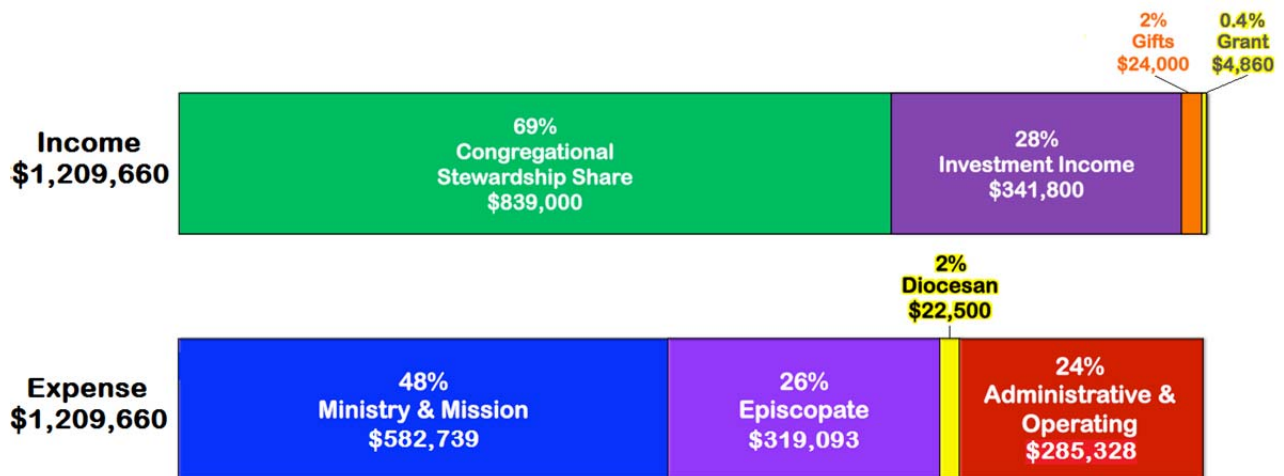




2016 Budget

The Diocesan Budget is a statement of our hopes and plans for our shared ministry for the coming year. We want to describe in this narrative that each line in the budget represents the stories and plans of our common mission. You will find the number budget that is referenced in this narrative at the end.

The Ways & Means Committee and the Board of Directors has listened at Convention, during intentional conversations, and at meetings over the past year. We have heard about ministries, the kind of connections that might be strengthened, the kinds of support congregations would like to give and receive, and what we hope we can do together. We built this budget based on what we have heard, and we believe that this budget includes many of those expectations. So, what do we plan to accomplish and how it is reflected in this budget?



EPISCOPAL DIOCESE OF IOWA ✠ *IN MISSION WITH CHRIST THROUGH EACH AND ALL*

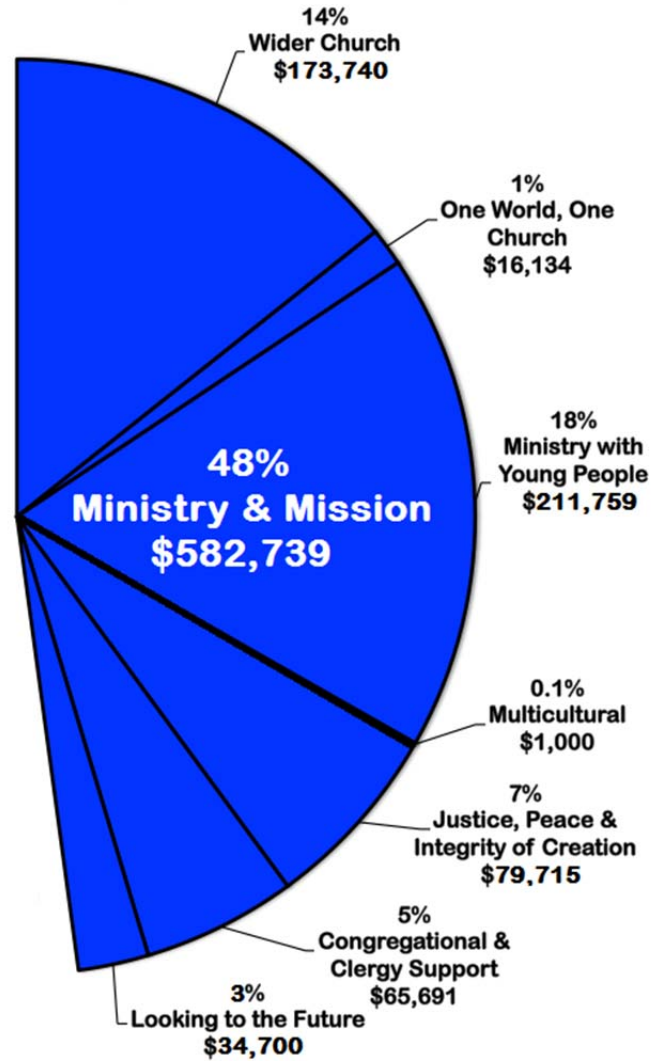
Ministry & Mission (lines 13-116)

