

COMMUNITY DEVELOPMENT GRANTS ADMINISTRATION
APPLICATION EXECUTIVE SUMMARY – FUNDING YEAR 2018 CDBG A

Milwaukee Youth Council – Youth Services Proposal 2017 JUL 25 AM 8:51
Total Funds Available: \$145,978

Total Amount Requested (CDBG FUNDS) \$25,000

(Note: Minimum Allocation is \$25,000)

Applicant Organization Name: First Stage

Organization Address: 325 W. Walnut Street City Milwaukee Zip 53212

Contact Person: Katie Weeks Title Development Director

Contact Person's
Telephone Number: (414) 267-2936 Fax Number: (414) 267-2930

E-Mail Address: kweeks@firststage.org

Is applicant a 501 (C)(3) organization? Yes No

Is applicant a faith-based organization? Yes No

Federal Employer Identification Number 39-1634828

Executive Director: Betsy Corry Phone Number (414) 267-2980

Board President: Alec Fraser Phone Number (414) 271-6560

Proposal submission(s) must be authorized and signed by an official of the Board of Directors.

Name and title of Board Official: Alec Fraser, Board President

Signature of Board Official: 

NOTICE:

A false statement or misrepresentation in the proposal to obtain grant funds and if funds are awarded, the funds and contract will be in default and the City may declare all of any part of the funds paid out immediately due and repayable to the City and the contract voided.

PART 1: PROGRAM DESIGN & SPECIFICATIONS

60 POINTS TOTAL

If you need more space in any section, you may attach additional pages

1) HOUSEHOLDS/CLIENTS SERVED

5 pts. maximum

a) Describe the specific target population to be served, including target low income level and special needs populations, as applicable.

First Stage seeks support from the CDBG Youth Services program to provide youth throughout the City of Milwaukee the opportunity to attend First Stage's Theater Academy. The Theater Academy partners with Milwaukee schools demonstrating a high percentage of students receiving free or reduced price lunch. For the 2013-2014 school year our partners include Elm Creative Arts (66%), Golda Meir (40%), St. Marcus (86%), U.S. Grant (88%), Allen-Field (95%), La Causa (92%), Kluge Elementary (90%), and Auer Avenue School (91%). Additional schools may also be identified as we continue to grow our programming. During the 2012-2013 season the Theater Academy served students from a total of 74 City of Milwaukee schools.

b) Specify the total number of households to receive direct services by your program in 2013.

First Stage reaches over 2,000 students each year in the Theater Academy. For the 2013-2014 season, we anticipate awarding approximately 317 students with scholarships to attend Academy classes.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Households/
Clients Served
(5 pts maximum)**

2) OUTREACH:**(5 pts maximum)**

a) Describe in a narrative, your agency's outreach and all of the methods that will be used to inform eligible persons about your program.

As a youth serving organization, all First Stage initiatives serve an educational purpose and promote learning through the arts. In 2004-2005, First Stage initiated a new program called the Community Partnership Program (CPP) to help broaden our reach and deepen our impact in the community. CPP makes First Stage programming available and easily accessible to families experiencing financial difficulties, City of Milwaukee schools, and community organizations. The **Family Partnership Program**, for which we are seeking funding, is one of three initiatives in the Community Partnership Program. The Family Partnership Program provides financial aid, transportation, and advising services for students attending the Theater Academy.

First Stage utilizes a highly effective community outreach program which includes school partnerships, parent and teacher partnerships, and direct student recruitment. To inform eligible persons about the Family Partnership Program First Stage employs a part-time Community Partnership Coordinator. The Coordinator builds and maintains relationships with students and families receiving financial aid to ensure successful program participation and retention. In addition, First Stage's Theater Academy distributes registration forms to partner schools with high percentages of students receiving free or reduced lunch. First Stage staff members also work with classroom teachers to identify students and families with limited financial means who would benefit most from the First Stage experience.

