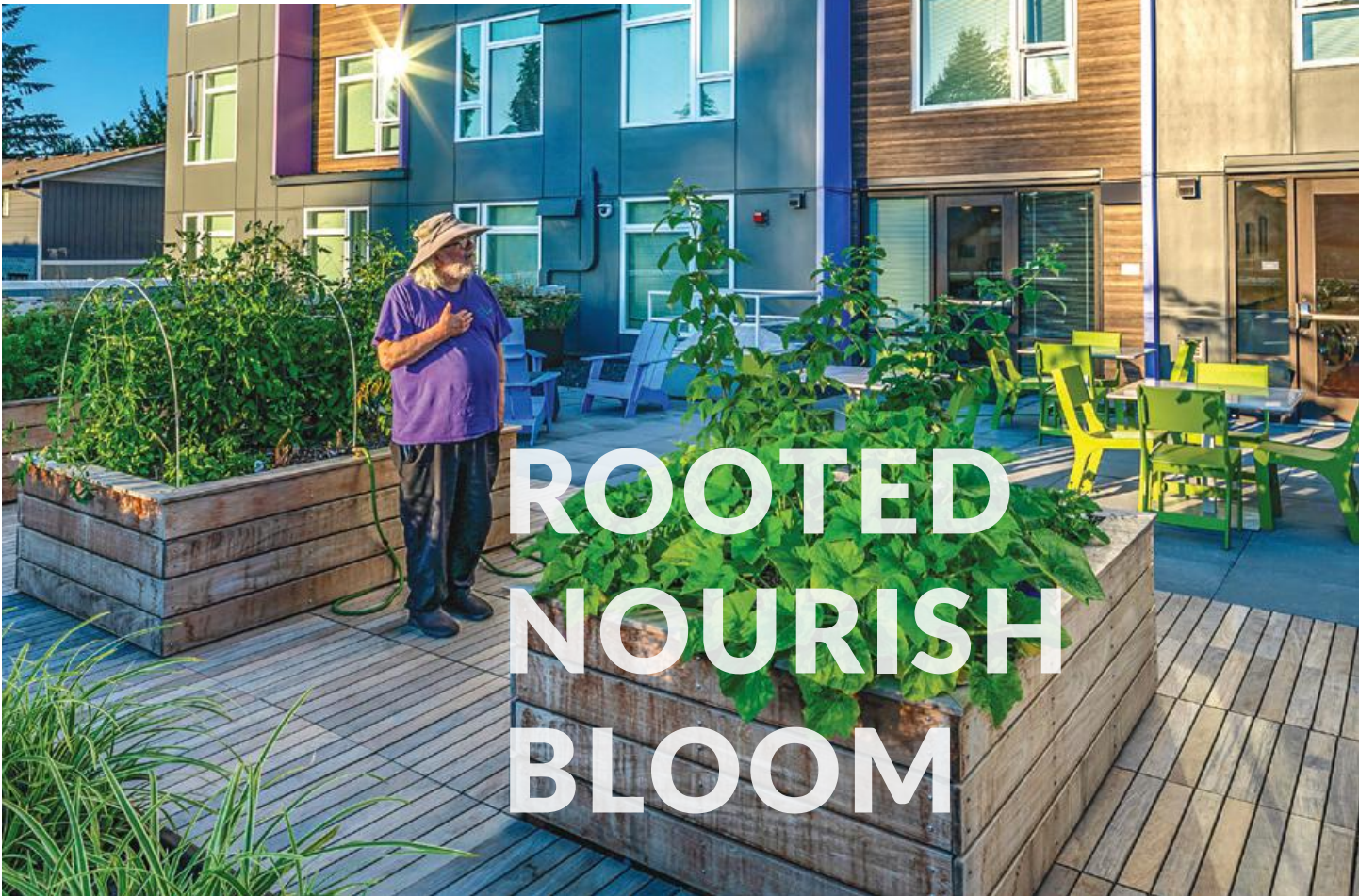




Interfaith Works  
2021-2022  
Impact Report



**ROOTED  
NOURISH  
BLOOM**



## LETTER FROM THE BOARD

It is with admiration and gratitude that this Impact Report is shared with the community. Interfaith Works is approaching its 50th year of incorporation. The original 14 faith community members formed a coalition in 1974 for the purpose of working for the spiritual, emotional, and physical betterment of people in the community. While initially Christian-centered, subsequent interfaith programs and events promoted dialogue around community issues and demonstrated a way to build bridges across differences through mutual interest and respect. This has resulted in deep and trusting relationships among our diverse faith communities.

Throughout Interfaith Works' history are many moments when the membership sought to better understand the organization's identity and purpose, and invited thoughtful conversations around who is included, what we need to learn, and what we are called to do. It takes courage and humility for the members to recognize where growth and evolution are needed in order to fully and effectively embody their purpose. As a result, Interfaith Works is well-respected and recognized for serving the community according to its longtime and deeply held values.

In the past year, the board has explored our organizational values around inclusivity and developed a statement that names the central cultures of safety, welcoming, and affirmation which Interfaith Works upholds for the people

we serve and those with whom we engage and collaborate. We recognize the necessity of publicly affirming our acceptance and support for our LGBTQIA+ and BIPOC communities, staff, friends, and family; this statement is an expression of these commitments. Finally, we recognize that this statement is indicative of our commitments and culture even as we respect and honor the freedom, autonomy, and diversity of those in the membership of Interfaith Works.

Statement on inclusivity adopted by the Interfaith Works Board, April 2022:

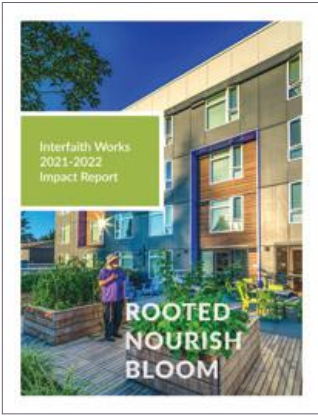
*Since 1974, Interfaith Works has promoted social justice and peace through interfaith understanding and cooperation. Interfaith Works welcomes, values, and respects people of any age, race, cultural background, economic circumstance, religious or spiritual orientation, sexual orientation, gender identity, physical and mental ability, and education level or conditions of health.*

On behalf of the board of directors, many thanks to the staff, guests, volunteers, membership, and supporters. You all have an important role in shaping the impact we make in the community.

Warmly,

*Lisa Gosiaco*

Lisa Gosiaco  
President, Board of Directors  
Interfaith Works



Cover photo of Unity Commons, owned and operated by the Low Income Housing Institute (LIHI). Interfaith Works provides shelter and supportive services at Unity Commons.



Interfaith Works is a coalition of faith-based communities and affiliated organizations that serve the community through charitable, social, and educational endeavors. Our two primary areas of focus are Interfaith Relations and Homeless Services. Homeless Services serves the immediate and long-term needs of our neighbors experiencing homelessness in Thurston County, while Interfaith Relations fosters meaningful connection, encounter, and collaboration within our interfaith network.

Interfaith Works  
Administrative Office

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**SOCIAL JUSTICE AND PEACE**  
THROUGH INTERFAITH  
UNDERSTANDING AND COOPERATION

The 2021-2022 Impact Report is rooted in the goals and outcomes of our Strategic Plan. We nourish the communities we serve through strategic efforts and outcomes so that our community may bloom.

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**ROOTED**

We are rooted in our mission, vision, and values

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**NOURISH**

We nourish the communities we serve

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**BLOOM**

So that our communities may bloom

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# 2021-2022 Board of Directors

## OFFICERS



**President**  
Lisa Gosiaco  
Washington State Health Care Authority.



**Vice President**  
Carolyn Cox  
Lacey City Council member.



**Past President**  
Janet Cherry  
WA State Department of Health, member of St. John's Episcopal Church.



**Secretary**  
Mary Wharton  
Retired school counselor, member of Holy Wisdom Inclusive Catholic Community.



**Treasurer**  
Nancy Eastham  
Retired from The Evergreen State College- Business Analyst position, worships at Temple Beth Hatfiloh.

## DIRECTORS



**Brianne Adams**  
Olympia Federal Savings.



**Tanzania Ertel**  
Community and Public Health Professional.



**Marcy LaViollette**  
City of Olympia, member of First United Methodist Church of Olympia (FUMCO).



**Christa Lensen**  
City of Olympia.



**Carolyn Popp**  
Software Engineer, member of Lutheran Church of the Good Shepherd.



**Chris Rasmussen-Barsanti**  
Retired as Executive Director of Kokua, member of St. Benedict Episcopal Church.



When I describe Interfaith Works, I always say it's a microcosm of how things should be. People coming together to share, to problem solve, to work together to make our community and world better in spite of and because of our differences is what Interfaith Works is all about. Respect and acceptance of all are what make Interfaith Works successful. I'm proud to be a part of this wonderful organization that is growing and leading our community in so many ways.

MARY WHARTON, BOARD SECRETARY



## Introduction

It has been an exciting two years of expansion, crises, connection, and reorientation. In 2021, with the move to Unity Commons on the horizon, we crafted a strategic plan to guide our work over the next two years. We knew we needed to plan for the upcoming growth and transitions mindfully and to do it in a way that reflected the deeply held values of our guests, staff, board, and supporters. Our strategic plan has helped us guide our work, reminding us to address the roots of issues, not just the symptoms, and focus on the deep level of personalized service and connection we aim for.

