

IOIA Annual Report - 2014

Prepared Feb 6, 2015 by Ib Hagsten, 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

Year 2014 was one of exciting new initiatives, ambitious goals set and attained, and of new and continued successful collaborations -

A highlight of the year was success in meeting goals aimed at diversifying the revenue stream. IOIA won a contract through the USDA National Organic Program's **Sound and Sensible** Organic Certification Models and Outreach funding initiative for \$106,000 to create tools aimed to reduce barriers to certification, especially for smaller scale and diverse crop/livestock producers. Although funded by the USDA to benefit US producers, the tools IOIA is developing can be readily applied outside the USA. All tools will be publicly available on the NOP website. The Sound and Sensible project includes four major

parts. Two different videos "What to Expect at Your Organic Inspection" in English (with Spanish subtitles) will reduce the intimidation factor of non-certified operations considering organic certification and help them better prepare for an inspection. An innovative Inspection Guide tool can simplify reporting requirements,

particularly for diverse crop operations with livestock, and serve as an important new teaching tool for inspectors. An on-line learning module for slaughter house organic certification will improve access of livestock producers to certified organic slaughter houses. IOIA is reviewing curriculum materials for all three basic courses to develop training tools that will make inspectors more aware that verification can be done effectively through operator interview and observations, as well as through documentation. This project will also address appropriate technical assistance during organic inspections. IOIA's award was announced in late August 2014 and the project is scheduled for completion September 1, 2015.



Spotlight around the globe, IOIA International –

Spotlight on Canada – A record number of trainings in Canada included two basic Crop courses (British Columbia and Alberta), the first processing course since the full implementation of the COR in 2009 (Ontario), and one advanced training in conjunction with the Guelph Organic Conference in January. IOIA continues to sponsor the conference in Guelph and offers advanced training every two years in conjunction with the event. A delegation from IOIA, including founding BOD member and current IOIA Trainer Monique Scholz, IOIA's Training Service Director Jonda Crosby, and Vice-Chair Stuart McMillan, met with the entire full-time staff of the Canada Organic



Black River Juice Company explains how their press works to basic processing course participants from Canadian provinces of AB, BC, SK, ON, QC, & YT.

Office in Ottawa on January 31. The purpose of the meeting was to foster communications between the COO and IOIA. IOIA and OMRI launched the COR based Input Materials Webinar series (Crop, Livestock, Processing) in 2014, building on previous success with the NOP-based series. Canadian Organic Growers and IOIA cosponsored all four basic trainings in Canada, continuing a collaborative relationship begun in 2013.

Spotlight on Latin America – IOIA’s Annual Meeting and associated training events in Costa Rica were a catalyst for significant change and strengthened IOIA’s presence in Latin America. IOIA hosted two days of Spanish language training by the USDA National Organic Program in Costa Rica and did the work of translating the entire NOP regulation into Spanish. The NOP drew from that document to publish later in the year the first Spanish language NOP version since 2000. This is a key and valuable new document for training in Latin America. Luis Brenes, IOIA trainer, and Garth Kahl, BOD member, were instrumental in initiating the event and bringing it to a successful



Gabriela Soto, IOIA trainer, inspector, keynote speaker, and IFOAM Vice-President.

completion. More than 50 participants came from 12 agencies or governments from Latin American countries. Training was delivered by Miles McEvoy, NOP Deputy Administrator, and Betsy Rakola. The events also drew in new members and more training. Dr. Winfried Fuchshofen, Executive Director and co-founder of the Fair Trade Sustainability Alliance (FairTSA) presented “The Fair Trade Landscape and the Role of the Fair Trade Sustainability Alliance”. IOIA welcomed a new supporting certification agency member (Agricert - Mexico), who later in the year cosponsored a Spanish language basic processing inspection course. Juan Carlos Benitez Izurieta of Ecuador volunteered to Chair the Latin American Committee. The BOD listened to the membership comment and approved a reduced fee structure for inspectors from Latin America. IOIA did a membership drive in Spanish language, tried to energize the Spanish language Forum, and started publishing key



Osiris Abrego, inspector, professional translator, and recipient of the 2009 Rutherford Scholarship, provided support.

articles from the newsletter in Spanish – now available from the website.

