

20 25

ANNUAL REPORT



**Nativity
Lutheran Church**



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



2025 Report From Co-Pastors

Glenn Seefeldt & Angela LaMoore

From Assistant to Senior to Co-Pastor Pastor Glenn

I began serving at Nativity on March 30, 1981, as Assistant to the Pastor. With my ordination at Nativity on February 21, 1982, I served as Associate Pastor until Pastor Gerald Hoffman's retirement in November 1999. The Congregation called me to serve as Senior Pastor beginning January 1, 2000. As part of my plan to step back from full-time ministry to part-time, on March 15, 2025, I moved to Co-Pastor serving with Pastor Angela LaMoore. Serving with Pastor Angela is a joy. I am grateful to work with such a competent leader, colleague and friend. I am confident Pastor Angela has all the skills needed to lead Nativity into a vital future.

A quick recap of how we got here. . . The journey to call another Pastor began in the summer of 2023, after Pastor Ben and spouse Melissa left Nativity to follow a dream.

Nativity Council authorized the formation of a transition team, charged with the task of developing a transition plan that would best build on Nativity's strengths and its long tenured senior pastor. The team made up of Glenn Seefeldt, Gail Bergsven, Beth Erickson, Donna Steinwand, Tim Scheid, and Denise Lamirande Clark surveyed the congregation, held listening sessions and completed the Ministry Site Profile (study of the congregation determining what is needed).

A Transition model referred to as the Elijah – Elisha Plan was approved. This model has worked in business and in other large churches with long pastorates. Like Elijah choosing Elisha to succeed him in the biblical narrative, this model uses the trust and credibility of a long tenured, spiritually strong, loved leader to pass the mantle of leadership onto the next leader/pastor.

A call team, formed by Nativity Council in July 2024, reviewed possible candidates, interviewed and recommended to the congregation Pastor Angela LaMoore. The congregation voted to call Pastor Angela on March 7-8, 2025. I am deeply grateful for the work of Donna Steinwand (Chair) Keith Setterholm, Mark Blaede, Laura Oksnevad, Michelle Gustafson DeLaune and Gail Bergsven.

The Transition Continues

Pastor Angela

As I approach the first anniversary of my official call here at Nativity, I have been reflecting on what a year it has been. After our family became members of Nativity in early 2023, I began my call as Co-Pastor on March 15, 2025. While not a common pathway to a call, our family's history with Nativity gave me a leg up as I joined the staff having already been familiar with the Nativity community. I was able to hit the ground running, so to speak, taking on oversight of our worship ministries and, later, our Adult Faith Formation and Children Youth and Family ministries. Of course, all of this was in coordination with the fabulous staff members already in place doing great work. I can honestly say that this Nativity staff is, hands down, the best I have ever had the pleasure of working with!

Last fall, as Pastor Glenn and I continued to imagine what the next steps of the Elijah-Elisha transition would look like in detail, we, in coordination with the rest of Nativity's executive team and council, developed a timeline wherein, as of June 1, 2026, Pastor Glenn will step back from full-time ministry and I will step fully into the Senior Pastor position. Of course, Pastor Glenn isn't really going anywhere – after taking some time for himself and his family this summer, he will return to Nativity part time this fall.

Yet, with Pastor Glenn stepping back and with Deacon Kyle Soderberg's departure last month,

it has become clear that Nativity would likely benefit from another full-time pastor. Nativity council has approved the creation of a call committee to explore just that – the call of a full-time associate pastor to complement our clergy team moving forward. At this time, the call committee is just beginning its work, but the goal is to have a new pastor in place by the start of 2027. In some ways, this potential call feels like a “part two” to my own call. It will return us to what has historically been Nativity's status quo: a senior and associate pastor working in coordination to lead our congregation.

Building Belonging

Pastor Glenn

People are key to mission, but a well-cared for building designed with people in mind is a vital tool.

I celebrate Nativity's growth, but with growth comes changes. The Building Belonging team, consisting of Beth Schuman, Glenn Seefeldt, Paul Frederickson, Brent Lease, Tori Setterholm, Matt Arndt and Paul Frederickson (Chair), and working with Architect BWBRs, reviewed our current and future needs and developed a plan to enhance our hospitality facilities, improve the accessibility of our physical space, maintain our building's structural integrity, and comply with updated state regulations.

