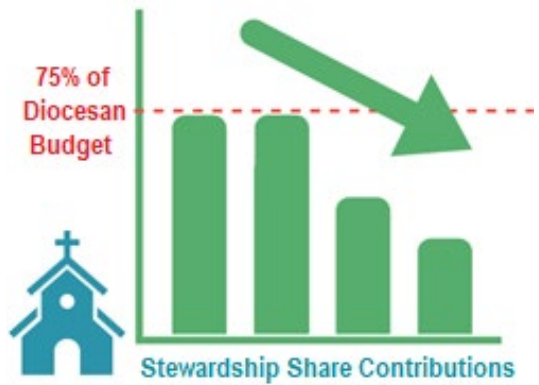


Episcopal Diocese of Iowa
2024 Discussion Budget Narrative
Prepared August 2023

Each summer the Board of Directors sends out a budget for the coming year for discussion among the Diocese. Most years, the discussion is short and polite. This budget year is different, and the Board needs to hear thoughtful and substantive discussion on how we approach our future.

For many years, the stewardship share contributions from our congregations have steadily declined. Those pledges once reliably provided 75% of our income. That is now nearer 65% and shows no sign of increasing. We estimate a stewardship share shortfall in 2024 of about \$65,000.



Our 2023 budget provided time for Bishop Monnot to begin setting out our directions for the future. She has outlined goals in three areas:



This reorientation will unfold over several years and is not limited to a single budget cycle.

Mission & Ministry



One Church, One Body,



United in Christ's Love



As we reshape the Diocese in these directions, the Board believes it is important to maintain the episcopal, ministry and mission work we have in place. We expect the cost of that work to increase by about \$70,000. This increase of approximately 6% should surprise none of us - it is consistent with the inflation we are experiencing in every other aspect of our life. In fact, as congregational capabilities diminish, the demand for diocesan mission and service increases. So, we ask you, *does this budget support the ministry and mission needed during this time of discernment and transition?*

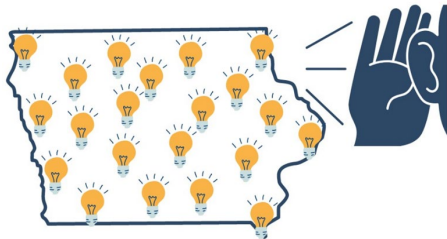
Does this budget support the ministry and mission needed during this time of discernment and transition?

Can an Opportunity Fund grow to help close the income/expense gap and let us claim the abundance God puts before us?

Additionally, we ask you to consider a vision of what is possible for the Episcopal Church in Iowa. *Can an Opportunity Fund be expanded to help close the income/expense gap and let us claim the abundance God puts before us? In time, can that income line grow to replace lower congregational pledges with another income stream?*

Moving toward the Church of the future will take time. The Board thinks that intentional change will be a healthier and more effective approach than making abrupt changes. *Therefore, we ask you to reflect on the wisdom of using investment funds in a limited way to help us reach the goals being developed.*

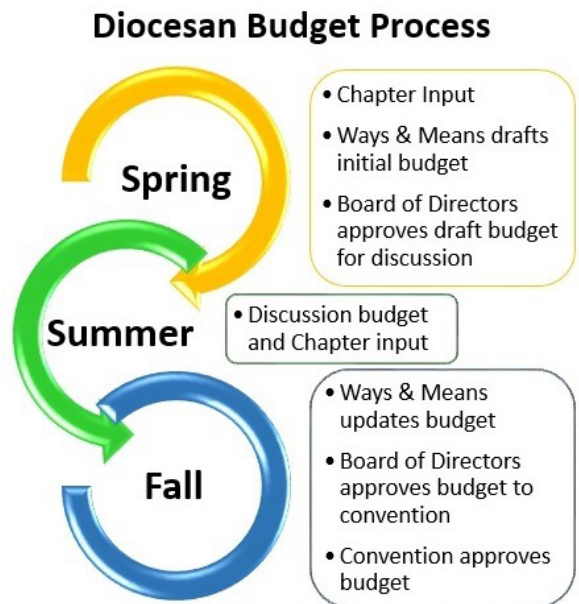
We ask you to reflect on the wisdom of using diocesan investment funds in a limited way to help us reach the goals being developed.



