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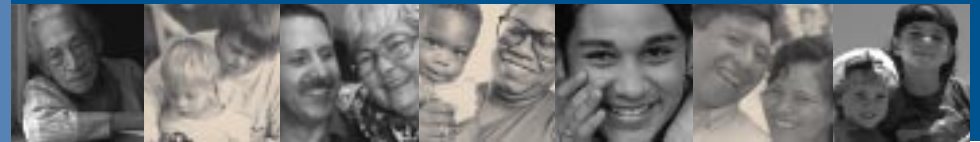


www.lsswis.org



Passion For Serving

Annual Report 2001



A Talk with the President

In these pages, you will find the story of a successful year in the life of Lutheran Social Services. Each day we come to our LSS workplaces throughout Wisconsin and Upper Michigan with the goal of helping people improve the quality of their lives. And at the end of each day, it is the truest measure of our accomplishments. We enjoyed a lot of good days in 2001!

I am pleased to report that we served more than 100,000 people, added new programs and had a solid year financially. In follow-up surveys, an impressive 90 percent of our customers said the services they received from LSS were effective. That speaks eloquently about the dedication and skill of our employees.

This is my final message to you as donors, partners, peers, customers and friends. After 17 years at the helm of this vibrant agency, I will be stepping down later this year as President and CEO. While I am excited that my retirement will allow me more time to pursue issues for which I have an abiding passion, I know it will not be easy to disengage.

I will miss the satisfaction of seeing longtime LSS programs innovate and grow in response to changing community needs. And I will miss the challenge of bringing into the LSS fold major new ventures like the First Choice for Children out-of-home care (foster care) program that was added during the second half of 2001 in Milwaukee

County. But I am confident this agency will be in very capable hands, and that LSS remarkable record of service will continue to be written.

The other day a staff person asked me what I am most proud of during my time at LSS. After some thought and reflection, I concluded that my response, very likely, would have something to do with the participatory culture that permeates this

agency. LSS has become a place with a wide degree of employee participation in planning and decision-making. We ask for input, we listen, and we invite staff in leadership positions to share in reaching important decisions.

As a corollary of our culture, we

empower employees to take the initiative in decisions affecting their programs and customers. The structure we put in place a decade ago puts responsibility and accountability at the local level. I have no doubt that the movement of LSS from a \$14 million budget in 1985 to today's \$82 million operation has been made possible by a highly motivated staff willing and able to acquire new skills in management, human resources, information technology, program development, marketing and all the other areas of expertise that running an agency of this size and complexity demands.

The LSS of today is one of the premier faith-based social ministry organizations in

I love this agency. And I am profoundly grateful to all whose extraordinary passion for serving has made Lutheran Social Services what it is today.

the country. It has been built by staff in the two-state area who believe in our mission:

"Motivated by the compassion of Christ, we help people improve the quality of their lives."

I will let others decide any lasting impact of my time with LSS. From my vantage point, I can only say I feel very good about leaving behind a staff that has the courage to experiment and take risks, to always seek a better way, to declare "we can do it" and, most of all, to live out their Christian faith through their work at this great agency.

As LSS makes the transition to new leadership later this year, the incoming President and CEO will face many of the same challenges encountered during my tenure: the need to focus unwaveringly on mission, to pursue and manage growth, to nurture the agency's church and community relationships, to attract charitable gifts and build the endowment.

After 17 years at the helm of this vibrant agency, I will be stepping down later this year as President and CEO.



With the continued support of board, staff and benefactors—and with the grace of the Lord Jesus Christ in whose name we humbly serve—I am confident these challenges will be met.

I love this agency. And I am profoundly grateful to all whose extraordinary passion for serving has made Lutheran Social Services what it is today.

LSS in Brief

Founded: 1882

Mission Statement:

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

Vision Statement:

To be the first choice of people seeking creative and caring service.

Core Competency:

Passion for serving

Values:

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

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

Interdependence: Every individual and/or organization is interdependent with others.

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 90 communities throughout Wisconsin and Upper Michigan.

People Served:

In 2001, LSS served 101,376 people. Services are open to all, Lutheran and non-Lutheran.

