

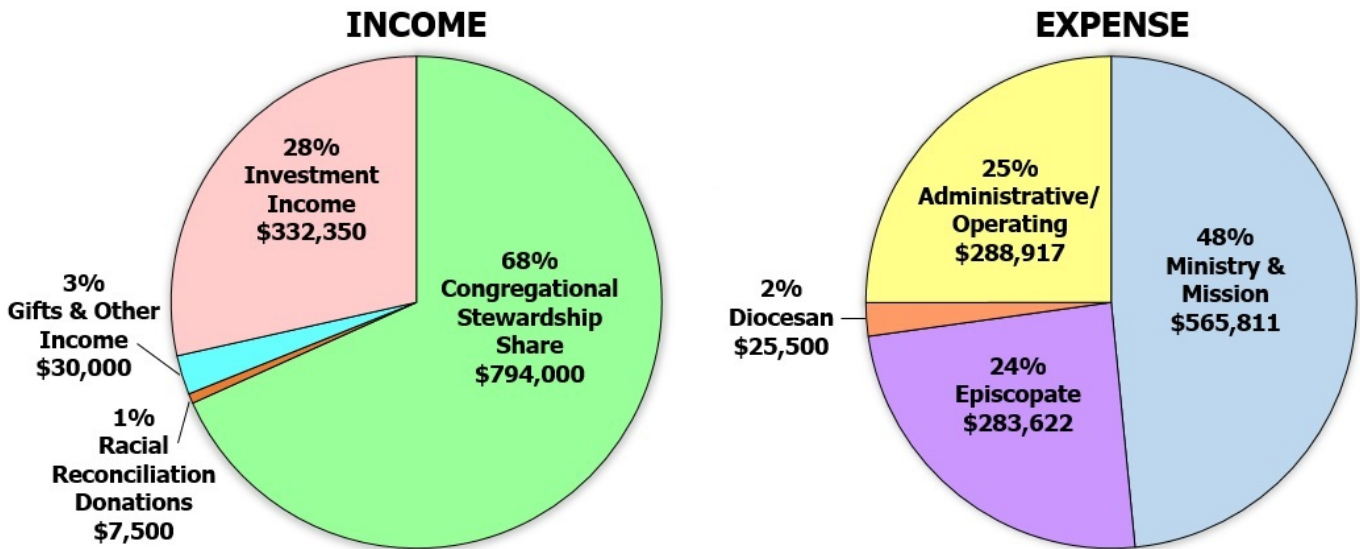
**Narrative
2019 Budget**

Approved October 27, 2018

The Diocesan Budget is a statement of our hopes and plans for the coming year for our common ministry as the Episcopal Diocese of Iowa, “in mission with Christ through each and all.” This narrative is a companion to the number budget found at the end of this document.

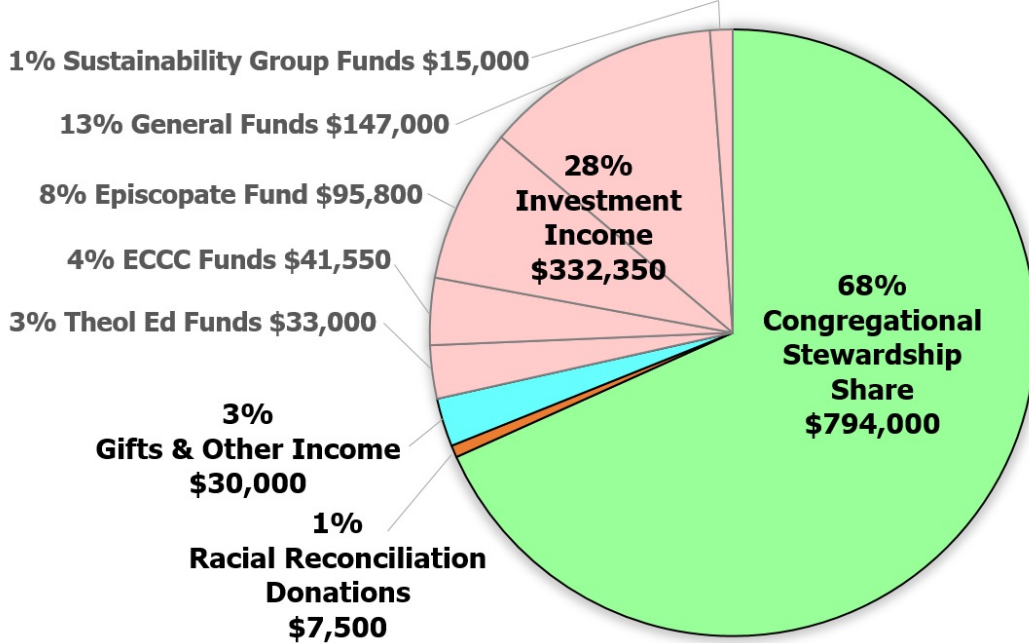
The Diocesan Budget Process begins in the spring with the Ways & Means Committee working with the Board of Directors to create a draft discussion budget. During the late summer this draft discussion budget is made available for review and comments. After considering input and updated information, the Board of Directors approves a proposed budget at their September meeting that is presented to delegates for approval at Diocesan Convention in October.

