



INSTITUTE
FOR MARKETPLACE
TRANSFORMATION

2023 Annual Report



ABOUT THE INSTITUTE FOR MARKETPLACE TRANSFORMATION

Who We Are

We are a group of followers of Jesus that believe that the integration of faith and work is critically important, for us—so that we can see God in everything and serve God full-time, but also for the kingdom of God—since God wishes us to work with him in bringing in his shalom and flourishing (Luke 19:11-27).

Mission

Transformation of workers and through that, work and workplaces: By assisting people, workers, workplaces, churches, and theological schools to integrate faith and work

Values for Implementation of Our Mission

- Empowerment of people and local initiatives
- Personal, relational, and face to face connection with people
- Commitment, enrollment, and personal spiritual formation or discipleship

Values for Workers, Work, and Workplace

- Integrating (worker): embracing wholeness, faith-work integration, consistency, accountability, transparency
- Meaning (work): purpose and actions, includes gratefulness, and blessing
- Flourishing (workplace): interdependence, partnership, collaboration, shalom, kingdom

CHAIRMAN'S MESSAGE

Since our inception 10 years ago, the Institute for Marketplace Transformation (IMT) has grown significantly, even though it is a tiny organization in the huge global movement of faith and work. But we feel like we have a contribution to make.

Jeff Hannen in his *Christianity Today* article recently said, "The faith and work movement has been geared toward power and cultural influence, but the future of the movement, I believe, will be rooted in spiritual formation. Work is not only about success, influence, or even gospel impact — it's about who we're



becoming as followers of Christ." One dimension of depth we are seeking at IMT is spiritual—spiritual formation before and after work, and through work. But another dimension of needed depth is theology. And theology is not only head stuff but concerned with the heart (prayer) and the hand (practice).

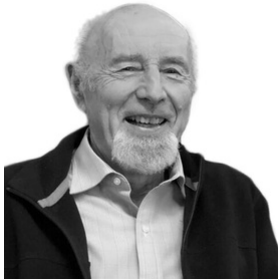
So where are we now? First our regions (North America, Hong Kong, South-East Asia, Taiwan and South Korea, and other insipient regions) are contextualizing our content and "training trainers" which is what we are doing in our critical and intensive year long Fellows program. Second, we are developing a group of Senior Fellows, marketplace theology educators who will be able to teach in seminaries, Fellows groups, conferences and churches—globally. Third, we are publishing a three volume work under the title, *Working Blessedly Forever*, which will be a resource to people and groups who want to know why we are integrating faith and work. Fourth, we are expanding our leadership group as I take a more focused and less comprehensive role in the movement.

In all of this we have seen the gracious hand of God, in supplying the people we need, in seeing people become more mature whole-life disciples of Jesus, in financial and prayer provision, in seeing people growing in their integration of faith and work. What a joy to see people feeling, when they go to work, that they are doing "the Lord's work," working with God, and bringing in the kingdom of God as a coworker with God through their work and witness. Augustine said it so well in the fourth century: "God without us will not, as we without God cannot."

A handwritten signature in dark ink, appearing to read "Dr. R. Paul Stevens".

Dr. R. Paul Stevens
Chairman, Institute for Marketplace Transformation

TEAM



Dr. Paul Stevens
Chairman



Bill Palmer
CEO



Millie Chan
IMT SE Asia



Andre Chen
IMT Taiwan



Dr. Byron Lambert
IMT North America



Dr. Dae-Kyung Lee
IMT Korea



Dr. Clive Lim
IMT SE Asia



Jimmy Pak
IMT HK



Dr. Steve Garber
Senior Fellow



Dr. Jean Lee
Senior Fellow



Dr. Wilson Chan
Senior Fellow



Dr. Al Erisman
Senior Fellow



Chunwei Huang
Registrar



Dzuthotso Tunyi
Fellows Director



Dale Barkman
Treasurer



Tim Chan
Marketing



Paul Cho
Operations



Diane Sayson
Bookkeeper

YEAR IN REVIEW



FELLOWS PROGRAMS

53

Participants

6

Groups

5

Regions

The IMT Fellows program is a 12-month intensive learning community designed to help Christians grow in their integration of faith and work with a strong biblical, spiritual and theological foundation, and to prepare them to be trainers and servants of others. In 2023, we had Fellows Programs in North America, Taiwan, Southeast Asia, Hong Kong, and Korea. Taiwan, Southeast Asia, and Korea graduated their first cohorts in 2023.



