



FEEEA

FEDERAL EMPLOYEE EDUCATION & ASSISTANCE FUND



35 YEARS OF FEDS HELPING FEDS

2021 ANNUAL REPORT

1986-2021 35 YEARS OF FEEA BY THE NUMBERS



visits to our #FedLifeHacks interviews, blogs, and videos on financial wellness, family, and health and wellness in the first two years of the program's existence



NO-INTEREST, EMERGENCY HARDSHIP LOANS

to help make ends meet during personal tragedies like illness, death of a loved one, or a house fire



DISASTER GRANTS

for temporary lodging, major home repairs, and bed replacements after hurricanes, floods, wildfires, and blizzards

CONTENTS

- 02 Executive Director's Letter
- 03 Response to the COVID Pandemic
- 04 Thirty-Five Years of FEEA
- 06 #FedLifeHacks
- 07 Scholarships
- 10 Emergency Loans
- 11 Disaster Relief
- 12 FEEA Childcare Services, Inc.
- 13 Feds in Motion Challenge
- 14 Our Supporters
- 16 Financial Statements
- 18 Who We Serve
- 19 Our Leadership

DEAR FRIENDS OF FEEA,

In 2021, FEEA celebrated its 35th anniversary. During those 35 years, we have helped over 60,000 families with emergency hardship loans, scholarships, disaster relief, tutoring, and our other programs. We stood with federal families in the aftermath of terrorist attacks, natural disasters, government shutdowns, the COVID pandemic, and their individual illnesses and other personal tragedies. We stand ready to continue our work thanks to our board of directors and the many individuals and organizations who support us and help us serve.

2021 was another incredibly difficult year for many federal employees and their families, and for our entire nation. We are thankful for all of our federal public servants who are contributing to the national pandemic response and also continuing to serve their fellow citizens through many other federal programs during this challenging time. You can learn more about our response to the COVID pandemic as well as our other programs in this report.

We're working hard to keep the entire federal community up-to-date on our work. If you haven't already, please sign up to receive our newsletter via our website feea.org and follow us on Facebook and Twitter, both @fedshelpingfeds.

There are a lot of families who need our help. With your support we can be there for them.



Joyce Warner
Executive Director



CLOTH MASKS DISTRIBUTED TO FEDERAL EMPLOYEES

many recalled to in-person work during the height of the COVID-19 pandemic, when retail masks were in limited supply



9,500

children of federal employees in grades K-12

ENROLLED IN OUR VIRTUAL TUTORING PROGRAM

during the COVID-19 school disruptions



60,000

FEDERAL FAMILIES HELPED

11,000

merit-based scholarships to federal employees, their spouses, children, and grandchildren

200

scholarships to surviving children whose federal employee parents perished during terrorist attacks





COVID EMERGENCY ASSISTANCE

Many federal employees faced extensive leave without pay due to their own or their loved ones' battle with COVID. In addition, a number of federal employees sadly passed away from COVID, leaving behind families in need of support. FEEA provided emergency financial assistance to close to 100 families who suffered these and other tragedies associated with the pandemic in 2021.

TUTORING TO STEM THE COVID SLIDE

Last year FEEA launched a free, online, on-demand, 1:1 tutoring program for K-12 children of federal employees. By the end of the 2020-2021 school year, FEEA had enrolled nearly 10,000 children. As the 2021-2022 school year started, FEEA decided to continue the tutoring program to reach those students still struggling with school disruptions as well as catching up from the last school year.

The tutor was well-prepared, patient, and helped my child build self confidence in reading. Grateful to have help filling gaps from missing in-person learning for a full year. -Parent of 2nd Grader





Hurricane Katrina, followed by Hurricanes Rita and Wilma
AUG-2005

A devastating hurricane season packs a 1-2-3 punch for families along the Gulf Coast, displacing tens of thousands and causing over \$100 billion in damage. FEEA provides disaster relief grants within days, ultimately providing aid to nearly 4,000 federal families.

Government Shutdown (21 days)
DEC-1995

Congress and the President fail to reach agreement on the bills that fund federal agencies, shutting down the government for an unprecedented full three weeks. FEEA offers emergency assistance to feds missing paychecks.

U.S. Embassy Bombings in Kenya and Tanzania
AUG-1998

Terrorists attack the U.S. embassies in Nairobi and Dar es Salaam, killing more than 200 people, including 12 Americans. FEEA's Diplomatic Fund pivots to begin providing scholarship assistance to surviving children of the Americans, and continues with that mission when other overseas attacks kill American federal employees.

FEEA Founded
JUL-1986

Leaders of a number of federal management associations and unions come together to create a safety-net organization for civilian federal and postal employees. In its first year of existence, the Federal Employee Education and Assistance Fund (FEEA) begins two of its signature programs: Emergency Hardship Loans and Merit Scholarships, which continue uninterrupted.

1986

1992

1995

1998

2001

2005

2008

20

Hurricane Andrew
AUG-1992

A Category 5 hurricane devastates southern Florida, home to many federal employees. FEEA travels to Florida to assist with disaster relief efforts.



Oklahoma City Bombing
APR-1995

This horrific terrorist attack claims the lives of 168 people in the Alfred P. Murrah Federal Building, nearly all of them federal employees. FEEA offers immediate financial help to families and, working with other organizations, eventually contributes to the college educations of more than 100 surviving children of federal employees who perished.



**FEEA
CHILDCARE
SERVICES INC.**

FEEA Childcare Services
SEP-2008

Founded as small business subsidiary of FEEA. After 7+ years serving federal agencies with childcare tuition assistance programs, FEEA opens a small business subsidiary, FEEA Childcare Services, Inc., to focus solely on that mission.



9/11 Attacks
SEP-2001

This terrorist attack on U.S. soil kills thousands, including 68 civilian employees at the Pentagon. FEEA provides hundreds of thousands of dollars in immediate assistance to their families and funds a scholarship program for the 65 surviving children.