Spotlight on Asia - With BOD member Isidor Yu as liaison, Mutsumi Sakuyoshi of Japan stepped up to chair IOIA’s first Asia Committee. Members of the committee are inspectors from Korea, Nepal, India, and Japan. The committee is working toward sponsoring IOIA training in India and preparing for IOIA’s first-ever Annual Meeting in Asia – on Jeju Island, Republic of Korea. In keeping with member requests to plan the location of the AGM two years out, rather than one, the Costa Rica meeting suggested Asia. The Japan Organic Inspectors Association (JOIA) continues to support IOIA through membership and leading trainings. JOIA reorganized during 2014 to better serve organics in Japan. After 14 years as nonprofit, they reorganized as a general company. A significant training of the year for Asia was the paired basic organic farm and processing trainings in Hong Kong, cosponsored by the Hong Kong Organic Resource Centre. IOIA explored other training in China.



Dole Fresh Fruit - host extraordinaire for the field trip following the events.



Mutsumi Sakuyoshi



Hong Kong Trainers –
Lisa Pierce and Luis Brenes, with Fish Chan of HKORC.
HKORC developed organic standards, has offered certification since 2004, and has been IOAS accredited since 2012.

Spotlight on the Middle East - IOIA responded to an invitation to provide Introductory Organic Crop and Process Inspector Training for the Emirates Authority for Standardization & Metrology (ESMA) in Dubai, United Arab Emirates (UAE). The UAE administers a national organic regulation.



Luis Brenes, IOIA Trainer (center) with the ESMA participants.

Spotlight ‘Down Under’ - IOIA provided training twice in 2014 in Australia – first by webinar for an in-house collaborative event with three certification agencies. Later, Margaret Scoles traveled to provide a day of NOP Standards update training and to assist with other training for NASAA. NASAA is currently IOIA’s only Australian certification agency member.



Margaret Scoles, IOIA and Debbie Clarke, NASAA Inspection Manager (center)

Key Activities and Alliances:

Spotlight on Membership Service and Issues and Concerns of Organic Inspectors –

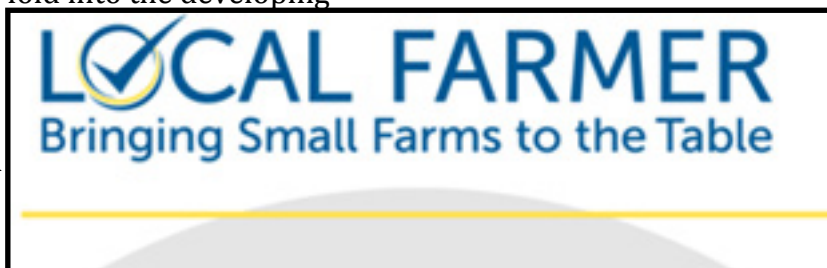
For direction in 2014, the Board of Directors continued to draw from the 2013 Membership Survey and engaged the membership in discussing key initiatives during the 2014 Annual Meeting.

► **Inspector Peer Evaluation:** IOIA acted as a key player in the industry-wide response to the NOP Certifier Instruction 2027 on Personnel Evaluation. Al Johnson volunteered at the 2014 AGM to spearhead an initiative to develop a Peer Evaluation Program as a subcommittee of IOIA's Accreditation Committee. Lois Christie joined him as co-chair, and IOIA struck a working group with the Accredited Certifiers Association (ACA) to include certifier perspective. The NOP agreed to provide representation. Certifiers are reluctant to use contract inspectors that they cannot afford to evaluate singly and annually. This program has the potential for a win-win solution, preventing duplication of work, keeping contract inspectors on the lists of multiple certifiers, and satisfying the NOP's requirement for annual evaluation of all inspectors while improving both inspections and inspectors. This program proposes to have experienced peer inspector evaluators. It will be launched in 2015 and is expected to fold into the developing new IOIA inspector accreditation program.



