



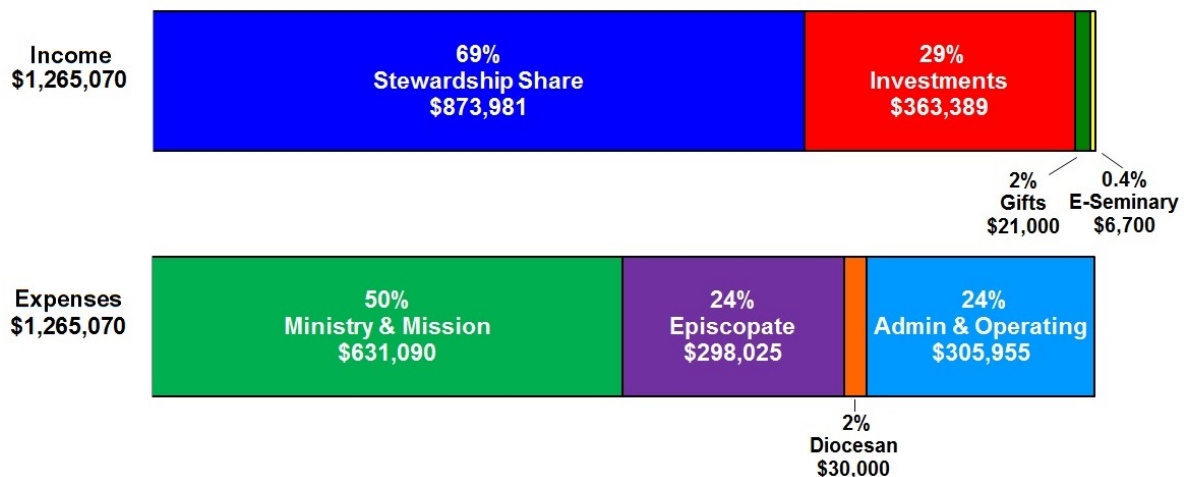
162nd Annual Convention of the Diocese of Iowa

2015 Budget Adopted September 24, 2014

The Diocesan Budget is a statement of our hopes and plans for our shared ministries for the coming year. It is usually expressed in tables of numbers reflecting expected income and expenses, but we want to emphasize that each line represents stories and plans of our common mission. To help facilitate this, we are beginning with a narrative of the budget with the number format included at the end.

The Board built this budget based on what it heard from around the Diocese over the past year—at last year’s Convention, at Chapter meetings, Indaba processes, from conversations, phone calls, and e-mails. You have told us what kinds of ministries your congregations are doing, how you would like others in the Diocese to assist those ministries, what you can do to help ministries beyond your congregations, and what work you hope we can do together. We want you to know that we have listened, and it is our hope that this budget gives shape and priority to many of those expectations, and challenges us to provide the resources to make them possible.

So, what do we plan to accomplish and how it is reflected in this budget?



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

Ministry & Mission

We are called to make disciples. Although much of this important work is done by each congregation, there are also important ministries we do for our neighbors and ourselves by combining our efforts all together. In the budget, this category is *Mission & Ministry* (lines 12-114) and is budgeted at \$631,090 or 50% of the total budget. It is made up of the following areas:

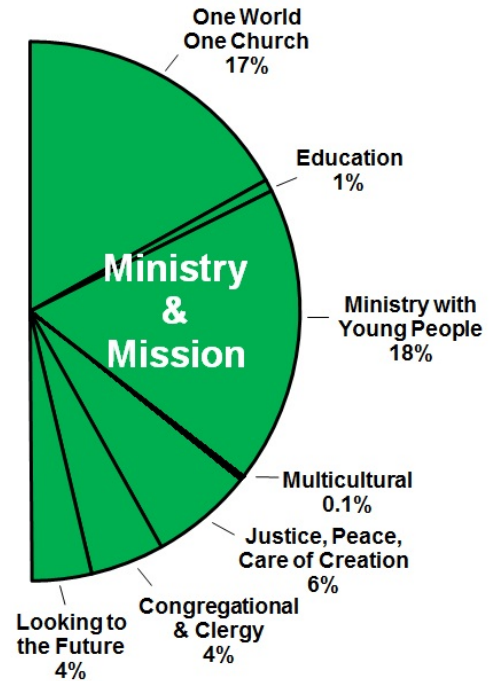
- ***One World One Church*** describes how we will serve the church in the world (lines 13-25). We support the Episcopal Church and our own region of Province VI for the larger structure and programs we share. We are actively involved in ministry with our companion dioceses of Brechin, Swaziland and Nzara. We share ministry ecumenically with other denominations and through global mission and support. Each year .07% of our budget is reserved for International Mini-Grants that support the Millennium Development Goals. This function is budgeted at \$214,039 or 17% of the total budget.
- ***Education*** opportunities are for lay and clergy development (lines 27-31). These opportunities include the annual *Summer Ministry School & Retreat* that provides learning tracks for about 150 children, youth and adults over a weekend each summer; the *Living Stones Partnership* that allows a team from Iowa each year to engage and learn from teams from a number of other dioceses and organizations engaged in the work of Ministry Development; and *E-Seminary* that provides online theological courses for personal development, preparation for ordination, and continuing education. The budget for Education is \$9,000 or 1% of the total budget.
- ***Ministry with Young People*** has been among the most visible and valued work of the Diocesan family, and includes diocesan formation programs and opportunities for children through young adults (lines 33-80).

