

JOAN HARTMANN  
Third District Supervisor



County Administration Building  
105 East Anapamu Street  
Santa Barbara, California 93101  
Telephone: (805) 568-2192

Date: 3/7/2019

COUNTY OF SANTA BARBARA

Clerk of the Board of Supervisors  
County of Santa Barbara  
105 East Anapamu Street  
Santa Barbara, CA 93101

RE: Appointment of Cindy Douglas as an alternate to the Agricultural Advisory Committee (AAC) for the Third District

For placement on the Board of Supervisors agenda for the meeting of: 03/19/2019

I would like to recommend the  appointment/  reappointment of the following person to the: Agricultural Advisory Committee (AAC) as an alternate for the Third District appointee

Salutation:  Mr  Mrs  Ms.

Full Name of Appointee: Cindy Douglas

Address:

City/State/Zip:

Home Phone:

Work Phone:

E-mail:

Appointee will represent the Third District on this commission.

Position was formerly held by:

Check box only if this appointment is filling an unexpired vacancy.

Third District Supervisor: Joan Hartmann

Signed by:

COB Information Verification	
<input type="checkbox"/>	Letter of Resignation on file
<input type="checkbox"/>	Vacancy Notice on file
Term:	
<input type="checkbox"/>	_____ years
<input type="checkbox"/>	Beginning date
_____	
<input type="checkbox"/>	Ending date

**APPLICATION FOR  
COUNTY OF SANTA BARBARA  
BOARD, COMMISSION OR COMMITTEE**

Return to: SB Ag Commissioner's Office  
624 W. Foster Road  
Santa Maria, CA 93455

DATE RECEIVED

□

**Instructions:** Please complete each section below. Be sure to enter the title of the Board, Commission or Committee (only one per application) for which you desire consideration in Box 1. For more complete information or assistance, contact the Clerk of the Board of Supervisors. **Please print in ink or type. Please note that ALL information provided is a matter of public record, and is subject to disclosure.**

1. **APPLYING FOR:** (Use Specific Title of Board, Commission or Committee) \_\_\_\_\_

2. **TODAY'S DATE:** 03/05/19

3. **NAME:**  
 Douglas Cindy Kay  
Last First Middle

4. **E-MAIL ADDRESS:**  
 \_\_\_\_\_

6. **ADDRESS:** \_\_\_\_\_  
Number & Street  
 \_\_\_\_\_  
City & Zip  
 Buellton, CA 93427

5. **TELEPHONE:**  
 Home: \_\_\_\_\_  
 Business: SAME

7. **REFERENCES:** Give names and addresses of three (3) individuals (not relatives) who have knowledge of your character, experience, community involvement, and abilities.

NAME	ADDRESS	TELEPHONE	OCCUPATION
Sharayne Merritt	Buellton		Land owner/farm
Chris Cadwell			farmer
Amy Derrybery	Veggie Rescue, Solvang		Executive dir.

8. Are you, or have you ever been, employed by the County of Santa Barbara?  
 Department: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_\_  
 No  Yes - if yes, list below

9. **PLEASE CHECK APPROPRIATE BOXES (OPTIONAL):**  
 Ethnic or Racial Identity:  
 White  
 African American  
 Hispanic  
 Asian/Pacific Islander  
 Native American/Alaskan Native  
 Other (please specify): \_\_\_\_\_  
 Sex:  
 Male  
 Female

10. **EDUCATION COMPLETED:**  
 MS Cal Poly SLO  
 11. **INDICATE SUPERVISOR WHO WILL RECEIVE A COPY OF APPLICATION:**  
 Hartman

12. **EXPERIENCE:** Please explain why you are interested in serving, and what experience you bring to the Committee. Attach additional documentation as necessary.  
 20+ years in farm management in SB + SLO counties. Would love to help develop future vision for ag in SB County to ensure its ongoing success.

13. **ADDITIONAL INFORMATION:** Give any information explaining qualifications, experience, training, education, volunteer activities, community organization memberships, or personal interests that bear on your application for the above Board, Commission or Committee. Attach additional sheets as necessary.  
 on CCRD Board currently, MS in Soil Sci, Organic inspector, farm manager, mother, compliance expert.

14. **SIGNATURE OF APPLICANT:** \_\_\_\_\_

## Cindy Douglas

\*\*20 years experience in producing, regulating and promoting organic agriculture with specific attention to compliance and administrative details.

