

# 2025 Annual Report

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# Executive Director Message

To our members, partners, and colleagues across North America,

Reflecting on 2025, I am inspired by how much our community achieved in a year that called for steady adaptability and a clear sense of purpose. The landscape of invasive species management continues to evolve quickly, and this past year brought its share of unexpected challenges. Yet at every turn, our network responded with the same resilience, creativity, and determination that define NAISMA's mission and spirit. NAISMA's ability to pivot without losing momentum or purpose is a force behind our impact. That spirit was evident in the way our Board of Directors and NAISMA Team adapted to rising demands, the way our membership embraced new technologies to stay connected, and the way our partners coordinated on shared priorities. The year reminded us that progress is rarely linear and every challenge sharpened our priorities and revealed opportunities for advancement.

What I am most proud of is not a single milestone, but the culture that carried us through the year. It is a culture of hope, generosity, curiosity, professionalism, and shared responsibility.

As we step into 2026, I am energized by what lies ahead. We have a new strategic plan that guides us, new partnerships to cultivate, new tools to deploy, and new voices joining our community every day! We also have the wisdom gained from a year that tested our agility in all ways and proved our collective strength could not be broken.

Let us move into 2026 with grounded confidence and a shared sense of possibility.

Warm regards,  
Christie Trifone Millhouse  
Executive Director  
NAISMA

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# Board President Message

Even in stable times, NAISMA is a complex organization with a wide range of responsibilities. However, 2025 proved to be exceptionally unstable. Yet with the essential leadership of Christie and her extraordinary team, we adroitly navigated these unsettled times and ended the year with strong financials. Through it all, we remained united by our shared commitment to one another and to our mission. Not only did we survive; we thrived. This was no accident. Our Board of Directors is composed of talented, experienced individuals who generously volunteer their leadership skills and expertise through meetings and vital committee work.

I have been going to conventions since the 1990's, but our Lake Tahoe meeting was without question one of the best. It was well-run, informative, exciting, and fun and only just a little cold out on the lake. This remarkable achievement is entirely due to Tom Boos and the team he led. Thank you, Bravo!

Together, we completed a strategic plan that is both audacious in vision but still grounded in pragmatic reality and an understanding of capacity. Our budgets remained within limits, exemplifying Christie's skill in realistic forecasting. We changed our state of domestication to Iowa, because we have an established presence there. This required a full membership vote, reflecting the fact that we are both legally and philosophically a member-driven organization.

We completed essential policies and continued our commitments to our brand, advancement, board development, education, prevention, technical standards, biological control, weed-free products, finance and audit, and PlayCleanGo. Our voice is being heard in Congress.

Our shop outperformed expectations, and donations reached record levels; just to name a few accomplishments. I am personally grateful to the Executive Committee; our outstanding Vice President; Treasurer and Secretary; and Shepard for their essential insights and steadfast leadership.

Warm regards,  
Chris Dionigi  
President  
NAISMA Board of Directors

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# Mission and Core Values

## Mission

**Mission:** To empower invasive species management in North America.

**Core Values:** NAISMA's core values are principles and standards of behavior that represent our organization's highest priorities, beliefs, and fundamental driving forces.

- We embrace innovation and leadership as a vibrant and growing organization.
- We foster and maintain diverse partnerships across North America, where all voices are empowered and respected.
- We act in a responsive and results-driven manner, dedicated to delivering exceptional outcomes.
- We exemplify organizational excellence with integrity and accountability, and fiscal responsibility.
- We dedicate ourselves to consistency, upholding standards of quality, reliability, and professionalism.
- We promote a culture of inclusivity in all geographies, representing and responding to needs across North America.
- We embody adaptability in the face of change empowering members and our team to thrive in dynamic environments.
- We commit to comprehensive engagement as an advocate, leader, and partner in the international invasive species community.



# Core Pillars

## Pillars

**Core Pillars:** NAISMA's organizational pillars are the foundational tenets on which our organizational brand is built. These pillars encompass the essence of what NAISMA stands for, why it is unique, and how it is communicated to the world. We use these pillars to frame our programmatic work.

