

4. Number of youth your organization is serving directly through all programs in a fiscal year:
 - a. In a Typical Year:
 - b. Though the pandemic year:

5. What percentage of your overall service population is youth (up to 24 years old)? %

6. What percentage of those youth are in the city/county of Philadelphia? %

7. For answers #4-6, do you expect these numbers to change in the next 2 years, and if so, why?

8. Annual operating budget for current fiscal year: \$

9. Number of staff/personnel:

a. Typical Year: Full-time staff	Part-time staff	Volunteers
b. Pandemic Year: Full-time staff	Part-time staff	Volunteers

10. What percentage of your staff/personnel and board are or have been program participants or from your target community? Please feel free to share additional details about how you engage or plan to engage current or past program participants in these roles.

11. How does your organization ensure (or what steps is it taking to ensure) the inclusion of historically underrepresented groups in the organization's leadership, community engagement, and decision-making? How does your leadership structure (executive director, board, or other) embody (or work to embody) racial, ethnic, gender, religious, age diversity or lived experience related to the work of your organization? 250 words

12. Does your organization charge fees for participation in any of its programs/services? If yes, what accommodations are made for those unable to pay the full fee?

POPULATION SERVED

13. What ages are the youth you serve?

14. What neighborhoods are they from? Please also include zip codes, if possible. Do you expect this answer to change over the next 2 years, and if so, why? 250 words

15. What percentage of your program participants have household incomes below the federal poverty level?

16. What are the racial and ethnic demographics of the youth you serve? (If you do not capture this information, please also note that here.)

17. What challenges are facing the youth that you serve? Please describe, and include statistics wherever possible. 250 words

18. What positive assets currently exist either in the community and/or within the youth personally? What positive assets does your organization work to cultivate? 250-500 words

APPROACH

19. What are the primary systemic barriers your organization seeks to address? 250 words

20. What makes your organization unique in tackling these problems? Specifically, please address three topics: Your Exceptional Leadership (20a), Your Meaningful Activities (20b), and Your Proven Results (20c). Please respond in detail according to the following three prompts.

20a. Your Exceptional Leadership- Who are your 3 primary leaders, and what qualities and/or qualifications make them effective? Please include name, title, and some brief biographical information relevant to their work. This is for General Operating support so please include executive leadership, but at least one of your three listed should be someone connected to youth programming as well. We understand that sometimes this might be the same person. The suggestion of "3" is only a guide- please adapt to your circumstances. 500 words

20b. Your Meaningful Activities- What are your major programs for youth, and how do they work? Include description, frequency and duration. 500 words

20c. Your Proven Results- What evidence do you have that your activities are making a difference? How do you evaluate your activities and why do you use that approach? 500 words

21. What networks and/or partnerships currently add value to your work? Do you plan to add to, or change, those networks/partnerships over the next 2 years, and if so, why? 250 words

22. What factors affect your ability to achieve organizational goals? (e.g. personnel, expertise, space, training, partnerships, shifting governmental priorities, fundraising support, etc.) How would receiving grant funding affect those factors? What else would help? 250 words

23. How has the COVID-19 Pandemic altered your operations? In what ways, if at all, has your organization needed to pivot? (This may include things like changes in program delivery, shift in activities, budgetary changes, the social emotional impact on staff and/or youth, etc.) 500 words

24. Example of Impact. Please share an example that illustrates your organization's impact or theory of change. If you prefer, you may share links to existing media or online testimonial to answer this question (please insert direct links in this space and provide a bit of context for what we will be reviewing). 250-500 words

CONTACT INFORMATION

Organization's Mailing Address:

Website:

Relevant Social Media Handles (if applicable):

Executive Director/CEO name, pronouns, phone and email address:

Contact Person for this grant, with title, pronouns, phone and email address (if different from ED/CEO):

Year Organization Founded:

EIN:

CHECKLIST BEFORE SUBMITTING

Before submitting this application as a PDF, please attach these additional three documents in PDF form, and check each box to confirm:

- Organization's Annual Operating Budget for Current Fiscal Year
(Name the PDF: YourOrgName- Budget)

- List of Board of Directors with professional affiliations and/or relevant personal experience, and terms
(Name the PDF: YourOrgName- Board)

- Most recent Audited Financials or Form 990
(Name the PDF: YourOrgName- Financials)

FYI - KEYS TO SEYBERT'S DECISION-MAKING PROCESS:

1. Manager pre-screens applications to ensure basic eligibility requirements are met (nonprofitstatus, budget size, population served, etc.).
2. Seybert board is divided into review groups and each group is tasked with assessing a specific number of applications based on the following criteria: Leadership, Quality of Activities, Effective Tracking, Unmet Need, Networks/Partnerships, Organizational Capacity. If a site visit report or other interaction is on record, that information is weighed.
3. The board meets in order for all review groups to share their assessments, make recommendations, and debate each grant application until a funding decision is made by majority vote. Annual grantmaking budget guides the number of awards made.
4. Manager communicates grant decisions to applicants in July 2021.

REPORTING NOTE: If you received a Seybert Foundation Core Grant for 2018-2020, please complete the Grant Report Form on the website and submit it according to the posted instructions/deadlines.

Thank you for applying to the Seybert Foundation. Applications and supplemental materials must be submitted to admin@seybertfoundation.org by 5:00 PM on May 17, 2021. Should you have any questions, please contact Theresa Jackson, Manager at admin@seybertfoundation.org.