



# ANNUAL REPORT 2023



## Our Mission Statement:

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

# MESSAGE FROM THE CHAIR



2023 was a year for celebration – celebrating our 30th anniversary, the return to in-person annual meetings, and an unprecedented level of member engagement. We could not do what we do without so much volunteer member participation. IOIA's Committees are highlighted and honored in these pages. Nearly 100% participation by directors in board meetings may be unusual but it is our norm. Occasionally, we engage one of our members as a paid facilitator. Brian Baker facilitated the re-invigoration of our Ethics Committee before transitioning to chair. Our dedicated Policy Comment Committee follows the leadership of facilitator Rachel Myers. The Scholarship Committee worked hard to streamline our application process, and the number of candidates tripled in 2023! A huge thank-you hug to outgoing Membership Committee Chair Eric Feutz who ensured a stellar slate of board candidates for a decade. Each board member is a liaison to one or more committees. See the next page for the faces of engagement and success!

*Elizabeth Dominick*

## Strategic Plan Summary

IOIA's Strategic Plan was finalized early in 2022. Both objectives and strategic activities have been reviewed annually. We celebrate the progress made in all 3 objectives. Two areas not highlighted in the Plan but since identified are (1) Credentialing for Organic Professionals and (2) Fundraising.

**Objective 1: Design IOIA training products to evolve with the sector, expand capacity, and grow skills for organic inspectors and other stakeholders**

In 2023, IOIA implemented a mechanism for gathering training participant feedback through 6 month and 1 year post training evaluations. The third of the three basic training scopes was launched to the Canada Organic Regime. IOIA built on the Human Capital Apprenticeship Intensive model developed in 2022. Further progress is still needed to generate a replicable model for apprenticeship; significant progress has been made. IOIA collaborated with ACA to assemble a mentoring cohort and delivered our first industry-funded apprenticeship intensive with Organic Valley.

**Projects underway:** • Creating a plan for establishing a Training Advisory Council • Developing virtual training calendar for monthly professional development • Creating Residue Sampling webinar - slated for 2024.

**Objective 2: Advocate for the inspector profession to the organic sector, while engaging stakeholders, to increase membership benefits and grow the community**

Implications of the new NOP Strengthening Organic Enforcement (SOE) rule dominated IOIA conversations in 2023. A comparison of SOE and the former rule was incorporated into the basic training program for 2023, to prepare entry-level inspectors for SOE. IOIA collaborated in an ACA working group to develop SOE tools including an Inspector Profile, Training Log, Interview Questions, and Self-Assessments. IOIA invested in an Inspector Credentialing Working Group.

Project underway: Establish new industry partners to evolve industry conversations on credentialing.

**Objective 3: Implement a clear and structured operations protocol that holds IOIA accountable for continuous improvement within the organization, and advances the IOIA mission**

A key activity identified was to evaluate IOIA capacity, identify needs, contract/hire necessary positions. In 2022, we developed a staffing plan. In 2023, we advertised 3 positions and filled all of them, thus greatly expanding our capacity, including the new Business Development Director, **Drew Gourdie**, based in Toronto, Canada and pictured at right.





We have designated 2023 as the Year of the IOIA Committees. Look for this icon in our Annual Report that highlights projects that were fulfilled by diligent efforts of the respective committees.

