

IOIA 2023 Annual Membership Meeting – January 23 Save the Date!

IOIA's first in-person Annual Meeting since 2020! IOIA will partner with the Accredited Certifiers Association on collaborative training.

Events

January 23 (Monday) morning - IOIA member activity – group tour in New Orleans under development

January 23 (Monday) - IOIA AGM, afternoon, following lunch. The event will culminate with a dinner at a local restaurant to celebrate local food and beverage. Every effort will be made to engage online members. Board election will be conducted online, as it has for the past 2 years.

January 24 (Tuesday) - The NOP annual certifier training is scheduled is open to all inspectors at no charge. Advance registration is required through ACA. Registration link will be shared as soon as available.

January 25-26 (Wednesday and Thursday) – Collaborative training in ACA/IOIA Training in-person. Other sessions will be online only and scheduled in

advance of the New Orleans event. There is no plan for live-streaming at this time. Agenda and registration fees are under development. The price is anticipated to be about \$275 for both days for the full conference plus online options. The online only training will also be available for a registration fee.

January 26 (Thursday) - An Organic Parade! Tentative, still under discussion. New Orleans is famous for birthday parades – what better way to celebrate IOIA's 30th anniversary and IFOAM's 50th than with this local tradition?

January 27 (Friday) - IOIA Advanced training – topics under development

Annual Meeting Venue

An ACA room block has been reserved at the [Hyatt Centric](#) in the French Quarter from Sunday night, January 22 arrival, through Saturday morning, January 28 departure. Lodging cost will be about \$180 + tax per room. Please watch for further announcements from ACA, which will include a link to reserve a room.

See AGM, page 4

Notes from the Chair - Happy 30th Anniversary, IOIA!

by Janine Gibson

Gratitude for the learning and teamwork one experiences in board service, continues to inspire your leadership team. We are all so excited to welcome you to our celebratory AGM in NOLA this upcoming January! It promises to be a wonderful, in person event!

As we encourage you to attend our connection and learning centred gathering in the South this January, also give a thought to whether you may be ready to come forward for board service. Please contact our dedicated Nominations Committee Chair **Eric Feutz** if you can join the 2023 slate of candidates or know of someone you would like to nominate to make needed contributions to IOIA's crucial work. We thank Eric for his long-time committee service to ensure we have strong candidates and directors, along with all our valued IOIA committee See Notes, p 4



Welcome New Members

Upgrading to Inspector:

Kathryn Dickson, Browntown, WI

Returning SI:

Natalie Brinkley, Waynesboro, VA

Supporting Individuals:

Kimberly Barmore, Emince, KY
Lorien Carsey, Urbana, IL
Ilse Fuentes, Salinas, CA
Ben Jackle, New Lebanon, OH
Andrew J Park, Torrance, CA
John Scott, Davis, CA
George Seay, Frankfort, KY
Michele Schahczenski, Billings, MT
Nicholas Sibley, Waterbury, VT
Pamela Silkwood, King City, CA
Chad Snader, Denver, PA
Pete Swenson, Mason City, IA
Kirsten Thomson, Vancouver, BC
Blake Van Sanford, Turners Station, KY
Wren Vile, Fitchburg, WI
Jill Vink, Arroyo Grande, CA

Accreditation Deadline October 1

To apply or renew.
[Click here for info.](#)

IOIA BOARD OF DIRECTORS

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The Inspectors' Report is the newsletter of International Organic Inspectors Association. IOIA is a 501 (c)(3) educational organization. Our mission is to address issues and concerns relevant to organic inspectors, to provide quality inspector training and to promote integrity and consistency in the organic certification process.
Editor: [Diane Cooner](#)

WEBINAR Training Schedule for details & to register go to our [website](#)

September 12 & 15, 2022

100 Level IOIA COTA/COR Processing Standards
9:00 a.m. - 12:00 p.m. (Pacific)
Two 3 hour sessions. Trainer: Kelly Monaghan

[Register and Pay Here](#)

September 13 & 16, 2022

100 Level NOP Processing Standards
9:00 a.m. - 12:00 p.m. (Pacific)
Two 3 hour sessions. Trainer: Luis Brenes

[Register and Pay Here](#)

October 11 & 14, 2022

100 Level NOP Crop Standards
9:00 a.m. - 12:00 p.m. (Pacific)
Two 3 hour sessions. Trainer: Nate Powell-Palm

[Register and Pay Here](#)

November 16, 2022

200 Level IOIA/OMRI NOP Processing Input Materials
9:00 a.m. - 12:00 p.m. (Pacific)
One 3 hour session. Presenter: Tina Jensen Augustine

[Register and Pay Here](#)

December 6 & 13, 2022

200 Level Processing In/Out Balances, Traceability & Recipe Verification under NOP & COR
9:00 a.m. - 11:00 a.m. (Pacific)
Two 2 hour sessions. Trainer: Kelly Monaghan

[Register and Pay Here](#)

December 14 & 16, 2022

200 Level Livestock Feed Audits - Grazing and Non Grazing Season
9:00 a.m. - 11:30 a.m. (Pacific)
Two 2 1/2 hour sessions. Trainer: Nate Powell-Palm

[Register and Pay Here](#)

*Webinar Discount Reminder:
All inspector members are entitled to take 50% off any one webinar during 2022.*

Self-Paced Learning Courses

Canadian Organic Regime - COR Series Each course takes approximately 3 hours to complete. Inspector members cost US\$150 each.

#1 Our Organic Certification System - The Regulation

#2 COR Crop Production Standards

#3 Coming Next! COR Livestock Production Standards

Remote Inspection Training Free to inspector members; All others \$200.

[Available in English](#) [Tambien disponible en español.](#)

200 level IOIA/American Grassfed Association Grassfed Dairy

Member cost \$325 - \$375 all others.

200 level Dairy Feed Audits

Member cost \$300 - all others \$325 [See our website to sign up.](#)

Onsite Basic Training

Basic Crop and Basic Livestock Inspection Trainings in Iowa - Deadline to register is September 12

Basic Crop and Livestock Inspection Trainings will be held at Radisson Hotel & Conference Center, Coralville, Iowa. The closest airport is Cedar Rapids.

Basic Crop Inspection Training:

October 31 - November 4
Non member Price: \$2300

Course Description: The 4 ½ -day Basic Crop Inspection Training follows IOIA's curriculum requirements which include: classroom instruction on the organic standards (focus on the USDA National Organic Rule); working with organic system plans; how to inspect organic farms; audit trail requirements; risk assessment; investigative skills; report writing; approved input materials; assessing natural resource management; inspector conduct, confidentiality, and ethics; understanding the difference between inspecting and consulting; and effective communication.

[Detailed Course Information here](#)
PLEASE READ BEFORE REGISTERING.

[Download application here](#)

[REGISTER HERE](#)

Basic Livestock Inspection Training:

November 7-11 2022
Non member Price: \$2300

Course Description: The 4 ½ day comprehensive Basic Organic Livestock Inspection Training follows IOIA's livestock curriculum requirements and includes classroom instruction on applying and using organic livestock standards; livestock materials; risk assessment; audit trail requirements; report writing; inspector conduct, confidentiality, and ethics; understanding the difference between inspecting and consulting; effective communication; and organic inspection procedures for meat and dairy animals; fiber-bearing animals; and poultry (meat and eggs). This course is based on the USDA NOP regulations.

