

## USDA Origin of Livestock Final Rule for Organic Dairy Published in Federal Register

On April 5, the USDA published the highly anticipated and long-awaited Origin of Livestock (OOL) final rule for organic dairy in the Federal Register. From the press release, "This change to the USDA organic regulations will promote a fairer and more competitive market for all organic dairy producers, by making sure that certified USDA organic dairy products are produced to the same consistent standard." This final rule is effective, June 6, 2022. Certified organic operations must comply with all provisions of this final rule by April 5, 2023. An earlier proposed rule was published in 2015, then more recently, in 2019. Comment periods were open in 2019 and 2021.

This final rule was welcomed by most.

The new rule:

- Allows a dairy livestock operation transitioning to organic, or starting a new organic farm, to transition non-organic animals one time.
- Prohibits organic dairies from sourcing any transitioned animals. Once a dairy is certified organic, animals must

be managed as organic from the last third of gestation. Variances may be requested by small businesses for specific scenarios. [See Infographic: Summary of Origin of Livestock](#)



[View the Origin of Livestock Final Rule](#) (includes Federal Register link to final rule, complete USDA press release, infographic, webinar details and historical documents.)

Key changes in this rule:

**Subpart A** – adds definitions for organic management, third-year transitional crop, and transitioned animal.

**205.236 Origin of Livestock** – significantly revised and expanded, spells out the conditions for transitioning dairy animals, and now includes a new (d) to explain the exemptions for producers that are small businesses.

**205.237 Livestock Feed** – rewritten to reference the appropriate earlier sections in 205.236.

**205.239 (c)** small changes to clarify language in requirements for bedding.

See OOL, page 4

## Notes from the Chair

by Janine Gibson

*Welcome to our Spring Issue!*

Reviewing our Apprenticeship Project applicants recently, reminded me that organic inspectors come to our profession from so many, varied journeys. We all have relied on key supports, often from our IOIA mentors and trainers, to help with the success of our journeys. Joining the IOIA board for the first time (in 1995), after only 2 years of isolated inspection service, exposed me to dedicated trainers who served as key mentors for the career that now has brought me to the honour of serving as the Chair of your board.

Grading IOIA course work as a trainer, teaches how differently the same question can be interpreted and answered. How

See Notes, p 4

## Welcome New Members

### Inspectors:

Agata Glazar, Kimberley, ON, Canada  
 Kristy Timpone, Ventura, CA

### Supporting Individuals:

Monipel Babb, Morrisville, NC  
 Francois Barnaud, Nisland, SD  
 John Bliss, Scarborough, ME  
 Erica Buttaccio, Marion, New York  
 Samuel Caldwell, Viroqua, WI  
 Robert Chiuri, New Albany, OH  
 Cheryl DeVos, North Ferrisburgh, VT  
 Bridget Gilmore, Boulder, CO  
 Daniel Grace, Johnson City, TN  
 Samantha Hilborn, Santa Fe, NM  
 Hailey Hughes, Portland, OR  
 Emily Hunter, Denver, CO  
 Dr Navneet Kumar, Dubai, UAE  
 Lee Reuter, Reno, NV  
 Margaret Saska, Pipersville, PA  
 Blake Van Sanford, Turners Station, KY  
 Jose Visconti, Cardiff, CA  
 Rochelle Wiedenhoft, Decorah, IA

### Supporting Certifiers:

Rebecca Frey, new contact at Idaho  
 State Dept of Ag, Boise, ID

### 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](#)

### June 21 & 24, 2022

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

[Register and Pay Here](#)

### 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](#)

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

## New OILC Course and Microlearnings

### NOP People, Processes, and Policy

#### Understanding the Program and the National List

The National Organic Program (NOP) launched a new course in the Organic Integrity Learning Center, **NOP-300 NOP People, Processes, and Policy**. This course teaches organic stakeholders about NOP structure, its functions and how the program collaborates with the National Organic Standards Board (NOSB) to protect the integrity of the organic market.

To Register: <https://usda.geniussis.com/PublicStudentSignUp.aspx?AffiliateID=46B0C0>

To see all course offerings: <https://www.ams.usda.gov/sites/default/files/media/USDAAMSNOPCourseOfferings.pdf>

## Self-Paced Learning Courses

**Canadian Organic Regime - COR Series** Trainer Lisa Pierce. Each course takes approximately 3 hours to complete.

Inspectors members cost US\$150 each.

**#1 Our Organic Certification System - The Regulation**

**#2 COR Crop Production Standards**

**#3 Coming Soon! 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**,

Trainer Harriet Behar. Member cost \$325 - \$375 all others.

**200 level Dairy Feed Audit**, Trainers Jonda Crosby and Nate Powell-Palm.

Member cost \$325 - all others \$375 [See our website to sign up.](#)

**Onsite Basic Training is back! Here's the outlook for the rest of 2022**

**In-person Crop Inspection Training is under development for fall 2022, likely in the Midwest, tentatively scheduled for first half of October.** IOIA had the first in-person basic crop and livestock inspection trainings in two years in the US in fall of 2021 in Minnesota. Live training had been suspended to the Covid pandemic. Interest in live training has continued to rebound in the past 8 months. The in-person crop inspection training in Minnesota ran at reduced capacity (11 participants) but the in-person crop inspection training in Saco, Maine ran at full capacity (18 participants). Many participants have expressed their appreciation for an opportunity to take what is usually their first basic training in the classroom and field with other participants, rather than on the Zoom platform.



**IOIA Trainer Jonda Crosby, second from right, (Pennsylvania) on field trip day with 6 participants of the Maine basic crop inspection course.**

Some in-person training participants have cited their preference for a live classroom format and wanting to go on a field trip to a real farm as reasons to wait for an in-person course. Live online participants acknowledge the benefits of significant cost savings (no travel or lodging costs), reduced Covid exposure, the increased frequency of scheduling, and the small course size (limited to 10 participants). In place of an onsite farm visit, live online trainings feature a virtual field trip component on Day 3 and Day 4. Trainers have noted that there are no rainstorms or tornadoes on Zoom, and audit trail exercises can actually be better organized if they are fictionalized and prepared in advance. What works for one learning style doesn't work as well for another. IOIA plans to continue live online format while steadily moving toward more in-person training.

- **Live Online Crop Inspection Training June 13-17 is FULL.**
- **The next Live Online Crop Training will be scheduled in September 2022.**

**In-person Livestock Inspection Training will be developed for 2023.** Generally, an on-site training is a better learning experience and format for preparing livestock inspectors. However, low-enrollment trainings are challenging to deliver. In-person livestock training in Minnesota (October 2021) ran with 8 participants and there were just 7 participants in Kentucky (May 2022). Due to these lower enrollments, IOIA will offer livestock training again in 2022 in the live online format, and probably not in-person. We will offer in-person livestock inspection training at least once each year going forward until we find the right balance of live online vs. in-person.

**In-person Processing Inspection Training- the most challenging.** It will likely be at least another year before in-person Processing Inspection Training will occur. IOIA and MCS attempted after 2 pandemic postponements to host live Processing inspection training in Maine in May 2022. However, due to low enrollment the training was switched to live online format and ran with 8 participants. Confirming field trips for processing courses is always a challenge. Adding biosecurity restrictions due to Covid makes it that much more difficult.

- **The next Live Online NOP Processing Training will be September 26-30 with Luis Brenes, Lead Trainer.**
- **Live Online COR Processing Training will be October 3-7 with Garry Lean, Lead Trainer.**

IOIA will be shortly updating the IOIA website's fall training schedule and registration links.

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.

## Notes from the Chair, from page 1

much our experiences and culture impact the way we understand, learn and express ourselves as human beings, as inspectors and organic operators.

In striving to strengthen our understanding of cultural diversity and the international activities of IOIA, the support for new trainings offered by the Asia Pacific Committee continues, along with seeking increasing participation and services for our Latin American Committee, while the Canadian Committee of IOIA is working to concretely support the relationships of Verification Officers with Canadian certifiers. If you have ideas for strengthening our activities, please join our efforts!