### 2023 - Year of the IOIA Committees



### MEMBERSHIP/NOMINATIONS

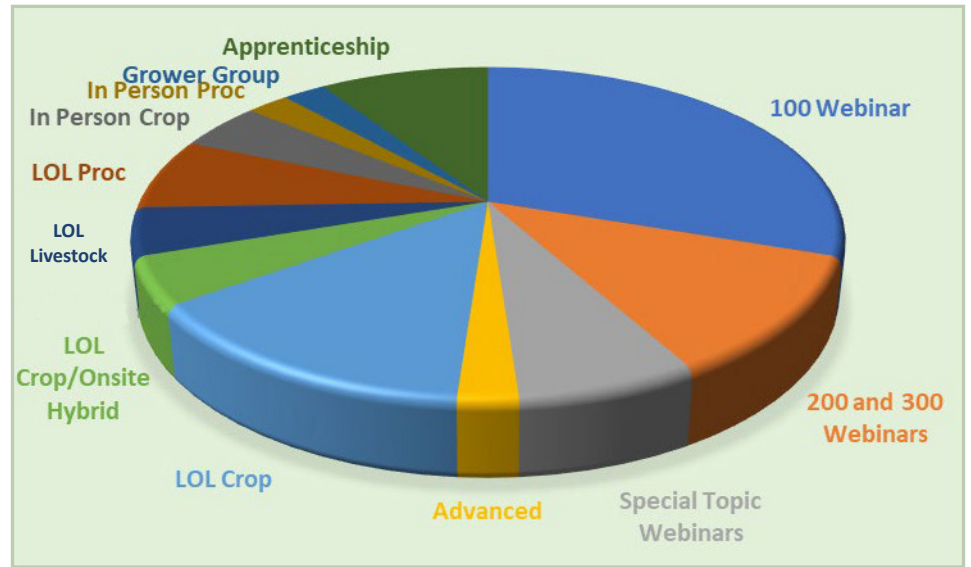
- Updated Membership Strategy with new categories of supporting members
- Simplified the process of joining for supporting members
- New Builder category (\$1000/yr)
- Modest dues increase (first in 7 years for inspectors) was well-received
- New discounted rate for Asia-Pacific inspectors

**356 members**  
**17 countries**

## Providing quality inspector training - the core of our Mission

IOIA's Training Institute delivers self-paced, webinar, live online, and on-site in-person courses for training around the world for entry-level and working inspectors. Others who take IOIA courses include reviewers, internal auditors, accreditors, consultants, policy makers, and employees of organic companies. The most popular courses are 100-level standards webinars to the USDA National Organic Program or the Canada Organic Regime and basic organic inspection training for crop, livestock, and processing. In 2023, IOIA collaborated with the ACA on the training conference in New Orleans. Through years of collaboration, ACA and IOIA successfully ensured participation at the annual NOP certifier training for IOIA inspector members.

Number and Types of Training Events in 2023



706

Course participants

43  
Courses

4  
Languages

11  
Cosponsors

## Onsite Processing Training Returns!

IOIA and Washington State Department of Agriculture (WSDA) cosponsored basic processing inspection training in Mt. Vernon, WA. WSDA arranged field trips and supported the training with staff onsite. This was the first onsite in-person processing training in four years.



## Expanding the IOIA/OMRI Training Partnership

Building on the 200-level webinar series to NOP and COR, a new NOP-based 100-level webinar series was successfully launched. The 100-level webinars grew out of training conversations with NASAA Certified Organic late in 2022. In 2023, Crop Inputs and Processing Inputs were successfully offered and well-attended. These webinars help better prepare entry-level inspectors. Encouraged by the success of the series, IOIA will offer more webinars, with plans also to add 100-level Livestock Inputs and COR courses.



## Apprenticeship Training

In 2023, IOIA offered a record number of apprenticeship opportunities. Consistent access to affordable apprenticeship opportunities continues to be an unmet need. IOIA and ACA, working together with USDA NOP funding, are exploring options for funding to ensure that quality apprenticeship is available and mentors are appropriately compensated.

IOIA and ACA collaborated on a Mentorship Cohort for Organic Inspectors, serving 16 apprentices with 8 mentors. Organic Valley's Farmers Advocating for Organic (FAFO) grant program funded IOIA's first-ever industry funded apprenticeship intensive.

## New Canadian Livestock inspection course



IOIA successfully developed the third of the basic scope trainings to the COR - live online Livestock Inspection Training, completed by a cohort of 5 participants. The course includes an inspection video with IOIA board member/Trainer Janine Gibson, filmed with the cooperation of Sardius Holsteins in Manitoba and Interlace Media. Lisa Pierce of British Columbia prepared a robust self-paced course in COR Livestock Standards to add to those previously developed for IOIA for the COR Regulation and Crop Standards. This course is a prerequisite for the first IOIA COR Basic Livestock Training. We are excited to have basic livestock training return to Canada. In 2023, all 3 scopes of basic inspection training were offered. The Processing training was moved forward into early 2024 and successfully delivered. The live online format works well for Canada, where a smaller number of participants are spread out over many kilometers.