[Detailed Course Information](#) - PLEASE READ BEFORE REGISTERING.

[Download application here.](#)

[REGISTER HERE](#)



Not finding a training you are looking for or all trainings full? [Please register here](#) to be contacted by IOIA when that training is available.



Advanced Onsite Training Opportunities

Advanced Organic Inspector Training, Saskatoon, Saskatchewan – November 15. Details on page 7.

Advanced Organic Inspector Training, New Orleans, Louisiana – January 27, 2023. Details on page 1.

Notes from the Chair, from page 1

chairs and members around the world. Accreditation - Pam Sullivan; Asia Pacific - Mutsumi Sakuyoshi; Bylaws - Al Johnson; Canadian - Bill Barkley; Editorial Review - Brian Baker; Ethics and Finance - Allen Benjamin; Membership - Eric Feutz; Policy - Rachel Cherry Myers; and Scholarship co-chairs - Arthur Bassett and JJ Mack. Thank you and your committee members for your dedicated service! We are also in the process of creating a Training Advisory Council where we plan to seek ongoing input from a variety of organic professionals to ensure our trainings remain cutting edge and meet current and future needs. If board service isn't yet for you, committee contributions may be more your cup of organic tea!

With so many needed, exciting IOIA projects to manifest our mission and goals underway, wrapping up, or being launched, I must give a shout out to the new "Coffee with IOIA" launch team and participants. To quote Margaret, we had a "rockin' start" with people calling in from all over the world, Canada to Poland, joining us! The discussion was topical and reflected how we are growing as an international organization supporting organic professionals in building community and brainstorming issues and opportunities for better safeguarding of organic integrity. The next Coffee with IOIA is Sept. 12 - and our next Town Hall is Sept 15th. You are most welcome to join our discussions!

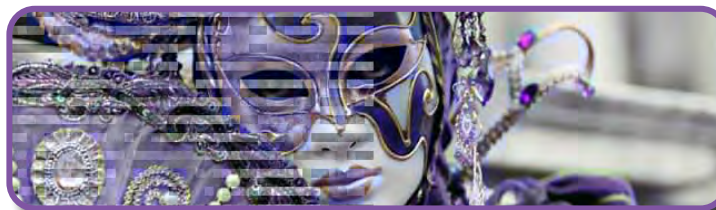
Thank you for the honour of being your Board Chair in this our 30th Anniversary Year. May your inspection service be safe and rewarding in the balance of 2022 and let's chat in person in NOLA in 2023!



AGM from page 1

About the location

New Orleans is located on the Mississippi River in Louisiana. Founded in 1718 by French colonists, New Orleans is a major port and considered the economic and commercial hub for the broader Gulf Coast Region. It is world renowned for its distinctive music, Creole cuisine, unique dialect, and its annual celebrations and festivals, especially Mardi Gras. The French Quarter is the historic heart of the city, known for its French and Spanish Creole architecture and the nightlife along Bourbon Street.



About the date

The date of the Annual Meeting was based on a desire to collaborate with ACA and a survey of the membership. This event was postponed for 2 years due to the pandemic. January 23 afternoon was the overwhelming favorite. This means it falls in the Mardi Gras season. Mardi Gras 2023 is on the 21st February 2023, with the main celebrations happening in the two weeks leading up to the date itself. Mardi Gras itself, always falls on a Tuesday. Shrove Tuesday or Fat Tuesday falls annually on the day before Ash Wednesday (start of Lent). The word "Mardi Gras" means "Fat Tuesday" in the French language. Celebrations include festivals, parades, dancing and feasting before the fasting starting on Ash Wednesday. The Mardi Gras season falls between early January until Fat Tuesday and is also called Carnival. Mardi Gras has been celebrated in the Southeast since the early 1700's. Mardi Gras in New Orleans is the best known celebration in the US. The official colors of the Carnival season in New Orleans and most other places are purple, gold, and green: purple for justice, gold for power, and green for faith.

Seeking Volunteers - If you are an IOIA Inspector member and you are interested, or if you have a proposal to present a topic at the IOIA advanced training or the ACA/IOIA training, contact mscoles@rangeweb.net.

Seeking board nominees - If you would like to nominate yourself or another IOIA inspector member, please contact Nominations Chair Eric Feutz ebfeuz@gmail.com or board vice-chair Beth Dominick organiccoffee@gmail.com.

NOTE: Nominations need to be submitted BEFORE NOVEMBER 23, 2022.

Watch for more details coming soon! Have trouble remembering dates? Just remember 23-23.

Notes from the Executive Director by Margaret Scoles

IOIA in the Movies? Hands down my most fun project of the summer – IOIA is making a video as part of the NOP-funded Human Capital project led by Oregon Tilth. Nathan Sla-baugh of Spokane circled the Pacific Northwest and drove 1800 miles in the Midwest to capture a dozen amazing interviews and hours of inspection footage. Now we are sift-ing, sorting, splicing. What’s the best part of inspecting? What are the challenges? How did you get into inspecting? I am listening to each one to help select choice segments for a video - a deliverable to NOP. Certifiers, professors, and others can use it to create awareness and interest in organic inspecting as a career while elevating the diverse (generational, ethnic, racial, gender) face of inspectors.



Here are the faces behind the voices of inspectors!



Sector News

NOP Organic Livestock and Poultry Standards (OLPS) Proposed Rule – Finally!

Link to the Proposed Rule: <https://www.ams.usda.gov/rules-regulations/organic-livestock-and-poultry-standards>

USDA has published the Organic Livestock and Poultry Standards (OLPS) proposed rule with a 60-day comment period. Deadline for written comments is October 11.

Finalizing rules to strengthen organic animal welfare standards in the organic certification program is a top priority for the organic community. A hard-wrought previous Organic Livestock & Poultry Practices Final Rule (OLPP) was published in 2017, only to be withdrawn and killed during the Trump administration in 2018. The Center for Food Safety led a lawsuit challenging this withdrawal. As a result of the lawsuit, USDA reconsidered their previous position: that the agency did not have the authority to institute animal welfare regulations under the organic program.

The National Organic Coalition will be conducting an in-depth analysis of the new proposed rule and comparing it to provisions in the 2017 Organic Livestock and Poultry Practices final rule. The community will also be urging Members of Congress to express support for a strong proposed rule that ensures true outdoor access for organic poultry and contains strong provision to protect animal welfare. NOC opposes a long phase-in period for the new rule... “we want provisions that are, at minimum, as strong as the organic animal welfare rule that was finalized in 2017.”

Key concerns are options for significantly long implementation periods (up to 15 years) and outdoor access for poultry. *From National Organic Coalition press release – August 5, 2022*

NOSB Fall 2022 Meeting Materials Available

Link: <https://www.ams.usda.gov/event/national-organic-standards-board-nosb-meeting-sacramento-ca-2022>

The NOSB plans to meet in Sacramento, California. The in-person meeting will be webcast live for those who are not able to travel. Should circumstances not permit an in-person meeting, the meeting will be held virtually. Updates will be posted to the meeting webpage.

