

FEDERATION FEES



A Report in a Series on the Combined Federal Campaign

A MILLION DONORS CHOOSE

WORKPLACE GIVING ALLIANCE

January 2013

Workplace Giving Alliance
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Federation Fees

Researched and written by the Workplace Giving Alliance*
January 2013

* The Workplace Giving Alliance is a trade-name for Human & Civil Rights Organizations of America, Inc. The Alliance includes 12 federations that share administrative staff to provide services to almost 500 not-for-profit organizations in the Combined Federal Campaign and in state and municipal fundraising campaigns.

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Table of Contents

| | |
|--------------------------------------|----|
| Executive Summary | 4 |
| CEO Letter | 5 |
| Our Sources | 6 |
| Our Central Finding | 7 |
| A CFC Overview | 9 |
| Federation Overview | 13 |
| Federation Fees | 18 |
| OPM's Proposed Changes to the System | 30 |
| Appendix: Federation Snapshots | 31 |

Executive Summary

Federations have traditionally played a critical role in the administration of the Combined Federal Campaign. They screen applications, help to forward donations, and more.

At the national level, the vast majority of charities enter the CFC by applying through a federation. Yet, the costs of these federations and the fees that they charge are generally not understood.

The Workplace Giving Alliance has compiled information on the national federations that participated in the 2012 CFC. We have sought to answer a basic question: Can a charity, seeking to join a federation, find the information it will need to compare services and fees? For the most part, we believe the answer to be No.

If a charity tries to find information on what federations charge, they will generally find language that is confusing and, quite often, remarkably opaque. The government, moreover, merely requires that CFC federations include language regarding their fees in an annual report which, by its nature, will cover a period long finished. No market – including the CFC – can function in such a manner.

There are now indications that the government will drive federations toward a clearer statement of their fees. We welcome such a reform.

January 22, 2013

Dear Colleague:

The CFC will change, perhaps profoundly, in 2013.

For the last two years, the campaign has been in decline, with the amount pledged in 2010 and then 2011 dropping from an earlier high. Anecdotal reports from around the country suggest this decline continued in the fall 2012 CFC.

So from every corner of our CFC community, there is recognition that improvements are needed.

The government appears close to issuing draft regulations that will substantially change how the CFC operates. A recent glimpse into the government's current thinking was offered by the *Federal Times*, which published draft regulations that OPM has apparently sent to the Office of Management and Budget for clearance.

In releasing this report, we seek to support the government's efforts to improve the CFC by shedding light on a critical part of the CFC – federations. We have approached our task by asking a simple question:

Can charities figure out what it will cost them to enter the CFC as a member of one or another federation?

We think the answer is generally No.

Federations are central to the operation of the CFC. They screen applications, pass on donations, and more. People understand that.

Federations also charge for their services, and people understand that as well. But, if you want to know how much they charge, you are crossing a key boundary and entering territory that is murky at best.

We believe federations can be clear about their fees. At the Workplace Giving Alliance, we try to be so. But, we also believe the government can be more aggressive in requiring that federations disclose their fees so that charities can understand not merely the advantages of working with federations but also the costs.

As we have in our prior reports, we invite you to contribute to our work. Please, share your own experiences, express your own concerns, and offer your own ideas.

The CFC is undergoing important changes. For these changes to work, they must reflect the best possible understanding of how systems are working today. We hope this report will contribute to that understanding and help set the foundation for many years of continued success in the CFC.

Sincerely,

Marshall Strauss
CEO, Workplace Giving Alliance

Our Sources

In preparing this report, we have relied primarily on information available from public sources including:

- Documents published by the U.S. Office of Personnel Management
- The Budget of the United States
- CFC federation websites and IRS Form 990s
- Pledge results obtained through our ongoing *Million Donors Choose* study.

As a family of federations, we have come to understand much about how the CFC operates, and we have drawn on that store of knowledge as well. To the extent possible, however, we have sought to rely on published information that any interested member of the CFC community can find.

In the event that we have incorrectly interpreted publicly available information, or failed to provide a complete picture, we apologize. We have sought to compile information that has not generally been seen in one place, and we regret any error or inaccuracy that we have inadvertently introduced.

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Jewish Aid Worldwide: America, Israel and Beyond, Inc.
Mental Health and Addiction Network, Inc.
Partners for a Better World, Inc.
Peace and Reconciliation Charities, Inc.
Village by Village, Inc. (DBA: Build a Better World)

Our Central Finding

Those of us who participate in the Combined Federal Campaign often forget that in important ways our program operates like a market. For the most part, we focus on communicating with charities and potential donors, seeking to link these two communities. We worry about charity eligibility, and whether donors will be as generous this year as they have been in the past.

And, yet, the signs abound that the CFC also is a market where entities compete with each other.

It is easy to see, of course, that charities compete with each other for the attention and support of donors. That is the central point of the CFC, after all.

But, there are other dimensions to the CFC market. At the local level, the CFC is administered by “PCFOs” (we will define that term later for the uninitiated). Tax exempt organizations compete to become PCFOs.

“Federations” (another term we will get back to) compete with each other as well. At the most basic level, each federation must ensure that it represents at least 15 organizations that are themselves eligible for the CFC. But federations compete with each other quite intensely long after they have secured the minimally required number of member charities because the financial success of each federation rests on the market share that the federation itself and its members achieve in the CFC’s fall solicitation.

So we are a market. Or, at least, we are a federal program that has the hallmarks of a market.

Our tendency as a community to describe ourselves in other ways means, however, that we are not fully aware of how well, or how poorly, our market is functioning. Yes, we track how many donors pledge, and we track whether that giving is up or down year over year. But those of us who spend our days managing one or another aspect of the CFC need to ensure that all elements of the program are performing well. In effect, we need to ensure that the market is functioning.

In this report, we focus on federation fees. We do so in part because that is our portion of the CFC world. We do so in part because we see that the costs of CFC federations receive remarkably little attention.

There are limits to our study. We have not examined the operations and costs of local CFC federations. There are hundreds of these entities, and they play an important role in screening charities in every zone of the CFC and in transferring donated funds to the benefiting charities. Unfortunately, we have had neither the time nor staff to collect the information required to offer precise observations of this extensive community. We suspect, however, that their operations and costs parallel what we can see regarding their national cousins.

A successful market will have three dimensions:

1. There will be rules, generally set by the government.
2. There will be products or services offered to consumers by competing providers.
3. There will be prices that consumers can use to evaluate the value of the products or services they are ready to buy.

We have asked ourselves whether all three dimensions apply to the CFC. Clearly, there are rules which control how everyone must operate. Equally clearly, competing providers offer services to consumers.

What is missing, however, are prices.

In our part of the CFC, federations compete for charities – for members – but they do a remarkably poor job of telling those charities what they are going to charge. Indeed, we have come to wonder if federations work at obscuring this information, hoping that their consumers (the charities) will not pay attention to federation costs.

This shortcoming – this failure to consistently offer pricing information – is the central finding of this report.

Federations have been part of the CFC from its inception. Indeed, federations were operating decades before the U.S. government began to form this now historically successful program. But we believe that a successful CFC cannot allow federations to continue to operate without clear pricing.

Our goal in compiling and analyzing information about federation fees is to help all of us involved in running the CFC do a better job. We do not suggest we have all the answers. Indeed, we expect that our initial work will lead others to dig more deeply into various aspects of the campaign.

But, it is a start.

Section One: A CFC Overview

This report is about federations and what they charge, and we will get into all of that in the next chapter. Here, we offer introductory information about the structure of the campaign, showing where federations fit in the larger administrative scheme. We also offer a bit of information regarding CFC costs outside the federation sphere – since costs throughout the campaign are now being reviewed intensely.

If you know all this stuff, please feel free to skip this section. If you want more detail, we invite you to review our report, *A Million Donors Choose 2009-2011*, found at www.milliondonors.org.

How the CFC Works

For half a century, the U.S. government has sponsored the Combined Federal Campaign – the world's largest workplace fundraising drive.

Each fall, beginning in September, federal employees – civilian, military and postal – are invited to support eligible national and local charities. Employees receive a directory that lists every eligible national and international organization, plus the many local groups that have qualified in a particular community. The size of the directory will vary, reflecting the number of local groups, but commonly the “book” runs to more than 100 pages.

Employees also receive a pledge card. They are advised that they can pick one or more groups from the list of qualified organizations and pledge to each one. About four million employees are invited to participate, and about one million employees pledge over a quarter billion dollars each year.

In recent years, the list of eligible organizations has also been published on CFC websites. On these sites, employees are invited to search for charities of interest and, in many communities, to pledge online. While the use of Web-based tools is growing rapidly, most federal donors still use the printed directory and pledge card.

Federal donors will sometimes give a single gift, but normally employees authorize their federal payroll office to withhold a particular amount from each paycheck.

Administration: The National CFC Office

The CFC is administered nationwide and overseas under the supervision of the U.S. Office of Personnel Management (OPM). Within OPM, the small team which directs the program is officially called the Office of Combined Federal Campaign. We will simplify its name as the national CFC office.

The national CFC office is responsible for “assuring Federal employees that their designations will be honored and distributed to the charitable organization of their choice, and that all charitable organizations listed in the CFC have met strict eligibility requirements on an annual basis” (www.opm.gov/cfc/accountability/index.asp). Among other things, the office:

- Publishes guidance to clarify eligibility criteria and procedures for admissions, solicitation and finances
- Publishes the annual charity application form
- Reviews national charity applications made directly to its office
- Checks national charity applications submitted via federations
- Handles appeals on admissions at both the national and local level
- Reviews the national and local CFC charity lists to make sure all charities have current tax-exempt status and that no charity appears twice
- Provides charity listing data, a preface, introduction, table of contents and indexes in standardized format for the annual charity catalog for the use of local campaigns
- Publishes statistical reports about the campaign nationwide
- Publishes a website providing extensive information about CFC operations, www.opm.gov/cfc
- Recommends revisions to both regulation and underlying law
- Enforces standards through its review of applications and through onsite audits of local campaign and federation financial and admissions records (audits actually performed by the Inspector General's Office)

This office is funded out of the U.S. Treasury. The *Congressional Budget Justification and Annual Performance Plan* for OPM for every year since 1999 is available online at www.opm.gov/budget/index.asp. This document is a general overview of OPM's budget, not a detailed spreadsheet. Because the office space and equipment costs are lost in the larger budget, the only clearly distinguishable element is salary. The FY 2012 document notes that the CFC office has a staff equal to six full-time employees, and salaries and related payroll expenses are listed at \$858,000.

Since staff is the major cost in the national office, it is appropriate to ask whether the staff is unnecessarily large. The CFC-50 Commission addressed this question in its report (p. 28-29) (www.opm.gov/cfc/CFC50_Commission/index.asp) and found the contrary:

The taskforce reviewed the structure of the OPM Office of the CFC (OCFC) and noticed there was at least one position, Senior Compliance Officer, which has been vacant for some time. The Commission members recommend that OPM fill [this] position immediately and add a staff person to each of its major functions (compliance, operations and information management). These additional resources will increase program accountability, ensure proper redundancy and succession planning, and enable OPM to implement and manage the reforms outlined in this report.

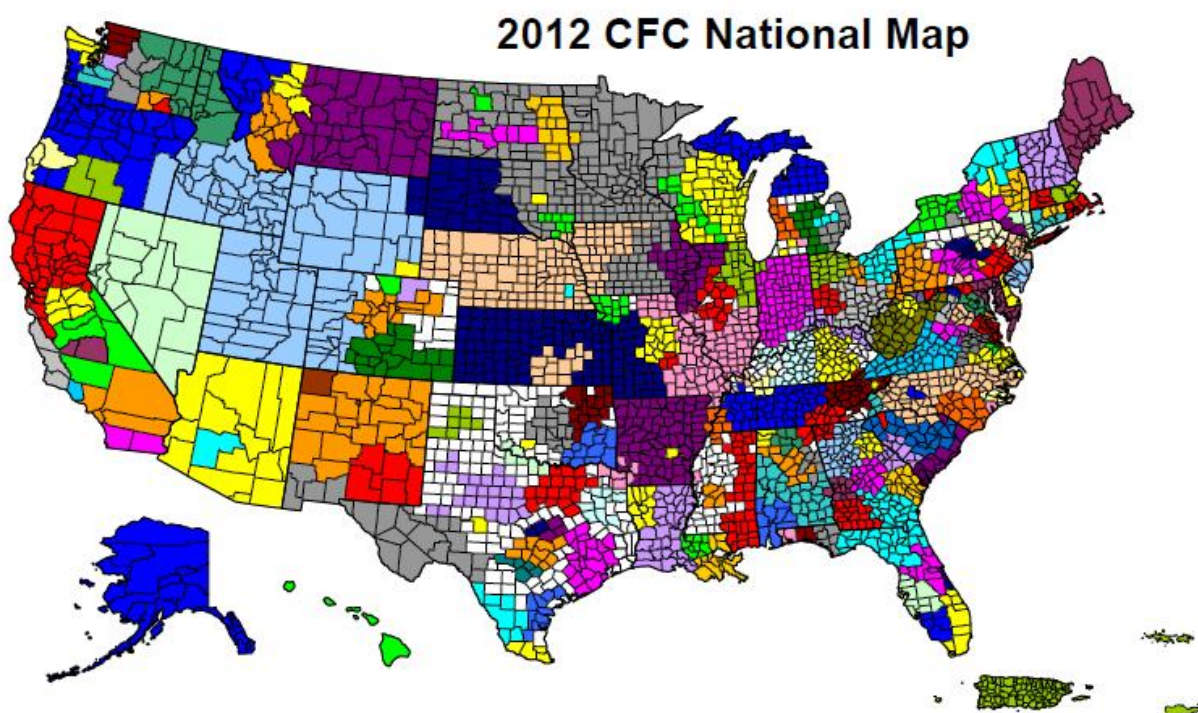
OPM apparently feels the staff is too small as well. The *Congressional Budget Justification: Performance Budget, Fiscal Year 2012* states on page 94:

CFC's total staff level is 6.0 FTE. The staff reviews all applications of new applicants wishing to participate as a national or international charity or as part of a federation and reviews a sample of the more than 2,800 national or international charities who reapply each year. As the number of charities applying for and participating in the CFC has grown, the staffing level of the CFC has remained unchanged. The small staff can only review a smaller and smaller sample each year, thus increasing the risk that a charity that does not meet OPM and CFC eligibility and public accountability standards is admitted.

Administration: The PCFOs

Government regulation assigns the day-to-day responsibility of running the CFC to community-based organizations called PCFOs – Principal Combined Fund Organizations. Over the years, the CFC has been consolidating PCFOs, but there are still almost 200 such administrative zones.

Here is OPM's map for the 2012 CFC. As you can see, some PCFOs manage extensive portions of the country involving more than one state. Others manage more densely populated areas that cover a part of only one state. There is also a PCFO assigned to run the CFC overseas, reaching the many employees who are working in other countries.



There is enormous variation in the population served in these zones. At one extreme is Beadle County, South Dakota, which lists only 347 federal workers solicited. At the other is the National Capital Area, which lists 385,000. Both are geographically small in contrast to the Intermountain CFC, which covers parts of five large states (Utah and much of the eastern Rockies).

PCFOs screen the applications of local charities that wish to participate in their CFC zone. They also organize federal volunteers who represent the Campaign in the local offices of government agencies, mount kick-off events to promote the Campaign, print CFC directories for distribution to federal employees in their zones, distribute and collect pledge cards, tabulate pledge results, and help to transfer donated funds from employee paychecks to the benefiting organizations.

Each PCFO is itself a 501(c)(3) tax exempt organization. The PCFO must be audited annually and be governed by a board of directors.

Local federal volunteers oversee the PCFO in each zone of the CFC. These volunteers are organized as a committee – the formal name is the Local Federal Coordinating Committee, or “LFCC.” The LFCC chooses the organization that will serve as PCFO, signs an agreement that authorizes the PCFO to operate within the CFC, approves an annual PCFO budget, and determines which local charity applicants meet CFC eligibility criteria. More information about LFCC responsibilities can be found on the OPM website at <http://www.opm.gov/cfc/campaigns/LFCC-RecommendedStructureAndGovernanceFunctions.asp>

PCFOs are a major cost center of the CFC, their combined budgets amounting to about 10% of monies pledged. These costs, unlike the cost of the national CFC office, *do* come out of donations.

The national CFC office collects basic data about local campaign costs and publishes it as part of its annual 1417 reports. These reports have historically provided three cost-related numbers for each zone: the gross pledges, the total budget, and the budget as a percentage of the pledges. In 2011, OPM revised its reports slightly to include budget and actual figures for the most recently completed CFC (2010). This shows that the actual costs for all zones combined came in at 89% of the projected budget. However, actual donations also came in lower than the pledges (92% fulfillment). This meant that in 2010, costs as a percentage of gross pledges were only 10.0% rather than the 10.4% based on budgeted numbers. Presumably other years would often show a similar difference since budgets typically allow a little cushion for the unexpected.

Just as there is great variety in size and population among zones, there is great variety in costs when measured as a percentage of pledges, ranging from only 3% to a high of 50%. The median falls at 12.7% (half the PCFOs have costs lower than this, half have higher).

In an attempt to reduce local costs, the national CFC office has encouraged small zones to merge into larger adjacent ones, but there is at least some question as to how effective this has been. In 2003, there were 325 zones. This dropped to 197 for the 2011 CFC. In the same period, costs rose from \$23 million to over \$29 million, and participation continued to drop. Of course, without the consolidations, costs might have risen still further.

Staff from the national CFC office presented statistics about the performance of the Combined Federal Campaign and the associated costs at the March 2012 annual CFC conference. This provides a good overview of PCFO costs, analyzing the efficiency of the CFC in terms of cost per donor, cost per charity, etc. This PowerPoint presentation is available at http://www.cfctoday.org/_root/index.php?content_id=5249.

CFC regulations require that PCFOs provide their budgets upon request, but regulations do not specify the level of detail required in the disclosure. On the local CFC websites we checked, we did not find such information.

PCFOs advance the cost of operating the CFC in their zones, later recovering these costs by deducting them from donated funds. In practice, PCFOs are effectively lending the CFC the money to operate for much of a year – until money begins to arrive from employee paychecks.

Now, finally, we turn to federations.

Section Two: Federation Overview

Imagine a market for flat-screen televisions in which there are many retailers, such as Amazon, Best Buy, Target and Walmart, along with local, non-chain stores. There also are high-end stores like The Sharper Image that offer the TVs as part of home theater packages, with installation and a service plan thrown in. Now, imagine that each retailer provides different information about the TVs they sell – sometimes giving a great deal of data on each product's specifications, sometimes much less. Imagine, finally, that each retailer prices its products in a different currency, using descriptive terms that do not allow for the easy conversion to any other currency.

Welcome to the world of CFC federations.

Some Background

Organizations wishing to be listed in the Charity Directory may apply directly to the CFC or through a government approved “federation.”

To apply directly to the program, a national or international organization sends its application materials to the Office of Personnel Management in Washington DC. A local organization sends its material directly to the PCFO administering the zone the charity wishes to enter.

Alternatively, organizations may apply through a federation, of which there are many at both the national/international level and local level. Federations are 501(c)(3) tax exempt organizations, governed by boards of directors. They must be audited annually and satisfy most of the same eligibility criteria met by individual applicants to the CFC. To qualify as a federation, an otherwise eligible organization must represent a minimum of 15 qualified CFC charities.

Below are the national and international federations that participated in the 2012 CFC. They are listed as they were in the CFC Charity Directory – in other words, reflecting any use of a secondary trade name (DBA). Some names have been shortened to save space.

- | | |
|--|--|
| 1. Aging and Disabilities Charities | 15. Children's Charities of America |
| 2. Aid for Africa | 16. Children's Medical & Research Charities of America |
| 3. AIDS Global Action | 17. Christian Charities USA |
| 4. American Red Cross | 18. Christian Service Charities |
| 5. America's Charities | 19. Community Health Charities |
| 6. Animal Charities of America | 20. Conservation & Preservation Charities of America |
| 7. Arts Federation | 21. Do Unto Others |
| 8. Build a Better World | 22. EarthShare |
| 9. CancerCURE of America | 23. Educate America! |
| 10. Charities Under 1% Overhead | 24. Global Impact |
| 11. Charities Under 5% Overhead | 25. Health & Medical Research Charities of America |
| 12. Child Aid USA | |
| 13. ChildAid International | |
| 14. Children First-America's Charities | |

- | | |
|---|--|
| 26. Health First - America's Charities | 35. Military Family and Veterans Service |
| 27. Hispanic & Latino Charities | Organizations of America |
| 28. Human & Civil Rights Organizations | 36. Military Support Groups |
| 29. Human Care Charities of America | 37. National Black United Fund |
| 30. Human Service Charities | 38. Peace and Reconciliation Charities |
| 31. Jewish Aid Worldwide | 39. Sports Charities USA |
| 32. Jewish Charities of America | 40. USO (United Service Organizations) |
| 33. Medical Research Charities | 41. Wild Animals Worldwide |
| 34. Mental Health and Addiction Network | 42. Women, Children & Family Service |

Federations review charity applications to the CFC using the same criteria applied by OPM (national and international groups) or the PCFO (local groups). Federations may apply additional criteria.

Organizations that apply through a federation are listed with that federation in the CFC Charity Directory. Organizations that apply directly to the program (sending their application directly to OPM or a PCFO) are listed with similar organizations in an “Independent” section.

An organization that participates in the CFC through a federation will receive reports from its federation on how well it, the organization, did in the annual employee pledging. That organization’s CFC donations will also flow through its federation.

An organization that participates as an Independent group will receive pledge reports and donations directly from PCFOs.

Organizations do not have to affiliate with a federation to enter the CFC, but most do – for three key reasons:

1. Admissions support. Federations assist groups in preparing their applications. While eligibility requirements are public, preparing a successful application may not be intuitive. Federations can help applicants understand what is required and offer advice on how to resolve any weaknesses in the submitted material.

2. Increased visibility. Many federations – especially national/international federations – are organized around a specific theme. Thematic federations make it easier for donors to find and support groups they are interested in. As noted, the CFC directory is quite lengthy, running to about 100 pages. Federations are usually listed at the front of these directories in the table of contents, so donors seeking to support a specific kind of work can easily find a focused list of relevant organizations.

3. Fiscal services. Federations substantially reduce the administrative burden of processing donations, especially for national/international organizations. In the CFC, the PCFOs report pledge results for each participating charity to that charity’s federation or, if there is no federation, directly to the individual charity. Since there are almost 200 administrative zones in the CFC, national and independent charities can find themselves overwhelmed by many reports and subsequent payments. Federations provide a unified point of contact, simplifying the flow of paper.

Federations are free to offer services beyond the processing of CFC applications, reporting of CFC pledge results, and the transfer of CFC donations. Some offer marketing support. Some facilitate participation in state, municipal and/or private sector workplace giving campaigns.

Federation Families

Functioning as a CFC federation involves a great deal of paper-pushing and number-crunching, and most federations pool their resources for administrative support. These collaborating federations function somewhat like a “family,” coordinating their operations and sharing at least some staff. Beyond the administrative efficiency that flows from the operation of these federation families, it appears that the federations involved in any particular family take similar approaches to their fees and offered services.

In these families, one federation typically acts as the lead and provides services for the others. Our own family of federations, the Workplace Giving Alliance, works on this model. The largest family of federations, however, contracts with a for-profit association management firm. No matter who fulfills the staff functions, OPM requires that a federation’s board retain decision-making authority.

The major federation families are listed below in alphabetical order. When one of the collaborating federations acts as service provider, we use that federation’s name as the family name – unless the family has developed an alternative name by which it is commonly known.

In describing these federations as families, we note that we do not have access to any agreements that may link them. Our observations are based on publicly available documents and widely held information. We certainly apologize to any federation if we miss a connection or imply one that does not in fact exist.

America’s Charities

- America’s Charities
- Children First - America's Charities
- Health First - America's Charities

This family also includes a local federation called Community First – America’s Charities of Greater Washington DC.

Maguire/Maguire, Inc.

- Animal Charities of America
- CancerCURE of America
- Charities under 1% Overhead
- Charities Under 5% Overhead
- Children's Charities of America
- Children's Medical & Research Charities of America
- Christian Charities USA
- Conservation & Preservation Charities of America

- Do Unto Others
- Educate America!
- Health & Medical Research Charities of America
- Hispanic & Latino Charities of the US and the Americas
- Human Care Charities (DBA for Independent Charities of America)
- Jewish Charities of America
- Military Family & Veterans Service Organizations of America
- Military Support Groups of America
- Sports Charities USA
- Wild Animals Worldwide
- Women, Children, and Family Service Charities of America

Services for this family are provided by Maguire/Maguire, Inc., a for-profit association management firm. This family also includes federations active in the local CFC and other campaigns.

Neighbor to Nation

- Christian Service Charities
- Human Service Charities of America

The lead federation within this family is Christian Service Charities, but the family is commonly known as Neighbor to Nation, after a third member federation that arranges access to state and municipal workplace campaigns.

Workplace Giving Alliance

- Aging and Disabilities Charities of America
- Arts Federation
- Build a Better World (DBA for Village by Village)
- Child Aid International
- Child Aid USA
- Human & Civil Rights Organizations of America
- Jewish Aid Worldwide
- Mental Health and Addiction Network
- Peace and Reconciliation Charities

*"Workplace Giving Alliance" is a DBA for Human & Civil Rights Organizations of America (HCROA), the CFC federation that provides services to this family. The WGA family also includes a federation active in state campaigns and two federations active in the local CFC. Another federation, **Medical Research Charities**, also receives services from HCROA though it is not considered to be a member of the Workplace Giving Alliance.*

Community Health Charities and **Earthshare** also have families, but of a different type, in that these organizations have local chapters. We assume there is some sharing of administrative services, but we have little information on how they operate and we will not discuss those families in this report.

Choosing a Federation

As noted, charities may apply to the CFC on their own or through a federation. In shopping for a federation, charities may wish to evaluate choices the way a consumer would evaluate any purchase:

What will it cost me to buy the services I desire?

It turns out that federations often make it quite hard to find that answer.

Like PCFOs, CFC federations incur costs as they perform their role in the CFC. And like PCFOs, they are allowed to recover those costs as donated funds pass through their books – a federation “privilege” which OPM may withdraw in new regulations to be published this year. The amount that federations recover from each charity is typically based at least in part on how much the charity has earned in pledges. But the variations in the services federations provide, in their accounting approaches, and even in the way they define basic concepts and vocabulary are significant enough that the possible ways to calculate and describe fees proliferate and become very difficult to understand.

For this report, we have compiled information on federations, provided by the federations themselves. The language a federation uses to describe its fee is our focal point, with other information providing context. The information is presented in detail in the appendix to this report. We are, of course, not privy to what federations say privately to their members or to charities seeking membership, so what we have gathered, analyzed and presented is to be found on publicly available sources.

Our intent is to help the reader see the world of federation fees as charities often experience it. As with someone seeking to buy a TV, not-for-profit organizations will, we assume, also seek to understand what they are about to buy and how much they will be asked to pay. The task can be daunting.

FEDERATION FEES

Looking for the price tag

What is the first thing a charity will look for when it is considering whether or not to join a federation?

The odds are high that it is the price tag. But in contrast to Best Buy where big labels hang under every TV screen, price tags in the federation market place are not so easy to find.

We went searching for pricing information, using as our primary source the websites of the national federations. To some degree, this section of our report summarizes our “voyage of discovery.” Our point in handling the information this way is to convey what a charity might experience if it went shopping for a federation. Charities and federations will exchange information in other ways, of course. Most simply, charity and federation staff will talk with each other. Our point is to show the challenge facing charities as they begin their exploration by visiting federation websites.

It turns out that the most likely place a charity will find information about fees is in a federation’s annual report. That location has nothing to do with the shopper’s convenience. It probably never occurs to most charity staff to look there. It is the norm simply because OPM requires that a description of fees be included in that document.

We searched for these reports on the websites of 40 national and international federations. We omitted the American Red Cross and USO because they do not have members in the same sense as the others. Here is the list, reflecting federation families:

- America’s Charities family (3 federations)
- Maguire/Maguire family (19 federations)
- Neighbor to Nation family (2 federations)
- Workplace Giving Family (9 federations)
- Aid for Africa
- Aids Global Action
- Community Health Charities
- EarthShare
- Global Impact
- Medical Research Charities
- National Black Federation of Charities

In most federation websites, annual reports and financial documents are reached through the “About Us” page (or its equivalent), often going to a second-level page called “financial information” or something similar. America’s Charities placed its annual report within a web section called “Accountability,” which caused one of our staffers to miss the link.

The spreadsheet below shows where we found fee information in mid-December 2012. In two cases, Aid for Africa, and Mental Health & Addiction Network, the information was found in more than one place, as noted.

| Federation or Family | 1st Level | 2nd Level | <i>What is there</i> |
|--|---|----------------------------|--|
| Aid for Africa (1) | About Us | Financial Information | <i>990, audit</i> |
| Aid for Africa (2) | Member Services | Financial Information | <i>990, audit, fee language</i> |
| Aid for Africa (3) | Member Services | Member FAQ | <i>#9 of 9: out of date fee language</i> |
| Aids Global Impact | FAQ | | <i>#10 of 10: prospective fee language; no Annual Report, 990 or audit</i> |
| America's Charities | About Us | Accountability | <i>990s, audits, older annual reports</i> |
| Children First – America's Charities | <i>No separate website – see America's Charities pages</i> | | |
| Health First – America's Charities | <i>No separate website – see America's Charities pages</i> | | |
| Comm. Health Charities | About Us | Financial Information | <i>Annual Report, Audit & 990 for 3 years</i> |
| Earth Share | About Us | Financials & Reports | <i>Annual Reports for 2009, 2010, Audit for 2011</i> |
| Global Impact | Learn | Financials & Annual Report | <i>Annual Reports & 990s going back 10 years, plus audit for 2012</i> |
| Maguire family (19 federations) | Who We Are, or Our Mission, or About Us, or About | | <i>2010-11 Annual Report and 990</i> |
| Medical Research Charities | About Us | | <i>Annual Report & 990 for last 2 years</i> |
| Mental Health & Addiction Network (1) | About Us | Financial Transparency | <i>2011 Annual Report</i> |
| Mental Health & Addiction Network (2) | Workplace Giving | Workplace Giving FAQ | <i>#10 of 10: Fee description</i> |
| National Black United Fund | <i>No description of fees or financial information on website</i> | | |
| Neighbor to Nation (2 federations) | About Us | | <i>Annual Reports and 990s for several years</i> |
| Workplace Giving Alliance (7 federations) | About Us | Financials | <i>Annual Report & 990 for last 2 years</i> |
| Workplace Giving Alliance (7 federations) | Apply | CFC Application | <i>Download includes fee statement</i> |

We found no financial information or description of fees on the website of National Black United Fund. We found no annual report for Aid for Africa or Aids Global Action, but these federations did offer fee information in other contexts. If a charity is willing to dig deeper, fee information may sometimes be included in the CFC application forms, though these are often available only in a section of the website restricted to current members.

