

IOIA Annual Report - 2013

Prepared March 1, 2014, by **Ib Hagsten**, Ph.D., IOIA Board Chair, and
Margaret Scoles, IOIA Executive Director

IOIA Mission

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

IOIA is a leader at the forefront of the global organic sector through successful collaborations and a highly engaged Board of Directors. Year 2013 was one of exciting and cutting-edge initiatives.

The IOIA Board of Directors sought to engage the membership through an Inspector Membership Survey (**first in 6 years**). Member feedback (**a hefty 40% response**) led to bold steps as well as sound and sensible upgrades to increase IOIA's effectiveness. Survey responses will continue to guide the BOD's activity and IOIA's programs in 2014. Results provided the BOD with invaluable perspectives on food safety training, social media, whether to go digital with the newsletter, inspector accreditation, and membership benefits.

IOIA was a heavy player in the industry-wide "Sound and Sensible Organic Certification" initiative in the US. **An IOIA White Paper: Solving the Organic Certification Paperwork and Process Logjam**, one of the first papers distributed early in 2013, proved to be a key document. Other organizations frequently drew from IOIA's paper as they developed their own comments and papers. IOIA participated in working groups of the Accredited Certifiers Association (ACA) on this topic and led the Inspection Subgroup.

At the 2013 Annual Meeting in Asilomar, California, Miles McEvoy, Deputy Administrator of the USDA National Organic Program, accepted IOIA's challenge that if IOIA could guarantee participation at a Spanish language NOP certifier training in Latin America he would bring the training. Voilà! That training is scheduled for March 18-19 in Costa Rica in conjunction with the IOIA Annual General Meeting (AGM), with over 50 participants from 11 countries and 16 different agencies (including three governments). Garth Kahl, new BOD member in 2013, was the leader on getting IOIA exhibit space at Expo Orgánicos in Mexico City June 26-28. IOIA created Spanish language promotional materials for the show introducing IOIA's new logo. Kahl's enthusiasm helped bring to fruition **two training events in Mexico** during 2013, matching the total number of trainings in Mexico for the past 10 years! The event also started other trainings incubating. IOIA is now preparing its first Latin American AGM in six years.



BOD member Garth Kahl proudly debuts IOIA's new Spanish language display at the Expo Orgánicos tradeshow in Mexico City. Kahl led in getting IOIA the booth and then staffed it.

Members supported launching food safety training in collaboration with PrimusLabs for a new category of inspection work – the Regional Independent Verifier (RIV). The RIVs will help fill a critical gap in the ability of smaller, local farmers to access markets as the Food Safety Modernization Act looms on the

near horizon. The Local Farmer Program will create new work opportunities for organic inspectors and provide useful cross training in Good Agricultural Practices (GAP) and HACCP. As the program is available to both organic and non-organic producers, it also gives organic inspectors the opportunity to be ambassadors to disseminate organic information and thereby ultimately grow organic. Although the Local Farmer Program began in the US, the first RIV training will happen in Costa Rica with an audience from a multiplicity of countries. Through association with IOIA as a RIV trainer, the program is designed to have global impact and international relevance. The program is available to all certification agencies. This project can be used by all organic certifiers and is a key training project for IOIA in 2014. As it is developed, the Board and staff of IOIA are mindful of the membership’s cautions to not let this project overtake or detract from IOIA’s core mission. Jonda Crosby, IOIA Training Services Director, leads this project for IOIA.

IOIA raised its profile in Canada largely through the efforts and support of IOIA board member Stuart McMillan of Manitoba, who serves as Vice-Chair of the Board of Directors. IOIA increased training activity in Canada. IOIA and Canadian Organic Growers celebrated a closer relationship as they cosponsored basic inspection training to the Canadian Organic Regime (COR) standards. We continue to sponsor the Guelph Organic Conference annually. In 2013, at that conference, IOIA sponsored a member social and Jonda Crosby spoke on the state of organic extension with “US View from afar: the USDA Model.” Additionally, 100-level COR Livestock and Processing Standards Webinars were launched and the 100-COR Crop Standard webinar will be offered in the spring of 2014. IOIA, in continued collaboration with the Organic Materials Review Institute, will offer COR-based Input Materials webinar training for Crops, Livestock, and Processing in 2014.



Stuart McMillan, IOIA’s Vice-Chair, and Jonda Crosby at the Guelph Conference, Jan 2014. With past BOD member Monique Scholz, accredited inspector, of Quebec, they also visited the Canada Organic Office in Ottawa to address inspector’s concerns and open dialogue.

