



FEEEA

FEDERAL EMPLOYEE EDUCATION & ASSISTANCE FUND



37 YEARS OF FEDS HELPING FEDS

2023 ANNUAL REPORT

1986-2023 37 YEARS OF FEEA BY THE NUMBERS



70 TOPICS

covered across six main areas of interest, providing practical and adaptable strategies to help feds in their daily lives, both at and outside of work

13,000



**NO-INTEREST, EMERGENCY
HARDSHIP LOANS**

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



10,000

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 #FedLifeHacks
- 05 Scholarships
- 08 Emergency Loans
- 09 Disaster Relief
- 10 FEEA Childcare Services, Inc.
- 11 Feds in Motion Challenge
- 12 Our Supporters
- 14 Financial Statements
- 16 Who We Serve
- 17 Our Leadership

DEAR FRIENDS OF FEEA,

In 2023, FEEA celebrated 37 years of service to federal employees and their families. I am so proud that our #FedsHelpingFeds community continues to lend a helping hand so kids can go to college, families can recover from illnesses and other personal hardships, and feds impacted by natural disasters can clean up their homes and rebuild their lives.

Our programs have impacted more than 60,000 federal families across the U.S. and around the world. In 2023, we continued serving lower-income feds with our tutoring program, providing up to 1,000 hours per family of free online tutoring for their K-12 kids, and expanding to include new tools for college-bound high school students.

None of this would be possible without the strong backing of the individual and corporate supporters who see value in our work and choose to fund our efforts. We are also incredibly grateful for the hundreds of volunteers who pitch in to help our programs run smoothly, and to all of the individuals and organizations who extend our reach by sharing information about FEEA with colleagues and friends. It's a boost to our morale and our ability to assist feds every time someone amplifies our message.

You can stay informed about our work all year long by subscribing to our newsletter at www.feea.org/subscribe, following us on Facebook @fedshelpingfeds, and joining us on LinkedIn www.linkedin.com/company/feea.

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



Robyn Kehoe
Executive Director



10,000
children of federal
employees in grades K-12

**ENROLLED IN OUR VIRTUAL
TUTORING PROGRAM**

11,500

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

200

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



60,000

FEDERAL FAMILIES HELPED



Pictured from left: Rep. Steny Hoyer (D-MD), Rep. Frank Wolf (R-VA), G. Jerry Shaw (President of FEEA), Robert Tobias (Treasurer of FEEA), and James Peirce (Vice President of FEEA) in 1986

A BLAST FROM FEEA'S PAST

In 1986, G. Jerry Shaw of the Senior Executives Association (SEA), Robert Tobias of the National Treasury Employees Union (NTEU), and James Peirce of the National Federation of Federal Employees (NFFE) came together with U.S. Representatives from the local Maryland and Virginia delegations to announce the formation of the Federal Employee Education and Assistance Fund (FEEA). This brand new charity filled a gap for federal employees and their families, offering a helping hand with emergency hardships and college education. Almost four decades later, FEEA has seen feds through floods, fires, hurricanes, government shutdowns, devastating terror attacks, and the COVID-19 pandemic. The organization has grown to include new programs, including tutoring, childcare subsidies, and #FedLifeHacks. More than 60,000 federal families have benefitted from these programs.

Even as FEEA has changed with the times and needs of feds, a few things have remained at our core:

- Our Board of Directors continues to include representatives from federal employee unions, management associations, and affinity groups. We're proud of the diverse views they bring to the table, and their commitment to cooperating for the good of all federal and postal employees.
- Our staff, Board, volunteers, and supporters remain devoted to supporting and empowering federal families through programs and resources that help them achieve their personal and professional goals.
- We believe everyone should be treated with dignity and respect, and that all civilian federal and postal employees deserve our thanks for their service to America.

Another thing that has not changed in 37 years is Bob Tobias' dedication to FEEA and feds. Mr. Tobias has served continuously on FEEA's Board since 1986, and was president for over 20 years. Although he stepped down from the official leadership in late 2022, Mr. Tobias remains on the Board as president emeritus, providing a link back to FEEA's origins and first-hand knowledge of the seminal events in our history. We are grateful to Bob for his steadfast commitment and generosity with his time and knowledge!