A welcome packet is sent to all families participating in First Stage programs during the previous year, encouraging their continuation in the program. Families are also invited to other First Stage events, including tickets to First Stage performances and backstage tours. Communication through phone, email, and mail is utilized to maintain consistent communication with schools and families.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:**Score:****Outreach**
(5 pts maximum)

Describe in detail ALL OF THE FOLLOWING:

3) The specific ACTIVITY to be performed.

Score: _____ (20pts. maximum)

The First Stage Academy is both an **Education** and **Recreational** program which teaches youth "life skills through stage skills." Based at the Milwaukee Youth Arts Center (MYAC) in downtown Milwaukee, Academy classes are offered year-round and feature small class sizes, sophisticated curriculum, and a high number of contact hours (56 hours on average). Through superb theater training, the Academy nurtures the social and emotional well-being of young people while teaching valuable life, academic, and 21st century workforce skills including leadership, empathy, commitment, collaboration, critical thinking, creativity, and cross cultural skills.

First Stage's 2013/2014 school year Theater Academy includes sessions in the fall, winter, and spring. Classes range from one day sessions, one week programs, and weekly two month classes. Class curriculum varies in intensity with age, experience, and length of session. Classes include:

- **Acting-** Students explore character relationships, action and text while developing overall acting skills and confidence.
- **Musical Theater-** Students increase their versatility and work on new vocal and dance techniques
- **Improvisation-** Students develop expressiveness, spontaneity, and learn to think quickly and with reason through improvisational character and scene work.
- **Shakespeare-** Students examine dynamic language, characters, and plots in scenes and monologues by Shakespeare.

Support from CDBG for the Family Partnership Program would provide students experiencing financial difficulties with scholarships to attend our school year Theater Academy during the week and on weekends. Along with providing financial assistance and scholarships for Academy classes, the Family Partnership provides lunch, extra T-shirts and transportation to and from the program when needed.

4) The GOALS of the program.

Score: _____ (10pts. maximum)

The goal of First Stage's Theater Academy program is to foster life skills and character development in the young people it serves. First Stage achieves this through the following learning objectives.

Beginner Objectives: Students learn technical skills and begin important relationship building with teachers, mentors, and peers. By the end of the program they become comfortable in the environment and begin to open up to positive risk-taking. The beginning phase serves as the foundation of a learning strategy that instills theater and social skills that will carry forward to subsequent levels.

Intermediate Objectives: Key relationships with peers and teachers move to the foreground. With at least one session completed, students are open to exploring and enhancing the skills gained in the beginner phase. They become more willing to spread their wings and take on more challenges and positive risks because of the encouragement they derive from the Academy environment and an increased belief in themselves.

Advanced Objectives: After 3 years in the Academy, advanced students derive personal enrichment and internalize the technical and practical skills gained throughout the course of their participation. Advanced students actively apply Academy learning in their lives – at home, with friends, and at school – and recognize their future value in work and college. Students see a limitless application of these skills in their lives regardless of their chosen paths.

5) Outcomes

Score: _____ (15pts. maximum)

- a. **Describe the expected outcomes, (results, impact or change) expected to come about as a result of your program and describe how these contribute to one or more of CDGA's long term outcomes which are: 1) Reduce Crime; 2) Increase Property Values; 3) Increase Economic Vitality; and, 4) Improve Quality of Life.**

The results of the Theater Academy program include: 1) reduce crime 2) increase economic vitality 3) improve the quality of life 4) increases property values.

Reduce Crime:

By engaging students in theater, studies suggest many non-traditional learners become increasingly engaged in the academic process. Increased interest in reading, core subjects and classroom participation can result in students spending more time learning and higher learning outcomes (ie, test scores). Students who are engaged in the learning process are far more likely to complete school and less likely to become engaged in criminal activities (often an unfortunate alternative for students dropping out of school).

