

KNOWN BY OUR LOVE?

2019 ANNUAL REPORT



DENVER INSTITUTE FOR FAITH & WORK





This is my
commandment,
that you love
one another
as I have
loved you.

JOHN 15:12

PEOPLE OF HOPE

FROM THE EXECUTIVE DIRECTOR



DEAR FRIENDS,

Can you imagine a day when Christians are publicly known for their love? Could you envision a day when even those who disagree with our doctrines look at us, our churches, our workplaces, and our public engagement, and say, *"Look how they love us!"*

As culture secularizes and young people increasingly claim no religion at all, the church is searching for a way forward. The Christian response has largely revolved around the politicization of faith, the privatization of belief, or accommodation to the broader culture.

But we believe there's a better way for Christians to engage a rapidly changing world. We at Denver Institute for Faith & Work (DIFW) believe vocation is first a call to *"love the Lord your God with all your heart, your soul, and your mind,"* and to *"love your neighbor as yourself"* (LUKE 10:27; MATTHEW 22:37–40). Vocation is our response to God's voice in all areas of life.

As I look back on 2019, I'm filled with gratitude. Our mission at DIFW is to form men and women to serve God, neighbor, and society through their work. As we centered ourselves on the Great Commandment, I saw evidence of God drawing the DIFW community into that love over the past year.

Take, for example, Angela Evans. As a 5280 Fellowship alumna and senior editor at Boulder Weekly, Angela lives each day in a secular workplace. Yet the quality of her journalism, her enduring concern for the vulnerable, and her steady convictions as a Christian point all of those around her to the Source of her hope.

In 2019, we welcomed our fourth class of 5280 Fellows, hosted more than 1,000 attendees at events ranging from "God, Energy, and the Environment" to "The Faithful Artist," and surpassed 10,000 downloads in our first year of The Faith & Work Podcast. We also published a short book, *Spiritual Disciplines for Your Work*, recognizing transformation must take place *"from the inside out."* We believe God's plan of redemption starts in the depths of the human heart, but He doesn't stop until renewal stretches into our work, companies, cities, and society at large.

In an age of social isolation, a self-focused vision of work, and dropping rates of civic engagement, your investment in DIFW is creating a growing network of Christians who believe that the gospel is for all of life, work is where we have our greatest influence, and Christians can once again be people of hope for the world.

I'm grateful for your friendship, your support, and your prayers in 2019. Be filled today with the knowledge of God's love for you and for the world he came to save (JOHN 3:16).

GRATEFULLY,

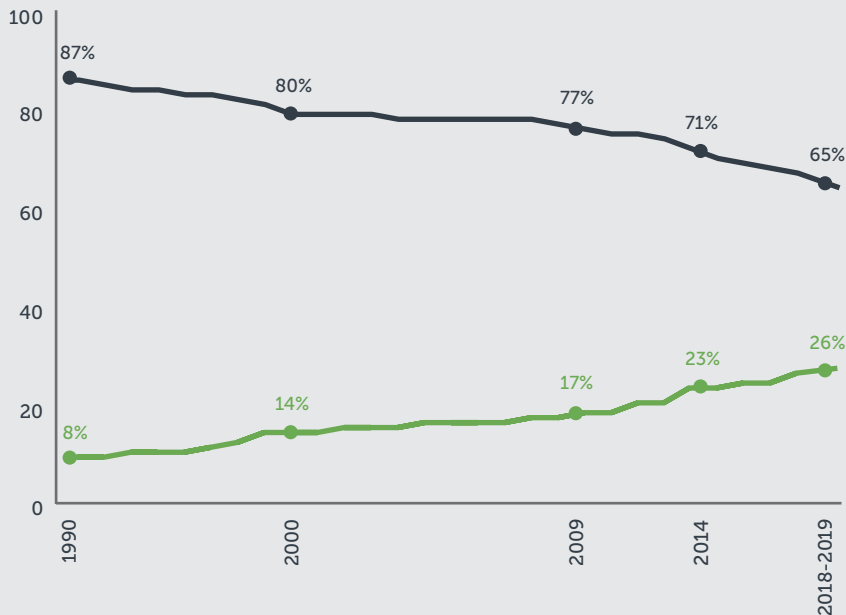
A handwritten signature in black ink, appearing to read 'Jeff Haanen'.

Jeff Haanen
Founder & Executive Director
Denver Institute for Faith & Work

THE PROBLEM

CULTURE IS CHANGING

% OF US ADULTS WHO IDENTIFY AS



In the last 30 years, American society has drastically changed. Culture is becoming more secular, and the number of Christians is declining. Today, there are nearly 30 million more people who identify as “religiously unaffiliated” than just 10 years ago.

