 Year-End Financial Report – **Tab 2**
- 2025-2026 Financial Report through October 31, 2025 – **Tab 4**

(Motion to approve the 2024-2025 Audit and Year-End Financial Reports & Year to Date Financial Reports for 2025-2026)

4. Nominating Committee Update – *John Dolan, Immed. Past Chair* 1:30 p.m.

- **Motion to approve the elected Executive Committee members**
- **Motion to approve the recommended nominees to CDFA to fill two Handler vacancies to the DCC Board, if applicable**

5. 2025-2026 Success Plan Updates – **Tab 5** 1:45 p.m.

Shannan Young, Initiatives, Education & Engagement Officer

Ashley Rosales, Nutrition & Industry Affairs Officer

6. California Department of Food & Agriculture Report 2:15 p.m.

Dennis Manderfield, Sr. Agricultural Economist

Break 2:30 p.m.

7. Dairy Panel Discussion: Joint Industry Leaders 3:00 p.m.

Amy DeLisio, CEO, Dairy Council of CA

Katie Davey, Executive Director, Dairy Institute of CA

Steve James, Executive Director, CA Milk Processor Board

Veronique Lagrange, Director, CA Milk Advisory Board

Justin Oldfield, Executive Director, CA Cattle Council

8. Chairman's Report – *Curt DeGroot, Chairman* 4:30 p.m.

9. Additional Public Comments 4:40 p.m.

10. Board Meeting Evaluation Poll 4:50 p.m.

11. Adjourn 5:00 p.m.

**Next Board of Directors Meeting – March 19-20, 2026
Tommy Bahama Miramonte Resort & Spa (Indian Wells)**

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 fall meeting:

1. Evaluate previous fiscal year's program results and expenditures against goals and budget
2. Review current financial statement against budget and act on Executive Committee's recommendation
3. Receive report on independent audit and evaluation from Executive Committee
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
6. Receive Nominating Committee's recommendations and elect officers of the Board and Executive Committee.

Minutes of the Meeting of the
Board of Directors
Dairy Council of California
June 13, 2025
Dairy Council of California Office, Sacramento, CA + Zoom

PRESENT:

Chuck Ahlem (virtual)	Jim O'Shea (virtual)
Curt DeGroot	Patrick Schallberger (virtual)
John Dolan (virtual)	Brad Scott (virtual)
Maureen Lemos	Richard Shehadey (virtual)
Justin Leyendekker (virtual)	Leaine Souza (virtual)
Steve Maddox (virtual)	Arlene VanderEyck (virtual)
Mike Newell	John VanderPoel, Jr.
Michael Oosten (virtual)	Greg Weston

ABSENT:

Vance Ahlem	Stacy Heaton
Laura Bosch	Tyler Ribeiro
Domenic Carinalli, Jr.	Hem Shah
Preston Fernandes	

OTHERS

PRESENT:

Kevin Comerford, California Dairy Research Foundation (virtual)
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
Malynda Parsons, Dairy Council of California
Ashley Rosales, Dairy Council of California
Jennifer Smilowitz, University of California, Davis, Cooperative
Extension, Department of Nutrition (virtual)
Alex Vigil, Dairy Council of California
Shannan Young, Dairy Council of California

Friday, June 13, 2025

Call to Order

Chairman Curt DeGroot called the meeting to order at 8:33 a.m.

Standards of Performance, Anti-Trust Statement and Approval of March 20-21, 2025, Minutes

Chairman DeGroot asked the Board members to review the Standards of Performance and the Anti-Trust Statement for the regularly scheduled summer meeting plus the March 20-21, 2025, minutes for approval.

IT WAS MOVED BY CHUCK AHLEM AND SECONDED BY ARLENE VANDEREYK TO APPROVE THE FULL BOARD MINUTES FROM MARCH 20-21, 2025. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, MAUREEN LEMOS, JUSTIN LEYENDEKKER, STEVE MADDOX, MICHAEL OOSTEN, JIM O'SHEA, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: VANCE AHLEM, LAURA BOSCH, DOMENIC CARINALLI, JR., JOHN DOLAN, PRESTON FERNANDES, STACY HEATON, MIKE NEWELL, TYLER RIBEIRO, HEM SHAH, LEAINE SOUZA (BOARD MOTION 2025-06-13 BD#1).

Public Comments: Ms. Shannan Young encouraged Board members to share the Dairy Council of CA's Mobile Dairy Instructor position with their contacts in the San Diego and Orange County regions.

CEO Report

Ms. Amy DeLisio noted FY 2024-25 Success Plan updates, including the program reach goals met from Dairy Council of CA webinars, educational engagements, virtual field trips and other conferences and events. Ms. DeLisio shared state and federal nutrition policy updates and/or changes and their dairy implications.