**2019 Proposed Budget
\$1,163,850**



Included in this budget are 3% cost of living increases for St. Paul’s Indian Mission, Bishop, Executive Assistant to the Bishop, Comptroller, Operations Manager, and Diocesan Assistant. Other positions in the budget reflect negotiated salaries because of staffing changes. Health insurance lines have an average increase of 3.5% over 2018.

INCOME



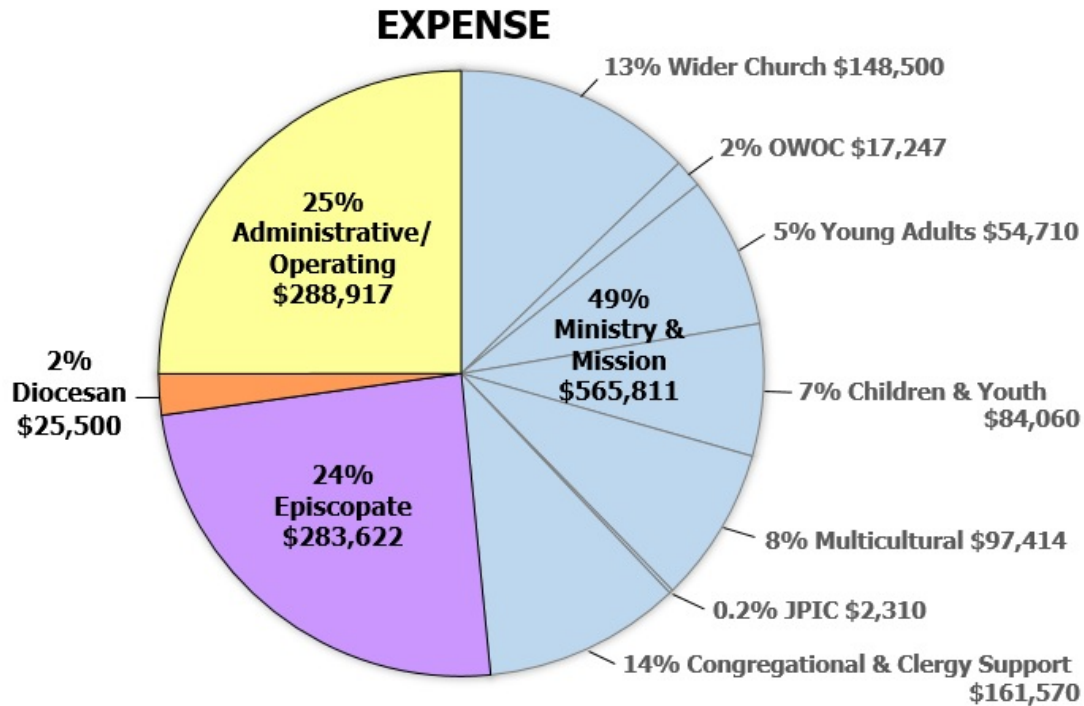
1	INCOME	
2	Congregational Stewardship Share	794,000
3	Multi-cultural/Racial Reconciliation Donations	7,500
4	Gifts & Other Income	30,000
5	Theological Education Investment Income	33,000
6	ECCC Income for Youth Ministries	41,550
7	Episcopate Fund Investment Income	95,800
8	General Investment Income	147,000
9	Sustainability Group Investment Income	15,000
11	TOTAL INCOME	1,163,850

The Stewardship Share (line 2) uses a formula adopted by convention in 2006 that is 20% of the previous year's adjusted operating income, with a maximum increase of 10% over the previous year's asking. For 2019, the calculated amount for the Congregational Stewardship Share is \$916,178, however this budget estimates congregational pledges of \$794,000. Your congregation's Stewardship Share support is a vital part of what we are able to accomplish together.

