

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public
Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047
2017
Open to Public Inspection

A For the 2017 calendar year, or tax year beginning 07-01-2017, and ending 06-30-2018

- B** Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization: First Stage Milwaukee
Doing business as:
Number and street (or P O box if mail is not delivered to street address): 325 W Walnut Street
Room/suite:
City or town, state or province, country, and ZIP or foreign postal code: Milwaukee, WI 53212
F Name and address of principal officer: DARREN GOLDSTEIN

D Employer identification number: 39-1634828
E Telephone number: (414) 267-2940
G Gross receipts \$ 6,057,190
H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
If "No," attach a list (see instructions)
H(c) Group exemption number ▶

I Tax-exempt status: 501(c)(3) 501(c) () ◀ (insert no) 4947(a)(1) or 527
J Website: ▶ www.firststage.org

K Form of organization: Corporation Trust Association Other ▶
L Year of formation: 1987
M State of legal domicile: WI

Part I Summary

1 Briefly describe the organization's mission or most significant activities
FIRST STAGE MILWAUKEE, INC DOES BUSINESS AS FIRST STAGE OUR MISSION IS TO ENRICH THE LIVES OF CHILDREN AND FAMILIES BY CREATING EXCEPTIONAL THEATER EXPERIENCES THROUGH OUR THREE MAIN ACTIVITIES 1) OUR PROFESSIONAL THEATER PRODUCTIONS ENGAGE, ENLIGHTEN, AND ENTERTAIN, AND IN 17/18, THEY REACHED 120,5805 AUDIENCE MEMBERS 2) OUR THEATER ACADEMY TRAINING FOSTERS LIFE SKILLS (E G CONFIDENCE, RESPECT, FRIENDSHIP, SUPPORT, MOTIVATION, ETC) WHILE IT TEACHES STAGE SKILLS IN 17/18, OUR ACADEMY HAD OVER 2,400 ENROLLMETS FOR APPROXIMATELY 1,700 CHILDREN IN GRADES K-12 3) OUR DYNAMIC THEATER-IN-EDUCATION PROGRAMS PROMOTE LEARNING THROUGH THEATER, AND EACH YEAR, OUR TEACHING ARTISTS REACH OVER 16,000 STUDENTS IN OVER 98 SCHOOLS THROUGHOUT SOUTHEASTERN WISCONSIN

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	27
4 Number of independent voting members of the governing body (Part VI, line 1b)	27
5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	286
6 Total number of volunteers (estimate if necessary)	310
7a Total unrelated business revenue from Part VIII, column (C), line 12	0
7b Net unrelated business taxable income from Form 990-T, line 34	

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	2,935,773	2,446,592
9 Program service revenue (Part VIII, line 2g)	2,973,226	3,037,825
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	32,784	47,157
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	20,016	18,827
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	5,961,799	5,550,401
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	3,126,203	3,325,446
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) ▶344,068		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,580,364	2,699,509
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	5,706,567	6,024,955
19 Revenue less expenses Subtract line 18 from line 12	255,232	-474,554

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	5,324,627	4,974,851
21 Total liabilities (Part X, line 26)	784,320	841,112
22 Net assets or fund balances Subtract line 21 from line 20	4,540,307	4,133,739

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here
Signature of officer: _____ Date: 2019-05-15
ALEX KRAMER President
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name: KATY L SOMMER
Preparer's signature: KATY L SOMMER
Date: _____
Check if self-employed
PTIN: P00273273
Firm's name: Ritz Holman LLP
Firm's EIN: 39-0919055
Firm's address: 330 E Kilbourn Ste 550
Milwaukee, WI 532023144
Phone no: (414) 271-1451

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission
 FIRST STAGE MILWAUKEE, INC DOES BUSINESS AS FIRST STAGE OUR MISSION IS TO ENRICH THE LIVES OF CHILDREN AND FAMILIES BY CREATING EXCEPTIONAL THEATER EXPERIENCES

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
 If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
 If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ 3,516,256 including grants of \$) (Revenue \$ 1,956,245)
 See Additional Data

4b (Code) (Expenses \$ 1,085,505 including grants of \$) (Revenue \$ 668,418)
 See Additional Data

4c (Code) (Expenses \$ 614,395 including grants of \$) (Revenue \$ 413,162)
 See Additional Data

4d Other program services (Describe in Schedule O)
 (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶ 5,216,156

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?	Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		No
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		No
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
14a Did the organization maintain an office, employees, or agents outside of the United States?		No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)		No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	Yes	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		No

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		No
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		No
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		No
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		No
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		No
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		No
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		No
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		No
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	Yes	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with columns for question ID, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited transactions, contributions, and organizational details.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (27); 1b Enter the number of voting members included in line 1a, above, who are independent (27); 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? (No); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (No); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (No); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (No); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? (Yes); b Each committee with authority to act on behalf of the governing body? (Yes); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O (No)

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? (No); 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (Yes); 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (Yes); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (Yes); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done (Yes); 13 Did the organization have a written whistleblower policy? (Yes); 14 Did the organization have a written document retention and destruction policy? (Yes); 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official (Yes); b Other officers or key employees of the organization (Yes); If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions); 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? (No); 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 List the States with which a copy of this Form 990 is required to be filed (WI); 18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply: [] Own website, [X] Another's website, [X] Upon request, [] Other (explain in Schedule O); 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year; 20 State the name, address, and telephone number of the person who possesses the organization's books and records (Deb Moody, 325 W Walnut St, Milwaukee, WI 53212 (414) 267-2940)

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

1b Sub-Total	▶		
1c Total from continuation sheets to Part VII, Section A	▶		
1d Total (add lines 1b and 1c)	▶	322,300	38,055

