

REFLECTIONS

DENVER INSTITUTE FOR FAITH & WORK



2020

ANNUAL
REPORT



I will give thanks to you,
LORD, with all my heart;
I will tell of all your
wonderful deeds.



Remembering What's Behind

A L E T T E R F R O M T H E C E O

Dear Friends,

We don't grow from experience alone. We must reflect on our experiences in order to truly change. This insight is built into everything from cognitive behavioral therapy to the Ignatian prayer of examen. I believe it's also necessary for us to reflect on our collective experience in 2020, a year none of us shall soon forget.

As we look back on our work at DIFW in 2020, it was filled with celebration, lament, redirection, and ultimately gratitude. We started the year with our largest event ever: Business for the Common Good. Yet only a month later, the country shut down due the coronavirus pandemic. As tension levels reached a fever pitch in our society, we paused, collectively lamented, and then redirected our work toward serving you online with events like "The Politics of Neighborly Love," and "Women, Work & Calling," which reached an international audience. We ended the year with deep gratitude – for our work, our calling, and for you, our donors and friends.

As I look at our country today, not only is the world of work changing rapidly, so is the religious perspective of Americans. Gallup recently reported that only 47% of Americans are church members, which fell below a majority for the first time in American history. Also, Pew reports four in ten Millennials claim no religious affiliation, also the highest percentage for young adults in American history.

Though it's true the American church is shrinking, it's also true that there is still entrepreneurial energy in God's people. In 2020, we prepared to launch our newest initiative, CityGate, a national community of leaders in churches, nonprofits, and businesses committed to learning, investing in relationships, and bringing the gospel to the "city gate" of their own communities.

In this report, I invite you to reflect on your last year as well. What did you celebrate? How did you lament? How did you redirect your work? What can you be grateful for?

Thank you for your partnership in forming men and women to serve God, neighbor, and society through their daily work. As you read this annual report, embrace the call of the Israelite prophets to "remember." Take time to reflect, write your thoughts, pray, and allow the Spirit to deeply heal your soul. This interior work, we believe, is the necessary foundation for healing the world through our work.

With gratitude,



Jeff Haanen

Founder & CEO

Denver Institute for Faith & Work

CELEBRATION

STARTING WITH A BANG

By Joanna Meyer, Director of Public Engagement


2 020 started on a high with Business for the Common Good (BCG), the largest event in Denver Institute's history. More than 400 guests, including entrepreneurs, investors, manufacturers, and innovators from around the world, packed ballrooms at the Grand Hyatt Denver for a day exploring our call to love God and serve our neighbors through business. Behind the scenes, I marveled as guests consumed cup after cup of coffee—more than 70 gallons in total! With each cup, bonds within Colorado's business community grew.

The day built on a biblical foundation laid by tech executive turned theologian Katherine Leary Alsdorf and explored themes as diverse as a Christian perspective on sales, the risks and opportunities posed by artificial intelligence, and generous business practices. Nationally known investment manager Bob Doll (Nuveen, BlackRock) rounded out our time together by sharing wisdom gained in his 40 years of business leadership.

For many businesspeople, a gathering like Business for the Common Good serves as an annual “reset,” aligning their hearts and minds to God's purpose for work and reminding them that he is moving in spite of the pressures they face.

The biggest gift I received from BCG was hope. The world of business has not been surrendered to the enemy. God is at work; he is making it new. To see so many leaders from Denver in agreement with all this planted seeds of hope in my heart.

— Guest at Business for the Common Good

A photograph of a woman with long blonde hair, smiling warmly at a social event. She is wearing a dark fur-trimmed coat over a dark top. In the background, other people are blurred, suggesting a crowded indoor setting.

Guests connect at Business for the Common Good at the Grand Hyatt Hotel in Denver, Colorado, on January 31, 2020.

Celebrating a Stronger, Growing Community

Over the years, we've learned that BCG serves as a gathering of the tribe, a day when Christians who may feel isolated in their workplace or industry connect with like-minded leaders. "One of the greatest benefits of attending BCG is knowing that I'm not alone," another guest observed. "Being in a room full of people from different industries [who] are committed to the welfare of our city and the lives of our neighbors is good for the soul." As these connections grow, we dream of a day when Christians across our city and nation bring their professional expertise, relational networks, and love to our communities' toughest challenges.

As 2020 began, we celebrated the ways that the Denver Institute community grew through events like BCG and beyond. Did you know that episodes of The Faith & Work Podcast have been downloaded more than 37,000 times? Over the last year we've explored the world of work with well-known leaders like communications expert Nancy Duarte, psychologist Curt Thompson, and entrepreneur Donna Harris, and examined topics that hit closer to home like navigating job loss or "leading up" when you're not in charge.

Denver Institute's online learning platform, formerly known as "Scatter," rebranded in early 2020 as the Faith & Work Classroom and gained a number of new courses. This free resource brings insight from practitioners across industries to churches and individuals around the world. We continue to be surprised by the classroom's reach, as church planters as far away as the Philippines have reached out to thank us for these resources. With courses like "Finding Your Calling," "Embracing Sabbath Rest," or "The Holiness of Work" by Eugene Peterson, these user-friendly Bible studies, videos, and discussion guides may be the perfect fit for your small group.

Preparing for Deeper Challenges

As we celebrated the success of an event like Business for the Common Good, we could not have imagined the dramatic changes in store for our work. A few weeks later, we hosted an event for medical professionals exploring the complexities of the opioid crisis and how Christians working in healthcare can respond faithfully to the suffering of our neighbors. As news of closures and quarantines filled the airwaves, we commissioned 40 medical professions unto the ministry of medicine. We had no idea how quickly our celebration would take a turn.



