

CHANGE THE
WORLD—ONE
GRACE-FILLED
LIFE AT A TIME.



PASSION FOR SERVING



Annual Report 2007

Dear Friends in Christ,

2007 was a year of celebration for Lutheran Social Services of Wisconsin and Upper Michigan (LSS) — a year to celebrate 125 years of compassionate social services. Although our anniversary year has come to a close, we are eager to welcome the next 125 years as we continue to fulfill our mission and vision. Opportunities abound as we fly on the winds of change, with continuous growth and excitement in uncovering new ways to serve.

The church, through LSS, touched the lives of over 100,000 individuals in 2007. Here are a few of the many ways that, through your support, LSS put our mission and vision to work:

- The LSS 125th Anniversary Dinner and Silent Auction marked the celebration of the agency's rich history and continuous commitment to serve. Over 230 board members, clergy, staff and friends came together to celebrate. LSS was honored to have Presiding Bishop Mark Hanson of the Evangelical Lutheran Church in America, as a guest and featured speaker for the evening. Over \$125,000 was raised that evening!
- In partnership with Lutheran Disaster Response (LDR), LSS helped relieve victims in southwestern Wisconsin after devastating floods displaced many families from their homes over the summer. LSS offered crisis counseling, spiritual and emotional support, hardship grants, volunteer coordination, and respite care for clergy. Much of this work will also continue well in to 2008.
- Nearly 250 refugees were resettled by LSS in 2007. This is the most refugees settled in several years. This life-saving ministry would not be possible without the help of churches and other supporters who donated time, money, and supplies to make the families' transitions as smooth as possible. Church co-sponsors are critical in this ministry as they help families locate housing, ensure food and clothing for the first 30 days, register for schooling, and provide much needed life supports.
- In 2007, the agency showed modest financial growth, despite smaller revenue streams. Individual giving reached an all-time high, growing by 27-percent over 2006.



- The agency continued to strengthen church partnerships with ELCA congregations throughout the state. The support and relationships with congregations is important to our shared mission, and instrumental in helping us provide the best service to our customers. A key example is our partnership with La Crosse Area Synod congregations in offering relief to the flood victims in that area. Another new partnership is with the Northern Great Lakes Synod in Marquette, Mich., where LSS is now sharing office space with the synod in a newly renovated building owned by Messiah Lutheran Church.
- In November, LSS was pleased to welcome Larry Lutey as the agency's first-ever chief operating officer (COO). As COO, Larry is

responsible for the effective and efficient day-to-day operations of LSS. This is a critically important addition as the mission of the church through LSS has grown dramatically and serving the needs of our communities is becoming increasingly complex. This role will include coordinating and implementing strategic direction throughout LSS and promoting quality, consistency, and accountability in service areas. It also entails being an advocate for programs, employees and customers.

- The agency continues to develop and expand our programs and to find better ways to live out our shared mission and vision.

Thank you for your support of LSS, and for your belief in our shared vision to change the world — one grace-filled life at a time. It is your partnership that helps cultivate the wonderful stories and growth of our agency. You have made it an amazing journey thus far. I look forward to 2008 as together we boldly charge into a promising future of service.

In Christ,

A handwritten signature in black ink that reads "David N. Larson".

David N. Larson, President and CEO

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LSS in Brief

Founded: 1882

Mission Statement: Motivated by the compassion of Christ, we help people improve the quality of their lives.

Vision Statement: Change the world — one grace-filled life at a time.

Core Competency: Passion for serving

Values:

The infinite worth of each person: Each person is a unique creation and child of God.

Diversity: LSS seeks diversity in its staff and volunteers as well as in those it serves.

Interdependence: Individuals and organizations are intertwined and must rely on and support each other.

Excellence: Excellence is the standard of quality for all agency services and operations.

Innovation: Ongoing change calls for creativity in developing and providing services.

