



2017 Annual Report

Message from the Chair

Margaret Anne Weigelt

IOIA celebrated our 25th anniversary in Ottawa, Canada's capital city, with a futuristic keynote, training on risk-based inspection by Dr. Neuendorff of Germany, and a gala party. What has IOIA accomplished in 25 years? As the only international voice for inspectors, IOIA relentlessly strives to raise the bar for inspectors through accreditation, our Training Institute (+29% growth), and membership in a dozen countries.



As the organization matured, IOIA has continually created alliances throughout the global organic sector. We established and maintain a scholarship program, initiated certifier-inspector dialogue conference calls, collaborated widely with other NGOs including major contracts with the US and Canadian governments, co-wrote with IFOAM the most recognized organic inspection manual in the world, and developed a peer field evaluation program and a model for structured apprenticeship or field training. IOIA now owns its office building and supports a rural economy with a dedicated staff tied to agriculture.

The technology of networking has changed radically, but the culture and vision of the organization stayed true to what is essential for inspectors, including an enduring Code of Ethics and Conduct. **Well-qualified inspectors with integrity are the invisible backbone of the organic label.** A dynamic website is now the key vehicle by which potential inspectors and others seeking organic education find us. Inspector members are served by the IOIA Forum, a collegial platform where inspectors meet virtually and share issues. IOIA's efforts to maintain consistency and raise the bar for inspection are critical in meeting media coverage about organic fraud head-on.

At a meeting of the National Organic Standards Board (NOSB), our Executive Director Margaret Scoles urged the National Organic Program (NOP) and the NOSB, **"It is time to re-focus on consistent inspector qualifications and training."** Her comments were a catalyst for the work of the organic community on inspector qualifications in 2017. IOIA's work on inspector qualifications, training and licensing, completed under NOP contract in 2011, became a resource for the NOSB's work. IOIA also eagerly accepted an invitation from the Accredited Certifiers Association (ACA) to a working group on the upcoming NOSB recommendation on Inspector Qualifications. The ACA team used IOIA's historical work as their starting point. Our international role in continuous inspector improvement was underscored by an invitation to our Executive Director to speak in India at the **"IOAS 20TH ANNIVERSARY SEMINAR Organic Inspection & Certification 2025"**, on the topic **"How can we ensure harmonised competence?"**



We have much yet to do in the next 25 years!

Margaret Anne Weigelt

Our 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.



International



IFOAM 2017 Delhi, India

- Executive Director **Margaret Scoles** attended the IFOAM Organic World Congress and General Assembly In India. She also participated in the launch of the first General Assembly of IFOAM – North America in the US.

IOIA at work in the Asia Pacific

- The Asia Pacific Committee's initial plans for training in 2017 in India were postponed until a training needs assessment could be completed. A survey of Asian certifiers was initiated and completed. After years of effort, committee member **Maheswar Ghimire**, IOIA, and NEP.CERT achieved success with funding training in Nepal for 2018! **Kathe Purvis**, committee member and IOIA trainer in Australia, developed audit trail workshops. **Isidor Yu**, Committee Chair, organized an international field training in Montana with IOIA for a delegation from Republic of Korea's department of agriculture. And the 2016 Train the Trainer in Asia bore fruit when participant Kim Yeonhwa assisted at training in Korea in 2017.

Canadian Committee at work

- Members in Canada focused energy on developing the 25th anniversary annual meeting and training. **Stuart McMillan**, the first Canadian Chair at an AGM in Canada, presided at this historic event. The BOD submitted comments on the "Safe Food for Canadians Regulation". IOIA's voting representative on the Canadian Organic Technical Committee is **Kelly Monaghan**. During 2017 she surveyed members for input on voting strategies, especially on the Organic Aquaculture ballot.

Latin America developments

- IOIA trainer **Luis Brenes** developed Spanish In-Out Balance training and delivered it in Mexico and Costa Rica. This was made possible by a BOD decision to facilitate access to lower cost training for Spanish-speaking inspectors. **Chuck Mitchell**, Spanish-fluent BOD member, traveled to Costa Rica to attend the Comisión Interamericana de Agricultura Orgánica training.

