



August 21 2009

Dearly Beloved in Christ,

As we gear up for the resuming of Church School, Choir and a fuller congregation and ministry, the Diocesan staff is already busy preparing for the Diocesan Convention. This includes the presentation of the 2010 budget which you have an opportunity to discuss at regional chapters over the next month.

The budget was prepared by the Ways and Means Committee and presented to the Board in May. Further discussion was held at a special Board meeting at the Summer Ministry retreat in Grinnell. I am grateful to the Ways and Means Committee and the Board for the diligence with which they approach this hard task each year. With the economic climate as it has been, it is no surprise that the 2010 budget has been particularly difficult.

In 2009 the Ways and Means Committee had to cut \$ 100,000 from the budget using priority stipulations passed at the 2008 Convention for such a necessity. In tackling a further reduction in income in 2010 because of the 30% loss of investment income, the Board decided to keep the same stipulations to guide the drafting of the new budget.

They did however establish one major limiting principle: that in a diocese of our size, people are the primary programs. We therefore have resisted cutting staff, though one member of staff has cut back to a four day working week and another has retired and their position will not be immediately replaced. Salaries are also frozen for the coming year. By the same token we have preserved the chaplain positions at our major Universities. We have also chosen to keep intact our commitment to the ministry of the people of St Paul's Indian Mission.

Three areas of significance constitute the reductions at program level.

- First, we have decided to give to The Episcopal Church at the level we could achieve for 2009, which was 29% under the Asking. We are not alone as a diocese in having to make this decision, and it is intended to be a very temporary action. The Board has resolved to make "substantial giving to The Episcopal Church" a priority in future budgets.

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

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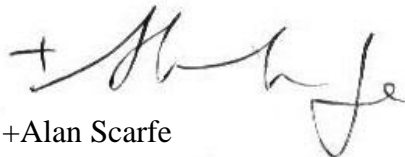
- Second, Commissions are being given “block grants” instead of guaranteed line items. They must make their own priorities for what programs they can fund and what needs to be set aside or reduced for the coming year. These block grants reflect 50% reductions in resources.
- Third, we have applied the same principle on the program side of the Chaplaincies, with the exception that the new work at University of Northern Iowa is being funded at the same level as the program grants for the University of Iowa and Iowa State University, which reflects a small increase for UNI.

On the income side, we anticipate congregational Stewardship Shares to be around 2008 levels. Investment income, of course, is where the steepest drop is to be found with the Endowment having fallen 30% from the fall of 2008 into 2009. At a five percent draw for 2010 this means a reduction of \$ 70,000 from last year available for program.

As I have said, we are not alone in having to consider a reduced capacity for 2010. I anticipate a similar level of financial resourcing through 2012. It is helpful to realize that there are many things we can do better at a local level than state wide. In fact most life changing ministry happens there. Yet we also need to remember that there are some things we decide to do together and can only do effectively together. The temptation is for us to look only to ourselves, but each year as we approve a budget, we are saying that this is our commitment to ministry together as One Church in Many locations.

Last year at Convention I expressed an idea that seemed to be going against the grain of our reality. I had been hearing from many places that a difficult economic time is not the moment to stop your emphasis on financial development. In fact you have to work harder at it. I suggested that we might find ways to provide off budget for a position of a Diocesan Development Officer. Such a person could assist us in diocesan wide funding, like a capital campaign, planned giving and stewardship, but also be available to do the same with congregations. I am glad that the Commission on Stewardship will present such an idea once more at this Convention, and I hope we can see our way to endorsing it. I ask you to give this also your serious consideration as you discuss our shared stewardship.

Now to Him who can do far more abundantly than we can ever ask or imagine, be glory, as I greet you in the love and peace of Christ.

A handwritten signature in black ink, appearing to read "Alan Scarfe". The signature is written in a cursive style with a cross at the beginning.

+Alan Scarfe
Bishop of Iowa

2010 Proposed Budget Narrative

Although a budget description usually involves talking about money, what we are really wanting to communicate is the work and ministry of the individuals, congregations, committees and commissions that share the desire to further the work of Christ through our combined Episcopal witness: The Diocese of Iowa!

Receipts:

The total proposed budget is \$1,178,787, which is down approximately 12% from 2009. At the 2006 Convention, the formula for the individual congregational asking was changed beginning in 2008. It is to be based on 20% of the Total Operating Revenue for the most recently completed year as reported on the Parochial Report, with a prorated exemption for clergy costs up to \$67,600 for 2010. *Pledges* from congregations make up the greatest portion of the funding for the Diocesan budget at 74% of the estimated income.

