



2014 Impact Report



MISSION

We exist to help men and women understand their work in light of the Christian faith and better serve their organizations, communities, and professions.

METHOD

We are an educational nonprofit organization that provides events/forums, professional development programs, church partnership programs, and young leader fellowships.

MOTIVATION

We live and work for Christ, and for the life of the world.

"Jesus claims all of human life, in all its manifestations, for himself and for the kingdom of God."

*~ Dietrich Bonhoeffer
June 30, 1944*





Dear Friend of DIFW,

In only our first full year of existence, I've been astounded at the rapid growth and wide interest in Denver Institute for Faith & Work (DIFW). We've had hundreds of participants at our public events, hundreds more attend vocation groups, and we've attracted some of the city's finest pastoral and public leaders to leadership boards. It seems to me we've found a point of tension.

Nearly 70 years ago, German theologian and martyr Dietrich Bonhoeffer saw a similar tension to what we experience today. On one hand, Christians confess that Jesus claims all of life for himself and his kingdom; yet we see in the world today, as Bonhoeffer wrote on July 8, 1944, "God's being pushed out of the world, away from public human existence." Our public life (where most of us work) has been separated from our lives of faith. Many of us inadvertently live two lives: a spiritual life at home and at church, and a secular life out in public and at work.

Yet it's at work that we often see our greatest opportunities to advance the public good by using our talents and skills to serve others. It's at work where many of us have rich opportunities to share the good news of Christ with an unbelieving world. It's at work where we spend most of our waking days, and it's often through work that we see the pressing weight of human needs all around us, from housing to beauty to education to jobs to justice.

Work is strategic, and it's where we at DIFW focus all our efforts.

Sometimes I look out at my own congregation, and marvel at the vast diversity of the Body of Christ. We are teachers, managers, baristas, engineers, stay-at-home parents, IT consultants, pastors, and plumbers.

What would it look like if we were to intentionally train, support, and nourish the body of Christ for its priestly ministry in the world (1 Pet. 2:9) and equip the saints for acts of service within every profession (Eph. 4:12)? What would it look like for each congregation and each Christian to use their skills and gifts to serve God in every segment of culture (1 Pet. 4:10)? What would it look like for Christians to draw on forgotten theological wisdom to solve our most pressing contemporary problems?

We are certainly a young organization, and I realize these are big questions. But as you'll see in this first annual impact report, we have set a strong foundation in 2014. And we have big dreams for the future.

Thank you for joining us on the journey. I'm deeply grateful for your prayers, your financial support, and the time you've given to this mission. I look forward to serving alongside of you and partnering together to bring the life of God to the world.

Grace and peace,

Jeff Haanen
Executive Director



Jeff Haanen, Executive Director

HIGHLIGHTS FROM 2014

1. We welcomed a total of **681 attendees** to two vocation events (featuring Amy Sherman and Eugene Peterson) and four forums (technology, business, law, and social entrepreneurship).
2. We increased from **five** vocation groups in January to **nine** in October, and grew from 1 to **16 vocation group leaders** over the course of the year.
3. We had **13 churches** sponsor and co-host our public events.
4. We received official **501(c)3 status** from the IRS and hired our first two staff members.
5. We received our first grant and raised our first **\$100,000**.
6. Staff and board members **published articles** about work/vocation in *Christianity Today*, *Comment* magazine, and the *Colorado Springs Gazette*.

Why Work?

WORK IS WHERE WE SPEND OUR TIME AND HAVE INFLUENCE

Americans spend an average of 46 hours per week at work, and it's where Christians tend to have the greatest social and often spiritual influence.

WORK IS WHERE WE ENCOUNTER THE SECULAR WORLD

Most of us work in secular environments that make living as Christians difficult. Secularism has also deeply impacted how entire industries see themselves and their goals. At work is where Christians must decide how to be faithful servants of Christ in an unbelieving world.