"IOIA trainings in Latin America started with one that no one will forget: Basic Crop and Basic Process inspection trainings bundled with the first AGM in Costa Rica back in 1995. Trainers, speakers and field trip leaders included Jim Riddle, Joyce Ford, Rick Martinez, and Margaret Scoles.

"Since then, almost 100 trainings have been successfully conducted in these 20 years, the latest one an advanced training cosponsored by the Interamerican Organic Agriculture Commission (CIAO) and the Interamerican Institute for Cooperation in Agriculture (IICA) for participants from 18 countries representing their official government competent authorities.

"IOIA has trained most professionals who actively inspect in Latin America and has cosponsored trainings with the main certification agencies, with government authorities and with grower organizations. Certainly IOIA has had a significant impact in promoting integrity and consistency in the inspection process in Latin America." ~ Luis Brenes



Co-trainer Lisa Pierce, and Luis Brenes with Judy, Dr Wong, and Cecily. Hong Kong Organic Resource Centre Ltd



Addressing Issues Relevant to Inspectors



When newly elected BOD member Chuck Mitchell took on the role of liaison for the Latin American Committee, he learned he would be working with Martha Santizo of Guatemala, committee chair. This photo shows them working together in 2013. Their outreach grew Latin American membership for 2018 and developed interest in the Annual Meeting in Mexico for 2019.



Resources for All Members!

Quarterly Newsletters feature Technical Articles

- GE Mitigation in Corn – *Hugh Martin, Inspector member*
- Assessing Soil Quality - *Tony Fleming*
- Book Review: Where Have all the Insects Gone? - *T.F.*
- GOTS: A North American Perspective - *Lori Wyman, Inspector member*



Farewell to **Tony Fleming**, our Awesome Technical Editor for 6 years.

Getting the Word out! Promoting IOIA, Inspectors, and Organic



IOIA staffed booths at Expo East in Baltimore and at the Guelph Conference. Chuck Mitchell piloted an “Ask the Inspector”

event at The Big Carrot in Toronto to increase awareness among consumers.

Growing the Membership! The BOD focused fundraising on membership growth. The Membership Committee is in the process of surveying non-member inspectors. The BOD created a new membership category for certification agencies with staff inspectors to bring in currently under-represented inspector voices.

Meeting Needs of the Certification Agencies and Inspectors!

Certifiers continue to support the Peer Field Evaluation Program, now in its third year. IOIA increased the number of evaluators and completed every requested field evaluation (68 inspectors total).

Increasing Value for members! For 2017, a new 50% discounted webinar benefit for one webinar each year was initiated to encourage continuing education and extend outreach of the webinar program. Fifteen percent of the members took advantage of this benefit, many registering for their first webinar in 2017.

"Organic inspectors have a unique perspective to share with consumers about what certified organic really means. How many times have you heard, 'How do I know it's organic?' " - Chuck