Katherine Leary Alsdorf, co-author of *Every Good Endeavor* and the founder and former executive director of the Center for Faith & Work, gives the keynote address at Business for the Common Good in January 2020.

I look back with gratitude, recognizing all the ways God prepared us for the challenges to come. Thank goodness for the strong bonds this year's class of 5280 Fellows formed early on. They would need determination and a spirit of togetherness to make it through the Zoom calls, outdoor gatherings, and socially distanced mentoring sessions that made their fellowship year a success in spite of the circumstances. Praise God for introducing us to the team at Unbridled, the event production company that shepherded us through BCG. Little did we know we would need their expertise to host three major online events over the next twelve months as they helped us expand from reaching a local to a global audience.

Scripture describes the ability to praise as something that is learned. Over the last year, God has graciously taught us to celebrate his work on our behalf.

Blessed are those who have learned to
acclaim you, who walk in the light of your
presence, LORD. They rejoice in your name all
day long; they celebrate your righteousness.
For you are their glory and strength....

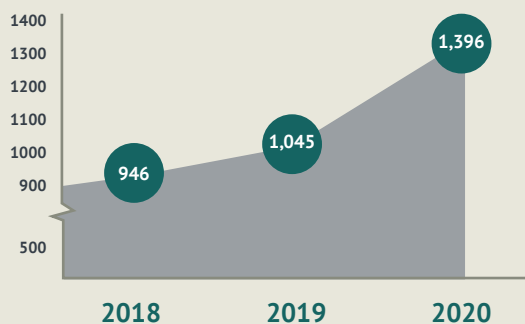
– Psalm 89:15-17



Adam Hasemeyer of Spire Digital talks with Dr. Filip Ponlak, Director of Data Science for Compassion International, about the risks and redemptive potential of artificial intelligence at Business for the Common Good 2020.

By the Numbers

Event Attendees



2020 Events

Business for the Common Good (January 31)

My Pain is Ever With Me (March 12)

Online Community Webinars:

- Women (April 3)
- Healthcare (April 29)
- Artists (May 7)
- Ministry Leaders (May 13)
- Job Seekers (May 18)

The Politics of Neighborly Love (September 17)

Women, Work, & Calling (October 24)



95% of event attendees would recommend DIFW to a friend.

A CAUSE FOR CELEBRATION

YOUR TURN

By Ryan Tafilowski, Theologian-in-Residence

When the LORD restored the fortunes of Zion, we were like those who dreamed.
 Our mouths were filled with laughter, our tongues with songs of joy.
 Then it was said among the nations, "The LORD has done great things for them."
 The LORD has done great things for us and we are filled with joy.
 Restore our fortunes, LORD, like streams in the Negev.
 Those who sow with tears will reap with songs of joy.
 Those who go out weeping, carrying seed to sow,
 will return with songs of joy, carrying sheaves with them.

Psalm 126:1-6

Have you ever laughed so hard you've cried? Have you ever cried so hard you've laughed? There's a fine line between joy and grief, and this truth is rooted deeply in our very biology. Laughter and tears, in fact, are the same physiological reflex. We laugh and cry for the same reason: because we're overwhelmed.

This is something the biblical writers knew intuitively. It's not a coincidence that we see joy and grief bound up with one another so often in the biblical storyline. Nowhere is this captured more profoundly than in Psalm 126, which is itself a compact summary of the biblical narrative. The poem swings back and forth between tears and laughter, from the searing pain of exile and ruin to an almost delirious surprise at God's mighty acts of deliverance. It's an exercise of public memory and celebration, as God's people remind themselves that God restored their fortunes once, and he will restore their fortunes again.

Those of us who lived from 2019 into 2020 learned just how quickly fortunes can change. And like the psalmist before us, many of us found it difficult to regulate our emotional lives in the face of such overwhelming circumstances—laughing one moment, crying the next.

This past year caught us off guard; it did not go how any of us intended or how any of us would have chosen. Yet, ours is a God who fills our mouths with laughter and our tongues with shouts of joy, even in the most unexpected or dire circumstances. "Those who sow in tears shall reap with shouts of joy!" We have sown through tears this year, but we are already looking forward to the harvest. While we wait for our fortunes to be restored, we also pause to remember and to celebrate, overwhelmed by the great things God has done for us.

REFLECT

Think back more than a year ago; what brought you joy before everything changed? How have you been overwhelmed by God's goodness, even in this difficult season?



LAMENT

THE BANG GOES BUST

By Dustin Moody, Director of Communications

I still remember reading the headlines in March 2020 that Disney World was closing. For “two weeks,” one of the world’s most recognizable theme parks was shutting down in response to COVID-19. The happiest place on earth would become one of the most desolate. As a native of Florida, I couldn’t remember a scenario like this. It’s no small matter when one of the country’s largest economic drivers completely ceases operations, and I realized then that the coronavirus and its economic, political, social, and interpersonal fallout would be no small matter, either.

Around the same time, Denver Institute was preparing to host an event with healthcare professionals about the country’s opioid crisis and what a faithful Christian response could look like (a prescient conversation in hindsight). As one of the last events hosted on the UC Health campus in Aurora, Colo., prior to the implementation of public health restrictions, it felt like we were preparing for a trek up Mt. Everest: who knew what the next days, weeks, or months would hold? How do you begin to prepare with so much uncertainty? Would all of us make it back?



Dustin Moody talks with Scott Sauls, senior pastor of Christ Presbyterian Church in Nashville and author of *A Gentle Answer*, for The Politics of Neighborly Love on September 17, 2020.