Community Services:

Adoption and foster care
Birth parent counseling
Children, youth and family services
Correctional services
Counseling to families and individuals
Disaster response services
Educational programs
Family preservation services
Home health care
Residential care
Services for older adults
Services for people with disabilities
Services for refugees
Special therapies
Support groups
Treatment for alcohol, drug and gambling addictions



LSS Service Centers



North East Region: *In Wisconsin -*

Appleton, Fond du Lac, Green Bay, Kaukauna, Manitowoc, New London, Oconto Falls, Oshkosh, Seymour, Shawano, Sheboygan, Sturgeon Bay, Waupaca *In Michigan -* Calumet, Houghton, Ironwood, Ishpeming, Marenisco, Marquette, Menominee, Negaunee, Painesdale

South East Region: Cedarburg, Cudahy,

Germantown, Greendale, Greenfield, Mequon, Milwaukee, Oak Creek, Racine, Saukville, South Milwaukee, West Allis, West Bend

South Inland Region: Baraboo, Beaver

Dam, Beloit, Brookfield, Columbus, Dodgeville, Fort Atkinson, Janesville, Lake Geneva, Madison, Menomonee Falls, Merton, Middleton, Mukwonago, New Berlin, North Prairie, Oconomowoc, Portage, Stoughton, Sun Prairie, Waukesha, Whitewater

West Central Region: Abbotsford,

Altoona, Antigo, Black River Falls, Bowler, Chippewa Falls, Eau Claire, Ellsworth, Granton, Holcombe, Hudson, La Crosse, Marinette, Marshfield, Menomonie, Merrill, Neillsville, New London, Oconto, Onalaska, Phillips, Plover, Rhinelander, Rib Mountain, Rice Lake, River Falls, Sparta, Stevens Point, Stoughton, Superior, Wausau, White Lake, Wisconsin Rapids, Wittenberg

Residential Services:

Residential facilities throughout LSS serve 3,250 children and adults. Services are provided to teens who are emotionally disturbed and delinquent, persons who are chemically dependent, criminal offenders, adolescent sexual offenders, adolescent victims of sexual abuse, older adults, and people with developmental disabilities or mental illness.

Staff: 2,387 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: A 17-member 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 2002 is \$82 million.

Passion for Serving Continues and Grows

Each year, Lutheran Social Services (LSS) of Wisconsin and Upper Michigan, Inc. touches the lives of thousands of people through a variety of compassionate social services. 2001 was a year of major change and growth for our LSS family, as our passion for serving expanded and we introduced an array of new programs to our already extensive list of services. We warmly welcomed these additions as they contributed to our ability to touch 101,376 lives throughout the year. Two significant additions include:

Homme Neillsville, which provides residential treatment for troubled adolescents at two units in Neillsville, Wis. It is modeled after the success of the Homme Youth and Family Programs in Wittenberg, Wis.

First Choice for Children. LSS contracts with the State of Wisconsin to manage out-of-home care (foster care) within the Bureau of Milwaukee Child Welfare. This program is responsible for licensing, recruiting, training and supporting nearly 3,000 foster parents who care for about 6,000 children in Milwaukee County.

Both of these programs were a natural fit for LSS. Each focuses on caring for children, our core service since 1882.

Ultimately, in deciding to expand, we are driven by our mission and by the needs of those we serve. With these new initiatives, it is our love for children and their right to a healthy future that led us to

embrace these two programs. The support and guidance we get from the Evangelical Lutheran Church in America (ELCA) allows us to branch out to touch more people, while still maintaining the quality programs and services our customers deserve.

Our passion for serving continues to grow stronger. Once again in 2001, people of all faiths benefited from a wide range of services, including adoption and foster care, behavioral health services, community and residential services, services for older adults and people with special needs, physical health services, alcohol and other drug treatment, and refugee resettlement. LSS is customer-driven and continues to deliver effective, high-quality care.

Today and in the future, LSS programs will continue to grow and adapt to meet the ever-changing and unique needs of our society. Amidst all these changes, one thing remains constant, and that is our passion for serving. For many individuals, LSS provides a healing and helping hand, a place to call home, or a sign of hope. Through our response to serve and help those who are working to improve their lives, we honor God.



LSS served people in these major lines of service in 2001:

Community and Residential Services for Families and Adults

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

Behavioral Health Services

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

Services for Older Adults

Adult day care, low-income housing and assisted living; assessment and case management; counseling; supportive home care; Meals on Wheels; information and referral

Adoption Services

Adoptive family services, domestic and international adoptive placements, infant foster care, birth parent counseling