We hope this report helps you share in the journey we have been on. Thank you, and please know you are appreciated.



In gratitude,

*Meg Martin*

Meg Martin, LICSW, CPC  
Executive Director  
Interfaith Works

ROOTED

**We are rooted in our mission, vision, and values.**

# NOURISH

## Interfaith Relations

Interfaith Works nourishes a rich tradition of programming that celebrates and honors religious and spiritual diversity in Thurston County through projects that advance work on social justice issues and personal connection. Our Interfaith Relations work includes an ongoing review of the historical legacies of racism and white supremacy that exist in our country, region, traditions, and norms as an interfaith coalition. This process has drawn us into reflection on our histories and brought us to points of reform and growth. We will continue to uphold a commitment to decolonizing our work as we develop and implement our programs. We are eager to share this journey in a public way so that we can be in dialogue and collaboration with the wider community.

Over the past two years, we have served our community in many ways and done so with joy, gratitude, and hope.



In peace,

*Corey Passons*

Rev. Corey Passons  
Program Coordinator  
Interfaith Relations

**We nourish the communities we serve.**

## House of Tears Carvers

In 2021, The House of Tears Carvers (of the Lummi Tribe) celebrated the 20th anniversary of Totem Pole Journeys. Interfaith Works and Learning Rights Relations co-sponsored an event at Percival Landing which featured tribal representatives from the Squaxin, Nisqually, and Yakama Nations as well as Olympia-based faith leaders from Jewish, Christian, Unitarian Universalist, and Buddhist traditions, each offering prayers and blessings to the carvers.



Fall 2021

Spring 2021



## Mosque Solidarity Event

In response to an attempted attack on the mosque in Olympia, Interfaith Works mobilized and helped form a coalition of peace groups. We were proud to assist regional Islamic advocacy organizations to promote a narrative of resilience, solidarity, and community. Hundreds of people gathered and formed a supportive and protective ring around the mosque during the Friday prayers following the incident.

## Day of Remembrance

Every year, Interfaith Works, in collaboration with Mills & Mills Funeral Home and the Thurston County Coroner's Office, honors people who have passed away and whose remains go unclaimed through a Day of Remembrance service. We remember them, celebrate the richness of their lives, say their names, and uphold the interconnectedness that weaves all of life together. In doing this, we affirm the inherent worthiness of all persons regardless of circumstance.



Winter 2022

Fall 2022



## Resetting Our Sacred Table: Path of Healing

Our theme of 2022 continued the work of 2021, with the reimagining of our Thanksgiving event to become "Resetting Our Sacred Table." The Program Council (which is a council of delegates from the membership and affiliated organizations of Interfaith Works) reflected on how centering "Thanksgiving" also centered the popular, dominant narrative steeped in the norms of colonization. We are continuing our exploration of how to celebrate and fulfill the emergent path we have begun to walk with this event.

Our keynote speaker in 2022 (pictured left) was Jerad Koepp, the Washington State 2022 Teacher of the Year. Mr. Koepp is of the Wukchumni Tribe and the first Indigenous Person to win this award.

## Additional Interfaith Programming



### TIP!

Click the YouTube link to watch event videos.

### MOMENTS OF BLESSING 2021-2022

Community gatherings near events of violence and/or homicides to offer interfaith blessings and reclaim places of violence as places of peace and healing.



01



### JULY 2021

Faith Explorations, an Interfaith Works Summer Camp, free for youth grades 2-6, featuring excursions and interfaith programming from volunteers from the member network.

03



### FEBRUARY 2021

Interfaith Works convened a space of public grieving commemorating the one-year anniversary of the first recorded death from COVID-19 in the United States.



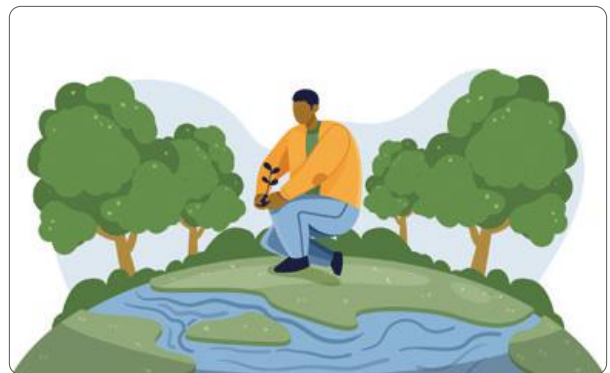
02



### APRIL 2022

Being in Conscious Relationship with Earth, an Interfaith Earth Day Service, featuring voices from spiritual and religious traditions, music, and sacred readings.

04



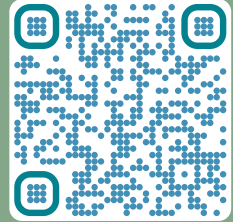


## THANK YOU!

To all of our community partners that make these events possible.

## TIP!

Reading the print version? Use this QR code to view our online version with access to our videos.



### MAY 2022

Interfaith Works joined Thurston County's Hunger Walk with 400+ people to end hunger worldwide, raising \$48k for local organizations.



05



### JULY 2022

A collaboration with Meaningful Movies® of a film screening with live panel following of "Mission: Joy - Finding Happiness in Troubled Times" at the Olympia Film Society.



07



### JUNE 2022

Interfaith Works facilitated discussion groups followed by an online screening of "Doctrine of Discovery: In the Name of Christ" in collaboration with the Faith Action Network.



06



### OCTOBER 2022

Our first observation of Indigenous Peoples' Day with author and activist Sarah Augustine on the legacy of the Doctrine of Discovery, as it influences the Indian Child Welfare Act.



08









## Homeless Services

Unity Commons is owned and operated by the Low Income Housing Institute (LIHI). Interfaith Works provides shelter and supportive services at Unity Commons, a 58-bed, 24/7 shelter, and 64 units of permanent supportive housing.



## Our 2021-22 Strategic Goals and Outcomes

SERVICES PROVIDED	GOAL	ACTUAL	DIFFERENCE
 Bednight	43,000	43,994	+0.02%
 Meals* (estimated)	65,700	60,000	-8.7%
 Pairs of socks (estimated)	10,000	7,752	-22.5%
 Vital docs replaced	3,832	3,036	-23%

\*In addition to volunteer-provided meals, we have pantry staples for all guests to be empowered to cook and bake for themselves and other guests.

SERVICES PROVIDED	ACTUAL
Transitions into permanent housing (includes Unity Commons apartments)	53
Narcan® (overdose reversal medication distributed)	675
Overdose reversals administered in the community (self-reported)	142
Tarps (estimated)	816
Sleeping bags (estimated)	180



Interfaith Works distributes Naloxone, Narcan®, to the broader community because we believe all lives are precious. We make particular efforts to distribute Narcan® to those most likely to be first responders in an overdose, which is often individuals who use drugs. There is a long history of those who use drugs caring for one another, and we make sure they have the tools to help keep each other alive.

We provide this life-saving medication to give community members another opportunity at recovery. We all love someone who is at risk of overdose. If you would like to be trained to administer Narcan®, please click the YouTube icon for a training video from our Training and Education Manager, Brock Schafer.



### WHAT IS NARCAN?

Naloxone, Narcan®, is a medicine that can help people who are overdosing on an opioid.

- 1 Naloxone saves lives.
- 2 There are two ways to give naloxone, nasal spray and injection.
- 3 Naloxone is safe and will not harm someone if they are not overdosing on an opioid.
- 4 Anyone can learn how to administer Narcan®.

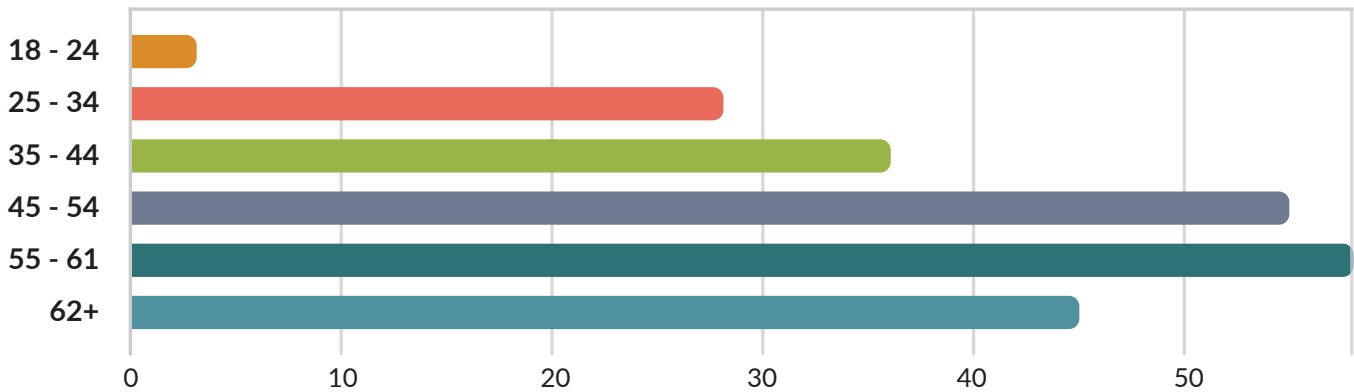
# POPULATIONS WE SERVE

24/7 Shelter

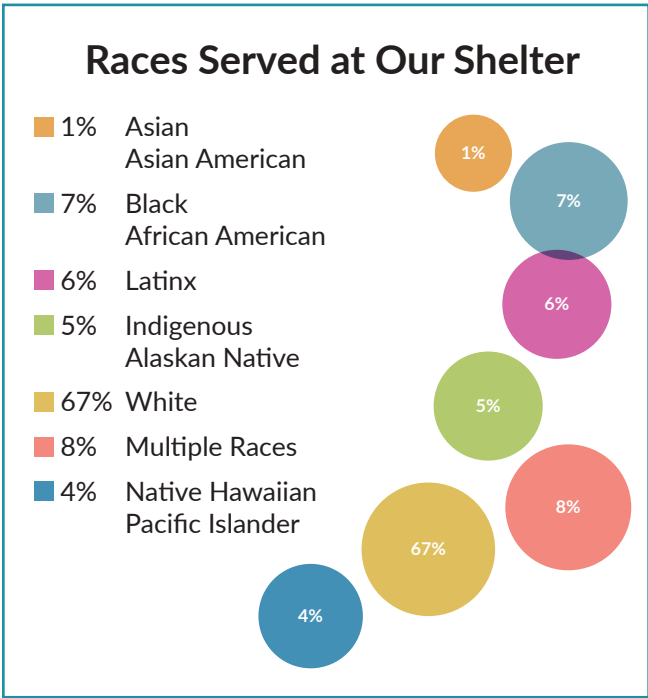
First Floor Interfaith Works Supportive Shelter

