



2020 Fall Executive Forum & 2019–2020 Report





CENTER FOR
**Faith &
Innovation**

VISION

The Center for Faith & Innovation helps Christians pursue their work in the marketplace as an act of discipleship to Jesus Christ.

MISSION

The purpose for the Center for Faith & Innovation is to develop Christian marketplace leaders through theology and liberal arts research to create innovative solutions for business.





2019-2020 REPORT







CFI Journey

VALUES

As we began our work in 2019, the CFI leadership team spent time in prayer and discussion in order to determine our values and discern how God has aligned our hearts to serve Christ and his kingdom. In the end, we discerned six core values:

- **Scholarship** (Research, Teaching, Service, Integration)
- **Innovation** (Prophetic Voice)
- **Balance** (People First)
- **Humility** (Love for Others)
- **Christ-Centeredness** (Discipleship)
- **Impact** (Servanthood)

From these core values, we arrived at the vision of CFI.

VISION

The Center for Faith & Innovation helps Christians pursue their work in the marketplace as an act of discipleship to Jesus Christ.

And our ultimate vision of serving God, loving people, and awaiting Christ's return as his disciples shaped our mission to serve Wheaton College and the church.

MISSION

The purpose for the Center for Faith & Innovation is to develop Christian marketplace leaders through theology and liberal arts research to create innovative solutions for business.

In order to achieve this mission, we set the following goals:

GOALS



CONNECT

CFI connects liberal arts faculty, experts, and business leaders to create a network of Christians committed to living faithfully in the marketplace.



RESEARCH

CFI generates research that integrates theology with leading-edge business research to address the practical concerns of businesses.



EDUCATE

CFI provides the next generation of business leaders with experiential learning resources through corporate partnerships and an innovation lab for Wheaton students from all majors.



EQUIP

CFI offers professional training for emerging and current business professionals through certification programs, seminars, and workshops.



DISSEMINATE

CFI creates a repository of best practices through scholarly publications, blogs, whitepapers, an online library, a fall forum, and an annual seminar.

Our Story

OVER THE COURSE OF THE LAST FEW MONTHS, WE HAVE PARTNERED WITH OX CREATIVE TO FOCUS OUR IDENTITY AND CLARIFY OUR PURPOSE FOR THE NEXT TWO TO FIVE YEARS.

Four core principles emerged from these conversations:

1

THE STORY CENTERS ON CALLING AND PURPOSE

Our audience longs to honor their calling and live out their purpose. At the most fundamental level, this longing is the felt need that fuels their engagement with us. Even more than business implementation, we offer a space for students and leaders to explore the meaningful expression of not simply their work but their whole lives.

2

THE OUTWARD EXPRESSION OF OUR WORK IS SOCIAL IMPACT

Connected to our focus on calling and purpose, the core metric of our success is our social impact. Whether large or small, we hope to make a positive difference in the lives of people and society. This reality connects deeply to our target audience's discerning investment of time in things that lead to purpose-driven ROI.

3

OUR VALUE IS INTEGRATING CONVERSATIONS AND CONNECTING PEOPLE

We bring together people and ideas that rightly belong together but too often exist in isolation. Ministry and marketplace. Students and business leaders. Executives from separate companies. Academia and average-Janes-and-Joes. We create into a collaborative space where diverse people can accomplish more together than they ever could on their own. In this way, CFI serves as a hub of connection and impact.

4

AS A COMMUNITY, WE DISCOVER AND INNOVATE TOGETHER

Even though we exist in an academic context, our mode of operation is collaborative and curious before it is instructive or informative. We don't have the answers so much as we uphold the values we profess. Our goal is less to teach the "right" way to operate so much as discover the way forward together with our partners.

We are driven by:

Theological Alignment
with the Heart of Jesus



Righting Wrongs
for Kingdom Come



Brass-Tacks
Business Mastery



Our Love for Students
of All Ages



Relentless Optimism for
Insightful Solutions

We do our work with:

CLARITY



PROFESSIONALISM



URGENCY



HOPE

**4 CORE
PRINCIPLES**

CFI Thanks our 2019-2020 Charter Members

CFI IS A COMMUNITY OF RELENTLESSLY OPTIMISTIC CHRISTIANS WHO WANT TO EXPLORE NEW WAYS TO FOLLOW JESUS IN THE MARKETPLACE. THE CFI LEADERSHIP TEAM GIVES THANKS DAILY FOR OUR CHARTER MEMBERS.

