LOVE GNITES October 29-31, 2021 Des Moines THE 169th ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF IOWA



Reports to the 169th Annual Convention of the

Episcopal Diocese of Iowa

October 29-31, 2021 Virtual Convention

These reports are available on the Convention page of the Diocesan Website: <u>www.iowaepiscopal.org</u>

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For the benefit our planet, we encourage you to read this booklet electronically (on your computer, pad or phone) instead of printing it. The Century Gothic font was chosen to reduce your ink cartridge usage if you do choose to print it on standard letter sized paper.

	Confirmed				Visitation	Visitation
			Received	Total	Date	Offering
Ames, St. John's by the Campus					11/1/2020	
Anamosa, St. Mark's					3/12/2020	
Ankeny, St. Anne's by the Fields					12/20/2020	70.00
Boone, Grace					11/8/2020	
Cedar Falls, St. Luke's		2	2	4	3/15/2020	
Confirmations @ Trinity Waterloo						
Clinton, Christ					11/10/2020	157.00
Council Bluffs, St. Paul's					12/6/2020	366.00
Davenport, St. Alban's				Virtual	10/11/2020	25.00
Decorah, Grace					2/23/2020	50.00
Des Moines, Cath. Ch .of St. Paul					January2020	20.00
Des Moines, St. Andrew's	6	2	1	9	3/8/2020	
Des Moines, Trinity Cush					New Oct 2020	
Dubuque, St. John's					10/4/2020	45.00
Durant, St. Paul's					2/2/2020	96.00
Fort Dodge, St. Mark's	1			1	11/8/2020	
Fort Madison, St. Luke's			2	2	2/16/2020	141.00
Glenwood, St. John's				Virtual	9/13/2020	
Grinnell, St. Paul's					2/9/2020	340.00
Indianola, All Saints'					3/8/2020	
lowa City, Trinity	2	6	0	8	10/18/2020	
Mason City, St. John's	3	1	1	5	11/15/2020	
Muscatine, Trinity					8/20/2020	5.00
Perry, St. Martin's					12/13/2020	50.00
Sioux City, St. Thomas'		5		5	1/26/2020	
					11/22/2020	50.00
Waterloo, Trinity					3/15/2020	612.00
Waverly, St. Andrew's					3/15/2020	
Webster City, Good Shepherd					11/8/2020	
West Des Moines, St. Timothy's	13			13	9/27/2020	35.00
TOTALS:	25	16	6	47		\$2,062.00

The following churches did not have an official Visitation in 2020 (many due to Covid-19 conditions)

Algona, St. Thomas'; Bettendorf, St. Peter's; Burlington, Christ; Carroll, Trinity; Cedar Falls, St. Luke's; Cedar Rapids, Christ; Cedar Rapids, Grace; Chariton, St. Andrew's; Charles City, Grace; Clermont, Church of the Saviour; Coralville, New Song; Davenport, Trinity Cathedral; Denison, Trinity; Des Moines, St. Luke's; Des Moines, St. Mark's; Emmetsburg, Trinity; Harlan, St. Paul's; Independence, St. James'; Iowa Falls, St. Matthew's-by-the-Bridge; Keokuk, St. John's; LeMars, St. George's; Maguoketa, St. Mark's; Marshalltown, St. Paul's: Mount Pleasant, St. Michael's: Newton, Stephen's; St. Orange City, Church of the Savior; Oskaloosa, St. James'; Ottumwa, Trinity; Shenandoah, St. John's; Sioux City, Calvary; Sioux City, St. Paul's; Spirit Lake, St. Alban's; Storm Lake, All Saints'

Jennifer Briggs Latham Stephanie Ann Ruth Jones

Kevin Thomas Powell Catherine Harriet Mears

Kevin Ray Emge

<u>Canon III.8 – transitional</u> Eric Joseph Rucker Susan Lynn Forshey

<u>Canon III.6 – vocational</u> Miriam Ruth Smith

Miriam Ruth Smith Eric Joseph Rucker Kevin Ray Emge Susan Lynn Forshey Jean Marie Davis

