

DENVER INSTITUTE






FOR FAITH & WORK



WHO AM I BECOMING?

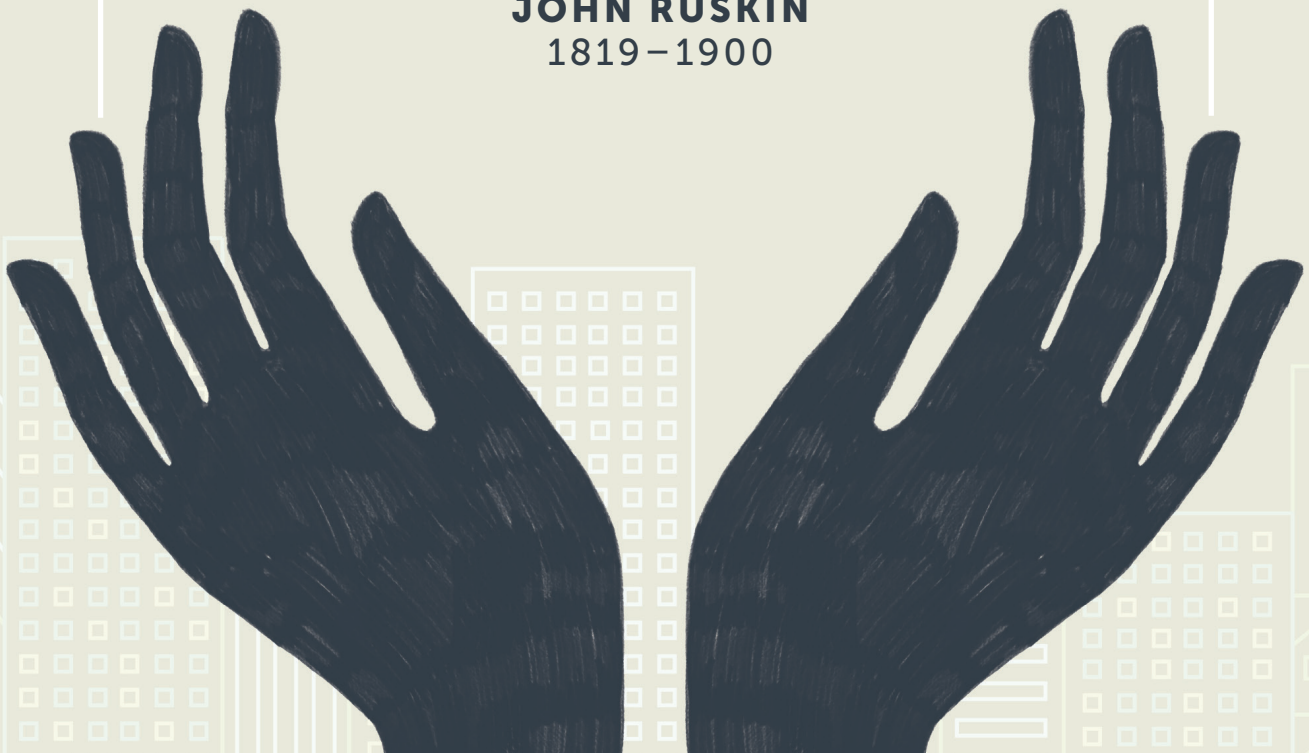
ANNUAL REPORT 2018





"The highest
reward for a
person's work
is not what
they get for it,
but what they
become by it."

JOHN RUSKIN
1819–1900





WHO AM I BECOMING?

FROM THE EXECUTIVE DIRECTOR



Dear Friends,

To me, work often feels like a roller coaster. Highs, lows, triumphs, failures, exhilarating opportunities, and crushing defeats. As I look in the mirror, I notice newly sprouting gray hairs. Occasionally I'll pause – often during the strangest moments – and consider not the impact of my work, my ideal job, or even whether I'm "successful." As I grow older, the question I find myself asking is, *"Who am I becoming?"*

At Denver Institute for Faith & Work (DIFW), the principal work we do is centered on **character formation**. We seek to **form men and women to serve God, neighbor, and society through their work**. The focus of our mission statement is **formation**. Yet what slippery, invisible work this is to undertake!

