

IOIA Annual Report -2011

Prepared February 4, 2012 by **Jennifer Clifford**, IOIA Board Vice-Chair/Acting Chair and **Margaret Scoles**, IOIA Executive Director

IOIA Mission

- To address issues and concerns relevant to organic inspectors
- To provide quality inspector training and
- To promote consistency and integrity in the organic certification process

Key Activities and Alliances:

- ▶ Celebrated the 20th anniversary of IOIA in Tampa, Florida. Fred Kirschenmann, the speaker at IOIA's first annual meeting, returned as keynote speaker. Sweetwater Farm, founded by Rick Martinez, early IOIA BOD member, hosted the biggest party in IOIA history, including a highly successful benefit auction.
- ▶ Significantly increased inspector membership. IOIA's 240 inspector members represent a 6.7% increase during 2011 and the highest number in history.
- ▶ Added the position of Training Services Director to expand the IOIA Training Institute, bringing Jonda Crosby on as full-time senior staff. Responsible for developing both live and web-based curricula, she brings a lifetime of experience in sustainable agriculture and agricultural education. She holds an undergraduate degree in agronomy and a Masters degree in Agricultural Education from Murray State University in KY.
- ▶ Successfully bid on and completed a contract with the USDA to propose criteria, training content, training approaches, and licensing approaches for organic inspectors and reviewers. This ambitious project was accomplished by a hard-working team; shared management; and Monique Scholz, lead writer and IOIA member from Quebec.



- ▶ Supported the lawsuit of Organic Seed Growers and Trade Association (OSGATA) et al vs. Monsanto. IOIA is one of 12 *amici* brief signatories. BOD and the ED participated in calls over several months as the suit developed.
- ▶ Added the position of Technical Editor, Tony Fleming, to write or edit technical articles useful to inspectors for each issue of the IOIA newsletter. A professional hydrogeologist, naturalist, and self-described "plant geek" ; he has worked in the fields of water resources management and geo-ecology. He has also worked as an organic inspector.

Tony Fleming, Technical Editor



Jonda Crosby
Training Services
Director

- ▶ Sponsored a booth at the World Organic Fair with JOIA and KOIA and a workshop at the Organic World Congress, and participated in the IFOAM General Assembly. The ED traveled to Korea for these events. Sacha Draine, IOIA International Training Manager, and the ED traveled together to attend BioFach in Germany. Board Chair, Michelle Sandy, attended BioFach China.



Left to Right: Sacha Draine, IOIA International Training Manager; Peter Jossi-Silverstein; and Markus Arbenz, IFOAM Executive Director, at BioFach in Germany



A small but enthusiastic group attended IOIA's The New Organic Inspector workshop on October 1 at the OWC. Margaret Scoles explained the IOIA Training Institute and the potential for web-based training. Dr. Jay Sakle, from the Natural Organic Certification Association, filled in for Sandeep Bhargava, on the topic of Grower Group Inspection and Certification. Yutaka Maruyama spoke about the activities of the Japan Organic Inspectors Association. Isidor Yu concluded with the activities of the Korea Organic Inspectors Association. Participants came from Europe, Nepal, Sri Lanka, Japan, Korea, and China. At the far left is Gabriela Soto, inspector member, trainer, and new IFOAM World Board member.



Seoul, Korea, October 3: IOIA Trainers Yutaka Maruyama and Mutsumi Sakuyoshi delivered advanced training comparing the key updates and differences for EU, JAS, and NOP Standards. Training was in English. IOIA Trainer Isidor Yu assisted with translation to Korean and helped organize the event. Inspector member, Raymond Yang, helped translate for the English-language trainers.

- ▶ Nearly doubled webinar offerings. Entered into partnership with the Organic Materials Review Institute to provide the first of three webinars (Crop Input Materials) in a series, and planned the second (Livestock Input Materials), scheduled for delivery in March and throughout 2012 every quarter as requested. IOIA delivered Organic Aquaculture training via webinar to a classroom in Hong Kong. With both the USA and Canada on the brink of adopting national regulations for organic aquaculture, IOIA is gearing up to meet the need for more aquaculture training. Other webinars included NOP Pasture Rule, two customized NOP standards trainings for certifiers, and an audit balance webinar. Pre-course webinars are standard curriculum content for all courses in the US.
- ▶ Commented to the US National Organic Standards Board on issues of unannounced inspections, inspector criteria, and residue testing.
- ▶ Continued to participate on the Canadian General Standards Board's Organic Technical Committee. Kelly Monaghan, IOIA's representative, is OTC Chair.