Thank you to the many generous people who are making building changes possible.

PHASE ONE

Phase 1 of three phases was completed in the summer of 2025. Our flat roof was replaced and additional insulation added, heating ventilation and air conditioning serving the commons was upgraded, and the north parking lot was regraded and resurfaced to better alleviate ice buildup.

PHASE TWO

In Phase 2, we will upgrade the commons kitchen and add a new seating area. We will add a new wheelchair accessible restroom and welcome center, as well as new carpet and paint for the commons. Improvements to the worship space will include adding disability access seating, flexible seating, and better lighting. Additionally, the windows next to the main entry doors will be replaced.

PHASE THREE

When more monies are received, Phase 3 projects will be completed. These projects may include the following:

- Replace the 1964 green, vintage windows in the worship space
- Replace the 1990s 40-ton heating, ventilating, and air conditioning unit that services the worship space
- Replace the 1985 wood windows in the office and classroom areas
- Replace lower-level hallway carpeting
- Replace and integrate our two building energy management control systems
- Upgrade the elevator to meet new codes.

Looking Forward


Pastor Angela

Nativity is a little like a computer updating its operating system right now – and we are at about 50% on the progress bar. In 2026, Nativity will complete many of the major “updates” already in progress, both to our pastoral staff and to our building. When those updates are complete, we will be poised to engage in ministry in new ways. I foresee us continuing to lean into our strengths as a congregation – our loving openness and hospitality, the profundity of our worship and music, and the vibrancy of our children youth & family ministries. I also see opportunities to explore new avenues of spiritual growth. If recent months have confirmed anything for me, it is the depth of care this community has for its neighbor. How can we harness that energy into something that meets not only the needs of the moment, but the ongoing needs of the world around us? How can we deepen and strengthen the connections made and community built both within the walls of Nativity and beyond them?

The love of our God knows no bounds, and the same is true for the transformation we experience because of that love. I look forward to walking this path of transforming love and spiritual growth with you all for years to come. Let’s see where the Holy Spirit takes us!



Pastor
Glenn Seefeldt



Pastor
Angela LaMoore



A Letter From The Congregation

President, Erik Hegg

To the Nativity congregation,

It has been my great pleasure to serve this congregation over the past year. We have accomplished so much!

Our Building Belonging Capital campaign raised over \$1.6 million, which will be used to restore and improve our space. This will both enhance the space we are in and ensure it will remain a place where future generations can learn about God's love and grace.

To that end, we started and finished phase one of the building project, and the design/planning of phase two is underway. More information on phase two will be coming soon. Side note: if you haven't yet contributed, it's not too late! We are still in need of funds to reach our goal.

We learned about Faith and Neighboring Practices, which guides us to have deeper, more meaningful conversations with each

other and our neighbors. We also launched Shared Ministry, which will allow everyone to feel more connected and provide more opportunities to get involved at Nativity.

As we celebrate the one-year anniversary of Pastor Angela's call to Nativity, I am grateful for the transition period we have with Pastor Glenn. This ensures continuity in leadership and will allow us to move forward in our ministries without skipping a beat. I look forward to seeing Pastor Angela build upon Pastor Glenn's legacy.

With everything going on in the world, and lately right here at home, Nativity continues to be a beacon of hope and love. I am proud to be a part of this congregation. Nativity has a bright future!

In peace,

Erik Hegg



Nativity Child and Family Center

Jen Evenson, Center Director

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.

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/after school and summer care for elementary children.

Our programming includes:

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

Board of Directors

Chair: Bryan Helminiak

Vice Chair: Kirsten Canterbury

Treasurer: Amy Babcock

Secretary: Emily Sauey

- Board members: Bryan Helminiak, Amy Babcock, Emily Sauey, Lori Onger, Lisa Blanksma, Kirsten Canterbury, Kyle Grube, Pastor Glenn Seefeldt

Our Team

- Director, Jen Evenson
- Assistant Director, Jan Merrell
- Food Service Specialist & Aide
- 13 full-time teachers
- 15 part-time teachers and aides
- 5 part-time toy washers and center cleaners. Evening cleaners are adults with disabilities hired through Hennepin County.