A generous donation to IOIA from Tomás Nimmo, made possible by the dissolution of the Organic Foods Conferences Canada, now provides a revolving loan fund for Canadian course participants. The donation was used to set up a restricted fund account to allow participants to defer part of their training cost into the next year. Two course participants have benefited from this new fund.



## Membership Benefits

### Building Community

2023 saw us reaffirm our commitment to be well engaged with our members, through our outbound communications, quarterly newsletter, and both formal and informal meet-ups. We continue to offer regular online gatherings such as our monthly ‘Coffee with IOIA’ series, and our Town Hall sessions. As always, members are welcome to join us in person for our annual general meeting (AGM).

### Career Advancement

Our core stock-in-trade continues to be our basic / intermediate / advanced level inspector training. We focus on a broad selection of regulatory knowledge and inspection skill courses. We’ll offer updated courses in 2024 to support the industry’s transition to the new SOE regulations under the USDA’s NOP program.

### Knowledge Sharing

Our quarterly newsletter ‘The Inspectors’ Report’ continues to be a popular IOIA membership benefit. The Report includes important updates from our Executive Director) and the Chair of our Board of Directors. It also includes training schedules and regulatory news, upcoming industry events, and technical articles contributed by guest writers - topics that matter to inspectors.



### Range of Membership Benefits:

- **Training:** Discounts on IOIA virtual and in-person training courses.
- **Town Hall Events:** Recently, “A Conversation about Hydroponics” was very well attended.
- **Online Forum:** The IOIA Forum is a valuable resource for inspectors to share knowledge, ideas, and questions regarding our chosen field. This was a very active meeting place in 2023!
- **Podcasts:** IOIA produces podcasts on timely industry topics such as “The Farm Bill Demystified”.
- **Professional Credentialing:** We continue to offer an IOIA Inspector Accreditation program, to ensure that training and expertise are acknowledged within the industry.
- **New Benefit!** The internationally-renowned Alliance for Organic Integrity produces a bi-monthly publication, *The Organic Standard*. Available to IOIA members at a deep discount.
- **IOIA’s Peer Field Evaluation program**



## Accreditation

IOIA’s founding board saw the importance of inspector credentialing 30 years ago, and consequently created the IOIA Accreditation Program in 1995. At the 2023 Annual Meeting, there was considerable IOIA member discussion and excitement around credentialing, sparked by the new SOE Rule, which sets minimum numeric hours of continuing education for inspectors and other certification personnel. IOIA’s Accreditation Program provides credentialing in 3 scopes (Crop, Livestock, Processing). Participation is voluntary. In 2023, IOIA’s Accreditation Review Panel reviewed applications for new accreditation or renewals (every 3 years).



## Organic Professionals Qualifications Database Working Group

The SOE sparked the formation of a working group - first the Inspector Credentialing Working Group, later renamed the Organic Professionals Qualifications Database Working Group. IOIA enlisted the leadership of Silke Fuchshofen as a facilitator. The group welcomed broad member engagement and included the Alliance for Organic Integrity and the Accredited Certifiers Association. Project outcomes are uncertain at this time, but good groundwork has been done toward a searchable database of qualifications, including inspection complexity and specialties.

*In 2023, as part of our business development strategy, we developed new categories of membership to more accurately reflect our supporters, including a new Builder category. Although space does not allow listing the names of all 178 Inspector and 102 Supporting Individual members, IOIA wishes to extend a SPECIAL THANK YOU and to especially acknowledge that your continued support is what sustains our unique organization.*

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## **SUPPORTING BUSINESSES**

Accredited Certifiers Association  
Bay State Organic  
Good Earth Foods  
Iowa Dept of Ag & Land Stewardship  
Maryland Dept of Agriculture  
NASAA Certified Organic  
Natural Food Certifiers, Inc.  
New Mexico Dept of Agriculture  
Organic Materials Review Institute  
Organic Producers Assn of Manitoba (OPAM)  
Ranck and Associates, LLC.  
Regenerative Organic Alliance  
Rodale Institute  
Sertifikācijas un testēšanas centrs  
Strengthening Organic Systems (SOS)  
The Fertrell Company  
Van Drunen Farms  
Wolf & Associates, Inc.  
Yolo County Agriculture Department