We are called to make disciples. Although much of this important work is done by each congregation, there are also important ministries we do for our neighbors and ourselves by combining our efforts all together. In the budget, this category is *Mission & Ministry* and is 48% of the total budget at \$582,739. It is made up of the following areas:

- **Wider Church** (lines 14-17)
We support the Episcopal Church and our own region of Province VI for the larger structure and programs we share. Our 2016 Pledge to the Episcopal Church is calculated on a formula that is 16% of our 2014 adjusted income. Our pledge to Province VI will reduce to \$3,500, in part because the Synod meeting has changed from an annual meeting to one meeting every three years. This section is budgeted at \$173,740, which is 14% of the total budget.

- **One World One Church (OWOC)**
(lines 19-28)

This section describes our work in the world. This modest budget allows for resources and promotion for ecumenical and mission work—especially with our companion dioceses of Brechin, Swaziland and Nzara. Much of the financial support for the mission work we do with our companion dioceses is not through this budget, but is done through special offerings and fundraisers. The largest item in this section is the 0.07% of our budget that is reserved for International Mini-Grants that support the Millennium Development Goals. This section is budgeted at \$16,134 which is 1% of the total budget.



- **Ministry with Young People** (lines 30-78)

This ministry has been among the most visible and valued work of the Diocesan family, and includes formation programs and opportunities for children through young adults .

Young Adults (lines 31-50)

Diocesan ministry for young adults supports a Young Adult Missioner (one full-time position) and program. This developing work is can best be described as a network of support and leadership training for all young adults around the state from post-high school into their 30's. The college chaplaincies have transitioned to being parish-based and continue to coordinate with the Youth Adult Missioner.

Funding for this section is supplemented by several significant grants the Diocese of Iowa has received. Note that in the income section of this budget is a line for Roanridge Grant (line 9) of \$4,860 that helps offset the salary and benefits of the Young Adult Missioner (lines 33-36) for the first three months of 2016. Several other grants have also been received that help fund this program work.

Children and Youth (lines 51-77)

The younger members of our Diocese are served well with the oversight of the Youth Missioner (one 3/4-time position) and the Youth Ministry Development Team (YMDT). Resources include support for curriculums such as *Godly Play* and *Journey to Adulthood* (J2A), as well as access to materials through a Youth Library and Iowa Religious Media Services. Events for young people include *New Beginnings* and *Happening*, summer camp, participation in *Diocesan Convention*, the triennial *Episcopal Youth Event* (E.Y.E.), and *General Convention*. Supervised nursery care is also available at diocesan events.

Funding for the program lines for the Ministry with Young People (lines 56-76) comes from the Episcopal Camp and Conference Center (ECCC) investment funds, shown on line 5 in the income section of the budget. The total expense for Ministry with Young People is projected at \$211,759 which is 18% of the total budget.

- **Multicultural** (lines 80-82)

Although a very small portion of our budget (0.1% of the total budget), the Multicultural budget supports the required Anti-Racism trainings in the Diocese of Iowa.

- **Justice, Peace, Care of Creation (JPIC)** (lines 84-92)

This section of the budget supports our work among Native Americans through St. Paul's Indian Mission in Sioux City. This funding includes the cost of a full-time priest and operating aid. As St. Paul's Indian Mission strives to become more self-sufficient,

funding for Operating Aid (line 90) is being reduced \$1,200 in 2016. This section is 7% of the total budget at \$79,715.

The Chemical Dependency Program line that appears in this section (line 91) is for two *Pathways to Serenity Retreats* each year. They strive to be self-sufficient so although the expenses come through the Diocese, it is not funded.