We need to hear the best ideas from all corners of the diocese to define our common ministry and how to fund it. The details of this budget are laid out in the following narrative. After hearing your discussion at the Fall Joint Chapter meeting, and from vestries and others, the Board of Directors will present a proposed budget to delegates for approval at the Diocesan Convention in October. We welcome your discussion.

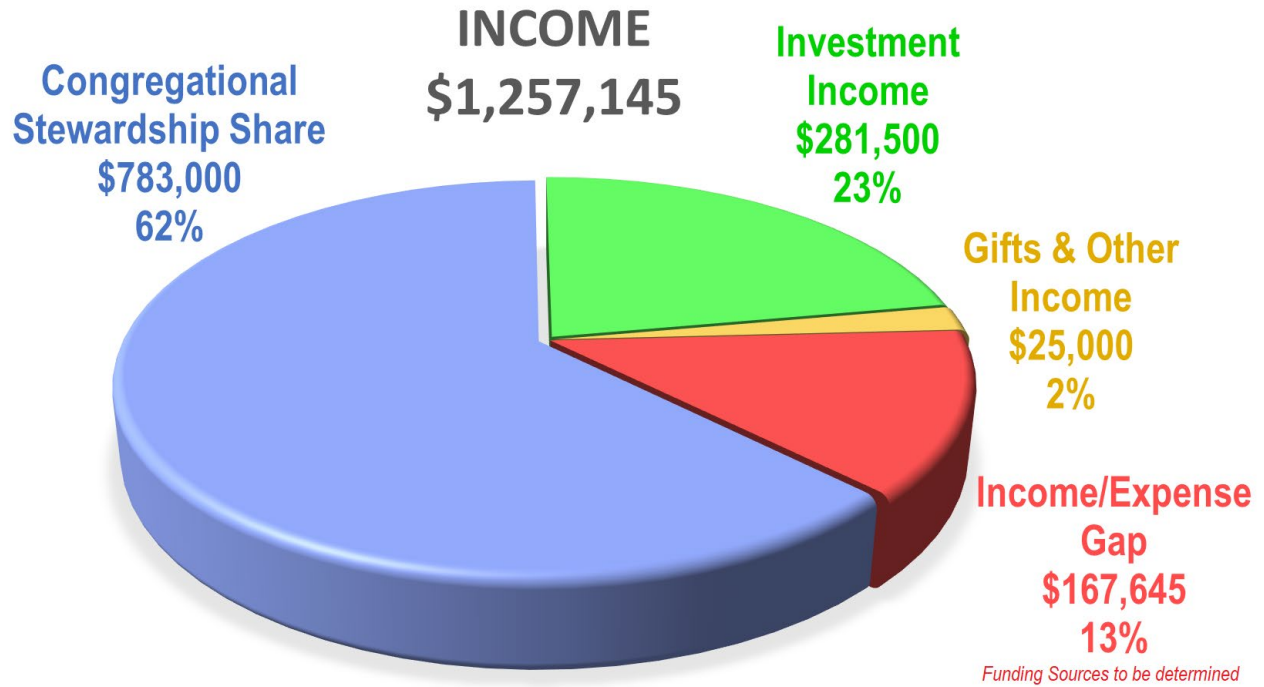
The 2024 Diocesan Budget process is similar to previous years. The Board of Directors has approved a discussion budget for your review and input. This is NOT the final version of the budget, but rather one to seek your input and comments. After the Fall Chapter meeting, the Ways & Means Committee and the Board of Directors will develop a final version for the Convention.

Summer is the time we need to hear from you. As you review this information, does this budget reflect our common ministry? Are you and your congregation willing and able to support this budget? Your input is important! Please discuss this in your congregation and plan to attend the Joint Fall Chapter meeting on August 26 at 10:00 AM by Zoom.