### 1. The Connection:

Learning, collaborating, and connecting with the larger invasive species community i.e. NAISMA Academy, Webinars, Annual Meeting, and Summits

### 2. The Voice:

Having a collective voice on a national platform that advocates for relevance and support i.e. NISAW and NAISMA Legislative Committee

### 3. The Tools:

Equipped with the tools needed to manage and educate the public about invasive species i.e. PlayCleanGo® Stop Invasives In Your Tracks® and the NAISMA shop

# 2025 Board of Directors



**PRESIDENT**  
Chris Dionigi, PhD



**VICE PRESIDENT**  
Vasily Lakoba, PhD



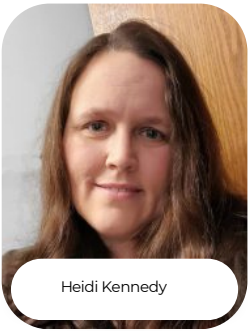
**SECRETARY**  
Amy Morey, PhD



**TREASURER**  
Liz Lodman



Todd Boller



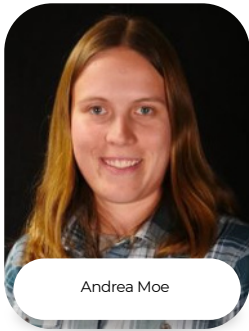
Heidi Kennedy



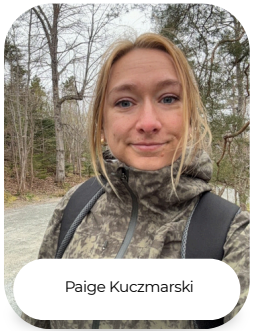
Mark Heilman, PhD



Karen Laitala



Andrea Moe



Paige Kuczmariski



Deah Lieurance, PhD



Carey Minter



Yolanda Barrios Caballero



Thomas Boos



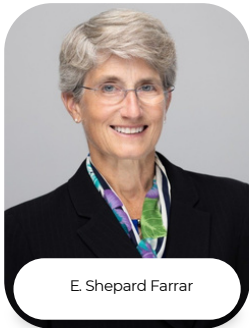
Jennifer Dean, PhD



Jennifer Grenz



Elliott Parsons, PhD



E. Shepard Farrar

# NAISMA Team



**EXECUTIVE DIRECTOR**  
Christie Trifone Millhouse



**Education & Prevention**  
Teagan Wilmot



**Digital Project and Support**  
John Stabinger



**Program Assistant**  
Jodi Hougan



**Membership and Marketing**  
Kimberly Davidson



**Government Relations**  
Mara Cunningham

**Not Pictured**  
**Shop**  
Marg LaMorte

# NAISMA Programs



## NAISMA Academy

NAISMA Academy provides accessible, high-quality education on invasive species prevention and management for professionals, students, and others working to protect North America's natural resources. Through online courses, workshops, and certificate programs, NAISMA Academy supports learning at multiple career stages and equips participants with practical, science-based knowledge to address invasive species challenges. Over 100 people completed and 321 people registered for online courses in 2025.

In 2025, NAISMA Academy focused on strengthening the quality, accessibility, and consistency of its online learning library. A major milestone was the completion of the transition of all courses to NAISMA's new Learning Management System, which improved navigation, functionality, and the overall learner experience.



**Certificate**

### Foundations of Invasive Species Management

This certification course provides individuals with a well-rounded basis in invasive species prevention and management.

**ENROLL NOW:**  
[naisma.org](https://naisma.org)



NAISMA undertook comprehensive reviews and updates of several core courses, including the Terrestrial Invasive Plant Management Certificate Course and the Foundations of Invasive Species Management Certificate Course. Guided by participant surveys and input from the Education and Prevention Committee, these revisions emphasized improving accuracy, incorporating current science and best practices, and restructuring content to be more streamlined, engaging, and applicable to learners working in different regions and professional settings. In addition, NAISMA launched a new and improved Certified Weed Free Products Inspector Training. All course materials were refreshed to be consistent with program standards and are more interactive, providing inspectors with practical tools and knowledge.

Significant progress was also made on the development of a new Forest Pest and Pathogen Short Course, supported by funding from the John C. Bock Foundation and scheduled for launch in early 2026. This online, self-paced course is designed for individuals seeking practical, applied knowledge about invasive forest insects and diseases, with an emphasis on prevention, early detection, response, and long-term management. The course will be a valuable addition to the NAISMA Academy course library, expanding offerings for students and early-career professionals interested in forest health and invasive species management.



In 2025, the PlayCleanGo® campaign built on its strong foundation by strengthening partnerships, expanding continental collaboration, and investing in long-term strategic planning. While prevention tool distribution remains a core component of the campaign, this work helped position PlayCleanGo® as a more coordinated, recognizable, and culturally relevant behavior change effort across North America.

A major milestone was the development of a five-year program plan for the expansion of the PlayCleanGo® campaign. NAISMA worked closely with the PlayCleanGo® Advisory Committee, composed of partners from Canada, Mexico, and the United States, to shape this plan, which will be released in early 2026.



