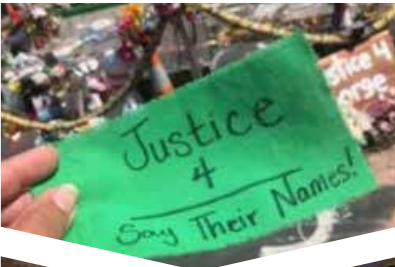




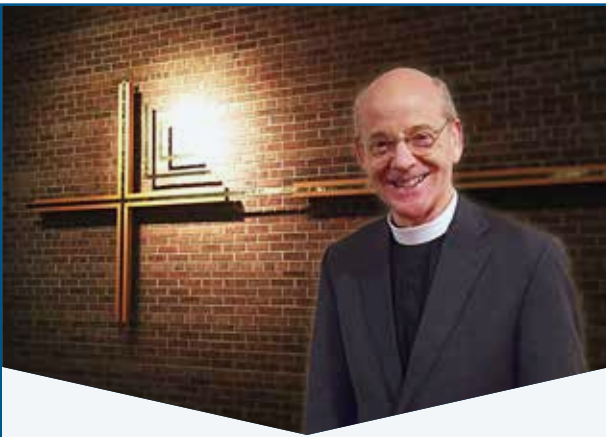
**Nativity**  
Lutheran Church



# 20 ANNUAL 21 REPORT



**Evangelical Lutheran  
Church in America**  
God's work. Our hands.



## A Report From The Senior Pastor Glenn Seefeldt

# 2021 A Year of Sweet Things to Savor

I called her grandmother, but she was not related. She was a wise woman of the Ho Chunk nation. Her face was leathery from years of sun, and her hair—pulled back into a braid—was as white as snow. She walked bent over but always with a quick pace, and her humor and wit were as quick as her pace. Grandmother was my childhood friend Duane Prescott's biological grandmother. Duane was also Ho Chunk, and after school he would often invite me to join him in visiting grandmother.

Her small home covered in tar paper seemed cold from the outside, but upon entering it was warm with lively conversation. It smelled of wood smoke and savory stew, all from the small wood stove she used for cooking. There was always something sweet on the table to be shared—truth be told, the main reason for our visit. But as we enjoyed the sweet treat of hickory nuts and maple syrup combined in a delicious cookie, we also enjoyed the sweet wisdom of grandmother.

As I reflect on the year 2021, I am reminded of grandmother's wisdom. After helping her with some difficult chores, Duane and I would often feel exhausted. As she placed cookies and tea in front of us, she would often say "Life is not always easy, but there is always something sweet to savor every day." Back then I thought she was talking about the cookies, but I realize now she was talking about life. Her native wisdom was Godly wisdom, for as Paul tells us in Philippians 4:6: "[H]ave no anxiety about anything but in all things give thanks and make your requests known before God." With difficulty come new insights, new appreciations, new ways of doing things. This past year was not easy, but there was something sweet to savor every day. Here are some sweet things to savor about Nativity's ministry in 2021.

### Nativity Staff

There are 21 staff in ministry, both full- and part-time at Nativity. Our Ministry in 2021 is best described as start, stop, pivot, repeat. Nativity staff found sweetness in difficulty, embracing the challenges, finding new insights, exploring new ways of doing things, new ways of being church in a COVID world. As the church landscape changed due to COVID, God provided a compass.

We said goodbye to David Livingston as he retired after 25 incredible years of ministry.

We hired:

- Bex Gaunt as Director of Music Ministry,
- Jennifer Wannan and Joanna Hallstrom as Communication Coordinators,
- Spencer Heller as Assistant Director of Worship Technology.

## Public Church-Public Witness

In launching Public Church-Public Witness, we've sought to empower each person to use their gifts to bring healing love to the world. Nativity Staff, the Racial Equity and Justice Ministry Team, and Nativity Council have been discerning what it means to be a Public Church-Public Witness congregation. I suggest the following to reflect on. As followers of Jesus, we at Nativity will encourage each other to fulfill our baptismal calling, using our spiritual gifts, abilities and passions in service to God and neighbor, working for justice and peace in the world.

The RIC Core Team moved forward toward the goal of becoming a Reconciled in Christ Congregation.