Lori Bae

Senior Director,
Partnerships and
Innovation, World Vision

Les Baird

Partner and Global Head of
the M&A and Divestitures,
Bain & Co.

Deborah Birkey

Great Lakes Senior Regional
Representative, Hope
International

Dave Blanchard

Co-Founder and CEO,
Praxis

Robert Bowles

Author, Past Account
Manager, Apple

Rod Brenneman

President & CEO of
Butterball

Eduardo Browne

Chairman, Managing
Partner, Agilis Partners

Bob Caldwell, Jr.

President, Grace
Management Group

Lance Clevinger

Employee & Health Benefits
Consultant, Marsh &
McLennan Agency

Kristin Colber-Baker

Global Director, Talent and
Leadership Development,
Mars, Inc.

Paul Condrell

Founder and former
Chairman, Healthy
Household, Ltd (China)

David Criscione

Senior Vice President,
Walmart International

Denise Daniels

Hudson T. Harrison
Endowed Chair of
Entrepreneurship,
Wheaton College

Beth Davis-Sramek

Editor, Journal of Business
Logistics, Professor of
Supply Chain Management,
Auburn University

Rachael Day

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Distributors

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Managing Director, Dillon
Kane Group, LLC

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Dunlap Consulting, LLC

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Co-Chairman, Theology of
Work, Former Director of
R&D, Boeing

Brian Fikkert

President, Chalmers Center

Madeline Fredin

Senior Staff Consultant,
Crowe

Chad Gauger

Chief Transformation
Officer, Cargill

Gary Ginter

Chairman and CEO,
VAST Power Systems

Steve Haas

Chief Catalyst, World Vision

Nathan Hancock

Owner, Hancock
International Corp.

Robert Harp

Workplace Movement
Catalyst, Lausanne
Movement

Jon Hart

Partner, Praxis, Praxis
Academy

Beckie Hayes

Founder and President,
Merchab Consulting
Group, Inc.

Ken Hooten

Managing Partner,
Concentric Equity Partners

Roland Jacobs

President and CEO,
AspireUp

Brad Jeffery

Co-Founder and CEO,
CauseGear L3C

Katherine Jeffery

Co-Founder and CMO,
CauseGear L3C

Ron Johnson

CEO, ENJOY Inc.

Tabitha Kapic

Director of Innovation
Processes, The Chalmers
Center for Economic
Development

Terry Ledbetter

Portfolio Manager, Kopion

Pete Leonard

Founder, CEO and Roast
Master, I Have a Bean

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Co-Founder and Board
Member, Convergent
Technologies

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Managing Partner,
Island Peak Capital, LLC

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Dean, Crowell School of
Business, Biola University

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Executive Director, Master
of Science in Financial
Analysis, Gordon College

Malissa Mackey

Director, Faith & Work
Chicago

Gary Masching

Managing Chair, C12 Group

Will Messenger

Executive Editor, Managing
Director, Theology of
Work Project, Lexington
Sycamore Group

David Miller

Director of Faith & Work
Initiative, Princeton
University

Stu Minsheu

Vice President of
Innovations Operations,
The Chalmers Center for
Economic Development

Niel Nielson

Chairman and Former
President of Covenant
College, Lippo Educational
Initiatives (Indonesia)

Philip Nussbaum

Chairman, Co-Founder,
Performance Trust Capital
Partners

Julia Oltmanns

Assistant Vice President,
HR and Employment Law,
Zurich North America

Eric Pierce

Managing Director, St.
Charles Consulting Group

Bill Pollard

Former CEO, Service Master

Al Powers

Former CEO,
NOW Health Group

Bob Pritchard

President, The Pritchard
Group

Luke Roush

Co-Founder and Managing
Principal, Sovereign's
Capital

Paul Schacht

Vice President,
Duracell, Inc.

