



David Spickard:

When the righteous prosper, the city rejoices.

Joanna Meyer:

You're listening to The Faith & Work Podcast, where we explore what it means to serve God, neighbor, and society through our daily work ... Hi, and welcome to The Faith & Work Podcast. I'm Joanna Meyer, Denver Institute's Director of Public Engagement. I'm joined today by Brian Gray, our Vice President of Formation, and director of the 5280 Fellowship. Hey, Brian.

Brian Gray:

Hey. It's good to be with you.

Joanna Meyer:

It's nice to see you too. So, you just got back from the midyear retreat with the 5280 fellows. For listening who are outside of the Denver area, the 5280 Fellowship is a local expression of a broader fellowship program we call CityGate, which reaches people. Currently, we have groups in Indianapolis and also Richmond, Virginia. We also have a Denver group that Brian runs. I would love to know, what happens on these midyear retreats?

Brian Gray:

Yeah. For us, on our midyear retreat, most of these fellowships are intending to combine a few things which can be disparate for people. It's the idea of spiritual formation and intentionally transformative relationships. Kind of biblical theological foundations. Then all three of those applied towards our career and what we might do with it.

So, at our midyear retreat, we do a couple of different things. We have people engaged 24 hours of silence and solitude. Most fellows have never spent more than two hours in silence, so we do that as part of just learning a listening posture of discernment towards our work. The theme of our teaching and discussion time is around what's it mean to be a faithful Christian presence in a clearly pluralistic society that thinks, in essence, Christianity is part of the problem and not part of the solution to social engagement, and doing biblical justice through career and work the way we would hope to be able to posture ourselves. We get to hold those two things' intention. It's kind of a lot of fun.



Joanna Meyer:

It sounds like a ton of fun. I'm excited about today's topic, Brian, because I think it touches on some of the themes that you cover in the fellowship. We're kicking off a three part series exploring leadership skills for today. Over the last five years or so, we've seen so many social changes, economic tensions, political challenges, that have shifted what's required to lead effectively. It's not enough to have those timeless skills of being able to craft vision, or think strategically, or even to read a financial statement. Leaders today need new skills to navigate the complexities of economic uncertainty and changing social dynamics.

Over the next three episodes, you'll hear experts who are talking about the new skills leaders need to help their workplaces and their key stakeholders thrive. This conversation isn't limited to people that are in the top role in their companies. It's not limited to people in the corner office. It really is the skills that anyone who seeks to have godly influence through their daily work needs to know.

Today, we're hearing from David Spickard. He's the president of 1110 Leadership and the former CEO of Jobs for Life. Jobs for Life is a global nonprofit that focused on job training and placement for people that struggle to be employed. David will be one of the keynote speakers at Business for the Common Good, our annual event for business leaders, which is here in Denver, and online on March 3rd. Today, we'll hear about how godly leaders steward wealth and power. It's going to be an amazing conversation. Brian, will you tell us a little bit more about David?

Brian Gray:

Yeah, happy to. First of all, I just want to say it's so rare for me to enjoy both a person, and their tone, and the manner with which they think about issues that can be difficult for Christians to engage in, in terms of how do we practice a biblical vision of justice in the public square. I think David is such a winsome, theologically integrated, practical voice for the workplace on these things.

Formally, David, as you mentioned, David is the founder and president of 1110 Leadership, which does leadership development out of Raleigh, North Carolina, working with CEOs and our leaderships teams, in essence, to help people address issues of leadership, culture, strategy, and impact. Particularly on how to navigate issues of justice through their workplaces, through the mission and the managing of their companies. Prior to that, he was the CEO of Jobs for Life, which is a global nonprofit doing a lot of similar work. We're going to ask him to tell us about both of those here in just one second.

So, welcome David. Thanks for joining us today.



David Spickard:

Thanks for having me, Brian. Joanna, it's great to be here.

Brian Gray:

Great. Well, hey, let's just right into it. David, we'd love to hear a little bit more about your career journey for context. How do you end up leading Jobs for Life, and how would you say that that experience to and within that shaped you as a leader personally?

