



Board of Directors Recruitment

Overview

[UpstreamPgh](#), is celebrating 25 years as a 501(c)(3) nonprofit organization in 2026, working at the intersection of ecology, infrastructure, and justice in the Pittsburgh region. Our legacy began with the restoration of the Nine Mile Run Aquatic Ecosystem in Frick Park. Today, our work extends throughout the upper watershed — upstream — where we advance nature-based solutions, green stormwater infrastructure, and community-led environmental advocacy. Our tagline is “**Healthy Ecology, Healthy Community.**” We believe humans are part of nature, not separate from it. We are equally committed to clean water and to the people most impacted by environmental harm. Our [Climate Equity Principles](#) guide us in pursuing environmental justice and advancing equitable access to clean air, water, and land.

About the Board

We are currently seeking new board members who are passionate about environmental justice, community empowerment, and sustainable systems change.

UpstreamPgh’s Board of Directors is an active, governing board responsible for:

- Setting strategic direction
- Ensuring strong financial stewardship
- Supporting and evaluating executive leadership
- Strengthening organizational sustainability
- Serving as ambassadors for our mission

Board members serve a 3-year term, which can be renewed once, for a total service of 6 years.

Who We’re Looking For

We welcome individuals with:

- Lived experience in communities impacted by environmental inequities
- Professional expertise in finance, communications, civil/environmental engineering, fundraising, public policy, or climate justice
- A deep commitment to racial equity and environmental justice
- Integrity, collaborative leadership skills, and a willingness to engage thoughtfully in governance

Board Member Commitments

Governance & Leadership

Board members are expected to attend quarterly board meetings and serve on at least one committee. It is expected that board members review materials in advance and actively participate in strategic discussions, uphold fiduciary responsibilities and ethical governance standards, and participate in annual evaluation and strategic planning processes.

Philanthropy & Fundraising

Board members are asked to make an annual financial contribution that is personally meaningful. They support fundraising efforts through relationship-building, outreach, and event participation. We recognize that financial capacity varies. Contributions of time, expertise, advocacy, and network-building are equally valued.



Community Engagement

Board members serve as ambassadors for UpstreamPgh. They do so by participating in at least two UpstreamPgh programs or events annually, helping amplify our work through personal networks and social media (as comfortable and applicable), and continuously learning about our mission and sharing it with others.

Equity, Access, and Inclusion

UpstreamPgh is committed to building a governing body that is diverse in representation and inclusive in practice. We believe strong governance includes uplifting marginalized voices and embedding anti-bias and environmental justice principles into our decision-making. To reduce barriers to participation, we:

- Offer hybrid meeting options
- Provide onboarding, governance training, and mentorship
- Maintain an accommodations process
- Explore stipends or reimbursements for transportation, childcare, or accessibility needs when possible

TO APPLY

Candidates should send a brief statement of interest and resume/professional bio to Mike Hiller, Executive Director at mike@upstreampgh.org. **Applications will be accepted until March 25th, 2026.**