Bill Barkley, Canadian Committee Chair, and Kelly Monaghan, Membership Committee Chair, in Guelph. January 2011

- ▶ Sponsored social networking for inspectors (i.e. the Guelph Wine & Cheese).
- ▶ Continued an ongoing alliance with FoodChain Global Advisors to provide non-GMO product verification training.
- ▶ Hosted quarterly Certifier-Inspector Dialogue conference calls. The ongoing dialogue is invaluable in shaping the IOIA training program and addressing inspector issues and member concerns.
- ▶ Provided in-house training over two days on the NOP Standards at the USDA office in Washington, DC.
- ▶ Participated in Natural Products Expo East and Expo West in the U.S.
- ▶ Continued support of OTA, IFOAM, OMRI, COG, Green America, and MT Nonprofit Association through memberships and subscriptions.
- ▶ Joined the Accredited Certifiers Association as a supporting member.
- ▶ Continued quarterly newsletter, annual Membership Directory, IOIA Forums (English, Spanish language, Canadian members), member discounts.
- ▶ IOIA's accreditation program was featured in a four-page article in *The Organic Standard*, December 2011.

Trainings:

IOIA training continues to increase in value and global recognition. IOIA again saw another increase in both the numbers of events and participants over the previous year. The webinar format continues to increase access to IOIA training with webinars provided for audiences as far away as Australia and Hong Kong. IOIA sponsored training events in Manitoba, Ontario, Utah, Idaho, Florida, Vermont, New Jersey, Minnesota, California, Jamaica, Australia, Korea, Ecuador, Hong Kong, Japan, Nicaragua, Peru, and Costa Rica, usually with the support of regional co-sponsors. International livestock, processing, and advanced trainings were significant areas of activity.

IOIA Trainings in 2011		
Type of Course	Number of Events	Number of participants
Basic Crop	12	227
Livestock	3	49
Basic Processing	6	77
Advanced	5	92
NOP Standards Workshops	2	35
Aquaculture	1	30
Pasture Webinars	1	22
IOIA – OMRI Webinars	3	55
Other Webinars	2	13
Other	1	27
Total	36	627

Webinars: Plans are underway to quadruple the number of webinar offerings during 2012. IOIA and OMRI's partnership produced the first of three webinars (Crop Input Materials) in a series, and planned the second (Livestock Input Materials). Processing Materials are to be developed next. These are the first of the ("200 level") trainings, identified as topics not covered comprehensively in the basic courses but still essential for all inspectors. Inputs webinars for the Canadian Organic Standards Permitted Substance List are under discussion.



IOIA sponsors an average of two or three trainings each month, usually following one of two models. **IOIA-managed trainings** are limited in number (about 4 or 5 annually) and are managed out of the head office with limited support from regional cosponsors. Most of these occur in the US. **Cosponsor-Managed trainings** depend much more heavily on cosponsors, which handle most of the administrative and logistical workload. **IOIA-managed trainings continue to be the primary revenue source for IOIA.** In-house trainings in the US following the cosponsor-managed training format are usually delivered for certification agencies. They also contribute significantly. Revenue from international cosponsor-managed trainings is much lower, but they are an important component in IOIA's efforts to achieve our overall mission.

□ **IOIA-Managed Trainings**

- ▶ Florida – Advanced
- ▶ Ontario – Advanced
- ▶ Florida – Basic Crop and Processing
- ▶ Vermont – Livestock
- ▶ Korea– Advanced
- ▶ Minnesota – Basic Crop
- ▶ California – Basic Crop and Processing; Advanced

□ **Cosponsor Managed Trainings**

- ▶ Crop – Peru, Jamaica, Ecuador, China, Japan, Manitoba, Costa Rica, Nicaragua, Korea
- ▶ Livestock – Idaho, Jamaica
- ▶ Processing– Utah, New Jersey, Japan, Korea
- ▶ Advanced – District of Columbia, Australia



Margaret Scoles, Executive Director, listens as the organic inspection training field tour host explains his crop rotations for corn, hay, small grains and green manures in Minnesota. Field training, using hands-on training at actual certified operations and report writing practice, is an essential component of all basic IOIA inspection training courses.

Finances:

IOIA maintains a solid financial position and once again, did not need to dip into cash reserves. The USDA contract was a welcome unbudgeted and unexpected source of income. A modest increase in inspector dues, coupled with more inspector members, also helped increase income.

IOIA reports to the membership on a cash basis. At the end of 2011, IOIA had accounts receivable of \$64,000, most of which was received in January 2012. These receivables created a temporary shortfall in the Cash basis financial report at year-end.

A full audit of the IOIA finances for 2010 was due to occur in 2011, as per BOD policy. The audit is still in progress; results will be reported in the 2012 newsletter.

IOIA established a memorial garden fund in memory of Devin Denson, the son of staffer Lynell Denson. This fund will be used to plant fruit bushes and trees, make the IOIA office more sustainable, collect roof water for a garden, and better control water that would otherwise end up in the office basement.

Details of the 2011 financial reports will be presented by the Treasurer at the AGM. Key aspects:

- ▶ The 2011 budget was proactive with a significant funding increase for the Training Institute by adding a second senior staff position.
- ▶ Dues were increased for Inspector members, coupled with a commitment to a membership drive in 2012.
- ▶ For the first time, the 2012 budget includes a contingency fund to build in more resilience to respond to unexpected needs.

Committees:

BOD liaisons work with all IOIA committees. A BOD liaison is a Board member who communicates between the Committee and the BOD, supports the committee's work, and carries concerns and initiatives both ways.

