

IOIA Annual Report -2012

Prepared March 15, 2013 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

For IOIA, 2012 was a year of cooperation and building organizational capacity, reflecting the theme declared by the United Nations, the *Year of Co-operatives*. IOIA built or strengthened bridges and alliances from North America to Asia. On March 1, at the annual meeting in Canada, Beth McMahon, Executive Director of COG, and Gunta Vitins, Industry Chair of Agri-Food Canada's Organic Value Chain Roundtable, used that theme for their joint keynote --"Canada Organic – a state of evolution and cooperation".

2012 was also a year for celebration. A new logo – the culmination of two years of work – was unveiled by the Board of Directors at the 2012 Annual Meeting. It was met with applause from the membership. The logo was legally registered as IOIA's new trademark. IOIA launched a new and totally-revised website, featuring our new logo. The four key sections on the website are Membership Organization, Training Institute, Inspector Accreditation, and finally, IOIA and the Organic Sector. Diane Cooner, IOIA Website Manager, deserves a big thank-you for her work. A new table-top display featuring the new logo was used at several trade events during the year, upgrading IOIA's professional image. And new logo caps in three colors of organic cotton sold well at IOIA events and from the IOIA website.



Collaboration and cooperation were guiding principles for the year. The EU-US organic equivalency agreement, effective June 1, 2012, is one example of giant steps toward greater international cooperation. IOIA collaborated with governmental, non-governmental, and educational bodies to further our mission. We collaborated with governments, such as the Korean National Agricultural Products Quality Management Service (NAQS). NAQS is the accrediting body for

organic agriculture certification in Korea. IOIA will continue to work in a special alliance with the government of the Republic of Korea, the only government in the world to offer a subsidy to participants in IOIA courses in Korea. Participants in two courses in Korea during 2012 were assisted through this program.

"Sound and Sensible", an industry-wide initiative, was sparked in late 2012 in the US to reduce paperwork and streamline organic certification, without jeopardizing organic integrity. Mac Stone, now NOSB Chair as well as IOIA member, brought IOIA into the conversation. IOIA responded enthusiastically, picked up the baton, solicited inspector member input, and started development of a white paper that was completed in 2013. The initiative has far-reaching

"Organic Inspectors play a vital role in ensuring organic integrity."

Miles McEvoy, USDA NOP Deputy Administrator, in a Memo entitled *Criteria and Qualifications for Organic Inspectors*, released April 27.

The memo announced the pending publication of draft guidance. IOIA looks forward to such a document, and contributed significant input in 2011 by completing a contract for USDA.

impacts on the work of organic inspectors. Some certifiers have already announced paperless systems.

IOIA worked with other non-governmental bodies, such as the Organic Materials Review Institute, in adding two new webinar format trainings on inputs used in organic production for working inspectors and reviewers. IOIA announced a partnership with the Canadian Organic Growers (COG) to offer basic organic inspection trainings in Canada, starting in Ontario. And a second ambitious partnership with the IFOAM Academy, to

support the first-ever IFOAM Organic Leadership Course in North America, was embarked upon. Although the effort failed to gain enough interest to proceed, IOIA actively promoted and supported the event.

The Wild Farm Alliance remains an important partner. Biodiversity Guides produced by WFA in the past, with collaborators including IOIA, continue to be an integral part of IOIA's basic crop and livestock inspection training. IOIA partnered again in 2012 in another WFA biodiversity grant proposal. When NOSB Chair Barry Flamm asked IOIA for input on a Biodiversity Paper, IOIA coordinated input from members with expertise and keen interest in the topic. One of those was Technical Editor Tony Fleming, who wrote a series of 3 articles devoted to biodiversity on organic farms for the IOIA newsletter. The series was entitled "Fumbling Toward Complexity".

A new collaboration was begun with the Missouri Organic Association to promote the MOA Organic Poultry Symposium. As a follow-up to this event, IOIA and MOA will offer IOIA's first web based, self-directed course, *Organic Poultry Inspection*, in 2013.

IOIA's international scope continues, with inspector members in 15 countries. IOIA trained in eight countries and four languages. IOIA offered members the most international board slate in history with six candidates from six countries.

Resilience was increased by naming Sacha Draine to the position of Assistant Executive Director. IOIA began the training process so that she can take over the helm in the case of an emergency. Sacha came to IOIA in 2005 with a gift of five languages, passion for the organic movement, and a degree in business. She took on the International Training Manager position a year later and is the senior staff employee, junior only to the ED. IOIA increased our organizational capacity by fully implementing the position of Training Services Director to expand the IOIA Training Institute.



