WHAT WE’VE ACCOMPLISHED TOGETHER

Nearly 13,000 no-interest, emergency loans to help make ends meet during personal tragedies like illness, death of a loved one, or a house fire.

Over 14,000 grants for wildfires, hurricanes, and other natural disasters, as well as for groceries, fuel, and diapers during the longest government shutdown in U.S. history.

Nearly 11,000 merit-based scholarships to federal public servants, their spouses, children, and grandchildren. An additional nearly 200 scholarships to surviving children whose federal employee parents perished during terrorist attacks.

In partnership with federal agencies, provided childcare subsidies to over 34,000 low-income federal families, so they can have peace of mind and a safe place for their children while they serve the American public.

*This program has been administered by our wholly-owned subsidiary, FEEA Childcare Services, Inc., since 2008. Learn more at www.feeachildcareservices.com.

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2020 was an 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.

We are thankful to our board of directors and the many supporters who helped us serve those most affected by COVID-19. You can learn more about our response on page 4 of this report. None of this work would have been possible without the support we received from many individuals and a number of organizations, including: GEHA, the Federal Long Term Care Insurance Program, BlueCross BlueShield Association, Compass Rose Benefits Group, CareFirst BCBS, WAHPA, GEBA, American Federation of Government Employees, Professional Managers Association, National Treasury Employees Union, National Council of Social Security Management Associations, and the Robertson Foundation for Government.

I am also incredibly thankful for the commitment of our small staff (pictured above) who simultaneously switched to remote work while introducing new programs in response to the pandemic. The infrastructure donations we received and investments we have made over the last few years facilitated our seamless and secure transition and allowed us to respond immediately to the pandemic, while working from home.

We managed the pandemic response while still responding to non-pandemic-related emergency hardships and disasters affecting federal employees. We also provided college scholarships to hundreds of students and useful, unbiased information via our #FedLifeHacks series. Inside you can read more about what we accomplished and some of the stories of the federal employees we helped.

In 2021, the Federal Employee Education & Assistance Fund celebrates its 35th anniversary. We are proud of what we have accomplished, but there is always more work to do on behalf of federal families. FEEA is still the only independent 501c3 charitable organization supporting federal civil servants from every department and agency all across the U.S. We are the charity for federal employees and by federal employees. There are a lot of families who need our help. With your support, we will continue to be there for them.

Joyce Warner
Executive Director
COVID-19 EMERGENCY ASSISTANCE

Many federal employees were faced with extensive leave without pay due to their own battles with COVID-19 or those of loved ones. In addition, a number of federal employees sadly passed away from COVID-19, leaving behind families in need of support. FEEA provided emergency financial assistance to more than 170 families who suffered these tragedies and others associated with the pandemic in 2020.

STOP THE SPREAD

In April 2020, the Centers for Disease Control and Prevention recommended people should wear non-surgical, cloth face coverings when they go out in public. Concerned that cloth masks were still somewhat difficult to acquire in those early months, FEEA worked with our suppliers to purchase bulk cloth masks for distribution to federal employees in need of one. FEEA distributed 5,000 free masks to predominately front-line federal employees in May, June, and July 2020, and continued to send masks to feds in need throughout 2020.
TUTORING TO HALT THE COVID SLIDE

As the first quarter of the 2020-2021 school year came to a close, FEEA became concerned about the "COVID slide." Like the more well-known "summer slide," when students lose academic ground while away from school, students are experiencing educational losses due to the pandemic and disruptions to schooling. In response, in November 2020 FEEA launched a free, on-line, one-to-one tutoring program for K-12 children of federal employees. By the end of December, FEEA had enrolled more than 6,000 children and continues to enroll more each day.

None of this work would have been possible without the support we received from many individuals and a number of organizations, including: GEHA, the Federal Long Term Care Insurance Program, BlueCross BlueShield Association, Compass Rose Benefits Group, CareFirst BCBS, WAEPA, GEBA, American Federation of Government Employees, Professional Managers Association, National Treasury Employees Union, National Council of Social Security Management Associations, and the Robertson Foundation for Government.
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.

Two years ago, we launched our #FedLifeHacks program. The 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 2020, our #FedLifeHacks resources were accessed nearly 55,000 times. You can find all our #FedLifeHacks resources at feea.org/hacks (see the box on this page for our 2020 topics).