We did not review every page of every website, so it is possible that we missed the fee information presented by one or another federation. But, we are certain that we approached our task with a level of diligence far greater than any charity would bring. Charities, we are sure, would give up the search.

Once you've found the price tag, is it in a language you can understand?

Assuming our hypothetical charity has managed to find the description of the fees, the question remains how much it can understand.

Consider the statement published by EarthShare, which seems to suggest at first that there are no fees but later that there are:

All of EarthShare's member charities receive 100% of all contributions designated to them by donors. Shares of funds donated directly to EarthShare as well as the costs of EarthShare's services are shared among the charity members in differing proportions based on each member's designated donations from all workplace campaigns and its leadership role or other contributions to the functioning of EarthShare.

For the fiscal year ended June 30, 2010, EarthShare raised \$10,440,503 in total contributions from public and private sector employees, corporate gifts and matches, and on-line donations; and had administrative, fundraising and general expenses of \$716,480 (6.9%) that were charged to the member charities for EarthShare's services.

Or consider the statement published by Global Impact as a footnote in a small typeface following the list of their board members.

Statement of Dues and Fees. *The Board of Directors, which includes funded charity representatives, approves a maximum expense budget. Actual expenses may not exceed this ceiling and are funded by cost recovery from donations and revenue from other sources. Costs are not recovered on a percentage basis. Unless a funded charity elects to participate in optional state registration and/or cooperative advertising programs, no service fees are charged. Global Impact does not charge dues.*

Or this one, from Community Health Charities, in which the information about fees is embedded in a longer set of observations about the Combined Federal Campaign:

Combined Federal Campaign

The Combined Federal Campaign (CFC) celebrated its 50 year anniversary. For nearly 50 years, Community Health Charities of America has had the honor of representing the nation's most recognized health charities in the Combined Federal Campaign – the largest workplace giving campaign in the world. Since the CFC began, more than \$1 billion has been raised for the health charities the Community Health Charities membership.

Nearly \$35 million was pledged to Community Health Charities of America, its member health charities, and its state-level affiliates in the fall 2010 CFC. Donors pledged nearly \$26 million to the 63 organizations that make up the national membership of Community Health Charities of America, and more than \$9 million to Community Health Charities affiliates in partnership with their local member health charities.

Across the country, several hundred campaigns are conducted as part of the CFC through community-based federal employee committees called a Local Federal Coordinating Committee (LFCC). Each LFCC is responsible for the oversight of the local CFC. As such, the administrative fees associated with running a campaign vary by geographic area and size of the unique campaigns.

Operations of Community Health Charities of America are funded by corporate gifts and its member charities. Any one donor or campaign is not assessed a fee by Community Health Charities of America. Services provide to member charities include; assistance with preparation of applications, local and national representation, marketing, promotion and advertising, and processing and distribution of contributions from national and local and private and public sectors workplace giving campaigns. Most activity associated with administering the CFC 2010 by Community Health Charities of America and its affiliates has been completed as of June 30, 2011. The administrative costs by Community Health Charities of America and its affiliates, by its own policy, never exceeded 16% for the 2009 CFC.

All charities that participate in the CFC 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 Office of Personnel Management (OPM) calculates and publishes participating charities' ratio of revenue that is applied to administrative and fundraising expenses (AFR) in all campaign materials, and advises donors that an AFR in excess of 35% is considered high by many in the philanthropic community. For all campaigns, including public and private sector, in FY010, the headquarters office of the Community Health Charities reports an AFR of 2.1%, as typically computed by OPM.

Many federations make a good-faith effort to explain how fees are calculated, but even with the best of them, it can be difficult to compare one price-tag with another.

The way federations explain fees in their annual reports reflects to some degree OPM's regulatory requirement, which requires *"an accurate description of the federation's membership dues and/or service charges received by the federation from the charitable organizations participating as members. The information must clearly present the amounts raised, the sources of contributions, the cost of fundraising, and how costs are recovered from donations.*

The first thing to recognize is that OPM is requiring a report of what was done in a past fiscal year, not a forward-looking projection of what a charity can expect to pay for services in the next campaign for

which it might be interested in applying. The reports we found in December 2012 were generally for a 2011 calendar year or a 2010-11 fiscal year and were reporting on the 2010 CFC. A charity investigating federations with the thought of applying to the CFC for the current 2013 cycle would be examining information three years out of date.

The OPM regulation requires two kinds of information:

1. Dollar amount descriptions of the “amounts raised” and the “cost of fundraising” along with the “sources of contributions”
2. A narrative description of method - “how costs are recovered from donations”

Some federations, including those in the Workplace Giving Alliance and the Maguire family of federations, provide specific dollar figures in their fee statements to meet the first requirement. For many federations, however, the only place to find dollar figures is in the partial financial statements included in the annual report. Unfortunately, the way financial statements are prepared varies significantly from federation to federation, so these documents are unlikely to help the charity trying to understand what costs it will incur as a federation member.

OPM has established no standard format for the narrative description of method (“how costs are recovered from donations”), nor is there any standardized terminology. But, the very fact that the regulations are assuming that costs are in fact “recovered from” (i.e., deducted from) donations suggests a normal practice. The regulation’s mention of “membership dues” and “service charges” may explain why several federations include disclaimers about not charging dues or fees.

It is not possible in this report to analyze every federation fee statement and explain exactly what is *really* being charged. In fact, that is the main point we are trying to make.

We will, however, discuss five sample statements from the following federations to suggest why any clear understanding is so hard to come by:

1. America’s Charities
2. Christian Service Charities
3. EarthShare
4. Human & Civil Rights Organization of America (HCROA)
5. Wild Animals Worldwide

As noted in the prior section of this report, many federations are grouped into families that share the same staff and many of the same practices. We find that the shared practice extends to the language describing fees. Among the 19 Maguire CFC federations we studied, all but one used the same language in their fee statements, varied only by a paragraph that provided federation-specific detail. The same pattern holds true for the nine Workplace Giving Alliance federations, for the two CFC federations in Neighbor to Nation, and for America’s Charities with its two off-shoots. Therefore, while our discussion focuses on language used by Wild Animals Worldwide, most of that will apply to the other 18 Maguire

federations, and most of the language used by HCROA will apply to the other 8 Workplace Giving Alliance federations.

Of the six independent federations, we focus on EarthShare, and touch briefly on Aid for Africa and Aids Global Action. We omit Global Impact and Community Health Charities because their fee statements do not provide enough information to form any basis for discussion. We omit the National Black Federation of Charities because, as noted, we could not find information about its fee structure on their site.

The five sample statements appear below. The discussion follows these statements.

America's Charities (same statement applies to other AC federations)

MEMBER CHARITY FEES

America's Charities member organizations are not charged for "cost sharing" of federation expenses, however the members pay fees that are determined by their pledge levels in both Combined Federal Campaign and Private Sector Campaigns for a given year.

The fee is a sliding scale, which was designed to lower the fee percentage due as the charities pledge totals increase. It is as follows:

- 17.5% of pledges up to \$700,000 (with a minimum fee of \$9,000)
- 13% of pledges from \$700,001 to \$1.5 million
- 10% of pledges over \$1.5 million

Fees are paid in one of two ways. 1) Collected from the charity's monthly distribution over a 10 month period. 2) Paid directly by the charity on a monthly basis.

The amount raised in 2011 in gross pledges are as follows:

CFC = \$6,513,462 Private Sector = \$1,668,653

Christian Service Charities (Neighbor to Nation lead federation)

FEE STRUCTURE

There is no application fee or up-front cost to members before campaign receipts are collected. CSC's cost recovery practices are designed so that expenses based on a budget approved by the board are shared proportionally by all member organizations. The member organization's contribution towards cost recovery ('Membership fees') is calculated based on the member organization's gross pledges, subject to minimum and maximum fee limits. For the most recent campaign year for which payments have been completed, average Membership fees (excluding member charities subject to the minimum and maximum limits) was 7.64%. Federation fees are inclusive, with no other fees or charges from the federation or from other entities.

EarthShare (Stand-alone federation with chapters)**STATEMENT OF REVENUE AND EXPENSES**

EarthShare's primary method of fundraising is through workplace giving campaigns with governments, corporations, and other institutions. EarthShare functions as the representative of its member charities in these campaigns.

All of EarthShare's member charities receive 100% of all contributions designated to them by donors. Shares of funds donated directly to EarthShare as well as the costs of EarthShare's services are shared among the charity members in differing proportions based on each member's designated donations from all workplace campaigns and its leadership role or other contributions to the functioning of EarthShare.

For the fiscal year ended June 30, 2010, EarthShare raised \$10,440,503 in total contributions from public and private sector employees, corporate gifts and matches, and on-line donations; and had administrative, fundraising and general expenses of \$716,480 (6.9%) that were charged to the member charities for EarthShare's services.

The Board of Directors of EarthShare, which includes representatives from the member charities and workplace campaign sponsors, approves the budget and all expenditures.

EarthShare is audited annually. Its Annual Report, Conflict of Interest Policy, Guidestar financial profile, and IRS Form 990 are available at <http://www.earthshare.org/about-earthshare.html>.

EarthShare meets all of the financial and accountability standards of the Better Business Bureau's Wise Giving Alliance.

Human & Civil Rights Organizations of America (WGA lead federation)**OUR REVENUE AND MEMBER FEES**

We received revenue from donations made directly to HCROA, from service fees charged to our member charities, and from fees paid by federations receiving administrative services.

As reported on our Form 990, total revenue in FY 12 was \$1,528,080. Of this amount, \$600,382 represented fees charged to our members and other federations, with the bulk of these fees being paid by these other federations. We distributed \$929,098 to our member charities, reflecting funds received on their behalf from the CFC.

We state our fees in advance. Charities applying to the CFC in affiliation with our federation are asked to sign a form which acknowledges our fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

HCROA asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, HCROA will charge 4.5 percent of a member's net receipts, with a minimum fee of \$350. HCROA will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Wild Animals Worldwide (Maguire federation)**MEMBER CHARITY FEES**

For the fiscal year 2010/2011, federation revenue exceeded expenses and thus no member fees were charged.

Member charities share in supporting the operating costs of the federation (“Total Expenses” in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity’s share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity’s share of federation revenue will be ten percent.

Therefore, as a net result, should the federation’s revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation’s expenses exceed revenue, fees are apportioned against the members’ donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation “capped” fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Discussion of sample fees

We are now going to dive more deeply into the ways that federations report their fees on their websites. We spent many hours gathering and analyzing information – far more time than any charity would expend, we are sure.

We share our analysis in some detail below to show the complexity of the task facing a charity even if it does wish to scour websites and compare price related information, If this seems far more complex to you than it should, we agree. We believe that federations should simply state what they are going to charge. That said, we offer our analysis.

The simplest way of “recovering costs from donations,” to use OPM’s regulatory language, is to charge each member charity a fee equal to some percentage of that charity’s take from the campaign. This method is referred to in all the examples above. But in every one of these five examples it means something slightly different.

In the pages that follow we will talk about the ways in which this percentage fee can mean different things by focusing on the following:

1. The denominator of the underlying ratio
2. Adjustments to the percentage fee
3. The numerator of the underlying ratio
4. Timing: which campaign is a percentage fee actually describing?

The denominator of the underlying ratio

When we talk about percentage fees, we are really talking about a ratio between the amount charged to the member charities (the numerator) and the money raised (the denominator) on behalf of those charities. To understand the ratio, you need to understand what the federation is using as a denominator.

The majority of federations seem to use gross pledges as the denominator, but others use receipts. The result, obviously, is confusion. Consider the following simple example:

Suppose a federation has \$5 million in gross pledges and knows that it will need to charge \$500,000 in fees. \$500,000 divided by \$5 million would be expressed as a 10% fee on each member charity's gross pledges.

But after local campaign costs and shrinkage are absorbed at the local level, only about \$4.2 million of the original \$5 million pledged would ever reach the federation. The federation will in fact deduct its \$500K in expenses not from the promised \$5 million but from the \$4.2 million it actually receives. \$500,000 divided by \$4.2 million results in an effective fee of 11.9% on receipts.

Two denominators, two results.

Receipts are always smaller than gross pledges, of course, so any particular dollar fee will always represent a larger percentage of receipts than it would of gross pledges. Within the industry, everyone understands this distinction, but our hypothetical charity customer may not pick up on it and may make choices based on comparisons between apples and oranges.

The problem arises in part because there is no standard terminology used to distinguish gross pledges from receipts, either estimated or actual. The investigator will come across a variety of phrases which we believe are all meant to indicate that gross pledges are being used as the denominator in the calculation. We include references from federations beyond the above five:

- America's Charities "pledge levels"
- Neighbor to Nation group: "gross pledges"
- EarthShare: "designated donations"
- Maguire group : "donor-designated gifts"

There is similar variety in the language used when *receipts* are used as the denominator:

- Aid for Africa "money it [the federation] receives that has been designated to members"

- Medical Research Charities “net pledges”
- Mental Health & Addiction “designated pledges received”
- Most WGA federations “net receipts”

In the following cases, it is not clear from the language whether pledges or receipts are meant:

- Aids Global Action “funds they [the member charities] raise”
- Global Impact “donations”

America’s Charities presents a more complicated case: They state that their fees are based on “pledge levels in both Combined Federal Campaign and Private Sector Campaigns for a given year.” In effect, their *denominator* includes CFC and non-CFC funds.

The same appears to be true of EarthShare, which states that cost-sharing is based (at least in part) “on each member’s designated donations from all workplace campaigns.”

Adjustments to straight percentages

The other half of the ratio is, of course, the *numerator*. Before tackling that topic directly, we add a brief excursion into the world of minimums and maximums since these very much affect the final fee.

Most federations do not use a straight percentage to calculate their fees. In a pure percentage model, charities can end up paying wildly different prices for the same service. Suppose a federation’s fee is a straight 3%. If a member charity earns \$500,000, it will pay \$15,000 in fees while a charity that earns \$5,000 pays only \$150 for the same service.

This strikes many people in the industry as unfair, so federations often try to even out these inequities by charging minimum and/or maximum fees. With a minimum fee defined in dollars, even the least successful charities pay something reasonable toward the costs incurred by the federation on their behalf. What is considered a “reasonable” minimum varies widely, as is apparent from the examples below. At the other end of the scale, federations may cap fees so that the dollar amounts paid by the most successful charities are kept within some kind of dollar bound. In our group of five examples, each one applies some sort of minimum or maximum adjustment when it assesses fees.

- America’s Charities has a minimum fee of \$9,000 and no stated maximum.¹
- Christian Service Charities refers to both a minimum and a maximum but it does not disclose the levels.

¹ America’s Charities, as far as we are aware, is the only federation that has tiered fees on top of a minimum fee. The minimum fee evens out the inequities at the bottom of the scale so that lesser-performing charities pay fees in some reasonable proportion to those that perform better. America’s Charities’ tiered fees moderate the fees at the upper end without actually imposing a maximum fee. It is not entirely clear from the federation’s fee statement whether the upper tier percentage is applied to the entire pledge once the total pledge surpasses \$700,000, or only to the portion that exceeds that amount.

- EarthShare apparently adjusts its percentage fees based in part on the member charity's "leadership role or other contributions to the functioning of EarthShare."
- Human & Civil Rights has a minimum fee of \$350 and a maximum of \$5,000 (this is standard for most WGA federations)
- Wild Animals Worldwide has a maximum fee of \$12,500 (this is standard for most Maguire federations) and no stated minimum.

It is in the mathematical nature of minimum and maximum fees that charities in the upper, middle and lower ranks will pay different percentage fees. Those in the middle pay the published percentage as their share, but when a charity's pledges² are so low that the percentage fee would generate less in dollars than the minimum required by the federation, then the minimum fee kicks in. For that group, the lower the pledges fall, the larger the *percentage* share that is eaten up by the flat dollar minimum. Therefore, if a member of America's Charities garnered less than \$9,000 in pledges, it would pay a fee of 100%. Likewise, charities in the upper rank that have reached the maximum fee will pay a lower percentage the more they receive in pledges. That is why the 7.64% fee reported by Christian Service Charities does not apply to all their member charities, only to those in the middle range of pledges, i.e., those charities that, as CSC clearly states, are not "subject to the minimum and maximum limits."

The numerator of the underlying ratio

It is easy to understand the fee ratio when it is describing a single charity. It is that charity's fee divided by that charity's "take" (however defined). But if not all charities in a federation are actually paying the same percentage fee, then exactly what does the numerator in our fee ratio mean?

In most cases the percentage disclosed in the fee statement is the amount charged to the charities that are not subject to the minimum and maximum – that group of charities where the percentage really is standard and meaningful. While the reader might expect that this would be the majority of charities, we suspect that in many federations, a large proportion of the members are paying the minimum fee. Nevertheless, a narrative explanation that there are minimum and maximum fees will be enough for the shopping charity to understand the concept as long as the dollar levels are disclosed. But when factors beyond minimums and maximums are in play, the federation has to handle the explanation in another way, and this is what is happening with EarthShare.

When EarthShare mentions a percentage, it is not a percentage of a charity member's share at all, but the ratio of overall expenses to overall receipts from many sources. The 6.9% mentioned may or may not give any indication of the fee paid by any particular charity member.

Timing: which campaign is a percentage fee actually describing?

We touch now on one final wrinkle that will make the charity's effort to understand federation fees all the more challenging. It is the issue of *timing*. Is the charity looking at a description of fee that reflects the *future* or the *past*?

² Pledges here means "gross pledges" or "net receipts" or whatever numerator the federation happens to be using. We use the word "pledges" by itself to simplify the language.

Some federations describe their fees in the context of a campaign that has not yet begun. Others look backward, and describe what they charged for a campaign that is finished. In other words, for some federations, the percentage is operating as a price tag. In others it is a historical document.

For Workplace Giving Alliance federations, the percentage is a price tag. WGA federations set their fee in advance, before charities begin to apply for a campaign. The norm is 4.5% of actual receipts with a minimum of \$350. A member charity may not know in advance how much it will earn in the next campaign—no one can—but it does go forward with a clear numerical understanding of the fee. Judging from America's Charities fee statement, we believe that this federation may also be establishing percentage fees in advance (though obviously on a higher scale).

Other federations operate on a completely different system, where the percentage fees reported on their fee statements are not price tags, but history. In these cases the percentages are expressing what—when all the facts were in and the books finally closed—turned out to be the ratio between the gross pledges and the expenses of a previous fiscal year.

To go back to our Best Buy analogy, the federations that set fees in advance are putting a price tag on the TV in the store. The “historical” federations have you buy the TV and then a couple of years later, if you remember to do it, you can calculate what you ended up paying for it.

This model is often described as cost-sharing. Federations seem to use this to describe a system where deductions are made from the cash flowing in from a current campaign to pay the expenses of the past fiscal year.

What is interesting about this model is that it reduces a federation's risk. A federation can withhold however much money it requires, and then announce what its fees was for a campaign cycle.

The end of our shopping

A charity seeking to shop for a federation is facing a daunting task. At the heart of the problem is that the pricing information that the charity would naturally wish to examine is, in essence, hard if not impossible to find. Yes, a charity can dive into a federation's financial books and perform complex calculations, but somehow that seems the wrong answer.

We have suggested to OPM that it move more aggressively to require federations to make clear what they will charge their charity members. The government appears ready to do so, which leads us to one final short section.

OPM's Proposed Changes to the System

In the summer of 2012, the government's CFC-50 Commission issued its report, recommending numerous improvements to the CFC. The government appears close to publishing draft regulations that will implement a number of the Commission's recommendations. The new regulations may also introduce changes that go beyond what the Commission urged.

While the proposed regulations will affect many aspects of the CFC, here we focus on one possible change: a restriction on the ability of federations to assess their fees while handling CFC donations.

The draft regulations published recently by *Federal Times* proposes to "prohibit deductions of dues/fees from the disbursement of CFC contributions." We believe this change will drive federations toward a much more complete disclosure of the amounts they are withholding from their members since federations will simply have to issue bills.

To repeat what we have discussed before, federations today commonly withhold their fees as they disburse CFC related donations. Some federations (and we include ourselves in this group) make clear in advance what their charges are going to be. Other federations provide some degree of information after the fact, and charities can, with diligence, figure out what they have been charged.

If the government bans the withholding of fees from CFC disbursements, federations will still need to collect funds from their members. Now, however, they will need to openly state how much they require.

It is unclear if federations will move to a system where charities pay in advance, or whether the after-the-fact system will remain in force. Either way, charities will know their federation costs far more plainly.

We do note that charities will still face a lack of pricing information when shopping for a federation. But, the forced disclosure of fees suggested by the government strikes us as an important step forward.

Appendix: Federation Snapshots

In assembling the federation “snapshots” that follow, we seek to 1) show the language used by each federation to explain its fees and 2) identify the places this language is found. Other information is included as context for the fees.

Here is a list of the information and its sources:

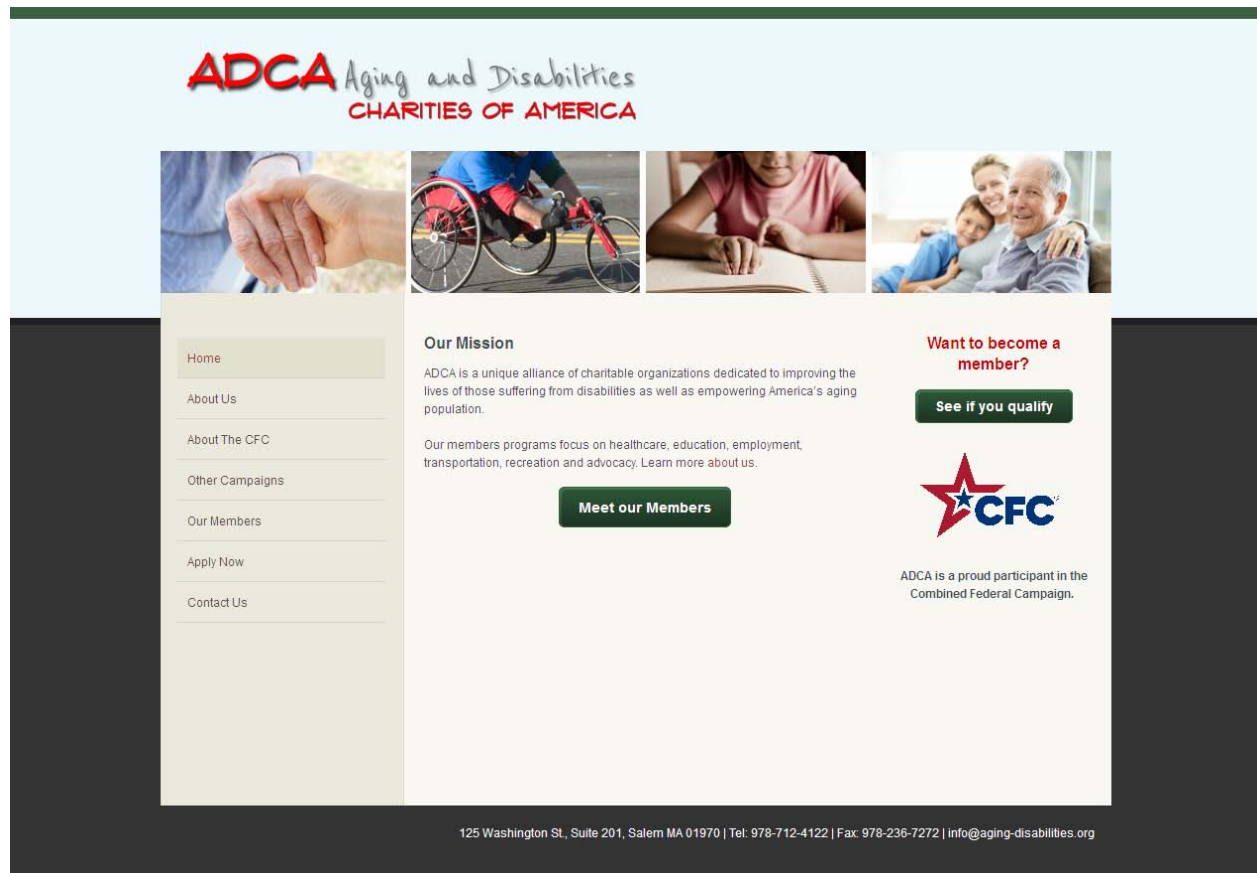
- A screen shot of the federation’s homepage and the date of its capture
- The federation’s Web address
- The federation’s listing in the CFC charity directory
- Federation “family”
- Fee information and notations of where we found it
- Amount raised in the 2011 CFC (from combined forms 1417, which local administrators use to report results from each year’s CFC)
- Net assets as of the most recent fiscal year for which we could find information (from financial statements)
- CEO compensation, where applicable (from the most recent IRS Form 990 available)
- Highest paid independent contractor (from the most recent IRS Form 990 available)
- List of members (from federation website)

Federations appear in alphabetical order. Note that we do not include the Red Cross and USO. The government grants these two organizations the status of “federations,” but the groups do not represent other charities in the CFC and, therefore, do not have CFC related fees.

Generally, we provide a single version of what a federation says is its fee. When a federation provides multiple versions, we provide such.

Finally, we list federations by their common trade name which, on occasion, may be the federation’s DBA.

Aging and Disabilities Charities of America



Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.agingdisabilities.org

CFC Listing: 12555 Aging and Disabilities Charities of America (978)712-4122
www.agingdisabilities.org EIN#205300189 The elderly and disabled are among our most vulnerable. Help support organizations that protect our loved ones and enrich their lives. 4.7% E,P,G

Federation Family : Workplace Giving Alliance

Fee: As published in 2012 Annual Report
(www.aging-disabilities.org/uploads/1/1/8/9/11895273/2012_annual_report_adca.pdf)

Aging and Disabilities Charities of America (ADCA) received revenue from donations made directly to ADCA and from service fees charged to our member charities.

As reported on our Form 990, total revenue in FY 12 was \$212,374. Of this amount, \$6,793 represented fees charged to our members. We distributed \$151,750 to our member charities, reflecting funds received on their behalf from the CFC.

ADCA states its fees in advance. Charities applying to the CFC in affiliation with ADCA are asked to sign a form which acknowledges the federation's fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

ADCA asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, ADCA will charge 4.5 percent of a member's net receipts, with a minimum fee of \$350. ADCA will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$187,725

Net Assets as of 4/30/2012: \$16,250

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|--|--|
| American School for the Deaf | Mobility International USA |
| Associated Services for the Blind | Move International |
| Braille Institute of America | National Asian Pacific Center on Aging |
| Carroll Center for the Blind | National Braille Press |
| Disability Rights Advocates | National Organization on Disability |
| Disability Rights Education and Defense Fund | National Senior Citizens Law Center |
| Elderhostel | New England Center for Children |
| Help the Helpless | Oasis Institute |
| Help the World See | Perkins School for the Blind |
| Israel Guide Dog Center for the Blind | Rehabilitation International |
| Landmark College | RHF Foundation |
| LeadingAge | VisionSpring |
| LRBT America | With Our Hands Together |
| Medicare Rights Center | World Institute on Disability |

Aid for Africa



Address: 6909 Ridgewood Ave, Chevy Chase, MD 20815

Website: www.aidforafrica.org

CFC Listing: 11069 Aid for Africa (202)531-2000 www.aidforafrica.org EIN#061703295 Helps African children, families and communities through a network of charities providing healthcare (HIV/AIDS, malaria), education, food, economic improvement, conservation, wildlife protection, and arts programs. 7.4% B,E,P

Federation Family : None

Fee: Financial and fee information appears in three slightly different formats in three different places on the Aid for Africa website:

(1) <http://www.aidforafrica.org/about-us/financial-information/>

Aid for Africa is a 501(c)(3) nonprofit organization. Our members pay no application fees, service charges, or membership dues, and we are committed to maintaining low management and administrative costs. For the last three years, on average, just 8.6 percent of Aid for Africa's total revenue was used for administrative expenses. Aid for Africa's most recent IRS Form 990 and audited financial statements are below.

Organizations wishing to become part of the Aid for Africa partnership must meet stringent tests of fiscal accountability, governance and programmatic impact. For more information on our eligibility requirements, please visit our Member Services/Eligibility page.

(2) <http://www.aidforafrica.org/member-services/financial-information/>

Aid for Africa is classified as a 501(c)(3) organization by the IRS and is committed to maintaining low management and fundraising costs. It does not assess it members' application fees, service charges or membership dues.

Instead, it funds its operations by distributing 94 percent of the money it receives that has been designated to members. The remaining funds are used to support member services and Aid for Africa's administrative overhead.

Management and fundraising costs vary from year to year but average about 8.6 percent of total revenue for the last three years. In addition, Aid for Africa supplements donations received by some of its members to support their ability to build capacity and to achieve other programmatic goals, as defined by Aid for Africa's Board. During 2011, Aid for Africa's highest supplement level was \$5,000 for qualified members.