When: October 18 - 27, 2022

Online Comment Webinars: October 18 & 20, 2022, Noon - 5:00 pm Eastern

In-Person Public Meeting: October 25 - 27, 2022, 9:00 am - 5:00 pm Pacific

Where: [Holiday Inn Sacramento Downtown - Arena](#)

300 J Street, Sacramento, CA 95814

Zoom information to access the webinars and live meeting webcast will be posted to the NOSB Fall 2022 Meeting webpage linked below prior to the scheduled events. Registration for oral comment speaking slots is now open. Written comments may be submitted via Regulations.gov. **Deadlines:** To be considered during the Fall 2022 Meeting, written comments and requests for oral comment speaking slots must be received by 11:59 p.m. ET on Thursday, **September 29, 2022.**

The meeting agenda, subcommittee proposals, discussion documents, and other resources — including details on how to register for oral comment slots and how to submit written comments — are available on the [NOSB Fall 2022 Meeting webpage](#). *(from the USDA Organic Insider)*

USDA Announces Historic \$300 Million Plan to Support Current & Transitioning Organic Farmers

August 22, 2022 — Agriculture Secretary Tom Vilsack announced the details of a \$300 million investment to support organic and transitioning farmers, and to address targeted organic market challenges. The Organic Transition Initiative is consistent with many recommendations made to USDA by the National Organic Coalition (NOC) to increase support for organic agriculture to help build a more ecologically sound, resilient, and climate-friendly food and farm system.

Read full details here: <https://www.nationalorganiccoalition.org/blog/2022/8/22/usda-announces-historic-300-million-plan-to-support-current-amp-transitioning-organic-farmers>

From National Organic Coalition blog

News from Canada

Organic Week is here!

Learn more here:

<https://organicweek.ca/>
and <https://semainebio.ca/>

[Organic Week live and pre-recorded webinars are free and require registration through Eventbrite.](#)

Join us in celebrating
ORGANIC WEEK

"PROTECT MY SOIL FOR FUTURE HARVESTS."
- The Earth

SEPTEMBER 12-18, 2022

LIVE EVENTS, WEBINARS, COOKING CLASSES AND MORE!

**Organic Connections
Conference & Trade Show**
November 16-17, 2022
PrairieLand Park- Saskatoon, SK

Save the Date

**Advanced
Inspector
Training**

Hosted ahead of
2022 Organic Connections
Conference & Trade Show

Nov. 15, 2022 9am-5pm
Saskatoon, SK

IOIA will sponsor Advanced
Inspector Training in conjunction
with the Organic Connections
Conference. This training will
include a review of key COS
updates, a hands-on audit
exercise, forensic agrology, and
techniques for fraud detection.

For Training Info, Phone:
1 (406) 436-2031

For info about Organic Connections:
1-306-221-7950
www.organicconnections.ca

IOIA Advanced Training in Saskatoon was shelved indefinitely two years ago with the pandemic. It's back, fresher and better than ever! One day of top-notch training for a bargain price (\$150 for members including lunch). Sponsored in conjunction with the Organic Connections Conference. Tentative Agenda includes a P.Ag. with lots of drift cases behind him speaking on Forensic Agrology; a grain-based audit exercise with Janine Gibson, IOIA Board Chair; Everything you need to know about inspecting for Regenerative Organic Alliance with Elizabeth Whitlow, ROA Executive Director; and grain inventory techniques that can help prevent fraud. Valeria Staykova, CFIA/ACIA, has been invited. Details are under development.

IOIA is a proud sponsor of the Guelph Conference!

Online Basic Processing Inspection Training

IOIA is pleased to launch IOIA Basic Processing Live Online Inspection Training to the COR – October 3 - 7 with IOIA trainers Garry Lean and Kelly Monaghan.

The 4 ½ -day Basic Organic Processing Inspection Training follows IOIA's curriculum requirements which include instruction on the organic standards (focus on the COR Standards).

[Full details and application available on the IOIA site.](#)

SAVE THE DATE
Jan 23 - 29, 2023

Don't miss the 2023 Guelph Organic Conference and Trade Show!

In-person and Online

Proudly hosted by:

IOIA Committee News – Engaged Members Working for You

IOIA Announces New Policy Committee Facilitator!

Rachel Cherry Myers of New York will serve as IOIA's new part-time contract Policy Committee Facilitator. She resigned from the committee as Chair, an office she served for the past few years, to apply for the position. Her recent work facilitating the inspectors engaged in the Inspection Retention Working Group was good experience for the work ahead. Her service for the past year as Chair of IOIA also informs the work. As a past member of the Policy Committee, she was heavily involved in the writing of IOIA's response to the NOP on SOE, IOIA's responses to the NOSB regarding Human Capital, as well as NOSB comments. The position was advertised among IOIA inspector members. Kate Newkirk will chair the Policy Committee.



This hardworking IOIA committee reviews opportunities and requests for public comment, guided by the IOIA Comment Policy and Comment Decision Tree. Duties of the new part-time contract position include scheduling and facilitation meetings of the IOIA Policy Committee (typically 1-3 meetings per comment task), working with the Policy Committee Chair and Board Liaison to the Committee (Terrance Layhew). The IOIA Policy Committee has 8 volunteer committee members. The Committee, typically charged with preparing 3-6 written comments per year, works collaboratively both real-time and self-paced, primarily in Google. First, the Committee determines that an issue is relevant to organic inspectors. If it has direct input on inspectors, the next question is, "Will it serve our Mission?" If the answer is "yes", next question is, "Will the comment correct a factual inaccuracy or respond to a potentially controversial issue?" If it will correct a factual inaccuracy, the Policy Committee decides who will write the comment. The BOD reviews the comment and signs off for submission. If it involves responding to a potentially controversial issue, the Committee collects membership opinion on whether IOIA should comment. In all cases, the IOIA board signs off on the submission. Typically, IOIA puts most of our energies into issues that have a direct impact on organic inspectors. However, those with indirect or cumulative impact may also be considered. The Committee assesses whether the resulting impact is critical enough to justify the investment of time and energy.

Gathering input may include membership surveys via Survey Monkey or attending meetings with collaborative partners (i.e., IFOAM Organics-International; Alliance for Organic Integrity; Organic Trade Association; National Organic Coalition). IOIA attends most informational webinars and listening sessions provided by the government and the National Organic Coalition on policy issues.

Coming up soon for potential comment are NOP Organic Livestock & Poultry Standards; 2023 Farm Bill – reach out to members to communicate; and the NOSB Fall Meeting.

If you see a survey coming your way, please take a few moments to participate to help ensure that **your voice** - the voice of inspectors - is heard.

Asia Pacific Committee

Successful advanced grower group inspection training delivered and training for India explored

The Asia Pacific Committee recently developed and delivered grower group training for experienced inspectors and certification staff through on-line training. Vitoon Panyakul (Thailand) assisted Kathe Purvis (Australia) in piloting the new course in March with 11 participants, mostly from Asia. Another five participants from North and South America, Europe, and Asia completed the training in June with Kathe Purvis. Course materials and curriculum were designed so that regional trainers could readily adapt the course to their region and deliver it in their own language. The second course provided an opportunity to fine-tune and test improvements.