David Spickard:

Yeah. Well, I graduated from the University of North Carolina. Majored in psychology and communications, which basically meant I didn't exactly know what I wanted to do when I graduated, but I had two-

Brian Gray:

But you went to great basketball games.

David Spickard:

Yes, for sure. Yeah. I'm a huge Tar Heel fan. I did know two things. One was I wanted to marry my wife, Alice, so we got married a year after college. Then the other was, in some shape or form, I wanted to do something vocationally to help the material poor. I didn't know what that looked like. I actually grew up in privilege with tremendous opportunities, but, for me, as I wanted to live out my faith authentically, I just felt like that was something I wanted to pursue.

As I told people that and got counsel from others, mentors, around that idea, they encouraged me to go and get my MBA. I said, "My MBA? Are you serious?" I said, "Did you hear? I wanted to help the material poor." They said, "Organizations, nonprofits, and others that want to engage those in need really need to understand business principles in order to operate with excellence." I took that to heart and went and got my MBA at Indiana University. Felt like a fish out of water, but put together an MBA that really allowed me to get a general business degree while also getting some experience in leading nonprofit organizations. Turns out that nonprofits don't come to business schools to recruit.

Nobody told me that, so I went to work for a consulting company in Birmingham, Alabama. During my time in Birmingham, I learned about this conference that was coming to Birmingham called the Christian Community Development Association, CCDA. I had never heard of a Christian association related to community development, but I decided this is something I need to go check out. I took a day off work, went to the conference, and learned about this new organization that had just started in Raleigh, North



Carolina in 1996, that was called Jobs for Life. They were working with businesses and churches to help unemployed and underemployed individuals find and keep meaningful employment. It was back in the day when you went to the conference and the exhibit booths were felt boards. I went, and I tried to meet folks. I said, "That is exactly what I want to do."

Brian Gray:

Felt boards?

David Spickard:

No, no, no. No. I wanted to actually be a part of that mission. I ended up having some contacts back in North Carolina who put me in touch with the leaders of Jobs for Life. After about a year of me stalking them, pre-social media, they relented. They were actually looking for someone with business background to help grow the work that it started in Raleigh, and figure out how we could make it sustainable and replicable in cities across the country. They needed someone with my background.

I became the Director of Operations in 2009, and then became CEO ... Excuse me, in 1999, and then CEO in 2006, so I was there for 18 years. How it shaped me and my leadership? How long do we have? What I would say is my work became my life, in terms of a sense of calling. Not in an unhealthy way, but in a way that allowed me to really thrive in my understanding of our mission and how we live that out. I was mentored by tremendous people, leaders from all kinds of communities across the country, who showed me a world I did not know. Showed me a world where people were experiencing tremendous challenges and obstacles having to overcome those injustices that were taking place in cities.

Many of these leaders were leaders of color who poured into me in ways that allowed me not to feel like I was part of the problem, but I could use the gifts, and talents, and abilities that God had given me to be a part of the solution. I grew tremendously in what it looks like to believe in people and their dignity, to understand the power of work, and God's design for work, and what it looks like for people to overcome all kinds of obstacles to be all that God designed them to be. Those were key lessons for me as I not only experienced Jobs for Life, but also learned how to lead our organization, invest in our people, and help us be a thriving team that could carry out our mission.

Joanna Meyer:

I'd like to know more about a recent shift that you made to focus on leadership development. To clarify, in doing job training and creation, you've been developing leaders all these years, but you've shifted towards focusing on people that we might stereotypically associate with leaders, people of great wealth and influence. Tell us more about what you're doing through 1110 Leadership.



David Spickard:

Yeah, so I decided to transition from Jobs for Life at the end of 2017. It was time. It was 18 years. I'd built a team and felt like God was calling me to something else. I didn't know exactly what that was going to look like, but so many of my friends and even coworkers firmed in me just the gifting of coming alongside leaders, and coaching them, and helping them thrive so that their people that they lead can thrive, and ultimately our communities can thrive.