A First Stage Academy alum wrote:

"I must express how important a role First Stage plays in an urban city where crime, drugs, and violence are exposed to children and teens on an almost daily basis. And I would be remiss if I do not stress how particularly instrumental First Stage is to curbing those negative activities among African-American youth; this I speak from my own experience." -Jeremy, Julliard Graduate

Increase Property Values:

Since the Milwaukee Youth Arts Center was opened in 2005, thousands of students have participated in classes and workshops. This shared facility between First Stage and the Milwaukee Youth Symphony Orchestra, is located on 3rd and Walnut just north of downtown. This facility has had a positive impact on local businesses and the perceived value of this neighborhood. In 2012 First Stage commissioned "First Flight," a 20 foot metal sculpture by Milwaukee artist Richard Taylor, in front of the Milwaukee Youth Arts Center. First Stage believes that the addition of this sculpture will enhance the entire neighborhood surrounding the Milwaukee Youth Arts Center.

Increase Economic Vitality:

Students completing high school and enrolling in college are more likely to earn more than those individuals not completing high school. The increased graduation rates and college attainment provided by Theater Academy results in increased economic vitality throughout Milwaukee. Additionally, recent studies with employers are showing that they are hiring more based on EQ (Emotional Intelligence) than IQ. Below is a summary of the key findings from a study done to evaluate the outcomes of Theater Academy's impact on emotional intelligence:

The results of the evaluation illustrates that participation in the First Stage Theater Academy has a positive impact on emotional intelligence, particularly among students that need it the most. Comparisons of pre- and post-test scores revealed that roughly two out of three students (61 percent) experienced growth in their overall emotional intelligence scores through participation. On average, students increased their EQ scores by eight points within two to four weeks in the program (on a 160 point scale). This growth is significant, moving them from above "average" to scores nearing the "skilled" emotional intelligence level. In addition, First Stage students had significantly higher emotional intelligence scores than a comparable control group of demographically similar students from the nearby Shorewood school system. At the end of their first year, beginner Academy students' scores are an average of fourteen points higher than their control group peers. Results of the emotional intelligence evaluation also revealed that the Academy brings the most significant gains to students at the lowest end of the EQ spectrum who are most in need of this type of skill-building programming. This group is strongly represented by students of color receiving scholarships to attend the Academy. Overall, the greatest gains were made by beginner students, and Black, Hispanic and Asian students. This reinforces the importance of raising funds to support students' involvement in these programs and verifies First Stage's belief that the Theater Academy program can have the most positive and profound impact on underserved youth.

Improve Quality of Life:

A vibrant arts community has long been associated with a high quality of life. The Theater Academy program in

many instances is the only experience these students will have with the performing arts. Along with scholarships to the Academy, students in the Family Partnership Program are offered free or reduced tickets to First Stage productions, allowing them to experience live theater. Through the Academy, First Stage aims to use arts education programs to help our young people grow and evolve into our community's future leaders, thus enhancing the quality of life in Milwaukee for generations to come.

Other Benefits

Theater Academy promotes the following life skills:

Skill Set	Benefits and Skills
Theater	<p>Fundamentals: creative expression, exploring acting skills, professionalism, preparation Voice: vocals, speaking in verse/dialects, articulation, projection, breathing Music: singing, dancing, choreography, solo work Movement: body awareness, posture, poise, self-presentation Improvisation: quick thinking, getting into character Character development: role-playing, identification and exploration of motivation Scene study: making connections between the characters</p>
Life	<p>Personal Enrichment (internalization): self-confidence, self-discipline, self-respect, self-discovery, self-empowerment, Socialization: empathy, understanding, teamwork, leadership/mentoring, acceptance, mutual respect, trust, understanding Active Application: channeling creativity, passion, focus, good work ethic, resilience, perseverance, bravery, accepting and applying constructive criticism, positive risk-taking, accepting challenges, goal setting and achievement, positive decision-making, following directions</p>
Academic	<p>Thinking: critical thinking, creative thinking, logic, reason, problem solving, understanding of the foundations of learning Subject Matter: reading, comprehension, writing, language, articulation, pronunciation Active Application: poise, presentation (planned and impromptu), public speaking, drama, powers of observation</p>

BUDGET & RESOURCES LEVERAGED

(5 pts. maximum)

Include a proposed budget for your program utilizing the enclosed budget forms.

