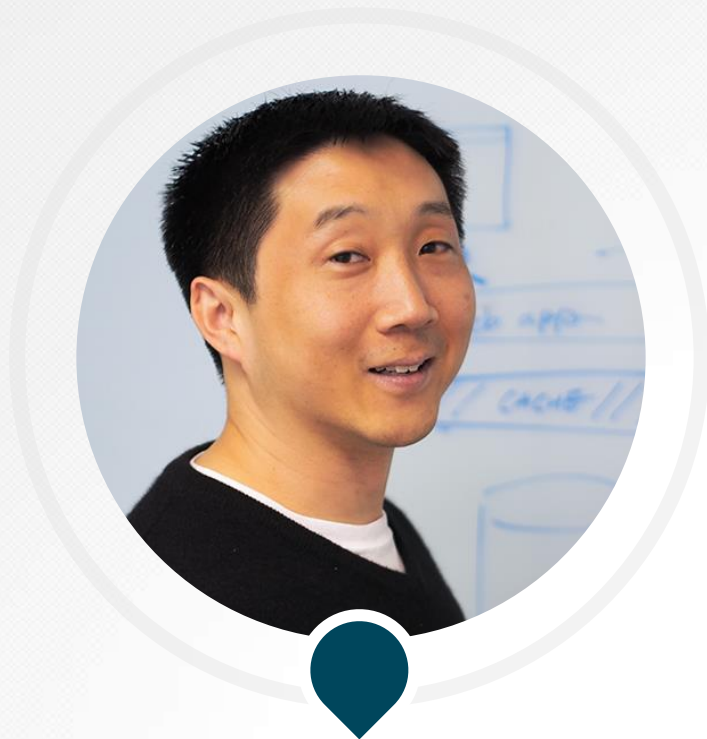


The logo for Intervarsity Urbana 15. The word "INTERVARSITY" is in blue, all-caps, sans-serif font. Below it, "URBANA" is in white, all-caps, sans-serif font. To the right of "URBANA" is a teal circle containing the number "15" in white. The background is dark blue with vertical bars of various colors (teal, orange, pink, green) on the left and right sides.

# INTERVARSITY URBANA15

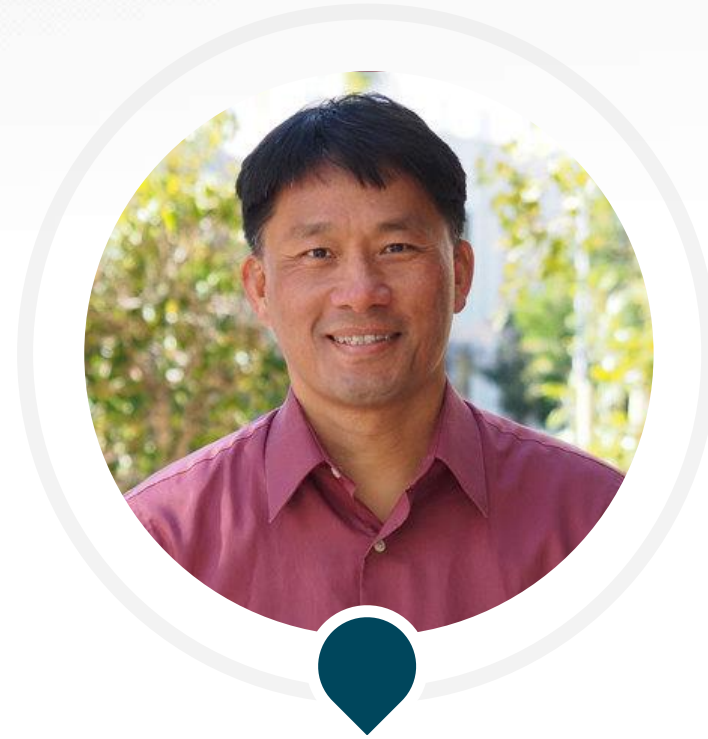
At the Intersection of Church & Business:  
Announcing the Kingdom of God