Peer Field Evaluation Subcommittee members Juan Carlos Benitez and Al Johnson.

► **Food Safety Training Initiative:** In response to membership support, IOIA launched food safety training for a new category of inspector work – the Regional Independent Verifier (RIV). This new training direction for IOIA provides useful cross training in Good Agricultural Practices (GAP) and HACCP. IOIA sent a team of IOIA staff and trainers to the PrimusLabs office in California for a week-long Train the Trainer workshop in February. IOIA's team developed the new training and in 2014, the training was delivered both in-person and by webinar to organic inspectors. The training opened other new doors for the IOIA Training Institute. In 2015 and 2016, IOIA will deliver six RIV trainings in Montana, in collaboration with a regional partner, Mission Mountain Food Enterprise Center. The courses are funded through a Montana Department of Agriculture USDA Specialty Crop grant. 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



IOIA RIV Training Team at PrimusLabs California. L to R: Stephen Bird Organic Inspector and Food Safety Auditor, Caroline Bird Organic Farmer and Educator, Karen Troxell The Organic Consulting Firm Organic Inspector, Dr. Joe Montecalvo Food Scientist & Organic Inspector, Juan Muñiz Director of Operations PrimusLabs; Jonda Crosby IOIA Training Services Director; Kathy Bowers IOIA US Training Services Coordinator, and Courtney Cox PrimusLabs Auditor and Local Farmer Program Development / Quality Assurance

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. The RIV training was offered once in-person (Costa Rica) with a highly international audience and once by webinar during 2014. 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 2015. As it is developed, the Board and staff of IOIA are mindful of the membership's cautions to not let this project overtake or distract from IOIA's core mission. Jonda Crosby, IOIA Training Services Director, leads this project for IOIA.

► **Inspector Accreditation:** Members were engaged at the AGM to envision a new inspector accreditation program through discussion round tables. The BOD funded their own travel to Denver in October for an extra in-person meeting to add shape and develop the structure. They then met with the Accreditation Committee via conference call to present the concept and draw insights. The new program will be presented to the membership at the 2015 AGM for discussion.

► **Exit Interview Training:** IOIA participated in the ACA Working Group on Sound and Sensible in 2013. When that working group identified "Improving the Exit Interview" as an area that would benefit from more training, IOIA created an inspector-certifier working group to develop that training. Opening Meeting Procedure, Exit Interview Procedure, and training materials including situational role plays were developed. The materials were incorporated into IOIA training materials, and presented live at the ACA annual training in San Diego, plus advanced trainings in the US and Costa Rica.



► **Inspector Research Survey:** IOIA facilitated a research team's survey of inspectors as part of policy research on implementation of the NOP, which led to the report, "Inspectors in the U.S. Organic Food Industry: Characteristics, Roles, and Experiences" published Nov 2014 - Alison R. Kent, MPA candidate; David P. Carter, PhD candidate; Sara Miller Chonaiew, PhD student.

What else did IOIA do for our members?

► 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 2014 were field evaluation of inspectors and the Sound and Sensible projects.

► Published the quarterly newsletter, The Inspectors' Report. All members now receive a digital edition (greener, less expensive, and more timely). Hard copies continue to be mailed to Supporting Certification Agency, Patron, and Sustaining Member categories and to paid subscribers. Constant Contact, an email delivery service, became an efficient means of disseminating other outreach materials. Key articles were translated into Spanish and published on the website. Inspector Bob Howe submitted "Organic Inspection - A Story of Competence and Professionalism" - published in two parts. Tony Fleming, as Technical Editor, provided a technical article for inspectors in each issue.

The Brave New World of Residue Testing: Useful Tool for Understanding the Sources of Pesticide Residues on Organic Foods, or Just Another Bludgeon for Critics? - T. Fleming

Fumbling Towards Complexity, Part V: The Matrix - T. Fleming (continuation of a series on natural resources)

A Comparison of Non-GMO and Organic Standards: Many Similarities and a Few Key Differences - T. Fleming

A Biosecurity Primer for Organic Inspectors - T. Fleming

▶ Supported inspectors in the difficult issue of Errors and Omissions insurance. BOD Vice-Chair Stuart McMillan surveyed Canadian certifiers on the insurance issue. Partially due to the efforts of BOD members, a major certifier that had historically required E&O insurance withdrew the requirement for contract inspectors.