- ***Congregational and Clergy Support*** (lines 94-110)

Through conversations this year we heard that one of the important things the Diocese does is provide connection opportunities and resources for congregations, clergy and individuals. This section includes many of these things.

The Communications Coordinator is now one 3/5-time position, combining responsibilities previously divided among multiple staff. Responsibilities include Editor of *Iowa Connections*, eNewsletters, the Diocesan website, publicity, and communications assistance with special projects.

A new line in this section is Collaborative Ministry Partnerships (line 101) that will include congregational support and events such as the Baptismal Living Day, regional conversations, Living Stones Partnership, Ministry Development, Recasting of Assets Process and vestry training. Because Living Stones Partnership is included in this line, it is no longer funded as a separate line item (line 103).

Education opportunities for lay and clergy development include the annual *Summer Ministry School & Retreat* that provides learning tracks for about 150 children, youth and adults over a weekend each summer; and *E-Seminary* that provides online theological courses for personal development, preparation for ordination, and continuing education.

This section also includes resources for Stewardship and Altar Guild resources, as well as opportunities for clergy development.

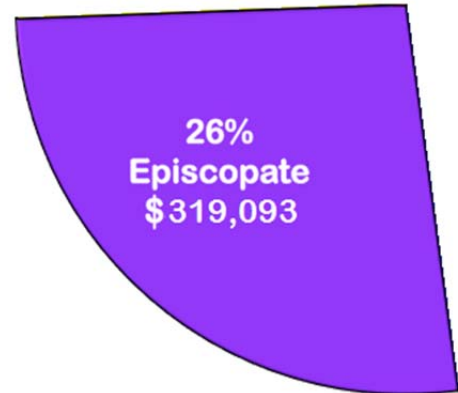
Support for Congregations & Clergy is projected to be \$65,691 or 5% of the total budget.

- ***Looking to the Future*** (lines 112-114)

Indaba Initiatives allow room in the budget for new ideas and other needs not funded elsewhere in the budget. The Bishop and the Board of Directors will continue to listen and define needs and other emerging opportunities for support in 2016. The addition of \$4,700 to line 113 increases it to \$34,700. It is 3% of the total budget.

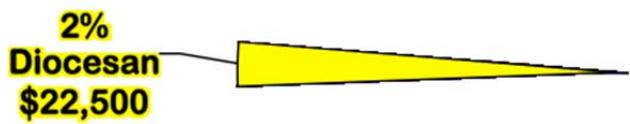
Episcopate (lines 118-137)

We provide for our common ministry through the *Episcopate*. The Bishop is our chief, visible and spiritual link to each other, and gives us important links to the greater Episcopal Church, its traditions and its mission. This category includes the salary and benefits for the bishop, his two primary assistants, and travel expenses. The work of the Commission on Ministry helps with the ordering of ministry in this diocese. The Episcopate is budgeted at \$319,093 or 26% of the total budget.



Diocesan (lines 139-145)

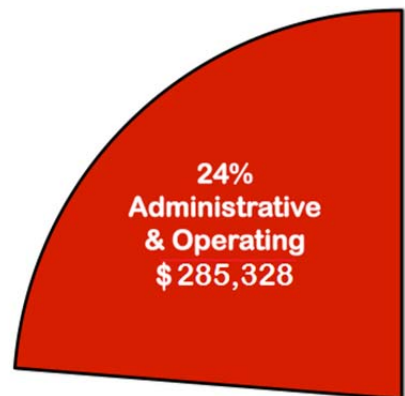
As a Diocese we must hold an annual convention and publish a Journal. In 2016 we anticipate that the publication of the Journal will be primarily distributed through electronic media, so line 141 has been reduced.



We also provide representation to the triennial General Convention and Province VI Synod, and have Diocesan governing boards, commissions and committees that provide oversight and organization for our work together. This small slice is 2% of the total budget, or \$22,500.