The Multicultural/Racial Reconciliation Donation (line 3) is new in the 2019 budget. This line reflects anticipated donations for *Beloved Community*, our diocesan racial reconciliation ministry located at Old Brick in Iowa City. Grants provided the seed money for this growing ministry and this income line corresponds with the expense line 72.

Gifts & Other Income (line 4) is undesignated income we receive from trusts and other sources used for budget purposes.

Investment Income (lines 5-9) totals \$332,350 and consists of income drawn from invested funds. Theological Education (line 5) and General Investment income (line 8) are drawn at 5% of a 3-year rolling average. ECCC Income for Youth Ministries (line 6) is a 6.5% draw for 2019—down from 8% in 2018. It equals the amount needed to fund the Children & Youth travel and program expense of the budget (lines 46-62). This is indicated by the boxes in the number budget. The draw for Episcopate Fund Income (line 7) is 5.75%, to more fully fund the Episcopate functions. The Sustainability Group is our socially invested funds and a 2% draw on the income (line 9) is new for 2019.



Ministry & Mission is the expense section of the budget that reflects many of the important ministries we do for our neighbors and ourselves. By combining our resources and efforts we are able to do some things better together than each can do alone. The following areas make up Ministry & Mission:

Wider Church

We are part of The Episcopal Church and we support the larger church with an anticipated pledge of \$147,000. This is 15% of our 2017 adjusted operating income. We are also part of Province VI and we support this work.

15	WIDER CHURCH	
16	Pledge to Episcopal Church	147,000
17	Province VI Synod Assessment	1,500
18	TOTAL WIDER CHURCH	148,500

One World One Church (OWOC)

OWOC represents our work in the world. This modest budget allows for resources and promotion for ecumenical and mission work. Much of the financial support for the mission work we do with our

companion dioceses of Swaziland, Nzara and Brechin is through special offerings and fundraisers. Funding for Swaziland Neighborhood Care Points is restored in 2019. The largest item in this section is the 0.07% of our budget that is reserved for Mini-Grants for international development projects that support the United Nations' Sustainable Development Goals.

20	ONE WORLD ONE CHURCH	
21	Ecumenical & Interfaith	1,500
22	Global Episcopal Mission Network	1,700
24	Episcopal Relief and Development Travel	600
25	Convention Exhibit Expenses	300
27	Swaziland Neighborhood Care Points	5,000
28	Sustainable Development Goals - Mini-Grants	<u>8,147</u>
29	TOTAL ONE WORLD ONE CHURCH	17,247

Young Adults Ministry

This section will fund a Young Adult Missioner position and program funds to continue to support young adults, diocesan and congregational leaders and campus ministries in developing young adult ministry and leadership.

31	YOUNG ADULT MINISTRY	
32	Young Adult Missioner (0.5 FTE)	
33	Salary & Housing	34,000
34	Pension	6,120
35	Health/Life Insurance	9,090
36	Travel/Conferences	3,000
37	New Initiatives Ministry Development	-
38	Young Adult Ministry Development	<u>2,500</u>
39	TOTAL YOUNG ADULT MINISTRY	54,710

Children and Youth

The younger members of our Diocese are served well through the oversight of the Youth Missioner and the Youth Ministry Development Team (YMDT). In 2019 the Youth Missioner staff position will remain a 3/4-time position. Program funding provides for youth and adult trainings and youth events. Funding for Nursery Care at Diocesan Events (line 61) is moved to the Congregational & Clergy Support section (line 95). Funding for the Children & Youth program lines (lines 46-62) is drawn from the ECCC investment funds (Line 6 in the income section of the budget). For 2019 this draw will be 6.5% (down from 8% draw in previous years).