Investment income from gifts given to the Diocese to endow ministry and support the Episcopacy together represents 17% of anticipated income. Investment income is expected to be down 25% from 2009 due to a reduction in market values and reduction in the percentage draw from 6% to 5%. The income from the Episcopate Fund supports 65% of the Bishop's salary and benefit package.

January 2006 saw the launch of the *E-Seminary*. Income from tuition, gifts and grants will make up 1% of the 2009 budget and corresponds to the E-Seminary expense line under Congregational Life.

ECCC Income for Youth Ministries receives funding from investment income from the sale of the camp and a camp endowment, as well as an additional principal draw from the proceeds from the sale of the camp for 5% of the total budgeted income. This income covers the program expenses of the *Youth Ministry Development Team*.

Income and principal from the Thelma McClure and McMullen Reserves will fund our current obligation for health and life insurance for our *Retired and Needy Clergy* in 2007 and 2008. This offsets the corresponding expense line under Designated Purpose Expense.

The Diocese also receives *Gifts* from very generous individuals and groups, which will make up 2% of budgeted income.

Disbursements

The Diocesan budget provides funding for the program of six commissions, Episcopate functions, administrative functions, and specific designated purposes. No cost of living adjustment (COLA) is reflected in salaries and pensions from 2009 to 2010 in the budget. There is a 10% increase in medical insurance expenses budgeted for 2010.

The work of the *One World, One Church Commission (OWOC)* facilitates ecumenical and interfaith dialogue, connects us with the national church and Anglican Communion, with ecumenical structures within the state and beyond, with our companionship with Brechin and Swaziland, and the Millennium Development Goals. Specific areas of work include Global Missions, Episcopal Relief and Development, United Thank Offering, and International Development Grants.

In 2010, the diocesan *Pledge to Episcopal Church* of \$162,119 is the same amount given in 2009, but is approximately \$65,000 under the asking from the national church. *OWOC* is

planning to work towards getting more Iowa congregations involved in the companionship relations with Brechin and Swaziland, find new mechanisms for ecumenical work within Iowa, pursue growth of the Called to Common Mission interactions, and work on Methodist/Episcopal Eucharistic Sharing and Dialogue. A block grant of \$5,000 for 2010 will replace individual budget lines which totaled \$9,550 in 2009.

Under the ***Congregational Life*** budget are ongoing projects that support congregational ministry: Ministry Grants to help to support ministry initiatives in local congregations; the annual Summer Ministry School & Retreat which is an annual weekend event that provides spiritual refreshment through education, fellowship and fun; the Living Stones Diocesan partnership where representatives from participating dioceses gather to share and review case studies in order to improve the work of ministry development; funding for new starts, start-overs and other mission and evangelism initiatives; and the E-Seminary, which is making theological education available to all through innovative and creative methods. The work of the Diocesan deployment officer assists congregations in their discernment process. Fresh Start began in 2008 and 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. The Communications line is new for 2010 and includes current and proposed internet and other technology costs to enhance communication and reduce travel costs throughout the Diocese.

The mission of the ***Youth Ministry Development Team (YMDT)*** is to empower adults who minister with young people, support our youth through events and opportunities for ministry and leadership, provide needed resources and information, and plan for future growth.

Salaries and benefits for part-time chaplains at the University of Iowa, Iowa State University and the University of Northern Iowa in 2010 and a part-time Youth Missioner make up 60% of the ***YMDT*** budget. 9% of this budget assists with chaplaincy programs at the University of Iowa, Iowa State and the University of Northern Iowa, which is a 44% reduction from the 2009 budget. ***Chaplaincy Grants***, which allowed for assistance to a variety of congregations with college ministries, is discontinued for 2010.

The remaining 31% of this budget is for the youth ministry program and corresponds to the income line, ***ECCC Income for Youth Ministries***. Diocesan level programming includes diocesan trainings and workshops for adults involved in youth ministries as well as assistance to participate in regional conferences and trainings; diocesan membership for J2A and Godly Play programs and access to their trainings and resources; youth participation in leadership conferences, diocesan youth events, and outdoor ministry opportunities; scholarships for young people to participate in trainings and events; and regular communication through the diocesan youth newsletter, ***Living Arrows*** and other special mailings.

The ***Justice, Peace, and Integrity of Creation Commission (JPIC)*** supports ministries that deal directly with people in need. 89% of the ***JPIC*** budget supports the work of St. Paul's Indian Mission in Sioux City. With the remaining 11%, ***JPIC*** provides direct assistance and grants to organizations that support persons with AIDS, prison ministry, rural issues, human rights, restorative justice, and homeless ministries, as well as assistance for commission members to attend trainings and conferences for Prison Ministry and Jubilee Ministries. The Chemical Dependency Committee sponsors two ***Pathways to Serenity*** retreats each year. A block grant of \$10,000 for 2010 will replace individual budget lines which totaled \$18,000 in 2009.