■ RELIGIOUSLY UNAFFILIATED
■ CHRISTIAN

THE CHRISTIAN RESPONSE

THE CULTURE WARS

Faith is politicized in a battle for power and control between “us” and “them.”

THE RETREAT FROM CULTURE

Faith is privatized from culture as “just my personal beliefs.”

ACCOMODATION TO CULTURE

Faith adopts the beliefs and practices of a secular culture.

THE SOLUTION

“

At Denver Institute
for Faith & Work,
we believe that work
is a way to love God,
serve our neighbors,
and demonstrate
the gospel.

A VOICE FOR CHANGE

HOW ONE 5280 FELLOW'S WORK AS A JOURNALIST AT THE BOULDER WEEKLY HIGHLIGHTS THE NEEDS OF THE VULNERABLE

As a native of southern California, Anglea Evans felt at home along the U.S.-Mexico border. She made countless visits to Mexico for church mission trips, and her church hosted a Spanish-speaking service. But she didn't expect the border to serve as a focal point in her future career.



After college, Angela found a job at a church running a leadership development program that equipped community members to put their faith into practice in the workplace, rather than inside the church. *"We talked about calling in a way that wasn't specific to church or ministry,"* Angela explained.

But the job was shorter than Angela expected. After the ministry closed, Angela considered her options and decided to pursue a career as a journalist.

Angela landed a job at Boulder Weekly, an independent

newspaper with a bent toward justice, healthcare, arts, and culture. She began writing about immigration and discovered that her assumptions about immigration issues in the U.S. failed to match reality. *"There are so many stories of people experiencing horrific things and fleeing horrific things,"* Angela shared. *"There's a conflict between what our country expects around immigration and what I saw happening during my reporting."*

The move from California to Colorado left her struggling to find community and the kinds of intellectual challenges she enjoyed in earlier roles. After attending an event hosted by DIFW in early 2017, Angela learned about the 5280 Fellowship, a nine-month spiritual and professional development program for believers in Denver. *"I was really drawn to the 5280 Fellowship because I felt like I had a pretty decent integration of my faith and work,"* Angela explained. *"I understood why I was a journalist based on my faith and my calling. I'd already gotten a faithful vision of my career and why I thought it was important in the context of the Kingdom. But the support from my church and community was lacking."*

While the 5280 Fellowship creates a community of professionals across industries, it also encourages participants to identify an area of their work or their industry in need of restoration and redemption. Based on her own reporting, Angela was curious about the challenges of the immigration system and how Christians in Denver were addressing them.

As part of her Fellowship project, Angela met Greg Mortimer, a small groups pastor at The Embassy Church in Denver. Greg facilitated outreach through his small group to immigration detainees at the Immigration and Customs Enforcement detention center in Aurora, Colo. Greg's team introduced Angela to Martin Akwa, a Christian seeking asylum and fleeing his native Cameroon. Martin had spent three months making his way from Ecuador to the southern U.S. border before he was detained while his asylum claim was being processed, eventually falling

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“

I couldn't handle competing for people's stories. The advocates and immigrants are real people, and I want to respect their stories...I didn't want to add to the pressure by using them to get ahead in my career.

into a deep depression from social isolation and the conditions at the detention center.

Martin's story opened Angela's eyes and reinforced her sense of calling to shed light on the plight of refugees. *"I just wanted to get as much information out there about the people and their stories, the system, abuses, and the policies,"* Angela explained. *"The more I became aware, the more I felt compelled to share that awareness with others."*

But the drive for more stories revealed a fault line within the field of journalism. When Angela began writing about immigration for Boulder Weekly, she was among only a handful of journalists in Colorado covering that particular beat. As immigration played an increasingly prominent role in national politics, the field of journalists covering the stories became much more crowded.

"You have national and local outlets scrambling to cover and break every story. There's been this added competition," Angela said. *"I felt like I was competing, and I couldn't handle competing for people's stories. The advocates and immigrants are real people, and I want to respect their stories. They're overwhelmed by living through the reality of these policies in these times. I didn't want to add to the pressure by using them to get ahead in my career."*

Despite this reluctance, other news outlets started paying attention, and Angela continued pursuing her Fellows project even after her time in the program ended. She followed Martin's appeals for asylum and published an article with Christianity Today in late 2019 highlighting the role of The Embassy Church and their work with immigrant communities.

