



# STRENGTHENING OUR FOUNDATION, SETTING BIG GOALS, AND TAKING BOLD STRIDES FORWARD



2019 ANNUAL MEETING, HUATULCO, OAXACA, MÉXICO



We, as inspectors, are a key part of the organic certification process. Organic integrity rests largely in our hands. IOIA is the only inspectors' organization of its kind and is dedicated to ensuring that the organic label means the product inside is really organic. Each year, IOIA trains as many as 1000 participants in dozens of training events around the world. It is important for us all to understand the role that Board members play in making IOIA such a successful association.

*Our 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.*

Being an active inspector is one of the requirements to serve on the BOD, but the demands of inspecting can make that service challenging. First and foremost is my commitment to IOIA -- for guiding me through my early trainings and for the support and mentors throughout the 19 years of my inspection career. I am happy to be able to give something back as the Board Chair and to serve with such an amazing and knowledgeable Board - we have a great team. An important part of my membership with IOIA is the advanced trainings and the networking aspect it brings to what can be very isolating work. I am a strong proponent of the AGM and in-person trainings as a way to stay connected with colleagues. This year was even more amazing than ever— a chance to escape the rainy cold wet weather and most of all, to get together with the colleagues we rarely see and to meet new ones. I first went to Huatulco, Oaxaca in 1969 and I lived for a short while in nearby Puerto Angel. Huatulco is no longer a sleepy little fishing village but it is still an amazing place with some of the most beautiful and pristine beaches in Mexico. I spent many years inspecting (and now consulting) in Mexico. I am happy to see Mexico now taking a front stage in the organic industry. It is our hope that we can have future trainings with SENASICA in Mexico. Inspecting and serving on the BOD has been an amazing journey. I love the participation we have in the industry and all of the connections deepen my conviction in what we do. I am especially proud of our new Policy Committee that will give IOIA a better representation of membership voices. And finally, as stressful as travel can be in our work, let us not forget these tiny windows of beauty – whether it be the cities or the rural areas of the many countries we work in.



Nosotros, como inspectores, somos una parte clave en el proceso de certificación orgánica. La integridad orgánica reposa en gran medida en nuestras manos. IOIA es la única organización de inspectores de su índole y es dedicado a garantizar que la etiqueta orgánica signifique que el producto en su interior sea realmente orgánico. Cada año, IOIA entrena a hasta 1000 participantes en docenas de eventos de capacitación en todo el mundo. Es importante que todos comprendamos el papel que juegan los miembros de la Junta para hacer de IOIA una asociación tan exitosa.

Ser un inspector activo es uno de los requisitos para servir en La Junta Directiva (BOD por sus siglas en inglés), pero las demandas de inspección puede hacer que esto sea un desafío. Lo primero y más importante es mi compromiso con IOIA, por guiarme a través de mis primeros entrenamientos y por el apoyo y a los mentores durante los 19 años de mi carrera de inspección. Estoy feliz de poder devolver algo como Presidente de la Junta y servir con tan increíble y conoedor consejo: tenemos un gran equipo. Una parte importante de mi relación como miembro con IOIA son las capacitaciones avanzadas y el aspecto de las conexiones que aporta a lo que puede ser un trabajo muy aislado. Soy un gran defensor de la AGM y los entrenamientos en persona como una forma de estar conectado con mis colegas.

Este año fue aún más sorprendente que nunca: una oportunidad de escapar del clima lluvioso, frío y húmedo y, sobre todo, de reunirnos con los colegas que raramente vemos y conocer nuevos. Fuí a Huatulco, Oaxaca, por primera vez en el año 1969, y viví por un corto tiempo en el cercano Puerto Ángel. Huatulco ya no es un pequeño y tranquilo pueblo de pescadores, pero sigue siendo un lugar increíble con algunas de las playas más bellas y vírgenes de México. Pasé muchos años inspeccionando (y ahora consultando) en México. Estoy feliz de ver a México ahora en primera fila en la industria orgánica. Es nuestro deseo poder tener futuros entrenamientos con SENASICA en México. Inspeccionar y servir en el La Junta Directiva (BOD por sus siglas en inglés) ha sido una sorprendente jornada. Me encanta la participación que tenemos en la industria y todas las conexiones profundizan mi convicción en lo que hacemos. Estoy especialmente orgulloso de nuestro nuevo Comité de Políticas que le dará a IOIA una mejor representación de las voces de los miembros. Y finalmente, tan estresante como puede ser viajar en nuestro trabajo, no olvidemos estas pequeñas ventanas de belleza, ya sean en ciudades o en áreas rurales de los muchos países en los que trabajamos.



