

2025

ANNUAL REPORT



Idaho Organization
of Resource Councils

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WELCOME TO OUR COMMUNITY

Irene Ruiz, Executive Director



Thank you for being a part of IORC as a member, supporter and volunteer! As some of you may know, IORC has been working under a new strategic plan and revised mission and vision that was established in 2024. We're excited to enter our second year under this new strategic plan and have worked hard to ensure the communities in Idaho know that IORC is here for them.

In 2025, IORC saw change with the addition of, Julia Santiago, who joined our team mid-2025 ready to hit the ground running with our Heat and Smoke Campaign. As our new Bilingual Community Organizer, Julia's focus was to reestablish Visión 2C Resource Council and continue the Farmworker Storytelling Project. As the statewide organizer for the Farmworker Justice Campaign she helped further organize the Idaho Immigrant Resource Alliance, IORC's service based arm. In early 2025, Jacky Vazquez our Office Manager became a full-time employee as well as our Communications Coordinator. The last quarter of 2025, Jacky, also helped establish the Idaho Familias Assistance Fund alongside the ACLU, curating mutual aid for families who have been separated due to immigration here in Idaho.

2025 was no doubt a difficult year to navigate due to the political landscape we were given as a nation. Yet, IORC immediately understood that work had to be done to protect some of our most vulnerable communities in Idaho; farmworkers and immigrants. Staff was diligent in ensuring that our priorities didn't shift and that new tasks aligned with the work we were already set to do as an organization. Democracy is part of who IORC is and we continue to stand and defend our communities in Idaho. ***Thank you for being a part of grassroots organizing with us! - Irene Ruiz***

GRASSROOTS IN ACTION





OUR MISSION

At IORC, our mission is to bring people together to build grassroots power through community organizing, leadership development and civic engagement, and take action to promote and protect health, safety, dignity and justice for frontline communities, including farm workers, and directly impacted communities.

OUR VISION

We believe in building a strong local food economy by supporting farmworkers, ensuring safe working conditions and access to locally grown food. Through community organizing we build stronger connections with the community.

OUR GOALS

- 1. Membership Growth***
- 2. Lead on Policy and Systemic Change***
- 3. Strengthen IORC's Organizational Foundation***
- 4. Tell the Story of IORC***

FARMWORKER BANDANA CAMPAIGN

Miguel Almeida, Designing Artist





TWO DESIGNS: ONE COMMUNITY

Jacky Vazquez
Comms Coordinator



For a couple of years, the idea of a Farmworker Bandana Campaign kept on coming up but it had never been brought into life. We knew it could be something special... A project that would both uplift farmworkers and bring more awareness to the conditions they face working long hours in the heat and smoke. In 2025, we were finally able to bring that vision to life.

A big part of bringing this campaign to life was partnering with artist Miguel Almeida, who created two stunning bandana designs: one honoring farmworkers and another for community members to wear in solidarity. His artwork captured the resilience, dignity, and the enduring strength of farmworker communities and those who support farmworker communities.

The bandanas quickly become a hit amongst the community. What began as a small idea turned into something much bigger as supporters embraced them with excitement. Before long, we were packaging and shipping these pieces of wearable art across the country receiving orders from California to New York. Seeing people proudly purchase and wear them was a powerful reminder that art and organizing can come together in meaningful ways to raise awareness and show support for the farmworkers who feed our communities.



MUTUAL AID

Idaho Familias Assistance Fund

The Idaho Familias Assistance Fund was created in October 2025, as a rapid response effort, alongside the ACLU, to provide support for families who were separated from loved ones at the Wilder Raid. As the fund continued, we broadened the scope to provide funds to all families separated by immigration in December 2025. The fund is 100% grassroots funded and 100% of those funds go directly to families in need of support with rent/mortgage, utilities or legal fees. Being able to provide flexible, rapid-response assistance to families facing crises was something Idaho was in dire need of.

In its first months, the program supported approximately 55 families, helping cover essential needs like housing, utilities, and legal expenses. The Idaho Familias Assistance reflects IORC's commitment to ensuring families can remain stable, supported, and together during times of uncertainty.

Food Distributions

In 2025, IORC supported two major food distributions in partnership with WICAP, KeyBank, and Board Member Rick Godina. For Farmworker Awareness Day, more than 325 food boxes were distributed to families, alongside protective clothing and community resources to support farmworkers who often face food scarcity.

Later in the year, a November Turkey Distribution provided full meals to families across the community. Together, these efforts helped ensure hundreds of families had access to both essential resources and moments of appreciation.



CAMPAIGN UPDATES

Julia Santiago
Bilingual Community Organizer



JJ Saldaña Heat and Smoke Fund Campaign

With the support of our community, we continued to reach farmworkers across Idaho through our Farmworker Heat and Smoke Campaign. At IORC, it is important that we keep providing essential supplies to farmworkers during the hot summer months and inspire others to join us in supporting the people who help feed our nation. In 2026, our goal is to launch the fund in the spring to expand our outreach and support even more farmworker communities.