OUR MISSION

FEEA has a mission to empower federal and postal employees and their families to achieve their educational, financial, and career goals as they serve the American people.



OUR VISION

FEEA envisions a nation whose federal and postal employees have the knowledge and support they need to thrive in public service and private life.



2023 #FEDLIFEHACKS

- What to Do When Your Flight Gets Cancelled
- Data Privacy Week Aims to Educate Individuals on How to Manage Their Data
- Love Your Heart: Make Heart Health a Part of Your Self-Care Routine During American Heart Month
- Stressed Out? Learn to Trigger Your Body's Built-In Relaxation Response
- Celebrate Read Across America Day with 10 Reasons to Ignite Your Passion for Reading
- Gen Z Mental Health
- Unleashing the Power Within with 6 Holistic Benefits of Yoga on International Yoga Day
- Bounce Back from Flight Delays and Cancellations with 8 Travel Hacks from the Pros
- Embrace UV Safety Month: Top 6 Sun Protection Tips to Adopt Now
- Six Simple Everyday Self-Care Tips to Enhance Your Well-Being Without Overloading Your Schedule
- Disaster Preparedness Binder: 7 Comprehensive Components to Your Emergency Readiness
- Unlocking Career Growth: 10 Strategies for Federal Employees
- National Parks Discovered: 10 Ways to Dive In for the Ultimate Adventure
- Suicide Prevention Month: Fostering Conversations That Can Save Lives
- Cybersecurity Awareness Month 2023: Empowering You to Safeguard Your Digital Footprint
- Feds + Finance: Navigating a Volatile Economy Towards Financial Wellness
- Career Resilience Redefined: Navigating Career Setbacks with Positive Psychology
- 7 Holiday Budgeting Tips: Smart Strategies for Joyful Spending



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 – 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 2023, our #FedLifeHacks resources covered 18 different topics. You can find all our #FedLifeHacks resources at feea.org/hacks (see the box on this page for our 2023 topics).



FEEA's tutoring program, originally conceived as a tool to help students and parents dealing with pandemic-related learning loss, has grown into an ongoing offering to assist lower-income federal families. To date, the program has been made available to more than 10,000 students in grades K-12 with a federal or postal employee parent.

Students can receive online, on-demand, 1:1 tutoring in more than 200 subjects through our partnership with Tutor.com, which has been providing e-learning tools for more than 20 years. In addition to active tutoring, students also: have access to practice tests for various levels of math, science, and English; can "drop off" an essay for feedback; and may utilize a variety of college-prep tools for PSAT, SAT, and ACT.

And in 2023, FEEA added access to Tutor's new self-paced College Portal, which gives college-bound students and their parents a place to research schools, track deadlines, gather information needed for applications, and stay on top of the overall application and admissions process.

INVESTING IN HIGHER EDUCATION

FEEA champions the pursuit of higher education and, since 1986, has given over 11,500 merit-based scholarships to federal public servants, their spouses, children, and grandchildren.

We are proud to share with you the finalists from our 2023 scholarship program. A full listing can be found on pages 6-7. Below are profiles of three finalists from this year.



MEET SANIKA

Sanika is a freshman on the pre-med track at the University of Virginia, studying biology with plans to become a hematopathologist. She is also a second-generation immigrant who serves as a tutor, volunteers at local nursing homes, and works to empower young girls to become leaders in their own communities.

MEET REBEKAH

Rebekah is a second-year student double majoring in mass media advertising and public relations/business marketing at Washburn University, with plans to use her design skills to inspire, inform, and captivate consumers. She serves as a family group leader and camp counselor, and has also volunteered with the Salvation Army.