Services for People with Special Needs

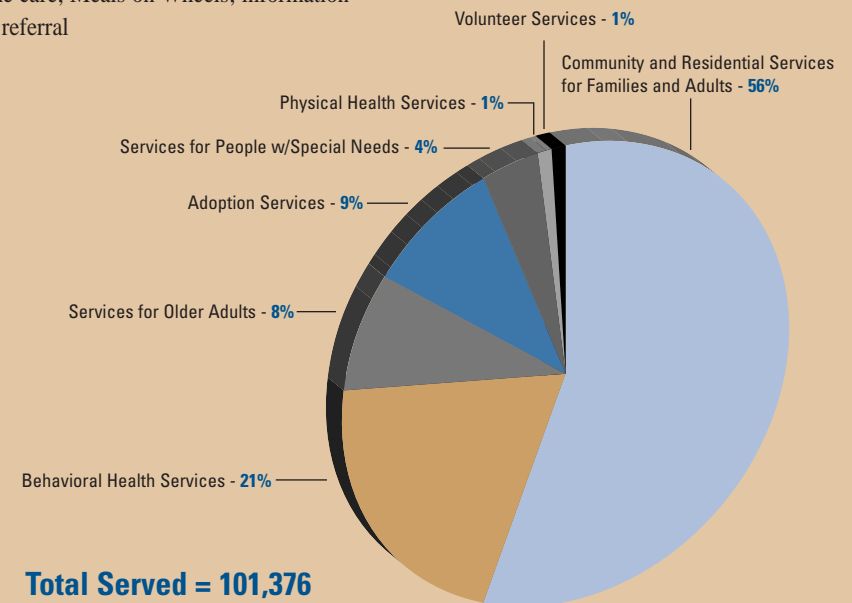
Residential care for people with developmental disabilities or long-term mental illness, community support, employment services, adult foster care, respite care

Physical Health Services

Home health and special therapies

Volunteer Services

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



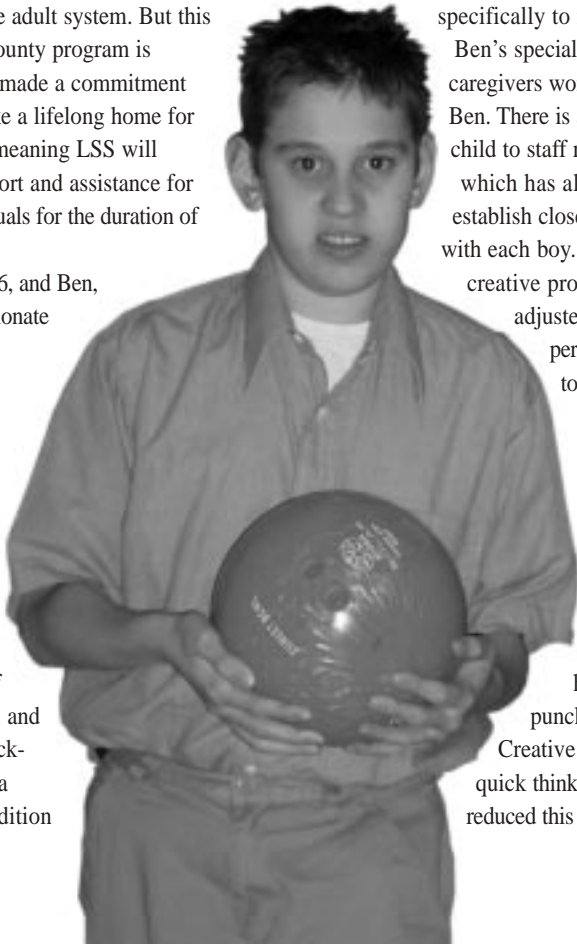
LSS' Lifelong Commitment

“Mike has a great smile and a contagious laugh...and Ben is affectionate and loves to give and receive hugs.”

These are the words of Mardy Juhl, recreational therapist and program manager of a new Treatment Foster Care Facility for two teens with autism. The program opened in Waukesha County in August, 2001. Mike and Ben's home is not just supervision or care. It is an environment dedicated to serving the specific needs of two young people, now and through adulthood.

Typically, treatment foster homes only provide services to children until they turn eighteen, which is when they would transfer to the adult system. But this Waukesha County program is unique. LSS made a commitment that will make a lifelong home for these teens, meaning LSS will provide support and assistance for these individuals for the duration of their lives.

Mike, 16, and Ben, 13, are affectionate and energetic adolescents, displaying “typical” signs of autism. Autism is found all over the world in every type of social, racial, and economic background. It is a physical condition



linked to abnormal biology and neurochemistry in the brain. The exact causes of these abnormalities remain unknown, but core features include impaired social interactions, reduced verbal and nonverbal communication, and restricted and repetitive patterns of behavior. Right now there is no known cure for autism, but the sooner a child gets treatment, the better the chances are that he/she will be able to make progress.

Prior to their new home, the boys spent time in both institutional and group home settings. Their new home's physical layout and programming are adapted specifically to meet Mike's and Ben's special needs. Nine caregivers work with Mike and Ben. There is a one-to-one child to staff ratio at all times, which has allowed staff to establish close relationships with each boy. Patience and creative programming, adjusted to each boy's personality, are keys to their success.