WORK IS A STRATEGIC ARENA FOR PUBLIC WITNESS AND SERVING THE NEEDS OF OUR WORLD

Work is a key opportunity to share the biblical story out “in public” and provide our neighbors with everything from tables to childcare to international security. Work is a central part of life where the Body of Christ can serve God and the physical, social, cultural, and spiritual needs of his world.

What Makes DIFW Unique?

1. **We're interdisciplinary.** We are the only “faith and work” nonprofit in the Denver area that focuses both on business and fields like journalism, health care, the trades, engineering, technology, education, law, finance, energy, art and science.
2. **We love the church.** We're committed to partnering with and serving the local church for as long as we exist. We believe in the Nicene Creed, listen to our church advisory council, and create networks of like-minded churches in the metro area.
3. **We're filling an educational gap.** After college Christians are often left with little to no learning communities focused on how their faith influences their work and profession. We're filling the post-university educational gap between the local church and the world of work.

How working parents spend an average weekday



Source: Bureau of Labor Statistics

We need to create, above all, possibilities in every congregation for lay people to share with one another the actual experience of their weekday work and seek illumination from the gospel for their secular duty. Only thus shall we begin to bring together what our culture has divided—the private and the public. Only thus will the church fulfill its missionary role.”

~Lesslie Newbigin



Accomplishing the Mission

EVENTS & FORUMS

DIFW hosts events in partnership with local churches on theology of work, vocation & culture, and hosts public forums across a wide variety of industries. Forums offer participants a network of peers, theological vision for their work, and expertise on practical work challenges and issues.

PROFESSIONAL DEVELOPMENT PROGRAMS

DIFW organizes and resources volunteer-led vocation groups: regular gatherings of men and women in a particular profession seeking a deeper understanding of their work in light of the Christian faith and learning directly from exemplary models of service.

CHURCH PARTNERSHIP PROGRAMS

DIFW provides events for pastors on faith and work, and networks and resources for churches which enable them to integrate a theology of work and calling into their congregations.

YOUNG LEADER FELLOWSHIPS

DIFW is now in the early phases of developing the 5280 Fellows program, an intensive nine month leadership catalyst experience for young professionals which focuses on three areas: leadership and service, theology and formation, and mentoring and professional development.

What does success look like for DIFW? Recently the governing board approved a set of 7 Guiding Principles which will guide the evaluation of all our programs:

GUIDING PRINCIPLES FOR PROGRAMS

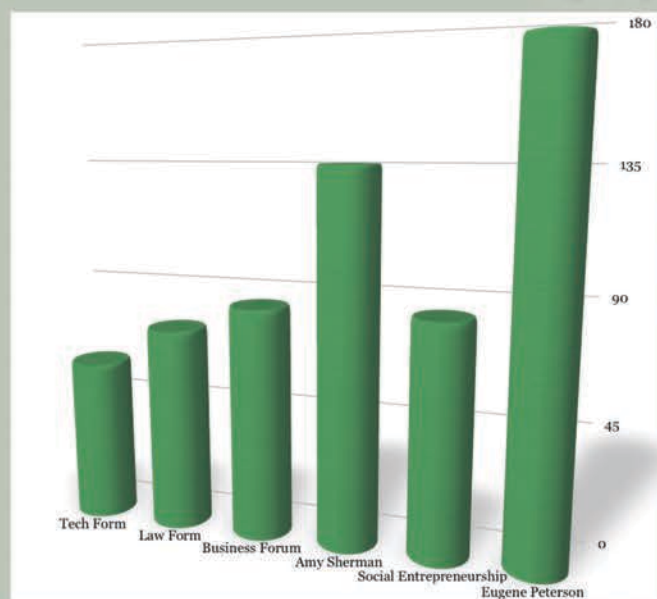
1. Embracing the call to be faithful stewards of the mysteries of Christ, we prioritize programs that are rooted in Scripture, informed by the historic church, and structured around the gospel of grace.
2. Embracing the call to costly discipleship, we prioritize high levels of commitment, acts of sacrificial service and courageous public witness among program participants, staff, board and volunteers.
3. Embracing the call to be the Body of Christ for the life of the world, we prioritize programs that address our most pressing contemporary problems and adopt a broad, interdisciplinary perspective in solving complex issues.
4. Embracing the doctrine of the incarnation, we prioritize convening face-to-face conversations and building highly active networks and long-term relationships among peers across sectors.
5. Embracing the call to justice, we prioritize programs that serve the needs of the poor and marginalized in our work and communities.
6. Embracing the hope of the resurrection, we prioritize programs that lead to Spirit-filled action and significant new projects that serve as a sign and foretaste of God's coming kingdom.
7. Embracing the parable of the talents, we prioritize programs that prove measurable returns.