*#urbana15*



**Chi-Ming Chien**

Member, Redeemer Community Church  
Co-Founder, Dayspring Technologies



**Danny Fong**

Pastor, Redeemer Community Church  
Co-Founder, Dayspring Technologies

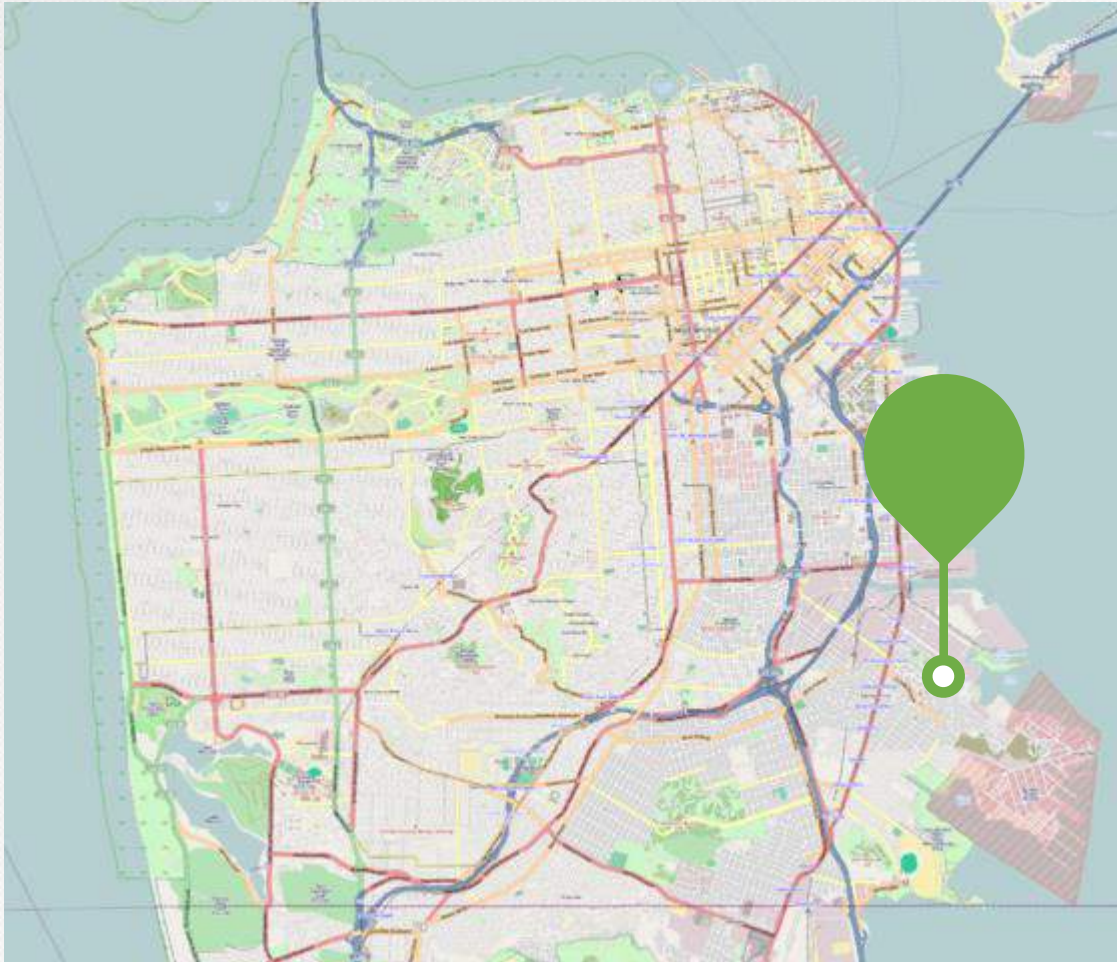


Hate evil and love good.  
Then work it out in the public square.