In many ways, I was flipping to the other side of the coin. If I had spent 18 years thinking about how to help men and women become great employees and to be the kind of people that employers want to hire, what does it look like then for employers to be great leaders, and to be great employers, and to be able to create an environment where their people can thrive? Particularly people who have real barriers to work, and to give leaders a real understanding and a sensitivity to what does it look like to be able to create that kind of environment and also be very successful in their businesses.

We have a couple things that we do. We have a core group of companies that we work with where we coach their CEOs and their executive teams on their leadership, their strategy, and their culture. In some of those companies we're embedded, so it feels like we're a fractional chief cultural officer, if you will. Then on the side, in addition to this, we actually put together cohorts, groups of business owners and leaders of influence who meet together in a pure learning environment that we call Just Leadership Groups, where we walk through what does it look like to lead with our faith, grow in our leadership, and then also understand how to engage issues of justice. What does it mean to be a just leader? Those have been quite exciting. To have an idea and see how that's come to bear has been quite encouraging.

Joanna Meyer:

I know the name of your practice, 1110 Leadership, is deeply significant. Can you unpack that a little bit for us?

David Spickard:

There is a meaning. It took us a while to get to a name of our business, but this one has really settled in. It's built off of Proverbs 11:10. I heard about the significance of this verse for the first time from my friend, Dr. Amy Sherman, who wrote Kingdom Calling. She unpacks this verse very well in her introduction, and then builds her book, Kingdom Calling, around this big idea of when the righteous prosper, the city rejoices. The righteous in that verse are the tzadikim, which is the Hebrew word for righteous. That is used over 200 times in the Old Testament, and that signifies people who are just, who use their prosperity, and their power, and their wealth, and their influence not for themselves, but they steward it, steward everything that they have for God's peace and shalom. That's the righteous.



Then the word rejoice in that verse is a Hebrew word taalos. I think that's how you pronounce it. T-A-A-L-O-S. It is the only time in scripture that that word is used, and it is an absolute wild party. It is dancing in the streets. This is back when I was at UNC Chapel Hill. When we won the national championship, we ran as fast as we could to Franklin Street to jump with our classmates over fires that people had built, because we had won the NCAA Basketball Championship. It also has war connotations where society, the oppressor, is gone. We have victory, so it's this huge celebration. When it says the city, it's the whole city, which means even the poorest of the poor are dancing wildly in the streets. Why? Because the righteous, the tzadikim, are prospering. They're gaining more power, more wealth and influence.

Instead of what we would think, which is people, particularly those who are poor and forgotten and marginalized, would be bitter and resentful because the rich are getting richer and the poor are getting poorer. Instead, there's this picture. There's this vision of them running as fast as they possibly can to the street to dance wildly, because they know that when the tzadikim win, everyone wins. That is an incredible picture of vision, of leadership, of what it looks like for us to steward everything that God has given us. Not out of guilt and shame, but out of creativity and imagination, so that our city can rejoice.

That's honestly what we're trying to do with our work, whether it's coaching CEOs and their executive teams, or working with business leaders in these Just Leadership Groups. What does it look like to be the tzadikim? What would our success need to look like in order for an entire city, or the poorest of the poor, to dance wildly because we are winning. We are gaining more power. We are gaining more wealth. That's the idea behind the name. You know, we don't have all the answers. I don't want to come across like that in any shape or fashion, but that's the vision that we're building our work around.

Brian Gray:

David, you're talking about a vision of biblical justice that is, one, biblical, but it has some real implications, then, for your leaders are going to think about this idea of being the tzadikim with regard to success. Can you talk about some really practical ways about how when you're talking with people in business who may be in environments who are maximizing the fiscal bottom line? Is it part of at least the environmental culture of defining success? How are you redefining success, reframing it a bit, with those you work with?

David Spickard:

Well, a really good question. Well, first of all, we want them to be profitable. You know? We want them to go for it. Be all in. I mean, you have to be successful. You have to be profitable as a business. You know, you want to do things with excellence. Again, many people come to this justice conversation, particularly a person that looks like me, white male, who's grown up with privilege and opportunities. We feel like we are pointed to as the problem. We get defensive when people come to us and question



our work, and what we've had to overcome to get to where we are. We just sort of want to leave all that side and give opportunity for people to have a vision for the leadership, to steward everything that they have for God's peace and justice.