The Committee is seeking opportunities to cooperate on training projects in Asia. They are in the process of surveying certifiers in India to assess needs and analyze training opportunities. The survey elicited a strong response from Indian certifiers (about half of all certifiers!), with almost all indicating interest in the wide range of training topics. Most of the certifiers were not yet NOP accredited but had applied for accreditation. Another 15% were already NOP accredited. The committee organized their first in-person training in Thailand in 2020. The committee's seven members represent seven countries (Australia, Thailand, South Korea, Japan, Nepal, India, Fiji). The committee was formed in 2014 and is well-organized under the leadership of Mutsumi Sakuyoshi, Chair.

Podcast, Town Hall, Coffee and Forum updates

This summer IOIA presented **3 podcasts** for your listening enjoyment, in lieu of our regular Town Hall meetings.

- Jacklyn Sleeper was interviewed on the outcomes of the ACA/IOIA **Inspector Retention** Working Group.
- Elizabeth Whitlow did an interview on **Regenerative Organic Certification**.
- Nathaniel Powell-Palm and Garth Kahl discussed the major outcomes and learnings from the **NOP funded Apprenticeship project** from the trainings in Kentucky.



Elizabeth Whitlow of
Regenerative Organic Alliance

Later this year IOIA will take a survey of members to select courses from the Organic Integrity Learning Center for which they would like to see us host discussion groups to further diversify Town Hall offerings as we move into 2023.

If you have not yet listened to our 2023 podcasts, you can check them out on the IOIA website - you must be logged in as an inspector member to the IOIA site. Then just click on the podcast link in the main menu to connect.

Town Hall will start up again September 15:

- **September 15** – Town Hall: Report out on IOIA’s NOP - funded Apprenticeship Project – what does it mean for IOIA and you?
- **October 20** – “Ask Me Anything about Inspecting Mushrooms”, Pam Sullivan.
- **November** – no Town Hall planned
- **December 15** - Online Holiday Party (a tradition since 2020!)

Coffee with IOIA

This is an idea that came out of the membership. It’s open to all inspectors, where IOIA members or no.

We enjoyed a great first get together on August 29, attended by 34 people, mostly of them not IOIA members but all were inspectors.

Facilitated by current IOIA Board chair Janine Gibson.

Dates and facilitators are:

September 12 - Beth Dominick
September 26 - Lau Ackerman
October 10 - Chuck Mitchell
October 24 - Lau Ackerman
November 7 - Lauren Gontram
November 21 - Lau Ackerman
December 19 - Lau Ackerman

*Remember -
Coffee with
IOIA is
Not Recorded!*



IOIA Forum

Lively discussions in August covered topics such as insurance for inspectors, mass balance audits, sodium nitrate use, fee schedules and more. If you are an inspector member and aren’t using the IOIA Forum, you are missing out on a great benefit of IOIA membership! Contact the [Forum Admin](#) to get signed up.

Organic Inspector Scholarships – Deadline to apply October 1

Newest Scholarship - Reynaldo De la Rosa

IOIA is accepting applications for the Reynaldo De la Rosa Scholarship Award, which provides full tuition for an IOIA-sponsored organic inspector training course located in Latin America. This scholarship is available to people that are intending to be working as organic inspectors in Mexico. Both prospective and experienced inspectors are eligible to apply. It is awarded to an individual on the basis of need and potential as judged by the IOIA Scholarship Committee. The Scholarship pays for tuition, room and board, and a stipend for travel.

Reynaldo De la Rosa was an organic inspector, passionate organic advocate, father, brother, and active member of the broader Mexican organic community.

Many people do not realize it, but Mexican organic inspectors face a unique and sometimes dangerous set of working conditions. To have cherry tomatoes on a salad in winter or dried mangos in the United States means there is an inspector visiting dozens of farms on the organic coop in Baja or the mango groves and coffee plantations of Sinaloa or Chiapas. Most often this simply means long, exhausting days driving dirt roads, eating bad food for dinner and grabbing breakfast at Oxxo (Mexican equivalent of 7-11), but sometimes it means getting held up by narcos at a highway checkpoint en route to the tomato fields, or contracting cholera from tainted water on a coffee inspection. For brothers Ernesto and Reynaldo de la Rosa, these have been the costs of working for many years as organic inspectors in Mexico.



The Deadline for returning all Scholarship applications is October 1. Scholarship recipients are notified by December 15. Application forms are available at www.ioia.net/scholarships/

But how to honor his work in the long term? We wanted to establish a scholarship for new organic inspectors from Mexico. There are so many hurdles to entering and succeeding in this profession and we felt the cost of training shouldn't have to be one of them. Each year the Reynaldo De la Rosa Memorial Scholarship will be awarded to a Mexican inspector to cover the cost of an IOIA basic training, plus a stipend to cover lodging and transportation. Applicants may choose to attend any IOIA-sponsored course during the year in which the scholarship has been awarded. For 2022-2023, this scholarship is available for basic online courses; in the following years it will be destined for face-to-face courses in Latin America.

Andrew Rutherford Scholarship

IOIA accepts applications for the annual Andrew Rutherford Scholarship Award, which provides full tuition for an IOIA-sponsored organic inspector training course during the following year. Both prospective and experienced inspectors are eligible to apply for the Rutherford Scholarship. It is awarded to an individual on the basis of need and potential as judged by the IOIA Scholarship Committee. Applicants can choose to attend any IOIA-sponsored training. The Scholarship pays for tuition, room and board but does not cover transportation or other expenses.

The late Andrew Rutherford was a farmer, organic inspector, and organic agriculture researcher from southern Saskatchewan. He served on IOIA's initial steering committee and then several years as a Founding Board Member.



Organic Community Initiative Scholarship

IOIA also offers an annual Organic Community Initiative Scholarship (OCIS), which provides full tuition for an IOIA-sponsored basic organic inspector training during the following year. It is awarded to an individual on the basis of need and their potential to have a positive impact on their regional organic community. The Organic Community Initiative Scholarship is only open to applicants from outside of the US or Canada. Applicants can choose to attend any basic IOIA-sponsored training. The Scholarship pays for tuition, room and board but does not cover transportation or other expenses.

IOIA's first Intern describes his experiences

by A'O - Onyekachukwu Akaeze

My journey in organic agriculture started in August of 2018, when I gained admission into the doctorate program of Tennessee State University to study Biological Sciences (with major in organic agriculture production). I learned a lot about the organic industry both in the United States and globally. I was impressed not only by the fast growth of the industry since the early 1990s but also by the even greater potential for more growth. I knew that one way I could positively impact the organic industry is to become an organic inspector.

In December 2021 I applied for an intern opportunity with IOIA as Apprentice Organic Inspector. This involved NOP Standards webinar training. This was followed by a 4-and-a-half-day Basic Organic Crop Inspection training and a 5-day Crop Apprenticeship Intensive, both of which took place at the Conference Center of Kentucky State University Farm. The training was very well organized; from the travel arrangements, accommodations, lunch, and material delivery. The IOIA instructors for the Basic Organic Crop Inspection training (Margaret Scoles and Garth Kahl) were very experienced and maintained a continuum in the flow of knowledge. They taught us not just what was in the books and NOP standards, but also how to handle real-life situations when inspecting farms. They were patient when students would ask lengthy questions, and made sure the students get the right answers and also understood the reasons for the answers given. In the training, we learned how to make a good inspection plan, identify organic control points, review farm records, conduct audit reports, and exit interviews, and write a good inspection report.



