

## Back in Big Sky Country



For 33 years IOIA has been *The Inspectors' Voice*, a global network of inspector members representing unparalleled expertise. As the leader in inspector training, IOIA equips professionals working on the critical front line of certification, promoting consistency and integrity across the organic system.

**"IOIA training is the gold standard for inspectors."**

Workforce Development Needs Assessment for  
the Organic Industry, 2025, USDA TOPP

Annual Report

2025

# Message to the Membership from Joe Ward, IOIA Board Chair

I extend my heartfelt gratitude to the IOIA Board of Directors for their unwavering commitment to upholding the high standards and values of our mission. Special thanks to Margaret Scoles, IOIA's Executive Director, and our dedicated staff for their tireless work and leadership. It has been an honor to serve as IOIA's Board Chair. Together, we continue to lead the organic industry with integrity, providing exceptional inspector training and advancing the credibility of organic certification worldwide.



As the professional organization for organic inspectors, IOIA represents a talented group of individuals who are passionate about organics. Our members provide essential, unbiased observations and insights, serving as the foundation for organic certification agencies. Your dedication and integrity are vital to maintaining the trust and transparency that define the organic industry. Each inspector's work is a testament to the importance of our mission and the value we bring to the global organic community.

Looking ahead, we will continue to face challenges such as long workdays, extensive travel, and time-sensitive reporting. By supporting one another and promoting consistency and integrity in our practice, we strengthen our profession and the standards we uphold. Remember, IOIA is your professional voice—advocating for excellence in training, mastery of the National Organic Program, and ongoing education. We invite all members to actively engage, share their expertise, and champion the importance of organic inspection. Together, we can advance the standards and reputation of organics worldwide. A note of deep appreciation to Janine Gibson for serving a total of 15 years on the IOIA Board, most recently for one year as Special Past Chair. Thank you for your guidance and dedication!

## Committee Highlights

### Ethics

IOIA Codes of Ethics and Conduct were updated.

The Ethics Committee also reviewed IOIA Complaint Investigation Procedures.

### Policy

The Policy Committee met on Risk-based Inspections.

### Bylaws

IOIA's Bylaws Committee modernized our Bylaws, overwhelmingly supported by our membership.



Terrance 'T' Layhew, Membership committee chair, and Silke Fuchshofen at the IOIA Meet & Greet in Richmond, Virginia.

Al Johnson, current Bylaws committee chair and founding IOIA member, still inspecting and mentoring after 3 decades.



# IOIA is THE Inspectors' Voice - Representation and Advocacy

IOIA went and represented YOU... as the voice of inspectors at – Guelph Organic Conference, CHFA in Vancouver, Organicology in Oregon, Expo West in California, High Plains Organic Conference in Wyoming.

We renewed regular meetings with Dr. Jenny Tucker, NOP.

Our BOD researched membership benefits including car rental benefit and affordable insurance.

## Member Benefit - New Specialized Webinars

In 2025 IOIA delivered 3 unique webinars with deep membership discounts:

## NRCS - Conservation on Organic Farms



## Farm Fraud with SOS



## Maple Syrup Inspection

## Top Rated Benefits of Membership

**Newsletter** - including technical articles:

**Maple Syrup - Key OCP's**, by Claire Ackroyd  
**Synthetic Biology**, by Alan Lewis

**IOIA Forum - Inspectors Only**

Decades of experience in a safe discussion setting.

IOIA was one of many partners in a USDA-funded TOPP project with Organic Farmers Association to develop an exciting new resource, the **Organic Career Network**. IOIA contributed **key content and many photographs** that illustrate the diversity of our membership and course participants.



IOIA wrote a letter in solidarity urging management to voluntarily recognize the Oregon Tilth Workers United (OTWU).



T Layhew, Daniel Tinsley and Brian Baker at the IOIA Social in Richmond.

# IOIA - The Gold Standard of Organic Inspector Training

Training -  
It's What We Do!