Events

- All-Center Ice Cream Social/Open House
- Halloween Parade
- All-Center Christmas Party
- Staff Appreciation Week
- All-Center Picnic

Accomplishments

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

Issues addressed in 2025

- Reapply monthly for continued state funding through the Great Start Compensation Payments. 100% of these funds must go toward staff compensation. Unless renewed, these funds end in 2026
- Updated MOU between NCFC & NLC
- Updated pay philosophy for the teachers of NCFC.

Items to address in 2026

- The NCFC Board will continue to support our mission through a deliberate focus on retaining skilled and dedicated staff. This, in turn, will allow us to provide the highest quality programming for the children in our care.

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!

Sincerely,

Jen Evenson, Center Director



From the Business Administrator

Beth Schuman

General Fund and Income Statement	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year
	Ended 12/31/2024	2025 Budget	Ended 12/31/2025	2026 Budget
REVENUE				
Contributions	1,375,191	1,439,280	1,307,642	1,383,470
Payments & Misc Receipts	97,829	99,430	108,565	116,900
Designated funds transfer & ERC	15,874	55,000	50,000	35,100
TOTAL INCOME	\$1,488,894	\$1,593,710	\$1,466,206	\$1,535,470
EXPENSE				
Mission & Benevolence	32,750	36,500	32,750	34,500
Personnel Expense	968,067	1,147,675	1,063,718	1,113,780
Faith Formation—all ages	103,175	77,355	74,464	85,180
Worship, Public Ministry & Outreach	68,606	80,185	69,241	82,710
Building, Office and Maintenance	185,806	251,995	224,675	253,145
TOTAL EXPENSES	\$1,358,404	\$1,593,710	\$1,464,849	\$1,569,315
EXCESS or (DEFICIT)	130,490	0	1,358	(33,845)
Transfer excess to designated funds	(100,000)			
Excess with Transfer	30,490	0	1,358	(33,845)



Statement of Receipts and Disbursements

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

Calendar Year Ended 12/31/2025

DESCRIPTION	Beginning Balance	Receipts	Disbursed	Ending Balance
Grants: Canopy & Ministry Imagination	(706)	706	0	0
Designated General Fund Support	90,100	0	50,000	40,100
Nativity Mission Appeals	317,447	601,210	614,448	304,209
Parish Life, Faith Formation-all ages	9,259	935	2200	7,994
Worship, Outreach and Music	10,954	12,866	1,393	22,427
Building, Fixtures & Land	139,746	25,200	14,172	150,775
Belden Drive & 33rd Properties	(185,839)	97,209	103,100	(191,730)
Special Activities (classes, dinners, retreats)	2,994	1,525	1,504	3,015
Memorials	72,995	8,687	8,072	73,610
Missions Outside Nativity	26,025	32,523	32,507	26,041
Global Funds for Humanity	91,935	7,635	55,053	44,517
Bangladesh School Projects & Global Scholars	17,936	0	2,000	15,936
Endowment Funds	1,109,285	95,794	94,189	1,110,890
TOTAL	\$1,702,131	\$884,289	\$978,638	\$1,607,782