Administrative & Operating (lines 147-166)

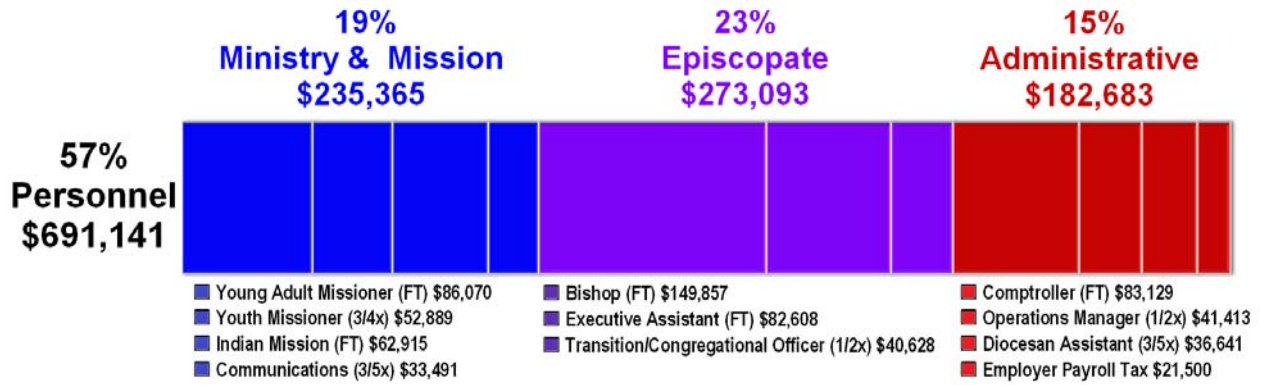
The final section of the budget provides the grease that makes much of our shared work possible. These expenses include financial and administrative personnel; office expenses that include business equipment, fees, subscriptions, supplies, postage and telephone; the utilities and maintenance for the office located in Des Moines; the expense of an annual audit; and insurance for property and liability. It makes up 24% of the budget or \$285,328.



Personnel

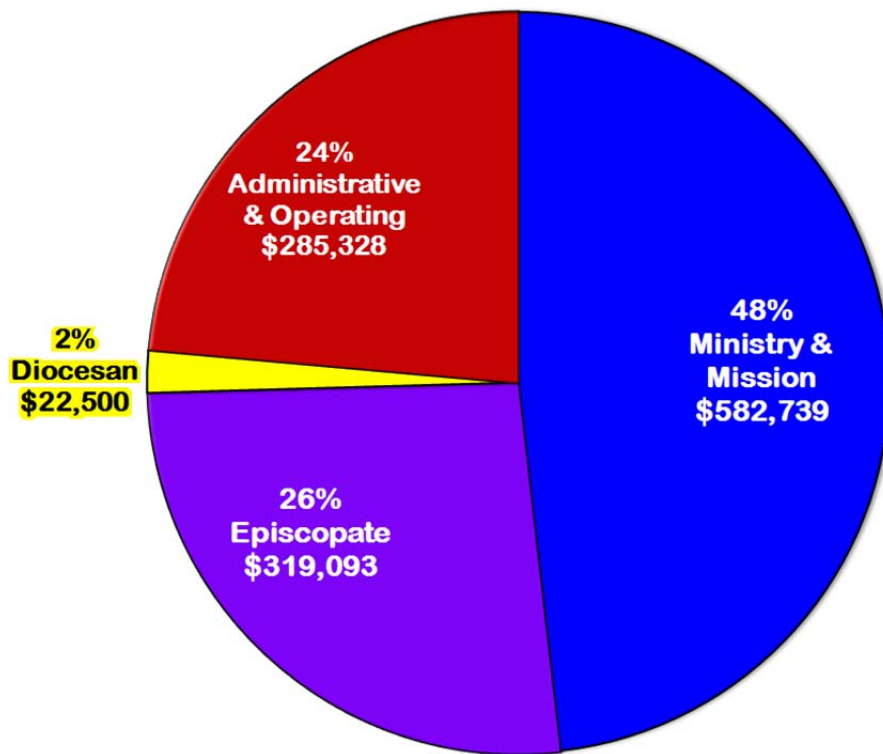
All salaries for 2016 include a 1.7% increase. Because there is no increase in our health insurance rates for 2016, and a modest 4% increase in dental insurance rates, the benefits lines for personnel have been adjusted to reflect this.

In this budget, personnel costs are included in the ministry sections that best describe the primary responsibilities. Personnel costs include salaries, clergy housing, pension, and health insurance. The total cost of personnel in this budget is \$691,141 or 57% of the budget.