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 2

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		No
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 0

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a	955,944			
	b Membership dues	1b				
	c Fundraising events	1c	227,076			
	d Related organizations	1d				
	e Government grants (contributions)	1e	58,221			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1,205,351			
	g Noncash contributions included in lines 1a-1f \$ _____		143,997			
	h Total. Add lines 1a-1f			2,446,592		

Program Service Revenue			Business Code			
	2a ACADEMY INCOME		611600	668,418	668,418	
	b THEATER IN EDUCATION		611600	413,162	413,162	
	c Ticket Sales		711110	1,956,245	1,956,245	
	d _____					
	e _____					
	f All other program service revenue					
g Total. Add lines 2a-2f			3,037,825			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			28,709			28,709
	4 Income from investment of tax-exempt bond proceeds			0			
	5 Royalties			978			978
	6a Gross rents	(i) Real	(ii) Personal				
	b Less rental expenses						
	c Rental income or (loss)						
	d Net rental income or (loss)				0		
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less cost or other basis and sales expenses			431,181			
	c Gain or (loss)			412,733			
	d Net gain or (loss)			18,448	18,448		
	8a Gross income from fundraising events (not including \$ 227,037 of contributions reported on line 1c) See Part IV, line 18	a					
	b Less direct expenses	b		49,119			
	c Net income or (loss) from fundraising events				-18,024		-18,024
	9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses	b						
c Net income or (loss) from gaming activities				0			
10a Gross sales of inventory, less returns and allowances	a						
b Less cost of goods sold	b		52,092				
c Net income or (loss) from sales of inventory			26,913	25,179	25,179		
Miscellaneous Revenue	Business Code						
11a OTHER REVENUE		900099		10,694	10,694		
b _____							
c _____							
d All other revenue							
e Total. Add lines 11a-11d				10,694			
12 Total revenue. See Instructions				5,550,401	3,092,146	11,663	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	0			
2 Grants and other assistance to domestic individuals. See Part IV, line 22.	0			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.	0			
4 Benefits paid to or for members.	0			
5 Compensation of current officers, directors, trustees, and key employees.	383,051	186,682	145,509	50,860
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).	0			
7 Other salaries and wages.	2,299,056	1,968,710	138,851	191,495
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	0			
9 Other employee benefits.	397,172	340,553	25,021	31,598
10 Payroll taxes.	246,167	205,064	21,324	19,779
11 Fees for services (non-employees):				
a Management.	0			
b Legal.	0			
c Accounting.	10,450		10,450	
d Lobbying.	0			
e Professional fundraising services. See Part IV, line 17.	0			
f Investment management fees.	0			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	82,017	63,143	11,920	6,954
12 Advertising and promotion.	379,754	357,091	15,316	7,347
13 Office expenses.	114,827	93,885	17,213	3,729
14 Information technology.	0			
15 Royalties.	0			
16 Occupancy.	548,759	507,510	27,500	13,749
17 Travel.	113,021	111,132	154	1,735
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.	0			
19 Conferences, conventions, and meetings.	29,529	15,089	13,207	1,233
20 Interest.	87		87	
21 Payments to affiliates.	0			
22 Depreciation, depletion, and amortization.	103,768	79,824	22,323	1,621
23 Insurance.	23,384	17,556	5,417	411
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O):				
a subsidies on student shows.	709,306	709,306		
b PRODUCTION Expenses.	237,165	237,165		
c ARTISTIC FEES.	211,314	211,314		
d ADMINISTRATIVE.	136,128	112,132	10,439	13,557
e All other expenses.	0			
25 Total functional expenses. Add lines 1 through 24e.	6,024,955	5,216,156	464,731	344,068
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	601,154	1	672,058
	2 Savings and temporary cash investments	488,926	2	189,274
	3 Pledges and grants receivable, net	1,814,887	3	1,456,718
	4 Accounts receivable, net	279,556	4	469,064
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	0
	7 Notes and loans receivable, net	13,500	7	13,500
	8 Inventories for sale or use	25,940	8	21,655
	9 Prepaid expenses and deferred charges	255,600	9	252,143
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	1,574,852		
	b Less accumulated depreciation	1,306,957		
		278,444	10c	267,895
	11 Investments—publicly traded securities	1,513,230	11	1,606,637
	12 Investments—other securities See Part IV, line 11		12	0
	13 Investments—program-related See Part IV, line 11		13	0
	14 Intangible assets	49,165	14	17,013
15 Other assets See Part IV, line 11	4,225	15	8,894	
16 Total assets. Add lines 1 through 15 (must equal line 34)	5,324,627	16	4,974,851	
Liabilities	17 Accounts payable and accrued expenses	243,007	17	284,272
	18 Grants payable		18	
	19 Deferred revenue	506,625	19	539,679
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	13,609	24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	21,079	25	17,161
	26 Total liabilities. Add lines 17 through 25	784,320	26	841,112
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	3,065,474	27	2,936,784
	28 Temporarily restricted net assets	1,474,833	28	1,196,955
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	4,540,307	33	4,133,739	
34 Total liabilities and net assets/fund balances	5,324,627	34	4,974,851	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	5,550,401
2	Total expenses (must equal Part IX, column (A), line 25)	2	6,024,955
3	Revenue less expenses Subtract line 2 from line 1	3	-474,554
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	4,540,307
5	Net unrealized gains (losses) on investments	5	67,986
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	4,133,739