An Uncertain Future

When it became apparent that “fourteen days to slow the spread” was slightly optimistic, I began asking the same questions that most people were asking around that time: What does this mean for my work? What does this mean for my family? What does this mean for all of us collectively?

I couldn’t recall a time when so many individuals’ work contexts changed so quickly. Restaurants become takeout counters. Cashiers shouted from behind plastic partitions. Parents became quasi-teachers. Together we navigated working from home, moved meetings online, and (bewilderingly) stocked up on toilet paper. As an organization dedicated to helping people integrate their faith and work, the question for Denver Institute became: How do we help our community make sense of all this?

In the absence of public events, 5280 Fellowship activities, and donor gatherings, our team had a unique opportunity to think, brainstorm, and write that isn’t often afforded with a full programming calendar. We blogged about how the pandemic was affecting different industries and different workers. We hosted webinars with pastors, healthcare professionals, and artists to create a space for reflection and encouragement. We developed a course for The Faith & Work Classroom on the gospel and our work – whatever that might look like. We talked with our friend Philip Yancey for The Faith & Work Podcast about faith and science and how to love our neighbors during a pandemic.

As the weeks ticked by and the COVID cases ticked up, uncertainty gave way to frustration. Our collective resolve, if there ever was such a thing, splintered along geographic and political lines.

We mourned loved ones lost, cheered for hospital staff, and spent too much time scrolling through social media. We looked for answers to make sense of our grief, confusion, and disappointment, but few were found.

Rediscovering Lament

For Denver Institute, we wanted to create space to rediscover the somewhat lost biblical truths of lament. As my colleague, Ryan Tafilowski, wrote at the time, “For biblical writers, the feeling of helplessness in the face of open-ended, unintelligible pain was simply a fact of life in a fallen world, and lament was one expression of an emotionally sophisticated and realistic spirituality, as much as joy or wonder or gratitude or longing.” Through our blog posts, podcasts, and online webinars throughout the spring, we aimed to provide a space to ask questions without seeking answers. We sought to weep with those who wept and mourn with those who mourned.



Guests watch a socially distanced simulcast of The Politics of Neighborly Love at the Asterisk Building in Denver, Colorado.

Light in the Darkness

Thankfully, the despair modeled by Job and his friends, David writing in the Psalms, and Christ's words on the cross are not final. As Ryan wrote at the time, "no matter how deeply buried or hidden, all true lament is done in hope, because it holds our pain before God." Even with the pandemic raging, even with our normal programming put on hold or canceled completely, even in the midst of so much economic uncertainty and personal anxiety, we can join with the saints in saying "...he has not despised or abhorred the affliction of the afflicted, and he has not hidden his face from him, but has heard when he cried to him" (Psalm 22:24).

While so much around us was changing, we focused on the fundamentals of faith and work, the foundational elements that don't require a commute or a cubicle.

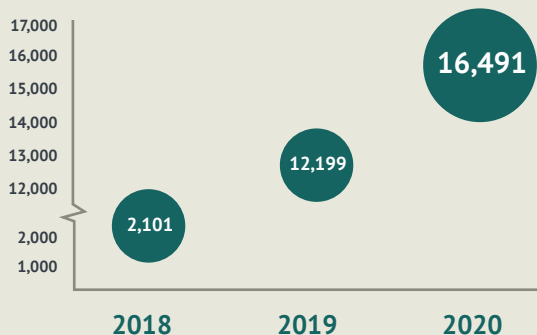
If work really is a way to love God, serve our neighbors, and demonstrate the gospel as the masthead on our website says, what does that mean when your dining room doubles as an office? How can we help the small business owner love their employees and customers from six feet away? How can we serve ten million people who are out of work?



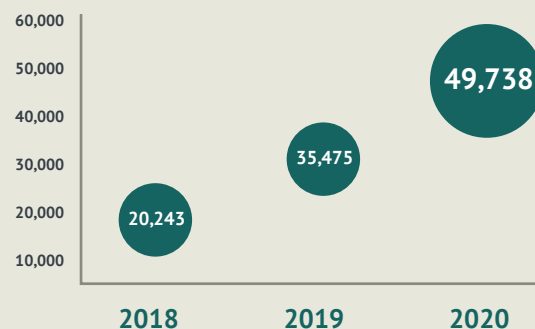
We didn't (and don't) have all the answers, but we were determined to make the best of an unfortunate set of circumstances. As we thought about the impact of COVID-19 on our programming and on our community, we knew that things wouldn't look the same as we had planned earlier in the year. Yet we also knew that a little redirection could go a long way.

By the Numbers

Downloads of the Faith & Work Podcast



Website Visitors



767 Active users at The Faith & Work Classroom in 2020

LAMENTING OUR LOSSES

YOUR TURN

By Ryan Tafilowski, Theologian-in-Residence

For you have died and your life is hidden with Christ in God. When Christ who is your life appears, then you also will appear with him in glory.

Colossians 3:3-4

In many ways, 2020 was a lost year, a great, gaping void between 2019 and 2021. As the months unfolded, loss mounted upon loss: weddings postponed, graduations held via Zoom, professional projects left unfulfilled, churches emptied, businesses shuttered. But 2020 proved even more relentless. Racial tensions reached a fever pitch. Political unrest followed. Our civil institutions strained. All the while the virus raged, taking no notice of our crisis of justice. The sick and the dying continued to stream into hospitals. Our healthcare system threatened to buckle under the stress.