Robin Lee Sade (withdrew 6/2020) Ann Marie Ames-Papouchis Nora Banister Conley Boerner Catherine Ann Schroeder Jean Marie Davis Wineva (Eve) Pederson Mahr Elizabeth Abbott Wells McElroy Kevin Ray Emge Abigail Zoeann Livingood David E. Nixon Jacob Deng Aleer Susan Lynn Forshey Chad Christopher Reis Michael James Kugler Samuel Thomas Martin

ORDINATIONS TO THE PRIESTHOOD

St. Paul's Church, Grinnell Ordained at St. Luke by the Sea, Waldport, Ore	July 9, 2020 gon July 18, 2020
by Bishop Michael Hanley, Diocese of Oregon	
on behalf of Bishop Scarfe, Diocese of Iowa	
Ordained at Trinity Church, Muscatine	September 19, 2020
Ordained at Payson Park, Portland, Maine	October 24, 2020
by Bishop Thomas Brown, Diocese of Maine	
on behalf of Bishop Scarfe, Diocese of Iowa	
Ordained at Trinity Church, Ottumwa	December 19, 2020

ORDINATIONS TO THE DIACONATE

St. Andrew's Church, Des Moines	September 12, 2020
St. John's Church, Dubuque	December 19, 2020

ORDINATIONS TO THE DIACONATE

St. Paul's Church, Council Bluffs September 13, 2020

CANDIDATES FOR HOLY ORDERS

St. Paul's Church, Council Bluffs	October 25, 2019
St. Andrew's Church, Des Moines	October 25, 2019
St. Paul's Church, Grinnell	September 19, 2020
St. John's Church, Dubuque	September 19, 2020
Cathedral Church of St. Paul, Des Moines	September 19, 2020

POSTULANTS FOR HOLY ORDERS

)20)	St. Alban's Church, Davenport	February 11, 2017
	St John's Church, Mason City	January 13, 2018
er	Trinity Church, Iowa City	January 13, 2018
	Grace Church, Boone	August 18, 2018
	Cathedral Church of St. Paul, Des Moines	February 9, 2019
r	St. Andrew's Church, Des Moines	February 9, 2019
оу	Trinity Church, Iowa City	February 9, 2019
	St. Paul's Church, Grinnell	April 6, 2019
	St. Timothy's Church, West Des Moines	April 6, 2019
	Trinity Church, Emmetsburg	September 14, 2019
	St. Andrew's Church, Des Moines	February 22, 2020
	St. John's Church, Dubuque	February 22, 2020
	St. Anne's Church, Ankeny	September 19, 2020
	Church of the Savior, Orange City	September 19, 2020
	Church of the Savior, Orange City	September 19, 2020

CANONICAL RESIDENCE TRANSFERRED FROM THE DIOCESE OF IOWA

Jennifer Briggs Latham

To Diocese of Hawaii Effective date September 15, 2020

SPECIAL SERVICES

Farewell service for Father Sinclair Ender, Trinity Cathedral, DavenportAugust 30, 2020Memorial Service for The Rev. Donald R. Payer, St. John's by the Campus, AmesOctober 3, 2020Installation of The Rev. Amy L. Current as Bishop of the Southeastern Iowa SynodOctober 10, 2020Evangelical Lutheran Church in America; at St John's Lutheran Church, St. Donatus, IowaOctober 10, 2020

Evening Prayer in Commemoration of Bishop Alexander Penrose Forbes (virtual) October 11, 2020 with the Diocese of Brechin; Bishop Scarfe, preacher

Transgender Remembrance Day service, St. Paul's Cathedral (also online)

RECOGNITION OF CONGREGATION INTO UNION WITH CONVENTION

Trinity Cush Episcopal Church, located at St. Andrew's Church, Des Moines, Iowa October 24, 2020

SECULARIZATION OF A CONSECRATED BUILDING

St. Andrew's Episcopal Church, 717	W Bremer Avenue Waverly Iowa	October 4, 2020

DEATH OF A CLERIC

The Rev. Canon Ronald Douglas Osborne, Priest (1940-2020)January 21, 2020The Rev. Canon George Franklin Wharton, III (1929-2020)January 26, 2020The Rev. Canon John Irvine "Jack" Kilby (1931-2020)March 19, 2020The Rev. Donald Robert Payer, Deacon (1928-2020)April 3, 2020The Rev. Robert David Gamble (1937-2020)November 17, 2020The Rev. Canon S. Suzanne Peterson (1948-2020)December 30, 2020Notification of Death: Thomas Clyde Putnam (Aug 30, 1948-Sep 2, 2016)December 30, 2020