What does that look like? How do we need to be close to people in need so that we can see the position that we're in as being the opportunity for lives to be transformed? Part of my motivation for doing this was when I was at Jobs for Life. I had business leaders come to me. They said, "David, I wish I had your job." I said, "What do you mean?" They said, "Well, I mean you get to lead Jobs for Life, and you get to impact so many people's lives, and see lives transformed." I was taken back by that, partly just to appreciate my work, but also my response back to them was, "You don't really understand your job, do you?"

Brian Gray:

Yeah.

David Spickard:

"You are bifurcating and separating out the way God has gifted all of us, and put us all on the playing field to be a part of advancing his kingdom in the world." We need everybody in their places doing excellent work, growing and being successful, in order for this whole thing to work. This has to be much broader than this idea of giving back, which is what a lot of leaders think about. Part of what it looks like to be a faithful steward or live my life driven by my faith is to go out and be successful, and make as much money as I can, and then give away what I don't need. A lot of that is okay, but it doesn't go quite far enough.

We're talking about whole life stewardship where this is not about what you do. It's who you are. It's like putting on a whole new set of lenses to where you look at the world through a different pair of lenses so that every decision that you make, everything from parenting, to our marriage, to our other relationships, to the way we lead, we're looking at the world through these different lenses. It allows us, then, to have a vision for the way that we can steward everything that we have for God's peace and justice. We say, "Go for it, man. Be all in," but we do have to redefine success. That's a larger conversation.

We get on a whiteboard, and we start coming up with some ideas. For example, if people in need are going to rejoice, then they need to know you. You need to be known by people in need, so what are some steps that you're taking to be intentional, to put yourself in a position where people in need might know you, and you know them? That would be one example of what that looks like to pursue a different definition of success.



Brian Gray:

I really appreciate that. I'm sensing, too. This is maybe an assumption from the outside. When you are working with leaders and asking them to be increasingly aware of, but now helping to attend to some of the really complex social issues that are surrounding them. Obviously, it's not that those weren't there a couple of generations ago, but the pressures upon leaders to think about their position in business, whether it's CSR, Corporate Social Responsibility, or this more positive theologically integrated vision of whole life stewardship. The pressures have to be greater on leaders to face really complex issues, because they're more in the light, and they're more seen culturally. Can you talk about what are some of those challenges and pressures that leaders you work with sense in that?

David Spickard:

Yeah, and more is expected of them as a result. Their employees are sort of expecting leaders to engage with these issues, and we find that many of them have not built their muscles around these issues in a way that allows them to have the confidence to know how to navigate them. There are several. Things that come to mind are things like how are we paying people fairly, and good wages, and still remaining profitable? How do we build a diverse workforce when we can't find people, just anybody, to come and show up? We're having expectations that our leadership has more ethnic and gender diversity, and we're having a hard time finding people and integrating them into our culture where they feel safe, and they feel like they can thrive. How are leaders now having to navigate gender identity issues that challenge the way they believe? How do they need to treat someone fairly when they might have to lose money to treat someone fairly? What does it look like when an incident happens, like a police shooting? Do they say something? If so, what, and to whom?

We have one leader who didn't feel comfortable posting anything during Gay Pride Month, and their employees were questioning why there wasn't any sort of voice from the company around advocating for LGBTQ community. That's challenging for many who don't know how to communicate in situations like that. There's just a lot of issues that are coming up that, before, I think people thought they were out there, and now that they're ending up on everyone's desk. Unfortunately, most of the leaders are reacting to incidents versus having thought through them ahead of time and having a proactive strategy for how they might engage with these issues when they come up.

Jeff Hoffmeyer:

Hi. I'm Jeff Hoffmeyer, Vice President of Advancement here at Denver Institute for Faith & Work, and I would like to invite you to become a part of our new monthly partner community. Whether it's a monthly commitment of \$25, \$50, or any amount, your generosity will support Denver Institute's ongoing efforts to help men and women love God, their neighbors, and society through their daily work, including this podcast. To say thank you, as a monthly partner you will receive a welcome box. You'll have





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David Spickard:

Our belief is that people of faith should be really good at these things.