Locations: LSS offers services at more than 250 sites in more than 90 communities throughout Wisconsin and Upper Michigan. LSS has regional offices in Waukesha, Appleton and Eau Claire, as well as an agency-wide office in Milwaukee.

People Served: In 2007, LSS served over 100,000 people through a variety of compassionate social services. Services are open to all, regardless of religious affiliation or background.

Staff: 2,532 employees

Ownership: LSS is owned by 500,000 Wisconsin and Upper Michigan Lutherans in more than 800 congregations in the Evangelical Lutheran Church in America (ELCA).

Governance: LSS is governed by a Board of Directors, including representatives from business, health care, clergy and other sectors of the community in the two-state area.

Budget: Operating budget for 2008 is \$95.9 million.

Agency-wide Office
647 West Virginia Street - Suite 300
Milwaukee, Wisconsin 53204
(414) 281-4400

North East Regional Office
3003-A North Richmond Street
Appleton, Wisconsin 54911
(920) 734-4326

South Regional Office
2000 Bluemound Road
Waukesha, Wisconsin 53186
(262) 896-3446 (800) 216-3437

West Central Regional Office
1320 W. Clairmont Avenue, Suite 200
Eau Claire, Wisconsin 54701
(715) 834-2046

www.lsswis.org



2007 People We Served

Lutheran Social Services of Wisconsin and Upper Michigan, Inc. served people through a variety of compassionate social services in 2007. These services can be classified into these major areas:

Adoption & Birth Parent Services

Adoptive family services, domestic and international adoptive placements, special needs placement, infant foster care and birth parent counseling.

Counseling Services

Individual, marriage and family counseling; treatment for drug, alcohol and gambling addictions; halfway houses and treatment centers for recovering substance abusers.

Children, Youth and Family Services

Family preservation, family outreach, delinquency intervention and prevention, early intervention for children with developmental delays or disabilities, services for runaway or homeless youth and their families, foster care and treatment foster care, adult correction services, refugee and immigrant services, educational programs, group homes and treatment centers.

Physical Health Services

Home health and special therapies.

Older Adults Services

Adult day care, low-income housing and assisted living; assessment and case management; supportive home care; and information and referral.

Special Needs Services

Residential care for people with developmental disabilities or long-term mental illness, community support, community-based center for people with mental illness, employment services, adult family homes, and respite care.

Volunteer Services

Volunteers serve in numerous LSS programs and on our Board of Directors and LSS Foundation Board of Directors.



Partners in Ministry

Over the past year, ELCA congregations across Wisconsin and Upper Michigan have faced challenges that have threatened their survival, whether they were the aftermath of severe floods, coping with a loss in the community, or transitioning and rebuilding. There will always be challenges, and some may be more difficult than others. Nothing strengthens a community more than joining together to overcome and progress. Motivated by the compassion of Christ, congregations, synods, and LSS work together as a community, forming instrumental relationships that help fulfill our shared mission.

Last August, heavy rains caused devastating floods that swept across parts of Wisconsin and southeast Minnesota, effecting 14 counties. Many families were displaced from their homes, left with uncertainty and despair. LSS, in partnership with Lutheran Disaster Response (LDR) and the La Crosse Area Synod, came together to help the effected communities and bring hope.

“LSS, Lutheran Disaster Response and the synod have an important relationship,” says Bishop April Larson of the La Crosse Area Synod, an area heavily effected by the floods. “Rooted in the compassion of Jesus Christ and shared ministries, we each have areas of strength to bring to our relationship.”

LSS is the LDR response agency for Wisconsin and Upper Michigan. While LDR helps provide the financial resources to support efforts, LSS works to provide the manpower. LSS has aided victims in the recovery process by offering spiritual and emotional support, hardship grants, volunteer coordination, respite care for clergy, and case management.

“We bring the unique capacity to provide crisis counseling services to the community within a very short time following an event,” says Keith Lang, LSS Disaster Human Services Coordinator and head of LSS’ Project Recovery program.