We are also welcoming our first IOIA intern Onyekachkwu Akaeze (A'OP) whom many of you met at one of our dynamic Townhall gatherings. We wish him all the best with his apprenticeship and internship! A'O is in Michigan with his young family, so is welcoming opportunities to shadow crop inspections in that state. If you have assignments in which he might participate, please get in touch.

We have the wonderful opportunity to expand staff and contractors. As soon as we have our full contingent in place for the roles we need, we will continue our important work with our Strategic Plan completion timeline.

Much gratitude must be expressed to our staff and contractors who have met increasing responsibilities despite dealing with Covid illnesses, in themselves and with family. Our partnership with the ACA in addressing Inspector Retention promises very interesting, practical results. We have a strong board team that is prepared to continue accomplishing strategic steps to manifest our IOIA Vision & Mission.

Many thanks to our dedicated leadership team that our much-needed trainings and Apprenticeship Project continue moving forward smoothly!



Janine Gibson, Board Chair

## OOL, from page 1

From the extensive background explanation of the rule, “The Agency has concluded that the final rule will impact organic dairy producers by potentially increasing production costs for: (1) Organic livestock and dairies that currently continually transition nonorganic animals for use on their operation or sale; (2) organic dairies that currently source transitioned dairy animals as replacements; and (3) organic dairies that purchase organic replacement animals (as increased demand could increase prices). To mitigate these impacts, AMS is providing organic producers one year from publication of the final rule to complete any ongoing transitions. Additionally, any organic operations selling organic replacement heifers may benefit from higher prices.”

### Worst U.S. outbreak of bird flu in seven years fades in May

BY CHUCK ABBOTT

FERN's Ag Insider, 31 May 2022

Nearly 38 million birds in domestic flocks have died in outbreaks of highly pathogenic avian influenza (HPAI) from coast to coast since early February, but USDA data suggest the threat is fading. With one day to go in May, losses for the month were on track to be the smallest of the year. A viral disease that spreads best in cold conditions, bird flu typically dissipates with the arrival of consistently warm weather.

*“Finally, USDA has responded to the call for a fair market for organic dairy producers. This is a win for organic dairy producers and all those who care about the integrity of the organic program. The new rule closes the loopholes that have given some operations an unfair advantage. The rule is meaningful and essential to protect the livelihoods of family-scale organic dairy producers.”*

*~ Ed Maltby,  
Executive Director,  
Northeast Organic Dairy  
Producers Alliance (NODPA)*

## Notes from the Executive Director

by Margaret Scoles

**Synergy – a frequent quality of the 9 projects funded by the NOP’s Human Capital initiative funding.** Onyekachukwu Akaeze (nickname A’O) of Michigan was selected as IOIA’s intern through the Organic Farmer’s Association “*Diversity, Equity, and Inclusion Resources for Organic Professionals*” project. IOIA provided basic organic crop inspection training and an apprenticeship intensive as our internship – to A’O. Because these trainings were already funded through IOIA’s RFA Project, “*Building a Sustainable and Inclusive Apprenticeship Program for Organic Inspectors and Other Organic Professionals*”, that freed up the money to pay A’O’s travel expenses which were not otherwise funded by the project. KSU, a project partner, provided the venue for the course. KDA, another partner, coordinated the field trip hosts. Garth Kahl of the Organic Integrity Cooperative Guild, yet another recipient of RFA funding, “*Developing Cooperative Support for Organic Professionals*” supported the training as co-Trainer with me for the basic training and lead trainer for the Crop Apprenticeship Intensive. Onyekachukwu’s full bio was printed in the last issue of the newsletter. He recently earned his PhD working under Dr. Dilip Nandwani, a new NOSB appointee. Dr. Nandwani teaches at TN State U with a focus on organic agriculture, certification, and crop science.

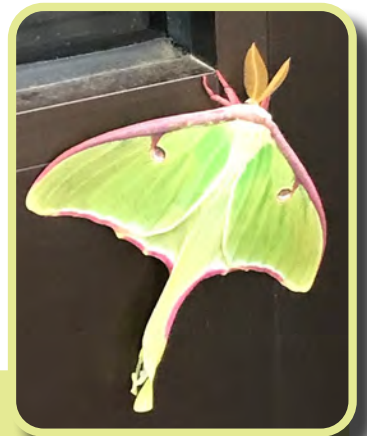


**Margaret and A’O.**  
If you have crop inspections in the Michigan area, please connect to see if he can shadow.

**Book Notes:** A little over a year ago, I started the practice of reading with an aged friend, now residing mostly in the local nursing home. Her home is kitty-corner to the Manor so her friends and family frequently wheel her home for visits. Anne is the matriarch of the local family who gifted IOIA’s office building to us. Books are selected that are mutually interesting to us. We are now on our 5<sup>th</sup> book, having recently finished **Pastoral Song: A Farmer’s Journey** by James Rebanks. I learned about the book through Terrance Layhew’s “Book Report” at Town Hall in 2021. We thoroughly enjoyed it. And BTW: if you haven’t attended Town Hall yet, Terrance’s Book Report is a great TH feature. We are taking a summer break from Town Hall for 3 months of podcasts, which makes it accessible to each member on your own schedule. We started with Senator Jon Tester’s book, then Bob Quinn’s book. Almost every book we read referred to **Silent Spring** by Rachel Carson, including Pastoral Song, written about a farm in England. While we were reading, Anne said, “I think we should read Silent Spring”. She had read parts of it as part of her college training to become an educator. I went to the local library and found an original version (not the more recently reprinted one with Al Gore’s introduction). It hadn’t been checked out since 1995. We are about to the middle now, and I can’t believe I’d never read it nor was required to read it. Probably because I was an Agriculture student, rather than an Environmental Science student. I knew what it was about, I knew that it led to the banning of DDT, and I knew it was the impetus for the formation of the US Environmental Protection Agency. But reading it?! That’s different. It reads like Stephen King horror movie meets science textbook. It is not for the faint of heart; I recommend it, especially as it is the 50th anniversary of its printing. For fun, you should also try Terrance Layhew’s first book, **Reason and Romance**. I got Covid in March and had to stay home for a week - was only really sick for about 3 days, but I allowed myself time to read the book as my “sick time” activity. Great fun!

**IOIA Video Project – IOIA is making a movie!** Are you interested? Please let me know. Apparently most organic inspectors may be camera-shy. IOIA, as part of one of the NOP-funded RFA Human Capital projects, will be making a short video (less than 10 minutes) this summer. Nathan Slabaugh of Spokane will be working with a handful of inspectors that represent the diversity of inspectors and growers to illustrate to potential new inspectors (i.e., undergraduate students) what inspection work is like, what is the good about it, and what is challenging. The inspectors must represent generational, gender, and ethnic diversity across a variety of geography and scope of inspections. This is OUR CHANCE to tell OUR STORY and reframe what people think we do to show what we really do.

**Ellie Hudson has a new job!** Fortunately, we didn’t lose her in the process. She is still working as Project Manager of IOIA’s NOP funded RFA Apprenticeship Project and other tasks with IOIA. She has now also taken on a new role as the part-time Executive Director of Accredited Certifiers Association. ACA has also hired full-time administrative support. There should be good opportunities for synergy between the two organizations.



**This Luna Moth greeted us on the front door of the KSU Conference Center on field trip day. The day was amazing, warm, and sunny, with no portend of the evening tornado that was coming our way that evening.**

## Sector News

### USDA Invests Up to \$300 Million to Support Transition to Organic

On June 1, the U.S. Department of Agriculture (USDA) announced a framework to transform the food system including up to \$300 million in funding to support organic agriculture. The National Organic Coalition (NOC) has urged USDA to increase support for organic agriculture to build a more ecologically sound and climate-friendly food and farm system that protects the health of people and the planet.

