

## VICTORIA I. POLING, M.Div.

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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](http://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)

"[Holdfasts, 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.