Paul Schaller

Principal, Schaller
Associates and Former
CEO, Quest Aircraft

Andrea Scott

Dean of Dr. Robert K.
Jabs School of Business,
California Baptist University

Mike Sharrow

CEO, C12 Group

Dave Sveen

President, Cedarstone
Partners

LaDonna Thornton

Assistant Professor of
Supply Chain Management,
Auburn University

Steve Wilhite

Senior Vice President,
Schneider Electric Energy &
Sustainability Services

Brent Williams

Associate Dean for
Executive Education and
Outreach, University of
Arkansas

Jeffrey Wright

CEO, Urban Ministries, Inc.

What We Heard From You



AT OUR INAUGURAL FALL EXECUTIVE FORUM (OCTOBER 2019), WE ASKED FOR YOUR INPUT. WE ASKED YOU HOW YOU APPLY YOUR FAITH IN BUSINESS. WE ALSO WANTED TO UNDERSTAND THE CHALLENGES AND OPPORTUNITIES YOU FACE AS YOU SEEK TO FOLLOW JESUS IN THE MARKETPLACE.

Here's what you told us:

PEOPLE MATTER A GREAT DEAL TO YOU

You care about: your employees, partners, stakeholders, and their families. And because God loves people and calls us to love our neighbors, you also care about people in general. By the same token, some of your greatest challenges relate to human resources as well. Terminating employees makes you uncomfortable, and managing a diverse group of individuals and teams can be confounding. Some of you expressed that you are still working out how to comply with regulations about employment while maintaining freedom to hire people who will contribute to your company values and culture.

PRAYER IS A LEADING OPPORTUNITY FOR BEING FAITHFUL IN YOUR LEADERSHIP

You pray about your businesses. You pray for your employees, communities, and the difficult decisions you have to make. But even though God calls us to “pray without ceasing,” you told us that sometimes you get caught up in business tactics and forget that God is ready to guide, comfort, correct, and empower you in your work.

YOU CONFRONT UNCERTAINTY EVERY DAY

You carry the weight of making consequential decisions, often with limited information. You are confident in your values and fundamental commitments, but applying these values in specific situations requires wisdom. You want to gain more practical wisdom so that you can make good decisions on behalf of your company and your stakeholders.

THE NEXT GENERATION OF CHRISTIANS IS IMPORTANT TO YOU

You have fought battles, experienced loss, served others, and answered tough questions. You have wrestled with true-to-life questions about what it means to follow Christ in business. You would like to share what you have learned with emerging leaders who join you in earnestly pursuing God where he leads.

CONNECT
RESEARCH
EDUCATE
EQUIP
DISSEMINATE

Impact Dashboard

2500+
Student
touchpoints

57
Charter
Members

3
Social media
platforms

8
Executives
engaged in Restart
Roundtable

5
Research projects
completed

160
Pages of reports
produced

3
Companies
engaged for
case studies

2
Whitepapers
completed

46
Students engaged
in faith-centered
design curriculum

2
Skills workshops
designed and
offered

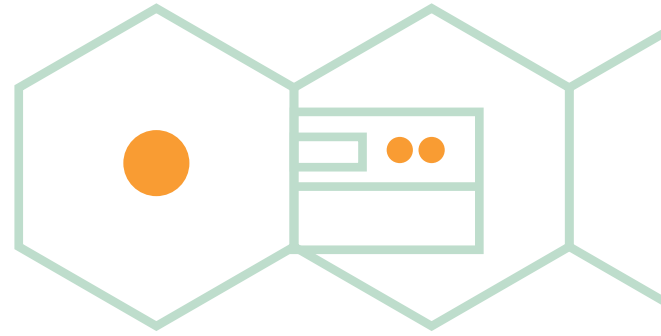
6
Podcast episodes
produced and
disseminated