Following issuance of the presidential declaration, LSS partnered with the Wisconsin Department of Health and Family services (DHFS) to prepare a grant request for federal funds to help support community-based outreach and crisis counseling. Through grant monies, LSS

is able to continue outreach activities until September 2008 using its Project Recovery program. Project Recovery is a community-based outreach program designed to meet the emotional needs of the flood survivors. Trained community members are available to help people better understand their current situation and reactions, assist in the review of options, provide emotional support and encourage connection with other resources and organizations.

Government agencies are first responders to disaster, however it is voluntary agencies like LSS and the Wisconsin Voluntary Organizations Active in Disaster (VOAD) partners that work with government and citizens in the long-term recovery efforts. This is where LSS’ relationship with the synods and the congregations comes in.

“It’s always helpful if the synod is supportive,” says Bishop Larson. “We are able to take our voice and relationships, and start lifting up the cause.”

LSS and the Project Recovery team rely heavily on volunteers from area congregations. The synod provides the voice, LSS and Project Recovery organize and respond with service, and volunteers offer crucial manpower.

“LSS’ relationship with LDR and the congregations is an extremely important one,” says Ron Hauser, interim regional program vice president. “It is this relationship that helps LSS continue to have a presence, along with other volunteer organizations, in the effected region.”

The long-term recovery and reconstruction efforts after the floods are just now moving into full swing. LSS, coupled together with VOAD, is continuing to help communities rebuild.

LSS was recently awarded a second grant to support Project Recovery, which will allow Lang to go on with work in the community and among LSS programs to educate and assist in the preparation of disaster plans.

“I feel very strongly that every government and non-profit agency needs a disaster continuity operations plan,” says Lang.

LSS, LDR and the La Crosse Area Synod will continue to work together, encouraging congregations to prepare for disaster and equipping them with the tools and resources needed to respond to future incidences with confidence.



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Being There for Jenny, Always

Sarah Meyer, a care coordinator with Family Partnerships Initiative (FPI), can remember the first time she met Jenny. It was at the beginning of 2007 and Jenny had just been released from jail for running away. She had high-risk written all over her. The last time she ran away she had ingested her boyfriend's cocaine in a baggie to avoid being found out — a hospital stay and stomach pump later, her plan had failed. She was found out. Still, Jenny continued her self-destructive ways. She spent many nights out with friends, selling herself for her next fix.

Frustrated, and looking for help, Jenny's mother was referred by Winnebago County to LSS' Family Partnerships Initiative (FPI). FPI is an innovative wrap-around program designed to creatively meet the needs of troubled adolescents and their families, as well as help families remain intact. The program offered in-home support to Jenny's mother. Jenny was in outpatient therapy for a period of time, but continued to run away. FPI staff decided that inpatient treatment was the only thing that could save Jenny's life.

Naturally, Jenny did not jump at this recommendation. She knew she could have run away again to avoid it, but she recalls that there was something that kept her interested. FPI placed Jenny at Anchorage, an inpatient alcohol and other drug addictions (AODA) treatment program part of the Winnebago mental health facility, for 45 days. She made great strides with her sobriety during her time at Anchorage and found the strength to confront her father, who had sexually molested her in the past. While at Anchorage, Jenny also decided to enroll in the Challenge Academy, a program sponsored by the National Guard. Challenge Academy has a military structure and enables enrollees to complete their high school education while in training. Jenny was a cadet at the Academy for five months. She asked Meyer to continue to help her by being her mentor during her time at the academy. Jenny told Meyer that she knew she would always be there for her.

Meyer regularly visited Jenny at the base and attended her graduation, and she is continually impressed by how far Jenny has come.

"The most challenging part in working with Jenny was knowing that she had all this potential," says Meyer. "It was difficult for her to see this in herself. It took a long time for her to feel competent and comfortable in her own skin."