What do we make of it all? The collective mood of the nation has been chaotic: anger, confusion, uncertainty, powerlessness, cynicism, and fear. What we are coming to realize now is that it was all an expression of grief. We have been mourning — we are mourning still — even if we didn't quite realize it in the moment. Grief is always a response to a kind of death, and 2020 brought death of every kind. We are still reeling.

Yet, for the people of God, death never has the last word, no matter how loudly it shouts and fumes.

What does it mean to be Resurrection people at a time such as this? There are no easy answers; there are many questions that will remain unresolved this side of paradise.

“For you have died, and your life is hidden with Christ in God. When Christ who is your life appears, then you also will appear with him in glory.” What is Paul trying to tell us here? At the very least, he is suggesting that the doctrine of the Resurrection of Jesus Christ holds out hope that while we have lost much, all is not lost.

Why did all this happen? How will we ever recover the things we've lost in 2020? How long will this last? Paul doesn't answer these questions, exactly, but he does tell us that the truest and most ultimate meaning of our lives is being held secure within God's own life. This challenges us to change our frame of mind when it comes to grieving what we've lost in 2020. What if these things are not really lost forever, but rather “hidden with Christ in God”? What if God intends somehow to transfigure our pain so that it will one day appear in glory?

Nothing is lost that won't be found. But for now, we wait.

REFLECT

What unresolved wounds are you still carrying from the past year? List those out and offer those to the LORD.



TIME FOR SOMETHING NEW.

BY HILARY MASELL OSWALD

One 5280 Fellow finds ways to love her food-insecure neighbors while shifting her company's business plan in response to COVID-19.

Samantha Glenn has always loved food. "I started a restaurant in our garage when I was six," she says. "I pulled the patio furniture into the garage and sold Kraft mac 'n' cheese and grilled cheese for 25 cents." From this auspicious start, she honed her skills in the kitchen and then earned a degree in nutrition from Arizona State. A few jobs and internships later, she landed a gig in 2017 with a start-up called

Peak Refreshments, which provides grab-and-go meals, snacks, and beverages at self-service kiosks in hundreds of offices and break rooms across the Denver metro area.

"Initially, I called the owners and said, 'Could I have an interview? I'm interested in your concept,'" Samantha says. "It worked out really well because I was comfortable with an evolving situation. I love being part of the [company's] building process." Today, Samantha is the company's strategist, which means she solves problems, builds scale, oversees managers, and improves business practices, all skills that came in very handy when the COVID-19 pandemic hit in spring 2020 and people stopped going to offices – which meant they stopped buying Peak Refreshments' inventory.

Revenue dropped 60 percent almost overnight, Samantha says. "We began asking [each other], 'What can we do differently?'" After much brainstorming, they settled on a concept called Modern Plate, which creates, sells, and delivers frozen family-style meals to customers. Peak Refreshments had a pipeline of food they'd already ordered; they had a kitchen and staff who suddenly had time to test recipes and brainstorm a menu. How would they set themselves apart from Stouffer's lasagna? Which foods don't lose their lusciousness in the process of freezing and reheating? Does anyone even want polenta?

CONTINUED ON PAGE 14 >>

As Samantha and her team were strategizing their response, she was also in the final few months of Denver Institute for Faith & Work's 5280 Fellowship, a nine-month spiritual and professional development program for Christians in the Denver area.

As part of the Fellowship, "we ask people to be both prophetic and creative," says Brian Gray, director of the 5280 Fellowship.

Samantha began thinking about food stewardship – namely, how to donate **uneaten meals** and snacks to people who needed them.

"We ask them to identify what's broken and in need of redemption – that's the prophetic part. The creative side is to be solutions-oriented. Part of Christian faithful presence in a company is to be creative, an act that reflects God's creativity."

The Fellowship is designed for early- to mid-career professionals who seek theological equipment for their work. "We are really committed to the long game in and for the city of Denver," Gray says. Through small-group discussion, retreats, self-directed reflection and spiritual practice, formal teaching, and mentorship from leaders in various professions, Fellows gain a framework that helps them see work as a place of worship, mission, and formation that very much

matters to God's Kingdom. "Redemption isn't just soul salvation. It's seeing small, broken things that can be enhanced to create human flourishing. We're after that long, faithful obedience in the same direction and one that's public. That's a long-term strategy of loving your neighbor."

Fueled by these ideas of redemption and faithfulness, Samantha began thinking about food stewardship – namely, how to donate Peak Refreshments' uneaten meals and snacks to people who needed them. "Food waste is a huge deal in our country, especially in light of so many food-insecure people [in our community]," she says. The technical issue was one of refrigeration: "We hadn't been donating food because we thought there were too many touch points where temperature control wasn't possible [in transporting food from kiosks to nonprofit partners]."



To date, Peak Refreshments has provided more than **20,000 meals** to hungry neighbors, thanks to Samantha's diligence and problem solving.

Through a few updated procedures and the use of Wi-Fi devices that monitor food temperature through every step of its movement from kitchen to consumer, and with a little help from Brian in connecting with local nonprofit partners, Samantha built a system for donating food. To date, Peak Refreshments has provided more than 20,000 meals to hungry neighbors, thanks to Samantha's diligence and problem-solving. "This exercise in thinking well about stewardship certainly fueled the development of Modern Plate," Samantha says.

Not only did Peak Refreshments pivot to keep employees working, it also took a wise gamble on frozen meals, which are less likely to go into the garbage than fresh foods if a family's plans for dinner change. "There's less food waste on our end and on the consumer end," she explains. Plus, her team was up for the challenge of making delicious fare that tastes like it came from your favorite fine-dining establishment.

