

DENVER INSTITUTE



FOR FAITH & WORK

Pain in our work

20
17

IMPACT REPORT

*The Presence of Christ
in Suffering & Failure*



ABOUT US

About Denver Institute for Faith & Work

An educational nonprofit exploring how faith informs work, calling, and culture.

PASSION

To form people who participate in Christ's reconciliation of the world through their work.

PROGRAMS

Emerging Leader Fellowships

The 5280 Fellowship is a selective, nine-month leadership program for young professionals in Denver that includes

theological study, spiritual formation, professional development, and learning from senior leaders in the city.

Events & Groups

We convene leaders and thinkers for public events and organize volunteer-led groups on a wide variety of industries and issues.

Media & Educational Resources

We provide media, storytelling, teaching, and educational resources for churches, businesses, groups, and individuals.

GUIDING PRINCIPLES

Our culture and outcomes are formed by five guiding principles:



LETTER FROM OUR CEO

Dear Friends

Most annual reports are filled with stories of success. And by God's grace, in 2017 we saw wonderful fruit in our 5280 Fellowship, our public events, our online community, and our churches. God is indeed reconciling the world to himself in Christ (2 Cor. 5:19), and using our work as one small piece of that divine mission.

Yet as I reflect on 2017, one word stands out: **pain**. In mid-April, I sent a note to my board and staff entitled "*Spiritual Exhaustion*," confessing burnout. I had driven too hard for too long, and, I feared, made the organization *less* healthy as a result. During a short sabbatical, I felt shame and a looming sense of failure; like I didn't measure up, even to my own ideals.

In 2017, a measure of failure accompanied each success. Our first 5280 Fellowship class exceeded expectations, yet we weren't able to expand to Boulder, as promised. Our June business event "*For Whose Glory*" impacted nearly 150 leaders, yet our team felt exhausted and broken afterwards.

Being honest about our failures in 2017 made me see something afresh: most people engage with DIFW because of a point of pain. Our event on race and hip-hop with Sho Baraka surfaced the deep pain of racial division in America today. Many Fellows come to us with a gnawing sense of purposelessness in their work. Those who came to our two Women & Vocation events often feel a double pain: a lack of affirmation from their churches for their professional lives, and from the world for their unpaid work at home.

God curses the ground after the Fall, telling Adam that it "*will produce thorns and thistles for you...By the sweat of your*

brow you will eat your food." (Genesis 3:18-19). Financial worries, loneliness, frustrated plans, humiliation by a superior, thwarted career dreams – who of us hasn't experienced "thorns and thistles" in our own work?

I often have wondered why God chose to curse our work after the Fall. "*God gives us thorns and thistles in our work as a gift,*" says DIFW Chief Operating Officer Brian Gray. "*When we are tempted to worship our work, the curse drives us to our knees – and back to Him.*"

This impact report is designed to express that tension. In color are stories of impact from 2017, yet in black and white, with thorns wrapped around the graphics, we uncover what's usually hidden: stories of *pain*, of failures, and of suffering. And in the center of this report, we invite you to reflect on your own pain from this last year, perhaps writing in your own prayers. Be joyfully reminded that there is only one way Christ brings redemption to a broken world: "*by making peace through his blood, shed on the cross*" (Col. 1:20).

As we felt the pruning shears of Christ in 2017, I became more grateful for you, our friends and supporters. This year we, the DIFW staff, offer our Lord, in the words of Leonard Cohen, our "*cold and broken Hallelujah.*"

Humbled,


Jeff Haanen
CEO/Executive Director

I felt shame and a looming sense of failure; like I didn't measure up, even to my own ideals.