## **BUILDERS**

Aurora Organic Dairy  
CROPP/Organic Valley/Organic Prairie  
Quick Organics

## **SUSTAINERS**

Driscoll's

*IOIA acknowledges the  
Japan Organic Inspectors Association  
as a sister organization.*

## **SUPPORTING CERTIFICATION AGENCIES**

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

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## **TRAINERS**

Harriet Behar - Wisconsin, USA  
Luis Brenes - San Jose, Costa Rica  
Philippe Descamps - Cahuita, Costa Rica  
Janine Gibson - Manitoba, Canada  
Garth Kahl - Washington, USA  
Garry Lean - Ontario, Canada  
Yutaka Maruyama - Tokyo, Japan

Kelly Monaghan - Toronto, Canada  
Lisa Pierce - British Columbia, Canada  
Kathe Purvis, Western Australia  
Nate Powell-Palm - Montana, USA  
Mutsumi Sakuyoshi - Fuji Shizuoka, Japan  
Isidor Yu - Gyeonggi, Republic of Korea

# IOIA INCREASES PUBLIC PRESENCE - IOIA IN THE PUBLIC EYE COMMUNICATING AND ADVOCATING ON BEHALF OF INSPECTORS



## POLICY COMMENT

IOIA's Policy Comment Committee gathers input, formulates comments, and decides when to comment and whether to survey members. They submitted comprehensive comments to US NOSB's proposals and discussion documents, (i.e., "Oversight Improvements to Deter Fraud: Consistent Location Identification", and commented to NOP on Inerts in Organic Production. IOIA participated in the NOSB meeting in Rhode Island and the Northeast TOPP meeting.

### IOIA in the global community:

- 42,642 email messages sent via Constant Contact - an increase of 10%
- 60% open rate (industry average is 41%)
- Regular IOIA and ACA joint Board meetings
- IOIA hosts Certifier-Inspector Dialogue meetings

### Our Executive Director Activity:

- Interviewed on Northern Ag Network
- Spoke remotely to the Iowa Organic Association Conference
- Interviewed by Iowa Public Radio
- Authored an article on Mentorship for *The Organic Standard*
- Serves on the IFOAM-North America board



## ETHICS

The Committee oversees and reviews the IOIA Codes of Ethics and Conduct, maintains the IOIA Ethics Complaint Process, and handles ethics complaints against IOIA members. In 2023, IOIA invested in renewing this committee. The Committee now has 10 members. Thank you to Brian Baker who facilitated the reorganization of this committee, and who now serves as chair of the Ethics Committee. Members are current or past Board members, or members of the Accreditation Committee. The Committee is currently reviewing the IOIA Codes of Ethics and Conduct and the complaint procedures.

New Course and Video from the NOP Human Capital initiative: Growing the Organic Workforce

USDA Agricultural Marketing Service sent this bulletin at 02/16/2023 04:14 PM EST

USDA Agricultural Marketing Service  
U.S. DEPARTMENT OF AGRICULTURE

# ORGANIC INSIDER

National Organic Program



## New Course from the NOP Human Capital Initiative

### Growing the Organic Workforce Become an Organic Inspector Video

Organic inspectors serve an essential role in the oversight process. Inspectors verify compliance with the regulations by visiting organic operations on-site to uphold organic integrity and strengthen what the organic label means. Watch the Become an Organic Inspector video to hear from inspectors in the field.

This video was developed by the organic community, led by Oregon Tilth and International Organic Inspectors Association, under the NOP Human Capital Initiative.



Click the image to view the Organic Inspector video on YouTube.

One of our achievements in 2022 was completion of the largest project in IOIA's history - the NOP Human Capital Initiative. A key deliverable was a video, released by NOP in 2023.