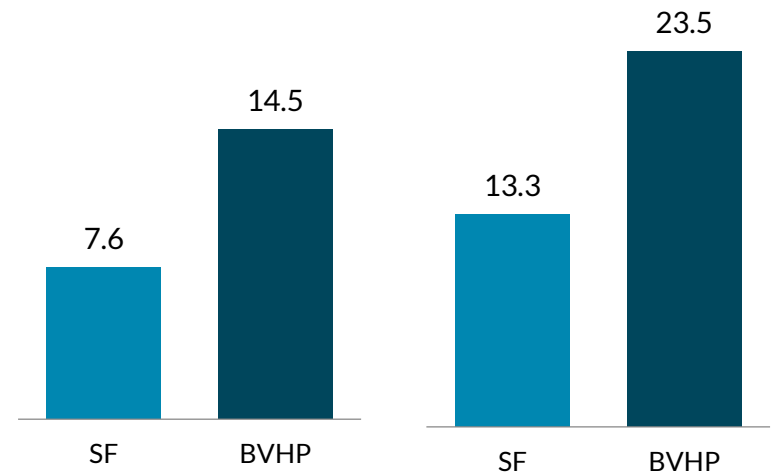
*Amos 5:15 (The Message)*



# Our Neighborhood: Bayview/Hunters Point



All SF vs BVHP



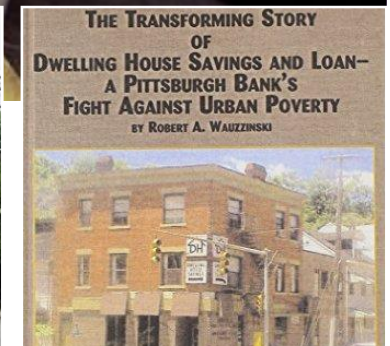
1.8x

## Unemployment and Poverty

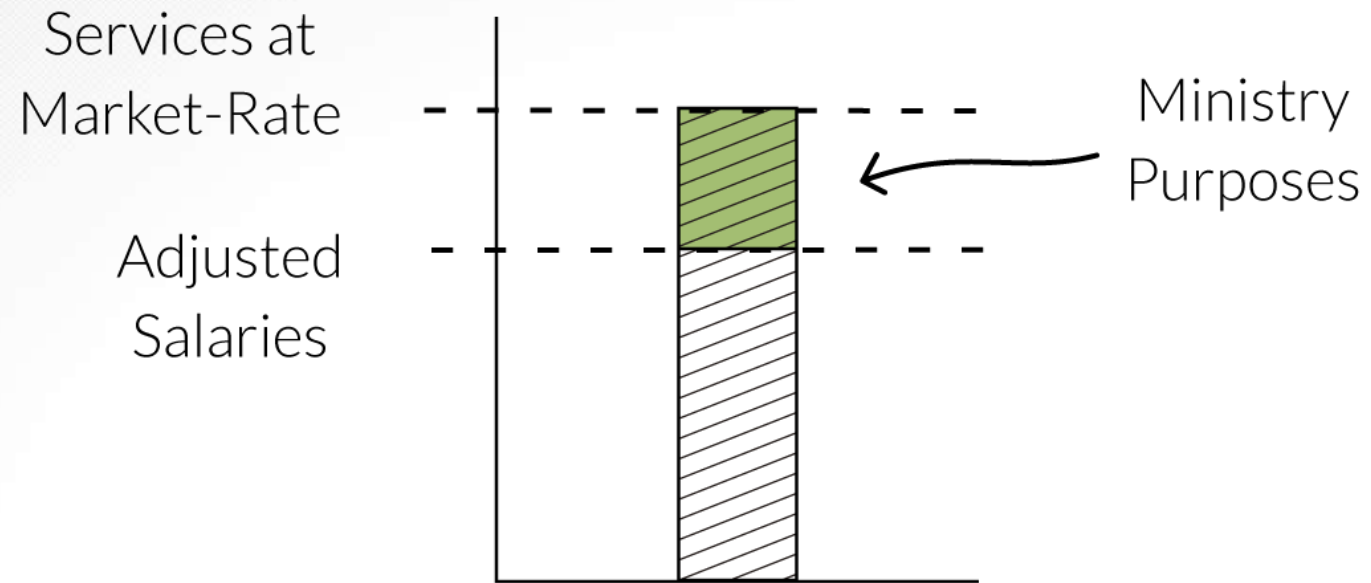
American Community Survey  
2014, 5-year estimates

# IV Marketplace '86: “Called to Righteousness”

Robert Lavelle, Dwelling House Savings  
& Loan



# The Model









“Serve the purposes of  
God in your generation.”

Paul Tokunaga, Urbana '90



The Church  
*Job Coaching*



The Nonprofit  
*Job Training*



The Business  
*Job Site*



Dayspring Technologies



GRACE FELLOWSHIP COMMUNITY CHURCH

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### Deja Vu Pizza and Pasta

**Cuisine Type:** Italian  
**Entrees Average Cost:** \$7.55 - \$17.85 (Whole Pizza)  
 \$2.25 - \$3.60 (Slice)

[View Menu](#)  
[Read Patron Reviews](#)  
[Submit Food Reviews](#)

**Address:**  
 227 16th Street  
 9 Guerrero  
 San Francisco  
 415) 255-1800

**Business Hours:**  
 1/2-Sat 11:00am to 1:00am  
 Sun-Thu 11:00am to midnight

**Delivery:**  
 17:00 minimum  
 11:00am to midnight

**Payment:**

**Recommendations:**  
 Italian Sausage Calzone  
 Teriyaki Chicken Pizza

**The Word:**  
 The food and service were excellent. The workers are friendly and you get big servings for little money at this restaurant! A place you, your friends, and family can hang out, have a good time and nice conversation.

Deja Vu's menu is posted on window along with a welcome sign. The interior is cozy but

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### Guide to the Mission's Cheap Restaurants

Here it is - the guide for restaurants we have tried so far. Choose one of these eateries for your next affordable "dining" experience in San Francisco's Mission district. Before you go, take a look at these reviews, photos, hours, and menus.

So get goin'—there's delicious cheap food to be enjoyed!

**Restaurant Guide:**

[Bombay Ice Creamery and Chai](#)  
[Deja Vu](#)  
[El Torreyense](#)  
[Mission Grubbs](#) (No longer in business)  
[Mission House](#)  
[My Ky](#) (Under new ownership since review)  
[Pavane](#)  
[Panchito's #2](#)  
[Tully Mediterranean](#)  
[Young's BBQ](#)

**Rating System:**  
 Excellent ★★★★★  
 Very good ★★★★  
 Good ★★★  
 Average ★★  
 Poor ★

Mission Eats—Reviews and Menus of the Mission District  
 San Francisco, California

[Site Map](#)

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### Our Favorite Menu Picks

Our team ventured out into the Mission District looking for the best cheap eats we could find. So if you're really hungry and open to just about anything affordable and delicious, we'd like to suggest a few of our very own favorite picks from these restaurants! Enjoy!

**Italian Sausage Calzone - 4.20 [Deja Vu](#)**  
 Large slices of Italian sausage wrapped between two hot melting cheeses, ricotta and mozzarella. - G.E.

**Shawermas - 6.25 [Tully Mediterranean](#)**  
 The Shawermas modest size was perfect for its appearance. The roasted tomatoes were now - Y.K.

**Beef with carrots and a chicken was also**  
 Give it a try! - J.T.

**Ever steamed white**  
 Made 1000 island ribs are medium

**Beef**  
 I love another thing  
 minded us of the  
 day of the week. -

**Red and topped with**  
 - C.K.

**Is apart as you eat**  
 that goes great with

**cheap Restaurants**

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If you are looking for cheap food in San Francisco's Mission District, you've come to the right place. Maybe you're looking for an idea for a cheap date? Or just some low budget "dining" for yourself?

Mission Eats provides you with a guide to some of San Francisco's inexpensive restaurants with actual patron reviews, menus, and other helpful information. We've tried to cover the landscape of delicious cheap food, everything from pizza to Chinese and Vietnamese to Mediterranean as well as some of the best Mexican you'll find anywhere.

So, if you're part of the "grab a bite to eat for cheap" crowd we have some good news for you—the Mission has some great places to eat, especially if you're on a budget.

Well, now it's time to find an affordable eatery here amidst our reviews and then go out into the real world and try some of these great, cheap eateries that are right in the neighborhood!