Hurricane Sandy OCT-2012

This superstorm is a Category 2 hurricane when it makes landfall on the U.S. East Coast, inundating communities from Florida to Maine and causing extensive wind and water damage. FEEA steps in to provide immediate relief for federal families, helping with temporary lodging and other needs.



Longest Government Shutdown in history begins (35 days) DEC-2018

Another impasse between Congress and the President leads to a lack of funding for a large number of federal agencies, which are forced to shut down most operations and temporarily furlough workers. FEEA starts providing micro-grants to feds to help cover things like gas, medicine, and diapers, ultimately assisting 3,000 lower-income federal families before the shutdown ends 35 days later.

Government Shutdown (16 days) OCT-2013

Thankfully, this shutdown ends before most feds miss a paycheck, but for those who do, FEEA is there with hardship loans to help close the gap.

Inaugural Public Service 5K MAY-2014

In celebration of Public Service Recognition Week (#PSRW), FEEA launches the first Public Service 5K Walk/Run. The event is both a gathering of feds and their families and a fundraiser for the #FedsHelpingFeds charity.



COVID-19 pandemic begins MAR-2020

As the COVID-19 pandemic begins with lockdowns across the world, FEEA adjusts to enable staff to work safely from home and starts adapting existing programs to address pandemic-related needs, as well as providing a clearinghouse of information for feds.

FEEA Celebrates 35 Years of Serving Feds! JUL-2021

FEEA celebrates three-and-a-half decades of serving the federal community. With more than 60,000 federal families impacted by its programs, this small charity has a big impact on feds. We look forward to continuing to meet our mission as the only #FedsHelpingFeds charity devoted solely to assisting federal civilian and postal employees.



Rolling furloughs begin to impact feds JUN-2013

Budget cuts force many agencies to manage costs by temporarily furloughing some workers. FEEA provides nearly \$1 million in no-fee, no-interest loans to help keep feds from falling behind.

Hurricane Harvey AUG-2017

This Category 4 hurricane hits coastal Texas and Louisiana, then moves inland to drop up to 30 inches of rain in the Houston area, causing widespread flooding. FEEA's disaster grant program offers help to affected feds, including the new "Beds for Feds" program that helps replace flood-damaged mattresses.

#FedLifeHacks launched JAN-2019

FEEA launches #FedLifeHacks, a program offering practical and adaptable advice on a wide range of financial and other topics that affect feds in and out of their work-lives. The program is immediately popular and includes articles and blogs with expert interviews, short videos, and links to outside resources.



FEEA Launches Tutoring Program in response to school disruptions NOV-2020

With the pandemic seriously disrupting another school year for many federal families, FEEA introduces a partnership with Tutor.com to provide 1:1, on-demand, online tutoring sessions for K-12 children of feds who make less than \$100,000/year. More than 5,000 families with over 10,000 children sign up in the first few months of the program.

FEEA HQ moves to Alexandria, VA OCT-2017

After three decades based in Colorado, FEEA realizes its mission will be better met with HQ closer to our nation's capital.



2021 #FEDLIFEHACKS

- Resources for Navigating Kids and School During the Pandemic
- Have You Heard About the New Paid Parental Leave Benefit for Feds?
- An FAQ for Understanding College Financial Aid Offers
- It's Women's Health Week: Here are 6 Resources to Get You Started
- Keeping Kids Safe Online
- Do You Know About the Government's Phased Retirement Program?
- Men's Health Week
- How to Preserve and Improve Your Hearing at Any Age
- Are You Ready for Summer Weather Emergencies?
- How to Keep Your Skin Healthy this Summer and All Year Round
- Resources for First-Generation College Students
- Emotional Intelligence 101
- Six Tips for Avoiding and Addressing Burnout at Work
- Are You Ready for Winter Weather?
- Health Insurance 101
- How to Talk to a Loved One About Memory Issues
- Tips to Balance Saving for Retirement and College
- Emotional Intelligence Part 2: Applying EI Skills at Work

Given FEEA's extensive experience working directly with federal families on all aspects and stages of their lives, we have a unique understanding of where feds can use more easy-to-understand, unbiased information on things affecting them in and outside of their work lives.

Our #FedLifeHacks program includes a collection of lifehacks – practical and adaptable knowledge and strategies that can help improve daily life – in written and video format, developed by FEEA and others, covering topics like financial wellness, health & wellness, education & professional growth, family, free time & fun, and personal philanthropy & volunteerism. Some of our best suggestions for topics to cover come from conversations we have with federal employees throughout the year.

In 2021, our #FedLifeHacks resources were accessed over 57,000 times. You can find all our #FedLifeHacks resources at fearg.org/hacks.

INVESTING IN HIGHER EDUCATION

FEEA champions the pursuit of higher education and, since 1986, has given almost 11,000 merit-based scholarships to federal public servants, their spouses, children, and grandchildren.

We are proud to share with you the finalists from our 2021 scholarship program. A full listing can be found on pages 8-9. Below are profiles of three finalists from this year.



MEET SYDNEY

Sydney is a junior at the University of Notre Dame, studying neuroscience and behavior with plans to apply to medical school and to work in a research hospital. She has served as a tutor and also a reading program volunteer in her community.

MEET CAMDEN

Camden is a second-year student in journalism and political science at the University of Missouri, with plans for a career in print or internet journalism. He serves as a political reporter for his college paper and has also volunteered with programs supporting youth in outdoor learning and camps.



MEET FITZANN

Fitzann is a federal employee and senior counsel at the Securities and Exchange Commission. She is pursuing an MBA at The Wharton School of the University of Pennsylvania, with plans to hone her technical and leadership skills and join the Senior Executive Service. Fitzann also volunteers as a law school mentor and at a foodbank in her community.