MEET MIGUEL

Miguel is a federal employee at the U.S. District Courts. He is pursuing a Juris Doctor degree at New England Law School in Boston, with plans to become an attorney representing clients from underrepresented backgrounds. Miguel also engages in community service by providing mentorship for local underserved students, serving as a courtroom clerk in mock trials in fellowship programs, and volunteering as a youth soccer referee.



2023 FEEA SCHOLARSHIP WINNERS

- Benjamin Adair, Xavier University, Sponsor: Father, James Adair, VA
- Julianna Aguja, Vassar College, Sponsor: Mother, Carol Aguja, DHS
- Karolina Akelaitis, University of Maryland College Park, Sponsor: Mother, Irina Akelaitis, HHS
- Tomisin Alalade, CUNY School of Medicine, Sponsor: Mother, Adebola Alalade, DHS
- Aracely Alicea, Northeastern University, Sponsor: Mother, Manuela Alicea, DOL
- John Michael Anzilotti, American University, State Dept
- Jozelle Arenz, University of Wisconsin La Crosse, Sponsor: Mother, Tondra Arenz, VA
- Katie Asdell, Northwest Nazarene University, Sponsor: Father, Andrew Asdell, Treasury
- Eva Baker, University of Illinois Urbana-Champaign, Sponsor: Mother, Marium Baker, DOL
- Auore Bargat, University of Illinois Urbana-Champaign, Army
- Ava Barjenbruch, Butler University, Sponsor: Father, David Barjenbruch, Commerce
- Firas Batrash, Univ of Missouri Kansas City, Sponsor: Father, Ahmad Batrash, VA
- Madeline Bell, University of Michigan, Sponsor: Father, Gary Bell, Courts
- Anay Bhat, Cornell University, Sponsor: Mother, Vijaya Bhat, DOD
- Jessica Bickett, Brescia University, Sponsor: Father, Robert Bickett, Army
- Kiernan Bierman, University of Nebraska at Kearney, Sponsor: Mother, Stacy Bierman, USDA
- Mari Bjorneberg, College of Idaho, Sponsor: Father, David Bjorneberg, USDA
- Adam Boblenz, Creighton University, Sponsor: Father, David Boblenz, VA
- Madeline Bobnick, Northeastern University, Sponsor: Father, Lawrence Bobnick, DOJ
- Sofia Boensch, Villanova University, Sponsor: Grandfather, Frank Boensch, NARFE
- Brianna Borseth, University of Michigan Ann Arbor, Sponsor: Father, Jeffrey Borseth, EPA
- Piper Boswell, Oklahoma State University, Sponsor: Father, Tucker Boswell, USPS
- Miriam Bowser, Liberty University, Sponsor: Father, Matthew Bowser, DOI
- Kaden Braaflat, University of North Dakota, Sponsor: Father, Jeffrey Braaflat, VA
- Maleah Brady, Rice University, Sponsor: Mother, Anu Brady, Courts
- Shalini Brady, University of Miami, Sponsor: Mother, Anu Brady, Courts
- Rianna Branch, University of Houston, Sponsor: Mother, Velen West, VA
- Taylor Brandt, University of Alabama Birmingham, Sponsor: Mother, Amber Brandt, Army
- Carson Brauer, University of Oklahoma, Sponsor: Mother, Kimberly Brauer, Treasury
- Allison Brazer, Walsh University, Sponsor: Father, Robert Brazer, DOL
- Jordyn Broadnax, Hampton University, Sponsor: Mother, Ina Broadnax, HHS
- Jalen Brown, Northwestern University, Sponsor: Mother, Tasha Brown, HHS
- MaKenzie Brown, North Carolina A&T State Univ, Sponsor: Mother, Demica Wynn, SSA