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Inspector members Joel Aitken and Kelly Monaghan, an accredited member, of Ontario, at the IOIA social in Guelph. Kelly represents IOIA on the Canadian General Standards Board’s Organic Technical Committee.

Ib Hagsten and Isidor Yu write IOIA in the sand near Asilomar, California, to celebrate a successful Annual Meeting and BOD retreat in March 2013.



Isidor Byeongdeok Yu (one of just two BOD members from Asia in the entire history of IOIA) worked aggressively with the Korea Organic Inspectors Association to cosponsor more organic processing inspection trainings in Korea. **Half of all IOIA basic processing inspection trainings in 2013 were in the Korean language.** Through KOIA's efforts, all participants of the processing courses are eligible for a training subsidy from the Korean government. These trainings generated significant income for IOIA. Fundraising efforts by the BOD takes many forms!

Margaret Weigelt, IOIA Board Secretary Extraordinaire

Weigelt draws from her "other life" as a librarian to find inspector resources and shares them through the IOIA Forum. She chairs the Scholarship Committee and also stepped forward, alongside Garth Kahl on behalf of the BOD, to breathe new life into IOIA's Fundraising Committee's efforts in 2013.



IOIA and Friends at sunset on the eve of the 2013 IOIA Annual Meeting at Asilomar State Beach and Conference Grounds, March 22

The AGM and associated events proved to be a launch-pad for several key new initiatives. IOIA's white paper on Sound and Sensible was announced and shared with the membership. And the Spanish language NOP training and the collaboration on new Local Farmer Program were born.

The banner photo for IOIA's Facebook Page!



This group includes outgoing, former, continuing, and new BOD members, plus friends including Miles McEvoy, Deputy Administrator of the USDA NOP, who drew a standing ovation with his keynote on "Sound and Sensible Certification."

Key Activities and Alliances:

Addressing Issues of Concern to Organic Inspectors

- ▶ Completed an Inspector Membership Survey, a joint project of the Membership Committee and the Board of Directors. The BOD is grateful to members who provided input to help them make decisions regarding key directions and activities for IOIA. Diane Cooner deserves a note of appreciation for preparing an excellent summary report. More than 40% of the IOIA members responded to the survey. Results were studied by the Membership Committee and their analysis reported to the BOD by Stuart McMillan. As Vice-Chair, he serves as the BOD's liaison to the Membership Committee. A summary is included here (see next page). A more complete report is available on the Inspectors-Only section of the IOIA website.
- ▶ Took major steps forward on a new model for reconfiguring the IOIA Accreditation Program to make it more relevant and valued to both members and certifiers. The goal is to create a program that is widely accepted and endorsed by governmental bodies and certifiers.
- ▶ Participated in the ACA Working Group on Field Evaluation of Inspectors in response to NOP Certifier Instruction on that topic. IOIA was a strong voice against requiring annual evaluations by every certifier of every inspector. This would be especially onerous for the independent inspector working for multiple certifiers.
- ▶ Commented to the National Organic Standards Board in writing and in person and twice to the NOP.
- ▶ Hosted quarterly Certifier-Inspector Dialogue conference calls. The ongoing conversations are invaluable in shaping the training program and addressing inspector issues and member concerns. Key topics in 2013 were food safety, field evaluation of inspectors, organic seed, new training topics, and Sound and Sensible initiative. The Sound and Sensible work identified "Improving the Exit Interview" as an area for more training.
- ▶ Continued to expand IOIA's Social Media presence, and maintained a Facebook page that spotlights activities of organic inspectors.
- ▶ Published the quarterly newsletter, *The Inspectors' Report*. Based on member input, hard copy newsletters were discontinued as a membership service for individual membership categories at the end of 2013. All members now receive a digital edition (greener, less expensive, and more timely). Hard copies are mailed to Supporting Certification Agency, Patron, and Sustaining Member categories. Hard copy subscriptions are still available if pre-ordered.
- ▶ Technical articles are published in each issue, written or reviewed by Tony Fleming, IOIA Technical Editor. In 2013, in light of the implementation of the new requirements for residue testing, IOIA highlighted information regarding testing and contamination risks.



- *The New NOP Rule on Periodic Residue Testing Puts the Onus on Inspectors: So Now What?* – T. Fleming
- *Design, Execution, and Interpretation of Risk-Based Water Quality Tests* – T. Fleming
- *How Will the New FDA Salmonella Regulations Impact Organic Egg Producers?* – Kyla Smith, PCO
- *Pressure Treated Lumber in a post-CCA World: Are Any of the New Choices Suitable for Organic Production?* – T. Fleming

2013 IOIA Inspector Member Survey Results - Engaging the Members

Section A:

A1. Number of Inspections? About 60% of the inspectors responding had performed 75 or fewer inspections annually over the last 5 years. On the high side, about 14% of the respondents had done more than 250 processing inspections annually. Only 5.6% of the members had done that many livestock inspections and 7.7% that many crop inspections.