We are grateful to WAEPa, the Federal Long Term Care Insurance Program, Blue Cross Blue Shield Federal Employee Program, GEBA, and Debt.Com for supporting the #FedLifeHacks program.
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 2020 scholarship program. A full listing can be found on pages 8-9. Below are profiles of three finalists from this year.

MEET ALURA

Alura is a freshman studying international affairs. She is also the founding CEO of a student-led coffee business and a varsity volleyball player. Alura was also a high school representative for Facing History and Ourselves, a diversity fellow, and president of the Black/African American Affinity Group.

MEET OWEN

Owen is a first-year graduate student in public management, a national park service employee, and a previous Golden Gate National Recreation Area Ranger of the Year. He has also volunteered through community organizations with home repairs for those in need and food preparation for the homeless.

MEET AMMELIA

Ammelia is a sophomore, studying business administration and pre-nursing, with plans to become a traveling nurse so she can work wherever it is most needed. Ammelia is the first ever recipient of our Bill Bransford First-Generation Scholarship. In high school she held leadership positions in the National Honor Society and DECA, the student marketing club.
2020 FEEA SCHOLARSHIP WINNERS

- Keanna Abraham, Jackson State Univ, Sponsor: Mother, Benita Abraham, Army
- Tatianna Maclane Agoun, Georgetown Univ, Sponsor: Father, Tommy Agoun, DDS
- Muhammad Ahmed, Wayne State Univ School of Medicine, Sponsor: Father, Shabbir Ahmed, VA
- Tommisu Atalade, Sophie Davis School of Biomedical Education, Sponsor: Mother, Adebola Atalade, DHS
- Caliun Allen, Auburn Univ, Sponsor: Mother, Julie Allen, DHS
- Emma Arthur, Univ of Nebraska Lincoln, Sponsor: Father, Terry Arthur, USDA
- Abigail Atkinson, Liberty Univ, Sponsor: Father, Anthony Atkinson, DHS
- Corazon Avila, Univ of Illinois at Chicago, Sponsor: Mother, Ana Avila, HHS
- Delianne Ayala, Univ of New Haven, Sponsor: Father, Luis Ayala Llano, DHS
- Aishwarya Babuji, Cornell Univ, Sponsor: Mother, Latha Babuji, VA
- Tayla Bahr, Univ of Iowa, Sponsor: Father, Charles Bahr, HHS
- Hannah Banks, Alabama State Univ, Sponsor: Mother, Falana Banks, VA
- Tayten Barhaug, Univ of New Mexico, Sponsor: Father, Trampus Barhaug, DHS
- Giovanni Basanese, Norbert College, Sponsor: Mother, Lisa Basanese, VA
- Liam Batten, Heidelberg Univ, Sponsor: Mother, Jeanne Batten, Courts
- Sydney Baucum, Towson Univ, Sponsor: Mother, Mary Miliane, HHS
- India Berry, Kenyon College, Sponsor: Kin, Hamillett Berry, VA
- Israel Beverly, Baylor Univ, Sponsor: Mother, Tracy Beverly, DOI
- Mari Bjorneberg, College of Idaho, Sponsor: Father, David Bjorneberg, USDA
- Caleb Blackmore, Arizona State Univ, Sponsor: Mother, Michelle Blackmon, DOI
- Madison BLEVINS, Hendrix College, Sponsor: Father, Christopher BLEVINS, DOI
- Mackenzie Bodeitl, Iowa State Univ, Sponsor: Mother, Jennifer Shauberger, DHS
- Damon Bodily, Utah State Univ, Sponsor: Father, Sidney BODILY, Army
- Caleb Bohanon, Univ of Mississippi, Sponsor: Father, Courtney Bohanon, DOI
- Alexander Boutelle, Loyola Univ of Chicago, Sponsor: Step-Father, Christopher Boulay, DHS
- John Boward, Georgia Institute of Technology, Sponsor: Father, John Boward, HHS
- Taylor Brandt, Univ of Alabama at Birmingham, Sponsor: Mother, Amber Brands, Army
- Riley Buckley, Clark Univ, Sponsor: Father, Stanley Buckley, USPS
- Ebony Burrowes, Liberty Univ, HHS
- Julia Butler, Columbia Univ, Sponsor: Mother, Victoria Bippart, VA
- Alexandra Cahn, Wellesley College, Sponsor: Grandmother, Catherine Murphy, NARFE
- Maria Chacona, Univ of Maryland, Sponsor: Mother, Deborah Chacona, FCE
- Trevor Chapin, Univ of California Santa Cruz, Sponsor: Mother, Leann Chapin, SSA
- Leah Cherekrika, Rutgers Univ Honors College, Sponsor: Mother, Sumu Cherekrika, EPA
- Jessica Chew, Univ of California Los Angeles, Sponsor: Father, David Chew, DHS
- Elizabeth Chin, Marquette Univ, Sponsor: Mother, Susan Chin, RRb
- Kate Cludy, Colorado School of Mines, Sponsor: Father, John Cludy, HHS
- Samuel Collins, Middlesboro College, Sponsor: Father, Daniel Collins, DOI
- Maggie Comer, Univ of Kentucky, Sponsor: Father, Timothy Comer, Treasury
- Shepard Colby Conner, Univ of Texas MD Anderson Cancer Center, Sponsor: Father, Timothy Comer, USDA
- Lucy Cook, Whitworth Univ, Sponsor: Mother, Kathryn Cook, VA
- Kenneth Cooper, Towson Univ, Sponsor: Mother, Tasha Hackworth, Treasury
- Kaitlynn Cox, Fairmont State Univ, Sponsor: Father, Jason Cox, DOI
