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.

► Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

OMB No 1545-0047

Α	For	the 20	017 calendar year, or tax year beginning	and	ending		
В	Check		C Name of organization Milwaukee Center for I	ndependence		D Employer identif	ication number
	Ad	dress ange	Foundation, Inc.	& -			
	Na ch	ime ange	Doing business as			47-2	334925
. [ret	tial Um	Number and street (or P.O. box if mail is not del	vered to street address)	Room/suite	E Telephone number	
L	Fır ret	urn/	2020 W Wells St			414-	937-2020
; -		min- ed nended	City or town, state or province, country, and	ZIP or foreign postal code		G Gross receipts \$	1579006.
<u> </u>	ret	urn plica-	Milwaukee, WI 53233	J		H(a) Is this a group r	
	tio	n nding	F Name and address of principal officer Bri	uget rassett	7-	for subordinates	
} _. —	Τ		same as C above $X = 501(c)(3) = 501(c)(6)$	1047/a\/1\	0/ 7527	H(b) Are all subordinates i	
			http://www.mcfi.net/MC		01 2 321		a list. (see instructions)
				sociation Other	I Vear	H(c) Group exemption 2.01.4	M State of legal domicile: WI
	art		ummary	SOCIECION CONTRACTOR	TE TOUT	oriorination. 2021	VI Otate of legal dofflienc, VV 2
_	T 4		efly describe the organization's mission or most	significant activities To b	enefit	affiliated	entities
Governance	'	by	communicating mission	and building co	mmunit	y relations	hips.
rna	2		eck this box I if the organization discor				
Š	: з		mber of voting members of the governing body	•		3	9
- U		Nu	mber of independent voting members of the go	verning body (Part VI, line 1b)		4	5
es	5	Tot	al number of individuals employed in calendar y	ear 2017 (Part V, line 2a)		5	0
Activities	6	Tot	al number of volunteers (estimate if necessary)	A TOTAL	3	6	0
Act	7	a Tot	al unrelated business revenue from Part VIII, co	lumn (C), line 22 th	,	7a	0.
<u> </u>	_	b Ne	t unrelated business taxable income from Form	1001	<u> </u>	7b	0.
		_		NOV 2 0 2018	8 Ö	Prior Year 1234999.	Current Year
e e	8		ntributions and grants (Part VIII, line 1h)		181	1234999.	1579006.
Revenue	9		egram service revenue (Part VIII, line 2g)	OCOENT I	TTH	0.	0.
æ			estment income (Part VIII, column (A), lines 3, 4,		<u> </u>	3177.	0.
	11		ner revenue (Part VIII, column (A), lines 5, 6d, 8c		-	1238176.	1579006.
_	13		al revenue - add lines 8 through 11 (must equal ants and similar amounts paid (Part IX, column (667568.	495285.
	14		nefits paid to or for members (Part IX, column (A		<u> </u>	0.	0.
ý			aries, other compensation, employee benefits (F		_	505121.	271506.
Expenses	16		ofessional fundraising fees (Part IX, column (A), li			0.	0.
xpe	-	b Tot	al fundraising expenses (Part IX, column (D), line	e 25) ► <u>2699</u>	34.		
ш	17	7 Oth	ner expenses (Part IX, column (A), lines 11a-11d,	11f-24e)		131257.	75616.
			al expenses. Add lines 13-17 (must equal Part I			1303946.	842407.
	19	Re	venue less expenses. Subtract line 18 from line	12		-65770.	736599.
ls or	اقا				Be	ginning of Current Year	End of Year
SSE	일 20 이 20		al assets (Part X, line 16)		-	772117. 837887.	897795.
Net Assets or	21		al liabilities (Part X, line 26)		-	-65770 .	226966. 670829.
	art	Ne Ne	assets or fund balances. Subtract line 21 from Signature Block	line 20		-03770.	070023.
			s of perjury, I declare that I have examined this return,	Including accompanying schedule	s and statem	ents, and to the hest of m	v knowledge and belief it is
			nd complete. Declaration Depreparer (Amer than office				iy kilowioogo alia ballai, ki la
	-,				<u></u>		
Sig	an n		Signature of office	***************************************		Date	-1 - 100
He			Bridget Fassett, CFO			4/1	5/2018
			Type or print name and title				
		Pr	int/Type preparer's name	Preparer's signature	L	Date Check	PTIN
Pai						self-employ	red
	pare	<u> </u>	m's name 🕨			Firm's EIN	
Us	e Onl	y Fır	m's address 🛌				
_						Phone no.	
			discuss this return with the preparer shown abo				Yes No
732	001 1	1-28-17	LHA For Paperwork Reduction Act Notic	 see the senarate instructu 	ons.		Form 990 (2017)

	Milwaukee Center for Independence	,
	990 (2017) Foundation, Inc.	47-2334925, Page 2
Par	t 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	Turn (Boundation)
	The Milwaukee Center for Independence Foundation,	
	contributes to its affiliated organizations throu	ign fundraising for
	operating and capital needs.	
	Did the second of the second o	tod on the
2	Did the organization undertake any significant program services during the year which were not list prior Form 990 or 990-EZ?	Yes X 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 progra	am services? Yes X No
•	If "Yes," describe these changes on Schedule O	
4	Describe the organization's program service accomplishments for each of its three largest program	n services, as measured by expenses
•	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and alloc	
	revenue, if any, for each program service reported.	· · · · -
4a	(Code) (Expenses \$ 495285. Including grants of \$ 49528	34 •) (Revenue \$)
	The Foundation is responsible to help grow and su	
	organizations financially, and to communicate the	e agency's mission
	through supportive relationships with donors, fou	
	corporations, and organizing and motivating group	
	community influencers, and other stakeholders to	nelp achieve agency
	goals.	
		
4b	(Code) (Expenses \$ including grants of \$) (Revenue \$
		
		
4c	(Code) (Expenses \$ including grants of \$) (Revenue \$
	<u> </u>	
		

4d Other program services (Describe in Schedule O)

(Expenses \$ 4e Total program service expenses

including grants of \$

Form **990** (2017)

Milwaukee Center for Independence Foundation, Inc.

Form 990 (2017)