A2. What percentage of your income comes from organic inspection? Most inspectors responding indicated part-time income from inspections. Nearly a third responded in the 0-19% range. Just 11.6% derived 100% of their income from organic inspection.

A3. Are you an independent inspector or certifier-staff? 83% responded "independent inspector" and 17% "certifier staff".

Section B: Accreditation

B1. Have you ever applied to become an IOIA accredited inspector? Nearly 80% responded "No". If YES, what benefits do you feel this has provided for you? The top two responses – 80% each - were "Enhanced reputation among certifiers and other inspectors" and "Personally, to have an evaluation by my peers." If NO, you have not ever applied for or become an IOIA Accredited Inspector why not? More than 80% responded that the apparent value/benefit does not seem worth the effort, and 14.75% were not aware that IOIA offered accreditation.

B2. Would you be more likely to become an accredited member if it was recognized by the NOP or other governmental bodies? 68.5% answered 'yes'; 10.9% were already accredited.

Section C: Your IOIA membership

C1. What one new product or membership service would you like to see IOIA add, if possible? This question elicited 55 useful and insightful comments and ideas.

C2. How would you rate your satisfaction with IOIA with regard to membership fees compared to services and benefits received? Just 10.8% said they felt that the membership fee is a bargain and would be willing to accept a reasonable increase. And the same number said they felt the membership fee is not quite justified by the services and benefits provided. More than half (53.8%) said they felt that the membership fee is well-worth it. More than a fourth (26.88%) said they were generally satisfied but would like to see more services and benefits.

Section D: IOIA and Food Safety

D1. IOIA is exploring a collaborative opportunity to provide training in Food Safety for organic inspectors and others.... seeking input on whether this would be a positive direction for IOIA.

Response: "I feel that this is a good direction for IOIA and would be interested in participating as an auditor" – 34.1%. "I feel that it is worthy of further exploration but I need more information." - 35.2%. Several comments cautioned IOIA not to focus on this project as to detract from IOIA's core mission.

Section E: IOIA Website and Social Media

E1. Which of the following do you use on a regular basis? (IOIA Website, Facebook, LinkedIn, Twitter, Google+) Response: Of the respondents, 56.7% used the IOIA Website regularly, Facebook 41.1%, LinkedIn 27.8%, Google+ 20%, and 28.9% said "None".

E2. Which of the following do you plan to use in the next 12 months, if you are not already using them? Again, the IOIA website was the clear winner at 65.6%, with Facebook at 40.5%. More than 25% of the members responding chose "None".

E3. As IOIA formulates a social media strategy, how would you like IOIA to use Social Media? This question elicited lots of comments, many lukewarm. Several commenters said they did not use or appreciate social media. A few stated that they already spend too much time at the computer.

Section F: IOIA Newsletter

F1. IOIA is weighing the cost of printing hard copy newsletter and the time lag between printing and members receiving the newsletter against providing an electronic newsletter. Just 21.5% said they would prefer to continue receiving four issues/year in hard copy. Almost half (48.4%) said they would prefer to receive the newsletter as electronic only, and 35.5% thought members should be given a choice of hard copy or electronic, recognizing that hard copy subscriptions may be accompanied by a cost additional to dues.

“IOIA strongly supports reduction of unnecessary paperwork in the organic certification system as paperwork often consumes more than half the time spent at the on-site inspection. IOIA seeks to shift the focus from processing paperwork to the certification process and the inspection itself provided, of course, that the integrity in the organic label is maintained.”