Events and Forums

In our first full year, we hosted events featuring John Dyer, Andy Crouch, Michael Schutt, Jeff Van Duzer, Amy Sherman, Skye Jethani, Joy Anderson, and Eugene Peterson. Each event was in a public venue, was sponsored by a local church, and engaged a wide variety of men and women seeking wisdom for their work.



ATTENDANCE AT PUBLIC EVENTS



681 TOTAL ATTENDEES



"This whole thing started by God working. It was a work week. It was sacred."

~ Eugene Peterson

During the spring of 2014, DIFW partnered with three churches (Bloom Church, Cherry Creek Presbyterian Church and New Life Church) to interview Eugene Peterson, author of the best-selling Bible translation *The Message*, on work, vocation, and serving God amidst the challenges of daily life. A dinner event featuring these video interviews was hosted on September 25, 2014 at Denver United Church.

The interview with Eugene Peterson, as well as all the event videos from 2014, can be viewed for free on our Vimeo page: (www.vimeo.com/denverinstitute).



"Jeff Van Duzer's conversation around our identity as creatives and creators really encouraged me in my career. My entrepreneurial brain is something God has placed in me; I am indeed called to the marketplace to bring meaning and hope."

*~ Jesse Marble
COO of Magneti Marketing*

"One good outcome (among many) from the law forum is that the CLS students at the University of Colorado Law School will be coming over to my house for dinner this week. I'm really thrilled to be more closely connected with them, and it came directly out of the law forum."

*~ Dayna Matthew
Law Professor at the University of Colorado*

"The event encouraged me to think about what parts of my work are redemptive in nature, and to continue to seek out ways to be life-giving in the workplace."

*~ Tyler Kessler
Water Programs Manager,
Center for ReSource
Conservation*

Vocation Groups & Church Partnership

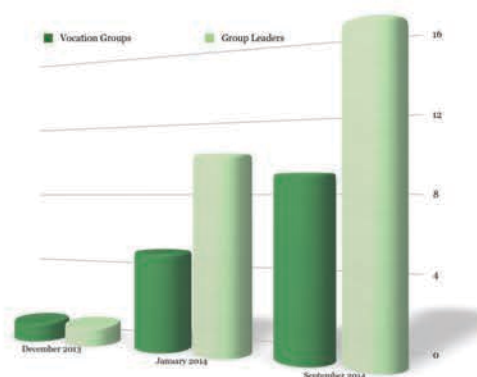
VOCATION GROUPS

In January 2014, DIFW launched five new vocation groups: law, business, media/marketing, health care, and built environment. After a great spring we listened to our group leaders and participants, went on a retreat, made improvements, and re-launched vocation groups in September 2014, adding four more: two more in law, another in business, and education. More information on when and where groups meet can be found on denverinstitute.org.



Leading a vocation group gives me a chance to connect well with others and see how God transforms each of us and the work He cares about. I'm excited about the potential our vocation group has for being a consistent source of encouragement and wisdom as we meet together."

~ Dr. Hillary Lum, co-leader, Health Care Vocation Group



CHURCH PARTNERSHIP PROGRAMS

DIFW is committed to serving the local church. We include pastoral voices in our events, partner with churches to organize forums, and listen intently to the needs of congregations surrounding issues of work.