Part IV Checklist of Required Schedules

as applicable. a Did the organization report an amount for land, buildings, and equipment in Part X, line 10° // "Yes," complete Schedule D, Part V/ 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° // "Yes," complete Schedule D, Part V/I 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° // "Yes," complete Schedule D, Part V/I d Did the organization report an amount for other assets in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16° // "Yes," complete Schedule D, Part I/I e Did the organization report an amount for other liabilities in Part X, line 25° // "Yes," complete Schedule D, Part X f Did the organization report an amount for other liabilities in Part X, line 25° // "Yes," complete Schedule D, Part X 11d				Yes	No
2 Is the organization reagage in direct or indirect political campagn activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I 5 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? If "Yes," complete Schedule C, Part II 5 Is the organization associan 501(c)(4), 501(c)(5), or 501(c)(6), or 501(c	1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
3 Dd the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part II 4 Section 501(c)[3) organizations. Dot the organization engage in lobbying activities, or have a section 501(n) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II 5 Is the organization a section 501(n)(e)], 501(c)(6), 501(c)(6)		If "Yes," complete Schedule A	1		
public office? If "Yes," complete Schedule C, Part I Section 501(s)(s) organizations. Dot the organization engage in lobbying activities, or have a section 501(s) election in effect during the tax year? If "Yes," complete Schedule C, Part II Is the organization a section 501(s)(s), 501(s)(s), or 501(s)(s) organization that receives membership dues, assessments, or similar amounts as defined in Memoral Procedure B-193P If "Yes," complete Schedule C, Part III Did the organization maintain any donor advised funds or any similar funds or accounts for which denors have the right to provide advise on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part II Did the organization maintain any donor advised funds or any similar funds or accounts? If "Yes," complete Schedule D, Part II Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 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, redit repair, or debt negotiation services? If "Yes," complete Schedule D, Part II Did the organization report an amount for lead, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V Did the organization report an amount for lead, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI Did the organization report an amount for lead, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI Did the organization report an amount for lead, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part XI Did the organization report an amount for lead, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part XI Did the organization report an amount for lead seases in Part X, line 15 that is 5% or more of its total assets report	2	Is the organization required to complete Schedule B, Schedule of Contributors	2	<u> </u>	
duming the tax year? If "Yes," complete Schedule C, Part II 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 98-18? If "Yes," complete Schedule C, Part III 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 for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts for which donors have the right to the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part IV 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 negoliation services? If "Yes," complete Schedule D, Part IV Did the organization services or quisiend evidence in Part X, line 19 if "Yes," complete Schedule D, Part IV If the organization is answer to any of the following questions is "Yes," then complete Schedule D, Part IVI Did the organization report an amount for investments - other securities in Part X, line 19 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IVI 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? If "Yes," complete Schedule D, Part X III Did the organization report an amount for other assets in Part X, line 15 th	3		3		Х
5 Is the organization a section \$01(c)(4), 501(c)(5), or \$01(c)(6) organization that receives membership dues, assessments, or smilar amounts as defined in Revenue-Procedure 99:197 If "Yes," complete Schedule C, Part III 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? If "Yes," complete Schedule D, Part II 7 Old the organization received in hold a conservation easement, including assements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 8 Did the enginazation report an amount in Part X, line 21, for escrow or custodial account lability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 9 Did the organization and itself in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part V 10 Did the organization services? If "Yes," complete Schedule D, Part V 11 If the organization or sweer to any of the following questions is "Yes," then complete Schedule D, Part V 12 If the organization report an amount for investments is other securities in Part X, line 10? If "Yes," complete Schedule D, Part VI 12 Did the organization report an amount for investments is program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 15? If "Yes," complete Schedule D, Part VI 13 Did the organization report an amount for other assets in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 15? If "Yes," complete Schedule D, Part X II 14 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 15? If "Yes," complete Schedule D, Part X II 1	4				
smilar amounts as defined in Revenue Procedure 84.97 ("ves," complete Schedule C, Part III 5 Did the organization maintain any donor advised funds or any smilar funds or accounts or which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 7 X X 1 Did the organization report an amount in Part X, line 21, for escrow or custodial account hability, serve as a custodian for amounts not listed in Part X, or provide receit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 1 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quase-redowments? If "Yes," complete Schedule D, Part V 1 1 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Part V I 1 Did the organization report an amount for land, buildings, and equipment in Part X, line 107 If "Yes," complete Schedule D, Part V I 1 Did the organization report an amount for investments - organizer related in Part X, line 157 If "Yes," complete Schedule D, Part V I 1 Did the organization report an amount for or investments - program related in Part X, line 158 If "Yes," complete Schedule D, Part V I 1 Did the organization report an amount for other assets in Part X, line 159 If "Yes," complete Schedule D, Part X I I Did the organization report an amount for other assets in Part X, line 159 If "Yes," complete Schedule D, Part X I I Did the organization report an amount for other assets in Part X, line 159 If "Yes," complete Schedule D, Part X I I Did the organization report an amount for other assets in Part X, line 159 If "Yes," complete Schedule D, Part X I I Did the organiza	_		4		Х
bid the organization maintain any donor advised funds or any similar funds or accounts 2 if "Yes," complete Schedule D, Part I Did the organization receive or hold a conservation easiement, including easiements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II Solt the organization report an amount in the Part X, Ine 21 for escribing and the organization report an amount in Part X, line 21, for escribing debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV Did the organization report an amount for an accounts of the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI Did the organization report an amount for inad, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI Did the organization report an amount for westments or schedule D, Part VI Did the organization report an amount for westments or schedule D, Part VI Did the organization report an amount for westments or schedule D, Part VI Did the organization report an amount for westments or schedule D, Part VI Did the organization report an amount for westments or schedule D, Part VII Did the organization report an amount for westments or westments or the tax year of the schedule D, Part X Did the organization report an amount for other liabilities in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X 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? If "Yes," complete Schedule D, Part X 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? If "Yes," complete Schedule D, Part X Did the organization report an amount for other liabilities in Part X, line 15 that is 5% or more of its total assets	5		_		x
provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part II 7	6	·	٣		
the environment, histonic land areas, or histonic structures? If "Yes," complete Schedule D, Part III Did the organization maintain collections of works of art, histonical treasures, or other similar assets? If "Yes," complete Schedule D, Part III Did the organization report an amount in Part X, line 21, for escrivo 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? If "Yes," complete Schedule D, Part IV Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quase-redowments? If "Yes," complete Schedule D, Part V If the organization report an amount for investments of the securities in Part X, line 10? If "Yes," complete Schedule D, Part VI Did the organization report an amount for investments or program related in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII Did the organization report an amount for other assets in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 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? If "Yes," complete Schedule D, Part IX 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? If "Yes," complete Schedule D, Part IX Did the organization included in consolidated financial statements for the tax year include a footnote that addresses the organization is lability for uncertain tax positions under FIN 46 (Schedule D, Part X) III Did the organization aschool described in section 170(b)(1)(A)(b)? If "Yes," complete Schedule D, Part X Did the organization aschool described in section 170(b)(1)(A)(b)? If "Yes," complete Schedule D, Part X III			6_		X
B Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 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? If "Yes," complete Schedule D, Part IV Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V in the organization is answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, XI, or X as aspliciable. Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VII but 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? If "Yes," complete Schedule D, Part VII but the organization report an amount for investments - organize related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII but the organization report an amount for investments for the tax year include a footnote that addresses the organization or storage that a part is a part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X in the organization report an amount for other liabilities in Part X, line 15? If "Yes," complete Schedule D, Part X in the organization report an amount for other labilities in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X in and XII is the organization obtain separate or consolidated financial statements for the tax year? If "Yes," complete Schedule D, Part X in and XII is the o	7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
Schedule D, Part III 1 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? If "Yes," complete Schedule D, Part IV 10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 11 If the organization sanswer to any of the following questions is "Yes," then complete Schedule D, Part VI, IVI, VIII, IVI, or X as applicable. a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI b Did the organization report an amount for investments - other securities in Part X, line 10? If "Yes," complete Schedule D, Part VII c Did the organization report an amount for investments - other securities in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII c 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? If "Yes," complete Schedule D, Part X III d Did the organization report an amount for other habilities in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part X III b Us the organization obtain separate or consolidated financial statements for the tax year? If "Yes," complete Schedule D, Part X III b Was the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X III b Was the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X III b Was the organization shability for uncertain tax sctool 170(b)(i)(i)(i) 11 'Yes," complete Schedule D, Part X I		the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable. a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI b Did the organization report an amount for investments - other securities in Part X, line 10? If "Yes," complete Schedule D, Part VII d 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? If "Yes," complete Schedule D, Part VIII d Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X III Did the organization is separate or consolidated financial statements for the tax year include a footnote that addresses the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X III X 12a	8		8		Х
If 'Yes," complete Schedule D, Part IV 10 11 12 12 10 12 13 14 15 15 15 15 15 15 15	9				
Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V I If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, VIII, VII, VIII, VIII, VIX, or X as applicable. a Did the organization report an amount for land, buildings, and equipment in Part X, line 10° If "Yes," complete Schedule D, Part VII I Did the organization report an amount for investments - other securities in Part X, line 12° It as 5% or more of its total assets reported in Part X, line 16° If "Yes," complete Schedule D, Part VII I Did the organization report an amount for other assets in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16° If "Yes," complete Schedule D, Part VII I 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° If "Yes," complete Schedule D, Part X III III X III II					
endowments, or quasrendowments? If "Yes," complete Schedule D, Part V 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? If "Yes," complete Schedule D, Part VI 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? If "Yes," complete Schedule D, Part VII 11b X 11c X 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? If "Yes," complete Schedule D, Part VII 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? If "Yes," complete Schedule D, Part X II Did the organization report an amount for other lassifies in Part X, line 25? If "Yes," complete Schedule D, Part X 11d			9		<u> </u>
as applicable. a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? // "Yes," complete Schedule D, Part VI b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assests reported in Part X, line 16? // "Yes," complete Schedule D, Part VII c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assests reported in Part X, line 16? // "Yes," complete Schedule D, Part VIII d Did the organization report an amount for other labilities in Part X, line 15 that is 5% or more of its total assests reported in Part X, line 16? // "Yes," complete Schedule D, Part VIII d Did the organization report an amount for other labilities in Part X, line 25? // "Yes," complete Schedule D, Part X f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization is lability for uncertain tax positions under FIN 48 (ASC 740)? // "Yes," complete Schedule D, Part X 110 b Was the organization included in consolidated, independent audited financial statements for the tax year? // // "Yes," complete Schedule D, Parts X in and X in soptional is the organization included in consolidated, independent audited financial statements for the tax year? // // "Yes," complete Schedule D, Parts X in and X in soptional is the organization included in consolidated, independent audited financial statements for the tax year? // // "Yes," complete Schedule D, Parts X in and X in soptional is the organization included in consolidated, independent audited financial statements for the tax year? // // "Yes," complete Schedule D, Parts X in and X in soptional is the organization included in consolidated, independent audited financial statements for the tax year? // // "Yes," complete Schedule D, Parts X in and X in soptional is the organization manularian an office, employees, or agents outside of the Unit	10		10		х
Part VI 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? If "Yes," complete Schedule D, Part VII 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? If "Yes," complete Schedule D, Part VIII 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? If "Yes," complete Schedule D, Part IX e Did the organization report an amount for other labilities in Part X, line 25? If "Yes," complete Schedule D, Part X f Did the organization is separate or consolidated financial statements for the tax year include a footinote that addresses the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X and XII b Did the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization asswered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional Is the organization aschool described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 133	11				
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? If "Yes," complete Schedule D, Part VII 11b X 11b X 11b X 11b X 11c 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? If "Yes," complete Schedule D, Part VIII 11c X 11c 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? If "Yes," complete Schedule D, Part IX 11d X	а		11a		Х
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? If "Yes," complete Schedule D, Part VIII 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? If "Yes," complete Schedule D, Part X	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? If "Yes," complete Schedule D, Part VIII 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? If "Yes," complete Schedule D, Part IX e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 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)? If "Yes," complete Schedule D, Part X 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 12a X 13 Is the organization answered "No" to line 12a, then completes Schedule E 14 Did the organization maintain an office, employees, or agents outside of the United States? 15 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? If "Yes," complete Schedule F, Parts I and IV 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 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? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part III 19		assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		<u> </u>
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? If "Yes," complete Schedule D, Part IX e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X and XII b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization asknool described in section 170(b)(1)(A)(iii)? If "Yes," complete Schedule D, Parts X and XII is optional 1s the organization a school described in section 170(b)(1)(A)(iii)? If "Yes," complete Schedule E 1d 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? If "Yes," complete Schedule F, Parts I and IV 1d 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? If "Yes," complete Schedule F, Parts III and IV 1d Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 1d the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines a contribution on Part VIII, lines a complete Schedule G, Part II 1d Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines a complete Schedule G, Part III 1d Di	С	en e	i		7.7
Part X, line 16? If "Yes," complete Schedule D, Part IX Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 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)? If "Yes," complete Schedule D, Part X Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization asknool described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule D, Parts XI and XII is optional 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 14a 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? If "Yes," complete Schedule F, Parts I and IV 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? If "Yes," complete Schedule F, Parts III and IV 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? If "Yes," complete Schedule F, Parts III and IV 17 Did the organization report more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, lines 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, l			11c		<u>X</u>
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)? If "Yes," complete Schedule D, Part X Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Part X II and XII b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E Did the organization as chool described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 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? If "Yes," complete Schedule F, Parts I and IV 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? If "Yes," complete Schedule F, Parts III and IV If Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines to and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines and a part of the part III is part III in the part III in the part III in the part III is part III in the part III in the part III in the part III is part III in the part II		Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		
the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 112a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 12a X 12a X 12a X 12a X 12a X 12b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 14a Did the organization maintain an office, employees, or agents outside of the United States? 15b 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? If "Yes," complete Schedule F, Parts I and IV 15D Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for origin individuals? If "Yes," complete Schedule F, Parts II and IV 15D 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? If "Yes," complete Schedule G, Part II 15D Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 18 X 16D Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 15D Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 17D Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III			11e		<u> </u>
Schedule D, Parts XI and XII b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a X 15 Did the organization maintain an office, employees, or agents outside of the United States? 15 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? If "Yes," complete Schedule F, Parts I and IV 16 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 report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 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? If "Yes," complete Schedule G, Part I 17 X 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 12 and 8a? If "Yes," complete Schedule G, Part II 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	f		11f_	x	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a X Did the organization maintain an office, employees, or agents outside of the United States? 14a X 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? If "Yes," complete Schedule F, Parts I and IV 14b X 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? If "Yes," complete Schedule F, Parts II and IV 15 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? If "Yes," complete Schedule F, Parts III and IV 16 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? If "Yes," complete Schedule G, Part I 17 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 12 and 8a? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	12a		40.		v
If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? 14a 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? If "Yes," complete Schedule F, Parts I and IV 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? If "Yes," complete Schedule F, Parts II and IV 15 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? If "Yes," complete Schedule F, Parts III and IV 16 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? If "Yes," complete Schedule G, Part I 17 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1 and 8a? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	h	·	128		
Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? 14a 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? If "Yes," complete Schedule F, Parts I and IV 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? If "Yes," complete Schedule F, Parts II and IV 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for any foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 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? If "Yes," complete Schedule G, Part I 17 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 12 and 8a? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 X	U		12h		X
14a Did the organization maintain an office, employees, or agents outside of the United States? 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? If "Yes," complete Schedule F, Parts I and IV 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 report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 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? If "Yes," complete Schedule G, Part I 17 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 12 and 8a? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	13			$\neg \neg$	
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? If "Yes," complete Schedule F, Parts I and IV 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 report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 16 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? If "Yes," complete Schedule G, Part I 17 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 X			\vdash		
or more? If "Yes," complete Schedule F, Parts I and IV 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? If "Yes," complete Schedule F, Parts II and IV 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? If "Yes," complete Schedule F, Parts III and IV 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? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III X					
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? If "Yes," complete Schedule F, Parts II and IV 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? If "Yes," complete Schedule F, Parts III and IV 16 X 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? If "Yes," complete Schedule G, Part I 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 X		investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
foreign organization? If "Yes," complete Schedule F, Parts II and IV 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? If "Yes," complete Schedule F, Parts III and IV 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? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III Y Line Sala III Line Sala IIII Line Sala III Line Sala II Line		or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
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? If "Yes," complete Schedule F, Parts III and IV 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? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 18	15		;		v
or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 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? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III X		• •	15		<u> </u>
column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 17 X X X 18 X 18 X 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 X	16		16		<u>x</u>
Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 X	17	·]		
1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 18 X 18 X			17		<u> </u>
Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 19 X	18		,,		v
complete Schedule G, Part III	10		18		
	.5		19		X
				990 (

09321115 151559 FNDN

Form 990 (2017) Foundation, Inc.

Part IV Checklist of Required Schedules (continued)

			Yes	NO
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or		1	
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	X	
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 27 If "Yes," complete Schedule I, Parts I and III	22		<u> </u>
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? If "Yes," complete			
	Schedule J	23	Х	
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? If "Yes," answer lines 24b through 24d and complete			
	Schedule K If "No", go to line 25a	24a		<u>X</u>
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b_		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
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? If "Yes," complete Schedule L, Part I	25a		<u> </u>
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? If "Yes," complete			
	Schedule L, Part I	25b		<u> </u>
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? If "Yes,"			
	complete Schedule L, Part II	26_		X
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			v
	of any of these persons? If "Yes," complete Schedule L, Part III	27		<u> </u>
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)	00-		X
	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		X
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer,	28b		
C	director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		х
20	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
29 30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation	-23		
55	contributions? If "Yes," complete Schedule M	30		х
31	Did the organization liquidate, terminate, or dissolve and cease operations?			
- '	If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
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? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34	X	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
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)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
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? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?		7.7	
	Note. All Form 990 filers are required to complete Schedule O	_38_	X	(004=
		Form	330	(2017)