So for Samantha, the Fellowship facilitated not just solutions to problems, but also a greater sense of purpose in her work. "I have a renewed spirit at work," she says. "[Before the Fellowship], the struggles of this career path seemed unglorifying to God because at the end of the day, was I just selling Snickers bars to people? Is that the most honoring thing to God?" But, she says, she now sees herself as a person who creates alongside the Creator. "Now I feel motivated to enact change where I can, and I know why it matters to God and my city."



REDIRECTION

CHARTING A DIFFERENT PATH

Brian Gray, COO & Director of the 5280 Fellowship

What was the word every leader grew bone-weary of in 2020? "Pivot."

On March 17, I asked the staff to write down everything they needed to do their job fully from home for the next 60 days. They laughed me off as being wrongly too conservative. Turns out I *was* wrong.

In March, we shifted all of our 2021 events onto Zoom. In April, we applied for a PPP loan and forecasted potential budget and salary cuts, all while sitting at the kitchen table next to my cooped-up daughter bemoaning online math. In May, we postponed our final Celebration Retreat for the 5280 Fellowship. In June, we were all feeling the ugly past and present of tragic racial fractions in America.

Everything felt uncertain. Nobody felt in control.



The 2020 Class of Fellows complete the 5280 Fellowship in late June 2020.

I used to make well-informed decisions once. Starting in May, I remade programming decisions multiple times using changing data I had never accessed in the past:

- Clergy information calls with Colorado Gov. Jared Polis
- Colors on public health “dials”
- A tape measure
- Weather reports for possible outside gatherings
- Surveys that overused the phrase: “Would you be comfortable with...?”
- A cloudy COVID crystal ball

That all created deep fatigue, uncertainty, and redirection for us all: me, our staff, our then-current Fellows, and our incoming Fellows for the fall. Despite all the unrest and change, we saw amazing examples of God’s graciousness to Denver Institute. In both exhausting and energizing ways, we started experimenting with how our unchanging mission could be lived through redirected programming.

Changing Plans

In late June, city and state leadership eased outdoor gathering restrictions. The 5280 Fellowship held its final Celebration Retreat, seven weeks delayed and socially distanced under a wedding tent on the Downing House lawn. Relationship-starved Fellows shared final conversations, relational closure, and a beautiful outdoor dinner on Saturday. Sunday we closed our rich but adapted year together by commissioning each Fellow unto the ministry of their particular industry: architects, nurses, musicians, and retail managers alike. It was a tear-filled grace of God for us all.

In both exhausting and energizing ways, we started experimenting with how our unchanging mission could be lived through redirected programming.

In late summer, we hosted our first online, multi-city public event to rave reviews. The Politics of Neighborly Love featured AND (&) Campaign founder Justin Giboney, pastor and author Scott Sauls, Stephanie Summers, the CEO of Center for Public Justice, and former Tennessee governor Bill Haslam. Before COVID, the live event we previously planned would have happened in two stages that day: an afternoon pastor’s event for 10-15 leaders, and the live, public event that evening for roughly 100 people. Moving this online and sharing the stream with other partner organizations, we had over 100 pastors or faith leaders and more than 600 registrants for the evening event!



Brian Gray (left) and Ryan Tafilowski (right) commission Liz Austin as part of the 5280 Fellowship Celebration Retreat in June 2020.

In September, we kicked off the current 2021 class of the 5280 Fellowship. Our opening retreat gathered 14 Fellows and four leaders for a weekend with all of the awkward social distancing and masked conversations we had grown sadly accustomed to. But in God's humor and grace, it was the same amazing weekend we had come to expect from the previous four years. A group of Christian professionals from diverse churches and industries drove up to the mountains as strangers. They left 40 hours later as fast friends with expanded imaginations about the place of their work in God's redemptive story.

As a final grace from God in a disrupted year, we completed the 5280 Fellowship measurement project by late 2020. The assessment asked, are we really making an impact upon young professionals and the people and places where they work? If so, how? If not, what are we missing or how we can improve the experience? This was especially important as we prepared to launch CityGate — an initiative to take the 5280 Fellowship model and build it into a training community for other fellowship leaders in other cities.

The measurement project was run by external researchers trained through the University of Virginia's Institute for Advanced Studies in Culture. They were thorough and honest. The results showed that in three of the five Denver Institute guiding principles, the 5280 Fellowship was creating real impact: Fellows were seeking deep spiritual

health, embracing relationships, and thinking theologically about their work. In a fourth area, there was modest change: creating good work. And in a fifth, there was only minimal impact, statistically speaking: serving others sacrificially through work. The results were a wonderful way to confirm our proven impact, but also to help us better encourage Fellows in their work as civic engagement, justice, and service.

The Path Ahead

The year 2020 held so much disruption for all of us. Despite the pain, confusion, or frustration, we sensed the Lord's grace to and through us in the work of Denver Institute and the 5280 Fellowship. As we reformatted event details and revised Fellowship programming, the collective stress we were all living under gave way to a unique and unexpected emotion as 2020 drew to a close: gratitude.

