

## **THE 2009 DIOCESAN BUDGET LINE-BY-LINE DESCRIPTION**

### **SALARY, INSURANCE & PENSION CHANGES**

The Board of Directors has recommended a 4% cost of living increase in salaries in 2009.

Pension premiums for clergy are related to the Clergy salary package and are set by the Church Pension Fund at 18% of the salary/housing package. Pension premiums for lay persons working 1,000 hours or more per year are set at 9% of salary.

Costs of coverage under the church medical and life insurance plan are based on our experience and demographic factors. The medical insurance plan is projected to increase 10% for 2009.

### **Items Affected by above Salary, Pension and Insurance:**

#### **Diocesan Program Function**

##### **Congregational Life**

Line 32            Deployment Officer-Salary and Pension

##### **Youth Ministry Development Team**

Line 43            Campus Chaplain's Salaries/Housing

Line 44            Campus Chaplain's Pension

Line 45            Campus Chaplain's Med/Life Insurance

Line 50            Youth Missioner – Salary

Line 51            Youth Missioner – Pension

Line 53            Youth Missioner – Medical/Life Insurance

##### **Justice, Peace, and Integrity of Creation**

Line 81            St. Paul's Indian Mission – Salary & Housing

Line 82            St. Paul's Indian Mission – Pension

Line 84            St. Paul's Indian Mission – Medical/Life Insurance

#### **Episcopate Function**

Line 112            Bishop – Salary & Housing

Line 113            Bishop – Pension

Line 115            Bishop – Medical/Life/Key Life Insurance

Line 116            Executive Assistant to the Bishop – Salary

Line 117            Executive Assistant to the Bishop – Pension

Line 118            Executive Assistant to the Bishop – Medical/Life Insurance

Line 119            Financial Officer – Salary

Line 120            Financial Officer – Pension

Line 122            Financial Officer – Medical/Life Insurance

Line 123            Ministry Developer – Salary/Housing

Line 124            Ministry Developer – Pension

Line 126            Ministry Developer – Medical Insurance

Line 127            Operations Manager - Salary

Line 128            Operations Manager – Pension

Line 129            Operations Manager – Medical/Life Ins.

#### **Administrative Function**

Line 140            Administrative Assistant – Salary

Line 142            Episcopal Life Editor Salary & Benefits

Line 143            Lay Pension

Line 148            Payroll Tax

Line 151            Support Staff Medical/Life Insurance

## **TRAVEL REIMBURSEMENT**

All volunteers who work to make the mission and ministry of the Diocese happen are allowed a travel reimbursement for miles driven to participate in the commission or task force meetings of which they are a part. Diocesan policy is to offer reimbursement at the current IRS rate for charitable mileage. Employees are reimbursed at the current IRS business rate.

## **RECEIPTS**

### **06 Congregational Pledges**

73% of the funding of the ministry and outreach of the Diocesan Budget comes from the local churches of the Diocese. Each year, congregations are asked to make an annual voluntary pledge for support of the Diocesan Budget for the ensuing calendar year.

### **07 Gifts**

Funds received through the very generous gifts of individuals and groups.

### **08 ECCC Income for Youth Ministries**

This is the accrued income on money from the sale of the camp and the existing endowment for the camp, as well as an approximate \$20,000 draw on principal to fund the spending for youth ministries for the 2009 calendar year. This money supports lines 54 through 76 in the Youth Ministry budget, as well as the Youth Missioners Travel on line 52.

### **09 Retired & Needy Clergy Fund**

In 2007 and 2008 income and principal from the Thelma McClure and McMullen Bequest Reserves was used to fund our current obligation for insurance reported on line 166, Retired & Needy Clergy Insurance.

### **10 McClure Mission Venture**

Principal and income from the Thelma McClure Reserve to fund a 3-year mission venture from 2005-2007, including funding for the Diocesan Ministry Development Team, Evangelism Initiatives, and to begin closing the gap between the National Church Asking and our Diocesan Pledge. Principal began to be replaced by annual Bishop's Fund Drives beginning Eastertide 2006, which will become a rolling fund for mission ventures.