Consolidated Balance Sheets

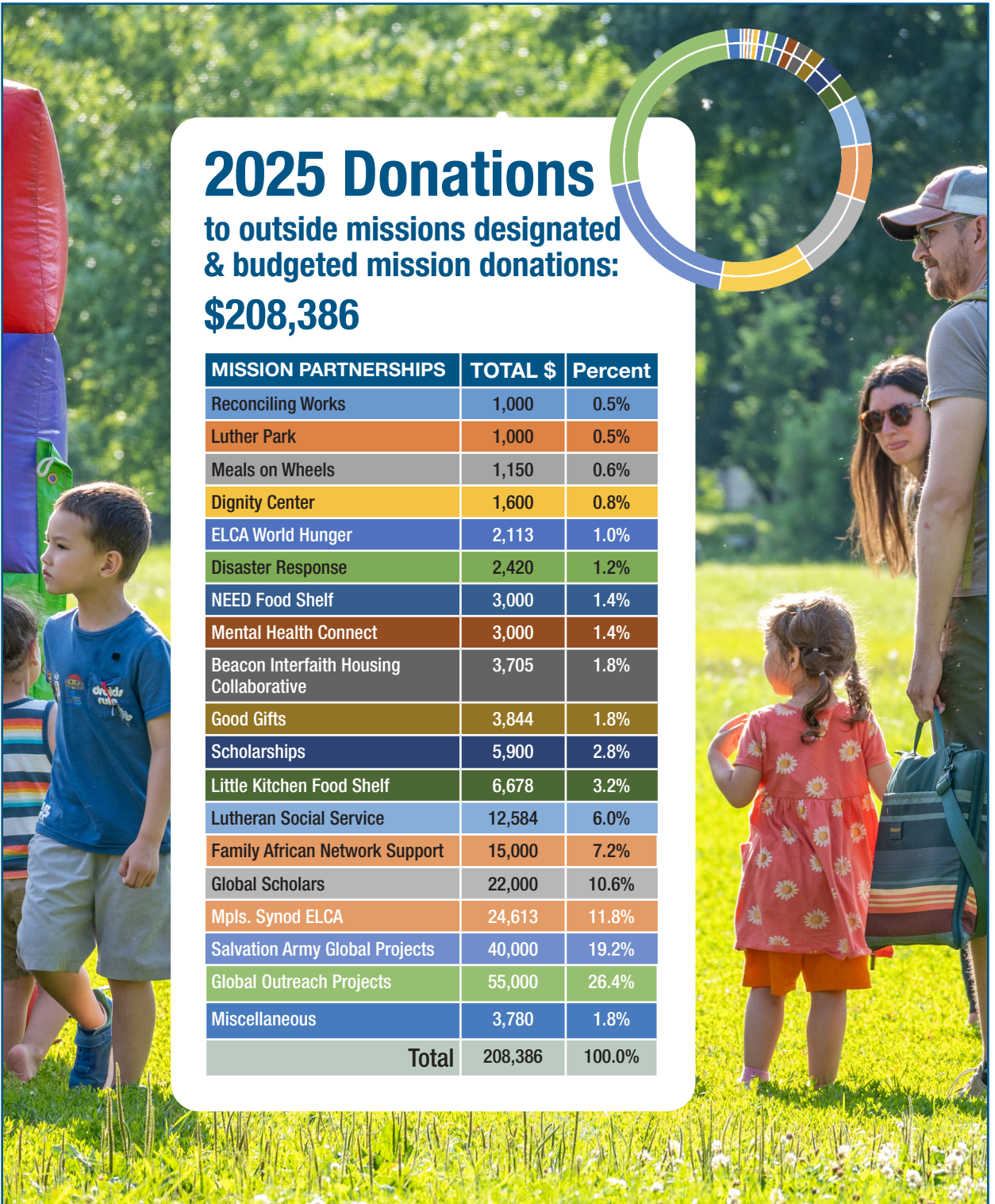
ASSETS	Dec. 31, 2024	Dec. 31, 2025
Checking Account - all funds	894,874	294,865
Money Market Account	48,862	503,015
Nativity Funds Endowment	762,722	897,882
Global Outreach Endowment	103,281	0
Global Fund for Humanity Endowment	149,036	159,850
Land and Buildings	6,251,400	6,251,400
Furniture and Equipment	765,000	765,000
TOTAL ASSETS	\$8,975,175	\$8,872,012
LIABILITIES		
Accounts Payable	5,139	3,463
Belden & 33rd Property Loans	215,068	183,532
Prepaid Donations	16,596	8,100
TOTAL LIABILITES	\$236,803	\$195,095
NET ASSETS		
Unrestricted	7,136,240	7,069,134
Temporarily Restricted	1,602,131	1,607,783
TOTAL NET ASSETS	\$8,738,371	\$8,676,917
TOTAL LIABILITIES and NET ASSETS	\$8,975,175	\$8,872,012

2025 Donations

to outside missions designated
& budgeted mission donations:
\$208,386



MISSION PARTNERSHIPS	TOTAL \$	Percent
Reconciling Works	1,000	0.5%
Luther Park	1,000	0.5%
Meals on Wheels	1,150	0.6%
Dignity Center	1,600	0.8%
ELCA World Hunger	2,113	1.0%
Disaster Response	2,420	1.2%
NEED Food Shelf	3,000	1.4%
Mental Health Connect	3,000	1.4%
Beacon Interfaith Housing Collaborative	3,705	1.8%
Good Gifts	3,844	1.8%
Scholarships	5,900	2.8%
Little Kitchen Food Shelf	6,678	3.2%
Lutheran Social Service	12,584	6.0%
Family African Network Support	15,000	7.2%
Global Scholars	22,000	10.6%
Mpls. Synod ELCA	24,613	11.8%
Salvation Army Global Projects	40,000	19.2%
Global Outreach Projects	55,000	26.4%
Miscellaneous	3,780	1.8%
Total	208,386	100.0%





2025 Summary of Endowment Grants

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 28 endowment funds. The current balance of these investment funds is \$1,110,890.