USDA is investing in a comprehensive initiative to help farmers transition to organic production, including farmer-to-farmer mentorship programs, technical assistance, direct support through conservation financial assistance and additional crop insurance assistance, and programs to help develop markets in targeted areas.

### Welcoming OTA's new CEO and Executive Director

Tom Chapman has formally assumed the position as the trade association's new CEO and Executive Director. Chapman has a deep background in organic that spans the value chain and a long history of service to the industry, including a five-year stint on the National Organic Standards Board (NOSB). Over his many years in the industry, Chapman has helped advance certification and compliance, and worked closely with diverse brands, growers, and other organic stakeholders, and is a skilled policy setter with years of experience at state and national levels.

[Read the full press release here.](#)

### Louise Lutikholt leaving IFOAM

Louise Lutikholt, IFOAM – Organics Internationals' Executive Director, has lead the organisation through some turbulent times, guiding it during a global pandemic and while the need for transformational change continued to grow all the more urgently. She now wishes to take on other professional challenges and will therefore leave her role from July 31st 2022.

*"It's been a rewarding experience leading IFOAM – Organics International for four years: to accompany and coordinate the organic movement, cooperate with partners, guide the organisational development, bring in new institutional donors and put members – and with that farmers' organisations and all of their concrete daily hard work – centre stage. I've dedicated lots of energy in challenging times and under difficult circumstances. This has affected my well-being and I have now decided to move on to a more practical, hands-on area of work. I remain committed to bringing true sustainability to agriculture!"*

We thank Louise for all her hard work, dedication, and valuable contributions to the organisation and wish her all the very best for the future!

IFOAM will soon report on their interim Executive Director before initiating the recruitment process for a permanent Executive Director.



### GMO wheat approved for consumption in Australia and New Zealand

Food regulators have approved a genetically modified wheat variety for human consumption in Australia and New Zealand, a victory in the rocky campaign to apply biotechnology to grains directly consumed as part of the diet. No GMO wheat is approved for sale in the United States.

A binational regulatory agency, [Food Standards Australia New Zealand](#) (FSANZ), approved on May 6 the sale of imported foods made from wheat genetically modified to withstand drought and the herbicide glufosinate. At present, neither country allows the GMO wheat.

Milling companies Allied Pinnacle and Champion Flour Milling questioned the independence of FSANZ's decision, raised the possibility of allergic reactions to the GMO wheat and warned of the possible impact of herbicide residues in the wheat. They also said approval of food made with GMO wheat could open the door to approval of GMO wheat cultivation in Australia and New Zealand without any safeguards against intermingling GMO wheat with conventional wheat. ~ from *FERN's Ag Insider*, May 9, 2022

# Canada

## New courses this year!

- **Live Online** COR Processing Inspection course launches October 3-7, 2022 with Garry Lean, Lead Trainer.
- **Webinar** COR Processing Standards Sept 12 & 15 with Kelly Monaghan, Trainer.
- **Advanced Organic Inspector Training** - Saskatoon, Saskatchewan, Canada - Tentatively back in the planning stages for fall 2022, in conjunction with the Organic Connections Conference.
- **Livestock:** COR Livestock Standards is in development in the **Self-Paced** format.

## Notice Regarding Virtual Inspections from CFIA [See the CFIA Press Release here.](#)

CFIA has issued a directive to the Organic Certification Bodies that annual onsite physical inspections are to resume. Under unique circumstances when on-site inspections for continuation of certification are not possible, the CBs shall fully document the justification for a decision to conduct a remote or hybrid inspection, taking into consideration all government restrictions including the regional/ provincial health authority restrictions within the region(s) involved.

## Health Canada proposes changes to Genetic Engineering assessments

On May 18, Health Canada published its final guidance for the Novel Food Regulations, focused on plant breeding which exempts GMOs with no foreign DNA from the Novel Food Regulations (they will be defined as “non-novel”), meaning that there will be no government oversight over these (gene-edited) GMOs. At the same time, Health Canada announced that it will propose amendments to the regulations themselves. Health Canada also reported on the 2021 consultation results, presented a scientific rationale, and published at least one public-facing document. CBAN’s press release is here: <https://cban.ca/federal-government-abandons-safety-assessments-and-transparency-for-new-gene-edited-foods/>

Despite countless meetings, correspondence and a campaign that sent 2000 letters from organic advocates to elected officials to voice Canadians do not want to remove this important process for GE foods and seeds, Health Canada’s final guidance has outlined they will move ahead with the new approach for food products.

COTA will host a meeting to debrief what was learned at the morning meeting on June 6th. A second meeting that CFIA has requested with organic stakeholders is on **Tuesday, June 28** 3-4pm EDT. The purpose of this meeting to hear feedback from the organic sector. The Canadian Biotechnology Action Network (CBAN) will host a closed-door movement meeting to update CBAN member groups and allied organizations about the GM food regulatory guidance finalized from Health Canada and new developments on GM seed regulation, and to discuss your questions and our protest options: Wednesday, June 8, 1:00 EST. RSVP required to Lucy Sharratt, CBAN Coordinator, [coordinator@cban.ca](mailto:coordinator@cban.ca) 902 209 4906. If you have any questions, please feel free to contact Tia Loftsgard, [tloftsgard@canada-organic.ca](mailto:tloftsgard@canada-organic.ca)

## COTA honors long-time IOIA member Dag Falck



The Organic Champion of the Year award from The Canada Organic Trade Association (COTA) was proudly presented to Dag Falck, a catalyst, visionary, and true leader for revolution and development in the organic industry, at COTA’s 2022 Organic Leadership awards held in Vancouver, BC. For the past 18 years, Dag has worked for Nature’s Path Organic Foods, overseeing the company’s organic policies and programs, and consumer and internal education about the benefits and importance of organics. Dag has been influential in ensuring that an adequate amount of cropland is converted to Certified Organic, enabling uninterrupted organic production and providing organic farmers with access to resources and growing and harvesting techniques that ensure the highest quality of organic crops. Dag is a true champion for the Organic food industry, promoting the benefits of organic food and farming he leads with a strong internal compass that balances the growth of the sector while staying committed to the highest integrity around organic principles.

“This award not only is a great honour for me to receive, it also signals how far things have come. Today organic is firmly embedded and valued in customers lives and it positively impacts everything from a microscopic soil organism to our global climate. I consider myself fortunate to have been part of the journey and excited to see the further potential organic has for shaping the future and leaving the earth better.” ~ Dag Falck, Founder, Falck Organic Consulting

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## USDA NOP National List Changes

### Amendment to the National List 2/28 – effective 3/30/2022. [Read Final Rule Here](#)

- **Removes Vitamin B1 from 205.601 (crop).** Compliance date March 15, 2023.
- **Removes Procaine from 205.603 (livestock).** Compliance date March 15, 2023.
- **Removes 14 nonorganic ingredients (including 8 nonorganic colors) from 205.606.** Compliance date is March 15, 2024.
  - **Nonorganic colors removed from 205.606(d):** Black currant juice color; Blueberry juice color; Carrot juice color; Cherry juice color; Grape juice color; Paprika color; Pumpkin juice color; Turmeric extract color.
  - **Other ingredients removed from 205.605 and 205.606:** Alginic acid; Kelp; Konjac flour; Sweet potato starch; Turkish bay leaves; and Whey protein concentrate.

### Amendment to the National List 3/23 – effective 4/22/2022. [Read Final Rule Here](#)

- Adds to 205.601(a) **Fatty alcohols** as sucker control in organic tobacco production.
- Adds to 205.601(k) **Potassium hypochlorite** to treat irrigation water used in organic crop production.
- This final rule also removes the redundant listing for **dairy cultures** in the handling section of the National List at § 205.605(a). Dairy cultures will continue to be allowed as ingredients in organic handling under the separate listing for **microorganisms**.

## NOSB Spring 2022 Meeting – Recap

### USDA Announces Four New Members of the National Organic Standards Board

Welcome the [four new members](#) of the NOSB (Left to right): Elizabeth Graznak (resource conservationist), Allison Johnson (public interest), Dr. Dilip Nandwani (scientist), and Javier Zamora (producer). Photos by NOP Insider.