Photos: IMT Southeast Asia Fellows graduates (left), IMT Hong Kong Fellows graduates (top right), IMT Korea Fellows graduates (bottom right).



ONLINE ARTICLES

13

New Articles
Published

7

Article
Writers

9495

Pageviews of
IMT Articles

Since 2021, the IMT team has been publishing Marketplace Theology articles on the IMT website, as well as reflections about faith & work. We were delighted to have 7 writers contribute articles to our website this year. Overall, our articles were viewed 9,495 times, which is a 59% increase from 2022.



LIVE COURSES

1506

Students or Attendees

3

Live Courses Taught

3

Seminaries Taught At

In 2023, our senior fellows team taught at many seminaries, churches, conferences, and groups all around the world. A few highlights were Dr. Paul Stevens teaching two courses at Regent College and one course at ACTS Seminary, inviting senior fellows and others from the IMT community to co-teach with him. Earlier in the year, he spoke to over 200 students at Crandal University in Moncton, New Brunswick. Dr. Wilson Chan spoke at a faith and work conference in Calgary, which was organized by two IMT Fellows.



IMT RETREAT

41

Participants

3

Days

6

Speakers

From May 5-7, 41 participants met at Westminster Abbey in Mission, BC for an IMT Retreat. Paul Stevens, Brenda Halk, Wilson Chan, Al Erisman, David Robinson, and Jean Lee were the speakers. It was a great time of learning, encouragement, and fellowship.

Photo (below): Participants of the 2023 IMT Global Retreat at Westminster Abbey





ONLINE COURSES

1104 7 63

People
Enrolled

Courses
Available Online

Hrs of Video
Content

In 2023, we translated one of our courses (MM2 Aging Matters) into Korean and one of our Fellows participants translated two episodes of Doing God's Business into Portuguese as a pilot project. We also added MM17 Ministry and Spirituality to our course platform. This course is really special as it was taught in 1989 by Regent College's first principal Dr. James Houston along with a young Dr. Paul Stevens.

In 2023, we had 361 new people register for our online courses. All our courses are available for free at courses.imtglobal.org.



BOOKS

3

Book
Projects in
Progress

1

Books Near
Publication

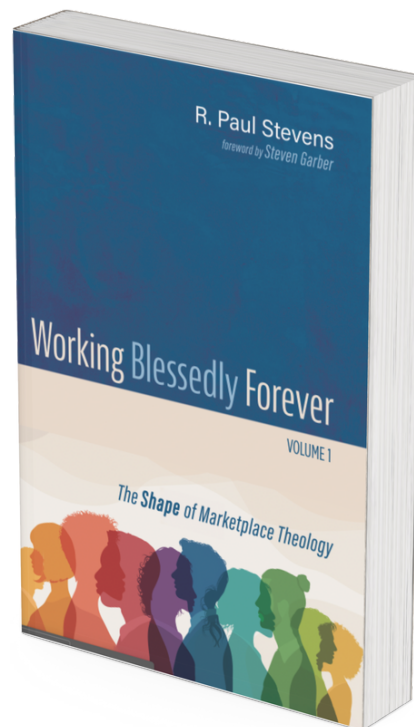
2

Books in
Editing Stage

Dr. Paul Stevens and the IMT team continue to work on writing and editing a 3-volume series on Marketplace Theology. Wipf & Stock Publishers (Eugene, OR) will release the first volume in Spring 2024. The name of the book is *Working Blessedly Forever: The Shape of Marketplace Theology*.

The second book in the series is in its second round of editing, and the third book is being written.