A'O and new friend in Kentucky

The Basic Organic Crop Inspection training also involved observing an experienced organic inspector on a real on-farm inspection. I still remember standing there and observing Garth Kahl inspecting a farm in KY. And although I have at this point enough knowledge on how to do a farm inspection, I still felt the disconnect between the classroom and the field but I am glad how quickly that changed. The next training-the Crop Apprenticeship Intensive was indeed "intensive". During the 5 days of the training, we not only observed experience inspectors conduct farm inspections, but we also participated in farm inspections and were guided in writing inspection reports.

I appreciated many things about the IOIA training but would mention just three. First, the passion of the instructors in ensuring that we get the most recent and up-to-date information regarding the organic standard on allowed and prohibited materials. Instructors ensured that we know how to apply this knowledge when doing a farm inspection. Second, mentorship and support are available up to one year after the training. We have access to experienced organic inspectors to ask questions or seek guidance regarding any particular situation we may encounter while doing farm inspections or writing inspection reports. Lastly, I appreciated the diversity in the group. Even though it was a small group, great care was taken to ensure that everyone is represented, and as a member of a minority, this no doubt made it a much better learning experience for me. The biggest challenge I have met so far is that because the



"Crop Apprenticeship Intensive" is new, many certification bodies are not aware of it and still demand further training or shadow inspections. Currently, I am a contract organic inspector for two USDA accredited certification bodies. I am thankful for the opportunity to receive the IOIA Organic Crop and Crop Apprenticeship Intensive training and the support received from IOIA that has made it possible for me to become an organic inspector today.

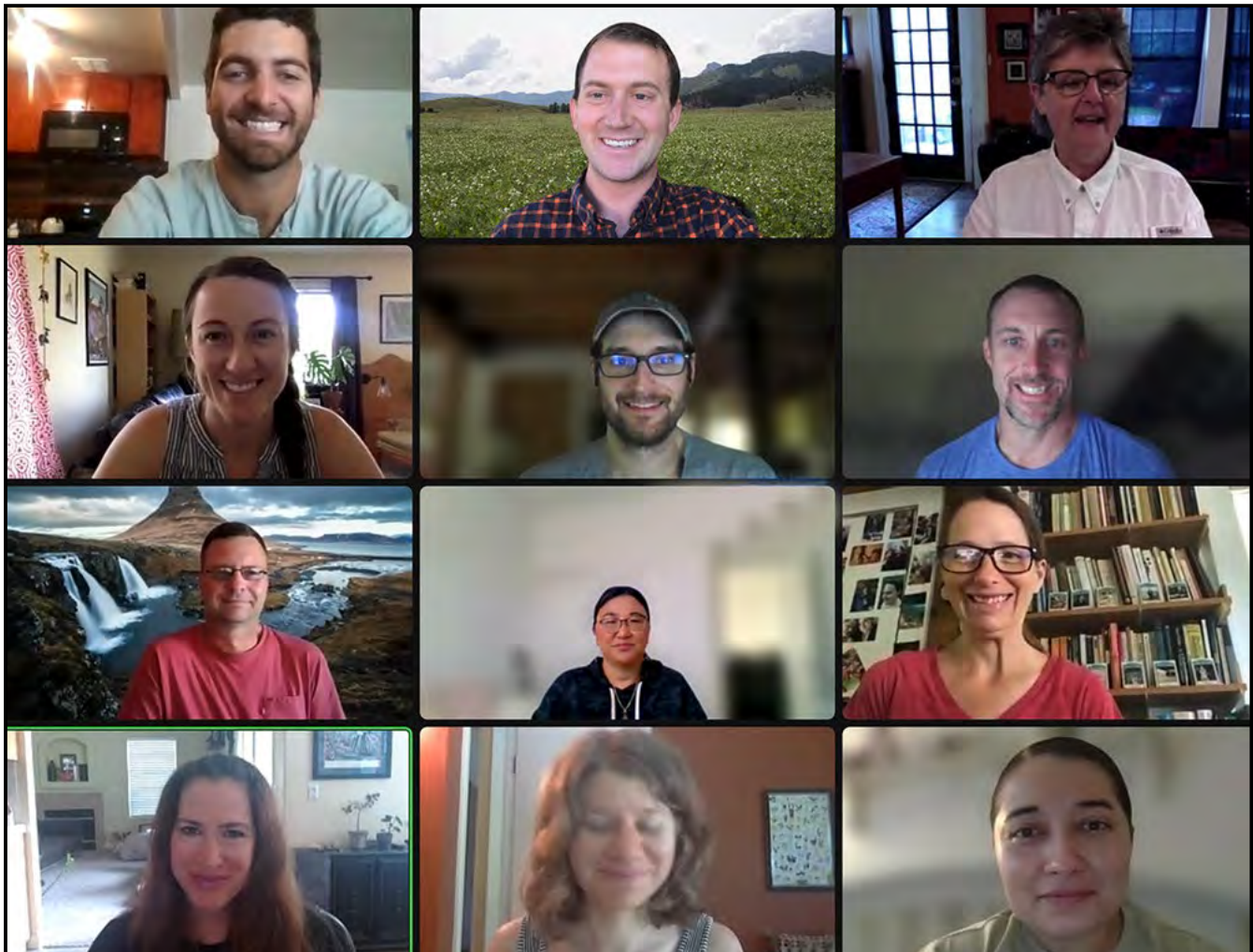
Overall, my journey in the organic industry and in becoming an organic inspector has been great! And I will encourage anyone, especially young people in agriculture or who want to make a positive impact on healthy and sustainable food production to go for this training and become organic inspectors!!

The internship was funded by USDA NOP through the Organic Farmers Association's RFA project, "Diversity, Equity, and Inclusion Resources for Organic Professionals."

Basic Live Online Crop Trainings - Double Header!

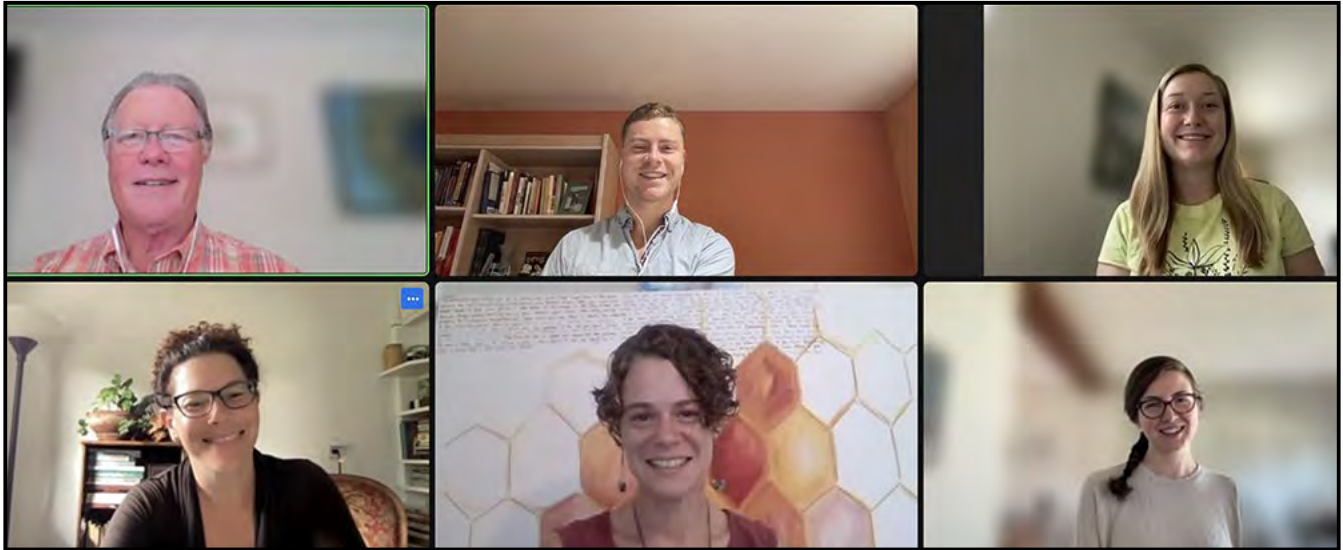


Live Online Crop Inspection training - Five participants with Trainer Garry Lean, June 13 - 17