# SHELTER GUESTS

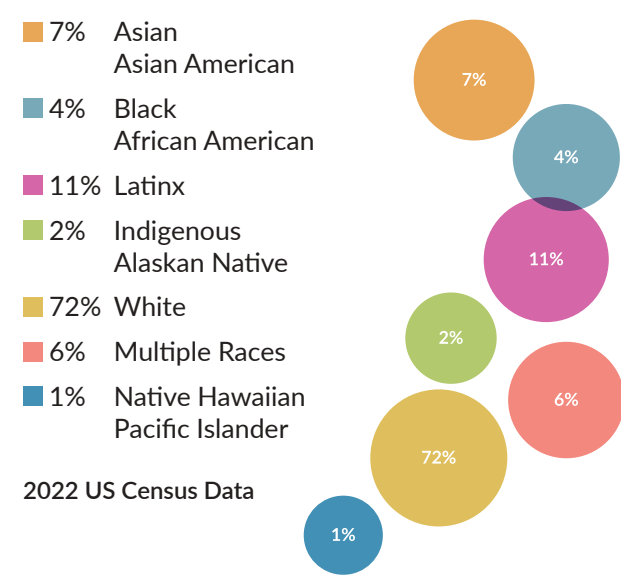
## Age Ranges Served



Did you know that the average life expectancy for someone experiencing chronic homelessness is 42-52 years? This means that being chronically homeless can shorten your expected lifespan by more than 17 years. Elders on the streets may also not have access to traditional senior services because of their age, though they may have many of the same needs and challenges. The majority of our shelter guests are over 45.



### Thurston County Racial Identities



When you compare the racial demographics of Interfaith Works Supportive Shelter with those of Thurston County, some races are disproportionately over-represented in our shelter. Black/African American, Indigenous/Alaskan Native, Multiple Races, and Native Hawaiian/Pacific Islander are all over-represented. This truth is a foundation of our organizational equity efforts.

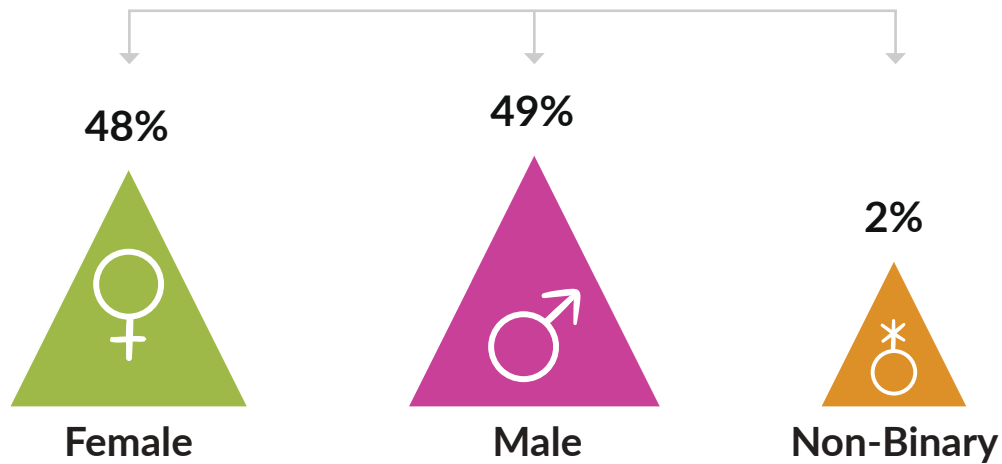
# POPULATIONS WE SERVE

24/7 Shelter

First Floor Interfaith Works Supportive Shelter

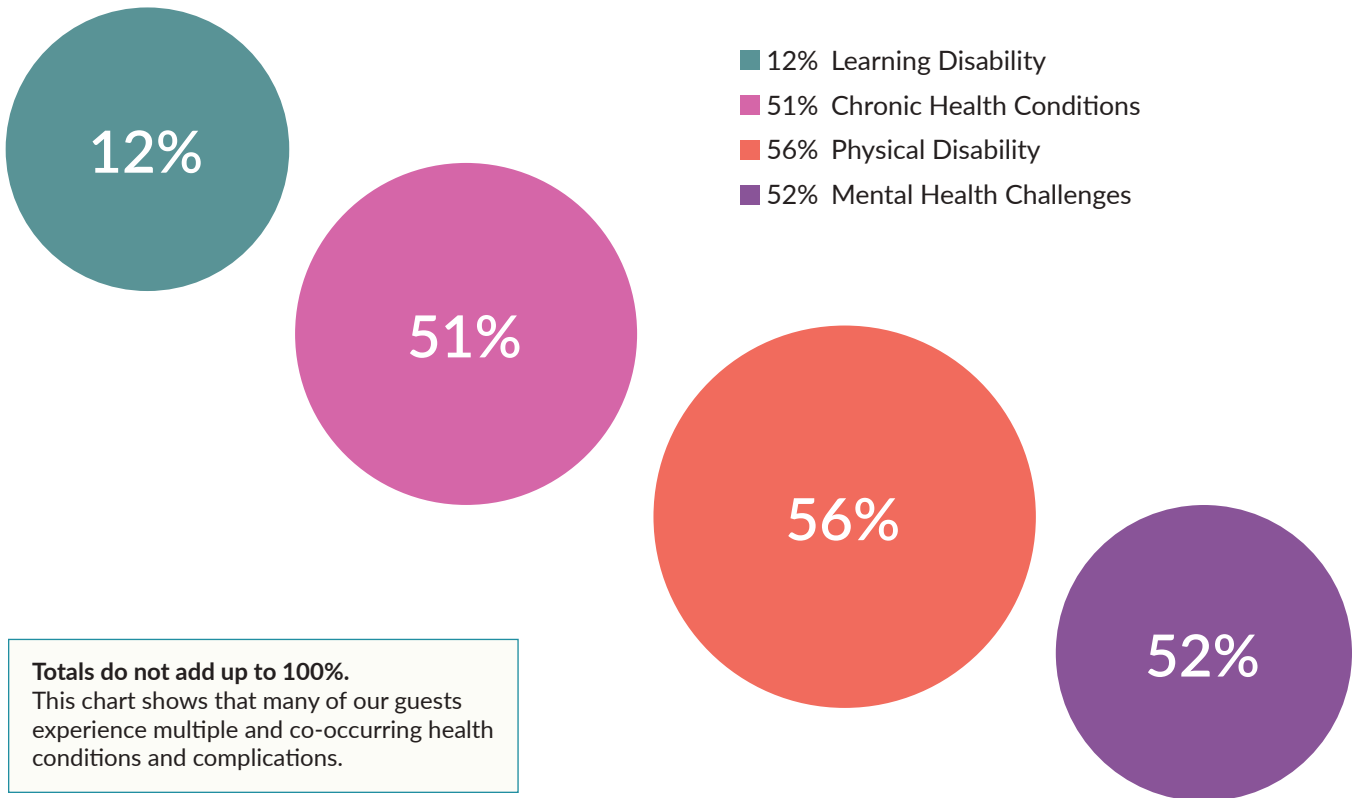
# SHELTER GUESTS

## Gender Identities Served



\*1.5% of our guests identify as trans or gender non-conforming

## Guests with Disabilities and Health Challenges



Totals do not add up to 100%. This chart shows that many of our guests experience multiple and co-occurring health conditions and complications.

# POPULATIONS WE SERVE

24/7 Shelter

First Floor Interfaith Works Supportive Shelter

# SHELTER GUESTS

## Up in Smoke Event

In 2022, we were able to restart Up in Smoke. Started in 2015 by shelter guest Marvin Bennet, Up in Smoke features a BBQ meal, a fashion show, open mic, and a memorial for all those lost to homelessness in the previous year.