After graduation, Ashley left for basic training in South Carolina and will be there for three years.

"Jenny is scared and excited and knows her life is hers to live, and is looking forward to her adventure," says Meyer. "I cannot believe this healthy, sober, strong woman is the same girl I met a year ago."



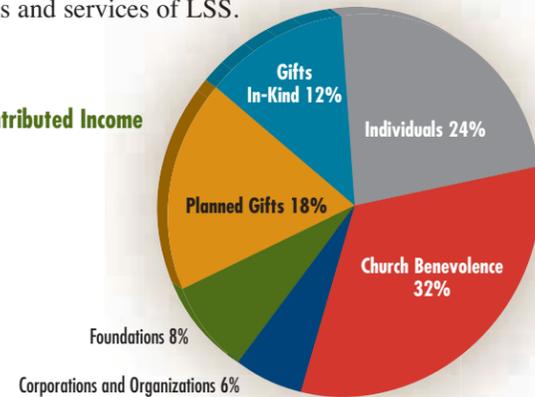
2007 Gift Income

“You who care for those served by LSS are great blessings to the ministry,” says LSS President and CEO Pastor David Larson. “In a very real sense, our donors make the difference between an acceptable level of care and the extraordinary care that we have promised.”

Generous congregations, individual donors, foundations and corporations provided over \$2.9 million in cash and in-kind gifts in 2007. This extraordinary expression of stewardship translated into support for the wide variety of programs and services provided by LSS to the citizens of Wisconsin and Upper Michigan. Here are some additional highlights of 2007 giving:

- Over 37-percent of cash gifts were received from ELCA congregations, WELCA groups and congregations of other bodies, representing an 8-percent increase over giving in 2006. In addition, ELCA congregations provided a variety of office, clinic and other program service space at discounted or no cost. Add to those gifts the countless hours of volunteer service and prayer support, and the result is a remarkable shared ministry serving well over 100,000 of our brothers and sisters.
- Individual giving reached an all-time high, growing by 27-percent over 2006. Contributing to that success was the enthusiasm and attention generated by the LSS 125th Anniversary celebration. LSS was the recipient of several sizeable “IRA Rollover” gifts, and new fund raising initiatives at the Thompson Community Center in Appleton helped build a foundation of financial support.
- Legacy Society membership — those who have indicated to LSS that they will provide a gift through their estate — grew to 160 in 2007. As planned giving increases in importance to the LSS funding mix, these Legacy Society members (listed elsewhere in this report) are held up as examples of those helping to secure the future of the ministry of LSS.
- Many LSS donors chose to direct their gifts to the permanent endowment funds of the LSS Foundation. As these funds grow, they improve our ability to provide much-needed services in a very tight reimbursement climate. In 2007, the LSS Foundation distributed \$638,000 in earnings from endowment funds to support the programs and services of LSS.

Major Sources of Contributed Income



In addition to this gift income, LSS received payments of over \$1.75 million from over 50 United Way agencies across Wisconsin and Upper Michigan. This partnership with the United Way and United Way supporters continues to serve those entrusted to LSS. LSS is greatly blessed by those who support this work in so many ways. Motivated by the compassion of Christ, we together, help people improve the quality of lives throughout Wisconsin and Upper Michigan.

Consolidated Financial Data

As of and for the year ended December 31, 2007

	Unaudited 2007	Unaudited 2006
CHANGE IN NET ASSETS		
Revenue and other support	\$ 97,730,249	\$ 101,605,787
Expenses	96,340,873	95,731,875
Increase in net assets	\$ 1,389,376	\$ 5,873,912