Boot Brush Station at Colfax Trailhead, Whitman Conservation District

This multi-month process included a comprehensive SWOT analysis to better understand internal and external strengths, weaknesses, opportunities, and threats. Outcomes from this effort were then used to identify shared objectives, priority audiences, and organizational commitments for the next phase of the campaign. Although time intensive, this collaborative planning effort has resulted in a much stronger, more cohesive framework that reflects diverse perspectives and positions PlayCleanGo® for sustained, continent-wide impact.

“

My project was a boot brush that was installed at the Stage Nature Center. This boot brush that I installed had an informative sign talking about the benefits of boot brushing and the damage not brushing your boots does to ecosystems. This Eagle Scout project will help keep invasive species out of the nature trails at the Stage Nature Center.”

- Alex Doerr, Eagle Scout

Nationally, NAISMA continued to increase boot brush station coverage thanks to funding from USDA Animal and Plant Health Inspection Service through the Plant Protection Act and the U.S. Department of the Interior via the Infrastructure Investment and Jobs Act. In 2025, over 2,500 handheld boot brushes and 40 boot brush stations with interpretive signage panels were distributed.

Partnerships continued to be at the heart of the campaign in 2025. One of the most significant on-the-ground projects was the completion of Phase 2 of the boot brush station partnership with the Washington Invasive Species Council (WISC).

With funding from the U.S. Forest Service, WISC distributed a total of 50 boot brush stations and replacement brushes to land-managing organizations in central and eastern Washington within the sagebrush biome. NAISMA collaborated with WISC to develop a custom signage template that includes space for two site-selected focal species and a QR code for invasive species reporting. Thirty stations were installed in 2024, with the remaining 20 installed in 2025. Several bilingual English/Spanish stations were also installed, further increasing accessibility. Prior to this project, PlayCleanGo® had a relatively small footprint in Washington, making this a major expansion of prevention infrastructure in the state.



Alex Doerr poses with the PlayCleanGo Boot Brush Station he helped install as part of his Eagle Scout Project, Stage Nature Center, Michigan.



NAISMA's Certified Weed Free Products Program continues to grow as a trusted national standard for preventing the spread of invasive species through hay, mulch, gravel, compost, and other materials used on public lands. In 2025, the program expanded its reach with the addition of three new Program Partners: the Michigan Department of Agriculture & Rural Development, the Indiana Crop Improvement Association, and the Colorado Department of Agriculture. These partnerships strengthen regional capacity to ensure products meet weed-free certification standards before entering sensitive landscapes.

A total of 117 inspectors were certified this year, supporting program implementation across participating states and jurisdictions. NAISMA also launched a newly updated Inspector Training program in 2025, modernizing the curriculum to better equip inspectors with the latest guidance and best practices for identifying and preventing the spread of invasive species. Together, these efforts help safeguard natural resources, agricultural lands, and recreation areas by reducing the risk of invasive species introduction through certified products.



NAISMA's online shop, dedicated to supporting NAISMA's mission of managing invasive species in North America, has achieved remarkable success since its inception. Below are some of the key highlights for 2025:

- 3,800+ Buckthorn Blaster Bundles sold
- 4,000+ orders processed
- Gross sales up 7% over 2024
- New products added in 2025:



**SPOTTED LANTERNFLY COLLECTION (14 PRODUCTS)**



**FIELD NOTES (6 PRODUCTS)**



**SCRUSHER BOOTBRUSHES (10 PRODUCTS)**



**PCG MERCH (5 PRODUCTS)**



**HOLIDAY SHOP (2 NEW PRODUCTS)**



# Monthly Webinars

NAISMA started offering monthly webinars in 2019. These webinars are free to watch live and recordings are available in the NAISMA Member Portal. The series continues to serve as a central hub for sharing success stories, lessons learned, emerging research, and practical tools related to invasive species prevention and management across North America.

In 2025, nearly 2,700 people attended NAISMA's monthly webinar series via live broadcast, compared to approximately 2,300 live attendees in 2024, reflecting a strong increase in participation and continued demand for timely, relevant invasive species content.

Webinar topics in 2025 spanned a wide range of taxa, ecosystems, and management approaches, including European green crab management and research, Canadian biocontrol efforts, spotted lanternfly and tree-of-heaven, buckthorn management strategies, invasive freshwater jellyfish, corn tar spot, polyphagous shothole borer lessons from California, and harnessing artificial intelligence to detect invasive species.

One of the most distinctive webinars of 2025 was "Islands Under Siege: Combating Invasive Species to Protect Unique Island Ecosystems." This webinar explored the unique vulnerabilities of island ecosystems and the intensive conservation efforts underway to prevent extinctions and restore native biodiversity. Participants effectively traveled across the globe, from Hawai'i, to Guadalupe Island in Mexico, to the U.S. Virgin Islands, learning how invasive species management is shaping conservation outcomes in some of the world's most imperiled places.