	990 (2017) FOUNDACTON, THE. 47-253	1743	<u> </u>	age S
Pa	t 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		_	┞┙
		·—	Yes	No
	Enter the Harrise reported in Box 6 of Form 1656 Enter 6 in Not applicable			1
b	Little the humber of Forms w 20 included in line 12 Little 10 in not applicable	4	ĺ	ĺ.
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
_	(gambling) winnings to prize winners?	1c		├ ─
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	,		
		~~~~	- ·	
D	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	<del>  -</del>	-
ο-	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			x.
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		<del>  ^</del>
	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O	3b		├-
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a	1.		х
_	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	<del>                                     </del>	
D	If "Yes," enter the name of the foreign country		1	
<b>5</b> -	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			X
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5a 5b		X
		5c	<u> </u>	
	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?  Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit	130	$\vdash$	
Oa	any contributions that were not tax deductible as charitable contributions?	6a	Į	X
h	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts	Oa		
~	were not tax deductible?	6b	1	
7	Organizations that may receive deductible contributions under section 170(c).		_	$\vdash$
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	<b> </b> -	x
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	<del>                                     </del>	
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required			
	to file Form 8282?	7c		Х
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
	sponsoring organization have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			_
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		<u> </u>
10	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12	4		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	1		
11	Section 501(c)(12) organizations. Enter	ł		İ
а	Gross income from members or shareholders	4		
b	Gross income from other sources (Do not net amounts due or paid to other sources against			
	amounts due or received from them)			
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	<b>├</b>	<b>├</b>
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	1		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	<u> </u>		<u> </u>
а	Is the organization licensed to issue qualified health plans in more than one state?	13a	-	⊢—
	Note. See the instructions for additional information the organization must report on Schedule O.	1		]
b	Enter the amount of reserves the organization is required to maintain by the states in which the			
	organization is licensed to issue qualified health plans	1		
	Enter the amount of reserves on hand	44-	<del>                                     </del>	x
	Did the organization receive any payments for indoor tanning services during the tax year?  If "You " has at filed a Form 700 to report these payments 0./f "Ale " provide an explanation in Schooling O.	14a	<del>                                     </del>	<del> ^</del>
D	If "Yes." has it filed a Form 720 to report these payments? If "No." provide an explanation in Schedule O	14b	i	r

Form **990** (2017)

Foundation, Inc. Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions X Check if Schedule O contains a response or note to any line in this Part VI

1a Enter the number of voting members of the governing body at the end of the tax year  If there are malerial differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule 0.  b Enter the number of voting members included in line 1a, above, who are independent  2 Dod any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employees to a management company or other person?  2 Dot the organization obscories aware during the year of a significant diversion of the organization second services of the organization become aware during the year of a significant diversion of the organization second services of the organization become aware during the year of a significant diversion of the organization have members, stockholders?  5 Dot the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?  5 A rea any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  5 Dot the organization contemporation of the persons who had the power to elect or appoint one or more members of the governing body?  6 Dot the organization contemporations of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  7 The governing body?  8 Dot the organization contemporations of the persons who had the power to elect or appoint one or more members of the governing body?  8 De Each committee with authority to act on behalf of the governing body?  9 Each committee with authority to act on behalf of the governing body?  10 Each committee with authority to act on behalf of the governin	g	ly and Management									
If there are material differences in voting rights among members of the governing body, or if the governing body delapidat broad authority to an executive committee or smilar committee, explain in Schedule 0.  b Effect the number of voting members included in his 1a, above, who are independent  2 Did any officer, director, trustee, or key employees have a family relationship or a business relationship with any other officer, director, trustee, or key employees as a family relationship or a business relationship with any other officer, director, trustee, or key employees 10 a management company or other person?  3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, director, increase, or key employees 10 a management company or other person?  4 Did the organization become aware during the year of a significant diversion of the organization's assets?  5 Did the organization have members or stockholders?  6 Did the organization have members or stockholders?  7 Did the organization have members or stockholders?  7 Did the organization have members or stockholders?  8 Did the organization have members or stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?  9 Did the organization ontermip body?  10 Did the organization ontermip body?  11 Did the organization ontermip body?  12 Did the organization ontermip body?  13 The governing body?  14 Did the organization ontermip body become the members of the governing body?  15 Each committee with authority to act on behalf of the governing body?  16 Did the organization have local chapters, branches, or affikates?  17 Did the organization have local chapters, branches, or affikates?  18 Did the organization have local chapters, branches, or affikates?  19 Did the organization have a written becomes an organization of the well have been been been been been been been be		-						Yes	No		
be firster the number of voting members included in line 1a, above, who are independent  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 have a family relationship or a business relationship with any other officer, directors, criticates, or key employees or a management duries customanly performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?  Did the organization become aware during the year of a significant diversion of the organization's assets?  Did the organization have members of stockholders?  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?  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?  Did the organization that the governing body?  Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  The governing body?  Did the organization that authority to act on behalf of the governing body?  Did the organization that authority to act on behalf of the governing body?  Did the organization that authority to act on behalf of the governing body?  Did the organization that authority to act on behalf of the governing body?  Did the organization that authority to act on behalf of the governing body?  Did the organization that authority to act on behalf of the governing body?  Did the organization have local chapters, branchas, or affikates?  Did the organization have local chapters, branchas, or affikates?  Did the organization have local chapters, branchas, or affikates?  Did the organization have written policies and procedure governing the activities of its governing body before filing the form?  Did the organization have awritten official to a for	v	nembers of the governing body at the end of the tax	year	1a		9			į		
b Enter the number of voting members included in line 1a, above, who are independent  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 thave a family relationship or a business relationship with any other officer, director, trustee, or key employees to a management company or other person?  3 Did the organization delegate control over management duties customanily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?  4 Did the organization make any significant changes to its governing documents since the prior Form 950 was filed?  5 Did the organization have members or stockholders?  6 Did the organization have members or stockholders?  7 Did the organization have members, stockholders, or other persons who had the power to elect or approint one or more members of the governing body?  8 Did the organization have members, stockholders, or other persons who had the power to elect or approint one or more members of the governing body?  8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  9 Is the overning body?  9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization make in a properties of the power of the properties of the power of the properties of the governing body?  9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization have forced the names and addresses an Schedule O  9 Section B. Policies (This Section B requests information about polices not required by the Internal Revenue Code)  10a Did the organization have forced the names and addresses an Schedule O  10b The officers, directors, or trustees, and key employee stegured to desidese annually interests hat could give rest t	er	in voting rights among members of the governing body, or	ıf the governing		ı			1 1	ŧ		
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?  Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or frustees, or key employees to a management company or other person?  Did the organization become aware during the year of a significant diversion of the organization's assets?  Did the organization have members, stockholders?  Did the organization have members or stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?  Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  But the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  The governing body?  But the organization environment of the governing body?  Section B. Policies (This Section & Horgins and Butter)  Did the organization than the power of the complex better of the proving body?  Did the organization environment of the governing body?  But the organization environment of the governing body?  Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  Did the organization have local chapters, branches, or affikates?  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 reserve from 950.  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?  Did the organization have a written conflict of interest policy? If "No." got of the governation to a written of the process, i	ul	to an executive committee or similar committee, explain in S	Schedule O.		ı				ŧ		
and incer, director, trustee, or key employee?  Did the organization delegate control over management duties customanily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?  Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?  4	v	nembers included in line 1a, above, who are indeper	ndent	1b	1	5			}		
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or fusites, or key employees to a management company or other person?  4 Did the organization become aware during the year of a significant diversion of the organization's assets?  5 Did the organization become aware during the year of a significant diversion of the organization's assets?  6 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?  5 Are any operance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  5 Are any operance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  6 Each committee with authority to act on behalf of the governing body?  8 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 Viss." provide the names and addresses in Schedule O  Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  1b If Yies," 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 have a written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization by both procedures governing body before filling the form?  15 Discision in Schedule O the process, if any, used by the organization to review this Form 990.  12a Did the organization have a written orflict of interest policy? If Yis, go to line 13  13 Were offi	tc	stee, or key employee have a family relationship or a	business relationship	p with	n a	ny other					
d officers, directors, or trustees, or key employees to a management company or other person?  4 Did the organization make any significant changes to its governing documents since the pnor Form 990 was filed?  5 Did the organization have members or stockholders?  5 Did the organization have members or stockholders?  5 Did the organization have members or stockholders?  6 Did the organization have members or stockholders?  7 Did the organization have members or stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?  5 Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  8 The governing body?  8 Leach committee with authority to act on behalf of the governing body?  9 Is there any officer, director, trustee, or key employee lated in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," proude the names and addresses in Schedule O  8 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  8 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?  10a Did the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  11b Bas the organization nave a written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization in year with series of the organization nave a written policies of the form of the following procedure requiring body before filing the form?  11a Has the organization provided a complete copy of this Form 990	te	key employee?					2		Х		
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 5 Did the organization become aware during the year of a significant diversion of the organization's assets? 6 Did the organization have members of the soverning body? 7 Did the organization have members of the overning body? 7 Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization ormetime with authority to act on behalf of the governing body? 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's making address? If "Yes," provide the names and addresses in Schedule O 9 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates? 10 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? 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? 10b If Yes, "did the organization have a 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? 10b If Yes, "did the organization have a written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization of severning branches of the govern	d	e control over management duties customarily perfo	rmed by or under th	e dıre	ect	supervision					
5 Did the organization become aware during the year of a significant diversion of the organization's assets?  6 Did the organization have members or stockholders?  7 Did the organization have members or stockholders?  8 Did the organization have members of the observed to for subject to approval byl members, stockholders, or persons other than the governing body?  8 Are any governance decisions of the organization reserved to (or subject to approval byl members, stockholders, or persons other than the governing body?  8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  8 The governing body?  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  9 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  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?  10b If a last the organization have a written opticies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?  10b If were officers, directors, or frustees, and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization is exempt purposes?  10c Did the organization have a written operations are consistent with the organization or evel with Form 990.  11a Has the organization have a written operation of the organization or evel with Form 990.  11b Procession of the organization have a written operation of the following persons include a review	О	tees, or key employees to a management company o	or other person?				3_	Х			