By the Numbers



25

Fellows in the 2019-2020 Class

REDIRECTING OUR FOCUS

YOUR TURN

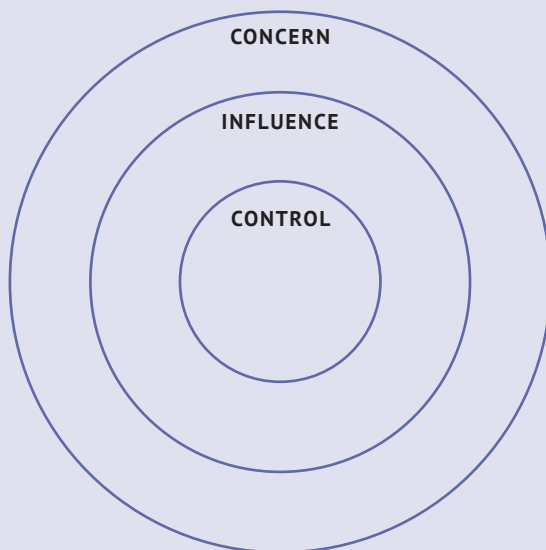
By Brian Gray, COO & Director of the 5280 Fellowship

Come now, you who say, "Today or tomorrow we will go to this or that city, spend a year there, carry on business, and make a profit." You do not even know what will happen tomorrow! What is your life? You are a mist that appears for a little while and then vanishes. Instead, you ought to say, "If the Lord is willing, we will live and do this or that."

JAMES 4:13-15

Haunting but true words for the pandemic experience of most of us. In the 5280 Fellowship, we walk through a coaching exercise that could be a simple but practical tool to help you rightly see the various aspects of life God calls you to steward with him.

Draw three concentric circles on a piece of paper. Label the inner one "control," the middle one "influence," and the outer circle "concern." Now reflect on a challenging situation at work, with family, between you and friends, or at your church. With that situation in mind, what belongs in each of those three circles for you?



Control

Think of "control" positively here, not in an unhealthy or overbearing way. Where do you have real responsibility to act in this situation? What is within your limited power to change or effect?

Influence

Most situations don't depend only upon ourselves, but involve others. In this circle, we can potentially shape a situation, but the outcome isn't entirely in our hands. We have partial influence, but not total. We have limited but important agency to steward with God here.

Concern

It is important to realize how finite, dependent, and — honestly — unimportant we are in many situations. Where do you need to bring your concerns to God? What do you need to lament that you cannot change? What do you deeply feel but can hardly shape?

This reflection is a great way to consider James 4. We do have real agency to steward before God on behalf of others. We do have certain limitations that we need to embrace. A pandemic year showed, most of all, that there is far more in the outer circles than we believe or have grown used to.

GRATITUDE

AN UNEXPECTED ENDING

Brian Gray, COO & Director of the 5280 Fellowship

From my work in cardiovascular research to pastoring churches to the nonprofit space, I've learned that good numbers can point to a larger story that leaders should understand. Our financial report from a disrupted year tells us the story of three inseparable gifts: the generosity of our community, the stewardship of our staff, and the grace of God.

As a donor to Denver Institute and other city nonprofits, I want to know that the organization is stewarding the resources God gives them well and is operating in a financially healthy way. You can see “good numbers” below in these graphs, but the larger story of stewardship, financial health, and God’s grace can be seen in many ways.

- In 2020 we continued to see consistent and growing support from donor generosity.
- Through careful spending and programing changes by our staff, we ended the year with greater net assets.
- We received a Payroll Protection Plan loan which was fully forgiven in 2020.
- We have added a “Generous Giving” line to our operating budget – a way for us to financially support local nonprofits through the generosity extended to us.
- We continue to maintain the accounting practices and standards required to be members of the Evangelical Council for Financial Accountability.
- Because of your generosity, we are well positioned for healthy growth in 2021 and beyond.

This gracious financial story leaves us deeply grateful to our donors for their belief in this mission and to God for his sustaining presence to us.



FINANCIALS

Expenses

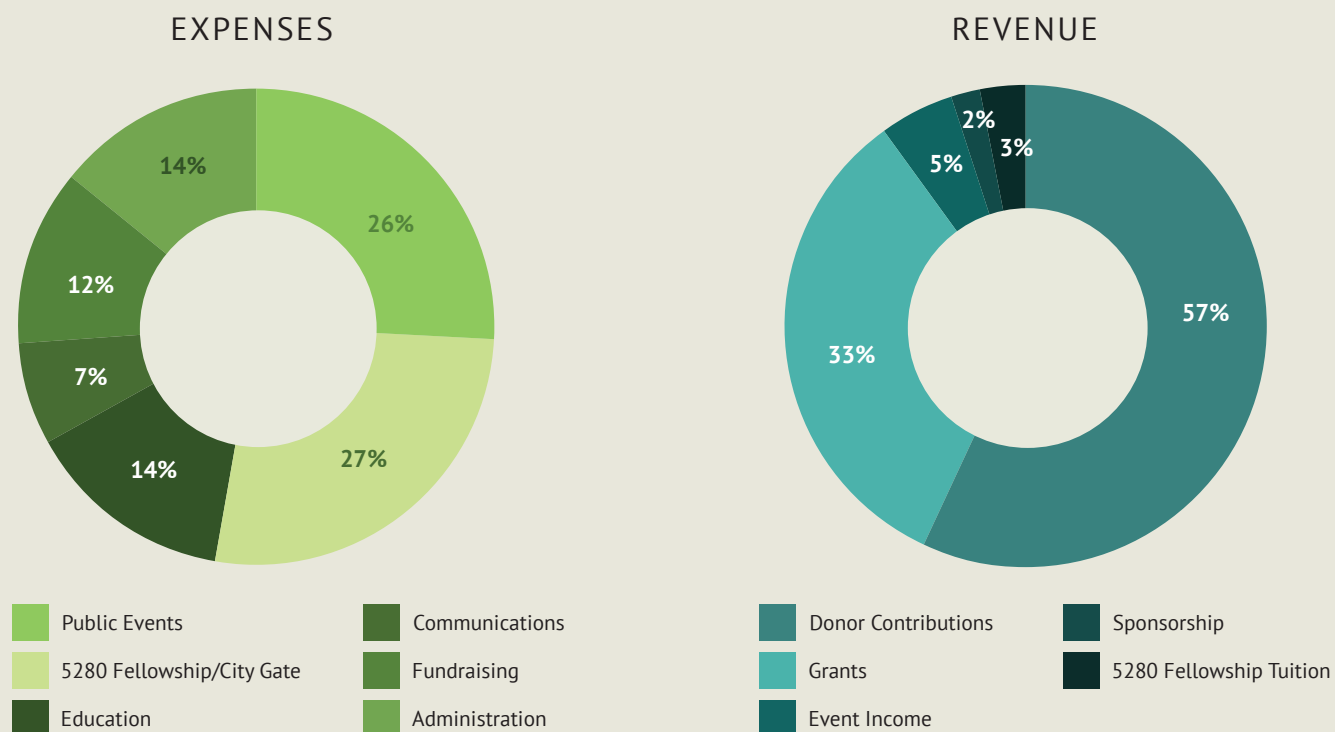
	2019 Expenses	2020 Expenses	\$ Change	% Change
Public Events	\$190,450	\$237,487	\$47,037	25%
5280 Fellowship/CityGate	\$150,183	\$240,266	\$90,083	60%
Education	\$133,350	\$122,940	-\$10,410	-8%
Communications	\$56,211	\$61,309	\$5,098	9%
Fundraising	\$88,272	\$108,211	\$19,939	23%
Administration	\$141,566	\$129,272	-\$12,294	-9%
Total	\$760,035	\$899,485	\$139,450	18%

