



Show  
Some  
Love



Choose Your Cause  
And Show Some Love Today!

A Washington Times Advertising Supplement



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## here's how you can give hope:



### 1. Explore

Watch the videos and read the inspiring success stories of people who found hope through the CFCNCA. Learn how your donations make a real and lasting difference at [www.cfcnca.org](http://www.cfcnca.org).



### 2. Connect

The CFCNCA is your link to thousands of pre-screened and approved charities — local, national and international. Browse through, take your time and choose the charities that mean the most to you.



### 3. Give

Donating through the CFCNCA is simple; eGiving makes it easy and fast. With multiple ways to give, delivering hope is only a few clicks away.

## Combined Federal Campaign (CFC)

*The mission of the CFC is to support and to promote philanthropy through a voluntary program that is employee-focused, cost-efficient and effective in providing all Federal employees the opportunity to improve the quality of life for all.*

### What is the CFC?

The Combined Federal Campaign (CFC) is the only authorized solicitation of Federal employees in their workplaces on behalf of approved charitable organizations.

The CFC began in the early 1960's to coordinate the fundraising efforts of various charitable organizations so that the Federal donor would only be solicited once in the workplace and have the opportunity to make charitable contributions through payroll deduction.

Federal employees continue to make the CFC the largest and most successful workplace philanthropic fundraiser in the world. Continuing a long-standing tradition of selfless giving, in 2013, Federal employees raised over \$209 million dollars for charitable causes around the world.

### Structure of the CFC

The CFC is made up of local campaigns that organize the annual fund

raising effort in Federal workplaces in the United States and abroad.

Each local campaign is managed by a Local Federal Coordinating Committee (LFCC), which serves as a "Board of Directors" for the local campaign. The LFCC is comprised of Federal employees and representatives of labor unions with Federal employees as members. The LFCC is responsible for the oversight of the local CFC. In conformance with CFC regulations and policies, the LFCC makes admission determinations for local charities and selects a Principal Combined Fund Organization (PCFO) to administer the day-to-day operations of the campaign and to serve as its fiscal agent.

The Office of Personnel Management (OPM) regulates the CFC and provides guidance and oversight to the local campaigns (LFCCs and PCFOs).

### Public Accountability

OPM is accountable for assuring

Federal employees that their designations are honored and distributed to the charitable organizations of their choice. OPM achieves this in several ways. OPM maintains strict eligibility and public accountability criteria that all participating CFC charities must meet. For details, see CFC Regulations in 5 CFR Part 950 at <http://www.opm.gov/cfc/opmmemos/index.asp>. OPM annually makes admission decisions for all national and international charity applicants and it resolves local charity admission appeals. OPM sets strict requirements and provides on-going guidance for the activities and conduct of the LFCC and the PCFO. The fiscal integrity of the campaign is verified by OPM compliance audits and the annual review of local campaign audits that PCFOs are required to have completed by an independent CPA.

### The CFC Charity List

The Charity List is a paper or web-

based display of national, international, and local organizations that have met CFC eligibility requirements. A sample charity listing is shown below with key elements shown in italics. Key elements include: the organization's five-digit CFC code, the legal name in parentheses shown if it is "doing business as" another name, the employer identification number (EIN), a 25-word statement of purpose (except in abbreviated listings), its administrative and fundraising expense rate (AFR), and its Service Categories (Taxonomy Codes).

### Sample Charity Listing

11405 ABC Charity (Alpha-Charity)  
 (800) 555-5555 [www.abccharity.org](http://www.abccharity.org)  
 EIN#12-3456789 ABC Charity attacks the causes of hunger and poverty by promoting effective and innovative community-based solutions that create self-reliance, economic justice, and food security. 15.8% P,S,K  
 Source: [www.opm.gov](http://www.opm.gov)

# MARINE CORPS-LAW ENFORCEMENT FOUNDATION

“HELPING EDUCATE THE CHILDREN OF THOSE WHO SACRIFICED ALL”



The Marine Corps-Law Enforcement Foundation provides educational assistance to the children of fallen U.S. Marines and Federal Law Enforcement Agents. Since our founding in 1995, MC-LEF has awarded over \$69 million in scholarships and other humanitarian aid, and supported over 3,800 children. MC-LEF is an approved IRS 501 (c) 3 organization that has been recognized for its excellence and efficiency by the Independent Charities of America.

Over 98% of all donations to MC-LEF go directly to fund our mission.

**CFC #10507**



[www.mc-lef.org](http://www.mc-lef.org)

273 Columbus Avenue, Suite 10, Tuckahoe, New York (914)268-0630

*Earned America's Best Charities Seal of Excellence*

# Charitable giving reached record high in 2015 report

By THE WASHINGTON TIMES  
ADVERTORIAL DEPARTMENT

Americans are a passionately charitable people, donating a record \$373 billion in 2015, with most of that coming from individual donors, according to a new report.

Some \$265 billion, or 71 percent of the 2015 charitable donations, was given by individuals, Giving USA, the Giving Institute and Indiana University Lilly Family School of Philanthropy said in their publication, "Giving USA 2016: The Annual Report on Philanthropy for the Year 2015."

Other donor groups in 2015 included foundations, which gave \$58 billion; bequests, which gave almost \$32 billion; and corporations, which gave \$18 billion.