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
<p>1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____</p> <p>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O</p>		
<p>2a Were the organization's financial statements compiled or reviewed by an independent accountant?</p> <p>If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both</p> <p><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>		No
<p>b Were the organization's financial statements audited by an independent accountant?</p> <p>If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both</p> <p><input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	Yes	
<p>c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?</p> <p>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O</p>	Yes	
<p>3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?</p>		No
<p>b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits</p>		

Additional Data

Software ID: 17005038

Software Version: 2017v2.2

EIN: 39-1634828

Name: First Stage Milwaukee

Form 990 (2017)

Form 990, Part III, Line 4a:

In 1987, First Stage began as a small theater company with a goal of providing professional theater for young people and families. Now in its 32nd season, First Stage is one of the nation's acclaimed professional theaters for young audiences, and the second largest theater company in Milwaukee. First Stage offers a ten-play season of professional theater for young people and families with titles chosen for their educational content, social significance, and their ability to spark conversation at home and in classrooms. Classroom teachers use a field trip to First Stage as a means to help develop literacy and enhance learning across the curriculum, including teacher enrichment guides and workshop opportunities that align each play to key Common Core State Standards and Wisconsin Model Academic Standards. In the 2017-2018 fiscal year, over 62,000 individuals among 425 school groups attended our school matinee performances, as single or season ticket buyers or as part of a public group (e.g., Girl Scout troops). In total, First Stage held 438 performances and performed before 120,505 people. In 2017-2018, First Stage continued its commitment to new play development with two world premiere productions *ANTARCTICA*, *WI, JUDY MOODY & STINK*, *THE MAD, MAD, MAD, MAD TREASURE HUNT* (a co-commission among seven Theatres for Young Audiences across the nation), and four readings of new plays in development, which were open to the public and free of admission to attend. Audiences responded favorably at the box office with our spring musical *THE WIZ*, which sold NEARLY 22,000 tickets among 21 public and 31 school performances, filling public performances to 84% capacity, exceeding projected ticket revenue goals. First Stage continued its Pay What You Choose performances in 2017-2018 to broaden the reach throughout our community and to confirm our commitment to make theater available to all who wish to attend. For each production of our Family Series at the Todd Wehr Theater, there is one performance available with only a minimum suggested donation of \$5 per person. First Stage's commitment to make theater available to all also spurred us to grow the number of Sensory Friendly performances for patrons on the autism spectrum or with other developmental differences. These performances feature a welcoming environment including modified sound and lighting, and available quiet areas staffed by experienced educators. First Stage Young Company, the Theater Academics advanced actor training program for high school students, produced TWO full-scale productions during the 2017-2018 season: *THE SKIN OF OUR TEETH* and Shakespeare's *HENRY V*. In addition to enriching the lives of our audiences, First Stage practices age-appropriate casting (i.e., roles of children will be played by young performers alongside professional theater artists, directors, and designers). In the 2017-2018 season, 184 children performed on our professional stages, thus providing them with enriched experiences of teamwork and responsibility but also giving our audience a more realistic storytelling experience.

Form 990, Part III, Line 4b:

Theater arts have an intrinsic potential to teach important life skills such as self-confidence, discipline, commitment, and teamwork. Having access to theater professionals with the unique ability and passion for working with children, First Stage founded the Theater Academy in 1992. The goal of the Academy is to teach life skills through stage skills. Academy classes are offered year-round to help children build character, develop leadership skills and increase emotional intelligence. The Theater Academy has been proven to help students in school by improving Emotional Intelligence scores (self-awareness, respect for self and others, team work, etc.) and instilling 21st century workforce skills (collaboration, critical thinking, increased communication, flexibility and creative thinking). First Stage Academy offers a journey of self-discovery and helps children maximize their own potential in a safe environment surrounded by adult mentors and positive peers. In the 2017-2018 fiscal year, First Stage offered classes with contact hours ranging from 8 to 140 hours each, for over 2,400 enrollments for approximately 1,700 children, approximately 35% of which were from the City of Milwaukee and 23% of which were in need of financial assistance in order to attend. First Stage has never turned away a student due to a family's inability to pay costs associated with classes. Through donations, First Stage was able to provide nearly \$168,000 in financial aid to help with tuition, transportation, and lunches for over 372 students or 630 enrollments. First Stage's Theater Academy holds classes year-round. Several of its more unique programs are described below, as well as achievements in the recent season.