JEFF HAANEN





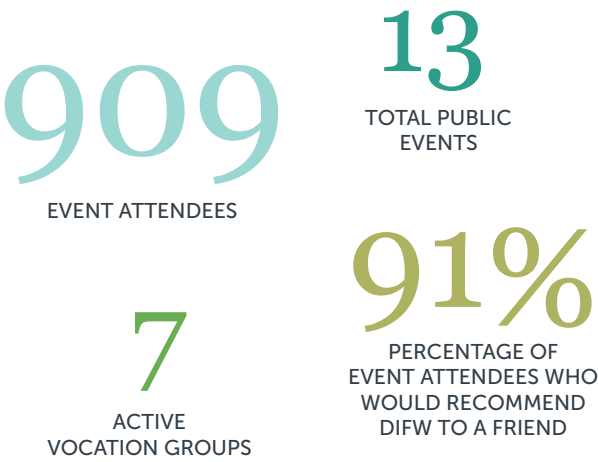
EVENTS

Fields of God, Thorns of Sin

Pain. It was the silent reason why over 900 people attended our events in 2017. Entrepreneurs feeling the stress of time and money running out; retirees uncertain about their calling for the next phase of life; citizens looking to politicians for civility across party lines; women longing for affirmation at work and at home; panelists longing for more business leaders to hire people with barriers to employment.

“Today, entrepreneurship is the embodiment of the American dream,” said Banks Benitez, CEO at Uncharted and panelist at “For Whose Glory: Exploring Faithful Practice in Life, Leadership and Business” on June 15. “Everybody is cheering you on. But on the inside entrepreneurs feel like saying, ‘They’re going to be really unimpressed when they find out who I really am.’” The tension between our external images of success and our hidden pains, our sins and shortcomings, drew the DIFW community together this year. One thing we learned: we all suffer in our work. But we don’t have to suffer alone.

BY THE NUMBERS



“Do you know what sin is, Sierra?” “Oh yeah, Dad. Like when you put Denver Institute in the place of God.” I shared that story at ‘Work Makes the World’ to nearly 150 people. Quietly, I had begun to worship my own competence, and my daughter called me out. Not exactly exemplary leadership from the faith-and-work guy.”

JEFF HAANEN
EXECUTIVE DIRECTOR, DIFW

“In spite of having one of our most successful events, team morale was at an all-time low. Nobody wanted to celebrate afterwards because we were exhausted, frustrated with each other, and hadn’t collaborated as a team. It was clear: we needed to make some changes.”

JOANNA MEYER
DIRECTOR OF EVENTS & SPONSORSHIP, DIFW

Jeff Haanen, Helen Hayes of Activate Workforce Solutions, Russell Bjorkman of Sovereign’s Capital, Max Anderson of Saturn Five Ventures, and Steve Reinemund, the former CEO of PepsiCo, enjoy a laugh at “For Whose Glory: Exploring Faithful Practice in Life, Leadership and Business,” on June 15, 2017, after Max offers the former PepsiCo CEO a Diet Coke.

Sho Baraka, a Christian hip-hop artist, shares with the audience at “The Artist’s Voice: A Conversation About Faith, Rap and Race,” on February 24, 2017, at Converge, a shared workspace in the RiNo district of Denver.

Karla Nugent, the Chief Business Development Officer at Weifield Electrical Contracting, attends “Work Makes the World” on January 13, 2017, at Blender Products, Inc. with her family. She also received the annual Tree of Life award, recognizing outstanding contribution to the well-being of Denver through her work.

2017 EVENTS

Beyond Leaning In:

A Biblical Perspective on Women & Work

The Artist’s Voice:

A Conversation about Faith, Rap and Race

Work Makes the World:

An Evening with Michael Lindsay

Ambition:

Living with Drive and Devotion

Civility:

Becoming People of Peace in a Time of Deep Division

What Would Jesus of Nazareth Say to 21st Century Entrepreneurs?

A Vision for Vocation:

An Evening with Steve Garber

For Whose Glory?

Exploring Faithful Practice in Life, Leadership and Business

The Spirituality of Wine

The most valuable part of the [Artist’s Voice] event was the profound insight on how race continues to plague the church and larger culture. The artists approached the issue with the kind of grace and humor that gives me hope for the future.

