



**Message from the Chair** - I'm both humbled and extremely proud to be serving as Chair at this time. As we move into a new season with renewed optimism and faith in our values as organic inspectors, let's acknowledge the tremendous legacy of voluntary and paid hours that have brought us as IOIA, into this Celebration of our 30th year of service. We celebrate along with IFOAM's 50 years of efforts toward maintaining organic integrity! We have so much to celebrate. Our mission is more valid today than it's ever been. We've addressed issues and concerns of organic inspectors, provided quality inspector training, and have done a huge amount to promote integrity and consistency in the organic certification process.

It's the people and the people we get to work with who make service to this organization so meaningful. I remember the first time I went to the Guelph Conference with our IOIA inspection manual and asked Tomas Nimmo, "Can I have a corner of a table to do this? I want to promote our inspectors' association so we can have more uniform training and more members in Canada."

As part of the leadership team, we thank each one (staff, contractors, and volunteer team) and all our organic community, for your efforts to improve the depth of cooperation and partnerships as individuals and as the IOIA community.

Observing this gratitude and commitment to improvement in our sector sustains me personally. Thank you for being part of the organic community of IOIA!



*Janine Gibson*



*\*Video production by Slabaugh Media*

This report highlights and celebrates the diverse faces of IOIA's community and our robust partnerships and alliances that allow us to continue making a high impact around the world. IOIA successfully engaged in 7 projects in 2022 that were funded by grants and cooperative agreements, all while implementing an ambitious new Strategic Plan. The following projects were funded by the USA National Organic Program's Human Capital initiative and all addressed diversity, equity, and inclusion. IOIA implemented a DEI statement in training and employment applications.

### ***Bridging the Gaps: Enhancing Organic Programs in Postsecondary Education to Expand and Diversify the Certification Workforce Pipeline***

Working with Oregon Tilth, Oregon State University, University of Wisconsin-Madison, and Iowa State University, we evaluated postsecondary sustainable and organic education programs through the lens of diversity, equity, and diversity to identify gaps in the existing pipeline. IOIA created a video, now available as a public asset, to attract and grow the organic inspector profession. Acknowledging the worrisome homogeneity of organic inspectors, it featured 13 inspectors across a wide range of diversity (age, ethnicity, gender) – **watch for their faces throughout this report**. IOIA created talking points for career advisors and a presentation for use by experienced inspectors, professors, or certifiers. Click on the image to view the video.



IOIA's first intern, Dr. Onyekachukwu Akaeze, PhD graduate of Tennessee State University originally from Nigeria.

### ***Building a Sustainable and Inclusive Apprenticeship Program for Organic Inspectors and Other Organic Professionals***

The largest dollar value project in IOIA history, this collaborative partnership developed media assets and models for transition trainer training and apprenticeship intensives and trialed them. Partners were KY Department of Agriculture, Organic Association of KY, University of KY, KY State University, and the Organic Integrity Cooperative Guild. We successfully met the goal of achieving a highly diverse cohort for testing the model out of dozens of applicants. The cohort included a consultant, a reviewer, small farmers, college students, independent inspectors, and certifier staff. Read more in this report.

### ***Diversity, Equity, & Inclusion Tools for Organic Professionals***

This project led by the Organic Farmers Association made DEI training and resources available for certifiers, inspectors and others. In 2022, the project funded several internships; IOIA hosted an intern, Dr. Onyekachukwu Akaeze. He attended a series of IOIA trainings, including an apprenticeship intensive.