The budget forms are on pages 24-25.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Budget & Resources leveraged
(5 pts maximum)**

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PART 2: EXPERIENCE
40 POINTS TOTAL

1. AGENCY EXPERIENCE:

(15pts maximum)

Describe your agency's specific experience in providing the service for which funding is requested.

Recognizing the intrinsic educational value of exposing young people to theater, First Stage has offered Theater in Education programs for all 26 years of the company's existence. We are dedicated to using theater to drive and enhance education - creating programs that produce measured results and help students set and meet high standards of academic and personal achievement. Serving over 22,000 students each year in our Education and Academy programming, First Stage is Wisconsin's leader in arts-in-education programming. First Stage exists to provide arts programming for youth with a focus on providing opportunities to low-income City of Milwaukee children. Since the Family Partnership Program's implementation in 2004, scholarship awards for students to attend the Theater Academy have increased from 99 to 535.

First Stage completed an extensive Strategic Planning process which re-affirmed the company's core values, renewed our mission, and developed an even bolder vision for the future of First Stage. During this process, First Stage's identity as a theater organization *and* as an educational organization was discussed and ultimately substantiated – *First Stage is a theater organization that educates*. Recent recognition includes:

- The Kennedy Center for the Performing Arts recently recognized First Stage as one of only a dozen

national organizations seeking to promote art education programs.

- The United Performing Arts Fund awarded First Stage the 2011-2012 Education Award for the third time.
- Northwestern Mutual recognized First Stage as a "Best in Class" organization and the leader in arts-in-education in Milwaukee

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Agency Experience
(15 pts maximum)**

19

2. STAFF EXPERTISE:

(5 pts maximum)

**Describe your agency's specific staff experience in providing the service for which funding is requested.
(Include education, years of experience etc.)**

As a "best in class" organization recognized by Northwestern Mutual and The Kennedy Center for the Performing Arts, First Stage's leadership and key personnel are among the finest actors, teachers and art educators in the nation.

First Stage employs a highly-qualified teaching staff with experience working with youth in a safe and challenging environment. The program is led by Co-Academy Directors Jennifer Adams and Katie Cummings, theater and education experts with a wide-range of teaching experience and credentials. The Academy Directors help coordinate staff and ensure the highest quality of programming. The Academy also employs 75 talented Teaching Artists with education and/or theater degrees to implement the program.

First Stage employs a part-time Community Partnership Coordinator who recruits scholarship students and works with families to ensure successful participation and retention.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Staff Expertise
(5 pts maximum)**

3. FINANCIAL/ORGANIZATIONAL/BOARD & ADMINISTRATIVE STRUCTURE

(5 pts maximum)

Describe all of the following about your agency:

a. Financial structure:

To ensure the future of our organization, First Stage constantly adapts and evolves our theater and arts education programs to adequately address our community's ever-changing needs. Due to our high quality programming, the demand for our nationally acclaimed theater productions and imperative arts integration initiatives continues to increase. For instance, last season overall ticket sales for our productions exceeded its original budget by over 4% and single ticket goal by 10%. In addition, our summer 2013 Academy is currently at 86% capacity (over 4 locations) with over 58 students on a waiting list.

Having recently completed our 26th season, First Stage has a long history of financial stability and program success. For the past 12 seasons, First Stage has ended our fiscal year with a balanced budget and for the past 4 years we have received the United Performing Arts Fund's Management Excellence Award. When excluding ticket subsidies, First Stage's approximately 50/50 balance of contributed and earned income helps First Stage remain a financially stable organization. In addition, First Stage's contributed revenue represents a highly diverse stream of income, helping our organization maintain financial stability despite our community's economic difficulties. Our contributed revenue consists of 28%- United Performing Arts Fund, 22%- Individuals, 26%- Foundations, 11%- Corporations, 9%- Events, 2%- Government and 2% In-Kind. First Stage's ability to budget frugally has also contributed to operating surpluses that have established a board designated fund.

b. Organizational & Administrative structure:

First Stage employs 29 full-time year-round employees, 6 part-time year-round employees and up to 15 seasonal employees. First Stage operates its own costume and scene shops and has fully staffed education, marketing, development, box office and finance departments. The company employs an additional 155 actors, directors, designers, choreographers, and adjunct teachers each season.