# POPULATIONS WE SERVE

24/7 Shelter

First Floor Interfaith Works Supportive Shelter

# SHELTER GUESTS



# POPULATIONS WE SERVE

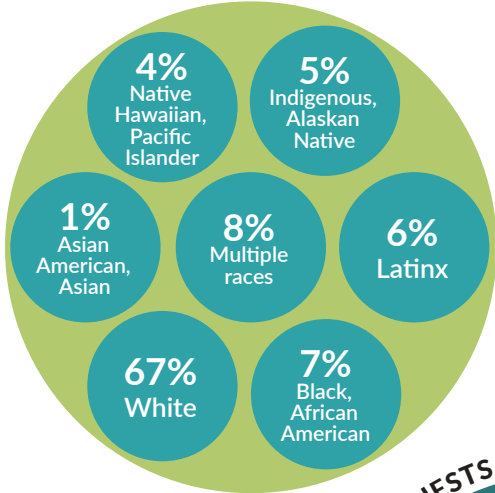
24/7 Shelter

First Floor Interfaith Works Supportive Shelter

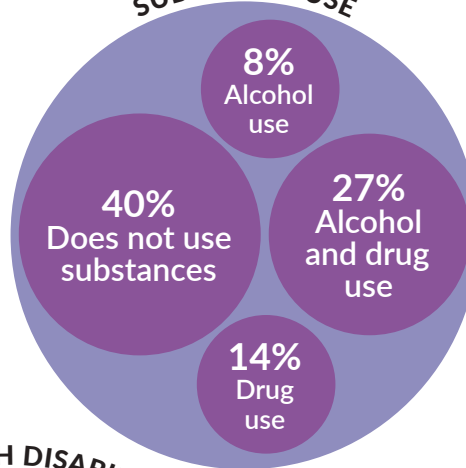
# SHELTER GUESTS

## Interfaith Works Supportive Shelter at a Glance

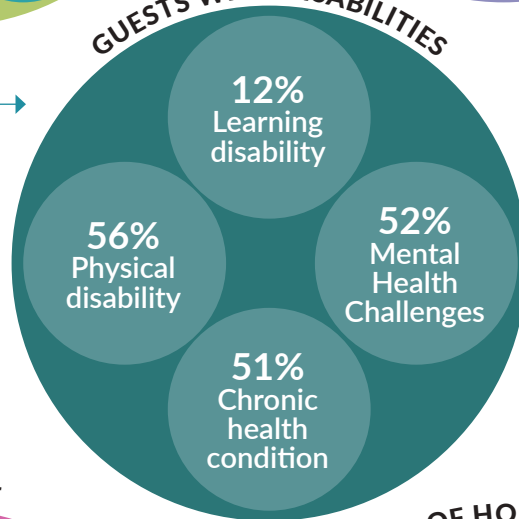
### RACE



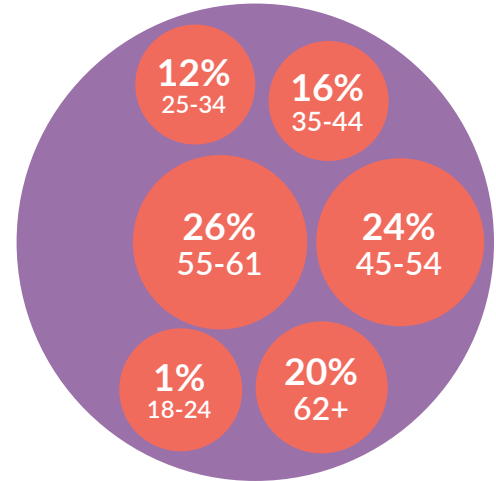
### SUBSTANCE USE



### GUESTS WITH DISABILITIES

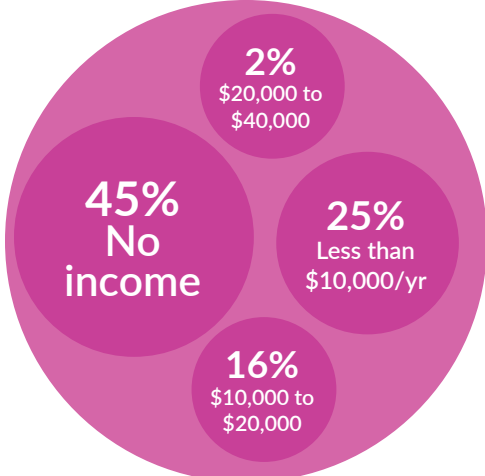


### AGE



85% of our shelter guests have a disability of some kind, with many having more than one. Though many guests may qualify for, or have, disability benefits, these benefits can still leave them well below the poverty line.

### INCOME



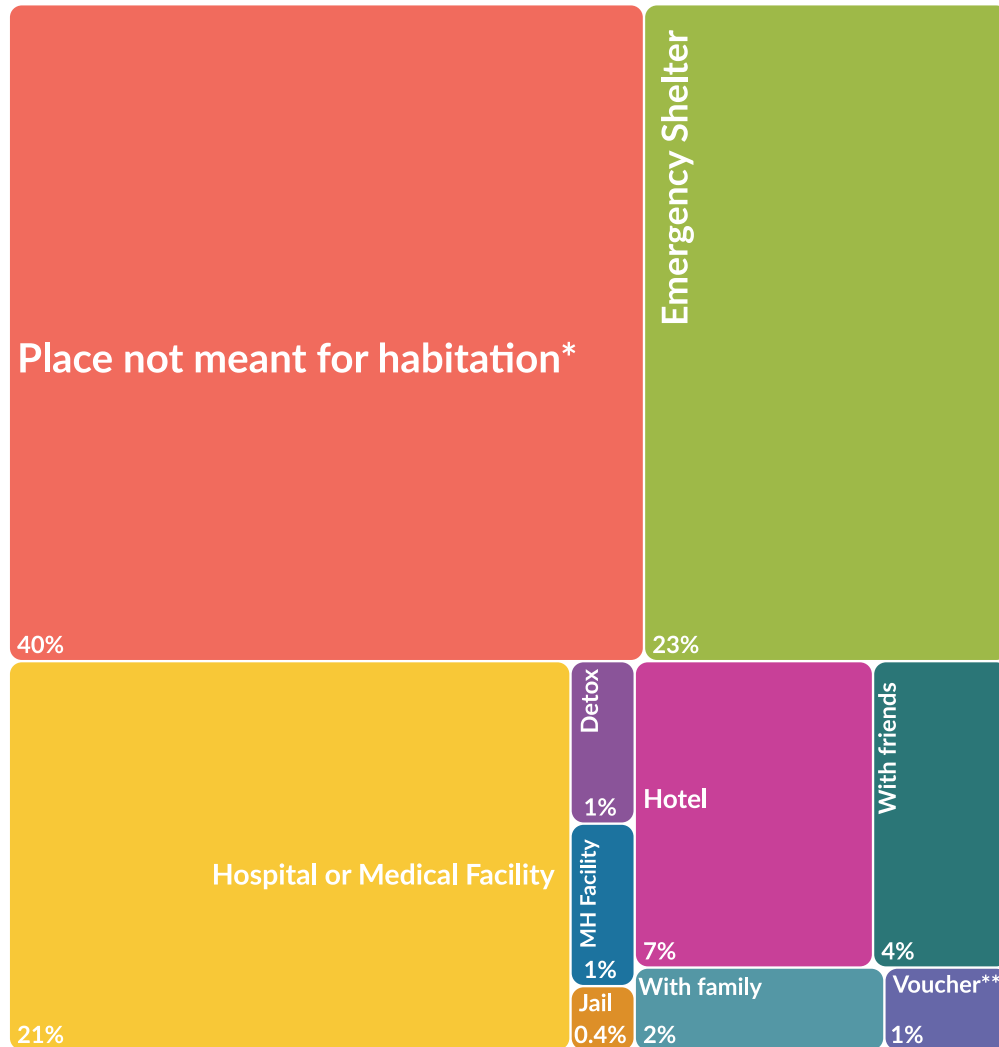
### PERIOD OF HOMELESSNESS



Individuals who are chronically homeless have experienced homelessness for at least a year, or at least 4 times in the past 3 years, while struggling with a disabling condition such as mental health challenge, substance use disorder, or physical and/or learning disability.



Where did guests stay before our shelter?



- 40% Place not meant for habitation\*
- 23% Emergency Shelter
- 21% Hospital or Medical Facility
- 7% Hotel
- 4% With Friends
- 2% With Family
- 1% Detox Facility
- 1% Mental Health Facility
- 1% Voucher\*\*
- .4% Jail

\* Not meant for habitation defined as; vehicle, abandoned building, bus station, or anywhere outside

\*\* Vouchers include; Rapid ReHousing (RRH) Rental Voucher and Housing Choice Voucher (HCV) Rental

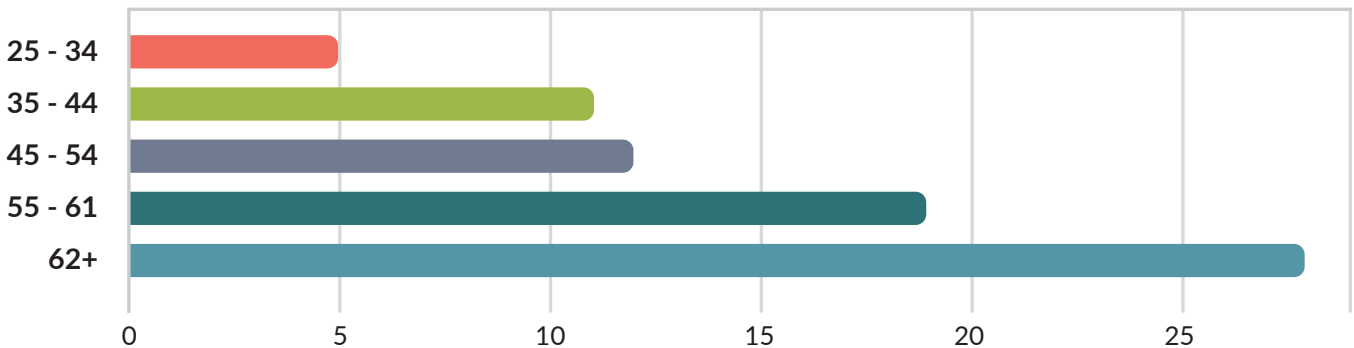
In 2022, over half of all homeless households in Thurston County (52%) were unsheltered (2022 Thurston County Point in Time Count Data).