Sacha

Jonda Crosby, who joined the IOIA team in late 2011 as full-time senior staff, completed her first year in training and is now responsible for the webinar program. As part of the restructuring, Kathy Bowers took on an expanded role and stepped up to manage the webinar logistics in addition to administration of US-based trainings and Information Technology. In addition to taking on the webinar program, Jonda Crosby served at Basic Crop and Livestock trainings as Assistant Trainer; assisted in the development of Advanced Training in Pennsylvania; and attended the Basic Processing Training. She was instrumental in finalization of the new logo, the display, website, and letterhead and business card design. IOIA has capitalized on her prior experience in nonprofit management.



Jonda

The BOD built on the initiatives identified in the 2011 BOD retreat, grappled with how to restructure IOIA's inspector accreditation program (a key initiative for 2013), and devoted many hours to exploring how and if IOIA should initiate a Legal Defense Fund. They initiated a financial audit and a social media strategy. A section was added to the website to allow BOD members to readily access their resources. This BOD was one the most international in history, with five countries represented on the BOD (US, Canada, Korea, Denmark, Germany).



IOIA BOD Chair in Anaheim at Natural Products Expo West with the new IOIA tabletop display.



The embodiment of "international". Isidor (Korea) and Silke (Germany) sip tea in a Chinese restaurant in British Columbia, Canada after the AGM.

Key Activities and Alliances:

- ▶ Continued to support the lawsuit of Organic Seed Growers and Trade Association (OSGATA) *et. al.* vs. Monsanto by signing on to the *amicus brief* to support the appeal, after the suit was initially dismissed in favor of Monsanto. The importance of this issue was underscored by the failure of Proposition 37 in California for mandatory labeling of GMO's. Members watched with concern while massive amounts of opposition funding was poured into this fight from large corporations headed by Monsanto, but including many corporations, even those with organic product lines.
- ▶ Developed a position statement and sought change within USDA to protect individuals and whistleblowers anonymity when making complaints.
- ▶ IOIA supported the ED's travel to Lincoln, Nebraska, to support inspector member Evrett Lunquist in a court hearing and made a contribution to his legal fund.
- ▶ Ib Hagsten, Ph.D., CAC, as BOD Chair, presented "Organics through the Eyes of an Organic Inspector" at the annual meeting of the American Society of Agricultural Consultants.
- ▶ Participated in Guelph Organic Conference (Ontario), Expo West (Anaheim), Expo East (Baltimore), and Organic Connections (Saskatchewan). Attended the OTA Annual Meeting, where Zea Sonnabend, a founding member of IOIA and inspector member since the beginning, received the OTA Leadership Award for Growing Organic Agriculture.
- ▶ Participated for the first time in the annual meeting and training of the Accredited Certifiers Association (ACA) in San Antonio, Texas.
- ▶ Continued its sponsorship of the Guelph Organic Conference in Ontario.
- ▶ Greatly expanded webinar training offered through the IOIA Training Institute, increasing webinars by 25%.
- ▶ Continued our partnership with the Organic Materials Review Institute (OMRI) to provide the second (Livestock) and third (Processing) of a series of three webinars begun in 2011 with Crop Input Materials. These were among the first of IOIA's 200-level trainings.
- ▶ Hosted quarterly Certifier-Inspector Dialogue conference calls. The ongoing dialogue is invaluable in shaping the IOIA training program and addressing inspector issues and member concerns.
- ▶ Accepted an invitation to participate in the long range planning of the eOrganic Community of Practice of the US Cooperative Extension Services.
- ▶ Continued to participate on the Canadian General Standards Board's Organic Technical Committee. Kelly Monaghan is the IOIA representative.
- ▶ Continued sponsorship of the Guelph Organic Conference in Canada and provided advanced training in conjunction with the 2012 conference.
- ▶ Continued support of OTA, IFOAM, OMRI, COG, Green America, and the MT Nonprofit Association through memberships and subscriptions.
- ▶ Published four issues of the IOIA Inspectors' Report and the 2012 Membership Directory.



Training

IOIA training continues to increase in diversity and global recognition. IOIA sponsored training events in Ontario, British Columbia, South Carolina, Pennsylvania, Washington, Minnesota, Oregon, Honduras, Korea, Ecuador, Puerto Rico, and Japan. IOIA celebrated our first training in Puerto Rico. IOIA also delivered NOP Standards training via webinar to participants in Australia. A measure of the scope of the increase in activity is that the newsletter training schedule is typically now two pages rather than one. The IOIA website training schedule offers an impressive and dynamic list of in-person and web-based trainings.