12
Blog posts
authored and
posted

100
Annual reports
distributed

Year in Review

ACHIEVEMENT CALENDAR



Fall Executive Forum

October 2019

Vocation Week in Chapel

October 2019

Pilot project with Charles Schwab Corporation

November 2019

Case Studies

January 2020–July 2020

Wheaton Ideas Fest

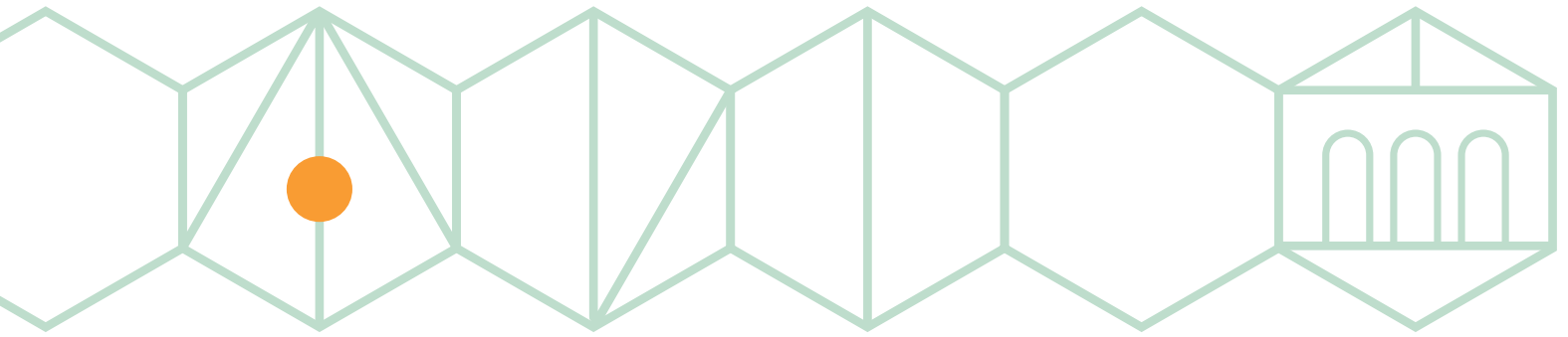
February 2020

State of Faith in the Marketplace Signature Research Project

November 2019–June 2020

Innovation Scholars

September 2019–April 2020



**Special Report
project on COVID-19**
March 2020



CFI Brand Narrative Development
May 2020–August 2020



Restart Roundtable
March 2020–June 2020



Integrate: Faith & Innovate podcast
May 2020–present



“This first State of Faith in the Marketplace Report is an amazing opportunity for the Wheaton Center for Faith & Innovation team to share what we have learned about the many ways Christians are partnering with the work of Christ in the marketplace to love God and love people.”

HANNAH STOLZE,
PH.D., ASSOCIATE PROFESSOR OF
MARKETING & SCM, CFI DIRECTOR

State of Faith in the Marketplace

CFI is driven by relentless curiosity about the way the Christian faith can illuminate better business practices. As a community of business leaders, qualitative and quantitative researchers, theologians, and writers, we seek to learn from others so that we can discover new ways to describe what is and envision what could be. To keep our multiple research projects organized, we have gathered them together under the moniker, State of Faith in the Marketplace (SOFIM).

State of Faith in the Marketplace is a research initiative that seeks to understand how faith in Jesus Christ affects business practices, management, relationships, and operations. It seeks to address the following questions:

- What are the sources or inputs of faith in the marketplace?
- How is faith present in the marketplace?
- How does faith impact operational performance and transform lives?

The project identifies best practices, explores the challenges leaders face when integrating their faith in the workplace, and looks for the gaps in resources provided by the church and the Christian academy.

“Your team took a deeper dive and a comprehensive look, far more than we do with our culture survey, and from so many people in the company. It was strong affirmation that we’re doing things right. It helped us get a good look under the hood.”—CEO OF A CASE STUDY COMPANY

In 2019-20, CFI researchers and students completed the following projects:



SIGNATURE REPORT

In Fall 2019, CFI invited forty-seven Charter Members and twenty participating leaders to the annual Fall Executive Forum afternoon focus group workshops to identify the nature and effect of faith on their leadership in their organizations.

Deliverable: This work resulted in the production and distribution of an annual State of Faith in the Marketplace Report to our Charter Members.



CASE STUDIES

In spring 2020, CFI partnered with three companies to gain a deeper understanding of the diffusion of the faith of an organizational leader throughout their organization. These SOFIM case studies explored the nature and effect of faith in three unique companies.

Deliverable: This work resulted in the production of proprietary reports for each partner as well as multiple case studies available to CFI members upon request.



SPECIAL PROJECTS

In March 2020, CFI distributed a survey to Charter Members to explore how their faith was impacting their response to the COVID-19 crisis. The special report has been included in this publication.

Deliverable: This project resulted in a special report that was delivered to CFI Charter Members upon completion and was also included in the State of Faith in the Marketplace Annual Report.