The impact of the 5280 Fellowship continued long after Angela's time in the program. *"The biggest impact has been the support of a community in what I do,"* Angela shared. *"My friends from the Fellowship are definitely some of my closest friends. We still get together and talk about our work. They still ask me really good questions and push me forward in my career."*

While the 5280 Fellowship provided Angela with a community, it also reinforced her understanding of her calling. *"I see my work as a public service,"* Angela said. *"I feel like everything I'm doing is in service to the public. It's in service to the people's stories that I'm telling and giving voice to the voiceless."*



Angela Evans, 5280 Fellowship alumna and senior editor at the Boulder Weekly, speaks at Faith in the Public Square in March 2019.

MEDIA AND EDUCATIONAL TECHNOLOGY

DISCIPLING FOR CHANGE

One of the most common points of feedback we receive from our community is the desire to better understand how their faith informs their work. While all DIFW programming is built to equip believers to live out their faith in their workplace as a way to love God and serve our neighbors, our media and educational resources make discipleship available at any time and any place.

Following its launch in Fall 2019, The Faith & Work Podcast reached more than 10,000 downloads in 2019. With guests like David Brooks, a columnist for *The New York Times*, and Michaela O'Donnell Long of Fuller Theological Seminary, The Faith & Work Podcast offers listeners a variety of voices on topics such as calling, science, and culture.

Additionally, 2019 saw the growth of Scatter.org as an online platform of courses meant to connect the dots between faith and work. With more than 25 courses, members can engage national experts like Tim Keller, Curt Thompson, and Amy Sherman as they discover their calling and live it out through their work.



"Denver Institute for Faith & Work is renowned for convening theological, relevant, and practical conversations about faith and work. I'm glad they're bringing this value to podcasts! Can't wait to listen in on my way to work as a source of encouragement and vision in the slog of daily work."

@HOME_DENVER

on The Faith & Work Podcast

BY THE NUMBERS

25 COURSES AT SCATTER.ORG

12,199 TOTAL DOWNLOADS OF THE FAITH & WORK PODCAST (2019)

600 ACTIVE USERS ON SCATTER.ORG



EVENTS AND VOCATIONAL COMMUNITIES

CHALLENGING THE STATUS QUO

In 2019, we fostered conversations around critical issues facing our economy, our churches, and our communities. Jay Jakub, author of *Completing Capitalism*, challenged us to consider that the public good is not incompatible with a positive balance sheet at "Business for the Common Good." Dr.s Matthew Hoehner and Ellen Bartling helped educators understand their opportunity to build student character at "Character Formation in K-12 Education." And Cameron Anderson, former director of Christians in the Visual Arts, demonstrated the importance of Christian creatives at "The Faithful Artist."

Over the past year, we hosted more than 1,000 individuals at nine public events, with 97% of event attendees stating they would recommend DIFW events to a friend. We are grateful for our opportunity to create a network of believers across industries who are committed to creating positive change for their communities.



BY THE NUMBERS

1,045 EVENT ATTENDEES

9 PUBLIC EVENTS

266 ATTENDEES AT THE PROFESSIONAL WOMEN'S NETWORK AND THE ENTREPRENEUR'S FORUM

6 VOCATIONAL COMMUNITY GATHERINGS

2019 EVENTS

BUSINESS FOR THE COMMON GOOD
February 1

FAITH IN THE PUBLIC SQUARE
March 14

GOD, ENERGY, AND THE ENVIRONMENT
April 4

ALL THINGS NEW: CELEBRATION OF VOCATION
May 18

CHARACTER FORMATION IN K-12 EDUCATION
July 18

RETIRING WELL: A CHRISTIAN VISION
August 21

THE FAITHFUL ARTIST
September 26

THRIVING CHURCHES, THRIVING CITIES
October 24

WOMEN, WORK, & CALLING
November 9



Guests at *The Faithful Artist* talk about the role of faith in the creation of visual art.



Seeing other Christians debate a hot-button topic like global warming through a theological lens was enlightening. The event was a reminder that we don't have to sit it out when it comes to controversial issues — our faith can inform and equip us to thoughtfully participate in public dialogue.

JOEL HUGHES

IT Developer

"God, Energy, and the Environment"



It's helpful to have other people to normalize issues I face as an artist and encourage one another. I loved meeting other Christian artists and hearing perspectives on how others integrate their faith into their art.

LAURA DREYER

Artist

"The Faithful Artist"

THOUGHT LEADERSHIP

When we talk about 'mutuality,' it's not about redistribution — it's about reciprocity. It's about creating mutually beneficial relationships among the broader business ecosystem in which we operate.