The 2015 numbers reflect a full post-recession rebound in giving: While donations dipped in 2008, giving has steadily climbed and reached record highs in 2014 and 2015, whether measured in current or inflation-adjusted dollars, said the Giving USA report, released in June.

These findings "embody more than

numbers — they are a symbol of the American spirit," said W. Keith Curtis, chairman of the Giving USA Foundation and president of The Curtis Group, a nonprofit consulting firm in Virginia Beach, VA.

Moreover, while large donations can get headlines, the small gifts add up to massive sums. "Philanthropy is quite

gifts. This is followed by the educational sector (15 percent); human services (12 percent); health (8 percent); arts, culture and humanities (5 percent); international affairs (4 percent); and environmental and animals (3 percent). Other sectors include gifts to foundations (11 percent), public-society benefit (7 percent) and individuals (2 percent), according to

gave more during the end-of-year holidays than the rest of the year, the NCCS said, citing the Indiana University school and Bank of America.

Charities agree that the last three months of the year are the best times for giving: A 2012 GuideStar Survey said that more than 50 percent of the organizations it surveyed reported received the majority of their contributions in October and December.

Charities also enjoy a good reputation as stewards of gifts.

A recent bipartisan survey of 1,300 voters by Independent Sector asked, "Which do you think would be a better way to improve your community and your country? Pay an additional \$1,000 in taxes to the federal government or given an additional \$1,000 to charity?"

Seventy-four percent chose "Give to charity," while 9 percent said "Give to government," and 17 percent said they didn't know, "both," "neither," or refused to answer, according to Independent Sector's "United For Charity" report.

**Moreover, while large donations can get headlines, the small gifts add up to massive sums. "Philanthropy is quite democratic and always has been — more people give than vote in the U.S. — and \$20, \$10 and \$1 gifts do make a cumulative difference," said Dr. Patrick M. Rooney, associate dean for academic affairs and research at Indiana University Lilly Family School of Philanthropy.**

democratic and always has been — more people give than vote in the U.S. — and \$20, \$10 and \$1 gifts do make a cumulative difference," said Dr. Patrick M. Rooney, associate dean for academic affairs and research at Indiana University Lilly Family School of Philanthropy.

The religious sector remains the largest recipient (32 percent) of charitable

Giving USA 2016.

The "giving season" remains between October and December, the National Center for Charitable Statistics (NCCS) has found.

A 2012 study of high-net-worth donors (defined as households with incomes greater than \$200,000 and net worth over \$1 million) found that almost 43 percent



## How common do you think cleft lip and palate are in the United States?

The CDC estimates that about 7,000 babies will be born with a cleft in our country this year.

The Cleft Palate Foundation provides resources, education, and connections to care for children and adults born with facial differences.

Your support is essential for us to continue our 43-year legacy.

Help us reach those who need it most in the United States.

**CFC #11372**

**Your gift makes a difference.**



800-24-CLEFT • [www.cleftline.org](http://www.cleftline.org) • [info@cleftline.org](mailto:info@cleftline.org)

CFC # 35499

# Don't You Think EVERYONE Deserves a Home?

## Affordable Housing for All

We are one of the nation's largest providers of affordable housing for low-income or fixed-income seniors, families, and people with disabilities.

We sponsor and manage **185 communities** in **29 states**, Washington, D.C., Puerto Rico and the U.S. Virgin Islands. More than **20,000 people** call our communities "home."

We have **21 retirement communities** that provide independent living, assisted living and skilled nursing or memory care for seniors.



*I'm a 64 year old Vietnam Veteran. I found that because of my low-income I was able to afford an apartment here. I have a very nice one bedroom apartment at the very end so I can look across a pasture. I do not feel closed in, it's quiet and no one bothers me. I like the managers, they help me a lot. I'm happy having my*

*own home and... have a place to keep some of my Mother's memories. She would have liked it here too.*

**Michael Logan**  
**Lindsay Place,**  
**Lindsay, Oklahoma**



*Living at Grace Place means peace of mind. I don't have to worry about paying very high rent. It offers an ideal location in the heart of the city and it's even on the bus line!*

**Portia Henson**  
**Grace Place,**  
**Norfolk, Virginia**



*For my children and I it has been a great blessing from God to move us to this community. We are safe here. My children have more space. We are better set economically. I can occasionally buy new clothes for my children.*

**Irma Morales**  
**Granada Gardens,**  
**Granada Hills, California**



*I was sleeping in my truck because I didn't have heat in the trailer I was living in. The floor had fallen through the trailer and it was really not livable... a friend of mine told me about Prairie Grove Apartments and in a short time I had a nice warm apartment. I'm thankful for the people who checked on*

*me and helped me in any way they could when I moved into the community. Without Prairie Grove Apartments, I don't know what would have happened to me.*

**Dan Smith**  
**Prairie Grove Apartments,**  
**East Prairie, Missouri**

Designate your gift to **CFC # 35499 "Affordable Housing for All"**

Retirement Housing Foundation, 911 North Studebaker Road, Long Beach, CA 90815-4900

P (562)257-5100 | Toll-free (800) 545-1833 ext.359

[www.rhf.org](http://www.rhf.org) | [info@rhf.org](mailto:info@rhf.org)

Show  
Some  
Love

Show your  
Cause

October 11, 2016

# ShowSomeLoveCFC



Are you passionate about disaster relief, veteran services, animal rights, medical research or another great cause supported by the CFC? The second of four Show Some Love days invites Federal employees to show the charitable causes they care about most. Use accessories or attire to promote your cause, and share about it online.