CONSENT TO THE RESIGNATION OF A BISHOP

G. Wayne Smith Brian Prior Edward J. Konieczny Steven A. Miller William H. Love Thomas E. Breidenthal Michael J. Hanley John McKee Sloan Jeffrey D. Lee

Susan Bunton Haynes Poulson Reed Glenda S. Curry Craig Loya Diana Akiyama Paul-Gordon Chandler Paula E. Clark Diocesan, Diocese of Missouri Diocesan, Episcopal Church in Minnesota Diocesan, Diocese of Oklahoma Diocesan, Diocese of Milwaukee Diocesan, Diocese of Albany Diocesan, Diocese of Southern Ohio Diocesan, Diocese of Oregon Diocesan, Diocese of Alabama Diocesan, Diocese of Chicago April 22, 2020 May 5, 2020 May 28, 2020 October 29, 2020 November 10, 2020 November 24, 2020 December 4, 2020 December 9, 2020 December 22, 2020

November 20, 2020

CONSENT TO THE ELECTION OF A BISHOP

Diocesan, Diocese of Southern Virginia Diocesan, Diocese of Oklahoma Diocesan, Diocese of Alabama Diocesan, The Episcopal Church in Minnesota Diocesan, Diocese of Oregon Diocesan, Diocese of Wyoming Diocesan, Diocese of Chicago

LICENSED MINISTRIES 2020-2022

Catechist

Algona, St. Thomas' Church

Curry, Ormond (2020) Long, Mary (2020) Iowa City, Trinity Wong-Gibbons, Donna (2020)

Eucharistic Minister

Davenport, Trinity Cathedral (continued)

Algona, St. Thomas' Church Curry, Ormond (2020) Gilmore, Jeff (2020) Goecke, Barb (2020) Simonson, David (2020) Boone, Grace Church Christianson, Beth (2022) Hart, Don (2022) Schroeder, Catherine Ann (2022) **Burlington, Christ Church** Boyd, Gail (2022) Hopkins, Marcia (2022) Moore, Michelle Callahan- (2022) Reynolds, Beth (2022) Russell, Michelle (2022) Carroll, Trinity Church Henderson, Kandis (2021) Henderson, Keith (2021) Clinton, Christ Church Bruggenwirth, Lorrie (2021) Geltz, Julie (2021) Mabee, Carol (2021) Nieland, Nancy (2021) Davenport, St. Alban's Church Capion, Ann (2022) Cash, Christopher (2022) Dvorak, Karrie (2022) Kanakares, Karen (2022) McCoy, Sue (2022) Murdock, Judy (2022) Rodriguez, Charlie (2022) Rodriguez, Sherry (2022) Sade, Robin Lee (2022) Shovar, Jane (2022) Williams, Julie (2022) Davenport, Trinity Cathedral Brooke, Karen (2020) Burrough, Donald (2020) Chaney, Kelly (2020) Ford, Mike (2020) Gardner, John (2020) Green, Ann (2020) Hoffman, Keith (2020) Hoga, Mary (2020) Nowinski, Frank (2020)

Ohnemus, James (2020) Parry, Jan (2020) Peterson, Peter A. (2020) Sidney, Kelvin J. (2020) Sidney, Kent L. (2020) Smith, Esther (2020) Thomsen, Kim (2020) Ungurean, Karl (2020) **Denison**, Trinity Church Block, Carol (2021) Petsche, Allen (2021) Des Moines, Cathedral Church of St. Paul Beeston, R. Bruce (2021) Davis, Jean Marie (2021) Gillespie, Catherine (2021) Jeneary, Scott (2021) Melton, Phyllis (2021) Whipple, Anna (2021) Willey, Barbara (2021) Wootten, Robert (2021) Fort Dodge, St. Mark's Bacon, Anna (2021) EEM* Bacon, Art (2021) EEM* Daniel, John (2021) EEM* Ely Shannon (2021) EEM* Rice, Celeste (2021) EEM* Vogel, Sharon(2021) EEM* Zhai, Jennifer(2021) EEM* Harlan, St. Paul's Schulte, Thomas (2021) Iowa City, Trinity Boerner, Nora (2020) Capps, Amber (2020) Capps, Jeffrey (2020) Cowan, John (2020) Cox, Charles (2020) Crosmer, Julianne (2020) Hayes, Brian (2020) Holton, Ann (2020) Jones, Mo (2020) Laughlin, Mary C (2020) McElroy, Elizabeth Abbott Wells (Betsy) (2020) Soucek, Mary (2020) Stence, Beth (2020)