In the beginning, Mike had self-abusive and destructive issues. He acted out by banging his head against and punching the walls. Creative intervention and quick thinking by the staff reduced this behavior. They



hung padded pictures in Mike's room, which deterred his abusive behavior. The padded pictures were recently replaced with a quilt, with no signs of regression. Ben also had some issues in the beginning. He threw tantrums and hit the caregivers if he did not get his way. The staff soon realized that this was Ben's way of seeking attention. When they adjusted their interactions and reactions to Ben's tantrums, these behaviors subsided.

Both teens are positively motivated by interaction with others. The boys thrive on the one-on-one attention, special therapies and recreational activities scheduled throughout the week. In addition to school, each week they enjoy bowling, trips to the mall and library, and roller skating. They

also participate in the Side by Side Program through Easter Seals. This involvement allows them to interact with other children with physical or mental challenges. To date, both boys have made great strides. Mardy explains that, "...their self-care skills have improved dramatically. They are learning to do more things on their own, like brush their teeth."

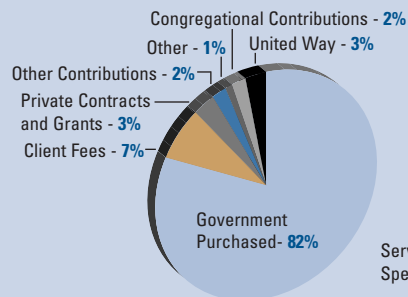
The future for the boys looks bright. Their skills are improving daily. Their lifelong home through LSS will continue to provide the nurturing support that their special needs require. Ben and Mike will remain in school until age 21 and, if appropriate at that time, LSS will help them find jobs.

Consolidated Financial Data

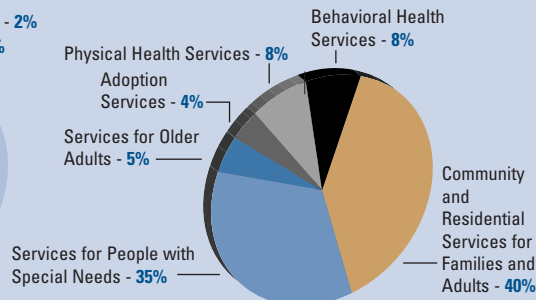
As of, and for the years ended, December 31, 2001 and 2000.

	Unaudited 2001	2000
Change in Net Assets		
Revenue and other support	\$ 75,039,126	66,187,016
Expenses	74,764,230	65,367,730
Increase in net assets	\$ 274,896	819,286
Financial Position		
Assets		
Cash and investments	\$ 21,516,115	21,591,375
Accounts receivable, net	8,735,462	8,076,189
Property and equipment, net	27,601,927	25,072,735
Prepaid and other	1,291,114	1,460,487
Total assets	59,144,618	56,200,786
Liabilities		
Accounts payable	1,724,083	1,838,578
Accrued expenses	8,787,778	7,860,427
Deferred revenue	3,867,721	1,922,682
Debt	21,904,510	21,993,469
Total liabilities	36,284,092	33,615,156
Net Assets		
	22,860,526	22,585,630
Total liabilities and net assets	\$ 59,144,618	56,200,786

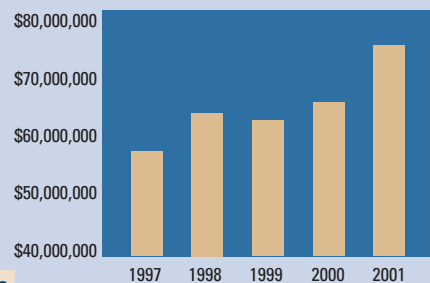
Where Dollars Came From



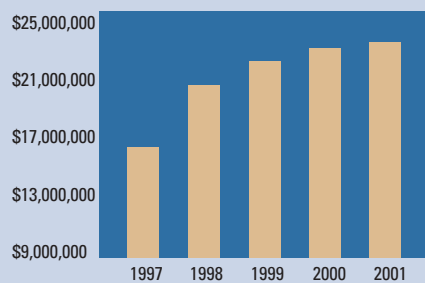
What Dollars Paid For



Expenses 1997-2001



Net Assets 1997-2001



2001 Gift Income

Together, we are stronger and able to affect lives in ways that one individual could not do alone. Strong financial support allows LSS to continue operating as one of the premier social ministry organizations in the two-state area. It enables us to bring the LSS mission to life every day. We are grateful that the support grows stronger with each passing year. In 2001, cash and in-kind contributions to LSS totaled nearly \$2.7 million, an increase of almost \$287,000 over the previous year. This total represents generous support from the Evangelical Lutheran Church in America (ELCA) congregations, foundations, corporations, organizations and thousands of individual donors. As a result of this support, we were able to touch more than 100,000 lives.