Live Online Crop Inspection training - Five participants with Trainers Nate Powell-Palm and Jonda Crosby, June 13 - 17

Basic Live Online Processing Training



Live Online Basic Processing Inspection training
July 11 - 15

IOIA Develops New Media Tool, partnering with Oregon Tilth’s Human Capital Project

In IOIA’s quest to capture as much diversity as possible, we visited dairies, distilleries, produce farms, and midwestern corn/soy. We captured inspectors of all ages, gender, and race doing what we do every day – reviewing OSPs, looking at inputs, evaluating adjoining land use, assessing risks, reviewing records, taking samples, and talking to farmers. Everyone was asked the same question – What’s the best part of inspecting? Hands down – the universal answer “The people!” We traveled 1000s of miles and collected hours of film to make a 6-minute video.

We started out thinking of diversity in terms of gender, generational, and ethnic. We ended up surprising ourselves with the diversity of operations including student-run farms on universities and university research farms. We captured apprentices, interns, and mentors. What we didn’t capture were the plain people, who make up such a

significant percentage of the organic farms in the US, but where photos aren’t appropriate. IOIA is already planning the next video – a 30th anniversary celebration of IOIA and the world of inspecting.

Look for it at the Annual Meeting...



Kathleen Delate, Iowa State University Research Farm, the producer, and Terrance Layhew, the inspector

IOIA/HKORC Crop Inspection Training in Hong Kong (Online), May - June

by: Chloe Chan (Certification Officer), and Katie So (Certification officer)

After years of effort combating the COVID-19 virus, more countries have decided to ease restrictions on travel and open up their border again, yet, Hong Kong is under zero tolerance for the virus and strict regulations on travel. Due to the pandemic issue, Organic Crop Inspection Training 2022 was completed online in Hong Kong, with the joint effort of the Hong Kong Organic Resource Centre (HKORC) and IOIA. Being the only international-accredited organic certification agency in Hong Kong, HKORC has been the key player within the agricultural industry, who proactively advocated for the organic movement and co-organized Organic inspector training with IOIA since 2004. Up to now, more than 30 IOIA training graduates have devoted themselves to the industry and continually deliver professional inspection services with the supervision of HKORC.



To better facilitate the class, 12 students coming from various backgrounds within the sector were selected for the training course. We were honored to invite Luis Brenes, an experienced organic inspector and trainer to deliver the course. Just like in past years, the course covered topics including organic standards, inspector ethics, inspection procedure, audit trail, and report writing, to equip the students to become future inspectors. Although face-to-face teaching and on-site training could not be carried out this year, IOIA had prepared plenty of virtual training materials as well as a virtual field trip to demonstrate an actual organic farm inspection to the students. With all the effort and hard work paid by the students and Luis, all of the students were able to complete the course with outstanding performances.

Hong Kong is often perceived as a metropolis dominated by high-rises and businesses with limited rural landscapes and activities. In fact, about 2,500 farms, mainly smallholder farmers, are scattered and thriving in the northern part of Hong Kong, in which more than 4% are committed to organic. To satisfy the growing demand for agricultural talents in the industry, accompanied by raising awareness of food safety and environmental issues as well as advocacy for local farming, Hong Kong Baptist University introduced the first agriculture-related degree programme in Hong Kong, BSc (Hons) in Biore-source & Agricultural Science Programme, in 2019. With increasing professionals and improvements of technology, the agricultural industry is transforming into a more modernized business. 'Hong Kong fresh products' may gain more attention in the foreseeable future.



Watch for the Special 30th Anniversary issue coming up to have a complete history of the relationship between IOIA, HKORC, and HK Baptist University.

programme in Hong Kong, BSc (Hons) in Biore-source & Agricultural Science Programme, in 2019. With increasing professionals and improvements of technology, the agricultural industry is transforming into a more modernized business. 'Hong Kong fresh products' may gain more attention in the foreseeable future.

Hong Kong online crop course with Trainer Luis Brenes, top row 3rd from left.

Winding down the largest project in history for IOIA

The Human Capital Project funded by NOP finishes this month

“Building a Sustainable and Inclusive Apprenticeship Program for Organic Inspectors and Other Organic Professionals” set forth impressive goals. We attained each one. We created a replicable model for apprenticeship that includes appropriate compensation for mentors and follow-up support for the apprentices for months afterwards. Working with project partners, we developed marketing and recruiting media assets (Organic Association of Kentucky); defined mentor and apprentice competencies; developed curricula, course agendas, and learning objectives for 3 scopes of inspection (crop, livestock, handling); delivered 3 different training events in-person in Kentucky including trialing the apprenticeship intensive concept; delivered a transition trainer workshop geared for extension agents and developed a toolkit; and adapted it for one-on-one mentoring. The project acknowledged from the beginning that the faces of organic inspectors are worryingly homogenous and tackled this guided by the principle of inclusion and diversity. Our basic Crop Inspection Training in KY in April was so successful at recruiting a diverse cohort, that the NOP requested a copy of our group photo for a presentation to land grant universities! A huge acknowledgment goes to Dr. Marcus Bernard of KSU for his guidance on diversity, equity and inclusion. Thank you to Drs. Mark Williams (UK) and Shawn Lucas (KSU) for curriculum guidance, hours of review, and salty common sense. Thank you to Ellie Hudson, Green Door Workshop, for her experienced and steady project management skills. Thank you to all of the KDA certified farms who hosted field trips! And thank you to NOP for funding a wide variety of human capital initiatives. Deliverables are due the end of September; they will become publicly available through the NOP website. Jonda Crosby, Matthew Miller, Bob Durst, and Janine Gibson rounded out the team with their combined inspection experience and curriculum expertise. Project Partners: Organic Association of Kentucky, KY Department of Agriculture, KY State University, University of KY, Organic Integrity Cooperative Guild, Green Door Workshop.