▶ Advocated for inspector members caught in the transition as TransCanada Organic Certification Services separated from OCIA International to mitigate impacts on inspectors.

Spotlight on Promoting consistency and integrity in the organic certification process -

▶ Initiated a positive messaging campaign, “Stand up and Speak up for Organic”.

▶ Welcomed the Accredited Certifiers Association and the National Center for Appropriate Technology as significant partners in IOIA’s Sound and Sensible contract. ACA facilitates a working group to review deliverables and also participated in IOIA’s working groups on Residue Testing training and Peer Evaluation for inspectors.

▶ IOIA’s Executive Director attended the annual NOP training in San Diego.

▶ BOD Chair and Executive Director attended the OTA Annual Meeting.

▶ Commented to the National Organic Standards Board in writing and in person.

▶ Participated in Canada events including the Guelph Organic Conference (Ontario) and Organic Connections (Saskatchewan). IOIA continues to participate on the Canadian General Standards Board’s Organic Technical Committee with Kelly Monaghan as IOIA’s representative.

▶ Participated in both Expo West (Anaheim) and Expo East (Baltimore).

▶ Served as industry speakers – IOIA’s Vice Chair Stuart McMillan and the Executive Director were both speakers at the Montana Organic Association annual conference.

▶ Continued membership support in IFOAM and wrote letters of endorsement for IOIA members who ran for the IFOAM World Board.

▶ Continued to collaborate with the Wild Farm Alliance in the Biodiversity Conservation Education Project. The project will provide organic professional training on requirements for soil, water, wetlands, woodlands, and

The NOP’s Tierney Enforcement Case – Five Years Long and Counting

By Richard D. Siegel

Richard D. Siegel Law Offices

Both of the inspectors who testified in the case, Brian Magaro and Amy Talarico, were trained by IOIA. Judge Bullard noted this in her ruling when describing their qualifications. Inspector Magaro, Judge Bullard wrote, is an IOIA member, has been an independent organic inspector since 2009 and since 1993 has attended about 25 separate training sessions on organic certification. Inspector Talarico, Judge Bullard wrote, has been an independent inspector for 11 years and is certified by IOIA as an inspector for crops, livestock and processing.



Expo Booth volunteer Ib Hagsten – Baltimore, with Robert Yang, NOP

wildlands as they relate to natural resource conservations in the NOP. However, the resources are applicable for inspectors everywhere. The project looked at IOIA basic crop and livestock inspection curricula to see where biodiversity conservation can be enhanced. The training materials developed will ensure that inspectors are better trained to assess natural resources on organic farms, especially through the basic courses and the 200-level Biodiversity and Natural Resource Assessment webinar.

► Assisted Inspector member Rebecca Brown's fundraising efforts to help the farmers of West Africa access global organic markets through the Senegalese Association for the Promotion of Organic Agriculture.



Member Spotlight –

Dr. Jean Richardson, inspector member, was elected the Chair of the NOP's National Organic Standards Board in 2014.



Booth volunteers, Anaheim - Tom Page, Pam Sullivan, Maarten Samsom, Margaret Scoles, Christopher Kidwell

Training: The third arm of IOIA's mission is providing quality inspector training.

How did IOIA meet this mission in 2014?

In 2014, IOIA trained 587 people in 45 different events (a **5% increase over the previous 2013 record for number of events**). IOIA training continues to increase in diversity and global recognition and is split nearly evenly between in-person and web-based formats. IOIA sponsored training events in Hong Kong, Ontario, British Columbia, Costa Rica, Kentucky, Alberta, Mexico, Japan, Pennsylvania, California, and Dubai. In addition, in-house training was provided in Australia (NASAA), Oregon (OMRI), North Dakota (ICS), and Utah (UDAF). In-house training was also delivered via webinar to three Australian certification agencies in a successful collaboration. In-house trainings are a significant boost to IOIA's revenue stream, while IOIA keeps a careful rein on the number of new inspectors created through basic courses.