Like the Spirit of God hovering over the waters, in 2018 I saw God speaking through panelists at an event on artificial intelligence. I saw Him shape the souls of our Fellows, praying on a balcony overlooking the city of Denver at their year-end retreat. I saw new relationships forged at our Entrepreneurs Forum. Our job was simply, as Jean-Pierre de Caussade once said, to *"respond to every movement of grace like a floating balloon."*

Yet these days, I write letters for an impact report much more gently than I used to. As I dream for the redemption of our city, I also remember the piercing words of Thomas A. Kempis: *"Be*

not angry that you cannot make others as you wish them to be, since you cannot make yourself as you wish to be." I cannot even stay patient with brushing my children's teeth at night! Who am I to dream such dreams for our city?

In this 2018 Impact Report, as you read stories of our Fellows and event attendees, and as you consider the plans for our learning platform, our vocational communities, and our city, consider in your own daily work the question: *"Who am I becoming?"*

I believe genuine spiritual growth happens at the intersection between suffering, self-awareness, and vulnerability. When I've seen genuine Christ-likeness in the DIFW community, every time it is clothed in **humility**. The only way to eternal life is first through death to self. Here is both the beginning of character formation, and the end. Only in the pain of death can we begin to see the life that is truly life.

I'm grateful for your friendship, your support, and your prayers in 2018. Be filled with the knowledge today that the God who calls and sends also sustains.

Grace and peace,

Jeff Haanen
Founder/Executive Director

WORK IN THE U.S. TODAY

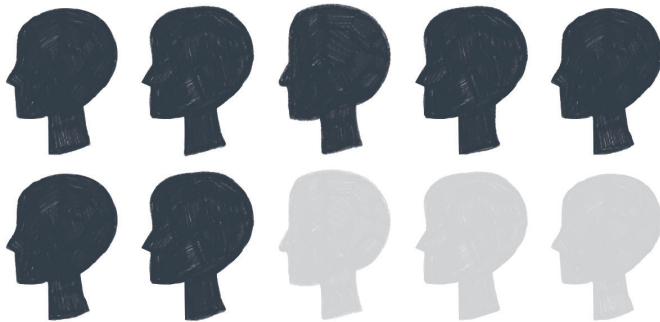
10 MILLION MEN in America are **UNEMPLOYED** or have stopped looking for work.



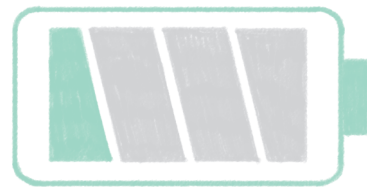
68% of U.S. employees are **UNENGAGED AT WORK**.



68% of prime-age working men are part of the **LABOR FORCE**, lower than during the **GREAT DEPRESSION**.



72% of Christians **DO NOT** know how to integrate faith and work.



”

The majority of people feel a sense of purposelessness, fragmentation, and loneliness when they go to work on Monday. Is the solution a new job? Or to retire early? No. We believe the answer to our exhaustion and longing is found in Christ alone. Christ living in and through us is what our hearts — and our world — need most.

BRIAN GRAY

COO AND DIRECTOR OF THE 5280 FELLOWSHIP



”

Grand Christian movements will rise and fall. Grand campaigns will be mounted and grand coalitions assembled. But all together such coordinated efforts will never match the influence of untold numbers of followers of Christ living out their callings faithfully across the vastness and complexity of modern society.

OS GUINNESS

THE CALL



ADRIENNE TAFILOWSKI

A FELLOW'S STORY



"I grew up in the church and work wasn't something that was preached," said Adrienne Tafilowski, the Culture and Care Team Director at L&R Pallet and 5280 Fellowship alumna. *"There weren't small groups dedicated*

to the theme; people weren't recommending books on the topic. It was kind of this unknown territory."

When she began working at L&R Pallet a few years ago, Adrienne's initial job description was similar to a human resources specialist, but the expectations went well beyond administering health plans and tracking hours. L&R Pallet, which has been highlighted by The Denver Post and Forbes, employs resettled refugees from countries in Asia, with six languages represented among its workforce.