Photo (right): A mockup showing the book cover of Working Blessedly Forever





CERTIFICATE

6

Students

1

Graduated

IMT offers a five-module program for those interested in deepening their understanding and practice of engaging their faith in the marketplace, leading to the Certificate of Marketplace Transformation. This year we had 6 students working on the certificate program, with 1 of them graduating. 5 students from East Africa are expected to complete the certificates in early 2024.



PODCAST

13

Episodes Available

664

Downloads

IMT launched the Doing God's Business podcast in 2020 with a short 3 episode season, followed by a 10 episode season in 2021. Dr. Paul Stevens and Tim Chan interview guests in various industries (Retail, Finance, Non-Profit, Law, Business, and Advertising) as they share how they integrate their Christian faith with their everyday work. In 2023 there were 664 downloads of our podcast episodes.



ONLINE REACH

8950

Website Visitors

+23%

1312

Email Subscribers

+24%

520

Social Media Followers

+13%

IMT continues to use various methods to equip and empower Christians to live out their Kingdom calling in the world. 8950 people have visited the IMT website in 2023. Our website is the home base of all our resources, including articles, books, and courses.

We have 1312 email subscribers who receive our latest marketplace theology articles and invitations to join our events and courses. And we have 520 social media followers on Facebook, Instagram, Twitter, and LinkedIn.

QUOTES FROM IMT FELLOWS

"It is wonderful to be part of this amazing community of international scholars. We have enjoyed rich fellowship in Christ for 11 monthly, 4-hour sessions across multiple time zones with a diverse international community. We have been richly blessed by the Lord. I must thank the leaders, mentors, and Dr. Paul Stevens. Thank you."

Robert

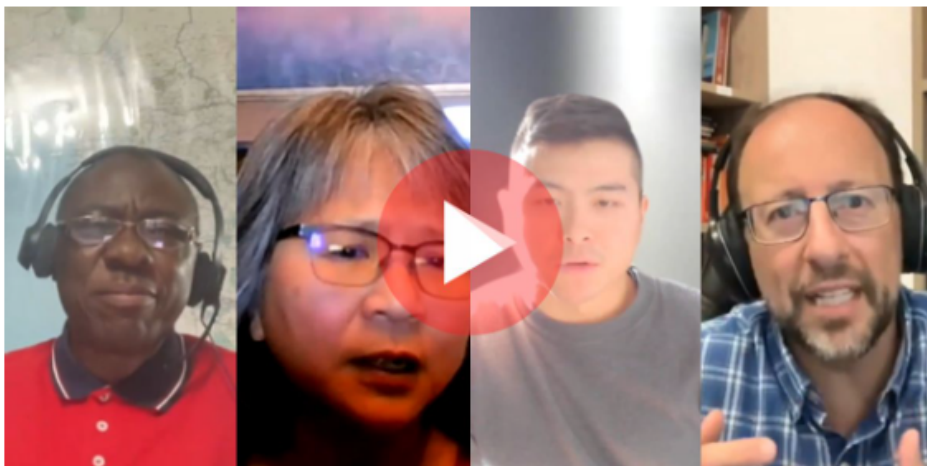
"Participating in Fellows program this year has been a great blessing to me. My understanding of the biblical integration of faith and work has been abundantly enriched through the program teachings.

Sharing my life story helps me reflect deeply upon the providence of God in my life. Hearing life stories of other fellows opens my eyes to God's amazing work in diverse ways. My cohort project of launching a cross-America Cantonese missional discipleship conference has opened doors for me to pursue several initiatives in the future, with the support of the alumni."

Po-Kei Au (Former Engineer, University Lecturer, and Retired Pastor)

"I have been practicing faith in the workplace for ten years but lack training in workplace theology. Through this course and community of researchers, I learned how Christians in theology and other different roles practice faith, which broaden my horizons and understand each other's limits. This course not only deepens my faith, but also expands me on how to develop and run heaven ministry."