### **11 Episcopate Fund Income**

Income based on 6% of the 3-year average fund value generated from gifts given to the Diocese for the support of the Episcopacy.

### **12 Other Investment Income**

In the past, gifts have been given to the Diocese to endow certain activities and ministry efforts. This is the income based on 6% of the 3-year average generated from those funds that was given to support Diocesan programs. Also included are funds transferred to the budget from reserve and restricted funds.

### **13 E-Seminary Tuition, Gifts and Grants**

The Diocese of Iowa has initiated an innovative and creative method of providing theological education to all. With the advent of the E-Seminary: Iowa School for Life-Long Theological Education, the Diocese has effectively implemented a methodology to deliver long-distance education and training for all across the 57,000 square mile Diocese of Iowa. Income is from tuition.

## **DISBURSEMENTS**

### **One World, One Church**

18 Pledge to Episcopal Church

General Convention 1997 approved a formula in which \$100,000 is subtracted from our total income for the most recently completed year, and then 21% of the remainder is to be pledged to the General Convention Program. This budget item pays our share of the program outreach efforts of the National church: Domestic Mission, Foreign Mission, Education for Ministry, Communications and Administration. Our pledge for 2009 is approximately \$15,000 less than the asking.

19 Swaziland Projects/Travel Costs

Sponsorship of a group from Swaziland to visit Iowa.

20 Workshops/Conferences

Funding for Global Episcopal Missions Network, Episcopal Relief and Development, and United Thank Offering events.

21 Commission Operation and Travel

Operating costs such as rent for table at diocesan convention, printing, and mailing.

22 Ecumenical Diocesan Officers Dues

To enhance participation in National Episcopal Ecumenism.

23 Ecumenical Liaison

Support for shared advocacy among denominations in Iowa.

24 National Workshop for Christian Unity/NNEDEO

Funds to allow Ecumenical Officers to attend the national meeting in 2008.

25 Iowa Interfaith Alliance

Diocesan membership in the local chapter of this national organization.

26 Episcopalians for Global Reconciliation

Membership dues for national organization.

27 Millennium Development Goals

Resolution XXI from the 148<sup>th</sup> Diocesan Convention in 2000 calls for the Diocese of Iowa to adopt the General Convention Resolution to fund international development programs, in consultation with other Anglican Provinces, at a level of at least 0.7% of net disposable diocesan income.

### **Congregational Life**

31 Ministry Grants

Financial support for ministry initiatives in local congregations.

32 Deployment Officer – Salary and Pension

Salary and pension for the one-fifth time Diocesan Deployment Officer.

33 Deployment Officer – Travel and Supplies

Travel and supplies for deployment.

34 Summer Ministry School & Retreat

An annual summer weekend event that provides spiritual refreshment through education, fellowship and fun.

- 35 Fresh Start  
Fresh Start is a diocesan-led program for clergy which seeks to strengthen the relationships among them, their congregations, and their dioceses during the critical period of transition when they are building new relationships with one another. Funds will provide travel and training expenses for facilitators.
- 36 Living Stone Diocesan Partnership  
Addresses ministry development at the diocesan level with an annual gathering of participating dioceses.
- 37 Program/Consultants/Materials  
To provide resources to our congregations, supporting their spiritual, theological, and practical ministerial development.
- 38 Evangelism Initiative  
Funding for new starts, start-overs, new curacies and other mission initiatives in the Diocese of Iowa.
- 39 E-Seminary – Faculty, ICN, and Materials  
The Diocese of Iowa has initiated an innovative and creative method of providing theological education to all. With the advent of the E-Seminary: Iowa School for Life-Long Theological Education, the Diocese has effectively implemented a methodology to deliver long-distance education and training for all across the 57,000 square mile Diocese of Iowa. The part-time administrator position is eliminated in 2008. Expenses include instructor honorariums, Iowa Communication Network (ICN) costs, and materials.