[Site Map](#)  
 © 2000-2007 Dayspring Technologies, Inc. Try [ButterLust](#) also by Dayspring  
 Web Design by Dayspring Technologies, Inc. Try [ButterLust](#) also by Dayspring

*In dependence on God and for His glory,  
In view of God's desire to reconcile all things to Himself through Christ  
As a business rooted in the local church...*

***To embody and bear witness to God's redeeming of  
the workplace, marketplace and community***

*Dayspring Purpose Statement*



A large, blurred crowd of people is seated in a conference hall, facing a stage. Two large projection screens are visible on the stage, displaying presentation slides. The audience is dense and fills most of the frame, with many people wearing dark clothing. The stage area is slightly elevated and has a neutral-colored wall.

It's your business...

# A major mistake.



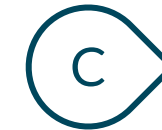
What do you do?



**Restore what you can from backup. Don't tell the client.**

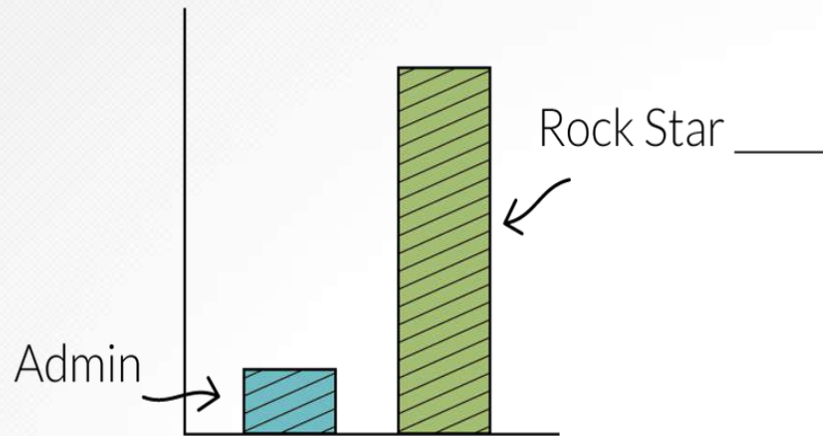


**Fire the staff person.**



**Cry.**

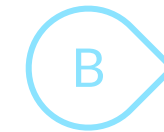
# Paying Staff



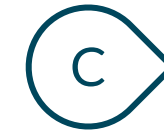
How do you pay?



**Pay everybody market salaries.**



**Pay everybody equal salaries**



**Hire virtual assistants for admin work**

Through the church,  
the wisdom of God in its rich variety  
might now be made known  
to the rulers and authorities in the heavenly places.

*Ephesians 3:10*





Free from \_\_\_\_\_.

Free to live into the Kingdom of God.



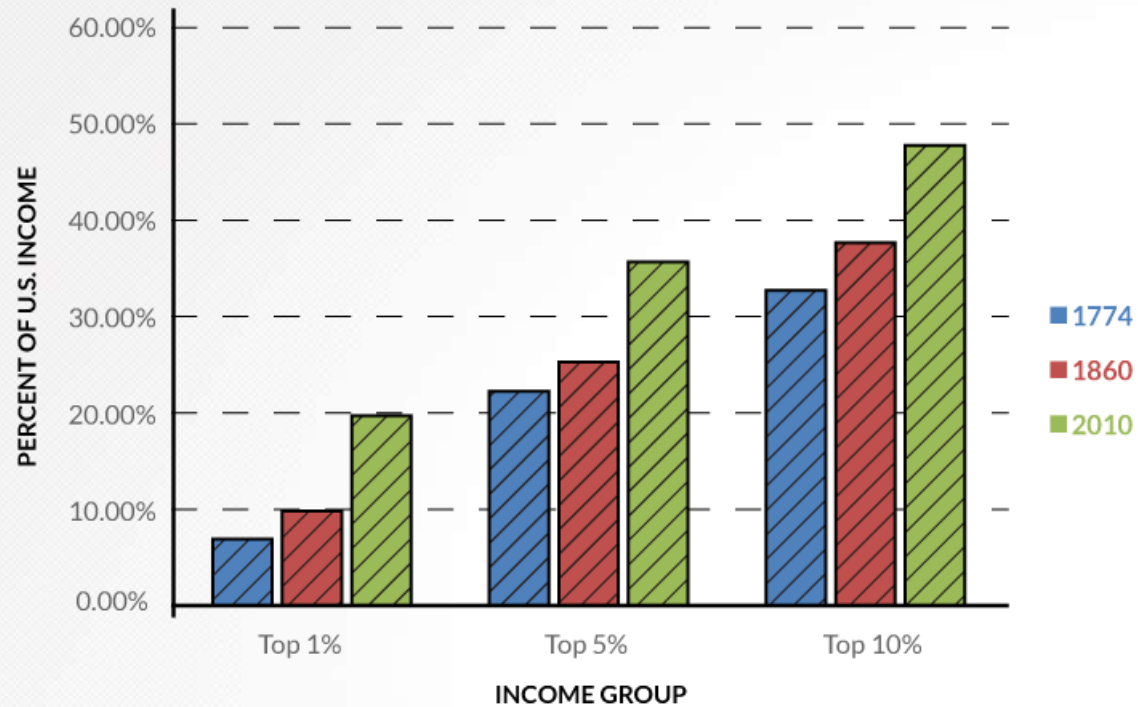
Every valley shall be lifted up,  
And every mountain and hill shall be made low.

