

MINISTRY SITE PROFILE

Our Saviour's Evangelical Lutheran Church

Hastings, MN

Completed:



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

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Our Saviour's is a congregation in a small city approximately 30 minutes from MSP international airport. Our building is paid off. We have four worship services, traditional, contemporary, informal Wednesday service, and online service. We see our future as continuing to support and grow our youth programming, faith formation for children and adults, our worship opportunities, our talented and diverse music programs, and build upon our community outreach with local and global partners.

PART I: WHO WE ARE

Name and Location

CONGREGATION	Our Saviour's Evangelical Lutheran Church	03077
<small>CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION</small>	<small>NAME</small>	<small>CONG ID</small>
Hastings, MN, 55033	US	
<small>CITY, STATE , ZIP</small>	<small>COUNTRY</small>	
Saint Paul Area Synod (3H)	Congregation - Organized	1871
<small>SYNOD</small>	<small>TYPE OF MINISTRY SITE</small>	<small>YEAR ORGANIZED</small>
Small city (10,000 - 49,999)		
<small>SIZE OF COMMUNITY</small>		

Contact Information

Ministry Site (preferred contact information)

Our Saviour's Evangelical Lutheran Church	400 West Ninth Street	Hastings, MN, 55033	US
<small>ADDRESS LINE 1</small>	<small>ADDRESS LINE 2</small>	<small>CITY, STATE, ZIP</small>	<small>COUNTRY</small>
joyce.nelson@osel.org	osel.org	(651) 437-9052	
<small>E-MAIL</small>	<small>WEB SITE</small>	<small>PHONE</small>	<small>FAX</small>

Chairperson of Congregation or Head of the Organization

John A. Erickson

[REDACTED]	[REDACTED]	[REDACTED]	US
<small>ADDRESS LINE 1</small>	<small>ADDRESS LINE 2</small>	<small>CITY, STATE, ZIP</small>	<small>COUNTRY</small>



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Chairperson of Call or Search Committee

Mark Sanstead

NAME

ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP	COUNTRY
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DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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In the surrounding community

English

PRIMARY LANGUAGE	SECOND LANGUAGE	THIRD LANGUAGE
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Race/Ethnicity (In the Congregation)

Caucasian (95%)	African American/Black (5% or less)	African Caribbean (5% or less)	Latino/Hispanic (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Regarding the ages below. We do not have birthdates from 24.7% of our membership (likely older members) and our record keeping does not match the distributions below. Our distribution:

17 and under: 19.4%

18-24: 10.7 %

25-39: 12.2 %

40-59: 15.7%

60-79: 13.1%

80+: 4.1 %

Total membership: 3,091

Race/Ethnicity (Surrounding Community)

Caucasian (85%)	Latino/Hispanic (5% or less)	Asian/Pacific Islander (5% or less)	Multi-racial (5% or less)
LARGEST	SECOND	THIRD	FOURTH

COMMENTS OR EXPLANATION

Gender comparison

46%	54%	0%	0%	0%	0%	0%
MALE	FEMALE	19 YEARS OR YOUNGER	20 - 34	35 - 49	50 - 65	OVER 65

Age distribution



Number of Paid Staff

2	0	2	2	2	17
Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER

Congregational Information

401 - 700	101+	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

0%	0%	90%	10%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|--|--|-------------------------------------|
| <input checked="" type="checkbox"/> Suburban | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input type="checkbox"/> Inner City | <input type="checkbox"/> Mining/logging | <input type="checkbox"/> Ranching |
| <input type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2025

\$1,200,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$80,705

MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR

LAST FISCAL YEAR

\$0

TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR

\$816,547

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

Hastings is a charming historic and robust river town near the confluence of the Mississippi and St. Croix Rivers with ample opportunity for outdoor recreation, arts, and music. School district 200 encompasses Hastings and the surrounding rural areas with significant community support in athletics, arts and music. It is a city of 22,000 people with a small-town feel that is half an hour from Minneapolis/St. Paul. It is a community with a primarily white population with a slow growth of diversity. It is the county seat for Dakota County. There are a variety of employment opportunities locally and in the nearby Metro area.

Trends:

List three changes or trends within the congregation or organization which have occurred in the last three to five years.

COVID prompted our congregation to launch a professional quality online worship incorporating our excellent musical programming that is still regularly viewed by many.