(3) <http://www.aidforafrica.org/member-services/membership-faq/>

FAQ - 9. What is the cost to my organization to be a member of Aid for Africa?

A nonprofit organization itself, Aid for Africa does not assess it *[sic]* members application fees, service charges or membership dues. Instead, it funds its operations by distributing 93 percent of the money it receives that has been designated to members. The remaining funds are used to support member services and Aid for Africa's administrative overhead. In addition, Aid for Africa supplements donations received by some of its members to support their ability to build capacity and to achieve other programmatic goals, as defined by Aid for Africa's Board. During 2010, Aid for Africa provided supplements up to \$7,000 for qualified members.

Gross pledges in 2011 CFC: \$1,084,784

Net Assets as of 3/31/2012: \$305,418 (unrestricted)
 \$490,864 (restricted)
 \$796,282 (total)

CEO compensation: Barbara Alison Rose (\$49,243)

Highest paid independent contractor: none over \$100,000

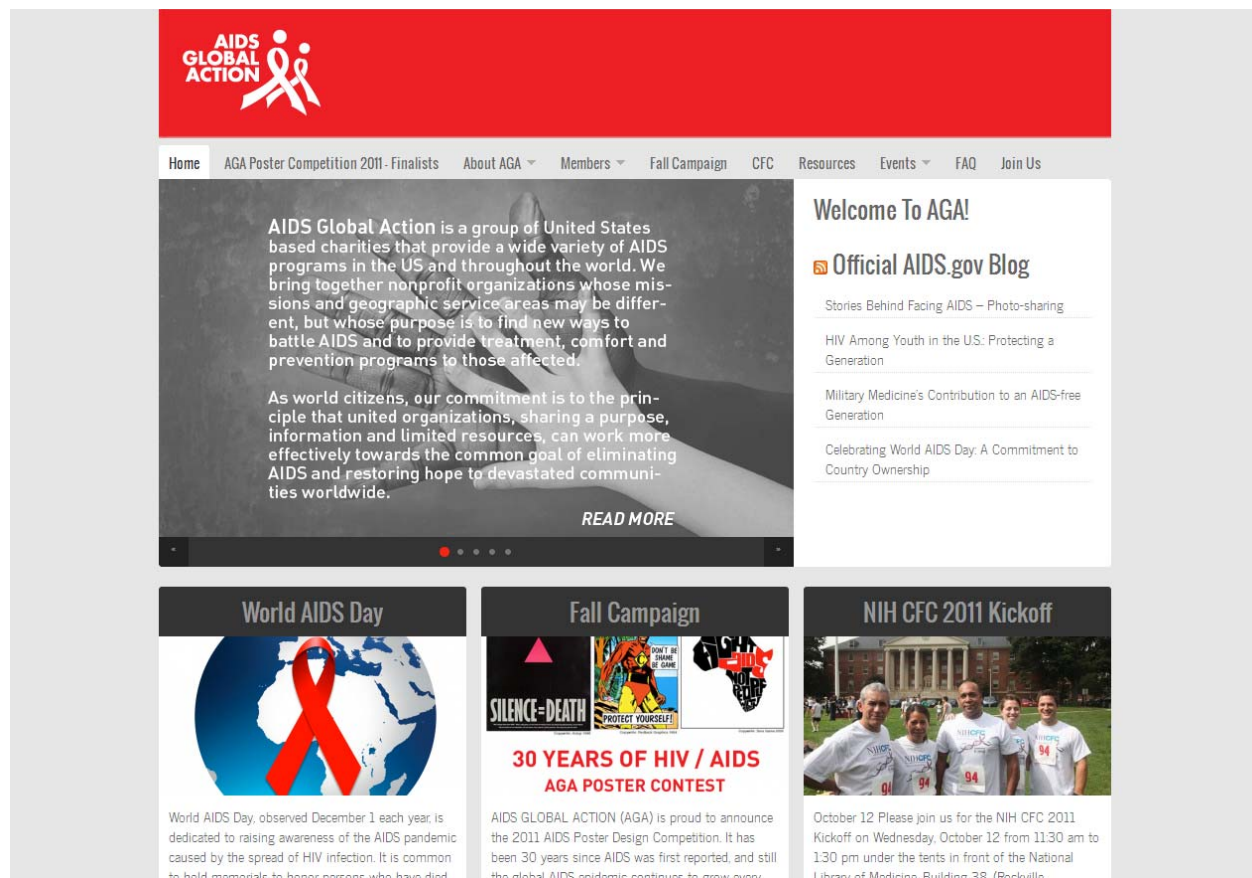
Member List:

| | |
|--|---|
| Aid for Africa | East African Center for the Empowerment of Women and Children |
| A Glimmer of Hope Foundation | EcoAgriculture Partners |
| A Self-Help Assistance Program | Family Care Foundation |
| Action Africa | Family Care International |
| Africa Classroom Connection | Firelight Foundation |
| Africa Development Corps | The Fistula Foundation |
| Africa Fighting Malaria | Foundation for Hospices in Sub-Saharan Africa |
| Africa Infectious Disease Village Clinics | Foundation for International Medical Relief of Children |
| African Aid Organization | The Fregenet Foundation |
| African Childrens Haven | Friends of Africa International |
| African Conservancy | Friends of Conservation – Friends of the Masai Mara |
| African Rainforest Conservancy | Generation Rwanda |
| African Services Committee | Ghanaian Mothers’ Hope |
| African Solutions to African Problems | Green Belt Movement International |
| African Studies Association | Growth Through Learning |
| Akilah Institute for Women | H2O for Life |
| The Albert Schweitzer Fellowship | Health Alliance International |
| Alliance for African Assistance | Hope Through Health |
| American Friends of Guinea | International Centre of Insect Physiology and Ecology |
| American Leprosy Missions | Invisible Children |
| Arlington Academy of Hope | John Dau Foundation |
| Ashesi University Foundation | Kabissa |
| The BOMA Project (BOMA Fund) | Kenya Education Fund |
| Books For Africa | KickStart International |
| Carolina for Kibera | Lewa Wildlife Conservancy USA |
| Catalytic Communities | Lubuto Library Project |
| charity: water | Maasai Girls Education Fund |
| Children of Uganda | Medical Bridges |
| ChildVoice International | Medical Care Development International |
| Doctors on Call for Service Foundation | |
| Development in Gardening | |
| The Earth Institute at Columbia University | |

Medicine for Mali
mothers2mothers International
Museum for African Art
Nurturing Minds
Panthera
Planet Aid
RefugePoint
RISE International
Sanctuary of Moses Ministries
Save Africa's Children
Solar Cookers International
South Africa Partners
Southern Africa Legal Services Foundation
Tanzania Education Fund

Teach With Africa
Tostan
Touch Foundation
Trees for the Future
Ubuntu Education Fund
Uganda Christian University Partners
Village Enterprise Fund
Vitamin A for Africa (International Potato
Center)
Wildlife Conservation Network
Women's Microfinance Initiative
World Bicycle Relief
World Hope International
Worldwide Fistula Fund

Aids Global Action



Address: 5185 MacArthur Blvd NW #607, Washington, DC 20016

Website: www.aidsglobalaction.org

CFC Listing: 12325 AIDS Global Action Inc. (202)716-4000 www.aidsglobalaction.org EIN#205519498
We provide expertise, financial support, and resources to a wide-range of carefully selected front-line HIV/AIDS nonprofits locally, nationally and globally. Education. Prevention. Comfort. Eradication. Cure. 12.3% E,G,H

Federation Family : None

Fee: Described in FAQ (<http://aidsglobalaction.org/faq/>)

FAQ - 10. What is the cost to my organization to be a member of AIDS Global Action?

As a nonprofit organization, AIDS Global Action assess its members a percentage based fee reflecting how well each charity does in the CFC and related workplace giving

campaigns. We do not charge dues or fees for applying or for processing your funds, and we do not ask for any money in advance. Member charities are assessed fees only to cover the costs of preparing their applications and supporting their participation in CFC.

Experience suggests that member charities can anticipate an assessment of between 5 and 10 percent of the funds they raise. Federation members are provided with a detailed accounting of the funds donated to them. Federation accounts are audited annually by an independent Certified Public Accountant. This audit report is available for inspection by all Federation members upon request.

Gross pledges in 2011 CFC: \$264,970

Net Assets as of 3/31/2011: (\$ 78,188) (unrestricted) *from 990 on Guidestar*
\$254,922 (restricted)
\$176,734 (total)

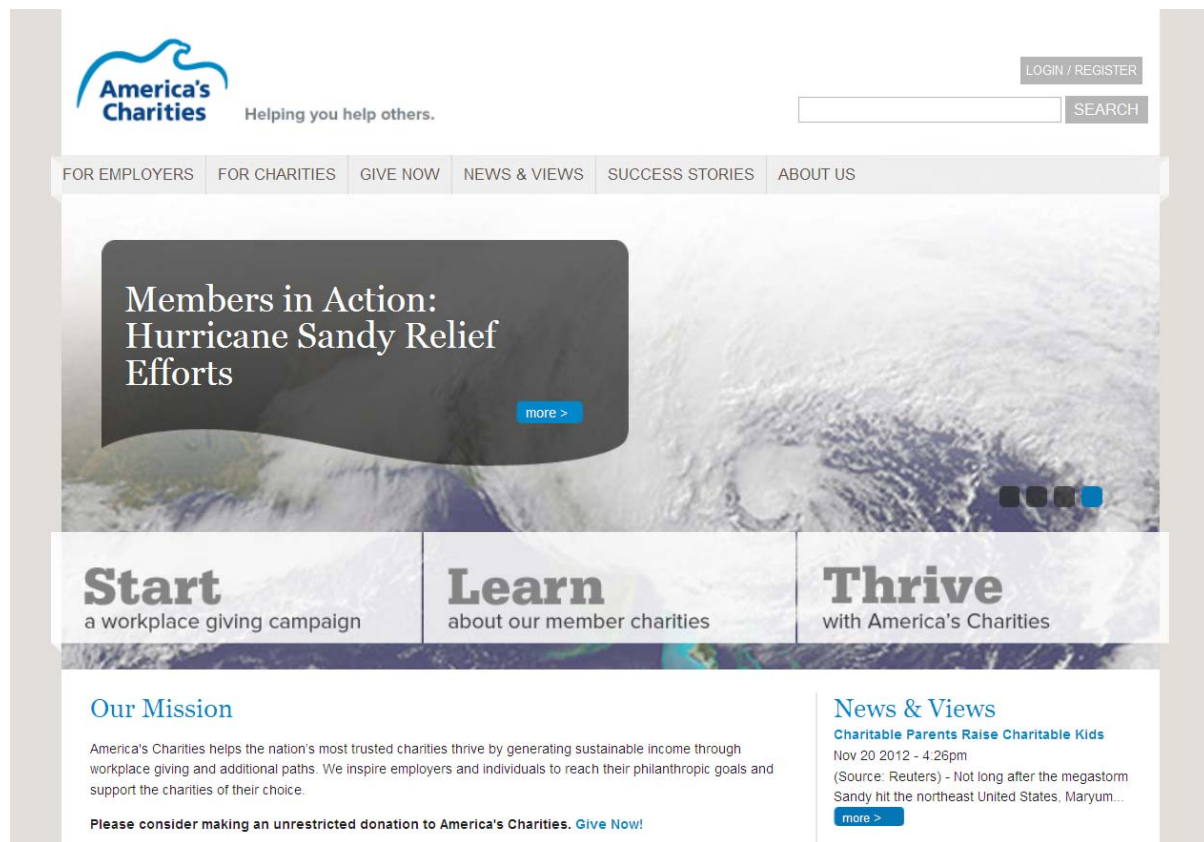
CEO compensation: 0

Highest paid independent contractor: none over \$100,000

Member list:

AIDS Global Action Inc.
Aaron Diamond AIDS Research Center
AIDS Healthcare Foundation
AIDS Project Los Angeles, Inc.
AIDS Vaccine Advocacy Coalition
Baylor College of Medicine
Broadway Cares/Equity Fights AIDS, Inc.
GAIA Vaccine Foundation
Global AIDS Interfaith Alliance
Housing Works, Inc.
International AIDS Empowerment, Inc.
International Women's Health Coalition, Inc.
Keep A Child Alive
Pangaea Global AIDS Foundation
Project Medishare for Haiti
Renz Addiction Counseling Center
Scenarios USA Inc.
Treatment Action Group (TAG)

America's Charities



Address: 14150 Newbrook Dr. Suite 110 Chantilly, VA 20151

Website: www.charities.org

CFC Listing: 10224 America's Charities (800)458-9505 www.charities.org EIN#541517707 Working to build strong communities. Addressing needs of children, families, communities through member programs, by helping employers and employees support our member charities' programs. 8.1% P,O,E

Federation

Family : America's Charities

Fee: As published in 2010 Annual Report

(<http://www.charities.org/sites/www.charities.org/files/Americas-Charities-AnnualReport-2010.pdf>)

America's Charities member organizations are not charged for "cost sharing" of federation expenses, however the members pay fees that are determined by their pledge levels in both Combined Federal Campaign and Private Sector Campaigns for a given year.

The fee is a sliding scale, which was designed to lower the fee percentage due as the charities pledge totals increase. It is as follows:

- 17.5% of pledge for pledges up to \$700,000 (with a minimum fee of \$9,000)
- 13% of pledge for pledges over \$700,000, but less than \$1.5 million
- 10% of pledge for pledges over \$1.5 million

Fees are paid in one of two ways.

- 1) Collected from the charity's monthly distribution over a 10 month period.
- 2) Paid directly by the charity on a quarterly basis.

The amount raised in 2010 in gross pledges are as follows:

CFC = \$6,534,281 Private Sector = \$1,878,885

Gross pledges in 2011 CFC: \$8,589,767

Net Assets as of 12/31/2011: \$2,483,967

CEO compensation: Steve Delfin (\$279,200)

Highest paid independent contractors: Washington Post (\$134,571)

Member list:

| | |
|--|---|
| 100 Black Men of America | Goodwill Industries International, Inc. |
| American Program for Prevention of Child Abuse and Family Violence | Human Rights Program Foundation |
| American Center for Law and Justice | The Humane Society of the United States |
| American Civil Liberties Union Foundation | Latino Youth Education Fund |
| Amnesty International USA | LatinoJustice PRLDEF |
| Asian American Legal Defense and Education Fund | Meals On Wheels Association of America |
| Boy Scouts of America | Mothers Against Drunk Driving |
| Canine Partners For Life | NAACP Legal Defense and Educational Fund |
| Catholics United for Life | NAACP Special Contribution Fund |
| Christian Appalachian Project | National Association of the Deaf |
| Diabetes Research and Wellness Foundation | National Law Enforcement Officers Memorial Fund |
| Dress for Success Worldwide | National Trust for Historic Preservation in the United States |
| Eagle Forum Education and Legal Defense Fund | Native American Rights Fund |
| Feed The Children | PetSmart Charities |
| Feeding America | Southern Poverty Law Center |
| Foster Care To Success Foundation | Thurgood Marshall College Fund |
| The Fund for Animals | Vietnam Veterans Memorial Fund |
| Gay, Lesbian, Bisexual & Transgender Scholarship Fund – Point Foundation | Wounded Warrior Project |
| | Zero Population Growth |

Animal Charities of America



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, California 94939

Website: www.animalcharitiesofamerica.org

CFC Listing: 10264 Animal Charities of America (800)626-5892 www.animalcharitiesofamerica.org
 EIN#943193389 Protecting pets, wildlife, and endangered species. Teaching people to treat animals with respect. Humane training of animals as helpmates and companions to people in need. 1.7% D,P,E

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report
<http://www.animalcharitiesofamerica.org/990/ACAar.pdf>

For the fiscal year 2010/2011, charges to members equaled \$191,042. The total cost to all members combined thus equaled 1.7% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees

deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$9,899,457

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$291,372)

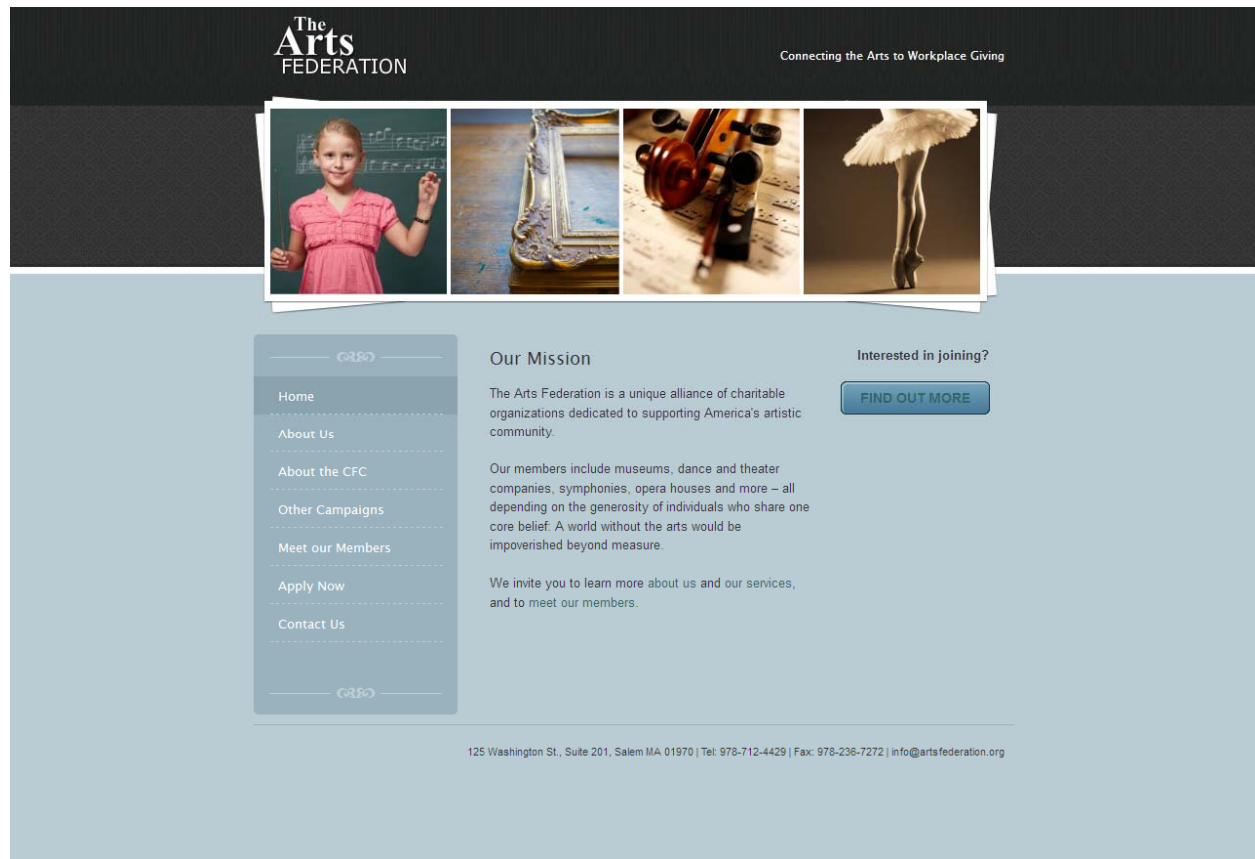
Member list:

| | |
|---|---|
| 4 Paws for Ability, Inc. | Animal League |
| Alley Cat Allies | Animal Legal Defense Fund |
| Alley Cat Rescue | Animal Protection and Rescue League |
| Alternatives for Research and Development | Animal Rights Institute |
| Foundation | Animal Spay Neuter International |
| American Anti-Vivisection Society | Animal Welfare Institute |
| American Eagle Foundation | Animals For Adoption |
| American Humane Association | Apes Alive: The Primate Rescue Center |
| Angel Canines for Wounded Warriors | ASPCA: American Society for the Prevention of |
| Animal Charities of America | Cruelty to Animals |

Assistance Dog Institute
Assistance Dog United Campaign
Avian Conservation
Big Cat Rescue Corp
Canine Assistants
Canine Companions for Independence
Canine Health Foundation
Cesar & Ilusion Millan Foundation, Inc.
Compassion Over Killing
Days End Farm Horse Rescue
Dedication and Everlasting Love to Animals
Dogs & Cats Stranded on the Streets
Dogs Deserve Better Inc.
Dogs for Deaf and Disabled Americans (NEADS)
Dogs for the Deaf, Inc.
Dogs Last Chance
Dogs Leading the Blind
Dogs On Death Row
Farm Animal Reform Movement (FARM)
Farm Sanctuary Inc.
Fidelco Guide Dog Foundation, Inc.
Friends of Animals
Greyhound Foundation
Guide Dogs for the Blind, Inc.
Guide Dogs of America
Hearing Dog
Hearts United for Animals

Horse Charities of America
Humane Farming Association
Humane League, The
In Defense of Animals
International Fund for Animal Welfare
KSDS Inc.
Labs4Rescue, Inc.
Mercy for Animals
Noah`s Wish, Inc.
Orangutan Foundation International
Paws With A Cause
People Helping Horses
Pet Partners
PETA: People for the Ethical Treatment of
Animals
Physicians Committee for Responsible Medicine
Puppies Behind Bars
Release Chimpanzees
Search Dog Foundation, National Disaster
Seeing Eye, Inc.
Siamese Cat Rescue Center
Southeastern Guide Dogs
Spay-Neuter Assistance Program (SNAP)
United Animal Nations
United Poultry Concerns
Vegan Outreach
World Society for the Protection of Animal

The Arts Federation



Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.artsfederation.org

CFC Listing: 12204 Arts Federation, Inc. (978)712-4429 www.artsfederation.org EIN#030524939 The arts bring joy and meaning to us all. Help support American arts and arts education organizations, whether young or well-established, in every creative discipline. 4.2% A,T,W

Federation Family : Workplace Giving Alliance

Fee: As published in 2012 Annual Report
(http://www.artsfederation.org/uploads/1/1/8/9/11895273/2012_annual_report_arts.pdf)

The Arts Federation received revenue from donations made directly to the federation and from service fees charged to our member charities.

As reported on our Form 990, total revenue in FY 12 was \$295,183. Of this amount, \$16,530 represented fees charged to our members. We distributed \$235,258 to our member charities, reflecting funds received on their behalf from the CFC.

The Arts Federation states its fees in advance. Charities applying to the CFC in affiliation with us are asked to sign a form which acknowledges the federation's fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

The Arts Federation asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, The Arts Federation will charge 4.5 percent of a member's net receipts, with a minimum fee of \$350. The Arts Federation will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$253,332

Net Assets as of 4/30/2012: \$39,499

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000


Member List:

| | |
|------------------------------------|---------------------------------------|
| Acting Company, The | Houston Grand Opera Association |
| American Antiquarian Society | Institute of American Indian Arts |
| American Composers Forum | Mid-America Arts Alliance |
| American Music Center | Minnesota Orchestral Association |
| Arts Midwest | Museum of Contemporary Art, San Diego |
| Aspen Music Festival and School | National Museum of Mexican Art |
| Association of Children's Museums | New England Conservatory of Music |
| Ballet Hispanico of New York | Omaha Theater Company |
| Baltimore Symphony Orchestra | Peabody Essex Museum |
| Battery Dance Corporation | Rock and Roll Hall of Fame and Museum |
| Boston Conservatory | San Francisco Opera Association |
| Boston Symphony Orchestra | Southern Arts Federation |
| Chicago Symphony Orchestra | Steppenwolf Theatre Company |
| Dance Theatre of Harlem | Thelonious Monk Institute of Jazz |
| Eugene O'Neill Theater Center, The | World Monuments Fund |
| George Eastman House | Young Audiences |

Build a Better World

Build a Better World
...village by village

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Welcome to Build a Better World

Whether the concern is poverty or prejudice, shelter or education, the environment or healthcare, we are committed to supporting organizations active in developing countries. [Learn More](#)

EXPLORE our members

Want to become a member?
[See if you qualify](#)



Build a Better World is a proud participant in the Combined Federal Campaign

125 Washington St., Suite 201, Salem MA 01970 | Tel: 978-653-4480 | Fax: 978-236-7272 | info@village-by-village.org

Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.village-by-village.org

CFC Listing: 10893 Build a Better World (Village by Village Inc) (978)653-4480 www.village-by-village.org EIN#201348415 People suffer every day without necessities we take for granted. Help deliver food, clean water, health care, schools and opportunities to earn a living. 2.8% S,K,C

Federation

Family : Workplace Giving Alliance

Fee: As published in 2012 Annual Report

(http://www.village-by-village.org/uploads/1/1/8/9/11895273/2012_annual_report_vbyv.pdf)

Village by Village received revenue from donations made directly to the federation and from service fees charged to our member charities.

As reported on our Form 990, total revenue in FY 12 was \$161,231. Of this amount, \$6,135 represented fees charged to our members. We distributed \$136,822 to our member charities, reflecting funds received on their behalf from the CFC.

We state our fees in advance. Charities applying to the CFC in affiliation with us are asked to sign a form which acknowledges our fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

Village by Village asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, Village by Village will charge 4.5 percent of a member's net receipts, with a minimum fee of \$350. Village by Village will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$169,657

Net Assets as of 4/30/2012: \$17,683

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|--|--|
| Action for Health in the Americas | Friendship Bridge, The |
| Agape Flights | Global Greengrants Fund |
| Amazon Watch | Global Water |
| Americas Society | Guatemala Human Rights Commission/USA |
| Asociación Interamericana Para la Defensa del Ambiente | Interfaith Service to Latin America |
| Batey Relief Alliance | Mano a Mano Medical Resources |
| Beyond Borders | Native Seeds/ SEARCH |
| Brazil Foundation | Pan American Health and Education Foundation |
| Central American Medical Outreach | Partner for Surgery |
| Cooperative for Education | Partners in Development |
| Cross-Cultural Solutions | Plenty International |

CancerCURE of America

Home | Who We Are | Member Benefits | Ways To Give | View Our Charities | Search For A Charity

CancerCURE of America

Care, Understand, Research & End

View Our Charities
Learn more about our member charities, or make a contribution.

Search for a Charity
You can search for a particular cause or charity using our keyword search engine.

Ways To Give
Give At Work
Give Online
Donate A Vehicle

Board Member Login >>GO

Member Charity Login >>GO

BEST OF AMERICA
COMBINED CHARITIES OF AMERICA
[Learn More About This Seal](#)

CFC
Proud participant in the Combined Federal Campaign

Welcome to CancerCURE of America

CancerCURE of America is an IRS-recognized 501 (c)(3) charitable federation "umbrella group" organized to certify national and international cancer charities for participation in workplace payroll deduction fund drives reaching up to 10 million employees.

We hope you will support this coalition of world class cancer charities, leading the way with new treatment modalities, better patient care, and research to someday find the cure.

View our latest video below to learn more about CancerCure of America.

When you support CancerCURE, one gift helps many charities.

Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.cancercureamerica.org

CFC Listing: 10894 CancerCURE of America: Care, Understand, Research and End (800)874-0764
www.cancercureamerica.org EIN#810648432 Support this coalition of world class cancer charities, leading the way with new treatment modalities, better patient care, and research to someday find the cure. 1.7% G,H,E

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report
<http://www.cancercureamerica.org/990/CCUREar.pdf>

For the fiscal year 2010/2011, federation revenue exceeded expenses and thus no member fees were charged.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees

deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

Gross pledges in 2011 CFC: \$7,853,891

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$256,188)

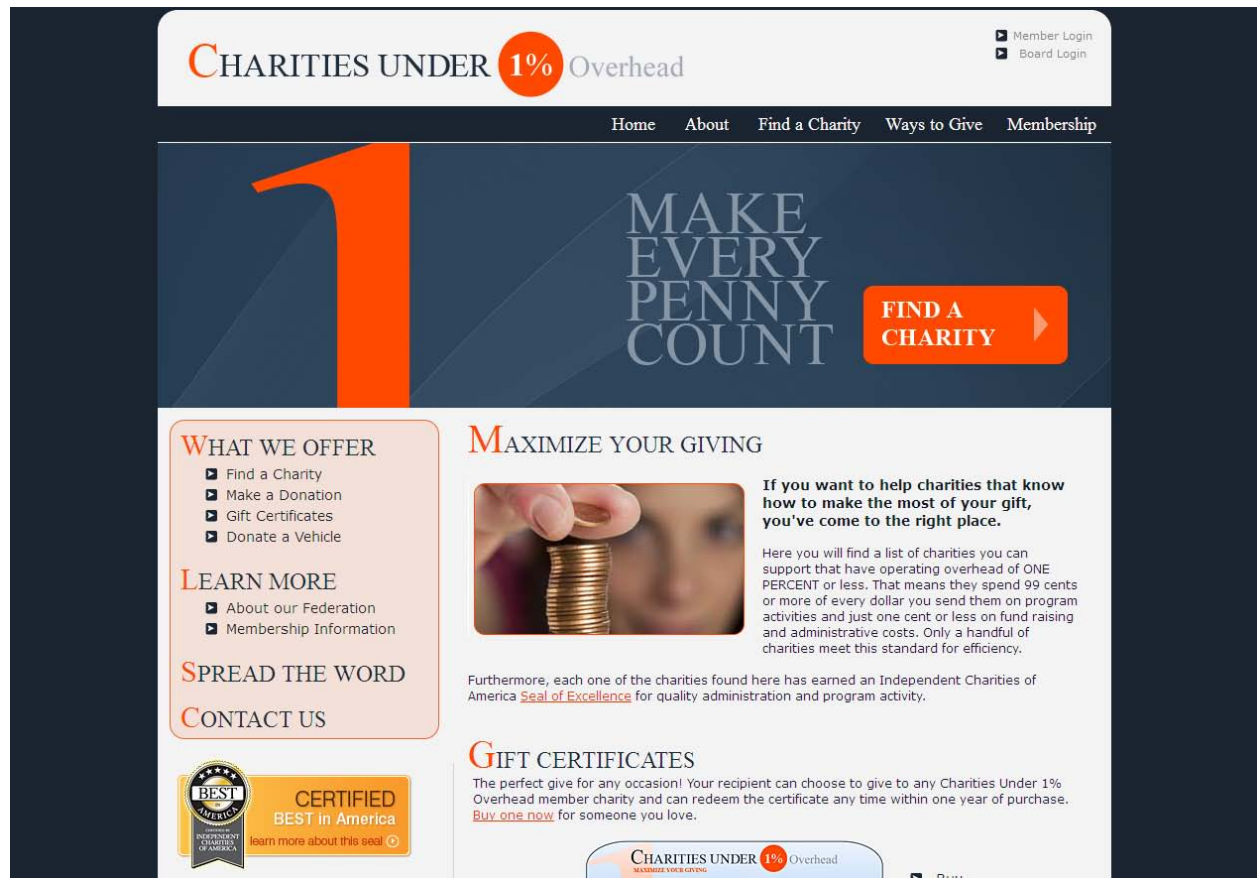
Member List:

| | |
|--|---|
| Alex's Lemonade Stand Foundation | Cancer Aid and Research Fund |
| Alliance for Cancer Research and Support - VHL | Cancer Care, Inc. |
| Angel Airlines for Cancer Patients | Cancer Coalition, The National |
| Bear Necessities Pediatric Cancer Foundation, Inc. | Cancer Fund of America |
| Bladder Cancer Advocacy Network | Cancer Hope Network |
| Brain Tumor Association, American (ABTA) | Cancer in the Family Relief Fund |
| Breast Cancer Action | Cancer Prevention and Treatment Fund |
| Breast Cancer African American, Sisters Network Inc. | Cancer Project - Mautner Project for Lesbians with Cancer |
| Breast Cancer Aid and Research Institute | Cancer Research America - NCFR |
| Breast Cancer Crusade by Avon | Cancer Research Foundation |
| Breast Cancer Fund | Cancer Research Fund of the Damon Runyon - Walter Winchell Foundation |
| Breast Cancer in Young Women | Cancer Research Wellness Institute |
| Breast Cancer Research & Assistance Fund | Cancer Research, American Association for |
| Breast Cancer Society | |

Cancer Research: Cell and Gene Targeted
Treatments
Cancer Support Community
Cancer Survivors Coalition (NCCS)
CancerCURE of America: Care, Understand,
Research & End
Caring for Carcinoid Foundation
Childhood Cancer Research - St. Baldrick's
Foundation
Childhood Leukemia Foundation
Children's Brain Tumor Foundation
Children's Cancer Aid and Research Institute
Children's Cancer Fund of America
Children's Cancer Recovery Foundation
Children's Cancer Research and Family
Assistance Foundation
Children's Neuroblastoma Cancer Foundation
Conquer Cancer Foundation of the American
Society of Clinical Oncology
CURE Childhood Cancer, Inc.
Gabrielle's Angel Foundation for Cancer
Research, Inc.