- * Next Steps was established in 2012 as a musical theatre and acting program designed specifically for students on the autism spectrum. Next Steps provides an opportunity for students to develop social skills and artistic expression in a welcoming and supportive environment. Next Steps Academy classes are held as week-long sessions during Spring Break and Summer, and as one-hour Saturday classes during the School Year.
- * First Stage's Student Advisory Board was created in 2013-2014 out of a need for the students voice to be heard in making decisions about Academy programming and policies. By 2014-2015 the SAB doubled in size and added an opportunity beginning in 2015-2016 for two representatives to sit on the First Stage Board of Directors.
- * Each summer, Theater Academy students embark on their Kid-to-Kid campaign. Over the course of 8 weeks, the students donate their dollars and coins, hold fund-raisers, make challenges to one another, etc., to raise money for the Family Partnership Program, which offers financial aid to students who need financial support. And beginning in 2014, Academy staff now holds annual Kid-to-Kid Cabarets, where the staff helps to raise money for financial aid through performing in a cabaret night. This event, along with the student's annual Kid-to-Kid campaign, raises several thousand dollars to support young people in the Family Partnership Program.
- * 2015-2016 saw the official beginning of the Community Learning Center at a local school. The Academy co-developed this after-school arts program at Kluge Elementary school with the First Stage Education department. Focusing on Voice and Movement, Scene Study, Creative Drama, and Musical Theater the program allowed us to help these K-5th grade students gain confidence, empathy, critical thinking, and literacy skills. During the 2017 summer, Kluge held a six-week summer program for students, with a full day of arts programming available for City of Milwaukee students, weekly field trips, and daily breakfast and lunch all free of charge. Kluge saw an average of 65 students entering K5-5th grade each day attend our programming.
- * First Stage expanded its Academy programming in 2016-2017 to include Franklin, Layton Boulevard West Neighborhoods, and partnered with the Jewish Community Center. This expansion continued through the 2017-2018 season.
- * In 2015-2016, First Stage began its Teaching Artist Fellowship program, recruiting three theater/theater education graduates from across the country to participate in a volunteer program for one year to receive theater education training and acting opportunities. The Fellowship program is an endeavor on the part of First Stage to build diversity into its teaching and acting pool, while providing recent college graduates with training from the nation's top theater academy. In 2017-2018, First Stage expanded the program to include our Production department hiring a Fellow for both the technical and artistic elements. And in the summer of 2017, and after the completion of her Fellowship with First Stage, one of our Fellows was hired on in a full-time capacity with First Stage as teaching artist in the Theater Academy.
- * As discussed above in Theater Productions, First Stage Young Company the Theater Academics advanced actor training program for high school students produced two full-scale productions during the 2017-2018 season.
- * A portion of the Young Company has competed each October since 2008 in the Shakespeare Competition at Southern Utah University in Cedar City, Utah. The competition gives junior and high school students from around the nation a chance to present material from Shakespearean literature in various artistic forms. This work is adjudicated by professionals in their fields, who also offer various workshops that can be attended for university credit.

Form 990, Part III, Line 4c:

First Stage knows that the arts can be used as a powerful vehicle for in-school learning, rather than detached from traditional curriculum as an extra. Drama in particular effortlessly lends itself to integration with literature and language arts. First Stage does not go into classrooms and teach drama, but rather uses theater as an effective medium to teach academic subject matter. First Stage has the unique ability to use theater activities to present curriculum effectively to all types of learners: visual, auditory and kinesthetic. In addition, classroom teachers have an ongoing concern about standardized testing. In response, First Stage offers programs that boost critical literacy skills, increase state standardized test scores and help teachers learn new and creative ways to teach. As schools are forced to spend less on arts programming, these programs cleverly blend the arts with existing curriculum making it a win-win for teachers that are under pressure to cover a great deal of material and for students that thrive when they are allowed to express themselves and use their natural creativity in the classroom. The Theater-in-Education programs are also run by skilled and nationally respected leaders. Education Director, Julia Magnasco serves on the Board of Theatre for Young Audiences/USA, the United States center for the International Association of Theatre for Children and Young People. As a professional membership organization with 50 years of service to the field, TYA/USA is known for One Theatre World, TYA/USA's national festival, and TYA Today, a nationally and internationally respected magazine for the field of theatre for young people. Ms. Magnasco was also recently selected as one of the Forty Under Forty award recipients by the Milwaukee Business Journal. In the 2017-2018 fiscal year, First Stage's teaching artists reached over 16,000 students in 98 schools with over 3,300 workshops, and 695 programming hours. Many of these students also attended our matinee performances described above, plus approximately 2,300 students were involved in our Literacy and Literacy Plus programs and 6,052 students were part of our subsidized Connections outreach program, which develops creative thinking, logical reasoning, public speaking, and Emotional Intelligence. In addition to helping to educate children, First Stage provided professional development to over 550 teachers in local schools. In 2017-2018, First Stage's Theater in Education department continued and expanded the following programs: Afterschool Community Learning Center (CLC) at Kluge Elementary School. This season's third year of programming was again approved by the Wisconsin Department of Public Instruction and supported by federal funds through the Milwaukee Public School system and the 21st Century Community Learning Centers Program. First Stage served 75 students at Kluge Elementary five days a week from September through May. Using theater arts, First Stage worked to strengthen students' academic achievement, enhance job readiness skills, promote character development, and empower parents to play an active role in their children's education. First Stage provided Theater Academy classes, arts-integrated literacy programs, and character development workshops targeted towards improving students' low standardized test scores (a key goal in Milwaukee Public Schools district improvement plan). During the 2017 summer, Kluge held a six-week summer program for students, with a full day of arts programming available for City of Milwaukee students, weekly field trips, and daily breakfast and lunch all free of charge. Kluge saw an average of 65 students entering K5-5th grade each day attend our programming. Literacy Plus Program: a hybrid of the existing Literacy Residency and the Connections program. Over the course of 14 weeks, First Stage's Literacy Residencies develop critical literacy skills among students to increase achievement on standardized tests and enhancing their overall comprehension and retention of grade-appropriate English Language Arts Model Academic Standards. The Connections program is a partially subsidized program that offers tickets to any school performance, bussing to that performance, pre and post-show workshops, teaching-through-theater workshops, and teaching guides for the classroom teachers. For many educators, the 14-week Literacy program was too large of a commitment. And a fieldtrip was a real desire on behalf of the class. So the Literacy Plus program, which has 7 weeks of literacy residency and a trip to the theater, quickly became the right product for many classrooms in Milwaukee. During its third year (2017-2018), First Stage's Literacy Plus Program took place in 116 classrooms, with approximately 2,300 students. Little Actors: In the 2017-2018 year, First Stage piloted the Little Actors program with 6 classrooms. Little Actors is a six-week program designed for younger children (grades K3-1) that uses stories as the springboard for learning. First Stage is the only youth-serving organization in Milwaukee that offers a multi-week, theater-based program specifically targeted to improving elementary students' literacy development through true arts-integrated instruction. Through six 40-minute Little Actors sessions, students engage in drama-based activities such as imaginary play, song and dance, artwork, and role play. By being actively immersed in the telling of simple and well-loved stories, students develop and reinforce their understanding of fundamental language comprehension skills: speaking, listening, retelling, and more as outlined in the English Language Arts Common Core State Standards. Throughout the past three years, the Milwaukee Public School District (MPS) has struggled to find ample arts specialists to fill the open positions in the district. MPS and their Fine Arts Manager have been working with select arts organizations, including First Stage, to provide arts in these schools through their Fill the Gaps initiative. This initiative allows schools to use the funding budgeted this year for specialists on arts-based residencies provided by community arts organizations. First Stage worked closely with MPS and Arts@Large to provide arts programming for six MPS schools throughout the 2017-2018 school year, supplying continual arts programming throughout the school year and for multiple grade levels. In 2015, MPS was given the prestigious honor of becoming a Turnaround Arts District. This national initiative focuses on infusing schools with low test scores with arts programming and arts learning opportunities, with the goal of engaging students and families in their school community, providing educators with new tools to help students better regulate behavior and relate to their curriculum, and ultimately boosting academic scores. First Stage provided the four schools in the Turnaround Arts initiative in Milwaukee with four separate Professional Development opportunities for the teachers, arts-integrated residencies at three of the four schools, and we also provided production support for two of the Turnaround Arts schools, assisting them on the production of their school-wide musical performances. In addition, in 2017-2018, the Education Department provided the four Turnaround Arts Schools with ongoing weekly coaching, in which First Stage teaching artists would visit MPS teachers to coach and model arts-integrated strategies in the classroom and work with them on planning arts-integrated classroom units of study.