c. Board structure:

First Stage is governed by a 23 member Board of Directors. The First Stage Board of Directors' primary responsibilities are fiscal responsibility and governance. In that role, they provide leadership, time, knowledge and resources to help develop and carry out policies to ensure the success, financial viability and positive public presence of First Stage.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Financial/Organizational/
Board & Administrative Structure
(5 pts maximum)**

4. ACCOMPLISHMENTS**(15 pts maximum)****A) Existing Agencies (Currently Funded by CDGA):**

Please summarize your performance during the past two years including stated goals and actual accomplishments realized to date. Accomplishment numbers are subject to verification by CDGA.

NOTE: If you are currently funded and are applying for a new activity for which you are not currently funded, you must provide **THIRD PARTY** documentation of your accomplishments for the new activity for which you are applying. This may include written statements from current funding sources, agency annual reports, etc.

NOTE: A written narrative alone by the applicant does not qualify as documentation of accomplishments.

Failure to provide the required documentation will result in a score of zero for this section.

First Stage received \$20,000 in re-programming dollars for the 2012 Summer Theater Academy. The activity occurred from June 18, 2012-August 10, 2012. During our 2012 Summer Theater Academy, First Stage had 984 students enrolled in our programs. First Stage also awarded 145 scholarships to Academy students.

Evaluation: During the 2011-2012 season and summer 2012 Academy (which was supported by CDBG), First Stage worked with Reinders Research to conduct a comprehensive study of the Theater Academy. Reinders Research drew the following conclusions:

- The Academy helps build skills that directly fill social, behavioral, and performance-based gaps and challenges faced by students (as noted by classroom teachers, parents, and students themselves.)
- Skills that students take away from the Academy remain relevant and represent essential character-building foundations for young people.
- Based on advanced and alumni student evaluations, skills learned in the Academy directly align with 21st Century work skills including: *collaboration, critical thinking, communication, creativity, social skills, and cross cultural skills.*
- The Academy is a safe, nurturing environment that lies in direct contrast to negative aspects of many students' school and neighborhood experiences (e.g. bullying, cliques, isolation, etc.)
- Due to the benefits of long-term participation in the Theater Academy, the retention of financial aid students should be a top priority for First Stage.

The Reinders Research executive summary of this evaluation is enclosed for your review. In addition, the 2011-2012 Annual Report is also enclosed.

B) New Groups (not currently funded by CDGA):

Please summarize your performance during the past two years including stated goals and actual

accomplishments realized to date. New groups must include **THIRD PARTY** documentation verifying the stated accomplishments. This may include written statements from current funding sources, agency annual reports, etc.

NOTE: A written narrative alone by the applicant does not qualify as documentation of accomplishments.

Failure to provide the required documentation will result in a score of zero for this section.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Accomplishments
(15 pts maximum)**

AGENCY BUDGET: EXPENSES

Organization: First Stage

Program Name: 2013/2014 School Year Downtown Academy

Show a proposed budget for the program for which you are applying. Include all committed and pending funds for your program.

CATEGORY	Requested CDBG Funds	Committed Funds (list source)	Pending Funds (list source)
Personnel	25,000	0	0
<i>Tuition Paid</i>	0	0	133,800
<i>Burke Foundation</i>	0	72,450	0
<i>Stackner Foundation</i>	0	2,500	0
<i>Other Contributions</i>	0	0	2,050
Fringe Benefits			
<i>Tuition Paid</i>	0	0	41,900
<i>UPAF</i>	0	13,700	0
<i>Other Contributions</i>	0	0	18,200
Occupancy/Utilities			
<i>Tuition Paid</i>	0	0	49,500
<i>UPAF</i>	0	16,200	0
<i>Other Contributions</i>	0	0	21,500
General Services (training, travel, printing, advertising, memberships)			
<i>Tuition Paid</i>	0	0	19,600
<i>UPAF</i>	0	6,400	0
<i>Other Contributions</i>	0	0	8,500