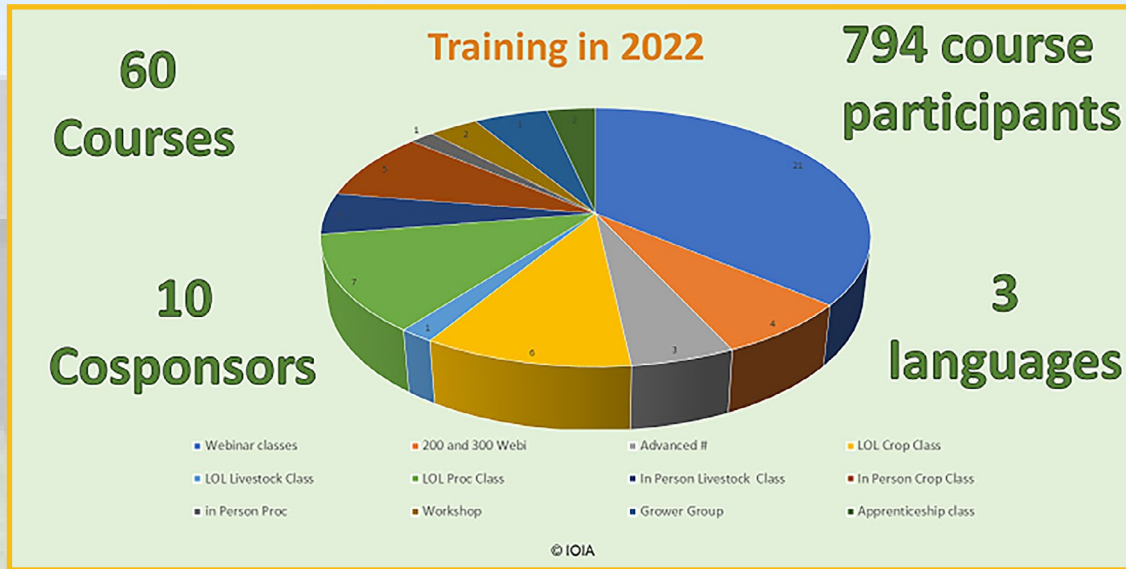
# IOIA Training

IOIA's Training Institute delivers Self-paced, Webinar, Onsite, Live Online Training. In 2022, IOIA implemented Strategic Plan training initiatives including:

- New COR Processing Inspection course
- Basic training both live online and in-person.
- New post-training evaluation process
- In-person advanced training (first in 2 years!)
- Collaborated with ACA and NOP on their annual conference and training online.
- Began organizing a Training Advisory Council.

## STRATEGIC PLAN OBJECTIVE 1

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



IOIA's onsite training program, working with cosponsors and certified operations as hosts, returned strong in 2022, with crop inspection trainings (Kentucky, Iowa, Maine, Mexico; livestock inspection trainings (Kentucky, Iowa).

**IOIA's Mission: To address issues and concerns relevant to organic inspectors, *to provide quality inspector training*, and to promote consistency and integrity in the organic certification process.**

# Strategic Plan Initiatives – Advocating for Inspectors

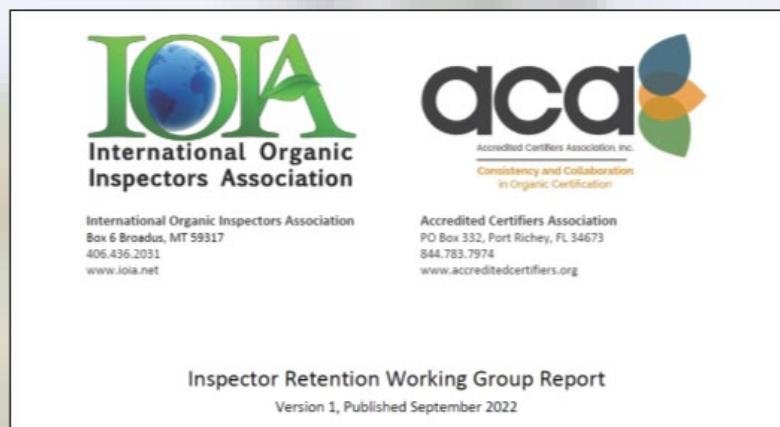
- A human capital working group was jointly funded by the Accredited Certifiers Association and IOIA who together published a comprehensive Final Report, available on both organizations' websites. Twenty-two inspectors worked on this project and were paid for their work. The report was distributed to all certifiers in Canada and the Canadian Food Inspection Agency. IOIA and ACA jointly publicly launched the report in California in 2022.
- Submitted strong, comprehensive comments to NOSB and NOP proposals and discussion documents including:
  - \*NOSB Oversight improvements to deter fraud: Modernization of organic traceability infrastructure
  - \*NOP Organic Livestock and Poultry Standard
- Initiated "Coffee with IOIA" to extend the outreach to non-members.
- Communicated with Certifiers via monthly meetings with the ACA board and regular Certifier-Inspector dialog conference calls
- Increased digital communications by 40% - 92 digital messages (38,587 sends), including IOIA's Special 30th Anniversary History Newsletter

## STRATEGIC PLAN OBJECTIVE 2

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



New Policy Comment Committee Facilitator!  
Rachel Cherry Myers



## 3 Podcasts!



IOIA added "Ask me Anything" sessions to Town Halls. Dr. Marcus Bernard, KSU, "Ask me Anything about Diversity, Equity, and Inclusion"