Thomas Lau (Accountant)



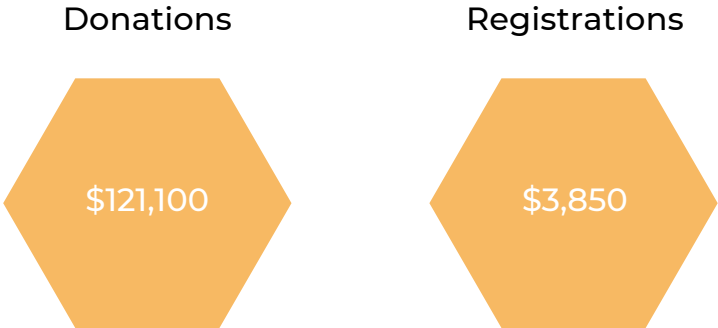
Watch a video of 2023
IMT Fellows sharing
their experiences with
the program:



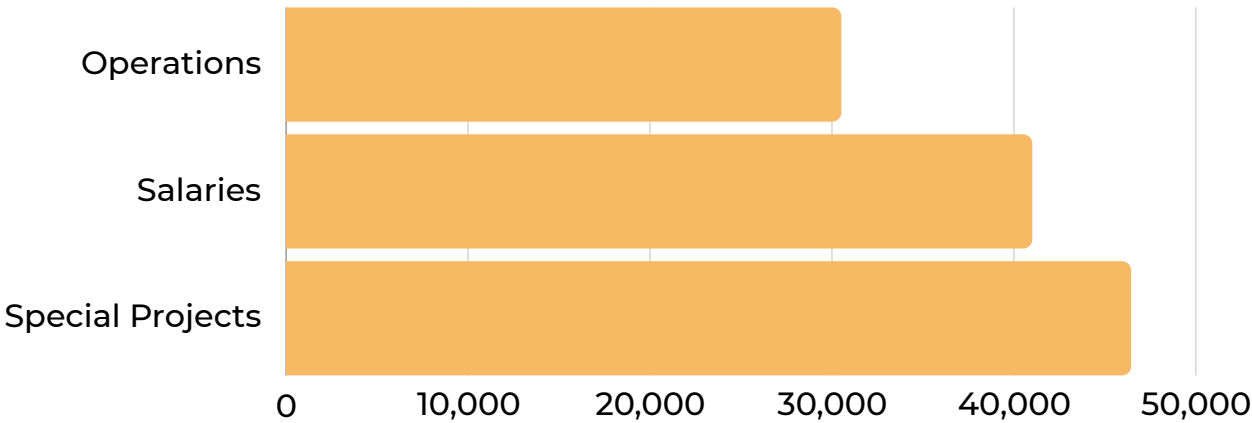
imtglobal.org/fellows

FINANCES

SOURCES OF REVENUE



EXPENSES



***Note:**
IMT's fiscal year end is May 31. This report is a non-official summary of our 2023 activities.

Plans for 2024

NEW RESOURCES

In 2024 we will launch two new faith and work integration resources. The first is a book by Paul Stevens, *Working Blessedly Forever: The Shape of Marketplace Theology*. This book will be available in the Spring of 2024, and IMT will host a book launch event to celebrate.

The second is an online course taught by our senior fellow, Dr. Steve Garber. The course is titled *The Seamless Life* and will challenge Christians to see all we are and all we do (work, play, relationships, worship, and loves) as significant to God.

FELLOWS GROUPS

Interest and participation in IMT Fellows Groups continues to grow. North America is launching three Fellows group this year, with all three groups being co-led by past Fellows graduates who are joining the leadership team. Hong Kong has three Fellows groups currently running, with IMT Taiwan, IMT Korea, and IMT Southeast Asia all planning more Fellows groups in the future.

EXECUTIVE DIRECTOR

Starting in June 2024, Paul Stevens will focus his role at IMT on writing and teaching, and pass off duties of running IMT to a new Executive Director. Please pray for this transition.

TEACHING

Paul Stevens and the rest of the senior fellows will be teaching seminary courses and speaking at conferences, events, churches, and at IMT Fellows groups throughout the year, helping Christians deepen their integration of faith and work.

Photo (left): IMT Southeast Asia Fellows group meeting in person





*Front Cover photo: Retreat participants at the 2023 IMT Global Retreat
Back Cover photo: Westminster Abbey, location of the 2023 IMT Global Retreat*

Email: contact@imtglobal.org Website: www.imtglobal.org
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