Brian Gray:

Amen.

David Spickard:

I mean, Jesus was amazing. I mean, he was amazing when you study scripture about how he navigated these unique cultural lines. What he understood was they were complex, and they were nuanced. We live in a world that is built on extremes, either/or. Are you on this side or that side? Things are very highly charged, and usually the answer is somewhere in the middle. Usually it's not either/or, it's both/and. A leader who can have the skill to navigate that nuance and complexity, that's the challenge now.

To be honest, what we talk about when we talk about being just, we're also talking about what it means to be world class. World class leaders. If you want to be just, you have to be world class, because you have a whole different view of success. You have to figure out how to be profitable when you're having all these other issues to deal with, and you're having to be really good at navigating very difficult cultural dynamics that a lot of leaders would just punt, and just go back to the ways that they do it before, and try to have success within that environment. That's just not going to work anymore.

Joanna Meyer:

I appreciate how you describe that, David, because I know in conversations with business leaders at times it can feel like, as we're inviting people into a different type of leadership, it can feel like we're implying that all of the hard work that they've done building a business or getting to where they've been doesn't matter. That's not what you're saying. You're inviting them to a different way of being a leader. I have kind of a two prompt question. The first is, what has to happen at a heart level for a leader to be willing to step into this growth process? That's the start of the process. Then what are the core competencies that you would hope that a leader for today's social environment? What are the core competencies they'd need to gain?



David Spickard:

Yeah. At a heart level, I think one of the main things that a leader needs to take, one of the first steps, is really to understand God's heart for justice and that this is really central to who he is and what he's about, and that that then animates the way that we live out the full gospel. Honestly, it's challenging for leaders to get to that place, because honestly the word justice is a very charged word right now. Many Christians would say, "Justice is not a part of the gospel," or certainly social justice, but it depends. It depends on how you define justice. Usually God is the first one who's defined all these words, and the more we unpack of God's heart for justice and what it really looks like, and how, then, I can be a man or a woman of justice, people I think would get really excited about that opportunity, and then what that looks like to live that out and to experience more of his fullness. That's one step.

Another step, too, and I've mentioned it just on the side so far, is just the importance of being close. Close to people in need. Close to those who are experiencing suffering. Be close to those who are experiencing injustice. It's really difficult to have a desperate need for God when we're not close to our brokenness and the brokenness of others. That's why Jesus came, and he ushered it in his kingdom and said, "What will it require of you to act justly?" Micah 6:8, "To act justly, love mercy, and walk humbly with your God." That's for our benefit, not just because he's requiring us to do things. That's what it looks like to live out our faith. No, it's so we can experience him and his fullness, and be reminded that he's a big, big God. He can do amazing things, and we need more of that. So, that's first in terms of the heart piece.

In terms of the core competencies, we talk about four qualities of a just leader as we go through our Just Leadership Groups. These are the core competencies we focus on. The first is being able to see the whole playing field. That's number one. Number two is the ability to build cultural competency. Third is giving power away, and fourth is taking bold and courageous action. We could talk about each of those for a long time. This may tee up coming for the conference, Business for the Common Good, so I will unpack those four qualities when I come and have the opportunity to speak.

These four qualities have shaped the way we have talked about this justice conversation. What I would say about this is it's a journey. There's no destination. In other words, you don't all of a sudden wake up and you're just, and yesterday you were unjust. It's a continuum, and everybody's moving toward, hopefully, the just side of that continuum, but we never get there. These qualities are sort of guideposts along the way for that journey.

Brian Gray:

I think our mutual friend, Steve Garber, talks about the idea of proximate justice and proximate good. We're going to get as close as we can on this side of the new heavens and the new Earth, even when it's not complete. David, I'm listening to you describe what you're asking leaders to go through. It strikes me



as incredibly counter cultural. Now, I'm not here trying to bash on culture, but there is some similarity between a culturally defined social justice and a biblical, particularly an Old Testament, biblical justice. That's quite an overlapping Venn diagram, but there's going to be some places where you're asking leaders to lead very holistically in ways that might be counter cultural in terms of their view of maximizing dollars, esteem, holding on to acquiring and benefiting from power as opposed to giving it away. I'm hearing a lot of what you're doing is very counter cultural.