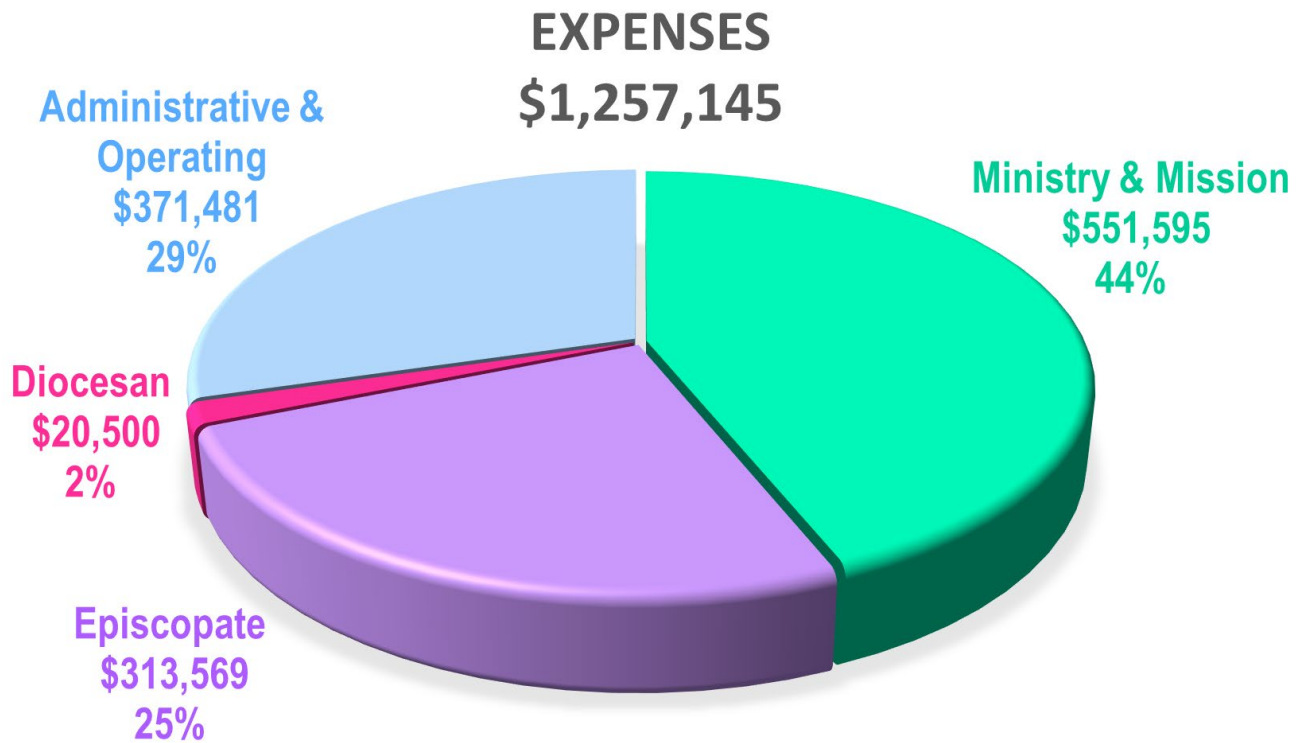


This discussion version is a budget of \$1,247,145. This is about a 6% increase over the current 2023 budget. The 2024 budget includes an adjustment in salary for the Canon to the Ordinary to an appropriate level for the position and responsibilities, 3% salary increases for all other personnel, an estimated 6% increase in health insurance rates, and a new line for Deacon travel reimbursement. A few other lines have been adjusted for inflation or expected increases, however the majority of the budget is largely “holding the line.”

Income to fund all we hope to achieve in this budget has been an especially challenging task. The greatest portion of income is support received from congregations (62%), followed by income from diocesan investments (23%). Gifts and other undesignated income make up another 2% of this budget. For the remaining 13% of the budget, we will be considering additional fundraising (such as continuing the Opportunity Fund) and looking at diocesan reserves.