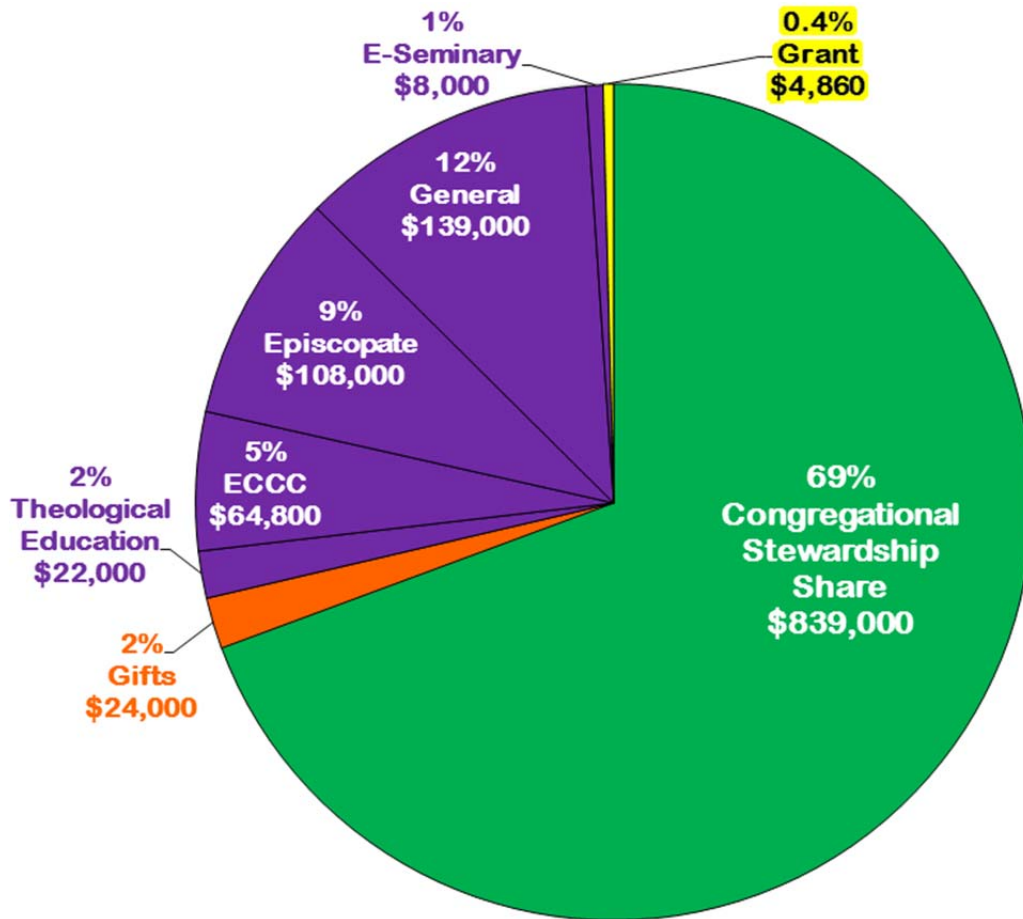
Total Expense

The expenses in the 2016 budget total \$1,209,660.



INCOME

Having set out the work we hope and expect to do together, this budget challenges us to provide the resources to make the vision possible (lines 1-10). The income needed to support the work and ministries described is \$1,209,660.



The Diocese receives two major streams of income: The Stewardship Share pledged by congregations (69%), and investment income (28%). Gifts & Other Income and a portion of a Roanridge Grant that will be used to supplement the salary and benefits of the Young Adult Missioner make up the remaining percentage of income.

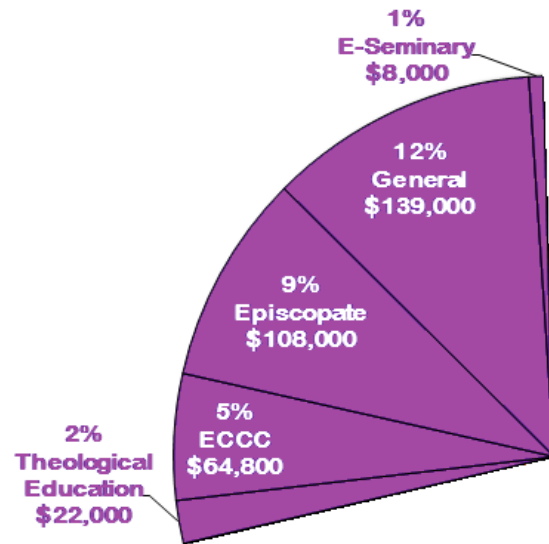
The Stewardship Share uses a formula adopted by convention in 2006 that starts with the previous year's operating income as reported on the Parochial Report, reduced by clergy exclusion (\$71,717 for full-time clergy, a percentage of this for part-time clergy, with a minimum of \$6,000 for congregations with supply clergy). The stewardship share is then calculated at 20% of this adjusted operating income. For 2016, the calculated amount for the Congregational Stewardship Share is \$913,990, however this budget uses an estimated