Supplies (office products, postage, computer and cleaning supplies, etc.)	0	0	4,900
<i>Tuition Paid</i>	0	2,500	0
<i>Stackner Foundation</i>	0	0	1,100
<i>Other Contributions</i>			
Contractual Services (accounting, legal, consulting, insurance)			
<i>Tuition Paid</i>	0	0	6,100
<i>UPAF</i>	0	2,000	0
<i>Other Contributions</i>	0	0	2,600
Equipment(Purchase/Rental)	0	0	0
Other Costs(Describe)			
<i>Tuition Paid</i>	0	0	42,400
<i>UPAF</i>	0	13,900	0
<i>Other Contributions</i>	0	0	18,300
TOTAL COSTS	25,000	129,650	370,450

TOTAL AGENCY BUDGET: REVENUE
(inclusive of all programs operated by your agency)

Organization First Stage

Show a three year history of **actual revenue** received by your agency for the three year period shown. If more space is needed continue with another page.

CATEGORY	2010	2011	2012
Government Grants (list sources)			
A. Wisconsin Arts Board	26,617	26,877	12,320
B. CAMPAC	16,635	15,973	16,144
C. Milwaukee Arts Board	7,000	7,000	7,000
D. National Endowment for the Arts	15,000	0	0
E. City of Milwaukee – CDBG (rec'd \$20K for 2013 year)	0	0	0
Subtotal	65,252	49,850	35,464
Foundation Grants (list sources)			
A. Burke Foundation	240,000	240,000	240,000
B. Bradley Foundation	50,000	110,000	45,000
C. Shubert Foundation	35,000	40,000	50,000
D. Herzfeld Foundation	35,000	38,600	38,025
E. Doolittle Trust	27,600	0	0
F. Mary Nohl Fund	0	0	25,000
G. Eder Foundation	15,000	15,000	20,000
H. Pettit Foundation	10,000	10,000	10,000
I. Betty Brinn Foundation	20,000	10,000	0
J. GMF – Various Funds	32,500	11,000	0
K. Kadish Foundation	10,000	10,000	10,000
L. Helen Bader Foundation	0	10,000	12,500
M. Stackner Foundation	0	5,000	10,000
N. Steigleder Foundation	10,000	0	0
P. Others under \$10,000	22,225	18,000	20,300

Subtotal	507,325	517,600	480,825
Other Revenue (list sources)			
A. United Performing Arts Fund	467,199	452,457	499,051
B. Corporate Giving	189,562	213,620	265,675
C. Individual Giving	295,092	375,648	414,226
D. Special Event Revenue	172,579	152,763	288,327
E. In-Kind Donations	26,724	15,789	72,049
F. Public Ticket Revenue	626,251	618,934	722,068
G. School Group Sales	395,074	371,117	390,939
H. School Group Sales Subsidy (audit entry; offset by equal expense)	723,133	801,807	666,548
I. Theater Academy Revenue (net of Financial Aid)	606,757	711,623	727,972
J. Theater In Education Revenue	102,392	133,425	140,162
K. Other Earned Operating Revenue	87,002	76,260	121,449
The remaining revenues support future years or programs outside of our current year's operational programming. They are listed here to tie to the overall audited revenue.			
L. Non-Operating Endowment Gifts	80,291	11,092	597
M. Non-Operating Endowment Investment Income	12,222	43,660	3,108
N. Temporarily Restricted Gifts for future Years of Operations	(111,733)	389,720	(41,784)
O. Non-Operating Special Event Revenue – <i>completely offset by event expenses</i>	0	0	104,368
P. Temporarily Restricted Gifts for Future Project Campaign	0	0	363,374
Subtotal	3,672,545	4,367,915	4,738,129
TOTAL REVENUE	4,245,122	4,935,365	5,254,418

**Board of Directors Roster for Agencies with Grants Administered
by Community Development Grants Administration**

Organization Name: First Stage

Organization DUNS Number 037649865

Date Completed: 7/18/12

Program Year: 2013-2014

The Slate of Officers of the Board Shall Commence on September 1, 2013 and End on August 31, 2013.