*Isaiah 40: 4 and Luke 3:5*

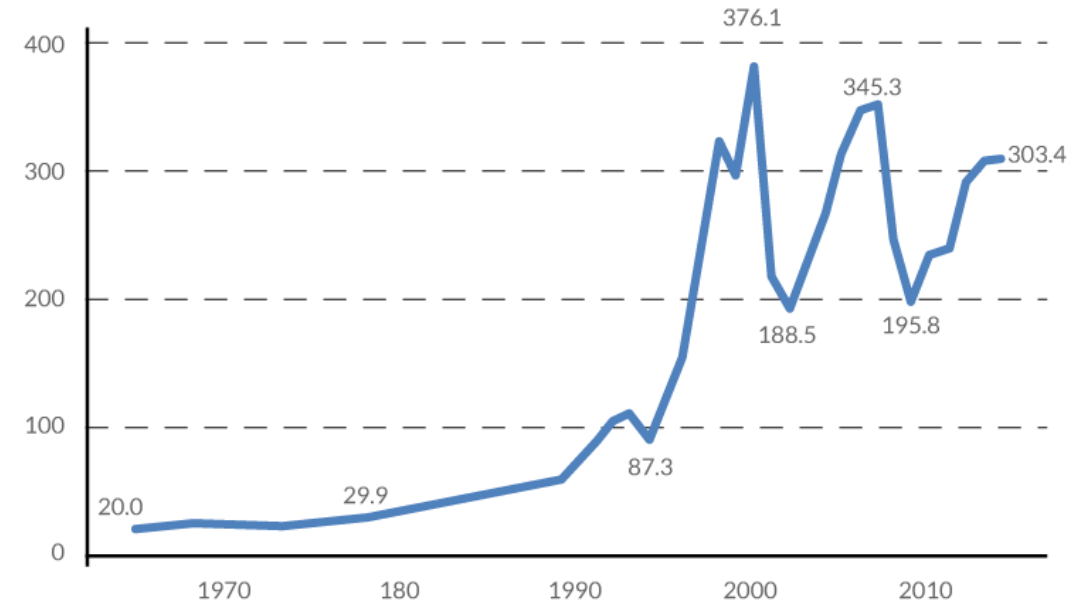


# Hasn't happened yet.

## U.S. Income Distribution: 1774, 1860 & 2010



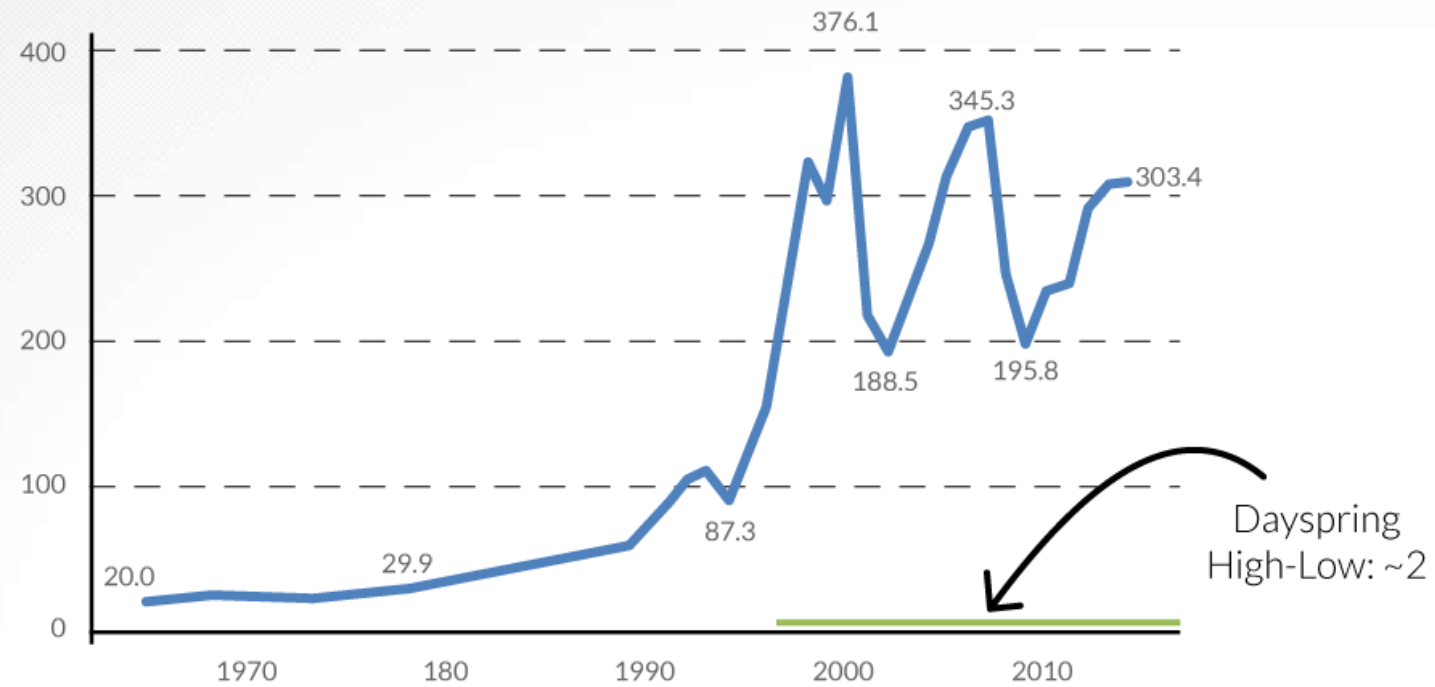
## CEO-to-Average-Worker Compensation: 1965-2014



# Wealth and income are a moral issue.

*Genesis. Deuteronomy. Leviticus. Jeremiah. Malachi. John the Baptist. James. Jesus.*

# CEO-TO-WORKER COMPENSATION RATIO



## “ISAIAH 40” SMOOTH CURVE





If Jesus is Lord, and we are

- Freed from needing to provide for ourselves because  
“your Father in heaven knows you need all these things”...