## BYLAWS



Al Johnson - chair of bylaws since 2012

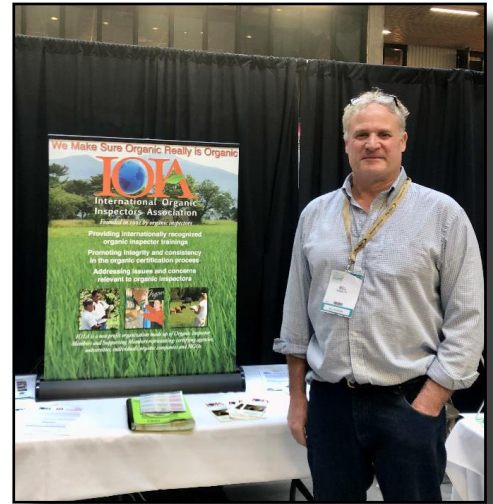


## CANADA

IOIA saw significant growth in interest in IOIA training, with all 3 scopes offered in 2023. Community-building activities included the Guelph Organic Conference social event in January and an inspector social at Organic BC Conference in November. IOIA has sponsored the Guelph conference since 2008.

Kelly Monaghan was named again to represent IOIA on the Technical Committee on Organic Agriculture.

IOIA participated in Organic Week in Canada, a robust week of in-person and virtual events from coast-to-coast, organized by Canada's Organic Trade Association (COTA) culminating in the Canadian Health Food Association's eastern conference, CHFA Now. The COTA team did a great job organizing and promoting all the Organic Week activities.



## ASIA PACIFIC (APC)

The APC delivered a second free promotional webinar, on residue testing in organic inspection, with 130 participants!! Kathe Purvis and Vitoon Panyakul submitted an article to *The Organic Standard* on the same topic. A list of potential trainings was developed and posted online. Live Online Grower Group Training was scheduled for early 2024. The APC worked with the IOIA International training office to develop training in Fiji. Kathe participated in a South Korea training on behalf of IOIA. The APC now has members represented from 7 countries.



## LATIN AMERICA

### Spanish language training - Crop & Processing

IOIA collaborated with EcoLOGICA in Costa Rica and AgriVita to deliver Spanish training. Spanish language Processing Training had not been delivered for several years. We graciously acknowledge IOIA Trainer Luis Brenes for his work to make this possible. A new Spanish language video training resource was developed for the Processing course. The Spanish trainings accommodated three scholarship recipients, including one who had waited for years for the opportunity to take a Processing course. A meeting between board liaison Margarito Cal and Latin America Committee Chair Philippe Descamps was the impetus that made this happen.

# MISSION-DRIVEN PROJECTS

## Provide Quality Inspector Training Industry Funded Organic Livestock Apprenticeship Intensive



IOIA offered the Organic Livestock Apprenticeship Intensive, with \$24,991 in funding for the training provided by a Farmers Advocating for Organic (FAFO) grant. FAFO is an Organic Valley grant committee composed of farmers. The event was a response to the industry-wide shortage in competent organic livestock inspectors.

Participants worked with experienced inspectors to participate in and complete organic inspections and reports. Apprentices are expected to be ready to conduct solo inspections upon completion of an Intensive course.

This training, at Organic Valley headquarters, La Farge, Wisconsin, was provided at no cost to selected apprentices, including meals and lodging during the training. Six inspectors took part, with two IOIA Trainers.



*"A true co-sponsor, Organic Valley took incredible care of us and the farms were great!" Co-trainer Nate Powell-Palm, Montana.*



## Promoting Integrity and Consistency in the Organic Certification Process ADVANCING RACIAL EQUITY IN ORGANIC

Since 2021, IOIA has been collaborating as a partner in two projects led by the National Organic Coalition and the Organic Farmers Association to advance racial equity in organic. In addition to IOIA, other project partners in the coalition are the Accredited Certifiers Association, IFOAM North America, Organic Farming Research Foundation, National Young Farmers Coalition, and the Lola Hampton Frank Pinder Center for Agroecology. In 2023 and beyond, the work was built on the priorities identified from the Human Capital Capacity Building Initiative Steering Committee, of which IOIA was a part. Funding is provided by the USDA National Organic Program.



## MISSION-DRIVEN PROJECTS

### Addressing issues and concerns of organic inspectors ACA/IOIA Mentors for Organic Inspectors

IOIA's most ambitious and complex special project for 2023 was the ACA/IOIA Mentor Cohort for Organic Inspectors. The project continues into 2024. The goal was to develop a Job-Task Analysis for Mentors. IOIA enlisted 8 mentors through an open application process, intentionally including both independent contractors and employee inspectors. In addition to being experienced at inspecting, the mentors had to be experienced at mentoring. To develop a Job-Task Analysis for mentors, sixteen apprentices in 3 scopes (Crop, Live-stock, Processing) were identified.

