



Ground Score Association Board of Directors Application 2026

Ground Score Association (GSA) is an association of informal recyclers, canners, dumpster divers, and other waste pickers who create and fill low-barrier waste materials management jobs in Portland, Oregon. Ground Score is collectively-organized and radically inclusive, prioritizing work opportunities for those facing work and housing insecurity. Ground Score seeks to build a more environmentally and socially aware community, while also changing society's perceptions of what and who is considered valuable.

Ground Score is membership based, with waste pickers able to apply for annual membership (\$10 annual fee) that gives them access to training and the right to vote on policies and representatives at our quarterly general assemblies. GSA currently has 65 employees on payroll. Beyond our operations team of 1 Director, 5 Managers and 10 Coordinator, every two years Ground Score members elect a 5 person workers council composed of non-management worker members. The council's role is to work with directors to guide the vision of the organization, assess and update internal policies, and respond to HR concerns raised by members who prefer to engage with peers. As per Ground Score's bylaws, the council, in consultation with directors, shall select the organization's Board of Directors. Please [visit our website](#) for more information about our work.

Over the next couple of years, Ground Score's priorities and needs include:

- Supporting fundraising, especially from individual donors.
- Improving training and resource provision for workers and managers on: budget management, accessing resources like counseling and housing, and bridging the digital divide, leadership and communications.
- Securing more sustainable funding for our laundry and Studios programs.
- Supporting the move to our new bottle depot warehouse

In Fall of 2025 we brought on a Board of Directors of 5 members, now we seek to add 4 more. The types of skills that would be especially useful to us at this stage in our development include: fundraising; operations; labor law; strategic communications; democratic organizing; organizational systems and structures; organizing within communities facing extreme poverty, homelessness, and economic exclusion; Human Resources.

If you are interested in joining our Board, thank you! Please fill out the following application by **August 3, 2026** and submit it one of the following ways:

Email: taylor@groundscoreassociation.org

Snail Mail: Attn Taylor Cass Talbott, 624 NW Couch, Portland Oregon 97209



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1. Why are you interested in serving on our board and how did you become familiar with Ground Score?

2. How do you feel your values align with Ground Score's mission? What, if any, experience do you have with waste pickers?

3. What experience and skills can you bring to the board?

4. Did anyone refer you to this opportunity? Who _____

5. Are you friends or acquaintances with anyone who works for GSA: Who?

6. Where do you live: _____

7. Anything else: