

BEMA General Membership Meeting Minutes

BEMA Convention 2025

Friday, June 27, 2025

Call to Order

Chairman Clay Miller called the General Membership Meeting to order and confirmed that a quorum was present.

Welcome and Introductions

Chairman Miller welcomed members and guests and introduced the Executive Committee:

- Clay Miller, Chairman
- Jay Hardy, First Vice Chairman
- Mark Podl, Second Vice Chairman
- Eric Riggle, Third Vice Chairman
- Jim Warren, Immediate Past Chairman
- Kerwin Brown, President & CEO

Chairman Miller also recognized the members of the BEMA Board of Directors and thanked them for their volunteer leadership and service to the association, IBIE, NEXUS, and the baking industry.

Executive Committee Reports

Chairman Miller provided an overview of the association's work during the past year, highlighting BEMA's continued focus on strategic initiatives, committee engagement, financial stewardship, and industry partnerships.

Finance Report

Jay Hardy, Chair of the Finance Committee, presented the financial report.

Highlights included:

- 2024 revenues exceeded budget, reaching 109.7% of budgeted income.
- 2024 expenses concluded at 102.49% of budget.
- Investment performance remained positive, with the brokerage account increasing 9.6% and certificates of deposit increasing 3.0%.
- Through May 2025:
 - Revenues were 118.63% of budget.
 - Expenses were 57.64% of budget, with convention-related expenses expected to be reconciled later in the fiscal year.
 - Investments continued to perform positively, with the brokerage account up 3.5% and certificates of deposit up 2.2%.

Mr. Hardy also recognized the work of the Budget Evaluation Task Force, led by Chairman Miller, in reviewing BEMA's financial planning processes.

Committee Reports

Chairman Miller provided updates on the work of BEMA's standing committees.

Membership Value & Engagement Committee

- Continued leveraging NEXUS as a membership recruitment tool.
- Evaluated the BEMA Ascend program.
- Expanded membership prospect tracking.
- Monitored member retention efforts.
- Conducted a review of membership dues.

Association Outreach & Engagement Committee

- Advanced initiatives designed to strengthen BEMA's relationships throughout the baking industry.
- Continued developing strategic partnerships and outreach opportunities.

Convention & Programs Committee

- Successfully planned the 2026 Convention program.
- Recruited more than 40 baker attendees, with approximately 30% representing new baker companies or first-time participation, demonstrating continued growth and engagement.

Governance Report

The Governance Committee presented the following nominations for membership approval.

Executive Committee Election

Upon proper motion and second, the membership unanimously elected:

- Eric Riggle as Third Vice Chairman.

Board of Directors Elections

Upon proper motion and second, the membership unanimously elected:

- Mike LaValle to an additional Board term.
- Audrey St. Onge to an additional Board term.
- Eric Cruse to complete the unexpired Board term previously held by Wendi Ebbing.

Slate of Officers

Upon proper motion and second, the membership unanimously approved the following Executive Committee slate:

- Jay Hardy — Chairman
- Mark Podl — First Vice Chairman
- Eric Riggle — Second Vice Chairman
- Wendi Ebbing — Third Vice Chairman
- Clay Miller — Immediate Past Chairman

The motion carried unanimously.

BEMA Cup Recognition

Wendi Ebbing announced the winners of the BEMA Cup Golf Tournament competitions and team awards.

Individual award winners and first-, second-, and third-place teams were recognized for their participation and sportsmanship.

The membership also recognized and thanked **Bundy Baking Solutions** for sponsoring the BEMA Cup Golf Tournament.

Unfinished Business

Chairman Miller called for unfinished business.

No unfinished business was brought before the membership.

Adjournment

There being no further business, a motion to adjourn was made, seconded, and approved by the membership.

Chairman Miller adjourned the General Membership Meeting and invited members to attend the committee meetings immediately following the session.
