

**Confidential**

**Proposed Staff Realignment**

General Secretary  
Executive Assistant

Associate Secretary for Program and Religious Life  
Administrative Assistant  
Director of Meeting Relations  
Calm Quarterly Meeting Coordinator  
Concord Quarterly Meeting Coordinator  
Haddonfield Quarterly Meeting Coordinator  
Salem Quarterly Meeting Coordinator  
Upper Susquehanna Quarterly Meeting Coordinator  
Children's Religious Life Coordinator  
Middle School and Young Friends Coordinator  
Care and Aging Coordinator  
Friends in Education Coordinator  
PYM Sessions Coordinator (70%)  
Member Volunteer Coordinator (60%)

Associate Secretary for Business and Finance  
Administrative Assistant  
Controller  
Accountant  
Accountant (60%)  
Director of the Arch Street Meeting House  
Maintenance Person  
Maintenance Person  
Director of Communications  
Website Manager  
Director of Grant-making  
Grants Associate

Director of Annual Giving  
Administrative Assistant  
Database Coordinator (80%)



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**Staff Positions Proposed to Be Laid Down or Currently Vacant**

Accountant [40% of one position]  
Associate Secretary for Advancement and Communications  
Burlington Administrative Assistant (60%) [Currently vacant]  
Business Coordinator [Currently vacant]  
Communications Assistant  
Director of Burlington Meeting House and Conference Center  
Director of Program [Currently vacant]  
Eco-justice Coordinator (70%)  
Human Resources Coordinator (60%) [Vacant as of August 31, 2011]  
Interpretation and Volunteer Coordinator, Arch Street Meeting House (80%)  
Librarian [Vacant as of June 30, 2011]  
Young Adult Friends Coordinator (70%)  
Young Friends Coordinator

**Individuals Who Would Be Impacted By the Proposed Budget**

Cookie Caldwell [Young Friends Coordinator]  
Mary Anne Crowley [Communications Assistant]  
Sadie Forsythe [Young Adult Friends Coordinator]  
Michael Gagne [Eco-justice Coordinator]  
Wright Horne [Associate Secretary for Advancement and Communications]  
Celestine Richardson [Accountant]  
Carol Strawson [Director, Burlington Meeting House and Conference Center]  
Jay Worrall [Interpretation and Volunteer Coordinator]

**Programs Also Impacted**

Quarterly Meeting Coordinators [Each of the five programs would be cut some, reducing the overall funding by \$45,000, down from the program's currently funding level of \$180,000]

Support for the Military Tax Refusal Witness [It is proposed to reduce one accountant to 60% time which would mean that we could not support the Military Tax Refusal Witness].