DURHAM MONSMA

FORMER CEO
THE ADVOCATE & GREENWICH TIME

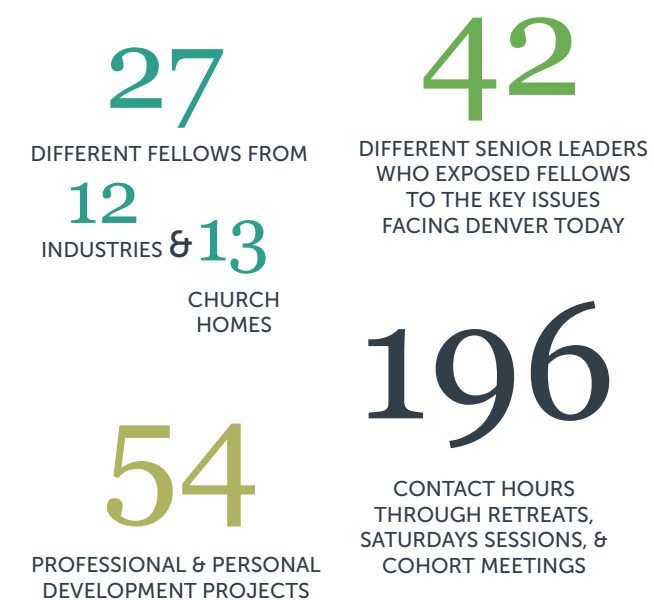


5280 FELLOWSHIP

Before and After

“My whole perspective on sales, coaching, and leadership has changed,” said Catherine Alvarez, Business Development Officer at Red Rocks Credit Union and 5280 Fellow. In 2017, Denver Institute graduated its first class of the 5280 Fellowship, a nine-month intensive program for emerging leaders in theology, work, and culture. The curriculum includes a mix of theology, community, cultural analysis, leadership development, and Christian spiritual formation – even through pain.

BY THE NUMBERS



BEFORE AND AFTER

We surveyed the first class of 5280 Fellows, before and after their experience, on how their opinions and attitudes toward their work had changed as a result of the program. We asked Fellows to respond, on a scale of 1-5 (5 being strongly agree), to the statement, *“I understand how my work contributes to the betterment of my city and culture.”* *Before the Fellowship, 33.3% strongly agreed; after the Fellowship it rose to 65.2%.*

PROJECTS

This last year, our 27 Fellows culminated their 9-month experience with both a professional development project and a personal development project. To the right are three examples:



BLYTHE SCOTT

Church Relations Coordinator
at Lutheran Family Services

Blythe helped create a quarterly gathering for both Christians and non-Christians to discuss tough city issues with grace and civility.



CHRISTIANA FARRELL

Senior Urban Planner
for Jefferson County

Christiana created a training program for her employees on how to diffuse conflict between citizens and local government.



PAUL FRANK

Manager of Product
Management at GHX

At GHX, a health care technology company, Paul created a plan to connect, mentor, and coach the next generation of young workers.

For more professional projects, go to 5280fellows.com/stories.

“I have found it both rewarding and tiring to be a black woman in Boulder, Colorado. This beautiful state and its people have been good to me. But there is an unceasing sense of ‘otherness’ here for me too. Living and working in Boulder, where less than 1% of the population is African American, my family and I have had to struggle to find community that is not only warm, but also that knows, appreciates, embraces, respects, and honors our culture, history, differences, and very importantly - the unrealized dreams for which we are still fighting.”

DAYNA MATTHEW
5280 SENIOR LEADER PRESENTER & CU BOULDER LAW PROFESSOR

Brian Gray, director of the 5280 Fellowship, listens to a Fellow present ideas for a personal development project at the winter retreat at Quaker Ridge Camp and Conference Center in Woodland Park, CO.