Dedicated to preventing blindness from glaucoma by investing in innovative research and education

OUR VISION:  
A WORLD  
FREE FROM  
GLAUCOMA



**GLAUCOMA**  
RESEARCH FOUNDATION

[www.glaucoma.org](http://www.glaucoma.org)

CFC # 12118



**Do you know a disabled  
veteran that needs help?  
Call (888) 447-2588**



**Hugo Gonzalez**  
U.S. Army (Ret.)

Hugo Gonzalez was deployed to Iraq in early 2004 and wanted desperately to serve this country. June of that year his patrol was ambushed while searching for hidden improvised explosive devices (IED). They witnessed strange behavior of the locals and knew they would soon be under attack. Hugo was immediately hit in the arm and back by bullets, then the bomb detonated. He was nearly dead when they found him, he had a penetrating traumatic brain injury, a severe wound to his left eye and no sight in his right. The pieces of hot metal from the impact of the blast crushed half of his skull and caused his brain to rapidly swell.

He was stabilized and ended up in Walter Reed Medical Center where he stayed for two years with his wife and family by his side. It was tough for Hugo to transition back to civilian life. They were in serious debt from his time in recovery, fell behind on the mortgage and were facing foreclosure. The Coalition came to his rescue and gave him the emergency aid he needed. Hugo was then able to join the Heroes Thanking Heroes program and provide for his family.

*"I believe that when a soldier goes to war the whole family goes to war and when that soldier gets wounded so does the family."*



**Jack Williams**  
U.S. Army (Ret.)

Like many other military wives who have been trained to expect the unexpected, Ashlee thought she was prepared. Then the phone call came that every military spouse dreads...Her husband, Jack (J.D.) had stepped on an improvised explosive device (IED) while on patrol in Afghanistan and lost both of his legs and one arm. Their lives were turned upside down in an instant. She and her daughter rushed from Kentucky to Texas to be by his side. The shock of going from a combat zone, to a hospital bed, not being able to move, can be very grueling for a soldier. They suffered through two years of therapy with no end in sight, raising their daughter in a small hotel room. They finally returned home and faced new challenges. Ashlee tried to find balance between being a caregiver and being a wife and helping their daughter readjust to civilian life. She quickly became a victim of "caregiver burnout." She was on the brink of an emotional and physical disaster and realized she had to find a way to take care of herself and her family. This led her to the Coalition's Heroes Thanking Heroes program (HTH), unique work-at-home employment that allowed her to provide care to J.D. and earn a much needed pay check.

*"[HTH] has truly changed my life. To be able to say thank you to donors for supporting an organization that we truly believe in, has been an incredibly rewarding experience for me."*

Marissa Strock joined the Army in 2004 and trained to become a Military Police Officer. She was quickly deployed to Baghdad, Iraq. Her unit was tasked with the training and security of multiple Iraqi police stations. On Thanksgiving Day 2005, her vehicle was struck by artillery rounds. The blast killed three; Marissa barely survived, she lost both legs, and suffered multiple broken bones and a traumatic brain injury which left her in a coma for four weeks.

After leaving the Army, Marissa and her fiancé needed help finding a place to live in Michigan. She contacted the Coalition and she received funds for a security deposit and rent, as well as a Secret Santa Project gift to help with her Christmas. Marissa says, "Thank you to the [Coalition] for making it possible to have a place to live while I work towards accomplishing my goal."

*"My goal is to graduate with a Bachelor's degree from the Univ. of Michigan in Sports Medicine to be able to help other people with similar injuries train and stay active."*



**Marissa Strock**  
U.S. Army (Ret.)

# SURVIVE. RECOVER. REBUILD.

Coalition to Salute America's Heroes ☆ [www.saluteheroes.org](http://www.saluteheroes.org) ☆ 501c(3) Non-Profit ☆ CFC#12523



**PROVIDING EMERGENCY AID AND SUPPORT SERVICES NATIONWIDE TO AMERICA'S  
TROOPS SEVERELY WOUNDED IN THE WAR ON TERROR FOR OVER 10 YEARS**





Show some

# MOVES Challenge

November 1, 2016



#ShowSomeMovesCFC

The third of four Show Some Love days challenges Federal employees to Show Some Moves in support of the campaign and share a video of their best dance moves on social media using #ShowSomeMovesCFC. This dance challenge is a great opportunity to have some fun while raising awareness for the thousands of charities supported by the CFC.



TODAY, MY DEAF SON  
**HEARD ME**  
CALL HIS NAME.

**HE SPOKE**  
THE WORDS "I LOVE YOU."

Designate your gift to  
**CFC #11852**  
to help a child who is deaf or  
hard of hearing listen and talk.

The Alexander Graham Bell  
Association for the Deaf  
and Hard of Hearing is a  
resource for families,  
children and the professionals  
that support them.

WWW.AGBELL.ORG  
866.337.5220



*Alexander Graham Bell*  
ALEXANDER GRAHAM BELL  
ASSOCIATION FOR THE DEAF AND HARD OF HEARING  
WWW.AGBELL.ORG



# CHANGING LIVES FOR CHRIST



Your gifts help us in ministries of compassion, justice and evangelism.  
Since 1905, Baptists together are changing the world through the Baptist World Alliance.