6 Did the organization have members or stockholders?  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?  b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  b Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  a The governing body?  b Each committee with authority to act on behalf of the governing body?  b Each committee with authority to act on behalf of the governing body?  b Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization is making address? If "Yes," provide the names and addresses in Schedule O  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  b 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?  10b. Has the organization have written conflict of interest policy? If "No," go to line 13  b Were officers, directors, or Insistes, and key employees required to disclose annually interests that could give rise to conflicts?  12b. Were officers, directors, or Insistes, and key employees required to disclose annually interests that could give rise to conflicts?  12c Did the organization near written document retention and destruction policy?  13d. Did the organization have a written document retention and efforce compliance with the policy? If "Yes," describe in Schedule O how this was done  13c Did the organization have a written document retention and destruction policy?  15d The organization seeds by Executive Direction, or top management official  15d	m	ny significant changes to its governing documents si	ince the prior Form 9	990 w	/as	filed?	4		X		
Ta 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?  A rea my governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  B Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  a The governing body?  B Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  a The governing body?  B Section A who cannot be reached at the organization's making address? If "Yes," provide the rames and addresses in Schedule O  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  9  Section B. Policies (The Section B requests information about policies not required by the Internal Revenue Code)  10a by the organization have written conflict of interest policy?  11b A state organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  12a by the organization have a written conflict of interest policy? If "No.," go to line 13  by the organization have a written conflict of interest policy? If "No.," go to line 13  by the organization have a written conflict of interest policy?  12b Off the organization have a written whistl	b	e aware during the year of a significant diversion of the	he organization's ass	sets?			_5_		X		
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  a The governing body?  b Each committee with authority to act on behalf of the governing body?  ls 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  Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  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 is every purposes?  10b Describe in Schedule O the process, if any, used by the organization to review this Form 990.  11a Has the organization have a written written policies from 990 to all immembers of its governing body before filing the form?  b Describe in Schedule O the process, if any, used by the organization to review this Form 990.  11a West efficies, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  c Did the organization have a written whistleblower policy?  11b West efficies, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  12b Did the organization have a written whistleblower policy?  13c Did the organization follow this was done  15d Did the organization have a written whistleblower policy?  15d Did the organization have a written whistleblower policy?  16a Did the organization have a written whistleblower policy?  17b Did the process for determination of the following persons include a review a	h	embers or stockholders?					6_	Х			
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  3 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  a The governing body?  b Each committee with authority to act on behalf of the governing body?  b Each committee with authority to act on behalf of the governing body?  b Each committee with authority to act on behalf of the governing body?  b Section B. Policies (Tinis Section B requests information about policies not required by the Internal Revenue Code)  Section B. Policies (Tinis Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  b 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 imembers of its governing body before filing the form?  12b Describe in Schedule O floe process, if any, used by the organization to review this Form 990.  12c Did the organization have a written conflict of interest policy? If "No," go to line 13  12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  12c Did the organization have a written whistleblower policy?  13 Did the organization have a written whistleblower policy?  14 Did the organization have a written whistleblower policy?  15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantation of the deliberation and decision?  15 Did the organization is cept a written whistleblower policy?  16 Did the organization is cept and a written policy or	h	embers, stockholders, or other persons who had the	power to elect or a	ppoint	it c	one or		x			
persons other than the governing body?  8 Dut the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  8 The governing body?  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  9 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  10ff "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?  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  12b Were officers, directors, or trustees, and key employees required to disclose annually interests hat could give rise to conflicts?  12c Did the organization have a written whistleblower policy?  13 Did the organization have a written whistleblower policy?  14 Did the organization have a written document retention and destruction policy?  15 Did the organization have a written document retention and destruction policy?  16 Did the organization invest in, contribute assets to, or participate in a joint venture arrangement with a taxable entity during the organization in the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?  15b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under	more members of the governing body?										
But the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  a The governing body?  b Each committee with authority to act on behalf of the governing body?  g 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  Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  b 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?  12b Describe in Schedule O the process, if any, used by the organization to review this Form 990.  12c Did the organization have a written conflict of interest policy? If "No," go to line 13  b Were afficers, directors, or frustees, and key employees required to disclose annually interests that could give rise to conflicts?  c Did the organization have a written whistebolower policy?  13 Did the organization have a written whistebolower policy?  14 Did the organization have a written whistebolower policy?  15 Did the organization have a written whistebolower policy?  16 Did the organization have a written organization of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?  15 Did the organization invest in, continute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  16 Diff "Yes," did the organization invest in, continute assets to, or participate in a joint venture or similar arrangement	<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or										
a The governing body? b Each committee with authority to act on behalf of the governing body? 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  Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates? 10a bid "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? 11a b 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 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b c Did the organization have a written whistleblower policy? 13 Did the organization have a written whistleblower policy? 14b 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? 15b Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 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? 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? 16b Section C. Disclosure 17 List the states with which a copy of this Fo							7b	X			
b Each committee with authority to act on behalf of the governing body?  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  Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  b 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?  10b Tale that the organization provided a complete copy of this Form 990 to all members of its governing body before filling the form?  11b Describe in Schedule O the process, if any, used by the organization to review this Form 990.  12c Did the organization have a written conflict of interest policy? If "No." go to line 13  12a b Were officers, directors, or trustees, and key employees required disclose annually interests that could give rise to conflicts?  12b Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c Did the organization have a written whistleblower policy?  13d Did the organization have a written whistleblower policy?  14 Did the organization have a written whistleblower policy?  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?  15 The organization in the process in Schedule O (see instructions).  16a 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	nt	aneously document the meetings held or written actions un	dertaken during the yea	ar by tl	he	following:					
st 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  Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  b 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?  10a  11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filling the form?  b 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  b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  12b Ud the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c  13 Did the organization have a written document retention and destruction policy?  14 Did the organization have a written document retention and destruction policy?  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?  15a  16b Other officers or key employees of the organization  16f "Yes," do file the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  16a  17b 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								X			
Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)  10a Did the organization have local chapters, branches, or affiliates?  b 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?  b 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  b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c.  13 Did the organization have a written whistleblower policy?  14 Did the organization have a written whistleblower policy?  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  b Other officers or key employees of the organization  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?  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?  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?  16a D							8b	Х			
10a Did the organization have local chapters, branches, or affiliates?  b 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?  11b Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  b 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  b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflict?  12b Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c Did the organization have a written whistleblower policy?  13 Did the organization have a written document retention and destruction policy?  14 Did the organization have a written document retention and destruction policy?  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?  15a The organization in respect to every process in Schedule O (see instructions).  16b Other officers or key employees of the organization  16c If "Yes," did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  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?  16a 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				ached	l at	t the		_	77		
10a Did the organization have local chapters, branches, or affiliates? b 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? 10b 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b 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 b Were officers, directors, or frustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b Urit the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done 12c 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written whistleblower policy? 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? 15 Did the organization ECE, Executive Director, or for panagement official 15 Did the officers or key employees of the organization 15 If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions). 15b If "Yes," did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16 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? 16 Di Section C. Disclosure 17 List the states with which a copy of this Form 990 is required to be filed Imagements of the process o							9		Х		
10a bit the organization have local chapters, branches, or affiliates?  b 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?  12b Describe in Schedule O the process, if any, used by the organization to review this Form 990.  12c Did the organization have a written conflict of interest policy? If "No," go to line 13  12d bit the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c Did the organization have a written document retention and destruction policy?  13 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?  15a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  15b 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?  15c Disclosure  17 List the states with which a copy of this Form 990 is required to be filed ▼II.  18 Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filed ▼II.  18 Own website ■ IX Another's website ■ IX Upon request ■ Other (explain in Schedule C)  19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance statements available to the public during the tax year  19 Describe in Schedule O whether (and	I r	ction B requests information about policies not requir	red by the Internal Re	evenu	Jе	Code)					
b 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?  10b  11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  12b Describe in Schedule O the process, if any, used by the organization to review this Form 990.  12c  12d Did the organization have a written conflict of interest policy? If "No," go to line 13  12d  12d  12d  12d  12d  12d  12d  1							40-	Yes	No X		
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?  11a b 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  b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  12b Up the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c 1b Up the organization have a written whistleblower policy?  13 Did the organization have a written document retention and destruction policy?  14 Did the organization have a written document retention and destruction policy?  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?  15a The organization's CEO, Executive Director, or top management official  15b Other officers or key employees of the organization 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?  16a Dif "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?  17c List the states with which a copy of this Form 990 is required to be filed WI  18 Section C Disclosure  19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest p				hanta		offiliatos	iua				
Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  b 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  b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12b Did the organization have a written whistleblower policy?  13 Did the organization have a written document retention and destruction policy?  14 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  b Other officers or key employees of the organization  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?  16a Dif "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  15b List the states with which a copy of this Form 990 is required to be filed ▶WI  16c Section C. Disclosure  17c 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 Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. C				napte	ers	, amiliates,	106				