BIPOC Campaign Leadership Fellowship

This year, I had the opportunity to participate in the Social Movement Technologies BIPOC Fellowship alongside others involved in the world of organizing. During the 12-week fellowship, I took part in the Digital Campaign Program where I learned about various outreach tools, how to run effective campaigns, and the importance of storytelling, while also meeting regularly with a mentor. Continued learning and education are important to me in order to find effective ways to support the work that we do.

Farm Aid 2025

This year our team attended Farm Aid 40 in Minneapolis, Minnesota where we met and connected with many leaders that share the same vision of a fair and just food system that we ALL can benefit from. Throughout the nation many organizations, like IORC, are going to continue the fight to advocate for our frontline communities, and we love hearing, seeing, and building relationships at Farm Aid that align with our mission and vision.



FINANCIAL REPORT

Jacky Vazquez, Office Manager and Comms Coordinator

Our financial position going into 2025 was significantly stronger than in previous years. Through consistent growth in grant funding and strong relationships with foundation partners, IORC was able to operate from a place of stability. This shift allowed the team to fully align and focus on our programs and community impact. Irene was the sole grant writer for IORC in 2025, working tirelessly for IORC's financial health by building strong connections aligned with the communities we serve in Idaho.

The numbers helping demonstrate this progress are:

- **Total Income** for 2025 was \$726,881
- **Total Expenses** were \$294,233
- **Net Income** for the year was \$432,648

A large portion of our revenue came from grants (\$461,500) and foundation contributions (\$252,259), reflecting strong institutional support for our work from other organizations. At the same time, individual contributions and memberships were modest, at \$3,418. As a member-led organization, increasing our membership remains an important area for growth as outlined in our 2025 - 2027 Strategic Report.

On the expense side, our spending reflects a continued investment in people and operations. Salaries and benefits totaled \$179,988, ensuring we could maintain and strengthen our team. Overall, expenses were managed thoughtfully and remained well below total revenue.

IORC is entering 2026 with a strong financial cushion unlike previous years, as we are able to meet needs without financial strain while having a financial surplus. We will continue expanding our funding base, increase individual contributions and invest in the people and programs that drive our mission forward.

2025 FINANCIALS

Jan. 2025 - Dec. 2025

Income

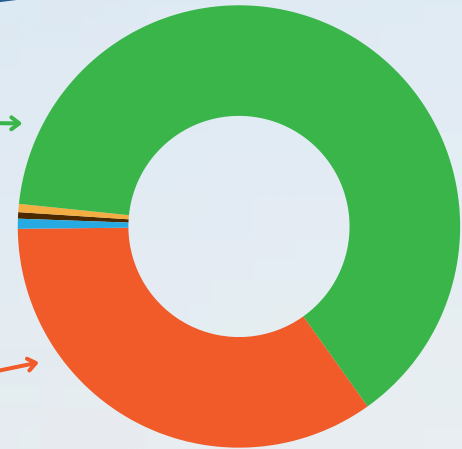
Grants - \$ 461,500

Individual Contributions - \$ 3,418

Memberships - \$ 3,418

Misc Revenue - \$ 5,337

Non-Profit/Foundation Contributions - \$252,259



Expenses

Salaries & Benefits - \$ 179,988

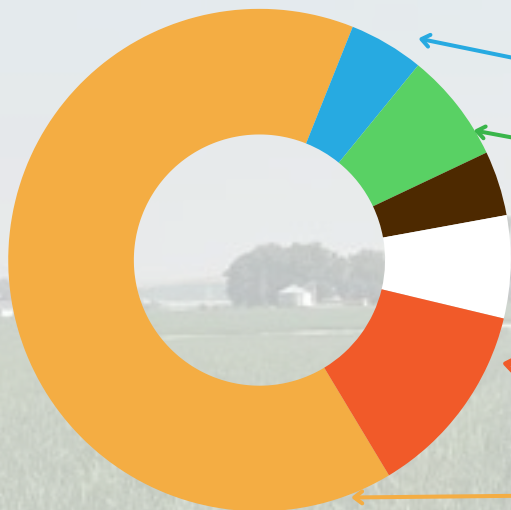
Contractors - \$ 13,438

Telecom & Supplies - \$ 19,702

Rent - \$ 11,598

Travel & Conference - \$ 18,380

Other - \$ 35,184



Totals

Total Income - \$ 726,881

Total Expenses - \$ 294,233

Net Income - \$ 432,648



**Where community
organizing meets action.**

Support IORC today!

With your help, we can make real
change in Idaho.

Will you join our many leaders who work hard every
day to make Idaho the place we all want to live?
We're enthusiastic about what the future can be if
our members and supporters come together to
support grassroots change.

Consider donating today at www.iorcinfo.org.



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