## 2025 Unique Monthly Webinar



**Islands Under Siege: Combating Invasive Species  
to Protect Unique Island Ecosystems**



“

“It’s an urgent crisis that we’re dealing with...the timeframe we have to intervene in these extinctions is really short. And so we have to increase capacity on all fronts, and we need a diverse coalition of public and private partnerships to really pull this off... I think it’s really important that people know these animals exist. A lot of people don’t, and they don’t realize how fast they’re going extinct. And so I really think we have to hold them up and make people bear witness to it and see them and appreciate them.”

- David Sischo, Hawai’i Department of Land and Natural Resources

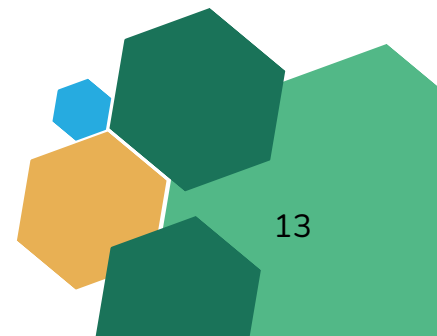
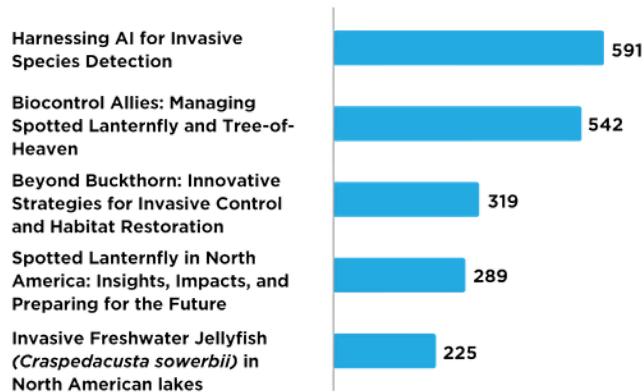
Presenters shared stories of Hawai’i’s native tree snails, species once teetering on the edge of extinction that are now showing signs of recovery through the Snail Extinction Prevention Program, as well as powerful examples of passive and active restoration on Guadalupe Island following the removal of invasive goats, illustrated by striking before-and-after imagery that demonstrated how quickly ecosystems can rebound when invasive pressures are removed. The webinar also highlighted an upcoming invasive rat eradication project in the U.S. Virgin Islands aimed at creating a safe haven for the endangered Virgin Islands Tree Boa, underscoring how targeted, well-planned interventions can open new opportunities for native species survival.



*Achatinella livida* from Oahu, Hawai’i, David R. Sischo

While presenters shared sobering realities about the pace of island extinction, the overarching message was one of urgency paired with hope, demonstrating that dedicated, coordinated action can produce meaningful recovery.

## 2025 Most Viewed Monthly Webinars



# NAISMA Events

## INVASIVE UPCYCLING SUMMIT

The Inaugural Invasive Upcycling Summit took place on August 27, 2025, and was co-hosted by Invasive Impact Initiatives and NAISMA. The event brought together artists, entrepreneurs, educators, and invasive species professionals to explore innovative ways to turn invasive species into creative materials, marketable products, and educational tools. The summit attracted more than 500 registrants and 237 live attendees, many of whom were new to NAISMA, reflecting strong interest in creative, solution-oriented approaches to invasive species management. Presentations highlighted a wide range of invasive upcycling efforts, including handmade paper and paper mosaics created from invasive plants, women artisans in Mexico creating jewelry from invasive lionfish, and products such as pet food and woven baskets made using invasive species.



Overall, the summit demonstrated how invasive upcycling can inspire creativity, foster cross-sector collaboration, and generate new pathways for addressing invasive species impacts while benefiting both people and ecosystems. NAISMA has posted a recording of this event on our YouTube channel.

## INTERNATIONAL INVASIVE SPECIES AND CLIMATE CHANGE CONFERENCE

The Regional Invasive Species and Climate Change (RISCC) Management Network partnered with NAISMA to host the 2nd International Invasive Species and Climate Change Conference on December 9 and 10, 2025. The two-day virtual event was a huge success with nearly 1,000 attendees from 12 countries and showcased the diversity of work happening at the intersection of invasive species and climate change.

Presentation topics spanned multiple geographic regions and taxa reflected a strong mix of perspectives from both experienced leaders and early-career professionals. The conference also included interactive programming that reinforced key concepts and fostered connection and community among participants. Recordings from both days are now available on NAISMA's YouTube channel.