Shortly after starting work, Adrienne began the 5280 Fellowship, a nine-month professional and spiritual development program for emerging leaders in Denver. The Fellowship provided Adrienne with the theological background that she had previously missed, and resolved more than a few questions about the role of faith and work.

She began to recognize the chance to serve her colleagues and their larger marginalized community as an expression of her Christian faith. *"That's really where I started: demonstrating a genuine concern for our team members as employees*

of our company but also as human beings living in the same place," Adrienne explained.

A large part of Adrienne's work is built around activities with her colleagues meant to instill a sense of dignity in roles often plagued by high turnover, physical risk, and little appreciation from anyone outside a colleague's chain of command. *"You don't have to be a Christian to believe that you have a purpose at your workplace,"* Adrienne shared. *"What [our team members] do is important, and it's more than just making sure the company makes money*



so we can give you a paycheck. They've got a bigger purpose in our city."

Adrienne sees opportunities to integrate faith and work in other jobs and industries where serving the needs around you may be less obvious than working with resettled refugees. *"You're going to see and hear about needs, big needs and small needs, needs within the company and needs outside the company."* Adrienne believes that everyone can be "eyes to see and ears to hear" for the people around us, since Jesus's definition of neighbor from the great commandment goes beyond the families on our cul-de-sacs. *"The command to love thy neighbor...includes your coworker."*

For Adrienne, the 5280 Fellowship helped her to start reframing her thinking around work, seeing it as a privilege instead of a curse. *"The Fellowship helped me break down the 'compartmentalization' between faith and work and helped me see ways that they actually go hand-in-hand,"* Adrienne shared. *"It made me see and feel a new heart for place, for city, and for people."*

That change of heart helped Adrienne view colleagues as neighbors, needs as opportunities, and a job as a platform. Sometimes, becoming the person we are meant to be, doing work we are meant to do, starts with little more than eyes to see what – and who – is already around us.

The command to love
thy neighbor...includes
your coworker.



”

...so he asked Jesus,
'And who is my
neighbor?'

LUKE 10:29

NIV



EVENTS

CREATING SPACE TO ENGAGE AND GROW



This year's events brought biblical perspective to critical issues facing our community and culture. Highlights included Dr. Denise Daniels' presentation at "*Business for the Common Good*" that challenged business leaders to build workplaces where both men and women thrive.

In the midst of tensions around the #metoo movement, she combined biblical wisdom with industry research to offer practical tools to steward every employees' God-given potential.

We stepped boldly into new sectors through events on the sciences, trades, and technology. Events like "*Mind & the Machine: A Christian Perspective on Artificial Intelligence*" challenged attendees to wrestle with the ways emerging technology contributes to the common good as well as the risks it poses to human dignity.

Over the past year, we have hosted nearly 1000 individuals at nine public events, with 97% of event attendees stating they would recommend DIFW events to a friend.

We are grateful for our role as key conveners of thoughtful conversations focusing on what the gospel means for the industries in our city.

2017-2018 EVENTS

THE VOCATION OF FUNDRAISING

October 12, 2017

WEIGHING THE OPTIONS: WHAT EDUCATIONAL CHOICE IS RIGHT FOR YOUR KIDS

November 2

BUSINESS FOR THE COMMON GOOD

February 1, 2018

CALLINGS IN CONFLICT: PURSUING SCIENTIFIC EXCELLENCE & A LIFE OF FAITH

February 15

GOOD JOBS: HOW BUSINESS & NONPROFIT PARTNERSHIPS ARE ENERGIZING THE TRADES

April 5

THE SOUNDS OF WORK: 2018 ANNUAL CELEBRATION

May 19

GOD & THE GREAT OUTDOORS: HOW FAITH SHAPES OUTDOOR RETAILING & RECREATION

July 26

MIND & THE MACHINE: A CHRISTIAN PERSPECTIVE ON ARTIFICIAL INTELLIGENCE

September 20

WOMEN, WORK, & CALLING

October 13

BY THE NUMBERS

946 Total event attendance
9 Number of public events



CHELSEA VAN ESSEN, A THERAPIST AND SOCIAL WORKER, SHARES ABOUT THE HEALING POWER OF THE WILDERNESS AT "GOD AND THE GREAT OUTDOORS" THIS PAST SUMMER.