To generalize back out, all of us face challenges in our work and our career. I'm wondering, how is it that you are helping to catalyze change for people when that work of transformation is often so counter cultural?

David Spickard:

One of the ways is you have to do it in community. At first when we thought about engaging people around this content, most of which came out of my 18 years at Jobs for Life, if you just teach it, people will understand. We realized very quickly that that's not the way that change happens, because what we're doing is sort of reprogramming ourselves. There's some things where we don't even realize that's in our DNA, whether we've been disciplined in a certain way, or we've just been conditioned a certain way that we just are not aware of. We try to help people first to understand and have awareness. That's step one.

Two is to be educated and to begin to start to give new information, whether it's history, or context, or giving data where you just can't question that. Then you move to a place of interacting with that new information and doing that in a community setting, so interaction is important. Then having experiences. We try to engage folks in such a way that it's very difficult to have head knowledge without it then being experienced with people and being close to the problem, so we'll bring in speakers and others who will take our groups to various places that are not places that they would frequent, and begin to tell stories and give context for what it is that we're talking about.

Then, finally, you have to have a way to apply it. Those are the five areas: awareness education, interaction, experience, and application. That helps move the needle around change. I would say most of the ways in which ahas have happened is when people are hearing from each other, and they're having this pure interaction where they're both prompting each other, and/or encouraging each other, or telling a story where they can relate to that particular incident. You know, there's incredible community that happens when that takes place. People are more able, then, to take risks, because they're doing it within a context where others are taking the risks with them. That's not always able to be achieved, but that's the way we have been able to see change happen so far.



Brian Gray:

Yeah. That's just so thoughtful and comprehensive. I have a background in adult education, and that is awfully informed by the way adults actually learn and grow, as opposed to just dumping information on people. It's just really, really thoughtful.

Joanna Meyer:

I'm wondering, David, how you help people grow through the discomfort of this process, because I'm sure it challenges a lot of their assumptions, and even kind of challenges a person's way of being in the world.

David Spickard:

If you want to sign up, just get ready to make mistakes. Right? That's part of it. You know? When we're not willing to take a step, we're actually saying something, if that makes sense. A lot of grace and truth, too. Kind of a mixture, equal measure of both, that it's okay to make mistakes and give opportunity for people to receive grace and to learn from those things, but also truth. Just reminding people that we need to hold the course and challenge folks when it's easier to take the road that most people travel. Therefore, patience is really important.

We talk a lot about how this work is slow, and the work that we're doing is for our children's children's children, and that we have to have a sense of urgency today so that our children's children's children can see the vision that we have from the work that we're doing. Again, that goes back to how important it is to be in community. It's very difficult to have that kind of staying power when you're alone. All this is going back to your original ideas of, what is success? You've got to really have the right expectations of what this looks like to make sure that we're not measuring the wrong thing or have the wrong expectations, so that people get so discouraged that they give up.

I mean, it is paralyzing when we look around, and to see what's going on. It's never ending. Is this going to happen again? Oh no, another one. It's very easy for us to just punt and do something else, or feel like the work that we're doing is just not making a difference. We also talk about the steps we take are small. Not just slow, but small. We have a number of examples, when we look at Jesus, of how he engaged the one person. Then what happened because he was intentional about that one person? Oftentimes, it just comes down to, how am I going to take a step toward one person, and who is that one person, and how might I pray for that one person? Those are the ways we navigate the discouragement or the challenge, because it's inevitable. You know? There's-



Brian Gray:

Yeah, sadly. David, I heard you describing justice fatigue. I have felt, on a Sunday morning, as a part of the liturgy in the church community that I prayed for, that if we dedicate communion, or the Eucharist, to the special intention for the victims of fill in the blank shooting one more time, I don't know if I'll even be able to sit in that room and handle it. There's a sense in which this justice fatigue that you're describing goes beyond organizational leadership. We all see it and experience it.