2021 FEEA SCHOLARSHIP WINNERS

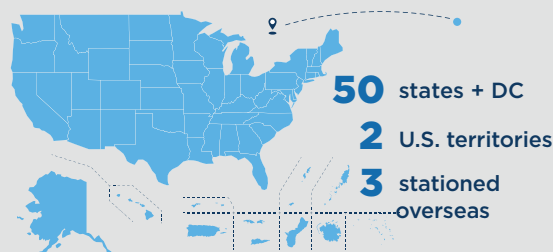
- Cienna Abara, Univ of Hawaii Manoa, Sponsor: Grandmother, Annette Chang, NARFE
- Ayobami Adeola, Tulane Univ, Sponsor: Mother, Moronke Adeola, VA
- Farren Adler, Oregon State Univ, Sponsor: Father, Beau Grande, DOD
- Lisa Anderson, Rowan University, DOL
- Yalena Anderson, Barry University, Sponsor: Father, Richard Anderson, DHS
- Mina Ansari, University of Virginia, Sponsor: Mother, Lilibeth Delossantos, DOD
- Zachary Aronson-Paxton, Kenyon College, Sponsor: Father, Todd Paxton, DOJ
- Katie Asdell, Northwest Nazarene University, Sponsor: Father, Andrew Asdell, Treasury
- Eniola Ayo-Gbenjo, Univ of Pittsburgh, Sponsor: Father, Ayodele Gbenjo, Treasury
- Jacob Bandy, Univ of North Carolina Chapel Hill, Sponsor: Father, Jody Bandy, USDA
- Trinity Barata, Univ of South Carolina, Sponsor: Mother, Sarah Goodwin, USPS
- Claire Barragan-Bates, Yale University, Sponsor: Grandmother, Naomi Barber, NARFE
- Dante Basanese, Michigan Technological Univ, Sponsor: Mother, Lisa Basanese, VA
- Benjamin Beder, Univ of Washington, Sponsor: Grandfather, Robert Lieberman, NARFE
- Miranda Benford, University of Pittsburgh, Sponsor: Spouse, Dylan Miller, FDIC
- Leigh Bianchi, University of Pennsylvania, Sponsor: Father, Dominic Bianchi, S. ITC
- Marissa Blackmon, Univ of Colorado-Colorado Springs, Sponsor: Mother, Michelle Blackmon, DOI
- Mackenzie Bodell, Iowa State University, Sponsor: Mother, Jennifer Shaugberger, DHS
- Taylor Brandt, Univ of Alabama at Birmingham, Sponsor: Mother, Amber Brandt, Army
- Hadley Brillhart, Colorado Christian University, Sponsor: Mother, Teresa Brillhart, SSA
- MaKenzie Brown, North Carolina A&T University, Sponsor: Mother, Demica Wynn, SSA
- Riley Buckjune, Clark University, Sponsor: Father, Stanley Buckjune, USPS
- Julia Cacciavillani, Colorado School of Mines, Sponsor: Mother, Regina Cacciavillani, FCA
- Samuel Cade, Missouri State University, Sponsor: Mother, Rebekah Cade, Treasury
- Elena Calleri, Mercyhurst University, Sponsor: Mother, Susan Calleri, VA
- Isabella Capuano, Baylor University, Sponsor: Father, Michael Capuano, Navy
- Jacob Carnes, Duke University, Sponsor: Father, Michael Carnes, DOT
- MacKenzie Carter, Xavier Univ of Louisiana, Sponsor: Mother, Germaine Carter, VA
- Zach Carter, Liberty University, Sponsor: Father, Scott Carter, VA
- Madison Cavender, Utah State Univ, Sponsor: Father, Vaughn Cavender, Air Force
- Caroline Chen, University of Connecticut, Sponsor: Mother, Huiying Zhong, Treasury
- Leah Cherukara, Rutgers University, Sponsor: Mother, Sumy Cherukara, EPA
- Katherlyne Chun, Univ of Virginia, Sponsor: Mother, Khanh Chun, Commerce: USPTO
- Mackenzie Clevenger, Jefferson County Community College, Sponsor: Father, Thomas Clevenger, USPS
- Grace Clinton, University of Notre Dame, Sponsor: Father, Philip Clinton, Air Force
- Charles Compton, Toccoa Falls College, Sponsor: Mother, Brooke Compton, SSA
- Natalie Cotton, North Carolina State Univ, Sponsor: Father, Walter Cotton, DOD
- Alexis Cramer, Middlebury College, Sponsor: Mother, Michelle Cramer, DOJ
- Tyler Cravey, Auburn University, Sponsor: Mother, Lanita Cravey, NLRB
- Elizabeth Crouch, Southwestern Oklahoma State Univ, Sponsor: Father, Jason Crouch, Air Force
- Christina Culbreath, Community College of Baltimore County, Sponsor: Mother, LaVerne Culbreath, HHS
- Morgan Daugherty, University of Maryland, Sponsor: Mother, Jessica Bundy, DOI
- Jazondria Davis, Gordon College, Sponsor: Father, Donald Davis, Treasury
- Emily Dayhoff, Johns Hopkins University, DOI
- Megan Demeo, Rutgers University, Sponsor: Father, Thomas Demeo, Treasury
- Colin DeVico, Johnson & Wales University, Sponsor: Father, Vincent DeVico, DHS
- India Dixon, University of Delaware, Sponsor: Father, Dwayne Dixon, VA
- Camden Doherty, University of Missouri, Sponsor: Father, Kevin Doherty, Army
- Andy Doose, University of New Mexico, Sponsor: Mother, Tonnie Doose, HHS
- Caden Dow, Bates College, Sponsor: Mother, Sandra Dow, DOJ
- Arina Drovetskaya, James Madison University, Sponsor: Mother, Nicolle Mode, HHS