”

One of the delights of my role is finding thoughtful Christians who excel at what they do. But finding theologically grounded professionals who are accomplished in their fields is no easy task. Seeing the distinctive influence they have on their work motivates me to equip even more Christians to thoughtfully engage their industries.”

JOANNA MEYER

DIRECTOR OF EVENTS AND SPONSORSHIPS



LOCAL NONPROFIT LEADERS GATHER AT THE SAVE OUR YOUTH HEADQUARTERS TO DISCUSS DEEP SPIRITUAL HEALTH AND PROFESSIONAL EXCELLENCE AT "THE VOCATION OF FUNDRAISING" ON OCT. 12, 2017.

”

I realized at the event I need to be honest about my outdoor pursuits becoming an idol. God wants to show me a healthy balance of spending time in creation on the weekend and being rooted in the church on Sunday.

LAUREN VOGL

ARCHITECTURAL DESIGNER, CRAINE ARCHITECTURE,
AFTER GOD & THE GREAT OUTDOORS

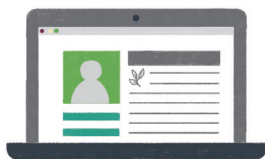


CORNELL UNIVERSITY GENOMICIST PRAVEEN SETHUPATHY EXPLAINS THE NEED FOR AMBASSADORS BETWEEN THE CHURCH AND THE SCIENTIFIC COMMUNITY AT "CALLINGS IN CONFLICT" ON FEB. 15, 2018 AT THE COLORADO SCHOOL OF MINES.



5280 FELLOWSHIP

SPIRITUAL & PROFESSIONAL FORMATION



The 5280 Fellowship is a nine-month spiritual formation and professional development experience that helps Christian professionals integrate their career and their calling to love God and serve their neighbor.

The Fellowship is a hybrid of a deeply connected small group, a seminary class, professional coaching, a spiritual formation program, and a civic leadership program.

Through the Fellowship curriculum, participants examine the goals and idolatries of their industries; reflect on how workplace practices shape their desires regarding power, money, and status; and learn to practice new ways of presence with God at work through spiritual disciplines like breath prayers, confession, listening, silence, and solitude. Personal formation is the first step toward serving God, neighbor, and society through our work, and it is foundational to the long-term strategy for serving the people of Denver.

HOW DOES THE FELLOWSHIP FORM PARTICIPANTS?

Based on surveys before and after the 9-month program, the Fellowship changes the way participants see their calling, their work, and their city. Participants report that the Fellowship equips them with:

- A better understanding of how the Bible relates to their work.
- A way to identify the redeeming aspects of their work and industry.
- A process to incorporate spiritual disciplines into their work.
- A deep understanding of the critical cultural issues facing their city and society.

For more information on how we measured change in the lives, hearts, and work of our Fellows, contact us at hello@denverinstitute.org.





THE 2018 CLASS OF 5280 FELLOWS CELEBRATE AT DENVER INSTITUTE'S YEAR-END GATHERING ON MAY 19, 2018 AT FELLOWSHIP DENVER CHURCH.

BY THE NUMBERS

- 21 2018-2019 Fellows
- 3 Cohorts
- 6 Industries
(Education, Business/Finance, Nonprofit, Healthcare, Arts, & Law)
- 10 Home churches

”

I was struck by the significant relationships our 5280 Fellows formed with each other in our previous cohort. They started as strangers with similar desires for integration between their faith and work. They became friends who challenged each other's assumptions and asked better questions.