The ***Multi-Cultural Commission*** is to provide leadership for the Diocese in the work of insuring that our church remains open and welcoming to all of God's diverse people. Areas of emphasis include more conversations with churches, improving our website by incorporating links to resources, training anti-racism trainers for the diocese, and assisting St. Paul's Indian Mission.

The ***Stewardship Commission*** is being revitalized to oversee committee work, stewardship and planned giving with congregations, and long-range planning.

The program and commission ministries make up 45% of the diocesan budget.

The ***Episcopate Function*** makes up 35% of the budget and includes the ministry and work of the Bishop, his Executive Assistant, the Financial Officer, the Operations Manager, and the Ministry Development. These people work to serve and resource congregations.

Administrative Function at 14% reflects the cost of doing diocesan business. It's the annual diocesan convention; the production of the Journal; communication through *Iowa Connections*, the web page, email, telephone and mail; insurance; as well as the facilities, equipment and support.

Designated Purpose Expense is 6% of our budget, and reflects some of the additional costs of being a family. As the Diocese of Iowa, we have boards, advisory groups, and task forces that plan and work for us; we take care of clergy that are needy and retired; we provide opportunities for instruction, fellowship and refreshment for the clergy in our midst; we implement a process and walk with individuals through discernment, formation, and ordination; we are part of the make-up of Province VI and involved in its support; we have a stake in the decisions made at General Convention every 3 years; and each decade our Bishop represents us before the Anglican Communion at the Lambeth Conference.

We hope that this narrative has increased your awareness of what it means to be an Episcopalian in Iowa. As the title of our strategic plan says, we are *One Church, Many Locations*.

1	EPISCOPAL DIOCESE OF IOWA				09/18/09
2	2010 PROPOSED BUDGET				
3		2008	2008	2009	2010
4		ACTUAL	BUDGET	BUDGET	BUDGET
6	Congregational Pledges	814,755	876,000	971,128*	865,537
7	Gifts & Other Income	12,494	11,000	11,000	23,000
8	ECCC Income for Youth Ministries	39,520	54,450	58,950	63,250
9	Retired & Needy Clergy Fund	28,000	28,000	0	0
10	Episcopate Fund Income	127,800	123,148	125,348	94,000
11	Other Investment Income	146,614	154,461	157,058	118,000
12	E-Seminary Tuition	12,095	25,000	15,000	15,000
13	TOTAL RECEIPTS	<u>1,181,278</u>	<u>1,272,059</u>	<u>1,338,484</u>	<u>1,178,787</u>
14					
15					
16	DISBURSEMENTS				
17	One World, One Church				
18	Pledge to Episcopal Church	211,940	211,941	233,135	162,119
19	Swaziland Projects/Travel Costs		2,500	2,500	
20	Workshops/Conferences	2,480	2,500	2,500	
21	Commission Operation & Travel	44	150	500	
22	Ecumenical Diocesan Officers Dues	250	200	250	
23	Ecumenical Liaison		2,000	2,000	
24	National Workshop for Christian Unity/NNEDEO	752	1,500	1,500	
25	Iowa Interfaith Alliance		50	50	
26	Episcopalians for Global Reconciliation		250	250	
27	Commission Block Grant				5,000
28	Millennium Development Goals	<u>10,000</u>	<u>10,000</u>	<u>9,369</u>	<u>8,210</u>
29	Total - One World, One Church	<u>225,466</u>	<u>231,091</u>	<u>252,054</u>	<u>175,329</u>
30					
31	Congregational Life				
32	Ministry Grants	29,545	19,976	19,976	12,000
33	Deployment Officer-Salary and Pension	27,802	29,500	17,700	17,700
34	Deployment Officer-Travel and Supplies	4,704	5,500	6,000	3,000
35	Summer Ministry School & Retreat	2,766	4,000	4,000	2,500
36	Fresh Start	1,073	2,000	2,000	1,200
37	Living Stones Diocesan Partnership	2,590	2,000	2,000	2,000
38	Program/Consultants/Materials		2,000	2,000	0
39	Evangelism Initiative	1,500	6,000	3,000	2,000
40	Communications				14,145
41	E-Seminary-Faculty, ICN, and Materials	<u>19,469</u>	<u>25,000</u>	<u>15,000</u>	<u>10,000</u>
42	Total - Congregational Life	<u>89,449</u>	<u>95,976</u>	<u>71,676</u>	<u>64,545</u>
43					
44	Youth Ministry Development Team				
45	Campus Chaplains' Salaries/Housing	47,469	46,468	62,721	62,721
46	Campus Chaplains' Pension	4,470	4,290	6,693	6,693
47	Campus Chaplains' Medical/Life Insurance	2,938	7,932	11,210	9,600
48	U. of Iowa Program & Office	12,500	12,500	14,000	6,000
49	ISU Program & Office	12,500	12,500	15,000	6,000
50	Chaplaincy Grants	0	6,000	6,000	0