  
**BAPTIST**  
**WORLD ALLIANCE**  
*Your Network to the World!*

**CFC# 10527**

[www.bwanet.org](http://www.bwanet.org)

# History of Charitable Organizations

Fundraising for charitable organizations in the Federal workplace can be traced to the late-1940's. However, formal authority to permit fundraising in the Federal workplace was not established until 1961.

## Early Years

Prior to the 1950's, on-the-job fundraising in the federal workplace was an uncontrolled free-for-all. Agencies, charities, and employees were all ill-used and dissatisfied.

Even with the frequency of on-the-job solicitations, total receipts for charitable causes that were worthy of employee support were minor. In many cases, employees donated their pocket change. President's Committee on Fundraising

As far back as 1948, the then existing Federal Personnel Council (composed of agency personnel directors) attempted to add uniformity and stability to the fundraising effort through the issuance of guidance to departments and agencies. However, the Council had no enforcement authority and the departments and agencies continued generally to follow their own inclinations in the conduct of on-the-job solicitations.

As the solicitations proliferated and with continued dissatisfaction with a lack of uniform policy in workplace fundraising, Philip Young, the President's Advisor on Personnel Management, who also acted as Chairman of the Civil Service Commission (CSC), initiated a study of the problem.

In June 1956, President Eisenhower formally charged the President's Advisor on Personnel Management with responsibility for the development and administration of a uniform policy and program for fundraising within the federal service. In that year, Fund Raising Bulletins No. 1 and No. 2 were issued, identifying the charitable organizations recognized for on-the-job solicitations and designating the times of the year during which their solicitations could take place. The Committee's eligibility criteria formed the basis for identifying charitable organizations recognized for solicitation during 1958 and later years. The first participating charitable organizations were:

- The American Red Cross
- Local Community Chests United Funds, or Federated Groups
- The National Health Agencies (an

ad hoc group of nine health-related voluntary organizations, now known as Community Health Charities)

- International Voluntary Agencies (an ad-hoc group, later known as International Service Agencies, of two voluntary agencies primarily interested in overseas assistance programs).

President Eisenhower further formalized the administration of the program by Executive Order 10728 of September 6, 1957. The Executive Order placed it under the supervision of a Presidential Committee, staffed by the Civil Service Commission. Solicitations by charities were consolidated into three on-the-job campaigns a year (for different groups of charities), and operational ground rules were established and eligibility tightened.

The principal characteristics of the emerging federal fundraising program were that all individual voluntary health and welfare agencies were grouped into the four categories above, and that each of the groups was assigned specific periods during each year when they would be permitted to carry out on-the-job solicitations. The Community Chest organizations (primarily local United Ways) were assigned campaigns privi-

leges during the fall, the National Health Agencies and the International Service Agencies were assigned a campaign period in the spring, and the American Red Cross (where it had not consolidated its fundraising efforts with the local Community Chest) was permitted a separate campaign during the spring.

This was a giant step in simplifying and systematizing fundraising in the federal service. As it developed, however, there continued to be dissatisfaction with the expense and disruptive influence of multiple campaigns. It also remained true that receipts continued to be low in relation to the proportion of time and energy devoted to the various campaigns. Campaigns were often not organized with vigor and enthusiasm and, with the exception of United Way campaigns, were dependent upon cash donations handled through an envelope distribution system. While the United Way campaigns solicited pledges as well as one-time cash contributions, all contributions were paid directly by the employee to the voluntary agency. There was no payroll deduction.

Continued on Page 11

Please  
Support  
CFC#  
11774



... because  
military kids  
get cancer  
too!

## A "Combined" Campaign

By 1961, President Kennedy had determined that the program was well-enough established that the President's Committee on Fund Raising within the federal service could be abolished. He did so and assigned the program to John W. Macy, Jr., Chairman of the Civil Service Commission, by Executive Order 10927.

Work on overcoming problems with the program continued. There was strong interest on the part of representatives of the voluntary agencies in payroll deduction. However, there was not agreement at this stage on the part of all participants.

In 1964, the first "combined" campaigns, officially called "Combined Federal Campaigns, or CFC" were conducted as experiments in six cities, consolidating all drives into one. The result was a substantial increase in contributions, ranging from 20% to 125%, and a highly favorable response within the federal community: agency managers were pleased with having to deal only with a once-a-year effort.

By 1971 all campaigns had become "combined." President Nixon announced on March 3, 1971, that the CFC would be the uniform fundraising method for the federal service. Another major change at the time was the introduction of payroll deduction as a form of charitable con-

tribution. Despite continued skepticism about whether the consolidated character of the CFC suited the fundraising philosophies of some of the major CFC participants, contributions grew dramatically: from \$12.9 million in 1964 to \$82.8 million in 1979.

## Expansion

Up through the 1970's, the Combined Federal Campaign (CFC) was a relatively non-controversial program in terms of the charities allowed to participate.

In the late 1970's, public policy advocacy groups, legal defense funds, and other organizations succeeded through lower court litigation in entering the CFC. The case that opened the doors to these types of groups was *Natural Resources Defense Council v. Campbell* in which the United States District Court for the District of Columbia ruled that the definition of a human health and welfare charity was too vague and ordered the Office of Personnel Management (OPM) to allow various groups to participate in the CFC. OPM, the successor organization to the U.S. Civil Service Commission, assumed regulatory authority over the CFC in 1978.