The Board extends a sincere thanks to all of the IOIA members who have volunteered to be part of IOIA committee activity and for their accomplishments over the past year. A brief summary of highlights from some of the committees is listed below (full reports for all committees available at the AGM).

Membership –Kelly Monaghan, Chair (outgoing).

The committee reviews all requests for exceptions to the IOIA Inspector member criteria. The Nominations Committee and Membership Committee members are the same. In 2010 a decision was made to chair the two

separately to allow the Membership Committee to better focus on membership issues. Kelly resigned at the end of 2011 and deserves hearty thanks for four years of service and a job well done. Christopher Kidwell is serving as Interim Chair and spearheading an inspector membership drive for 2012.

Nominations – Christopher Kidwell, Chair

A full slate of candidates has been prepared for this year's election, representing six different countries - the most international slate ever.

Scholarship – Margaret Weigelt, Chair

IOIA's scholarship program broke tradition this year. With two outstanding applicants for the Andrew Rutherford Memorial Scholarship and no applicants for the Organic Community Initiative, the committee requested BOD approval for two Rutherford scholarships. The BOD approved. Scholarship Recipients were Molly Dupre, Missouri, and Evelyn Rosas, California.

Bylaws – Garry Lean, Chair (outgoing) and Al Johnson (incoming)

No bylaws amendments were proposed in 2011. Thank you to Garry Lean, who chaired the committee for the past two years.

Accreditation and Accreditation Review Panel (ARP) –

The chair position for these combined committees is pending. **Thank you,** Linda Kaner, for serving as Interim Chair in 2011 to ensure that accreditation applications are processed.

Four (4) Renewals in 2011

Canadian – Bill Barkley, Chair

The Canadian Committee organized the advanced training in conjunction with the Guelph Organic Conference. They then followed up with another for 2012, garnering support from Canadian certifiers to participate in the training and help bring in high quality presenters. A few years ago, Bill asked why IOIA didn't plan an inspector event whenever many inspectors will be present --the Guelph Organic Conference, a major organic event, as one example. IOIA launched its webinar training initiative in 2010, so the time was right to nurture more regional, lower cost, IOIA membership gatherings. In-person advanced trainings are increasingly replaced by more consistent, accessible, green, and cost-effective webinars. As Bill suggested, one-day training events that would utilize local speaker and coordinator resources could be both low-cost and green. They would also provide opportunities for social interaction and networking. Inspectors stepping into an age where much of their training occurs via webinar need those opportunities that are largely lost in the technological shift. Members willing to step in as Bill Barkley, Garry Lean, and Kelly Monaghan did in Guelph are the key to growing this format of IOIA training.

Ethics – Joyce Ford, Chair

No complaints filed.

Board of Directors:

With the 2011 AGM, the BOD was expanded for the first time from five to seven full members. In the past, IOIA had maintained boards of five or seven, always with two alternates. A bylaws ballot in 2010 eliminated the position of alternates. The 2011 AGM election created a BOD with four new BOD members out of seven. The majority of new members were a major factor in deciding to meet in-person for a three-day retreat in upstate New York in November. This was the first in-person BOD retreat outside the AGM since 2007. The BOD met in person at the AGM, 11 times via conference calls, and at the retreat. BOD Chair and Vice-Chair have participated in the Certifier-Inspector Dialogue conference calls.



BOD Retreat L to R: Eric, Ib, Jonda (staff), Silke, Deb, Jennie, Hélène, Margaret (ED)

Retiring Board members: Bob Durst (4 years and Chair for the past 3 years) deserves huge thanks for his work. He was largely responsible for bringing the concept of the Training Services Director from a vision to reality. After he left the BOD in March, he continued to serve as the Chair of the search committee that filled the position. Also, thanks are due to David Konrad (4 years), Julio Perez and Bob Howe (both 2 years as Alternates), and Michelle Sandy (nearly 2 years). Thank you, Michelle, who served as BOD Chair for most of the past year. She resigned from the BOD in December.

Soon-to-retire Board member: Jennie Clifford (2 years).

New Board members in 2011: Debra Bunn, Silke Fuchshofen, Ib Hagsten, Hélène Bouvier.

Eric Feutz, Treasurer, is the senior member of the BOD and ably chairs the Finance Committee. During 2011, he convened the Finance Committee to plan the audit and draft the 2012 budget.



Florida



New York

Staff:

Margaret Scoles continues as Executive Director. IOIA benefits from a staff of highly skilled and dedicated individuals. In addition to adding the Training Services Director full-time, IOIA transitioned from a part-time to full-time Office Manager.

- ▶ Danalynne Miller, Office Manager (thank you to Renee Higgins, who left in 2011 as the position was expanded)
- ▶ Jonda Crosby, Training Services Director
- ▶ Sacha Draine, International Training Manager (.6 FTE)
- ▶ Kathy Bowers, U.S. Training Services (.6 FTE)
- ▶ Lynell Denson, Administrative Assistant (.4 FTE)
- ▶ Diane Cooner is contract Newsletter Editor, Website Manager, and moderator of the IOIA Forums.

Your help as volunteers and committee members is necessary and greatly appreciated!



Lynell



Kathy



Dana



Diane