David Boyd, the former director of The Fellowship in Washington D.C., speaks to Renise Walker, Education Liaison for the State of Colorado, at the winter retreat at the Quaker Ridge Camp and Conference Center in Woodland Park, CO.

“One of the more impactful talks I wrote last year was on idolatry at work – confessing my own. At a point of high work stress, I yelled, ‘I will beat back the thorns and thistles!’ Dying to control details and outcomes, I was playing ‘redeemer.’ Repenting, I had to pray, ‘God, will you fight for me?’”

BRIAN GRAY
COO & DIRECTOR OF THE 5280 FELLOWSHIP, DIFW



I will wipe away every tear from your eyes. Death shall be no more, neither shall there be mourning, nor crying, nor pain anymore, for the former things have passed away. Behold, I am making all things new.

REVELATION 21:4-5

write your own prayer of pain here in the crown of thorns...

“God, I feel so alone. I thought I made the right decision to stay at home with the girls. But the mess, the schedule, the ingratitude – at least at the firm somebody appreciated the work I did. Is this really where you’ve called me?”

ANN, STAY-AT-HOME MOM



“Lord, I can’t give everything at work and then even more to my wife and kids at home. I’m empty. I have nothing more to give – and I’m on the edge of addiction. Please help. I don’t want it all to come crashing down.”

JAMES, NONPROFIT DIRECTOR



“Jesus, I didn’t think retirement would be like this. I see all my friends travel, but I can’t even afford to go out to eat. Did I do something wrong? Am I being punished?”

MARIE, RETIRED ADMINISTRATIVE ASSISTANT



“God, if I hear another webinar that says, ‘There’s a lot of noise out there’, I’m going to lose it. Why am I doing all of this? I’m so tired of the 24/7 expectations. I just want to rest. Should I be looking for another job? Maybe I am just adding to the noise.”

LISA, COMMUNICATIONS CONSULTANT



“I have 4 months of cash left. And I’m afraid this business won’t work. But I can’t stop - it has to work. I’ve made too many promises. God, where are you?”

KENT, ENTREPRENEUR





RESOURCES FOR CHURCHES, BUSINESSES & GROUPS

Storytelling

“We learn, not just from information, but through imitation.”
Brian Gray, Denver Institute COO and 5280 Fellowship Director, articulates well why we’re committed to storytelling. We need examples to imitate if our work is going to change.

In 2017, we cultivated stories of faith expressed through work in our events, through film, and on our website. Here are three of our favorite videos:

INVESTING 360 – THE STORY OF EVENTIDE

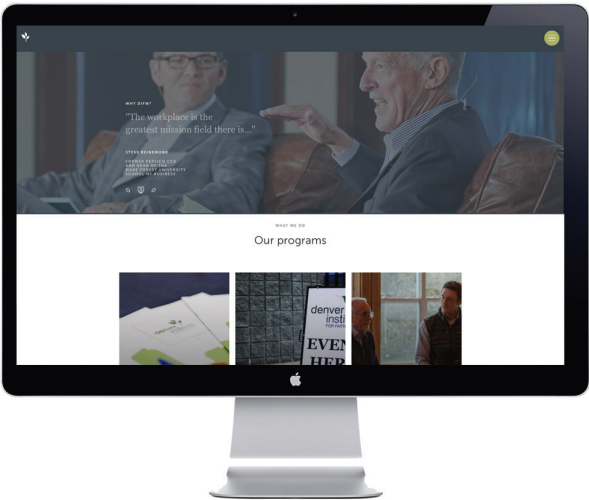
Eventide Asset Management has developed a model of investing based on Jesus’ command to love your neighbor. The film, created in partnership with Nathan Clarke at Fourth Line Films, tells about their investment philosophy and explores concepts like “Investing is Ownership,” “Ethical Investing,” and “Investing in Human Flourishing.”