## PLAYCLEANGO® AWARENESS WEEK

NAISMA's PlayCleanGo® Awareness Week took place from June 7–14, 2025, with support from partners including The Nature Conservancy's Don't Move Firewood campaign, USDA APHIS Hungry Pests, U.S. Fish and Wildlife Service's Stop Aquatic Hitchhikers campaign, and many others. This annual event raises awareness about stopping the spread of invasive species by educating outdoor enthusiasts on simple, responsible practices.

The 2025 theme, "Partnering Together to Protect Our Favorite Places," emphasized the power of collaboration and was jointly hosted with PlayCleanGo® partners in Mexico and Canada. A multilingual digital toolkit was developed, making this a truly continental event. Engagement increased substantially compared to 2024, with a total reach of over 314,000 people and content shared by more than 90 organizations across North America.



Examples from the PlayCleanGo Toolkit:

## NATIONAL FORUM ON BIOLOGICAL CONTROL 2025

In 2025, NAISMA convened the inaugural National Forum on Biological Control in Annapolis, Maryland, held March 11–14. Co-led in partnership with the USDA Forest Service and the National Association of State Foresters (NASF), the forum marked a significant milestone in advancing collaboration and dialogue around biological control in North America.

As the nation’s premier gathering for biological control practitioners, researchers, policymakers, and land management professionals, the conference addressed both emerging challenges and new opportunities in weed and arthropod biocontrol. Participants engaged in in-depth discussions on research, implementation, policy, and ecological outcomes, fostering knowledge exchange and cross-sector collaboration. The forum provided a dedicated space to elevate biocontrol as a critical tool for invasive species management, strengthening connections across agencies, institutions, and disciplines while helping shape the future of biocontrol practice and policy across diverse ecosystems.



"The National Forum on Biological Control is quickly becoming one of my favorite conferences. When I look at this gathering, I see a group with passion: Passion to move the science of biocontrol forward. Passion to put that science into the hands of land managers. Passion to take on the challenge of invasive species and make this world a better place. Those are the kind of folks I want to work with."

-Dr. Stephen Enloe, Professor & Extension Specialist, University of Florida





**NAISMA**  
**NISAW**

National Invasive Species  
Awareness Week



National Invasive Species Awareness Week is an international event to raise awareness about invasive species, the threat that they pose, and what can be done to prevent their spread. NAISMA hosted a successful NISAW in February of 2025 that was supported by local, state, tribal, regional, federal, and national organizations.

### Highlights of 2025

- 9 NISAW Webinars
- 27 Webinar Presenters
- 3.4 Million People Reached on Social Media



### 2025 Webinars

- The role of primary and secondary introduction pathway management in effective biosecurity
- NOAA's Efforts to Support Biosecurity in Marine and Great Lakes Environments
- USGS Research Partnerships Enhancing Biosecurity to Reduce Risks of Invasive Species
- Natural Security is National Security - Invasive Species and their Insidious Impacts to Critical Infrastructure
- Strengthening Pacific Island Biosecurity: Insights to Slow the Spread of Invasive Species
- Biosecurity in the U.S. Army Corps of Engineers
- New World Screwworm 2025: Preparing for a U.S. Domestic Response
- Operationalizing Collective Action for Pandemics, Ecosystems, and Community Resilience in 45 Countries: One Health, Sustainable Development Goals and the OH-SMART tool
- Strategic Prevention Initiatives - Having Impact at Multiple Scales

The logo for the NAISMA Conference features a stylized human figure composed of four colored segments (green, blue, orange, and green) arranged in a circle, with a small green circle above the figure. To the right of the figure, the word "NAISMA" is written in a bold, green, sans-serif font, and the word "Conference" is written in a larger, green, sans-serif font below it.

# NAISMA Conference

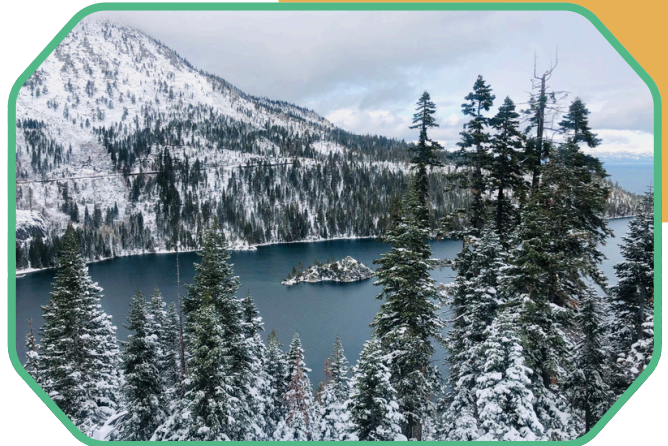
The 2025 NAISMA Annual Conference brought together invasive species professionals, researchers, land managers, policymakers, industry representatives, and partners from across North America for a dynamic and impactful gathering focused on advancing invasive species management and prevention. Hosted in Lake Tahoe, Nevada, the conference provided a vibrant setting for collaboration, learning, and innovation.