**POPULATIONS WE SERVE**  
 64 Units of Permanent Supportive Housing  
 Floors 2-5 Unity Commons

# APARTMENT RESIDENTS



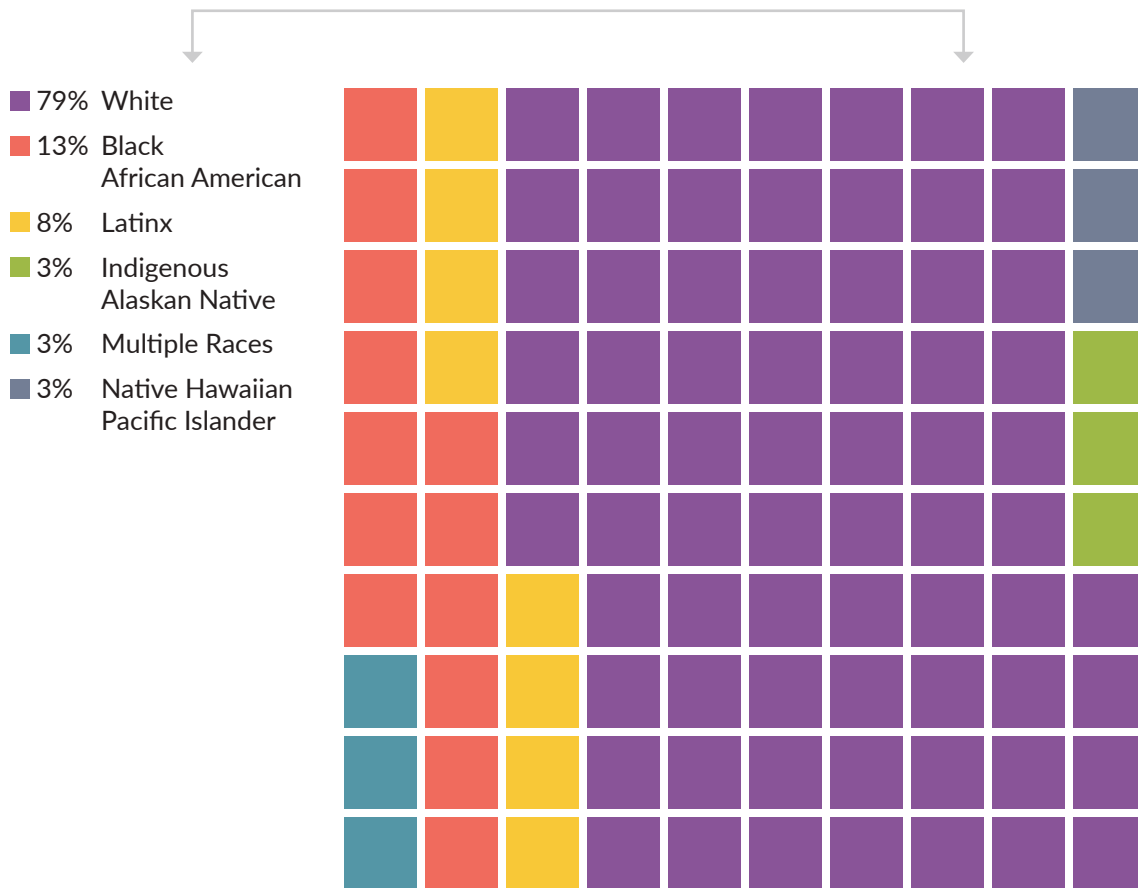
## Age Ranges Served



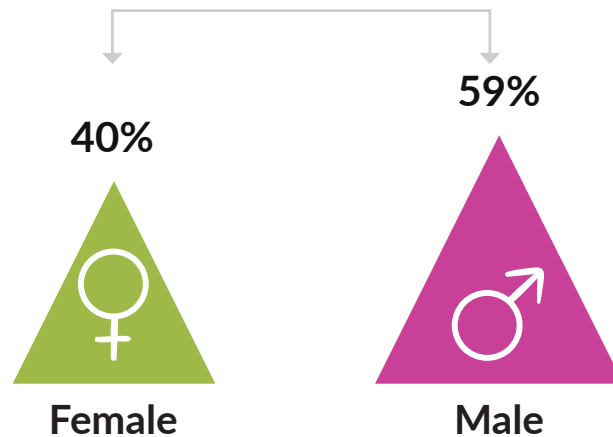
**POPULATIONS WE SERVE**  
 64 Units of Permanent Supportive Housing  
 Floors 2-5 Unity Commons

**APARTMENT RESIDENTS**

**Races Served in Unity Commons Apartments**



**Gender Identities Served**



\*1.5% of our guests identify as trans or gender non-conforming

# BLOOM

## Centering Racial Justice

We made the commitment to center racial justice in every budget, program, and organizational decision to the best of our ability.

We do not always get it right, but we are committed to ongoing reflection and action-oriented steps toward centering racial justice and equity in our work. As an organization, we acknowledge that we still work and exist in largely white-dominated spaces. We must continue to listen, take responsibility for our actions, challenge our defensiveness, and believe we can and will do better.



So that our community may bloom.

## What we did well:

- Ongoing diversity and equity consultation within the Program Council and the Board to keep our commitments alive and explore where more work is needed.
- Offer meaningful remuneration levels for the BIPOC program, workshop, and training contributors.
- Implemented a formal process for Interfaith Works to cover the full cost of renewing work permits for DACA (Deferred Action for Childhood Arrivals) recipients on our staff.
- Implementing and continuously improving The HEAT vulnerability assessment tool created by BIPOC, trans, and queer staff.
- Supported staff-led BIPOC, trans/gender non-conforming, and white caucus gatherings to reflect on strategies for coping and dismantling racist systems and culture in the organization and our community to increase equity and support for marginalized staff members and program participants.
- Raised base wage rates, implemented health insurance benefits, and prioritized multiple bonuses to respond to the cost of living needs that impact BIPOC staff the most.

## Housing Equity Assessment Tool (THE HEAT)

On March 1, 2022, Thurston County's Coordinated Entry System adopted and rolled out the Housing Equity Assessment Tool (The HEAT):

- ✓ A new vulnerability-based assessment tool
- ✓ Created by our staff and others after many years of community coalition building with the knowledge that previous tool needed to change
- ✓ Interfaith Works gave staff the time and space to shift and create The HEAT
- ✓ Addresses racial disparities and the unique vulnerabilities BIPOC and LGBTQIA+ individuals face while living on the streets
- ✓ More equitable way to prioritize shelter and housing placements

Thanks to Family Support Center, Thurston County, and other providers for your ongoing commitment to accessibility and equity.

## What we will do better:

- Widen the net of consultants and trainers to increase education and training for our staff regarding specific types of oppression, including anti-blackness, islamophobia, xenophobia, anti-semitism, racism, ableism, etc.
- Cultivate stronger and more supportive spaces that welcome and nurture racial diversification.
- Amplify our housing model and the ethics and values that support it through community education.
- Lift and support the voices of BIPOC community leaders through the strategic use of our unique platforms.



**THE HEAT** addresses racial disparities based on backed data research that the previous tool (VISPDAT) disproportionately scored white cis men higher than other demographics, and this wasn't addressing the unique vulnerabilities BIPOC and LGBTQIA+ individuals face while living on the streets.

# Lean In Olympia

41 Lean In Olympia Episodes

**1,883** Total Views on YouTube

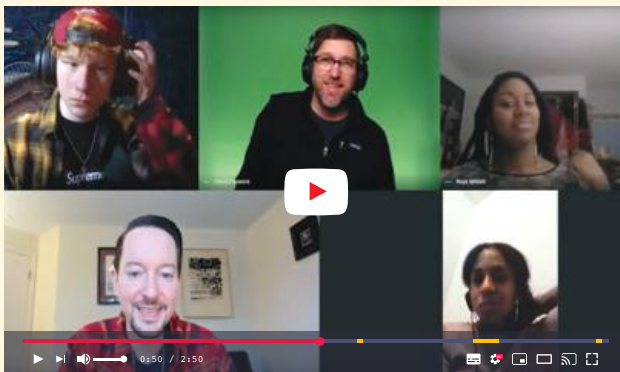
**12,727** Total Views on Facebook

## Conversations at the crossroads of humanity, justice, and belief.

Lean In Olympia is Interfaith Works' live, bi-weekly streaming show and podcast that features conversations at the crossroads of humanity, justice, and belief. Hosts Corey Passons and Meg Martin talk with local and regional folks with diverse viewpoints to discuss social issues impacting our community. Our purpose

is to expand and reframe our community's conversations about homelessness, social and racial justice, and spirituality. Since we began the show, our conversations have been enlightening, uplifting, and nurtured community connection during a time of isolation and grief.