b 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  b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  12b Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c Did the organization have a written whistleblower policy?  13 Did the organization have a written document retention and destruction policy?  14 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?  15 Did the organization's CEO, Executive Director, or top management official  15 Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  16a 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?  16b Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filled WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finan				lv bof	or	e filing the form?		Х			
12a bild the organization have a written conflict of interest policy? If "No," go to line 13 bild Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done 12c 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 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 b Other officers or key employees of the organization 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? b 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  17 List the states with which a copy of this Form 990 is required to be filed ▶WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 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 Uppon request ■ Other (explain'in Schedule O)  Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financistatements available to the public during the tax year  State the name, address, and telephone number			-	ly Deli	Or	e ming the form?	118				
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c  13 Did the organization have a written whistleblower policy?  14 Did the organization have a written document retention and destruction policy?  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  b Other officers or key employees of the organization  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?  16a  b 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  17 List the states with which a copy of this Form 990 is required to be filed WI  Section 6:104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 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 1:0pon request Y 1:0pon request Y 1:0pon request Y 2:0pon request Y 1:0pon request Y 3:0pon reques								X	نصحا		
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done  12c  13 Did the organization have a written whistleblower policy?  14 Did the organization have a written document retention and destruction policy?  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?  15 The organization's CEO, Executive Director, or top management official  15 Did the organization's CEO, Executive Director, or top management official  15 Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  16 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?  16 Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filed ▼WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  18 Section Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financistatements available to the public during the tax year  19 State the name, address, and telephone number of the person who possesses the organization's books and records ▼  10 Bridget Fassett - 414-937-2020				to cor	nfl	icts?		X	-		
In Schedule O how this was done  12c  13 Did the organization have a written whistleblower policy?  14 Did the organization have a written document retention and destruction policy?  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?  15a  15b Other officers or key employees of the organization  15b 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?  16a  15b 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?  16b Section C. Disclosure  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 Forms 1023 (or 1024 if applicable), 990, and 990 T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance 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 ▶  18 Bridget Fassett - 414-937-2020								<del></del>			
13 Did the organization have a written whistleblower policy?  14 Did the organization have a written document retention and destruction policy?  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?  15 The organization's CEO, Executive Director, or top management official  15 Other officers or key employees of the organization if "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).  16 Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  16 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?  16 Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filled ▼WI  18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance 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 ▼  19 Bridget Fassett - 414-937-2020			with the policy				12c	х			
14 Did the organization have a written document retention and destruction policy?  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?  15a The organization's CEO, Executive Director, or top management official  15b Other officers or key employees of the organization 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?  16a bif "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?  16b Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filed ▼  18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  19 Own website ★ X Another's website ★ X Upon request ★ Upo								х			
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?  The organization's CEO, Executive Director, or top management official  Other officers or key employees of the organization if "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).  Ida Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  Ida  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  List the states with which a copy of this Form 990 is required to be filled ▶WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 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)  Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance statements available to the public during the tax year  State the name, address, and telephone number of the person who possesses the organization's books and records ▶ Bridget Fassett → 414-937-2020		· -					$\overline{}$	Х			
persons, comparability data, and contemporaneous substantiation of the deliberation and decision?  a The organization's CEO, Executive Director, or top management official  b Other officers or key employees of the organization  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?  16a  b 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?  16b  Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filed WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 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 finance 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 Bridget Fassett - 414-937-2020		· -	a review and approva	al by ı	ınc	dependent		ļ	,		
a The organization's CEO, Executive Director, or top management official  b Other officers or key employees of the organization  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?  16a  b 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?  16b  Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filed ▶WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 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 finance 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 ▶  Bridget Fassett - 414-937-2020				-		•					
b Other officers or key employees of the organization  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?  16a  b 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?  16b  Section C. Disclosure  17 List the states with which a copy of this Form 990 is required to be filed WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 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 finance 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 Bridget Fassett - 414-937-2020		•					15a	X			
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?  16a  16a  16a  16a  16a  16a  16a  16							15b	Х			
taxable entity during the year?  b 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  17 List the states with which a copy of this Form 990 is required to be filled ►WI  Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  Own website ★★ 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 finance 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 ★ Bridget Fassett → 414-937-2020	r	describe the process in Schedule O (see instructions)	).						1		
b 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  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 Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance 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 Bridget Fassett - 414-937-2020	ın	n, contribute assets to, or participate in a joint ventui	re or sımılar arrangeı	ment	WI	th a					
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  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 Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  □ Own website ────────────────────────────────────	tl	ar?					16a	ļ	Х		
exempt status with respect to such arrangements?  Section C. Disclosure  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 Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 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 finance 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 ► Bridget Fassett - 414-937-2020	ın	n follow a written policy or procedure requiring the or	ganızatıon to evalua	ite its	pa	articipation					
Section C. Disclosure  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 Forms 1023 (or 1024 if applicable), 990, and 990 T (Section 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 finance 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 ►  Bridget Fassett - 414-937-2020	g	s under applicable federal tax law, and take steps to	safeguard the orga	nızatı	on	ı's					
<ul> <li>List the states with which a copy of this Form 990 is required to be filed ►WI</li> <li>Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.</li> <li>Own website X Another's website X 'Upon request 'Other (explain'in Schedule O)</li> <li>Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance statements available to the public during the tax year</li> <li>State the name, address, and telephone number of the person who possesses the organization's books and records ► Bridget Fassett - 414-937-2020</li> </ul>		to such arrangements?					16b	ł	<u> </u>		
<ul> <li>Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.         <ul> <li>Own website</li> <li>X Another's website</li> <li>Y Upon request</li> <li>Other (explain in Schedule O)</li> </ul> </li> <li>Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance statements available to the public during the tax year</li> <li>State the name, address, and telephone number of the person who possesses the organization's books and records               <ul> <li>Bridget Fassett</li> <li>414-937-2020</li> <li>Bridget Fassett</li> <li>A14-937-2020</li> <li>Bridget Fassett</li> <li>A14-937-2020</li> <li>Bridget Fassett</li> <li>B</li></ul></li></ul>	_		·								
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)  Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance statements available to the public during the tax year  State the name, address, and telephone number of the person who possesses the organization's books and records   Bridget Fassett - 414-937-2020							<u>.</u>				
Own website X Another's website Vipon 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 finance 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   Bridget Fassett - 414-937-2020				i (Sec	ctic	on 501(c)(3)s only) :	avaılat	ole			
<ul> <li>Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and finance statements available to the public during the tax year</li> <li>State the name, address, and telephone number of the person who possesses the organization's books and records ► Bridget Fassett - 414-937-2020</li> </ul>				۰	- L "	and the constraint of the	<del></del>				
statements available to the public during the tax year  State the name, address, and telephone number of the person who possesses the organization's books and records   Bridget Fassett - 414-937-2020								•			
State the name, address, and telephone number of the person who possesses the organization's books and records ► Bridget Fassett - 414-937-2020			ning documents, co	ntlict	of	interest policy, and	tinar	icial			
Bridget Fassett - 414-937-2020			ha augusta - 1 1	. <b>.</b>		d unnaud-   <b>N</b>					
2020-W-Wells-St, Milwaukee, WI 53233	S	t - 414-937-2020	rie organization's bo	oks a	an(	a records -					

# 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, and 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 (A)	(B)			((	C)			(D)	(E)	(F)	
Name and Title	Average	(do	not c	Pos	Ition	than	one	Reportable	Reportable	Estimated	
	hours per	box	, unle	ss pe	rson	ıs bot	h an	compensation	compensation	amount of	
	week	<u> </u>	cerar	io a o	recto	or/trus T	100)	from	from related	other	
	(list any	i i						the	organizations	compensation	
	hours for	ē	, ,			ated		organization	(W-2/1099-MISC)	from the	
	related	ustee	trust		, ,	Bels		(W-2/1099-MISC)		organization	
	organizations below	la tr	onal		ploye	E 2				and related	
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Боттег			organizations	
(1) Ursula Flores	1.00					Ī					
Secretary		X		X				0.	51742.	0	
(2) Ann Martinek	1.00									-	
Treasurer	44.00	X		X				0.	107275.	14059	
(3) Kim Peterson	1.00										
Chairperson		X	L	X				0.	82037.	0	
(4) John Linnen	1.00										
Director		X	L	<u> </u>				0.	0.	0	
(5) Michael Ertz	1.00		ļ						_	_	
Director		X	<u> </u>		lacksquare			0.	0.	0	
(6) David Ells	1.00								_	_	
Director	1	Х	_		_			0.	0.	0	
(7) Judy Jorgensen	1.00								•	•	
Director	1 00	X			<u> </u>	ļ		0.	0.	0	
(8) Dan Neely	1.00	١.,							•		
Director	1 00	Х	_	_	_			0.	0.	0	
(9) Donald Busakowski	1.00	,,							106576	707	
Director	. 1	X	}					0.	186576.	787	
(10) Howard Garber, Phd.	1.00				ĺ		x	0.	346026.	33068	
Emeritus Pres CFI & Former Chair	44.00	_				-	_		340020.	33008	
		1									
			$\vdash$								
										-	
	<del></del>	⊢		_							
	<del> </del>	1									
		<u> </u>				L					
	<del>-</del> -										
<del></del>	_	_	H	Н				<u>-</u>			

Form 990 (2017)

Form 990 (2017) Foundation, Inc.

Part VII Section A Officers Directors Trustees Key From

<u> </u>	Section A. Officers, Directors, Trus		pioy	ees			gne	ST C		es (continuea)		<del></del>		
	(A)	(B)			•	C)			(D)	(E)		777	(F)	
	Name and title	Average		not c		more	than		Reportable			timate		
		hours per week					is bot or/trus		' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '					
		(list any	$\vdash$			Ī			from the	from related organization	L		otner bensa	tion
		hours for	direct						organization	(W-2/1099-MIS			om the	
		related	10 aa	stee			nsate		(W-2/1099-MISC)	(** = *********************************	- '		anızatı	
		organizations	l trust	nal fr		oyee	ğ "		<u> </u>				i relate	
		below	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former				orga	nızatıd	ons
	<del></del>	line)	르	Ĕ	ŧ	Key	돌	Ē						
									,					
						-								
							Ì				ļ			
			-											
											T	-		
			_	<u> </u>		_	<u>L</u>							
											l			
						$\vdash$	$\vdash$	$\vdash$						
			L					L						
			<u> </u>				-	_						
											i			
1b	Sub-total	·	·	<del></del>				<b>—</b>	0.	7736	56.	47914.		
С	Total from continuation sheets to Part V	II, Section A						<b>&gt;</b>	0.		0.	0.		
d	Total (add lines 1b and 1c)							<b></b>	0.	7736	56.	47914		14.
2	Total number of individuals (including but n	ot limited to th	ose	liste	ed al	bov	e) wł	no r	eceived more than \$100	0,000 of reportab	le			_
	compensation from the organization											Г	V I	0 No
2	Did the organization list any <b>former</b> officer,	director or tri	ıcto	o ka	05	nale		٥.	highest componented o	mployee en	ſ	$\rightarrow$	Yes	NO
3	line 1a? If "Yes," complete Schedule J for s	•		e, ke	y er	npic	уее	, Or	nignest compensated e	mpioyee on	İ	3	x	
4	For any individual listed on line 1a, is the su			gmo	ensa	atior	n and	d oti	her compensation from	the organization				
	and related organizations greater than \$15									•		4	X	
5	Did any person listed on line 1a receive or a	•				-		elat	ted organization or indiv	idual for services	,			
	rendered to the organization? If "Yes," com	plete Schedul	e J f	or s	uch	pers	son					5		<u> </u>
Sec 1	tion B. Independent Contractors  Complete this table for your five highest co	mneneated in	den	and c	ent o	ont	racto	ore t	that received more than	\$100 000 of con	npene	ation f	rom	
'	the organization. Report compensation for	•									. perio	400111		
	(A)							Ī	(B)			(C		
	Name and business	address	N	INC	<u> </u>			_	Description of s	services	С	ompe	nsatio	n
		· · · · · · · · · · · · · · · · · · ·						+						
									· · · - · · · · · · · · · · · · · · · ·					
	·*v v* -							$\dashv$						
								-						
		.1 .4			٠.	41		$\perp$	1 -L	Ab				
