

AFSC Director and Executive Compensation Report For the year ending December 31, 2019

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. The report includes 10 months of the most recent completed fiscal year and two months of the current fiscal year, due to timing differences between the IRS-990 and the AFSC fiscal calendar.

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>.

Employee	Total Earnings	403b Match	Other Benefits	Total
Ajlouny, Joyce	\$201,831	\$4,179	\$26,833	\$232,843
Cortez, Hector M.	\$166,583	\$3,332	\$26,750	\$196,665
Graham, Mark ¹	\$144,178	\$2,836	\$24,102	\$171,115
Kennedy, Kerri L.	\$137,545	\$2,703	\$24,092	\$164,340
Boyce, Laura E.	\$135,145	\$2,703	\$26,706	\$164,554
Tomlinson, Andrew	\$128,483	\$2,570	\$11,913	\$142,965
Streater, Willa	\$114,321	\$2,286	\$21,118	\$137,726
Drucker, Jason ²	\$112,135	\$2,175	\$12,285	\$126,595
Rockwell, Stephen P. ³	\$102,055	\$2,028	\$13,811	\$117,895
Njoroge, Joe ⁴	\$88,862	\$1,518	\$9,240	\$99,620

¹Returned to original position 5/13/2019

²Hired 5/13/2019

³Left AFSC 10/18/2019

⁴Hired 6/1/2019