In late 2014, DIFW and the Church Advisory Council piloted a new partnership program seeking to multiply the number of sermons, stories, classes, and small groups through Denver focusing on work and calling. Our goal is that in 2015, a new class or small group studying work/vocation will launch every six weeks.



Denver Institute for Faith & Work is invaluable to our congregation. As a pastor who desire to see our people grow in the area of vocational stewardship, it is difficult for one church to provide all the educational resources and vocation-specific opportunities necessary to thrive. DIFW makes all this possible while also enabling us to join arms with other churches as the body of Christ for the greater good of Denver."

~ Shane Sunn, Lead Pastor, St. Patrick's Presbyterian Church

Stories of Impact



Five years ago, Chuck Stein took over as the President and CEO of Environmental Stoneworks, a stone veneer company that produces multi-colored decorative stones for homes and businesses across the US. Since then, Stein has turned around a struggling company. Today it is profitable and healthy, allowing their company to beautify neighborhoods and provide their employees with work that allows them to express their creativity as men and women made in the image of God.

"Years ago, when I first started really working on my faith," Stein remembers, "I was confused on how work could also be God's work... [but] I ran into a couple of books where I got to see that work really is what God created us for."

Giving people meaningful work flows from Stein's understanding of how God has individually gifted each of his employees. "God has blessed us each individually with gifts," he says. "I may have the gift of administration or leadership, but others have the gift of creativity or the gift of artistic capability. What we want to do is make sure people can exercise those gifts each and every day."

As a CEO, Stein recognizes he has profit goals to meet and a budget to keep. Yet he believes he can do this while also providing more jobs with competitive wages. "Since I came to this company five years ago, we've grown this business significantly. We have doubled the number of employees today compared to five years ago. Unemployment is still very high in this country, and we're actively looking for people."

"Also, from a wage standpoint," Stein says, "our average starting wage is up 25 percent from where it was five years ago."

As a business leader, Stein understands the many competing interests that must be balanced. But recently, his faith has caused him to ask different questions about his work. "Really, in the last six to 12 months, I've started to think about this differently. How can the people of this company do their best and be their best each and every day and really love what they do, and show the image of God?"

A complete video interview with Chuck Stein can be found on denverinstitute.org.

"Skye Jethani's articulation of calling—highest calling, common calling, and specific calling—was so clear and poignant that it continues to impact how I approach daily life. That framework now shapes how I approach my life in Christ and relationship with the world, as an integrated vocational calling—professionally, at home with my family, and in the community. I share his articulation with others on a weekly, if not daily, basis."

*~ Cindy Chang Mahlberg,
Attorney, Blue Dot Advocates*

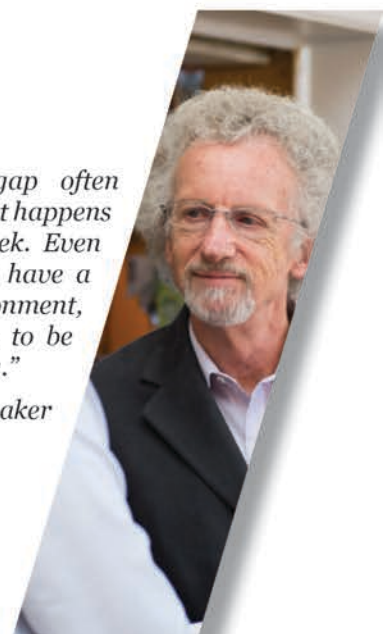


"Jeff Van Duzer's talk gave me a new perspective on the purpose of business and how business should exist to serve so that communities and people might flourish. With that perspective, I'm better able to understand how God wants to use me in the workplace to further his kingdom and serve others."

~ Kyle Lamy, CEO of Gridkick

"DIFW is filling a vital gap often overlooked by the church: what happens the other six days of the week. Even though I'm a freelancer and have a rather solitary work environment, I find their sponsored events to be stimulating and faith-building."