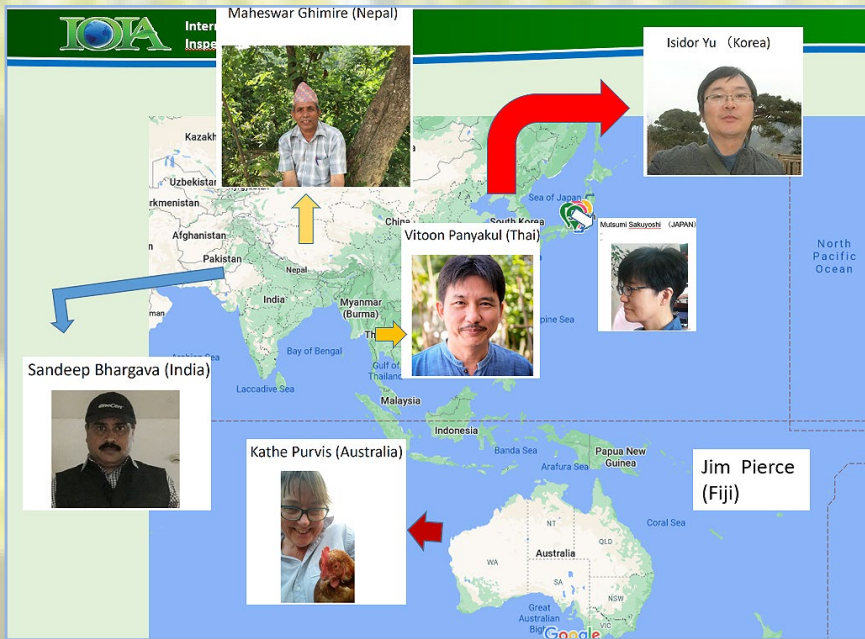
Terrance Layhew, Board member and IOIA Town Hall, IOIA Podcast, and "Ask me Anything" moderator.

**IOIA's Mission: To address issues and concerns relevant to to promote consistency and integrity**

# IOIA is International



2022 Annual General Meeting  
Keynote speaker **Bernward Geier**,  
"Is a 100% Organic world possible?"



IOIA/Driscoll's basic crop inspection training in Mexico.  
Two years from the planning to delivery.

The **Asia Pacific Committee** is IOIA's most active and international Committee (7 members in 7 countries). In 2022, they delivered live online trainings for grower group inspection and certification, gave a promotional webinar to 100+ participants, and planned a second webinar on the use of lab tests for chemical residues in organic certification.

The committee conducted a survey of certifiers in India to identify training needs.



**Advanced Organic Inspector Training in Saskatoon, Saskatchewan** - in conjunction with the Organic Connections conference. Planned in 2000, postponed due to the pandemic, and finally brought to fruition in November 2022.

**organic inspectors, to provide quality inspector training, and  
ty in the organic certification process.**

# Building a Sustainable and Inclusive Apprenticeship Program for Organic Inspectors and Other Organic Professionals - A Human Capital Project



## The most diverse cohort ever for a US training Basic Crop - at KSU Research Farm, Frankfort, Kentucky

This ambitious project was funded by the USDA National Organic Program - \$250,000, the largest funded project in IOIA's history. With an extensive collaboration of a regional nonprofit, two universities, and an inspector's cooperative, a certification agency, and Green Door Workshop, the project successfully demonstrated the organic professional pipeline by producing and trialing:

- Apprenticeship Intensive curricula and support materials for crop, livestock, and processing inspectors.
- Tested the model by delivering proof of concept apprenticeship intensives in Crop and Livestock with an emphasis on diversity, equity, and inclusion and including follow-up mentoring by experienced inspectors.
- One-on-mentoring adaptation.
- Transition Trainer Workshop for extension agents.
- Marketing assets to raise the awareness of organic careers and recruit organic professionals.



Apprentice Kenya Abraham

**Thank you to our partners, including Green Door Workshop (Ellie Hudson) and to NOP for funding this project!**

# Scholarships

**The First Reynaldo De la Rosa Memorial Scholarship has been given to Diana Aguilar Gonzalez of Uruapan, Michoacán, Mexico. This scholarship covers all expenses including the training, lodging and transportation to the training, which will likely be in Costa Rica for 2023.**



Mi nombre es Diana Jennifer Aguilar González, soy medico veterinario zootecnista, actualmente estoy trabajando en una certificadora orgánica MEXICOCERT, mis metas personales en los próximos 5 años son: ascender en el trabajo para poder ahorrar y emprender un negocio sobre producción orgánica, tener más inspecciones fuera de mi ciudad, conocer mas sobre la producción orgánica y fomentar la producción orgánica dentro y fuera de mi ciudad. El curso me ayudará ya que con él se incrementará mi conocimiento sobre el tema y de la misma manera pudiere realizar mi trabajo de manera más eficaz.