Also, I'll report one thing that we hear from a lot of leaders who don't have the organizational agency of those that you're typically working with. They would experience that type of fatigue, but then they also say, "And what can I do about it?" So, I'm wondering. This is kind of a final question from my end. I'm wondering if you have any thoughts for those who are in the middle of organizations. There's 200 people in my company, and I'm a middle manager at best, or maybe even an entry-level employee. That's going to be closer to half the folks that are listening to our podcast. How do they think about some of these issues of the workplace and leadership being an aspect of interaction with justice?

David Spickard:

I would say exactly the same way. What I would say is, we've done a Just Leadership Group in companies that we work with for employees. It's been really encouraging to see them grasp this vision for leadership and how they steward what they have. We talk about everybody has a measure of power and influence, no matter what position you're in. What's interesting about this group compared to the groups that we do at the executive level is that they're typically closer to the problem, or they're closer to the issues. They actually have much more opportunity in side conversations or in relationship that they're building in day to day interactions that can apply these same principles in ways that are incredibly impactful.

Again, see the whole playing field. Build cultural competency. Give power away. Take bold and courageous action. Those four qualities which we went through with those groups as well, they have been so encouraged. For those who are listening, I hope that that is an encouragement to you all that, again, we're all on this playing field in the perfect position to live this out. Our role and where we are is not by accident. We need to recognize that we have the ability to be used by God to be a man or woman of justice in the places where we live and where we work. I've been quite encouraged by that, and want to make sure that we don't limit the way these principles and these ideas can be lived out by everyone.

Joanna Meyer:

One of the challenges of the podcast is that we only have a brief window of time with you, David, but I'm so excited for our listeners to be able to join us at Business for the Common Good on March 3rd. It's



Friday. It'll be in person in downtown Denver, or online anywhere in the world. You'll be one of our featured teachers during that time.

Before we go, I'm wondering if you would offer a final word for our listeners. Just encouraging, exhorting them, to use their influence, their power, their wealth in whatever for it is, to live and lead more justly.

David Spickard:

Yeah, absolutely. Well, I hope those who are listening are encouraged today. I hope there's a measure of redeeming the word justice today, which I think is really important. We can get so sideways with that word in our culture right now, but I would encourage you just to take some steps of looking throughout scripture and find God's heart for justice and how central that is to who he is, and what he's about, and the way he has equipped us to be men and women of justice. That's one.

Then another is typically we leave these conversations, and the very first thing we're thinking is, "Gosh. What do I need to do?" You know? "I want to be a person of justice. What do I need to do? I want to do something. I want to fix this brokenness." I would just encourage you to change the question, and instead ask yourself, "What do I need to see? What do I need to see?" You'll be amazed as you start to look and watch both things in yourself, things in others, things in your communities and your cities. Ask God to give you eyes to see the things that break his heart and how that might well up inside of you real compassion and excitement to use the gifts that God has given you to be a part of that work of restoring and making your city rejoice. It's possible, believe it or not, and we're all a part of his team. He'll never let us go. That's awesome.

By the way, we win. We're on the winning team. He's come to make justice and righteous, and bring in a new heavens and a new Earth where we will live in an eternal city that is rejoicing and having a party for eternity. That's where we're headed, so all of this is meant to provide preview of what's to come for all of us.

Joanna Meyer:

David Spickard, thanks for your generous and insightful leadership. I can't wait to see you in March and continue this learning with you.

David Spickard:

Thank you so much.



Joanna Meyer:

Thanks for joining us for this episode of the podcast. I have three simple action points for you today. The first is that Business for the Common Good tickets are on sale now. It's Friday, March 3rd, both in person and online. You can go to [BusinessForTheCommonGood.com](https://BusinessForTheCommonGood.com) to learn more about our speaker lineup and get tickets. Second, we would love for you to help more people learn about the podcast, and you can do that by offering a review, or you can share a specific episode with a friend. Finally, third action point is tell us who you would love to hear us interview on the podcast. You can email us [Podcast@DenverInstitute.org](mailto:Podcast@DenverInstitute.org) to suggest voices that you would love to be part of this conversation.

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