### FEATURED EPISODES



Episode 8: The Bridge Movie Project



Episode 13: Dr. Sarah Lloyd



Episode 21: Olympia City Council Member Dontae Payne



Episode 28: Khurshida Begum

# Hazardous Weather Response

During extremely hot or cold weather (Code Red and Code Blue), emergency shelter is essential for the survival of those living in tents, encampments, sidewalks, and adjacent structures. Interfaith Works operates a day center during emergency events and opens for additional overnight shelter.



## People Utilizing Services in 2021-2022

### CODE BLUE Day Center

**77\*** Guests per Day - for 10 days

### CODE BLUE Overnight

**16\*** Guests per Night - for 26 nights

### CODE RED Day Center

**50\*** Guests per Day - for 10 days

\*Average number of people

Thank-you to our partners in responding to hazardous weather:

- The Family Support Center of South Sound
- Olympia Mutual Aid Partners (OlyMap)
- Thurston County Homeless Response
- City of Olympia



# Community Training

If you are interested in getting more involved or to learn more about the challenges our neighbors experiencing homelessness face, you can reach out to Brock Schafer, our Training and Education Manager, at [brock.schafer@iwshelter.org](mailto:brock.schafer@iwshelter.org) to schedule a community training. We currently offer community trainings for a wide range of community groups and businesses in the following areas:

- » **Harm Reduction Strategies and Overdose Awareness** (including how to recognize opiate overdose and administer Narcan®)
- » **De-escalation Strategies** for Interacting with People in Active Crisis
- » **CPR and First Aid**
- » **Thurston County Hazardous Weather Task Force Volunteer Training**





Shelter Guest Memorial Portraits by [Nico Inzerella](#)

## More Than Just Shelter

While change is never easy, we now look around and see all our intentions and big dreams blossoming. In December 2021, thanks to a broad coalition of community support, we opened Unity Commons in Olympia. This five-story building contains a 58-bed emergency shelter and 64 units of permanent supportive housing. Together, we supported 47 long-term shelter guests in taking the exciting and sometimes scary step of moving from the shelter, which had been their home for so long, to their very own apartments. It was deeply moving, gratifying, and humbling.

At Interfaith Works, the supportive shelter we offer is more than just a safe, warm, dry place to

sleep. We consider it to be a community space where our guests connect with each other and staff and volunteers can express themselves as full human beings. Since moving the Interfaith Works Supportive Shelter into the Unity Commons building, we've seen it transform into a real home. Guests' art decorate the walls, memorial paintings have been installed of beloved guests who have passed, and our community gardens add nourishment to meals made in our community kitchens. Guests and staff host monthly pizza and bingo nights. The shelter is a haven where our guests can consistently experience connection and support for their whole person and what they need to feel whole, alive, and joyful.



# Implement a Continuum of Support



## Three Tiers of Support

Over the past two years, our Homeless Services Program has expanded to three tiers that provide our neighbors experiencing homelessness with comprehensive, personalized support and services. Our continuum of support provides options and flexibility to people who are rarely given choices or granted much control when they decide to seek support.

No matter where someone is at, they have a place to connect with us.



# 1 FIRST TIER

## 24/7 Supportive Shelter Program

The Interfaith Works Supportive Shelter provides 58 beds, a community kitchen, recreational areas, and access to free hygiene services, laundry, and showers, two meals per day, community enrichment activities, care coordination, and assistance with accessing health care and housing. This single shelter represents 15% of the total shelter beds provided in Thurston County.

# 2 SECOND TIER

## Navigation Team

### 1. Guest Support Team

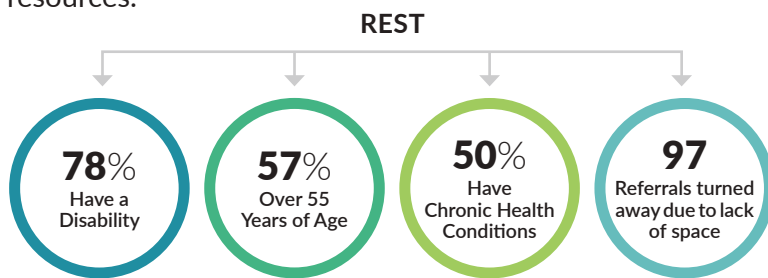
The Guest Support Team creates trust and connection to service through low-barrier, guest-led case management. This team also works at the Interfaith Works Supportive Shelter, providing peer advocacy, care coordination, and connection to permanent housing, primary care, behavioral health services, and more.

### 2. Permanent Supportive Housing Team

The Permanent Supportive Housing Team works with those living in LIHI's 64 supported housing units at Unity Commons. They promote sustainable tenancy, assist with scheduling support services and transportation, provide appropriate referrals, and respond to emergent concerns.

### 3. REST (Restorative Experience for a Safer Transition)

The REST (Restorative Experience for a Safer Transition) Team provides a short-term, safe, resource-rich environment at the Interfaith Works Supportive Shelter where patients experiencing homelessness can recover after being discharged from the hospital. REST encourages patients to engage in community health support services, medical and behavioral health care, and housing resources.



REST received the 2023 Thurston County Chamber Healthcare Safety Net Award

## REST

In 2022, REST transitioned from a 6-month pilot to a fully integrated program, thanks to a committed partnership with Providence and MultiCare. One room of our supportive shelter provides six dedicated beds for those experiencing homelessness who are exiting hospital care and need a place to recuperate. We are deeply grateful to Providence and MultiCare for their continued support of this program and for committing their resources to caring for our most vulnerable neighbors.



# 3

## THIRD TIER



### Sergio's

In April 2023, we opened Sergio's, a daytime resource center that provides another layer of support for individuals who experience barriers accessing services and resources. It connects people with hygiene services and vital social services like medical and mental health care.

Guests are able to take showers, do laundry, access clean clothing and hygiene supplies, and participate in recreational and peer support activities. During hazardous weather events, we utilize the building for overflow shelter.

#### Sergio Jaramillo

Our new daytime resource center is named after Sergio Jaramillo, a beloved community member who experienced homelessness and passed away in 2019 at 60 years old. Sergio lived unhoused in Thurston County for over 20 years and experienced frostbite on both feet resulting in six amputation surgeries on one leg, each failing to heal and causing serious infection. Sergio had accessed every possible resource in Thurston County yet continued to fall through the cracks of the safety net. He was deeply loved by everyone who knew him. His spirit was so vibrant, creative, brilliant, and fiery. Sergio continues to inspire us to create the solutions we need so people experiencing homelessness may live full, healthy, and safe lives.



Many wonderful moments were had at the front desk of the First Christian Church (FCC) Shelter when Sergio would sit in the hallway and play Beatles' songs on the guitar for all to hear. It would soothe even the wildest of the wilds. Look very much forward to seeing him again on the other side.

DAVE WADE, STAFF



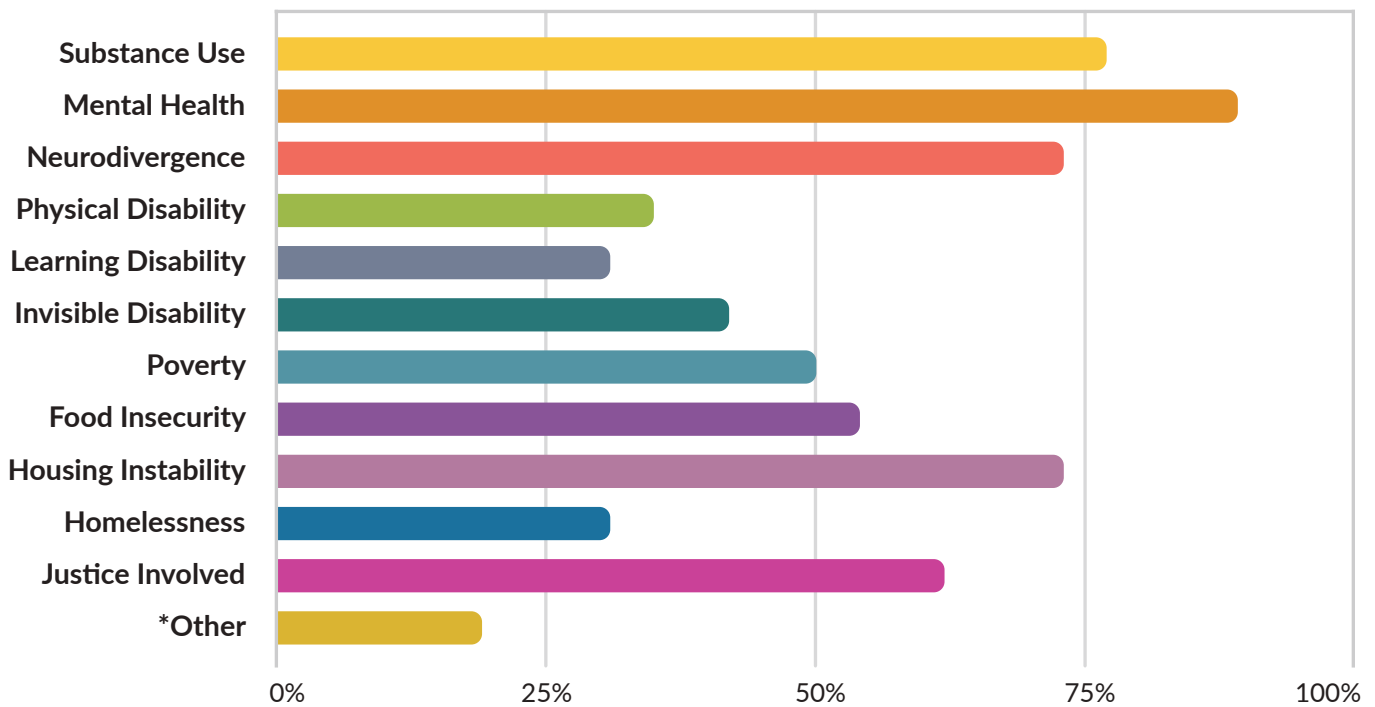
# Development and Support for Our Employees

Our employees are dedicated to providing emergency services and support to those in need, not as charity but as an act of social justice. The work of the Interfaith Works Homeless Services staff is rooted in empowerment, social inclusion, and community education to end the unnecessary stigmatization of the most vulnerable.