*Lois Christie* 2019 IOIA Board Chair

**Through collaboration with partners,**  
IOIA trained in 8 countries and in 4 languages during 2019.

### IOIA in Latin America

- The Annual Meeting in México, plus extraordinary outreach efforts by BOD member Chuck Mitchell, elicited a jump in inspector membership in Mexico in 2019. Advanced training included comprehensive training on the new Mexican organic regulations.
- Our Chair Lois Christie also reached out to SENASICA to develop further training, working more closely with the Mexican government.
- Philippe Descamps of Costa Rica, BOD Liaison to Latin America Committee, personally contacted every Latin American inspector member with the goal of renewing interest in the Committee.
- IOIA's Executive Director Margaret Scoles was invited to speak on two topics (NOP Oversight and Organic Fraud in the US) at II Congreso Internacional de Producción Orgánica in Guayaquil, Ecuador. Simultaneous translation was not available. Juan Carlos Benítez, IOIA inspector member in Ecuador, stepped up to assist with translation of both the oral and slide presentations.
- IOIA delivers in-person Spanish language training regularly and is exploring webinars. In 2019, basic farm inspection training was held in Costa Rica.



### IOIA in the Middle East

Trainer Luis Brenes was in Dubai for 5 days of training cosponsored with SGS Gulf Limited and based on the IFOAM Standards. Fourteen participants completed the course.

### IOIA in the Asia Pacific

- Both advanced and basic trainings were delivered in Korea in Korean language to the Korean standards, and basic farm training in Japan in Japanese to the JAS standards.
- Working with trainer Kathe Purvis and NCO in Australia, IOIA completed the pilot of the self-paced Audit Trail training begun in 2018. Ten participants completed the course in 2019, bringing the total to 34 participants.



#### Spotlight Asia Pacific Committee!

This committee, with 6 members from 6 countries, spearheaded an ambitious initiative to develop regional training. The first training (Thailand, January 2020) focused on inspection of Grower Groups and included a Train the Trainer to expand IOIA's capacity in the region.

### IOIA in Canada

- IOIA typically organizes advanced organic inspector training in Canada about every 2 years in conjunction with the Guelph Organic Conference in Ontario. The 2019 training featured an intriguing agenda including organic aquaculture, aquaponics, *Cannabis*, and organic insects. Canadian Committee Chair Bill Barkley facilitated the event.
- Annual sponsorship of the Guelph Conference is one of the activities of IOIA's Canadian Committee.
- Former BOD member and founding member of IOIA, Monique Scholz represented IOIA at a Roundtable in Quebec with the Minister of Agriculture and Agri-Food, presented by Agriculture and Agri-Food Canada.



**Addressing issues and concerns of organic inspectors**

**IOIA Offers Continuing Value for Inspector members as we Respond to Community Trends and Inspectors' Needs!**

**Training – Continuing Education for inspectors**

- Record attendance at the Guelph Advanced Training in Canada. IOIA also hosted a member reception.
- A popular benefit for inspectors – a half-off discount for one webinar each year – (18 members in 2019).
- Fraud training in México was developed in response to several significant organic fraud cases. It drew from the wisdom and experiences of IOIA's seasoned inspectors and was delivered in two languages.
- Advanced Biodiversity & Natural Resource assessment training *"The best continuing education opportunity I have ever participated in an advanced inspector training"* - participant.

**Communications – Keeping Inspectors in the Loop**

- The IOIA quarterly newsletter continues to be a prime benefit of membership. IOIA is unafraid to cover controversial issues such as container growing. If it matters to inspectors, we write about it! Guest article: *Organic Inspection Opportunities in Oil and Gas* by Doug Raubenolt addressed agricultural monitoring of pipelines crossing organic farms.
- Board Agendas are posted on the IOIA website and open to all inspector members.
- The IOIA Forum "inspectors only" on-line discussion group and website Job Board are essential resources.