### Highly Soluble Nitrogen Fertilizers

Ammonia Extracts – 2 Recommendations – Fall 2021 (NOP said at the spring 2022 meeting that they will move forward with rulemaking).

- To add Stripped Ammonia – created by separating, isolating and/or capturing ammonia or ammonium from an agricultural feedstock or other natural source using methods such as, but not limited to, steam stripping, pressurized air, heat, condensation, and/or distillation to §205.602, non-synthetic substances prohibited for use in organic crop production.
- To add Concentrated Ammonia – contains greater than 3% ammoniacal nitrogen and the total nitrogen content is predominately (i.e., >50%) in the ammonia or ammonium form to §205.602, non-synthetic substances prohibited for use in organic crop production.

### NOSB Votes – Highly Soluble Nitrogen Fertilizers – Spring 2022

- Motion to add at §205.105: nitrogen fertilizers with a C:N ratio of 3:1 or less, including those individual components of a blended fertilizer formulation, are limited unless use is restricted to a cumulative total use of 20% of crop needs.



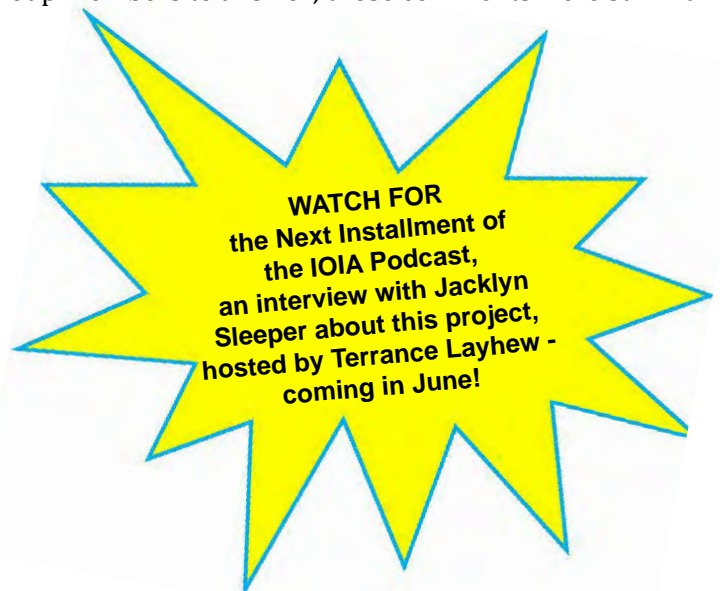
# IOIA/ACA Inspector Retention Working Group wraps up

IOIA and ACA convened a large working group in early March and will be wrapping up the project in June. The cost of the project was shared jointly. Project leader Jacklyn Sleeper facilitated the group and acted as lead writer. Other members of the leadership team were Connie Karr, ACA Chair and team representative; Georgana Webster, ACA board member and certifier representative; Rachel Cherry Myers, IOIA representative; and Margaret Scoles, IOIA Executive Director. The leadership team formed in February. For three months, the leadership team and the larger working group met on alternate weeks by Zoom, sharing drafts in Google. The working group included more than 20 inspectors (they were paid a stipend), plus about a dozen certification representatives. Inspectors were selected from a list of 75 applicants to create a balanced working group made up of staff inspectors, independent contract inspectors, part-time, and full-time with a broad geographic representation (the USA, Canada and Latin America) and a full range of experience. The Organic Integrity Cooperative Guild participated regularly. Certifier representatives came from large and small, nonprofit, for profit, and state agencies.

The group focused on seven high-level topics identified as factors contributing to inspector retention. For each topic, the leadership team crafted questions for working group members to answer; those comments were summarized and were discussed at bi-weekly meetings.

Topics included:

1. Inspector Business Relationship Models
2. Insurance Coverage and Indemnification Clauses in Contracts
3. Inspector Training and Qualifications
4. Inspector Compensation
5. Inspector Workload and Working Conditions
6. Inspector Quality, Evaluations, and Feedback
7. Certification Systems, Forms, and Administrative Tasks



Final draft is still in process and will be vetted through the ACA and IOIA Boards before wider public distribution. A summary of the findings is reported as **Recommended Best Practices for Inspector Retention and Recommendations for Future Work**.

The original intent of the leadership team was for this working group to develop a best practices document for inspector retention. However, as the group moved through these topics, it became apparent that with the many multi-faceted and nuanced issues, and the variety of perspectives in the working group, they did not all present themselves as best practices but more of a “state of the inspection/inspector sector”. Also, there was not time to develop a fully-fledged **best practices** for each topic. Instead, the majority of the work of this group has been to define

the most pressing concerns with organic inspection work, collect diverse perspectives amongst contract and staff inspectors and certifiers of all types/sizes, and lay a foundation for future working group topics and data collection.

This has been a successful step in the right direction towards establishing an ongoing collaboration between the ACA and IOIA memberships to address the challenges with organic inspector retention. This is a model that can be replicated and improved to collectively tackle other complex and interconnected issues facing the organic certification sector. This initiative is also a significant strategy identified in the IOIA Strategic Plan.



## Highlights of the 2022 IOIA AGM – March 3, via Zoom

**Short Introductions from a robust slate of candidates** kicked off the meeting. Candidates: Brian Baker, Oregon USA; Janine Gibson, Manitoba Canada; Darren Maum, New York USA; Kate Newkirk, Maine USA; Leonard Pollara, Michigan USA; Tom Page, California USA.

**Quorum:** 35 Inspector Members - more than the requisite 15% of voting members – plus 5 guests.

**Ballot Committee** - Diane Cooner – Chair; Al Johnson; Brian Magaro. Acknowledgement of Eric Feutz of the Nominations Committee for his work in preparing the slate.

**Annual Report Overview from the Chair - Summary** – Rachel Myers, Chair (see pg. 18-21 for more). A moment of respect was given for members who passed away in 2021 – George Danner, Ib Hagsten, Stan Hildebrand, and Jack Reams. IOIA's Strategic Plan was developed by the Board in November of 2021 and consists of 3 Objectives: #1 Design training that evolves with the sector, expands capacity and grows skills; #2 Advocate for Inspectors while engaging stakeholders to increase member benefits and grow the community; #3 Implement operations protocol for continuous improvement within the organization and to advance IOIA's mission. The Strategic Plan is available on the IOIA website in the About section. Big thanks given to all of the IOIA staff.

**Committee reports** were presented by each Committee Chair. (see **page 12** for more on committees).

- **Asia Pacific Committee** – Maheswar Ghimire (Nepal), stepping in for Mutsumi Sakuyoshi, Committee Chair.
- **Canadian Committee** – Janine Gibson, Canada (BOD Liaison)
- **Policy Committee** – Rachel Myers, USA (BOD Liaison)
- **Mentorship Committee** – Janine Gibson, Canada
- **Scholarship Committee** – Arthur Bassett, Mexico (Co-Chair)

**Treasurer's Report (Allan Benjamin) - Motion to Accept the 2020 Financial Reports:** Unanimously approved.

- **Balance Sheet:** Remains strong through the 2<sup>nd</sup> year of the pandemic. IOIA has not needed to dip into Cash Reserves. Planned negative bottom line was primarily for the completion of the new Information Management System. IOIA invested in an in-person Board Strategic Planning Retreat. Government PPP funds that IOIA was awarded helped to offset some of these expenses. Actual bottom line was \$30,000 better than projected.
- **Budget vs. Actual** – IOIA has been involved in 7 different special projects (i.e., Grants and RFA Projects) which will be reflected in both the income and expenses. Most of the funds will be received in 2022 which is reflected in the 2022 budget.

The 2022 budget was presented - includes the addition of a new staff member and Strategic Plan implementation.