1 EPISCOPAL DIOCESE OF IOWA
 2 2010 PROPOSED BUDGET

09/18/09

	2008	2008	2009	2010
	ACTUAL	BUDGET	BUDGET	BUDGET
51 U. of N. Iowa Program & Office	3,117	3,400	3,400	6,000
52 Youth Missioner - Salary	38,438	35,720	35,100	35,100
53 Youth Missioner - Pension	3,072	1,702	3,159	3,159
54 Youth Missioner - Travel	9,283	9,000	9,000	9,000
55 Youth Missioner - Medical/Life Ins.	4,237	6,185	7,291	6,900
56 Training Conferences, Workshop and Event Participation	7,680	10,000	10,000	10,000
57 Outdoor Ministries Program	3,751	6,000	6,000	6,000
58 Camp Development Group	0	1,000	1,000	1,000
59 Diocesan Events for Young People	5,555	4,000	4,000	5,800
60 Youth to Youth Evangelism	0	1,000	1,000	1,000
61 Scholarship for Youth Events	1,305	3,000	3,000	3,000
62 Iowa Religious Media Center	2,000	2,000	2,000	2,000
63 Journey to Adulthood Sponsorship	2,200	2,600	2,600	2,600
64 Children at Worship License	0	2,000	2,000	2,000
65 Chapter/Regional Workshops	(1,856)	1,000	1,000	1,000
66 Diocesan Christian Formation Forum	3,774	4,000	4,000	3,000
67 J2A Development/Event	1,650	1,500	1,500	1,500
68 J2A Diocesan Practical Training	100	500	0	0
69 YMDT Publicity	363	1,000	1,000	1,000
70 Website/Media Development	220	1,000	1,000	1,500
71 Happening	282	600	600	600
72 Diocesan Convention Attendance	2,514	2,000	2,000	3,000
73 YMDT Operation & Travel	581	1,500	1,500	1,500
74 Sound System Maintenance	214	500	1,500	500
75 Youth Ministries Library	502	500	500	500
76 Resource Mailing Costs	39	250	250	250
77 Godly Play Development	661	1,500	1,500	1,500
78 New Beginnings				1,500
79 Nursery Care at Diocesan Events				1,500
80 EYE Designated Fund	1,377	2,000	2,000	2,000
81 Total - YMDT	<u>170,936</u>	<u>195,147</u>	<u>223,524</u>	<u>205,423</u>
82 Justice, Peace, & Integrity of Creation				
83 St. Paul's Indian Mission-Salary & Housing	47,668	47,668	49,575	49,575
84 Pension	8,575	8,580	8,924	8,924
85 Travel	2,267	1,500	1,500	1,500
86 Medical/Life Insurance	7,939	7,932	9,722	9,600
87 St. Paul's Operating Aid	5,800	5,800	5,800	5,800
88 St. Paul's Youth Education	3,000	3,000	3,000	3,000
89 St. Paul's Indian Health Project	6,000	6,000	6,000	6,000
90 Chemical Dependency Programming	1,892	1,500	1,500	
91 Ministry with Persons with AIDS	500	1,000	1,000	
92 Prison Ministry	6,250	6,500	6,500	
93 Rural Issues Advocacy (CCLP)	1,000	1,000	1,000	
94 Human Rights Advocacy	100	1,000	1,000	
95 Restorative Justice Advocacy	2,000	2,000	2,000	