Evaluations of trainings continue to reflect IOIA Trainer capacity to deliver the highest caliber of inspector training. IOIA's has 25 contracted trainers in six countries who are prepared to develop and deliver training in six languages. Trainer bios and photos are featured on a new section of the Training Institute section of the IOIA website. A few comments taken from course evaluations – *"I've not had an instructor of this high level of teaching expertise since college. Wow!"* and *"The trainer's passion is contagious, excellent instructor!"*

Web-based training continues to be the fastest growing format. Developing the webinar training program was a primary focus for 2012. The program nearly doubled in 2011 and increased again by 25% in 2012. A new 300-level webinar addressed Food Safety. IOIA responded to the need for basic organic standards training by developing a complete series of 100-level Crop, Livestock, and Processing Standards webinars to both the NOP and COR standards. A driver for this initiative was a meeting of the Executive Director with leaders from the Accredited Certifiers Association and the National Association of State Organic Programs. IOIA began the year intending to provide basic reviewer training, analogous to the current basic inspector training model. Based on that meeting in January, IOIA instead directed energies into developing the 100-level NOP Standards series. These were developed in late 2012, offered in the early months of 2013, and are proving very popular for non-inspectors and certification agency staff. The Canadian standards webinars filled a niche, given the low number of in-person basic trainings in Canada and the vast changes in the COR over the past few years. Only one of those six (COR Crop) remains in the development stage.



Webinar training has increased the international nature of IOIA training, with participants from New Zealand to Spain. Webinars are green and readily accessible around the world to anyone with access to the web and VOIP. They also have the advantage of bringing learners together with the best expertise in a highly consistent and reproducible format. IOIA trainers work to keep the learners engaged, using a variety of methods including polling questions, open

discussion, pre-course reading assignments, in-course exercises, and post-course exams.

IOIA continued the partnership with the Organic Materials Review Institute to provide the second (Livestock) and third (Processing) of a series of three webinars begun in 2011 with Crop Input Materials. The three OMRI webinars were among the first of the 200-level trainings, identified as topics not covered comprehensively in the basic courses but still essential for all inspectors. Inputs webinars for the Canadian Organic Standards Permitted Substance List are under discussion.

IOIA customizes training to the needs of each audience. IOIA hosted training in Montana for a delegation of six representatives from the Korean government. Isidor Yu, IOIA Board member and trainer, provided translation. Montana Organic Association assisted IOIA with field trips and the MT Department of Agriculture hosted the delegation at the capitol.



Other customized trainings included in-house training with OMRI on the Canadian Organic Standards, and training via web delivery for NASAA Certified Organic (NCO) in Australia on the USDA NOP organic regulations. Lisa Pierce, IOIA Trainer, organized the first training in Canada to the new Canadian organic agriculture regulations. Organic aquaculture training was an added option to the advanced training in Chilliwack, British Columbia. NOP staff member and former inspector Lars Crail joined IOIA as a speaker for the NCO webinar. During 2012, IOIA worked with Cabrillo College in California to integrate web-based training on the organic standards for delivery into a Horticulture classroom early in 2013. IOIA participated in discussions directed toward cross-training organic inspectors to conduct Good Agricultural Practices (GAP) inspections. Joyce Ford, IOIA Trainer, delivered Pipeline Monitoring training in Minnesota, for the first time in three years. She developed the program several years ago to meet the needs of organic producers impacted by eminent domain and pipeline construction across their farms. Minnesota law requires that an IOIA-trained monitor be on-site during construction on organic farms.

IOIA continues to lead as new training is needed. In anticipation of the USDA NOP Residue Sampling rule, IOIA worked with the WSDA to deliver Residue Sampling Training in Pennsylvania with Pennsylvania Certified Organic in April. The Final Rule was published in November and became effective Jan 1, 2013. Unannounced Inspections, another new requirement, was covered at the same advanced training event. As webinars meet more training needs, making advanced (300-level) in-person trainings more interactive and unique becomes

more challenging. IOIA strives to use local resources, field trips, and exercises that allow participants to experience learning that goes deeper than listening to a lecture.