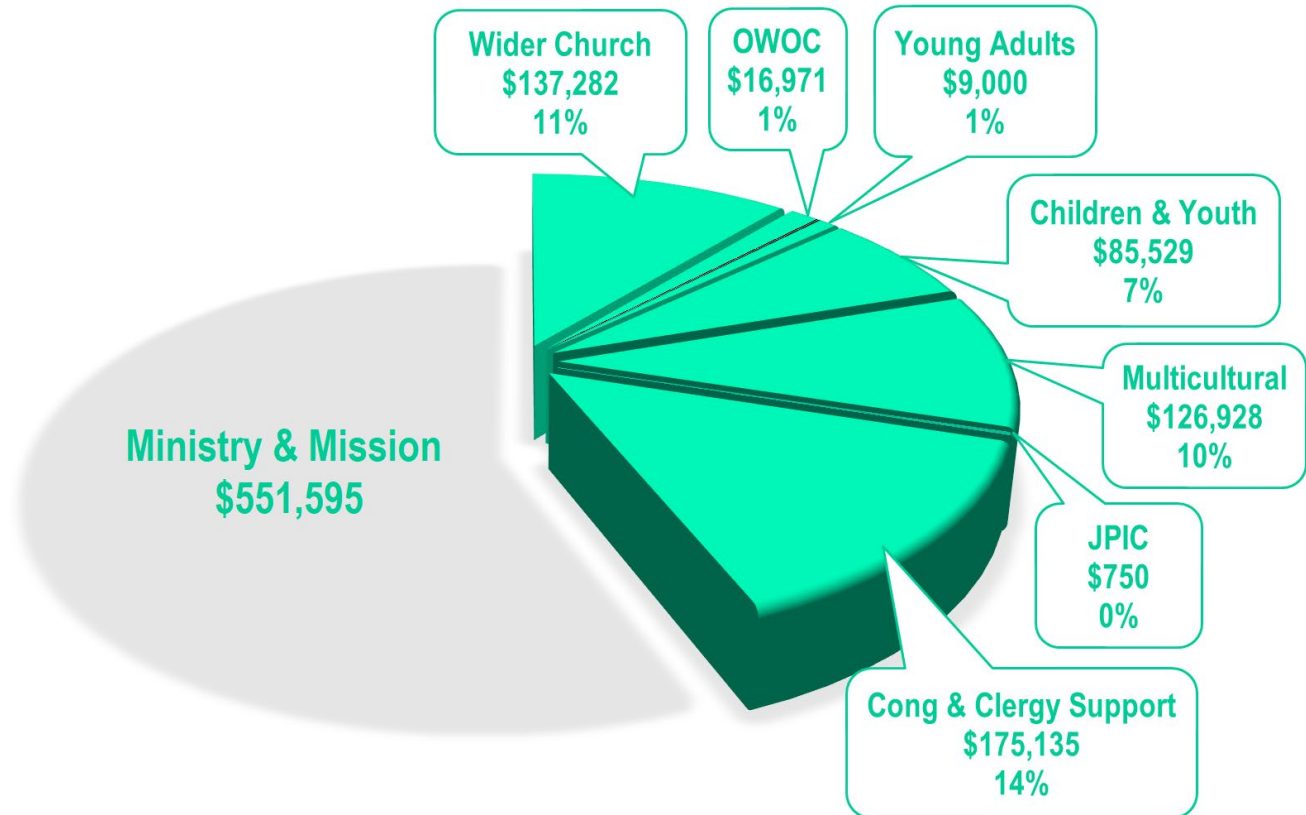


Expense categories are similar to previous years with four major areas: Ministry & Mission, Episcopate, Diocesan, and Administrative & Operating.