## Faith Formation for All Ages

Activities to foster spiritual formation for children, youth, and adults moved to new levels of care and commitment as staff took faith formation to the driveways of our community, our parking lots, and Nativity's drive-through. Choir outdoors and a hybrid children's musical were developed. Online learning expanded to make spiritual growth available for all. Intentional outreach to our senior community as part of our Vital Aging, provided ongoing connection and support.

## Building Maintenance and Other Projects

The closure of the building during the pandemic allowed staff to deep clean, organize, paint, and complete projects often deferred.

**Security:** Updating our security system to be able to answer/open the front door and being able to do a full lockdown from multiple phones and computers.

**Information Technology:** Helping staff to work from home and be safe by updating to Office 365 and moving to Teams for meetings. Updating computers in the office.

## Worship

Our online worship was enhanced by adding additional staff and equipment to make the online experience more meaningful. In-person worship resumed May 29, 2021, accommodating the latest protocols for virus safety.

I give thanks for the people of Nativity as well as the Nativity staff and NCFC staff and for the love and care provided through their exceptional efforts and creativity.





## A Letter From The Congregation

### President, Donna Steinwand

At Nativity, our vision is that we grow together as a beloved community, empowering and supporting each other as we love courageously and live generously. This we share, all of us, no matter where we are in our faith journeys.

We continued our pandemic journey in 2021. There was the hope of vaccines, boosters and other measures that seemed to send this virus into retreat. In late May, we returned to worship in person! I experienced so much joy, gratitude and even relief to be back in our worship space with others. Maybe you too had some return of “normal” during this year as well.

For so many of us, 2021 was also a heavy year, and we’ve all experienced loss again: loss of routine, of the nearness of friends and family, of jobs and in-person school experiences. We mourn the thousands and thousands of people in Minnesota and beyond who have died from COVID. We miss the whole of our congregation being present in the Nativity church building. In many ways, we are all terribly weary of this virus that has come, and not yet left.

For two years, Nativity staff members have worked tirelessly to imagine and create innovative experiences for us as we are church together both online and in person. Staff has found ways for us to be connected during this long time of COVID. I hope you have been able to experience this. We are grateful to the staff members who have given so much for us.

I’m excited to see us progress in our RIC journey. My family includes LGBTQ people, and I love them. For me, I see the RIC process as a way for us to understand and grow towards greater equality, welcome and justice. Did you have a chance to watch the Youtube videos of the RIC Core Team? It was so nice to meet them virtually. What questions or concerns do you have? The RIC Core Team wants to listen to you and talk about what is on your heart and mind.

Nativity is continuing a long-term program to end systemic racism in our church. We will make progress in ways that are large and small. Please look for updates about this work in the Nativity eConnected emails. Ending systemic racism means that we open our minds and hearts to understanding white privilege, to having difficult conversations, and to healing and wholeness where everyone is present and welcome among us. We are in the discovery and planning phases of this program with much wider congregational involvement needed in the future. I’d like to add that I believe ending systemic racism is a matter of faith and is key to the ways that I continue to grow and deepen my faith.

Nativity is a generous congregation with a glad heart, and I give thanks to God for you. Working together, we support teens, children and adults who are experiencing homelessness. We enable faith formation for kids and adults. There are so many ways we make an impact – I’d run out of space to list them all! Our impact is deep, lifelong and wide-ranging. The kindness that we share is never forgotten. And all of this is because we give time, talents and resources.

When we keep Christ at the center of our lives, our worship and our prayers, we connect our spirituality and our faith with our lives. All that we give is multiplied in many ways and returns to us as well. This is how we spread the love, hope, joy and peace of Christ. It is how we love courageously!

Thank you for being part of this awesome congregation. You bring love, hope and peace to the world in simple and generous ways. Thanks be to God!

Your partner is Christ’s service,  
President, Donna Steinwand

## Mission Statement

To courageously love and educate.

## Vision

Nativity Child and Family Center (NCFC) is a mission partner of Nativity Lutheran Church providing a Christ-centered learning environment for surrounding communities.