- Claire Dummer, Concordia College-Moorhead, Sponsor: Mother, Monica Augenstein, USDA
- Santiago Duran, St Mary's College of Maryland, Sponsor: Mother, Enequina Duran, State Dept
- Jade Dyer, Florida State University, Sponsor: Mother, Avion Wellington, Treasury
- Princess Dyer, Northeastern University, Sponsor: Mother, Zaura Hampton, Treasury
- Abigail Eli, Chaminade University of Honolulu, Sponsor: Spouse, Elton Eli, DOD
- Ross Elkon, Swarthmore College, Sponsor: Father, Ezra Elkon, DHS
- Kathleen Ellenberger, Colorado State Univ, Sponsor: Father, Karl Ellenberger, DOD
- Merrick Eng, University of Pennsylvania, Sponsor: Mother, Yin-Yee Chan, DHS
- Nicholas Ensey, Univ of Texas at Austin, Sponsor: Father, Charles Ensey, USPS
- David Etim, University of Connecticut, DOE
- Vanessa Farley, Stanford University, Sponsor: Father, Jeffrey Duhrsen, DOI
- Catherine Fitzpatrick, Univ of Pittsburgh, Sponsor: Mother, Mary O'Neill, USPS
- Julia Fitzpatrick, Morehead State University, Sponsor: Father, Brendan Fitzpatrick, DOJ
- Reyna Flores, University of Texas at Austin, Treasury
- Franchesca Flores-Rodriguez, Univ of Florida, Sponsor: Father, Francisco Flores-Flores, VA
- Ann Foley, Sarah Lawrence College, Sponsor: Mother, Geraldine Cashman, Treasury
- Colleen Fulton, Kansas State University, Sponsor: Mother, Amy Reis, VA
- Zachary Garrigus, Stevenson University, Sponsor: Mother, Lisa Garrigus, DOD
- Colleen Gately, Arizona State University, Sponsor: Father, Joseph Gately, State Dept
- Jon Gellings, South Dakota State University, USDA
- Samuel Giroux, University of Vermont, Sponsor: Father, Laurent Giroux, DHS
- Gabriela Giulumian, University of North Carolina-Chapel Hill, Sponsor: Mother, Mariela Molero, VA
- Zachary Goldstein, Oregon Health and Science University, Sponsor: Father, Samuel Goldstein, SBA
- Evan Gong, Georgetown University, Sponsor: Mother, Eileen Gong, Air Force
- Gabriela Gonzalez, North Carolina State University, Sponsor: Mother, Ximena Gonzalez, SSA
- Asia Gray, Columbia University, Sponsor: Mother, Territa Gray, Commerce: USPTO
- Ellen Gregoire, University of North Dakota, Sponsor: Father, Brian Gregoire, USDA
- Sarah Gu, Columbia University, Sponsor: Mother, Meng Li, Commerce: USPTO
- LeQuandra Hale-Banks, Walden University, VA
- Jan Haro, Johns Hopkins Univ, Sponsor: Mother, Maritza Haro, Commerce
- DeGreer Harris, Stanford University, Sponsor: Mother, Cheryl Love, HHS
- Lacey Harris, Xavier University of Louisiana, Sponsor: Mother, Nicole Harris, Treasury
- James Hartnett, Arizona State University, Sponsor: Mother, Kimberly Hartnett, VA
- Terri Hatten, Columbia Southern University, VA
- Nathaniel Hillenburg, Cornell University, Sponsor: Father, Randy Hillenburg, DOT
- Miranda Hinkley, Columbia Southern Univ, DOL
- Sophia Hitson, Univ of Tennessee Knoxville, Sponsor: Father, Brian Hitson, DOE
- Lucas Hobbs, Paul College, Sponsor: Mother, Sarah Hobbs, DHS
- Keli Hodges, George Washington University, DOJ
- Minna Holleck, Georgetown University, Sponsor: Father, Jurgen Holleck, VA
- Marian Hopwood, University of Virginia, Sponsor: Father, Eric Hopwood, DOD
- Leo Horwitz, California Polytech State Univ, Sponsor: Mother, Melissa Horwitz, State Dept
- Natalie Ibarra, Texas A&M University, Sponsor: Father, Patricio Ibarra, DHS
- Jennifer Jaster, Oakland University, Sponsor: Father, Jeffrey Jaster, Army
- Phoebe Jensen, Univ of Wisconsin Madison, Sponsor: Father, Scott Jensen, USPS
- Avianna Johnson, University of Memphis, Sponsor: Mother, LaRonda Johnson, Army
- Trisha Johnson, University at Albany, Sponsor: Mother, Yolanda Johnson, CFPB
- Victoria Johnson, University of North Carolina Chapel Hill, Sponsor: Father, Nehemiah Johnson, HUD
- Mackenzie Johnston, University of Arkansas, Sponsor: Mother, Toni Johnston, SSA
- Travis Jones, Oklahoma State University, USDA
- Willa Jones Irwin, Columbia University, Sponsor: Father, Leland Jones, HUD
- Denise Kaur, Rochester Institute of Tech, Sponsor: Father, Ajinder Singh, USPS
- Stacie Kelley, Strayer University, VA
- Arin Kerstein, Johns Hopkins University, Congress
- Madeline Kim, Univ of California Los Angeles, Sponsor: Father, David Kim, EPA