We currently have 75 staff members and have grown over 45% in the past two years.

We prioritize hiring people who reflect the experiences of our guests. The majority of our staff have lived and living experience with mental health and substance use challenges, homelessness, poverty, and trauma. We are constantly striving to provide a supportive workplace that offers a living wage and benefits that truly benefit our staff. We could not do any of this without them, and we value the experience and compassion they bring every single day.

## Lived and/or Living Experience for Staff



\*Other includes sex work, substance use treatment, domestic violence, emotional/mental abuse, and sexual assault.



I really appreciate the ability to make folks feel heard, validated, supported, and like they have someone they can trust and count on, because those are often not common experiences they have before coming here.

Harm reduction is the thing I feel the most connected to. When I was homeless I had a handful of amazing social workers/staff in the homeless services community that really believed in me and treated me like a person, with no judgment.

And I hope to carry that on in the work I do here.

STAFF PERSPECTIVES ON WORKING AT INTERFAITH WORKS



# Team Growth

## Training & Education

We hired a Training & Education Manager to conduct the 40 hours of training staff must complete when beginning with Interfaith Works and ensure that staff receives an additional 24 hours of training annually. These trainings are based on innovative and forward service models in the homeless services field. The Training & Education Manager also conducts community trainings for college students, small businesses, and faith communities that strengthen our community safety net and raise the standard of community response to homelessness.

## REST Staff

We hired three permanent positions for the program - Navigators - who coordinate and follow through with care plans and coordinate wrap-around care with service providers who are also working with guests.

## Supportive Housing Team

To support those living in LIHI's 64 units of supported housing at Unity Commons, we established a new team of two case managers who prioritize placements into housing units, promote sustainable tenancy, assist with scheduling support services and transportation, provide appropriate referrals, and respond to emergent concerns.

# Our Challenges and How We Faced Them

The services Interfaith Works provides are collaborative community efforts that take immense energy, love, and care to accomplish. At times, our work has felt impossible and never-ending. But we recognize that the challenges we face as an organization give us the opportunity to be more creative, expressive, and ultimately dig deeper to continue to improve. These are some of the challenges we've faced in the past year and how we have risen to meet them.

## COVID-19

The COVID-19 pandemic was the largest source of our challenges. It changed everything - how we engaged with guests, staff, and supporters, the services we provided, the design of Unity Commons, and our rhythms, needs, and schedules. And there is no return to pre-pandemic normal for us. We now seem to exist in a hybrid space between internal pandemic safety measures and external pre-COVID expectations.

## Sergio's Challenges

Opening Sergio's has taken way more time than we had ever anticipated. We have worked to maximize the time granted to us by the delays, developing deeper and broader partnerships and assessing how COVID has changed the community we serve and how to meet their changing needs.

## Supporting Our Staff

We have all experienced a lot of collective trauma over the past few years and navigated major societal shifts. Many staff supported our guests in navigating those same situations. Guests also present more complex and challenging situations, such as substance use and mental health needs.

### Looking Ahead

While we have raised wages and offered more benefits, it's still not enough for some staff to make ends meet. The cost of living continues to increase, especially housing costs. Our commitment to supporting our staff remains strong as they continue to care and show up for our guests and community.

# Sustain and Stabilize Growth by Expanding and Maturing Collaborative Partnerships

## Volunteers

4,080 Volunteers / 7,000 Hours of Support

We are beyond grateful for our community and the generosity and support from all our volunteers in 2021 and 2022. In the past two years, we have had 4,080 volunteers provide over 7,000 hours of support and service! Volunteers have provided numerous meals, donations, hazardous weather support, expertise, and so much more. Amazing! Thank you!

- One community member spent six months gathering and storing supplies from her neighbors and friends in her garage. We were blown away by her generosity and the amount of donations she dropped off!
- We were so thrilled to be the beneficiary of two sold-out Bikini Kill concerts in September 2022! Bikini Kill is a feminist punk band that started in Olympia, WA, in the '90s. Bikini Kill stated that they chose Interfaith Works because, "Interfaith Works Emergency Overnight Shelter, a local non-profit, is the only shelter/homeless services program that explicitly prioritizes women and LGBT adults in the Olympia community." We are so honored and thankful for their support – what a fun show!
- Eastside Farm & Garden donated supplies for our community garden boxes at Unity Commons.



Bikini Kill band members at Olympia Film Society. They play on a dark stage with a backdrop of softly glowing lights.



Five wooden garden boxes at Interfaith Works Supportive Shelter planted with beautiful summer vegetables provided by Eastside Farm & Garden.



“

When it comes down to it, the health of a community is created by the people in it—and their organizations. In this very lucky city of Olympia, our spiritual groups valued interconnection and started Associated Ministries, later to become Interfaith Works. This organization is the floor that Olympia sits on. It provides the community’s moral center. And my husband and I are happy to support it with a small monthly donation.

DONOR

”

# Donations

**\$554,047.12** Donated      **\$245.59** Average      **2,256** Donations

**431** Individual Donors      **26** Grants      **1,496** Under \$100  
**20** Corporate Donors      **18** Grantors



## Government, Foundation, and Corporate Supporters

Amazon Smile Foundation  
 Beasley Hill Northwest  
 Beresford Company, Inc.  
 Bombas  
 Charities Aid Foundation  
 City of Lacey  
 City of Olympia  
 City of Tumwater  
 Community Foundation of South Puget Sound  
 Community Health Plan of Washington  
 Corroon Foundation  
 ECF Boeing  
 Freas Foundation  
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 Give Lively Foundation  
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 RPM Team LLC  
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 Seattle Foundation  
 Schwab Charitable  
 Sprung Structures  
 Thurston County  
 Tides Foundation  
 Washington Department of Commerce



Interfaith Works Supportive Shelter Awards Banquet 2022





## Local Supporters and Community Partners

Throughout our community, many people are working together to support our most vulnerable neighbors. We deeply appreciate our local supporters and community partners and their efforts to make our community a healthier, safer, equitable place for all its residents:

ABC House  
ASHHO Cultural & Job Training Center  
Behavioral Health Resources  
The Brotherhood Pub  
Captain Little  
City of Olympia  
Community Youth Services  
Compass Rose  
EGYHOP  
Family Support Center of South Sound  
First Baptist Church  
The HOST Program at Olympia Health & Recovery Services  
Intercity Transit  
KWA Consulting Group  
L&E Bottling Company  
Le Voyeur  
Learning Right Relations  
Low Income Housing Institute  
Mills & Mills Funeral Home & Memorial Park  
MultiCare Capital Medical Center  
Nisqually Indian Tribe  
Olympia Barber School  
Olympia Federal Savings  
Olympia Film Society  
Olympia Mutual Aid Partners  
Peer Olympia  
PiPE  
Providence Swedish  
Psychic Sister  
Rainshadow Running  
SideWalk  
Squaxin Island Tribe  
St. Mark Lutheran Church  
Storman's Inc.  
The Sungold Fund  
Three Magnets Brewing Company  
Thurston County Homeless Response Team  
Timberland Regional Library  
Twinstar Credit Union  
United Methodist Women  
Valley View  
The Wayside Cafe  
Wildwood Gathering  
Working Systems Cooperative



## Individual Donors

Addie-Jo C Robinson  
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Akiva Erezim  
Alan & Jane Mountjoy-Venning  
Alana Carr  
Alice Dinerman  
Alice Lindsley  
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Allyson Brooks  
Alyssa Parker  
Amy Evans  
Amy Schoppert  
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Ariel Kay  
Arland Schneider  
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Barbara Seese  
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Beth Dubey  
Beth Halpern  
Beverly Saling  
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Bill Hine  
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Bonnie Kavanaugh  
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Christopher Kaasa  
Christopher Marlowe  
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Constance Hanser  
Craig Costello  
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Cynthia Gilbert  
Cynthia Michael  
D Lee Greenlee  
DE Thomas  
Dale Ostler  
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Daniel Evans  
Daniel Waters  
Daniel White  
Danielle Madrone  
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Darin Goss  
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David Braun  
David Gerardot  
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David Harvey  
David Lazar  
David Robinson  
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Kathleen Mix  
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Kathy Friedt  
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Virginia Berney  
Ward Kramer  
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Wendy Endress  
Wendy Lawrence  
William & Jill Dole  
William Tilley  
Winsome Modamwen  
Zack Thompson  
Zoe Torres