Innovation Scholars

CFI's Innovation Scholar initiative is an immersive, experiential learning program that gives Wheaton College students a rare opportunity to experience the day-to-day pressures of market driven businesses and innovative nonprofits. On any given day, iScholars will perform market research, analyze data, consult clients, develop projects, and practice innovation. Every iScholar will engage in mentoring relationships and collaborative projects as they explore what the integration of faith, work, and innovation means for their present and future vocation. While these opportunities are generally the domain of postgraduate study, CFI's Innovation Scholars program is uniquely available to all Wheaton College undergraduates. This opportunity allows them to learn and grow in ways that will serve them over the course of their career.

Innovation Scholars had unparalleled opportunities to engage alongside CFI leaders, members, and researchers. These proactive students participated in a pilot project with the Charles Schwab Corporation in a process that informed the launch of the CFI iLab. They participated alongside CFI leaders at the inaugural Fall Executive Forum, helping facilitate focus groups and supporting the event behind the scenes. They also served key roles as student researchers, analysts, and co-authors, developing whole sections of the annual research report and case studies.

QUOTES FROM iSCHOLARS

“God has placed a passion on my heart for the respect and protection of his creation: his people and his planet. I believe I have been called to transform the ways that businesses engage with creation through developing sustainable products and supply chains and loving the individuals that are often overlooked in the global economy.”

“To participate in meaningful, God-inspired work by using my business skills to provide structure and growth to organizations in need.”

“One of the main reasons I decided to become a part of the CFI was due to the mission of connecting students with Christian executives that are thriving in the marketplace.”

“I like the idea of being able to apply as much as I can from CFI into my future career someday.”