congregational support figure of \$839,000. Your congregation's Stewardship Share support is a vital part of what we are able to accomplish together.

Investment Income is reflected in the budget as Theological Education, ECCC (Episcopal Camp & Conference Center), Episcopate Fund, General Investment, and E-Seminary Income. Together these make up 28% of budgeted income.

The income budgeted as ECCC Income for Youth Ministries (line 5) equals the amount needed to fund the Children & Youth travel and program expense (lines 58-77) of the budget.

The investment income lines of Theological Education, General Investment income and E-Seminary Income (lines 4, 7, and 8) will be drawn at 5%. The anticipated draw for Episcopate Fund Income (line 6) is at 6% for 2016 to more fully fund the Episcopate Functions.



Gifts & Other Income is undesignated income we receive from other sources used for budget purposes and is budgeted at 2% of income.

Grant (line 9) is a Roanridge Grant received in 2015 of which \$4,860 will be used to offset the salary and benefits of the Young Adult Missioner for the first three months of 2016 (lines 33-36).

Questions or comments about this budget may be directed to your delegates to the 2015 Convention, your representatives to the Board of Directors, or to your Diocesan Treasurer or Comptroller.

In Christ,

William H. Smith, Jr.
Treasurer

Anne Wagner
Comptroller

**EPISCOPAL DIOCESE OF IOWA
2016 APPROVED BUDGET**

As of 10/23/2015

	(Audited) 2014 ACTUAL	2014 BUDGET	(Adjusted) 2015 BUDGET	PROPOSED 2016 BUDGET
1 INCOME				
2 Congregational Stewardship Share	805,930	822,000	825,544	839,000
3 Gifts & Other Income	36,314	32,000	21,000	24,000
4 Theological Education Income	22,000	22,000	22,000	22,000
5 ECCC Income for Youth Ministries	99,639	106,400	128,389	64,800
6 Episcopate Fund Income	119,000	119,000	118,000	108,000
7 General Investment Income	124,109	123,856	125,000	139,000
8 E-Seminary Income	7,017	10,000	10,000	8,000
9 Roanridge Grant				4,860
10 TOTAL INCOME	1,214,009	1,235,256	1,249,933	1,209,660
12 EXPENSES				
13 MINISTRY & MISSION				
14 WIDER CHURCH				
15 Pledge to Episcopal Church	185,052	185,052	190,984	170,240
16 Province VI Synod Assessment	4,500	4,500	4,500	3,500
17 TOTAL WIDER CHURCH	189,552	189,552	195,484	173,740
19 ONE WORLD ONE CHURCH				
20 Ecumenical & Interfaith	1,402	1,500	1,500	1,500
21 Global Episcopal Mission Network	1,767	1,700	1,700	1,700
22 Episcopal Young Adult Service Corps	1,000	1,000	1,000	1,000
23 Episcopal Relief and Development Travel	1,183	1,200	1,200	1,200
24 Convention Exhibit Expenses	300	300	300	300
25 Projects	1,000	1,000	0	0
26 Companion Travel & Event Expenses	2,170	3,000	3,000	2,000
27 Millennium Development Goals - Mini-Grants	8,424	8,647	8,750	8,434
28 TOTAL ONE WORLD ONE CHURCH	17,247	18,347	17,450	16,134
30 MINISTRY WITH YOUNG PEOPLE				
31 Young Adults				
32 Young Adult Missioner				<i>(One FT position)</i>
33 Salary	42,075	42,192	42,075	55,542
34 Pension	3,787	3,797	3,787	9,998
35 Health/Life Insurance	17,184	16,230	17,100	20,530
36 Travel /Conferences	7,905	9,000	9,500	6,000
37 Young Adult Program			5,000	2,000
38 Chaplain-University of Iowa				
39 Salary	28,502	28,502	14,251	0
40 Pension	5,193	5,130	2,565	0
41 Health Insurance	9,564	8,870	4,800	0
42 Chaplain-Iowa State University				
43 Salary	24,973	24,973	12,487	0
44 Chaplain-University of Northern Iowa				
45 Salary	13,536	13,536	6,768	0
46 Pension	2,267	2,217	1,218	0