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

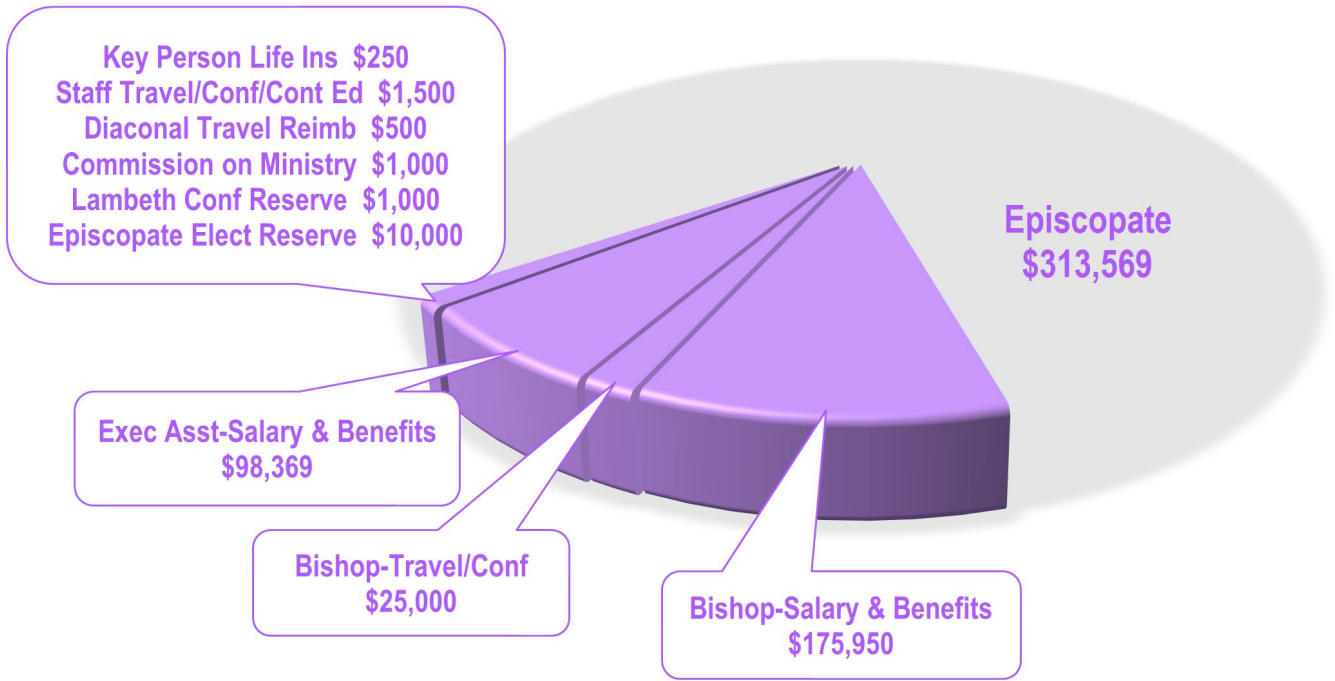
- *Wider Church* is our support for The Episcopal Church and Province VI.
- *One World, One Church* is our work with mission and ecumenical ministries. It also includes



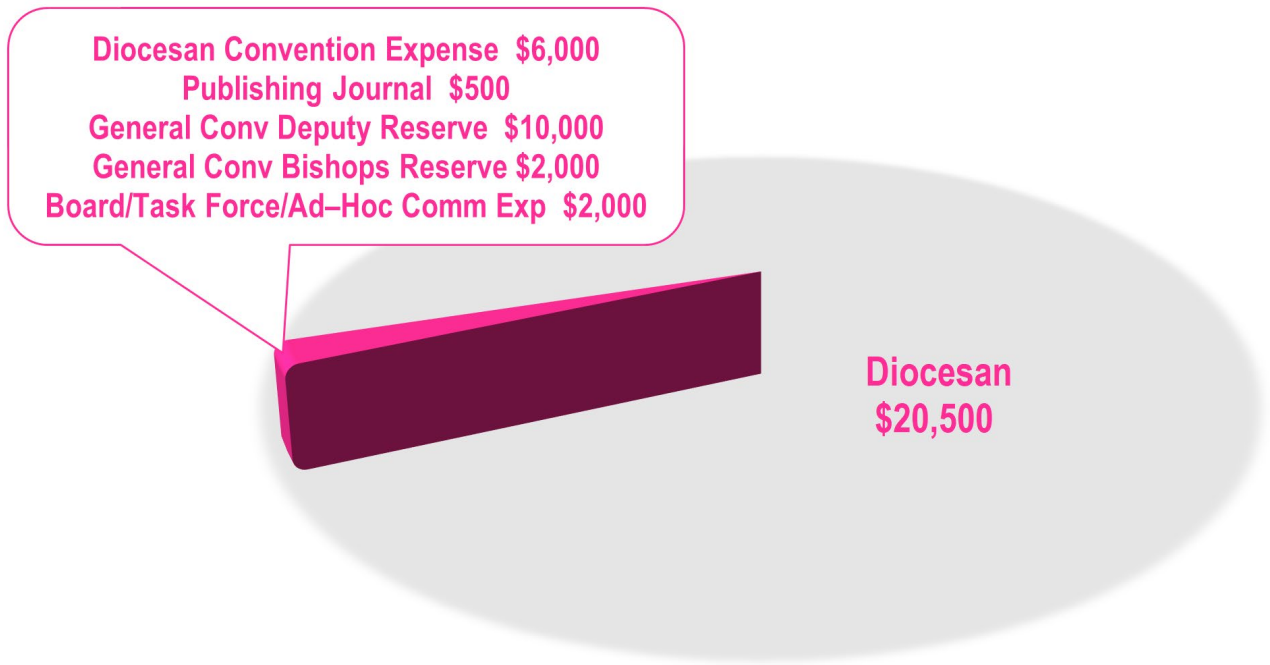
funding for mini grants for international development.