- Devyn Craner, Otterbein Univ, Sponsor: Father, Brian Craner, Air Force
- Carson Crawford, Boise State Univ, Sponsor: Mother, Renee Crawford, USDA
- Ashanty Cruz, California Institute of Integral Studies, Peace Corps
- Ryon Curry, North Carolina A & T State Univ, Sponsor: Mother, LaShaun Curry, SBA
- NeVaeh Curtis, Univ of California San Diego, Sponsor: Father, Cleon Frazier, Treasury
- Brianna Davis, Indiana Univ, Sponsor: Mother, Pamela Davis, DOT
- William Dawson, Univ of Arkansas Fayetteville, Sponsor: Mother, Ibis Dawson, USDA
- Pietro Del Re, College of New Jersey, Sponsor: Father, Vito Del Re, DOI
- Claire Devin, Binghamton Univ, Sponsor: Father, Michael Devin, SSA
- Varuna Dhanabal, Univ of Southern Indiana, Sponsor: Mother, Devika Dhanabal, DOI
- Camden Doherty, Univ of Missouri Columbia, Sponsor: Father, Kevin Doherty, Army
- Casey Douglas, Univ of South Carolina, Sponsor: Mother, Viola White-Douglas, VA
- Leah Downey, New Mexico State Univ, Sponsor: Father, James Downey, DHS
- Lilly Dressman, Univ of Louisville, Sponsor: Father, Anthony Dressman, USPS
- Lily Drew, Johnson & Wales Univ, Sponsor: Father, Ian Drew, DOI
- Melanie DuPont, Northwest Missouri State Univ, Sponsor: Mother, Lisa DuPont, Treasury
- NeVaeh Curtis, Univ of California San Diego, Sponsor: Father, Cleon Frazier, Treasury
- Jasper Duval, Northeastern Univ, Sponsor: Father, Thomas Duval, State
- Jade Dyer, Florida State Univ, Sponsor: Mother, Avian Wellington, Treasury
- Princess Dyer, Northeastern Univ, Sponsor: Mother, Zauria Henn, Treasury
- Nia Dyson, Univ of Tampa, Sponsor: Mother, Karyn Dyson, USDA
- Hannah Eady, Auburn Univ, Sponsor: Mother, Veda Eady, DOI
- Amarah Ennis, Hampton Univ, Sponsor: Mother, Afrikka Ennis, DOI
- Kelsey Faircloth, Univ of Wisconsin, Sponsor: Mother, Kim Faircloth, USDA
- Vanessa Farley, Stanford Univ, Sponsor: Father, Jeff Duhrsen, DOI
- Noah Fischels, Iowa State Univ, Sponsor: Father, Michael Fischels, DHS
- Gabriel Flanders, Kansas State Univ, Sponsor: Father, Arand Flanders, DOI
- Nicole France, Univ of Michigan, Ann Arbor, Sponsor: Mother, Jennifer France, EPA
- Kate Franke, Drake Univ, Sponsor: Mother, Jody Franke, SSA
- Hannah Frassie, Smith College, Sponsor: Father, William Frassie, CSA/DO
- Mackenzie Friedm, Univ of Wisconsin, Sponsor: Father, Christopher Friedm, SEC
- Abby Fuller, Mississippi State Univ, Sponsor: Father, Bobby Fuller, Army
- Megan Fung, Univ of Washington Seattle, Sponsor: Father, Ming Fung, USPS
- Zachary Garrigos, Stevenson Univ, Sponsor: Mother, Lisa Garrigos, DOI
- Callista Garlant, Temple Univ, Sponsor: Mother, Angela Garlant, Treasury
- Jessica Georges, Colby College, Sponsor: Father, Anthony Georges, DHS
- Abigail Gibson, Johns Hopkins, Sponsor: Father, Scott Gibson, Navy
- Kerry Goetz, George Mason Univ, HHS
- Alexander Gonatas, Bridgewater State Univ, Sponsor: Father, Dean Gonatas, USPS
- Gabriela Gonzalez, North Carolina State Univ, Sponsor: Mother, Ximena Gonzalez, SSA
- Denise Goodridge, Plymouth State Univ, Sponsor: Mother, Angela Goodridge, USDA
- Yavor Gray, Univ of Maryland Baltimore County, Sponsor: Mother, Nancie Kebioh-Gray, USAID
- Ruben Greenstein, Queens Univ of Charlotte, Sponsor: Father, Daniel Greenstein, DOI
- Ciera Gunderson, Viterbo Univ, Sponsor: Father, Tracy Gunderson, VA
- Payton Hans, Univ of Nebraska Lincoln, Sponsor: Mother, Kirsten Hanson, VA
- Scott Harrington Jr., New Jersey Institute of Tech, Sponsor: Mother, Lisa Harrington, HUD
- Anna Harris, Auburn Univ, Sponsor: Father, Stephen Harris, Air Force
- DeGreer Harris, Stanford Univ, Sponsor: Mother, Cheryn Love, HHS
- Benjamin Harrison, Undecided, Sponsor: Father, Randall Harrison, HUD
- Benjamin Heckert, Metropolitan Community College, Sponsor: Father, Carolyn Heckert, USPS
- Felicity Hein, Belmont Abbey College, Sponsor: Father, Robert Hein, DOD/NARFE
- Roman Henry, Worcester Polytechnic Institute, Sponsor: Mother, Ivana Henry, SSA
- Sophia Hitson, Univ of Tennessee Knoxville, Sponsor: Father, Brian Hitson, DOI
- Jessica Heckler, Univ at Buffalo, Sponsor: Mother, Joan-Anne Hockler, USPS
- Andrew Horgan, Saint Johns Univ, Sponsor: Mother, Lisa Hazard, HHS
- Jordan House, Univ of Virginia, Sponsor: Father, William House, PBGC
- Savannah Huffman, Univ of South Carolina, Sponsor: Father, Michael Huffman, Navy
- Madison Hughes, Embry-Riddle Aeronautical Univ, Sponsor: Mother, Kimberly Hughes, State
- Larry Hutcherson, Oklahoma State Univ, Sponsor: Spouse, Brenna Hutcherson, HHS
- Uchechi Ifenacho, Princeton Univ, Sponsor: Mother, Gloria Ifenacho, VA
- Layr Jackson, Florida A&M Univ, Sponsor: Father, Verman Gains, VA