A goal was a diverse cohort, which we achieved. Some apprentices were new and others were adding a scope. Some had completed IOIA training; others had not. Mentors were asked to document what they did and how much time it took (no surprise, it took lots!).

Invaluable information was gathered. Funding was available to

compensate the mentors through ACA's cooperative agreement with the NOP. Apprentices were not compensated, but received mentoring for free. The next step is to complete the Job Task Analysis for Mentors as well as appropriate training and resources to lower the barriers and close the gap in onboarding entry-level inspectors.



Ellie Hudson transitioned off the IOIA team to full-time work with the Accredited Certifiers Association. Her work on behalf of IOIA with the Human Capital projects in 2021-2022 and developing a staffing plan, plus her collaboration with the Mentorship project were key to our impact and mission.

### Promoting Integrity and Consistency in the Organic Certification Process Transition Training for Producers - IOIA is a partner with NCAT

IOIA has been participating for two years in a project to provide transition training for producers in five northern plains states (Nebraska, North Dakota, South Dakota, Montana, Wyoming). IOIA assisted in the development and delivery of Organic Academy Road Show workshops. Ten workshops will have been delivered when the project ends in 2024, with a key focus on community building to ensure support and resources for transitioning producers. Funding is provided by a grant from the USDA National Institute of Food & Agriculture.



Nate Powell-Palm, IOIA inspector member and trainer, with Margaret Scoles, Executive Director, at The Leadership Center, Aurora, Nebraska at the close of the first Nebraska workshop in August 2023. IOIA held one of its founding organizational meetings at this same location in 1991 and our first annual meeting in 1992. Margaret was part of those early meetings as a founding board member of IOIA.

# SCHOLARSHIPS

## Iris Rendon, Ontario, Canada - Andrew Rutherford Scholarship

Having worked in all levels of organic oversight from sitting at the table with the CFIA when regulatory decisions are made, assisting the USDA-NOP with organic fraud investigations, to working directly with the producers in the context of certification to the organic standards, Iris understands the many challenges the organic industry faces when interpreting and applying the standards, as well as the challenges the regulators experience when writing and enforcing the standards. *“This background has offered me a big picture perspective; I understand how the various levels of oversight work together and support each other. I am a skilled auditor with great eye for detail, and the ability to review and evaluate quality and management systems quickly and effectively to identify where requirements are not being met.”*

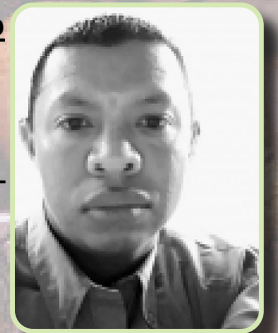


Iris recently started working for Pro-Cert as a Certification Specialist to gain evaluation and inspection experience. She will conduct organic inspections as part of her role, and the IOIA Processing Inspection Training will serve to improve her skills. Within the next 2-5 years Iris intends to move towards inspecting full time, possibly as an independent contractor.

## Wilver Betanco, Somoto, Nicaragua - Organic Community Initiative Scholarship

Wilver worked as a phytosanitary inspector for six years prior to his work in sustainable family farm agriculture and farm certification activities. He primarily works in Rural Community Development, including Climate Change and Resilient Production System (CC, Adaptation and Mitigation), with a focus on the empowerment of rural families.

Wilver currently serves as a technical advisor for an exporter and is responsible for farm certification activities, including preparation of documentary support and advice to producers to have conditions required in different Certification Seals (UTZ, Starbucks, Rainforest Alliance), primarily with coffee farms in the territories of Segovia, Jinotega and Matagalpa in Nicaragua.

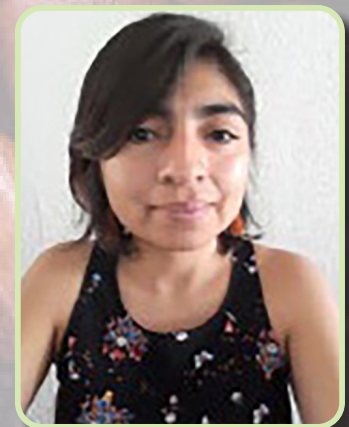


He has extensive rural development credentials, including management of community groups and field facilitator for graduate students in the National Program of Technical Education of the Countryside, and holds two Field Master's Degrees: “Quality of Organic and Conventional Coffee”; and “Evaluation of *Beauveria bassiana* in Coffee Cultivation”.