- Lawrence Bu, Georgia Institute of Technology, Sponsor: Mother, Jean Yuan, HHS
- Meghan Buchanan, Pacific Lutheran University, Sponsor: Grandfather, James Ellis, NARFE
- Riley Buckjune, Clark University, Sponsor: Father, Stanley Buckjune, USPS
- Nicholas Calabretta, Virginia Tech, Sponsor: Mother, Melina Calabretta, Treasury
- Joshua Cao, University of Wisconsin Madison, Sponsor: Mother, Ching Yu Cao, Treasury
- Isabella Capuano, Baylor University, Sponsor: Father, Michael Capuano, Navy
- Julia Caputo, Fordham University, Sponsor: Father, Charles Caputo, DHS
- Mitchell Carey, Purdue University, Sponsor: Mother, Beverly Carey, GSA
- Sarah Chagares, Columbia University, Sponsor: Father, Michael Chagares, Courts
- Alex Chen, Johns Hopkins University, Sponsor: Father, Yidong Chen, SSA
- Ru-Ching Chen, Case Western Reserve University, NASA
- Amanda Cheney, Brigham Young University, Sponsor: Father, Douglas Cheney, HHS
- Leah Cherukara, Rutgers Medical School, Sponsor: Mother, Sumy Cherukara, EPA
- Katherine Chun, Univ of Virginia School of Medicine, Sponsor: Mother, Khanh Chun, Commerce
- Jonathan Cirone, Johns Hopkins University, DOD
- Jasmine Clark, Stanford University, Sponsor: Father, Jerry Clark, OPM
- Grace Clinton, University of Notre Dame, Sponsor: Father, Philip Clinton, Air Force
- Mary Clouse, University of Richmond, Sponsor: Father, Brian Clouse, Army
- Kiarra Cogger, Cornell University, Sponsor: Mother, Sara Cogger, Army
- Hannah Connolly, Southern Illinois University, Sponsor: Father, David Connolly, DHS
- Hannah Cook, University of Georgia, Sponsor: Father, James Cook, GAO
- Cortnei Cooks, North Carolina Central Univ of Law, Sponsor: Mother, Linda Parker-Cooks, VA
- Rebecca Corral, Georgia Institute of Technology, Sponsor: Mother, Corina Corral, State
- Jordan Costley, Hood College, Sponsor: Mother, Kimberly Jones, HHS
- Alex Cramer, Middlebury College, Sponsor: Mother, Michelle Cramer, DOJ
- Jadelyn Daniels, University of Florida, Sponsor: Father, Andre Daniels, DOI
- Addison Darby, Oklahoma State University, Sponsor: Father, Robert Darby, Commerce
- Georgia Davis, Missouri State University, Sponsor: Father, James Davis, DOJ
- William Dawson, University of Arkansas – Fayetteville, Sponsor: Mother, Ibis Dawson, USDA
- Sofia De Torres, Western Washington University, Sponsor: Mother, Jocelyn De Torres, SSA
- Laila Deshotel, Tuskegee University, Sponsor: Mother, Jessica Deshotel, EEOC
- Jared Diaz, University of Michigan, Sponsor: Father, Derek Diaz, FTC
- Camden Doherty, University of Missouri, Sponsor: Father, Kevin Doherty, Army
- Ian Doherty, Michigan State University, Sponsor: Father, Kevin Doherty, Army
- John Donzella, University of Oregon, Sponsor: Mother, Sandra Donzella, EXIM
- Casey Douglas, University of South Carolina, Sponsor: Mother, Viola White-Douglas, VA
- Corbin Duncan, Wentworth Institute of Technology, Sponsor: Father, Brian Duncan, VA/NARFE
- Eva Egeghy, Cornell University, Sponsor: Father, Peter Egeghy, EPA