Mi relación actualmente con la industria orgánica es por mi trabajo, ya que laboro en una certificadora orgánica en la cual reviso documentación para la ley de productos orgánicos mexicana. La experiencia que pudiera compartir con la comunidad orgánica es sobre la producción orgánica de animales, ya que es mas apegado a mi rama. Se pudiera mejorar la efectividad de mi trabajo en relación con los compañeros mejorando la comunicación, fijando bien las tareas para cada uno, también una mejor organización dentro de la empresa y dando más motivaciones.

## **Andrew Rutherford Award Rachel Chapman, British Columbia, Canada**



Rachel Chapman is a young, motivated organic farmer residing in the organic capital of Canada, Cawston BC. She has seven years of organic farming experience, including volunteer efforts in sustainable projects in Canada, California and Mexico, and speaks English, French and Spanish. Rachel is part of Mariposa Organic Farm since 2019. She also helped start an organic CSA veggie box program at an established farm on Salt Spring Island. With some conventional ag experience, she understands the differences, pros and cons of organic and conventional farming, and being able to distinguish one from another.

At the CSA program, she was also blessed with the opportunity to work alongside an organic VO. She was able to learn about the job, which sparked her interest in pursuing this career. Seeing how she was able to take on her inspection contracts while at the same time producing clean, quality food for her family and community was highly inspiring.

Rachel recently learned that organic inspection applications are at an all time high, while actively working organic inspectors are at an all time low in her region of BC. This serves as just another great motivator to pursue her goal to become an organic inspector in British Columbia Canada, and possibly abroad.

Future goals include expanding/ honing her farm and farming methods so she can provide for her family and local community.

## **Organic Community Initiative Scholarship Award - Balkrishna Dahal, Nepal**

As my family belongs to a farming background, I grew up working in the field with my parents. The melodious songs sung while cultivating paddy, the delicious local dish prepared by my mother after a long day's work, and many other instances are engraved in my memory as joyful moments. I remember how my grandfather carried a drum on his back and rotated the handle to release a water-like substance, which I later understood was a chemical pesticide. And I cannot forget the fact that we lost our grandmother to cancer.

Organic Farming is close to my heart. At our Karuna Organic Family Farm in Nanglebhare, Nepal, we completely follow integrated farming, free of chemicals, and pesticides, and free of external inputs, recycling all wastes inside the farm, and the change we've seen in the form of darker soil, robust plants, and growth in the number of earthworms and natural enemies is satisfying. Through the OCIS training, I hope to bolster my knowledge and put it into practice on my farm, leaving no stone unturned to mold my knowledge and understandings in this field.



ALTHOUGH SPACE DOES NOT ALLOW LISTING THE NAMES OF ALL 192 INSPECTOR AND 100 SUPPORTING INDIVIDUAL MEMBERS, IOIA WISHES TO EXTEND A SPECIAL THANK YOU AND TO ESPECIALLY ACKNOWLEDGE THAT YOUR CONTINUED SUPPORT IS WHAT SUSTAINS OUR UNIQUE ORGANIZATION.

## SUPPORTING BUSINESSES

Accredited Certifiers Association  
Australian Certified Organic  
Baystate Organic Certifiers  
County of San Diego  
East West Tea Company  
Good Earth Foods  
Iowa Dept. of Ag & Land Stewardship  
Maryland Department of Agriculture  
Montana Department of Agriculture  
NASAA Certified Organic  
Natural Food Certifiers, Inc.  
New Jersey Department of Agriculture  
New Mexico Department of Agriculture  
Organic Materials Review Institute  
Organic Producers Association of Manitoba  
Quality Certification Services  
Ranck and Associates, LLC.  
Regenerative Organic Alliance  
Rodale Institute  
Sertifikācijas un testēšanas centrs  
Richard D. Siegel Law Offices  
The Fertrell Company  
Utah Department of Agriculture & Food  
Van Drunen Farms  
Wolf, DiMatteo + Associates, Inc.  
Yolo County Dept. of Agriculture