International Myeloma Foundation
Kidney Cancer Research and Education
Association
Leukemia Clinical Research Foundation
Lung Cancer Alliance
Lung Cancer Research Foundation, Bonnie J.
Addario
Lymphedema Network
Lymphoma Foundation of America
Lymphoma Research Foundation
MPN Research Foundation
National Lung Cancer Partnership
Oncology Nursing Society Foundation
Ovarian Cancer Coalition, National
Ovarian Cancer National Alliance
Prostate Cancer Research and Assistance Fund
Prostate Cancer Research Institute
Sarcoma Foundation of America, Inc.
Skin Cancer Foundation
SuperSibs!
Thyca Thyroid Cancer Survivors Association, Inc.
Zero - The Project to End Prostate Cancer

Charities Under 1%



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.LowestOverhead.org

CFC Listing: 45623 Charities Under 1% Overhead (855)212-0314 www.LowestOverhead.org
EIN#273132554 These charities spend 99 cents or more of every dollar you send them on program and just one cent or less on fundraising and administration. 0.0% P,D,C

Federation

Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.lowestoverhead.org/990/1PCAR.pdf>)

The federation has collected no fees from members, and will not do so until a fund drive income stream is established in the spring of 2012. Annual fees will be based pro rata on each member's relative share of pledged revenue from fund drives where represented by the federation.

Gross pledges in 2011 CFC: \$2,442,610

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member list:

Angel Bus
BOOKS for the BARRIOS, Inc.
Bread and Water for Africa, Inc.
Cancer Prevention and Research Fund
Cats on Death Row
Charities Under 1% Overhead
Children`s Medical Ministries
Disabled Children`s Fund
Feeding America`s Children
Feeding Children in America
Feeding Hungry Children International
Giving Children Hope
Help the Children
Hunger Defense Fund
Matthew 25: Ministries
Military Medical Research and Education
Foundation
Operation Compassion
Salvadoran American Humanitarian Foundation
United Marriage Encounter
Veterans Consortium Pro Bono Program

Charities Under 5%



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.loweroverhead.org

CFC Listing: 50320 Charities Under 5% Overhead (888)465-1118 www.loweroverhead.org
EIN#273132492 These charities spend 95 cents or more of every dollar you send them on program and just five cents or less on fundraising and administration. 0.0% P,D,C

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.loweroverhead.org/990/5PCAR.pdf>)

The federation has collected no fees from members, and will not do so until a fund drive income stream is established in the Spring of 2012. Annual fees will be based pro rata on each member's relative share of pledged revenue from fund drives where represented by the federation.

Gross pledges in 2011 CFC: \$1,227,677

Net Assets as of 4/30/2011: 0

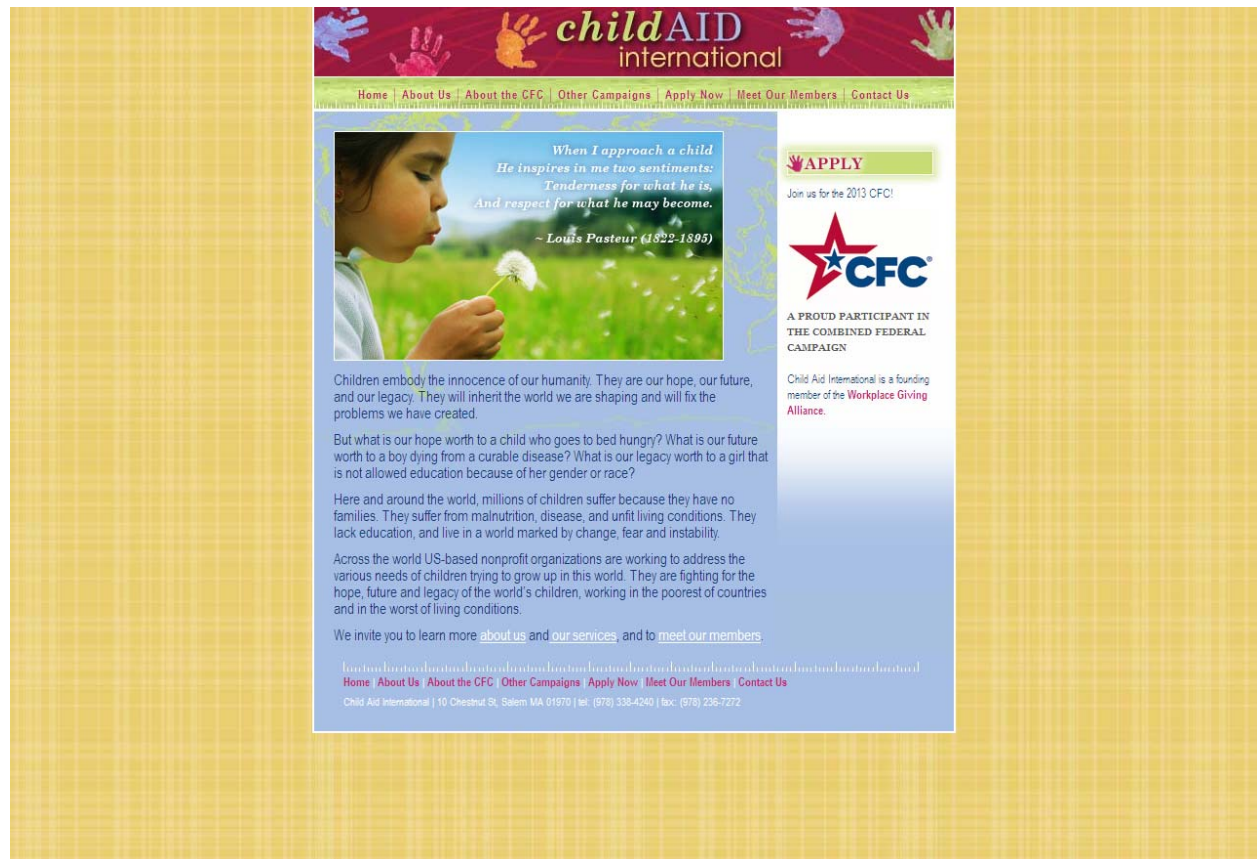
CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|---|---|
| A Mission For Children | EarthCare Fund |
| A Well-Fed World | East Meets West Foundation |
| Adoption Exchange Association | Feed God's Hungry Children |
| Aid For Starving Children | Food & Medicine for the Poor |
| AIDS Research & Assistance Institute | Giving Hope International |
| Americans Helping Americans | Humane Farm Animal Care |
| Charities Under 5% Overhead | IMA World Health |
| Children & Charity – Educating, Feeding and | Institute for Women's Policy Research |
| Caring for the Needy | Lion of Judah Ministries, Inc. |
| Children of The Americas | Mercy Medical Airlift |
| Children's Compassion Fund | Mercy-USA for Aid and Development, Inc. |
| Children's Emergency Medical Fund | National Alliance for Hispanic Health |
| Children's Emergency Relief Teams | National Council for International Visitors |
| Children's Feeding Network | Service Dogs For America |
| Children's Hunger Fund Foundation | Wider Opportunities for Women |
| Christian Children's Health & Hope Mission | World Missions Possible, Inc. |
| Dollars for Scholars | |

Child Aid International



Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.aidtochildren.org

CFC Listing: 94585 Child Aid International (978)338-4240 www.aidtochildren.org EIN#201358458
Help support organizations working to address the various needs of children worldwide.
We are fighting for the hope, future and legacy of the world's children. 2.0% P,O,S

**Federation
Family :** Workplace Giving Alliance

Fee: As published in 2012 Annual Report
(<http://www.aidtochildren.org/2012%20Annual%20Report%20CAI.pdf>)

Child Aid International (CAI) received revenue from donations made directly to CAI and from service fees charged to our member charities.

As reported on our Form 990, total revenue in FY 12 was \$481,825. Of this amount, \$8,224 represented fees charged to our members. We distributed \$412,199 to our member charities, reflecting funds received on their behalf from the CFC.

We state our fees in advance. Charities applying to the CFC in affiliation with CAI are asked to sign a form which acknowledges the federation's fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

CAI asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, CAI will charge 2.0 percent of a member's net receipts, with a minimum fee of \$350. CAI will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$434,597

Net Assets as of 4/30/2012: \$42,616

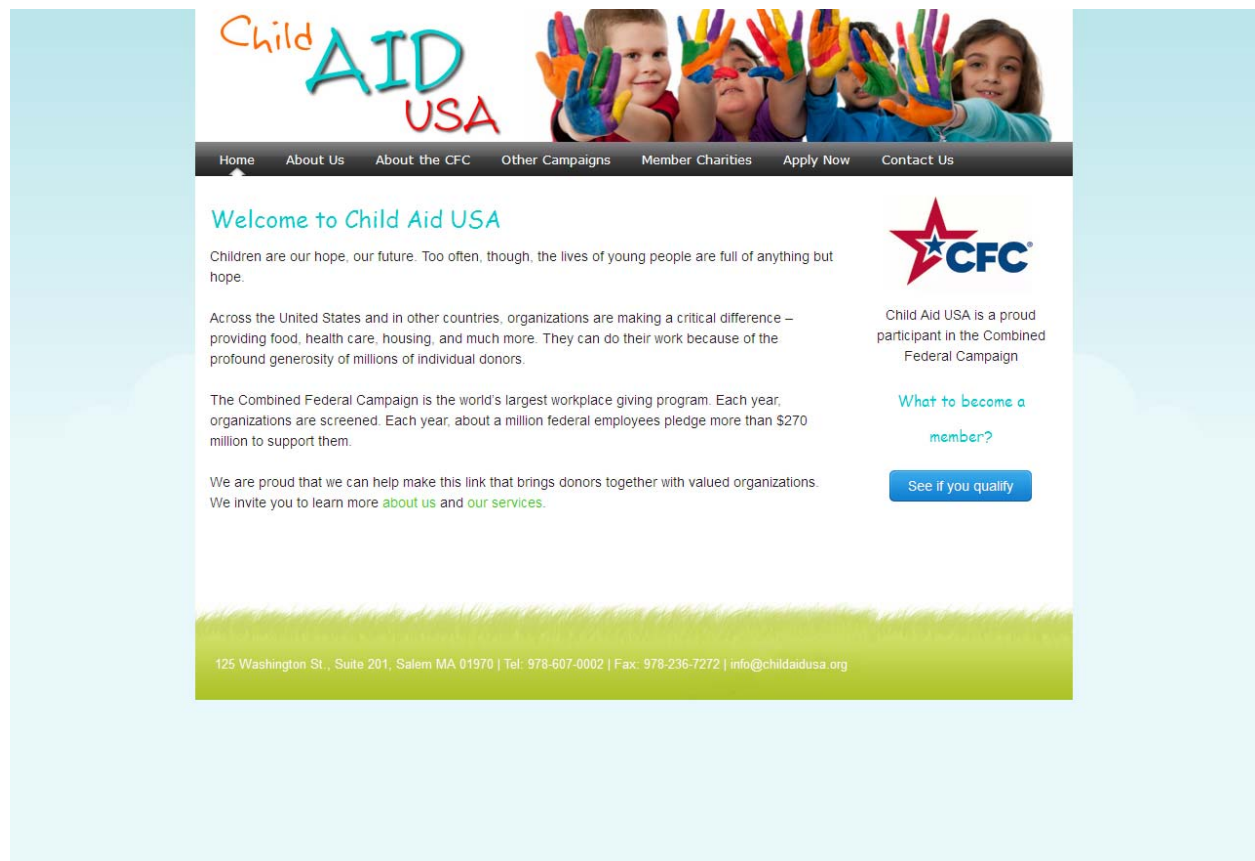
CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|---|--|
| All Gods Children International | Global Children Foundation |
| Alliance for Children Everywhere | Home of Hope |
| American Friends of Fundacion Cardio Infantil | International Organization for Adolescents |
| Instituto de Cardi | Kaya Children International |
| American Youth Understanding Diabetes | Kids Against Hunger |
| Abroad | Meds and Food for Kids |
| Assist International | Ministry of Hope |
| Bethany Relief and Rehabilitation International | Orphan Helpers |
| Building New Hope | Orphan Resources International |
| Children of God Relief Fund | Pratham USA |
| Children's International Lifeline | Rostropovich-Vishnevskaya Foundation |
| Children's Nutrition Program of Haiti | Saint Boniface Haiti Foundation |
| Common Hope | Share and Care Foundation for India |
| Core | Star of Hope International, America |
| Every Child Ministries | Terma Foundation |
| Friends of the Orphans | World Pediatric Project |

Child Aid USA



Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.childaidusa.org

CFC Listing: 49216 Child Aid USA, Inc. (978)607-0002 www.childaidusa.org EIN#263061082 What does it take to save a child from hunger, abuse, neglect or illness? Help give children across America the hope and future they deserve. 3.9% P,O,S

Federation

Family : Workplace Giving Alliance

Fee: As published in 2012 Annual Report

(http://www.childaidusa.org/uploads/1/1/8/9/11895273/2012_annual_report_causa.pdf)

Child Aid USA received revenue from donations made directly to CA USA and from service fees charged to our member charities.

As reported on our Form 990, total revenue in FY 12 was \$336,282. Of this amount, \$3,855 represented fees charged to our members. We distributed \$193,448 to our member charities, reflecting funds received on their behalf from the CFC.

We state our fees in advance. Charities applying to the CFC in affiliation with our federation are asked to sign a form which acknowledges our fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

CA USA asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, CA USA will charge 2.0 percent of a member's net receipts, with a minimum fee of \$350. CA USA will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$491,437

Net Assets as of 4/30/2012: \$52,836

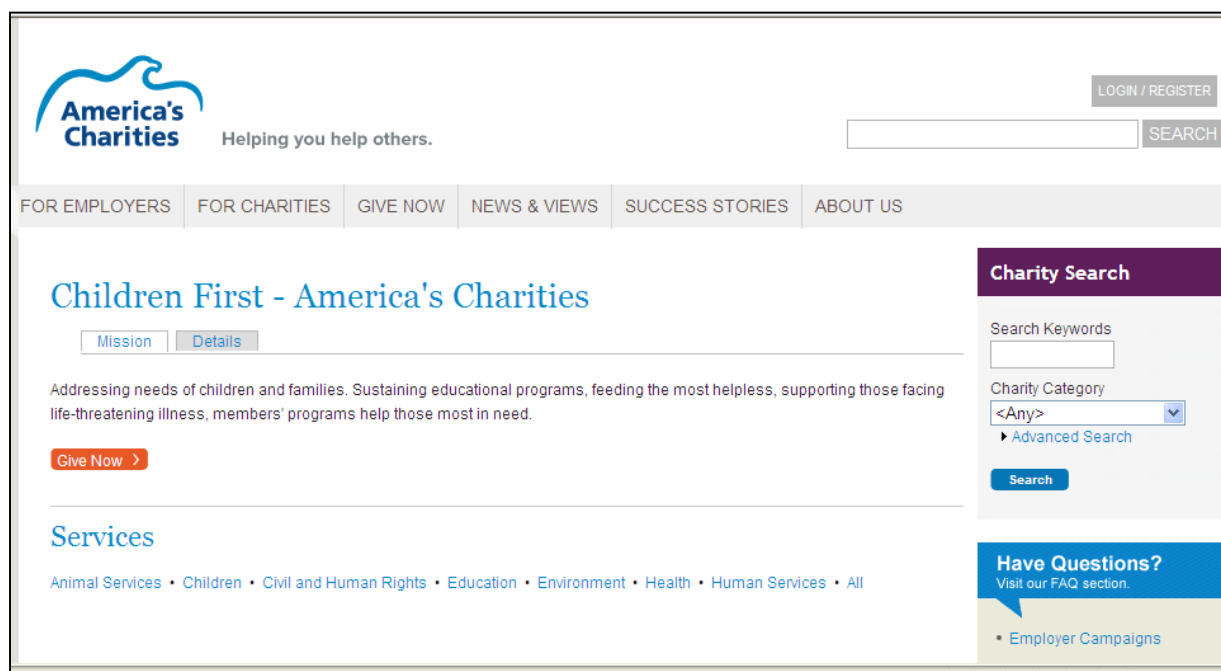
CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|--|---|
| A Little Hope | International Society for the Prevention of Child |
| Angelwish | Abuse and Negl |
| Arise Foundation | Jack and Jill of America Foundation |
| Bilateral Safety Corridor Coalition | National Ability Center |
| Black Administrators In Child Welfare | National Camps for Blind Children |
| Camp Sunshine at Sebago Lake | Operation Outreach - USA |
| Chai Lifeline | Parent-Child Home Program, The |
| Children, Incorporated | Prasad Project |
| Child's Play Touring Theatre | Seeds of Learning |
| Coffee Kids | Spence-Chapin Services to Families and Children |
| Dallas Children's Theater | Think First Foundation |
| ECPAT-USA: End Child Prostitution, Child | Wide Horizons for Children |
| Pornography and Traffic | World Education and Development Fund |
| Great Kids | |

Children First



Address: 14150 Newbrook Dr. Suite 110 Chantilly, VA 20151

Website: www.charities.org

CFC Listing: 10287 Children First - America's Charities (800)458-9505 www.charities.org
EIN#300186795 Addressing needs of children and families. Sustaining educational programs, feeding the most helpless, supporting those facing life-threatening illness, members' programs help those most in need. 7.2% O,P,W

Federation Family : America's Charities

Fee: As published in 2010 Annual Report
(www.charities.org/sites/www.charities.org/files/Children_First_AnnualReport-2010.pdf)

Member Charity Fees (Fall 2009 Campaigns)

Children First member organizations are not charged for "cost sharing" of federation expenses, however the members pay fees that are determined by their pledge levels in both Combined Federal Campaign and Private Sector Campaigns for a given year.

The fee is a sliding scale, which was designed to lower the fee percentage due as the charities pledge totals increase. It is as follows:

- 17.5% of pledge for pledges up to \$700,000 (with a minimum fee of \$9,000)
- 13% of pledge for pledges over \$700,000, but less than \$1.5 million
- 10% of pledge for pledges over \$1.5 million

Fees are paid in one of two ways.

- 1) Collected from the charity's monthly distribution over a 10 month period.
- 2) Paid directly by the charity on a quarterly basis.

The amount raised in 2010 in gross pledges are as follows:

CFC = \$4,524,546 Private Sector = \$643,955

Gross pledges in 2011 CFC: \$3,765,242

Net Assets as of 12/31/2010: \$234,469

CEO compensation: N/A (Shares President/CEO with America's Charities)

Highest paid independent contractor: none over \$100,000

Member list:

| | |
|---|--|
| ACTION for Child Protection | Make-A-Wish Foundation® of America |
| Cancer Research for Children - CureSearch (National Childhood Cancer Foundation) | National Black Child Development Institute |
| The Children's Health Fund | Nurse-Family Partnership |
| Children's Hospital | Prevent Child Abuse America |
| Children's Miracle Network Hospitals | Reading Is Fundamental, Inc. (RIF) |
| Children's Rights | Ronald McDonald House Charities® |
| Father Flanagan's Boys' Home | Share Our Strength |
| Fellowship of Christian Athletes | SIDS Alliance/First Candle |
| Give Kids The World | STANDUP FOR KIDS |
| The Hole In The Wall Gang Fund | Starlight Children's Foundation |
| 'I Have A Dream' Foundation® | Teach For America |
| Junior Achievement USA | Tiger Woods Foundation, Inc. |
| | UnitedHealthcare Children's Foundation |

Children's Charities of America



All children are our future.
They all deserve our love.
Join us to feed, teach, protect,
and nurture children in America
and around the world.

How we care for children, protect their welfare, and prepare them for the future are the most important issues we face during our lifetime. Children's Charities of America is a coalition comprised of many of America's finest charitable organizations dedicated to meeting the needs of children. Our mission is two fold: First, to heighten public awareness of children's issues and the solutions to their problems. Second, to help our member agencies raise funds mainly through participation in workplace campaigns. Through its member organizations, CCA is striving to give children all over the world a fighting chance at a brighter tomorrow and a more fulfilling future.

- CCA is a coalition of more than 100 charitable organizations. Our [Members Listing](#) will give you contact information, mission statements, email and web site links for each of our members.
- You can [Donate Online](#) to any of our members via a secure server from the Members Listing area.
- You can [Search](#) for any of our member charities by name or by keyword.

Children's Charities of America



- [Buy](#)
- [Redeem](#)
- [Details](#)

Gift Certificates

Children's Charities of America Gift Certificates make the perfect gift for any occasion. Your recipient can choose to give to any CCA member charity and can redeem the certificate any time within one year of purchase.

[Buy one now for someone you love!](#)

View our latest video to learn more about Children's Charities of America.



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.childrenscharities.org

CFC Listing: 11804 Children's Charities of America (800)374-1578 www.childrenscharities.org
EIN#943148588 All children are our future. They all deserve our love. Join us to feed, teach, protect, and nurture children in America and around the world. 3.0% O,P,Z

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report
(<http://www.childrenscharities.org/images/990/ccaar.pdf>)

Member charities share in supporting the operating costs of the federation by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined by the Board of Directors.

Gifts made to the federation itself versus gifts made to an individual member agency, and other federation revenue, such as interest income, are shared among all the member charities on a basis determined by the Board of Directors.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

For the fiscal year 2010/2011, charges to members equaled \$396,542. The total costs to all members combined thus equaled 5.2% of all revenue.

Gross pledges in 2011 CFC: \$6,602,947

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$363,812)

Member List:

| | |
|--|---|
| 1-800-RUNAWAY | Americans Away From Home |
| 4-H: National 4-H Council | Aschiana Foundation |
| A Child is Adopted | Assisting Children With Disabilities |
| Abandoned Children's Fund | Autism Society of America |
| Abandoned Little Angels Nhom Tinh Thuong | Best Buddies for Children and Adults with |
| Abandoned, Orphaned and Disadvantaged | Intellectual and Developmental |
| Children's Services Worldwide – Pearl S. Buck | Disabilities |
| International | Bethany Christian Services International |
| Abducted & Missing Children's Recovery Project | Big Brothers Big Sisters of America (BBBSA) |
| Adopt All Orphans | Blind Children and Adults Action Fund of |
| Adopt America's Children | America |
| Adoptable Children (North American Council) | Blind Children's Fund |
| Adoption and Humanitarian Aid - MAPS | Boys & Girls Clubs of America |
| Adoption Center | Boys Hope Girls Hope |
| Adoption Center of Washington | Bully Prevention and Support for Students and |
| Adoption Exchange | Teachers |
| Adoptions International - JCICS | C.A.S.T. for Kids Foundation |
| After A Child Dies-The Compassionate Friends | Camp Courageous |
| America's Unwanted Children | Camp Fire USA |
| American Indian Children's Fund | Camp Heartland |
| American Indian Youth Running Strong | Campaign to End Childhood Hunger |

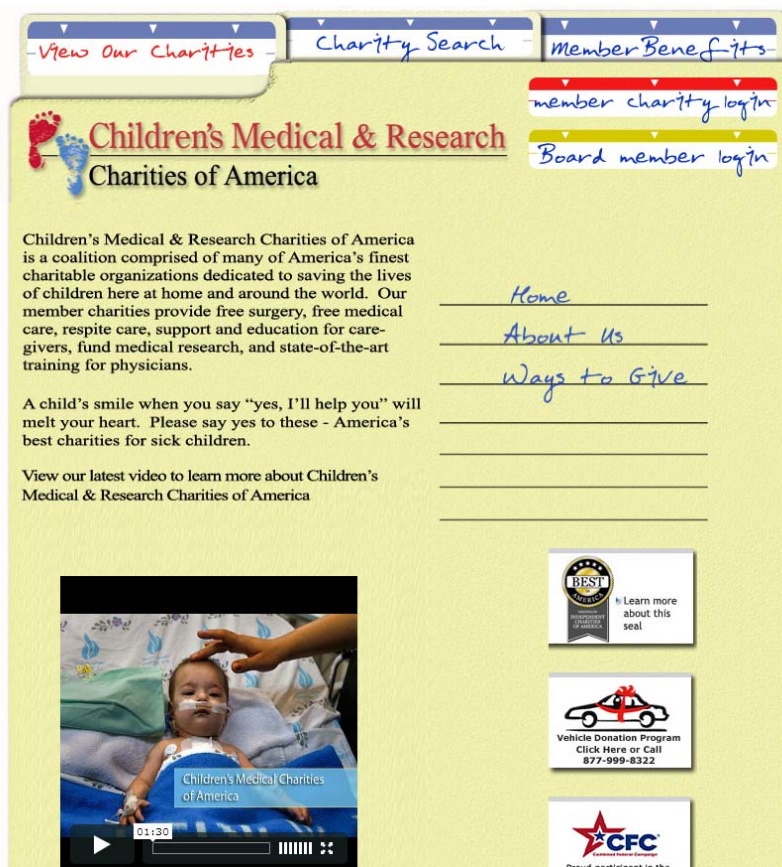
Canines for Disabled Kids
 Carolina Adoption Services, Inc.
 CASA - Court Appointed Advocates for Abused
 Children
 Center for Adoption Support & Education, Inc.
 Charitable Children's Fund of America
 Child Art Foundation, International
 Child Find of America
 Child Molesters Behind Bars - Keeping Children
 Safe
 Child Slavery, Trafficking and Forced Labor
 Rescue
 Child Welfare League of America
 Childhelp®
 ChildHope
 Children of Alcoholics (NACoA)
 Children of the Night
 Children of Vietnam
 Children's Angel Airlines
 Children's Charities of America
 Children's Defense Fund
 Children's Fire & Burn Fund
 Children's Food and Care Fund
 Children's Food, Healthcare, Shelter and
 Education Fund
 Children's Home Society & Family Services
 Children's Hope International Foundation
 Children's Hunger Fund
 Children's Mercy Fund
 Children's Wish Foundation International
 Childspring International, Inc.
 Childvision, Inc.
 Commercial-Free Childhood - Protecting
 Children from Harmful Advertising
 Covenant House
 Crossroads Adoption Services
 Dream Factory, Inc.
 Every Child Matters Education Fund
 Families Thru International Adoption
 Family, Career and Community Leaders of
 America, Inc.
 Feed My Starving Children

Feeding America's Hungry Children
 Foster Care Alumni of America
 Foster Care Children and Family Fund
 Foster Parent Association, National
 Future Farmers of America
 Gift of Adoption Fund, Inc.
 Global Camps Africa
 Global Children
 Half the Sky Foundation
 Hawaii International Child Placement & Family
 Services
 Healing the Children Northeast
 Helping Families Heal Children
 Holt International Children's Services
 Hope For the Hungry
 Hope Unlimited for Children, Inc.
 Indian Youth of America
 INMED Partnerships for Children
 Kids Alive® International
 Kids In Distressed Situations, Inc.
 Kidsave International
 Light For Orphans
 Love the Children
 Masonic Foundation for Children
 Mending Kids International
 My Stuff Bags® Foundation
 National Center for Learning Disabilities, Inc.
 National Center for Missing & Exploited
 Children
 National Center for Youth Law
 National Children's Advocacy Center
 National Inclusion Project
 National Indian Child Welfare Association
 National Mentoring Partnership
 Nelson Mandela Children's Fund USA
 Optimist International Foundation
 orphanCare International
 Orphaned and Abandoned Children Hope Fund
 Pacer Center, Inc.
 Palestine Children's Relief Fund
 Parents of Murdered Children, Inc.
 Philippine Children's Fund of America

Philippine Children`s Shelter
Rainbows for All Children
Reach the Children, Inc.
Royal Family Kids, Inc.
Safe Kids Worldwide
School Based Health Care, National Assembly on
Seedlings Braille Books for Children
SOS Children`s Villages - USA
Special Olympics, Inc.
The Partnership at Drugfree.org
Toys For Tots Foundation

Vietnam Health, Education and Literature
Projects
Vision of Children
Voices for America`s Children
World Association for Children and Parents
(WACAP)
World Children`s Fund
Youth for Christ International Ministries
Youth Leaders for the Future, A Legacy Initiative
Zero to Three: National Center for Infants,
Toddlers and Families

Children's Medical & Research Charities of America



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.childrenmedical.org

CFC Listing: 12149 Children's Medical & Research Charities of America (866)678-8759
www.childrenmedical.org EIN#270093393 A child's smile when you say "yes, I'll help you" will melt your heart. Please say yes to these-America's best charities for sick children. 2.8% G,E,H

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.childrenmedical.org/990/CMCar.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$165,116. Total costs to members thus equaled 3.4% of revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which

they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$4,027,004

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$125,784)

Member List:

| | |
|---|---|
| A Children's Brain Tumor Cure | Foundation |
| A Leg To Stand On | Birth Defect Research for Children, Inc. |
| Africa AIDS Children's Relief Fund | Blind Vietnamese Children Foundation |
| AIDS Alliance for Children, Youth & Families | CHADD (Children & Adults with Attention-Deficit/Hyperactivity Disorder) |
| AIDS Children's Foundation | Child Health Foundation |
| Allergy and Asthma Network/Mothers of Asthmatics, Inc. | Childhood Apraxia of Speech Association of North America |
| American Childhood Cancer Organization | Childhood Brain Tumor Foundation |
| Asian Children's Rescue & Relief Fund | Childhood Cancer Research and Assistance Fund |
| Ataxia Telangiectasia Children's Project | Children Fighting Serious Illness |
| Autism Treatment, Research, and Training for Military and Civilian Families | Children Immunization Foundation |
| Believe In Tomorrow National Children's | Children with Autism and Special Needs: Growing, |

Learning & Succeeding

Children's AIDS Fund
Children's Brain Disease Research Foundation
Children's Corrective Surgery Society
Children's Craniofacial Association
Children's Disability Service Association
Children's Heart Foundation International
Children's Heart Syndromes & Death Prevention Foundation
Children's HeartLink
Children's Hospital & Research Center Foundation
Children's Hospital of Pittsburgh of UPMC
Children's House at the Johns Hopkins Hospital
Children's Inherited Brain Disorders Foundation
Children's Leukemia Research Foundation
Children's Medical & Research Charities of America
Children's Transport for Life
Citizens United for Research in Epilepsy
Cleft Palate Foundation
Cornelia de Lange Syndrome Foundation
COTA Children's Organ Transplant Association
CURE International
Cystic Fibrosis Research and Community Support
Cystic Fibrosis Research, Inc.
Deaf Children's Literacy Project
Doug Flutie Jr. Foundation for Autism, Inc.