Revenue

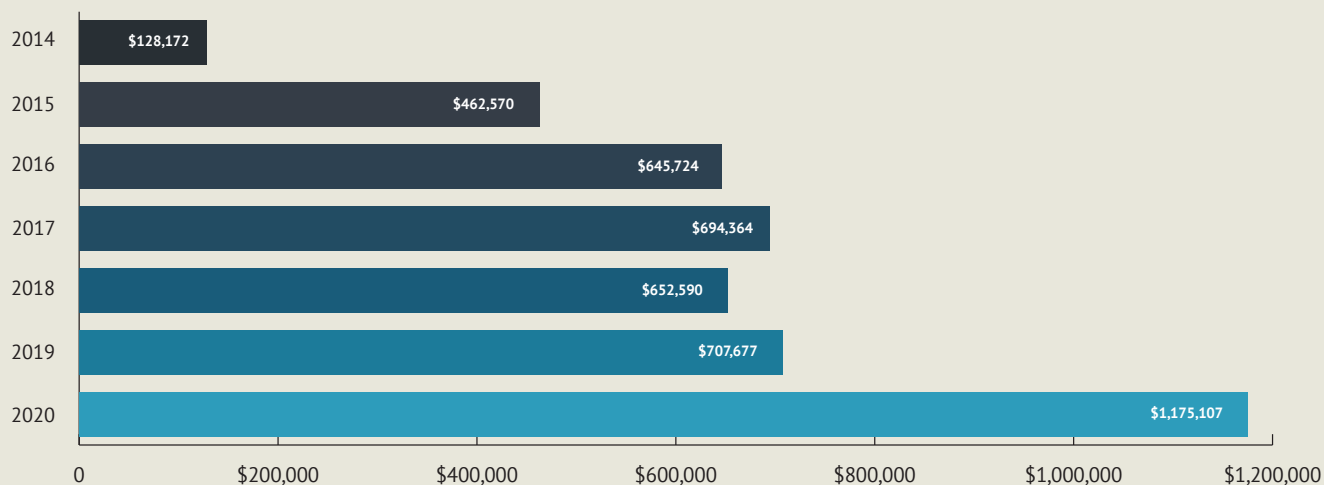
	2019 Revenue	2020 Revenue	\$ Change	% Change
Donor Contributions	\$323,972	\$673,150	\$349,178	108%
Grants	\$250,000	\$389,900	\$139,900	56%
Event Income	\$41,882	\$53,026	\$11,144	27%
Sponsorship	\$30,730	\$18,300	-\$12,430	-40%
5280 Fellowship Tuition	\$55,079	\$38,250	-\$16,829	-31%
Interest Income	\$5,460	\$2,146	-\$3,314	-61%
Misc Income/Loss	\$555	\$335	-\$220	-40%
Total	\$707,678	\$1,175,107	\$467,429	66%

FINANCIALS

2020 Expenses and Revenue



Revenue Growth from 2014 to 2020



GIVING THANKS

YOUR TURN

By Brian Gray, COO & Director of the 5280 Fellowship

I will give thanks to you, LORD, with all my heart; I will tell of all your wonderful deeds.


PSALM 9:1

Start listening to conversations between friends and coworkers about their work. Are those conversations more characterized by frustration and complaining or celebration and gratitude? For most, we'll more quickly see and lament what is hard and wrong with our work. The pressure. The out-of-touch manager. The unrealistic goal. The email inbox. The toxic or underperforming coworker.

Over-focusing on these places of brokenness in our work is more than just a glass half empty. It points to both the need and reality that G. K. Chesterton observed: "Gratitude, being nearly the greatest of human duties, is also nearly the most difficult."

Knowing this about the work of the monks and priests he led, Ignatius of Loyola encouraged gratitude for all life experiences as a foundational Christian practice. In his "Principle and Foundation," he writes: "All the things in this world are gifts of God, presented to us so that we can know God more easily and make a return of love more readily."