JAY JAKUB

Author, *"Completing Capitalism"*
"Business for the Common Good"



The life of Christ was one of giving up power. I view power as something that is important to the human condition and the way to improve our lives, and it has to be shared.

LINDA OLSEN

Mayor, City of Englewood
"Faith in the Public Square"



The same commitment to pursuing truth that directs my work as a scientist enriches my life as a Christian; to pursue truth requires brutally hard work, perseverance, and deep reflection.

RICK LINDROTH

Professor and Associate Dean,
University of Wisconsin-Madison
"God, Energy, and the Environment"



EXPANDING OUR REACH

FAITH AND WORK BEYOND DENVER

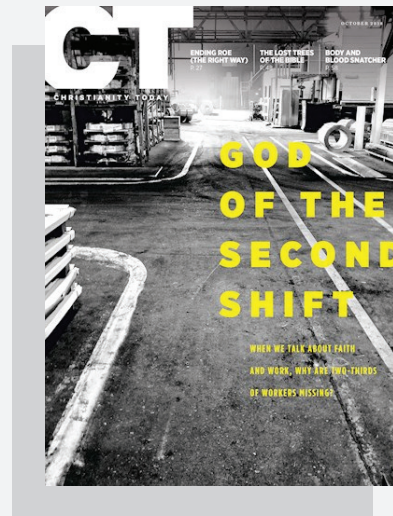
We are proud to serve Denver and the Rocky Mountain region through our events and the 5280 Fellowship, and technology like podcasts and online courses amplify our message throughout the country and around the world. In addition to the thousands of podcast listeners and Scatter users engaging with content, DIFW carried the faith and work message beyond Denver in 2019.

Drawing on the influence of his book, *An Uncommon Guide to Retirement*, Jeff Haanen wrote the March cover story for *Christianity Today*. “Saving Retirement” challenges traditional views of retirement as perpetual vacation and offers a more faithful view of this season of life as an opportunity to rest, seek internal renewal, and re-engage society as “elders” filled with wisdom and blessing.

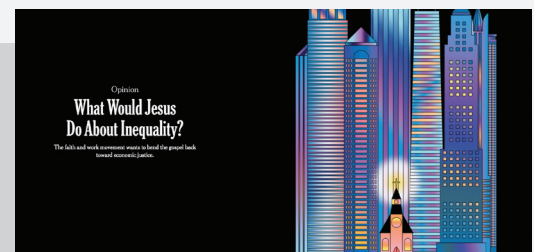


Over the summer, Jeff represented Denver Institute at the Lausanne Global Workplace Forum in Manila, Philippines. With attendees representing over 110 nations, the forum energized the global church for workplace ministry. Jeff spoke about his *Christianity Today* cover story “God of the

Second Shift,” about how the faith and work movement can better represent the working class.



Finally, in December 2019, the *New York Times* highlighted several faith and work organizations around the U.S., including Denver Institute, and examined a new approach to economic justice. As Molly Worthen explains, the faith and work movement “has become much more ideologically diverse — and far more interesting” in recent years. “Participants are moving beyond the idolatry of the free market to a conversation about economic justice that doesn’t align so neatly with culture war clichés or party platforms.”



5280 FELLOWSHIP

EQUIPPING FUTURE LEADERS

Since 2016, more than 75 Fellows have completed the nine-month spiritual formation and professional development experience that helps Christians integrate their career and their calling to love God and serve their neighbors. We often say that the 5280 Fellowship is meant to equip participants for a life with God, through work, for the world.

As adult learners, Fellows come to the program with pressing questions, and the Fellowship experience is meant to answer the particular needs of each Fellow through open discussion formats, individualized learning plans, and highly interactive sessions. The curriculum for the 5280 Fellowship includes a combination of readings, conversations with senior leaders, lectures, spiritual formation activities, and professional development exercises.

As a result of the Fellowship, participants grow in their Christian belief, strengthen their emotional and spiritual health, create good work that benefits their organization, industry, and community, expand their network of professionals in Denver, and apply their unique skills and ability in service to the common good.



BY THE NUMBERS

21 FELLOWS IN THE 2018-19 CLASS

3 COHORTS

8 INDUSTRIES

ARTS

BUSINESS/FINANCE

FOOD & BEVERAGE

EDUCATION

HEALTHCARE

INFORMATION TECHNOLOGY

LAW

NONPROFIT

9 HOME CHURCHES





The 5280 Fellowship helped
reframe my career frustrations
into actionable, missional purpose
and connected me with others
who are passionate about living
their faith both at — and through
— their work.