NUMBER OF SCHOLARSHIP RECIPIENTS: 221

LOCATION OF RECIPIENTS

- 50 states + DC
- 1 US territory
- 3 stationed overseas

NUMBER OF APPLICANTS: 2,306
• Avianna Johnson, Univ of Memphis, Sponsor: Mother, LaRonda Johnson, Army
• Trisha Johnson, Univ at Albany, Sponsor: Mother, Trisha Johnson, CPFB
• Kennedy Jones, Howard Univ, Sponsor: Father, Robert Jones Jr, SSA
• Miquel Jose Torres, Univ at North Carolina Charlotte, Sponsor: Father, Luis Jover, DHS
• Heather Jung, Emory Univ, Sponsor: Father, Daniel Jung, SEC
• Jenna Justin, Florida Atlantic Univ, Sponsor: Mother, Anita Chenenver, Courts
• Victoria Kennedy, Univ of New Hampshire, Sponsor: Father, Gregg Kennedy, DOT
• Rachel Kent, Dartmouth College, Sponsor: Mother, Margaret Kent, Courts
• Morgan Kerkmian, Simpson College, Sponsor: Father, Gregory Kerkmian, FDIC
• Emily Kerstetter, Cornell Univ, Sponsor: Father, Charles Kerstetter, SEC
• James Kim, Univ of Missouri Columbia, Sponsor: Father, James Kim, USDA
• Madeline Klein, Baylor Univ, Sponsor: Mother, Kimberly Klein, DOI/NARFE
• Erica Klem, Central Connecticut State Univ, Sponsor: Father, Michael Klem, DOD
• David Klim, Univ of Notre Dame, Sponsor: Father, Michael Klim, DHS
• Abby Kothera, Florida State Univ, Sponsor: Mother, Lori Cary-Kothera, Commerce
• Cody Lamison, Slippery Rock Univ, OPM
• Julia Lance, Univ of Georgia, Sponsor: Step-Father, Anthony Glenn, USDA
• Thomas Lee, Univ of California Berkeley, Sponsor: Father, Charles Lee, USDA
• Rafael Lopez, Clover Park Technical College, Sponsor: Father, Rafael Lopez-Gonzalez, Army
• Cheryl Love, Univ of Georgia, RHS
• Samuel Levering, Univ of Michigan, Sponsor: Father, Eric Levering, USDA
• Kaitlyn Low, Mercyhurst Univ, Sponsor: Mother, Mary Low, VA
• Ryan Mackeys, Salisbury Univ, Sponsor: Father, Kevin Mackeys, TreasU
• Amber Madden, Western Kentucky Univ, DOI
• Delaney Maness, Mesa Community College, Sponsor: Father, Steven Maness, US
• Jenna Marston, Virginia Tech, Sponsor: Mother, Susan Marston, Treasury
• Joyce Martin, Univ of Virginia, Sponsor: Grandmother, Gloria Goings, NARFE
• Alexis Martinez, Univ of Illinois Urbana-Champaign, Sponsor: Father, Jose Martinez, SSA
• Kevin Massilon, Univ of Houston, Sponsor: Father, Joseph Masselon, DOI
• Anthony McNamara, Univ of Nevada Reno, Sponsor: Mother, Rose Medina, DOI
• Maite McPherson, Duke Univ, Sponsor: Mother, Nicole Enersen, USAID
• Divia Meek, Lipscomb Univ, Sponsor: Father, Michael Meek, USDA
• Rosanna Mendez, Holy Family Univ, Sponsor: Father, Julio Mendez, DOD
• Ammelia Mendoza-Lopez, Univ of Nebraska Omaha, Sponsor: Father, Efren Mendoza- Godinez, US
• Claire Meyer, Univ of Colorado Boulder, Sponsor: Father, William Meyer, USDA
• Lauren Miller, Univ of Connecticut, Sponsor: Father, Raymond Miller, DOI
• Mikayla Monroe, Univ of Texas San Antonio, Sponsor: Father, Mike Monroe, DOD
• Julianne Morse, Wheaton College, Sponsor: Father, Christopher Morse, Treasury