APPRENTICESHIP – THE VALUE OF WORK AT WEIFIELD GROUP ELECTRICAL CONTRACTING

Karla Nugent, the Chief Business Development Officer at Weifield Group, has innovated an electrical apprentice program that has impacted dozens of men and women coming from Denver Rescue Mission, Stout Street, and other nonprofits.

DEALMAKERS: EPISODE I, PETE OCHS

Through a partnership with T.C Johnstone of Gratis 7 Media, DIFW helped launch a new documentary film about faith, labor, and hope in America.



NEW WEBSITE

When Denver Institute for Faith & Work launched in 2012, our first website went live. That site grew steadily over the first several years, until the size and scope of our needs far exceeded the capabilities of the original design. It became clear that we needed a fresh start.

We contracted with Whiteboard to rebuild the website from the ground up, and are thrilled with the results. It’s clean and beautiful, with gorgeous images, clearer messaging, and simplified user pathways.

EDUCATIONAL RESOURCES

This year, Denver Institute has been developing a new online course platform called “Scatter.” The membership-based community features courses based on past DIFW events for churches, businesses, and individuals. The beta version includes courses such as “The Purpose of Business,” “Women, Work & Calling with Kate Harris,” “Caring for the Souls of Entrepreneurs,” and “Vocational Holiness with Eugene Peterson.” Learn more at Scatter.org.

CHURCH PARTNERSHIP NETWORK

Through the Church Partnership Network, Denver Institute serves 24 churches and over 100 pastors and ministry leaders per year. For pastors in the network, we host quarterly church leadership events; craft small group resources; offer complimentary event tickets; and regularly preach and teach on work, calling, and culture at local churches.

In 2017, through a unique partnership between Denver Institute for Faith & Work and the Made to Flourish Pastors Network, we assisted in launching a Denver Learning Community, a six-month experience over three retreats for pastors and lay leaders. The Denver Learning Community lays a biblical foundation for faith and work, church culture, economics, leadership development, and community impact. This December, five churches will begin the experience.

BY THE NUMBERS

14

NEW COURSES
ON SCATTER

137

VIDEOS IN OUR
VIMEO LIBRARY

24

CHURCH PARTNERS

17,967

WEB VISITORS

“The language that Eventide uses is incredibly interesting and encouraging. To do what they are doing in such a regulated and bottom-line driven space is amazing.”

TIM BUTTRILL

DIRECTOR OF SALES, WELL DATA LABS



“Rebuilding our website was grueling. Days turned into weeks and then into months. In any creative endeavor, it’s inevitable that it will take at least twice as much time and energy as you plan for...and even though we all know this to be true intellectually and logically, we somehow still believe that it will be different for us THIS time. It wasn’t.”