**Bernward Geier asks,  
"Is a 100% world possible?"**

**Keynote Presentation** - Bernward Geier of Germany was introduced by IOIA member Silke Fuchshofen, who shares his alma mater and as a student, heard him speak. He spoke on his vision of a 100% organic world, which will require interim goals, including a pesticide free world and gradually increasing the market for organic products. He spoke about the goals some countries have set to reduce pesticides and increase organic production. He spoke of countries and states that have already achieved more than 50% organic. "This is not a question of whether it can be done; it has to be done!" He ended with, "The bad news for inspectors is that once the world is 100% organic, there won't be a need for organic inspectors, "and a promise to return for IOIA's 40<sup>th</sup> anniversary. Bernward gave the keynote for the IOIA AGM 20 years ago.

<https://www.youtube.com/watch?v=rzqG-TtTaWA>

**Short Break** - with video clips from NOFA documentary with Al Johnson, and NOFA-VT Keynote address by Jim Riddle.

**IOIA's Human Capital Apprenticeship Project for NOP RFA (Margaret Scoles)** - The goal of the RFA is to improve the oversight capacity of the organic industry by supporting and expanding the pool of qualified inspectors and reviewers. The initiative will support projects across the human capital pipeline from recruitment to training to maintaining existing professionals.

AGM continued on next page

## Highlights of the 2022 IOIA AGM – continued

**2023 AGM – New Orleans** - at the end of January, in conjunction with the NOP/ACA Training.

**The Path to Success – New Business, Member Discussion (Terrance Layhew, Moderator)** - The attendees participated in a brainstorming activity using Miro – an interactive sticky note platform.

**Door Prizes** – Noel Zimmer (cap), Janine Gibson (Terrance’s book), and Kate Newkirk (Korean wine)

**Announce New Board & Acknowledge Outgoing BOD Members - Brian Baker and Kate Newkirk** were introduced as the new BOD members and **Janine Gibson** was welcomed back for another term. Vote Counts for the BOD: 103 voted of 188 eligible voters. Rachel and Heather were thanked, as well as all current and past board members for their dedicated work for IOIA.

Following the annual meeting and election on March 3, the board met on March 17 to reorganize.

The board assigned itself to the following positions:

- Janine Gibson, Manitoba, Canada, was elected board Chair.
- Beth Dominick, California, USA, was elected Vice Chair.
- Newly elected board member Kate Newkirk, Maine, USA, will serve as Secretary.
- The Treasurer position remains with Allan Benjamin, Missouri, USA.
- Chuck Mitchell, British Columbia, Canada, continues as Executive Committee at large.
- Terrance Layhew, Iowa, USA, continues as a Director.
- Newly elected member Brian Baker, Oregon, USA, serves as a Director.

## Japan Farm Inspection Training – January 18 – 21, 2022



**Farm Inspection training was done remotely, with Trainers Yutaka Maruyama and Mutsumi Sakuyoshi.**

## IOIA Committees – Looking for a Deeper Engagement with IOIA and colleagues?

IOIA strives to carry out our mission in a variety of ways. One of the most vibrant is our committees. IOIA bylaws mandate only 3 committees (Accreditation, Membership, Finance), but many other committees have developed over the years to respond to specific needs. Ad hoc committees to address specific issues are also common (i.e., Remote Inspection Training Committee in 2020 and the Mentorship Committee in 2021). If you are interested in volunteering or learning more, please contact IOIA or see our website committee list <https://www.ioia.net/ioia-committees> and contact the Chair or BOD liaison directly.

**ASIA PACIFIC COMMITTEE: Chair: Mutsumi Sakuyoshi, Board Liaison: Chuck Mitchell.** This is a relatively new but very active IOIA committee, self-organized by members in the region. It currently has 7 members from 7 countries (India, Japan, Korea, Australia, Nepal, Thailand, Fiji). The committee meets every 2 months in English language. Three years ago, the committee began planning regional training, conducted in-person training in Thailand in 2020, and live online Grower Group training in 2022. The curriculum and training materials were developed so any trainer in any country could adapt them and deliver a customized training in their own language/area. A second training is being offered live online in June. A promotional webinar was also offered in January 2022 to 100+ participants. A long-term goal is a regional satellite office.

**CANADIAN: Chair: Bill Barkley, Board Liaison: Janine Gibson.** Gives voice to Canadian members concerns. This is more of an ad hoc forum than a committee, and it is open to all Canadian inspectors. IOIA is a cosponsor of the Guelph Organic Conference annually and typically has one day of in-person advanced training in conjunction with it. A similar training is planned for Saskatchewan in November 2022 in conjunction with the Organic Connections conference. Canada – BC regional update. Inspectors' group meets weekly via zoom for 1 hour – a response to the need for inspectors to have the opportunity to talk to one another about inspector working conditions (contracts, bundling inspections, compensation)

**ETHICS: Acting Chair: Allen Benjamin, Board Liaison: Janine Gibson. CHAIR NEEDED.** Must be a current or past IOIA board director or alternate director. Deal with inspector complaints received IOIA based on the Codes of Ethics and Conduct. **Thank you to outgoing Chair, Joyce Ford, for many years of service as well as driving the development of procedures!**

**LATIN AMERICAN: Chair: Philippe Descamps, Board Liaison: Chuck Mitchell. MEMBERS NEEDED.** Chuck spearheads the effort to vitalize this committee. He sent 16 letters of invite to our Spanish speaking members in Latin America. The new Reynaldo De La Rosa scholarship has provided an additional impetus. Current focus is on approaching Latin American certifiers how IOIA can collaborate with them to provide more continuing ed opportunities for inspectors in Latin America. Language of the committee is Spanish.

**MEMBERSHIP AND NOMINATIONS: Chair: Eric Feutz, Board Liaison: Beth Dominick.** Purpose to develop membership services and numbers. **Co-Chair interested in taking over the Chair position NEEDED. Nominations Committee** Purpose to prepare annual ballot for Board of Directors. **Thank you to Eric Feutz for serving as Chair of both committees since 2015!**

**SCHOLARSHIP: Co-Chairs: Arthur Bassett and JJ Mack. Board Liaison: Brian Baker.** Oversees annually the applications for the Andrew Rutherford Scholarship, the Organic Community Initiative Scholarship (OCIS), and the OCIS Travel Fund. Current focus is developing the application and selection process for the new Reynaldo de la Rosa Memorial Scholarship earmarked for training of inspectors working in Mexico.

**POLICY COMMENT COMMITTEE: Chair: Rachel Cherry Myers, Board Liaison: Terrance Layhew.** Uses IOIA Comment Policy and Decision Tree to determine whether IOIA will submit comments on local, state, national or international issues in the organic industry that would impact inspectors and/or the inspection process; or issues outside of the organic industry which impact independent contractors. Drafts and/or review comments as needed.

**ACCREDITATION: Chair: Pam Sullivan, Board Liaison: Kate Newkirk** Oversees the inspector accreditation program, accreditation standards and procedures. The Accreditation Review Panel determines accreditation status of IOIA inspector members in 2 application rounds (spring and fall).

**BYLAWS: Chair: Al Johnson, Board Liaison: Kate Newkirk.**

**FINANCE: CHAIR/BOARD LIAISON: Allan Benjamin,** Chaired by the Current BOD Treasurer, as per bylaws. Advise board on fiscal matters, combined with fundraising committee.

**FUNDRAISING: Chair: Janine Gibson, Board Liaison: Beth Dominick**

**EDITORIAL REVIEW BOARD: Board Liaison: Brian Baker.** Disbanded as a committee, but will continue as an ad hoc committee as needed to review IOIA publications.

# New Faces in Kentucky - IOIA's Apprenticeship Project



Dr. Shawn Lucas of KSU - one of IOIA's project partners in the USDA NOP funded Apprenticeship Project. Dr. Lucas gave a warm Kentucky welcome to the group and discussed the problem of the worrisome homogeneity of organic inspectors. This project aims to increase awareness of inspection as a potential career for graduates as well as more diversity. Two of the course participants were KSU students and one was a KSU extension agent.