From *An IOIA White Paper: Solving the Organic Certification Paperwork and Process Logjam*

Promoting consistency and integrity in the organic certification process:

- ▶ Joined with Wild Farm Alliance in a successful grant project. IOIA and WFA are collaborating on the Biodiversity Conservation Education Project. IOIA assisted in identifying inspectors for in-depth interviews and assisted WFA in distributing an Inspector Survey. The project will provide organic professional training on requirements for soil, water, wetlands, woodlands, and wildlands as they relate to natural resource conservation in the NOP. However, the resources are applicable for inspectors everywhere. The project is looking at all IOIA basic crop and livestock inspection curricula to see where biodiversity conservation can be enhanced. The training materials developed will insure that inspectors are better trained to assess natural resources on organic farms.
- ▶ Joined with the Ohio Ecological Food and Farm Association (OEFFA) in a successful grant project. IOIA and OMRI will help OEFFA train veterinarians in 2014 and 2015 on input materials used in organic livestock. This project is funded by a grant from North Central SARE.
- ▶ Worked with IFOAM to launch the first Organic Leadership Course by the IFOAM Academy in North America. Although the training failed to garner enough interest to move forward, IOIA celebrated the success of winning a small grant to support the Academy’s scholarship program.
- ▶ Continued our sponsorship of the Guelph Organic Conference in Ontario.
- ▶ Participated in Guelph Organic Conference (Ontario), Expo West (Anaheim), Expo East (Baltimore), and the Missouri Organic Association and Organic Poultry Symposium (Springfield). Our ED and BOD Chair were both speakers at the Poultry Symposium. IOIA often receives free nonprofit booths because IOIA is viewed as a resource. Most of the people who stop by to inquire at the Expos lack information about what organic means, how organic inspectors work, and how organic inspectors make sure that organic is verifiably organic.
- ▶ Encouraged certification bodies to standardize staff training through the help of IOIA’s programs.
- ▶ Being present at NOSB meetings promoted consistency.



Expo West, Anaheim, CA 2013

Kathy Bowers, US Training Services Coordinator (center), with Mostafa and Nikki Chtaini at the IOIA booth. Chtaini has worked for more than 10 years to bring IOIA training to Morocco.

Training:

The third arm of IOIA’s mission is providing quality inspector training. How did IOIA do in 2013?

IOIA trained 669 people in 2013, **an increase of 40% over 2012!** At the same time, IOIA trained fewer new inspectors in the US. IOIA training continues to increase in diversity and global recognition. IOIA sponsored training events in Ontario, Florida, Illinois, New Mexico, Colorado, New York, Puerto Rico, Costa Rica, Korea, Japan, Mexico, and Australia, plus many webinars.

A sampling of the IOIA’s broad reach -- In addition to inspectors and potential inspectors, IOIA trained 55 employees of Enbridge Energy Co. on monitoring pipeline construction across organic farms to protect organic integrity. And at the Organic Poultry Symposium, IOIA helped train organic poultry producers how to prepare for organic inspection, including a ‘virtual inspection’. This training was spearheaded by IOIA inspector member Sue Baird of Missouri.

IOIA greatly expanded webinar training (**237.5% increase over 2012**) offered through the Training Institute and launched six new webinar trainings. These included three new 200-level webinars and three new 300-level webinars. A record **19 open-enrollment webinars** were offered and IOIA plans at least 30 in 2014. IOIA continued to build the 200-level webinar program with OMRI, with webinars addressing both NOP and COR regulations offered in 2014. IOIA Staff Jonda Crosby and Kathy Bowers focused much of their work time in 2013 on developing and maintaining the webinar program. IOIA delivered standards training into the classroom at Cabrillo College in California via web-delivery. The class was offered as a segment of a Horticulture class, and additional participants beamed in from other locations.

IOIA launched the 200-level Webinar “Natural Resource Assessment on Organic Farms” in 2013. IOIA Trainer Garry Lean prepared and delivered the course, with guest presenter Sarah Brown of the USDA NRCS.

The 200-level “Residue Testing and Responding to Results” was developed in response to updated regulations in the US regarding residue testing. The first training was in-person at The Agriculture and Land-Based Training Association in Salinas, California, immediately before the AGM and Advanced Training. The training was presented jointly by Nathaniel Lewis (WA State Department of Agriculture), Brandon Nauman (Scientific Certification Systems), and Wil Sumner (SCS). A total of 24 inspectors, certifiers, and others were trained either in-person or via the web.



Nathaniel Lewis worked with IOIA to develop the webinar.



Brandon Nauman guides hands-on practice in collecting produce samples for the in-person training.

Webinar delivery continues to be a popular format for international trainings. IOIA delivered NOP and COR Standards training via webinar to participants in Australia. In perhaps the most global training of the year, Isidor Yu, IOIA Trainer and BOD member, delivered web-training on the Korean regulations for CCPB, a certifier in Italy, with KOIA as cosponsor. Kathy Bowers provided tech support from her ranch in Montana, 25 miles from the IOIA office.



Twice past BOD member, IOIA Trainer, and inspector for 20+ years, Monique Scholz, accredited inspector of Québec developed and delivered “Inspecting Organic Maple Syrup”, a 300-level webinar.