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Insttutchnal Trustee	Officer	Key employee	Highest compensated employee	Former			
KAREN GUY President	0 90 0 00	X		X				0	0	0
LAUREN PAGENKOPF Vice President	0 90 0 00	X		X				0	0	0
DARREN GOLDSTEIN Treasurer	0 90 0 00	X		X				0	0	0
CARYN ESTEN VP	0 90 0 00	X		X				0	0	0
TAMI MARTIN VP	0 90 0 00	X		X				0	0	0
ALEX KRAMER Secretary	0 90 0 00	X		X				0	0	0
NICOLE ANGRESANO Director	0 30 0 00	X						0	0	0
SUZANNE CLAUSING Director	0 30 0 00	X						0	0	0
BRIAN GILPIN Director	0 30 0 00	X						0	0	0
Rachel Young Director	0 30 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CAROL KRACHT Director	0 30 0 00	X						0	0	0
ERIC MAASSEN Director	0 30 0 00	X						0	0	0
CHRISTOPHER MARSCHKA Director	0 30 0 00	X						0	0	0
SAGAR MURTHY Director	0 30 0 00	X						0	0	0
MELISSA NELSON Director	0 30 0 00	X						0	0	0
TOM PENCE Director	0 30 0 00	X						0	0	0
CORRIE PRUNUSKE Director	0 30 0 00	X						0	0	0
DEADRA RICHELLE-PURIFOY Director	0 30 0 00	X						0	0	0
KRISTEN SEVERSON Director	0 30 0 00	X						0	0	0
LEE SEESE Director	0 30 0 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KRISTIN SHEEHAN Director	0 30 0 00	X						0	0	0
MARCY STANCZYK Director	0 30 0 00	X						0	0	0
JANE KIM STEPHENS Director	0 30 0 00	X						0	0	0
BRENT SULLIVAN Director	0 30 0 00	X						0	0	0
AMY TAYLOR-DIAMOND Director	0 30 0 00	X						0	0	0
Tracy Foss Director	0 30 0 00	X						0	0	0
Hannah Lipscomb Director	0 30 0 00	X						0	0	0
JEFF FRANK ARTISTIC DIR	40 00 0 00			X				129,637	0	12,030
ELIZABETH CORRY MANAGING DIR	40 00 0 00			X				118,105	0	21,777
DEBBIE MOODY FINANCE DIR	40 00 0 00			X				74,558	0	4,248

SCHEDULE A
(Form 990 or 990EZ)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Name of the organization
First Stage Milwaukee

Employer identification number

39-1634828

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 12, check only one box)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ))
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II)
- 8 A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or university _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2)**. (Complete Part III)
- 11 An organization organized and operated exclusively to test for public safety See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f Enter the number of supported organizations _____

g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv), 170(b)(1)(A)(vi), and 170(b)(1)(A)(ix)

(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►		(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant")						
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►		(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
7	Amounts from line 4						
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
11	Total support. Add lines 7 through 10						
12	Gross receipts from related activities, etc (see instructions)					12	

13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14	Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f))	14	
15	Public support percentage for 2016 Schedule A, Part II, line 14	15	

- 16a 33 1/3% support test—2017.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ►
- b 33 1/3% support test—2016.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ►
- 17a 10%-facts-and-circumstances test—2017.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ►
- b 10%-facts-and-circumstances test—2016.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ►
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ►

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	2,565,520	2,543,581	2,883,908	2,935,773	2,446,592	13,375,374
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	3,172,799	2,813,446	3,379,811	3,083,297	3,139,037	15,588,390
3 Gross receipts from activities that are not an unrelated trade or business under section 513						0
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
5 The value of services or facilities furnished by a governmental unit to the organization without charge						0
6 Total. Add lines 1 through 5	5,738,319	5,357,027	6,263,719	6,019,070	5,585,629	28,963,764
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	177,516	144,784	94,840	113,718	107,355	638,213
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
c Add lines 7a and 7b	177,516	144,784	94,840	113,718	107,355	638,213
8 Public support. (Subtract line 7c from line 6.)						28,325,551