#### **Youth Ministry Development Team (YMDT)**

- 43 Campus Chaplain's Salaries/Housing  
In 2007, this funds a full-time chaplain for the first half of the year at the University of Iowa, and a less than one-half time position all year at Iowa State University. In 2008, this funds a one-half time chaplain for the year at the University of Iowa, and a less than one-half time position for the year at Iowa State University. A one-quarter time position at the University of Northern Iowa is added for 2009.
- 44 Campus Chaplain's Pension  
Pension payments for the chaplains at the University of Iowa and University of Northern Iowa.
- 45 Campus Chaplain's Medical/Life Insurance  
Insurance payments for the chaplains at the University of Iowa and Iowa State University, prorated based on their part-time status.
- 46 University of Iowa Program & Office  
Administrative costs to maintain an office for the chaplain and program funds for activities which have included: *Episcopal-Lutheran Peer Ministry Program* – student peer ministers serving other students on campus by promoting Christian discipleship; *Agape Café* – a Jubilee Ministry Center, this student-staffed café is open every Wednesday morning and serves over sixty homeless people a nutritious breakfast in an atmosphere of mutual respect; *Taizè Evensong* – an ecumenical contemplative prayer service every Sunday evening followed by a common meal; *Episcopal-Lutheran Covenant Ministry* – as co-owners of Old Brick Church, the Episcopal and Lutheran student ministries share programming and joint sponsorship of religious and cultural events for the community; *Ministry of Caring* – in partnership with Trinity and New Song Churches, the Chaplaincy facilitates a volunteer ministry of caring to the sick at the University of Iowa hospitals and clinics; *Soul Friends Ecumenical Ministry* – an ecumenical ministry for spiritual guidance which hosts monthly *Labyrinth Days* and occasional retreats, and maintains a chapel space and lending library.
- 47 Iowa State University Program & Office  
Program funds for this parish-based Chaplaincy located at St. John's by the Campus Episcopal Student Center, Ames. Goals include seeing students commit to leadership development and to larger mission projects, and to provide opportunities for themselves and their friends to grow spiritually.

48      Chaplaincy Grants

This line provides assistance to a variety of congregations with college ministries.

49      University of Northern Iowa Program & Office

Funds to assist the ministry of St. Luke's Church, Cedar Falls on the University of Northern Iowa campus with office and program expenses, including a developing partnership with the Lutheran Student Center, a trained peer minister to reach out and connect with students on campus, shared programs, joint service learning opportunities, and Episcopal identity and formation opportunities.

50      Youth Missioner – Salary

Salary for a one-half time and a less than one-half time missioner in 2007. In 2008 and 2009 the salary is for one ¾ time position.

51      Youth Missioner – Pension

Pension for the Youth Missioner.

52      Youth Missioner – Travel

Reimbursable travel and professional expenses for the Youth Missioner.

53      Youth Missioner – Medical/Life Insurance

Medical and life Insurance for the Youth Missioner.

54      Training, Conferences, Workshop, and Event Participation

This provides individual (both youth and adults involved in ministries with young people) registration fees, materials and conference participation sponsorship to attend and be a part of the best state, regional, provincial and national conferences, events and workshops on ministry with children, youth, and young adults. Conferences and workshops will be one-time events such as NAECED, Ministries Retreat, Peer Ministry Training, Today's Disciples, Youth Specialties, Group, etc. Guidelines for use of funding:

- 1) Not more than \$300 to any non-staff individual per training
- 2) Not more than 50% of total to any one event, conference, workshop or organization
- 3) Diocesan staff is allowed up to \$500 for registrations and materials per conference, workshop or event. Travel, room and board are to come from other funding sources.