Advanced in-person training quadrupled over 2013. When IOIA launched the webinar training arm of the Training Institute, we expected to see less need for in-person training. However, members demonstrated support for the in-person trainings and cited the advantages as being worth the travel expense. Advanced training included Canada, USA, Australia, and Costa Rica as well as Advanced Grower Group training in Spanish language.

IOIA expanded webinar training and set yet another record (**20 open-enrollment webinars in 2014**) offered through the Training Institute. IOIA completed the 100-level COR Standards series by adding Crop Standards and launched new 200- and 300-level webinar trainings. Canada Organic Trade Association (COTA) accepted IOIA's invitation to cosponsor the 100-level COR Processing Standards webinar. The broader support enhanced enrollment by increasing press about the training and drawing in more participants from the organic sector.

IOIA continued to build the 200-level webinar program with OMRI, with webinars that now address both NOP and COR regulations in all three scopes (Crop, Livestock, and Handling). The 200-level webinars experienced the biggest increase of all training types (**40% increase in enrollment over 2013**)! These are the intermediate level webinars geared to be useful for all working inspectors and reviewers. IOIA launched the 200-level Webinar “In-Out Balances, Traceability Tests, and Recipe Verification for Processing Inspection under NOP and COR”. Additionally, some of the materials from the 300-level webinar by the same name were trialed at in-person advanced training in Pennsylvania. The 200-level Webinar “In-Out Balances, Traceability Tests, and Recipe Verification for Crop Inspection under NOP and COR” was developed for delivery in early 2015. And the “200-level Livestock Feed Audit –Grazing and Non-Grazing Season” completed the audit trail series for all three scopes. Part of the motivation for developing these webinars was the strong interest expressed by the certifiers at the ACA training early in the year. Also, an informal survey of certifiers by the processing development team, **Monique Scholz** and **Kelly Monaghan**, revealed significant inconsistency in certifier expectations with in/out balances. Many certifiers said they would welcome a standard protocol and forms if IOIA would develop them. The development of the 200- and 300-level webinars began with a complete update of the basic 100-level course materials for audit trail. The 200-level IOIA/OMRI Livestock Inputs Webinar was delivered in collaboration with OEFFA as part of a SARE-funded project to introduce livestock professionals, including veterinarians, to the inputs allowed for organic livestock production. IOIA and OMRI will provide a second and similar training in 2015.



Sarah Flack with grazing stick in hand, presenter for the Feed Audit Webinar, also delivered materials on feed audits at advanced training.

The former 200-level “Residue Testing and Responding to Results”, offered early in 2014, was significantly updated to the new 200-level “Residue Sampling under the USDA National Organic Program” and offered a second time. Organic Trade Association is the cosponsor. **Nathaniel Lewis**, now OTA’s Senior Crops and Livestock Specialist, continues as the lead presenter. Lewis provides staff support to OTA’s Farmer Advisory Council, on-the-ground outreach to OTA’s organic farmer membership community, and analysis of policy issues that affect organic crop and livestock producers.

Non-GMO verification training was explored and a significant amount of time invested in an effort to make open-enrollment training accessible to organic inspectors. Non-GMO training is expected to be scheduled in 2015.

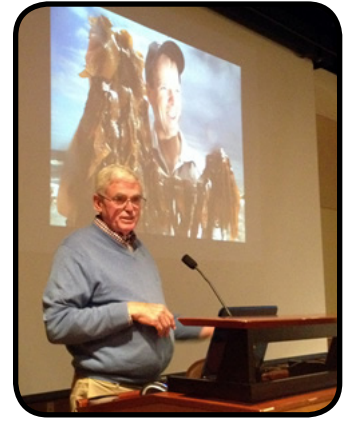
What is the language of IOIA?