	Total number of independent contractors (i \$100,000 of compensation from the organic	_	ot III	mite	a to	tho (	se II: 0—	stec	above) who received n	nore than				
	wroo,ooo or compensation noin the organi	2411011									<del></del>			

09321115 151559 FNDN

Form 990 (2017)

Pa	rt VI	II Statement of Reve	nue					Tugo -
L		Check if Schedule O con		or note to any lin	e in this Part VIII			
					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
nts	1 a	Federated campaigns	1a					
Contributions, Gifts, Grants and Other Similar Amounts	t	Membership dues	1b					
s, C		Fundraising events	1c					
a git	c	d Related organizations	1d					
ž,	e	Government grants (contribu	tions) 1e					
r S	f	All other contributions, gifts, grai	nts, and	_				
t pg		similar amounts not included abo	ove 1f	1579006.		1		
E S	g	Noncash contributions included in line	s 1a-1f \$			ĺ		
S E	<u> </u>	Total. Add lines 1a-1f		<b>•</b>	<u> 1579006.</u>			
				Business Code	-			
<u>9</u>	2 a	·						
Program Service Revenue	t	·						
n S	C	;						
Rev.	C	<u> </u>	·					
<u>5</u> _	e	·						
-	f	All other program service rev	enue	<u> </u>			<del></del> -	ļ
$\dashv$	9	Total, Add lines 2a-2f	<del></del>					<del> </del>
	3	Investment income (including	g dividends, inter	est, and				
		other similar amounts)		<b>•</b>				
- 1	4	Income from investment of ta	x-exempt bond p	proceeds -			<del></del>	
	5	Royalties			<u> </u>		<del></del>	
	_	_	(i) Real	(II) Personal				
	6 a			<del>                                     </del>				
Í		Less rental expenses	<u> </u>	<del>                                     </del>				
		Rental income or (loss)	L	<u> </u>	•			
- 1		Net rental income or (loss)		<b>•</b>				ļ. <u></u>
	7 a	Gross amount from sales of	(i) Securities	(ii) Other	;			
		assets other than inventory		<del> </del>				
	b	Less cost or other basis						
		and sales expenses		-				
		Gain or (loss)						
		Net gain or (loss)		<b>&gt;</b>	<del>'</del>		<del></del>	
Other Revenue	0 4	<ul> <li>Gross income from fundraisir including \$</li> </ul>						
ķ		including \$ contributions reported on line			:			
Æ		Part IV, line 18	a 10). Gee					
‡	h	Less direct expenses	b	<u> </u>				
Ò		: Net income or (loss) from fun						
		Gross income from gaming a	-				<del></del> -	
	•	Part IV, line 19	а					
ŀ	b	Less direct expenses	- b	<u> </u>		!		
i		: Net income or (loss) from gan	ning activities	<b>•</b>				
		Gross sales of inventory, less	-					
		and allowances	а					
İ	b	Less cost of goods sold	b					
		: Net income or (loss) from sale	s of inventory	<b></b>	_		·	
ĺ		Miscellaneous Revenu		Business Code				
Ī	11 a	·			<u>.</u>			
Ì	b							
	c							
	d	All other revenue						
	е	Total. Add lines 11a-11d		▶ [			<u></u>	
	12	Total revenue. See instructions.		_ •	1579006.	0.	0.	0.

Part IX | Statement of Functional Expenses

	Check if Schedule O contains a respon	se or note to any line in to (A)	this Part IX (B)		
	ot include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations				
	and domestic governments. See Part IV, line 21	495285.	495285.		
2	Grants and other assistance to domestic			ľ	
	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals See Part IV, lines 15 and 16				
4	Benefits paid to or for members		<u>.</u>		
5	Compensation of current officers, directors,				
	trustees, and key employees				
6	Compensation not included above, to disqualified				
	persons (as defined under section 4958(f)(1)) and	į			
	persons described in section 4958(c)(3)(B)				00000
	Other salaries and wages	261732.		37976.	223756
8	Pension plan accruals and contributions (include			4046	00055
	section 401(k) and 403(b) employer contributions)	-21911.		1346.	-23257
	Other employee benefits	11158.		4829.	6329
10	Payroll taxes	20527.		3599.	16928
11	Fees for services (non-employees)				
а	Management	0.704		0704	
b	Legal	2724.		2724.	
C	Accounting	1485.		1485.	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17				
	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25,				5450
	column (A) amount, list line 11g expenses on Sch O.)	12645.		7495.	5150
12	Advertising and promotion	1653.		441.	1212
13	Office expenses	15447.		10209.	5238
14	Information technology	14002.	<u></u>	2752.	11250
15	Royalties			205	F 6 4 2
16	Occupancy	6547.		905.	5642
17	Travel	1739.		274.	1465
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials	2052		405	2046
19	Conferences, conventions, and meetings	3253.		407.	2846
20	Interest	591.		591.	
21	Payments to affiliates	0000		1021	1040
22	Depreciation, depletion, and amortization	2873.	-	1031.	1842
23	Insurance	3084.		509.	2575
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 0.)				
9	Bad Debt Expense	6363.			6363
b	Other	3021.		615.	2406
C	Dues	189.			189
d					
	All other expenses			<del></del>	<del>- , - , - , -</del>
25	Total functional expenses. Add lines 1 through 24e	842407.	495285.	77188.	269934
<u> </u>	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 If following SOP 98-2 (ASC 958-720)				

09321115 151559 FNDN

Form 990 (2017)
Part X | Balance Sheet

Pa	rt X	Balance Sheet			
		Check if Schedule O contains a response or note to any line in this Part X			
			(A) Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing	425873.	1	643381.
	2	Savings and temporary cash investments		2	·
	3	Pledges and grants receivable, net	233014.	3	254365.
	4	Accounts receivable, net	113230.	4	- ·- ·-
	5	Loans and other receivables from current and former officers, directors,		<u> </u>	
	•	trustees, key employees, and highest compensated employees Complete			
		Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under	<del></del>	<del>-</del>	
	•	section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing			
	ĺ	employers and sponsoring organizations of section 501(c)(9) voluntary			
S		employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	•
Assets	7	Notes and loans receivable, net	<u> </u>	7	
As	8	Inventories for sale or use	<del></del>	8	
	9	Prepaid expenses and deferred charges	<del></del>	9	49.
	10a	Land, buildings, and equipment cost or other		-	
	'0"	basis. Complete Part VI of Schedule D			
	h	Less accumulated depreciation 10b		10c	-
	11	Investments - publicly traded securities		11	
	12	Investments - other securities. See Part IV, line 11		12	<u> </u>
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	<del></del>
	15	Other assets. See Part IV, line 11		15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)	772117.	16	897795.
	17	Accounts payable and accrued expenses	837887.	17	226966.
	18	Grants payable		18	
	19	Deferred revenue	<del></del>	19	
	20	Tax-exempt bond liabilities	·	20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D		21	
v	22	Loans and other payables to current and former officers, directors, trustees,			
Liabilities		key employees, highest compensated employees, and disqualified persons			
apil		Complete Part II of Schedule L		22	ы <b>.</b>
Ë	23	Secured mortgages and notes payable to unrelated third parties	<del></del>	23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third			<del></del>
ĺ		parties, and other liabilities not included on lines 17-24). Complete Part X of			
		Schedule D		25	
	26	Total liabilities. Add lines 17 through 25	837887.	26	226966.
		Organizations that follow SFAS 117 (ASC 958), check here			
S	i	complete lines 27 through 29, and lines 33 and 34.	:		
Š	27	Unrestricted net assets	-545233.	27	-793013.
gala	28	Temporarily restricted net assets	479463.	28	463842.
B B	29	Permanently restricted net assets		29	1000000.
Ē		Organizations that do not follow SFAS 117 (ASC 958), check here			
ō		and complete lines 30 through 34.			
ets	30	Capital stock or trust principal, or current funds		30	
\ss	31	Paid in or capital surplus, or land, building, or equipment fund		31	
Net Assets or Fund Balances	32	Retained earnings, endowment, accumulated income, or other funds		32	
Z	33	Total net assets or fund balances	-65770.	33	670829.
1			772117.		897795.

Form **990** (2017)

Form	990 (2017) Foundation, Inc.	4/-2	3343,33	Pag	ge <b> ∠</b>
Pai	t 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 _		<u> 790</u>	
2	Total expenses (must equal Part IX, column (A), line 25)	2		424	
3	Revenue less expenses Subtract line 2 from line 1	3			99.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		<u>657</u>	70.
5	Net unrealized gains (losses) on investments	5			
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			0.
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33,				
	column (B))	10	6	<u>708</u>	<u> 29.</u>
Pa	t XII Financial Statements and Reporting				_
	Check if Schedule O contains a response or note to any line in this Part XII				<u> </u>
				Yes	No
1	Accounting method used to prepare the Form 990 Cash X Accrual Other		_		
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedul	e O. ,			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		<u> </u>
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	ed on a			
	separate basis, consolidated basis, or both				
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	<u> </u>	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	ate basis,			
	consolidated basis, or both				
	Separate basis X Consolidated basis Both consolidated and separate basis				
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of t	he audit,			
	review, or compilation of its financial statements and selection of an independent accountant?		2c	<u> </u>	
	If the organization changed either its oversight process or selection process during the tax year, explain in Sc	hedule O.			
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the S	Single Audit			
	Act and OMB Circular A-133?		3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	uired audit			
	an analysis and an arthur of Calcadate O and decombs any atoms taken to underso each guides		26		ı

Form **990** (2017)



Department of the Treasury Internal Revenue Service

# **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.

Go to www.irs.gov/Form990 for instructions and the latest information.

2017

Open to Public Inspection

Employer identification number Milwaukee Center for Independence Name of the organization 47-2334925 Foundation, Inc. Reason for Public Charity Status (All organizations must complete this part ) See instructions. Part I 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). 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). 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.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II) An agricultural research organization described in section 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 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.) An organization organized and operated exclusively to test for public safety See section 509(a)(4). 11 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. 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. 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. 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. 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. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (i) Name of supported (v) Amount of monetary (vi) Amount of other (III) Type of organization in your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) above (see instructions)) Total

	MIII Waanee	Center	LOI	Independence	*. *	
Schedule A (Form 990 or 990-EZ) 2017 Part II Support Schedule for	Foundation	i, Inc.			47-2334%	Page 2
Part II Support Schedule f	or Organization	s Describe	d in S	ections 170(b)(1)(A)(iv) and	170(b)(1)(A)(A)(A)(A)(A)(A)(A)(A)(A)(A)(A)(A)(A)	

(Complete only if you checked the box on line 5, 7, or 8 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)

Sec	ction A. Public Support		<del></del>				
Cale	ndar year (or fiscal year beginning in)	(a) 2013	<b>(b)</b> 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not				,		
	ınclude any "unusual grants ")				1238176.	1579006.	2817182.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to	ļ					
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to	ļ					
	the organization without charge			<u></u>			
4	Total. Add lines 1 through 3				1238176.	1579006.	2817182.
5	The portion of total contributions						
	by each person (other than a	ļ		1			
	governmental unit or publicly	ļ					
	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						2817182.
	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2013	<b>(b)</b> 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
7	Amounts from line 4		1 ,		1238176.	1579006.	2817182.
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 )	1		1			
11	Total support. Add lines 7 through 10						2817182.
	Gross receipts from related activities,	etc. (see instructi	ons)			12	
	First five years. If the Form 990 is for	•	•	ird, fourth, or fifth	tax year as a section	n 501(c)(3)	
	organization, check this box and stop	here			_		<u> </u>
Se	ction C. Computation of Publ	ic Support Pe	rcentage			_	
14	Public support percentage for 2017 (I	ine 6, column (f) d	livided by line 11,	column (f))		14	100.00 %
15	Public support percentage from 2016	Schedule A, Part	II, line 14			15	%
16a	33 1/3% support test - 2017. If the c	organization did no	ot check the box	on line 13, and line	e 14 is 33 1/3% or r	nore, check this bo	ox and
	stop here. The organization qualifies	as a publicly supp	orted organizatio	n			$\triangleright X$
Ł	33 1/3% support test - 2016. If the c	organization did no	ot check a box on	line 13 or 16a, an	nd line 15 is 33 1/3%	6 or more, check to	his box
	and stop here. The organization qual	ifies as a publicly :	supported organi	zation			
17a	10% -facts-and-circumstances tes	t - 2017. If the org	janization did not	check a box on li	ne 13, 16a, or 16b,	and line 14 is 10%	or more,
	and if the organization meets the "fac	ts-and-circumstar	nces" test, check	this box and <b>stop</b>	here. Explain in Pa	rt VI how the organ	nization
	meets the "facts-and-circumstances"	test. The organiza	ation qualifies as a	a publicly support	ed organization		
t	10% -facts-and-circumstances tes	t - <b>2016.</b> If the orc	janization did not	check a box on lii	ne 13, 16a, 16b, or	17a, and line 15 is	10% or
	more, and if the organization meets th	ne "facts-and-circu	ımstances" test, o	check this box and	d <b>stop here.</b> Explair	n in Part VI how the	·
	organization meets the #facts-and-circ	cumstances" test.	The organization	qualifies as a pub	olicly supported org	anization	▶∐
18	Private foundation. If the organization	n did not check a	box on line 13, 10	6a, 16b, 17a, or 1			
					Sche	edule A (Form 990	or 990-EZ) 2017

Part III   Support Schedule for			Section 509(a	1)(2)	47-233	14925 Page 3
(Complete only if you check	_		-		Part II If the organ	ization fails to
qualify under the tests listed			organization fanot	a to quality artaor	. a.t tilo organi	
Section A. Public Support	product con	proto t art my		<del></del>	<del></del>	
Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) fotal
1 Gifts, grants, contributions, and	17,20.0	(-) <u>-</u>	1 (-/	1	1-7-3-1	
membership fees received. (Do not	.	ļ		j		
include any "unusual grants ")		ł			/	
2 Gross receipts from admissions,						
merchandise sold or services per- formed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that						
are not an unrelated trade or bus-		1			1	Į.
iness under section 513	<u> </u>		<u> </u>			
4 Tax revenues levied for the organ-						
ization's benefit and either paid to	1			1		
or expended on its behalf		<u> </u>		<u> </u>		
5 The value of services or facilities						
furnished by a governmental unit to	)					
the organization without charge		<u> </u>		<u> </u>	<del>                                     </del>	<b> </b>
6 Total. Add lines 1 through 5	<b></b>	<b> </b>	4	<u> </u>	<del>                                      </del>	<u> </u>
7a Amounts included on lines 1, 2, and						
3 received from disqualified person	s			ļ		
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						
c Add lines 7a and 7b		/	1			
8 Public support. (Subtract line 7c from line 6.)						
Section B. Total Support			<u></u> .			
Calendar year (or fiscal year beginning ın) 🕽	(a) 20,13	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
<b>b</b> Unrelated business taxable income	1					
(less section 511 taxes) from businesse	s	1				
acquired after June 30, 1975		L				
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	S					
12 Other income Do not include gain		1			1	1
or loss from the sale of capital assets (Explain in Part 🕅.)						
13 Total support. (Add lines 9, 10c, 11, and 12	,				Ī	
14 First five years. If the Form 990 is t		's first, second, thi	ird, fourth, or fifth t	ax year as a secti	on 501(c)(3) organi	zation,
check this box and stop here				<u> </u>		
Section C. Computation of Pul	olic Support Pe	ercentage				
15 Public support percentage for 2017	' (line 8, column (f) d	divided by line 13,	column (f))		15	%
16 Public support percentage from 20				_	16	%
Section D. Computation of Inv					<del>, , , ,</del>	
17 Investment income percentage for 2			ine 13, column (f))		17	%
18 Investment income percentage from					18	%
