

## **AFSC Director and Executive Compensation Report**

### **For the year ending December 31, 2018**

The Internal Revenue Service (IRS) has classified the American Friends Service Committee (AFSC) as a church organization and thus exempt from having to file a Form 990. This represents a significant cost savings, but it also means that we need to use other methods to demonstrate our financial transparency.

AFSC employs an external accounting firm to audit the AFSC's books and report directly to the Board of Directors Audit Committee. The most recent audit may be downloaded from the AFSC's website: <http://afsc.org/about>.

The audit does not include detailed information on compensation as is provided in the 990's Part VII or in Schedule J. This report is designed to provide that information. It is based on the same criteria as the 990 to facilitate comparisons with other organizations, but it differs in that we are providing information for the last calendar year. The 990 requires information for the calendar year that ended during the most recently completed fiscal year, which in this case would be the year from January 1, 2018 to December 31, 2018

In addition, the 990 requires that all directors be listed whether compensated or not. AFSC does not compensate any directors, except for the general secretary, who serves as an ex officio director. In the interests of space, the uncompensated directors are not listed here. A complete list of directors is available on our website at <http://afsc.org/afsc-board-directors>.

<b>Employee</b>	<b>Total Earnings</b>	<b>403b Match</b>	<b>Other Benefits</b>	<b>Total</b>
Ajlouny, Joyce	\$191,250	\$3,775	\$46,444	\$241,469
Cortez, Hector M.	\$163,635	\$3,273	\$26,722	\$193,630
DiCaro, Nikki O.	\$158,211	\$2,897	\$11,526	\$172,634
Graham, Mark	\$157,692	\$2,885	\$26,069	\$186,646
Boyce, Laura E.	\$132,847	\$2,657	\$26,640	\$162,144
Kennedy, Kerri L.	\$132,347	\$2,647	\$22,960	\$157,954
Tomlinson, Andrew	\$125,823	\$2,517	\$12,017	\$140,357
Rockwell, Stephen P.	\$123,684	\$2,474	\$16,737	\$142,894
Streater, Willa	\$111,955	\$2,239	\$21,095	\$135,289
Tuma, Sonia	\$108,522	\$1,300	\$13,194	\$123,016