A summary of training events delivered to test and refine the concept:

- A Basic Crop Inspection Training in April – (photo last issue) – 17 participants in Frankfort at KSU’s Howard R. Benson Research Farm.
- NOP Crop Standards webinar in March to support the Crop Inspection Training.
- Transition Trainer Workshop in April – Trainer, Garry Lean. A comment from a participant, *“The on-farm components made the regulations “real” and allowed us to have insight from the producers’ perspective - much appreciated!”*
- Crop Apprenticeship Intensive in May – 6 participants – all successful. Garth Kahl, assisted by Andrew Black, led this training at the KSU Research Farm. A participant has already been hired as a full-time staff inspector just 67 days after completion!
- Livestock Apprenticeship Intensive in July – 4 participants – all successful. Nate Powell-Palm, assisted by Angela Wartes Kahl, led the training in Hopkinsville, KY during a record-breaking heat wave.



MORE INFORMATION IN THE NEXT ISSUE!

Livestock Apprenticeship Intensive – COMING JULY 2023

IOIA/ACA Inspector Retention Working Group Report published

On September 7, a 63-page Inspector Retention Working Group report was shared with the IOIA and ACA boards, the culmination of a project launched in January. The report will soon be available to the memberships of both organizations. IOIA and ACA partnered on the working group. An ACA/IOIA leadership team met to plan before launch and after the group finished their work to finalize the document. The working group was composed of 26 contract and staff inspectors and 20 non-inspector certifier staff representing the diversity of the certification sector.

The final document includes Overview and Purpose, Vision for the Future of Organic Inspections and Certifier/Inspector Relationships, Recommended Best Practices for Inspector Retention, Background, Working Group Structure and Topics, and Recommendations for Future Work.

Excerpts From the Draft Executive Summary

Certifiers and inspectors collaboratively identified root causes of inspector attrition and barriers to new inspectors entering the workforce and to retaining inspectors. The group focused on six high-level topics identified as key factors in inspector retention:

1. *Inspector Business Relationships; Contracts and Insurance*
2. *Inspector Training and Qualifications*
3. *Inspector Compensation*
4. *Inspector Workload and Working Conditions*
5. *Inspection Quality, Feedback, and Continuous Improvement*
6. *Certification Systems, Forms, and Administrative Tasks*

Historically, the culture of the certifier/inspector business relationship presented a challenge to open communication. The joint working group provided a neutral space, outside of the context of an employer/employee or contract relationship, to begin bridging this communication gap. This environment supported inspectors and certifiers in having open and honest conversations and learning from one another.

*Though both certifiers and inspectors acknowledged many of the same causes of inspector attrition, they often had widely different perspectives on the root causes of the issues which were eye-opening for many participants. These conversations ultimately led to a deeper collective understanding of the challenges faced by each stakeholder and provided a baseline from which the group could find consensus and make recommendations for practical solutions. These are presented in the **Recommended Best Practices for Inspector Retention**.*

“There are many recommendations and findings here that seem quite transformational.” – Ellie Hudson



IOIA/ACA Inspector Retention Working Group Report, continued

While this working group made strides to open the lines of communication and support successful collaboration between inspectors and certifiers, this is only a first step. Sustained collective action, led by IOIA and ACA, can continue to drive improvement and innovation in organic certification as the industry continues to grow and evolve. The working group developed a set of recommendations in several areas where further work is needed and should be prioritized, which are outlined in the **Recommendations for Future Work: Vision for the Future of Organic Inspections and Certifier/Inspector Relationships**.

Vision for the Future of Organic Inspections and Certifier/Inspector Relationships

During the first topic and discussion, the working group participants were asked to share their vision for the future of organic inspection and the relationships between certifiers and inspectors. The following vision statement is a summary of these shared sentiments and provided the common foundation upon which the working group could have productive and respectful conversations about these complex and nuanced topics.

We envision a future where:

1. *Organic inspecting is a viable career with an affordable cost of entry that provides a sustainable work/life balance, competitive compensation, flexibility to meet individual needs and preferences, and accessible opportunity for professional growth and development.*
2. *Certifiers, staff inspectors and contract inspectors establish and build relationships based on trust, understanding, and mutual respect for the important role that each party plays in the organic certification process.*
3. *Relationships are strengthened through organized cooperative work between certifiers and inspectors to overcome shared obstacles facing the organic certification sector.*
 - *Certifiers, IOIA, and ACA are united in their commitment to addressing precompetitive problems to support the organic industry. These organizations work together to drive consistency and efficiency in organic certification and advocate for policies and practices that support the retention of inspectors and certification staff.*
 - *Collaborative IOIA/ACA working groups actively address certification and inspection challenges. Through open and honest conversations, the working groups discussed pain points, shared perspectives, and common experiences, to identify the root causes of complex issues, work to find consensus, and develop recommendations for action.*
4. *Certifiers and inspectors embrace innovation within certification that will continue to support and improve inspector retention as the industry evolves.*

Acknowledgements:

- 1- IRWG members, including some from the ACA and IOIA boards
- 2- Editors: Ellie Hudson (ACA), Brian Baker, Margaret Scoles, Beth Dominick (IOIA Vice-Chair), and Connie Karr (ACA Chair)
- 3- Document Authors: Rachel Myers and Jacklyn Sleeper
- 4- Final Formatting: Gayle Mitchell (ACA)
- 5- IOIA and ACA Board members for ongoing feedback

Board Minutes

IOIA - Board of Directors Meeting - Thursday 5/19/2022 6 -8 pm EDT Conference Call – Full Board

Attendance: Janine Gibson, Chair; Allan Benjamin Kate Newkirk, Chuck Mitchell, Terrance (T) Layhew; Brian Baker. Others: Margaret Scoles, Executive Director; Onyekachukwu Akaeze (A'O) joined the meeting at ~15minutes to give his report.

Treasurer's Activities: Allan reported on his in person visit to the IOIA Broadus office. All in all, the financial review was good. Cil, bookkeeper, walked through policy and procedures, pulled up reports for review. Allan states he has lots of information to review but preliminary findings are good.

Canadian/Latin America/Asia Pacific Committee updates – Chuck:

***Latin American–** Over 3-4 years trying to gather inspectors together to meet. Recently 16 inspectors in Latin America were emailed. Got a response from 4-5 for a meeting. Selected meeting date, Margaret and Sacha were on with only 1 inspector. Conversation for 45 minutes. Suggests Margaret work with certifiers that work in Mexico on some training activities with new Mexican Standard and SOE will also affect Latin **America** certifiers. “We should up our game with outreach to individual inspectors”. Homero/Lois/Margaret/Sacha will work with getting the Latin American projects going. Lois and Margaret have connections in Mexico and Costa Rica. Inspectors are mostly associated with certifiers. Training by working with certifiers or multiple certifiers. Discussion of the value of more Latin American candidates for the board of directors.

***Asia Pacific** - Entered 3-year agreement where they could use any profits. Three-year agreement has expired. Margaret suggests extending the agreement 1 year – till April 2023 due to pandemic slowing their progress. Margaret notes there are \$1100 dollars being held for their support from the 2020 training. Motion for APC to keep the funds they generate from training through April 2023 moved by Brian – Motion carried.

Suspended Committees to welcome A'O for his Report on his Kentucky Training (during the KY crop intensive) - Training is going well. Enjoying intensive experience.

Scholarship Committee and Editorial Review Board Updates – Brian Scholarship Committee met May 18th, Arthur Bassett leading, Lois Christie, Diane Cooner and Angela Wartes-Kahl. Subject Reynaldo De La Rosa scholarship, between \$15-16,000 earmarked for training of inspectors working in Mexico. If training of LPO then SENASICA needs to be involved. Will follow the Rutherford Scholarship Model, translated into Spanish, edited and added a question. Funding will run the same way.

