

## **Policy on Grants and Gifts**

### **Thrivent Financial for Lutherans and Thrivent Financial for Lutherans Foundation**

Thrivent Financial for Lutherans is a financial services membership organization helping nearly three million members achieve their financial goals and give back to their communities. As a not-for-profit organization, Thrivent Financial creates programs and activities that benefit Lutheran congregations, schools, charitable organizations and individuals in need.

While Thrivent Financial works with Lutheran congregations and institutions, it is not part of the Lutheran church. It does not take positions on matters of church politics, theology or doctrine. Thrivent Financial takes a neutral position on issues Thrivent deems controversial in society at large and will generally, in its discretion, decline grants and gifts to such organizations or projects whose primary purpose is to advance one side of the issue.

Thrivent Financial also strives to be a good citizen and works with other businesses and charitable organizations in communities where large groups of its employees and field staff work. The activities it undertakes include grants, partnerships, sponsorships, employee gift matching and volunteerism. The position of neutrality described above also applies to any of those activities, including charitable or cause-related marketing.

In addition, the position applies to granting and gifting via the Thrivent Financial for Lutherans Foundation. The Thrivent Financial for Lutherans Foundation is a private foundation funded by Thrivent Financial for Lutherans. As a 501(c)(3) organization with its own board of trustees, the foundation is organized and operated exclusively for charitable, religious, scientific, literary and educational purposes and makes grants and gifts to 501(c)(3) exempt organizations. The foundation does not provide grants to individuals.

November 2010