BRIAN GRAY

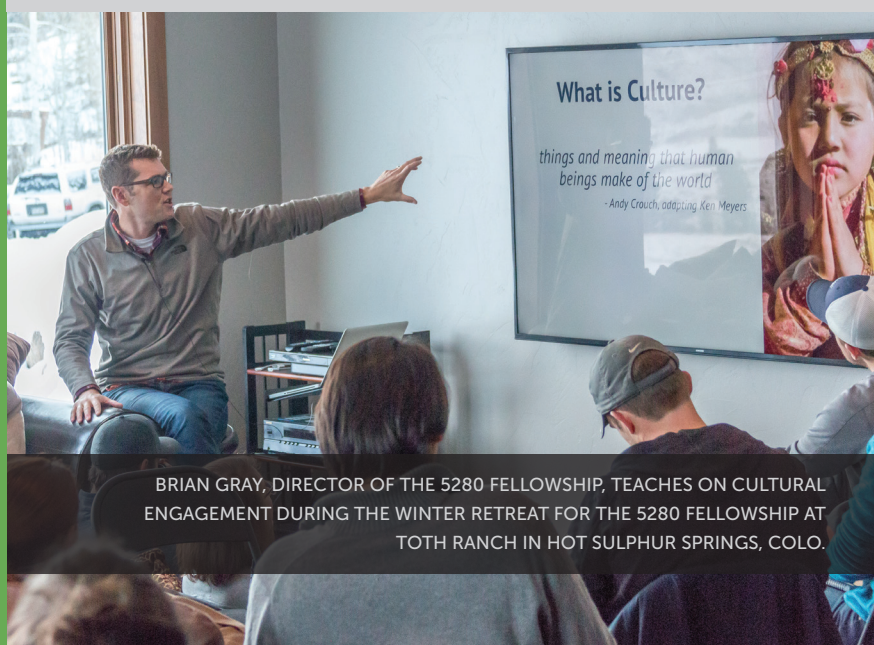
COO AND DIRECTOR OF THE 5280 FELLOWSHIP

”

“In Genesis, God created all of us to work prior to the fall. This helped me to understand that my current occupation is an opportunity to reflect God's original plan for my life. It also showed me that simply working for retirement would be falling short of what God designed me for.”

TIM BARR

DIRECTOR OF BUSINESS DEVELOPMENT,
MCCARTHY BUILDING COMPANIES, INC.



BRIAN GRAY, DIRECTOR OF THE 5280 FELLOWSHIP, TEACHES ON CULTURAL ENGAGEMENT DURING THE WINTER RETREAT FOR THE 5280 FELLOWSHIP AT TOTTH RANCH IN HOT SULPHUR SPRINGS, COLO.



MEDIA & EDUCATIONAL TECHNOLOGY

EXPANDING OUR REACH, FORMING OUR PEOPLE



If Christ is redeeming all things, and work is our opportunity to participate in God's redemption of the world, then Christians everywhere should know and understand the conversations around faith and work. Media and

educational technology allows Denver Institute to expand our work beyond physical boundaries.

In 2018, DIFW re-launched Scatter, our online learning platform. Drawing on content from past events, Scatter helps participants connect their everyday work to the truth of the gospel. We have published 5 courses, with 10 planned by the end of 2018, featuring speakers such as Katelyn Beaty, Eugene Peterson, and Jeff Van Duzer. Learn more at Scatter.org.

We also produced and launched The Faith & Work Podcast in the fall of 2018. As podcasts continue to grow as a viable content platform, this project enables Denver Institute to invite listeners into conversations exploring our everyday work in God's world. With a mix of new interviews and highlights from past speakers, the podcast meets the needs of Christians eager to learn more about faith and work. Visit DenverInstitute.org/podcast to listen and subscribe.

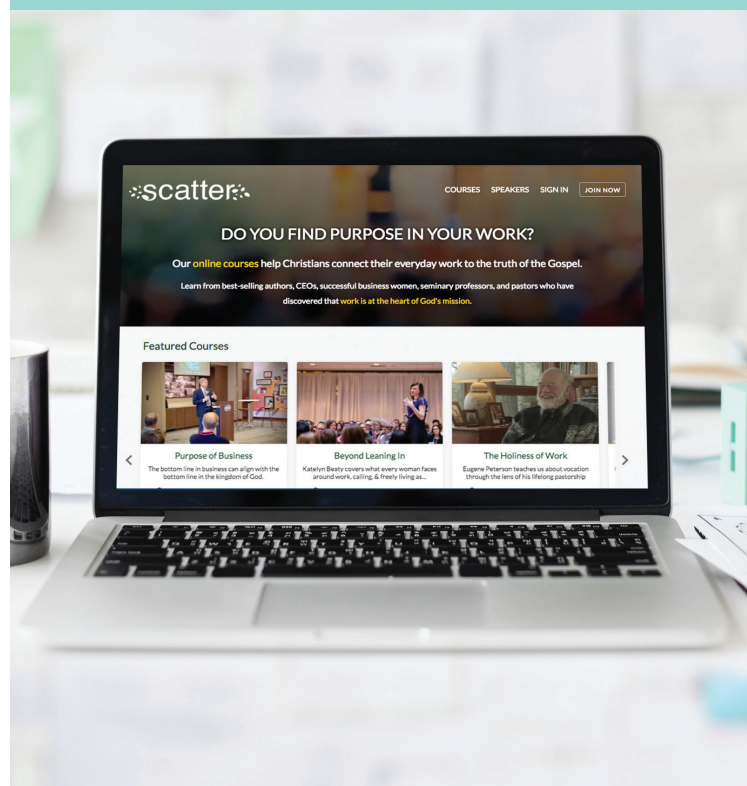
”