BOD treasurer, full-time inspector, and vineyard owner Pam Sullivan developed and delivered “Inspecting Organic Wineries”, a 300-level webinar.



Past BOD member, IOIA Trainer, inspector of Costa Rica, Luis Brenes developed and delivered “Grower Group Inspection and Certification”, a 300-level webinar. He also developed the 100-level Spanish language NOP Crop Standards webinar, to be delivered in 2014.

A summary of in-person training activity by language:

- Basic Crop Inspection Training – 4 Spanish, 1 Japanese, and 4 English
- Basic Processing Inspection Training – 4 Korean, 1 Japanese, and 2 English
- Basic Livestock Inspection Training – 2 English
- NOP Standards Workshop – 1 (Australia) English
- Advanced Organic Inspector Training – 1 English



Basic Crop Inspection Training Group, Loveland, Colorado, tours the organic gardens at Sunrise Ranch. Field trips are an essential component of all basic organic inspection courses. This requirement proved challenging when the training area was amid a devastating flood. For the first time in IOIA’s history, two out of three field trip hosts were cut off by flooding. The situation called for quick response by trainers, creative solutions, above-and-beyond cosponsor support by the CO Dept of Ag, some off-site exam proctors, in addition to gracious assistance by the host venue, Sunrise Ranch, with a last-minute field tour to replace those stranded by the flood.

One way of looking at in-person training is to separate those organized by IOIA proactively and those where IOIA responds to training requests. IOIA sponsors an average of two or three trainings each month, usually following one of two models. **IOIA-managed trainings** are limited in number (about 4 or 5 annually) and are managed out of the head office with limited support from regional cosponsors. Most of these occur in the US. **Cosponsor-managed trainings** depend much more heavily on cosponsors that handle most of the logistical workload, while the administration is shared between the sponsor and IOIA.

IOIA-managed trainings continue to be the primary revenue source for IOIA. In-house trainings, following the cosponsor-managed training format, are sometimes delivered for certification agencies or other NGOs. Cosponsor-managed training activity was exceptional this year, resulting in many international training projects under the able direction of Sacha Draine, our multi-lingual International Training Manager and Assistant ED. Revenue from international cosponsor-managed trainings is much lower, but they remain an important component in IOIA’s efforts to achieve our overall mission. Most of these trainings in 2013 occurred outside of North America.

▪ **IOIA-managed Trainings**

- ▶ California– Advanced
- ▶ Florida – Basic Crop and Processing
- ▶ New Mexico – Livestock
- ▶ Colorado – Basic Crop
- ▶ New York – Basic Crop, Processing, and Livestock

▪ **Cosponsor-managed Training**

- ▶ Crop – Mexico (2, both Spanish), Costa Rica (Spanish); Puerto Rico (Spanish); Japan (Japanese), Ontario
- ▶ Processing–Korea (4, all Korean), Japan (Japanese)
- ▶ NOP Standards Workshop – Australia

IOIA Training in 2013		
Type of Course	Number of Events	Participants
Basic Crop	9	152
Basic Livestock	2	28
Basic Processing	7	111
Advanced	1	48
Webinars (100 level)	9	122
Webinars (200 level)	7	61
Webinars (300 level)	3	30
Residue Sampling (in-person)	1	16
Standards Workshops (webinar)	2	34
Standards Workshops (in-person)	1	12
Other	<u>1</u>	<u>55</u>
Total	43	669

Advanced Training Group, Asilomar, California



Finances:

IOIA maintains a solid financial position and, once again, did not dip into cash reserves in 2013. The BOD had prepared a balanced budget and celebrated instead a bottom line of more than \$15,000+ this year. Key factors were numerous training projects that developed and a stronger fundraising effort. **New in 2013 – an active Fundraising Committee!** Garth Kahl and Margaret Weigelt stepped up from the BOD. Jonda Crosby brought skills and experiences from her previous work. Based on their work and unprecedented generosity from BOD members themselves, **IOIA doubled average donations** in just one year.

WhiteWave Foods, a long-time supporting business member, accepted IOIA's invitation to be our first Sustaining Member.

With assistance by volunteer, long-time monthly donor and friend of IOIA, Susan Colwell, an increased focus was put on the Monthly donor category. It was promoted with a new name – the Evergreen Donor. The IOIA website was updated to make monthly giving more attractive. A donor campaign was begun and will continue into 2014.