Young Adults (lines 34-53):

Diocesan ministry for young adults that has traditionally focused on three university campuses is now expanding to create a network of support around the state, both on and off college campuses, for young adults from post-high school into their 30s. The 2013 Convention recognized the valuable work that has been done by the campus chaplaincy programs and asked that they be funded through the 2014-15 academic year, so this budget includes funding for chaplains and campus programs through June 2015. Going forward these campus ministries will become more parish-based and will be incorporated as part of the network of support for all young adults with coordination by the Young Adult Missioner.

Children and Youth (lines 54-79):

The younger members of our Diocese are served well with the oversight of the Youth Missioner and the Youth Ministry Development Team (YMDT). Opportunities and resources include support for *Godly Play* and *Journey to Adulthood* (J2A) programs and curriculums; *New Beginnings* and *Happening* events each spring and fall; a week of summer camp; participation in the annual *Diocesan Convention*, the triennial *Episcopal Youth Event* (E.Y.E.) and *General Convention*; and provides supervised nursery care at diocesan events.



Funding for the Chaplaincies and Program lines for the Ministry with Young People comes from the Episcopal Camp and Conference Center (ECCC) investment funds, shown on line 6 in the income section of the budget. The total expense for Ministry with Young People is projected at \$226,271 or 18% of the total budget.

- **Multicultural** is a tiny portion of our budget (0.1%) that supports the required Anti-Racism trainings in the Diocese of Iowa (lines 82-84).
- **Justice, Peace, Care of Creation** supports our work among Native Americans through St. Paul's Indian Mission in Sioux City. This funding includes the cost of a priest and operating aid. It is funded at \$79,894 or 6% of the total budget (lines 86-94).
- **Congregational and Clergy Support** includes the areas of communication, conferences, stewardship, altar guild, and programs for deacons, new clergy and clergy conferences. This support is projected to be \$55,886 or 4% of the total budget.
- **Looking to the Future** is new and allows room in the budget for some of the ideas that were identified through the Indaba conversations held by chapters and congregations earlier this year. Providing funding of 4% of the total budget in the form of a \$45,000 grant for Indaba Initiatives will allow the Bishop and the Board of Directors to continue to listen and define new and emerging opportunities for support in 2015.

Episcopate

We must provide for our common ministry through the *Episcopate* (lines 116-134). The Bishop is our chief, visible and spiritual link to each other, and gives us important links to the greater Episcopal Church, its traditions and its mission. This category includes the salary and benefits for the bishop, his two primary assistants, their travel expenses to be among us and to represent us in the larger Church and community, and for the work of the Commission on Ministry to help with the ordering of ministry in this diocese. The Episcopate is budgeted at \$298,025, or 24% of the total budget.



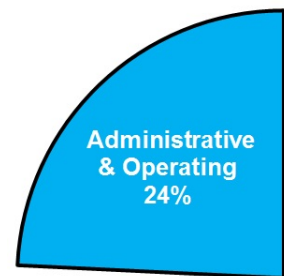
Diocesan

As a Diocese we also have obligations: We must hold an annual convention and publish a journal; we are to provide representation to the triennial General Convention and to the Synod for Province VI; and we have governing boards, commissions and committees that provide oversight and organization to our work together. This small slice is 2% of the total budget, or \$30,000 (lines 136-142).