NUMBER OF SCHOLARSHIP RECIPIENTS

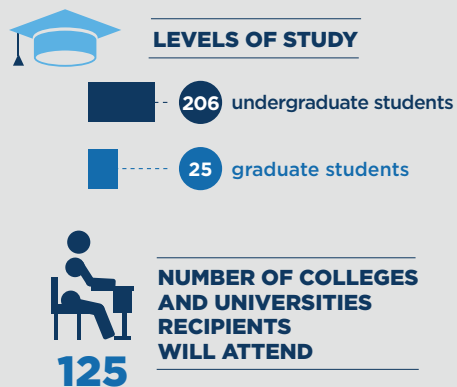


LOCATION OF RECIPIENTS



PARENT/SELF/SPOUSE SPONSOR FEDERAL DEPARTMENTS/AGENCIES

- David King, Duke University, Sponsor: Mother, Elizabeth King, Congress
- Matthew Kish, University of Michigan, Sponsor: Mother, Kimberly Kish, Air Force
- Erica Klem, Central Connecticut State University, Sponsor: Father, Michael Klem, DOD
- Erin Klem, Central Connecticut State University, Sponsor: Father, Michael Klem, DOD
- Macy Kloberdanz, Texas Christian University, Sponsor: Father, Gerald Kloberdanz, SSA
- Abby Knauff, St Petersburg College, Sponsor: Father, Timothy Knauff, USPS
- Conner Landers, Wofford College, Sponsor: Mother, Courtney Hammtree, DOE
- Kaylyn Larkin, Clark University, Sponsor: Mother, Ethel Champaco, USDA
- Aine Lawlor, Bowdoin College, Sponsor: Father, Sean Lawlor, DOI
- Nathan Lechner, Undecided, Sponsor: Father, Jonathan Lechner, Air Force
- Joshua Lemieux, University of Miami, Sponsor: Grandmother, Patricia Lemieux, NARFE
- Anthony Lewis, Cornell University, Sponsor: Father, Kwame Lewis, DOJ
- Nathaniel Lewis, Northern Arizona University, Sponsor: Father, Nathaniel Lewis, DHS
- Ethan Little, University of Texas Austin, Sponsor: Father, Keith Little, Army
- Amy Liu, Harvard University, Sponsor: Mother, Yanhong Liu, USDA
- Jericha Lloren, Univ of Nevada Las Vegas, Sponsor: Father, Joseph Lloren, DOD
- Lauren Logue, Univ of Northern Iowa, Sponsor: Father, Kurt Logue, USDA
- Angelena Low, John's University, Sponsor: Father, Elvis Low, DHS
- Lauren Low, Drake University, Sponsor: Father, Kevin Low, Commerce
- Carrigan Lyons, University of Louisville, Sponsor: Mother, Cassie Lyons, HHS
- Mary MacGowan, University of North Carolina- Chapel Hill, Sponsor: Mother, Maria MacGowan, DHS
- Amber Madden, Western Kentucky University, DOI
- Joya Majumder, Bryn Mawr College, Sponsor: Father, Joydeb Majumder, EPA
- Cole Malenich, Georgia Institute of Technology, Sponsor: Father, Greg Malenich, Air Force
- Katherine Marston, College of William and Mary, Sponsor: Mother, Kirsten Mortimer, Commerce
- Elle Victoria Martin, University of Memphis, Sponsor: Mother, Vickey Martin, USPS
- Alexis Martinez, University of Illinois Urbana-Champaign, Sponsor: Father, Jose Martinez, SSA
- Sydney Martinez, University of Notre Dame, Sponsor: Mother, Catalina Martinez, Treasury
- Abigail Mathis, East Tennessee State University, Sponsor: Mother, Ramona Mathis, USDA
- Donovan McFadden, Alabama State University, Sponsor: Mother, Cassandra Hudson, DOD
- Ian McIntyre, West Virginia University, Sponsor: Mother, Tanya McIntyre, DOI
- Jordan Mckey, Ball State University, Sponsor: Father, Carlton Mckey, USDA
- Madalyn McQuistan, South Dakota School of Mines and Tech, Sponsor: Father, William Andrew McQuistan, FDIC
- Madison Meeks, College of Charleston, Sponsor: Mother, O'Shauna Elery, DOI
- Matias Meier, Brown University, Sponsor: Father, Gregory Meier, State Dept
- Brooke Mengistu, University of Maryland College Park, Sponsor: Father, Gashaw Mengistu, FEC
- Nanada Middleton, Wesley Theological Seminary, DOI
- Caetley Miller-Ryan, Folsom Lake College, Sponsor: Father, Robert Ryan, USDA
- Kathryn Moran, Purdue University, Sponsor: Mother, Kelly Moran, VA
- Kiriana Muniz, University of Cincinnati, Sponsor: Mother, Amber Hawkins, EPA
- Benjamin Nadolsky, Univ of Pennsylvania, Sponsor: Mother, Pamela Nadolsky, SSA
- Nicholas Newell, University of Houston, Sponsor: Mother, Brenda Baker Newell, Treasury
- Mica Novinski, University of Mississippi, Sponsor: Mother, Lisa Yager, USDA
- Bailee O'Briant, North Carolina State University, Sponsor: Step-Parent, Elias Hernandez, DHS
- Meghan O'Connor, Syracuse University, Sponsor: Mother, Kimberly O'Connor, Navy
- Benjamin Oestericher, Georgetown Univ, Sponsor: Father, Jeffrey Oestericher, DOI
- Oluwadunni Ojumu, Harvard University, Sponsor: Father, Akinlotu Ojumu, HHS
- Katherine Olson, University of Cincinnati, Sponsor: Father, LaVern Olson, Treasury
- Jessica Ornelas, California State University, Sacramento, Sponsor: Mother, Veronica Ornelas, SSA
- Daniel Orta, University of Georgia, Sponsor: Mother, Julie Orta, HHS
- Aliyah Osman, Ohio State University, Sponsor: Mother, Jameelah Muhammad, DOD
- Deron Parker, Dakota State University, Sponsor: Mother, Jessica Parker, DOL
- Isabella Pawloski, University of Notre Dame, Sponsor: Grandfather, Vincent Pawloski, NARFE
- Gwen Payne, University of Richmond, Sponsor: Father, Stephen Payne, DOI
- Trent Pelzer, Simpson College, Sponsor: Mother, Cindy Pelzer, USDA
- Tayler Person, Towson University, Sponsor: Mother, Victoria Person, NASA
- Derrick Poss, Colorado School of Mines, Sponsor: Father, David Poss, USDA
- Andrew Pothoven, Lake Superior State Univ, Sponsor: Father, Steven Pothoven, Commerce
- Jasmine Price, George Washington University, HHS
- Jill Pruitt, Eastern Oklahoma State College, Sponsor: Mother, Aretha Pruitt, USPS
- Nisa Quarles, Yale University, Sponsor: Father, Conrad Quarles, PBGC