**2019-2020
INNOVATION
SCHOLARS**

Ryan Berg '20
Economics

Bennett Forkner '22
Business/Economics

Luke Lee '21
Business/Economics

Andrew Peters '20
International Relations

Jacob Bice '20
Business/Economics

Cristy Ginn '20
Business/Economics

Sophia Licken '20
Business/Economics

Lyndi Porch '21
Business/Economics

Caroline Catanzarite '21
Business/Economics

Lindsay Green '20
Business/Economics

Alex Mayer '21
Music and Business

Josiah Skaar '22
Business/Economics

Heidi Considine '21
Business/Economics

Elizabeth Guimont '21
Business/Economics

Annabelle Nelson '22
Communication

Mia Staub '22
Communication – Media

Brian De La Cruz '21
Business/Economics

Jenna Jossart '21
Business/Economics

Emily Nordhausen '20
English Writing

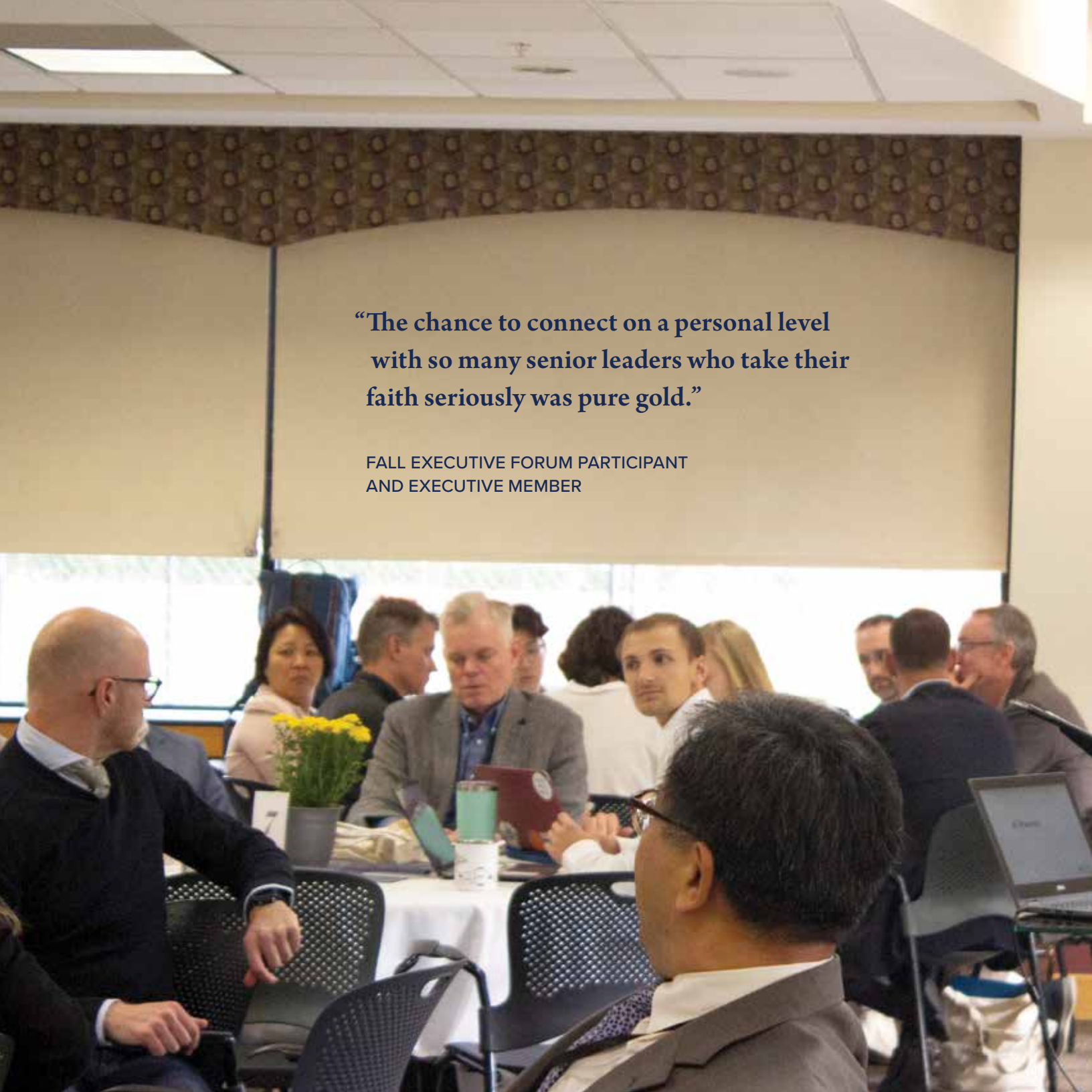
May Stevenson '20
Business/Economics

Sara Decker '20
Business/Economics

Alexa M Keane '20
Business/Economics

James Ocenasek '22
Business/Economics

Grace Yangas '21
Business/Economics

A group of people in a meeting room sitting around a table with laptops and a coffee cup. The room has a patterned wall and a large window in the background. The text is overlaid on the wall area.

**“The chance to connect on a personal level
with so many senior leaders who take their
faith seriously was pure gold.”**

FALL EXECUTIVE FORUM PARTICIPANT
AND EXECUTIVE MEMBER



Fall Executive Forum

THE INAUGURAL FALL EXECUTIVE FORUM

CFI's Fall Executive Forum was an invitation-only event for Christian business leaders who want to build a Christian legacy in their sector. This inaugural forum was held on Thursday, October 31 and Friday, November 1 at the historic Herrington Inn on the Fox River in Geneva, IL, and on the campus of Wheaton College. Participants also had the opportunity to become CFI Charter Members.

“It helped me see the purpose behind what I am learning and school, and it gave me practical steps to take to pursue business in a way that honors God and others.” WHEATON STUDENT

“The workshop inspired me to pursue my passions in my Wheaton context, which also requires building discipline now and staying engaged with people that share those same passions.” WHEATON STUDENT





Ideas Fest

OUR SPRING EVENT

Students and marketplace leaders met and engaged with each other at CFI's Wheaton Ideas Fest, February 2020.

Wheaton College students from across majors engaged personally with Christian innovators to learn practical tools for generating, evaluating, and implementing ideas that work toward meaningful social impact. Entrepreneurs heard from other Christian innovators and engaged with Wheaton's current generation of enterprising students.

Topics Included:

- Being an innovator in your future work
- Creating meaningful social change through innovation
- Self-care as a Christian innovator

Students had a further opportunity to participate in brainstorming and ideation sessions on the following areas of opportunity for social innovation:

Alternative Credentialing: Is college a good indicator of character and skills or are there better ways to prove you're worth hiring? A discussion-driven exploration of the emerging demand for alternative credentialing options in response to the increasing weight of student debt and uncertainty about the value of a college degree.