41	CHILDREN & YOUTH MINISTRY	
42	Youth Missioner (0.5 FTE)	
43	Salary	39,000
44	Pension	3,510
45	Medical/Life Ins.	-
46	Travel/Conferences	4,000
47	Training Participation	5,000
48	Outdoor Ministries Program	13,000
49	Diocesan Events for Young People	2,000
50	Scholarship for Youth Events	4,500

52	Journey to Adulthood (J2A) Sponsorship	-
53	Publicity	200
54	Happening	2,500
55	Diocesan Convention - Youth Delegates	2,500
56	General Convention Reserve	2,000
57	Operation & Travel	1,500
58	Youth Ministries Library	150
59	Godly Play Development	200
60	New Beginnings	2,000
61	Nursery Care at Diocesan Events	-
62	Episcopal Youth Event (EYE) Reserve	2,000
63	TOTAL CHILDREN & YOUTH	<u>84,060</u>

Multicultural

The funding provided for St. Paul’s Indian Mission in Sioux City is moved here from the Justice, Peace, Care of Creation section (lines 66-70). This support provides for a full-time priest and operating aid.

Our developing diocesan racial reconciliation ministry, *Beloved Community* is located at Old Brick in Iowa City (<https://becomingbelovedcommunity.org/>). Grants received in 2017 and 2018 provided the seed money for this ministry. Events have included Dismantling Racism Trainings, Freedom School 360 Training, and a number of community conversations. Grants and anticipated donations will help provide continued funding in 2019. This expense line equals the income line 3.

65	MULTICULTURAL	
66	St. Paul's Indian Mission (1 FTE)	
67	Salary & Housing	56,195
68	Pension	10,115
69	Health/Life Insurance	10,104
70	Travel/Conferences	3,000
71	St. Paul's Indian Mission Operating Aid	10,000
72	Multicultural/Racial Reconciliation	8,000
73	TOTAL MULTICULTURAL	<u>97,414</u>

Justice, Peace, Care of Creation (JPIC)

Support for St. Paul’s Indian Mission moved to the Multicultural section. This section now provides funding for two new lines, Creation Stewards (line 76) and Faith in Action (line 77). The Diocesan Chemical Dependency Program sponsors two Pathways to Serenity Retreats each year. A small amount of funding was restored for 2019.

75	JUSTICE, PEACE, CARE OF CREATION	
76	Creation Stewards	1,000
77	Faith in Action	1,000
78	Chemical Dependency Program	310
79	TOTAL JUSTICE, PEACE, CARE OF CREATION	<u>2,310</u>

Congregational and Clergy Support

An important part of our ministry with each other is connection and support. Included in this section are two staff positions as well as funding for diocesan communication, collaborative ministry, education opportunities, and resources for congregations and clergy:

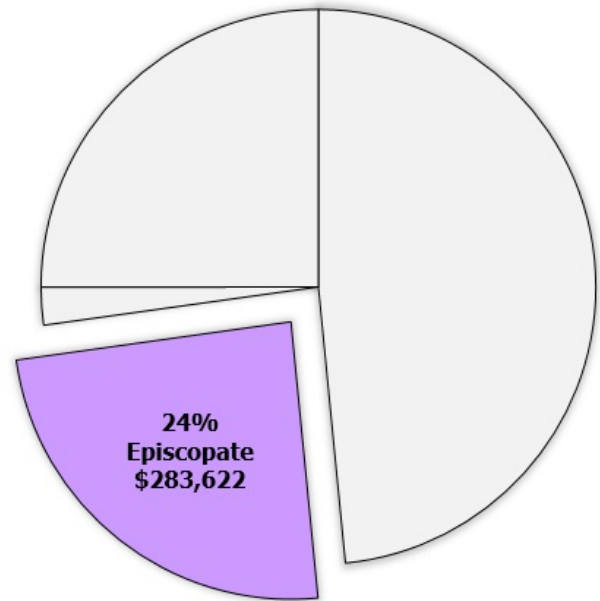
- The Missioner for Congregational Development & Transitions (one 1/2-time position) is a resource for all congregations in Iowa, as well as works closely with congregations during clergy transitions.
- The Missioner for Communication, Reconciliation and New Initiatives (one full-time position) serves as Editor of Iowa Connections magazine, eNewsletters, the Diocesan website, publicity, communications assistance with special projects, and a resource for congregations. She is involved in the developing reconciliation work through *Beloved Community*; and since September 1, 2018 is providing support for New Initiative work such as the Way Station, a brand new start up ministry located in Spencer.
- Collaborative Ministry Partnerships include funding for Ministry Development and the Living Stones Partnership, as well as special training events and resources.
- The annual Summer Ministry School & Retreat provides learning tracks for about 150 children, youth and adults over a weekend each summer.
- Additional resources for congregations include access to Iowa Religious Media Services (IRMS), older adult ministry, stewardship, Altar Guild, and Nursery Care at Diocesan Events (moved from Children & Youth section).
- Clergy benefit from conferences and special gatherings throughout the year.