Administrative & Operating

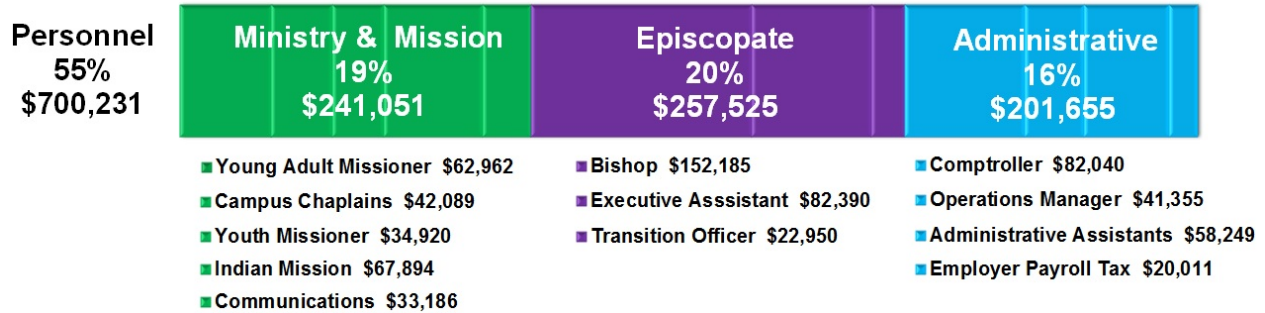
The final section of the budget provides the grease that makes much of our shared work possible. These expenses include financial and administrative personnel; office expenses that include business equipment, fees, subscriptions, supplies, postage and telephone; the utilities and maintenance for the office located in Des Moines; the expense of an annual audit; and insurance for property and liability. It makes up 24% of the budget or \$305,955.



Personnel

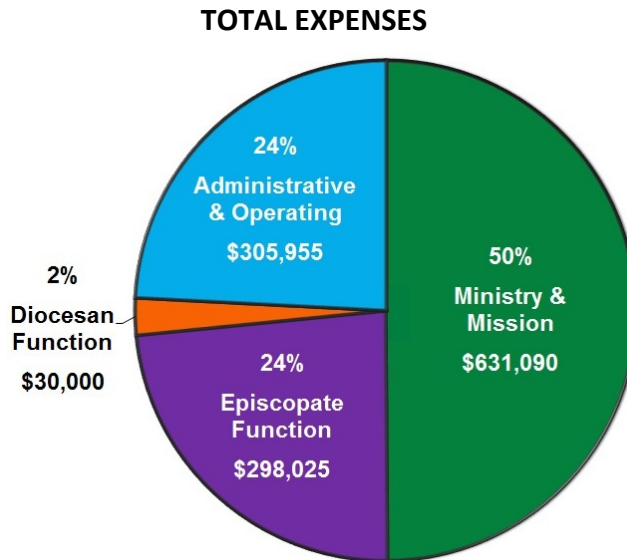
In 2014 there were a number of personnel changes that involved salary adjustments, so salaries in this 2015 budget do not include increases for cost of living. We also received the good news that health insurance costs are not increasing for 2015.

In this budget, personnel costs are included in the ministry sections that best describe the primary responsibilities. Personnel costs include salaries, clergy housing, pension, and health insurance. The total cost of personnel in this budget is \$700,231 or 55% of the budget. The graph below shows the relationship of personnel costs:



Total Expense

The expenses in the 2015 budget total \$1,265,070.