## Mariana Ramirez, Oaxaca, Mexico - Reynaldo De La Rosa Memorial Scholarship

Mariana has served as an organic inspector since 2017. *“In this time I have learned about the great responsibility that this role of inspector carries within the third-party certification chain. I have made it my goal to work with different certification agencies in Mexico. To do this, it is clear to me that I must maintain my training according to the updates of the different standards and offer a quality inspection service.”*

When she is not inspecting, she is preparing coffee, because in 2020 she opened a coffee shop in her city of origin. She likes to explain to her customers the great work that is put into the production of coffee and any food they can imagine. *“I explain the processes and try to leave them thinking that: The price of a food does not necessarily correspond with its value, because all the energy put into producing that food is more than the price. This has led me to meet different people from different disciplines and in the future I would like to set up a participatory organic market for products from the region.”*



# CELEBRATING 30 YEARS PLUS



## THE ORGANIC PARADE!

We started the year with a brass band and a parade. Collaborating with the Accredited Certifiers Association and IFOAM North America, we celebrated IOIA's 30th anniversary; IFOAM Organics International's 50th anniversary, and ACA's coming 20th anniversary. Why a parade? That's just the traditional way to celebrate things in New Orleans, Louisiana. We were so happy to be together in person for these events for the first time in 3 years! We started with a walking tour of the historic French quarter, stepping in to Lafitte's Blacksmith Shop - the oldest bar in the US, hearing ghost stories, and gaining good food and beverage tips.



Our afternoon keynote was film maker/photographer Nathan Slabaugh with "Telling Our Story". He had worked with IOIA in 2022 to make a short video "Become an Organic Inspector," funded by the NOP and now on their website. He told the story of all he learned while making the video, and then presented "IOIA 30 years - a Brief Oral History" based on video interviews with IOIA founders including Jim Riddle, Monique Scholz, and Margaret Scoles. Lively discussion at the well-attended annual meeting led us to form the Inspector Credentialing Working Group. The next four days included the annual NOP Certifier Training, two days of ACA training, and IOIA Advanced Training. A 30th Anniversary issue of IOIA's newsletter was published in early 2023. It featured historic photos and a timeline of IOIA's history. And it celebrated our many collaborators, cosponsors, and partners.



IOIA's capacity for collaboration is key to our continued impact.

Walking Tour Group at Jackson Square in front of the famous and historic St. Louis Cathedral.



## BOARD OF DIRECTORS

IOIA has a highly dedicated and engaged board that reflects the international makeup of the membership, with members from Canada, Australia, United States. Margarito Cal is originally from Belize. The board meets about monthly remotely. Board members assist in representing IOIA at industry events. They were especially excited to be together in-person for the first time since 2020, meeting in New Orleans. To celebrate being together again, the board organized and led an inspector contest with generous prizes of foods and goods local to each of them.

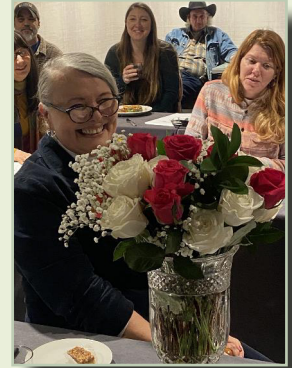
Board members completing their terms in 2023 were Elizabeth Dominick, California (Chair) and Terrance ("T") Layhew, Iowa. Each had completed a 3-year term. Kate Newkirk, Maine, (Secretary) left the board after two years, creating a third vacancy. Newly elected members in 2023 were Kathe Purvis, Western Australia, and Margarito Cal, Illinois.

Each Board member is a liaison to one or more IOIA committees. IOIA graciously acknowledges the example the directors set by maintaining 100% giving and nearly 100% participation in board meetings.