Our work is such a large part of our "with God" life, so it can be a place where we seek to intentionally grow in gratitude.

- What is good, right, and beautiful about your job? Your company? Your industry? Take time to reflect upon these questions as an antidote to complaining and cynicism about your work.
 - Take two minutes each workday this month and list five things about your work that you are thankful to God for, or things that you want to celebrate (e.g., people, accomplishments, opportunities, a great pen, etc.). Each day, add five different reflections, so you end up with a list of almost 100 ways you are grateful by the end of the month.
 - Consider ways you can encourage gratitude and celebration in your workplace – both thanking others and encouraging greater gratitude in others.
 - Adele Calhoun offers this wonderful suggestion that you can apply to your work: "Notice your tendency to make comparisons that result in feelings of dissatisfaction or entitlement. Practice abstaining from comparative statements about what you don't have. Instead give thanks for what you do have."
- 

Remember the former
things of old; for I am God,
and there is no other;
I am God, and there
is none like me.



TIME TO REFLECT

Take a moment to read back through the articles for reflection.

What has God shown you over the past year? For what can you offer gratitude?

What can you hold before God in lament? Write a few thoughts below, then refer back to this page throughout the year as a way to remember what is behind and celebrate what is ahead.

CELEBRATION

LAMENT

REDIRECTION

GRATITUDE



Share With Us

Share a selfie with the annual report, include one reflection takeaway and tag **@DenverInstitute** so we can join you in whatever season you find yourself.

LOOKING AHEAD



By Jeff Haanen, Founder & CEO

As we look ahead to 2021, we're excited to launch CityGate, a national community of leaders working at the intersection of faith, work, justice, and community renewal. Growing out of longstanding national relationships between like-minded leaders in the US, the initiative will have three components:

1

Curated Community

We will offer monthly learning labs and resources for church, nonprofit, and civic leaders focused on issues related to faith, work, justice, and leadership in their city.

2

CityGate Fellowships

We will also recruit, equip, and support leaders who want to launch a fellowship in and for their city.

3

Ecosystem Partnerships

Finally, we're working to foster collaboration and partnership between various "nodes" in the larger ecosystem of organizations that are bringing the gospel to the workers, workplaces, and systems that make up our cities.

This initiative will have a multiplying effect of the work of Denver Institute for Faith & Work in cities across the country.

Also, in 2021, DIFW is actively exploring ways to grow a generous community of stakeholders by offering additional ways for individuals, businesses, and donors to engage the DIFW mission through exclusive content, events, and networking opportunities. These resources will be tailored to the needs of individual workers, business owners, and local faith communities and will help to further grow the reach of DIFW.

Our vision at DIFW remains the same: a world healed by the gospel of Jesus Christ and a church deeply engaged in God's mission to restore all things through their vocations. We're excited to partner with donors, foundations, leaders, and friends who share this vision and are committed to the good news of Jesus Christ and his healing work in our workplaces, industries, and cities.



Get Involved.

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.

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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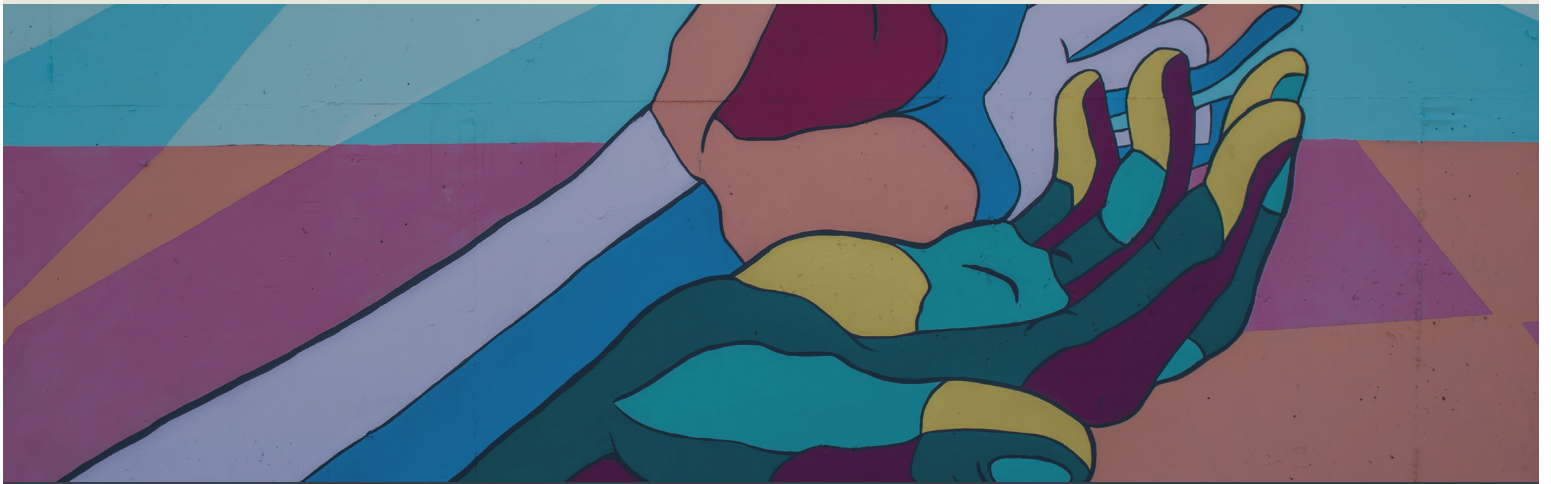
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