IVO YUEH
IT Systems Development
Fellows Class of 2018-2019



As an artist, a lot of my work is
done alone. The 5280 Fellowship
has given me context and
community where I've often felt
like an island.

NICOLE LANGFORD
Musician, Music Teacher,
Artistically Integrative Entrepreneur
Fellows Class of 2019-2020

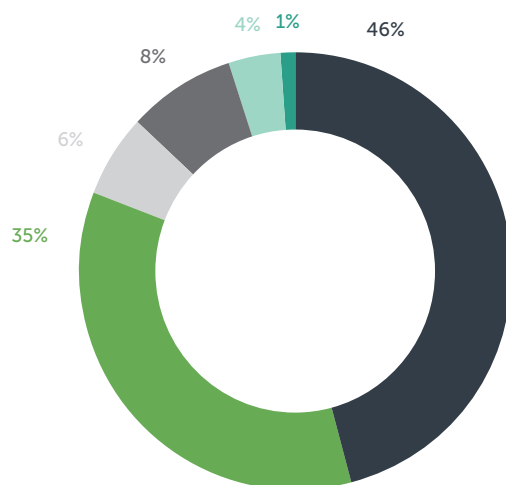
2019 FINANCIALS

FROM THE COO

In 2019, Denver Institute maintained a healthy, responsible, and accountable posture toward our finances. We have illustrated our revenue and expenses by category below. For the first time in Denver Institute's history, our expenses exceeded our income. This reflected a strategic decision mid-year to increase the capacity and quality of our 2020 Business for the Common Good event. This event bore fruit as Denver Institute's largest ever event, with 400+ leaders gathering from around the United States.

Our vision and mission feel more important than ever to our staff, board, and to those we serve. In this light, we are grateful for the sacrificial support of our donors who make this work possible and continue to invest in God's mission in the world.

Brian Gray
COO & Director of the 5280 Fellowship
Denver Institute for Faith & Work



2019 SOURCES OF FUNDING

- INDIVIDUALS
- GRANTS
- EVENTS
- 5280 FELLOWSHIP TUITION
- EVENT SPONSORSHIP
- INTEREST

	2019
<hr/>	
REVENUE	
Donor Contributions	\$ 323,972
Grants	\$ 250,000
Event Income	\$ 41,882
Sponsorship	\$ 30,730
5280 Fellowship Tuition	\$ 55,079
Interest Income	\$ 5,460
Misc Income/Loss	\$ 555
TOTAL REVENUE	<hr/> \$ 707,678 <hr/>
EXPENSES	
Public Events	\$ 190,450
5280 Fellowship	\$ 150,183
Educational Resources	\$ 95,164
Vocational Communities	\$ 38,186
Communications	\$ 56,211
Fundraising	\$ 88,272
Administration	\$ 141,566
TOTAL EXPENSES	<hr/> \$ 760,035 <hr/>
NET	(\$ 52,357)
TOTAL ASSETS	<hr/> \$ 408,025 <hr/>
Dec 31, 2019	

LOOKING AHEAD

PLANNING FOR 2020

When it comes to our 8-to-5 lives, we struggle to see how the gospel matters for our work. We often feel isolated from other believers, discouraged by the divisiveness we see in our culture, and confused about how God might use our work to serve our communities. But our work doesn't have to feel this way.

Denver Institute for Faith & Work has built a network of faithful Christians who are loving God, serving our neighbors, and demonstrating the gospel through our work. Through our events, educational resources, and emerging leader fellowship, we disciple Christians to discover their calling, live it out through their work, and heal their communities.

Building on the success of 2019, we look forward to creating event conversations around faith, healthcare, and politics, and our annual events for pastors and women will return in the fall. We also are planning new courses for individuals and small groups at the Faith and Work classroom and new educational resources to equip God's people for works of service.

We are excited to commission the 2020 class of Fellows in the spring and welcoming the fifth group of participants next fall. We plan to build on the success of The Faith & Work Podcast and introduce opportunities to expand the network of men and women committed to serving their communities as an act of love.

The work accomplished thus far and our plans 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 for your support.



Jeff Haanen
Founder & Executive Director
Denver Institute for Faith & Work

GET INVOLVED

FIND YOUR PLACE AT DENVER INSTITUTE

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.

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.



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.



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. For more information about our program for Leadership Partners, please contact drew.yancey@denver.institute.org.



VOLUNTEER YOUR TIME

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

WAYS TO GIVE

CHECK

Denver Institute for Faith & Work
600 N. Grant St. #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).

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