## Board of Directors

Chair: Maggie Dreon

Vice Chair: Open

Treasurer: Shawn Moore

Secretary: Open

Board members: Maggie Dreon, Shawn Moore, Sarah Knoph, Lori Onger, Sally Samakula, Chad Goodsell, Pastor Glenn Seefeldt

## What Do We Do?

NCFC provides quality education in a nurturing, play-based environment. Our teachers foster quality learning and social opportunities that support each child on an individual basis.

We provide care for 150 children, ages 16 months through 12 years of age. We provide full-time and part-time care, including before and after school care for elementary children.

Our programming includes;

- State approved curriculum and assessment
- Onsite cooked meals
- Certified Nature Explore playgrounds
- Weekly music classes
- Weekly Chapel
- Offsite field trips to explore the community

## Our Team

- Director, Jen Evenson
- Assistant Director, Jan Merrell
- Food Service Specialist & Aide
- 14 full-time teachers
- 8 part-time teachers and aides



## Nativity Child and Family Center

Jen Evenson, Center Director

## Events

- Classroom Family event
- Classroom Family event

Our typical events were not possible this year due to the pandemic.

## Accomplishments

- National accreditation through NAEYC and ELEA
- Four Star Minnesota Parent Aware rated program
- Certified Nature Explore Playground
- School Excelling in Emotional Development

NCFC has been given a wonderful opportunity to share our faith and values with children and families. We feel blessed to be able to positively impact children and families in this community. We sincerely and joyfully thank the congregation of Nativity Lutheran Church for your ongoing support. We look forward to another year of partnership with Nativity!



**From The Business Administrator**  
Beth Schuman

## GENERAL FUND INCOME STATEMENT

	Fiscal Year Ended 12/31/2020	Fiscal Year 2021 Budget	Fiscal Year Ended 12/31/2021	Fiscal Year 2022 Budget
<b>REVENUE</b>				
Contributions	1,240,710.25	1,273,040	1,217,731	1,247,700
Designated funds transfer to general funds	600	115,600	800	97,650
Misc. Revenue	13,905	88,640	40,828	74,355
<b>TOTAL INCOME</b>	<b>\$1,255,215</b>	<b>\$1,477,280</b>	<b>\$1,259,359</b>	<b>\$1,419,705</b>
<b>EXPENSE</b>				
Mission & Benevolence	35,725	37,000	35,525	37,000
Personnel Expense	968,826	1,095,315	957,286	1,031,320
Faith Formation—all ages	6,131	89,795	35,007	89,025
Worship & Outreach	37,717	71,900	38,370	71,640
Building, Office and Maintenance	174,866	183,270	156,571	190,720
<b>TOTAL EXPENSES</b>	<b>\$1,223,265</b>	<b>\$1,477,280</b>	<b>\$1,222,760</b>	<b>\$1,419,705</b>
<b>EXCESS or (DEFICIT)</b>	\$31,950	\$0	\$36,600	\$0

# Statement of Receipts and Disbursements

## Designated Funds

Donations and giving designated for a specific purpose as stated by the giver.

Calendar Year Ended 12/31/2021

DESCRIPTION	Beginning Balance	Receipts	Disbursed	Ending Balance
Missions Outside Nativity	29,165	54,390	51,150	32,405
Bangladesh School Projects	91,459	44,407	12,000	123,866
Global Funds for Humanity	0	55,509	5,338	50,171
Faith Formation-all ages	15,233	4,939	3,421	16,751
Worship, Outreach and Music	8,723	2,645	1,629	9,739
Grants: Organics & Ministry Imagination	6,051	312	1,012	5,351
Designated General Fund Support	190,100	0	0	190,100
Building	89,519	55,434	28,410	116,543
Special Activities (classes, dinners, retreats)	6,335	1,385	1,482	6,238
Belden Drive Properties	-11,489	59,633	50,641	-2,316
Memorials	92,085	16,158	39,179	69,065
Endowment Funds	1,039,041	123,709	21,070	1,141,680
Nativity Mission Appeals	10,356	66,784	66,730	10,410
Sub Total	1,566,578	485,305	281,882	1,770,001
Transfer between Designated & Endowment		-9,515	-9,515	
<b>TOTAL</b>	<b>1,566,578</b>	<b>475,790</b>	<b>272,367</b>	<b>1,770,001</b>

## Intertwine N.E.

Final report of donations and expenses designated for a partnership with Minneapolis Area Synod that is finished.