2023 Board, l to r:

- Terrance 'T' Layhew, Director
- Kathe Purvis, Executive Committee At Large
- Janine Gibson, Vice-Chair
- Beth Dominick, Chair
- Margarito Cal, Director
- Allan Benjamin, Treasurer
- Not pictured: Kate Newkirk, Secretary



Janine Gibson, chairing the meeting on January 23, her birthday!

## STAFF



Margaret Scoles



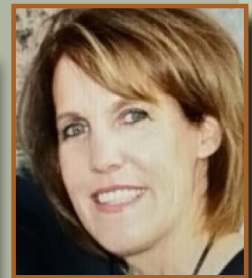
Sacha Draine



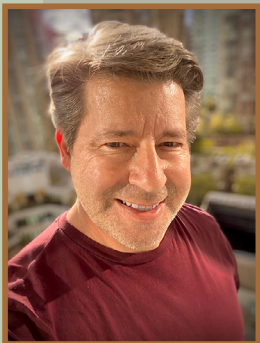
DrewAnne Wenzel



Michele Schahczenski



Teri Lindberg



Drew Gourdie



Diane Cooner



Jennie Olson



Cecilia Earley

# FINANCES - THE BOTTOM LINE

## 2023 – a year of building capacity and investing in IOIA

IOIA's negative bottom line reflects a planned investment in IOIA's future that was implemented one year later. In 2022, IOIA planned for a \$50,000+ negative bottom line, mostly due to the addition of a significant new management position. Based on the Board's Strategic Plan, staffing plan was completed in 2022 and new positions were identified. Meanwhile, with the delay in filling new positions, the bottom line in 2023 was about \$80,000 more positive when compared to the projected budget. One of the positions created was a Business Development Director to increase both capacity and fund development. Three positions were advertised in January 2023, with the first filled in February to fill the recently vacant position of Webinars Coordinator. Next was the Business Development Director, filled in mid-June 2023. As anticipated, this investment has resulted both in an expected temporary drop in net revenue and increased capacity for 2023. The board has projected a balanced budget for 2024.

IOIA maintains a cash reserve in bank accounts and Certificates of Deposit. Annually, the Finance Committee determines whether the recommended cash reserve should be increased. The amount stayed the same in 2024, and at no time was it necessary to dip into those reserves.

### International Organic Inspectors Association Balance Sheet (Cash Basis) As of December 31, 2023

ASSETS	Dec. 31, 2023	Dec 31, 2022
<b>Current Assets</b>		
Total Checking/Savings/CDs	338,876.11	384,551.32
Accounts Receivable	-129.08	249.41
Total Other Current Assets	27,245.75	24,089.10
<b>Total Current Assets</b>	<u>365,992.78</u>	<u>408,889.83</u>
<b>Fixed Assets</b>		
Total Building	38,768.86	38,768.86
<b>Other Assets</b>		
Accumulated Depreciation	<u>-22,225.45</u>	<u>-21,541.65</u>
<b>TOTAL ASSETS</b>	<b>\$382,536.19</b>	<b>\$426,117.04</b>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Equity</b>		
Contributed Property-FMValue	29,031.80	29,031.80
Restricted (Scholarship Funds)	21,129.37	17,337.83
Retained Funds	410,126.40	407,667.91
Net Income	<u>-77,751.38</u>	<u>-27,920.50</u>
<b>Total Equity</b>	<u>382,536.19</u>	<u>426,117.04</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$382,536.19</b>	<b>\$426,117.04</b>



#### FINANCE/FUNDRAISING

Allan Benjamin has served for 3 years as IOIA's Treasurer. Margarito Cal works with him as Board Liaison, and potentially as a future Treasurer.

As Treasurer, Allan chairs the Finance Committee, made of past Board Treasurers. Special thanks to these diligent and dedicated members - Brian Magaro, Pam Sullivan, and Eric Feutz.



“A great organization is one that delivers superior performance and makes a distinctive impact over a long period of time. For a business, financial returns are a perfectly legitimate measure of performance. For a social sector organization, however, performance must be assessed relative to mission, not financial returns. In the social sectors, the critical question is not ‘How much money do we make per dollar of invested capital?’ but ‘How effectively do we deliver on our mission and make a distinctive impact, relative to our resources?’” ~ Good to Great and the Social Sectors, by Jim Collins.

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