55      Outdoor Ministries Program

Funds support scholarships for "Church camps" for all young people, program material expenses (flyers, craft material, etc.) as well as staff and youth leader (Counselor in Training) registration fees and any other staff expense such as room and food. YMDT will compile and publish a list of possible Church camps in different regions of our Diocese and surrounding area such as Chicago, Minnesota and Missouri. This could also include EYE and Province Youth Events.

56      Camp Development Group

Funds support an adult sub-committee of the YMDT to research what camps' facilities would be available to rent for diocesan youth programs and how other Dioceses do camp. Examples of ways funds will be used: adult team travel to locations to observe camp and/or camp directors brought to Iowa to speak and help evaluate camp options.

57      Diocesan Events for Young People

Funds provide for the cost of diocesan level events and youth conferences such as leadership trainings, ski trip, regionally planned lock-ins or retreats. These funds also include the expense of adult volunteers that take part in these events. It provides financial support for a youth track at Ministries Retreat (cost of material, guest presenter, and registration fees) and partial support for sending our diocesan team to national events each summer except for Episcopal Youth Event (EYE) summers.

58      Youth to Youth Evangelism

Following on from the 2006 Flame in My Heart Tour, the YMDT has identified two things necessary for effective and dynamic youth conferences – youth leadership and an active music ministry. This line item will be used to develop youth leadership and cover the cost of instruments, music books, and travel for practice.

- 59 Scholarships for Youth Events  
Funds provide financial aid for young people to attend diocesan, provincial and national events for young people. The YMDT does not want finances to prohibit any young person from attending and event or training.
- 60 Iowa Religious Media Services  
This represents the portion of the support for this ecumenical organization funded by the Diocese. Congregations who desire to be members will pay an annual fee to participate according to their size.
- 61 Journey to Adulthood Sponsorship (J2A)  
Pays for a diocesan membership for the Journey to Adulthood program. Any congregation in the diocese who wants to use this program can for only the cost of the paper to copy the material and their internal program expenses.
- 62 Children at Worship License  
Full Diocesan membership is usually \$3,200, however by special arrangement, the diocese has been offered full access to all materials available on the Children at Worship/Congregations in Bloom website for \$2,000.
- 63 Deanery/Regional Workshops  
Provides funds to support events other than the biannual forums on Christian education held each March and September, a Ministries Retreat track for adults involved in ministry with young people, and helps offer more direct support to congregations through congregation or chapter-specific consultation and regional ministry with young people activities such as teacher trainings, gatherings, and intergenerational events.
- 64 Diocesan Christian Formation Forum  
These funds are provided to plan and implement two events each year that will include outside program speakers. Travel for speakers, room and board for the weekend, professional fees and event food.
- 65 J2A Development/Event  
Offers continued support for those who minister with young people in congregations who use Journey to Adulthood (J2A). This takes form in a yearly diocesan training event where we bring in a J2A trainer from LeaderResources for a day and a half training. This can be an introduction for churches interested in using this curriculum or for churches that have been using it and have questions, those needing to train new leaders, or persons that need a refresher.
- 66 J2A Diocesan Practical Training  
This training would gather leaders and coordinators from churches already using the program to network and support each other. The facilitator would be an experienced Journey to Adulthood leader from either the diocese or region.
- 67 YMDT Publicity  
Covers the costs of publicity such as flyers, newsletters and mailings, making copies, and any postage costs for mailings to congregations, chapters, and individuals around the diocese concerning ministries with young people (includes advertising events, training events, meetings, camp, national and provincial opportunities).
- 68 CD Rom/Website Development  
Originally planned as a project to produce a CD to share with the Diocese that would include team member biographies, YMDT resources and events, the focus will shift to making this a web-based resource. This line will pay for a young adult to format, develop and upload onto the website. Much of the information can be accessed through links to suggested resources.
- 69 Happening  
This line item covers the annual license for Happening. Happening is an annual (and expanding to bi-annual) weekend-long event for senior high youth, by senior high youth. It supports youth in their individual faith journey. Happening weekends are otherwise self-supporting.
- 70 Diocesan Convention Attendance

These funds cover the cost for eight youth representatives with seat and voice and vote, plus two adult leaders to attend convention. These costs include registration fees, room and board, and meals not offered by the Diocese. It also covers the cost of display tables for Ministry with Young People.