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9 Amounts from line 6	5,738,319	5,357,027	6,263,719	6,019,070	5,585,629	28,963,764
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	9,140	9,566	13,907	29,508	29,339	91,460
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						0
c Add lines 10a and 10b	9,140	9,566	13,907	29,508	29,339	91,460
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						0
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	5,406	5,371	3,706	9,833	10,627	34,943
13 Total support. (Add lines 9, 10c, 11, and 12.)	5,752,865	5,371,964	6,281,332	6,058,411	5,625,595	29,090,167
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f))	15	97.370 %
16 Public support percentage from 2016 Schedule A, Part III, line 15	16	97.580 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	0.310 %
18 Investment income percentage from 2016 Schedule A, Part III, line 17	18	0.240 %

19a 33 1/3% support tests—2017. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

b 33 1/3% support tests—2016. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.		
	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
	5a		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
	5b		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
	9a		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
	9b		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
	10a		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		
	10b		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2	Activities Test Answer (a) and (b) below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI)		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2017 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1 Distributable amount for 2017 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2017 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2017			
a			
b From 2013.			
c From 2014.			
d From 2015.			
e From 2016.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2017 distributable amount			
i Carryover from 2012 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2017 from Section D, line 7			
a Applied to underdistributions of prior years			
b Applied to 2017 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2017, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2017 Subtract lines 3h and 4b from line 1 If the amount is greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2018. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2013.			
b Excess from 2014.			
c Excess from 2015.			
d Excess from 2016.			
e Excess from 2017.			

Additional Data

Software ID: 17005038

Software Version: 2017v2.2

EIN: 39-1634828

Name: First Stage Milwaukee

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b, Part V, line 1, Part V, Section B, line 1e, Part V Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional information (See instructions)

Facts And Circumstances Test

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements
▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047
2017
Open to Public Inspection

Name of the organization
First Stage Milwaukee

Employer identification number
39-1634828

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

Preservation of land for public use (e g , recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year	
a Total number of conservation easements	2a	
b Total acreage restricted by conservation easements	2b	
c Number of conservation easements on a certified historic structure included in (a)	2c	
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

(ii) Assets included in Form 990, Part X ▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

b Assets included in Form 990, Part X ▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- | | Amount |
|--|--------|
| c Beginning balance | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	720,964	645,078	644,810	650,243	576,023
b Contributions					1,767
c Net investment earnings, gains, and losses	51,150	76,886	268	14,567	72,453
d Grants or scholarships					
e Other expenditures for facilities and programs	45,900			20,000	
f Administrative expenses		1,000			
g End of year balance	726,214	720,964	645,078	644,810	650,243

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶ 100 000 %
 - b** Permanent endowment ▶
 - c** Temporarily restricted endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- | | Yes | No |
|--|---------------|----|
| (i) unrelated organizations | 3a(i) | No |
| (ii) related organizations | 3a(ii) | No |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 3b | No |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		58,024	58,024	
d Equipment		854,845	790,345	64,500
e Other		661,983	458,588	203,395
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				267,895

Part VII Investments—Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12.)	▶	

Part VIII Investments—Program Related. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13.)	▶	

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15.)	▶

Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

(a) Description of liability	(b) Book value
(1) Federal income taxes	
Other Liabilities	17,161
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25.)	▶ 17,161

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	5,618,387
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	67,986
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	67,986
3	Subtract line 2e from line 1	3	5,550,401
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	5,550,401

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	6,024,955
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	6,024,955
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	6,024,955

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID: 17005038

Software Version: 2017v2.2

EIN: 39-1634828

Name: First Stage Milwaukee

Supplemental Information

Return Reference	Explanation
Part V, Line 4 Intended uses of the endowment fund	THE BOARD-DESIGNATED ENDOWMENT IS MADE UP OF TWO PARTS THE FIRST PART, APPROXIMATELY 20% OF THE QUASI-ENDOWMENT, IS AVAILABLE FOR USE BY THE ORGANIZATION TO PROVIDE EMERGENCY RESERVE FUNDS, ALLEVIATE BUDGET SHORTFALLS, AND TO PROVIDE OPERATING FUNDS FOR NEW BUSINESS INITIATIVES APPROVED BY THE BOARD OF DIRECTORS THE SECOND PART, APPROXIMATELY 80% OF THE QUASI-ENDOWMENT, IS INTENDED TO PROVIDE LONG-TERM STABILITY TO THE ORGANIZATION AND ANNUAL CASH FLOW FROM INVESTMENT INCOME TO FUND ONGOING OPERATIONS AND DEVELOPMENT FOR FIRST STAGE

Supplemental Information

Return Reference	Explanation
Part X FIN48 Footnote	The Organization is exempt from income tax under Section 501(c)(3) of Internal Revenue Code and is classified as other than a private foundation. Management has reviewed all tax positions recognized in previously filed tax returns and those expected to be taken in future tax returns. As of June 30, 2018, the Organization had no amounts related to unrecognized income tax benefits and no amounts related to accrued interest and penalties. The Organization does not anticipate any significant changes to unrecognized income tax benefits over the next year.

**SCHEDULE G
(Form 990 or 990-EZ)**

**Supplemental Information Regarding
Fundraising or Gaming Activities**

OMB No 1545-0047

2017

**Open to Public
Inspection**

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a
 Attach to Form 990 or Form 990-EZ.

Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization
First Stage Milwaukee

Employer identification number

39-1634828

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a** Mail solicitations
 - b** Internet and email solicitations
 - c** Phone solicitations
 - d** In-person solicitations
 - e** Solicitation of non-government grants
 - f** Solicitation of government grants
 - g** Special fundraising events
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No
- b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total						

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d)
		ANNUAL BALL (event type)	WINE EVENT (event type)	(total number)	Total events (add col (a) through col (c))
Revenue	1 Gross receipts	184,026	90,904		274,930
	2 Less Contributions	171,958	56,299		228,257
	3 Gross income (line 1 minus line 2)	12,068	34,605		46,673
Direct Expenses	4 Cash prizes				
	5 Noncash prizes	3,645	2,111		5,756
	6 Rent/facility costs				
	7 Food and beverages	20,854	26,140		46,994
	8 Entertainment	899			899
	9 Other direct expenses	9,671	1,269		10,940
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				64,589
11 Net income summary Subtract line 10 from line 3, column (d) ▶				-17,916	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
		1 Gross revenue			
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____% <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% <input type="checkbox"/> No	
7 Direct expense summary Add lines 2 through 5 in column (d) ▶					
8 Net gaming income summary Subtract line 7 from line 1, column (d) ▶					

9 Enter the state(s) in which the organization conducts gaming activities _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? Yes No

b If "Yes," explain _____

- 11** Does the organization conduct gaming activities with nonmembers? Yes No
- 12** Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13** Indicate the percentage of gaming activity conducted in

a	The organization's facility	%
b	An outside facility	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

- b** If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____
- c** If "Yes," enter name and address of the third party

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ \$

Description of services provided ▶

Director/officer Employee Independent contractor

17 Mandatory distributions

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
- b** Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information (see instructions).

Return Reference	Explanation
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**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No 1545-0047
2017
Open to Public Inspection

▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
▶ **Attach to Form 990.**
▶ **Information about Schedule M (Form 990) and its instructions is at www.irs.gov/form990**

Department of the Treasury
Internal Revenue Service

Name of the organization
First Stage Milwaukee

Employer identification number
39-1634828

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods			46,974	FMV
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	6	35,263	FMV
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ See Additional Data				
26 Other ▶ (_____)				
27 Other ▶ (_____)				
28 Other ▶ (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?

	Yes	No
30a		No
31	Yes	
32a		No

b If "Yes," describe the arrangement in Part II

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

b If "Yes," describe in Part II

33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II

Part II **Supplemental Information.**

Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference

Explanation

Additional Data**Software ID:** 17005038**Software Version:** 2017v2.2**EIN:** 39-1634828**Name:** First Stage Milwaukee**Part I, Lines 25-28**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
Other ► (Silent Auction Items)	X	1	5,826	FMV
Other ► (Silent Auction Items)	X	1	2,150	FMV
Other ► (Silent Auction Items)	X	1	299	FMV
Other ► (Silent Auction Items)	X	1	740	FMV
Other ► (Silent Auction Items)	X	1	170	FMV
Other ► (Silent Auction Items)	X	1	200	FMV
Other ► (Silent Auction Items)	X	1	200	FMV
Other ► (Silent Auction Items)	X	1	508	fmv
Other ► (Silent Auction Items)	X	1	1,416	FMV
Other ► (Silent Auction Items)	X	1	5,500	FMV
Other ► (Silent Auction Items)	X	1	652	FMV
Other ► (Silent Auction Items)	X	1	230	FMV
Other ► (Silent Auction Items)	X	1	230	FMV
Other ► (Silent Auction Items)	X	1	11,883	FMV
Other ► (Rental of Stage Equipment)	X	1	20,130	FMV

Part I, Lines 25-28

Other ► (Wine & Dinner)

Other ► (Misc Program)

(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
	3	10,014	fmv
	8	1,612	fmv