- *Young Adult Ministry* provides program funds for events and activities.
- *Children & Youth Ministry* provides for a Youth Missioner position and program funds for events, activities and summer camp.
- *Multicultural* includes our work with St. Paul’s Indian Mission in Sioux City that provides a Priest and program funds. Also included here is our racial reconciliation and reparations work through Beloved Community Initiative.
- *Justice, Peace, Integrity of Creation (JPIC)* provides funding for Faith in Action and Chemical Dependency Program.
- *Congregational and Clergy Support* provides for two personnel positions (Canon to the Ordinary; and Missioner for Communications, GILEAD & Young Adults). It also provides funding for communications, Summer Ministry School & Retreat, clergy events, and program development for clergy and congregational support.

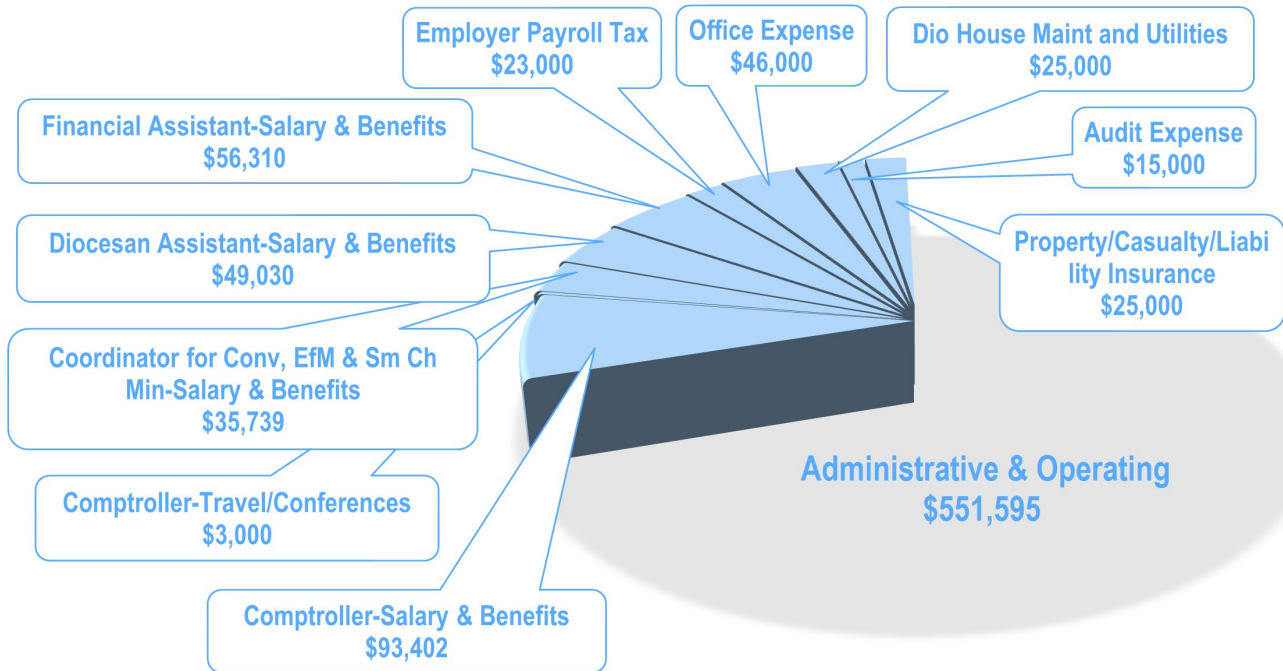
The Episcopate is an important way we provide for our common ministry. The Bishop is our chief, visible and spiritual link to each other, and gives us important links to the greater Episcopal Church, its traditions and its mission. This section also includes the position of Executive Assistant to the Bishop, as well as funding for staff activities, the Commission on Ministry, and funds that will be held in reserve for the next Lambeth Conference and Episcopate Election.



