



SIEBERT
LUTHERAN FOUNDATION

Grant Process

April 2025

Siebert's Grantmaking Team



Michelle Burmeister

Program Director

*Primarily "Educating" and
"Growing" Funding Priorities*



Kalyani Grasso

Program Officer

*Primarily "Serving"
Funding Priority*



Charlotte John-Gomez

President & CEO

*Oversees all grantmaking and
funding recommendations*



Mary Kosacki

Project and Event
Coordinator

Grantmaking Support

A Spirit of Generosity – the Legacy of Albert F. Siebert



- Founded **Milwaukee Electric Tool Company** in 1924.
- During the Depression, pledged to give a portion of profits to share the Gospel if the company survived.
- In **1952**, he fulfilled that pledge by creating the **Siebert Lutheran Foundation** after the company's success.

“...truly, I tell you whatever you did for one of the least of these brothers and sisters of mine, you did for me.”

Matthew 25, quoted in Mr. Siebert's last will and testament

Mission

The Siebert Lutheran Foundation's mission is to:

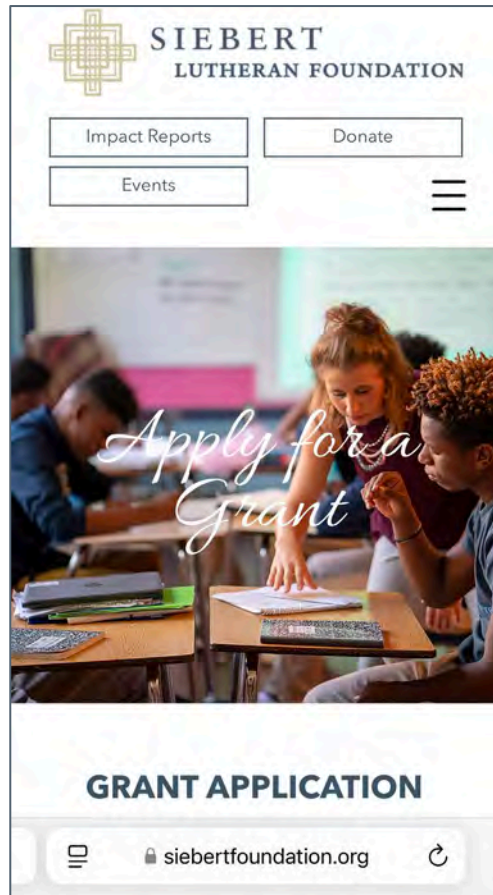
- **Maximize collaboration, relationships, and funding**
- **Strengthen and grow organizations in the Lutheran Christian community**
- **Share the Gospel, educate children and youth, and serve the needs of our neighbors.**

Principles Underlying Our Work



- **Lutheran-affiliated ministries and programs**
- **Effective ministries require strong leaders**
- **Intentional focus is required to overcome the barriers faced by the “least of our brothers and sisters.”**
- **Sustainable business and financial models**
- **Data, best practices, continuous improvement and/or innovation**
- **Collaboration and partnering**

Primary Resources



Siebert's Website



Siebert's Annual
Community Impact Report



Baseline Parameters

Exempt
Status

Church, accredited school, 501(c)(3)

Lutheran

ELCA, LCMS, WELS

Funding
Priority
Alignment

Growing, Educating, Serving

Applicable
Geography

- **Growing:** State of Wisconsin
- **Educating & Serving:** Milwaukee, Waukesha, Racine, and Kenosha counties

Lutheran

Meets Criteria

- Affiliated with the ELCA, LCMS, or WELS:
 - Church within the church body listed above
 - Partner with ELCA synod or national, or ELCA church, school, or nonprofit
 - Registered Service Org (RSO) of the LCMS, or partner with an LCMS church
 - Partnership or in fellowship with WELS (included on its website)

Does Not Meet Criteria

- Christian or secular but provides services or programs to/in a Lutheran church, school, or organization
- Non-pastoral staff who are Lutheran or members of the Board of the Directors who are Lutheran
- Utilizes volunteers from a Lutheran church

May possibly be considered for funding:

Board or Council is majority Lutheran, and this is a requirement in the organization's bylaws.

Three Funding Priorities

Growing



All of Wisconsin

Educating



Serving



Services/Programs located within Milwaukee, Waukesha, Racine, and Kenosha counties ONLY

siebertfoundation.org/funding

GROWING Funding Priority – state of Wisconsin

Strive to Support

- Pastoral professional development
- Lay leader development
- Multi-cultural ministries
- Next generation ministries (Gen Z)
- Capital projects related to program growth
- Reaching the de- or unchurched in new or innovative ways

Usually Do Not Support*

- Boilers, roofs, parking lots, structural repairs, etc.
- Narthex or fellowship space remodels
- Operations for churches in steady and significant decline
- Political or social advocacy
- Ideological related programs
- Conversion efforts targeting another religious group
- One-time or annual conferences or events

**Siebert is a private and independent foundation and reserves the right to make exceptions to what will or will not be considered for funding.*



EDUCATING Funding Priority – Milwaukee, Waukesha, Racine, and Kenosha Counties

Focused on low-income and under-resourced communities.