19a 33 1/3% support tests - 2017. If th	=					17 is not
more than 33 1/3%, check this box						<b>▶</b> ∟
b 33 1/3% support tests - 2016. If the						and
line 18 is not more than 33 1/3%, cl	neck this box and <b>s</b> :	<b>top here.</b> The orga	anization qualifies a	as a publicly supp	orted organization	▶∟

# Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on 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.)

12

Sec	tion 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		
За	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		
С	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		<i>-</i>	<u> </u>
	despite being controlled or supervised by or in connection with its supported organizations	4b		
С	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		
þ	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		
С	Substitutions only. Was the substitution the result of an event beyond the organization's control?	5c		<u> </u>
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		<u> </u>
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		<del> </del>
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		1	• -
	in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.	9a		<b></b>
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	<u> </u>	<del>                                     </del>
С	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit		~ -	٠.
40	from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.	-9c	<u> </u>	<del>  ,</del>
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section			Ι ΄
	4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated			
	supporting organizations)? If "Yes," answer 10b below	10a	<del>                                     </del>	$\vdash$
D_	_Did_the.organization_have_any_excess business holdings in the tax year? (Use Schedule C, Form 4720, to	l	I	I——

10b

determine whether the organization had excess business holdings )

732025 10-06-17

3b

1

**b** Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard

# Milwaukee Center for Independence

47-2334925 Page 6 Schedule A (Form 990 or 990-EZ) 2017 Foundation, Inc.

Pai	Type III Non-Functionally Integrated 509(a)(3) Supporting	ig Orga	nizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying	ng trust or	Nov. 20, 1970 (explain in	Part VI.) See instructions. All
	other Type III non-functionally integrated supporting organizations must co	omplete S	ections A through E.	
Sect	ion 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		
Sect	ion 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)			
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	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		<u></u>
6	Multiply line 5 by .035	6		<u> </u>
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		<u> </u>
Sect	ion 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	Check here if the current year is the organization's first as a non-functional	lly integra	ted Type III supporting org	ganization (see
	instructions).			

Schedule A (Form 990 or 990-EZ) 2017

		ter for indepe		E 022400E
Sche	dule A (Form 990 or 990 EZ) 2017 Foundation, I	nc.		7-2334925 Page 7
Par		(a)(3) Supporting Org	anizations _(continued)	<del></del>
Secti	on D - Distributions			Current Year
_1_	Amounts paid to supported organizations to accomplish exe			
2	Amounts paid to perform activity that directly furthers exempt	pt purposes of supported		
	organizations, in excess of income from activity			
3_	Administrative expenses paid to accomplish exempt purpose	es of supported organization	ns	
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.		<u> </u>	
_7_	Total annual distributions, Add lines 1 through 6			
8	Distributions to attentive supported organizations to which the	he organization is responsive	е	
	(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	<u> </u>		
Secti	on 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 (reason-			
	able cause required- explain in Part VI). See instructions.			
3_	Excess distributions carryover, if any, to 2017		<u></u>	
<u>a</u>				
<u>b</u>	From 2013		<u></u>	
С	From 2014			
d	From 2015			
е	From 2016			
f	Total of lines 3a through e			
9	Applied to underdistributions of prior years			
h	Applied to 2017 distributable amount			
i	Carryover from 2012 not applied (see instructions)			
<u></u>	Remainder. Subtract lines 3g, 3h, and 3i from 3f			
4	Distributions for 2017 from Section D,			
	line 7 \$			
а	Applied to underdistributions of prior years			
b	Applied to 2017 distributable amount			
С	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. For result greater			
_	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2017. Subtract lines 3h			
	and 4b from line 1. For result 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			
	Excess from 2013	-		<u> </u>
	Excess from 2014			
	Excess from 2015			

Schedule A (Form 990 or 990-EZ) 2017

d Excess from 2016 e Excess from 2017

# Milwaukee Center for Independence

Schedule A	Form 990 or 990-EZ) 2017 Foundation, Inc.	47-2334925 Page
Part VI	<b>Supplemental Information.</b> Provide the explanations required by Part II, line 10, Part II, line Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B 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 Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6 Also complete this part for any	e 17a or 17b, Part III, line 12, , lines 1 and 2, Part IV, Section C, , Part V, Section B, line 1e, Part V,
	(See instructions )	<del></del>
	· · · · · · · · · · · · · · · · · · ·	
		<del></del>
	•	
		<u> </u>
		<u>.</u>
-		
	<del> </del>	
	•	
		<del></del>
		<del></del>
		···-
		·
	•	
		•
•		
		<del></del>

# **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.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047 Open to Public Inspection

Name of the organization

Milwaukee Center for Independence Foundation. Inc.

Employer identification number 47-2334925

Pa	t I Organizations Maintaining Donor Advise	ed Funds or Other Similar Funds of	or Accounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, Iir	ne 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)	<u> </u>	
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	d funds
	are the organization's property, subject to the organization's	_	Yes No
6	Did the organization inform all grantees, donors, and donor a	<del>-</del>	sed only
	for charitable purposes and not for the benefit of the donor of		
	impermissible private benefit?		Yes No
Pai	t II Conservation Easements. Complete if the org	ganization answered "Yes" on Form 990, Pa	rt IV, line 7.
1	Purpose(s) of conservation easements held by the organization		
	Preservation of land for public use (e.g., recreation or e	·	cally important land area
	Protection of natural habitat	Preservation of a certifie	
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a quali	fied conservation contribution in the form of	a conservation easement on the last
	day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		2a
b	Total acreage restricted by conservation easements		2b
С	Number of conservation easements on a certified historic str	ucture included in (a)	2c
d	Number of conservation easements included in (c) acquired	after 7/25/06, and not on a historic structure	•
	listed in the National Register		2d
3	Number of conservation easements modified, transferred, re	leased, extinguished, or terminated by the o	organization during the tax
	year▶		
4	Number of states where property subject to conservation ea	sement is located >	
5	Does the organization have a written policy regarding the per	riodic monitoring, inspection, handling of	
	violations, and enforcement of the conservation easements i	t holds?	Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting,	handling of violations, and enforcing conser	rvation easements during the year
	<b>&gt;</b>		
7	Amount of expenses incurred in monitoring, inspecting, hand	dling of violations, and enforcing conservation	on easements during the year
	<b>▶</b> \$		
8	Does each conservation easement reported on line 2(d) above	e 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		
	include, if applicable, the text of the footnote to the organization	tion's financial statements that describes the	e organization's accounting for
	conservation easements		
Pai	<u></u>		ier Similar Assets.
	Complete if the organization answered "Yes" on Form		
1a	If the organization elected, as permitted under SFAS 116 (AS		
	historical treasures, or other similar assets held for public ext		e of public service, provide, in Part XIII,
	the text of the footnote to its financial statements that descri		
b	If the organization elected, as permitted under SFAS 116 (AS	••	
	treasures, or other similar assets held for public exhibition, e	ducation, or research in furtherance of public	c service, provide the following amounts
	relating to these items		
	(i) Revenue included on Form 990, Part VIII, line 1		<b>\$</b>
	(ii) Assets included in Form 990, Part X		<b>▶</b> \$
2	If the organization received or held works of art, historical tre	asures, or other similar assets for financial g	ain, provide
	the following amounts required to be reported under SFAS 1	16 (ASC 958) relating to these items	
а	Revenue included on Form 990, Part VIII, line 1		<b>&gt;</b> \$
<u>b</u>	Assets included in Form 990, Part X		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2017

Par	<del>_</del> <del>_</del>									
3	Using the organization's acquisition, accessi	on, and other record	ls, check	any of the	following that are	a sign	ificant	use of its	collection	tems
	(check all that apply)									
а	Public exhibition	c	· 🆳	Loan or excl	hange programs					
b	Scholarly research	e	. []	Other						
С	Preservation for future generations									
4	Provide a description of the organization's co	ollections and explai	n how th	ey further th	he organization's	exemp	t purp	ose in Parl	XIII.	
5	During the year, did the organization solicit o	r receive donations	of art, hi	storical trea	sures, or other sin	nılar as	ssets	_	1	
	to be sold to raise funds rather than to be ma					_			Yes	<u> No</u>
Par	t IV Escrow and Custodial Arran	-	ete if the	organizatio	n answered "Yes"	on Fo	rm 990	D, Part IV,	ine 9, or	
	reported an amount on Form 990, Par				<u> </u>					
1a	Is the organization an agent, trustee, custod	an or other intermed	diary for	contribution	s or other assets	not inc	cluded		1	<u></u>
	on Form 990, Part X?							L	Yes	∟ No
b	If "Yes," explain the arrangement in Part XIII	and complete the fo	ollowing t	able						
									Amount	
	Beginning balance						1c		-	
	Additions during the year						1d			
е	Distributions during the year						1e			
f	Ending balance	000 5					<u>1f</u>		Tv	
	Did the organization include an amount on F		•			•	,		Yes	⊢ No
Par	If "Yes," explain the arrangement in Part XIII. <b>t V</b> Endowment Funds. Complete i									<u> </u>
T ai	Elidowine it Tulius: Complete		ĭ		(c) Two years bac			years back	(e) Four y	ears hack
4-	Perinning of year balance	(a) Current year	(0) -	rior year	(C) Two years bac	<u>`  (u)</u>	111100	yours buok	(e) rour y	ouro ouoix
1a	Beginning of year balance		<del> </del>			+				
	Contributions		<del></del>			+		_	_	
c C	Net investment earnings, gains, and losses Grants or scholarships		1			+				
	Other expenditures for facilities		1			+				
-	and programs									
f	Administrative expenses				-	+				
g	End of year balance					$\top$			-	
2	Provide the estimated percentage of the cur	rent year end haland	e (line 1	a column (a	a)) held as					
	Board designated or quasi-endowment	Tork your one outen	%	9, 00,0,,,,,	.,, us					
	Permanent endowment									
	Temporarily restricted endowment	^ %								
•	The percentages on lines 2a, 2b, and 2c sho	<del></del>								
За	Are there endowment funds not in the posse		ation tha	at are held a	nd administered f	or the	organi	zation		
	by	J					•		T	es No
	(i) unrelated organizations								3a(i)	
	(ii) related organizations								3a(ii)	
b	If "Yes" on line 3a(ii), are the related organiza	ations listed as requi	red on S	chedule R?					3b	
4	Describe in Part XIII the intended uses of the	e organization's ende	owment	funds.						
Pai	t VI Land, Buildings, and Equipm	nent.								
	Complete if the organization answere	d "Yes" on Form 99	0, Part I\	/, line 11a. S	See Form 990, Pai	t X, lır	e 10			
	Description of property	(a) Cost or o	other		I -	-	umulate		(d) Book	value
		basis (investi	ment)	basis	(other)	depre	ciation	<u> </u>		<del></del>
1a	Land							_		
b	Buildings			<u>-</u>				_		
С	Leasehold improvements							_		
d	Equipment								_	
	Other									
Tota	. Add lines 1a through 1e. (Column (d) must e	equal Form 990, Part	X, colur	nn (B), line 1	10c)			<u> </u>		0.
								Schedule	D (Form	990) 2017

Schedule D (Form 990) 2017 Foundatio
Part VIII Investments - Other Securities.

Foun	dat	ion	, Inc	
1 0 411	uu		,	

Complete if the organization answered "Yes" of a) Description of security or category (including name of security)	(b) Book value			nd-of-year market value
(1) Financial derivatives	<del></del>	-		****
(2) Closely-held equity interests				
(3) Other				
(A)				
(B)				<u></u>
(C)				
(D)				<u> </u>
(E)				
(F)			<del> </del>	
(G)			····	<del></del>
(H)				
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)			<u></u>	
Part VIII Investments - Program Related.				
Complete if the organization answered "Yes" of (a) Description of investment	n Form 990, Part IV, I (b) Book value			id-of-year market value
<del></del>	(b) Book value	(c) Metriod of	Valuation Cost of el	id-or-year market value
(1)				
(2)	<del></del>	<del></del> -		
(3)	<del></del>	- +	<del></del>	
(4) (5)		<del></del>		<del></del>
(6)		- "	*	<del></del>
		<del></del>	<del>-</del>	<del>-</del>
(8)				<del></del>
(9)			<del></del>	
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)				
Part IX Other Assets.				
Complete if the organization answered "Yes" or	n Form 990, Part IV, I	ine 11d See Form 990	, Part X, line 15.	
(a) D	escription			(b) Book value
(1)				
(2)			<u>.</u>	<u> </u>
(3)	·			
(5)				<u></u>
(6)	<del></del>	_ <del></del>	_ <del>.</del>	<del> </del>
		<del></del>		<del> </del>
(9)		<del></del>		<del> </del>
Total. (Column (b) must equal Form 990, Part X, col (B) line  Part X Other Liabilities.	15)			<u> </u>
<u> </u>	- Far 000 Dart IV I		000 Dort V Ivas 2	<b>E</b>
Complete if the organization answered "Yes" of a Description of liability	Troim 990, Fait IV, I	(b) Book value	111 990, Part X, line 2	J
(1) Federal income taxes	<del></del>	(4) 2001 14:00	1	
(2)			-{	
(3)			1	
(4)			1	
(5)	-		1	
(6)			1	
(7)			1	
(8)			1	
(9)		· · · · · · · · · · · · · · · · · · ·	1	
Total. (Column (b) must equal Form 990, Part X, col (B) line	25)		1	
	···/		<del> </del>	
2. Liability for uncertain tax positions. In Part XIII, provide t	he text of the footnot	e to the organization's	financial statements	that reports the

732053 10-09-17

09321115 151559 FNDN

Foundation, Inc.

47-2334925 Page 4

Par	t XI Reconciliation of Revenue per Audited Financial Statemen	nts With Revenue per l	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
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12	1 1	
а	Net unrealized gains (losses) on investments	2a	<b>⊣</b>
b	Donated services and use of facilities	2b	-
С	Recoveries of prior year grants	2c	4
d	Other (Describe in Part XIII.)	2d	┥. │ .
е	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1	1.1	
a	Investment expenses not included on Form 990, Part VIII, line 7b	44	-
b	Other (Describe in Part XIII ) Add lines 4a and 4b	4b	<b>⊣</b> 40
C E	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)		4c   5
5 Par	t XII   Reconciliation of Expenses per Audited Financial Stateme	ents With Expenses pe	
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.	mito miti Expended pe	
1	Total expenses and losses per audited financial statements		1
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	7
C	Other losses	2c	7
d	Other (Describe in Part XIII.)	2d	7
е	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part IX, line 25, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	_
b	Other (Describe in Part XIII )	4b	_
С	Add lines 4a and 4b		4c
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)		5
	t XIII Supplemental Information.		
	de the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part I 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any addit		e 4, Part X, line 2, Part XI,
Paı	ct X, Line 2:		
<u>CF</u>	I, including the Foundation, and its relate	ed corporations	qualify as
taz	x-exempt organizations under sections 501(c	e)(3) of the In	ternal Revenue
Coc	de. CFI and its related corporations are no	t known to have	e unrelated
bus	siness taxable income; accordingly, no prov	vision for incom	me taxes has
bee	en recorded in the consolidated financial s	statements. Mana	agement has
COI	ncluded that there are no material uncertai	n tax position	s that require
rec	cognition in the consolidated financial sta	tements.	* 100 Ly