Our Wednesday evening experience/ programming has blossomed in recent years to include Christian Education, a chef-prepared meal open to all with free will offering that serves the congregation and community. The evening also includes a well-attended contemporary worship service.

We have a strong and active youth program that has experienced renewed vitality thanks to the strategic efforts and leadership of our Director of Children, Youth and Family Ministry.

Context:

List three ways the community in which you are located has been challenged by change and transition in the last three to five years.

The needs of the community are continuing to increase. Hastings Family Service (a local social agency) supports the community in those needs. OSEL has many active volunteers within Hastings Family Service. The local chamber Volunteer of the Year is a member of OSEL and she is just one of many who serve. Additionally the congregation as a whole generously responds for the food and school supply drives.

Hastings is in the process of remediating the forever chemicals in the water. Three water treatment plants are being built. PFAS levels exceeded EPA recommendations in all but one well.

Hastings has had increased traffic. Hwy 61 (the major North/ South Highway) through Hastings will be reconstructed from 2027 to 2029. They are currently in the planning phases.

Programs:

Describe your congregation's or organization's current programs for mission and ministry.

Our congregation supports many different ministries, starting with Sunday worship, fellowship and education. On Wednesdays we have a chef-prepared meal open to the community along with a contemporary worship service, children's education and Confirmation.

Our music opportunities include adult and children's choirs, handbells, organ, and two praise bands.

We offer a variety of ministries for adults including, Bible studies, women's book club, fellowship events and other small groups. Our Congregation has a strong relationship with our sister congregations in Ilambilole and Ihominyi, Tanzania, providing missions and scholarships to them and occasional pastoral and member visits. Our youth activities include: annual mission trips, camp, morning devotion group, Bible study, high school youth group, middle school activities (SPARK and Summer Blast), and fellowship activities.

In our community, our focus is on charitable giving, hosting events, and showing a welcoming presence. We open our doors for a variety of community use, which includes: Red Cross, Voting, School, Scouts and other activities.

Goals:

What are the primary goals of your ministry site (please refer to any Strategic Plan that has been adopted).

Our priorities include faith programming, community outreach, and worship/ music. There were a number of strategic plans that were partially implemented. These priorities have persisted and continue to be endorsed by the congregation. In recent years, our youth ministry has experienced strong growth and focus.

Energy:

What is your congregation or organization really excited about right now?

1. Our congregation is excited about a new chapter following a 24-year tenure senior pastor. As part of our transition process we have focused on the theme of God's love Grows community as we open ourselves to the possibility of what comes next.
2. Our Saviour's is excited about the strides we have made in our youth program. We have youth-led activities, adult-led activities, local mission activities, and a large before school devotional program for high school students. A large percentage of our high school youth attend camp and/ or mission trips.
3. Our Saviour's music programs stand out in the community. From Solos to Choirs to Bands to Handbells many members take pride in the music programs which are highly regarded in the larger community.
4. There is a sense of JOY in worship and this includes the return of children's sermons to worship.



5. The congregation is excited to continue building on our community partnerships. A benefit to a community this size is that we know and are known by the agencies with whom we work and serve. Recently one of our members was honored with Volunteer of the Year with Hastings Family Service (Food Shelf and Thrift store.) Another member was awarded Teacher of the Year at the Hastings High School.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

Our Saviour's is an active participant with congregational leaders and pastors participating in many offered synod and larger ELCA events. We have availed ourselves of some of the resources available to congregations. Our reality has been a disconnect between the ELCA, Synod and our congregation which we are working to better understand and bridge.



Ministry Site Characteristics

AS A COMMUNITY

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We tend to be formal and programmatic.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

We are a community of people who are loving and generous and willing to show that love to others, but we are sometimes challenged by our differences.

There are a number of mission statements that have not been officially retired. Many members of our congregation act out one mission statement of living as the hands, feet and heart of Christ. We struggle to explain this to those who are new to the faith and have added the concept of belonging.

We need strong leadership who can help us clearly articulate our mission.

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Our most significant assets are:

Our well-maintained and paid for building, built in 1987, with a commercial kitchen and parking lots.

Our programming and ministries

Our members who serve within and beyond the congregation.