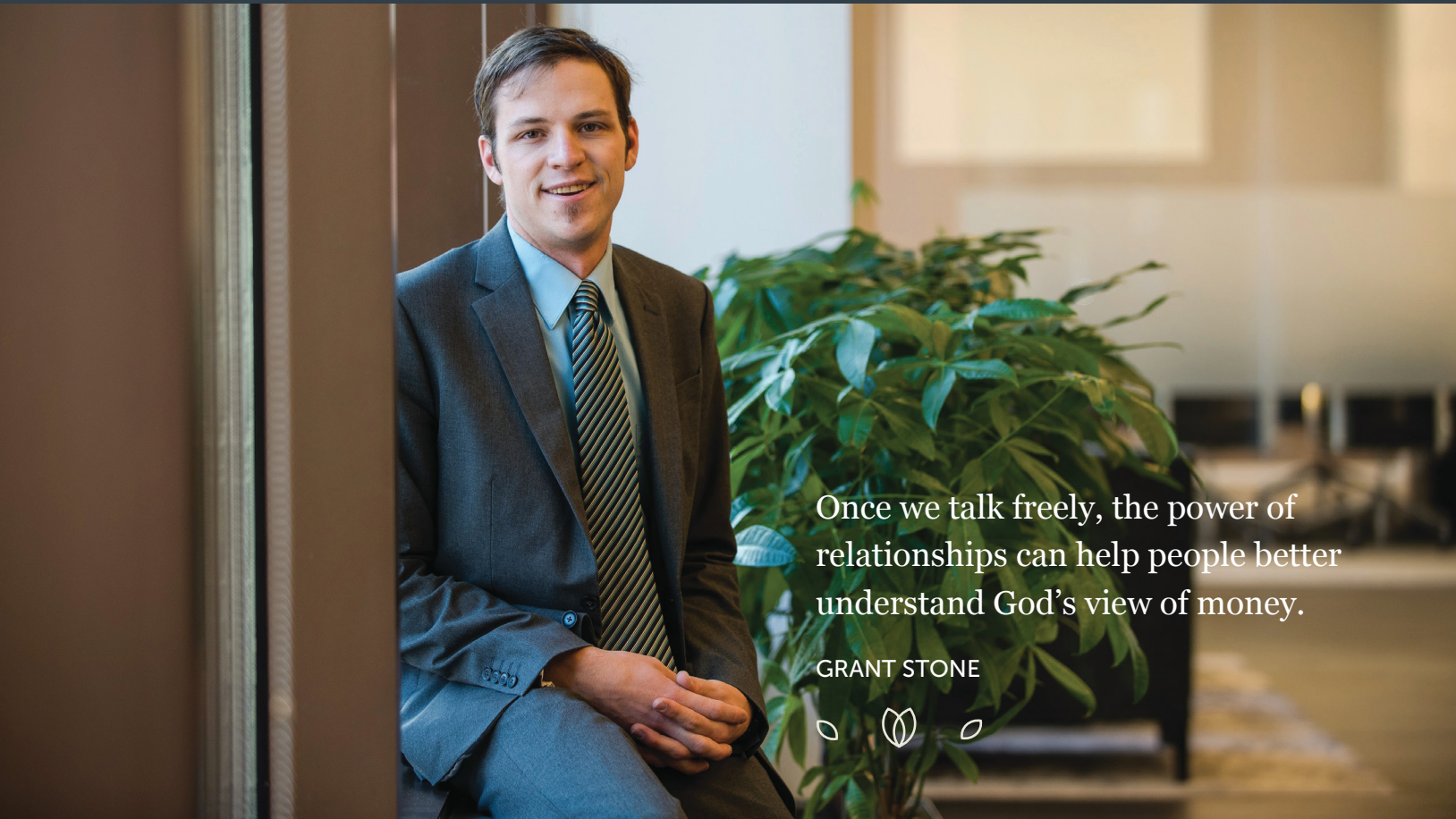
GARY ARONHALT
DIRECTOR OF COMMUNICATIONS
& TECHNOLOGY, DIFW



“Time. Why are we all out of time? Working on Scatter has been exciting, but engaging a busy world to test out our beta version has been my own ‘thorns and thistles.’”

CHRISTINE HERSH
PROJECT MANAGER, SCATTER





Once we talk freely, the power of relationships can help people better understand God's view of money.

GRANT STONE



5280 FELLOWSHIP

Stories of Impact

GRANT STONE
FINANCIAL ADVISOR, EDWARD JONES

"I have been interested in the stock market for as long as I can remember. A few years back, I had the opportunity to join a company that analyzed, consolidated, and synergized investment data. I quickly became aware that the world of investments was far more complicated than I had previously thought.

I began to obsess over gaining a deeper understanding of all investment vehicles, but found that many of the traditional investment certifications did not get to the level of detail that I desired. I studied to take the CFA Level 1 exam, the most respected credential in the investment community.

While studying, I continually had objections to various strategies. I kept saying to myself, 'Why is that assumption

made?' and 'Why did you include these factors in your model, but not others?' I was constantly at odds with the material, but struggled to articulate the source of the tension.

Two years ago, I attended the DIFW event, 'Stocks, Bonds and Mutual Funds.' As Eventide Funds presented, everything clicked. No other investment model or strategy was as complete in addressing my interest in growing God's Kingdom.