**Working with Certifiers – Partners in Ensuring Organic Trust**

- A collaborative 2020 AGM with ACA was proposed at the 2019 AGM as a symbolic launch of the new decade. IOIA also participates in ACA Working Groups.
- IOIA continues (since 2010) to sponsor regular conference calls with certification agencies. This dialogue informs our peer evaluation, training, and inspector credentialing programs. The certifier representative on the NOSB and the Coordinator of ACA are invited to these meetings.
- IOIA's Peer Field Evaluation Program keeps inspectors working and helps certifiers meet their accreditation requirements for inspector evaluation. Field evaluators are drawn from IOIA's accredited members.

**Advocacy & Outreach**

Ensuring the inspector's voice is heard, IOIA and IOIA's members continually step up and speak up to strengthen organic integrity.

**Consumer Outreach**

- *Ask the Inspector*, created by board member Chuck Mitchell, empowers inspectors to educate the consumer about organic.
- New consumer membership category in 2019.



IOIA members enjoy a special camaraderie, which often begins with their first IOIA training experience.

*"My two cents' worth on member outreach is that we need to engage our members in a deeper way, collaboratively with interactions that 'stick to the wall' which will make our association and our personal connections stronger regionally, globally - integrally as part of the organic movement."* Margaret Anne Weigelt

Highlights from Training Around the world

**Apiculture Training in Oaxaca**  
 Garth Kahl (Oregon, USA) and Ernesto De La Rosa (Morelos, México) led, in Spanish, 15 participants through the Mexican organic honey regulations, including a hands-on tour of a bee yard. Homero Blás arranged the meeting room and tour in a small village where his family has a multi-generational farm producing coffee and honey. México produces much of the world's organic honey, thus was a fitting location for IOIA's most comprehensive apiculture training ever.



**Pipeline Training**  
 Trainer Joyce Ford worked with Mountain Valley Pipeline to train their Environmental Inspectors to implement NOP practices to protect organic farmers during the construction of gas pipelines across their land.



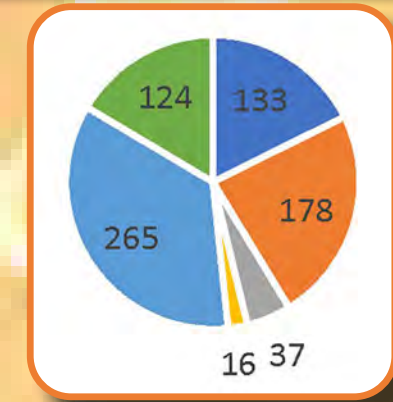
**"What did we see?" The group gathers round to see what type of insects Phil Foster has in his net at Pinnacle Organically Grown Farm.** Wild Farm Alliance, CCOF, and Tony Fleming, geologist and former inspector, delivered two IOIA advanced trainings in California: *Assessing Biodiversity & Natural Resources on the Farm*. The trainings were designed for everyone who inspects, reviews, or certifies crop or livestock with interactive hands-on learning field trips to certified farms.



**Field trip hosts** are essential partners in hands-on basic training.



**Field trips** to certified organic operations and report writing practice are essential components of basic trainings everywhere around the world.



**Advanced in Person In Person Workshop In Person Basic On Line Learning Webinar 100 Level Webinar 200 and 300 Level**

**NEW in 2019!** Dairy Feed Audit webinar was initially developed by request of the USDA NOP to train in-house compliance staff. The training is now updated and available to others.

**IOIA trains a diverse audience**

- In 2019, 753 people participated in nearly 60 training events – more than one each week!
- IOIA webinars make training accessible around the world, with nearly half of training participants learning through the web.





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Thank you Matt Miller! Thank-you and farewell from the BOD, as he delivers the financial reports in México.