Eucharistic Minister (cont.)

lowa City, Trinity (continued) Wilbur, Deborah (2020) Wilbur, Jason (2020) Wilson, Ruth (2020) Iowa Falls, St. Matthew's Church Hansen, David (2021) Meyer, Larry (2021) Mason City, St. John's Church Cornick, Jeanne (2021) Cornick, Jenna (2021) Frelund, Sue (2021) Hardy, Nora (2021) Leaman, Jay (2021) Papouchis, Ann (2021) Scuffham, Deb (2021) Smythe, Christine (2021) Stanton, Deb (2021) Stanton, James (2021) Stevens, Kim (2021) Stone, Susan (2021) Willeke, Linda (2021) Mt Pleasant, St. Michael's Church Bunnell, Liz (2022) Danielson, Cyndy (2022) Gwamna, Bisi (2022) Messell, Jerri (2022) Messer, Susie (2022) Mitchell, Matt (2022) EEM* Miyoshi, Carmen (2022) Swailes, Madeline (2022)

Allison, Carol (2020) Atkins, Sandy (2020) Blake, Robert (Bob) (2020) Haller, Raven Skye (2020) Henneman, Karen (2020) Page, Jerry (2020) Phillips, David (2020) Sammons, Jim (2020) Thompson, Wendy (2020) Urban, Misty (2020) Wilson, Diana (2020) Ottumwa, Trinity Church Brown, Su (2021) EEM* Jackson, Jim (2021) Krieger, Don (2021) EEM* Logan, Carol (2021) EEM* Neis, Mary (2021) EEM* Shafer, Marta (2021) EEM* Perry, St. Martin's Church Thompson, Wendy (2020) Sioux City, St. Paul's Indian Mission Huss, Roberta (2020) EEM* Thomas, Gloria (2020) EEM* White, James (2020) EEM* Waterloo, Trinity Church Henry, Judy (2022) Neuhaus, Diane (2022) Porter, Clark (2022) Rudd, Kathleen (2022) Valentine, Linda (2022) Webster City, Good Shepherd Anderson, Marsha (2021) EEM*

Muscatine, Trinity Church

*extraordinary eucharistic ministers

Algona, St. Thomas' Church

Anderson, David (2020) Anderson, Pat (2020) Curry, Ormond (2020) Gilmore, Jeff (2020) Goecke, Barb (2020) Kortenber, Kelly (2020) Renshaw, Nettie (2020) Simonson, Pamela J. (2020)

Boone, Grace Church

Schroeder, Catherine Ann (2022)

Eucharistic Visitor

Burlington, Christ Church Boyd Gail (2022) Callahan-Moore, Michelle (2022) Smull, Edna (2022) Clinton, Christ Church Brown, Carolyn (2021) Davenport, St. Alban's Church Crossen, Connie (2022) McCoy, Susan 2022) Murdock, Judy (2022) Rodriguez, Charles (2022) Rodriguez, Sherry (2022) Shovar, Jane (2022) Williams, Julia (Julie) (2022)

Eucharistic Visitor (cont.)