NAME & TITLE	RACE	ADDRESS-INCLUDE CITY, STATE & ZIP	TERM EXPIRATION
NAME: Alec Fraser	White	3524 N Shepard Ave Milwaukee, WI 53211	June 2015 (elected January 2012)
TITLE: Board President			
NAME: Sheila Reynolds	White	12850 Green Meadow Pl Elm Grove, WI 53122	June 2014 (elected Sept 2004)
TITLE: Secretary/Vice President of Governance			
NAME: Bob Arzbaecher	White	17425 Morningview Ct. Brookfield, WI 53045	June 2014 (elected June 2002)
TITLE: Vice President at Large			
NAME: Lauren Pagenkopf	White	4047 N. Larkin St Shorewood, WI 53211	June 2014 (elected June 2006)
TITLE: President Elect			
NAME: Gregory J. Schmeling, M.D.	White	19365 Ashbourne Lane Brookfield, WI 53045	June 2014 (elected June 2007)
TITLE: Vice President of Programming			
NAME: Daniel Jones	White	W73N389 Greystone Dr Cedarburg, WI 53012	June 2014 (elected July 2011)
TITLE: Vice President of Strategic Planning			
NAME: Kristin Severson	White	825 W. Bradley Rd. River Hills, WI 53217	June 2014 (elected June 2002)
TITLE: Vice President of Development			
NAME: Darren Goldstein	White	412 E Birch Ave Milwaukee, WI 53217	June 2014 (elected July 2009)
TITLE: Treasurer			
NAME: Nicole Angresano	White	9414 N Pearlette Ln Brown Deer, WI 53212	June 2014 (elected Sept 2010)
TITLE: Board Member			

NAME: Libby Baranko	White	2805 W Donges Bay Rd Mequon, WI 53092	June 2014 (elected June 2010)
TITLE: Board Member			
NAME: Vincent Ciccolini	Hispanic	1160 Sanctuary Ct Brookfield, WI 53005	June 2015 (elected February 2012)
TITLE: Board Member			
NAME: John Fricker	White	4012 W Canterbury Ct Mequon, WI 53092	June 2014 (elected June 2011)
TITLE: Board Member			
NAME: Carol Gehl	White	6240 N Lake Dr. Milwaukee, WI 53217	June 2014 (elected July 2005)
TITLE: Board Member			
NAME: Karen Guy	White	3058 North Shepard Avenue Milwaukee, WI 53211	June 2015 (elected January 2013)
TITLE: Board Member			
NAME: Luke Kowal	White	2252 W Cullom Ave Chicago, IL 60618	June 2014 (elected July 2009)
TITLE: Board Member			
NAME: Carol Kracht	White	449 E Cedar Ln Mequon, WI 53092	Sept 2013 (elected June 2010)
TITLE: Board Member			
NAME: Ron Kuramoto	Asian	5817 N Lake Drive Whitefish Bay, WI 53217	July 2014 (elected September 2010)
TITLE: Board Member			
NAME: Megan Madsen	White	2015 E Lake Bluff Blvd Milwaukee, WI 53211	June 2015 (elected January 2012)
TITLE: Board Member			
NAME: Deadra Richelle-Purifoy	Black	8152 N Michelle Ct Milwaukee, WI 53224	June 2016 (elected April 2013)
TITLE: Board Member			
NAME: Joan Shafer	White	1122 Stony Meadow Ct Pewaukee, WI 53027	June 2015 (elected April 2012)
TITLE: Board Member			
NAME: Kristin Sheehan	White	9075 N Range Lane Rd Milwaukee, WI 53217	June 2014 (elected Sept 2008)
TITLE: Board Member			
NAME: Amy Taylor Diamond	White	4640 N Lake Drive Whitefish Bay, WI 53217	June 2014 (elected June 2008)
TITLE: Board Member			

NAME: Bridget Viohl	Black	2659 N Lake Drive Milwaukee, WI 53211	June 2014 (elected June 2011)
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NOTE: THIS FORM MUST BE SUBMITTED WHENEVER THERE ARE BOARD CHANGES.