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**Clockwise from top left:**

- 1) Dr. Luis Elizondo, keynote speaker
- 2) The 'old board' during the AGM meeting
- 3) The group enjoys smoky camerones and mezcal after the evening bay cruise
- 4) The board and friends meeting for lunch
- 5) Organic tablecloth - gift to Dr. Elizondo
- 6) Safety First for the Bay Cruise
- 7) Awesome dried fruit plate with cayenne, mango & papaya



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**IOIA ENGAGES WITH THE ORGANIC COMMUNITY**

- ◆ Participates in conference calls and in-person meetings of the National Organic Coalition.
- ◆ Member of IFOAM Organics International and an enthusiastic participant in IFOAM North America. Our Executive Director serves on the Board of Directors of IFOAM NA.
- ◆ Participates in New Hope's Expo East, The Organic Center's Organic Confluences Conference "Moving the Dial on Climate Change", and the OTA Annual Meeting in Baltimore, Maryland.
- ◆ Holds memberships in OTA and COTA.
- ◆ Sponsor of Guelph Organic Conference in Ontario.
- ◆ Holds a seat on the Organic Technical Committee in Canada.
- ◆ Commented on the Origin of Organic Livestock Final Rule.
- ◆ Participated in the annual Accredited Certifiers Association annual training and worked with ACA toward the first IOIA/ACA joint training for 2020.

**Collaboration**

**Training Cosponsors**



**Partners**



**Spotlight on Policy Committee!**

IOIA's newest committee expands capacity to respond to industry issues, to ensure the inspector's perspective is heard, and to gather and coordinate membership input. The committee drew experienced inspectors from the US, Canada, and Latin America who prepared IOIA's comments to the National Organic Standards Board's fall meeting. IOIA was represented at NOSB by BOD Policy Liaison Rachel Cherry Myers and ED Margaret Scoles.



Although space does not allow listing the names of all 230 Inspector and 129 Supporting Individual members, IOIA wishes to extend a **SPECIAL THANK YOU** and to especially acknowledge that **your continued support is what sustains our unique organization.**

### Supporting Certification Agencies

- Agricultural Services Certified Organic (ASCO)
- California Certified Organic Farmers, Inc. (CCOF)
- Centre for Systems Integration (CSI)
- Clemson University
- Colorado Department of Agriculture (CDA)
- Ecocert ICO, LLC.
- Global Organic Alliance, Inc. (GOA)
- Idaho State Department of Agriculture (ISDA)
- International Certification Services (ICS)
- Japan Organic Inspectors Association (JOIA)
- Kentucky Dept of Agriculture (KDA)
- Kiwa-BCS Oeko-Garantie GmbH
- MOFGA Certification Services (MCS)
- Midwest Organic Services Association (MOSA)
- MN Crop Improvement Association (MCIA)
- Nature's Int'l Certification Services (NICS)
- NOFA-NY Certified Organic, LLC.
- Ohio Ecological Food & Farm Association (OEFFA)
- Oregon Tilth Certified Organic (OTCO)
- Organic Certifiers, Inc.
- Organic Crop Improvement Assn. - Int'l (OCIA)
- Pennsylvania Certified Organic (PCO)
- Pro-Cert
- Primus Auditing Services
- Quality Assurance International (QAI)
- SCS Global Services
- Vermont Organic Farmers, LLC (VOF)
- Washington State Dept of Agriculture (WSDA)

### Supporting Businesses

- Chumley's Inspection Service
- County of San Diego
- CROPP/Organic Valley/Organic Prairie
- Dave's Killer Bread
- Dole Fresh Fruit International, LTD
- International Certification Authority, LLC
- Georgia Organics
- Maryland Dept of Agriculture
- Montana Department of Agriculture
- NASAA Certified Organic
- New Jersey Department of Agriculture
- New Mexico Dept of Agriculture
- Organic Materials Review Institute
- Organic Producers Association of Manitoba
- Quality Certification Services
- Ranck and Associates, LLC.
- Richard D. Siegel Law Offices
- The Fertrell Company
- Utah Department of Agriculture & Food
- Van Drunen Farms
- Wolf, DiMatteo + Associates, Inc.
- Yolo County Agriculture Department

### Sustainers

- Driscoll's
- DanoneWave Foods

### Patrons

- Nature's Path Foods
- Aurora Organic Dairy

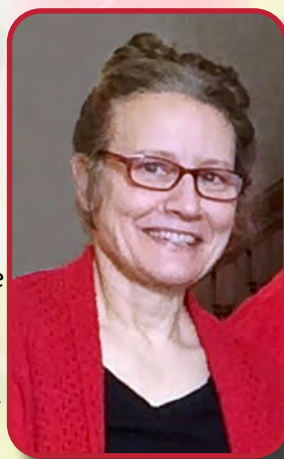
### IOIA Trainers - Essential to Our Mission

