Depave is Soliciting Candidates for Our Board!

Depave is a unique nonprofit organization based in Portland, Oregon. Our mission is to empower disenfranchised communities to overcome social and environmental injustices and adapt to climate change through urban re-greening. We transform over-paved places, create resilient community greenspaces, promote workforce development and education, and advocate for policy change to undo manifestations of systemic racism. We plan and lead hands-on community depaving projects in partnership with landowners (often schools and faith communities) to transform asphalt lots into gardens, green spaces, bioswales, and playgrounds. Depave has transformed over 70 sites, freeing over 250,000 square feet of soil since 2008, and currently has three staff people and a growing network of affiliates across the USA and world. See depave.org for more info.

Board membership is an opportunity to develop and/or exercise leadership skills, think strategically and long-term, and work with others to make this region – and the world – a better place. Depave’s work is inspiring and a lot of fun. We are developing a stipend policy to compensate community members who may have barriers to board participation.

Requirements

We ask for the following from board members:

A. Attend board meetings (every other month, first Tuesdays in the evening) and planning retreats (two days per year - once in the spring and once in the fall)
B. Participate in at least two depaving events per year (Saturdays, summer and fall)
C. Participate in an anti-racism training
D. Make an annual financial contribution at a level that is personally meaningful
E. Actively participate in other fundraising efforts
F. Spend approximately 6-8 hours per month on Depave board work, e.g., planning and participating in board and committee meetings, planning events, fundraising, working on special projects, etc.; and
G. Make a commitment of at least two years to the board.

In addition to playing an active role in fundraising (the full board serves as Depave’s “Fundraising Committee”), we ask that each board member also serve on at least one of our committees:

- Communications & Development
- Projects
- Executive (made up of elected board officers)

Qualities & Qualifications

Successful board members have the initiative and self-confidence to identify useful initiatives and see them through, and also have good people skills to work with other board members and to represent
Depave to the community at large. This is a working board, where the board members play an active role, rather than being limited to an oversight capacity; please come with ideas and energy.

We are particularly interested in candidates who will bring different perspectives and connections than we currently have/represent. An environmental background is not required, since community building is a large component of our work. Perspectives and skills we seek include the following:

- Areas of expertise: Community outreach and organizing, fundraising, financial services, marketing and communications, human resources/personnel, law, information technology, business, sales, event planning, and nonprofit management.
- Diversity: People of color and/or speakers of languages common in the Portland region, such as Spanish, Vietnamese, or Russian; members of the LGBTQIA community; people of all ages and religions.
- Geography: Residents of outer-eastside Portland, east Multnomah County (Gresham), Washington County (Beaverton-Hillsboro-Tigard), and Clackamas County in Oregon; Clark County (Vancouver) in Washington State; and potentially from beyond the Portland-Vancouver metropolitan region (especially for individuals interested in helping us grow and formalize our Depave Network and training).

Key Initiatives

Depave’s work is guided by a new strategic plan. Our key initiatives for 2023 and beyond include:

- Developing more diverse funding streams and internal policies to strengthen the organization, making it more inclusive, just and sustainable.
- Growing the international Depave Network, continuing our Portland-based project work, and expanding our programs and services, focusing on underserved communities that are on the frontlines of the climate crisis.
- More effectively communicating Depave’s pioneering work: transforming urban heat islands into green oases, which serve as beacons of hope in a rapidly changing world.

How to Express Interest and Learn More About This Opportunity

Interested candidates are encouraged to reach out; submit a resume, bio or LinkedIn profile; and explain why you are interested in serving on Depave’s board. If interested you can either reach out to Ted Labbe (ted@depave.org), OR indicate your interest via this form. If you have questions about the organization, board service, or this recruitment process, please also contact Ted.

If you are intrigued by Depave, but not ready to apply to join the board, here are some steps we encourage:

1. Sign up for our emails and connect with us on social media
2. Provide financial support and encourage friends to do the same: http://depave.org/donate/
3. Sign up to become a volunteer
4. Encourage your workplace to select Depave as a charity for its workplace giving program.

Depave | P.O. Box 12503 | Portland, OR 97212 | www.depave.org