



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 began first as a project of the local non-profit Trash for Peace in 2019, then in early 2024 shifted to be fiscally sponsored by Trash for Peace. In January 2025, Ground Score applied for its own 501(c)3, which has been approved and we are awaiting our acceptance letter. We are now ready to bring on a board of directors composed of allies committed to strengthening and growing Ground Score.

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 3 Directors, 6 Managers and 9 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:

- Facilitating a transition from fiscal sponsorship to autonomy, including the full separation of our financial accounts, and transitioning insurance, HR systems and policies, and contract names.
- 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 ongoing funding for our laundry and reuse programs.
- Securing an indoor space for our People's Depot bottle return site.

In Fall of 2025 we seek to bring on a Board of Directors of 5 members (and add 2-3 additional members in 2026). The types of skills that would be especially useful to us at this stage in our development include: financial management; fundraising; banking; labor law; democratic organizing; 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 **September 12, 2025** and submit it one of the following ways:

Email: [taylor@groundscoreassociation.org](mailto:taylor@groundscoreassociation.org)

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

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:

