

AFSC Director and Executive Compensation Report

For the year ending December 31, 2020

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.

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	Title	Total Earnings	403b Match	Other Benefits	Total
Ajlouny, Joyce	General Secretary	\$208,378	\$4,120	\$22,454	\$234,951
Cortez, Hector	Deputy General Secretary	\$177,983	\$3,504	\$27,938	\$209,425
Drucker, Jason	Associate General Secretary, Advancement	\$180,230	\$3,605	\$22,135	\$205,970
Njoroge, Joe	Chief Financial Officer	\$156,883	\$3,090	\$14,277	\$174,250
Boyce, Laura	Associate General Secretary for US Programs	\$139,525	\$2,790	\$27,889	\$170,204
Kennedy, Kerri	Associate General Secretary for International Programs	\$141,925	\$2,790	\$22,644	\$167,359
Streater, Willa	Director of Human Resources and Labor Relations	\$138,284	\$2,577	\$22,063	\$162,924
Graham, Mark	Chief Marketing & Communications Officer	\$136,286	\$2,678	\$22,636	\$161,600
Tomlinson, Andrew	Director of Quaker United Nations Office (QUNO)	\$131,514	\$2,741	\$12,905	\$147,160
Tuma, Sonia	Regional Director, West Region	\$113,699	\$2,274	\$12,405	\$128,377