## SUPPORTING CERTIFICATION AGENCIES

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

## SUSTAINERS

Driscoll's

Aurora Organic Dairy

## PATRONS

CROPP/Organic Valley/Organic Prairie

## Trainers

Harriet Behar - Wisconsin, USA  
Luis Brenes - San Jose, Costa Rica  
Philippe Descamps - Cahuita, Costa Rica  
Bob Durst - Oregon, USA  
Silke Fuchshofen - New York, USA  
Janine Gibson - Manitoba, Canada  
Humberto González - Alajuela, Costa Rica  
Garth Kahl - Washington, USA

Garry Lean - Ontario, Canada  
Yutaka Maruyama - Tokyo, Japan  
Kelly Monaghan - Toronto, Canada  
Lisa Pierce - British Columbia, Canada  
Nate Powell-Palm - Montana, USA  
Mutsumi Sakuyoshi - Fuji Shizuoka, Japan  
Monique Scholz - Quebec, Canada  
Isidor Yu - Gyeonggi, Republic of Korea



# Board of Directors

## In Appreciation...

to **Brian Baker**, outgoing Board member, editorial review consultant to the Policy Committee, writer of technical article for IOIA newsletter, and BOD liaison to Scholarship Committee.

And to **Chuck Mitchell**, for 6 years of service, and able participation on the Latin American, Canadian, and Asia Pacific committees. Brian and Chuck left the board in January 2023.

**Rachel Cherry Myers**, chair 2021-2022, and **Heather Donald**, treasurer/secretary, left the board in 2022.



Dr. Brian Baker during inspection

### STRATEGIC PLAN OBJECTIVE 3

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



In 2022, IOIA's board did not meet in-person. They met monthly online, plus additional monthly meetings with the ACA board, and once with NOP staff. They focused largely on **Strategic Plan** implementation and review. The Strategic Plan was approved in January, and the board convened for an in-depth assessment and review in October with the facilitators. Objectives focused on (1) Training, (2) Membership and advocacy for inspector profession, and (3) Accountability and Continuous improvement. Some key strategies and performance indicators:

- Create, edit and publish new Board of Directors onboarding packet.
- Staffing Plan: Evaluate current IOIA capacity and identify needs; Review and update staff position job descriptions. Hire an external consultant to (1) perform a needs assessment that evaluates existing staff competencies, (2) Identify skill gaps and create job descriptions or requests for proposals to fill gaps and (3) Hire necessary position(s). Staffing plan was completed in 2022. Interviews and hiring are still in process in 2023.
- Formalized policy of staff self-evaluation.
- Conduct reviews of IOIA information management system. Identify a subject matter expert for information management system.
- Launched the new IOIA website and information management system.
- Internal financial review conducted by the board treasurer. Consolidated workplan and budget approved for 2023 strategic initiatives. Create a structure so that 2023 workplan decisions are made prior to 2023.



**2022 Board members Chuck Mitchell, Kate Newkirk, Brian Baker, Terrance Layhew, and Janine Gibson. Camera shy - Allan Benjamin, Beth Dominick.**

# Sound Financial Footing

## International Organic Inspectors Association Balance Sheet (Cash Basis)

As of December 31, 2022

| ASSETS                                | Dec. 31, 2022       | Dec 31, 2021        |
|---------------------------------------|---------------------|---------------------|
| <b>Current Assets</b>                 |                     |                     |
| Total Checking/Savings/CDs            | 415,728.29          | 384,551.32          |
| Accounts Receivable                   | -174.08             | 249.41              |
| Total Other Current Assets            | <u>23,708.08</u>    | <u>24,089.10</u>    |
| <b>Total Current Assets</b>           | <b>439,262.29</b>   | <b>408,889.83</b>   |
| <b>Fixed Assets</b>                   |                     |                     |
| Total Building                        | 38,768.86           | 38,768.86           |
| <b>Other Assets</b>                   |                     |                     |
| Accumulated Depreciation              | <u>-21,541.65</u>   | <u>-21,541.65</u>   |
| <b>TOTAL ASSETS</b>                   | <b>\$456,489.50</b> | <b>\$426,117.04</b> |
| <b>LIABILITIES &amp; EQUITY</b>       |                     |                     |
| <b>Equity</b>                         |                     |                     |
| Contributed Property-FM Value         | 29,031.80           | 29,031.80           |
| Restricted (Scholarship Funds)        | 17,604.43           | 17,337.83           |
| Retained Funds                        | 379,747.41          | 407,667.91          |
| Net Income                            | <u>30,105.86</u>    | <u>-27,920.50</u>   |
| <b>Total Equity</b>                   | <b>456,489.50</b>   | <b>426,117.04</b>   |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <b>\$456,489.50</b> | <b>\$426,117.04</b> |

## Bottom Line Summary for 2022

Actual bottom line was about \$83,000 better than expected.