7% New inspectors



93% Inspector member retention



15% Inspector members used new discount

Preparing inspectors for the future



Crop Inspection Training in Iowa



Crop Field Training in Montana



International Field Training for Korea

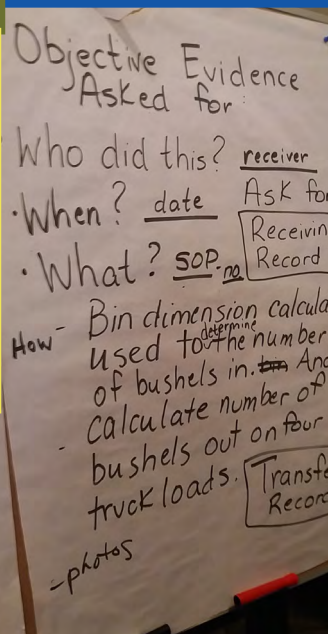
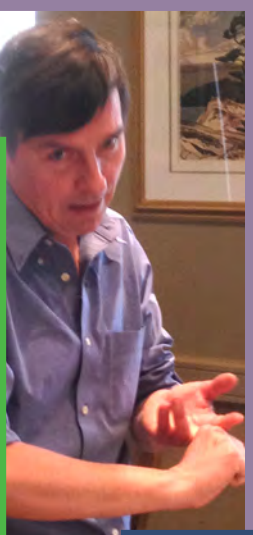
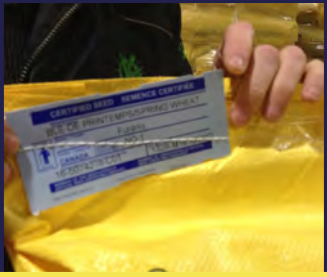
- **Field Training** was launched in 2016 to meet the need for structured apprenticeship, offered first in livestock scope. During 2017, crop and processing field trainings were added. IOIA partnered with Montana Dept of Agriculture with field trainings in all three scopes. Participants completed inspections in teams with experienced inspectors/trainers including Georgana Webster of MTDA.
- **Improved training quality** by reducing the size of the in-person courses and field trip groups.
- **Creative training collaborations** included joint IOIA/QCS training in Florida – a customized refresher course for staff and contract inspectors. IOIA/GOTS training was developed for delivery in 2018– the first fiber training in over a decade.
- **A Crop/Poultry Inspection video** “Organic Inspection Guide for Success” was finalized - a valuable new training resource.
- **Food Safety** – Jonda Crosby, IOIA Training Services Director, worked with two contractors to complete the final phase of a 2-year grant funded project in Montana. In the post-training evaluation, **88.2% of participants** ranked themselves as confident in their capacity to complete their On-Farm Food Safety Plan and/or able to help others complete a plan.
- **Quadrupled 300-level webinars** over the previous year, and added to the roster of “member-initiated webinars” (i.e. Maple Syrup and Winery Inspection). Silke Fuchshofen’s “Uncertified Vendors – Is this Organic? A Risk-Based Approach” was delivered twice.

“The examples of different strategies to verify the last certified entity and to determine whether uncertified vendors are used were really helpful.” Participant, Is This Organic? A Risk-based Approach webinar

Training around the globe

- Web and in-person training in Australia - twice in 2017.
- In Japan, the largest Farm inspection course for years!
- Spanish language In/Out Balance training in two countries.
- IOIA hosted Republic of Korea for International Field Training in Montana, touring certified crop and livestock farms and handling operations. This came in tandem with renewed interest in training in Korea, generated at the 2016 AGM in Jeju – 1 processing training delivered and another scheduled.
- **Trained 800 people - an increase of 29%!**





Collaboration

Partners



Training Cosponsors

AgriVita

Australian Certified Organic (ACO)

California Certified Organic Farmers (CCOF)

CERTIMEX

Canada Organic Trade Association (COTA)

FoodChain ID

iCOOP Certification Center

Iowa Organic Association (IOA)

Isidor Sustainability Research Institute

Japan Organic Inspectors Association (JOIA)

Montana Department of Agriculture (MTDA)

New Jersey Dept. of Agriculture (NJDA)

PrimusLabs

Quality Assurance International (QAI)

Quality Certification Services (QCS)

Vermont Organic Farmers (VOF)

Policy Work

IOIA - members with many perspectives, speaking as one voice? IOIA has frequent opportunity to comment. It is challenging to represent a highly diverse and international membership. In 2017, IOIA's Board with leadership from Margaret Weigelt and Heather Donald, drafted a Comment Policy to outline how IOIA will choose when to speak.

Where was our voice heard?

- When the US administration halted implementation of the Organic Livestock & Poultry Practices First Proposed Rule and asked for another round of comments, IOIA surveyed inspectors for their comments. An overwhelming 84% of the 86 respondents favored immediate adoption, giving IOIA a sound basis for comments to the NOP.
- On the Canadian General Standards Board Organic Committee and through representation on Canada's Technical Committee on Organic Agriculture. When the issue of aquaponics was up for vote, IOIA's representative, Kelly Monaghan abstained when a survey indicated a split opinion among members.
- At two NOSB meetings, we commented on inspector qualifications, seed purity, and eliminating incentives to convert native ecosystems to organic production. IOIA supported the NOSB's "Excluded Operations in the Supply Chain" proposal, which urged NOP to strengthen guidance.
- When our Chair signed on to a NOC letter urging the new USDA Secretary of Agriculture to support organic.
- When BOD secretary Stuart McMillan submitted IOIA's comments on the "Safe Food for Canadians Regulation".
- While collaborating with Organic Seed Alliance to survey inspectors on how to increase use of organic seed.
- At networking events, such as the OTA Annual Meeting in Maryland; the IFOAM North America General Assembly; the IFOAM General Assembly in India, the Guelph Organic Conference; and the ACA/NOP training, and OMRI's 20th anniversary celebration in Oregon.