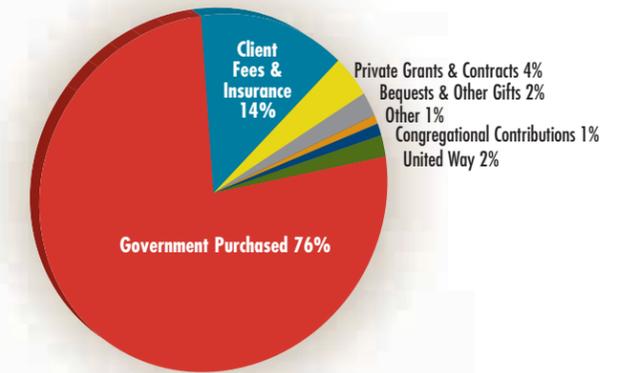
FINANCIAL POSITION

Assets		
Cash and investments	\$ 34,254,938	\$ 32,586,674
Accounts receivable, net	10,870,394	10,765,550
Property and equipment, net	37,470,974	37,758,323
Prepaid and other	3,736,187	3,800,841
Total assets	86,332,493	84,911,388

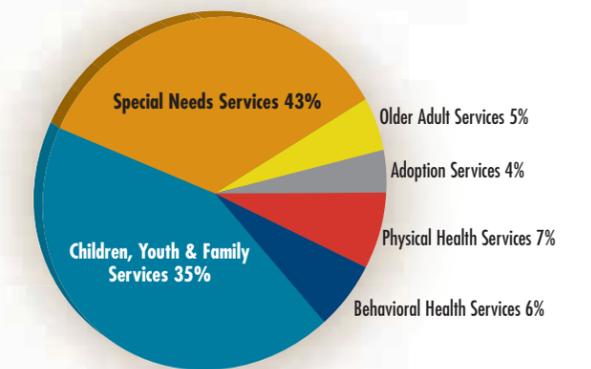
Liabilities		
Accounts payable	2,002,527	1,912,041
Accrued expenses	10,594,324	10,359,129
Deferred revenue	2,395,496	2,532,196
Debt	24,778,900	24,936,152
Total liabilities	39,771,247	39,739,518

Net assets	46,561,246	45,171,870
Total liabilities and net assets	\$ 86,332,493	\$ 84,911,388

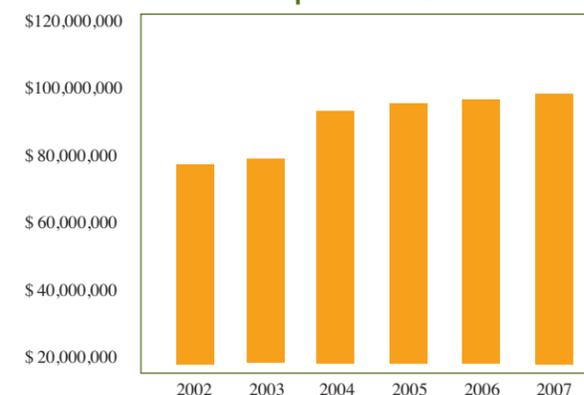
Where Dollars Came From



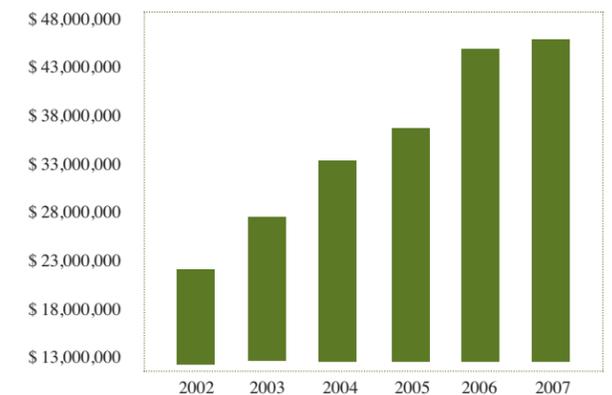
What Dollars Paid For



Expenses 2002-2007



Net Assets 2002-2007



Honor Roll of Donors

In 2007, individuals joined churches, corporations, foundations and United Ways in support of the LSS mission. On behalf of the people we are privileged to serve, we thank you for your generosity. Great care was taken to make sure that every donor was included and listed correctly. We apologize for any omissions or misspellings.