\*\*Management experience that focuses on effective decision-making that incorporates the perspectives of all stakeholders: owners, workers, regulators, and consumers.

\*\*Personal skills that promote a goal-orientated workplace while fostering respect and camaraderie.

### EDUCATION

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#### **M.S. in Agriculture – Soil Science**

College of Agriculture, Food and Environmental Sciences  
*Cal Poly, San Luis Obispo, CA*

1995

#### **M.S. in Agriculture – Animal Science**

College of Agriculture, Food and Environmental Sciences  
*Cal Poly, San Luis Obispo, CA*

1991

### ADDITIONAL TRAINING

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#### **Certified Holistic Management Trainer**

*Savory Center for Holistic Management, Albuquerque, NM*

1995

#### **Organic Inspection Training**

Independent Organic Inspectors Association

1995

### EXPERIENCE

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#### **Member, Board of Directors**

Cachuma Resource Conservation District

Spring 2017 to present

Board member chosen by County of Santa Barbara Board of Supervisors for public agency dedicated to preserve and guide countywide conservation efforts.

#### **Farm Manager**

Tutti Frutti Farms, Lompoc, CA

2005-2007 and 2013-present

Manage 300 acres of multi-crop organic farm. Coordinate planting, harvesting, and sales.

Maintain and build strong compliance programs for organic certification, Cal-OSHA, CA Dept of Pesticide Regulation, CA water board and food safety. Monitor water and soil chemistry and native plant field borders. Communicate with buyers and suppliers. Establish annual budget.

Supervise 50 employees in the field and at the packing plant. Lead human resource person: orientate employees, ensure clear communication of rules, expectations and worker rights. Lead compliance officer for farm programs including organic certification, food safety, CalOSHA, CA DPR, local Water Quality Control Board and Air Quality Control Board, and specific customer's quality control programs (e.g. Whole Foods Marketing).

**Safety Manager**

Rancho La Vina, Lompoc, CA

2013-present, part time

Ensure all safety programs and protocols are updated and ongoing for all enterprises on the ranch. Conduct employee trainings and build a culture of trust and awareness. Also aid in human resources tasks such as employee orientation programs and worker health and safety.

**Organic Inspector and Reviewer**Contracted by multiple USDA accredited certifying agencies  
(CCOF, OTCO, ASCO and GLO)

2007-present, part time

Inspect organic growers, ranchers, and food processors for compliance to the organic rule and submit professional reports. Also performed file reviews and internal audits for organic certification agencies. Aided organizations in National Organic Program (federal) audits. Attended NOP trainings and meetings.

**Compliance Manager**

Earthbound Farm, San Juan Bautista, CA

March 2011-Dec 2012

Audited commodity supply chain for food safety protocols and organic integrity. Developed and managed the fertility input review program. Audited fertilizer manufacturers and distributors who supply California's organic production ensuring organic integrity, critical control point verification and monitoring.

**Farm Manager**

Cal Poly, San Luis Obispo, CA

2007-2010

Managed an educational, organic farm located on the university campus. Built relationships within the university and community to promote the farm's community supported agricultural (CSA) program. Promoted student awareness of organic agriculture and safe agricultural and food handling practices. Supervised 15 employees, hired and prepared regular employee evaluations. Worked with non-profits and other universities to put on field days and workshops. Ran an internal program that hosted over 3,000 K-12 school groups on farm per year.

**Inspector/Reviewer**

Oregon Tilth, Salem, OR

2003-2005

Built relationships with organic operators to continue trust-based partnerships and the integrity of the organic label. Educated and regulated organic operators. Reviewed professional inspections for recommendations about organic compliance. Worked as multi-dimensional problem solver for certification policy formation and implementation by providing practical approaches and new ideas in a non-confrontational manner.

**Product Review Coordinator**

Organic Materials Review Institute (OMRI), Eugene, OR

1999-2003

Managed rapidly expanding product review program. Communicated with clients, regulators and the general public. Developed databases. Facilitated meetings with the goal of building consensus. Represented a professional, fair and transparent regulatory program to government and private organizations, prospective clients, and current clients.

**Pest Control Advisor**

Rincon-Vitova, Ventura, CA

1997-1999

Built networks between Integrated Pest Management (IPM), production agriculture, horticulture, and chemical industries in California. Wrote and presented grant proposals to commodity boards and granting foundations. Planned budgets. Educated and promoted IPM strategies with Everett Dietrick, one of the founders of the philosophy.