Obstacles:

Evaluating staffing needs potentially to include two staff positions in the areas of NextGen ministry (Christian Education) and Outreach.

Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

1. Our Saviour's aspires to grow in our investment in youth and families. Investing in youth holds the most promise as children are the future of the church.
2. Continue our well established worship and music opportunities that reach our congregation and beyond.
3. We want to become a more visible presence in the community, finding more ways to meet the needs of our neighbors.

References

Synod Bishop

Patricia J. Lull

Saint Paul Area Synod

patricia.lull@spas-elca.com

NAME

SYNOD

E-MAIL

(651) 224-4313

DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization

██████████

Member of Our Saviour's / please text to schedule call

██████████

NAME

ORGANIZATION AND TITLE

E-MAIL



- | | | |
|---|---|---|
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input checked="" type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

The five gifts essential in this position, and the five that are very helpful in this position.

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	Yes
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
Yes	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
Yes	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	Yes
	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes



	Bring joy and good humor to relationships.	
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Building community connection. To help build and foster a culture of community within our own walls and the larger community of Hastings through developing relationships with our members and with other community leaders such as social service agencies.**
- B. **Invest in long-range and strategic planning to energize our organizational structure and systems based upon active listening with the congregation, staff and council.**
- C. **Support and encourage youth, young adults, and young family connections within the congregation. Exploring with leadership the methods to move this funding from designated giving to inclusion in the congregational budget.**
- D. **Shepherd and foster training of lay leadership in many areas of ministry. Through listening we have learned that many members are eager to be involved but need support and direction.**
- E. **Establish personal connections with people through visitation, worship, and study. Continue and encourage expansion of our multiple Bible studies and other opportunities for learning**

Please list the five ways that this congregation / organization will support and encourage the rostered minister during the first year in order to help her or him accomplish these responsibilities:

- A. **Our Saviour's members will facilitate introductions with leaders within the community. We will facilitate meet and greet events within the congregation.**
- B. **We commit to investing in strategic planning, including our time and energies in the process, and supporting the Senior Pastor as we move forward. We also aspire to turn talk into action.**
- C. **We will be open to explore new ways to fund vital ministries with youth, young adults and young families. We recognize it takes the commitment of all ages to grow these ministries and there is support for these ministries.**
- D. **We will encourage one another to live out faith in daily lives of service. We strive to listen more carefully so that we can respond effectively and will support current and potential lay leaders to participate in offered training. We recognize that in an ever-changing world there is a need for greater creativity in the ways that we do ministry.**
- E. **We will be in prayer for the new pastor to have a successful transition to our church and community and will be attentive to the needs of the new pastor. The new pastor will be supported in the area of visitation by our Parish Nurse.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	



Benefits

Yes	Yes	4 weeks
_____	_____	_____
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
_____	_____	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		

ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	Yes
_____	_____
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
No	Yes
_____	_____
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION

Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

In full compliance with Synod Guidelines.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	No
Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	Yes
Communications Piece (publicity, newsletter, etc.)	Yes



PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

Our Saviour's Evangelical Lutheran church is the largest Lutheran church in the Hastings area and has a solid financial base. The congregation has shown itself to be engaged and responsive to needs in the community and sees potential for this to increase and deepen our relationship with community partners. We are a multi-generational congregation with strong youth programming.

Our Saviour's has four worship services each week: Sunday 9 a.m (traditional).; Sunday 10:30 a.m.(contemporary), Wednesday 7 p.m. (shortened informal contemporary service) and a high quality Online service that has a great following including a group that meets to watch it at our local independent living building. Each service has its own distinctive style and feel.

We are known for our excellent music groups including an adult and children's choir, enriching hand bell ensemble and two contemporary praise bands that support both our Sunday Services as well as our Wednesday "REFRESH" service. Our Contemporary Music Director was recently hired to serve as our Organist and continues to expand his skills.

Our Saviour's offers both adult and children's education. Adult education takes place on Sunday between services and during three week-day adult Bible studies (mens and womens). Our Children's education takes place primarily on Wednesday with JAM (Jesus And Me)(Christian Education) and God + Life (Confirmation). We also have JAM on Sunday mornings.

Our Wednesday evening programming entitled REFRESH is truly special and multi generational. Jesus And Me (Christian Education) kicks off the evening followed by a chef prepared meal. Following the meal we have an informal contemporary worship service. God+ Life (Confirmation) students are invited to engage through worship and small groups.