PJ Wiebusch of Oregon joined the training for 2 days to lead a field trip group to Rough Draft Farmstead.



Kenya Abraham and Cody Egan practicing interview techniques.



Tim Gray, KY Dept of Ag, feels the texture of the soil.



Dr. James Tidwell, Chair of the KSU School for Aquaculture and Aquatic Sciences, gave a tour of the world-renowned facility for trainers. Garth Kahl, IOIA trainer, in foreground.

# Basic Live Online Training

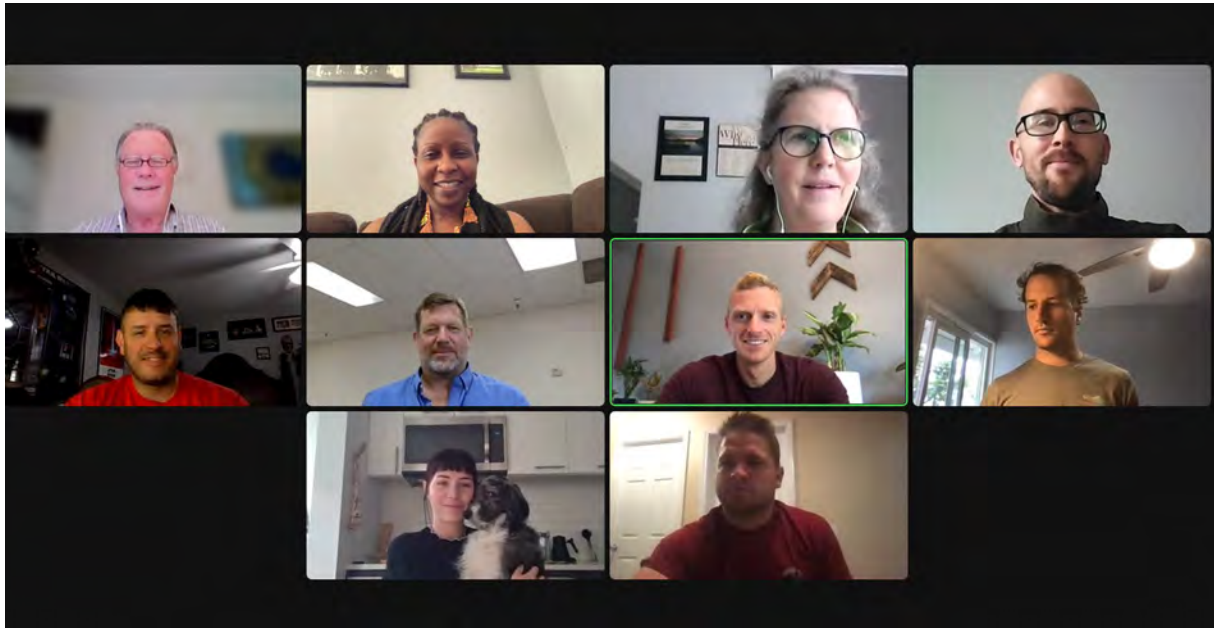


*Basic Live Online Processing Inspection training, March 21- 25, 2022  
Lead trainer Garry Lean, top left;  
Assistant trainer Nate Powell-Palm, Top 2nd from left*



*QAI - In-house Basic Processing Inspection training.  
Lead Trainer Luis Brenes, center row center. March 2022*

## Basic Live Online Training



*Basic Live Online Processing, May 16 - 20, 2022  
Trainer Garry Lean, top left / Trainer Kelly Monaghan, top 3rd from left*

## ONSITE Crop Inspection Training, May 16-20



In early 2020, MOFGA Certification Services (MCS) and IOIA looked forward to cosponsored training in Saco, Maine. MCS had helped to identify a wonderful but affordable venue - Ferry Beach Retreat and Conference Center - at a location well suited for training due to proximity to potential farm and processing field trips. The two basic trainings were scheduled to run concurrently. Everything changed with the pandemic, and the event was postponed twice. Finally, two years later, the Crop training ran at full capacity with 18 participants from across the country. Meanwhile, due to low enrollment, the Processing training was converted to live online format.

Trainers were Nate Powell-Palm and Jonda Crosby. Local inspector Kate Newkirk joined them mid-week as the third field trip group leader. Three excellent field trips were arranged by MCS and hosted by Frinklepod Farm, Frith Farm, and Black Kettle Farm. The Ferry Beach Center provided delicious home-cooked meals and the IOIA group had exclusive use of the facility. Definitely a “come-back-to” venue!

## Kentucky Basic Crop Training

*The launch of a series of trainings to pilot an apprenticeship intensive training*

The first step to successful apprenticeship is solid training in the standards and the next step is a rigorous basic training. IOIA's USDA NOP funded Apprenticeship project aimed to develop and trial a new apprenticeship model - with a diverse cohort of participants. The training series was widely advertised across the US. About double the typical number of applicants applied. Applicants first had to meet the standard criteria of experience in agriculture, including organic and nonorganic and communication skills.

The final group of 17 included a reviewer, an inspector with some inspection experience, a Rodale transition consultant, college students, and farmers. The selection process included an expanded application and an inclusivity filter to ensure generational, ethnic, and LGBTQ diversity. And the process worked! This was the most diverse training cohort in memory. The barrier of cost (sometimes cited by potential inspectors) was removed as a factor. In exchange for not paying registration fees to attend, the participants completed a comprehensive evaluation and pledged to complete a post-survey several months later. Trainers were Garth Kahl and Margaret Scoles. The training took place April 11- 15 at the KSU Howard R. Benson Research Farm near Frankfort. All three field trips were to diverse market vegetable operations. One of the reasons IOIA chose to develop this project was the strong partnerships already in place with KSU, U of K, OAK, and KDA. Another was the high concentration of smaller operations which provides great field trip opportunities. Four of the graduates went on to trial the Crop Apprenticeship Intensive at the same location on May 16-20.



Group at Salad Days Farm with field trip host Maggie Dungan.

Small groups working together, learning together.



## Kentucky Basic Livestock Training

Basic Livestock Inspection Training was delivered May 23-27, although not funded as part of the NOP apprenticeship project. Participants paid registration fees to participate. Nate Powell-Palm was the trainer, with some assistance from Ryan Burnette of KDA. A Livestock Apprenticeship Intensive is scheduled July 11-15.

Watch next issue for a full report on the apprenticeship project.



Nate Powell-Palm led 7 participants through a basic Livestock Inspection Training May 23-27 in Hopkinsville at the Christian County Extension Office. KDA certified dairy farmers Melvin and Nathan Troyer, Rainbow Dairy, hosted the field trip - an excellent learning site.

## Podcasts 2022 - Summer Lineup

This summer IOIA will be offering **3 podcasts** for your listening enjoyment, in lieu of our regular Town Hall meetings:

- Jacklyn Sleeper will be interviewed on the outcomes of the ACA/IOIA **Inspector Retention** Working Group.
- Elizabeth Whitlow will do an interview on **Regenerative Organic Certification**.
- Nathaniel Powell-Palm and Garth Kahl will discuss the major outcomes and learnings from the **NOP funded Apprenticeship project** after all trainings are completed in Kentucky.

And remember, later this year IOIA will take a survey of members to select courses from the Organic Integrity Learning Center that members would like to see us host discussion groups on to further diversify Town Hall offerings as we move into 2023.

We hope you will tune in to our podcasts - as a logged in inspector member to the IOIA site, just click on the podcast link in the main menu to connect.

### Town Hall will start up again in September:

**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** - Online Holiday Party (a tradition since 2020!)

# Annual Report - in Brief



## Annual Report 2021

You can view the entire 2021 Annual Report [here](#).



### Celebrating Organic ~ Investing in the Future ~ Investing in Inspectors

IOIA's 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.

**IOIA is the only international organization of its kind. IOIA is GLOBAL - with members in 16 countries.**

**IOIA invested in inspectors.** IOIA applied for funding from USDA NOP in 2021 for "Human Capital". IOIA is the principal investigator in one of the projects for \$250,000 to develop an inspector apprenticeship model, and a partner in three of the other eight projects.