How might we be...

- Free to influence toward more just distribution?

Business as brutal  
competition?

The New York Times

BUSINESS DAY

## Inside Amazon: Wrestling Big Ideas in a Bruising Workplace

The company is conducting an experiment in how far it can push white-collar workers to get them to achieve its ever-expanding ambitions.

By JODI KANTOR and DAVID STREITFELD AUG. 15, 2015

5658 COMMENTS



## Another workplace vision?



Amy

*“There’s a lack of divisiveness that comes from feeling like you don’t need to secure your own well-being.”*

*“For by grace you have been saved through faith, and this is not your own doing. It is the gift of God—not the result of works.”*

Apostle Paul



If Jesus is Lord, and we are

- Freed from needing to secure our own well-being

How might we be...

- Freed to nurture an environment where love of neighbor is practiced?





“When will the new moon be over so that we may sell grain;  
and the sabbath, so that we may offer wheat for sale?

We will make the ephah small and the shekel great, and  
practice deceit with false balances, buying the poor for silver  
and the needy for a pair of sandals, and selling the sweepings  
of the wheat.”

*Amos 8:5-6*

“When will the new moon be over so that we may  
sell grain; and the sabbath, so that we may offer  
wheat for sale?

We will make the ephah small and the shekel  
great, and practice deceit with false balances,  
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*Amos 8:5-6*

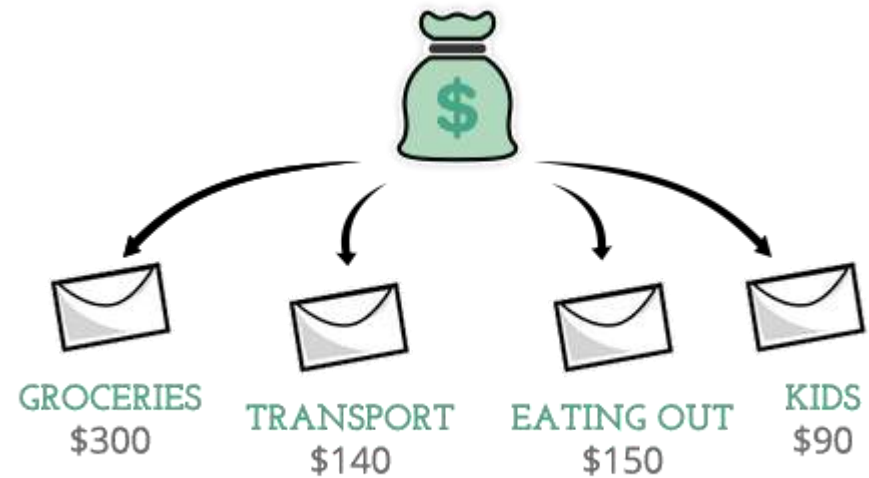
24/7 selling

Charging “what the  
market will bear”.

Poverty amidst wealth.



# Goodbudget



“When will the new moon be over so that we may  
sell grain; and the sabbath, so that we may offer  
wheat for sale?

We will make the ephah small and the shekel  
great, and practice deceit with false balances,  
buying the poor for silver and the needy for a pair  
of sandals, and selling the sweepings of the  
wheat.”

*Amos 8:5-6*

Sabbath.

Pricing.

Remember the poor.

“When will the new moon be over so that we may  
sell grain; and the **sabbath**, so that we may offer  
wheat for **sale**?

We will make the ephah small and the shekel  
great, and practice deceit with false balances,  
buying the poor for silver and the needy for a pair  
of sandals, and selling the sweepings of the  
wheat.”

*Amos 8:5-6*

**Sabbath.**

Pricing.

Remember the poor.



If Jesus is Lord, and we are

- Freed from a “purely business” worldview...

How might we be...

- Freed for sabbath economic practice?

“When will the new moon be over so that we may  
sell grain; and the sabbath, so that we may offer  
wheat for sale?

We will **make the ephah small and the shekel  
great, and practice deceit with false balances,**  
buying the poor for silver and the needy for a pair  
of sandals, and selling the sweepings of the  
wheat.”

*Amos 8:5-6*

Sabbath.

Pricing.

Remember the poor.

If Jesus is Lord, and we are

- Freed from seeing customers as a transaction...

How might we be...

- Freed to see people as made in the image of God?

“When will the new moon be over so that we may  
sell grain; and the sabbath, so that we may offer  
wheat for sale?

We will make the ephah small and the shekel  
great, and practice deceit with false balances,  
**buying the poor for silver and the needy for a  
pair of sandals**, and selling the sweepings of the  
wheat.”

*Amos 8:5-6*

Sabbath.

Pricing.

**Remember the poor.**

If Jesus is Lord, and we are

- Freed from orientation to the powerful and wealthy...

How might we be...