As the webinar training program matures, IOIA also increases the static resources available to inspector members through the website. One such resource developed in 2012 was a Processing Resource List of materials on NOP 205.605. Inspector member, frequent training presenter, food technologist, and past BOD Chair Bob Durst developed the resource for IOIA. It is now posted as a technical resource on the IOIA website. The new website tracks the search results and these 'find reports' will help inform the need for new training topics.

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

IOIA-managed trainings continue to be the primary revenue source for IOIA. In-house trainings in the US, following the cosponsor-managed training format, are usually delivered for certification agencies or other NGOs. Examples in 2012 were trainings delivered in-house with Clemson University and OMRI. They also contribute significantly to income. Revenue from international cosponsor-managed trainings is much lower, but they remain an important component in IOIA's efforts to achieve our overall mission. In 2012, there were few cosponsor-managed trainings in the US. Most of these trainings in 2012 occurred outside of North America.

- **IOIA-Managed Trainings**

- ▶ Ontario – Advanced
- ▶ British Columbia – Advanced and Aquaculture
- ▶ Pennsylvania – Basic Crop and Livestock; Advanced
- ▶ Washington – Basic Crop and Processing
- ▶ Minnesota – Basic Crop and Processing

- **Cosponsor-Managed Trainings**

- ▶ South Carolina – Advanced
- ▶ Crop – Honduras (Spanish); Ecuador (Spanish); Puerto Rico (Spanish); Japan (Japanese)
- ▶ Processing–Korea (2, both Korean)
- ▶ Advanced – South Carolina, Oregon

IOIA Training in 2012

Type of Course	Number of Events	Participants
Basic Crop	7	124
Basic Livestock	1	18
Basic Processing	4	65
Advanced	5	85
Aquaculture	1	9
Pasture Webinar (200 level)	1	19
Food Safety Webinar (300 level)	1	19
IOIA – OMRI Webinars (200 level)	6	115
Other	<u>3</u>	<u>44</u>
	Total 29	498

Finances:

IOIA maintains a solid financial position and, once again, did not need to dip into cash reserves. The BOD had projected a positive bottom line of \$20,000 this year, in anticipation of receiving payment in 2012 for the USDA contract completed in 2011. We fell short of that goal, ending instead at about \$11,000. See 2012 Balance Sheet for details.

The Board took action on an IOIA audit and enlisted the help of an accountant to develop Agreed-Upon Procedures to prepare for an external accountant to come to the IOIA office. The Agreed-Upon Procedures were endorsed by the Finance Committee (comprised of past Treasurers). The review process was completed in January 2013, with Philip Emmons, CPA, and the treasurer both on-site. The report is very encouraging and complimentary to Margaret, the IOIA staff, and our retiring Treasurer, Eric Feutz. Based on his involvement in the process, Eric states that he feels comfortable he is handing over a clean set of books to the upcoming Treasurer.



During 2012, the BOD increased the Cash Reserve Amount by 25% and adopted formal Treasurer Guidelines.

A new bank account was opened that improved IOIA's ability to accept international wire transfers and process international funds and also resulted in significant savings in bank service charges.

Details of the 2012 financial reports will be presented by the Treasurer at the AGM. Key aspects:

- ▶ 2013 dues were increased modestly for all categories of membership.
- ▶ The 2012 budget was proactive with a significant funding increase for the Training Institute by adding the second senior staff position. This position is expected to be neutral or revenue generating in 2013 and to ultimately increase IOIA income.
- ▶ For the first time, the 2012 budget included a contingency fund to build in more resilience to respond to unexpected needs. This was deemed a good idea and is continued in the 2013 budget.

Committees:

BOD liaisons work with all IOIA committees. A BOD liaison is a Board member who communicates between the Committee and the 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 part of IOIA committee activity and for their accomplishments over the past year.

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

IOIA puts the spotlight on four hard-working committees in this report. Hats off to them for their efforts!

Accreditation - IOIA is pleased to announce a new Accreditation Committee Chair, Christopher Warren-Smith. He has worked for the past year with Linda Kaner, outgoing chair, as his mentor. Thank you, Linda, for your many years of service on the ARP and for assisting with a smooth transition to a new chair. Linda was a founding member of the Accreditation Committee, helped it develop the program, and saw it through its membership approval in 1994. She has served on the ARP since. Thank you also, Linda, for diligence in maintaining the integrity of this program.

Accreditation and Accreditation Review Panel (ARP) – In 2012, there were three accreditation renewals.