- Ryme El Boukhani, Texas A&M University, Sponsor: Father, Es said El Boukhani, Treasury
- Abigail Eli, Chaminade University of Honolulu, Sponsor: Spouse, Elton Eli, DOD
- Natania Elias, Harvard College, Sponsor: Mother, Yewebdar Tadesse, Commerce
- Sarah Emmons, University of Tulsa, Sponsor: Father, James Emmons, Treasury
- Amarah Ennis, Hampton University, Sponsor: Mother, Afrikka Ennis, DOD
- Nicholas Ensey, University of Texas Austin, Sponsor: Father, Charles Ensey, USPS
- Sofia Espejo, Arizona State University, Sponsor: Father, Rodrigo Espejo, DHS
- David Etherage, University of Florida, Sponsor: Father, Joseph Etherage, VA
- Alexandra Evrard, University of Oregon, Sponsor: Mother, Collette Evrard, VA
- Benjamin Feick, Walsh University, Sponsor: Father, Robert Feick, DHS
- Gannett Fisk, University of Utah, Sponsor: Father, Haans Fisk, USDA
- Kaatje Fisk, Utah State University, Sponsor: Father, Haans Fisk, USDA
- Wyatt Flicker, Undecided, Sponsor: Mother, Lynn Flicker, SSA
- Reyna Flores, University of Texas Austin, Treasury
- Kianna Flowers, University of Maryland Baltimore, Sponsor: Mother, Celena Flowers, Army
- Cami Fulton, Kansas State University, Sponsor: Mother, Amy Reis, VA
- Jonathan Gellings, University of Montana, USDA
- Kayla Giglia, University at Albany, Sponsor: Father, Joseph Giglia, Treasury
- Brandon Gillespie, Kent State, Sponsor: Father, James Gillespie, Treasury
- Gabriela Giulumian, UNC Chapel Hill, Sponsor: Mother, Mariela Molero, VA
- Gabriela Gonzalez, North Carolina State University, Sponsor: Mother, Ximena Gonzalez, SSA
- Sofia Gonzalez, Brown University, Sponsor: Father, Jose Gonzalez, DHS
- Aubrei Grisaffe, Univ of Alabama, Tuscaloosa, Sponsor: Grandfather, George Grisaffe, NARFE
- LeQuandra Hale-Banks, Walden University, VA
- Taylor Hamilton, Eastern Kentucky University, Sponsor: Father, Brad Hamilton, DOJ
- Patrick Handley, Saint Joseph's University, Sponsor: Father, Timothy Handley, USPS
- Benjamin Harrell, State University of New York Stony Brook, Sponsor: Father, Lee Harrell, Army
- Chanel Harris, College of Wooster, Sponsor: Mother, Cheryl Love, HHS
- Lacey Harris, Xavier University of Louisiana, Sponsor: Mother, Nicole Harris, Treasury
- Josie Headley, North Carolina State University, Sponsor: Father, Paul Headley, DOJ
- Joshua Hernandez, Case Western Reserve Univ, Sponsor: Father, Joshua Hernandez, DHS
- Elijah Hill, Centre College, Sponsor: Father, Shannon Hill, DOD
- Sophia Hitson, University of Tennessee, Knoxville, Sponsor: Father, Brian Hitson, DOE
- Jessica Hoang, Univ of Maryland College Park, Sponsor: Mother, Huong Trinh Nguyen, Army
- John Hooker, University of Maryland College Park, Sponsor: Mother, Melinda Hooker, SEC
- Kamyah Hugee, Tuskegee University, Sponsor: Mother, Karen Coleman, EPA
- Mercy Humpherys, University of Arizona, Sponsor: Father, Christopher Humpherys, DHS
- Abigale Jacobsen, Undecided, Sponsor: Father, Johan Jacobsen, Army
- Jonathan Jiang, Rutgers University, Sponsor: Mother, Sauwah Chan, Treasury