71 YMDT Operation and Travel

Covers expenses for material for meetings (copies, food, resources to be shared), mileage reimbursement for travel to and from meetings, and other costs incurred through YMDT membership, phone costs – especially conference calls – and Oxford Documents background checks for adults who are involved with ongoing Diocesan ministries with young people.

72 Sound System Maintenance

Funding to maintain the sound system purchased in 2000. The sound system is available for use throughout the diocese by request.

73 Youth Ministries Library

Funds for acquisitions to the diocesan Ministries with Young People Resource Library, which is available to all congregations, chapters, and individuals in the Diocese to support efforts in ministry with young people.

74 Resource Mailing Costs

These funds are available to mail resources to congregations throughout the Diocese.

75 Godly Play Development

Funds for Godly Play accredited trainings, scholarships, workshops and retreats. Costs associated with regional workshops that offer support for those who minister with children in congregations who use Godly Play. Funds also help with the cost of creating a diocesan or chapter Godly Play resource library and room, as well as partial expense for a yearly diocesan training for churches or chapters that are interested in using Godly Play, have been using Godly Play and have questions, need to orient new teachers, or provide a continuing education opportunity for teachers already using this program.

76 EYE Designated Fund

Episcopal Youth Event (EYE) is a triennial national event for senior high youth. It offers each diocese an opportunity to send a team of twelve youth and three adults. Funding includes the cost of transportation to and from the event and financial help for the diocesan team that will represent Iowa.

**Justice, Peace, and Integrity of Creation**

81-84 St. Paul's Indian Mission

The Diocese supports the ministry of St. Paul's Indian Mission, Sioux City, by providing salary/housing, pension, travel, medical and life insurance for a full-time cleric.

85 St. Paul's Operating Aid

This line item will assist St. Paul's in meeting their commitments in the operating budget, i.e. utilities, insurance, office expense and general maintenance.

86 St. Paul's COM-COM

This is a community outreach program to help the needy in Sioux City. It is administered through St. Paul's Indian Mission.

87 St. Paul's Indian Health Project

This is continuing support of the Sioux City Urban Indian Health Services, Inc.–a Jubilee Ministry effort to address priority needs of the Urban Indian Population.

88 Chemical Dependency Programming

Spring and Fall Pathways to Serenity Retreats offering hope to people through the Holy Eucharist, instructional rosary, healing service, prayer and meditation. Sponsored by the Chemical Dependency Task Force.

- 89 Ministry with Persons with AIDS  
To address the ongoing AIDS crisis.
- 90 Prison Ministry  
To further expand the Diocesan prison ministry activities, including a Province Prison Ministry Conference.
- 91 Rural Issues Advocacy (CCLP)  
Development of understanding and advocacy regarding rural social, environmental, and economic issues both within the Diocese and at a larger level.
- 92 Human Rights Advocacy  
To educate and advocate on behalf of Human Rights and day-to-day understanding in regards to sexual, racial, gender, national origin, disability, and religious identity.
- 93 Restorative Justice Advocacy  
Encourage the Church to find ways to educate and advocate the Community on justice issues.
- 94 JPIC Operation and Travel  
Supplies, expenses and travel for commission members.
- 95 Homeless Ministry  
An area of concern reaching out to the marginalized in our diocese.
- 96 Jubilee Officer Expenses  
Registration and travel costs to attend an annual meeting.
- 97 JPIC Budget Reduction  
In 2008 the Commission was requested to make \$3,000 in program reductions in its budget.