- Harriet Behar - Wisconsin, US
- Luis Brenes - San Jose, Costa Rica
- Philippe Descamps - Cahuita, Costa Rica
- Bob Durst - Oregon, US
- Joyce Ford - Minnesota, US
- Silke Fuchshofen - New York, US
- Janine Gibson - Manitoba, Canada
- Humberto González - Alajuela, Costa Rica
- Garth Kahl - Washington, US
- Corinne Kolm - Nebraska, US
- Garry Lean - Ontario, Canada
- Yutaka Maruyama - Tokyo, Japan
- Kelly Monaghan - Toronto, Canada
- Lisa Pierce - British Columbia, Canada
- Nate Powell-Palm - Montana, US
- Mutsumi Sakuyoshi - Fuji Shizuoka, Japan
- Monique Scholz - Quebec, Canada
- Pam Sullivan - New Hampshire, US
- Isidor Yu - Gyeonggi, Republic of Korea

*Thank you!*

### Margaret Anne Weigelt Special Past Chair Outgoing Board Member *Extraordinaire*

How lucky was I to have worked closely with the passionate inspector members from all over the world who have served on the IOIA Board of Directors these past 7 years! What a privilege it has been to work with the remarkable Margaret Scoles, our Executive Director, and the IOIA team. I'm so pleased to have had the opportunity to help in my small way to increase the capacity of this organization - in service to its members - and to the global organic movement at large. Thank you. With confidence I pass on the torch. Persist. Activate.



*The Scholarship Committee annually reviews applicants for two IOIA Scholarships. Recipients receive free tuition to an IOIA Basic Organic Inspection Training.*

### 2020 RUTHERFORD SCHOLARSHIP AWARDED TO ANAIS EDWARDS, FLORIDA

I first became interested in organics after being hired to work an administrative position at an organic certification agency. As inspection coordinator, I worked with various inspectors around the nation and reviewed reports for completion, which laid the foundation for learning about non-compliances and what to look for in a process. After shadowing a couple of audits and understanding the rules and regulation that surrounds the organic label, I became interested in becoming an organic auditor myself. I held a number of jobs over the years for the USDA and for Feed the Future, which furthered my interest in sustainable food production.



Working with local farmers gave me a glimpse into the labor that goes into sustainably produced food, and shifted my interest towards processing/packaged foods. I was previously in school for Biology, and changed my degree program to Agriculture. I applied for this scholarship hoping to receive training in organic processing inspections. This scholarship will hopefully allow for me to become a part-time inspector while completing my studies after transfer into the University of Florida. I plan to take additional trainings in the upcoming years and become a multi-scope inspector.

### 2020 ORGANIC COMMUNITY INITIATIVE SCHOLARSHIP AWARDED TO PETER OBIDIKE, NIGERIA

I studied Chemical Engineering from the Institute of Management and Technology, Enugu. Currently, I work as the Production Manager of a small scale food factory in Nigeria.



Nigeria is a country where approximately 70% of the farmers are traditional rural farmers who, by their nature of subsistence agriculture, produce "Uncertified" organic foods using localized and natural resources due to the inability to get the right inputs. Thus, to become an organic farmer in Nigeria is extremely difficult because of improper organic training and inaccessibility to organic inspectors who are essential to the certifying of both farms and food packaging industries. The cost of engaging an organic inspector is very expensive due to the very reason of inviting them from Europe or America. This is the reason why products are falsely branded "Organic" to defraud end consumers in Nigeria. This untruthful and pathetic misrepresentation of organic brands propelled me to step forth and challenge the abnormality of the situation.

My agenda in 2020 will be to get fully engaged as an organic inspector. I shall be readily available to help my country climb up the height in organic practice. I shall also be readily available to assist other international organic inspectors and to learn from them and achieve a global organic safe community.

I remain sincerely grateful for this OCIS scholarship, it has become an inspiration and a dream to behold.