• Ryleigh Napier, Eastern Kentucky Univ, Sponsor: Father, Brian Napier, DOI
• Brianna Newell, Ohio State Univ, Sponsor: Father, Patrick Newell, State
• Daniel Oestericher, Yale Univ, Sponsor: Father, Jeffrey Oestericher, DOI
• Laura Oseghe, Univ of the Incarnate Word, VA
• Sienna Otero, Agnes Scott College, Sponsor: Step-Father, Isaac Natter, DOI
• Andreas Palmer, Xavier Univ of Louisiana, Sponsor: Mother, Andria Palmer, Treasury
• Andrea Pettit, West Virginia Univ, Sponsor: Father, John Pettit, USDA
• Anna Quirios, Tufts Univ, Sponsor: Mother, Grace Nejman, VA
• Jared Ramirez, Univ of Southern California, Sponsor: Grandfather, Oscar Ramirez Jr., NARFE
• Keylon Reynolds, Tusculum Univ, Sponsor: Grandmother, Ann Reynolds, NARFE
• Kely Ribeiro, Virginia Polytechnic Institute and State Univ, Sponsor: Father, Conrado Ribeiro, Executive Office of the President
• Madeleine Rimmer, Kansas State Univ, Sponsor: Grandmother, Elia Allen, NARFE
• Sadodian Robinson, Stanford Univ, Sponsor: Mother, Keily Robertson, VA
• Quin Pi Robnett, Syracuse, Sponsor: Mother, Jamie McBeth, DOI
• Jacob Rollins, Western New England Univ, Sponsor: Mother, Jennifer Rollins, VA
• Eloy Sanchez Jr, Columbia Univ, Sponsor: Father, Eloy Sanchez, DHS
• Simran Sandhu, George Washington Univ, Sponsor: Father, Devinder Sandhu, USDA
• Aubrey Sandler, Williamette Univ, Sponsor: Father, Ryan Sandler, Commerce
• Mayra Santana, Saint Joseph’s Univ, Sponsor: Father, Rafael Santana, DHS
• Cate Satoris, Univ of Minnesota Twin Cities, Sponsor: Father, Brock Satoris, VA
• Ashley Seaman, Behrend College, Sponsor: Father, Timothy Seaman, Treasury
• Alexander Sedlacek, Univ of Kansas, Sponsor: Mother, Christina Sedlacek, Treasury
• Robert Self V, George Washington Univ, Sponsor: Father, Robert Self, USDA
• Kooper Shapero, North Dakota State Univ, Sponsor: Father, Dan Shapero, VA
• Heba Shahkhi, Univ of Virginia, Sponsor: Father, Farhan Shahkhi, Commerce
• Taha Shamis, Univ of Virginia, Sponsor: Father, Azaa Shamis, Treasury
• Haitham Shamis, Univ of Virginia, Sponsor: Father, Azaa Shamis, Treasury
• Kobi Shurtz, Texas A&M Univ, Sponsor: Father, Teresa Shurtz, NASA
• Andrew Silver, Univ of Utah, Sponsor: Father, Lynn Silver, Air Force
• Owen Simcoe, Arkansas State Univ, DOI
• Blake Simpleman, Univ of Nebraska Lincoln, Sponsor: Father, Douglas Simpleman, DOD
• Emily Smith, Univ of Wyoming, Sponsor: Father, Debert Smith, DOI
• Ethan Stark, Univ of Colorado Boulder, Sponsor: Mother, Jennifer Stark, Commerce/NARFE
• Leah Stein, Oxford Univ, Sponsor: Father, Michael Stein, Merit Systems Protection Board/NARFE
• Noah Steigler, Tufts Univ School of Engineering, Sponsor: Mother, Barbara Gross, EPA/NARFE
• Sydney Stoddard, Univ of Nevada Las Vegas, Sponsor: Mother, Larnaa Stoddard, Treasury
• William Stottlemeyer, Worcester Polytechnic Institute, Sponsor: Father, Thomas Stottlemeyer, Navy