Davenport, Trinity Cathedral

Beck, Arlen J. (2020) Beck, Carolyn (2020) Burrough, Donald (2020) Burrough, Sue (2020) Chaney, Kelly (2020) Curtis, Lynn W. (2020) Franklin, Margery (2020) Green, Ann (2020) Hoffman, Keith (2020) Hogg, Mary (2020) Macalister, Helen (2020) Ohnemus, James (2020) Ohnemus, Pamela (2020) Parry, Jan (2020) Sidney, Jeanne (2020) Smith, Esther (2020) Ungurean, Karl (2020) Ungurean, Kay (2020) Denison, Trinity Church Block, Carol (2021) Des Moines, Cathedral Church of St. Paul Doherty, Jan (2021) Gentsch, Sharon (2021) Seel, Nancy (2021) Thompson, Shelley (2021) Thompson, Tom (2021) Harlan, St. Paul's Church Schulte, Thomas (2021)

Iowa City, Trinity Church Clark, Ann (2020) Clothier, Elizabeth A. (2020) Cox, Charles (2020) Hempel, Douglas A. (2020) Lloyd-Jones, Jean (2020) Piltingsrud, Janiece (2020) Soucek, Mary (2020) Tanner, Anne (2020) Mason City, St. John's Church Hardy, Nora (2021) Leaman, Jay (2021) Papouchis, Ann (2021) Smythe, Christine (2021) Stone, Susan (2021) Mount Pleasant, St. Michael's Church Miyoshi, Carmen (2022) Ottumwa, Trinity Church Brown, Su (2021) Logan, Carol (2021) Neis, Mary (2021) Shafer, Marta (2021) Sioux City, St. Paul's Indian Mission Huss, Roberta (2020) Thomas, Gloria (2020) Waterloo, Trinity Church Henry, Judith 2022) Lane, Debbie (2022) Rudd, Kathleen (2022) Valentine, Linda (2022)

Pastoral Leader

Algona, St. Thomas' Curry, Ormond (2020) Long, Mary (2020)

Preacher

Algona, St. Thomas' Church

Curry, Ormond (2020) Gilmore, Jeff (2020) Goecke, Barb (2020) Long, Mary (2020) Davenport, Trinity Cathedral Calder, Kathy (2022) Jones, Derek (2022) Iowa Falls, St. Matthew's Church Hansen, David (2021) Meyer, Larry (2021)

Marshalltown, St. Paul's Church DeSilva, Brent (2021)

Desliva, Brent (2021) Hughes, Glenda (2021) Yancey, Nick (2021) Mason City, St. John's Church Paxon, Rich (2021)

Worship Leader

Algona, St. Thomas' Church Curry, Ormond (2020) Gilmore, Jeff (2020) Goecke, Barb (2020) Kortenber, John (2020) Boone, Grace Church Schroeder, Catherine Ann (2022) Burlington, Christ Church Abbott, Theresa (2022) Barnett, Paul (2022) Callahan-Moore, Michelle (2022) Carroll, Trinity Church Henderson, Kandis (2021) Henderson, Keith (2021) Clinton, Christ Church Brown, Carolyn (2021)

Caldwell, Alescha (2021) Leonard, Pierre (2021) Malli, Nancy (2021) **Davenport, Trinity Cathedral** Hoffman, Keith (2021) **Denison, Trinity Church** Block, Carol (2021)

Harlan, St. Paul's Church

Early, William (2021) Ouren, Randy (2021) Petsche, Sandra (2021) Schulte, Thomas (2021) Iowa Falls, St. Matthew's Church Hansen, David (2021) Meyer, Larry (2021) Mason City, St. John's Church Leaman, Jay (2021) Papouchis, Ann (2021) Paxson, Rich (2021) Mt. Pleasant, St. Michael's Church Campbell, Br. Joseph (2022) Danielson, Cyndy (2022) Fitz-Randolph, Penny (2022) Gwamna, Bisi (2022) Miyoshi, Carmen (2022) Ottumwa, Trinity Church Brown, Su (2021) Johns, Michael (2021) Krieger, Don (2021) Logan, Carol (2021)

Neis, Mary (2021)

Shafer, Marta (2021)

Bishop's Discretionary Fund - 2020

The Rt. Rev. Alan Scarfe, Bishop of Iowa

Receipts: Visitations and Gifts Investments Total Receipts	\$ 4,501.00 \$ 2,787.93	\$ 7,288.93
Total Disbursements:		\$ 2,442.68

Disciplinary Board The Rt. Rev. Alan Scarfe

There has been no cause to convene the Disciplinary Board since last report.