Down Syndrome Congress, National
FACES: The National Craniofacial Association
FRAXA Research Foundation
Fresh Start Surgical Gifts
Heart Care International
Heartbeat International Foundation
International Child Care (USA), Inc.
Little Hearts For Little Tots
Locks of Love
Medical Missions for Children, Inc.
Medicines for Humanity
Miracle Flights for Kids
National Association of School Nurses
National Autism Association
National Foundation for Facial Reconstruction
Operation Smile
Pediatric AIDS Foundation
Premature Aging in Children - Progeria Research Foundation
Project Sunshine
ReSurge International
Save A Child's Heart Foundation, U.S.
Shriners Hospitals for Children
Sight Surgery International
Sunshine Kids Foundation
Timmy Global Health

Christian Charities USA



1100 Larkspur Landing Circle
Suite 340
Larkspur, CA 94939
1-800-396-3688



View Our Members
Charity Search
Member Benefits
Our Mission
Ways To Give

View our latest video below to learn more about Christian Charities of America.



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877-999-8322

[Members Log In](#)

[Board Log In](#)

© Christian Charities USA, 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: Not provided

CFC Listing: 10290 Christian Charities USA (800)396-3688 www.ccusa.org EIN#943255961 Support America's best faith-based and church-sponsored charities, bringing food, clothing, shelter, medicine, education, and Christian compassion to people in need - efficiently and effectively. 2.7% X,P,K

**Federation
Family :**

Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.ccusa.org/990/ccusaar.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$233,555. The total cost to all members combined thus equaled 3.5% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which

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Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

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The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$6,148,785

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$205,126)

Member List:

| | |
|---|---|
| Abused Children's Fund, Inc. | Angel Airline Samaritans |
| Acton Institute for the Study of Religion and Liberty | Away with Human Trafficking and Sex Slavery |
| Advancing Native Missions | Baptist Charities of America |
| Affordable Housing for Americans in Need | Baptist Children's Home Ministries |
| African Children's Fund for Orphaned and Abandoned Children | Baptist Discipling Ministries |
| Aid for African Catholic Missions | Bethany Christian Services Inc. |
| All Nations Bible Society | Bible Believers Fellowship, Inc. |
| American Bible Society | Bright Hope International |
| Amor Ministries | Canvasback Missions, Inc. |
| | Casas por Cristo |
| | Catholic Baptismal Preparation and Support |

(RCIA)

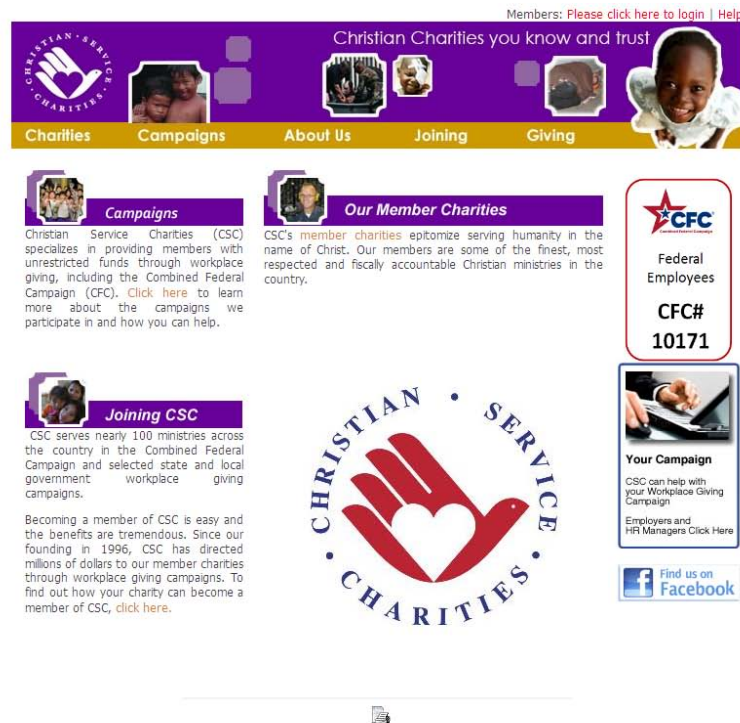
Catholic Charities USA
Catholic Near East Welfare Association (CNEWA)
Catholic Relief Services - USCCB
Catholic Religious Educators Association
Catholic Youth Foundation USA
Catholics For The Poor and Needy Worldwide
Child Rescue International
Children of Zion, Inc.
Children Rescue Mission
Children's Christian Lifeline Hunger and Medical Relief
Children's Christian Relief Mission
Children's Survival Fund
Children's Worldwide Hunger & Health Relief
Christ For the City International
Christ-Centered Education/Redwood Christian Schools
Christian Adoption and Orphan Care
Christian Bowhunters of America
Christian Charities USA
Christian Comics: God's Word through the World's Most Popular Literature
Christian Freedom International
Christian Media and Arts for Positive Values, Creative Paradox
Christian Medical & Dental Associations
Christian Medical Care for Poor Children
Christian Mission Teams International, Compassion and Gospel Outreach
Christian Relief Services
Christian World Relief
CityTeam Ministries
Colorado Christian University
Commission To Every Nation
Compassion and Mercy Associates
CSI Ministries, Inc.
Deaf Video Communications of America, Inc.
Exodus International North America
Farmers & Hunters Feeding the Hungry
Feeding Hungry Children
Filipino American Rural Mission
Five Talents-USA, Inc.
Forward Edge International

Global Opportunities for Christ
God's Kids Organization
Gospel for Asia, Inc.
Great Dads
Habitat for Humanity International
Harvest Time International
Holy Land Christian Ecumenical Foundation, Inc.
Hope Builders Ministries
Hope's Promise
IN Network
Institute for Creation Research
International Christian Adoptions
Jesuit Refugee Service/USA
Jesuit Volunteer Corps
Jews and Gentiles Joined in Messiah
Kids Hope USA
Life Teen, Inc.
Literacy & Evangelism International
Living Water International
Love A Child
Lutheran Family Services of Nebraska, Inc.
Lutheran Hour Ministries
Lutheran Volunteer Corps
Maranatha Baptist Bible College, Inc.
Medical Ministry International
Medical Teams International
Methodist Mission Home
Mission Safety International, Inc.
Missionaries of Jesus, Inc.
Missionary Care Services International
National Association of Pastoral Musicians
Native American Children's Fund
Network Education Program
Nightlight, Inc.
Olive Branch International
One Way Out of Pornography
Orphanos Foundation
Outreach International
Pax Christi USA
Persecuted Christians Care Fund
Plant With Purpose
Presbyterian Council for Chaplains and Military Personnel

Russian Orphan Opportunity Fund
Scripture Union
Seniors Activity and Recreation Fund
Sky Cross, Inc.
Society of St. Vincent de Paul USA
Southeast Asia Christian Humanitarian Aid
Program
Sports Outreach Institute, Inc.
Suicide Prevention Care Fund
Teams for Medical Missions
TechMission Inc.

Teen Mania Ministries, Inc.
Thomas More Law Center
Ukrainian Catholic Education Foundation
United States Catholic Mission Association
Village Ministries International
Watoto Child Care Ministry
World Evangelical Alliance
World Impact
World Orphans
Youth for Christ USA, Inc.

Christian Service Charities



Address: 44330 Premier Plaza, Suite 220, Ashburn, VA 20147

Website: www.christianservicecharities.org

CFC Listing: 10171 Christian Service Charities (703)638-2624 www.christianservicecharities.org
 EIN#943193374 Christian charities you know and trust, working to overcome poverty, hunger, hopelessness, religious persecution, abuse, disease, illiteracy, homelessness, addiction, broken families and separation from God. 3.1% X,W,T

Federation

Family : Neighbor to Nation

Fee: As published in 2012 Annual Report
<http://www.christianservicecharities.org/csc/aboutus/home.aspx>

There is no application fee or up-front cost to members before campaign receipts are collected. CSC's cost recovery practices are designed so that expenses based on a budget approved by the board are shared proportionally by all member organizations. The member organization's contribution towards cost recovery ("Membership fees") is calculated based on the member organization's gross pledges, subject to minimum and

maximum fee limits. For the most recent campaign year for which payments have been completed, average Membership fees (excluding member charities subject to the minimum and maximum limits) was 7.64%. Federation fees are inclusive, with no other fees or charges from the federation or from other entities.

Gross pledges in 2011 CFC: \$9,062,124

Net Assets as of 4/30/2012: \$654,738

CEO compensation: Tom Youngblood (\$152,542)

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|--|---|
| A Child's Hope Fund | Children's HopeChest |
| Advocates International | Children's Hunger Relief Fund |
| Africa New Life Ministry | Christian Blind Mission |
| Aid to Children, Youth and Families | Christian Broadcasting Network, The 700 Club, CBN |
| AIDS Care Fund | Christian Foundation for Children and Aging |
| Alcohol & Drug Recovery Fund | Christian Legal Society |
| Alliance Defense Fund | Christian Military Fellowship |
| Amen Foundation, The | Christian Relief Fund |
| American Family Association | Club Beyond/Military Community Youth |
| American Missionary Fellowship | Ministries |
| Association for Christian Conferences, Teaching & Service (ACCTS) | Compassion International |
| Association of Christian Schools International | Emergency Relief Response Fund |
| Association of Gospel Rescue Missions | Engineering Ministries International |
| Awana Clubs International | Family Research Council |
| Baptist World Alliance | Focus on the Family |
| Bible League International | Food for the Hungry |
| Biblica (Formerly International Bible Society) | Global Recordings Network |
| Billy Graham Evangelistic Association | Hagar USA |
| Blessings International | Healing Waters International |
| Cadence International | Home School Foundation |
| Campus Crusade for Christ's Great Commission Foundation | International Christian Concern |
| Care Net | JAARS |
| Child Abuse Intervention Fund | Kids Around the World |
| Child Evangelism Fellowship | Kids for the Kingdom |
| Childcare Worldwide | MAMA Project, Inc. |
| Children's Christian Hunger Network | MANNA Worldwide |
| Children's Food Fund/World Emergency Relief | Mephibosheth: Transforming Lives Through Vocational Training |
| | Mercy Ships |

Mexican Medical
Mission Aviation Fellowship
Mission to Children
Missionary Athletes International
Moody Bible Institute
MOPS International
National Day of Prayer Task Force
Navigators, The
Nazarene Compassionate Ministries, Inc.
Officers' Christian Fellowship
Operation Blessing International Relief and
Development Corp.
Orphans Assistance & Rescue Inc.
Pioneers
Prison Fellowship
Prison Fellowship International

Samaritan's Purse
Senior Care Fund
Servant Partners
Society of St. Andrew, The
Voice of the Martyrs, The
Warm Blankets Orphan Care International
Water Mission International
Willow Creek Association
World Concern - A Division of CRISTA Ministries
World Harvest Mission
World Reach, Inc.
World Vision, Inc.
Worldwide Christian Schools
Wycliffe Bible Translators
Young Life

Community Health Charities



Address: 1240 N Pitt Street, 3rd floor, Alexandria VA 22314

Website: www.healthcharities.org

CFC Listing: 12196 Community Health Charities (800)654-0845 www.healthcharities.org
EIN#136167225 Nationwide partnership of America's premier voluntary health organizations providing medical research, patient, family and social services and public and professional education in your community. 2.1% E,G,H

Federation Family : None

Fee: As described in 2011 Annual Report, from page titled "Combined Federal Campaign" (<http://www.healthcharities.org/chcNational/files/ccLibraryFiles/Filename/000000003576/2011AnnualReport.pdf>)

The Combined Federal Campaign (CFC) celebrated its 50 year anniversary. For nearly 50 years, Community Health Charities of America has had the honor of representing the nation's most recognized health charities in the Combined Federal Campaign – the largest

workplace giving campaign in the world. Since the CFC began, more than \$1 billion has been raised for the health charities the Community Health Charities membership.

Nearly \$35 million was pledged to Community Health Charities of America, its member health charities, and its state-level affiliates in the fall 2010 CFC. Donors pledged nearly \$26 million to the 63 organizations that make up the national membership of Community Health Charities of America, and more than \$9 million to Community Health Charities affiliates in partnership with their local member health charities. Across the country, several hundred campaigns are conducted as part of the CFC through community based federal employee committees called a Local Federal Coordinating Committee (LFCC). Each LFCC is responsible for the oversight of the local CFC. As such, the administrative fees associated with running a campaign vary by geographic area and size of the unique campaigns.

Operations of Community Health Charities of America are funded by corporate gifts and its member charities. Any one donor or campaign is not assessed a fee by Community Health Charities of America. Services provide to member charities include; assistance with preparation of applications, local and national representation, marketing, promotion and advertising, and processing and distribution of contributions from national and local and private and public sectors workplace giving campaigns. Most activity associated with administering the CFC 2010 by Community Health Charities of America and its affiliates has been completed as of June 30, 2011. The administrative costs by Community Health Charities of America and its affiliates, by its own policy, never exceeded 16% for the 2009 CFC.

All charities that participate in the CFC 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 Office of Personnel Management (OPM) calculates and publishes participating charities' ratio of revenue that is applied to administrative and fundraising expenses (AFR) in all campaign materials, and advises donors that an AFR in excess of 35% is considered high by many in the philanthropic community. For all campaigns, including public and private sector, in FY010, the headquarters office of the Community Health Charities reports an AFR of 2.1%, as typically computed by OPM.

Gross pledges in 2011 CFC: \$23,005,160

Net Assets as of 6/30/2011: \$1,669,404

CEO compensation: Thomas Bognanno (\$262,888)

Highest paid independent contractor: none over \$100,000

Member List:

AIDS Research Foundation (amfAR)

ALS Association, The (Amyotrophic Lateral
Sclerosis Association)

Alzheimer's Association

AMC Cancer Fund (formerly AMC Cancer
Research Center)

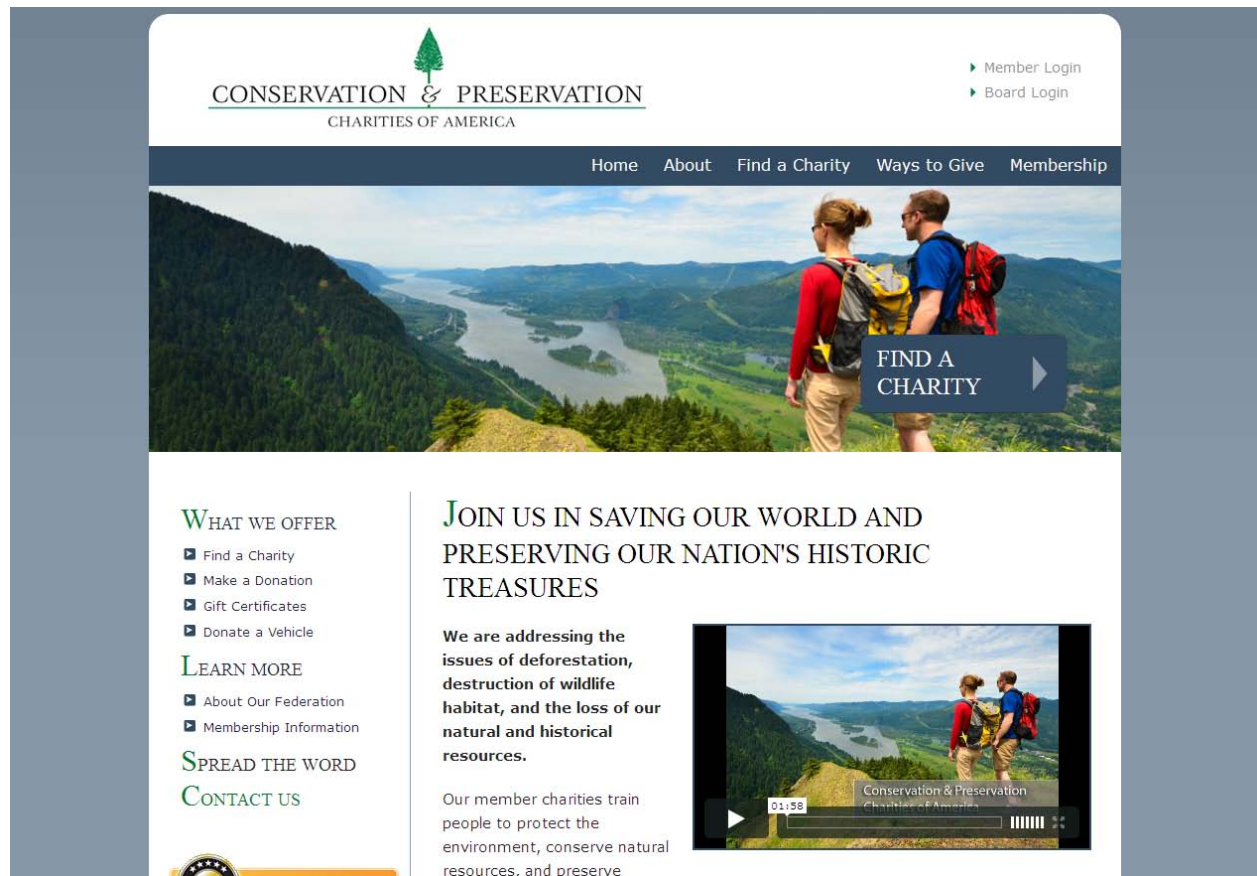
American Cancer Society (Combined Federal
Campaign Only)

American Diabetes Association

American Hearing Research Foundation
American Heart Association (Combined Federal
Campaign Only)
American Kidney Fund
American Liver Foundation
American Lung Association
American Parkinson Disease Association, Inc.
Arthritis Foundation, Inc.
Autism Speaks
Breast Cancer Network of Strength
Breast Cancer Research Foundation, The
(private sector only)
Cancer Research Institute, Inc.
CaringBridge
Children's Tumor Foundation
Children's Heart Foundation, The
City of Hope
Colon Cancer Alliance
Cooley's Anemia Foundation, Inc.
Crohn's & Colitis Foundation of America
Cystic Fibrosis Foundation
Depression and Bipolar Support Alliance
Easter Seals
Endometriosis Association
Epilepsy Foundation of America
First Candle/SIDS Alliance
Huntington's Disease Society of America
Juvenile Diabetes Research Foundation
International
Leukemia & Lymphoma Society, Inc.

Lupus Foundation of America, Inc.
March of Dimes Foundation
Mental Health America (formerly National
Mental Health Association)
Muscular Dystrophy Association
Myasthenia Gravis Foundation of America, Inc.
NAMI (National Alliance on Mental Illness)
National Council on Alcoholism & Drug
Dependence (NCADD)
National Headache Foundation
National Hemophilia Foundation
National Hospice and Palliative Care
Organization
National Kidney Foundation, Inc.
National Multiple Sclerosis Society
National Parkinson Foundation
National Psoriasis Foundation
National Spinal Cord Injury Association
National Stroke Association
Pancreatic Cancer Action Network
Parkinson's Disease Foundation
Prevent Blindness America (National Society to
Prevent Blindness)
Research to Prevent Blindness, Inc.
Sickle Cell Disease Association of America, Inc.
Spina Bifida Association of America
St. Jude Children's Research Hospital
Susan G. Komen for the Cure
Tourette Syndrome Association, Inc.

Conservation & Preservation Charities of America



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.conservenow.org

CFC Listing: 11782 Conservation & Preservation Charities of America (800)626-6685
www.conservenow.org EIN#943217738 Overpopulation, deforestation, pollution, and the reckless waste of our natural resources must be met and addressed. Join us in saving our world. 3.8% C,W,D

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.conservenow.org/990/CPCAAR.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$179,537. The total costs to all members combined thus equaled 5.5% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees

deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011 the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$2,229,973

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$145,752)

Member List:

| | |
|--|---|
| Access Fund | American Historical Association |
| Alliance for Community Trees | American Whitewater |
| Alliance to Save Energy | Antarctica and Southern Ocean Coalition |
| Amazon Conservation Association | Appalachian Trail Conservancy |
| American Bird Conservancy | Archaeological Conservancy |
| American Council for Environment and Science | Archaeological Institute of America |
| American Discovery Trail Society | Association of Partners for Public Lands |
| American Fisheries Society | Bear, Wolf & Cougar Conservation Alliance |
| American Forest Foundation | Boone and Crockett Club |
| American Hiking Society | Cascade Sierra Solutions |

Center for Biological Diversity
Center for Food Safety
Center for International Environmental Law
Center for Watershed Protection
Chesapeake Bay Foundation, Inc.
Civil War Trust
Climate Reality Project
Conservation & Preservation Charities of
America
Conservation and Protection of Public Lands
Consortium for Ocean Leadership, Inc.
Coral Reef Alliance
Delta Waterfowl Foundation
Earth Force, Inc.
EarthAction Alerts Network
Earthwatch Institute
Environmental Investigation Agency
Equine Land Conservation Resource
Forest Conservation (Pinchot Institute for
Conservation)
Forest Guild
Forest History Society
George Washington's Mount Vernon Estate,
Museum & Gardens
Gettysburg Foundation
Grand Canyon Association
Green Empowerment
Green Seal
Greenpeace Fund
Grist Magazine
Hawk Mountain Sanctuary Association
Hostelling International - USA
National Marine Sanctuary Foundation, The
National Park Foundation
National Park Trust
National Preservation Institute

Nature and Culture International
Nature Science Partnership to Save the Planet
Negative Population Growth
North Cascades Institute
NumbersUSA Education and Research
Foundation
Ocean Foundation
Organization of American Historians
Pacific Crest Trail Association
Pheasants Forever
Population Institute
Public Employees for Environmental
Responsibility
Rainforest Partnership
RARE
Rocky Mountain Elk Foundation
Ruffed Grouse Society
Safari Club International Foundation
Save America's Forests Fund
Soil and Water Conservation Society
Solar Electric Light Fund
Southeast Watershed Forum, Inc.
Take Me Fishing
Theodore Roosevelt Conservation Partnership,
Inc.
Trees, Water and People
Tropical Forest Foundation
Trout Unlimited
Wilderness Inquiry
Wildlife Conservation Fund of America
Wildlife Forever
Wildlife Society, Inc.
Winter Wildlands Alliance
World Land Trust - US
Yellowstone Park Foundation, Inc.
Yosemite Conservancy

Do Unto Others: America's Emergency Relief, Development, and Humanitarian Outreach Charities



(Do Unto Others)
America's Emergency Relief,
Development and Humanitarian
Outreach Charities

View Our Charities
Charity Search
Ways To Give
About Us
Our Mission
Member Benefits

DUO member charities work in every area of the world to ease the suffering of people who have been affected by war, natural disaster, famine, and epidemic. Our goal is to end poverty, protect and enhance the environment, and sow the seeds of peace.

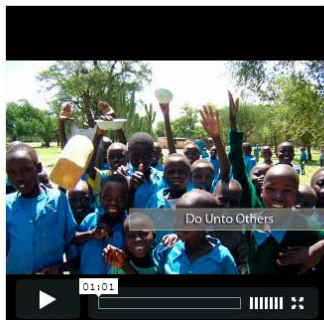


Proud participant in the
Combined Federal Campaign

[Members Log In]
[Board Log In]




View our latest video to learn more about DUO charities!



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.duo.org

CFC Listing: 10271 Do Unto Others: America's Emergency Relief, Development, and Humanitarian Outreach Charities (800)934-9755 www.duo.org EIN#943148590 Help respected, efficient charities bring relief to the refugees of famine, epidemic, and war, end poverty, protect the environment, and sow the seeds of peace. 4.3% M,S,E

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.duo.org/990/DUOar.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$142,403. The total cost to all members combined thus equaled 5.8% of all revenue.

Member charities share in supporting the operating costs of the federation (“Total Expenses” in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity’s share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity’s share of federation revenue will be ten percent.

Therefore, as a net result, should the federation’s revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation’s expenses exceed revenue, fees are apportioned against the members’ donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation “capped” fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$2,028,007

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$122,660)

Member List:

Action Against Hunger USA
Adventist Development & Relief Agency
International
Adventures in Health, Education & Agricultural
Development, Inc. (AHEAD, Inc.)
Africa AIDS Assistance Fund
Africa Disease and Poverty Eradication Project
African American Opportunity Centers

Aid for Trash Dump Children - An UNForgotten
Fund
Air Serv International
Airlift Volunteers in Disaster Response
All Hands Volunteers
American India Foundation
Ashoka
Atlas Service Corps, Inc.
Bread for the World Institute

Brother`s Brother Foundation
Buddhist Tzu Chi Foundation
Catholic Health Care for the Poor
Child Foundation
Children`s Emergency Relief International
Concern America
Convoy of Hope
Counterpart International
Curamericas Global
Dental & Medical Care for the Poor of Honduras
Deseret International Foundation, Inc.
Dikembe Mutombo Foundation, Inc.
Direct Relief International
Do Unto Others: America`s Emergency Relief,
Development, and Humanitarian
Outreach Charities
EndPoverty.org
Feeding Families Worldwide
Fellowship Association of Saint Therese
Food Industry Crusade Against Hunger
Friends Without A Border
Global Community Service Foundation
Global Links
Global Volunteers
Grassroots International
HealthRight International
Heart To Heart International
Hong Bang
HOPE worldwide
India Partners
Institute for International Cooperation and
Development
International Foundation for Education and
Self-Help
Internews Network
Joint Development Associates International
Lambi Fund of Haiti
Literacy for the World

Make-A-Wish Foundation® International
MAP International
Nuru International
ORBIS
Pedals for Progress, A New Jersey Nonprofit
Corporation
Ploughshares Fund
Polish American Congress Charitable
Foundation (PACCF)
Polish American Education, Scholarship and
Cultural Foundation
Population Action International
Reach Vietnam
Refugees International
Relief International
Search for Common Ground
Seed Programs International
SEVA Foundation
South Africa Development Fund
Teresa Charities, Inc.
Think on These Things Ministries International -
(3.T.M.)
Trickle Up Program, Inc.
Turkish Philanthropy Funds
United Palestinian Appeal
United States Association for UNHCR
Volunteers in Asia
Water For People
Water.org
Wheelchair Foundation, a division of Global
Health & Education Foundation
Where There Is No Doctor
WhyHunger
Wisconsin/Nicaragua Partners of the Americas,
Inc.
World Neighbors
World ORT, Inc.

EarthShare

EarthShare

Helping individuals and organizations care for our environment for more than 20 years.

One environment. One simple way to care for it.®

EarthShare @ Work
An employee engagement program that supports CSR, philanthropy & your company's green goals. >>

Corporate Impact Awards
Tailor a fundraising and cause marketing campaign around environmental issues that matter to you. >>

Volunteer Through EarthShare
Search for opportunities in your area; Engage employees with volunteering programs. >>

Learn More about EarthShare.
What we do and how to get involved. >>

MEMBER CHARITIES

Join our online community! Sign up to receive green tips, news about your favorite charities, quiz contests & more, delivered every other week.