Our youth program is strong and active. Many of our youth participate in summer camp and mission trips. We have monthly youth events and a monthly early morning Donuts and Devos high school devotional group which continues to grow. Our youth are active leaders in community events as well.

Our congregation is active in the synod participating in programming, conference and synod assemblies. We have a strong relationship with our sister congregations in Ilambilole and Ihominyi, Tanzania, providing missions and scholarships to them.

PART V: COMPLETION OF PROFILE

Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

The Transition Team engaged in Active Listening Conversations and consulted church records. The team engaged in well over 100 in-depth listening sessions with congregational participants (ages 10-100). The team also used engagement boards, surveys and small group discussions. The team met bi-weekly to work on the MSP using the voice of the congregation. The team wore green transition team shirts to be approachable at updates and services.

The team updated the congregation using announcements, power point presentations and email updates. The MSP was presented to the Council and Staff before the Town Hall meeting on April 19, 2026.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **4/9/2026** board:



CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Krista Lind

NAME

(651) 224-4313

OFFICE PHONE

Deacon

TITLE

krista.lind@spas-elca.org

E-MAIL

Reference's Recommendation

[REDACTED]

NAME

[REDACTED]

E-MAIL

DAY PHONE

EVENING PHONE

[REDACTED]

CELL

FAX

Seven Reflections on Ministry and Context

This questionnaire is optional unless specifically required by your synod's call process administrator(s). Once complete, it will be attached to your Ministry Site Profile. You may choose as many of the following questions as you wish, with four of the seven as a suggested number of responses. Give short, reflective answers.

(Approximate length is 200 words.)

1. What key issues or concerns of our church and society are reflected in the ministry that is centered in your congregation or organization?

In a world filled with continuing tragedies and turmoil, our congregation focuses on responding to needs within and beyond our community. We work closely with Hastings Family Service (a local social agency and food shelf). We have a well-developed Youth Program that encourages young people to put their faith into action and connect their faith to daily life.

2. How do the stewardship practices and allocation of financial resources of the congregation or organization reflect your priorities for mission?

The majority of giving for youth, missions, and outreach in 2025 was in designated funds from the congregation, as seen in the annual report.

Our giving seems to be determined by whatever was done the year prior with whatever increase is to be expected due to cost of living. When a particular, outside the budget, need arises, it is typically met readily. If there is a passion, the challenge will be met.

We need strong staff to fulfill our mission, so we need that fully funded. We use discretionary funds to support our priorities if we fall short.

3. In what ways is the membership of your congregation or organization similar or different from the people of the neighborhood in which you are located?

We are similar to the demographics of Hastings.

4. Identify the three most significant or formative events in the history of your congregation or organization.

This congregation is over 150 years old. Over the years the congregation has grown and we are currently in our third building that was completed in 1987. Youth ministry has been strong here for generations.

5. Describe the way the congregation or organization is currently involved in community and ecumenical partnerships.

Our Saviour's hosts many community activities/events such as: Red Cross blood drives, voting, school events, Boy Scouts, community education, and presentation space for local agencies.

Our Saviour's is actively involved in working with many partners in the community such as Hastings Family Service, Community Education, and Hastings United Way. When an agency publishes a need, this congregation responds generously.

The local ministerial association meets monthly (fall through spring). The group gathers primarily for fellowship and engagement with local community leaders, focusing on a different area or agency per month.

6. Has your congregation or organization had significant conflict in recent history and, if so, what have you learned from that experience?

Our Saviour's has not addressed significant conflict in recent years as we tend to practice conflict avoidance.

7. Describe your physical facilities: construction date, purpose, capacity, date of last renovation, any deferred maintenance, and any plans for upgrading.

The current facility expansion was completed in 1987. The building includes: Worship space to seat 500, educational space for 200, fellowship hall space for 200, a gathering area 1/3 the size of the worship space, a youth area for 50, a chapel for 50, and upgraded stainless steel commercial kitchen. The congregation is mortgage free. During COVID we upgraded the HVAC systems for increased circulation. We have an elevator that services all three levels.

Our facility is well maintained with planned improvements and maintenance scheduled. In 2025 we completed a landscaping project that also alleviated water issues.

Submit