~ Philip Yancey, Author/Speaker



The Future

Due to your generous financial support, DIFW leadership was able to spend time over the summer mapping out the future. The board adopted both short and long-term strategic plans for DIFW, focusing on our four program areas: Young Leader Fellowships, Event/Forums, Professional Development Programs, and Church Partnership Programs. In 2015, our goals are to:

- Expand the number and impact of vocation groups throughout the Front Range
- Host forums in health care, media, women and calling, and other fields
- Multiply the network of partner churches committed to discipling men and women through teaching, preaching, and sharing stories of transformation
- Design and begin recruiting for our 5280 Fellows program
- Hire program staff, move into new offices, and build sustainable organizational infrastructure

To learn more about our three-year strategic plan, “DIFW 2015-2017,” contact Jeff at: jeff.haanen@denverinstitute.org

Getting Involved

COME

Attend an event or forum in 2015. Visit a vocation group. Take part in a class/small group at one of our partner churches. The best first step for engaging with DIFW is to join us as we seek to understand our work in light of the historic Christian faith and better serve our organizations, communities, and professions.

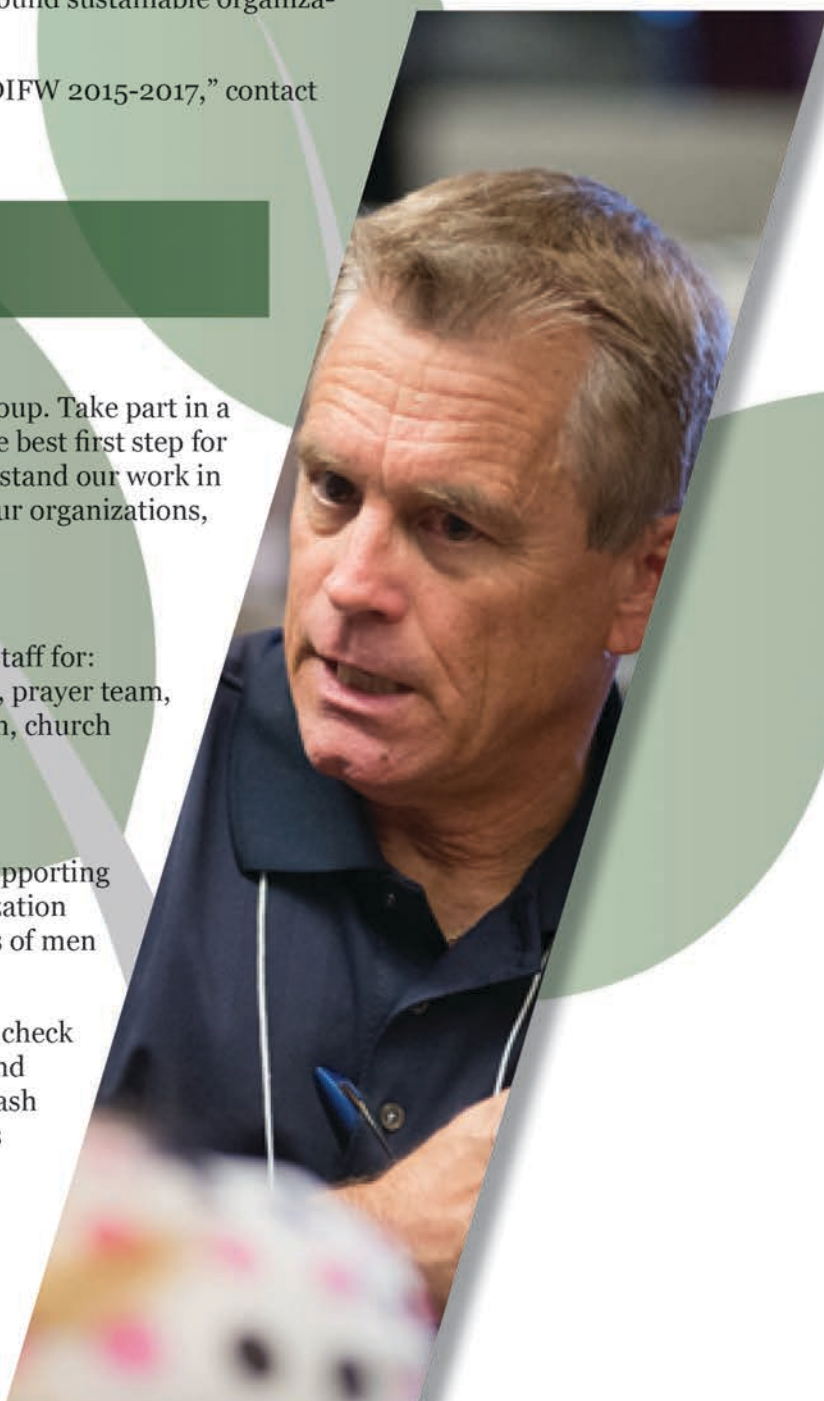
SERVE

Serve as a volunteer. We need committed volunteer staff for: events, editing publications, marketing, social media, prayer team, organizing retreats, office support and administration, church outreach, professional mentors, and more.

GIVE

Beyond giving to your church, consider financially supporting DIFW in 2015. DIFW is a tax exempt 501(c)3 organization and faithfully depends on the generous contributions of men and women who believe in our mission.

You can give online at denverinstitute.org/give or by check (Denver Institute for Faith & Work / 2979 W. Rowland Pl. / Littleton, CO 80120). Also, we can accept non-cash gifts such as stock, real-estate, and business interests through our partners at the National Christian Foundation.