1 EPISCOPAL DIOCESE OF IOWA
 2 2010 PROPOSED BUDGET

09/18/09

	2008 ACTUAL	2008 BUDGET	2009 BUDGET	2010 BUDGET
96 JPIC Operation & Travel	0	2,000	2,000	
97 Homeless Ministry	1,000	2,000	2,000	
98 Jubilee Officer Expenses	359	1,000	1,000	
99 Commission Block Grant				10,000
100 JPIC Budget Reduction		(3,000)	0	0
101 Total - JPIC	94,350	95,480	102,521	94,399
102				
103 Stewardship				
104 Program Training, Development & Promotion	65	1,500	1,500	500
105 Stewardship Commission Operation & Travel	578	500	500	500
106 Total - Stewardship Commission	643	2,000	2,000	1,000
107				
108 Multicultural Commission				
109 Commission Travel		1,000	1,000	
110 Printing, Postage and Operational Expenses		1,000	1,000	
111 Commission Block Grant				1,000
112 Workshop Development and Support	2,475	3,000	1,200	
113 Total-Multicultural Commission	2,475	5,000	3,200	1,000
114				
115 Episcopate Function				
116 Bishop - Salary & Housing	102,120	98,920	102,877	102,877
117 Bishop - Pension	18,006	17,806	18,518	18,518
118 Bishop - Travel	22,957	18,000	20,000	18,000
119 Bishop - Medical/Life/Key Life Insurance	18,321	19,990	22,000	22,000
120 Executive Assistant to the Bishop - Salary	46,825	46,825	48,698	48,698
121 Executive Assistant to the Bishop - Pension	4,214	4,215	4,383	4,383
122 Executive Assistant to the Bishop - Medical/Life Ins.	18,539	18,490	21,239	21,700
123 Financial Officer - Salary	52,792	52,792	54,904	43,923
124 Financial Officer - Pension	4,751	4,751	4,941	3,953
125 Financial Officer - Travel	2,298	2,000	2,000	0
126 Financial Officer - Medical/Life Insurance	18,539	18,490	21,239	21,700
127 Ministry Developer - Salary/Housing	31,250	31,250	32,500	0
128 Ministry Developer - Pension	5,625	5,625	5,850	0
129 Ministry Developer - Travel	5,816	5,000	5,000	0
130 Ministry Developer - Medical/Life Ins.	4,450	3,966	4,861	0
131 Operations Manager - Salary	40,791	40,791	42,423	45,000
132 Operations Manager - Pension	3,671	3,671	3,819	4,050
133 Operations Manager - Medical/Life Ins.	18,539	18,490	21,239	21,700
134 Ministry Development				18,150
135 Deacon Coordinator Expenses	150	1,500	1,500	0
136 Council of Deacons	0	300	300	500
137 Training Conferences	1,514	1,500	1,500	2,000
138 Episcopate Election Reserve	10,000	10,000	10,000	0
139 Bishop's Vestment/Supplies	0	250	250	0
140 Subtotal - Episcopate Function	431,168	424,622	450,041	397,152

2 2010 PROPOSED BUDGET

3		2008	2008	2009	2010
4		ACTUAL	BUDGET	BUDGET	BUDGET
141					
142	Administrative Function				
143	Diocesan Convention Expense	7,899	6,000	10,000	10,000
144	Printing - Journal & Report Booklet	4,523	5,500	5,500	5,500
145	Administrative Assistant - Salary	18,339	16,881	19,961	20,156
146	Cleaning Service	7,442	7,500	7,800	0
147	Episcopal Life Editor Salary & Benefits	10,985	19,065	15,183	15,183
148	Lay Pension	1,651	1,519	1,580	1,800
149	Office Expense	19,314	17,000	17,000	17,000
150	Telephone	5,612	6,500	6,500	6,500
151	Postage	5,931	4,500	4,500	4,500
152	Equipment Replacement & Repair	3,750	4,000	4,000	3,000
153	Payroll Tax	16,684	17,210	17,726	16,700
154	Audit Expense	14,803	14,000	14,000	15,000
155	Fidelity Bond & Insurance	22,293	19,568	19,568	23,000
156	Support Staff Medical/Life Insurance	597	0	650	600
157	Property Maintenance/Improvement	5,026	3,000	3,000	4,000
158	Mills House Repairs	6,727	6,000	6,000	21,500
159	Utilities	10,664	8,000	8,000	9,000
160	Subtotal - Administrative Function	162,240	156,243	160,968	173,439
161					
162	Designated Purpose Expense				
163	General Convention Expense	7,000	7,000	7,000	7,000
164	Provincial Synod Deputy Travel	1,967	2,000	2,000	2,000
165	Provincial Synod Assessment	4,500	4,500	4,500	4,500
166	Lambeth Conference Travel	0	1,000	1,000	1,000
167	Board/Task Force/Ad-Hoc Comm. Expense	1,860	4,000	4,000	2,000
168	Diocesan Altar Guild	375	500	500	500
169	Clergy Conference/Clergy Family	5,359	10,000	10,000	6,000
170	Health Reimbursement Allowance	0	5,000	5,000	2,500
171	Retired & Needy Clergy Insurance	37,840	28,000	34,000	38,000
172	Commission on Ministry	2,161	4,500	4,500	3,000
173	Subtotal - Designated Expenditures	61,062	66,500	72,500	66,500
174					
175	TOTAL DISBURSEMENTS	1,237,789	1,272,059	1,338,484	1,178,787
176					
177	RECEIPTS OVER(UNDER) DISBURSEMENTS	(56,511)	0	(0)	0