	Andreadown Marie A. A.		

1

SCHEDULE I (Form 990) Department of the Treasury Internal Revenue Service

Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

► Attach to Form 990.

► Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047

**2 Employer identification number** 47-2334925 X Yes Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection for Independence Milwaukee Center General Information on Grants and Assistance criteria used to award the grants or assistance? Foundation, Name of the organization Part I

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any	Domestic Organi	zations and Domestic	: Governments. C	omplete if the orga	nization answered "Y	'es" on Form 990, Part	IV, line 21, for any	
1 (a) Name and address of organization or government	(b) EIN	(f applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance	
Milwaukee Center for Independence, Inc 2020 W. Wells Street - Milwaukee, WI 53233	39-0806257	501(c)(3)	409247.	0			Operational support of various programs	
School for Early Development & Achievement, Inc 2020 W. Wells Street - Milwaukee, WI 53233	39-2020392	501(c)(3)	86038	0.			Operations	
								1
								1
								,
2 Enter total number of section 501(c)(3) and government organizations	and government or		isted in the line 1 table				<b>A</b>	

Schedule I (Form 990) (2017)

3 Enter total number of other organizations listed in the line 1 table LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

# SCHEDULE J (Form 990)

Department of the Treasury

Internal Revenue Service

**Compensation Information** 

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

➤ Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ➤ Attach to Form 990. Open to Public

OMB No 1545-0047

Name of the organization

► Go to www.irs.gov/Form990 for instructions and the latest information.
Milwaukee Center for Independence
Foundation, Inc.

Employer identification number 47-2334925

**Questions Regarding Compensation** Yes No 1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items First-class or charter travel Housing allowance or residence for personal use Payments for business use of personal residence Travel for companions X Health or social club dues or initiation fees Tax indemnification and gross-up payments Personal services (such as, maid, chauffeur, chef) Discretionary spending account b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or X 1b reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, X 2 trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. Compensation committee Written employment contract Independent compensation consultant Compensation survey or study Approval by the board or compensation committee Form 990 of other organizations During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization Ñ 4a a Receive a severance payment or change-of-control payment?  $\overline{\mathbf{x}}$ b Participate in, or receive payment from, a supplemental nonqualified retirement plan? 4b X 4c c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9. 5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of 5a a The organization?  $\overline{\mathbf{x}}$ 5b b Any related organization? If "Yes" on line 5a or 5b, describe in Part III For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of 6a a The organization? b Any related organization? 6b If "Yes" on line 6a or 6b, describe in Part III For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments 7 not described on lines 5 and 6? If "Yes," describe in Part III Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the X 8 initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)? q

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2017

# Milwaukee Center for Independence

Foundation, Inc.

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed Schedule J (Form 990) 2017

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not itst any individuals that aren't listed on Form 990, Part VIII.

Page 2

47-2334925

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

		(B) Breakdown of	(B) Breakdown of W-2 and/or 1099-MISC compensation	SC compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation
(A) Name and Title	_	(ı) Base compensation	(ii) Bonus & incentive compensation	(III) Other reportable compensation	compensation		(a)-(i)(a)	reported as deferred on prior Form 990
(1) Jonald Busakowski	Ξ	0	0	0		0.		0.
Director	(ii)	185802.	0.	774.	78	0	18736	0.
(2) Howard Garber, Phd.	(i)	• 0	0	0	0	0		1
Emeritus Pres CFI & Former Chair	(ii)	344172.	0.	1854.	16050.	17018.	379094.	0.
	Ξ							
	(E)							
	Ξ							
	(11)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	Θ							
	(ii)							
	(i)							
	(ii)							
	Θ)							
	(ii)							
	(i)							
	(ii)							
	Ξ							
	(i)							
	Ξ							
	Ξ							
	Ξ							
	<u>(i)</u>							
	Ξ							
	(i)							•
	Ξ							
	⊞							
	Ξ							
	⊞							

Schedule J (Form 990) 2017

Schedule J (Form 990) 2017

Part III | Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II Also complete this part for any additional information

Part I, Line la:

affiliate of Centers for Independence, Inc. (CFI), which an ]. 18 Foundation

club membership CFI provides a social in managing the organzation. assists

Any for Dr. Howard Garber, which is not treated as taxable compensation.

at the club are paid for directly by Dr. Garber, personal expenses incurred

The Garber reimburses the organization for such personal expenses. or Dr.

membership was terminated in August 2017.

Part I, Line 3:

of a study CFI periodically hires an independent consulting firm to perform

on the President and certain other employees based the compensation of firm conducts market research and The consulting their job descriptions.

ď on fair compensation range for each individual based ๙ determines

In between these periodic independent

group.

competitive peer

the

studies,

VP Human Resources determines appropriate compensation ranges for the

similar οŧ certain other employees by reviewing the Form 990 President and

the As reports are completed, organizations and other market data.

and approved by with, discussed compensation is presented to, President's

the governing body.

executive committee of

the

Schedule J (Form 990) 2017

Schedule J (Form 990) 2017 Page 3 Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information. 47-2334925 Dr. Howard Garber participates in a supplemental non-qualified retirement plan, however no payments were made from, nor contributions made to, the Milwaukee Center for Independence Foundation, Inc. 34 Part III Supplemental Information **4**b: Schedule 3 (Form 990) 2017 Line in 2017 732113 10-17-17 plan Parț

## **SCHEDULE 0**

Internal Revenue Service

(Form 990 or 990-EZ) partment of the Treasury

Supplemental Information to Form 990 or 990-EZ

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.

► Go to www.irs.gov/Form990 for the latest information.

Open to Public Inspection

OMB No 1545-0047

Name of the organization

Milwaukee Center for Independence Foundation, Inc.

Employer identification number 47-2334925

Form 990, Part VI, Section A, line 3:

Beginning in June, 2017, Centers for Independence, Inc. (CFI) entered into an agreement with Kittleman & Associates, LLC, a management search firm, to provide an interim CEO during the search for a permanent CEO for CFI and its affiliated organizations. Services provided by J. Harry Wells, the interim CEO, included a) supervision of personnel and program operations, b) representing the organization to partners and constituents, c) assessing the performance of the organization in the areas of culture, financial position, staffing, compliance, technology, and public relations, and d) preparing the organization's leadership for the permanent CEO. No persons listed in Part VII, Section A, were compensated by Kittleman & Associates, LLC during this time. Services were provided through December 31,

Form 990, Part VI, Section A, line 6:

The Foundation has a single class of members and the sole member is CFI.

Form 990, Part VI, Section A, line 7a:

CFI has the power to elect the Board of Directors of the Foundation.

Form 990, Part VI, Section A, line 7b:

CFI, the sole member, has the power to (a) adopt and amend the Articles of Incorporation, (b) adopt and approve the Bylaws, and any amendments, modifications, or restatements thereto, (c) adopt and approve the mission, purpose, or scope of the corporation, or a material change of the location, size, or scope of its services, programs, operations, educational

affiliations, or related agreements, (d) approve the sale, lease, purchase, LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule O (Form 990 or 990-EZ) (2017)

732211 09-07-17

creation, dissolution, conveyance, disposal, mortgage, or grant of a security interest of or in any affiliated, controlled, or joint venture entity, any real or personal property or other assets (or any interest in any of the foregoing), or the incurrence of debt for money borrowed or the guaranty of the debt of another, in each case above, other than in the ordinary course of business, (e) approve the merger, consolidation, acquisition, liquidation, or dissolution of the corporation, or the sale of all or substantially all of the assets of the corporation, (f) ratify the appointment and removal of the officers of the corporation, (g) approve annual operating or capital budgets, strategic and long-range plans, major fund-raising programs, or other agreements, and other financial commitments and any material deviations from such budgets, plans, agreements, or commitments, and (h) approve financial, accounting, human resource, employee benefit, and other policies and procedures, and the appointment or engagement of all auditors, legal counsel, and consultants.

Form 990, Part VI, Section B, line 11b:

The Foundation is an affiliate of CFI, which assists in managing the organization. CFI Finance management and staff completed the Form 990 and related schedules. Following completion, the Form 990 and related schedules were reviewed by the VP Finance & Controller and the CFO. The draft was also reviewed by the Chairman of the CFI Audit Committee prior to submission to the IRS. A copy of the Form 990 was made available to the CFI Board of Directors and Finance Committee prior to submission to the IRS.

Form 990, Part VI, Section B, Line 12c:

Annually, all directors and officers complete and sign a statement that provides information regarding their interests and those of their family

Name of the organization Milwaukee Center for Independence Foundation, Inc.	Employer identification number 47-2334925
members that could give rise to conflicts. The signed sta	tements are kept
on file by CFI's Executive Office Manager. CFI's managem	ment makes
determinations of whether a conflict exists and the member	ers of the
governing body review actual conflicts. Any person with	a conflict is
prohibited from participating in the governing body's del	iberations and
decisions on the transaction.	
Form 990, Part VI, Section B, Line 15:	
CFI periodically hires an independent consulting firm to	perform a study of
the compensation of the President and certain other emplo	yees based on
their job descriptions. The consulting firm conducts mark	et research and
determines a fair compensation range for each individual	based on a
competitive peer group. In between these periodic indepe	ndent studies, the
VP Human Resources determines appropriate compensation ra	nges for the
President and certain other employees by reviewing the Fo	rm 990 of similar
organizations and other market data. As reports are comp	oleted, the
President's compensation is presented to, discussed with,	and approved by
the executive committee of the governing body.	
Form 990, Part VI, Section C, Line 19:	
The organization makes its governing documents, conflict	of interest
policy, and financial statements available to the public	upon request.

Schedule R (Form 990) 2017 (g) Section 512(b)(13) Employer Identification number ž Open to Public Inspection OMB No 1545-0047 × × × × controlled 2017 entity? Direct controlling Yes 47-2334925 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. Direct controlling entity End-of-year assets MCFI CFI CFI CFI <u>e</u> status (if section Public charity 501(c)(3)) Line 11 Line 11 Line 7 ► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37. Line Total income Exempt Code Related Organizations and Unrelated Partnerships ਉ Go to www.irs.gov/Form990 for instructions and the latest information. section 501(c)(3) 501(c)(3) 501(c)(3) 501(c)(3) ₤ Identification of Disregarded Entities: Complete if the organization answered "Yes" on Form 990, Part IV, line 33. Legal domicile (state or Legal domicile (state or foreign country) foreign country) Attach to Form 990. Wisconsin Wisconsin Visconsin Wisconsin 38 Milwaukee Center for Independence Primary activity Primary activity 9 **Juman Service** For Paperwork Reduction Act Notice, see the Instructions for Form 990. Home Care Education Home Care Inc 39-0806257, 2020 W. Wells St, Milwaukee, WI School for Early Development & Achievement Foundation, Milwaukee Center for Independence, Inc. - 46-4326394 Name, address, and EIN (if applicable) - 39-2020392, 2020 W. Wells St, MCFI Home Care, LLC - 46-3893976 Name, address, and EIN of related organization of disregarded entity New Health Services, Inc. Milwaukee, WI 53233 Milwaukee, WI 53233 Milwaukee, WI 53233 Name of the organization 2020 W. Wells St 2020 W. Wells St Department of the Treasury Internal Revenue Service I 732161 09-11-17 LHA SCHEDULE R (Form 990) Part 53233 Inc

Page 3

# Milwaukee Center for Independence Foundation, Inc.

Schedule R (Form 990) 2017 Foundation, Inc.

or 36.
35b,
34,
<u>=</u>
≥
, Part
990
Ë
ē
5
Yes"
ק ק
vered
S
ā
atic
Ĭ
g
je Oi
¥
lete
횬
Ö
35.
Ęį
iza
gan
ō
je G
ea
Œ
Vit.
ns/
Ē
sac
ans
Ė
>
art V
ٽ

Note: Complete line 1 if any entity is listed in Parts II III or IV of this schedule			: :	Yes	oN s	ł
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?	s with one or more re	lated organizations listed	in Parts II-IV?			1
a Receipt of (i) interest. (ii) annuties. (iii) rovalties, or (iv) rent from a controlled entity				1a	×	l
				d X	×	í
				10	×	ı
				19	×	
				4	×	ı
E LOZIIS OF IDALI YOLARA INCES DY FEMICE OF BATHEAMON (S)				2		ı
f Dividende from related organization(e)				<b>-</b>	×	
					>	í
g Sale of assets to related organization(s)				B.	<b>( )</b>	ı
h Purchase of assets from related organization(s)				=	<b>4</b>  :	ı
i Exchange of assets with related organization(s)				; <del>-</del>	×	ı
j Lease of facilities, equipment, or other assets to related organization(s)				;=	×	ı
k Lease of facilities, equipment, or other assets from related organization(s)				+	×	١
l Performance of services or membership or fundraising solicitations for related organization(s)	ınızatıon(s)			=	-	ı
m Performance of services or membership or fundraising solicitations by related organization(s)	ınızatıon(s)			T.	×	ı
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	ion(s)			t X	<u></u>	. 1
o Sharing of paid employees with related organization(s)				악		ı
					;	
p Reimbursement paid to related organization(s) for expenses				<u></u>	×	1
q Reimbursement paid by related organization(s) for expenses				Ē.	×	ı
r Other transfer of cash or property to related organization(s)				<b>-</b>	×	ı
s Other transfer of cash or property from related organization(s)				1\$	×	- 1
2 If the answer to any of the above is "Yes," see the instructions for information on w	who must complete t	his line, including covered	nation on who must complete this line, including covered relationships and transaction thresholds.			- 1
(a) Name of related organization	(b) Transaction type (a·s)	(c) Amount involved	(d) Method of determining amount involved	nvolved		
(1)						1
		1				l
(2)						ı
(3)						1
(4)						1
(5)						1
			-			
(9)	7			ĺ		1!
732163 09-11-17	<b>7</b> †		Schedule	Schedule R (Form 990) 2017	190) ZUT	_

Milwaukee Center for Independence Foundation, Inc.

Page 4

47-2334925

Schedule R (Form 990) 2017 Foundation, Inc.

Par 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

itage ship					
(k) Percent owners				_	(m) , 3
(j) General or managing partner?					ļ.
(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)					الم ·
Disproportional allocations?			 -		
		<u>.</u>			
(g) Share of end-of-year assets					
(f) Share of total income					
Are all partners sec 501(c)(3) err Yes No					
ome par sd, sd, sd, sd, sd, sd, sd, sd, sd, sd,			 		
(d) Predominant income professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professional professi					
(c) Legal domicile (state or foreign country)					
Lega (state					
ıty					
(b) Primary activity					
Primai		:			
			TT		
_					
(a) Name, address, and EIN of entity					
(a) Idress, f entity		 			
ime, ad					
Na			 		

732164 09-11-17