The Diocesan section of the budget provides for those things we must do as a Diocese. We must hold an annual convention and have Diocesan governing boards, commissions and committees that provide oversight and organization for our work together. This section also includes funds that will be held in reserve for the next General Convention.

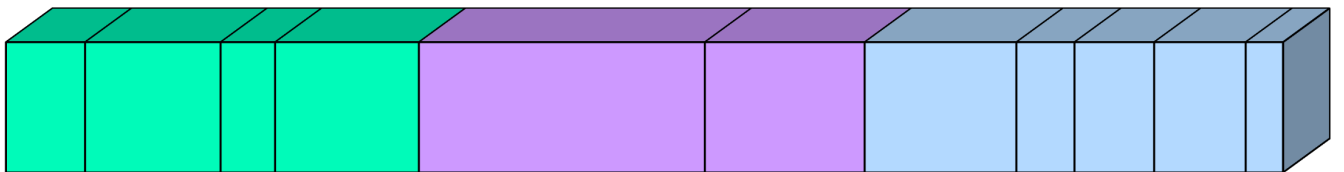


The Administrative & Operating section of the operating budget provides the grease that makes much of our shared work possible. These expenses include financial, program and administrative personnel (Comptroller, Diocesan Assistant, Coordinator for Convention, EfM & small church ministry, and Financial Assistant); office expenses; utilities and maintenance; the expense of an annual audit; and property and liability insurance.



Salaries and benefits for Diocesan personnel are listed in the sections of the budget that most closely relate to their job description. This budget has an increase for the Canon to the Ordinary position, 3% increases for all other salaries, and we have estimated a 6% increase for health insurance; we will have final 2024 insurance rates prior to the Convention. The next graph shows the distribution of personnel.

Personnel
Salaries, benefits & taxes
\$782,942
63%



Ministry & Mission

- Youth Missioner (0.75 FTE) \$48,679
- St. Paul's Indian Mission (1 FTE) \$83,428
- Communications & GILEAD (1 FTE) \$33,535*
- Canon to the Ordinary (1 FTE) \$88,500

Episcopate

- Bishop (1 FTE) \$175,950
- Executive Assistant to the Bishop (1 FTE) \$98,369

Administrative & Operating

- Comptroller (1 FTE) \$93,402
- Conv, EfM & Sm Ch Min (0.5 FTE) \$35,739
- Diocesan Assistant (0.6 FTE) \$49,030
- Financial Assistant (1 FTE) \$56,310
- Employer Payroll Tax \$23,000

*50% of this position is funded from the budget; the other 50% is funded from GILEAD

Let us know your questions and comments about this budget. Plan to join us at the *Fall Joint Chapter meeting* September 26 at 10:00 AM (<https://tinyurl.com/fallchapter23>) where we will discuss this version of the 2024 budget. You can also email your questions and comments to financial@iowaepiscopal.org. The Ways and Means Committee and the Board of Directors will review your comments to make final adjustments to this version of the budget prior to Convention.



Saturday August 26, 2023
10am - Noon on Zoom

*Fall Joint
Chapter Meeting*

Register to receive the Zoom link:
<https://tinyurl.com/fallchapter23>

[Click here to REGISTER for the Fall Joint Chapter Meeting](#)

All are welcome to attend the Fall Joint Chapter Meeting!

Who should come?

- Convention delegates
- Clergy
- Vestry members
- Wardens
- Treasurers
- Communications coordinators
- Members of congregations
- Board of Directors
- Committee & Commission members

The 2024 Diocesan Discussion Budget is available on the diocesan website at <https://www.iowaepiscopal.org/diocesan-budget> .