*Represents full asking for congregations

3		2008	2008	2009	2010
4		ACTUAL	BUDGET	BUDGET	BUDGET

Notes to Budget:

- 1) There is no cost of living adjustment added to salaries for 2010
- 2) A 10% medical insurance increase is budgeted for 2010
- 3) Line 6 Congregational Pledges for 2010 is best estimate based on 2010 asking and current giving
- 4) The reduced pledge to The Episcopal Church for 2009 is carried over to 2010
- 6) Youth Ministry Development Team 2010 proposal is shown as requested by Commission
- 7) Lines 145, 156, and 157 show Property Commission 2010 proposal (less \$3,000 in line 156)
- 8) New Communications request shown on line 40
- 9) 2010 Salary/Housing Schedule:

Line 33 - One 1/5 time position			15,000
Line 45 - One 1/2 time position at U of I		26,787	
Line 45 - One 19/40 time position at ISU		23,540	
Line 45 - One 1/4 time position at UNI		<u>12,394</u>	62,721
Line 52 - 3/4 of a full time position			35,100
Line 83 - One full time position			49,575
Line 116 - One full time position			102,877
Line 120 - One full time position			48,698
Line 123 - 4/5 time position			43,923
Line 127 - One 1/2 time position			0
Line 131 - One full time position			45,000
Line 145 - One 1/2 time position			20,156
Line 147 - 1/4 of a full time position			<u>11,700</u>
			<u><u>434,750</u></u>

THE 2010 DIOCESAN BUDGET LINE-BY-LINE DESCRIPTION

SALARY, INSURANCE & PENSION CHANGES

The Board of Directors has recommended no cost of living increase in salaries in 2010.

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 6% for 2010.

Items Affected by above Salary, Pension and Insurance:

Diocesan Program Function

Congregational Life

Line 33 Deployment Officer-Salary and Pension (one 1/5 time position)

Youth Ministry Development Team

Line 45 Campus Chaplain's Salaries/Housing (one ½ time position at U of I, one 19/40 position at ISU, one ¼ time position at UNI)

Line 46 Campus Chaplain's Pension

Line 47 Campus Chaplain's Med/Life Insurance

Line 52 Youth Missioner – Salary (3/4 of a full-time position)

Line 53 Youth Missioner – Pension

Line 55 Youth Missioner – Medical/Life Insurance

Justice, Peace, and Integrity of Creation

Line 83 St. Paul's Indian Mission – Salary & Housing one full-time position)

Line 84 St. Paul's Indian Mission – Pension

Line 86 St. Paul's Indian Mission – Medical/Life Insurance

Episcopate Function

Line 116 Bishop – Salary & Housing (one full-time position)

Line 117 Bishop – Pension

Line 119 Bishop – Medical/Life/Key Life Insurance

Line 120 Executive Assistant to the Bishop – Salary (one full-time position)

Line 121 Executive Assistant to the Bishop – Pension

Line 122 Executive Assistant to the Bishop – Medical/Life Insurance

Line 123 Financial Officer – Salary (one 4/5 time position)

Line 124 Financial Officer – Pension

Line 126 Financial Officer – Medical/Life Insurance

Line 127 Ministry Developer – Salary/Housing (one ½ time position)

Line 128 Ministry Developer – Pension

Line 130 Ministry Developer – Medical Insurance

Line 131 Operations Manager – Salary (one full-time position)

Line 132 Operations Manager – Pension

Line 133 Operations Manager – Medical/Life Ins.

Administrative Function

Line 144 Administrative Assistant – Salary (one ½ time position)

Line 146 Episcopal Life Editor Salary & Benefits (1/4 of a full-time position)

Line 147 Lay Pension

Line 152 Payroll Tax

Line 155 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

74% 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 \$35,000 draw on principal to fund the spending for youth ministries for the 2010 calendar year. This money supports lines 56 through 80 in the Youth Ministry budget, as well as the Youth Missioners Travel on line 54.

09 Retired & Needy Clergy Fund

Until 2009, income and principal from the Thelma McClure and McMullen Bequest Reserves was used to fund our current obligation for insurance reported on line 170, Retired & Needy Clergy Insurance.

10 Episcopate Fund Income

Income based on 5% of the 3-year average fund value generated from gifts given to the Diocese for the support of the Episcopacy in 2010. A 6% payout was used in years 2008-2009.

11 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 (5% for years 2008-2009) generated from those funds that were given to support Diocesan programs. Also included are funds transferred to the budget from reserve and restricted funds.