Accounting costs were higher than budgeted, but all for good reason. The BOD tackled two hard tasks in 2013. Outgoing Treasurer Eric Feutz saw the review of the IOIA books via Agreed Upon Procedures through to the end before he left the BOD in March. In the process of completing that review, just one area was identified as needing to be addressed further. When Treasurer Pam Sullivan took over, she launched right in to working with the ED to clean up some errors in administering a Health Reimbursement Arrangement benefit for staff for the three previous years. With additional accounting help, the IOIA BOD was able to solve the problem, pay the additional tax liabilities, and move into 2014 with a clean set of books.

As treasurer, Pam gives careful scrutiny to the bank statements, bank reconciliations, and financial reports. She aggressively sought to find higher interest-bearing accounts for the IOIA cash reserve. Through her efforts, the IOIA cash reserve is now on a schedule to put one-third of the cash reserve into a certificate of deposit every 6 months. The IOIA treasurer chairs the Finance Committee and annually engages that committee in reviewing the draft budget for the coming year. The Finance Committee met in 2013 and recommended a balanced draft 2014 budget to the full BOD.

Details of the 2013 final Financial Reports and the 2014 Budget will be presented by the Treasurer at the AGM. Key aspects contributing to the positive bottom line for 2013:

- ▶ BOD increased dues levels for supporting Certification Agency, Patron, and Sustainer memberships for 2014.
- ▶ Donations were more than double the budget expectation.
- ▶ Operating Expenses were substantially lower than budgeted.
- ▶ Expenses for Training Institute & Advisory were substantially lower than budgeted. Although total training income was less than budgeted, total expenses for Training were also lower and more than compensated for the shortfall.

A balanced budget will be presented to the membership by the BOD.

Committees:

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

The Board extends a sincere thanks to all of the IOIA members who have volunteered to be a part of IOIA's committee activity and for their accomplishments over the past year.

Committees – Committee Reports will be available at the Annual Meeting.

Accreditation – Christopher Warren-Smith, Chair. Purpose: To oversee the inspector accreditation program including to review, adjudicate and propose policy and criteria used to accredit inspectors. To formulate accreditation standards and procedures.

Accreditation and Accreditation Review Panel (ARP) – In 2013, there were two accreditation renewals and one new accreditation.

Membership and Nominations – Christopher Kidwell, accredited inspector, Chair. The 2013 Inspector Membership Survey was the major project for the year. BOD Liaison Stuart McMillan led the work on the Membership Survey, along with the ED and the Membership Committee. In addition, excellent slates of candidates were offered for the 2013 and 2014 elections. Each year the Nominations Committee rises to the challenge of finding one or more candidates for every open position. IOIA bylaws limit eligibility of the BOD to voting members. As all past and current BOD members know, it is a big job for those who agree to stand for election. And it is a daunting task for the Nominations Committee to find willing candidates from among the IOIA inspector members.

Scholarship – Margaret Weigelt is both BOD Liaison and Committee Chair since her election to the BOD. During 2013, she ably transitioned to working with a new staff support person. The Committee is charged with annually reviewing applicants for the two IOIA scholarships. The recipients receive free tuition to an IOIA basic organic inspection training. This year, there were two extra strong candidates for the Andrew Rutherford Memorial Scholarship but no applicants for the Organic Community Initiative Scholarship. The committee recommended two Rutherford awards and the BOD concurred. **The Organic Community Scholarship Fund** helped OCIS winner Josué Sámano of Mexico attend training in Costa Rica.

Scholarships – 2013 Rutherford award recipients were Anna Russell of Hawaii and Eric Soderholm of North Carolina.

Canadian – Bill Barkley, Chair. Purpose: Give voice to Canadian members concerns. The committee’s activities focus around providing advanced training in Canada, sponsoring the Guelph Organic Conference, and maintaining conversations relevant to Canadian inspectors on the IOIA Canadian Forum. IOIA members are active in Canadian Organic Growers. Inspector members Rochelle Eisen and Janine Gibson, accredited inspector, serve on the COG board of directors.

Latin American – Garth Kahl. The purpose of the Latin American Committee is to give voice to Latin American members’ interests. Although this committee is without a chair, that didn’t stop Garth from making a big impact in Latin America, from supporting the Costa Rican AGM and spearheading the booth in Expo Orgánicos to relentlessly championing IOIA Spanish-language livestock training.

Bylaws – Al Johnson, accredited inspector, Chair. Purpose: Ongoing response to bylaws issues. No Bylaws amendments were proposed in 2013.

Ethics – Joyce Ford, Chair. A criterion for membership is past board or alternate service. Created to deal with complaints received by the IOIA office based on the Codes of Ethics and Conduct. No complaints were filed in 2013.