Standing Committee—Official Actions September 15, 2020 and September 1, 2021 The Rev. Cn. Kathleen S. Milligan, for the Standing Committee

The Diocesan Standing Committee has had a momentous year. Throughout the year, we have been in regular communication with the Bishop Search and Nominating Committee. In the late summer and early fall, it became apparent that the BSNC was grappling with questions of lack of diversity on the Committee. The Standing Committee met with them, and with Dr. Catherine Meeks of the Absalom Jones Center for Racial Healing. We had an open discussion of our concerns, listened to her feedback and suggestions. On the basis of that meeting, we worked with the BSNC to add three people as advisors for the work of the Committee. This allowed for the addition of other voices in the process.

When The Reverend Elizabeth Popplewell, Standing Committee President, agreed to allow her name to go forward in the discernment process, she immediately sequestered herself from any issues arising in the Standing Committee that had anything remotely to do with the Election. When she became a finalist, she took a formal leave of absence from her role with the Committee. Kathleen Milligan agreed to serve as Acting President during this time.

The BSNC had worked very hard in the virtual world made necessary by COVID, and after several months of listening around the diocese, produced a compelling Profile. The Standing Committee made some minor suggestions and approved its release. Both the Standing Committee and the Search and Nominating Committee were very disappointed that the Candidate Retreat in January needed to be planned as a virtual experience. The Standing Committee felt strongly that we should work to make an in-person Meet and Greet experience possible, along with an in-person electing Convention. After consulting with the BSNC, and with Bishop and Mrs. Scarfe, we acted as the Council of Advice requesting that he call for a change of date for the election and consecration. He did so, and we were able to conduct the Meet and Greet in person, and held an in-person Electing Convention as well.

We were aware that the change in schedule might complicate the process for the BSNC, who had already made arrangements for a late January Candidate Retreat. But when we met with them in late March to receive the slate of candidates, we were very impressed with the results of their careful work. We made the names of the nominees public on May 10th, and when there were no nominations by petition, we confirmed the final slate. On behalf of the entire diocese, we wish to say a large thank you to Kevin Sanders and to his entire Committee. They did an amazing work, under quite unexpected and sometimes difficult circumstances. The election of the Reverend Betsey Monnot is a great gift to us all. We look forward to her Consecration in December of this year.

From time to time throughout the year, we have met with Bishop Scarfe as his Council of Advice. We wish, as a Committee, to express our thanksgiving for his leadership, his pastoral presence as well as his vision. And our prayers and best wishes go with them for their retirement.

We met with the following people and recommended them for Candidacy for Holy Orders: Vocational Diaconate:

Jean Davis (Cathedral Church of St. Paul, Des Moines) Wineva Mahr (St. Andrew's, Des Moines) Transitional Diaconate

Susan Lynn Forshey (St. John's, Dubuque)

Nora Boerner (Trinity, Iowa City) Abigail Livingood (St. Timothy's, West Des Moines) Chad Reis (St. Anne's by the Fields, Ankeny)

We approved the following persons for Ordination to Holy Orders. For Ordination to the Vocational Diaconate Miriam Smith (St. Paul's, Council Bluffs) Jean Davis (St. Paul's, Des Moines) Wineva Mahr (St. Andrew's, Des Moines) For Ordination to Transitional Diaconate Eric Rucker (St. Andrew's, Des Moines) Susan Forshey (St. John's, Dubuque For Ordination to the Priesthood Steph Annie Ruth Jones (Transferred) Kevin Powell (Trinity, Muscatine) Katie Mears (St. Paul's, Grinnell, ordained in Maine) Eric Rucker (St. Andrew's, Des Moines) Elizabeth Gillman (St. Andrew's, Des Moines) Susan Forshey (St. John's, Dubuque)

Consents to these Episcopal Elections

Dioceses of:

Southern Virginia Montana Minnesota Oklahoma Wyoming Chicago South Carolina Oregon Pittsburgh Iowa

Bishop Search and Nominating Committee Mr. Kevin Sanders

After the 2020 Diocesan Convention, the Bishop Search and Nominating Committee and our Advisory Council continued the work begun earlier in 2020. Our Diocesan Profile was published on the diocese's website on October 12. At that time we opened our application process and began receiving nominations and applications. When we closed the application window on November 13, we had received nearly thirty names. All nominees who agreed to continue in the process were considered in the first of three rounds of screening. That screening process reduced the list to eight very well-qualified persons who were invited to our Candidates Retreat. Throughout the screening process, the work we had done in listening to the people of our diocese and crafting our Diocesan Profile was affirmed. The candidates had studied the profile. They understood our strengths and challenges, and they were ready to discuss how their strengths and experiences might mesh with ours in ministry.