2024-2025 Financial Reports through May 31, 2025
FY 2024-2025 Report through May 31, 2025

Mr. Matt Delgado reported that the Dairy Council of CA is capitalizing on CDs while interest rates are higher. Mr. Delgado continued to provide high-level overviews of the statements of net position, changes in assets and expenses with no issues or noteworthy items to share currently.

Cash & Investments as of May 31, 2025, and May 31, 2024

Mr. Delgado reported that Dairy Council of CA shifted some long-term CDs as short-term CDs mature and noted that CD rates have remained stable. Mr. Delgado shared an overall increase in investment income over the year.

IT WAS MOVED BY LEAINE SOUZA AND SECONDED BY MAUREEN LEMOS TO APPROVE THE FISCAL YEAR 2024-2025 FINANCIAL REPORTS THROUGH MAY 31, 2025, CASH AND INVESTMENTS AS OF MAY 31, 2025, AND MAY 31, 2024, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, JOHN DOLAN, MAUREEN LEMOS, JUSTIN LEYENDEKKER, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, JIM

O'SHEA, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, LEAINE SOUZA, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: VANCE AHLEM, LAURA BOSCH, DOMENIC CARINALLI, JR., PRESTON FERNANDES, STACY HEATON, TYLER RIBEIRO, HEM SHAH (BOARD MOTION 2025-06-13 BD#2).

Research Projects Update with California Dairy Research Foundation

Ms. Ashley Rosales introduced Dr. Kevin Comerford, PhD, California Dairy Research Foundation (CDRF), and Dr. Jennifer Smilowitz, PhD, University of California, Davis, Cooperative Extension, Department of Nutrition. Ms. Rosales provided an overview of Dairy Council of CA's unique approach to advancing the health benefits of dairy foods, from science to activation. Dr. Comerford shared about CDRF's partners, priorities and projects. This includes funding and managing research and education projects that benefit the CA dairy industry such as human health, environmental management, social responsibility, industry outreach, and innovation and technology CDRF and Dairy Council of CA are co-funding two nutrition research studies. Ms. Rosales provided an update on the Milk Type in Toddlers (Milk-TOT) research being conducted by the University of California, Agriculture and Natural Resources under a grant by the National Institutes of Health. This research examines milk fat type and toddler health outcomes, with co-funding providing support for studying specific impacts to the microbiome. This study will be completed in 2028. Dr. Smilowitz provided an update on the Nutrition Integrated with Fermented Dairy (NIFTY) study, which explores the need for fermented dairy foods for pregnant women and young children. This two-phase study will be completed in 2027. Both co-funded studies reinforce the importance of milk and dairy foods to support optimal health throughout life, but especially during early childhood.

Nominating Committee Report

Mr. John Dolan noted one vacant handler Board position still open. Board members with office terms ending in October 2025 were encouraged to reapply in the summer when CDFA mails the nomination applications to all milk handlers and all milk producers.

2025-2026 Dairy Council of CA Strategic Success Plan

Ms. DeLisio, Ms. Rosales, Ms. Young and Mr. Delgado reviewed key strategies focusing on sustaining dairy education, advocacy, and partnerships through programs like the Mobile Dairy Classroom, advancing dairy's role in nutrition, translating research into advocacy, fostering multi-sector collaboration and promoting sustainable eating. Organizational goals include building equity, measuring impact, refining messaging, ensuring fiscal stability and investing in team and infrastructure.

IT WAS MOVED BY MIKE NEWELL AND SECONDED BY JOHN VANDERPOEL, JR. TO APPROVE THE FISCAL YEAR 2025-2026 STRATEGIC SUCCESS PLAN, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, JOHN DOLAN, MAUREEN LEMOS, STEVE MADDUX, MIKE NEWELL, MICHAEL OOSTEN, JIM O'SHEA, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, LEAINE SOUZA, ARLENE VANDEREYK, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: VANCE AHLEM, LAURA BOSCH, DOMENIC CARINALLI, JR., PRESTON FERNANDES, STACY HEATON, JUSTIN LEYENDEKKER, TYLER RIBEIRO, HEM SHAH (BOARD MOTION 2025-06-13 BD#3).

Closed Session

The Board entered into a closed session at 10:46 a.m. pursuant to California Government Code 11126(a) regarding the appointment, employment, evaluation of performance or dismissal of an employee.

Return to Open Session

The Board reconvened in open session at 10:54 a.m. Chairman DeGroot reported that during the closed session, the Board had voted to renew the Dairy Council of CA's CEO contract with Ms. DeLisio for the 2025-2026 fiscal year.

Fiscal Year 2025-2026 Proposed Budget, Organizational Salary Structure and Assessment Rate

Assessment Rate

The Board concluded that the assessment rates for the 2025-2026 fiscal year should be maintained at current levels and should therefore be as follows:

For handlers of milk:

- \$0.0140 per hundredweight for milk utilization in Class 1 products.
- \$0.0070 per hundredweight for milk utilized for all other usages.