Significant changes to the CFC regulations in April, 1980 went a long way toward expanding participation in the CFC and resolving a number of other

problems. Regulations issued in 1982 by OPM Director Donald Devine also addressed CFC organization. They formally recognized the role and responsibilities of the local groups of Federal officials that manage the campaigns -- Local Federal Coordinating Committees (LFCC's) -- and introduced the concept of Principal Combined Fund Organizations (PCFO's) -- local federated fundraising organizations appointed by LFCC's to administer the local campaigns. Responding to a court order permanently enjoining OPM from excluding legal defense and advocacy groups from the CFC because of their "indirect" support of health and welfare or their lobbying/advocacy activities, Director Devine in April 1984 opened the CFC to basically any 501(c)(3) charity and permitted write-in designations.

In July 1985, however, the Supreme Court upheld President Reagan's Executive Orders, holding that the exclusion of advocacy, legal defense and other non-health-and-welfare groups is constitutional, as long as it is done even-handedly, without discrimination for or against any particular political viewpoint.

Under the Hoyer-Hatfield Amendment to the Continuing Resolution for FY 1986, however, Congress declared that OPM could not issue the regulations in final form and implement them. Congress

directed OPM to either disregard the content of the 1982 and 1983 Executive Orders or reissue the regulations used in the campaigns in 1984 and 1985. OPM reissued the 1984 regulations and administered the 1986 and 1987 CFC under these interim rules.

## The 1990s

Starting in the fall of 1986 and continuing throughout 1987, the Office of Personnel Management (OPM) met with various interested parties. During the course of these discussions OPM identified six areas of immediate concern: The Director of OPM convened a task force composed of three private sector individuals, chaired by OPM's General Counsel. The task force was to consider relevant information on the design and operation of the Combined Federal Campaign (CFC) and provide the Director with its opinions on the future direction of the CFC. Before the task force could present its report to the Director, the Congress, at the request of various national charities, adopted permanent legislation for the CFC in the Treasury, Postal Service, and General Government Appropriations Act for FY 1988 (P.L. 100-202). This legislation attempted to deal with some of the major problems that OPM had identified during

Continued on Page 12

# Healing combat-wounded veterans through the power of the great outdoors

**WWVIA**

**WOUNDED IN ACTION** **WARRIORS FOUNDATION**

**#94512**

**CFC**  
Combined Federal Campaign



the course of the meetings and discussions during the past year and a half.

Public Law 100-202 required OPM to review the formula for distributing undesignated contributions based on the experience of the 1988, 1989, and 1990 CFC's. In 1990, OPM conducted eight public meetings around the country. Final regulations were published in August, 1991 that provided for undesignated funds to be distributed to organizations in the same proportion as they received designations.

As a result of audits of local campaigns conducted by OPM's Office of the Inspector General and to reflect the experience of the previous eight campaigns, CFC regulations were revised in November, 1995. Eligibility and public accountability criteria for participating charities remains consistent with congressional guidelines. However, several administrative changes were made. Some of the more important revisions include:

- Clarification of procedural requirements for charitable organizations seeking
- Expanding local eligibility by defining and enumerating criteria for organizations that provide services on a state-wide basis; and
- Removing all general designation options not required by statute;

### The CFC Today - A Time for Transformation

The CFC today is known to be the most inclusive workplace giving campaign in the world with the number of participating charities estimated at over 20,000 nonprofit charitable organizations worldwide.

Partnerships with nonprofit organizations are a core part of the CFC structure. In each of the 320 CFC areas throughout the country, local and national nonprofit organizations collaborate closely with committees of volunteer Federal employees to design marketing strategies for the campaign and to process the receipt and distribution of Federal employee contributions to the charities they choose. CFC also directly involves participating nonprofit organization leaders in the design of new policies and programs that are shaping the future of the Combined Federal Campaign. These partnerships are promoting greater direct giving from Federal employees to local and national nonprofits while helping nonprofit organizations use these contributions to leverage financial resources from other sources. CFC campaigns are delineated geographically along county lines. While the structure of the campaign and parameters of responsibility