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
First Stage Milwaukee

Employer identification number

39-1634828

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 11b Form 990 Review Process	THE 990 IS JOINTLY PREPARED BY THE ORGANIZATION'S DIRECTOR OF FINANCE AND THE FIRM RITZHOLMAN CPAS WHEN THE PRELIMINARY 990 IS COMPLETE, AN ELECTRONIC COPY IS PROVIDED TO MEMBERS OF THE FINANCE COMMITTEE THESE MEMBERS REVIEW THE 990 AND MAKE COMMENTS OR SUGGESTIONS FOR CHANGES TO THE PREPARERS ANY NECESSARY MODIFICATIONS ARE MADE, AND THE FINAL DRAFT OF THE 990 IS THEN REVIEWED BY THE TREASURER FOR ACCURACY THE APPROVED FINAL COPY OF THE TAX RETURN IS THEN MADE AVAILABLE TO ALL MEMBERS OF THE BOARD OF DIRECTORS AFTER RESPONDING TO ANY INQUIRIES BY THE BOARD OF DIRECTORS, THE 990 IS PRINTED AND SIGNED BY THE PREPARERS AND THE TREASURER OR OTHER APPROVED OFFICER OF THE BOARD BEFORE BEING FILED WITH THE IRS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	THE ORGANIZATION'S FISCAL YEAR RUNS FROM JULY 1 TO JUNE 30. HOWEVER, THE MAJORITY OF THE FINANCIAL ACTIVITY FOR THE ORGANIZATION OCCURS DURING THE THEATRICAL SEASON, WHICH RUNS FROM SEPTEMBER THROUGH MAY. IT IS DURING THIS TIMEFRAME THAT THE ORGANIZATION HAS REGULAR BOARD MEETINGS. AT THE FIRST BOARD MEETING OF THE SEASON, IN SEPTEMBER, THE CONFLICT OF INTEREST POLICY IS DISTRIBUTED TO EACH DIRECTOR. THE DIRECTOR MUST COMPLETE THE SIGNATURE PAGE OF THE POLICY, CONFIRMING THAT THEY UNDERSTAND THE POLICY, AND RETURN THAT PAGE TO THE GENERAL MANAGER. ANY MEMBER OF THE BOARD WHO FAILS TO SIGN SUCH A STATEMENT SHALL BE PROHIBITED FROM PARTICIPATING IN DISCUSSION OR ACTION BY THE BOARD IF THEN DURING THE YEAR A DIRECTOR LEARNS OF A CONFLICT OF INTEREST, THEY MUST DISCLOSE IT TO THE BOARD. SUCH A CONFLICT WILL BE ENTERED INTO THE MINUTES OF THE MEETING. AT FUTURE DISCUSSIONS OR VOTES TO WHICH THIS CONFLICT IS RELATED, THE DIRECTOR IS RECUSED FROM THE MEETING TO ENSURE THE UTMOST EFFICACY OF THIS POLICY. THE GENERAL MANAGER CONDUCTS PERIODIC REVIEWS TO ENSURE THE SIGNING OF THE CONFLICT OF INTEREST STATEMENT AND ALSO REVIEWS THE ACTIONS TAKEN BY THE BOARD ON BEHALF OF THE ORGANIZATION. SUCH REVIEW IS INTENDED TO ENSURE THAT THE ORGANIZATION CONTINUES AT ALL TIMES TO BE OPERATED EXCLUSIVELY FOR THE ACHIEVEMENT OF ITS PUBLIC CHARITABLE PURPOSES, RATHER THAN FOR THE BENEFIT OF ONE OR MORE PRIVATE PERSONS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15a Compensation Review & Approval Process - CEO, Top Management	NO DIRECTORS FROM THE BOARD ARE COMPENSATED FOR THEIR WORK AS A BOARD MEMBER THE ORGANIZATION'S MANAGING DIRECTOR POSITION IS A PAID-EMPLOYEE POSITION THIS POSITION'S BENEFITS(IN SURANCE ETC) ARE THE SAME AS FOR ANY OTHER FULL-TIME, YEAR-ROUND EMPLOYEE OF THE ORGANIZATION THE SALARY, HOWEVER, IS NEGOTIATED EVERY THREE YEARS WITH THE BOARD PRESIDENT AND THE BOARD TREASURER DATA USED TO DETERMINE WHAT THAT SALARY SHOULD BE INCLUDES PUBLISHED CENSUS AND SURVEY RESULTS FROM OTHER LOCAL ORGANIZATIONS, BOTH CHARITABLE AND NOT, AS WELL AS NATIONAL SURVEY RESULTS FROM THE THEATER COMMUNICATIONS GROUP (TCG) OF OTHER THEATERS NATIONWIDE

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15b Compensation Review and Approval Process for Officers and Key Employees	THE RESULTS FROM TCG ARE ALSO USED BY THE BOARD AND MANAGING DIRECTOR TO SET SALARIES FOR ALL OTHER EMPLOYEES OF THE ORGANIZATION

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 19 Other Organization Documents Publicly Available	FIRST STAGE HAS BOTH PHYSICAL AND ELECTRONIC VERSIONS OF ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS THESE DOCUMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST TO THE DIRECTOR OF FINANCE OR GENERAL MANAGER IN ADDITION, THE FORM 990 IS PUBLISHED EACH YEAR ON GUIDESTAR ORG, WHICH RECEIVES THE 990 FROM THE IRS

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2017

**Open to Public
Inspection**

- ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
- ▶ Attach to Form 990.
- ▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization
First Stage Milwaukee

Employer identification number

39-1634828

Part I Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)MILWAUKEE YOUTH ARTS CENTER INC 325 W WALNUT ST MILWAUKEE, WI 53212 11-3665475	HOUSES THE ADMINISTRATIVE, ACADEMY, AND	WI	501(C)(3)	LINE 11A, I	NO		No

Part III Identification of Related Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	No
b Gift, grant, or capital contribution to related organization(s)	1b	No
c Gift, grant, or capital contribution from related organization(s)	1c	No
d Loans or loan guarantees to or for related organization(s)	1d	Yes
e Loans or loan guarantees by related organization(s)	1e	No
f Dividends from related organization(s)	1f	No
g Sale of assets to related organization(s)	1g	No
h Purchase of assets from related organization(s)	1h	No
i Exchange of assets with related organization(s)	1i	No
j Lease of facilities, equipment, or other assets to related organization(s)	1j	No
k Lease of facilities, equipment, or other assets from related organization(s)	1k	Yes
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	No
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	No
o Sharing of paid employees with related organization(s)	1o	Yes
p Reimbursement paid to related organization(s) for expenses	1p	Yes
q Reimbursement paid by related organization(s) for expenses	1q	Yes
r Other transfer of cash or property to related organization(s)	1r	No
s Other transfer of cash or property from related organization(s)	1s	No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)MILWAUKEE YOUTH ARTS CENTER INC	d	13,500	agreement
(2)MILWAUKEE YOUTH ARTS CENTER INC	k	275,000	amount billed
(3)MILWAUKEE YOUTH ARTS CENTER INC	o	206,438	amount incurred
(4)MILWAUKEE YOUTH ARTS CENTER INC	p	20,207	amount incurred
(5)MILWAUKEE YOUTH ARTS CENTER INC	q	3,166	amount incurred

Part VI **Unrelated Organizations Taxable as a Partnership** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R (see instructions)