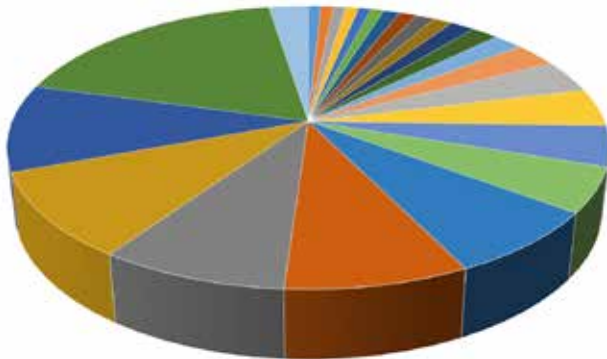
**NOTE:** Nativity was the fiscal agent for Intertwine N.E., as such all revenue and expenses ran through Nativity. The summary below includes revenue from all sources not just Nativity.

Calendar Year Ended 12/31/2021

Intertwine N.E.	33,899	15,417	45,419	3,896
<b>TOTAL with Intertwine</b>	<b>1,600,477</b>	<b>491,206</b>	<b>317,786</b>	<b>1,773,898</b>

# 2021 Donations to Outside Missions

Designated and Budgeted Mission Donations = \$123,890



MISSION PARTNERSHIPS	TOTAL \$	Percent
Luther Seminary	1,000	0.8%
Luther Park	1,000	0.8%
Alternatives	1,000	0.8%
Hearts 4 Kidz Mission	1,000	0.8%
Lutheran World Relief	1,000	0.8%
Cross of Glory Lutheran Church	1,015	1.8%
Dragonfly project	1,300	1.1%
Meals on Wheels	1,353	1.1%
Beacon Interfaith Housing Collaborative	1,500	1.2%
People Serving People	1,500	1.2%
Good Gifts	1,926	1.6%
Global Fund - Nicaragua	2,145	1.7%
Dignity Center	2,600	2.1%
Mental Health Connect	3,384	2.7%
Intertwine NE	4,725	3.8%
Center for Leadership & Neighborhood Engagement	5,325	4.3%
ELCA World Hunger	5,651	4.6%
Scholarships	6,320	5.1%
NEED Food Shelf	9,287	7.5%
Global Fund - Kenya	10,350	8.4%
Little Kitchen Food Shelf	10,552	8.5%
Bangladesh School Projects & Global Scholars	12,000	9.7%
Lutheran Social Service	12,315	9.9%
Mpls. Synod ELCA	22,500	18.2%
Miscellaneous	3,142	2.5%
<b>Total</b>	<b>123,890</b>	<b>100.0%</b>



# Endowment Funds

Gifts to the endowment fund are invested, and the earnings from these accounts are carefully used to further our mission and realize Nativity's vision. Nativity uses the gifts in a manner that reflects the interest and the passion of the one memorialized and their family.

Nativity Lutheran Church currently has 26 endowment funds. The current balance of these investment funds is \$1,141,680.

## Worship Life (includes Music)

- **Hans Bonde Fund** for music ministry of healing, youth music ministry, life-enriching youth events, and equipment for recreational activities for youth.
- **Pam Bridson New Member Fund** for the benefit of new members.
- **Goldie and George Johnson Music Fund** to support and enhance the music ministry of Nativity.
- **Richard Sowden Fund** for Nativity's baptism ministry.
- **Mike Steadland Fund** for the music ministry at Nativity.

## Intergenerational Ministry (includes FF,CYF)

- **Jim Cobourn Kids Camp Fund** helps kids experience camp.
- **Helen Groskreutz Fund** for Nativity's Faith Formation for Children.
- **Nelson Older Youth Fund** benefits the youth director and youth in grades 6-12.
- **Elmer and Margaret Peterson Children Faith Formation Fund.** To be used for activities that will help children grow in faith.
- **Donna Ripley Junior High Fund** is used for related programs benefiting junior high students.
- **Franky Sandberg Fund** to be used for life-enriching events for youth.
- **Mary Severson Adult Education Fund** supports adult education at Nativity Church.