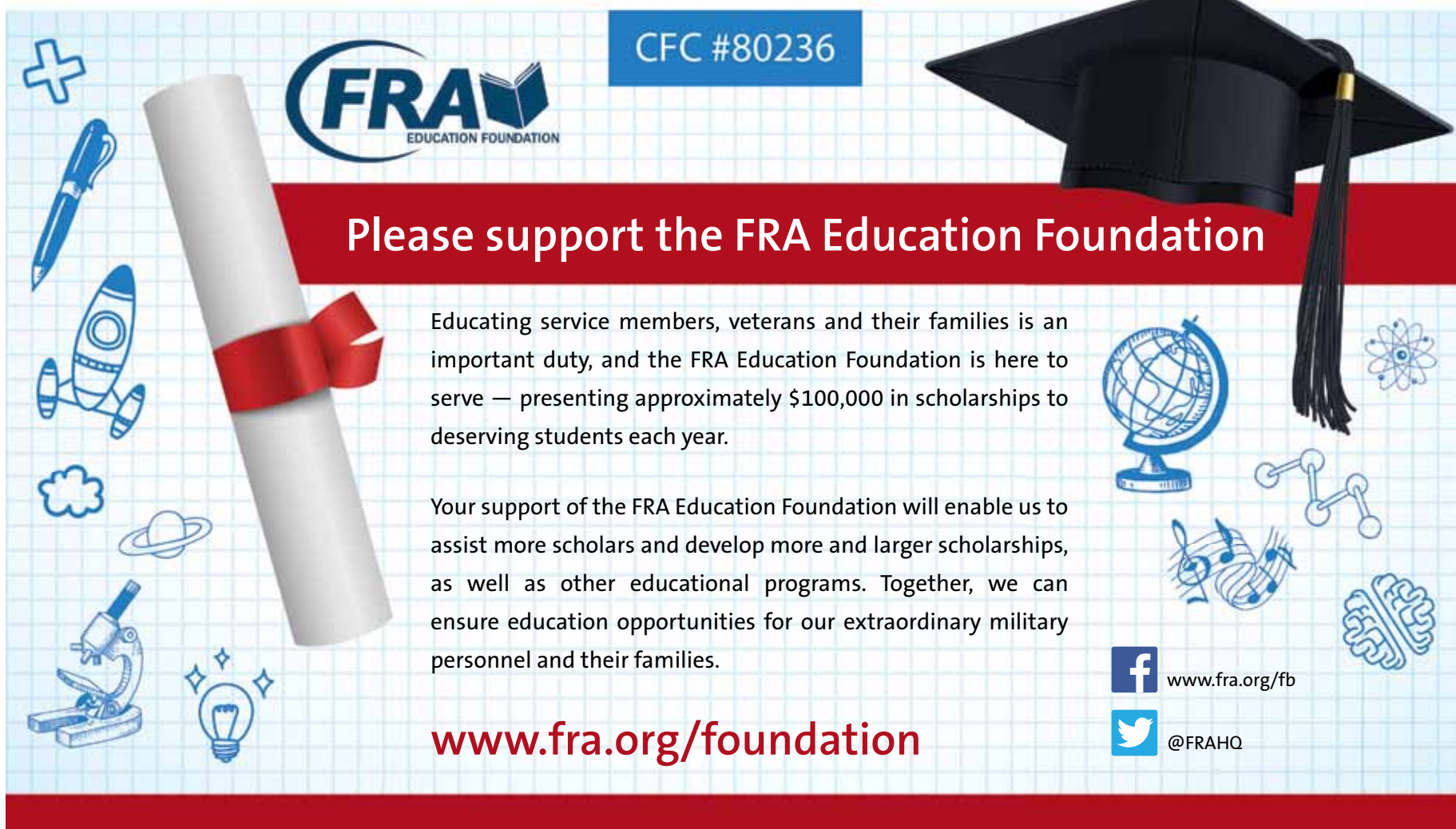
established in the early 1980's remains essentially the same, an emerging trend is for greater collaboration among campaigns through the merging of local campaign operations and other arrangements. Each campaign is managed by a volunteer group of Federal employees who work with experienced nonprofit executives in their communities to generate contributions and distribute them to eligible charities. This partnership provides an opportunity for Federal workers to become involved in their communities and adds great value to the Combined Federal Campaign for both Federal employees and the participating nonprofit organizations.

The increase in the number of participating charities over the past decade has been great. The number of participating national Federations increased from 3 to 27 and the number of national and international charities has grown to over 1,600. Many federations also operate a network of local affiliated federations which participate in the CFC locally.

Today, the vast majority (75%) of the charities that participate in the campaign as national organizations do so as members of national Federations. While it is estimated that the total number of CFC participating charities in the country exceeded 20,000 in 2004, national orga-

nizations and Federations alone received over 45% of the \$256 million recorded in campaign contributions in 2004. Contributions have also increased steadily. Despite dramatic downsizing in the Federal workforce during the 1990's, the amount received in donor contributions rose steadily -- with half of the nearly \$5 billion in contributions raised since results were recorded in 1964 received in the last ten years since 1990.

This upward trend in giving continues strong. In 2001 alone following the September 11 terrorist attacks, Federal donor's contributions rose by 8% over 2000 for a total of \$241 million, the largest increase in 12 years. By 2004, contributions increased to \$256 million. New opportunities abound with the use of new technology. What seemed impossible just a few years ago is now entirely possible and will be more commonplace five years from now. The proliferation of this technology campaign-wide presents a rare strategic occasion for the CFC to become an even more efficient campaign in the future. The CFC Program is endeavoring to bring these advances to donors as well. For example, nonprofits are lending their expertise in web-based philanthropy to bring new efficiencies to giving in the Federal workplace through the use automated giving.



**FRA**  
EDUCATION FOUNDATION


CFC #80236


## Please support the FRA Education Foundation

Educating service members, veterans and their families is an important duty, and the FRA Education Foundation is here to serve — presenting approximately \$100,000 in scholarships to deserving students each year.

Your support of the FRA Education Foundation will enable us to assist more scholars and develop more and larger scholarships, as well as other educational programs. Together, we can ensure education opportunities for our extraordinary military personnel and their families.