46

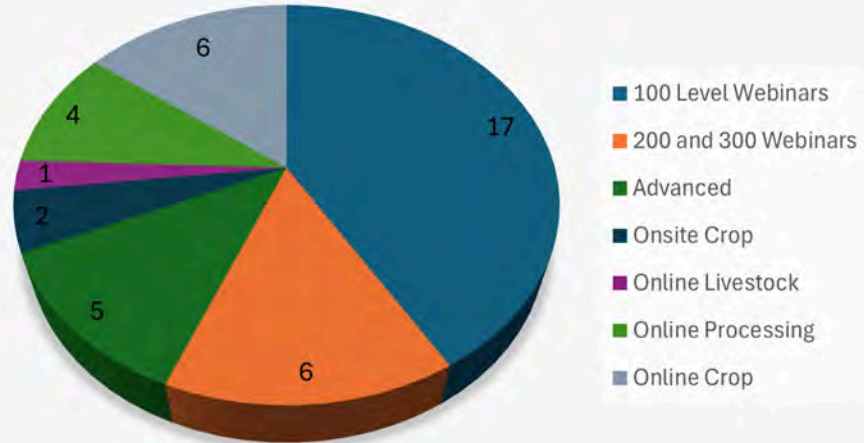
Events

551

People Trained

13

Partners &  
Cosponsors



IOIA 2025 Training Events



At the advanced training in Montana, IOIA partnered with the Organic Integrity Cooperative, Regenerative Organic Alliance, Rodale Institute, and Ryan Sitler of GOTS, with Soil Health a focus. Kathe Purvis was a trainer for Social Accountability Auditing, with a visit to a local wool mill.



## Collaboration with Rodale Institute

Rodale invited IOIA to deliver training at their California Organic Center in Camarillo. They require IOIA training for their agronomy consultants and prefer that training be in-person.

Rodale staff from Pennsylvania, Idaho and North Carolina traveled to California to join their local staff.

Flooding moved the training from the Center in Camarillo to a drier location in nearby Ventura. The course was delivered in a tiny conference room amid the distribution of food items through the Saticoy Food Hub.

# Training Around the Globe for 36 Years



In April we finalized an agreement with Isidor Institute as IOIA's official representative in Republic of Korea. Isidor Yu, front row 3rd from right, at advanced training.

## APC/IOIA Training Proposal

IOIA worked with the Asia Pacific Committee to achieve a training agreement by which the APC can develop and deliver trainings other than organic, i.e. sustainability, climate-smart agriculture, with IOIA endorsement.



All basic trainings include a field trip (here in California) to a certified organic farm for a practice inspection.

IOIA worked with AgriVita and SENASA to develop Spanish language training for the Peruvian government, funded by Switzerland through its Economic Cooperation. Basic Crop Inspection training was delivered in 2025 with plans underway for advanced in-person training in 2026.



# Producing Leading Edge NOP & COR Training Videos

IOIA filmed two crop inspection training videos on the same day in two different countries as part of an effort to update its highly popular live online training program. When IOIA trainers and staff made a herculean effort in 2020 to convert long-respected in-person courses to online learning, the change was never expected to be permanent. Five years later, however, demand for live online trainings remains strong, with courses filling quickly and generating waiting lists.

To meet this demand, IOIA is upgrading its online format with new content while continuing to offer in-person trainings. All 4.5-day basic courses include either a field trip (for onsite trainings) or video inspections (for live online courses), creating a need for updated crop inspection videos covering both NOP and COR standards. That goal rose to the top of the priority list this summer.



In Iowa, videographer Nathan Slabaugh worked with inspector Terrance Layhew at Matt Miller's farm, capturing complex real-life inspection scenarios and striking drone footage.

In Ontario, inspector Kym Snarr organized filming at Lunar Rhythm Farms, where graduate filmmaker Shinowa Okumura recorded footage for a one-hour training video.

These videos complete the updated COR and NOP crop training sets for upcoming courses.



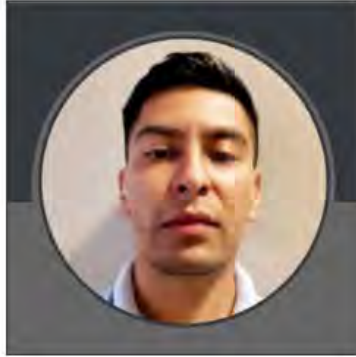
# IOIA - Growing Organic Leadership Around the World

## Career Development Awards



Rutherford Award  
Moetaz Mahdy, Egypt

I have extensive experience in quality control, farm management, and organic standards, serving as a consultant to diverse organizations. I seek advanced training to deepen knowledge of organic regulations and auditing, expand my professional network, and create inspector training systems. My goal is to help farmers and businesses achieve certification and advance sustainable, global organic practices across diverse agricultural contexts.



Organic Community Initiative Award  
Ricardo Tapia, Mexico

I coordinate over 50 producers at Mercado el 100, ensuring compliance with organic standards. As an organic inspector, I verify production units, advise producers, and promote sustainable, ethical, and traceable practices. Over the next five years, I aim to expand the producer network and sustainable markets. The OCI award would help share these practices across Latin America and support emerging organic producers regionally.



Ana Gabriela Calderón  
Directora del Mercado el 100

Reynaldo De la Rosa Award  
Mexico

I aim to share our Mercado El 100 experience globally and build partnerships to scale our model. Training will strengthen teams, producers, and partners through agroecology, organic certification, business management, and digital tools. By fostering collaborative learning and mentorship, we will drive innovation, connect producers and consumers, and support resilient growth grounded in soil health, biodiversity, food sovereignty, and long-term community well-being.

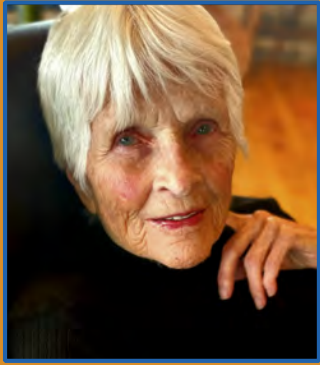


**New Career Development Award Committee Chair – Verónica Marquez Ledesma, Mexico.** Thank you to Arthur Bassett for years of dedicated service!

Bob Durst, a former IOIA Board Chair, endowed a **Organic Processing Inspector Apprenticeship Award** in 2024. The Award launched in 2025 with IOIA's first recipient – Cody Gieselman of Missouri. This award recognizes the challenge of finding mentorship for processing inspection. Durst is a retired food technologist who specialized in processing inspections. Cody is currently completing her crop and processing apprenticeship with Allan Benjamin.



# Operations - Preserving IOIA Assets

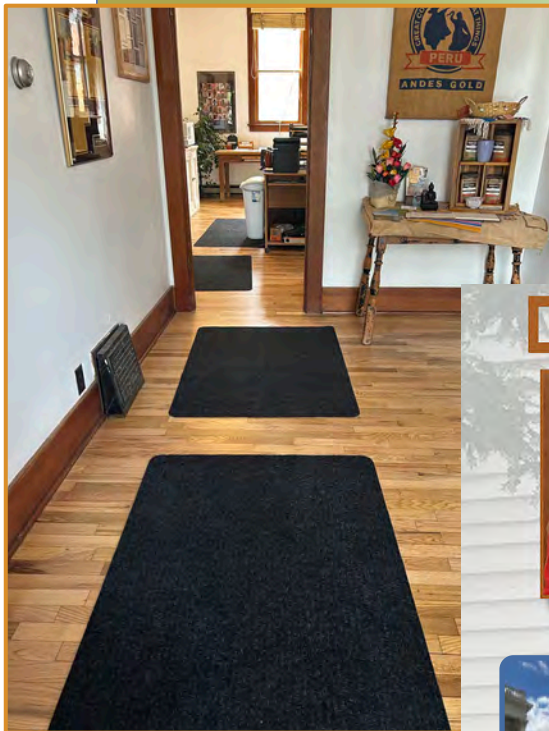


**Anne Amsden**  
1927-2025

Anne Amsden, 97, Broadus, Montana. IOIA benefactor, environmental and social justice advocate. Her family gifted IOIA our office building in 2007.



A modest grant from the Powder River Community Fund was used to refinish the historic hardwood floors and trim in the office and paint the entire interior. Our office is over 100 years old and located in Broadus Montana - Big Sky Country.



## IOIA STAFF



Sacha Draine



Margaret Scoles



DrewAnne Wenzel



Teri Lindberg



Drew Gourdie



Jennie Olson



Cecilia Earley



Diane Cooner

Best Wishes to outgoing Business Development Director Drew Gourdie for 2 years of service.

# Connections - Our Partners Multiply Our Impact

Although space does not allow listing the names of all 147 Inspector and 81 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  
Good Earth Foods  
New Mexico Dept of Ag.  
Organic Materials Review Institute  
Ranck and Associates, LLC.  
Regenerative Organic Alliance  
Rodale Institute  
Sertifikācijas un testēšanas centrs  
Strengthening Organic Systems  
The Fertrell Company  
Van Drunen Farms  
Wolf & Associates, Inc.