For producers of milk:

- \$0.00144 per pound for quota solids-not-fat,
- \$0.00072 per pound for all other solids-not-fat, or
- If the stand-alone quota program ceases to operate during the fiscal year, a single producer assessment rate for the remainder of the fiscal year shall be calculated and set by the Department at a flat amount per hundredweight of milk produced and delivered to a handler that will generate total projected producer assessment revenue equal to total projected handler assessment revenue.

IT WAS MOVED BY JOHN DOLAN AND SECONDED BY RICHARD SHEHADEY TO SET THE 2025-2026 ASSESSMENT RATES AT THE LEVELS PRESENTED ABOVE. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, JOHN DOLAN, MAUREEN LEMOS, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, JIM O'SHEA, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, LEAINE SOUZA, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: VANCE AHLEM, LAURA BOSCH, DOMENIC CARINALLI, JR., PRESTON FERNANDES, STACY HEATON, JUSTIN LEYENDEKKER, TYLER RIBEIRO, HEM SHAH, ARLENE VANDEREYK (BOARD MOTION 2025-06-13 BD#4).

Fiscal Year 2025-2026 Proposed Budget and Organizational Salary Structure

Mr. Delgado noted the Dairy Council of CA continues efforts with cost-saving measures and reduced spending. Mr. Delgado shared a 2% decrease in budgeted assessment revenue from the previous fiscal year. The proposed budget includes a staff cost of living salary increase. The CalPERS amortization (classic version) unfunded liability payments will increase within the next two years by \$200,000.

IT WAS MOVED BY MIKE NEWELL AND SECONDED BY JOHN VANDERPOEL, JR. TO APPROVE THE FISCAL YEAR 2025-2026 PROPOSED BUDGET AND TO

APPROVE A STAFF COST OF LIVING SALARY INCREASE, AS PRESENTED. THE MOTION WAS UNANIMOUSLY CARRIED. AYES: CHUCK AHLEM, CURT DEGROOT, JOHN DOLAN, MAUREEN LEMOS, STEVE MADDOX, MIKE NEWELL, MICHAEL OOSTEN, JIM O'SHEA, PATRICK SCHALLBERGER, BRAD SCOTT, RICHARD SHEHADEY, LEAINE SOUZA, JOHN VANDERPOEL, JR., GREG WESTON. NAYS: NONE. ABSTAIN: NONE. ABSENT: VANCE AHLEM, LAURA BOSCH, DOMENIC CARINALLI, JR., PRESTON FERNANDES, STACY HEATON, JUSTIN LEYENDEKKER, TYLER RIBEIRO, HEM SHAH, ARLENE VANDEREYK (BOARD MOTION 2025-06-13 BD#5).

Ms. DeLisio informed the Board that during the Executive Committee this past March the Committee discussed the concept of the Dairy Council seeking financial support from the California Milk Advisory Board (CMAB) so as to limit the need for the Dairy Council to raise its assessment rates. Ms. DeLisio stated that in response to that prior discussion she had drafted a \$750,000 funding request to the CMAB which she then shared with the Board. She highlighted the following points contained in the draft funding request. California's dairy industry faces rising operational costs, regulatory challenges and disease-related disruptions, making additional assessment fees unsustainable. Dairy Council of CA proposes a collaborative funding partnership with the CMAB to support key programs—particularly the Mobile Dairy Classroom and nutrition research—without increasing financial burdens on farmers. This partnership would enhance public education, optimize resources and strengthen the dairy industry's impact through co-branded initiatives and shared research efforts. Ms. DeLisio indicated that the Executive Committee reviewed the proposed funding request on June 11 and had expressed support for sharing it with the full Board for its consideration. The Board expressed support for moving forward in sharing the funding request with the CMAB.

California Department of Food and Agriculture Report

Mr. Dennis Manderfield informed the Executive Committee that CDFA plans to send ballots for the QIP termination referendum to producers by June 13, 2025. Producers will have a 90-day voting period with results announced by mid-October.

Additionally, Mr. Manderfield reminded those on the Board who have a term of office expiring this year and encouraged them to reapply.

Chairman's Report

Chairman DeGroot thanked Ms. DeLisio, and Dairy Council of CA staff, for her leadership and keeping milk and dairy foods in the California forefront. Chairman DeGroot enjoyed the open house activities and cost savings of the new Dairy Council of CA office. Chairman DeGroot concluded by thanking Mr. Manderfield and all present for their participation.

Additional Public Comments: None

Adjourn

Chairman DeGroot adjourned the meeting at 11:29 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 June 13, 2025.

Submitted By: 
Amy DeLisio
Chief Executive Officer