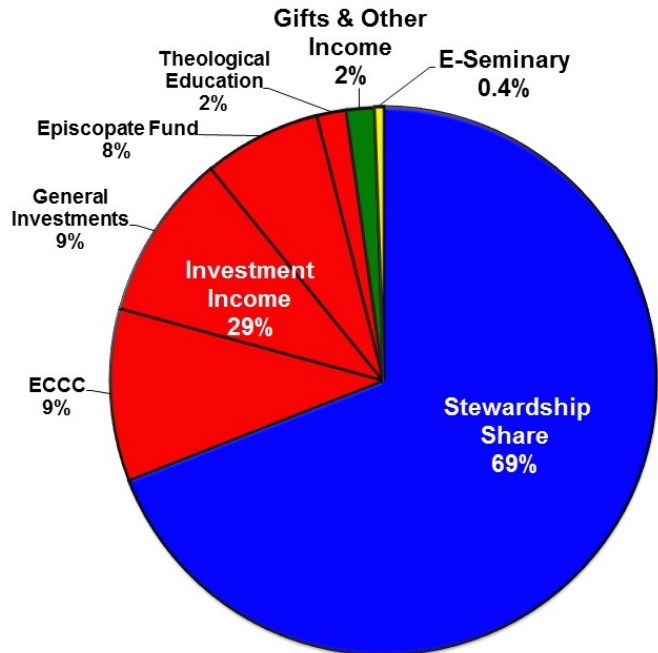


Income

Having set out the work we hope and expect to do together, this budget challenges us to provide the resources to make the vision possible. The income needed to support the work and ministries described is \$1,265,070.

The Diocese receives two major streams of income: The Stewardship Share pledged by congregations (69%), and investment income (29%). Gifts & Other Income and E-Seminary make up the remaining 2%.

The *Stewardship Share* uses a formula that is 20% of each congregation's total operating income of the previous year (as reported on the previous year's Parochial Report), after the clergy deduction is taken. For 2015, the full amount for the Stewardship Share is \$904,249. Adjusted to estimated pledges, this budget is based on congregational support of \$873,981. Your congregation's Stewardship Share support is a vital part of what we are able to accomplish together.



Investment Income is reflected in the budget as Theological Education, Episcopate Fund, ECCC (Episcopal Camp & Conference Center), and General investments. Together these make up 29% of budgeted income. For the 2014 budget, the Convention had approved increasing the amount we drew in from our General Investments from 5% up to 6% in order to fund both Chaplaincies and the Young Adult Missioner during 2014; however in 2015 the amount we will draw as income from investments will drop back to 5%, except for ECCC.

The income budgeted from ECCC investments is the amount needed to fund Chaplaincies for 6 months and the travel and program expense lines for Ministries with Young People.

Gifts & Other Income is income we receive from other sources, and *E-Seminary Income* is a combination of tuition, gifts, and income from a designated endowment fund.

Questions or comments about this budget may be directed to your delegates to the 2014 Convention, your representatives to the Board of Directors, or to your Diocesan Treasurer or Comptroller.

In Christ,

Treasurer

Anne Wagner
Comptroller

2015 BUDGET

Adopted 10/24/2014

	2013 ACTUAL	2013 BUDGET	2014 BUDGET	2015 BUDGET
1 INCOME				
2 Congregational Stewardship Share	817,364	815,357	822,000	873,981
3 Gifts & Other Income	34,081	23,000	32,000	21,000
4 Theological Education Income	20,200	20,200	22,000	22,000
5 ECCC Income for Youth Ministries	61,309	54,000	106,400	128,389
6 Episcopate Fund Income	88,128	97,259	119,000	88,000
7 General Investment Income	97,440	95,596	123,856	125,000
8 E-Seminary Income	6,655	10,000	10,000	6,700
9 TOTAL INCOME	<u>1,125,177</u>	<u>1,115,412</u>	<u>1,235,256</u>	<u>1,265,070</u>
10				
11 EXPENSES				
12 MINISTRY & MISSION				
13 ONE WORLD ONE CHURCH				
14 Pledge to Episcopal Church	187,610	187,610	185,052	190,984
15 Province VI Synod Assessment	4,500	4,500	4,500	4,500
16 Ecumenical & Interfaith			1,500	1,500
17 Global Episcopal Mission Network			1,700	1,700
18 Episcopal Young Adult Service Corps			1,000	1,000
19 Episcopal Relief and Development Travel			1,200	1,200
20 Convention Exhibit Expenses			300	300
21 Projects			1,000	1,000
22 Companion Travel & Event Expenses			3,000	3,000
23 Millennium Development Goals - Mini-Grants	7,739	7,739	8,647	8,855
24 Commision Block Grant	3,944	5,000	0	0
25 TOTAL ONE WORLD ONE CHURCH	<u>203,793</u>	<u>204,849</u>	<u>207,899</u>	<u>214,039</u>
26				
27 EDUCATION				
28 Summer Ministry School & Retreat	3,117	2,500	2,500	3,500
29 Living Stones Diocesan Partnership	2,442	2,000	2,000	2,500
30 E-Seminary	2,000	5,000	3,000	3,000
31 TOTAL EDUCATION	<u>7,559</u>	<u>9,500</u>	<u>7,500</u>	<u>9,000</u>
32				
33 MINISTRY WITH YOUNG PEOPLE				
34 Young Adults				
35 Young Adult Missioner <i>(one 4/5x position)</i>				
36 Salary			42,192	42,075
37 Pension			3,797	3,787
38 Health/Life Insurance			16,230	17,100
39 Travel			9,000	9,500
40 Young Adult Program				5,000
41 Chaplain-University of Iowa <i>(one 1/2x position for 6 mo.)</i>				
42 Salary	27,673	27,672	28,502	14,251
43 Pension	4,981	4,981	5,020	2,565
44 Health Insurance	9,246	450	8,870	4,800
45 Chaplain-Iowa State University <i>(one 19/40x position for 6 mo.)</i>				
46 Salary	24,246	24,246	24,973	12,487
47 Chaplain-University of Northern Iowa <i>(one 1/4x position for 6 mo.)</i>				
48 Salary	13,141	21,986	13,536	6,768
49 Pension	4,616	3,957	2,326	1,218