81	CONGREGATIONAL & CLERGY SUPPORT	
82	Missioner-Congregational Development/Transitions (0.5 FTE)	
83	Salary	34,000
84	Pension	6,120
85	Health Insurance	9,090
86	Travel/Conferences	6,000
87	Missioner-Communication Reconciliation, New Initiatives (1 FTE)	
88	Salary	62,000
89	Pension	11,160
91	Travel/Conferences	6,000
92	Communication Expenses	6,000
93	Collaborative Ministry Partnerships	4,000
94	Summer Ministry School & Retreat	2,500
95	Nursery Care at Diocesan Events	4,000
96	Iowa Religious Media Services	2,000
98	Older Adult Ministry Development Team	1,000
99	Stewardship	1,500
100	Diocesan Altar Guild	200
101	Council of Deacons	500
102	Clergy Conference/Clergy Family	4,500
103	New Clergy Development	1,000
104	TOTAL CONGREGATIONAL & CLERGY SUPPORT	<u>161,570</u>
105	TOTAL MINISTRY & MISSION	<u>565,811</u>

Episcopate

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 and his Executive Assistant.

Also included in this section is the work of the Commission on Ministry that helps with the ordering of ministry in this diocese, and reserve funding for Lambeth Conference and Episcopate Election.

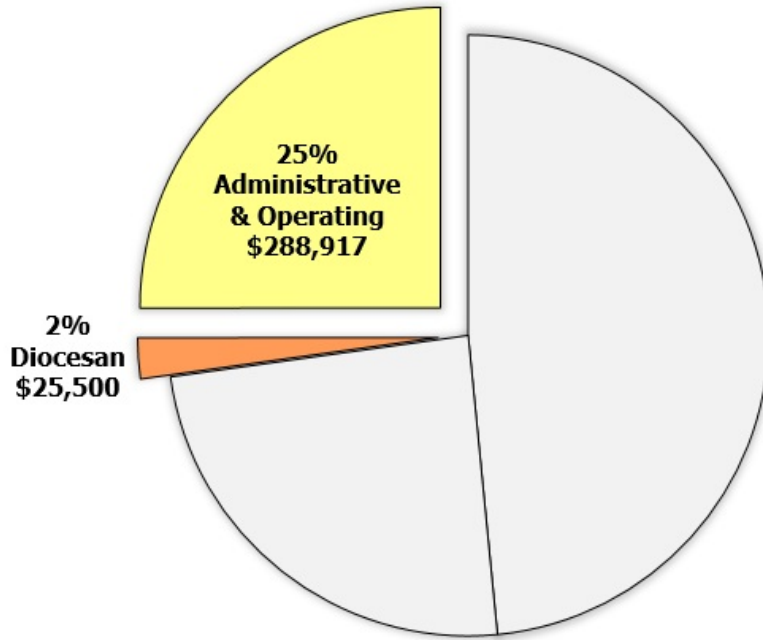


107	EPISCOPATE	
108	Bishop (1 FTE)	
109	Salary & Housing	118,000
110	Pension	21,239
111	Health/Life Insurance	8,540
112	Travel/Conferences	28,000
113	Executive Assistant to the Bishop (1 FTE)	
114	Salary	59,830
115	Pension	5,385
116	Health/Life Insurance	28,628
117	Staff Travel/Conferences/Continuing Education	1,500
118	Commission on Ministry	4,000
119	Lambeth Conference Travel Reserve	2,500
120	Episcopate Election Reserve	6,000
121	TOTAL EPISCOPATE	<u>283,622</u>

Diocesan

This section of the budget provides for those things we must do as a Diocese. We must hold an annual convention and publish a Journal. Since 2016 the Journal is being distributed through electronic media. 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.