\$10,000 & Up

Anonymous	Elizabeth K. Hintz
Roy & Marilyn Baumann	Kimberly Clark
Charles E. Benidt Foundation	Archie Knutsen
Community Foundation for the Fox Valley Region	Lutheran Community Foundation
Anton Di Giovanni	Warren & Gloria Maass
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Stephen & Nancy Hayes Fund	Northwestern Mutual Foundation, Inc.
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Luedke Smith Fund	Douglas & Carla Salmon
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	Manitowoc
	Marathon County
	Marquette County, MI
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	North Rock County
	Oshkosh Area
	Racine Area
	Sheboygan Area
	St. Croix
	Stateline
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	Washington County
	Waukesha County

\$5,000 - \$9,999.99

Black River Foundation
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A.O. Smith Foundation
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- Central Upper Peninsula
Thrivent Financial for Lutherans
- Giving Plus
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United Way of:

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Delvan/Darien
Door County
Dunn County
Merrill Area
Northwoods
Rice Lake
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James Hoffman
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Michael R. Wilt

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Baylake Bank
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Sam & Nancy Bradt
Brice Brown
Jeff & Martha Carrigan
Carolyn Case
Jorian Clarke

Honor Roll of Donors

\$1,000 - \$2,499.99 (cont.)

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Ivan & Shirley Eckholm
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Fidelity Charitable Gift Fund
George & Julie Mosher Family
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Grand Chute Lions Club
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Thrivent Financial for Lutherans
- Southwest Wis. Region
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Titus
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Iowa County
Kiel Community Chest
Langlade County
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UW - Waukesha
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Program

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Wisconsin Energy Corporation
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\$500 - \$999.99

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Manitowoc, Inc.
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\$250 - \$499.99

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 Thomas J. Mozer
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 Peter & Cathryn Mutschler
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 O'Dovero Development
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 Steve Olson
 Wilfred & Helen Pagel
 Thomas & Krista Parnin
 Jeff & Paula Paulson
 Jay & Kathleen Peterson
 Joyce L. Peterson
 Pfizer UNW Campaign

Peter & Huldah Jean Pierce
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 Hagman-Shannon
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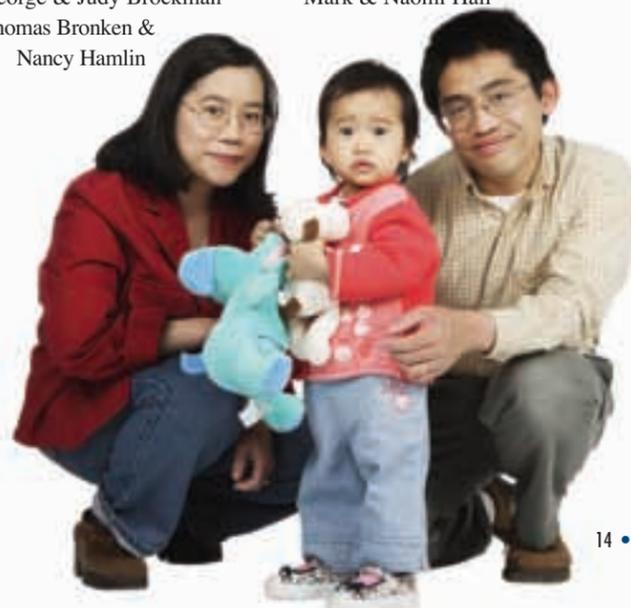
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 Grace Lutheran Church, Gwinn, MI
 Grace Lutheran Church, Oconto Falls
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 Luther Valley Lutheran Church, Beloit
 Lutheran Church of Peace, Platteville
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 Nativity Ev. Lutheran Church, Wauwatosa
 North Valley Lutheran Church, Centuria
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 Wind Lake
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