Over four days, attendees engaged in a robust program featuring educational sessions, workshops, poster presentations, and field experiences spanning terrestrial, aquatic, and forested ecosystems. Presentations highlighted cutting-edge research, emerging management strategies, policy updates, and practical tools that support on-the-ground action. The diversity of topics reflected the interdisciplinary nature of invasive species management and reinforced the importance of collaboration across sectors and regions.

Networking was a cornerstone of the conference experience. Attendees connected with peers, built new partnerships, and strengthened existing relationships through structured networking events, exhibitor engagement, and informal conversations throughout the week. The exhibit hall showcased organizations, agencies, and businesses offering innovative products, services, and solutions that support invasive species prevention and management efforts.

The conference also celebrated leadership and excellence within the invasive species community through NAISMA's awards program, recognizing individuals and organizations whose work has made meaningful contributions to protecting ecosystems and advancing best practices.

The 2025 Annual Conference reinforced NAISMA's role as a national convener and trusted hub for knowledge-sharing, collaboration, and capacity-building. By bringing together a broad and diverse community of practitioners and partners, the conference strengthened collective efforts to address invasive species challenges and protect North America's natural resources now and into the future.



## 2025 MEMBERS

A sincere thank you to all our valuable 2025 NAISMA Members



Debra Adamsons  
Adeyemi Adeyemo  
Karen Ahlert  
Christine Aimone  
Omotayo Ajao  
Kakaka Akkaka  
Shelby Aldrich  
Jason Allen  
Jill Allen  
Chris Allgyer  
Andrei Alyokhin  
Kathryn Amatangelo  
Joseph Anderson  
Lars Anderson  
Liz Anderson  
Mica Anguita  
Abed Anouti  
Danny Armstrong  
Dustin Auman  
Justin Babcock  
Eric Bakker  
Phil Banks  
Steve Banks  
Michael Barbour  
Peregrine Barboza  
Bob Barkalow  
Brittany Barker  
Katherine Barnes  
John Barr  
Yolanda Barrios  
Cheryl Bartz  
Shelby Bauer  
Robert Baumgartner  
Matt Baur  
Dan Bean  
Lesley Beckworth  
Eco Beneficial  
Jim Bergan  
Karen Berger  
Andrea Berry  
Brian Best  
Ingrid Bey  
Katie Biggert

Walker Billings  
Susan Bird  
Max Birkel  
Tonya Bittner  
Josh Black  
Bryn Blackburn  
Joshua Blystone  
James Boatner  
Vic Bogosian  
Carol Bokros  
Todd Boller  
Daniel Bollich  
Herb Bolton  
Kallie Bontrager  
Thomas Boos  
Tina Booton  
Jennifer Borboa  
Chris Borkent  
Anthony Bostick  
Janice Bovankovich  
Gabriela Bradt  
Jeremy Brandt  
Annette Bravo  
Frances Brewer  
Gregory Bridger  
Ethan Brincefield  
Alyx Britton  
Robert Bromley  
Christopher Brosius  
Becky Brown  
Carrie Brown  
Lonie Brown  
Dean Browning  
Richard Brueckner  
Ann Budd  
Wilma Bunnik  
Amber Burch  
Tim Burgeson  
Stas Burgiel  
Zach Burnside  
Gwen Burzycki  
Stephen Buxser  
Donald Callihan

Donald Callihan  
Scott Cameron  
Amy Campbell  
Joel Cantu  
James L. Carlson  
Sandy Carlson  
Jean Chadwick  
Jasmine Chaffee  
Monika Chandler  
Brent Chippendale  
Bryce Christiaens  
Sujung Chung  
Karen Clause  
David Clements  
Jennifer Clifford  
Alfred Cofrancesco  
Robert Collins  
Timothy Conlan  
Pam Converse  
Kelly Cooley  
Brian Cornett  
Paul Cornett  
John Cortell  
Regina Costa  
Robert Cox  
Marty Craig  
Daniel Crane  
Michelle Cummins  
Andrew Currah  
Sacha Curran  
Gregory Dahl  
Brenda Dahlfors  
Kathy Dahlke  
Matthew Dallesasse  
Mark Daluge  
Sonya Daly  
Pamela Darrow  
Alycia Davis  
Cindy De Smit  
Jennifer Dean  
Keith DeHart  
Bill DeLany  
Curtis Deuser

## 2025 MEMBERS



Curtis Deuser  
Jake Dick  
Andrew Dickhart  
Steven Dicks  
Greta Dige  
Christopher Dionigi  
Meta Dittmer  
Jay Doherty  
Becky Donaldson  
Laura Donaldson  
Patti Donnellan  
Alicia Doran  
Elizabeth Dorman  
Elena Dosamantes  
Jian Duan  
Norman Dudziak  
Marlyse Duguid  
Joe Dumyahn  
Patricia Dunbar  
Dave Ealey  
Jane Earnshaw  
Erika Edmiston  
Amy Edwards  
Kim Eierman  
Gregory Ellison  
Mik Elton  
Sarah Elzay  
Stacy Endriss  
Peder Engelstad  
Dana Erdman  
Amy Anne Erickson  
Scott Erthum  
Kristina Ertzner  
Brian Eshenaur  
Morgan Etnyre  
Annette Evans  
James Evans  
Megan Evans  
E Shepard Farrar  
John Ference  
David Ferris  
Steven Feuerstein  
Sage Fitch  
Brent Fletcher  
Luke Flory

Luke Flory  
Michelle Fonda  
Wendy Forman  
Michelle Foss  
Aaron Foster  
Katie Fox  
Slade Franklin  
catherine franks  
Allison Frick  
Morgan Frost  
Jerah Frye  
Mark Fuka  
Chris Fuller  
Judy Fulton  
Sarah Gamache  
Joe Gartner  
Thomas Geary  
Luke Gfeller  
Patricia Gilbert  
Brandon Gill  
Bill Gillespie  
Kerry Gilpin  
Jane Golding  
Jordan Golubov  
Allegra Gossett  
Devon Graham  
Robyn Graygor  
Laura Gree  
Jessica Green  
Kathy Griffiee  
Donald Grosman  
Jimmy Groton  
Randy Group  
Melissa Grover  
Tim Grubbs  
Katie Grzesiak  
Angela Gupta  
Michael Gutzmer  
Thomas Hafen  
Jacob Hambrook  
William Hamersky  
Bobby Hamilton  
Chad Hammer  
David Hanneman  
Josh Hansen

Linda Haque  
Emily Hardesty  
Dean Hartwig  
Russ Hartzell  
Frank Hassler  
Madeline Hayden  
David Hecht  
Kevin Heffernan  
Rebecca Hegner  
Paul Heimowitz  
Todd Herndon  
Donna Herum  
Mike Hess  
Jeremy Heyner  
Kevin Hicks  
Phyllis Higman  
Laurel Hill  
Paul Hoffman  
Jim Hoge  
Wade Hollenbeck  
Patrick Hooper  
Matt Horton  
Jay Hostetler  
Morgan Houk  
Jennifer Howeth  
Megan Hoyer  
Kristin Hubbard  
Carolle Huber  
Mollie Hurt  
Mitch Huxoll  
Romany Iacono  
Lindsay Iglesias  
Susie Iott  
Ryan Jacobs  
Lori Jo Jamieson  
Mike Jenkins  
Brett Jenkinson  
Kay Jensen  
Susan Jewell  
Sue P. John  
Joseph Johnson  
Matt Jolivet  
Kristina Jones  
Mei-Lee Kahee  
Marcus Kallhoff

## 2025 MEMBERS



Darrell Kaminski  
Jennifer Kanine  
Phil Kaspari  
Sylvan Kaufman  
Patrick Kelly  
John Kemp  
Heidi Kennedy  
Melville Kennedy  
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WDFW Aquatic Invasive Species Division