### **Stewardship**

- 101 Program Training Development & Promotion  
For consultation, seminar presentation, promotion and education about planned giving opportunities, including the Bishop's Advisory Group on Stewardship (BAGS).
- 102 Stewardship Commission Operation and Travel  
For supplies, expenses, and travel for members of Stewardship Commission, BAGS, Ways & Means, Property, and Investment Committees.

### **Multicultural Commission**

- 106 Commission Travel  
To cover mileage for those providing programs to congregations and groups on the issues of racism and inclusion.
- 107 Printing, Postage and Operational Expenses  
To cover Commission expenses.
- 108 Workshop Development and Support  
Funding to allow for training of commission members and others through supporting their attendance at both Episcopal and non-Episcopal workshops relevant to the Commission's mission.

### **Episcopate Function**

- 112 Bishop – Salary/Housing  
Salary and housing compensation for the Bishop.

- 113 Bishop – Pension  
Pension for the Bishop.
- 114 Bishop – Travel  
Reimbursable travel and professional expenses for the Bishop.
- 115 Bishop – Medical/Life/Key Life Insurance  
Medical, Dental and Life insurance for the Bishop.
- 116 Executive Assistant to the Bishop – Salary  
Salary for the Bishop’s full-time Executive Assistant.
- 117 Executive Assistant to the Bishop – Pension  
Pension for the Bishop’s full-time Executive Assistant.
- 118 Executive Assistant to the Bishop – Medical/Life Insurance  
Medical, Dental and Life Insurance for the Bishop’s full-time Executive Assistant.
- 119 Financial Officer – Salary  
Salary for the full-time Financial Officer.
- 120 Financial Officer – Pension  
Pension for the full-time Financial Officer.
- 121 Financial Officer – Travel  
Reimbursable travel and professional expenses for the full-time Financial Officer.
- 122 Financial Officer – Medical/Life Insurance  
Medical, Dental and Life Insurance for the full-time Financial Officer.
- 123 Ministry Developer – Salary/Housing  
Salary and housing for one three-fifths and one two-thirds time members of the Ministry Development Team in 2007. For 2008 and 2009 a single one-half time position is funded.
- 124 Ministry Developer – Pension  
Pension for the Ministry Developer(s).
- 125 Ministry Developer – Travel  
Reimbursable travel and professional expenses for the Ministry Developer(s).
- 126 Ministry Developer – Medical Insurance  
Prorated medical, dental and life Insurance for the Ministry Developer(s).
- 127 Operations Manager – Salary  
This full-time position was included in the Administrative Assistants line 140 in 2007, but is retitled and reassigned to the Episcopate Function in 2008 and 2009 due to the addition of property and convention management duties.
- 128 Operations Manager – Pension  
Pension for the full-time Operations Manager. Included in line 143 in 2007.
- 129 Operations Manager – Medical/Life Insurance  
Medical, dental and life insurance for the full-time Operations Manager. Included in line 151 in 2007.
- 130 Deacon Coordinator Expenses  
Funds to further the ministry of Deacons in the Diocese of Iowa, including travel for a representative to attend the annual Archdeacon Meeting.

- 131 Council of Deacons  
Operation and travel funds for the Council assisting deacons in their ministry and advising the Bishop on diaconal issues.
- 132 Training Conferences  
Funds that allow the Bishop's staff to attend training conferences related to their work.
- 133 Episcopate Election Reserve  
To fund the discernment process and election of a new Bishop. These funds are transferred to a reserve account until needed.
- 134 Bishop's Vestment/Supplies  
Funds to replace the normal vestments of the Bishop.