- Conor Quinn, Univ of Illinois Urbana-Champaign, Sponsor: Father, Paul Quinn, DOL
- Anna Rae, Chicago School of Professional Psychology, Navy
- Fitzann Reid, University of Pennsylvania, SEC
- Samuel Rodman, Princeton Univ, Sponsor: Father, Reginald Rodman, DOD
- Benjamin Roeder, Purdue Univ, Sponsor: Father, Jose Roeder, Treasury/NARFE
- Joshua Rojas, North Carolina State Univ, Sponsor: Father, Joshua Rojas, Navy
- Jacob Rollins, Western New England University, Sponsor: Mother, Jennifer Rollins, VA
- Lisa Rollinson, Texas A&M Univ, Sponsor: Mother, Kristine Rollinson, DOI
- Connor Rowland, University of South Carolina - Columbia, Sponsor: Father, George Rowland, USAID
- Kai Rowlands, Marquette University, Sponsor: Father, Ryan Rowlands, State Dept
- Caleb Ruddick, Univ of Arkansas at Fayetteville, Sponsor: Mother, Lori Ruddick, VA
- Morgan Sailor, Colorado School of Mines, Sponsor: Mother, Mary Walicki, Treasury
- Terra Salgado, University of Illinois Urbana-Champaign, Sponsor: Father, Patrick Salgado, DHS
- Felicia Sanders, Princeton Univ, Sponsor: Father, Timothy Sanders, SSA
- Mayra Santana, Saint Joseph's University, Sponsor: Father, Rafael Santana, DHS
- Matthew SchAAF, University of Louisville, Sponsor: Father, David SchAAF, Army
- Lily Schaible, Temple University, Sponsor: Father, Todd Schaible, Army
- Gavin Schmidt, University of Pittsburgh, Sponsor: Mother, Norma Schmidt, SSA
- Ryan Senitte, Montana State Univ - Bozeman, Sponsor: Mother, Nancy Senitte, DOE
- Hafsa Shamsie, University of Virginia, Sponsor: Father, Afzaal Shamsie, Treasury
- Abrar Sheikh, Yale University, Sponsor: Father, Faruk Sheikh, HHS
- Dean Sherman, College of William & Mary, Sponsor: Father, Greg Sherman, State Dept
- Anisha Shin, Stevens Institute of Technology, Sponsor: Mother, Renu Lal, DOI
- Celina Shoda, University of Rochester, Sponsor: Father, Warren Shoda, DHS
- Andrew Silver, University of Utah, Sponsor: Father, Lynn Silver, Air Force
- Blake Simpleman, University of Nebraska, Sponsor: Father, Douglas Simpleman, Army
- Christian Spears, Georgia Southern University, HHS
- Emerald Spencer, Utah State University, Sponsor: Mother, Misti Spencer, FDIC
- Kendarius Spencer, Univ of Alabama Birmingham, Sponsor: Mother, Kenya Spencer, DOD
- Carly Steckling, Arizona State University, Sponsor: Mother, Pamela Bloomer, EEOC
- Matthew Steiger, Georgia Institute of Technology, Sponsor: Mother, Amy Lueders, DOI
- Evan Steinmetz, Univ of Colorado Boulder, Sponsor: Mother, Laurie Reinhardt, USDA
- Sydney Stoddard, University of Nevada Las Vegas, Sponsor: Mother, Lanna Stoddard, Treasury
- Garrit Strenge, Northeastern University, Sponsor: Mother, Laurie Mann-Strenge, Courts
- Maeve Sullivan, Duke University, Sponsor: Mother, Darlene Sullivan, Navy
- Tiernan Taggart, Frostburg State University, Sponsor: Step-Parent, Craig Doughty, DOI
- Daren Thai, University of Utah, Sponsor: Mother, Van Thai, SSA
- Abigail Thompson, Texas Woman's Univ, Sponsor: Father, Daniel Thompson, DOI
- Neeli Tummala, University of California Santa Barbara, Sponsor: Father, Murali Tummala, Navy
- Kaelyn Turkmany, Loyola University New Orleans, Sponsor: Mother, Elizabeth Turkmany, DHS
- Sophia Urbom, Duke University, Sponsor: Mother, Sonja Urbom, State Dept/NARFE
- Elliot Urgent, Brown University, Sponsor: Father, Allan Urgent, DOI
- Sydney Vander, Undecided, Sponsor: Father, Maury Vander, NASA
- Hannah VanderLugt, Kalamazoo College, Sponsor: Mother, Amy VanderLugt, VA
- Dulce Villasenor, Univ of Alaska Fairbanks, Sponsor: Mother, Maria Villasenor, DOT
- Elizabeth Von Hofe, Univ of South Alabama, Sponsor: Spouse, Fred Von Hofe, DHS
- Heidi Weaver, Southwest Minnesota State Univ, VA
- Gretchen Weeter, Colorado State University, Sponsor: Mother, Julia Kossak, Courts
- Camille Weiss, Butler University, Sponsor: Mother, Tangela Weiss, HUD
- Beck Westerlund, California Polytech State Univ, Sponsor: Father, Erik Westerlund, DOI
- Quincy Wiegand, Univ of Missouri-Columbia, Sponsor: Grandmother, Beverly Davis, NARFE
- Gavin Williams, University of Michigan-Flint, Sponsor: Father, Steven Williams, Treasury
- Taneya Williams, Hartwick College, Sponsor: Mother, Tashina Williams, DHS
- Avery Wong, Univ of California Berkeley, Sponsor: Father, Harvey Wong, GSA/NARFE
- Madison Woody, Univ of California San Diego, Sponsor: Mother, Somkith Woody, USPS
- Chynna Wren, Univ of Alabama at Birmingham, Sponsor: Father, Peter Wren, Jr., GSA
- Steven Wu, Marshall Univ School of Medicine, Sponsor: Mother, Chunlin Dong, USDA
- Ethan Yamamoto, Univ of Nevada Las Vegas, Sponsor: Mother, Anne Yamamoto, Navy
- Alyson Yates, Eastern Oregon University, Sponsor: Mother, Kate Yates, DOI
- Alexander Ye, Indiana University Bloomington, Sponsor: Father, Wei Ye, HHS
- Lina Yi, Colorado State University, Sponsor: Father, Jinghai Yi, HHS
- Camille Young, Spelman College, Sponsor: Grandmother, Cheryl Smith, DHS/NARFE
- Natassia Zander, University of Nevada Reno, Sponsor: Mother, Katherine Zander, Air Force