2015 BUDGET

Adopted 10/24/2014

	2013 ACTUAL	2013 BUDGET	2014 BUDGET	2015 BUDGET	
50	Program & Office - University of Iowa (6 mo.)	6,000	6,000	6,000	3,000
51	Program & Office - Iowa State University (6 mo.)	6,000	6,000	6,000	3,000
52	Program & Office - University of Northern Iowa (6 mo.)	6,000	6,000	6,000	3,000
53	SUBTOTAL Young Adults	101,903	101,292	172,448	128,551
54	Children & Youth				
55	Youth Missioner (one 1/2x position)				
56	Salary	45,736	36,153	26,000	26,000
57	Pension	(1,371)	3,254	2,340	2,340
58	Medical/Life Ins.	17,902	18,147	6,100	6,580
59	Travel	9,733	9,000	9,000	6,000
60	Training Participation	6,218	10,000	10,000	10,000
61	Outdoor Ministries Program	13,288	6,000	13,000	13,000
62	Diocesan Events for Young People	3,729	5,800	5,800	5,800
63	Scholarship for Youth Events		3,000	3,000	3,000
64	Iowa Religious Media Center	2,000	2,000	2,000	2,000
65	Journey to Adulthood (J2A) Sponsorship	3,600	2,600	2,600	4,000
66	Journey to Adulthood (J2A) Development/Event	0	500	500	500
67	Publicity	0	200	200	200
68	Website/Media Development	0	1,000	1,000	1,000
69	Happening	2,404	600	4,000	4,000
70	Diocesan Convention - Youth Delegates	1,476	3,500	3,500	3,500
71	Operation & Travel	1,721	1,500	1,500	1,500
72	Sound System Maintenance	0	500	500	500
73	Youth Ministries Library	194	500	500	500
74	Resource Mailing Costs	0	300	300	300
75	Godly Play Development	0	1,500	1,500	1,500
76	New Beginnings	2,353	2,000	2,000	2,000
77	Nursery Care at Diocesan Events	2,395	1,500	1,500	1,500
78	Episcopal Youth Event (EYE) Designated Fund	2,000	2,000	2,000	2,000
79	SUBTOTAL Children & Youth	113,380	111,554	98,840	97,720
80	TOTAL MINISTRY WITH YOUNG PEOPLE	215,283	212,846	271,288	226,271
81					
82	MULTICULTURAL				
83	Multicultural Commission Block Grant	0	1,000	1,000	1,000
84	TOTAL MULTICULTURAL	0	1,000	1,000	1,000
85					
86	JUSTICE, PEACE, CARE OF CREATION				
87	St. Paul's Indian Mission (one FT position)				
88	Salary & Housing	53,364	51,062	52,594	52,594
89	Pension	0	1,500	4,000	0
90	Health/Life Insurance	9,481	9,955	9,100	9,800
91	Travel	8,048	1,500	3,000	5,500
92	St. Paul's Indian Mission Operating Aid	12,200	12,000	12,000	12,000
93	Commission Block Grant - Chemical Dependency Program	5,350	10,000	0	0
94	TOTAL JUSTICE, PEACE, CARE OF CREATION	88,443	86,017	80,694	79,894
95					
96	CONGREGATIONAL & CLERGY SUPPORT				
97	Editor/Communications (two PT positions)				
98	Salaries	17,212	17,651	23,500	23,519
99	Pension			2,115	2,117
100	Health/Life Insurance			7,185	7,550