12 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 2010 is approximately \$65,000 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 Commission Block Grant

For 2010, the budget includes a block grant in place of individual program lines.

28 Millennium Development Goals

Resolution XXI from the 148th 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

32 Ministry Grants

Financial support for ministry initiatives in local congregations.

33 Deployment Officer – Salary and Pension

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

34 Deployment Officer – Travel and Supplies

Travel and supplies for deployment.

35 Summer Ministry School & Retreat

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

36 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.

37 Living Stone Diocesan Partnership

Addresses ministry development at the diocesan level with an annual gathering of participating dioceses.

38 Program/Consultants/Materials

To provide resources to our congregations, supporting their spiritual, theological, and practical ministerial development. Discontinued for 2010.

39 Evangelism Initiative

Funding for new starts, start-overs, new curacies and other mission initiatives in the Diocese of Iowa.

40 Communications

New for 2010, this communication line is for maintaining and improving intentional diocesan communication. Regular communication from the diocesan office primarily takes place three ways: 1) Web Site, 2) monthly eNewsletter, and 3) monthly newspaper "Iowa Connections." The web site is updated regularly with the latest news and events, as well as being the place to find additional resources and forms. The monthly eNewsletter is designed to reach church leadership to highlight diocesan reminders, information, events and resources by pointing to the web site. It highlights ministry stories and upcoming events. We also support other audio, video, and print communications throughout the year. The ongoing cost of maintaining the video-conferencing subscription is included in the 2010 budget request.

41 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 was eliminated in 2008. Expenses include instructor honorariums, Iowa Communication Network (ICN) costs, and materials.

Youth Ministry Development Team (YMDT)

45 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.

46 Campus Chaplain's Pension

Pension payments for the chaplains at the University of Iowa and University of Northern Iowa.

47 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.

48 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.

49 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.

50 Chaplaincy Grants

This line provides assistance to a variety of congregations with college ministries. Discontinued for 2010.

51 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.

52 Youth Missioner – Salary

Salary for ¾ of a full-time position.

53 Youth Missioner – Pension

Pension for the Youth Missioner.

54 Youth Missioner – Travel

Reimbursable travel and professional expenses for the Youth Missioner.

55 Youth Missioner – Medical/Life Insurance

Medical and life Insurance for the Youth Missioner.

56 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.

57 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.

58 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.

59 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.

60 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, an travel for practice.

61 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.

62 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.

63 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.

64 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 \$2,600.

65 Chapter/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.

66 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.

67 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.

68 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. Discontinued in 2009.

69 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).

70 Website/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.

71 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.

72 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.

73 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.

74 Sound System Maintenance

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

75 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.

76 Resource Mailing Costs

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

77 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.

78 New Beginnings

New Beginnings is a Jr. High Retreat Weekend that is new to the diocese. It has been funded under diocesan events for youth, however the YMDT feels it needs to have its own line item in order to better keep track of expenses and revenue. New Beginnings has been very successful, and will continue to be offered bi-annually.

79 Nursery at Diocesan Events

The Board of Directors has mandated free childcare at all diocesan events. The YMDT has had to use funds from various line items to cover this expense. In order to ensure available funding throughout the year for this important ministry, we would like to add a separate line item to pay the worker, purchase basic supplies such as diapers, a changing table, portable play pen, snacks, etc.

80 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

83-86 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.

87 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.

88 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.

89 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.

90 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.

91 Ministry with Persons with AIDS

To address the ongoing AIDS crisis.

92 Prison Ministry

To further expand the Diocesan prison ministry activities, including a Province Prison Ministry Conference.

93 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.

94 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.

95 Restorative Justice Advocacy

Encourage the Church to find ways to educate and advocate the Community on justice issues.

96 JPIC Operation and Travel

Supplies, expenses and travel for commission members.

97 Homeless Ministry

An area of concern reaching out to the marginalized in our diocese.

98 Jubilee Officer Expenses

Registration and travel costs to attend an annual meeting.

99 Commission Block Grant

For 2010, the budget includes a block grant in place of individual program lines.

100 JPIC Budget Reduction

In 2008 the Commission was requested to make \$3,000 in program reductions in its budget.