Scholarships

The Scholarship Committee annually reviews applicants for two IOIA Scholarships; two were awarded in 2018. Recipients receive free tuition to an IOIA Basic Organic Inspection Training.

"My experience with the crops and livestock trainings were not only extremely informative but also career changing for me. I was fortunate enough to be the 2017 Andrew Rutherford Scholarship recipient and without this opportunity from IOIA I would not be in the position I am in today. Over the past two years of training I have been an organic farm inspector for 3 different agencies and as of Jan 2018 I am now a full-time certification specialist who will also perform in-house inspections. I look forward to attending more of the diverse trainings you offer."

~ Craig Shroyer
2017 Rutherford Scholarship winner



2018 RUTHERFORD SCHOLARSHIP AWARDED TO DEBRA KILIRU, NORTH CAROLINA USA

Debra's passion and respect for the land began as a child growing up in Kenya. Over the years, much of her work has centered around environmental education, community wellness and providing access to nutritious, organic food. She plans on becoming a Crop and Processing Inspector so she can go deeper in this work and increase organic regenerative practices along the supply chain, both in the US and internationally.



2018 ORGANIC COMMUNITY INITIATIVE SCHOLARSHIP AWARDED TO LUCIA TOLEDO, BOLIVIA

Lucia hails from Cochabamba, a hilly area with renowned good weather, and learned a lot about farming from her grandfather. She studied agriculture engineering and had a strong inclination to organic agriculture and agroforestry. She currently works for IMOcert Latin America as an office assistant and inspector. She has had the opportunity to participate in inspections to certificate herbs, coffee, and cocoa, and will be using the OCIS to continue expanding her knowledge in organic agriculture.

International Organic Inspectors Association Balance Sheet (Cash Basis)

As of December 31, 2017

ASSETS	Dec. 31, 2017	Dec 31, 2016
Current Assets		
Total Checking/Savings/CDs	418,150.02	361,356.37
Accounts Receivable	50.92	-904.08
Total Other Current Assets	18,356.48	16,301.33
Total Current Assets	436,557.42	376,753.62
Fixed Assets		
Total Building	38,768.86	38,768.86
Other Assets		
Accumulated Depreciation	-14,259.50	-12,899.06
TOTAL ASSETS	\$461,066.78	\$402,623.42
LIABILITIES & EQUITY		
Equity		
Contributed Property-FMValue	29,031.80	29,031.80
Reimbursables		50.00
Restricted (Scholarship Travel Fund)	220.42	0.42
Retained Funds	373,541.20	289,450.61
Net Income	58,273.36	84,090.59
Total Equity	461,066.78	402,623.42
TOTAL LIABILITIES & EQUITY	\$461,066.78	\$402,623.42

Pam Sullivan, Treasurer

In 2017 Pam oversaw Agreed Upon Procedures with a CPA. IOIA is not required to have a formal audit, but BOD policy requires periodic scrutiny by an accountant. As she planned for her departure from the BOD, she mentored Heather Donald as upcoming Treasurer. Fiscally, the year closed strong due to success of training and Pam's ongoing diligence in budgeting and monitoring finances.

"It's been a pleasure and an honor to serve on the Board. I'm grateful to have had the opportunity to work on many interesting projects and to collaborate with such a great group of people over the past 5 years."

"As Treasurer, I'm proud of the very strong financial position that IOIA has achieved. This is not in any way due to me, but it has been wonderful to serve as treasurer during such a period of growth and profits!"