In addition to financial support, the ELCA gives us our name, our mission and our theology of service. LSS is the social ministry arm of more than 800 ELCA congregations in Wisconsin and Upper Michigan. They give us the opportunity to pursue our important mission. In 2001, more than 600 congregations gave benevolence support of more than \$1.1 million, accounting for 43 percent of the total gift income. This money represents a vital source of unrestricted revenue, helping to subsidize services for people unable to afford the help they need.

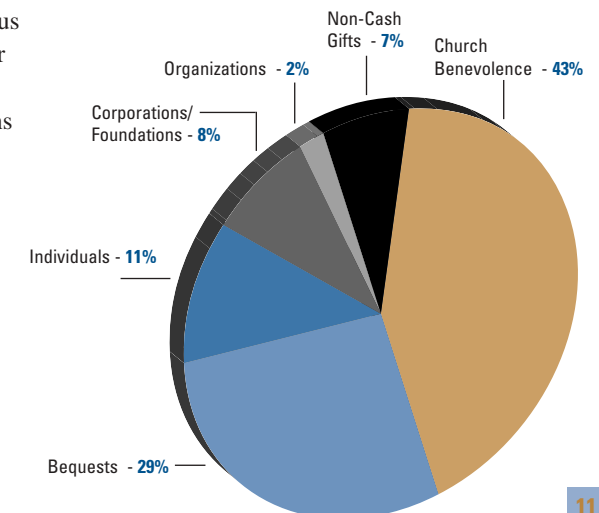
In 2001, financial support from foundations,

corporations, bequests and individual donors continued an encouraging upward trend for LSS. Specifically, income from bequests more than doubled from the previous year. In addition, the LSS De Paul Foundation, with approximately \$5.8 million in assets, will play a key role in the future of the agency.

At LSS, we are thankful for all the financial support we receive and in turn we are careful stewards of each dollar that is gifted to the agency in support of our mission. We value these partnerships and work diligently to provide high quality services to meet the ever-growing needs of each community.

We are honored to list the 2001 donors in this report. As stated earlier, gifts to LSS totaled nearly \$2.7 million. In addition, United Ways throughout the two-state area added an additional \$2 million.

Major sources of contributed income



Feeling Connected

Richard and Ruth Van Deuren have supported LSS since 1994. They lived in Manitowoc, Wis., until recently moving to Fort Gratiot, Mich. The Van Deuren are now in their 70s and feel a special connection to LSS, one that began many years ago.

In November 1941, Ruth's mother died. Her father was unable to care for Ruth's three youngest siblings, a brother and two sisters. In 1942, the three young children were sent to

stay at the Homme Children's Home (now known as Homme Youth and Family Programs) in Wittenberg, Wis. They lived at Homme and went to school and church in town. At that time, Homme was a home for orphaned children and assisted children and families in

unfortunate circumstances.

"I remember going to the home to visit the kids at Christmas time," explains Ruth. At that time, she was working for a war plant, having just graduated from high school. "Pastor Anderson and his wife ran the children's home, and they were great." Ruth's siblings stayed at Homme until she and her older sister (who had moved back to Wisconsin after her husband entered the war) could establish a home for the family. Their brother and sisters would spend holidays and summers with them in Manitowoc and within five years all three had moved to Manitowoc to live with Ruth and her oldest sister.

Homme's programming has changed over the years and it is now a residential care facility for males and females, ages 10 to 17. As a program of LSS, Homme's personalized and quality care have made it a nationally known treatment program for children and adolescents dealing with emotional issues, sexual assault, delinquency, victimization, alcohol or drug abuse, or cognitive-behavioral issues.



Ruth Van Deuren and her brothers and sisters in 1945. (l-r back) Clara, 16, Ruth, 20, Charlotte, 23, (l-r front) John, 21, Lucille, 13, and Carl, 14.

Ruth's experience as a child has created a special connection to LSS. She gives to LSS to support the program that helped her family through some tough years. Through her gifts, she also remembers her brother, Carl, who died shortly before his 70th birthday. In a recent letter to LSS, Ruth writes:

"I'm sure Homme's Youth and Family Programs have changed considerably since Carl and the girls spent their time there...The world has changed so much, and the problems facing our youth are greater. Our country needs our prayers."

Homme has indeed changed a great deal since Ruth's experience. The program has grown considerably, but continues to encourage adolescents to make positive life changes. And thanks to supporters such as Richard and Ruth Van Deuren, thousands of adolescents and families have found new hope and direction.

Together We Are Stronger

In a very real sense, they are Lutheran Social Services. More than 800 congregations make up the ELCA in Wisconsin and Upper Michigan, and they are vital partners in our ability to serve the growing number of people in need. Their guidance, prayers and financial support enable us to bring hope to those we serve.