## Builders

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

## Sustainers

Driscoll's

## 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  
PJ Wiebusch - Washington, USA  
Isidor Yu - Gyeonggi, Republic of Korea



## Supporting Certification Agencies

ACO Certification Ltd  
Baystate Organic Certifiers (BOC)  
California Certified Organic Farmers, Inc. (CCOF)  
Centre for Systems Integration (CSI)  
Clemson University  
Colorado Department of Agriculture (CDA)  
Ecocert ICO, LLC.  
Idaho Dept of Agriculture  
Indocert  
Iowa Dept of Ag & Land Stewardship (IDALS)  
Japan Organic Inspectors Association (JOIA)  
Kentucky Dept of Agriculture (KDA)  
Maryland Dept of Agriculture (MDA)  
Midwest Organic Services Association (MOSA)  
MN Crop Improvement Association (MCIA)  
MOFGA Certification Services (MCS)  
Montana Department of Agriculture (MTDA)  
Monterey County Certified Organic  
Natural Food Certifiers, Inc. (NFC)  
NOFA-NY Certified Organic, LLC.  
Organic Crop Improvement Assn. - Int'l (OCIA)  
OnMark Certification  
Organic Producers Assn of Manitoba (OPAM)  
Ohio Ecological Food & Farm Association (OEFFA)  
Oregon Tilth Certified Organic (OTCO)  
Pennsylvania Certified Organic (PCO)  
Primus Auditing Operations (PAO)  
Pro-Cert Organic Systems  
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)  
Yolo County Dept of Agriculture

IOIA wrote a draft Mentorship Guide for ACA which will be co-branded. We also helped promote and support an ACA Fellowship Program for new inspectors, funded by Southwest TOPP.

# Governance - Stewarding IOIA's Resources



2025 IOIA Board of Directors

The board focused on strengthening IOIA's financial position and exploring funding opportunities including an ambitious response to a TOPP Workforce Development RFP. Their efforts and wise investments (i.e. adding new training videos and updating the office building) resulted in a positive bottom line and improved assets.

*Thank you to outgoing board member Kathe Purvis, Western Australia, for 3 years of service.*

International Organic Inspectors Association			
Balance Sheet Prev Year Comparison			
As of December 31, 2025			
Cash Basis	Dec 31, 25	Dec 31, 24	
<b>ASSETS</b>			
Current Assets			
Checking/Savings			
Certificates of Deposit	183,309.53	206,586.72	
Stockman MM Savings	92,454.07	52,495.02	
Total Checking/Savings	275,763.60	259,081.74	
Accounts Receivable	50.92	50.92	
Other Current Assets	26,094.26	35,372.64	
Total Current Assets	301,908.78	294,505.30	
Fixed Assets			
Total Building	38,768.86	38,768.86	
Other Assets			
Accumulated Depreciation	-23,099.20	-22,732.20	
<b>TOTAL ASSETS</b>	<b>317,578.44</b>	<b>310,541.96</b>	
<b>LIABILITIES &amp; EQUITY</b>			
Equity			
Contributed Property-FMValue	29,031.80	29,031.80	
Total Restricted Scholarship Funds	19,799.17	19,171.97	
Res Asia Pacific Committee Training	2,074.00	2,074.00	
Retained Funds	280,264.19	332,439.81	
Net Income	6,409.28	-72,175.62	
Total Equity	317,578.44	310,541.96	
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>317,578.44</b>	<b>310,541.96</b>	

Partners &  
Co-Sponsors



## In Memoriam



Sam Welsch



Fred Kirschenmann



Michael Sligh


Sam was an inspector member of IOIA, the founder of OneCert, a legendary voice of organic integrity and outspoken critic of certifying hydroponics. He built IOIA's information management system in 2002-2003 that served us well for 20 years.

Fred was our first keynote speaker in 1993 and returned again in 2011 to do the same. A farmer, philosopher, and theologian, he had a big impact on IOIA's early years. A gentle giant and a deep thinker.

Michael Sligh of the IOAS and the Alliance for Organic Integrity was our keynote speaker in 2000 and spoke on a panel "Conversation for a New Decade" in San Antonio just before the Covid pandemic hit. Another gentle giant, respected around the world.

## Mission Statement

- Address issues and concerns relevant to organic inspectors
- Provide quality inspector training
- Promote consistency and integrity in the organic certification process



In 2015, IOIA members declared Chico Hot Springs in Montana a “come-back-to” venue. And we did - we were back ten years later. Inspirational keynote, robust member discussions, warm fireplace, stone conference center, cutting-edge training topics, and Western hospitality helped IOIA dream big and collectively.