I'm excited to have joined the DIFW team in July. As a former CTO and graduate of TechStars, I'm looking forward to serving the broader Denver Institute community by building a platform that can help thousands connect their Christian faith with their daily work.

Denver Institute and all the people connected with the organization are truly top-notch, and I look forward to continuing to grow through this experience.

STEPHEN BLANKENSHIP

DIRECTOR OF SCATTER





ENTREPRENEUR'S FROM ACROSS THE METRO AREA GATHER FOR A NEW, QUARTERLY CONVERSATION ON FAITH AND ENTREPRENEURSHIP ON APRIL 17, 2018 AT ENTERPRISE COWORKING IN THE FIVE POINTS NEIGHBORHOOD OF DENVER.

VOCATIONAL COMMUNITIES

CONTINUING THE CONVERSATION BETWEEN EVENTS



As we considered the breadth of our programming, we realized a gap existed between our public events and the 5280 Fellowship. We continued receiving feedback that event attendees were hungry for a space to continue discussions

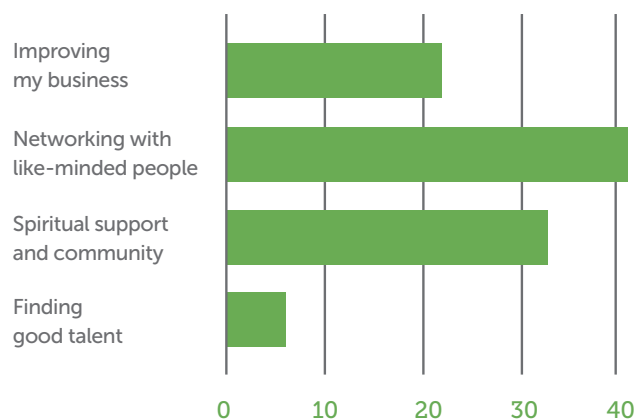
around faith and work in particular industries in a more casual format than a nine-month professional development program.

In 2018, DIFW began vocational communities for professional women and entrepreneurs as ways for Christians to connect with others and consider the gospel implications of their work through volunteer-led quarterly forums and small group discussions. These two groups join our Church Partnership Network, where we continue to serve pastors in collaboration with our friends at Made to Flourish.

278 Total participants at quarterly gatherings

WHY ARE VOCATIONAL COMMUNITIES IMPORTANT?

We asked participants to share about their expectations and identify their biggest needs that brought them to the Entrepreneurs Forum.





LOOKING TO 2019

DREAMS FOR THE YEAR AHEAD



We look ahead to 2019 with gratitude for the ways God worked and grew Denver Institute in 2018.

Over the next year, by God's grace, we plan to expand Scatter.org, our online learning platform. We are also exploring ways to benefit affiliates and third-party content contributors as the platform grows and reaches more people with deep questions about purpose, calling, and culture. We are excited to grow The Faith & Work Podcast, which highlights examples, stories, and practices of practitioners across industries and from around the country.

Additionally, we are already at work planning our public events for 2019, focusing on topics like energy, art, and character formation in public education. As work begins, we are actively exploring the ability to livestream several events to reach more men and women across Colorado and the U.S.

The work accomplished thus far and the plans made for the years ahead would not be possible without the faithful contributions of countless people who believe in the work of Denver Institute. We are grateful!