First Lutheran Church in Janesville, Wis., and LSS have been partners in ministry for many years. First Lutheran is part of the South Central Synod of Wisconsin. Their ongoing commitment to LSS illustrates the importance of positive church relations in the success of a social ministry agency – once again proving: *together we are stronger.*

LSS' strong relationship with and presence at First Lutheran, both among the church leaders and its members, serves as a model. Rev. Jim Melvin, pastor of First Lutheran for the past 12 years, has been the force behind it all.

The church not only offers LSS financial support throughout the year, but more importantly, they provide LSS with vital office space enabling us to deliver our services in a convenient and cost effective manner for those in need. The church dedicates six offices to LSS. These offices serve as the hub for all LSS services in Rock County. Services from RAFT (Runaway and Family Treatment) to counseling,

adoption and the LSS Children's Home have all benefited from this church space.

The savings in rent alone is thousands of dollars every year.

In addition, Rev. Melvin was a powerful influence behind The Parsonage, an LSS program for older adults.

The center is located in a

church-owned home and provides adult day care and other support services. The project is a collaborative effort between ten churches throughout Janesville, Beloit and Milton, Wis. And, LSS is a visible entity at the church's annual meeting and presents annually to the church's foundation. LSS cherishes this opportunity to share our successes and concerns with one of the congregations that helps bring our mission to life.

First Lutheran Church in Janesville is one of many churches that invites us to share the LSS story with their congregation. Our shared ministry and partnership enables so many to be helped every year. Thousands more stand in need of love and service. With the ELCA and congregations like First Lutheran as our partners, LSS will rise to that challenge.



Reverend Jim Melvin

Honor Roll of Donors

In 2001, 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.

PRESIDENT'S CIRCLE \$5000 & UP

Fred Blumers
Lynde & Harry Bradley Foundation
The Edwin E. & Janet L. Bryant Foundation
Community Foundation for the Fox Valley Region
U.S. Oil Alzheimer's Fund
Keller Structures Fund
Frank C. Shattuck Community Fund
Larry & Shirley Dukerschein
Festival of Trees Foundation
The Greater Milwaukee Foundation, Inc.
A. William & Joanne B. Huelsman Fund
Dresselhuys Family Fund
LSS Fund
Gustav & Gladys Kindt Foundation
Lutheran Brotherhood Foundation
Potawatomi Bingo Casino and Forest County Potawatomi Community
Fred & Lenore Rieter
Pleasant T. Rowland Foundation
Glenn & Eleanor Sather
Siebert Lutheran Foundation
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United Way of Appleton
Beaver Dam
Brown County
Chippewa Area
Dane County
Door County
Fond du Lac Area

Greater Eau Claire
Kenosha County
La Crosse Area
Manitowoc
Marathon County
Marquette County
Michigan
Merrill Area
Milwaukee
North Rock County
Oshkosh
Plymouth Area
Portage Area
Racine Area
St. Croix
Sheboygan Area
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LIFE-CHANGERS \$1000-\$4999.99

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Community Foundation of Southern Wisconsin, Inc.
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Janesville, Wis.
Michael & Patricia Ford
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River Falls
Shawano County
Sheboygan Falls
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IMPROVERS \$250-\$499.99

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 Gloria Dei, New Holstein
 Good Shepherd English
 Evangelical, La Crosse
 Good Shepherd, Janesville
 Good Shepherd, Madison
 Good Shepherd, Mondovi
 Good Shepherd, Green Bay
 Good Shepherd, Viroqua
 Good Shepherd, Ashland
 Good Shepherd, Eau Claire
 Good Shepherd, Marshfield
 Good Shepherd, Plover
 Good Shepherd, Wausau
 Grace English, Berlin
 Grace Evangelical-West
 Sweden, Frederic
 Grace Evangelical, Monroe
 Grace, Dodgeville
 Grace, Elroy
 Grace, Darlington
 Grace, Cambridge
 Grace, Appleton
 Grace, Larsen
 Grace, Green Bay
 Grace, Ripon
 Grace, Oconto Falls

