

USAID Staff Financial Support Fund: Summary Report

2/28/2026

The USAID Staff Financial Support Fund (the fund), which began operation in July 2025 after being approved by the UAA board, was established to provide emergency \$2000 grants to eligible former USAID employees whose employment with USAID was terminated or who retired after January 2025 following the effective dissolution of USAID. Eligible applicants for the grants fell into one of the following employment categories: GS, FS, FSL, USPSC, RSSA, PASA, AD, Schedule C, or Fellow position; or former FSN released from USAID-related employment after January 20, 2025, and with SIV residence in the USA for 1 year or less. All applicants were required to provide an official notification or other evidence of their separation after January 20, 2025.

The fund has been managed by a core team consisting of Tony Chan, Cindy Clapp-Wincek, Carol Dabbs, David McCloud, Jim Redder, Rob Sonenthal, Barbara Turner, with essential assistance from the UAA communications team (Nancy Tumavick, Stu Callison and the UAA Systems Manager) and from other members who worked on application reviews. Over 30 UAA members in total worked on the fund in some fashion.

The American Foreign Service Association (AFSA) and the American Federation of Government Employees (AFGE) were helpful in promoting the fund. The fund management team used all means possible to reach terminated staff to inform them about the program, including through AFSA, AFGE, professional organizations, Signal chat groups, UAA contacts, social media and word of mouth.

UAA partnered with the Greater Washington Community Foundation (GWCF) which managed fund financial transactions - the collection of and accounting for donations and the disbursement of grants. This arrangement significantly reduced the financial management burden that otherwise would have been assumed by the UAA directly and utilized the services of a well-respected and experienced nonprofit organization that manages multiple grant-giving projects at a low cost.

Because initially we did not know whether we would be able to give grants to all eligible applicants, a scoring system was developed that focused on determining relative need of applicants. Those that met a minimum score were approved for grants and those grants were disbursed as long as we had the funds to do so. Those that did not meet a minimum score were put into a separate group, scored a second time by three separate reviewers, and funded secondary to those who met the minimum score. While this process prepared

us to make difficult decisions about the selection of grant recipients, in the end we successfully raised sufficient funds to cover all eligible applications.

The breakdown of grantees by employment type is: foreign service, 47%; civil service, 27%; USPSC, 18%; other, 8%.

As of 2/20/2026, donations have exceeded the \$500,000 target and now total \$507,988. We received 348 donations, with 56% in the amount of \$499 or less, 18% in the amount of \$500, 18% in amounts of \$1000-2000, and 8% between \$2001-100,000. A full list of donors (excluding those requesting anonymity) will be posted in a document on the UAA website.

We were able to approve all 244 eligible grant applications received. (An additional 57 applications were determined to be ineligible because they did not meet the eligibility criteria listed above.) While we received 207 grant applications during the first seven weeks of the fund's existence, that number fell to 77 applications during the second seven weeks, and then to 17 during the third seven-week period. As a result, we closed the application window December 31, 2025. Because we had collected sufficient funds to cover all grants, we closed the donation window on February 28, 2026. Having achieved the fund's purpose, the UAA will close the fund formally by the end of March 2026, as soon as the disbursement and accounting processes allow.

Once all management fees as well as credit card / electronic payment fees (60% of which were covered by donors) are considered, the overall management cost will be low, about 1.1% of the value of the fund. That cost will be partially covered by the interest earned from the fund balance during the life of the fund. No UAA member nor any volunteer working on the fund received any financial payment.

Grant recipients have reported using the funds they received for various purposes, including rent, child care, job searches, settling in, and daily living expenses.

While final accounting may not take place for two months, after the end of GWCF's fourth quarter on March 31, 2026, we expect to have a fund surplus of \$10,000-15,000. That balance will be distributed in three ways, with portions going to the Solidarity Fund which also is supporting emergency grants to USAID staff, to organizations supporting USAID legacy efforts, and to GWCF in recognition of its outstanding performance in providing fund financial management support.

We have received easily over 100 messages of thanks from recipients and will put those in a document posted to the UAA website. One particularly notable message of thanks follows:

Dear USAID Colleagues, UAA Members and GWCF, I want to express my appreciation for the compassion and kindness you've shown to me through this gift. In a time when things felt so unfair and so many of us former USAID Staff felt under attack and were met with unkindness and pain often, your generosity has been a reminder that kindness and humanity prevail. These funds have been so helpful. As I work to determine what is next, your support helped ensure stability in my life. Thank you so much.