

VICTORIA I. POLING, M.Div.

Kent, WA 980422

BACKGROUND SUMMARY

- Unitarian Universalist Minister with experience in leading worship, community organizing, and spiritual formation. 12 years of church leadership as staff and lay leader.
- Strengths include deep listening, preaching, diagnosing systemic organizational challenges, adult education, bereavement, worship planning, group facilitation, strategic planning, coming of age and adult spiritual formation rites of passage, and music.

PROFESSIONAL & LAY MINISTRY EXPERIENCE

Guest Preaching, UU & UCC congregations in the Salish Sea region. 2016–present.

- Worship planning, presiding, and preaching.

Spiritual Director, SacredSpaceTime.com, Kent, WA. Oct 2020–present.

Board Treasurer, *Earth Ministry/WA Interfaith Power & Light*, Seattle, WA. Nov 2021–present.

- **Shared leadership**: transitioning from historically Christian to a multifaith organization for environmental justice; work includes decision making; staff support during Executive Director transition; financial review & oversight; legislative advocacy.
- **Justice, Equity, Diversity, and Inclusion**: participated in developing new JEDI policies; learning from our Intercultural Development Inventory assessment; initiating board learning on social location and approaches to engaging conflict.

Director of Community Engagement & UU Ministerial Intern, *St. John United Lutheran Church*, Seattle, WA. Jan 2021–June 30, 2022.

- **Ministry**: Responsibilities included community organizing for climate justice, small group ministry, engaging worship volunteers, implementing new worship technology, community tending in-person & online, hospitality & welcome, outreach, visioning & leadership development for board members, and continuing education.

Chaplain Resident, *Veterans Administration Puget Sound*, Seattle, WA. Sep 2019–Dec 2019.

Chaplain Intern, *CHI Franciscan Hospice House*, University Place, WA. Jul 2018–Dec 2018.

- **Hospice & Palliative Spiritual Care**: grief support, life review, advocacy for resources.

Chaplain Intern, *Transforming Age*, Seattle. Sep 2017–May 2018.

- **Small group ministry**: led spirituality group, poetry group, and a credo-writing class.

Co-Facilitator, Rise up Rooted. *University Unitarian Church*, Seattle. Sep 2017–June 2018.

- **Spiritual formation** for social justice advocates using play, arts, music, and movement.

Worship Assistant, *Quimper UU Fellowship (QUUF)*, Port Townsend, WA. 2014–2016.

Founder and Facilitator, Evening Contemplative Service, *QUUF*. 2014–2015.

Board Member & Long-range Planning Committee, *QUUF*. 2013–2016.

Facilitator, Our Whole Lives sexuality education, ages 11–14. *QUUF*. 2011–2012.

Mentor, Coming of Age program for youth. *QUUF*. 2010–2011.

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WORK EXPERIENCE IN MANAGEMENT, PROGRAM SUPERVISION, and EDUCATION

Annual Fund Director, *Copper Canyon Press*. Port Townsend, WA. Oct 2014–Sep 2016.

- **Management:** Trained and supported board members in developing cultivation strategies for their donors and producing donor events.
- **Strategic Planning:** co-led staff advocacy for equity & inclusion in the 5-year plan.
- **Supervision:** Supervised two full-time staff members.
- **Stewardship & Grants:** Strategized and managed annual fund drive and grants.
- **Administration:** Designed protocols for using shared documents (G-suite) to plan events, track contacts, craft communications, and track follow-up tasks.
- **Finance:** Participate in annual budgeting; prepared quarterly budget reports.

Internship Program Manager/Development Specialist, *Copper Canyon Press*. June 2011–Sep 2014.

- **Program Management:** Recruited, hired, trained, and supervised student interns for a program with an 80% post-internship placement rate in writing positions.
- **Staff & Volunteer Development:** Created welcoming orientation and training for student interns; trained staff on goal setting and communication with volunteers.

Music Education for Youth & Adults: Owner, *Super Strings Studio*. Oct 2010–Jun 2013.

Maritime Education: roles included Captain, First Mate, Program Coordinator & Educator. *Schooner Adventuress, NW Maritime Center, other maritime orgs.* Feb 2005–Oct 2010.

EDUCATION

Master of Divinity, School of Theology & Ministry, Seattle University, 2020.

Continuing Education in Diversity, Equity & Inclusion, 2013–2016, 2022.

Certificate of Nonprofit Management, University of Washington, 2014.

Master Mariner's License, 100-ton Inland & Near-Coastal Master. U.S. Coast Guard, 2007.

Bachelor of Science, Environmental Studies, University of Washington, 2004.

INTERESTS

Hiking, dreamwork, poetry, labyrinths, violin, environmental justice advocacy, making soup.

PROFESSIONAL AFFILIATIONS

Unitarian Universalist Ministers Association (UUMA), Spiritual Directors International.

SELECTED SERMONS

["A Quilted Covenant."](#) Olympia UU Church, 10/16/22. (Story for all Ages: 24:00, Sermon: 48:00 -- the sermon references the story)

["Holdsfasts, Handholds, and Hearthstones."](#) University Unitarian Church, 8/7/22. (Sermon: 22:13)

["For Everything a Season: A Call to Anti-racism."](#) University Unitarian Church, 8/2020. (Audio)

["We are the Rememberers."](#) Quimper UU Fellowship, Memorial Day, 2020.