• Cruz Strom, Colorado School of Mines, Sponsor: Grandmother, Sharon Neuwanger, NARFE
• Michaela Strubel, Iram, Carleton College, Sponsor: Mother, Aleeza Strubel, Education
• Joyce Stubblefield, Erasmus Univ, EPA
• Eric Streh, Undecided, Sponsor: Mother, Margaret Streh, Treasury
• Adam Such, American Military Univ, DOT
• Keivan Tao, Georgia Institute of Technology, Sponsor: Father, Guoyu Tao, HHS
• Leslie Temple, Univ of Maryland College Park, EPA
• Daren Thai, Univ of Utah, Sponsor: Mother, Van Thai, SSA
• Ashley Thai, Univ of Utah, Sponsor: Mother, Van Thai, SSA
• Kori Thompson, Clemson Univ, Sponsor: Father, Sharriff Thomas, DOD
• Abigail Thompson, Texas Women’s Univ, Sponsor: Father, Randol Thompson, DOI
• Anna Tobon, Univ of Wisconsin Madison, Sponsor: Mother, Laura Tobon, VA
• Terran Tran, Louisiana State Univ, Sponsor: Mother, Frances Ngo, USDA
• Daniel Turnof, Capella Univ, US
• Julia Viera, Champlain College, Sponsor: Father, William Viera, SSA
• Tanya Vilma, Michigan State Univ, Sponsor: Mother, Jannu Luekett, SSA
• Sally Vogel, Carroll, College, Sponsor: Father, Lawrence Vogel, USDA
• Sera Vonnheider, Methodist Univ, Sponsor: Step-Father, Jonathon Terry, DOD
• Malcolm Walker, New York Univ, Sponsor: Mother, Deborah Robinson, HHS
• Austin Walling, Univ of Oklahoma, Sponsor: Father, Russell Walling, DOI
• Doran Walters, Univ of Oklahoma, Sponsor: Mother, Staci Coleman, Courts
• Zoe Wandel-Marsfeld, Univ of Nevada Reno, Sponsor: Father, Dean Marsfeld, GSA
• Ambrose Ward, Saint Anselm College, Sponsor: Mother, Ann Ward, VA
• Heidi Weaver, Sheridan College, VA
• Camille Weiss, Butler Univ, Sponsor: Mother, Tangela Weiss, HUD
• Holly Werner, Univ of California Berkeley, Sponsor: Mother, Lara Werner, HHS
• KyeShaun Wicka, Univ of Minnesota Twin Cities, Sponsor: Mother, Lanell Wicka, US
• Toren Wied, Montana State Univ & Gallatin College, Sponsor: Mother, Karanme Grover Wier, USDA
• Joseph Williams, California Polytechnic State Univ, Sponsor: Father, John Williams, USDA
• Nickie Williams-Singleton, Georgia State Univ, HHS
• Adam Winchenbach, Northeastern Univ, Sponsor: Mother, Jennifer Young, Education
• Alaura Winfrey, George Washington Univ, Sponsor: Father, Ricarlo Winfrey, DOI
• Julia Wolfe, James Madison Univ, Sponsor: Mother, Angel Wolfley, Army
• Nicolete Wolfe, Univ of Virginia School of Law, Sponsor: Mother, Angel Wolfley, Army
• Ethan Yamamoto, Univ of Nevada Las Vegas, Sponsor: Mother, Anne Yamamoto, DOI
• Alyson Yates, Eastern Oregon Univ, Sponsor: Mother, Kate Yates, DOI
• Christopher Ye, Yale, Sponsor: Father, Wei Ye, HHS
• Emiko Yoshikawa, Seattle Univ, Sponsor: Mother, Daphe Yoshikawa, DOI
• Anthea Zander, Univ Of Michigan, Sponsor: Mother, Katherine Zander, DOI
• Alan Zheng, Univ of Virginia, Sponsor: Father, Haruhon Zheng, NLRB
• Cynthia Zou, Emory Univ, Sponsor: Father, Zhongcheng Zou, HHS