MAJORS PURSUING





EMERGENCY LOANS

MEET MARIA

Maria* is a postal worker. Her small child had to have brain surgery in 2021. FEEA was there to support Maria with a no-fee, no-interest loan so she could keep up with her basic living expenses during his surgery and recovery.

Hardships can strike any family. And when they do, many families are left with scary financial choices, like taking on high interest credit card or payday loan debt, or missing rent or mortgage payments and risking eviction or foreclosure. And with more than 500,000 federal civilian and postal employees earning less than \$60,000 a year, hardships like illness, the death of a family member, or a home fire can really derail a

fed. That's where FEEA comes in. We offer no-fee, no-interest, confidential loans to feds, which are paid back via payroll allotment. We never want to see the lack of one month's rent lead a family toward bankruptcy. With support from BlueCross BlueShield and CareFirst BlueCross BlueShield, FEEA has expanded our hardship loan program to serve even more families in need.

**We've changed her name and photo to protect her privacy.*



DISASTER RELIEF



MEET JACKSON

Jackson* is a federal employee first responder. In 2021, his Texas home was severely damaged when the unprecedented winter storms hit; he lost power, and a pipe in his attic burst, flooding his entire home while he was at work. FEEA was there to assist Jackson with a grant to help offset the cost of his repairs as part of our disaster relief program.

Disasters – natural and man-made – strike each and every year all across the United States. Often close to 100 natural disasters are declared annually in response to floods, hurricanes, winter storms, wildfires, droughts, and tornadoes. In 2021, FEEA provided aid to victims of Hurricane Ida, the

Texas winter storms and power outages, and the West Coast wildfires. FEEA provides grants to federal families who had to evacuate or whose homes had extensive damage due to major natural disasters.

**We've changed his name and photo to protect his privacy.*



**For FCCS FY2021 (May 2020 to April 2021). Although many childcare centers and summer camps were closed at points throughout the early part of the pandemic, FCCS still provided over \$2M in subsidies to those federal employees whose childcare providers were open to essential personnel or later opened for service.*



FEEA
CHILDCARE
SERVICES INC.

MAKING SAFE, QUALITY CHILDCARE AFFORDABLE

The cost of childcare often represents a significant portion of an employee's take-home pay. This is especially true for those with lower incomes. Beginning in 2001, FEEA, and later its wholly-owned, small business subsidiary, FEEA Childcare Services, Inc., began partnering with agencies across the U.S. government to design and implement a childcare subsidy program for lower income federal employees. This

Congressionally-authorized program puts quality childcare in families' financial grasp.

"Now I can finally afford to put my child into a licensed daycare center."



FEDS IN MOTION

FEEA held its first Feds in Motion Challenge in 2021. During the 35-day challenge, 1,300 participants walked, ran, biked, swam, and rolled rolled a combined 80,000 miles! This new health and

wellness event raised over \$95,000 to benefit federal families through FEEA's programs.



THANK YOU!

THANK YOU! We thank all of our corporate, association, and union partners, including those organizations listed below, and the nearly 1,000 individuals who donated to FEEA in 2021.





FEDERAL EMPLOYEE PROGRAM ADMINISTRATOR

ALSO SUPPORTED BY:

Atlanta Regional Management Association
Chicago Social Security Management Association
Dallas Regional Management Association
Denver Regional Social Security Management Association

Kansas City Management Association
New England Social Security Management Association
New York Region Management Society

FEEA is a 501c3 organization and donations are tax deductible to the extent allowed by law. FEEA's nearly 1,000 individual supporters give directly and through the Combined Federal Campaign (#11185).

FEEA received the GuideStar Platinum Seal of Transparency in 2021 – the highest possible – which is given to organizations that exceed industry standards in transparency.



FINANCIAL STATEMENTS

A copy of the full financial statement audit is available upon request.

Federal Employee Education and Assistance Fund and Subsidiary
 Consolidated Statement of Financial Position
 April 30, 2021

Assets	
Cash and cash equivalents	\$ 1,118,564
Receivables:	
Childcare administrative fees receivable	6,882
Emergency assistance loans receivable, net	29,656
Promises to give, net	38,428
Prepaid expenses and deposits	2,000
Restricted cash	711,538
Investments:	
Operating	3,698,954
Quasi-endowment	874,432
Total Assets	\$ 6,480,454
Liabilities and Net Assets	
Liabilities	
Accounts payable and accrued expenses	\$ 76,487
Funds held in trust - childcare administration program	711,538
Contract liabilities	200,126
Total Liabilities	988,151
Net Assets	
Without donor restrictions	
Undesignated	1,712,303
Board-designated NTEU scholarship endowment	874,432
Total net assets without donor restrictions	2,586,735
With donor restrictions	2,905,568
Total Net Assets	\$5,492,303
Total Liabilities and Net Assets	\$6,480,454

Federal Employee Education and Assistance Fund and Subsidiary
Consolidated Statement of Activities
April 30, 2021

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Grants and contributions	\$ 142,412	\$ 484,175	\$ 626,587
Childcare administration fees	539,757		539,757
Investment income, net	561,022		561,022
Other income	42,202		42,202
Net assets released from restrictions			
Satisfaction of program restrictions	905,117	(905,117)	
Satisfaction of time restrictions	122,998	(122,998)	
Total Revenue and Support	2,313,508	(543,940)	1,769,568
Expenses			
Program Services			
Emergency financial assistance	544,592		544,592
Scholarships	463,684		463,684
Childcare administration	335,902		335,902
Total Program Services	1,344,178		1,344,178
Supporting Services			
Management and general	78,651		78,651
Fundraising	62,967		62,967
Total supporting services	141,618		141,618
Total Expenses	1,485,796		1,485,796
Non-operating activity: PPP loan forgiveness	80,501		80,501
Change in net assets	908,213	(543,940)	364,273
Net assets, beginning of year	1,678,522	3,449,508	5,128,030
Net Assets, End of Year	\$2,586,735	\$2,905,568	\$5,492,303



FEEA SERVES FEDERAL EMPLOYEES ACROSS THE ENTIRE U.S. GOVERNMENT

FEEA's programs serve all regular, direct-hire, civilian federal and postal employees, who are eligible for federal employee retirement and health benefits, from all executive departments (including their sub-agencies and bureaus), independent

federal agencies, boards, commissions, and committees, quasi-official agencies, judicial branch courts and agencies, staff of the legislative branch, and the agencies that support its work.