Editorial Review – Joe Montecalvo, Ph.D. Purpose: Ongoing as needed to review all IOIA publications and materials considered for sale.

Finance – Pam Sullivan, Chair. IOIA bylaws specify that the BOD Treasurer chairs this committee. (please see report above under Finances).

Fundraising – see also Finance above.

“Inspections are a fundamental step in the control process. Critical to a successful inspection is the human factor: the inspectors and what knowledge they bring to it.” *The Organic Standard*, issue 146, June 2013

Member Spotlights



Rochelle Eisen, inspector member and tireless supporter of IOIA, received the 2013 Canadian Health Food Association East “Organics Achievement Award. She was recognized for her 26 years of contributing to the growth, development, and promotion of the organics industry. She was instrumental in elevating IOIA’s respected status in British Columbia.



Everett Lunquist & his wife, Ruth Chantry, organic inspector and Nebraska certified organic farm producers, finally received partial legal restitution from the claimant organic farmer whom Everett had inspected years earlier. The inappropriate lawsuit was finally settled and they, along with all other inspectors, can breathe a sigh of relief.

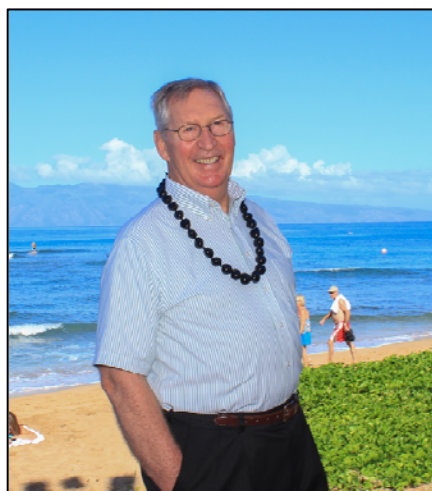


Joyce Ford and Jim Riddle received the 2013 Sustie award from Lisa Burin, President of the Minnesota Ecological Farming Association Board, for their work to advance organic food and farming systems. Jim was a founding IOIA BOD member and chair. Joyce is an IOIA organic inspector and trainer while Jim, her husband, supports organic research as Organic Outreach Coordinator and as Endowed Chair in

Board of Directors:

Four new members were elected to the seven-person board: Garth Kahl, Bill Stoneman, Pamela Sullivan and Margaret Weigelt. They joined a highly international board. Ib is originally from Denmark, Isidor resides and works in the Republic of Korea, and Stuart is Canadian. Retiring BOD members at the 2013 Annual Meeting: Eric Feutz (4 years), Jennifer Clifford (3 years including Special Past Chair for 1 year), Silke Fuchshofen (2 years), and Hélène Bouvier (almost 2 years). Ib Hagsten, Ph.D., accredited inspector, was re-elected both to the BOD and as BOD Chair. This created an excellent balance of experience and fresh ideas. The Executive Director was pleased to have the continuity on the BOD, after the election of 2011 brought five new BOD members all at once.

The BOD met in person at the AGM and 10 times via conference calls. Bill Stoneman of Wisconsin was unable to attend in person, so he Skyped into the meeting. Full minutes of all meetings are available to Inspector members in the Inspectors-Only section of the IOIA website.



Ib Hagsten, BOD Chair, on Maui, Hawaii in November where he traveled with wife Patricia, whom he honored as his partner, helpmate, and best friend during his 2013 AGM Report from the Chair. 2013 was a historic year with trips together to Cancun, Mexico; a 9-day cruise along the Alaskan inter-coastal route from Anchorage to Vancouver; and two weeks in Denmark where they and their two daughters experienced a roots-tour with relatives, a surprise from their daughters to celebrate Ib's 70th birthday.

Bill Stoneman brings valuable experience and perspective from his "other life" as the Executive Director of the Biopesticide Industry Alliance. He serves as a director on the OMRI board and holds a seat on the Wisconsin DATCP Organic Advisory Council. He took the lead on the ED evaluation process and helped IOIA save money with a new service for the digital newsletter.

This board is commended for an unusually high level of engagement. Virtually every BOD member has written articles for the IOIA newsletter or developed training materials. Stuart has written on behalf of events in Canada, Isidor wrote training articles on trainings in Korea, Pam developed the Organic Winery Inspections webinar, Garth reported on Expo Orgánicos in Mexico City, Margaret Anne W. writes the minutes for BOD meetings, and as chair, Ib writes a column "Notes from the Chair" for every newsletter.