A summary of in-person training activity by language:

Basic Crop Inspection Training	–	1 Japanese, and 6 English
Basic Processing Inspection Training	–	2 Spanish, and 5 English
Basic Livestock Inspection Training	–	2 English
Community Grower Group	–	1 Spanish
Advanced Organic Inspector Training	–	4 English (Costa Rica, Canada, Australia, USA)

IOIA members speak 21 languages!

Organic aquaculture training was provided in Pennsylvania during the advanced course, as the US organic aquaculture standards loom closer on the horizon. Presenter was **George Lockwood**, the chair of the Aquaculture Working Group appointed by the Secretary of Agriculture in 2005 to assist NOP and NOSB in the development of organic aquaculture standards.



George Lockwood

A few IOIA Training firsts –

IOIA and Gluten Free Certification Organization collaborated to make open-enrollment gluten-free verification training available to organic inspectors. **Sara Boswell** of GFCO presented one-day of training on October 6 in State College, Pennsylvania.

Luis Brenes and Brian Magaro explored the concepts of Internal Control Systems and Community Grower Group certification for contracted poultry producers at the Pennsylvania advanced course.

Matthew Michael, Director, Compliance and Enforcement Division at the NOP, presented “Writing Inspection Reports to Withstand Legal Scrutiny” at the PA advanced training. **Steve Ross**, National Assessment Services, USDA, AMS, LPS, Quality Assessment Division, spoke at the same training and via Skype to the Costa Rica advanced training. Ross supervises the team of lead auditors who conduct audits for a variety of USDA programs including NOP.



Matthew Michael

IOIA Training in 2014

Type of Course	Number of Events	Participants
Basic Crop	7	121
Basic Livestock	2	23
Basic Processing	7	92
Advanced	4	85
Advanced Grower Group	1	12
Webinars (100 level)	8	78
Webinars (200 level)	9	99
Webinars (300 level)	2	20
Standards Workshops (webinar)	1	17
Standards Workshops (in-person)	2	25
Other (Introductory, Gluten-free)	<u>2</u>	<u>15</u>
Total	45	587

Advanced Training Group March 2014 with the AGM in Costa Rica



Finances:

IOIA maintains a solid financial position and, once again, did not dip into reserves. The BOD had prepared a balanced budget. IOIA ended with a bottom line of about -\$6,000 this year in spite of a successful fundraising drive and increased membership. The single largest factor for the shortfall was the investment into the Food Safety training initiative, which was slower to recoup than anticipated. Through the Montana training project alone, IOIA expects to recoup all of the food safety investment costs of 2014 as well as contribute to earnings.

IOIA's **Fundraising Drive** broke all previous records! For the first time ever, IOIA participated in a campaign for "Giving Tuesday" – the first Tuesday in December. Fundraising and increased levels of support at the higher membership categories – patrons, sustainers, and supporting certification agencies - was a significant goal attained. The drive brought in more than **\$10,000** - some of that through new Patron members. In 2014, IOIA **gained four Patron members** (Driscoll Strawberry Associates, Hidden Villa Ranch, MOM's Organic Market, and Aurora Organic Dairy) and one of those (Driscoll's) stepped up to Sustainer in early 2015. The most ambitious fundraiser was a "Join the IOIA Team" event in Anaheim, California in March in conjunction with Expo West. Over 20 people attended, and it was a major contributor to the success of the patron/sustainer member drive. **Kelly Shea** of WhiteWave Foods was a key participant in the fundraising committee's work, the Anaheim reception, and solicited other memberships at the patron and sustainer levels. IOIA owes her a **big note of thanks** for her encouragement. In 2014, we also gained **Evergreen Donors**, who contribute with automatic monthly payments through the website donor page.



IOIA tracked the progress of the drive on the website home page with this "thermometer".



Under the diligent eye of Treasurer **Pam Sullivan**, IOIA's cash reserve was invested in higher interest bearing accounts in 2014. As Treasurer, she scrutinizes the monthly bank statements, bank reconciliations, and financial reports. She engaged the Finance Committee in reviewing the draft budget for 2015 and the Committee recommended a balanced draft budget to the full BOD.