Grace, Thiensville
 Grace, Grafton
 Grace, Eau Claire
 Grace, Marshfield
 Grace, Wisconsin Rapids
 Grace, Tomahawk
 Grace of Pleasantville,
 Whitehall
 Great Spirit, Milwaukee
 Hainesville, Sturgeon Bay
 Halfway Creek, Holmen
 Hardies Creek, Ettrick
 Hay River, Ridgeland
 Hitterdahl, Iola
 Holden, Colfax
 Holmen, Holmen
 Holy Communion, Racine
 Holy Cross, Glenwood City
 Holy Cross, Men. Falls
 Holy Trinity English, Marshall
 Holy Trinity Evangelical,
 West Allis
 Hope, Milton
 Hope, Wautoma
 Immanuel Evangelical,
 Lake Geneva
 Immanuel Evangelical,
 Watertown
 Immanuel Evangelical, Pepin
 Immanuel, Waupun
 Immanuel, Mt. Horeb
 Immanuel, Strum
 Immanuel, Baileys Harbor
 Immanuel, Cashton
 Immanuel, Viroqua
 Immanuel, Cornucopia
 Immanuel, Rhinelander
 Immanuel, Milwaukee
 Immanuel, Cedarburg
 Immanuel, Eau Claire
 Immanuel, Clayton
 Immanuel, Wausau
 Immanuel - Glenwood, Wilson
 Immanuel - Zittau, Fremont
 Immanuel-Trinity, Fond
 du Lac
 Incarnation, Milwaukee
 Independence, Independence
 Jackson Park Evangelical,
 Milwaukee
 Joy, Prescott
 Kickapoo United, Soldiers
 Grove

**CHURCHES
 In Wisconsin**

Abiding Savior, Milwaukee
 Adams, Argyle
 Adoration Evangelical,
 Greenfield
 Advent, Madison
 Advent, Cedarburg
 Argyle, Argyle
 Ascension, Green Bay
 Ascension, Milwaukee
 Ascension, Bonduel
 Atonement, Muskego
 Atonement, Green Bay