- Freed for living into the Kingdom in all relationships?



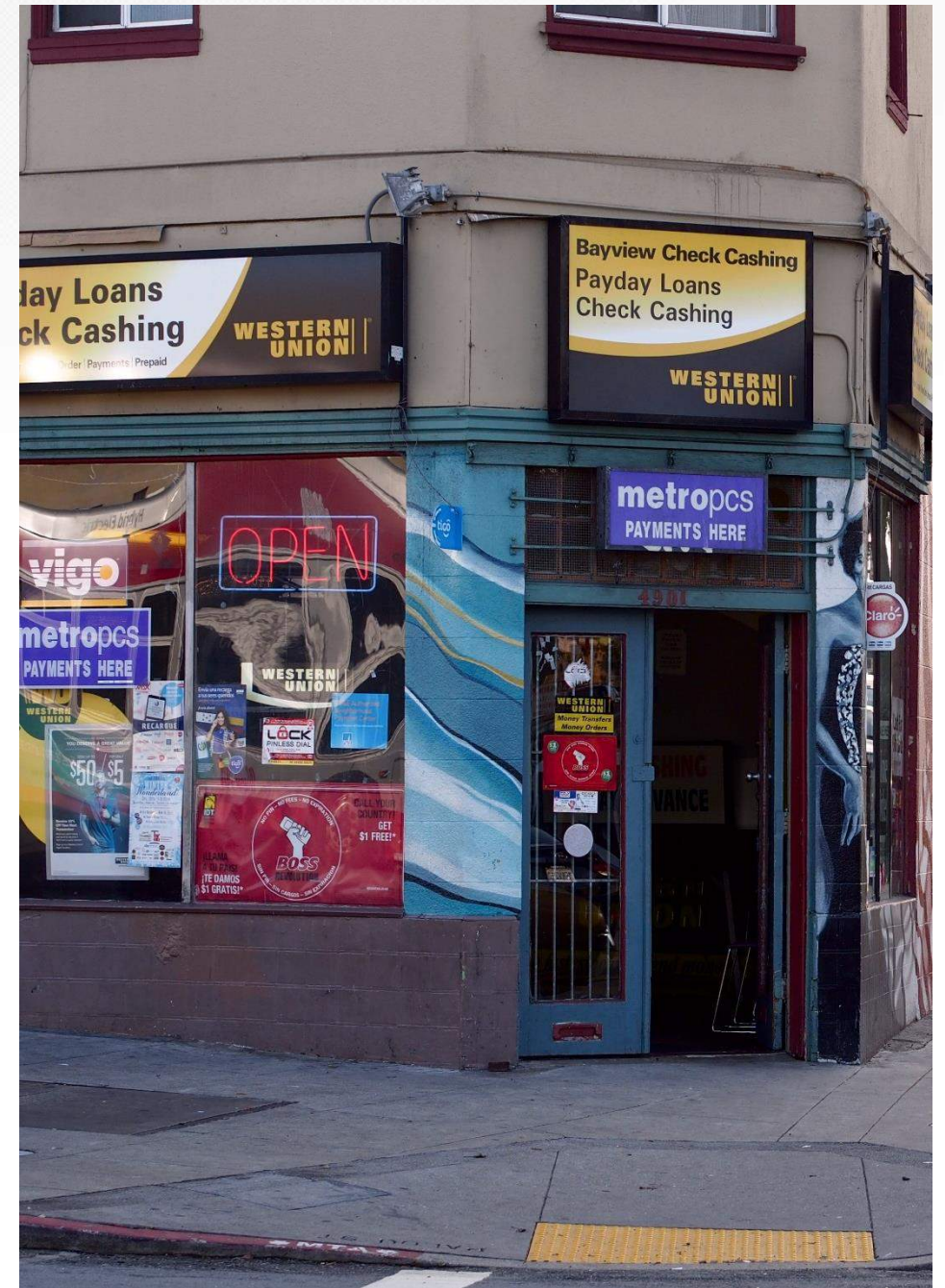
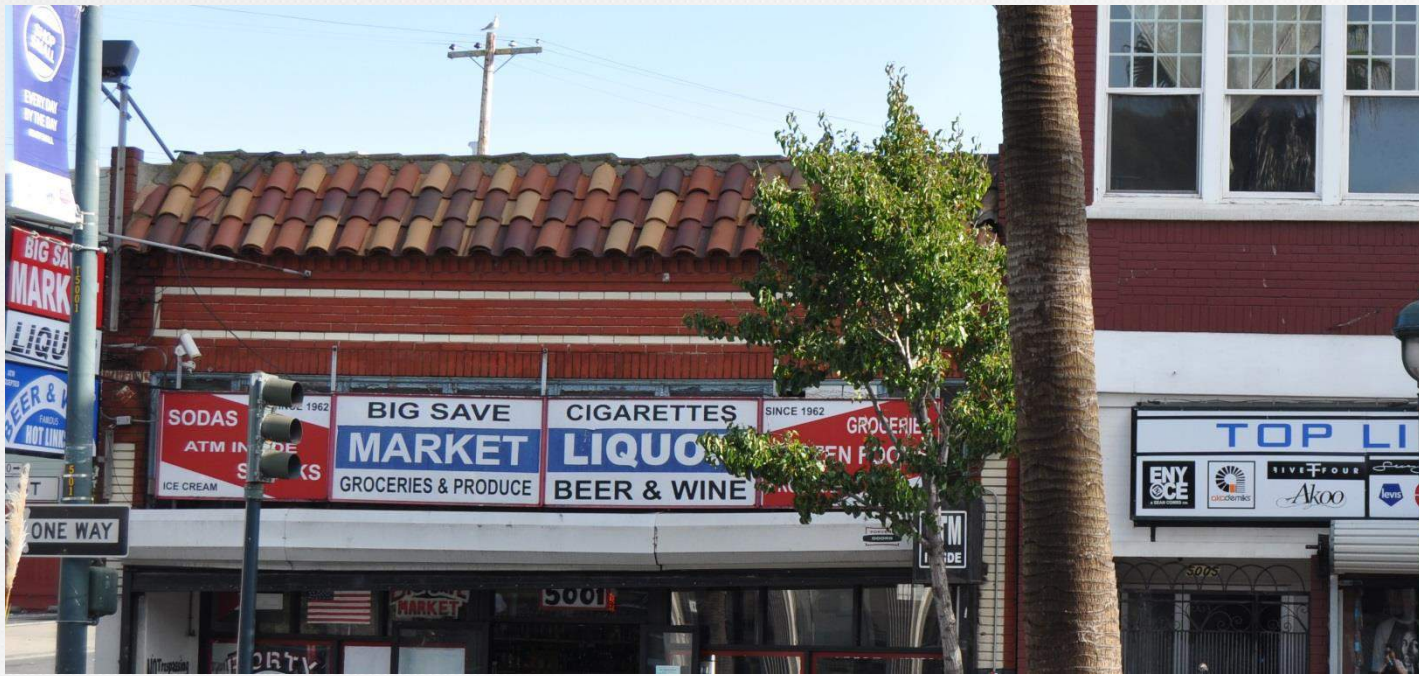