### WHERE ARE THEY NOW?



*Osiris Abrego Plata, recipient, 2008 Rutherford Scholarship. Currently serving on the Biodynamic Association BOD*

"Being a recipient of the Andrew Rutherford Scholarship in 2008 means so much to me, and I would like to thank the IOIA staff, leadership and membership for the continued work and effort you put forth in order to accomplish all that you do. First of all meeting the IOIA community for me was eye opening, how much welcome I received while getting to know the programs and trainings required to become an organic inspector was an affirmation that I was in the right path! By being recipient of the scholarship I was able to attend the Processing Inspection Training and the Demeter USA & IOIA training

for Demeter verifications that following year at OSU. Soon after I was conducting crop and processing NOP as well as Demeter USA inspections in California and Oregon. My path since then has focused on Social Responsibility Programs verification and my region expands to BC, California and western states in México, I've become a social and labor auditor. Along this process I've continued to attend IOIA Advanced Inspector Training for Grower Groups, and continued to witness how diverse, inclusive and intentional the IOIA community truly is."

### Spotlight on the Scholarship Committee!

Now firmly in the hands of JJ Mack and Arthur Bassett. Thank you Margaret Anne Weigelt for your many years guiding this committee!



STAFF L to R: Jennie Olson, Administrative Assistant, Cil Earley, Bookkeeper; Monica Stanton, US Training Coordinator; Margaret Scoles, Executive Director.



Sacha Draine  
International  
Training Manager

Monica Stanton  
US Training  
Coordinator

Sue Hall  
Webinar  
Coordinator

Diane Cooner  
Communications  
Director

Jonda Crosby  
Training Services  
Director

Lisa Spicka  
Special Projects  
Coordinator



A shout out and thanks to **Diane** for many years of service doing everything from website design, newsletter publication, webinar-back-up, scholarship support, peer evaluation coordination, self-directed learning project oversight, and general support to whoever needs it.

**International Organic Inspectors Association  
Balance Sheet (Cash Basis)  
As of December 31, 2019**

|                                       | Dec 31, 19          | Dec 31, 18          |
|---------------------------------------|---------------------|---------------------|
| <b>ASSETS</b>                         |                     |                     |
| Current Assets                        |                     |                     |
| Total Checking/Savings/CDs            | 389,702.68          | 430,088.25          |
| Accounts Receivable                   | 50.92               | 50.92               |
| Total Other Current Assets            | 108,660.55          | 64,890.05           |
| <b>Total Current Assets</b>           | <b>498,414.15</b>   | <b>495,029.22</b>   |
| Fixed Assets                          |                     |                     |
| Total Building                        | 38,768.86           | 38,768.86           |
| Other Assets                          |                     |                     |
| Accumulated Depreciation              | -18,854.19          | -16,918.05          |
| <b>TOTAL ASSETS</b>                   | <b>\$518,328.82</b> | <b>\$516,880.03</b> |
| <b>LIABILITIES &amp; EQUITY</b>       |                     |                     |
| Equity                                |                     |                     |
| Contributed Property-FMValue          | 29,031.80           | 29,031.80           |
| Restricted (Scholarship Travel Fund)  | 1,598.00            | 1,598.00            |
| Retained Funds                        | 486,250.23          | 431,773.38          |
| Net Income                            | 1,448.79            | 54,476.85           |
| <b>Total Equity</b>                   | <b>518,328.82</b>   | <b>516,880.03</b>   |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <b>\$518,328.82</b> | <b>\$516,880.03</b> |

**Investment for the Future**

\$87,646 of cash reserves were earmarked into a special asset account for the new technology upgrade and inspector credentialing. These funds (currently in Certificates of Deposit) will be expended in 2020 and could result in up to -\$85,000 bottom line in the Balance Sheet for 2020. The Board moved them into an "Other Asset Account" to differentiate those expenses from the regular operating and program expenses and to improve clarity for the membership. Outside of that expense, IOIA's Finance Committee and BOD prepared a balanced budget for 2020.

**Committee Spotlight –  
Finance Committee!**

Committee members are all past IOIA BOD treasurers, which maintains critical continuity. Their approach is consistently fiscally sound, fiscally conservative, with a balanced budget while adding capacity for the future. In 2019, IOIA's Finance Committee recommended doubling the cash reserve amount to \$200,000. IOIA's staff are supported by a Montana accounting firm with CPAs as needed, including payroll and annual tax reporting. **Heather Donald**, Treasurer, serves as Chair as per IOIA bylaws.



