

AFSC Director and Executive Compensation Report

For the year ending December 31, 2023

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 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: afsc.org/reports-financials.

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, 2023 to December 31, 2023. The report includes 9 months of the most recent completed fiscal year and three months of the current fiscal year, due to timing differences between the IRS-990 and the AFSC fiscal calendar. The reporting process was modified this year (FY2023) to align more closely with the Form 990 guidelines available on the IRS.Gov website.

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 afsc.org/our-team.

Employee	Total Earnings	403b Match	Other Benefits	Total
Ajlouny, Joyce	\$ 211,141.07	\$ 4,424	\$ 24,722	\$ 240,287
Cortez, Hector	\$ 186,703.40	\$ 3,878	\$ 25,266	\$ 215,847
Drucker, Jason	\$ 186,349.35	\$ 3,871	\$ 25,266	\$ 215,486
Boyce, Laura	\$ 153,092.36	\$ 3,181	\$ 19,906	\$ 176,179
Tuma, Sonia	\$ 152,545.56	\$ 3,051	\$ 13,500	\$ 169,096
Kennedy, Kerri	\$ 151,048.49	\$ 3,059	\$ 28,489	\$ 182,597
Graham, Mark	\$ 137,619.60	\$ 2,876	\$ 26,821	\$ 167,316
Streater, Willa	\$ 136,808.40	\$ 2,880	\$ 25,179	\$ 164,868
Kanegis, Robin Aura	\$ 133,610.02	\$ 2,697	\$ 13,825	\$ 150,131
Clarke, Sarah	\$ 131,379.74	\$ 2,697	\$ 13,875	\$ 147,951