Details of the 2014 Financial Reports and the 2015 Budget will be presented by the Treasurer at the AGM. 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 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 2014, there were four accreditation renewals and two new accreditations.

Membership and Nominations – Christopher Kidwell, Chair. An excellent slate of candidates was offered for the 2015 election. 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. For two consecutive years, Supporting Certification Agency dues were increased, while Inspector dues were held steady. The fact that certification agency membership increased in the same time period was an encouraging sign. New Supporting Certification Agency Members in 2014 were Natures International Certification Services, Agricert S. A., and Ecocert ICO.



Chris Kidwell helping out at Expo West.

Bylaws – Al Johnson, Chair. Purpose: Two bylaws amendments were proposed and passed. One removed references to Apprentice Inspectors from the Bylaws, since that category of membership was discontinued more than a decade ago. The second amendment limits the number of years a BOD member can serve to six. Previously, the term limit was three terms because terms were two years each. This change restored staggered terms to the BOD reelection process that have been out of balance since Alternates were eliminated in 2010, limits terms to two of three years each, and increases stability on the BOD.

Latin American - Juan Carlos Benitez Izurieta, Chair. The purpose of the Latin American Committee is to give voice to Latin American members concerns. Juan Carlos of Ecuador stepped up in Costa Rica to fill the vacant Chair.

Scholarship – Margaret Weigelt, Chair. 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. Anna Russell of Hawaii and Eric Soderholm of North Carolina attended Basic Crop Inspection Training in Kentucky and Pennsylvania in 2014, with their awards from 2013. This year, there were no applicants for the Organic Community Initiative Scholarship. A 2015 goal is better outreach for this award, which can only go to someone from outside the US or Canada.



2014 scholarship recipient Ariel Russell of California.

Canadian – Bill Barkley, Chair. Purpose: Give voice to Canadian members’ concerns. The Canadian 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.

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 2014.

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.

Asia - see Spotlight on Asia, above.



Bill Barkley, facilitating Guelph advanced training, a now regularly scheduled event that he first initiated.

Board of Directors:

IOIA’s Board of Directors experienced the greatest stability of the past decade when both incumbents for re-election (Stuart McMillan, Canada, and Isidor Yu, Republic of Korea) were re-elected, resulting in no change on the BOD. Ib Hagsten, Ph.D., was re-elected as BOD Chair. Ib was unfortunately prevented by health issues to be present in person in Costa Rica, but he chaired the meeting with assistance on-site from Stuart McMillan as Vice-Chair. Ib fully participated via Skype in all aspects of the annual meeting and the two and one half-day BOD meeting and retreat following. Regretfully, Bill Stoneman resigned in September. His vacancy will be filled at the 2015 Annual Meeting. The continuity on the BOD was a significant factor in IOIA’s successful steps forward in inspector accreditation, fundraising, and grant-seeking.

This board is to be commended for an unusually high level of engagement and commitment. 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 recently wrote an article on the US-Korea equivalency agreement, Pam developed and teaches the Organic Winery Inspections webinar, Margaret W. writes the minutes for BOD meetings, and as chair, Ib Hagsten writes a column “Notes from the Chair” for every newsletter. Both Chair and Vice-Chair frequently participate in IOIA’s Certifier-Inspector Dialogue Conference Calls.

The BOD met in person at the AGM in March, again in Colorado in October, and nine times via



Stuart

Pam

Ib

Garth

Margaret

Isidor

conference calls. They initiated a helpful process when they invited all past BOD members to meet with them in Costa Rica. David Konrad of Ontario and Silke Fuchshofen of New York accepted the invitation and provided their insights to the current BOD. With an eye to cost control, the BOD budgeted to meet for two days in Costa Rica and decided not to meet again later. However, it became clear that the topic of a new accreditation program could best be tackled face-to-face. So each BOD member paid their own airfare to meet in Denver for a second meeting. All board members were present. The 'theme' for the BOD in 2014 has been – **giving!**

Ib Hagsten, Ph.D., presented twice on behalf of IOIA at agronomic meetings. He presented to the NRCS in Iowa on "CAP Conservation Plan Supporting Organic Transition – from the TSP's Perspective." He spoke twice at the joint annual meeting of the International Agronomy Societies, Soil Science Division, in California in the fall. He also addressed Spring and Fall meetings of the NOSB. He did this while actively inspecting, full-time for most of the year. He represented IOIA at the "Freedom Party" to help inspector member Everett Lunquist and his wife, Ruth Chantry, celebrate a positive conclusion of a difficult and long-drawn-out lawsuit that resulted from taking a brave stance with a complaint to the National Organic Program.