**2019-2020 Board of Directors**

- Lois Christie, Chair \*  
California, USA
- Janine Gibson, Vice-chair\*  
Manitoba, Canada
- Heather Donald, Treasurer\*  
Pennsylvania, USA
- Margaret Anne Weigelt, Secretary and  
Special Past Chair\* Minnesota, USA
- Charles 'Chuck' Mitchell,  
Executive Committee at Large\*  
Ontario, Canada
- Philippe Descamps, Director  
Costa Rica
- Ryan Sitler, Director  
North Carolina, USA
- Rachel Cherry Myers, Director  
New York, USA

\*Member of Executive Committee

**Board of Directors 2019 Goals and Beyond**

Our activities focused around **Inspector Credentialing, Technology Upgrade, IOIA Comment Policy, and Policy Committee launch**. We continue to seek to make **Membership** more valuable, and strive to forward and strengthen **Fraud Prevention and Deterrence**. We explored a more robust **Fundraising** strategy, spearheaded by **Janine Gibson**, Vice Chair. We initiated quarterly meetings with the USDA NOP leadership, Dr. Jennifer Tucker, Deputy Administrator. We appreciated having a board of 8, rather than 7, with the participation of Margaret Anne Weigelt as "Special Past Chair".

**Inspector Credentialing:** IOIA's Accreditation Program was approved by the membership in 1995 and has stood the test of time with few changes. It addresses inspection experience, work/life experience, education and training, a demonstrated commitment to organics, and certifier evaluations. IOIA experienced a record number of applications in 2019 and is now poised for a major upgrade in inspector credentialing.

| 2014  | 2015  | 2017   | 2015-2018  | 2019  |
|---|---|--|--|---|
| BOD visioning retreat for a more relevant and widely adopted inspector credentialing program. | The new vision for credentialing presented to the membership at the AGM where it was heartily endorsed. | IOIA presented the program to the IFOAM IOAS in India. | Fund development for the program, accompanied by on-going dialogue with governments, IFOAM IOAS, and certifiers. | The BOD earmarked \$87,000 for the program, to begin with an extensive upgrade/updates of IOIA's Information Management System. Project commenced Jan. 1, 2020. Target completion date Aug. 2020. |

**Information Management System (IMS):** A major 2019 initiative, led by Director **Ryan Sitler**, was developing a Request for Proposal and finalizing a contract to develop the new IMS. It will include a new website with a member portal and a more robust searchable directory. Inspectors will be able to update and track their contact info and continuing education, pay invoices, and reach out to other members and committees more easily.

**"Building Scaffolding":** We experienced a welcome lull in intense growth of the IOIA Training and Peer Field Evaluation Programs. We capitalized to increase capacity, resilience, and sustainability.

- Finalized the IOIA Comment Policy and formed IOIA's first Policy Committee to improve our capacity to respond to industry issues, starting with the NOSB comments (fall round).
- Approved a "High Impact Manager and Nonprofit CEO" 10-wk on-line course for our Executive Director
- Developed an Emergency Transition Plan and updated the Board of Directors' Policy Manual
- Expanded capacity with a Special Projects contractor (i.e. Annual Plan, Strategic Planning, and BOD Orientation).

**Making Membership more valuable:** IOIA's Annual Meeting in Mexico drew many new members from Latin America, primarily Mexico. Advanced Training in Guelph happens about every 2 years and 2019 was a year for one of the best attended ever. The 50% off webinar benefit was used by 18 of our inspector members. The BOD approved the Asia Pacific Committee's proposal to independently develop training in their region, supported by IOIA staff.

**Making inspectors more visible:** The BOD, primarily through the efforts of Chuck Mitchell, developed the "Ask the Inspector" program including an educational brochure and added a consumer membership category.

**Fraud Prevention:** IOIA will continue to vigorously participate – in both technology and training. Advanced training in Mexico focused on Fraud, and IOIA was invited by ACA to co-present on Fraud at the 2020 Advanced training.





**THE INTERNATIONAL ORGANIC INSPECTORS ASSOCIATION**  
expresses our appreciation to  
**AMSDEN LLC**  
for the donation of this building to support organic inspectors and the cause of organic agriculture and food.  
**AUGUST 2007**  
This building was formerly the Piniele Bank in Carter County until it was moved here in 1919.

**100 YEARS! IOIA's office building, our largest single donation, was moved to Broadus in 1919, the same year Powder River County was born. Exact age of the building is unknown, but it has been at its current location for 100 years. IOIA celebrated the building's birthday by participating in the 4th of July County Centennial.**

