

September __, 2025

The Honorable Scott Kuper
Director
U.S. Office of Personnel Management
1900 E Street, NW
Washington, D.C. 20415

CC: The Honorable Mike Johnson, Speaker of the House
The Honorable Hakeem Jeffries, Democratic Leader
The Honorable John Thune, Majority Leader
The Honorable Chuck Schumer, Democratic Leader

Dear Director Kuper,

On behalf of The Nonprofit Alliance and **X** other co-signers that represent a broader coalition of charitable organizations participating in the Combined Federal Campaign (CFC), we write with urgent concern regarding reports that OPM is considering eliminating the Combined Federal Campaign entirely for 2025, with the campaign scheduled to begin in October. **We respectfully urge you to suspend any action to cancel the CFC for 2025 and to preserve this invaluable program that has served as a cornerstone of federal employee philanthropy for more than six decades.**

Please note our sincere appreciation to the White House, the Office of Personnel Management, and Congress for their collective decision not to pursue the harmful 10% administrative fee on federal employee payroll deductions during Budget Reconciliation proceedings. This decision demonstrated clear recognition of the CFC's vital role in supporting our nation's most vulnerable communities and preserving the integrity of federal employee charitable giving.

Since 1964, the CFC has exemplified the highest ideals of public service and collective philanthropy. Under OPM's stewardship, the CFC facilitates charitable giving from federal civilian, military, and postal employees, channeling more than \$9 billion to nonprofit organizations since its inception. In 2024 alone, federal employees contributed approximately \$70 million to nearly 4,500 charities across 39 geographic zones, supporting critical efforts such as disaster relief, healthcare for underserved populations, educational access, environmental conservation, and veteran support services. These contributions highlight the CFC's vital role in directing federal generosity toward tangible, life-changing impacts for countless individuals and communities.

The CFC represents exceptional fiscal stewardship and governmental efficiency. Over the last five years alone, the program has saved the federal government more than \$400 million by enabling voluntary contributions from federal employees to address critical community, regional, and national needs that would otherwise require taxpayer funding. This substantial public benefit, delivered without burdening the federal budget, demonstrates a remarkable return on investment that validates the program's efficiency and civic value.

The potential elimination of the CFC would create devastating consequences extending far beyond the immediate loss of charitable funding. Participating nonprofit organizations have already invested millions of dollars in preparation for the 2025 campaign, including application fees, compliance costs, marketing materials, and staff resources dedicated to CFC participation. These investments, made in good faith based on the program's established continuity and OPM's historical commitment to the campaign, would represent a complete loss if the program is eliminated. Such an outcome would constitute a breach of the implied commitment that participating organizations have relied upon in their strategic planning and resource allocation decisions.

The operational impact on nonprofit organizations would be severe and immediate. The CFC's systematic approach and broad reach enable thousands of charitable organizations to build sustainable programs and services that depend on the stability and predictability of annual federal employee giving. Many smaller charities rely particularly heavily on CFC contributions to maintain essential services in communities across the nation, and the sudden elimination of this funding source would force difficult decisions regarding program cuts and service reductions.

The elimination of the CFC would also represent a significant departure from the federal government's longstanding commitment to fostering a culture of service and civic engagement among its workforce. Federal employees have consistently demonstrated their dedication to supporting charitable causes through voluntary contributions, and the CFC provides an efficient, transparent, and administratively streamlined mechanism for channeling this generosity where it is most needed. The program serves as a tangible expression of federal employees' commitment to public service that extends beyond their official duties.

We respectfully urge you to suspend any contemplated action to eliminate the Combined Federal Campaign based on its proven six-decade record of success, fiscal responsibility, and community impact. The program's substantial cost savings to taxpayers and meaningful impact on communities nationwide provide compelling evidence for its preservation rather than elimination.

We thank you for your leadership and stewardship of programs serving both federal employees and the broader public interest. Our coalition stands ready to work with your office to address any administrative concerns while preserving the CFC's essential mission.

We have submitted an emergency meeting request on behalf of coalition partners to discuss this urgent matter with you. We respectfully request your commitment to suspend any action to eliminate the CFC for 2025 and to engage with stakeholder organizations to ensure the program's continued success.

Sincerely,

On behalf of The Nonprofit Alliance and a Coalition of CFC Participant Charities