AMERICAN FORESTS
americanforests.org

American Forests >>

EarthShare in Your State

View All Organizations We Support >

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Email

SUBSCRIBE

ENVIRONMENTAL TICKER

Green Cities Lead the Way
Posted at 11.28.2012 6:12PM
Green Cities Lead the Way Some of the best green ideas are coming not from leaders at the national or international level, but from the people right in our own communities who know the region best. Working with government, nonprofit... [more](#)

Giving Feels Good!
Posted at 11.26.2012 4:39PM
The holiday season is about giving, but it's so easy to lose the spirit when we get caught up in to-do lists and shopping crowds. Want to know an easy way to give yourself a lift and get back in touch with what really counts? Make a donation to EarthShare. [more](#)

Student Conservation Association Helps Young Vets
Posted at 11.26.2012 4:35PM
After serving the country in war, a special program through the Student Conservation Association puts veterans to work as firefighters in our nation's forests. [more](#)

Green Quiz: Carbon Tax
Posted at 11.26.2012 12:34PM
Do you know which country was the first to introduce a carbon tax in 1990? [more](#)

What's Next for Climate Policy?
Posted at 11.15.2012 11:52AM
In light of renewed interest in climate change & a carbon tax, here's a timely overview of some of the most popular policy tools for curbing fossil fuel pollution. [more](#)

[View all news >](#)

Address: 7735 Old Georgetown Road, Suite 900, Bethesda, MD 20814

Website: www.earthshare.org

CFC Listing: 10252 EarthShare (800)875-3863 www.earthshare.org EIN#521601960 Donations are shared among our member groups to protect our environment, health, wildlife, and natural resources. One environment, one simple way to care for it. 5.5% C,S,D

Federation Family : None

Fee: As published in 2010 Annual Report
(http://earthshare.typepad.com/images/Annual_Reports/2010_annual_report.pdf)

EarthShare's primary method of fundraising is through workplace giving campaigns with governments, corporations, and other institutions. EarthShare functions as the representative of its member charities in these campaigns.

All of EarthShare's member charities receive 100% of all contributions designated to them by donors. Shares of funds donated directly to EarthShare as well as the costs of EarthShare's services are shared among the charity members in differing proportions based on each member's designated donations from all workplace campaigns and its leadership role or other contributions to the functioning of EarthShare.

For the fiscal year ended June 30, 2010, EarthShare raised \$10,440,503 in total contributions from public and private sector employees, corporate gifts and matches, and on-line donations; and had administrative, fundraising and general expenses of \$716,480 (6.9%) that were charged to the member charities for EarthShare's services.

The Board of Directors of EarthShare, which includes representatives from the member charities and workplace campaign sponsors, approves the budget and all expenditures.

EarthShare is audited annually. Its Annual Report, Conflict of Interest Policy, GuideStar financial profile, and IRS Form 990 are available at <http://www.earthshare.org/about-earthshare.html>.

EarthShare meets all of the financial and accountability standards of the Better Business Bureau's Wise Giving Alliance.

Gross pledges in 2011 CFC: \$4,526,933

Net Assets as of 6/30/2011: \$440,790 (from 990)

CEO compensation: Kalman Stein (\$172,329)

Highest paid independent contractor: none over \$100,000

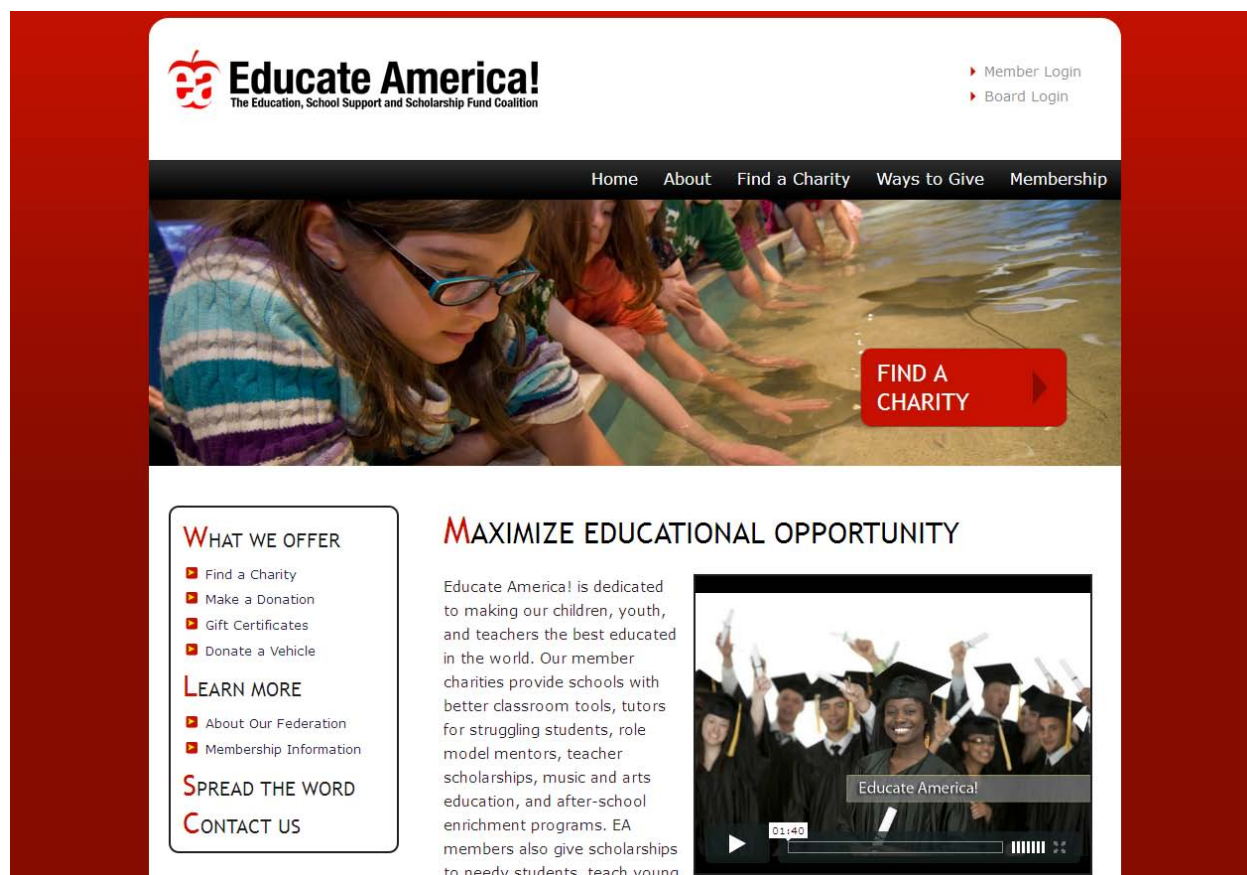
Member List:

| | |
|---|--|
| African Wildlife Foundation | Earth Day Network |
| American Farmland Trust | Earthjustice |
| American Forests | Environment America Research & Policy Center |
| American Rivers | Environmental Defense Fund |
| Arbor Day Foundation | Environmental Law Institute |
| Beyond Pesticides (National Coalition Against the Misuse of Pesticides) | Environmental and Energy Study Institute |
| Center for Health, Environment and Justice | Friends of the Earth |
| Clean Water Fund | Izaak Walton League of America |
| Conservation Fund (The) | Jane Goodall Institute for Wildlife Research, Education and Conservation (The) |
| Conservation International | Land Trust Alliance |
| Defenders of Wildlife | National Audubon Society |

National Fish and Wildlife Foundation
National Parks Conservation Association
National Wildlife Federation
Natural Resources Defense Council
Nature Conservancy (The)
Ocean Conservancy
Oceana
Peregrine Fund (The)
Pesticide Action Network North America
Rails-to-Trails Conservancy
Rainforest Alliance

Rocky Mountain Institute
Scenic America
Sierra Club Foundation (The)
Student Conservation Association (The)
Surfrider Foundation
Trust for Public Land (The)
Union of Concerned Scientists
Wilderness Society (The)
Wildlife Conservation Society
World Wildlife Fund

Educate America!



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.educateamerica.org

CFC Listing: 10274 Educate America The Education, School Support and Scholarship Funds Coalition (800)626-7094 www.educateamerica.org EIN#943193387 Your gift will be shared among America's finest educational opportunity charities, dedicated to making our children and young people the best educated in the world. 4.1% B,O,W

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.educateamerica.org/990/EAAR.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$37,479. The total costs to all members combined thus equaled 2.4% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which

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Gross pledges in 2011 CFC: \$1,297,293

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

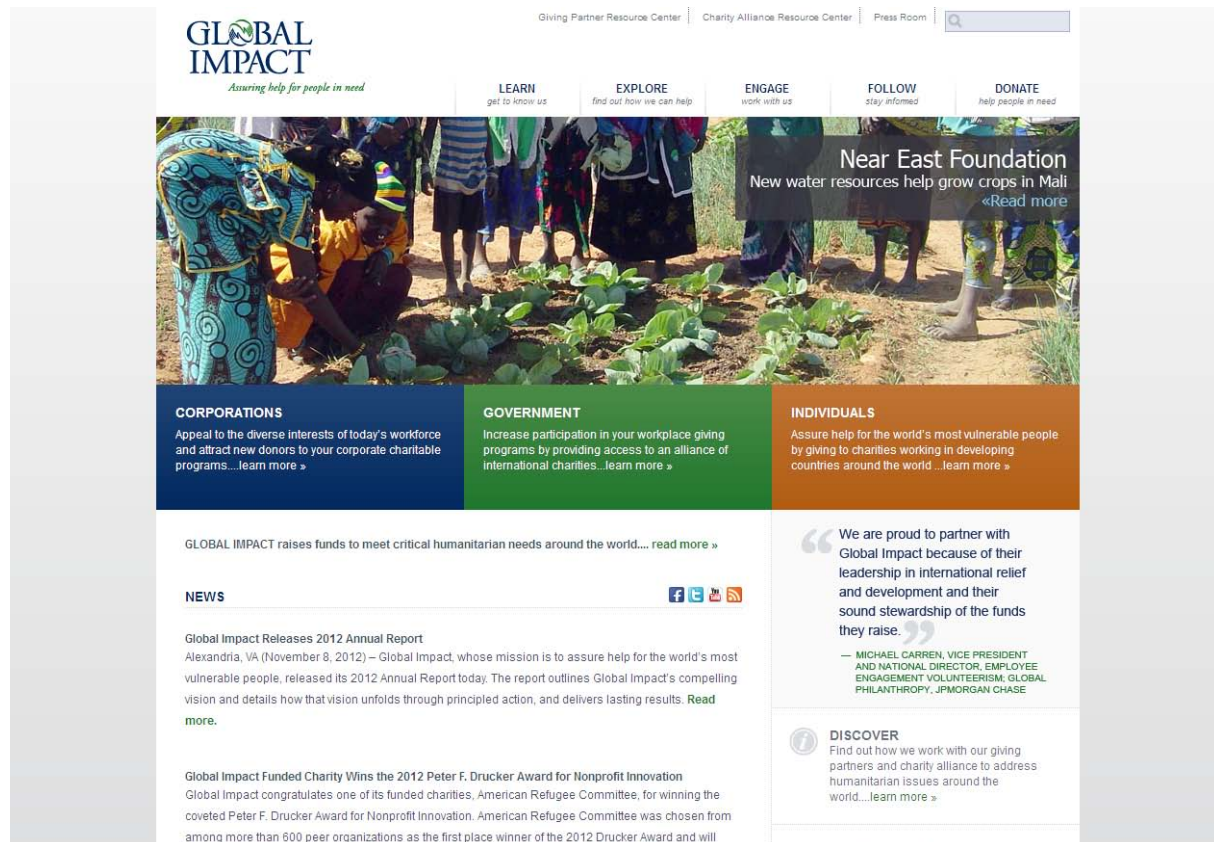
Member List:

| | |
|---|---|
| Accuracy in Media, Inc. | Challenger Center for Space Science Education |
| Afterschool Alliance | Children's Scholarship Fund |
| Alliance for School Choice, Inc. | Daniel Pearl Foundation |
| American Indian College Fund | Diplomacy Matters – AFSA |
| American Indian Higher Education Consortium | DonorsChoose.org |
| American Indian Services | Educate America! The Education, School |
| American Library Association | Support and Scholarship Funds |
| Army Historical Foundation | Coalition |
| Asian & Pacific Islander American Scholarship | Excellence in the Classroom |
| Fund | Family Literacy, National Center for |
| Astronomical Society of the Pacific | Flight Safety Foundation |
| Center for Excellence in Education | Foreign Service Youth Scholarships - AFSA |

Freedom to Read Foundation
Institute for Financial Literacy, Inc.
Institute of International Education
International Center for Journalists, Inc., The
International Partnership for Service-Learning
and Leadership
Japan-America Student Conference
Jumpstart for Young Children, Inc.
Library of America
MATHCOUNTS Foundation
Mr. Holland`s Opus Foundation
Music Education Matters!, NAFME
National Association for Urban Debate Leagues
National Congress of Parents & Teachers
National Council on U.S. - Arab Relations
National FFA Foundation, Inc.
National Foundation for Advancement in the
Arts
National Society of Black Engineers

National Space Society
NEA Foundation for the Improvement of
Education
Outward Bound
Parents as Teachers National Center
Posse Foundation, Inc.
Project Management Institute Educational
Foundation
Project Vote
ProLiteracy Worldwide
Riverside Military Academy, Inc.
Science Olympiad
SETI Institute
Simon Youth Foundation
Space Frontier Foundation
Street Schools for At-Risk Youth
Woodrow Wilson National Fellowship
Foundation
World Learning

Global Impact



Address: 66 Canal Center Plaza, Suite 310, Alexandria, VA 22314

Website: www.charity.org

CFC Listing: 10187 Global Impact (800)836-4620 www.charity.org EIN#521273585 Supports leading U.S.-based international charities to address critical needs throughout the world. We help ensure sustainable solutions by meeting real needs with real results. 3.1% Q,M,S

Federation Family : None

Fee: As published in 2012 Annual Report (page 10)
http://charity.org/sites/default/files/Global_Impact_2012_web_AR.pdf

Statement of Dues and Fees

The Board of Directors, which includes funded charity representatives, approves a maximum expense budget. Actual expenses may not exceed this ceiling and are funded by cost recovery from donations and revenue from other sources. Costs are not recovered on a percentage basis. Unless a funded charity elects to participate in

optional state registration and/or cooperative advertising programs, no service fees are charged. Global Impact does not charge dues.

Gross pledges in 2011 CFC: \$8,458,340

Net Assets as of 6/30/2012: \$5,430,627 (unrestricted)
\$ 37,123 (temporarily restricted)
\$5,467,750

CEO compensation (2011): Renee Acosta (\$468,003)

Highest paid independent contractor (2011): Charitable Pledge Processing (\$344,714)

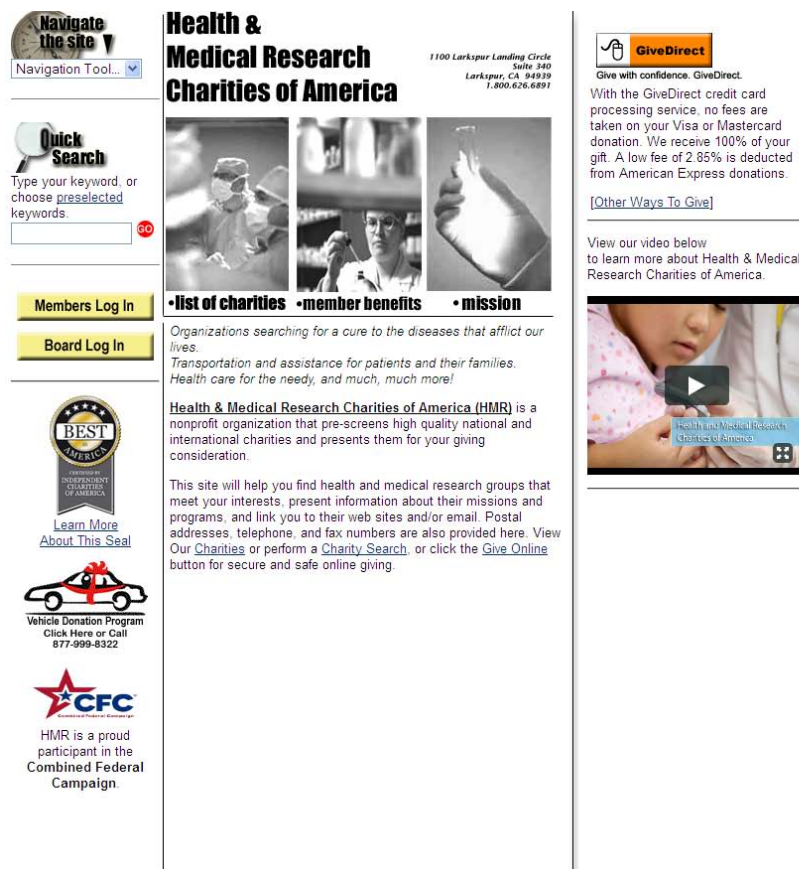
Member List:

| | |
|---|---|
| ACCION International | Heifer International |
| African Medical & Research Foundation (AMREF) | Helen Keller International |
| Africare | Himalayan Cataract Project |
| American Himalayan Foundation | International Executive Service Corps |
| American Jewish World Service | International Eye Foundation |
| American Near East Refugee Aid (ANERA) | International Medical Corps |
| American Refugee Committee | International Orthodox Christian Charities |
| AmeriCares | International Partnership for Microbicides |
| Ashoka | International Relief Teams |
| Boy Scouts of America – Aloha Council | International Rescue Committee |
| Boy Scouts of America – Far East Council | International Youth Foundation |
| Boy Scouts of America – Transatlantic Council | Landesa |
| CARE | Lutheran World Relief |
| ChildFund International | Mercy Corps |
| Children International | Millennium Promise |
| Christian Reformed World Relief Committee) | Near East Foundation |
| Church World Service | NetHope |
| Doctors Without Borders/Medécins Sans Frontières USA | Operation Smile |
| ECHO | Opportunity International |
| EngenderHealth | Oxfam America |
| Episcopal Relief & Development | Pan American Development Foundation |
| Feed My Starving Children | Partners In Health |
| FINCA International | PATH |
| Freedom from Hunger | PCI-Media Impact |
| Girl Scouts Overseas | Plan USA |
| Health Volunteers Overseas | Planned Parenthood Federation of America Intl |
| | Project HOPE |

Rotary Foundation of Rotary International
Salvation Army World Service Office (SAWSO)
Save the Children
SightLife
SOS Children's Villages – USA
TechnoServe
UNICEF, U.S. Fund for
Unitarian Universalist Service Committee

United Methodist Committee on Relief (UMCOR)
United Seamen's Service
Water for People
William J. Clinton Foundation
Women for Women International
World Relief
World Vision

Health & Medical Research Charities of America



Health & Medical Research Charities of America
 1100 Larkspur Landing Circle
 Suite 340
 Larkspur, CA 94939
 1.800.626.6891

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Board Log In

list of charities • member benefits • mission

Organizations searching for a cure to the diseases that afflict our lives.
 Transportation and assistance for patients and their families.
 Health care for the needy, and much, much more!

Health & Medical Research Charities of America (HMR) is a nonprofit organization that pre-screens high quality national and international charities and presents them for your giving consideration.

This site will help you find health and medical research groups that meet your interests, present information about their missions and programs, and link you to their web sites and/or email. Postal addresses, telephone, and fax numbers are also provided here. View Our [Charities](#) or perform a [Charity Search](#), or click the [Give Online](#) button for secure and safe online giving.

GiveDirect
 Give with confidence. GiveDirect.
 With the GiveDirect credit card processing service, no fees are taken on your Visa or Mastercard donation. We receive 100% of your gift. A low fee of 2.85% is deducted from American Express donations.

[Other Ways To Give](#)

View our video below to learn more about Health & Medical Research Charities of America.

Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.hmr.org

CFC Listing: 11832 Health & Medical Research Charities of America (800)626-6891 www.hmr.org
 EIN#943217739 Health. Life's most important ingredient. Restoring wellness through research, diagnosis, treatment, and prevention of the diseases that plague our family, friends, loved ones - ourselves. 1.9% E,G,H

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.hmr.org/990/hmrrar.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$534,693. The total costs to all members combined thus equaled 4.5% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which

they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011 the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$10,274,577

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$387,263)

Member List:

| | |
|--|--|
| Accordia Global Health Foundation | Air Ambulance Angels West |
| Advocates for Youth | Alexander Graham Bell Association for the Deaf |
| Aging Research, American Federation for (AFAR) | and Hard of Hearing |
| AIDS and Sexually Transmitted Disease | Alopecia Areata Foundation National |
| Information Services of the American | Alzheimer's Disease Research |
| Social Health Association | Alzheimer's Foundation of America |
| AIDS Programs of the National Minority AIDS | Alzheimer's Research and Prevention |
| Council | Foundation |
| AIDS Treatment and Research Information | Alzheimer's Research Foundation, Fisher Center |
| AIDS United | American Academy of Otolaryngology - Head |
| AIDS Vaccine Initiative, International | and Neck Surgery Foundation |

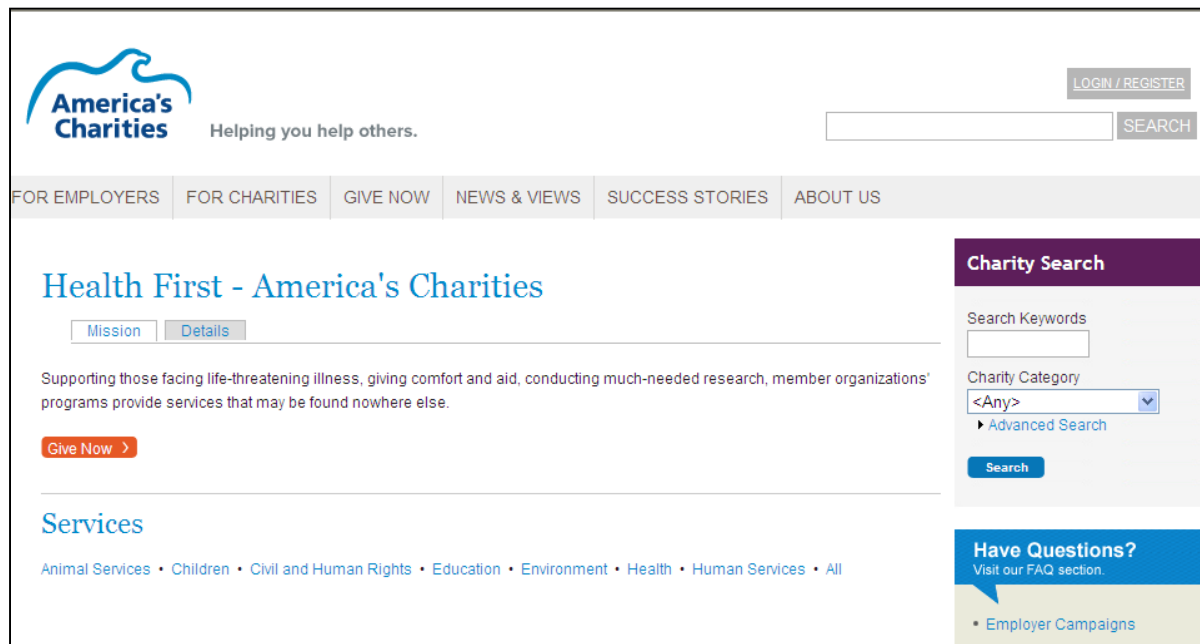
American Association of Kidney Patients, Inc.
 American Chronic Pain Association
 American Medical Overseas Relief
 American Nurses Foundation
 American Society of Tropical Medicine &
 Hygiene
 American Tinnitus Association
 Amputee Coalition of America
 Angel Airlines for Clinical Trials
 Angel Patient Transport Services
 Angels Donate Frequent Flyer Miles
 Anxiety Disorders, Panic, & Stress Research and
 Awareness Foundation
 Aplastic Anemia & MDS International
 Foundation
 Arthritis National Research Foundation
 Asthma, Cancer & Heart Disease Prevention
 Through Smokefree Air
 Autism Intervention and Treatment Research --
 Organization for Autism Research
 Autism Research - The Autism Society of
 America Foundation for
 Autism Research Center - Family Support,
 Diagnostics, and Advocacy for Effective
 Treatment
 Autoimmune Diseases Association
 Black AIDS Institute
 Bone Marrow Donor Registry - American
 Brain & Behavior Research Foundation
 Brain Injury Association of America
 Cancer and Aging Research Program
 Cancer Curing Society
 Caregivers Association of America
 Celiac Central, National Foundation for Celiac
 Awareness
 Celiac Disease Foundation
 Chronic Fatigue and Immune Dysfunction
 Syndrome (CFIDS) Association of
 America
 Cure Alzheimer's Fund
 Diabetes & Immune Disease National Research
 Institute

Diabetes Action Research and Education
 Foundation
 Diabetes Aid and Research Fund
 Diabetes Health and Research Institute
 Diabetes Prevention and Aid Fund
 Diabetes Transplant Fund
 Disability Rights International
 Disabled Children, Adults & Seniors: Lives
 Enhanced by FODAC
 Down Syndrome Research & Treatment
 Foundation
 Dystonia Medical Research Foundation
 Eye and Tissue Banks International
 Eye Bank Association of America
 Facial Pain Association
 Families of Spinal Muscular Atrophy
 Food Allergy and Anaphylaxis Network
 Foundation for Ichthyosis & Related Skin Types,
 Inc.
 Gift of Life Bone Marrow Foundation
 Gluten Intolerance Group of North America
 Grace Flight of America
 Graves` Disease and Thyroid Foundation
 Haitian Health Foundation
 Health & Medical Research Charities of America
 Hearing Health Foundation
 Hearing Loss Association of America
 Heart Disease Research Institute
 HelpHOPELive
 Hepatitis Foundation International
 Herbal Medicine Institute
 Hospice Foundation for End-of-Life Care
 Hospice Foundation of America
 Hospice, Pathways Home Health and Hospice
 Immune Deficiency Foundation
 Immunization Action Coalition
 In Need of Diagnosis, Inc.
 International Dyslexia Association, Inc.
 International OCD Foundation
 Johns Hopkins University
 Kidney Disease Aid and Research Fund
 Lahey Clinic

Loma Linda University Medical Center
Medical Education Institute
Medical Research Foundation for Non-Toxic and
Cost-Effective Therapies
Mended Hearts, Inc.
Mesothelioma Applied Research Foundation
Michael J. Fox Foundation for Parkinson's
Research
Migraine Research Foundation, Inc.
Multiple Myeloma Research Foundation
(MMRF)
Multiple Sclerosis Foundation
Multiple Sclerosis, Can Do
Narcolepsy Network
National Consumer Voice for Quality Long-Term
Care
National Eczema Association for Science and
Education
National Education Association Health
Information Network
National Gaucher Foundation
National Jewish Health
National Meningitis Association
National Stuttering Association
New York Stem Cell Foundation, Inc.
Osteoporosis Foundation
Pachyonychia Congenita Project
Paralyzed Veterans Of America Spinal Cord
Research Foundation (SCRF)
Parkinson's Research Center, Michael Stern
Foundation
PKD Foundation
Planned Parenthood Federation of America
Population Council
Population Reference Bureau

Pulmonary Hypertension Association
Reflex Sympathetic Dystrophy Syndrome
Association of America
RESOLVE: The National Infertility Association
Restless Legs Syndrome Foundation
Retinitis Pigmentosa International Society for
Degenerative Eye Disease and Related
Disorders
Rett Syndrome Foundation, International
Safe Tables Our Priority
Sanford - Burnham Medical Research Institute
Scleroderma Research Foundation
Sexuality Information and Education Council of
the United States
Sjogren's Syndrome Foundation Inc.
Skin and Dental Dysfunction Foundation
Sleep Apnea Association, American
Spinal Cord Injury Network International
Spondylitis Association of America
Starkey Hearing Foundation
Stroke/Brain Injury Communication Disorders
Foundation
Sturge-Weber Foundation
Stuttering Foundation of America
Suicidology, American Association of
Thyroid Association, American
TMJ Association, Ltd.
Toxic Chemical Safety
Transplants, The National Foundation for
Vascular Disease Foundation
Vegetarian Resource Group
Visiting Nurse Associations of America
Volunteer Eye Surgeons International, LTD
Wheels for Humanity
Williams Syndrome Association, Inc.

Health First



Address: 14150 Newbrook Dr. Suite 110 Chantilly, VA 20151

Website: www.charities.org

CFC Listing: 10963 Health First - America's Charities (800)458-9505 www.charities.org
EIN#300186796 Supporting those facing life-threatening illness, giving comfort and aid, conducting much-needed research, member organizations' programs provide services that may be found nowhere else. 7.5% E,G,P

Federation

Family : America's Charities

Fee: As published in 2010 Annual Report

(http://www.charities.org/sites/www.charities.org/files/Health_First_AnnualReport-2010.pdf)

Member Charity Fees (Fall 2009 Campaigns)

Health First member organizations are not charged for "cost sharing" of federation expenses, however the members pay fees that are determined by their pledge levels in both Combined Federal Campaign and Private Sector Campaigns for a given year.

The fee is a sliding scale, which was designed to lower the fee percentage due as the charities pledge totals increase. It is as follows:

- 17.5% of pledge for pledges up to \$700,000 (with a minimum fee of \$9,000)
- 13% of pledge for pledges over \$700,000, but less than \$1.5 million
- 10% of pledge for pledges over \$1.5 million

Fees are paid in one of two ways.

- 1) Collected from the charity's monthly distribution over a 10 month period.
- 2) Paid directly by the charity on a quarterly basis.