Membership – Christopher Kidwell, Chair

The committee is to be commended for initiating a Membership Drive. Over 100 non-IOIA member inspectors were invited to join. Results were modest; only a handful of new members resulted. The committee also reviews any membership requests that deviate from the standard criteria.

Nominations – Christopher Kidwell, Chair

A full slate of candidates has been prepared for this year's election. Each year this committee rises to the challenge of finding one or more candidates for every open position. IOIA limits eligibility for 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 serve as volunteers.

Scholarship – Margaret Weigelt, Chair

The committee annually reviews applicants for the two IOIA scholarships. The recipients receive free tuition to an IOIA basic organic inspection-training course. The Andrew Rutherford Memorial Scholarship recipient was Maggie Jones of British Columbia, Canada. The Organic Community Initiative Scholarship recipient was Josué Sámano of Mexico.

Canadian – Bill Barkley, Chair

For a second year, the Canadian Committee did much of the work of organizing an advanced training in conjunction with the Guelph Organic Conference. Kelly Monaghan continues to represent IOIA on the Organic Technical Committee, although she stepped down from the position of Chair of that committee.

Ethics – Joyce Ford, Chair

No complaints filed.

Bylaws – Al Johnson

No bylaws amendments were proposed in 2012.

Board of Directors:

Two new members of the seven-person board were duly elected at the AGM: Stuart McMillan, and Isidor Yu. Isidor is IOIA's first BOD member from Asia.

Retiring Board members: Eric Feutz (4 years), Jennifer Clifford (3 years), Deb Bunn (2 years), Silke Fuchshofen (2 years), Hélène Bouvier (almost 2 years).

For the past year, Jennie Clifford served as Special Past Chair as allowed in the bylaws when a previous chair is not on the BOD. This was the first time ever that optional position was implemented. After the resignation of the BOD Chair at the end of 2011, she stepped in as vice-chair to chair the BOD for two months. After she presided over the 2012 AGM, her colleagues invited her to continue as Special Past Chair. Special thanks to Jennie - for the extra year of dedicated service.

Special thanks also go to Eric Feutz – for being treasurer for most of his tenure, and secretary for his first year on the BOD. Both were time-consuming positions.

In preparation for the Annual Meeting in 2012, Board members developed papers on three important items raised at the 2011 BOD retreat:

- IOIA organizational arm in Canada
- Inspector Accreditation/Licensing
- Training Institute (whom should IOIA train?)

Membership input was sought through the website and IOIA listserv. BOD members facilitated in-person discussions at the AGM. This input helped direct the BOD's efforts for the year. In at least one case, it actually helped IOIA investing funds and time. Although the AGM was held in Canada, with many Canadian members present, there was little support for the development of a separate Canadian arm of the organization.

IOIA Board Sub-Committees

- Accreditation*, where **Deb** took the lead ...
- Agreed upon Procedures*, with **Eric** leading ...
- Legal Defense*, where **Hélène** took the lead ...
- Asia Initiative*, where **Isidor** took the lead ...
- Sound & Sensible*, where **Jennie** took charge...
- Website Design*, where **Silke** took charge ...
- Social Media*, where **Stuart** lead ...

WHAT A TEAM !!



Deb left, Jennie right receives her parting gift. Fortunately for the BOD, she didn't actually leave after the AGM.

This BOD approved the first formal Conflict of Interest Policy for the Board of Directors, and found it useful in determining when individual directors should recuse themselves from discussion and/or decision-making.

Jennie and Hélène completed the Executive Director evaluation for the BOD.

The BOD met in person at the AGM and 12 times via conference calls. BOD minutes' highlights are published in each newsletter. Full minutes are available in the Inspector-Only section of the website.

New Board members in 2012:



Isidor Yu



Stuart McMillan



Staff:

Margaret Scoles continues as Executive Director. IOIA benefits from a staff of highly skilled and dedicated individuals. In addition to adding the Training Services Director full-time, IOIA transitioned from a part-time to full-time Office Manager.

- Margaret Scoles, Executive Director
- Kathy Bowers, U.S. Training Services Coordinator
- Diane Cooner, Newsletter Editor; plus Website and IOIA Forums Moderator
- Jonda Crosby, Training Services Director
- Lynell Denson, Administrative Assistant
- Sacha Draine, International Training Manager & Associate Executive Director
- Tony Fleming, Technical Editor
- Gina Vineyard, Bookkeeper
- Joe Whalen, Office Manager



Kathy



Diane



Jonda



Lynell



Margaret



Tony



Joe



Gina



Sacha

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