Worship Life (includes Music)

- Hans Bonde Fund
- Pam Bridson Fund
- Getter Cole Fund
- Goldie and George Johnson
- Richard Sowden Fund
- Mike Steadland Fund

Grants given for:

Baptismal Ministry: funds used for faith chests, Bibles, candles, and other resources for families

New Member Ministry: funds used for new member meals and gifts

Music Ministry: funds used for children's musicals, instrument repair and organ maintenance.

Intergenerational Ministry

(includes FF, CYF)

- Jim Cobourn Fund
- Helen Groskreutz Fund
- Nelson Fund
- Elmer and Margaret Peterson Fund
- Donna Ripley Fund
- Franky Sandberg Fund
- Mary Severson Fund
- Stanley Daniel Smith Fund

Grants given for:

Children, Youth, and Family Ministry: funds used for Advent supplies, Trunk or Treat decorations, non-food treats, and supplies, and Service & Learning Trips to help cover travel expenses

Adult Enrichment Ministry: funds used for speakers related to social ministries and educational programs supporting Adult Faith Formation and Vital Aging



Property, Fixtures and Building

- Allen Eberlein Fund
- Eberlein Family Fund
- Robert R & Doris Gehrke Fund

Grants given for:

Garden Ministry: funds used for landscaping and gardens around the new front entrance sign, the north gardens, tree trimming and weeding of west gardens.

Building Maintenance Ministry: funds used for unusual maintenance needs, commons artwork and refresh.

Creation Care, Human Hurt and Need, Social Concerns

- Flysjo Fund
- Hermundslie Endowment Fund
- Rikka Weiberg Fund

Grants given for:

Outreach Ministry: funds used for essential supplies for drop-ins, shared ministry, and outreach expenses.

Educational Grants to ELCA Seminaries and Colleges

- Kristin Seefeldt Fund
- Arvidson Fund
- Ripley Fund
- Phleghaar Fund

Undesignated Funds Currently Used for Scholarships

- Mike & Helen Kosiak Fund
- Undesignated

Four undergraduate scholarships awarded.

Global Outreach Fund

The fund alleviated human suffering in the global community with a focus on health care, sustainable development and literacy projects.

Global Fund for Humanity

The fund supported projects among underserved populations.

2025 Totals

The amount of grant dollars available for 2025 was \$20,710. In addition, educational grants distributed during 2025 totaled \$5,650. There was \$75,000 principal distributed from the Global Outreach Fund for projects. Bringing our total Endowment dollars available for use to \$101,360.



Nativity Together

Membership

	2023	2024	2025
Total Membership	1619	1630	1660
Households	715	703	718
Associate	27	24	21
Baptized	390	406	417
Confirmed	773	750	757
Covenant	419	447	467
Statistical Adjustment	10	30	2

Membership

Received	86	71	50
Removed	31	30	20

Pastoral Acts

Child Baptisms	26	18	13
Adult Baptisms	0	0	0
Confirmation	17	20	14
Weddings	1	3	2
Funerals	30	21	22

Active Prospects

	642	698	732
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Attendance

Avg. Weekly Attendance	301	337	358
Avg. Weekly Streaming	780	658	670
*Christmas Attendance	1473	1442	1381

Faith Formation – Children & Adults

Age 0-1	41	48	46
Age 2-K	87	125	123
Grade 1-4	82	121	155
Club 56 (Grade 5-6)	45	55	57
Youth (Grade 7-12)	131	142	139
Adult Faith Formation, avg. weekly participation	82	70	75

*Christmas of 2023, 1029 in person & 394 video views | Christmas of 2024 1047 in person & 395 video views | Christmas of 2025 1030 in person & 351 video views

Nativity Staff

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