

Dayspring Vision (for Prospective Employees)

Company Background

About Us

Dayspring Technologies is a full-service San Francisco web and mobile development company providing custom software development, mobile app development, web design services, and salesforce.com consulting primarily to San Francisco Bay Area clients. We were founded in 1997 by a few members of Grace Fellowship Community Church, a church in San Francisco's Mission District.

Over our 17+ year history, we've delighted our clients with our signature attention to detail, focus on delivering the right solution, and unsurpassed quality. And we've enjoyed working with each other immensely to boot.

Clients include corporations and institutions such as the Golden State Warriors, International Justice Mission, Kleiner Perkins Caufield & Byers, Mercy Corps, Stanford University, the State of New York, UCSF, and Waiters on Wheels as well as a host of local Bay Area businesses and non-profits.

In addition, Dayspring has developed a personal and household budgeting solution which has been downloaded over two million times and is available on the Web, mobile Web, Android and iOS.

For more information, visit www.dayspring-tech.com.

Our Mission

Although Dayspring Technologies is structured as a for-profit corporation, our mission is to embody and bear witness to God's redeeming work in the world. We seek to carry out this mission in all aspects of our business, including relationships with colleagues, clients, vendors, and our community.

How is Dayspring a "Christian business"?

When people hear that Dayspring understands itself to be a Christian business, it's natural to wonder what that means. Do you make a Christian product? Work only for Christian organizations? Or do you only employ Christians?

Actually, none of those things are true. Dayspring is a Christian business in the sense that:

- Dayspring was founded by three Christians who were, at the time, all members of a particular church in San Francisco.
- Dayspring is explicitly Christian in its purpose: "In dependence on God and for His glory, in view of God's desire to reconcile all things to Himself in Christ, as a business rooted in the local church, *to embody and bear witness to God's redeeming of the workplace, marketplace, and community.*"
- Its board of directors includes a member of Grace Fellowship's pastoral staff and the pastor of a church started by Grace Fellowship, thus anchoring us to that purpose.

- We are currently deliberately sharing space with a church to explore partnership opportunities.
- Many of Dayspring's day-to-day business practices derive from Christian conviction. These include practices that may be broadly recognized as "religious" in nature (e.g., tithing on net income, weekly prayer) but also others that, despite being, from our perspective, fundamentally Christian in nature, may be less broadly recognized as "religious" (e.g., unwillingness to use leverage or other forms of violence, the upholding of relational ideals in marketplace interactions versus simply transactional ones, core values for justice, generosity and mercy).

Dayspring is *not* a Christian business in the sense that it only hires or promotes Christians. This is neither our desire nor our understanding of what it means to practice business as Christians.

OK, so what does this mean concretely?

If Dayspring is a "Christian business" and yet does not only employ Christians or make a "Christian" product, what might that mean concretely?

We have a core set of practices, many of which take their cues from Christian convictions. Employees will need to either affirm, or be willing to dwell within, Dayspring's core set of practices. A few examples of these practices follow:

- We value high quality work done with the utmost integrity.
- We pay in ways that don't always align with market norms. In an industry where high-demand superstars are paid rock-star salaries and work 60-80 hour work weeks while lower-demand workers are paid less than is necessary to live, our practices differ. This includes salaries that may be below market in some cases and above market in others. We do this in order:
 - To promote a workplace that is in line with what we understand God's vision to be for work, including:
 - sufficient rest for employees,
 - a just distribution of resources, and
 - work remaining within its proper boundaries and not impinging unreasonably on the life of an individual in their home and community context
 - To be able to direct profits toward a vision of human interaction within the workplace, marketplace and community as we believe God intends those interactions to be.
- We treat others we interact with in the marketplace as people rather than a source of revenue or a source of a service. People are not, first of all, consumers or producers; sources of demand or sources of supply. We see business as an arena in which right human relationships are lived out.

In line with these examples, employees of Dayspring, regardless of whether they personally believe this to be God's vision for work, will need to be able to work within these practices by, for example, performing high quality work with integrity; treating clients and vendors in a way that affirms human relationship instead of merely a transactional one; and receiving salaries—in line with that of their co-workers—that are consistent with these values.

Some of our practices, such as generous health insurance benefits for employees and their families, are seen as traditionally legitimate uses for gross profit and legitimate purposes for business. Others, such as promoting the flourishing of the local neighborhood and refusing to use leverage in marketplace

interactions are not traditionally affirmed as “normal” purposes for business. Regardless, this is the vision of business that we hold to and practice.

Because Dayspring’s purpose and understanding of business differs from traditional formulations, behaviors which may be desirable in a typical business understanding (e.g., ability to push teams to stay late to get work done, ability to squeeze extra profit out of a business relationship) may in fact be devalued—even though similar behaviors in businesses with differing convictions would be lauded and held up as exemplary. Our purpose simply differs from other businesses and therefore what is considered model behavior in other cases would be undesirable for Dayspring.

Accommodations are gladly made for employees who, as a matter of conscience, do not wish to participate in Dayspring practices which they consider to be overtly religious (e.g., daily prayer and prayer in our business or staff meetings).

Do I need to be a Christian to work at Dayspring?

Absolutely not.

We invite anyone willing to thoughtfully consider and operate under this broader understanding of the right practice of business to join in our work, whether you profess to be Christian or not.

From our starting point, we assume that part of God’s redeeming work in the workplace will be to move each of us—Christ-followers, agnostics, atheists and members of other religions—closer to a vision and practice of work and business that is more fully human, and which, in our view, has its genesis in the love of God for God’s creation. Furthermore, we assume that Christ-followers can and, indeed, must practice relationships of truthfulness, love, and peaceableness with those who do not profess to be Christians. This is integral to what it means to be a follower of the prince of peace and the Lord of love.

We think that in this, we will find commonality and significant overlap with many people who desire the flourishing of human relationships in the context of the marketplace and business.

We believe that workplaces and an approach to business in line with this work of God will also resonate with us as human beings regardless of individual beliefs.

That is, we think that a work environment attempting to embody this vision, in whatever limited way, is fundamentally attractive. It may not always be attractive in the way that other work environments and employment opportunities are attractive (e.g., high salary, early retirement). It will, however, be attractive in that, at core, we as human beings are created to be co-creators and co-workers in God’s work of ordering and redeeming the world and, furthermore, are created for relationship with one another.

Dayspring Anti-Discrimination Policy

Dayspring Technologies, Inc. is an equal opportunity employer. We consider all applicants for all positions without regard to race, religion, color, national origin, ancestry, physical or mental disability, medical condition, marital status, age, sex, sexual orientation, or any other status prohibited by law.