Contributors

Although space does not allow listing the names of all our Inspector and 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 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)
Kiwa-BCS Oeko-Garantie GmbH
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 Crop Improvement Assn. - Int'l (OCIA)
Pennsylvania Certified Organic (PCO)
PrimusLabs
Quality Assurance International (QAI)
Stellar Certification Services, Inc.
Vermont Organic Farmers, LLC (VOF)
Washington State Dept of Agriculture (WSDA)

Supporting Businesses

Australian Certified Organic
Basin & Range Organics
Chumley's Inspection Service
County of San Diego
CROPP Cooperative/Organic Valley/Organic Prairie
Dave's Killer Bread
Dole Fresh Fruit International, LTD
Georgia Organics
Montana Department of Agriculture
NASAA Certified Organic
New Jersey Department of Agriculture
Organic Certifiers
Organic Materials Review Institute
Organic Producers Association of Manitoba
Quality Certification Services
Ranck and Associates, LLC.
Richard D. Siegel Law Offices
The Fertrell Company
TYR Food Products
Utah Department of Agriculture & Food
Van Drunen Farms
Wolf, DiMatteo + Associates, Inc.
Yolo County Agriculture Department

Sustainers

DanoneWave Foods
Driscoll's, Inc.

Patrons

Aurora Organic Dairy
Nature's Path Foods



In Memoriam Dave Engel

Organic Pioneer
Nature's International
Certification Services



The Board meets the winds of change head-on

Key Projects of the BOD in 2017

- Facilitated BOD Retreat including fundraising
- Succession planning
- Reviewed Bylaws and prepared for a vote on the revision
- Membership drive strategy
- The BOD earmarked a significant nest egg of reserves toward revision of the Accreditation Program.
- Reviewed IOIA Policy Handbook



"Although my time zone starts earlier than US, I feel like I am one lap behind at the BOD meetings. But I have always enjoyed receiving huge amount of lovely, but serious and professional emails from Margaret Scoles. And hearing warm and humorous BOD voices through the internet."
 ~ Mutsumi Sakuyoshi

Sincere and heartfelt thanks go to Pam, Treasurer extraordinaire; to Mutsumi as Vice-Chair and for her work with the Asia Pacific Committee for the past 2 years; and to Stuart for exceptional service – 3 years as Vice-Chair, 2 years as Chair, and 1 year as Secretary. A big thank you to all committees: Accreditation, Bylaws, Finance, Membership/Nominations, Canadian, Asia Pacific, Latin American, Ethics, Scholarship, Fundraising, and Editorial Review. – Margaret Anne, Chair

2017-2018 Board of Directors

Margaret Weigelt, Chair *
Minnesota, USA

Mutsumi Sakuyoshi, Vice-chair*
Fuji Shizuoka, Japan

Pamela Sullivan, Treasurer*
New Hampshire, USA

Stuart McMillan, Secretary*
Saskatchewan, Canada

Matt Miller, Executive Committee at Large*
Iowa, USA

Chuck Mitchell, Director
Ontario, Canada

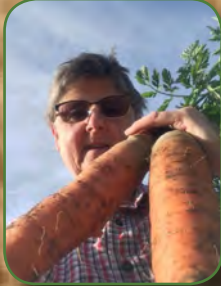
Heather Donald, Director
Pennsylvania, USA

***Indicates Member of Executive Committee**

Staff



Sacha Draine
International
Training Manager



Jonda Crosby
Training Services
Director



**Dr. PVS M Gouri with
Executive Director Margaret Scoles
at BIOFACH India.**



Diane Cooner
Communications
Director




Jennie Olson
Administrative
Assistant



**Cil Earley, Bookkeeper and Teri Lindberg,
US Training Services Coordinator, observing
the 2017 eclipse outside the IOIA office.**

"Our bylaws are kind of like a refrigerator. Time passes much too quickly without taking a close look. Then when we do take a close look, we start to ask questions like, 'what is this?' and 'where did this come from?'. At that point it's obvious that it's time to clean things up a bit. That's what the bylaws committee has been doing this past year - cleaning up. If they aren't cleaned up, the bylaws will continue to be like that refrigerator filled with outdated stuff. That is a potential for disaster."



Matt Miller, Bylaws liaison