**IOIA communicated with members** - IOIA launched a new website and our own podcast. Our digital communication platform sent out 74 separate messages, a total of 22,619 sends.

**IOIA created community via 7 Town Halls** and IOIA's first online Annual Meeting - with 60 inspectors in attendance (about a fourth of all members) - and our first online election.

### **IOIA Speaks - Advocating for Inspectors**

Human Capital was brought to the forefront in 2020-2021 as a critical challenge for the organic industry. IOIA had already been expressing deep concern about the failure of incoming highly qualified inspector candidates to match the exiting talent, especially in the face of increased inspections with the impending Strengthening Organic Enforcement Final Rule. Following a robust comment to the National Organic Program in 2020, IOIA had further opportunity when the National Organic Standards Board posted the **Proposal: Human Capital: Strategy for Recruitment and Talent Management - Inspectors and Reviewers**.



Keynote speaker Jochen Kleboth, Austria, Head of Data Analytics at Intact, spoke to inspectors, "*Improving Audit Performance and Planning with Artificial Intelligence Tools*". He explained how AI tools can help us "see more, find more, do more" as we deal with the elephant in the room (Fraud).

**Join IOIA in celebrating the Official Year of Organics - celebrating our 30 years and IFOAM's 50 years.**

# Annual Report - in Brief

IOIA's Policy Committee and Decision Tree on when to comment guides IOIA's comment process.

NOSB questions: *What have you experienced or witnessed that contributes to the shortage of organic inspectors/reviewers? What are some additional strategies that can be employed to increase the numbers of organic inspectors and reviewers?*

The Policy Committee prepared a comprehensive comment, urging NOP funding and support for

- Feasibility studies for Apprenticeship and Credentialing Programs.
- Support for pilot programs with universities or colleges that create access to a broader funding support.
- A State of the Industry Study that captures and publishes the data for inspectors and reviewers.
- Reducing duplicate annual training and increasing consistency.

IOIA also submitted comments for the Fall 2021 NOSB Meeting on the proposal: **Oversight improvements to Deter Fraud: Modernization of Supply Chain Traceability.**



*“The goal of the Human Capital Capacity Building initiative is to improve the oversight capacity of the organic industry by supporting and expanding the pool of qualified inspectors and reviewers. The initiative will support projects across the human capital pipeline, from initial workforce development to creating resources for existing professionals.” (USDA/NOP).*

IOIA is the lead on one project and partnering on three of the other nine projects funded under this initiative.

**Project Title:** Building a Sustainable and Inclusive Apprenticeship Program for Organic Inspectors and Other Organic Professionals. **Project Lead:** IOIA

**Project Title:** Diversity, Equity, and Inclusion Resources for Organic Professionals. **Project Lead:** Organic Farmers Association

**Project Title:** Bridging the Gaps: Enhancing Organic Programs in Postsecondary Education to Expand and Diversify the Certification Workforce Pipeline **Project Lead:** Oregon Tilth

**Project Title:** Developing Cooperative Support for Organic Professionals. **Project lead:** Northwest Cooperative Development Center



Ellie Hudson, Green Door Workshop, Michigan, serves as the Apprenticeship Project Manager.

International Organic Inspectors Association Balance Sheet (Cash Basis) As of December 31, 2021		
ASSETS	Dec. 31, 2021	Dec 31, 2020
<b>Current Assets</b>		
Total Checking/Savings/CDs	384,486.72	399,241.19
Accounts Receivable	449.41	-224.08
Total Other Current Assets	22,316.08	20,410.16
<b>Total Current Assets</b>	<b>407,252.21</b>	<b>419,427.27</b>
<b>Fixed Assets</b>		
Total Building	38,768.86	38,768.86
<b>Other Assets</b>		
Accumulated Depreciation	-21,541.65	-20,012.23
<b>TOTAL ASSETS</b>	<b>\$424,479.42</b>	<b>\$438,183.90</b>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Equity</b>		
Contributed Property-FMValue	29,031.80	29,031.80
Restricted (Scholarship Travel Fund)	17,337.83	1,598.00
Retained Funds	407,667.91	488,307.55
Net Income	-29,558.12	-80,639.64
<b>Total Equity</b>	<b>424,479.42</b>	<b>438,297.71</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$424,479.42</b>	<b>\$438,297.71</b>

## IOIA's Mentorship Committee:

Amanda Birk, Chair; Lois Christie; Janine Gibson; Angela Wartes-Kahl; Trish Dougherty; and Pam Sullivan.

## Accomplishments

- Initiated a Pilot Apprenticeship Program
- Procured Grants & Industry Funding
- Implemented Program Marketing

# Annual Report in Brief

IOIA continued a strong basic training program in 2021 using the live online training format to deliver basic trainings in three languages (English, Japanese, Spanish). Total number of participants went up again for the third straight year, with most training offered online. The Basic Crop Inspection Training was adapted in 2021 to Spanish and to the COR Crop Standards in the Live Online format.

For the first time, IOIA cosponsored the annual training of the Accredited Certifiers Association. ACA and IOIA worked out an arrangement in 2020 by which independent contract inspectors could attend the NOP training. ACA and IOIA worked together in 2020 on the training, and we moved to work even more closely together in 2021. Due to the pandemic, the training moved from a planned onsite event to an online format. Dozens of IOIA inspector members participated, grateful for affordable and accessible training. IOIA members and staff were speakers and dozens of members attended the training.



Onsite training resumed in the US, after an interruption of nearly two years during the pandemic. The field trip hosts who accept small groups on practice inspections are a key ingredient to IOIA's successful onsite basic training program.

Remote Inspection Training, particularly Unannounced Remote, was identified in 2021 as a topic for shared training with ACA and IOIA. Two free workshops were developed and delivered collaboratively, reaching 345 participants from around the world. Both sessions were recorded and made available to all registrants.

Following up on a partnership established in 2020 with [CIAO - Comisión Interamericana de Agricultura Orgánica](#) –IOIA co-developed a self-paced [Capacitación en Inspección Remota de la IOIA - nivel 200](#) (remote inspection training) in 2021 in Spanish. CIAO provided translation and hosting support. IOIA Trainer Garth Kahl delivered an update webinar in Spanish for CIAO.

**Organic Valley Joins as a Supporter of the IOIA Apprenticeship Pilot Program** *“Organic inspectors play a vital role in the organic certification framework and are largely responsible for verifying the integrity of organic standards. The community can support the retention of well-qualified professionals by working to elevate the status of organic inspectors and reviewers as well-qualified professionals. Join us in supporting an inspector apprenticeship program to meet a critical need.”*

– Mary Capehart, CROPP/Organic Valley

Three new Canadian courses were launched in 2021:

- Self-paced Canadian Organic Certification System
- Self-paced Canada Organic Crop Production Standards
- Live Online Basic Crop Inspection Training

Self-paced Canadian Livestock Production Standards, Live Online Livestock Inspection Training; and Live Online Processing Inspection Training are all scheduled for completion in 2022.