BY THE NUMBERS

20,243	Website visits (+54% from previous year)
5,667	Social media followers
302	Approx. cans of LaCroix consumed in the office
420	Books in the library (roughly)
160	Videos in the Vimeo library
437	Pages in the 5280 coursebook



GUESTS AT "MIND & THE MACHINE" ON SEPTEMBER 20, 2018, TALK THROUGH THE RISKS AND REDEPTIVE POTENTIAL OF ARTIFICIAL INTELLIGENCE AT THE SUMMIT CHURCH IN DENVER.



GET INVOLVED

FIND YOUR PLACE AT DIFW

The work of Denver Institute would not be possible without the generous support of partners sharing their time, talent, and treasure. Join us as we seek to form men and women who serve God, neighbor, and society through their work.



DONATE TO DENVER INSTITUTE

As an educational nonprofit supported by people across Colorado, we gratefully accept gifts of cash, stock, or planned gifts. Our partners are united by the belief that the gospel is for all of life.



PRAY WITH US

Pray that the men and women we serve throughout the city would see the value and potential in their work. Pray that our board and staff would guide and fulfill the vision that God has entrusted to us.



VOLUNTEER YOUR TIME

From office assistance to event internships, we have plenty of volunteer opportunities for you to be a part of Denver Institute.

WAYS TO GIVE

CHECK

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

ONLINE

[DenverInstitute.org/Give](https://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.



DIFW is a nonprofit incorporated in the State of Colorado and is tax-exempt under Section 501(c)(3) of the Internal Revenue Code. Denver Institute is also accredited by the Evangelical Council for Financial Accountability (ECFA).



2018 FINANCIALS

FROM THE COO



Anyone in a financial or operations role knows that their organization's finances are a common place for personal spiritual formation. The profit & loss reports are where we worry, celebrate, depend, resist idolatry and control, steward, and trust.

But looking back on 2018, I primarily experience gratitude for the financial health of Denver Institute.

- DIFW maintains accreditation with the Evangelical Council for Financial Accountability (ECFA) through rigorous and public accounting standards.
- Our 5280 Fellowship alumni gave \$15,000 in scholarship gifts to support the 2019 class.
- We have seen diversification in earned income and donation revenues resulting in a broader foundation of financial support.
- We've expanded the number of people we serve and the resources we've created with relatively unchanged program expenses.

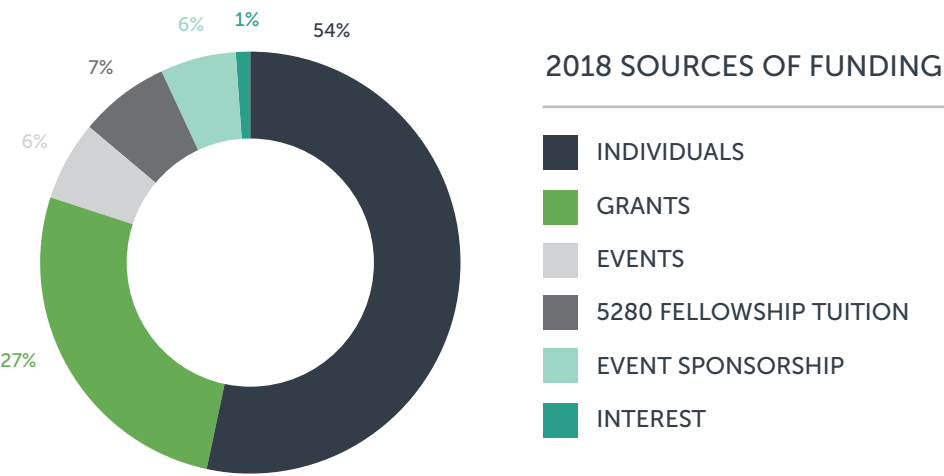
- Our spending remains conservative but not overly constrained.
- Our board has driven balanced financial planning by avoiding a scarcity mentality and pursuing opportunity wisely.

I'm grateful that God sustains this mission. I'm grateful that a healthy staff works hard, but is ultimately relying on God's favor for lasting impact. And I'm grateful for the generosity of you, the supporters who build Denver Institute through prayer, financial support, word-of-mouth connections, and program involvement.