123	DIOCESAN	
124	Diocesan Convention Expense	10,000
125	Publishing Journal & Report Booklet	2,000
126	General Convention Deputy Travel Reserve	10,000
128	Board/Task Force/Ad-Hoc Committee Expense	3,500
129	TOTAL DIOCESAN	<u>25,500</u>



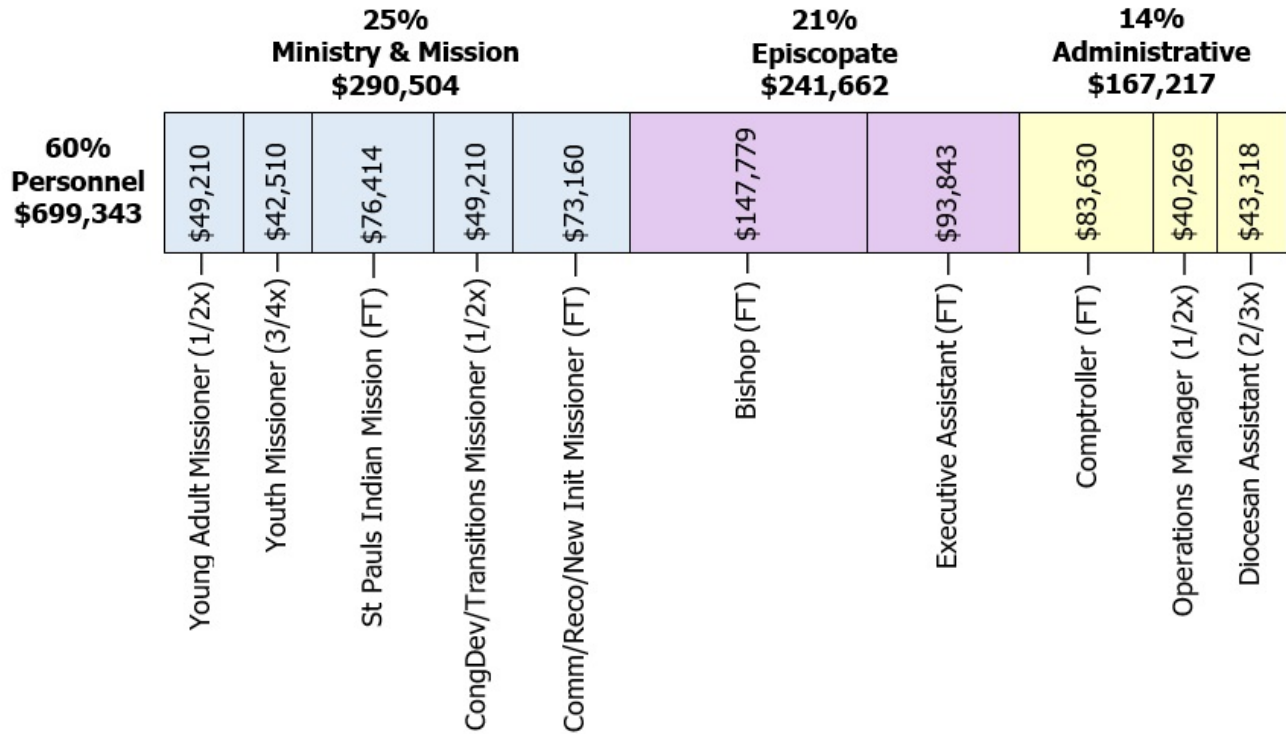
Administrative & Operating

The final section of the operating 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.

131	ADMINISTRATIVE & OPERATING	
132	Comptroller (1 FTE)	
133	Salary	59,830
134	Pension	5,385
135	Health/Life Insurance	18,415
136	Travel/Conferences	3,500
137	Operations Manager (0.5 FTE)	
138	Salary	27,777
139	Pension	5,000
140	Health/Life Insurance	7,492
141	Diocesan Assistant (0.6 FTE)	
142	Salary	22,848
143	Pension	2,055
144	Health/Life Insurance	18,415
145	Employer Payroll Tax	13,200
146	Office Expense	40,000
147	Diocesan House Maintenance and Utilities	25,000
148	Audit Expense	18,000
149	Property/Casualty/Liability Insurance	22,000
150	TOTAL ADMINISTRATIVE & OPERATING	<u>288,917</u>
151	TOTAL EXPENSES	<u>1,163,850</u>

Personnel

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 Board has recognized a need for additional financial administrative support, especially as we move into the diocesan fundraising campaign; that support will initially be funded as an expense of the campaign rather than through this operating budget.