**Using Webinar, Live Online, Onsite, and Self-paced formats, IOIA had an average of one training per week – 52 separate training events. Self-paced Remote Inspection Training is available in English and Spanish.**

# Annual Report



**52 Training Events**  
**890 Course Participants**

**Members in 16 Countries**  
**2 Strategic Partners -**  
**(AOI and CIAO)**

**74**  
**Press Outreach**  
**Campaigns to**  
**22,619 Contacts**

**7**  
**Inspector Town Halls**  
**IOIA's First Podcast**

**Our First**  
**Online Annual Meeting,**  
**attended by 60 inspector**  
**members - the most ever!**

**1 In-Person**  
**Board Retreat**  
**produced 1 New**  
**Strategic Plan**

**First collaborative**  
**IOIA/ACA/NOP Training**  
**3 New Canadian Courses**  
**2 New Spanish Courses**

**80 years -**  
**the amount of collective**  
**service to IOIA**  
**by current staff**

## Board of Directors Minutes Highlights

(full minutes available to inspector members on the IOIA website)

### February 17, 2022 - 6:00 to 8:00 p.m. EST Conference Call - Full Board

**Attendance:** Rachel Cherry Myers (Chair), Terrance Layhew, Heather Donald, Janine Gibson; Allan Benjamin, (Beth Dominick joined at 7 pm, Chuck Mitchell absent) **Notetaker: Janine Gibson**

**End of Year 2021 Financials for AGM: Documents:** Janine moves to accept the 2021 Budget vs Actual and the Balance Sheet for presentation to the AGM. Motion carried. BOD reviewed the 2022 budget, no change in expense or income since approved in January. Special projects are all listed separately so it is more understandable for those at the AGM. Income was reduced, but so were expenses. We were expecting to be minus \$60K, but it is only minus \$31K. IOIA's cash reserve is \$200K and we did not dip into it! Well done! 2022 Budget looks good! Allan, as Treasurer, will present these reports at the AGM.

**Strategic Plan Check-in:** 1st Qtr progress; Accountabilities: New Position. Margaret highlighted in yellow everything that is on track and there is a lot of yellow! Margaret asks if this tracking works, and BOD likes it. T asks for an initialed column and completion date for accountabilities on the Work Plan Chart.

**RFA & NCAT Project Update:** The ED Report included a summary of key updates and challenges for all 4 RFA projects, and the NCAT BFRD program. As an outcome of the Apprenticeship RFA project, we now have a DEI statement in the IOIA training applications.

### March 17, 2022 – Conference Call 6-8 p.m. EDT Conference Call – Full Board

**Attendance:** Janine Gibson (Chairing meeting), Allan Benjamin, Kate Newkirk, Terrance Layhew, Beth Dominick, Brian Baker and Margaret Scoles. Chuck Mitchell joined late due to connectivity issues.

**Annual Plan Overview:** MS reviewed 2022 calendar with the board.

**BOD Officer Election and BOD Committee Liaisons:** Officers elected: Chair – Janine; Vice-Chair – Beth; Treasurer – Allan; Secretary – Kate; Executive Committee at Large – Chuck; Directors – Brian and Terrance. Completion of Heather's term (1 year Heather resigned and her remaining term needs to be filled (1 year ends 2023). Both Brian and Kate volunteered, flipped for it, Brian will serve 1 year.

BOD Committee Liaisons and Committee Assignments:

**Accreditation:** Chair: Pam Sullivan, Board Liaison: Kate Newkirk

**Asia Pacific Committee:** Chair: Mutsumi Sakuyoshi, Board Liaison: Chuck Mitchell,

**Bylaws:** Chair: Al Johnson, Board Liaison: Kate Newkirk.

**Canadian:** Chair: Bill Barkley, Board Liaison: Janine Gibson

**Editorial Review:** Chair: Brian Baker. Board Liaison: Terrance Layhew

**Ethics:** Acting Chair: Allen Benjamin. Board Liaison: Janine Gibson

**Finance:** Chair/Board Liaison: Allan Benjamin,

**Fundraising:** Chair: Janine Gibson, Board Liaison: Beth Dominick

**Latin American:** Chair: Philippe Descamps, Board Liaison: Chuck Mitchell

**Membership:** Chair: Eric Feutz, Board Liaison: Beth Dominick.

**Nominations:** Chair: Eric Feutz, Board Liaison: Beth Dominick,

**Policy Comment Committee:** Chair: Rachel Cherry Myers, Board Liaison: T Layhew

**Scholarship:** Co-Chairs: Arthur Bassett and JJ Mack. Board Liaison: Brian Baker

**Training Advisory:** New Committee. Chair and Board Liaison: Pending.

**2023 Annual Meeting:** BOD confirmed Annual Meeting will be sometime between January 24<sup>th</sup> through 28<sup>th</sup> 2023 in conjunction with ACA events in New Orleans, most likely Sat 1/28/23.

Respectively Submitted, Kate Newkirk, Secretary

## Board of Directors Minutes Highlights

(full minutes available to inspector members on the IOIA website)

### April 21, 2022 6-8 p.m. EDT – Conference Call – Full Board

**Attendance:** Janine Gibson; Beth Dominick; Allan Benjamin; Kate Newkirk; Chuck Mitchell; Brian Baker; Terrance Layhew. Margaret Scoles, ED

**2022 Annual Meeting Minutes:** Attendance at AGM was down from the previous year. Matched typical on-site attendance. BoD agreed that draft AGM Minutes should be posted.

**Treasurer’s Report:** Reviewed Treasurer’s Report along with First Quarter Balance Sheet and Budget vs Actual, Kate motioned to accept all 3 reports – accepted. Allan will be traveling through Montana and plans to stop over at the IOIA home base in Broadus and do a limited audit of IOIA financial documents. Allan will review that financial controls are in place and any additional audit items the BoD thinks advisable after review of 2016 review. Appreciation extended to Allan by BoD members.

**Committees Update -** Chuck reported on international programs:

- Asia Pacific Committee – planning a 2nd Grower Group training as the 1st training went well. Chuck suggested we review the 2-3 year Agreement with the Asia Pacific group.
- Latin America – New Reynaldo De La Rosa scholarship committee has provided an impetus for a Latin America Committee. The Scholarship Committee met on April 6. Most of the members of that committee are in Latin America. They discussed the new scholarship. Chuck sent 16 letters of invite to our Spanish speaking members in Latin America.
- Canada – BC regional update. Inspectors’ group meets weekly via zoom for 1 hour – a response to the need for inspectors to have the opportunity to talk to one another about (inspector working conditions, contracts, bundling inspection for more than one certifier, compensation, etc.) Chuck informed BoD that the accreditor that accredits most of the BC certifiers (COABC) has historically required their inspectors to be members of IOIA. As of this year, COABC no longer requires IOIA membership, so we may lose members.

**Strategic Plan Check-in:** Allan reminded ED that the Work Plan includes an HR specialist that can help draft the new job description.

**“Coffee with IOIA” (Open Forum):** This is an inspector member’s idea and would be an inspector led 1-hour Zoom meeting that creates space for inspectors to talk and another opportunity for community. Different from Town Hall because it is self-organizing. IOIA could possibly provide limited staffing. give non-members a taste of IOIA.

**Climate Smart Agriculture –** She asked for BoD to review current OTA brief and she will continue to follow up with OTA. Chuck had read the whole bill and found a lot of positive in it. Focus for IOIA: Training opportunities, inspectors need to be paid for what they do, and need to do our best to prevent this from being a time-sink for inspectors.

Respectively Submitted, Kate Newkirk, Secretary



**IOIA Caps! Available in 5 colors!**  
 Up your professional appearance in the field with one of our truly organic cotton caps!  
 \$24 each, see our website to order yours in color choices of black, avocado, sand, olive, or brown.



**International Organic  
Inspectors Association**

IOIA  
PO Box 6  
BROADUS, MT 59317 USA  
WWW.IOIA.NET  
IOIA@IOIA.NET  
406 - 436-2031

*KEEP IOIA STRONG – LEND YOUR STRENGTH AND GET INVOLVED!*

## *2022 Calendar*

*May 30 - June 15* | IOIA/Hong Kong Organic Resource Centre [Live Online Basic Crop Inspection Training](#)

*July 26 - 29* | [BIOFACH](#), Exhibition Centre Nuremberg, Germany

*September 14* | Organic Week Launch event, Sept 14, Toronto, Ontario, CANADA

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

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

*November 16 & 17, 2022* | [Organic Connections Conference & Trade Show](#), Prairieland Park, Saskatoon.

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

*PLEASE SEE PAGES 2, 3 & 4 FOR THE CURRENT LIST OF  
IOIA LIVE ONLINE, ONSITE, WEBINAR AND SELF-PACED TRAINING OPPORTUNITIES*