### **Administrative Function**

- 138 Diocesan Convention Expense  
Funding for the Annual Diocesan Convention, including renting convention space, honorarium and travel for speakers, materials and supplies.
- 139 Printing – Journal and Report Booklet  
Per Canons of the Diocese, this item covers the publishing of minutes of Convention, its reports and Journal.
- 140 Administrative Assistant - Salary  
Salary for a one-half time Administrative Assistant.
- 141 Cleaning Service  
Cleaning service for Diocesan House.
- 142 Episcopal Life Editor – Salary & Benefits  
Salary and benefits for the part-time Episcopal Life Editor and Internet Webmaster. Beginning in 2007 this includes an \$1,800 travel allowance previously included in line 132.
- 143 Lay Pension  
Pension for the one-half time administrative assistant in 2008 and 2009 Included an additional full-time assistant (now Operations Manager) in 2007.
- 144 Office Expense  
Administrative costs involved in operating diocesan offices, including supplies, hospitality expenses, Internet access, and copier lease and costs.
- 145 Telephone Expense  
Telephone expense, including service for diocesan offices, long distance, and cellular telephone for the Bishop.
- 146 Postage Expense  
Postage costs, including U.S. Postal Service, UPS and Federal Express mailings, as well as postage equipment lease and maintenance.
- 147 Equipment Replacement & Repair  
Replacement and repair of office equipment, including copy machine, computer equipment and software.
- 148 Payroll Tax  
Per Federal requirements, 6.2% FICA tax and 1.45% Medicare for lay employees.
- 149 Audit Expense  
Fees to engage a firm to perform an audit as required by National Canon.

150 Fidelity Bond & Insurance

Property insurance for the diocesan house, Fidelity Bond coverage on all mission treasurers in the Diocese, workers compensation coverage on the diocesan house and mission churches, and Directors and Officers liability coverage and liability umbrella for the Episcopal Corporation.

151 Support Staff Medical/Life Insurance

Medical and life insurance in 2007 for the full-time administrative assistant. Shown on line 129 in 2008 and 2009.

152 Property Maintenance/Improvement

Maintenance and improvement expenses for the diocesan house, including yard service, snow removal, and property upkeep and improvements.

153 Mills House Repairs

Upkeep and repairs to the diocesan house.

154 Utilities

Water, electric, garbage, and gas usage at Diocesan house.

**Designated Purpose Expense**

158 General Convention Expense

Assistance with registration, travel, lodging and meals for eight elected deputies and the first alternate in each Order to represent Iowa at the General Convention held every three years. These funds help, but often do not fully cover the registration and travel costs of the deputies and alternates. On years convention is not held, this amount is transferred to a reserve account until needed. The next Convention will be in 2009.

159 Provincial Synod Deputy Travel

Assistance with registration, travel, lodging, and meals for elected deputies to represent Iowa at the annual Province VI Synod meeting. These funds help, but often do not fully cover the registration and travel costs of the deputies. Any unused funds are transferred to a reserve account for future expenses.

160 Provincial Synod Assessment

Iowa's contribution to Province VI whose mission includes Empowering Ministry, Communicating, Building Community, and Fulfilling Canonical Requirements. Province VI is made up of Colorado, Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota and Wyoming.

161 Lambeth Conference Travel

Bishops of the worldwide Anglican Communion meet once every decade. These funds are transferred to a reserve account until needed for the expenses of our Bishop to attend this month-long conference in England. The most recent conference was held in 2008.

162 Board/Task Force/Ad-Hoc Committee Expense

Episcopal Corporation Board of Directors', Standing Committee and other committee travel and meeting expenses that are not covered by specific Commission budgets.

163 Diocesan Altar Guild

To cover expenses for a workshop to be provided to participants from altar guilds throughout the Diocese.

164 Clergy Conference/Clergy Family

Regular conferences for priests and deacons, and occasional events for clergy families. Some costs of these conferences may also be funded from Clergy Continuing Education funds.

165 Health Reimbursement Allowance

Support for Diocesan employees to help offset additional out-of-pocket costs with new health plan in 2008.

166 Retired & Needy Clergy Insurance

Provides single Medicare Supplement coverage for qualified retired clergy. Also provides medical insurance coverage for disabled and needy clergy. In 2007 and 2008 this was funded from reserve funds shown on line 9.

167 Commission on Ministry

Travel, lodging, and administrative expenses for this Commission.