## Property, Fixtures and Building

- **Allen Eberlein Fund** for furnishings of Nativity.
- **Eberlein Family Fund** for outdoor landscaping around Nativity Buildings.
- **Robert R & Doris Gehrke Maintenance Fund** for building maintenance.

## Creation Care, Human Hurt and Need, Social Concerns

- **Flysjo Social Ministry Fund** to help those in need.
- **Rikka Weiberg Fund** for outreach.

## Educational Grants to ELCA Seminaries and Colleges

- **Scholarship Funds: Kristin Seefeldt, Arvidson Ripley, and Phleghaar,** all provide annual educational grants to youth and adults attending ELCA seminaries and Lutheran colleges.

## Undesignated Currently Used for Scholarships

- **Mike & Helen Kosiak** Undesignated Fund currently used for school scholarships.
- **Undesignated**

## Bangladesh School

- **Bangladesh Endowment Fund** for Capital Projects at Livingstone School.

## Global Fund for Humanity

- **Global Fund for Humanity** to support small grants to address basic human needs.

## Use in Transition

- **Hermundslie Endowment** is undergoing a reconsideration of how funds are used.

The total amount of grant dollars available for 2021 was \$18,330. In addition, educational grants distributed during 2021 totaled \$6,320.

## Consolidated Balance Sheets

<b>ASSETS</b>	<b>Dec. 31, 2020</b>	<b>Dec. 31, 2021</b>
Checking Account - all funds	731,091	892,639
Money Market Account	47,807	47,831
Hermundslie Endowment Fund	144,062	144,062
Nativity Funds Endowment	549,411	604,639
Bangladesh Endowment	150,000	150,000
Global Fund for Humanity Endowment	155,399	152,714
Land and Buildings	5,908,200	5,908,200
Furniture and Equipment	765,000	765,000
<b>TOTAL ASSETS</b>	<b>\$8,450,970</b>	<b>\$8,665,084</b>
<b>LIABILITIES</b>		
Accounts Payable	989	2,583
Belden Property Loan	163,434	81,993
Prepaid Donations	24,500	27,000
Lighting Loan	13,000	7,000
<b>TOTAL LIABILITIES</b>	<b>\$201,923</b>	<b>\$118,567</b>
<b>NET ASSETS</b>		
Unrestricted	6,643,417	6,776,532
Temporarily Restricted	1,605,631	1,769,976
<b>TOTAL NET ASSETS</b>	<b>\$8,249,047</b>	<b>\$8,546,508</b>
<b>TOTAL LIABILITIES and NET ASSETS</b>	<b>\$8,450,970</b>	<b>\$8,665,084</b>

**TO NOTE:** Financial review of 2020 Finances

Accomplished by Erik Hegg, James Smith and Brian Buck on December 14, 2021.

**“All financial records appear to be appropriately maintained and monitored, and nothing came to our attention that would lead us to believe that Nativity’s financial statements were misstated.”**

# Membership

	2019	2020	2021
Total Membership	1573	1549	1560
Households	658	653	666
Associate	31	32	30
Baptized	371	369	362
Confirmed	780	758	778
Covenant	391	390	390

## Membership

Received	82	10	32
Removed	108	34	37

## Pastoral Acts

Child Baptisms	26	2	25
Adult Baptisms	0	0	0
Confirmation	32	0	33
Weddings	2	4	2
Funerals	19	15	33

## Active Prospects

	603	582	599
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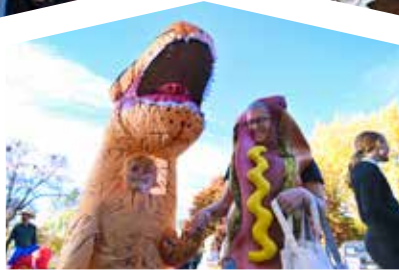
## Attendance

Avg. Weekly Attendance	442	431 (in person 10 weeks)	204 (in person 10 weeks)
Avg. Weekly Streamsheners	55	1091	1223
*Christmas Attendance	1316	8516	1441

## Faith Formation – Children & Adults

Age 0-1	31	35	32
Age 2-K	72	75	76
Grade 1-4	95	83	71
Club 56 (Grade 5-6)	27	29	23
Youth (Grade 7-12)	130	123	112
Adult Faith Formation, avg. weekly participation.	108	57	82

\*Christmas 2019 in person only, Christmas of 2020 video views only, Christmas of 2021 - 695 in person, 746 video views





# Nativity

Lutheran Church





**Nativity's Mission:**

Loved by God, we love others courageously.