Much of that was due to a delay in filling the planned and budgeted position of Business Development Director. Also contributing to the positive bottom line, about \$25,000 from a Farmers Advocating for Organic (FAFO) grant was received in 2022. The expenses will show up in 2023 bottom line.

We did not need to dip into cash reserves.

Since 2019, about \$125,000 has been invested into the new website and database. That project was completed in 2022.

To promote consistency and integrity in the organic certification process - 7 new Projects for 2022!, many partners...

|   | Source of funds/Partners  | Project  | \$\$             |
|---|---|--|------------------|
| 1 | <b>NOP RFA</b> (IOIA lead, with partners Organic Association of KY, KSU, UKY, and Organic Integrity Cooperative Guild)  | Apprenticeship Intensive Development   | \$250,000        |
| 2 | <b>NOP RFA</b> (Organic Farmers Association, lead, National Organic Coalition, Accredited Certifiers Association, & IFOAM North America)                                  | Diversity, Equity, & Inclusion Tools for Organic Professionals                               | \$4,800          |
| 3 | <b>NOP RFA</b> (Oregon Tilth, lead, with partners Iowa State University, University of WI-Madison, Oregon State University)   | Enhancing Organic Programs in Postsecondary Education to Expand/Diversify Workforce Pipeline | \$37,268         |
| 4 | <b>NOP RFA</b> (Organic Integrity Cooperative Guild, Northwest Cooperative Development Center, Aligned Law, US Federations of Worker Cooperatives, and Iconic Collective) | Developing Cooperative Support for Organic Professionals                                     | \$0              |
| 5 | <b>Specialty Crop Block Grant</b> , with KY State University  | Basic Crop Inspection Training for BIPOC participants (3 year project)                       | \$15,000         |
| 6 | <b>USDA Beginning Farmers &amp; Ranchers program</b> , National Center for Appropriate Technology (NCAT) is leading   | Organic Academy Road Show for Northern Plains (3 year project)                               | \$22,440         |
| 7 | <b>Organic Valley –Farmers advocating for Organics</b>  | Apprentice Intensive for Livestock Inspectors  | \$24,991         |
|   |   | <b>TOTAL</b>   | <b>\$354,499</b> |

# Committees - How a Lot of our Work gets Done

**Accreditation:** 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.

**Asia Pacific Committee:** Give voice to Asia members concerns.

**Bylaws:** Purpose: Ongoing response to bylaws issues.

**Canadian:** Give voice to Canadian members concerns.

**Ethics:** Criteria 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.

**Finance:** Advise board on fiscal matters, combined with fundraising committee.

**Fundraising:** To work with Finance committee on fundraising strategies.

**Latin American:** Give voice to Latin American members concerns.

**Membership:** Develop membership services and numbers.

**Nominations:** Prepare annual ballot for Board of Directors.

**Policy Comment Committee:** Use IOIA Comment Policy and Decision Tree to determine whether IOIA will submit comments on local, state, national or international issues in the organic industry that would impact inspectors and/or the inspection process; or issues outside of the organic industry which impact independent contractors. Draft and/or review comments as needed.

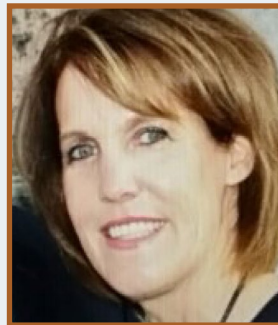
**Scholarship:** Ongoing review and selection of scholarship applications.

## Staff

Our dedicated,  
devoted,  
and  
multi-talented  
staff!



Margaret Scoles



Teri Lindberg



Cecilia Earley



Sacha Draine



Diane Cooner



Jennie Olson

**80 YEARS -  
THE AMOUNT  
OF  
COLLECTIVE  
SERVICE TO  
IOIA  
BY CURRENT  
STAFF**



NATIONAL CENTER FOR APPROPRIATE TECHNOLOGY



이시도르 지속가능연구소

ISIDOR SUSTAINABILITY RESEARCH INSTITUTE

Our Partners, our Community,



Alliance for Organic Integrity



Collaborating to Maximize Impact



ORGANIC FARMERS ASSOCIATION



香港有機資源中心認證有限公司  
HONG KONG ORGANIC RESOURCE CENTRE CERTIFICATION LTD