King of Glory English Evangelical, Greenfield	Mt. Olive Evangelical, Mukwonago	Our Savior's, Amery	Shepherd of the Hill, Elk Mound	St. John's, Little Suamico	St. Paul's, La Crosse
King of Kings, Milwaukee	Mt. Pleasant, Racine	Our Savior's, Iola	Shepherd of the Hills, New Glarus	St. John's, Grafton	St. Paul's, Milwaukee
Kings Valley, Osseo	Mt. Sterling, Mt. Sterling	Our Saviour Evangelical, Appleton	Shepherd of the Hills, Hubertus	St. John's, Jackson	St. Paul's, Random Lake
Lake Edge, Madison	Nazareth, Withee	Our Saviour's, Chip. Falls	Shepherd of the Lakes, Evangelical, Sayner	St. John's, Eau Claire	St. Paul's, Curtiss
Lake Park Evangelical, Milwaukee	Nelsonville, Nelsonville	Our Saviour's, Merrill	Shepherd of the Lakes, Waupaca	St. John's, Gilman	St. Paul's, Aniwa
Lakeside Community, Webster	New Hope, Sand Creek	Our Saviour's-Wis. Heights Parish, Black Earth	Skogdalen, Westby	St. John's, Spencer	St. Peter Evangelical, Prairie du Chien
Laketown, Cushing	New Hope, Downsville	Peace Evangelical, Belmont	South Beef River, Osseo	St. John's of Leland, North Freedom	St. Peter, Fennimore
Lakeview, Madison	New Scandinavia, Dallas	Peace, Cobb	South West Prairie, Viroqua	St. John's of Morgan, Oconto Falls	St. Peter, Sheboygan
Lewis Valley - Holmen, Mindoro	North Beaver Creek, Ettrick	Peace, Platteville	Spring Lake, Spring Valley	St. John's of Nekimi, Oshkosh	St. Peter, Marathon
Lincoln Park, Milwaukee	North Cape Evangelical, Franksville	Peace, Waunakee	Spring Prairie, De Forest	St. John's -Polar, Antigo	St. Peter of Richford, Wautoma
Little Elk Creek, Downsville	North Coon Prairie, Cashton	Peace, Baldwin	Springdale, Mount Horeb	St. John's -Riplinger, Spencer	St. Peter's Evangelical, Janesville
Little Falls, Amery	North New Hope Evangelical, Rosholt	Peace, Menomonie	Squaw Creek, Black River Falls	St. Luke, Slinger	St. Peter's, Camp Douglas
Little Norway, Black River Falls	North West Prairie, Viroqua	Peace, Green Bay	St. Andrew, Racine	St. Luke -Foster, Osseo	St. Peter's, Loganville
Living Christ, Germantown	Northfield, Hixton	Peace, Poplar	St. Andrew, Sheboygan	St. Luke's Evangelical, Greendale	St. Peter's, Luck
Living Hope, Ettrick	Northland, Iola	Peace, Dresser	St. Andrew, Wausau	St. Luke's, Middleton	St. Peter's - Big Falls, Marion
Long Lake -Sarana, Birchwood	Norton, Colfax	Peace, Amherst	St. Andrew, Sheboygan	St. Luke's, Waukesha	St. Stephen, Wausau
Longwood Emmanuel, Greenwood	Norway Evangelical, Wind Lake	Peace -Readstown, Soldiers Grove	St. Andrew, Wausau	St. Luke's, Sheboygan Falls	St. Stephen the Martyr, Greendale
Lord of Life, Kenosha	Norway Grove Memorial, De Forest	Perry Evangelical, Mt. Horeb	St. James Trinity, Fall Creek	St. Luke's -Rome, Sullivan	St. Stephen's Evangelical, Monona
Luck, Luck	Osseo Evangelical, Osseo	Pilgrim Evangelical, Superior	St. John Evangelical, Alma	St. Mark's Evangelical, Waukesha	St. Stephen's, Edgar
Luther Memorial Evangelical, West Allis	Otter Creek, Highland	Pilgrim, Frederic	St. John, Janesville	St. Mark's Evangelical, Cudahy	St. Stephen's-Rogersville, Rosendale
Luther Memorial, Delavan	Our Redeemer Evangelical, Menasha	Pilgrim, Wausau	St. John, De Pere	St. Martin's, Cross Plains	Stanford, Rice Lake
Luther Memorial, Madison	Our Redeemer, La Crosse	Pioneer Lake, Conover	St. John, Phillips	St. Mary's, Kenosha	Sugar Creek, Elkhorn
Luther Memorial, Gays Mills	Our Redeemer's, Suring	Pleasant Valley, Eleva	St. John, Edgar	St. Matthew, Palmyra	Taylor, Taylor
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Messiah, Racine	Our Savior's, Wheeler	Redeemer, Rio	St. John's Evangelical, Oshkosh	St. Paul, Beloit	Trinity, Hustler
Messiah, Washburn	Our Savior's, Bloomer	Redeemer, Plymouth	St. John's Evangelical, Marion	St. Paul, Wilton	Trinity, Madison
Messiah, Twin Lakes	Our Savior's, West Bend	Redeemer, Wittenberg	St. John's Evangelical, Kenosha	St. Paul, Augusta	Trinity, Spooner
Middle Coon Valley, Chaseburg	Our Savior's, Oconomowoc	Redeemer, Stevens Point	St. John's Evangelical, West Milwaukee	St. Paul, Neenah	Trinity, Boyceville
Midvale Community, Madison	Our Savior's, Hartland	Redeemer, Racine	St. John's Evangelical, Spring Valley	St. Paul, Marion	Trinity, Arkdale
Mindoro, Mindoro	Our Savior's, Racine	Redemption Evangelical, Wauwatosa	St. John's Evangelical, Oshkosh	St. Paul-Marxville, Mazomanie	Trinity, Lake Mills
Modena, Mondovi	Our Savior's, Hixton	Reformation, Milwaukee	St. John's Evangelical, Marion	St. Paul-Sugar Island, Watertown	Trinity, West Bend
Moe -Clear Lake, Clayton	Our Savior's, Neenah	Reformation, Brookfield	St. John's Evangelical, Kenosha	St. Paul's Evangelical, Waterloo	Trinity, Rhinelander
Mt. Calvary, Trempealeau	Our Savior's, Denmark	Resurrection, Green Bay	St. John's Evangelical, Boscobel	St. Paul's Evangelical, Medford	Trinity, Cashton
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	Our Savior's, Racine	Scandinavia, Scandinavia	St. John's Evangelical, Spring Valley		Trinity, Unity
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 Ishpeming
 Bethany, Escanaba
 Bethany, Negaunee
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 Bethany of Keweenaw,
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 Menominee
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 Bethel, Ishpeming
 Calvary, Rapid River
 Eden Evangelical, Munising
 Emanuel, Skandia
 Emmanuel, Menominee
 Faith, Calumet
 Faith, Ishpeming
 Faith, White Pine
 First, Trenary
 First, Dollar Bay
 First, Gladstone
 First, Ewen
 First, Iron River
 First of Winona, Mass City
 Good Shepherd, Houghton

Immanuel, Escanaba
 Immanuel, Negaunee
 Messiah, Marquette
 Our Redeemer, Newberry
 Our Redeemer, Champion
 Our Saviour-Paynesville,
 Ewen
 Prince of Peace, Marquette
 Range Evangelical,
 South Range
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 Salem, Ironwood
 Siloa, Ontonagon
 St. John, Ironwood
 St. Paul, Ironwood
 St. Stephen's, Stephenson
 Trinity, Rapid River
 Trinity, Ishpeming
 Trinity, Stambaugh
 United, L'Anse
 United, Crystal Falls
 Wainola Evangelical,
 Mass City
 Zion, Manistique
 Zion, St. Ignace
 Zion-Allenville, Moran

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 Grove, Ill.
 Faith Lutheran of Black Hammer,
 Spring Grove, Minn.
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 Spring Grove, Minn.
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