The amount raised in 2010 in gross pledges are as follows:

CFC = \$3,560,778 Private Sector = \$513,369

Gross pledges in 2011 CFC: \$2,316,844

Net Assets as of 12/31/2011: \$224,554

CEO compensation: N/A (shares President/CEO with America's Charities)

Highest paid independent contractor: none over \$100,000

Member list:

| | |
|---|--|
| Alzheimer's and Aging Research Center | John Wayne Cancer Institute |
| Arthritis & Chronic Pain Research Institute | Lance Armstrong Foundation |
| Black Women's Health Imperative | LUNgevity Foundation |
| Breast Cancer Coalition | Melanoma Research Foundation |
| Cancer Research and Prevention Foundation (Prevent Cancer Foundation) | Multiple Sclerosis Association of America |
| Christopher and Dana Reeve Foundation | NARAL Pro-Choice America Foundation |
| Diabetes Research Institute Foundation, Inc. | National Down Syndrome Society |
| Dystrophic Epidermolysis Bullosa Research Association of America | National Marfan Foundation |
| Hospice America (American Hospice Foundation) | National Organization for Rare Disorders (NORD) |
| International Planned Parenthood Federation, Western Hemisphere Region | Ovarian Cancer Research Fund |
| | Tuberous Sclerosis Alliance |
| | United Cerebral Palsy |

Hispanic & Latino Charities of the US



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.hlcusa.org

CFC Listing: 10947 Hispanic & Latino Charities of the U.S. and the Americas (Hispanic United Fund) (800)696-5941 www.hlcusa.org EIN#680455509 The voice of America's Hispanic Heritage and Latino charities, working together to build stronger communities and brighter futures for our families and our neighbors worldwide. 5.1% B,P,W

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.hlcusa.org/990/HLCAR.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$36,607. The total costs to all members combined thus equaled 4.0% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which

they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be 10%.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$562,472

Net Assets as of 4/30/2011: 0

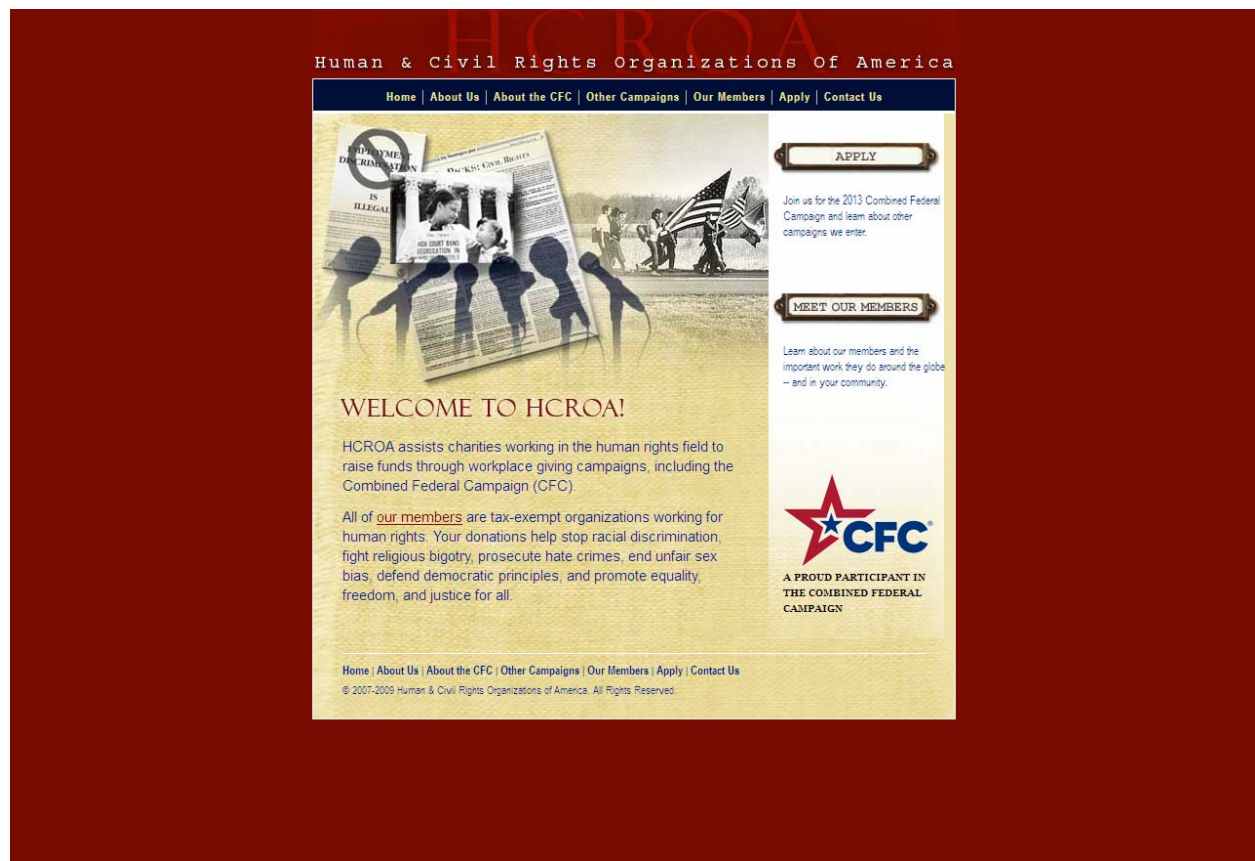
CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|---|--|
| Americas Relief Team | Hispanic Association of Colleges and Universities |
| Amigos de las Americas | Hispanic Children and Families Fund |
| Children of Nicaragua Fabretto Foundation | Hispanic Children's Education Fund |
| Corazón, Inc. | Hispanic College Fund |
| El Porvenir | Hispanic National Bar Foundation |
| ESPERANCA | Hispanic Scholarship Fund |
| Evangelical Christian Humanitarian Outreach for Cuba, Inc. | Honduras Hope |
| Faith In Practice | Mexican American Legal Defense and Educational Fund |
| Great Minds in STEM | Mexico-US Solidarity Network |
| Hispanic & Latino Charities of the U.S. and the Americas | National Council of La Raza |
| Hispanic and Asian Children Services | National Hispana Leadership Institute |

Human & Civil Rights Organizations of America



Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.hcr.org

CFC Listing: 11232 Human & Civil Rights Organizations of America (978)744-2608 www.hcr.org
EIN#943193388 Help stop racial discrimination, fight religious bigotry, prosecute hate crimes, end unfair sex bias, defend democratic principles, and promote equality, freedom, and justice for all. 3.2% R,Q,I

Federation Family : Workplace Giving Alliance

Fee: As published in 2012 Annual Report
(<http://www.hcr.org/upload/HCROA%202012%20annual%20report.pdf>)

We received revenue from donations made directly to HCROA, from service fees charged to our member charities, and from fees paid by federations receiving administrative services.

As reported on our Form 990, total revenue in FY 12 was \$1,528,080. Of this amount, \$600,382 represented fees charged to our members and other federations, with the bulk of these fees being paid by these other federations. We distributed \$929,098 to our member charities, reflecting funds received on their behalf from the CFC.

We state our fees in advance. Charities applying to the CFC in affiliation with our federation are asked to sign a form which acknowledges our fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

HCROA asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, HCROA will charge 4.5 percent of a member's net receipts, with a minimum fee of \$350. HCROA will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$1,118,323

Net Assets as of 4/30/2012: \$199,969

CEO compensation: Marshall Strauss (\$115,000)

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|---|---|
| Advocacy Project | CenterLink |
| Advocates for Human Rights | Community Voice Mail National Office |
| American Indian Science and Engineering Society | Criminal Justice Legal Foundation |
| American Islamic Congress | Dalai Lama Foundation |
| American Jewish Committee | Dui Hua Foundation |
| Americans for Indian Opportunity | EarthRights International |
| Anti-Defamation League of B'nai B'rith | Electronic Frontier Foundation |
| Asian American Justice Center | Equal Rights Advocates |
| Association for Union Democracy | Equality Forum |
| Astraea Lesbian Foundation for Justice | Equality Now |
| Catholic Legal Immigration Network | Fairness & Accuracy in Reporting |
| Center for American Progress | Freedom House |
| Center for Justice & Accountability | Gay & Lesbian Alliance Against Defamation |
| Center for Law and Social Policy | Gender Action |
| Center for Victims of Torture | Global Exchange |
| CENTER OF CONCERN | GLSEN |
| | Gray Panthers Project Fund |

Human Rights in China
Human Rights Watch
Immigration Equality
Indian Law Resource Center
Institute for Food and Development Policy
Interfaith Worker Justice
International Campaign for Tibet
International Gay & Lesbian Human Rights
Commission
International Labor Rights Forum
Jobs with Justice Education Fund
Lambda Legal Defense and Education Fund
Latin America Working Group Education Fund
National Center for Lesbian Rights
National Coalition to Abolish the Death Penalty
National Federation of the Blind
National Housing Law Project
National Immigration Forum
National Immigration Project of the National
Lawyers Guild
National Law Center on Homelessness and
Poverty

National Save the Family Farm Coalition
Parents, Families and Friends of Lesbians and
Gays
Polaris Project
Public Citizen Foundation
Quixote Center
Sojourners
Southeast Asia Resource Action Center
Street Law
Survivors of Torture International
Tahirih Justice Center
Tibet Fund
United for a Fair Economy
United National Indian Tribal Youth
United To End Genocide
Urgent Action Fund Women's Human Rights
Violence Policy Center
Washington Office on Latin America
Wellstone Action Fund
Witness
Women's Leadership Fund
World Federalists Association

Human Care Charities of America


HUMAN CARE CHARITIES OF AMERICA

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PROTECTING THE CHILDREN.
AND HEALING THE SICK.
AMERICA'S FINEST
INDEPENDENT CHARITIES.
WORKING WITH YOU TO SHARE -
THE AMERICAN WAY.





View our latest video to learn more about
Human Care Charities of America.



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.hcare.org

CFC Listing: 10263 Human Care Charities of America (Independent Charities of America) (800)477-0733 www.hcare.org EIN#943067804 Feeding the hungry. Sheltering the homeless. Protecting the children. And healing the sick. America's finest independent charities. Working with you to share- the American way. 1.7% P,W,T

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.hcare.org/990/ICAar.pdf>)

For the fiscal year 2010/2011, federation expenses for CFC exceeded revenue by \$210,590 and thus this amount was charged to CFC member agencies.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which

they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$2,684,062

Net Assets as of 4/30/2011: \$55,304

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$967,703)

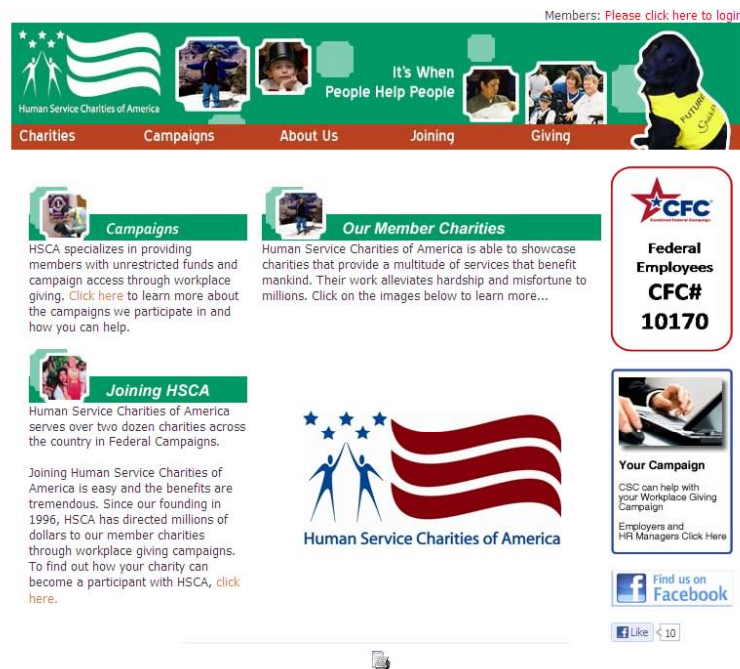
Member List:

| | |
|---------------------------------|---|
| ACCION USA, Inc. | Black Charities for Children, Families, |
| Advertising Council, Inc. | Communities |
| Air Charity Network | Brady Center to Prevent Gun Violence |
| Airlift Hope of America | Carter Center |
| Alliance for Consumer Education | Center for Auto Safety |
| American Humanist Association | Center for Economic and Policy Research |
| Angel Airlift Mid-Atlantic | Center on Budget and Policy Priorities |
| Angel Flight Northeast | Concerns of Police Survivors, Inc. (COPS) |
| Angel Fuel for Life | Congressional Black Caucus Foundation, Inc. |
| Art For Humanity | Conservation and Service Corps |
| | Correctional Peace Officers Foundation |

Crime Victim Law Institute, National
Crime, Crisis and Disaster Victims Assistance -
National Organization for Victim Assistance
Disabled Youth Leadership Fund
Dream Foundation
Energy Cures
Faces & Voices of Recovery
FARM AID
Farmers` Legal Action Group, Inc.
Federal Employee Education and Assistance
Fund (FEEA)
Federalist Society for Law and Public Policy
Studies
Federation for American Immigration Reform
Free Wheelchair Mission
Global Rights
Helping Hands: Monkey Helpers for the
Disabled
Homelessness, National Alliance to End
Hospice Angel Airlines
Housing for Homeless Children and Families
Human Care Charities of America
International Association for Human Values
International Fellowship of Christians & Jews,
Inc.
International Social Service-United States of
America Branch, Inc.

Jobs!
Joint Center for Political and Economic Studies,
Inc.
Jubilee USA Network
Kiwanis International Foundation, Inc.
Leadership Conference Education Fund
Malaria - Nothing But Nets
Marijuana Policy Project Foundation
Media Research Center
Mercy Flight Southeast
Minority Media & Telecommunications Council
National Center for Policy Analysis
National Congress of American Indians
National Peace Corps Association
New Ways Ministry
Oxford House
Partnership for Public Service
Patient Advocate Foundation
Security Through Science
Travelers Aid International
Trevor Project
United Ukrainian American Relief Committee,
Inc.
Winn Feline Foundation, Inc.
World Federation for Mental Health
Young Concert Artists, Inc.

Human Service Charities of America



Address: 44330 Premier Plaza, Suite 220, Ashburn, VA 20147

Website: www.hsca.org

CFC Listing: 10170 Human Service Charities of America (703)764-3175 www.hsca.org
EIN#943240353 People helping people. Making a difference to the disabled and disadvantaged. Feeding the hungry. Restoring the sick. And supporting your federal, postal and military service. 3.1% P,E,B

Federation Family : Neighbor to Nation

Fee: As published in 2012 Annual Report (<https://www.hsca.org/hsca/aboutus/home.aspx>)

There is no application fee or up-front cost to members before campaign receipts are collected. HSCA's cost recovery practices are designed so that expenses based on a budget approved by the Board are shared proportionally by all member organizations. The member organization's contribution towards cost recovery ('Membership Fees') is calculated based on the member organization's gross pledges, subject to minimum and maximum fee limits. For the most recent campaign year for which payments have been

completed, average Membership Fees (excluding member charities subject to the minimum and maximum limits) was 9.02%. Federation fees are inclusive, with no other fees or charges from the federation or from other entities.

Gross pledges in 2011 CFC: \$841,249

Net Assets as of 4/30/2012: \$73,362

CEO compensation: Tom Youngblood (paid by Christian Service Charities)

Highest paid independent contractor: none over \$100,000

Member List:

Adopt America Network
American Council of the Blind
American Foundation for Suicide Prevention
Child Aid
Children Affected by AIDS Foundation
Children's Cancer Assistance Fund
Disabled and Alone/Life Services for the Handicapped
Guide Dog Foundation for the Blind, Inc.
HealthStore Foundation, The
Human Service Charities of America
Let's Cure CP
Lions Clubs International Foundation
MAZON: A Jewish Response to Hunger
Mission: Readiness, Military Leaders for Kids
National Center for Fathering
National Right to Life Educational Trust Fund
Oklahoma City National Memorial Foundation
Public Radio International
Rachel's Challenge
ShelterBox USA
Us TOO International Prostate Cancer Education & Support Network
Volunteers of America, Inc.
White Bison
Youth Law Center

Jewish Aid Worldwide



Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.jewishaidworldwide.org

CFC Listing: 11233 Jewish Aid Worldwide: America, Israel, and Beyond, Inc. (978)744-6501
www.jewishaidworldwide.org EIN#201358418 Working in the great Judaic tradition toward justice and peace, charity for the poor and education and research for the future. 4.3% P,B,W

Federation

Family : Workplace Giving Alliance

Fee: As published in 2012 Annual Report

(<http://www.jewishaidworldwide.org/upload/2012%20Annual%20Report%20JAW.pdf>)

Jewish Aid Worldwide received revenue from donations made directly to JAW and from service fees charged to our member charities.

As reported on our Form 990, total revenue in FY 12 was \$234,163. Of this amount, \$7,656 represented fees charged to our members. We distributed \$191,931 to our member charities, reflecting funds received on their behalf from the CFC.

We state our fees in advance. Charities applying to the CFC in affiliation with us are asked to sign a form which acknowledges our fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

JAW asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, JAW will charge 4.5 percent of a member's net receipts, with a minimum fee of \$350. JAW will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$238,699

Net Assets as of 4/30/2012: \$21,515

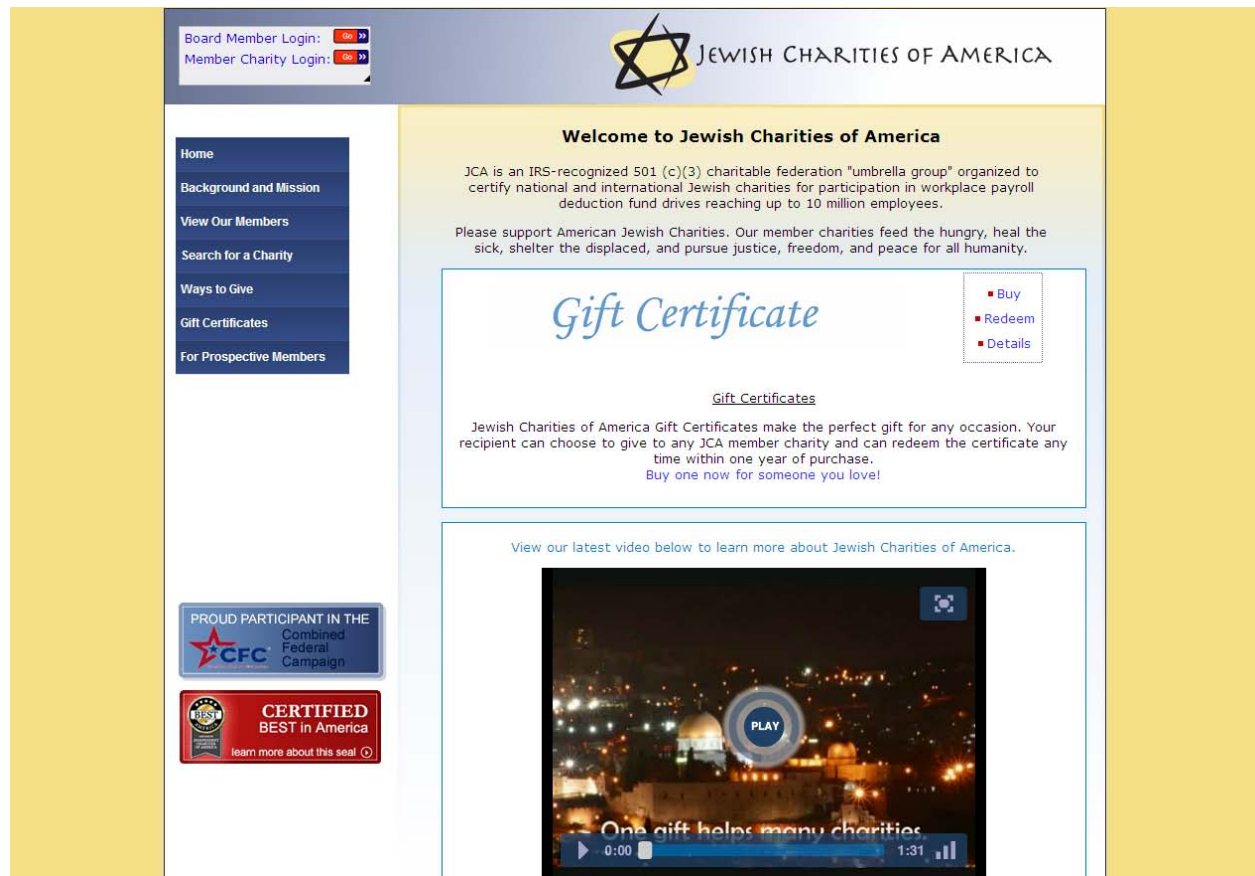
CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|--|---|
| Abraham Fund Initiatives | Ezer Mizion |
| American Committee for Shaare Zedek Hospital in Jerusalem | Friends of Israel Disabled Veterans |
| American Committee for the Weizmann Institute of Science | Friends of Israel Scouts |
| American Friends of Chaikanu | Friends of Yad Sarah |
| American Friends of IDC | Girls Town Or Chadash |
| American Friends of Kiryat Sanz Laniado Hospital | Hadassah, The Women's Zionist Organization of America |
| American Friends of Meshi | Hand in Hand |
| American Friends of Neve Shalom/Wahat al- Salam | Israel Children's Cancer Foundation |
| American Friends of Rabin Medical Center | Israel Tennis Centers Foundation |
| American Friends of the Hebrew University | Israel Special Kids Fund |
| American Friends of the Rambam Medical Center | Jerusalem Foundation |
| American Friends of the Tel-Aviv University | Just One Life |
| American Friends of Tzohar | Medical Development for Israel |
| American Friends of Yad Eliezer | Museum of Jewish Heritage |
| American Society of the University of Haifa | Nesiya Institute |
| | One Family Fund |
| | Shomrey Mishpat: Rabbis for Human Rights/North America |
| | Youth Renewal Fund |

Jewish Charities of America



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.jewishcoa.org

CFC Listing: 10895 Jewish Charities of America (888)517-8499 www.jewishcoa.org EIN#680473577
Repair the World! Support American Jewish Charities- feed the hungry, heal the sick, shelter the displaced, and pursue justice, freedom, and peace for all humanity. 6.4% X,Q,P

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.jewishcoa.org/990/JCAar.pdf>)

For the fiscal year 2010/2011, charges to members equaled \$46,245. The total costs to all members combined thus equaled 6.1% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees

deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$424,800

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

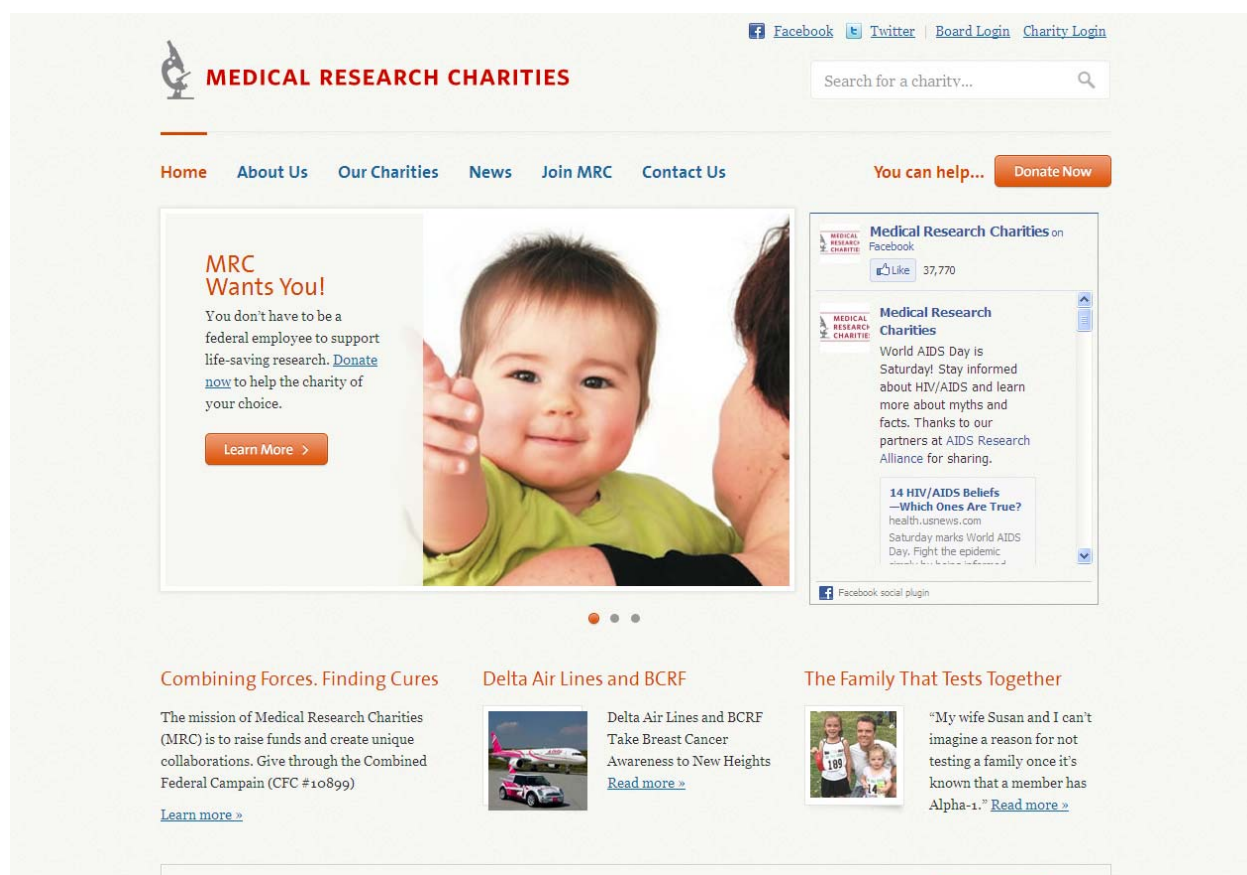
Member List:

| | |
|---|---|
| All 4 Israel | American Friends of Shehebar Sephardic Center |
| Amcha for Tsedakah | American Friends of The Israel Philharmonic |
| American Associates, Ben Gurion University of the | Orchestra |
| Negev, Inc. | American Jewish Joint Distribution Committee Inc. |
| American Committee for Tel Aviv Foundation | Association of Jewish Family & Children's Agencies, |
| American Friends of AACI | Inc. |
| American Friends of Beit Hatfutsot | AVODAH: The Jewish Service Corps |
| American Friends of Leket Israel | Blue Card |
| American Friends of Magen David Adom | ELEM Youth in Distress |
| American Friends of Migdal Ohr | Environmental Protection Society of Israel |
| American Friends of Nishmat | Foundation For Jewish Culture |

Friends of Yemin Orde, Inc.
Givat Haviva Educational Foundation
Hillel: The Foundation for Jewish Campus Life
International Sephardic Education Foundation
JBI International, Inc.
Jewish Charities of America
Jewish Community Centers Association of North
America
Jewish Community Day School Network
Jewish Funds for Justice
Jewish Institute for National Security Affairs
Jewish National Fund (Keren Kayemeth Lelsrael),
Inc.
Jewish Telegraphic Agency
Jewish Women International

Jewish Women`s Archive, Inc.
Jews for Judaism
Keren Or, Inc.
Maccabi USA/Sports for Israel
Masorti Foundation for Conservative Judaism in
Israel
National Council of Jewish Women
New Israel Fund
North American Conference on Ethiopian Jewry
ORT America, Inc.
Pardes Institute of Jewish Studies North America
Sharsheret
Shomrey Mishpat Rabbis for Human Rights - North
America
Society for Humanistic Judaism

Medical Research Charities



Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.medicalresearchcharities.org

CFC Listing: 10899 Medical Research Charities (978)607-0164 www.medicalresearchcharities.org
EIN#943148591 AIDS. Arthritis. Blindness. Cancer. Heart disease. Fight back by supporting medical research and help discover the prevention and cure for these and other diseases. 1.9% H,B,G

Federation Family : None

Fee: As published in the 2011 Annual Report
<http://www.medicalresearchcharities.org/what-we-do/>

There is no application fee or up-front cost to members before campaign receipts are collected. MRC's cost recovery practices are designed so that expenses based on a budget approved by the Board are shared proportionally by its member organizations. The member organization's contribution toward cost recovery ("Membership Fees") is

calculated based on the member organization's net pledges, subject to minimum and maximum fee limits. Member fees have decreased in recent years from 9.5% in 2007 to 8.5% of Federation net pledges for the 2010 Combined Federal Campaign.

Gross pledges in 2011 CFC: \$3,331,577

Net Assets as of 4/30/2012 \$368,771

CEO compensation: Lawrence M. Cummings (\$100,000)

Highest paid independent contractor: none over \$100,000

Member List:

AIDS Community Research Initiative of America

AIDS Research Alliance of America

Alpha-1 Foundation

American Academy for Cerebral Palsy and Developmental Medicine

American Association of Diabetes Educators Education & Research

American College of Rheumatology Research Education Foundation

Asthma and Allergy Foundation of America

ATS Foundation

Breast Cancer Research Foundation

Cancer Immunology Research Foundation

Charley's Fund

Diabetes National Research Group

Foundation Fighting Blindness

Gateway for Cancer Research

Glaucoma Research Foundation

Hope Heart Institute

Interstitial Cystitis Association of America

Leukemia Research Foundation

National Brain Tumor Society

National Eating Disorders Association

Osteogenesis Imperfecta Foundation

Osteoporosis and Breast Cancer Research Center

Prostate Cancer Foundation

Sam Schmidt Paralysis Foundation

Torrey Pines Institute for Molecular Studies

United Leukodystrophy Foundation, The

Uniting Against Lung Cancer

V Foundation, The

Mental Health and Addiction Network

MHANe
Mental Health and Addiction Network

Home About Us Workplace Giving MHANe Community Our Charities Contact

Supporting Mental Health Initiatives
(MHANe - pronounced "MANV") Formerly Mental Health, Addition and Retardation Organizations of America (MHAROA)

Mental health, addiction and intellectual disability charities have traditionally relied upon grants to support their activity. Those funds are becoming increasingly difficult to find in our field. It is our belief that to succeed we will need to develop and draw upon individual giving to support our causes.