**EPISCOPAL DIOCESE OF IOWA
2016 APPROVED BUDGET**

As of 10/23/2015

	(Audited) 2014 <u>ACTUAL</u>	2014 <u>BUDGET</u>	(Adjusted) 2015 <u>BUDGET</u>	PROPOSED 2016 <u>BUDGET</u>	
47	Program & Office - University of Iowa	6,000	6,000	3,000	0
48	Program & Office - Iowa State University	6,000	6,000	3,000	0
49	Program & Office - University of Northern Iowa	6,000	6,000	3,000	0
50	SUBTOTAL Young Adults	<u>172,985</u>	<u>172,448</u>	<u>128,551</u>	<u>94,070</u>
51	Children & Youth				
52	Youth Missioner				<i>(One 3/4x position)</i>
53	Salary	26,000	26,000	26,000	39,663
54	Pension	1,248	2,340	2,340	3,570
55	Medical/Life Ins.	6,429	6,100	6,580	9,656
56	Travel /Conferences	10,502	9,000	6,000	6,000
57	Training Participation	9,673	10,000	10,000	10,000
58	Outdoor Ministries Program	12,509	13,000	13,000	13,000
59	Diocesan Events for Young People	6,754	5,800	5,800	5,800
60	Scholarship for Youth Events	160	3,000	3,000	3,000
61	Iowa Religious Media Center	2,000	2,000	2,000	2,000
62	Journey to Adulthood (J2A) Sponsorship	4,000	2,600	4,000	4,000
63	Journey to Adulthood (J2A) Development/Event	0	500	500	500
64	Publicity	129	200	200	200
65	Website/Media Development	0	1,000	1,000	1,000
66	Happening	126	4,000	4,000	4,000
67	Diocesan Convention - Youth Delegates	2,357	3,500	3,500	3,500
68	General Convention Reserve				2,000
69	Operation & Travel	2,033	1,500	1,500	1,500
70	Sound System Maintenance	0	500	500	500
71	Youth Ministries Library	551	500	500	500
72	Resource Mailing Costs	0	300	300	300
73	Godly Play Development	376	1,500	1,500	1,500
74	New Beginnings	1,180	2,000	2,000	2,000
75	Nursery Care at Diocesan Events	2,417	1,500	1,500	1,500
76	Episcopal Youth Event (EYE) Designated Fund	865	2,000	2,000	2,000
77	SUBTOTAL Children & Youth	<u>89,308</u>	<u>98,840</u>	<u>97,720</u>	<u>117,689</u>
78	TOTAL MINISTRY WITH YOUNG PEOPLE	<u>262,293</u>	<u>271,288</u>	<u>226,271</u>	<u>211,759</u>
79					
80	MULTICULTURAL				
81	Multicultural Commission/Anti-Racism	0	1,000	1,000	1,000
82	TOTAL MULTICULTURAL	<u>0</u>	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
83					
84	JUSTICE, PEACE, CARE OF CREATION				
85	St. Paul's Indian Mission				<i>(One FT position)</i>
86	Salary & Housing	52,044	52,594	52,594	53,488
87	Pension	0	4,000	0	0
88	Health/Life Insurance	12,836	9,100	9,800	9,427
89	Travel /Conferences	13,834	3,000	5,500	6,000
90	St. Paul's Indian Mission Operating Aid	12,000	12,000	12,000	10,800
91	Chemical Dependency Program	2,566	0	0	0
92	TOTAL JUSTICE, PEACE, CARE OF CREATION	<u>93,279</u>	<u>80,694</u>	<u>79,894</u>	<u>79,715</u>
93					