Through my experience of the 5280 Fellowship, I have come to realize that the way people interact with their finances is similar to the way we approach sin patterns. We avoid discussing hard topics. Once we talk freely, the power of relationships can help people better understand God's view of money.

I'm now even re-evaluating my career aspirations thanks to Denver Institute."

PALOMA DOUGLAS

ESL Program Support Technician,
Jeffco Public Schools

"I feel like I have an additional lens to think about the marginalized," says Paloma Douglas. "Whether that's employing them or intentionally seeking them out as those we can serve, I am able to remind myself that people are far more complex than stereotypes." Douglas created an original documentary on refugees in Denver for her final 5280 Fellowship Professional Project.

"I first saw the image of a Syrian toddler washed up on the shores of Turkey alongside headlines announcing a celebrity's latest family drama. I wonder what we've become when our short-lived empathy fades in the time it takes to scroll from one article to the next."



MILES DAKE

Senior Associate, M.E. Group

"I found that the reason behind God's call for the Sabbath is so we can be realigned with our desperate need for the Father," said Miles Dake, a mechanical engineer whose 5280 Fellowship Personal Development Project was on the concept of Sabbath rest. "We are the branches and God is the vine. He says we can do nothing if we are not attached to the vine. Sabbath keeps us attached."

"My Fellows professional project flopped. I had intended to celebrate the work of my co-workers. In our field, we juggle multiple projects at one time, without pausing to recognize our people or our clients. My colleagues saw celebration, thankfulness, and rest to be vanity. I couldn't get anybody to slow down enough to tell stories and appreciate one another."



RACHEL MORAN

Teaching Fellow, Criminal Defense Clinic,
University of Denver Sturm College of Law

"My cohort of 5280 Fellows includes an accountant, an architect, a marketing specialist, an entrepreneur, an engineer, and a few people in finance whose jobs I don't understand at all," says Rachel Moran. "It's heartening to meet with people who care deeply about their work and think carefully about bringing the gospel to their world. And it's humbling to be reminded that I am not – as my pride tempts me to think – the only one trying to live this faith well."

"Our criminal justice system is often cruelly unjust. We cycle so many people through the system that it's almost impossible for even defense attorneys to pay any one person the attention she deserves. We incarcerate people at a higher rate than any other country in the world, but rarely concern ourselves with the systemic problems that cause most crimes."





We must learn to regard human beings less in terms of what they do or neglect to do, and more in terms of what they suffer.

DIETRICH BONHOEFFER
German Pastor, Christmas 1942



A NOTE FROM JEFF HAANEN

Looking to the Future

A gardener prunes branches so the plant will bear more fruit. Similarly, God prunes his people so that we might bear *more* fruit for him in our work and lives (John 15:2). But the process of pruning is *painful*. As we look at 2017, we can see that God's hand was a "severe mercy," drawing our hearts – and future plans – to depend more on his power rather than our own.

As we look to 2018, by God's grace, we plan to:

- Host public events in the areas of workforce development, business, women & vocation, automation & technology, the recreation industry, science, and the Church in the city.

- Build a podcast and webinar at Scatter that highlights examples of faith expressed through work across industries.
- Design a replicable model for the 5280 Fellowship that other cities can use in their contexts.

Interested in hearing more about our strategic plan? Contact us at hello@denverinstitute.org.



WAYS TO GET INVOLVED AT DENVER INSTITUTE FOR FAITH & WORK



GIVE

Become a partner in the work of Denver Institute.
See back page for giving options.



SPONSOR

Own or lead a business? Connect to a community of influencers through corporate sponsorship.
Contact sponsorship@denverinstitute.org.



VOLUNTEER

Volunteer at an event, with the 5280 Fellowship, with the media team, or in the office.
Contact volunteer@denverinstitute.org.