# Comprehensive Campaign



**Shelter, Housing, and Care** ■■■■  
**for our most vulnerable neighbors**

**\$870,914 Raised**

**Raise the Standard of Community Response to Homelessness**

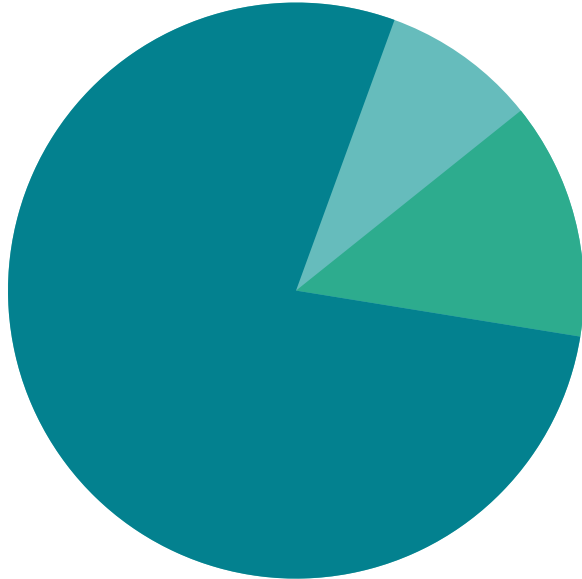
Our Raise The House Campaign to support Unity Commons and our staff and programming raised \$870,914! A huge shout-out and thanks to donors like Olympia Federal Savings and the Tides Foundation, as well as the great generosity of many individual community members. We could not continue the work that we do without you.



Grand opening of Unity Commons, December 21, 2021

# 2021 & 2022 Financial Data

**Total Income: \$8,674,196**



**8.7% Program Revenue**  
\$755,024

**13.3% Contributions**  
\$1,151,949

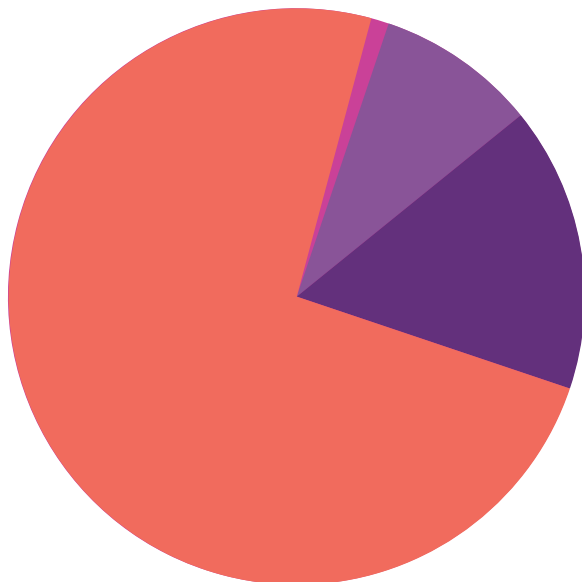
Comprised of donations from individuals, family foundations, faith communities, and businesses

**78% Grants**  
\$6,767,223

Includes federal, state, local and private

Total Income is substantially larger than Total Expenses due to Comprehensive Campaign, moving into Unity Commons, and Sergio's. Thank you so much to those who contributed to our campaign!

**Total Expenses: \$6,489,620**



**1% Fundraising**  
\$84,926

Sustain the funds needed to keep the organization going

**9% Management & General**  
\$571,102

Supports organization as a whole including administrative costs such as bookkeeping, website maintenance, etc.

**16% Navigation Team**  
\$1,049,138

Supports peer support-based case management

**74% Homeless Shelter Facilities**  
\$4,784,454

Supports frontline staff wages, program activities, and physical locations

We spend 72% of our total expenses on staff salaries and wages. It is very important to us to invest in our frontline staff. This is reflected in the wage ratio of less than 1:2 for our least paid frontline worker to our highest paid leadership position.

# Interfaith Works Membership

Interfaith Works members include faith communities and organizations in the Olympia-Tumwater-Lacey area.

Baha'is of Thurston County  
 Center for Spiritual Living – Olympia  
 Community for Interfaith Celebration  
 Emmaus Ecumenical Catholic Community  
 First Christian Church  
 First Church of Christ, Scientist  
 First United Methodist Church of Olympia  
 Gloria Dei Lutheran Church  
 Holy Wisdom Inclusive Catholic Community  
 Islamic Center of Olympia  
 Lacey Presbyterian Church  
 The Lutheran Church of The Good Shepherd  
 Nalanda Institute

Olympia Friends Meeting  
 Olympia Unitarian Universalist Congregation  
 Open Gate Zendo  
 St. Andrew's United Methodist Church  
 St. Benedict Episcopal Church  
 St. John's Episcopal Church  
 St. Michael Catholic Parish  
 Temple Beth Hatfiloh  
 Tumwater United Methodist Church  
 The United Churches of Olympia  
 Unity of Olympia  
 Westminster Presbyterian Church



## Affiliate Member Organizations



## Supporting Organizations





Interfaith Works  
PO Box 1221  
Olympia, WA 98507  
(360) 357-7224  
office@interfaith-works.org  
www.Interfaith-Works.org

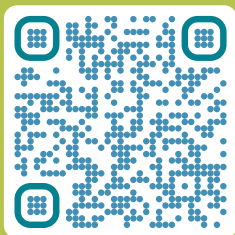


I have known a shelter guest since I was 14. I ran into them when I was promoted, and they hugged and congratulated me, saying they were super proud of me. They said that seeing me succeed, getting off the streets, getting clean, and giving back, gives them hope that they can do it too. I cannot tell you how amazing it feels to know that what I'm doing with my life has inspired hope in someone.

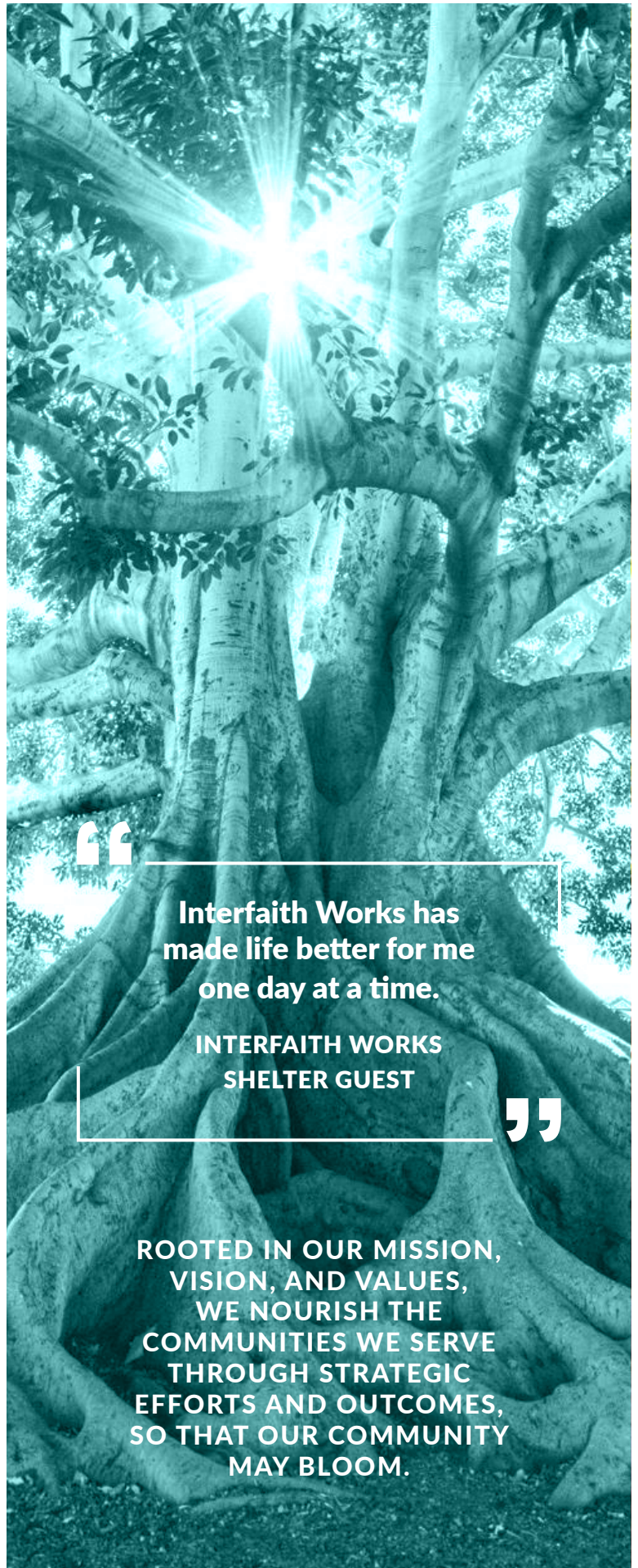
STAFF



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[INTERFAITH-WORKS.ORG/ABOUT](http://INTERFAITH-WORKS.ORG/ABOUT)



Interfaith Works has made life better for me one day at a time.

INTERFAITH WORKS  
SHELTER GUEST



ROOTED IN OUR MISSION,  
VISION, AND VALUES,  
WE NOURISH THE  
COMMUNITIES WE SERVE  
THROUGH STRATEGIC  
EFFORTS AND OUTCOMES,  
SO THAT OUR COMMUNITY  
MAY BLOOM.