BRIAN GRAY,
COO & DIRECTOR OF
THE 5280 FELLOWSHIP



Beyond sharing the budget numbers below, here are a few financial Highlights:



	2018
REVENUE	
Contributions	\$ 354,321
Grants	\$ 175,000
Events	\$ 37,152
Sponsorship	\$ 37,663
5280 Fellowship Tuition	\$ 43,340
Interest Income	\$ 5,816
Misc Income/Loss	(\$ 701)
TOTAL REVENUE AND SUPPPORT	\$ 692,591
EXPENSES	
Program Services	\$ 434,201
Support Services	
Administration and General	\$ 140,879
Fundraising and Marketing	\$ 93,205
TOTAL EXPENSES	\$ 668,292
NET	\$ 24,299

BOARD OF DIRECTORS

HUNTER BEAUMONT

BOARD CHAIR; LEAD PASTOR,
FELLOWSHIP DENVER CHURCH

JILL ANSCHUTZ

INDEPENDENT CONSULTANT

CHRIS HORST

VICE PRESIDENT OF DEVELOPMENT,
HOPE INTERNATIONAL

JIM HOWEY

DIRECTOR OF BUSINESS DEVELOPMENT,
BLENDER PRODUCTS, INC.

CHUCK STEIN

PRESIDENT & CEO,
ENVIRONMENTAL STONWORKS

MATT TURNER

MANAGING PARTNER,
MORNINGSTAR SENIOR LIVING

ADVISORY BOARD

WIL ARMSTRONG | CHAIRMAN, THREE TREE CAPITAL

JEFF DURBON | PRESIDENT & COO,
CROSSLANDS CONSTRUCTION COMPANY

DAN DYE | CEO, ARDENT MILLS

ADAM HASEMEYER | PRESIDENT, SPIRE DIGITAL

BOB LARKIN | SENIOR VICE PRESIDENT,
GLOBAL COMMERCIAL BANKING, BANK OF AMERICA MERRILL LYNCH

CINDY CHANG MAHLBERG | BUSINESS DIRECTOR,
COLORADO CENTER FOR DERMATOLOGY & SKIN SURGERY

TIM MCTAVISH | VICE CHAIR OF THE BOARD OF TRUSTEES,
COLORADO CHRISTIAN UNIVERSITY

JOHN PAASONEN | CO-FOUNDER & CEO, MAXWELL

DOUG SMITH | ASSISTANT DEAN, COLLEGE OF ENGINEERING &
APPLIED SCIENCE, UNIVERSITY OF COLORADO BOULDER

DREW YANCEY | INNOVATION STRATEGY, CLAREO

INSTITUTE STAFF

JEFF HAANEN | CEO & EXECUTIVE DIRECTOR

BRIAN GRAY | COO & DIRECTOR OF THE 5280 FELLOWSHIP

STEPHEN BLANKENSHIP | DIRECTOR OF SCATTER

JOANNA MEYER | DIRECTOR OF EVENTS & SPONSORSHIPS

DUSTIN MOODY | DIRECTOR OF COMMUNICATIONS

OLIVIA DUNCAN | DEVELOPMENT ASSOCIATE &
5280 FELLOWSHIP COORDINATOR

CHRISTINE HERSH | SCATTER PROJECT MANAGER

ABOUT

OUR MISSION

Denver Institute for Faith & Work is an educational nonprofit dedicated to forming men and women to serve God, neighbor, and society through their work.

OUR GUIDING PRINCIPLES



THINK
THEOLOGICALLY



EMBRACE
RELATIONSHIPS



CREATE
GOOD WORK



SEEK DEEP
SPIRITUAL HEALTH



SERVE OTHERS
SACRIFICIALLY



CONTACT US

DENVERINSTITUTE.ORG
HELLO@DENVERINSTITUTE.ORG
720.227.3947



FACEBOOK.COM/DENVERINSTITUTE



TWITTER.COM/DENVERINSTITUTE



LINKEDIN.COM/DENVERINSTITUTE



INSTAGRAM.COM/DENVERINSTITUTE



VIMEO.COM/DENVERINSTITUTE