Our world is crying for engaged believers, intent on stewardship and service, to show up in their work, operate by higher standards, and sow love along the way. From business to education, healthcare to government, law to design, every public sector suffers from short-term thinking, self-serving structures, and lowly aims. For too long, believers in supposedly secular domains have seen their work as separate from the work of the church. DIFW has the privileged opportunity to serve the church in Denver to help to equip the saints for service in their workday lives. We are a resource to the church in Denver to help redeem the Body's understanding of work and honor God in the public square, by convening conversations, sharing inspiring content, and fostering work groups in every domain."

~ Jim Howey, DIFW Board Member

Board and Advisory Councils

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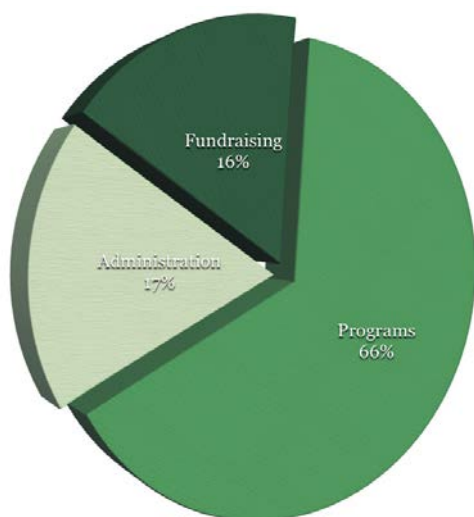
Nanci Ricks

Restoration Church

2014 Financial Summary

GIVING IT OUR ALL

In its first year of operation, Denver Institute for Faith & Work experienced God's faithfulness and generosity through the gifts of foundations, businesses, and individual supporters. Our strong commitment to accountability and stewardship is indicated in the measurable outcomes described throughout this report and our overall financial health.



2014 STATEMENT OF ACTIVITY

For the year ended Dec. 2014

2014

REVENUE AND SUPPORT

Contributions	94,660.63
Grants	28,092.22
Event Ticket Sales	5,419.52
Total Revenue and Support:	\$ 128,172.37

EXPENSES

Program Services	82,603.89
Support Services	
Administration and general	21,297.82
Fundraising and marketing	20,642.16
Total Expenses:	124,543.87

NET	\$ 3,628.50
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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.



Each of you should use whatever gifts you have received to serve others, as faithful stewards of God's grace in its various forms."

~1Peter 4:10



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