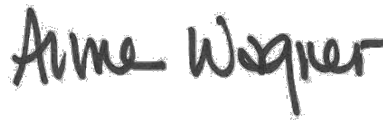


This budget is an expression of our common ministry and challenges us to provide the resources that make this ministry possible. For questions or comments about the 2019 Budget, contact us at 515-277-6165 or diocese@iowaepiscopal.org.

In Christ,



William H. Smith, Jr.
Treasurer



Anne Wagner
Comptroller

2019 BUDGET

Approved by Convention 10/27/2018

	2019 APPROVED BUDGET	2018 APPROVED BUDGET	2017 ACTUAL AUDITED
1 INCOME			
2 Congregational Stewardship Share	794,000	792,579	780,588
3 Multi-cultural/Racial Reconciliation Donations	7,500		
4 Gifts & Other Income	30,000	30,000	28,586
5 Theological Education Investment Income	33,000	32,100	22,000
6 ECCC Income for Youth Ministries	41,550	55,000	45,731
7 Episcopate Fund Investment Income	95,800	97,000	105,000
8 General Investment Income	147,000	140,000	140,461
9 Sustainability Group Investment Income	15,000		
10 E-Seminary Income			8,115
11 TOTAL INCOME	1,163,850	1,146,679	1,130,481
12			
13 EXPENSES			
14 MINISTRY & MISSION			
15 WIDER CHURCH			
16 Pledge to Episcopal Church	147,000	153,457	162,000
17 Province VI Synod Assessment	1,500	1,500	2,500
18 TOTAL WIDER CHURCH	148,500	154,957	164,500
19			
20 ONE WORLD ONE CHURCH			
21 Ecumenical & Interfaith	1,500	1,000	1,356
22 Global Episcopal Mission Network	1,700	1,200	952
23 Episcopal Young Adult Service Corps	0	0	0
24 Episcopal Relief and Development Travel	600	700	0
25 Convention Exhibit Expenses	300	300	150
26 Companion Dioceses Travel & Events	0	0	2,000
27 Swaziland Neighborhood Care Points	5,000	0	5,000
28 Sustainable Development Goals - Mini-Grants	8,147	8,035	7,978
29 TOTAL ONE WORLD ONE CHURCH	17,247	11,235	17,436
30			
31 YOUNG ADULT MINISTRY			
32 Young Adult Missioner (0.5 FTE)			
33 Salary, SS Offset & Housing	34,000	59,053	59,053
34 Pension	6,120	10,630	10,630
35 Health/Life Insurance	9,090	27,507	17,426
36 Travel/Conferences	3,000	6,000	9,868
37 New Initiatives Ministry Development	0		
38 Young Adult Ministry Development	2,500	3,000	3,499
39 TOTAL YOUNG ADULT MINISTRY	54,710	106,190	100,476
40			
41 CHILDREN & YOUTH MINISTRY			
42 Youth Missioner (0.75 FTE)			
43 Salary	39,000	40,456	40,456
44 Pension	3,510	3,641	3,641
45 Medical/Life Ins.	0	9,756	7,762
46 Travel/Conferences	4,000	4,000	6,644
47 Training Participation	5,000	8,000	1,220
48 Outdoor Ministries Program	13,000	13,000	12,535
49 Diocesan Events for Young People	2,000	2,000	3,470
50 Scholarship for Youth Events	4,500	4,500	2,955
51 Iowa Religious Media Services			
52 Journey to Adulthood (J2A) Sponsorship	0	4,000	3,500
53 Publicity	200	1,000	745