Brokering Voluntary Reparations: How do we repair racial disparities rooted in injustices of the past? A discussion-driven exploration of the emerging public conversation for reparations.

Re-Education of Desire: How do we build brands that promote a Christian understanding of the good life? A discussion-driven exploration of possible solutions to problems ranging from social media addiction to excessive consumerism.

CO-SPONSORS FOR IDEAS FEST



As well as EVP of Community Diversity

CFI Internal Advisory Board

BUILDING INTERNAL SUPPORT

Our goal to serve as a hub for connection and impact between Wheaton College and the marketplace will require broad institutional support. Our Internal Advisory Board draws faculty and administrators from across the College.

Keith Johnson

CFI Director of Theological Integration, Professor of Theology

Vincent Bacote

Director of Center for Applied Christian Ethics, Associate Professor of Theology

Steve Bretsen

William Volkman Professor of Business and Law

Danilo Diedrichs

Associate Professor of Mathematics

Enoch Hill

Assistant Professor of Economics

David Iglesias

Director of Wheaton Center for Faith, Politics and Economics, Associate Professor of Politics and Law

Hanmee Kim

Assistant Professor of History

Greg Lee

Associate Professor of Theology and Urban Studies

Min-Dong Paul Lee

Norris A. Aldeen Professor of Business

Tracy McKenzie

Ph.D. Arthur F. Holmes Chair of Faith and Learning, Professor of History

Brian Miller

Ph.D. Associate Professor of Sociology

Dee Pierce

Director, Center for Vocation and Career

Sarah Stanley

Assistant Professor of Library Science

Noah Toly

Executive Director of Center for Urban Engagement, Director of Aequitas Program, Professor of Urban Studies and Politics & International Engagement

Annette Tomal

Professor of Business

Junias Venugopal

Associate Dean of the School of Mission, Ministry, & Leadership, Associate Professor of Evangelism & Leadership

Heather Whitney

Associate Professor of Physics

Wendy Woodward

Chief Information Officer & Campus Services Officer

Wheaton Centers



**WHEATON
COLLEGE**
For Christ & His Kingdom



**WHEATON CENTER
FOR FAITH &
INNOVATION**

Developing Christian marketplace leaders through theology and liberal arts research to create innovative solutions for business



**Wheaton College
BILLY GRAHAM CENTER**

A global hub of mission and evangelism focused on gathering leaders for greater gospel impact



**CENTER FOR APPLIED
CHRISTIAN ETHICS**

Promoting the formation of moral character and the application of biblical ethics to contemporary moral decisions



**CENTER FOR URBAN
ENGAGEMENT**

Providing leadership for a just, sustainable, and flourishing urban future



HONEYROCK

A leader in the global movement for leadership development through outdoor adventure to foster the whole development of youth and young adults

Rooted in the conviction that the Christian liberal arts are relevant to all areas of God's world, Wheaton College supports an ecosystem of academic centers to serve communities, attract top scholars and leaders, and produce cutting-edge research and training opportunities.



HUMAN NEEDS AND
GLOBAL RESOURCES

HUMAN NEEDS AND
GLOBAL RESOURCES

Learning to accompany
communities worldwide
toward justice and
fullness of life



Humanitarian
DISASTER INSTITUTE

HUMANITARIAN
DISASTER INSTITUTE

Helping the church
prepare and care for a
disaster-filled world



Marion E.
Wade Center

MARION E.
WADE CENTER

A living literary center
of scholarly, artistic,
and ongoing spiritual
renewal



The Wheaton Center for
Early Christian Studies

THE WHEATON
CENTER FOR EARLY
CHRISTIAN STUDIES

Fosters systematic
study in the fields of
Patristics and early
Christian literature



Wheaton Center for
Faith, Politics & Economics

WHEATON CENTER
FOR FAITH, POLITICS
& ECONOMICS

Advancing
understanding of the
redeeming effect
of the Christian
worldview on the
practice of business,
government, and
politics

CFI THANKS OUR INNOVATION SCHOLARS AND PARTNERS FOR CONTINUING THE WORK VIRTUALLY, DESPITE ALL OF THE CHALLENGES.





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**WHEATON
COLLEGE**

For Christ & His Kingdom