Key projects and activities of the BOD in 2014:

- Explored ways to encourage more membership from Asia and Latin America. The Executive Director attends most Asia Committee meetings. The BOD has valued the input and wisdom of the Asia Committee. As one example, the BOD considered a three-tiered membership dues structure with lowest dues rates for Latin America and Africa, next tier for most of the rest of the world, and the regular dues rate for US, Canada, Europe, and Australia. This idea was born in Costa Rica based on membership input. When the Asia Committee was approached about this concept, they returned with ideas on how to make IOIA membership more valuable, rather than less expensive. And as they reminded us, if money is an issue, members can always opt for the supporting individual rate, about the same as the proposed second tier. Garth Kahl was the driver behind big efforts to invite more participation from Latin America.



Ib Hagsten during his 29 hours on Skype from Missouri, with the other BOD members in Costa Rica.

- Took giant steps toward a new design for inspector accreditation to create a program relevant for Inspector Members, certifiers, and regulators and that will incorporate Peer Evaluation. Based on carefully thought-out processes during the October BOD retreat, they sought to engage the current accreditation committee and the trainers by scheduling additional calls with each. The Canada Organic Office and USDA National Organic Program were consulted to enhance the prospects that the new program will be recognized by governments.
- Completed the evaluation of the Executive Director. This is an essential responsibility of the BOD of a nonprofit. Bill Stoneman is due thanks for his part in starting the process, which included a survey of all stakeholders including BOD, staff, trainers, and other key organizations. After his resignation, the remaining board completed the evaluation. The Executive Director expressed her appreciation for the quality of the process.
- Encouraged the use of social media including the IOIA Forum and Facebook.
- Worked with certifiers to soften the requirements for liability insurance.
- Worked with the Bylaws Committee on the two bylaws amendment proposals.

Staff:

Margaret Scoles continues as Executive Director. IOIA benefits from a staff of highly skilled and dedicated individuals.

IOIA staff met in summer for a combination staff meeting and work-day. They worked on the



ongoing headquarters' backyard project as a team-building exercise. The project includes some edible landscaping and is designed to capture and use rainwater, keep the basement dry, and provide a pleasant space for staff breaks.



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



IOIA – hats off to Diane Cooner, “On call for 20 years for IOIA”! The AGM broke out a round of organic tequila, trombone music by Leonard Pollara, and a rousing conga-line. Thank you, Diane!



Margaret



Jonda



Kathy



Sacha



Tony



Joe



Teri



Linda

**Balance Sheet (Cash Basis)
As of December 31, 2014
Current and Previous Year**

ASSETS	Dec 31, 2014	Dec 31, 2013
Current Assets		
Total Checking/Savings/CDs	187,776.07	178,138.03
Accounts Receivable	-6,420.74	-5,913.63
Total Other Current Assets	12,318.56	25,832.68
Total Current Assets	193,673.89	198,057.08
Fixed Assets		
Total Building	38,768.86	38,768.86
Other Assets		
Accumulated Depreciation	-8,636.51	-7,245.69
TOTAL ASSETS	223,806.24	229,580.25
LIABILITIES & EQUITY		
Equity		
Contributed Property-FMValue	29,031.80	29,031.80
Restricted (Scholarship Travel Fund)	573.42	328.87
Retained Funds	200,219.58	184,740.73
Net Income	-6,018.56	15,478.85
Total Equity	223,806.24	229,580.25
TOTAL LIABILITIES & EQUITY	223,806.24	229,580.25