1224

How can we love our  
neighbors?





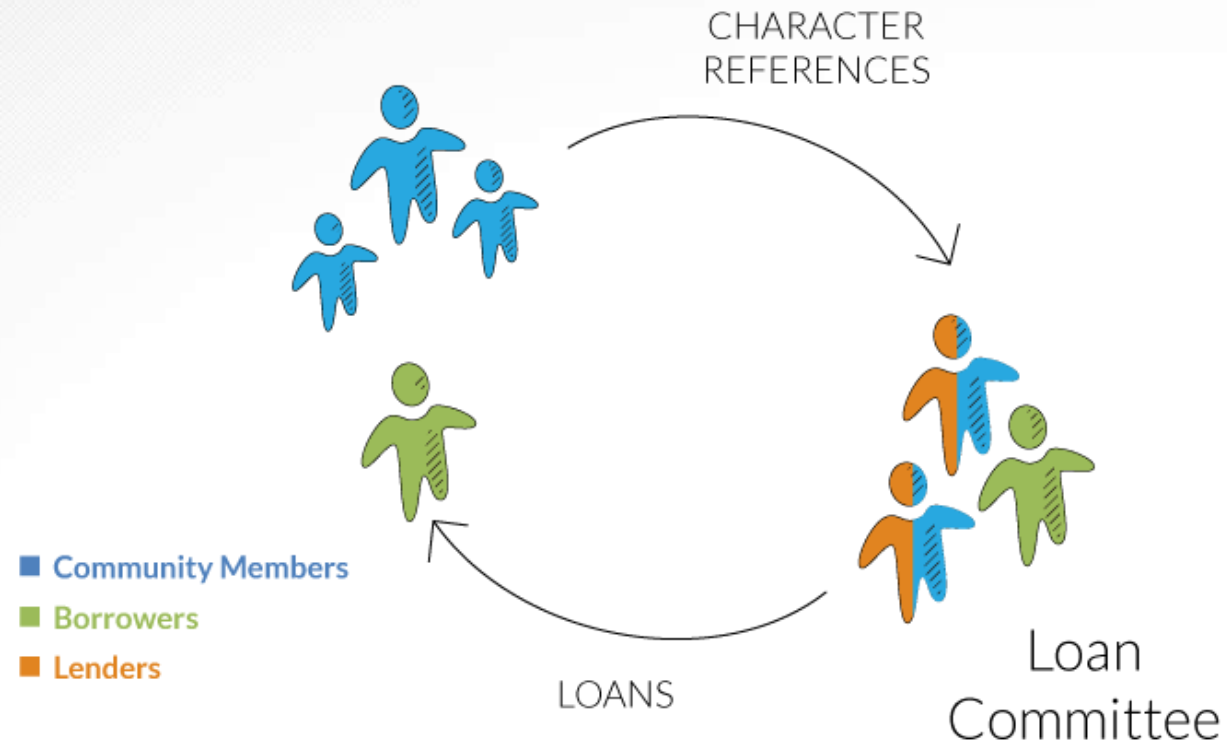




NEIGHBORFUND

*Lending as a practice of peace.*

# RELATIONAL LENDING





# COMMUNITY CAPITAL



“For in Him all the fullness of God was pleased to dwell, and through Him **God was pleased to reconcile to Himself all things**, whether on earth or in heaven, by making peace through the blood of His cross.

*Colossians 1:19-20*





If Jesus is Lord, and we are

- Freed from the love of Money...

How might we be...

- Freed for transformed economic relationships?

# Q&A



Connect?  
We're here all week.

Text Chi-Ming's cell: 415.378.0024

Twitter: @chiming  
fb.com/cmchien  
fb.com/dayspringtech