**EPISCOPAL DIOCESE OF IOWA
2016 APPROVED BUDGET**

As of 10/23/2015

	(Audited) 2014 ACTUAL	2014 BUDGET	(Adjusted) 2015 BUDGET	PROPOSED 2016 BUDGET
94	CONGREGATIONAL & CLERGY SUPPORT			
95	Communications Coordinator <i>(One 3/5x position)</i>			
96	23,519	23,500	23,520	30,510
97	2,117	2,115	2,117	2,746
98	7,418	7,185	7,550	235
99				3,000
100	9,154	7,000	12,000	10,000
101				6,000
102	4,374	2,500	3,500	3,000
103	1,991	2,000	2,500	0
104	1,137	3,000	3,000	3,000
105	75	1,000	3,000	1,500
106	182	500	200	200
107	500	500	500	500
108	3,932	4,000	4,000	4,000
109	0	1,200	1,000	1,000
110	54,398	54,500	62,887	65,691
111				
112	LOOKING TO THE FUTURE			
113			40,000	34,700
114			40,000	34,700
115				
116	616,768	615,380	622,986	582,739
117				
118	EPISCOPATE			
119	Bishop <i>(One FT position)</i>			
120	114,077	110,877	110,877	112,762
121	19,958	19,816	19,958	20,297
122	21,410	20,700	21,350	16,798
123	25,988	22,000	22,000	25,000
124	Executive Assistant to the Bishop <i>(One FT position)</i>			
125	55,583	54,000	56,000	56,952
126	4,995	4,860	5,040	5,126
127	21,457	20,700	21,350	20,530
128	Transition/Congregational Officer <i>(One 1/2x position)</i>			
129	15,000	15,000	15,000	30,510
130	2,700	500	2,700	5,492
131	5,251		5,250	4,626
132	5,783	3,000	3,500	6,000
133	3,754	2,000	2,000	2,000
134	1,822	2,000	2,000	3,000
135	1,000	1,000	0	0
136	10,000	10,000	10,000	10,000
137	308,780	286,453	297,025	319,093
138				

**EPISCOPAL DIOCESE OF IOWA
2016 APPROVED BUDGET**

As of 10/23/2015

	(Audited) 2014 <u>ACTUAL</u>	2014 <u>BUDGET</u>	(Adjusted) 2015 <u>BUDGET</u>	PROPOSED 2016 <u>BUDGET</u>
139 DIOCESAN				
140 Diocesan Convention Expense	7,311	7,000	8,000	8,000
141 Printing - Journal & Report Booklet	8,693	6,000	9,000	2,000
142 General Convention Expense Reserve	7,000	7,000	7,000	8,500
143 Province VI Synod Expense	1,000	1,000	1,000	1,000
144 Board/Task Force/Ad-Hoc Committee Expense	3,328	2,000	2,250	3,000
145 TOTAL DIOCESAN	<u>27,331</u>	<u>23,000</u>	<u>27,250</u>	<u>22,500</u>
146				
147 ADMINISTRATIVE & OPERATING				
148 Comptroller				<i>(One FT position)</i>
149 Salary	60,418	43,685	56,000	56,952
150 Pension	5,628	3,932	5,040	5,126
151 Health/Life Insurance	25,379	20,700	21,000	21,051
152 Travel /Conferences			3,500	5,645
153 Operations Manager				<i>(One 1/2x position)</i>
154 Salary	28,958	50,831	26,000	26,442
155 Pension	3,891	4,575	4,680	4,760
156 Health/Life Insurance	11,039	20,700	10,675	10,211
157 Diocesan Assistant				<i>(One 3/5x position)</i>
158 Salary	26,080	37,000	37,384	21,748
159 Pension	1,925	3,330	3,365	1,957
160 Health/Life Insurance	15,888	16,670	17,500	12,936
161 Employer Payroll Tax	19,664	23,000	20,528	21,500
162 Office Expense	37,147	34,000	40,000	38,000
163 Diocesan House Maintenance and Utilities	25,848	18,000	21,000	23,000
164 Audit Expense	15,436	15,000	15,000	16,000
165 Property/Casualty/Liability Insurance	16,853	19,000	21,000	20,000
166 TOTAL ADMINISTRATIVE & OPERATING	<u>294,152</u>	<u>310,422</u>	<u>302,672</u>	<u>285,328</u>
167				
168 TOTAL EXPENSES	<u>1,247,031</u>	<u>1,235,256</u>	<u>1,249,933</u>	<u>1,209,660</u>
169				
170 RECEIPTS OVER(UNDER) EXPENSES	<u>(33,022)</u>	<u>0</u>	<u>0</u>	<u>0</u>