NUMBER OF COMPLETE SCHOLARSHIPS SUBMITTED

2,489

NUMBER OF SCHOLARSHIP RECIPIENTS

189

LOCATION OF RECIPIENTS



50 states + DC
2 US territories
2 stationed overseas

FEDERAL SPONSOR DEPARTMENTS/AGENCIES



71



EMERGENCY LOANS

MEET ERIN

Erin* works for the Department of Veterans Affairs. Her teenage son unexpectedly passed away in 2023. FEEA was there to support Erin with a no-fee, no-interest loan so she could keep up with her basic living expenses while shouldering funeral and burial costs.

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 ROBERT

Robert* is a federal employee registered nurse. In 2023, his Guam home was severely damaged when Typhoon Mawar struck; he lost power, and the force of the typhoon broke through his back door, destroying his kitchen and creating additional property damage from standing water. FEEA was there to assist Robert 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 2023, FEEA provided aid to victims of Hurricane Ian, Typhoon

Mawar in Guam, and flooding and winter storms across different states. 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 14,000 families.

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




16
 Federal Agencies

FY 2023
\$3.6+
 MILLION*
 in Subsidies

2023 
1300
 Families Enrolled

**For FCCS FY2023 (May 2022 to April 2023)*



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 third Feds in Motion Challenge in 2023. During the 37-day challenge, over 1500 participants walked, ran, biked, swam, and rolled 135,000 miles combined! This health and wellness

event raised over \$100,000 to benefit federal families through FEEA's programs.



THANK YOU!

THANK YOU! We thank all of our corporate, association, organization, and union partners, including those listed below, and the incredible individuals who donated to FEEA in 2023.





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 individual supporters give directly and through the Combined Federal Campaign (#11185).

FEEA received the 2023 Candid Platinum Seal of Transparency – the highest level of recognition offered by GuideStar – 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, 2023

Assets	
Cash and cash equivalents	\$ 1,225,171
Receivables:	
Childcare administrative fees receivable	21,353
Emergency assistance loans receivable, net	21,558
Promises to give, net	382,555
Prepaid expenses and deposits	57,278
Restricted cash	620,142
Investments:	
Operating	3,233,127
Quasi-endowment	730,725
Total Assets	\$ 6,291,909
Liabilities and Net Assets	
Liabilities	
Accounts payable and accrued expenses	\$ 94,016
Funds held in trust - childcare administration program	620,142
Contract liabilities	236,028
Total Liabilities	950,186
Net Assets	
Without donor restrictions	
Undesignated	1,851,323
Board-designated NTEU scholarship endowment	730,725
Total net assets without donor restrictions	2,582,048
With donor restrictions	2,759,675
Total Net Assets	\$ 5,341,723
Total Liabilities and Net Assets	\$ 6,291,909

Federal Employee Education and Assistance Fund and Subsidiary
Consolidated Statement of Activities
April 30, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Grants and contributions	\$ 134,513	\$ 587,531	\$ 722,044
Childcare administration fees	707,533		707,533
Investment income, net	36,630		6,630
Special events:			
Special events sponsorships and reistrations	143,558		
Less: Cost of direct benefits to donors	(53,338)		
Special events, net	90,220		90,220
Other income	1,134		1,134
Net assets released from restrictions			
Satisfaction of program restrictions	362,031	(362,031)	
Satisfaction of time restrictions	41,703	(41,703)	
Total Revenue and Support	1,373,764	183,797	1,557,561
Expenses			
Program Services			
Emergency financial assistance	619,529		619,529
Scholarships	415,352		415,352
Childcare administration	180,986		180,986
Total Program Services	1,215,867		1,215,867
Supporting Services			
Management and general	141,551		141,551
Fundraising	68,175		8,175
Total supporting services	209,726		209,726
Total Expenses	1,425,593		1,425,593
Change in net assets	(51,829)	183,797	131,968
Net assets, beginning of year	2,633,877	2,575,878	5,209,755
Net Assets, End of Year	\$ 2,582,048	\$ 2,759,675	\$ 5,341,723



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

Todd Wells – President

Executive Director
Federal Managers Association

Jason Briefel

Policy Director
Senior Executives Association

Pamela Richards

National President
Federally Employed Women

Cory Bythrow – Vice President

Chief of Staff
*American Federation of
Government Employees*

Doreen Greenwald

National President
*National Treasury Employees
Union*

William Shackelford

National President
*National Active and Retired Federal
Employees Association*

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FEEA would like to thank the more than 300 volunteers who supported our work in 2023. Having a small staff means volunteers make our reach much broader. To learn more about volunteering with FEEA visit: feea.org/volunteer.

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FEEA

FEDERAL EMPLOYEE EDUCATION & ASSISTANCE FUND

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