### **Bronze Partners**

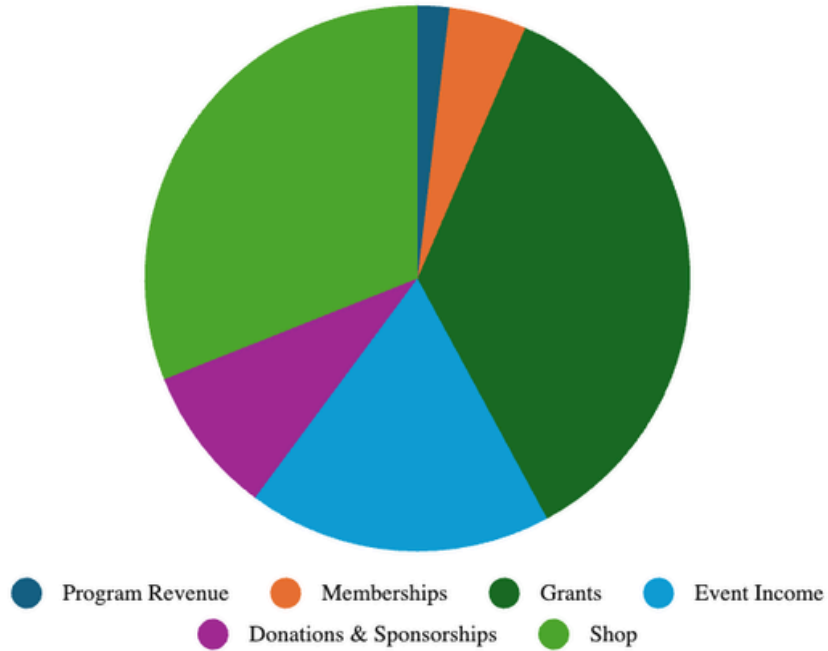
Aquatic Control, Inc.  
Corteva Agriscience  
Great Lakes Commission  
Invasive Species Corporation  
Inventive Resources, Inc.  
Municipal District of Ranchland No. 66  
Nevada Organics LLC DBA Full Circle  
Soil & Compost  
Texas Invasive Species Institute  
Wild Rivers Invasive Species Coalition

### **NAISMA Partners**

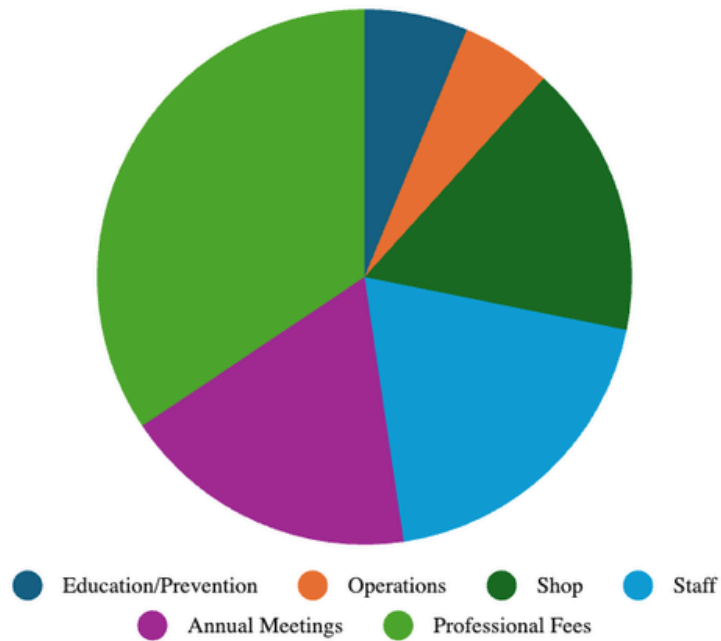
Colorado Weed Management  
Association  
Costilla County Noxious Weed  
Department  
Dos Pistolos  
Huntsville Botanical Garden  
Idaho Noxious Weed Control  
Association  
Illinois Crop Improvement Association  
Invasive Species Collaborative at  
Virginia Tech  
King County Noxious Weed Control  
Program  
Minnesota Department of Natural  
Resources  
Minnesota Invasive Terrestrial Plants  
and Pests Center  
Sherburne County Parks & Recreation  
Sublette County Weed and Pest  
Tahoe Regional Planning Agency  
Teton County Weed & Pest District  
Upper Arkansas Cooperative Weed  
Management Area



### NAISMA 2025 Revenue by Category



### NAISMA 2025 Expenses by Category



## **ADVANCING INVASIVE SPECIES MANAGEMENT THROUGH COLLABORATION AND INNOVATION**

The 2025 NAISMA Annual Report reflects another year of meaningful progress, collaboration, and impact in the fight against invasive species. Through strong partnerships, innovative programs, and the dedication of our members and partners, NAISMA continues to advance invasive species prevention, management, and policy efforts across North America.

Over the past year, we expanded key initiatives, strengthened our network of practitioners and partners, and elevated awareness of the ecological, economic, and public health impacts of invasive species. From advancing science-based management practices to supporting policy engagement and professional development opportunities, NAISMA remains committed to equipping the invasive species management community with the tools and connections needed to protect our natural resources.

As we look ahead, we remain focused on building a stronger, more connected community that can respond to emerging challenges and safeguard ecosystems for future generations. Thank you to our members, partners, and supporters for your continued passion, expertise, and commitment to this critical work. Together, we are making a difference: one partnership, one program, and one success at a time.

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