[www.fra.org/foundation](http://www.fra.org/foundation)

 [www.fra.org/fb](http://www.fra.org/fb)

 [@FRAHQ](https://twitter.com/FRAHQ)

**NOTE: This form is for informational purposes ONLY. To donate, you must obtain a pledge form from your Keyworker.**



2016 Combined Federal Campaign of the National Capital Area

www.cfcnca.org

CFC Campaign Number 0990

CITY/STATE CODE \_\_\_\_\_  
 ATTENTION PAYROLL OFFICES:  
 Use this number to identify the local campaign

PLEASE USE BLUE/BLACK BALL POINT PEN & WRITE FIRMLY

Last Name		First Name		MI	Employing Unit Number
Work Address				Work Zip Code	Work Phone Number
ALLOTMENT SOURCE	PAY PERIOD AMOUNT	INTERVAL	TOTAL GIFT	DESIGNATED GIFTS: Designate to one or more charities or federated groups, fill in charity code(s) and dollar amounts below. Undesignated gifts are for all organizations in proportion to their pledges.	
<input type="checkbox"/> <b>Military Payroll</b> Branch of Service: _____		x 12 months		Charity Code	Annual Amount
<input type="checkbox"/> <b>Civilian Payroll</b> Agency: _____		x 26 pay periods			\$ _____
<input type="checkbox"/> <b>CASH</b> (U.S. dollars only) or <b>CHECK</b> Number _____ (Payable to the CFCNCA)					\$ _____
AMOUNT \$ _____ DATE OF CONTRIBUTION ____/____/____					\$ _____
<p><b>PAYROLL DEDUCTION AUTHORIZATION</b></p> <p>I hereby authorize any agency of the United States Government in which I am employed during 2017 to deduct the amount(s) shown above from my pay for each pay period during the calendar year 2017 starting with the first pay period that begins in January and ending with the last pay period that begins in December. I understand that this authorization may be revoked by me in writing at any time before it expires.</p>					
Signature _____ Date _____					
SSN/Employer ID _____					
For <b>EMERGENCY</b> (1% of gross pay) initial here: _____		For <b>DOUBLE EAGLE AWARD</b> (2% of gross pay) initial here: _____			
CFC organization does not provide goods or services in whole or partial consideration for any contributions made to the organization on this pledge form.					
					OPM 1654 Rev. Jun 2016

COPY #1: DONOR'S PAYROLL OFFICE

## A LITTLE HELP CAN MAKE A BIG DIFFERENCE at Children and Charity-Educating, Feeding, and Caring for the Needy

Our educators and volunteers provide Academic Enrichment; Homework Help; Mentoring; and Technology Instruction; which help Greater Washington DC students meet, and surpass academic standards, and be equipped for the 21st Century.

CAC also participates in Disaster Relief Efforts that support children in the United States and internationally.

Your donation is greatly appreciated to continue this important work.



**CFC #11144**  
 www.childrenandcharity.org  
 202-234-0488



# 10 Questions From Donors About CFC Charities

## 1. How can I tell if an organization is legitimate?

The U. S. Office of Personnel Management (OPM), through the Office of CFC Operations, screens all CFC participating charities against the IRS Master File of Exempt organizations to ensure that they are duly registered as 501(c)(3) charities to which donor contributions are tax deductible. In addition, all CFC charities are reviewed annually for evidence that they are providing services on a local, state, national, or international level (depending on the type of application), as well as public and financial accountability. The CFC review does not evaluate whether an organization uses its donations efficiently. Each individual donor is responsible for evaluating this type of information.

## 2. Can I get information about a charity's operations and expenditures directly from the charity?

Yes. Federal law requires the charity to send you a copy of its IRS Form 990 for a reasonable charge, upon request. In addition, you can request a copy of the organization's Annual Report. Prevailing industry standards recommend that the Annual Report include:

1. the organization's mission statement,
2. a summary of the past year's program service accomplishments,
3. a roster of the officers and members of the board of directors, and
4. financial information that includes:
  - total income in the past fiscal year;
  - expenses in the same program, fund raising and administrative categories as in the financial statements; and

## 3. How can I learn more about an organization's financial information?

Charities with an annual revenue above \$25,000 must file an annual information return to the IRS known as the IRS Form 990 (although some faith-based organizations are not required to file). This document can contain useful information about the organization's program, its staff and board of directors, and its finances. To access the IRS Form 990 we recommend you search the IRS database of exempt organizations ([www.irs.gov/taxstats/charitablestats/article/0,,id=97186,00.html](http://www.irs.gov/taxstats/charitablestats/article/0,,id=97186,00.html)). In addition, you may also request copies of the IRS Form 990 from the State Attorney General's Registry of Charitable Organizations. You can reach the state office corresponding to the organization

by contacting the National Association of State Charity Officials ([www.nasconet.org](http://www.nasconet.org)). You may also contact the Guidestar organization and obtain online copies of the most recent IRS Form 990 and, for a fee, more detailed information on the organization ([www.guidestar.org](http://www.guidestar.org)). The vast majority of charities participating in the CFC provide an internet address and/or telephone number. If you have trouble contacting the organization, please contact your local CFC office.

## 4. How can I understand the information that is on the organization's IRS Form 990?

The IRS Form 990 is an informational return. It contains a wealth of information regarding the organization. The first page provides information on the revenues and expenses of the organization. The remaining pages provide details about the information on the first page, plus information regarding the organization's management. Some examples:

- Part I, lines 13, 14, and 15 show the total amounts that the organization spent on program services; management and general; and fundraising.
- Part II provides detailed information

regarding the types of costs incurred (e.g., payroll, telephone, etc.) for each of these categories.