**Vision:**

Nativity aspires to be a beloved community.

**Core Theology:**

As we experience God's unconditional love in Jesus, we are transformed.

**Core Function:**

Spiritual Growth: People grow spiritually when they experience the transforming love of God as they talk about God in safe places, as they engage in ways of justice, volunteer in acts of service, and encounter God in habits of faith.

**Proposed**

**2022**  
**Congregation**  
**Initiatives**

Four Initiatives are planned for 2022. This is in addition to our usual work of faith formation for all ages, worship, and pastoral care, cradle to grave.

# Proposed

# One-Year Plan for 2022

## ONE

### **Public Church-Public Witness**

As followers of Jesus, we at Nativity will encourage each other to fulfill our baptismal calling, using our spiritual gifts, abilities and passions in service to God and Neighbor, working for justice and peace in the world. In 2022, we will complete the Reconciling in Christ (RIC) process.

## TWO

### **Plan, Promote and Implement 2-Year Funding Appeal**

The goal of this appeal will be to advance the faith habit of giving as a spiritual practice, increase regular giving as well as estate/legacy giving. The appeal will raise funds for the hybrid church mission initiative and address deferred maintenance, i.e. flat roof, parking lot resurfacing, landscaping. It will also address some capital improvements i.e. new digital sign, creation of security envelope for the child care center in the event of a security threat, and a remodeling of the upstairs kitchen. The appeal will involve a communications audit as well.

## THREE

### **Hybrid Church – online campus, 2021 Learn, 2022 implement**

Church as we know it has changed. In-person participation is evolving, and online church is the next chapter in what it means to speak the good news to a world in need of healing. How do we use the tools of our digital age to bring that healing love to the world?

## FOUR

### **Complete Database Conversion to REALM**

This operations initiative will support all other ministries of the congregation.



# Nativity Staff

**Glenn Seefeldt, Pastor**

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**Ben Schori, Associate Pastor**

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**Gerald Hoffman, Pastor Emeritus**

jerjohoffman@msn.com (763) 443-3353

**Heather Anderson, Event Coordinator/Youth**

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**Annie Archambault, Wedding Coordinator**

annie.k.archambault@gmail.com, (612) 875-7116

**Jeanne Cotter, Accompanist**

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**Jan Frederickson, Pastoral Care: Visitation & Vital Aging**

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**Michael Garrett, Facilities Supervisor**

(612) 298-2962

**Bex Gaunt, Music Ministry**

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**Joanne Griffin, Minister of Belonging (membership)**

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**Joanna Hallstrom, Communications**

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**Spencer Heller, Assistant Director of Worship Technology**

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**Pat Hendriks, Faith Formation Older Adults**

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**Renee Hoffman, Children's Ministry Prebirth to Age 5**

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**Freda Myhrwold, Worship Leader**

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**Bob Parrott, Minister of Worship Technology**

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**Leah Reddy, Children's Music Specialist**

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**Karla Reiland, Children's Music and Adult Hand Bells**

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**Beth Schuman, Business Administrator**

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**Kelly Sherman-Conroy, Minister of Social Justice & Advocacy for Children Youth & Family Ministries**

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**Kyle Soderberg, Deacon Intern and Coordinator of Community Partnerships**

kyletsoderberg@gmail.com, (612) 388-7135

**Jen Wannan, Communications**

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## 2021 Nativity Council:

**Donna Steinwand President**

donnasteinwand95@gmail.com

**Keith Kendall, Vice President**

keith@kendall.net

**Dan Tight, Secretary**

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**James Smith, Treasurer**

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**Lisa Blanksma, Member-At Large**

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**Apryl Campbell, Member-At Large**

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**Jodi De Feyter Member-At Large**

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**Erik Hegg, Member-At Large**

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**Karen Volker, Member-At Large**

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**Grant Wyffels, Member-At Large**

grant.wyffels@kimley-horn.com

## Nativity Child & Family Center

**Jen Evenson, Director**

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