2015 BUDGET

Adopted 10/24/2014

	2013 ACTUAL	2013 BUDGET	2014 BUDGET	2015 BUDGET	
101	Communication Expenses	8,394	8,000	7,000	12,000
102	Training Conferences	2,067	2,000	2,000	2,000
103	Stewardship	3,316	1,000	1,000	3,000
104	Diocesan Altar Guild	106	500	500	200
105	Council of Deacons	150	500	500	500
106	Clergy Conference/Clergy Family	3,131	4,000	4,000	4,000
107	New Clergy Development		1,200	1,200	1,000
108	TOTAL CONGREGATIONAL & CLERGY SUPPORT	34,375	34,851	49,000	55,886
109					
110	LOOKING TO THE FUTURE				
111	Indaba Initiatives				45,000
112	TOTAL LOOKING TO THE FUTURE				45,000
113					
114	TOTAL MINISTRY & MISSION	549,453	549,063	617,381	631,090
115					
116	EPISCOPATE				
117	Bishop (<i>one FT position</i>)				
118	Salary & Housing	112,077	108,877	110,877	110,877
119	Pension	19,598	19,598	19,816	19,958
120	Health/Life Insurance	21,002	22,000	20,700	21,350
121	Travel	28,047	20,000	22,000	25,000
122	Executive Assistant to the Bishop (<i>one FT position</i>)				
123	Salary	50,159	50,159	54,000	56,000
124	Pension	4,514	4,514	4,860	5,040
125	Health/Life Insurance	21,002	22,000	20,700	21,350
126	Transition Officer (<i>one 1/4x position</i>)				
127	Salary	19,563	19,350	15,000	15,000
128	Pension			500	2,700
129	Health Insurance				5,250
130	Travel & Supplies	1,769	3,000	3,000	3,500
131	Commission on Ministry	1,839	2,000	2,000	2,000
132	Lambeth Conference Travel	1,000	1,000	1,000	0
133	Episcopate Election Reserve	4,000	4,000	10,000	10,000
134	TOTAL EPISCOPATE	284,570	276,498	284,453	298,025
135					
136	DIOCESAN				
137	Diocesan Convention Expense	14,250	8,000	7,000	10,000
138	Printing - Journal & Report Booklet	9,295	5,500	6,000	9,000
139	General Convention Expense Reserve	7,000	7,000	7,000	7,000
140	Province VI Synod Expense	0	2,000	1,000	1,000
141	Board/Task Force/Ad-Hoc Committee Expense	3,972	2,000	2,000	3,000
142	TOTAL DIOCESAN	34,516	24,500	23,000	30,000
143					
144	ADMINISTRATIVE & OPERATING				
145	Comptroller (<i>one FT position</i>)				
146	Salary	42,413	42,413	43,685	56,000
147	Pension	3,817	3,817	3,932	5,040
148	Health/Life Insurance	21,562	22,000	20,700	21,000
149	Travel				3,500

2015 BUDGET

Adopted 10/24/2014

	<u>2013 ACTUAL</u>	<u>2013 BUDGET</u>	<u>2014 BUDGET</u>	<u>2015 BUDGET</u>
150	Operations Manager <i>(one 1/2x position)</i>			
151	48,350	46,350	50,831	26,000
152	4,329	4,172	4,575	4,680
153	23,662	22,000	20,700	10,675
154	Administrative Assistants <i>(two PT positions)</i>			
155	20,761	20,761	37,000	37,384
156	1,869	1,868	3,330	3,365
157	7,722	670	16,670	17,500
158	18,135	20,300	23,000	20,011
159	41,258	27,000	34,000	43,500
160	17,825	20,000	18,000	21,300
161	15,395	15,000	15,000	15,000
162	20,178	19,000	19,000	21,000
163	<u>287,276</u>	<u>265,351</u>	<u>310,422</u>	<u>305,955</u>
164				
165	<u>1,155,815</u>	<u>1,115,412</u>	<u>1,235,256</u>	<u>1,265,070</u>
166				
167	<u>(30,638)</u>	<u>0</u>	<u>0</u>	<u>0</u>