LEVELS OF STUDY

- **193 students** pursuing undergraduate study
- **25 students** pursuing graduate study
- **3 students** pursuing trade school study

PARENT/SELF/SPouse SPONSORS

- **92 students** with sponsoring parents
- **175+ students** with sponsoring self/spouse

NUMBER OF COLLEGES AND UNIVERsITIES RECIPIENTS WILL ATTEND

- **175+ colleges and universities**

Lorraine* is a nurse at the Department of Veterans Affairs. Her husband was diagnosed with Leukemia in 2020. FEEA was there to support Lorraine with a no-fee, no-interest loan so she could keep up with their mortgage payments during his treatment.

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 $50,000 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 is expanding our hardship loan program to serve even more families in need.

*We’ve changed her name to protect her privacy.
Ryan* has served his federal agency for 18 years. In 2020, his Louisiana home was severely damaged by a hurricane. FEEA was there to assist him with a grant to help offset the cost of his roof replacement 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 2020, FEEA provided aid to victims of Hurricanes Laura and Hanna, as well as 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. Since 1986, FEEA has provided disaster aid to over 3,000 families.

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

Our partners in 2020 included*:
- Centers for Disease Control and Prevention
- Court Services and Offender Supervision Agency
- Environmental Protection Agency
- Federal Retirement Thrift Investment Board
- Health Resources and Services Administration
- Housing and Urban Development
- National Institutes of Health
- National Labor Relations Board
- National Science Foundation
- Office of Personnel Management
- Pension Benefit Guarantee Corporation
- Pretrial Services Agency
- U.S. Department of Agriculture, Food and Nutrition Service
- U.S. Department of Agriculture Research, Education and Economics
- U.S. Department of State
- U.S. Mint

*Some agencies prefer not to be listed for security purposes.
$3.5 MILLION in Subsidies

FY 2020

19 Federal Agencies

1200+ Families Enrolled

2020

*For FCCS FY2020
THANK YOU!