Strive to Support

- Early childhood education
- K-8th grade schools
- High schools
- Student and family support services
- Prep for college, careers, and jobs
- Recruiting, preparing, and supporting teachers and school leaders

Usually Do Not Support*

- Routine curriculum updates
- Capital projects not related to enrollment or program growth
- Sports programs
- Secular or Christian organizations working in or providing services to Lutheran schools
- Infant and toddler daycare

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SERVING Funding Priority – Milwaukee, Waukesha, Racine, and Kenosha Counties

Focused on underserved people and/or communities.

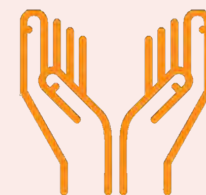
Strive to Support

- Food ministries
- Urban neighborhood and youth outreach
- Health and wellness ministries
- Adult learning opportunities
- Prison and reentry programs
- Jobs, entrepreneurship, and economic development
- Congregation-based community development

Usually Do Not Support*

- One-time conferences, events, or basic needs distributions
- Capital projects without a demonstrated sustainability plan
- New programs that lack a financial sustainability strategy
- Programs serving communities with ample existing resources

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Submitting a Letter of Inquiry (LOI)



Provides an overview of the funding request and an opportunity for Siebert to ask questions



Allows the proposal to be considered in the context of other requests



Saves the applicant from completing the full application if it is unlikely the proposal will be considered for funding

Prepare to Draft the LOI



[Siebertfoundation.org/
funding](http://Siebertfoundation.org/funding)

- Baseline parameters
- Funding priority alignment
- Desired outcomes

[siebertfoundation.org/
apply-for-a-grant](http://siebertfoundation.org/apply-for-a-grant)

- Read **the entire** webpage
- Deadlines
- PDFs of LOI and App questions
- Grant portal information
- FAQ at bottom

siebertimpactreport.org

- Recently funded projects/programs
- Right-size request amount
- Grantee outcome stories

Typical Grant Awards











**One, 12-month grant term
per organization at a time**

LOI Decisions

- ★ Program officers and the president
- ★ Competitive process
- ★ Made after the LOI deadline

A well written LOI...

-  Meets the baseline parameters
-  Aligns with what Siebert “strives to support”
-  Is clear and informative, but succinct
-  Answers each question / responds to all elements of the application section
-  Is accurate and specific to your organization (be careful using AI)
-  Articulates the need for funding
-  Describes what success will look like
-  Is grammatically correct

LOI Considerations



- **Mission and funding priority alignment**
- **Feasible plan and/or evidence of an operational program idea**
- **Ability to be sustainable**
- **Realistic budget and other funding sources**
- **Organization's financial stability**

Universal Application Tips

1

Research the Foundation Thoroughly

- Mission and Priorities
- Previous Grants
- Guidelines and Parameters

2

Build Relationships Before Submitting

- Connect with Program Officer
- Attend Webinars or Info Sessions
- Network with Past/Current Grantees

3

Follow All Instructions Carefully

- Word Limits & Format Requirements
- Required Attachments
- Deadlines

4

Craft a Compelling Narrative

- Clear Problem Statement
- Impact-oriented Goals
- Outcomes Stories

Application Tips continued

- 5 Provide a Strong, Realistic Budget**
- Align with Proposal Objectives
 - Justify Expenses
 - Follow Foundation Preferences

- 7 Review & Edit for Clarity & Accuracy**
- Proofread for Errors
 - Use Clear, Jargon-free Language
 - Seek External Feedback

- 6 Demonstrate Capacity & Sustainability**
- Show Your Track Record
 - Partnerships & Collaborations
 - Plan for Long-term Impact

- 8 Follow-up Post Submission**
- Confirm Receipt
 - Be Patient
 - Prepare for Follow-up

Partnership Expectations

Siebert

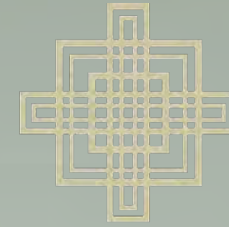
- Clear Terms
- Timely Disbursement of Funds
- Reasonable Reporting Requirements
- Capacity Building Opportunities
- Connections
- Flexibility & Understanding

Grantee Partner

- Meet Requirements
- Effective Stewardship of Funds
- Provide Necessary Updates
- Results & Learning
- Meet Deadlines
- Recognition (as appropriate)



Honest & Timely Communication
Transparency
Respectful Partnership
Listening & Feedback Loops



SIEBERT
LUTHERAN FOUNDATION

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There is a “Request a Consultation” form on the Apply for a Grant page on Siebert’s website, but please consider if your organization, program, or project meets Siebert’s baseline parameters for funding eligibility before contacting us.