2019 BUDGET

Approved by Convention 10/27/2018

	2019 APPROVED BUDGET	2018 APPROVED BUDGET	2017 ACTUAL AUDITED	
54	Happening	2,500	3,500	1,371
55	Diocesan Convention - Youth Delegates	2,500	3,500	864
56	General Convention Reserve	2,000	2,000	2,000
57	Operation & Travel	1,500	1,500	1,314
58	Youth Ministries Library	150	500	147
59	Godly Play Development	200	1,500	0
60	New Beginnings	2,000	2,000	1,434
61	Nursery Care at Diocesan Events		2,000	3,531
62	Episcopal Youth Event (EYE) Reserve	2,000	2,000	2,000
63	TOTAL CHILDREN & YOUTH	84,060	108,853	95,590
63				
64	MULTICULTURAL			
66	St. Paul's Indian Mission (1 FTE)			
67	Salary & Housing	56,195	54,558	54,558
68	Pension	10,115	9,820	9,411
69	Health/Life Insurance	10,104	9,756	7,712
70	Travel/Conferences	3,000	3,000	2,303
71	St. Paul's Indian Mission Operating Aid	10,000	10,000	12,000
72	Multicultural/Racial Reconciliation	8,000	1,000	0
73	TOTAL MULTICULTURAL	97,414	88,134	85,984
74				
75	JUSTICE, PEACE, CARE OF CREATION			
76	Creation Stewards	1,000		
77	Faith in Action	1,000		
78	Chemical Dependency Program	310	0	214
79	TOTAL JUSTICE, PEACE, CARE OF CREATION	2,310	0	214
80				
81	CONGREGATIONAL & CLERGY SUPPORT			
82	Missioner-Congregational Development/Transitions (0.5 FTE)			
83	Salary	34,000	31,120	31,120
84	Pension	6,120	5,602	5,602
85	Health Insurance	9,090	8,758	3,881
86	Travel/Conferences	6,000	6,000	6,288
87	Missioner-Communication Reconciliation, New Initiatives (1 FTE)			
88	Salary	62,000	28,000	28,000
89	Pension	11,160	5,040	5,040
90	Health/Life Insurance	0	0	0
91	Travel/Conferences	6,000	6,000	4,740
92	Communication Expenses	6,000	5,000	6,479
93	Collaborative Ministry Partnerships	4,000	3,000	4,740
94	Summer Ministry School & Retreat	2,500	2,500	2,109
95	Nursery Care at Diocesan Events	4,000		
96	Iowa Religious Media Services	2,000	2,000	2,000
97	E-Seminary	0	0	0
98	Older Adult Ministry Development Team	1,000	1,000	766
99	Stewardship	1,500	2,000	185
100	Diocesan Altar Guild	200	200	69
101	Council of Deacons	500	500	300
102	Clergy Conference/Clergy Family	4,500	4,000	1,271
103	New Clergy Development	1,000	500	690
104	TOTAL CONGREGATIONAL & CLERGY SUPPORT	161,570	111,220	103,280
105	TOTAL MINISTRY & MISSION	565,811	580,589	567,480
106				

2019 BUDGET

Approved by Convention 10/27/2018

	2019 APPROVED BUDGET	2018 APPROVED BUDGET	2017 ACTUAL AUDITED
107	EPISCOPATE		
108	Bishop (1 FTE)		
109	118,000	115,017	118,217
110	21,239	20,703	20,703
111	8,540	8,323	14,301
112	28,000	20,000	23,939
113	Executive Assistant to the Bishop (1 FTE)		
114	59,830	58,091	58,091
115	5,385	5,228	5,228
116	28,628	27,615	17,534
117	1,500	1,500	1,291
118	4,000	4,000	3,852
119	2,500	1,000	1,000
120	6,000	10,000	10,000
121	283,622	271,477	274,156
122			
123	DIOCESAN		
124	10,000	8,000	6,689
125	2,000	2,000	0
126	10,000	8,500	8,500
127	0	0	0
128	3,500	3,200	3,316
129	25,500	21,700	18,505
130			
131	ADMINISTRATIVE & OPERATING		
132	Comptroller (1 FTE)		
133	59,830	58,091	58,091
134	5,385	5,228	5,228
135	18,415	17,751	17,405
136	3,500	3,500	2,148
137	Operations Manager (0.5 FTE)		
138	27,777	26,971	26,971
139	5,000	4,855	4,855
140	7,492	8,993	8,371
141	Diocesan Assistant (0.6 FTE)		
142	22,848	22,183	22,183
143	2,055	1,996	1,996
144	18,415	10,745	10,762
145	13,200	15,500	12,888
146	40,000	33,000	37,799
147	25,000	24,000	24,000
148	18,000	17,000	17,903
149	22,000	23,100	20,640
150	288,917	272,913	271,238
151	1,163,850	1,146,679	1,131,379
152			
153	0	0	(898)