- Part III details how much of the program costs were spent on each specific program.

These are just a few examples of the types of information that can be obtained through the IRS Form 990. For more detailed information on the IRS Form 990, please check the IRS website ([www.irs.gov](http://www.irs.gov)).

## 5. What is the role of the U.S. Office of Personnel Management regarding the review of charities in the CFC?

The Office of Personnel Management (OPM) is accountable for assuring Federal employees their designations will be honored and distributed to the charitable organization of their choice, and that all charitable organizations listed in the CFC meet strict eligibility requirements on an annual basis. All charity applications are reviewed either by OPM or a Local Federal Coordinating Committee (LFCC), as applicable. These applications contain the eligibility and public accountability criteria that must be met in order to

Continued on Page 15



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participate in the CFC as set forth in Executive Orders 12353 and 12404, and 5 C.F.R. Part 950. These criteria are designed to ensure donors that only legitimate, accountable, and responsible charitable organizations are admitted to the CFC. These criteria include, but are not limited to, a demonstration by the applicant that it:

- Is an IRS determined tax-exempt charity;
- Provided to the IRS a Form 990, which is an informational tax return for nonprofits; and
- Has an active and responsible Board of Directors, in which a majority of its Board members serve without compensation and without a conflict of interest.

#### **6. What is the role of the IRS regarding nonprofit organizations?**

The IRS is responsible for reviewing an organization's application to qualify as an organization exempt from Federal taxes (a nonprofit) because of the type of activities it conducts in the interest of public welfare. The IRS also is responsible for conducting examinations of nonprofit organizations and to determine any liability for tax penalties, or revocation of tax exempt status. For more information about the IRS's oversight of exempt organizations, visit [www.irs.gov/charities/index.html](http://www.irs.gov/charities/index.html).

#### **7. Where else can I get information about the organizations in the CFC?**

A number of organizations make available information for donors about the charities they evaluate or rate. Known as charity "watchdog" organizations, these can help donors make responsible choices when donating. However, as suggested in a recent report about the organizations and publications that rate nonprofit organizations, because approaches and criteria to rating an organization may vary, it is important that donors fully understand the information they are receiving from such ratings and rankings so they can make well-informed judgments and not be misled and/misinformed.<sup>2</sup> Following is website information for each of the leading nonprofit organization rating services:

Better Business Bureau's Wise Giving Alliance ([www.giv.org](http://www.giv.org))  
Standards of Excellence Institute ([www.standardsforexcellenceinstitute.org](http://www.standardsforexcellenceinstitute.org))  
American Institute of Philanthropy ([www.charitywatch.org](http://www.charitywatch.org))  
Charity Navigator ([www.charitynavigator.org](http://www.charitynavigator.org))

<sup>2</sup>Rating the Raters: An Assessment of Organizations and Publications That Rate/Rank Charitable Nonprofit Organizations; report by a joint task force of the National Council of Nonprofit Associations and the National Human Services Assembly, 2005.

#### **8. How can I evaluate an organization's use of funds?**

All of the above organizations evaluate financial measures although they differ on the allowable/desired percentage for fundraising costs. If you have questions about how an organization is using its funds, the most effective way of obtaining a response is by contacting the Chief Financial Officer or the bookkeeper for the organization and ask them to explain their use of funds for programs, administration, and fundraising. You may also wish to request historical information about the organization's expenses and revenues so you can identify changes over time.

OPM will continue to calculate and publish participating charities' percentage of administrative and fundraising expenses (AFR) in campaign materials, and advise donors that an AFR in excess of 35% is considered high by many in the philanthropic community. Potential CFC donors should carefully review the circumstances applicable to the charities of their choice to be certain they fully understand and accept the AFR situations for such charities before donating to them.

#### **9. What documents must the charity make available to the public?**

In general, all registrations and annual filings submitted to the IRS are open to

public inspection. Only the Schedule B (Schedule of Contributors) portion of the annual IRS filing is exempt from public disclosure. While not required by law, nonprofit organizations do voluntarily disclose information about their operations and finances on their websites. Donors can play an important part in encouraging this best practice by asking their favorite charities to make it available as well.

#### **10. What can I expect when I submit a complaint to OPM regarding a CFC charity?**

The Office of CFC Operations (OCFCO), which is responsible for the day-to-day operations of the CFC, receives inquiries and complaints from the general public, the media, and other interested parties regarding possible mismanagement or questionable practices. All complaints about CFC participating organizations are reviewed by OCFCO staff for possible violation of the CFC regulations. In cases where there is evidence of a violation or gross mismanagement and/or improper actions resulting in a loss of charitable assets, the OCFCO will refer the matter to the OPM's Office of the Inspector General (OIG) for investigation.

To contact the OIG, please see [www.opm.gov/About\\_OPM/ExecutiveTeam/inspectorgeneral.asp](http://www.opm.gov/About_OPM/ExecutiveTeam/inspectorgeneral.asp).

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Best Friends Animal Society believes each of these lives has value. Each is worth saving. We partner with more than 1,500 rescue groups and shelters across the country to sponsor lifesaving programs and help pets find forever homes. Join us and together, we can **Save Them All**®.

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