Ib Hagsten, Ph.D., BOD Chair, presented twice on behalf of IOIA at the international Elsevier Environmental Health Conference in Boston, and at the joint annual meeting of the International Agronomy Societies, Soil Science Division, in Tampa in the fall. He also addressed the spring meeting of the NOSB. He did this while actively inspecting full time. He completed more than 100 organic inspections, half a dozen food safety inspections, non-GMO verifications, mentored multiple IOIA-trained new inspectors, and, as a TSP for USDA/NRCS, completed several approved Transition-to-Organic conservation plans. Ib also made eight scientific presentations from coast to coast, including those on behalf of IOIA. His activities also included a two-week immersion Spanish course in Guatemala. Unfortunately, due to current health issues, Ib will not be practicing his Spanish in Costa Rica.

Key projects and activities of the BOD in 2013:

- Spearheading the work on “Practices not Paperwork”, which culminated in IOIA’s white paper for Sound and Sensible, Jennifer Clifford chaired the work.
- Explored the Food Safety training initiative with PrimusLabs and moved ahead carefully while considering membership input.
- Took big steps toward a new design for inspector accreditation that would make the program relevant for IOIA Inspector Members, certifiers, and regulators.
- Took on fundraising seriously, including making personal donations to IOIA.



In Memoriam:

- ▶ **Roger London, New Westminster, British Columbia.** IOIA Inspector Member since 1999. His colleagues will remember him as a kind and gentle spirit, always helpful to other inspectors and respectful of the clients he inspected.
- ▶ **Julia Govis, Chicago, Illinois.** IOIA Supporting Member since 2009. She will be remembered for her passion for sustainable agriculture, getting healthy foods into school lunches, a great sense of humor, and a huge heart. She was instrumental in IOIA’s Food Safety initiative.
- ▶ **Philip Hale, Ohio and Costa Rica.** A founding BOD member of IOIA, designer of our first logo, and one of IOIA’s very first accredited inspectors, Philip will be remembered for his dedication to bringing the fledging organization of IOIA into being and for his work in initiating the IOIA scholarship program. He was an inspector for 25 years, an artist (a member of the Midwest Painter Group), IOIA trainer instrumental in beginning training in Japan, and an excellent mentor to many new inspectors. His great loves were his wife Yamile and painting.



Staff:

Margaret Scoles, an active IOIA-accredited inspector herself, continues as Executive Director. In 2013, she attended three days of professional development training with the encouragement of the BOD. A 30-minute interview on organic inspectors was aired on Montana Public Radio during 2013 (http://www.ypradio.org/programs/local/home_ground.html). She joined Andrew Gunther, of Animal Welfare Approved, in presenting an hour-long seminar for Corporate Ethics International for a group of budding nonprofits and activists.

IOIA benefits from a staff of highly-skilled and dedicated individuals, who give generously and tirelessly of their time.

- ▶ Margaret Scoles, Executive Director
- ▶ Sacha Draine, International Training Manager and Assistant ED
- ▶ Kathy Bowers, U.S. Training Services Coordinator
- ▶ Jonda Crosby, Training Services Director
- ▶ Joe Whalen, Office Admin
- ▶ Linda Bird, Bookkeeper
- ▶ Diane Cooner, Newsletter Editor, Website Manager, and moderator of the IOIA Forums.
- ▶ Tony Fleming, Newsletter Technical Editor



Diane



Jonda



Margaret



Tony



Kathy



Joe



Sacha

Help, as volunteers and committee members, is necessary and greatly appreciated.

**Balance Sheet (Cash Basis)
As of December 31, 2013**

	Dec 31, 13	Dec 31, 12
ASSETS		
Current Assets		
Total Checking/Savings	178,138.03	173,381.27
Accounts Receivable	-5913.63	-1,406.17
Total Other Current Assets	25,832.68	12,319.98
Total Current Assets	198,057.08	184,295.08
Fixed Assets		
Total Building	38,768.86	35,908.86
Other Assets		
Accumulated Depreciation	-7,245.69	-5,875.41
TOTAL ASSETS	229,580.25	214,328.53
LIABILITIES & EQUITY		
Liabilities		
Health Reimbursement Arrangement	0.00	-100.00
Total Liabilities	0.00	-100.00
Equity		
Contributed Property-FMValue	29,031.80	29,031.80
Restricted (Scholarship Travel Fund)	328.87	656.00
Retained Funds	184,740.73	173,421.59
Net Income	15,478.85	11,319.14
Total Equity	229,580.25	214,428.53
TOTAL LIABILITIES & EQUITY	229,580.25	214,328.53