THANK YOU! We thank all of our corporate, association, and union partners, including those organizations listed below, and the more than 1,000 individuals who donated to FEEA in 2020.
The Robertson Foundation for Government
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 more than 1,000 individual supporters give directly and through the Combined Federal Campaign (#11185).

FEEA received the GuideStar Platinum Seal of Transparency in 2020 – the highest possible – which is given to organizations that exceed industry standards in transparency.
### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,115,644</td>
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<tr>
<td>Childcare administrative fees receivable</td>
<td>11,904</td>
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<tr>
<td>Emergency assistance loans receivable, net</td>
<td>45,817</td>
</tr>
<tr>
<td>Promises to give, net</td>
<td>91,568</td>
</tr>
<tr>
<td>Prepaid expenses and deposits</td>
<td>6,025</td>
</tr>
<tr>
<td>Investments:</td>
<td></td>
</tr>
<tr>
<td>Operating</td>
<td>3,314,782</td>
</tr>
<tr>
<td>Quasi-endowment</td>
<td>697,762</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$6,283,502</strong></td>
</tr>
</tbody>
</table>

### Liabilities and Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities:</td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$54,078</td>
</tr>
<tr>
<td>Funds held in trust - childcare administration program</td>
<td>937,203</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>164,191</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>1,155,472</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets:</td>
<td></td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td></td>
</tr>
<tr>
<td>Undesignated</td>
<td>980,760</td>
</tr>
<tr>
<td>Board-designated NTEU scholarship endowment</td>
<td>697,762</td>
</tr>
<tr>
<td><strong>Total Net Assets Without Donor Restrictions</strong></td>
<td><strong>1,678,522</strong></td>
</tr>
<tr>
<td>With donor restrictions</td>
<td></td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$5,128,030</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$6,283,502</strong></td>
</tr>
</tbody>
</table>
### Federal Employee Education and Assistance Fund and Subsidiary
### Consolidated Statement of Activities
### April 30, 2020

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue and Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and contributions</td>
<td>$112,358</td>
<td>$616,841</td>
<td>$729,199</td>
</tr>
<tr>
<td>Childcare administration fees</td>
<td>693,416</td>
<td>693,416</td>
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<tr>
<td>Investment income, net</td>
<td>69,199</td>
<td>69,199</td>
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</tr>
<tr>
<td>Other income</td>
<td>929</td>
<td>929</td>
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</tr>
<tr>
<td><strong>Net assets released from restrictions</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfaction of program restrictions</td>
<td>556,830</td>
<td>(556,830)</td>
<td></td>
</tr>
<tr>
<td>Satisfaction of time restrictions</td>
<td>77,899</td>
<td>(77,899)</td>
<td></td>
</tr>
<tr>
<td><strong>Total Revenue and Support</strong></td>
<td>1,510,631</td>
<td>(17,888)</td>
<td>1,492,743</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Program Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>522,864</td>
<td>522,864</td>
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</tr>
<tr>
<td>Childcare administration</td>
<td>354,759</td>
<td>354,759</td>
<td></td>
</tr>
<tr>
<td>Emergency financial assistance</td>
<td>250,412</td>
<td>250,412</td>
<td></td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td>1,128,035</td>
<td></td>
<td>1,128,035</td>
</tr>
<tr>
<td><strong>Supporting Services</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>81,344</td>
<td>81,344</td>
<td></td>
</tr>
<tr>
<td>Fundraising</td>
<td>67,203</td>
<td>67,203</td>
<td></td>
</tr>
<tr>
<td><strong>Total supporting services</strong></td>
<td>148,547</td>
<td></td>
<td>148,547</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>1,276,582</td>
<td></td>
<td>1,276,582</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>234,049</td>
<td>(17,888)</td>
<td>216,161</td>
</tr>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>1,444,473</td>
<td>3,467,396</td>
<td>4,911,869</td>
</tr>
<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td>$1,678,522</td>
<td>$3,449,508</td>
<td>$5,128,030</td>
</tr>
</tbody>
</table>
FEEA SERVES FEDERAL EMPLOYEES ACROSS THE ENTIRE US 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.

FEEA would like to thank the more than 200 volunteers who supported our work in 2020. Having a small staff means volunteers make our reach much broader. To learn more about volunteering with FEEA visit: feea.org/volunteer.
The Federal Employee Education & Assistance Fund (FEEA) is the only national charity for federal employees and by federal employees.