U.S. Department of Agriculture ★ U.S. Department of Commerce ★ U.S. Department of Defense ★ U.S. Department of Education
★ U.S. Department of Energy ★ U.S. Department of Health and Human Services ★ U.S. Department of Homeland Security
★ U.S. Department of Housing and Urban Development ★ U.S. Department of Justice ★ U.S. Department of Labor ★ U.S. Department
of State ★ U.S. Department of the Interior ★ U.S. Department of the Treasury ★ U.S. Department of Transportation ★ U.S. Department
of Veterans Affairs ★ Administrative Conference of the United States ★ African Development Foundation ★ Central Intelligence
Agency ★ Commission on Civil Rights ★ Commission on Presidential Scholars ★ Commission on Security and Cooperation in
Europe (Helsinki Commission) ★ Consumer Financial Protection Bureau ★ Consumer Product Safety Commission ★ Defense
Nuclear Facilities Safety Board ★ Denali Commission ★ Environmental Protection Agency ★ Equal Employment Opportunity
Commission ★ Export-Import Bank of the United States ★ Farm Credit Administration ★ Federal Communications Commission
★ Federal Deposit Insurance Corporation ★ Federal Election Commission ★ Federal Housing Finance Agency ★ Federal Labor
Relations Authority ★ Federal Maritime Commission ★ Federal Mediation and Conciliation Service ★ Federal Mine Safety and
Health Review Commission ★ Federal Reserve System ★ Federal Retirement Thrift Investment Board ★ Federal Trade Commission
★ General Services Administration ★ Indoor Air Quality ★ Institute of Museum and Library Services ★ Inter-American Foundation
★ Merit Systems Protection Board ★ Millennium Challenge Corporation ★ National Aeronautics and Space Administration ★ National
Archives and Records Administration ★ National Capital Planning Commission ★ National Credit Union Administration ★ National
Endowment for the Arts ★ National Endowment for the Humanities ★ National Labor Relations Board ★ National Mediation Board
★ National Railroad Passenger Corporation ★ National Science Foundation ★ National Transportation Safety Board ★ Occupational
Safety and Health Review Commission ★ Office of Government Ethics ★ Office of Personnel Management ★ Office of Special
Counsel ★ Office of the Director of National Intelligence ★ Peace Corps ★ Pension Benefit Guaranty Corporation ★ Postal Regulatory
Commission ★ Privacy and Civil Liberties Oversight Board ★ Railroad Retirement Board ★ Securities and Exchange Commission
★ Selective Service System ★ Small Business Administration ★ Social Security Administration ★ Surface Transportation Board
★ Tennessee Valley Authority ★ U.S. Agency for Global Media ★ U.S. Agency for International Development ★ U.S. Commodity Futures
Trading Commission ★ U.S. International Development Finance Corporation ★ U.S. International Trade Commission ★ U.S. Nuclear
Regulatory Commission ★ U.S. Postal Service ★ U.S. Trade and Development Agency ★ Administrative Office of the U.S. Courts
★ Bankruptcy Courts ★ Court of Appeals for the Armed Forces ★ Court of Appeals for the Federal Circuit ★ Court of Federal
Claims ★ Court of International Trade ★ Federal Court Interpreters ★ Federal Judicial Center ★ Judicial Panel on Multidistrict
Litigation ★ Supreme Court of the United States ★ Tax Court ★ U.S. Court of Appeals for Veterans Claims ★ U.S. Courts of Appeal
★ U.S. Sentencing Commission ★ Architect of the Capitol ★ Congressional Budget Office ★ Congressional Research Service ★ Copyright
Office ★ Government Accountability Office ★ Government Publishing Office ★ House Office of Inspector General ★ House Office of
the Clerk ★ Joint Congressional Committee on Inaugural Ceremonies ★ Library of Congress ★ Medicaid and CHIP Payment and Access
Commission ★ Medicare Payment Advisory Commission ★ Office of Compliance ★ Open World Leadership Center ★ Stennis Center for
Public Service ★ U.S. Botanic Garden ★ U.S. Capitol Police ★ U.S. Capitol Visitor Center ★ U.S. House of Representatives ★ U.S. Senate

BOARD AND SENIOR STAFF

Robert Tobias – President

Distinguished Adjunct Professor
in Residence
The American University

Karen Rainey Vice President

National President
Federally Employed Women

Chad Hooper – Treasurer

Executive Director
Professional Managers Association

Todd Wells - Secretary

Executive Director
Federal Managers Association

Jason Briefel

Executive Director
Senior Executives Association

Cory Bythrow

Deputy Chief of Staff
*American Federation of
Government Employees*

Shirley Jones

National President
Blacks In Government

Jerry Nelson

National Council of Social Security
Management Associations

Tony Reardon

President
National Treasury Employees Union

Debra Roth

Partner
Shaw, Bransford & Roth

Dave Stamey

National Secretary-Treasurer
*National Federation of Federal
Employees*

Ken Thomas

National President
*National Active and Retired
Federal Employees Association*

Joyce Warner

Executive Director

Robyn Kehoe

Deputy Director

Niki Gleason

Senior Program and
Operations Manager

FEEA would like to thank the more than 200 volunteers who supported our work in 2021. Having a small staff means volunteers make our reach much broader. To learn more about volunteering with FEEA visit: feea.org/volunteer.

STAY IN TOUCH

1641 Prince Street
Alexandria, VA 22314

Ph. 202-554-0007
Fax. 202-559-1298



@fedshelpingfeds

www.feea.org
fedshelpingfeds@feea.org



FEEA

FEDERAL EMPLOYEE EDUCATION & ASSISTANCE FUND

#FEDSHELPINGFEDS

The Federal Employee Education & Assistance Fund (FEEA) is the only national charity for federal employees and by federal employees