Stewardship

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

Multicultural Commission

- 109 Commission Travel
To cover mileage for those providing programs to congregations and groups on the issues of racism and inclusion.
- 110 Printing, Postage and Operational Expenses
To cover Commission expenses.
- 111 Commission Block Grant
For 2010, the budget includes a block grant in place of individual program lines.
- 112 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

- 116 Bishop – Salary/Housing
Salary and housing compensation for the Bishop.
- 117 Bishop – Pension
Pension for the Bishop.
- 118 Bishop – Travel
Reimbursable travel and professional expenses for the Bishop.
- 119 Bishop – Medical/Life/Key Life Insurance
Medical, Dental and Life insurance for the Bishop.
- 120 Executive Assistant to the Bishop – Salary
Salary for the Bishop's full-time Executive Assistant.
- 121 Executive Assistant to the Bishop – Pension
Pension for the Bishop's full-time Executive Assistant.
- 122 Executive Assistant to the Bishop – Medical/Life Insurance
Medical, Dental and Life Insurance for the Bishop's full-time Executive Assistant.
- 123 Financial Officer – Salary
Salary for the 4/5 time Financial Officer (full-time in 2008-2009).

- 124 Financial Officer – Pension
Pension for the Financial Officer.
- 125 Financial Officer – Travel
Reimbursable travel and professional expenses for the Financial Officer. Transferred to Line 136 Training Conferences in 2010.
- 126 Financial Officer – Medical/Life Insurance
Medical, Dental and Life Insurance for the Financial Officer.
- 127 Ministry Developer – Salary/Housing
For 2008-2010 a single one-half time position is funded.
- 128 Ministry Developer – Pension
Pension for the Ministry Developer.
- 129 Ministry Developer – Travel
Reimbursable travel and professional expenses for the Ministry Developer.
- 130 Ministry Developer – Medical Insurance
Prorated medical, dental and life Insurance for the Ministry Developer.
- 131 Operations Manager – Salary
Salary for the full-time Operations Manager.
- 132 Operations Manager – Pension
Pension for the full-time Operations Manager.
- 133 Operations Manager – Medical/Life Insurance
Medical, dental and life insurance for the full-time Operations Manager.
- 134 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. Discontinued in 2010.
- 135 Council of Deacons
Operation and travel funds for the Council assisting deacons in their ministry and advising the Bishop on diaconal issues.
- 136 Training Conferences
Funds that allow the Bishop's staff to attend training conferences related to their work.
- 137 Episcopate Election Reserve
To fund the discernment process and election of a new Bishop. These funds are transferred to a reserve account until needed. Not funded for 2010.
- 138 Bishop's Vestment/Supplies
Funds to replace the normal vestments of the Bishop. Not funded for 2010.

Administrative Function

- 142 Diocesan Convention Expense
Funding for the Annual Diocesan Convention, including renting convention space, honorarium and travel for speakers, materials and supplies.
- 143 Printing – Journal and Report Booklet

Per Canons of the Diocese, this item covers the publishing of minutes of Convention, its reports and Journal.

- 144 Administrative Assistant - Salary
Salary for a one-half time Administrative Assistant.
- 145 Cleaning Service
Cleaning service for Diocesan House. Transferred to Line 157 Mills House Repairs in 2010.
- 146 Episcopal Life Editor – Salary & Benefits
Salary and benefits for the part-time Episcopal Life Editor and Internet Webmaster.
- 147 Lay Pension
Pension for the one-half time administrative assistant.
- 148 Office Expense
Administrative costs involved in operating diocesan offices, including supplies, hospitality expenses, Internet access, and copier lease and costs.
- 149 Telephone Expense
Telephone expense, including service for diocesan offices, long distance, and cellular telephone for the Bishop.
- 150 Postage Expense
Postage costs, including U.S. Postal Service, UPS and Federal Express mailings, as well as postage equipment lease and maintenance.
- 151 Equipment Replacement & Repair
Replacement and repair of office equipment, including copy machine, computer equipment and software.
- 152 Payroll Tax
Per Federal requirements, 6.2% FICA tax and 1.45% Medicare for lay employees.
- 153 Audit Expense
Fees to engage a firm to perform an audit as required by National Canon.
- 154 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.
- 155 Support Staff Medical/Life Insurance
Life insurance for the one-half time administrative assistant.
- 156 Property Maintenance/Improvement
Maintenance and improvement expenses for the diocesan house, including yard service, snow removal, and property upkeep and improvements.
- 157 Mills House Repairs
Upkeep and repairs to the diocesan house. In 2010 includes office cleaning previously shown on line 145.
- 158 Utilities
Water, electric, garbage, and gas usage at Diocesan house.

Designated Purpose Expense

- 162 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 2012.

163 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.

164 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.

165 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.

166 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.

167 Diocesan Altar Guild

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

168 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.

169 Health Reimbursement Allowance

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

170 Retired & Needy Clergy Insurance

Provides single Medicare Supplement coverage for qualified retired clergy. Also provides medical insurance coverage for disabled and needy clergy.

171 Commission on Ministry

Travel, lodging, and administrative expenses for this Commission.