PRAY

Commit to praying for Denver Institute Fellows, staff, and leadership. Let us know about your commitment.
Contact hello@denverinstitute.org.



JOIN

Become a member of Scatter, attend an event, have your church join the church partnership network, or become a 5280 Fellow.



2017 FINANCIALS

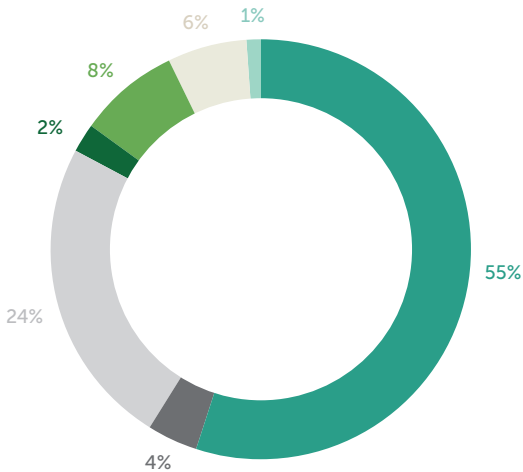
“You will be enriched in every way so that you can be generous on every occasion, and through us your generosity will result in thanksgiving to God.”
2 Corinthians 9:11

I am a monthly donor to DIFW, and through our staff Rule of Life, we ask all of our employees to practice financial generosity toward the organization they help lead. We are grateful to you as our community of generous supporters for all the ways you have built this organization through prayer, financial support, word-of-mouth connections, thought leadership, and program co-participation.

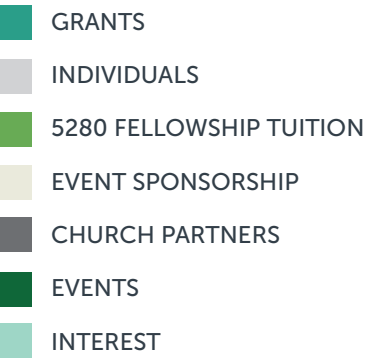
From a fiscal perspective, DIFW is shrewd, accountable, and healthy. Though we hope to expand our impact in several ways, our board of directors has wisely held us to a sustainable pace of growth. If I can answer any questions about our financial stewardship here, please reach out to me.



BRIAN GRAY,
COO & DIRECTOR OF
THE 5280 FELLOWSHIP



2017 SOURCES OF FUNDING



“For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of man.”
2 Corinthians 8:21



In 2017, DIFW pursued an annual accreditation relationship with the Evangelical Council for Financial Accountability (ECFA). The review process through this nationally respected organization allows us to remain visibly accountable to you, our donors, based on the ECFA standards of responsible fiscal stewardship.

STATEMENT OF ACTIVITY

	2017
REVENUE	
Contributions	\$ 196,765
Grants	\$ 380,000
Events	\$ 16,861
Sponsorship	\$ 39,400
5280 Fellowship Tuition	\$ 51,713
Interest Income	\$ 6,728
TOTAL REVENUE AND SUPPORT	\$ 691,467
EXPENSES	
Program Services	\$ 395,119
Support Services	
Administration and General	\$ 115,545
Fundraising and Marketing	\$ 70,982
TOTAL EXPENSES	\$ 621,646
NET	\$ 69,821

Denver Institute for Faith & Work is a nonprofit organization incorporated in the State of Colorado and is tax-exempt under Section 501(c)(3) of the Internal Revenue Code.



GIVE

BY CHECK

Denver Institute for Faith & Work
600 Grant Street
Suite 722
Denver, CO 80203

ONLINE

DenverInstitute.org/give

CORPORATE SPONSORSHIP

To sponsor an event, please contact us at
sponsorship@denverinstitute.org

NON-CASH GIFTS

Non-cash gifts (stock, real estate, business interest, etc.) can be given online. Please contact us at LeaveALegacy@denverinstitute.org if you'd like to make a legacy gift or include Denver Institute in your estate plans.

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