We're here to help.

Build Fundraising Capacity Through MHANe

Access Workplace Giving Funds

Join Our Community for MHANe

Our Workplace Giving Initiative

More than 75% of all charity funding comes from individual donors, and many of these donors can be reached through charitable appeals in the workplace.

MHANe helps qualified organizations enter the vast and often arcane world of workplace giving. In 2009, the Combined Federal Campaign (the world's largest workplace giving program) raised more than \$280 million from civilian, military and postal employees throughout the US and abroad. The CFC enforces high standards of fiscal accountability and acts as an important stepping

Our Community for MHANe

Those of us working and volunteering in the field of fundraising for mental health, addiction and intellectual disability causes find a different set of challenges vis-à-vis our counterparts in primary healthcare.

We've built an online community reserved for fundraisers in our specific fields of work. Here you will find resources and shared knowledge covering:

- Grants
- Annual & Capital campaigns
- Social media
- Special events

2012 Grants Announced

- ▶ Apply to Workplace Giving
- ▶ TAKE OUR SURVEY - for mental health fundraisers
- ▶ Apply For A Capacity Building Grant
- ▶ Workplace Giving Eligibility
- ▶ Workplace Giving FAQ
- ▶ Join Our Online Community

MHANe agencies assist people dealing with such issues as:

- ▶ Addiction
- ▶ Attention deficit/hyperactivity disorder
- ▶ Autism and pervasive developmental disorders
- ▶ Bipolar disorder
- ▶ Depressive disorders
- ▶ Developmental disabilities
- ▶ Eating disorders
- ▶ Grief and loss
- ▶ Intellectual disabilities
- ▶ Learning disabilities
- ▶ Obsessive-compulsive disorders
- ▶ Panic and other severe anxiety disorders
- ▶ Personality disorders
- ▶ Post-traumatic stress disorder
- ▶ Schizoaffective disorder
- ▶ Schizophrenia
- ▶ Suicide Prevention

Address: 32 Church Street, 2nd Floor, Salem, MA 01970

Website: www.mhfederation.org

CFC Listing: 11591 Mental Health and Addiction Network (617)949-0030 www.mhfederation.org
EIN#201358397 Coalition of charities providing mental health services, education and family support, addressing ADHD, autism, bipolar, grief, mental disabilities, schizophrenia, substance abuse, trauma and other ailments. 3.0% F,E,P

Federation Family : Workplace Giving Alliance

Fee: As published in the 2011 Annual Report
www.mhfederation.org/about/MHANe%202011%20Annual%20Report.pdf

Since its inception in July 2004 through April 30, 2008, Mental Health and Addiction Network received no membership dues and/or service fees from the charitable organizations participating as members.

Between May 2008 and April 2011, MHANe assessed a 3% fee on net CFC pledges designated to our member charities. In the future, MHANe anticipates receiving revenue from the following sources:

1. Donations made to MHANe,
2. Interest earned on the organization's reserve, and
3. A 3% fee on net CFC member designated pledges received.

In fiscal years when the revenue from sources 1 and 2 exceeds the organization's total expenses, member organizations may share in the surplus.

In fiscal years when the revenue from sources 1 and 2 falls short of the organization's expenses, MHANe may charge members a fee set on a pro-rated basis reflecting the amount of money each group raises separately through the U.S. Combined Federal Campaign.

In fiscal year 2010-11, the year of this annual report, MHANe received donations primarily from the fall 2009 Combined Federal Campaign. The board approved an assessment of 3% on net CFC pledges received for member charities.

The decision to distribute excess monies or assess additional monies rests with the MHANe Board of Directors.

MHANe has indicated to member organizations that the fee for fiscal year 2011-2012 is anticipated to be 3.00 percent of their donations from the fall 2010 CFC.

Gross pledges in 2011 CFC: \$445,597

Net Assets as of 4/30/2012: \$94,399

CEO compensation: Benjamin Waxman (compensation not reported)

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|--|--|
| Abraham Low Self-Help Systems | American Association on Intellectual and |
| Academy for Eating Disorders | Developmental Disability |
| Ackerman Institute for the Family | American Music Therapy Association |
| Active Minds | American Psychiatric Foundation |
| Albert Ellis Institute | Asperger's Association of New England |
| American Academy of Child & Adolescent | Attention Deficit Disorder Association |
| Psychiatry | Betty Ford Center at Eisenhower |

Child & Adolescent Bipolar Foundation
Disaster Psychiatry Outreach
Family Institute
Foundation for Cognitive Therapy and Research
Freedom from Fear
Glendon Association
International Society for Traumatic Stress Studies
Judge David L_ Bazelon Center for Mental Health
Juvenile Bipolar Research Foundation
National Center on Addiction and Substance Abuse

National Center on Family Homelessness
National Council for Community Behavioral
Healthcare
National Empowerment Center
Reach Institute, Resource for Advancing Children's
Health
Screening for Mental Health
Survivors International
United States Psychiatric Rehabilitation Association

Military Family and Veterans Service Organizations of America



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.mfvsoa.org

CFC Listing: 10272 Military Family and Veterans Service Organizations of America (800)626-6526
www.mfvsoa.org EIN#943193418 Help us keep America strong, safe, and free and remember, honor, and keep faith with our veterans, with those who serve today, and their families. 1.3% P,W,Q

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.mfvsoa.org/990/mvpar.pdf>)

For the fiscal year 2009/2010, federation expenses exceeded revenue by \$279,404. The total costs to all members combined thus equaled 1.3% of all revenue.

The charities belonging to the federation pay the operating costs of the federation. The formula that determines what it costs a charity to participate with the federation is based on the amount the charity raises as compared to the amount raised by the entire federation. For example, if the amount the charity raises represents 10 percent of the total amount raised by all the participating charities of the federation, the charity will pay 10 percent of the federation's operating expenses.

Further, other revenue raised by the federation from other sources and not designated to any specific member charities, is shared among all the member charities at the same proportional rate formula described above.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$14,181,889

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$304,156)

Member List:

82nd Airborne Division Association Educational Fund
AAAA Scholarship Foundation, Inc.
Air Force Association
Air Force Memorial Foundation
Airmen Memorial Foundation
Airmen Memorial Museum
AMVETS Charities
Angel Airlines for Veterans
Any Soldier Inc.
Armed Forces Family Survivors Fund
Armed Forces Foundation
Armed Services YMCA of the USA
Blinded American Veterans Foundation

Blinded Veterans Association
Bob Woodruff Foundation
Bowlers to Veterans Link, The
Chief Petty Officer Scholarship Fund
Coast Guard Auxiliary Association
Coast Guard Foundation
Comfort for America's Uniformed Services
Congressional Medal of Honor Society
Daedalian Foundation
Deceased Aviator Family Assistance - River Rats
Disabled American Veterans (DAV) Charitable Service Trust
EOD Memorial Foundation
Fisher House Foundation

Freedom Alliance
Give 2 The Troops, Inc.
Homeless Veterans, National Coalition For
Homes For Our Troops
Hope For The Warriors®
Hospitalized Veterans Writing Project
Injured Marine Semper Fi Fund
Iraq and Afghanistan Veterans of America, Inc.
Landstuhl Hospital Care Project
Marine Corps -- Law Enforcement Foundation
Marine Corps League Foundation Inc.
Marine Corps Scholarship Foundation
Marine Corps University Foundation
Military Chaplains Association of the USA
Military Child Education Coalition
Military Family and Veterans Service
Organizations of America
Military Family Association, National
Military Officers Association of America
Scholarship Fund
Ministry to the Armed Forces and Veterans
Affairs Chaplaincy
National Guard Youth Foundation
Naval Historical Foundation
Navy SEAL Foundation
Operation Homefront
Operation Second Chance
Operation Troop Aid

Operation: Care And Comfort
Our Military Kids Inc.
Paralyzed Veterans of America Spinal Cord
Injury Education and Training
Foundation (ETF)
Pentagon Federal Credit Union Foundation
Ranger Memorial Foundation
Segs 4 Vets
Servicemembers Legal Defense Network
Sew Much Comfort
Snowball Express
Soldiers` Angels
Special Operations Warrior Foundation
Tragedy Assistance Program For Survivors
(TAPS)
Tuskegee Airmen Scholarship Foundation
Unit Scholarship Fund
USA Cares Inc.
Veterans Airlift Command
Veterans Foundation, National
Veterans of Foreign Wars Foundation
Veterans of Foreign Wars National Home for
Children
Veterans Support Foundation
Women In Military Service For America
Memorial Foundation
Wounded Warrior Emergency Support Fund
Young Marines

Military Support Groups of America



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.militarysupportgroups.org

CFC Listing: 22789 Military Support Groups of America (855)743-2136
www.militarysupportgroups.org EIN#272242752 Here are the heroes for our heroes.
Designate MSGA to give to them all or find below that group most meaningful to your own heart. 0.0% P,W,Q

Federation

Family : Maguire/Maguire

Fee: As described on website:

<http://www.militarysupportgroups.org/membership.php>

As required by Combined Federal Campaign regulations, actual membership pledge amounts and costs are included in our annual report.

<http://www.militarysupportgroups.org/about.php>

Gifts made directly to MSGA are shared among all its member agencies in the same proportion as each has received donor-designated gifts.

Gross pledges in 2011 CFC: Not in 2011. First year was 2012.

Net Assets as of 4/30/2011: N/A

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

Adopt A Platoon
Air Compassion for Wounded Warriors
America's VetDogs - the Veteran's K-9 Corps,
Inc.
American Freedom Foundation, Inc.
Angel Airlines for PTSD Recovery
Armed Forces Foundation
Armed Services Mutual Benefit Association
STAR Foundation
Army Cadets
Army Homefront Fund
Children of Fallen Patriots Foundation
Christmas Spirit Foundation
Coming Home Project
Command and General Staff College
Foundation, Inc.
Corporation for Supportive Housing
JROTC - Junior Reserve Officers Training Corps
of America
Marine Corps Association Foundation
Marine Graduation Foundation

Marine Military Academy, Inc.
Military and Veteran Women Support Fund
Military Families Receive Free Mental Health
Care - Give An Hour
Military Support Groups of America
Missions To Military, Inc.
Operation First Response, Inc.
Operation Give A Hug
Seabee Memorial Scholarship Association
Sentinels of Freedom Scholarship Foundation
Silver Star Families of America
Still Serving Veterans, (SSV)
Student Veterans of America
Support Our Troops®
United States Marines Youth Foundation, Inc.
Veteran Tickets Foundation
Vietnam Battlefield Tours
Wounded EOD Warrior Foundation
Wounded Warriors in Action Foundation
Wreaths Across America
WWII Heroes Foundation - Normandy Allies

National Black Federation of Charities



Address: 40 Clinton Street, 5th Floor, Newark, NJ 07102

Website: www.nbuf.org

CFC Listing: 11689 National Black United Fund (973)643-5122 www.nbuf.org EIN#952970559
Generates resources and support for charitable organizations, increases opportunities for improving education, health, social welfare, and social justice conditions for disadvantaged families and communities. 23.3% R,S,T

Federation

Family : None

Fee: Apparently , not available on website.

Special Note: The National Black United Fund described here has served as a CFC federation since 2010. No public financial information is available for NBUF during the period in which this entity had revenue from the CFC. The NBUF Board also controls a second organization, the National Black United Federation of Charities, which served as the

federation through the 2009 CFC. The DBA of the current federation is identical to the name of the second organization, omitting only the word "United."

Gross pledges in 2011 CFC: \$590,102

Net Assets as of 12/30/2010: (\$8,280)

CEO compensation: William T. Merritt (\$70,000)

Highest paid independent contractor: none over \$100,000

Member List:

National Black United Federation of Charities
Alpha Kappa Alpha Educational Advancement
Balm in Gilead, Inc.
BDPA Education and Technology
Black Cops Against Police Brutality (B-CAP)
Black Women in Sisterhood for
Black Women's Agenda
Brown Foundation for Educational Equity, Excellence and Research
Family Outreach Ministries International, Inc.
Federation for Southern Cooperatives, The
International Black Women's Congress
Jackie Robinson Foundation
National Association for Black Veterans (NABVETS)
National Association of Black Social Workers, Inc.
National Association of Negro Business and Professional Women's Clubs, The
National Black Deaf Advocates (NBDA)
National Black MBA Association, Inc.
National Black Programming Consortium
National Black United Front Educational Fund
National Black United Fund
National Coalition on Black Civic Participation
National Community Development Institute (NCDI)
National Council for Black Studies
National Council of Negro Women
National Hook-Up of Black Women
SECME, Inc.
TIS (To Inspire Strong) African Children Fund
Twenty-First Century Foundation

Peace and Reconciliation Charities of America

Peace and Reconciliation Charities

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APPLY
Join us for the 2013 CFC!

CFC
A PROUD PARTICIPANT IN
THE COMBINED FEDERAL
CAMPAIGN

Peace and Reconciliation Charities
is a founding member of the
Workplace Giving Alliance

Peace and reconciliation. While easy to say as a goal, as a reality it remains one of humanity's enduring challenges.

Here and overseas, our members strive each day to bring our world a little closer to these critical goals. Their work includes:

- Removing landmines after the soldiers have left and helping victims cope with the loss of limbs
- Engaging urban youth in ways that strengthen family and community
- Standing with those whose liberties are being denied
- Teaching and using non-violence to bring about enduring change
- Addressing the causes and consequences of collapsing nation states
- Encouraging philanthropy
- Continuing the struggle to diminish the risk of nuclear war
- And much much more.

No single act will end the scourge of war or the cruelty of intolerance. But we can make a difference, as our members demonstrate both around the world and in our own communities.

Please, join our efforts.

Home | About Us | About the CFC | Other Campaigns | Apply Now | Meet Our Members | Contact Us
125 Washington St., Suite 201, Salem MA 01970 / Tel: 978-338-4251 / Fax: 978-236-7272 / info@peaceandreconciliation.org

Address: 125 Washington St., Suite 201, Salem MA 01970

Website: www.peaceandreconciliation.org

CFC Listing: 12461 Peace and Reconciliation Charities (978)338-4251 www.peaceandreconciliation.org EIN#205300252 The word "peace" is easy to say, but its reality remains one of humanity's enduring challenges. Help us support organizations that make peace a reality. 4.2% R,Q,W

Federation Family : Workplace Giving Alliance

Fee: As published in 2012 Annual Report
(<http://www.peaceandreconciliation.org/upload/2012%20Annual%20Report%20PRC.pdf>)

Peace and Reconciliation Charities received revenue from donations made directly to PRC and from service fees charged to our member charities.

As reported on our Form 990, total revenue in FY 12 was \$154,487. Of this amount, \$10,226 represented fees charged to our members. We distributed \$127,530 to our member charities, reflecting funds received on their behalf from the CFC.

We state our fees in advance. Charities applying to the CFC in affiliation with us are asked to sign a form which acknowledges our fee policy. For the 2012 CFC, the federation's fee policy was stated as follows:

PRC asks members to contribute to the cost of screening applications, reporting pledges, distributing funds, and other CFC related activity. The fee to be paid by any organization reflects that organization's net receipts in the CFC.

For the 2012 CFC, PRC will charge 4.5 percent of a member's net receipts, with a minimum fee of \$350. PRC will never assess more than one third of an organization's net receipts even if this does not meet the \$350 minimum. The fee will be capped at \$5,000.

Gross pledges in 2011 CFC: \$162,821

Net Assets as of 4/30/2012: \$17,570

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Members:

| | |
|---|---|
| A Jewish Voice for Peace | Ireland Institute of Pittsburgh |
| Alliance for Middle East Peace | J Street Education Fund |
| American Charities for Palestine | Landmines, International Campaign to Ban |
| Bikes Not Bombs, Inc. | Middle East Peace Dialogue Network, Inc. |
| Center for New Community | Nuclear Age Peace Foundation |
| Center for Security Policy, Inc. | Nuclear War, International Physicians for the |
| Christian Solidarity International | Prevention of |
| Churches for Middle East Peace | Parliamentarians for Global Action |
| Desmond Tutu Peace Foundation | Peace Action Education Fund |
| Elie Wiesel Foundation for Humanity | Peace and Reconciliation Charities |
| Fellowship of Reconciliation, Inc. | Peace Development Fund |
| Fund for Peace | Peaceforce, Nonviolent |
| Institute for Global Engagement | Peacemaker Ministries |
| Institute for Multi-Track Diplomacy | Peaceworks Network Foundation |
| International Center for Religion & Diplomacy | Peres Center for Peace, American Friends of the |
| (Center for Religion and Diplomacy, Inc.) | (American Friends of the Peres Institute |
| International Crisis Group | for Peace) |

Plowshares Institute, Inc.

Roots of Peace

Seeds of Peace

Service For Peace

Spirit of America Worldwide

Witness for Peace

Sports Charities USA

[View Our Members](#)[Charity Search](#)[Ways To Give](#)[About Us](#)[Our Mission](#)[Member Benefits](#)

Sports Charities USA is an association of national charities working to promote athletic excellence, and provide access to sports for everyone. Our members support America's National Sports Teams, promote world-class athletic opportunities and recreational experiences for disabled Americans, and celebrate the triumphs of the human spirit, mind, and body. Please view our members for more information about them, and consider supporting us with your donations.

View our latest video below to learn more about Sports Charities USA.



[Sports Charities USA:
Hear exclusive sports
radio interview.](#)



With the GiveDirect credit card processing service, no fees are taken on your Visa or Mastercard donation. We receive 100% of your gift. A low fee of 2.25% is deducted from American Express donations.

So give with confidence. GiveDirect.



[Learn More About This Seal](#)



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.sportscharities.org

CFC Listing: 10273 Sports Charities USA - Supporting Youth, Disabled and National Team Athletics (Sports Charities USA) (800)874-0740 www.sportscharities.org EIN#470863988
Dedicated to athletic excellence for America's National Teams, and world-class athletic opportunities and recreational experiences for disabled Americans. Celebrating the triumphs of the human spirit. 7.0% N,E,O

**Federation
Family :** Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.sportscharities.org/990/SCUSAar.pdf>)
For the fiscal year 2010/2011, federation expenses exceeded revenue by \$82,114. The total costs to all members combined thus equaled 10.5% of all revenue.

Member charities share in supporting the operating costs of the federation (“Total Expenses” in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity’s share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity’s share of federation revenue will be ten percent.

Therefore, as a net result, should the federation’s revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation’s expenses exceed revenue, fees are apportioned against the members’ donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation “capped” fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$744,595

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

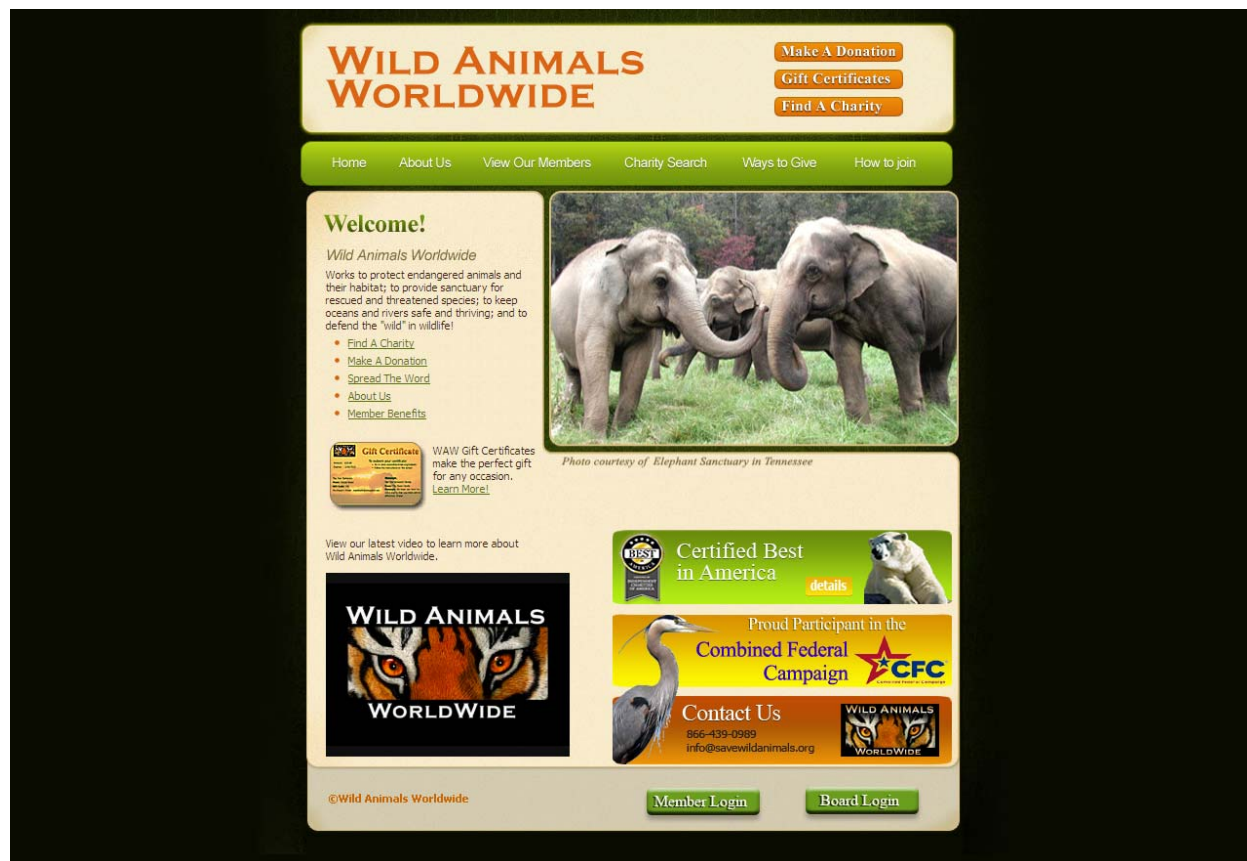
Member List:

| | |
|--|---|
| Adaptive Sports Access for Wounded Warriors | Mountain Bicycling Association, International |
| American Youth Soccer Organization | NASCAR Foundation |
| Bikes Belong Foundation | National Alliance For Youth Sports |
| BlazeSports America, Inc. | National Wheelchair Basketball Association |
| Breckenridge Outdoor Education Center (BOEC) | Paralyzed Veterans of America Outdoor |
| Challenged Athletes Foundation | Recreation Heritage Fund |
| Disabled Sports USA | PeacePlayers International |
| Fishing Has No Boundaries | Pop Warner Little Scholars |

Right To Play
Soccer In The Streets
Sports Charities USA - Supporting Youth,
Disabled and National Team Athletics
United States Association of Blind Athletes
United States Fencing Association
United States Figure Skating Association
United States Handball Association
United States Luge Association, Inc.
United States of America Wrestling Association
United States Ski Team Foundation
United States Soccer Federation Foundation
United States Soccer Federation, Inc.
United States Table Tennis Association, Inc.
United States Water Polo
United States Youth Soccer Association, Inc.
US Lacrosse

USA Archery
USA Badminton
USA Basketball
USA Boxing
USA Canoe/Kayak
USA Racquetball
USA Rugby
USA Shooting
USA Swimming
USA Taekwondo Inc.
USA Track & Field
USA Triathlon
USA Ultimate
USA Volleyball
USA Weightlifting
Wheelchair and Ambulatory Sports, USA
Women`s Sports Foundation

Wild Animals Worldwide



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.savewildanimals.org

CFC Listing: 81979 Wild Animals Worldwide (866)439-0989 www.savewildanimals.org
 EIN#208774272 Protect endangered animals and their habitats. Provide sanctuary for rescued and threatened species. Keep oceans and rivers safe and thriving. Defend the "wild" in wildlife! 3.6% D,C,Z

Federation Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.savewildanimals.org/990ar/WAWar.pdf>)

For the FY 2010/2011, federation revenue exceeded expenses and thus no member fees were charged.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees deducted from the donor-designated gifts they receive from the fund drives in which

they participate as members of the federation. Fees are determined on a pro rata basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation operating costs will be ten percent.

Gifts made to the federation itself (versus gifts made to an individual member agency), and other federation revenue, such as interest income, are shared among all the member charities on the same proportionate basis. For example, if gifts made to a member charity represent ten percent of the total of all gifts made to all members, that charity's share of federation revenue will be ten percent.

Therefore, as a net result, should the federation's revenue exceed expenses in any given year, the member charities share the excess income in addition to the donor-designated gifts each has received; the membership fee is effectively zero. Conversely, should the federation's expenses exceed revenue, fees are apportioned against the members' donor-designated gifts to cover the net balance.

The proportionate formula notwithstanding, for the fiscal year 2010/2011, the federation "capped" fees that any individual member charity could be assessed. For revenue generated through the Combined Federal Campaign, there was a cap of \$12,500. For revenue from other fund drives, the cap was ten percent of gifts, with no minimum fixed dollar amount. Regardless of its respective gift totals, a member cannot be assessed an amount larger than this cap.

Gross pledges in 2011 CFC: \$1,031,066

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: none over \$100,000

Member List:

| | |
|---|-----------------------------|
| Alaska Wilderness League | Mote Marine Laboratory |
| Ape and Monkey Rescue and Sanctuaries | Pandas International |
| Born Free USA: Keep Wildlife in the Wild | Polar Bears International |
| Cheetah Conservation Fund | Refuges for All Wildlife |
| Chimp Haven, Inc. | Rhino Foundation |
| Dian Fossey Gorilla Fund | Save the Manatee Club, Inc. |
| Elephant Sanctuary | Snow Leopard Trust |
| Elephants, Saving Elephants & Habitat Worldwide | Trustees for Alaska |
| Felidae Conservation Fund | Wild Animals Worldwide |
| HawkWatch International | Wild Salmon Center |
| International Crane Foundation, Inc. | WildAid, Inc. |
| Marine Mammal Center | WildCare |

Wildlands Network
Wildlife Habitat Council, Inc.

Wolf Center, International

Women, Children & Family Service Charities of America



Address: 1100 Larkspur Landing Circle, Suite 340, Larkspur, CA 94939

Website: www.womenandchildren.org

CFC Listing: 11960 Women, Children, and Family Service Charities of America (800)626-6481
www.womenandchildren.org EIN#943193386 Creating a better world by constructively addressing gender based discrimination, domestic violence, reproductive choices, family-work conflicts, caregiver support, and childhood education, hunger and health.
 4.0% R,O,K

Federation

Family : Maguire/Maguire

Fee: As published in 2011 Annual Report (<http://www.womenandchildren.org/990/wcfsAR.pdf>)

For the fiscal year 2010/2011, federation expenses exceeded revenue by \$100,535. The total costs to all members combined thus equaled 3.2% of all revenue.

Member charities share in supporting the operating costs of the federation ("Total Expenses" in the federation audited financial statements) by having membership fees

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Gross pledges in 2011 CFC: \$1,919,567

Net Assets as of 4/30/2011: 0

CEO compensation: N/A

Highest paid independent contractor: Maguire/Maguire (\$118,886)

Member List:

| | |
|--|---|
| Abortion Access Project | Association of Missing and Exploited Children's |
| Abortion Federation, National (NAF) | Organizations |
| Abused Women's Fund | Blacksmith Institute |
| Adoptions by Cradle of Hope | Buckner Children and Family Services |
| Air Ambulance Angels | Business and Professional Women's Foundation |
| American Association of University Women, Inc. | Catholics for Choice |
| American Indian Relief Council | Center for Health and Gender Equity Inc. |
| Americans Overseas Domestic Violence Crisis | Center for Reproductive Rights |
| Center | Center for Women Policy Studies |
| Americans United for Life | |

Child Abuse, Sexual and Domestic Violence
Prevention Center
Child Family Health International
Child Sex Abuse Prevention and Protection
Center
Children At Risk Intervention Fund
Coalition Against Trafficking in Women
Delta Research and Educational Foundation
Domestic Violence Hotline, National
Domestic Violence Protection & Prevention
Coalition
Educate the Children
Educational and Research Foundation for the
American Academy of Facial Plastic and
Reconstructive Surgery
End Violence Against Women International
Enterprise Community Partners, Inc.
Family Promise, Inc.
Family Violence and Sexual Assault Institute
Feed My Hungry Children
Feminists for Life of America
Futures Without Violence
Global Fund for Women
Helping the Most Vulnerable
HOMEBUILDERS Family Counseling
Hosea Feed the Hungry and Homeless
International Center for Research on Women
International Lactation Consultant Association
International Women's Democracy Center
Ipas
Jeannette Rankin Women's Scholarship Fund
KaBOOM
Kidpower Teenpower Fullpower International
La Leche League International
Legal Aid & Defender Association; Serving the
Legal Needs of Low-income
Communities
Legal Momentum
MADRE, Inc.
Men Can Stop Rape
Ms. Foundation for Women

National Campaign to Prevent Teen and
Unplanned Pregnancy
National Clearinghouse for the Defense of
Battered Women
National Coalition for Women with Heart
Disease
National Family Planning & Reproductive Health
Association
National Organization for Women Foundation
National Partnership for Women and Families
National Women's History Museum
National Women's Law Center
Nurturing Network
Older Women's League
Pathfinder International
Rape and Sexual Assault Survivors Network
Rape, Abuse, & Incest National Network
(RAINN)
Religious Coalition for Reproductive Choice
Educational Fund
Soles4Souls, Inc.
Soroptimist International of the Americas
Students for Life of America, Inc.
Suicide Awareness Voices of Education
Women Count!
Women Thrive Worldwide
Women, Children & Family Medical Relief
Services
Women, Children and Family Service Charities
of America
Women's Health and Rights Agency, United
Nations Population Fund
Women's Health Network
Women's Health Research
Women's Health: Advancing Research,
Education, and Compassionate Care
Women's Research & Education Institute