Editorial Review Board –Which IOIA publications in need of editing? Which to archive, based on OILC (taking over aspects). Work with T. Margaret – recommends have no standing committee and use ad-hoc as needed. Motion to disband Publication Review Committee – moved by Brian, passed.

Membership/Nomination Committee: Beth as Vice Chair of Board should be on committee but Board Members cannot be Chair. In our upcoming Newsletter request a Co-Chair to work with Eric and Beth. Past Board members might be a good fit. Send recommendations to Beth.

Strategic Plan Update – Staff Evaluation/HR Consultant/New Positions: Ellie is the point person working with Margaret, Ellie didn't have an HR person in mind and suggested Margaret start by calling Montana Nonprofit Association Non-profit, who suggested IOIA join Associated Employers (AE) who have 2 offices in MT, one in Billings. AE can send people in person but probably don't need to but can work with Ellie and Margaret with staffing plans. Strategic Plan says establish Board Leads and contractor to establish process. Ellie and Margaret are not Board Leads. Standardize method of evaluation of IOIA staff that is approved at Board level. Also write procedure and ED perform staff review and Board approves. Need Board lead to work with process. AE has sent templates for evaluation. Self-evaluation process. Allan – has an interest in being Board Lead and with Beth. Janine, Beth and Alan will work with Ellie and Margaret.

Strategic Plan Update – Training Advisory Council Good Discussion. Need to articulate goals and responsibilities for council members. Recruit experts to participate in the council. Host a kick-off session with Training Advisory Council. Ellie and Janine will review. Paid People? Certifiers need to be involved. One or 2 University reps. Also, International reps. T – how many people? maybe model after NOSB, need good mix of people, 9-11 people max. **Who picks them? Board will select.**

Board Minutes

#10 Follow-up to ACA/IOIA Joint Boards Meeting: Ellie is now working for both ACA and IOIA. ACA has a staffing plan which has been filled; part time executive director (Ellie), full time coordinator to be filled, and part time admin Amy Collins.

IOIA - Board of Directors Meeting - Thursday 6/16/2022 6 -8 pm EDT Conference Call – Full Board

Attendance: Janine Gibson - Chair, Beth Dominick, Brian Baker, Allan Benjamin, Kate Newkirk, Terrance Layhew, Margaret Scales – ED.

Policy Committee: Discussed need for a paid facilitator for the Policy Committee. Kate will speak with Rachel Cherry Myers to see if she is interested to apply, and if so, Kate is willing to be committee Chair. Paid facilitator position will be open for all inspector members to apply. to allocate additional \$1800 for the remainder of the 2022 budget cycle to the Contract Labor (Policy Committee) line item. Allan moves - Approved

Membership Committee – Beth Membership Committee could use some revitalization, needs more members. Beth will continue to act as Board liaison, working with Eric.

2023 AGM: A Joint IOIA/ACA training venue in New Orleans is contracted Sunday January 22, 2023 (arrival), thru January 28, 2023 (departure). When should we schedule AGM? Should it be a half day hybrid meeting? Preference for Monday afternoon, Jan. 23 with a hybrid event (online and in-person). T suggested we poll membership with a “Save the Date” survey to get an idea of how many would attend in-person and online and whether they desire an additional IOIA training day on Friday, Jan. 27. Terrance and Janine offered to serve on the 2023 AGM Committee and Beth is willing to serve as needed.

Strategic Plan Training Advisory Council (TAC): Should be made up of movers & shakers in organic industry - Organic professionals. Not a hands-on committee will work at a higher level, meet 4 times a year as summits. Include a strong international component. About 10 members. Terrance suggestion, about half appointed by key stakeholder organizations and the other half would be individuals. The organizations would put forth their own persons. The individuals would have to apply. Brian - look at individuals with both broad experience and a fresh perspective. Margaret/Janine/Ellie will meet to start this process.

Strategic Plan Update: Executive Director Evaluation Update – Will be looking for Self-Evaluation forms for both ED and IOIA staff. Margaret is working with Ellie and Associated Employers (our HR consultancy). Allan and Janine are leading the ED Evaluation. First step is to approve a process/policy for standardizing evaluation and write a procedure for implementing reviews, analyzing results, and providing feedback. Self-evaluation will be included for all staff.

Inspector Retention Working Group: Jacklyn Sleeper submitted the draft on 6/10 and will be starting new job with NOP. Ellie & Margaret with Beth’s help will be finalizing report comments. The finished draft will be circulated by ACA and to the IOIA BOD, also to IOIA members for input. Jackie spent much time finalizing the report and the time exceeded what was budgeted and contracted. When added to an equal amount from ACA and the \$1250 remaining in the budget, this would cover about ½ of Jacklyn’s extra hours. It will be awarded as a bonus in recognition of the many extra hours worked and the exceptionally good work she did. Motion by Beth to add \$1250 to budget for Jacklyn’s extra time – Approved

Follow-up ACA/IOIA Joint Boards Meeting: Connie Karr stated that all inspectors were welcome to attend the NOP training at the joint meeting. Gayle Mitchell is the new full-time ACA coordinator. Joint conference will be along the lines of the 2021 conference. It will be truly joint. Create a Venn Diagram of ACA and IOIA organizational interests.

Margaret notes: Ukraine - common interest identified during IOIA-ACA joint boards meeting. An online event “Organic Export during the War” was received via IFOAM. She will circulate. Rachel suggested to that we investigate ways to supply organic food to the Buffalo area impacted by the mass shooting as the TOPS food store is still closed and is the only grocery in the area.

Schedule Meeting with Jenny Tucker – Plan agenda. OOL, SOE, OLPS, ask if NOP Lead Auditor would be available for TAC, Available Funds? Diversity. Overall take-aways from the RFA Human Capital initiative. Secretary Vilsack’s speech and Climate Smart Ag.

Respectfully Submitted, Kate Newkirk, Secretary



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KEEP IOIA STRONG – LEND YOUR STRENGTH AND GET INVOLVED!

2022 Calendar

September 12 - 18 | Canada's 14th annual [Organic Week](#) celebrations

September 28 - October 1 | [Expo East 2022](#), Philadelphia, PA

September 29 - October 1 | [Biofach America](#), Philadelphia, PA

*September 30 to October 16 | The [2022 IFOAM – Goesan International Organic Expo](#)
+ Industry Fair, Goesan, South Korea*

October 18 - 27 | Fall NOSB Meeting, Sacramento, CA. See page 6

October 31 2022 - November 04 | Basic Crop Inspection Training, Coralville, Iowa

November 7-11 | Basic Livestock Inspection Training, Coralville, Iowa

November 15 | Advanced Organic Inspector Training, Saskatoon. See page 7

November 16 & 17 | [Organic Connections Conference & Trade Show](#), Prairieland Park, Saskatoon.

November 29 & 30 | Organic and Non-GMO Forum, Minneapolis, MN [Register](#)

January 23, 2023 | IOIA AGM, New Orleans, LA



*PLEASE SEE PAGES 2 & 3 FOR THE CURRENT LIST OF
IOIA LIVE ONLINE, ONSITE, WEBINAR AND SELF-PACED TRAINING OPPORTUNITIES*