The Candidates Retreat was held via Zoom on January 28-30, 2021 with the entire Search Team and seven candidates present (one candidate had withdrawn). Extensive background checks and psychological evaluations were run on all candidates attending the retreat. After this, the team selected a slate, which we presented to the Standing Committee on March 22. Because the election had been delayed to July, the public announcement of the slate was delayed until May 11. That announcement marked the end of our team's work, and we were able to take pride in the quality of the choices we were offering to the electing convention.

I would like to again thank the members of the Bishop Search Team for both their tremendous efforts during this process and their flexible, supportive attitudes throughout: The Rev. Kim Turner Baker, The Rev. Vincent Bete, Ms. Sara Early, Mr. Steve Halstead, The Very Rev. John Horn, Ms. Hannah Landgraf, Ms. Katy Kramer Lee, Ms. Deb Leksell, Mr. Andrew Petersen, Mr. C.J. Petersen, Ms. Donna Prime, The Rev. Holly Scherff, The Rev. Jeanie Smith, The Rev. Fred Steinbach, The Rev. Jane Stewart, and The Rev. Bonnie Wilkerson. They all are very busy people. Their commitment to this work was inspiring, especially during the screening process when the hours demanded were very long. I am grateful that they all were such generous listeners: to members of the diocese, to the candidates, and to one another. Listening well to one another allowed us to fully utilize the insights of the diverse team that the Standing Committee had assembled. Each of these people, at one point or another, provided just the leadership we needed at that time. It was a blessing to do this work with them.

Transition Committee The Rev. Elaine Caldbeck, Chair

We begin with thanks to the Search Committee for finding 3 excellent candidates. While they were doing that we started meeting over a year ago, engaging in the ever present goal of trying to plan how to do all our required tasks both in person and online.

Our Tasks, Meet and Greets, participating in electing a bishop, and saying farewell to a much loved Bishop, aiding the transition in of a Bishop-elect, arranging for vestments, helping as needed with housing and other needs, as well as being the on the sidelines facilitators of the consecration.

Committee members worked very hard. Delightfully, a wonderful abundance of Iowa Episcopalians either came in-person to the meet and greets or watched them online. So far, this part of our roles had the most detailed logistics and went far better than we could have hoped for. Thanks to all who hosted, attended and participated. We believe the process shared an authentic and broad sense of who we are as Iowa Episcopalians.

Since the election, we've been in contact with Bishop-elect Betsey Monnot, the office of the Presiding Bishop and people all over the diocese working on next steps. This is probably as logistically challenging as the meet and greets. The process isn't over yet. We are still dealing with planning both in person or online. This time we don't have the final say. For even if we can rent and arrange a space big enough for all who might want to attend the Consecration and be within CDC guidelines, that isn't what or who makes the final decision. Decision-making resides in the Office of the Presiding Bishop as they consider the COVID hazards of travel for the Presiding Bishop and other bishops and leaders who will be travelling for the event. So we plan multiple options and wait.

As it stands now, the Consecration will most likely be at the Marriott downtown Des Moines. If we can't be in person the location may be the same, or may move to the Cathedral. The date is based on the Presiding Bishop's schedule, it will be December 18, 2021. The excitement is growing. We have begun to plan art to make hotel space feel Holy, and are gathering the liturgical staff, vergers, deacons, acolytes, clergy and laity to carry off this great event. I expect we will post a form for volunteers to fill out and offer their services.

All in all, it has been an honor to serve, give thanks to: Ruth Ratliff, Cristine Mincheff, Parker Meinecke, Eve Mahr, Bob Kem, Raisin Horn, Stacey Gerhart, Kevin Emge, Mary Cole-Duvall, Deb Brewer-Cotlar, Jacob Deng Aleer, Kim Turner Baker, Nicola Bowler, and Elaine Caldbeck. Special thanks to the diocese staff who eagerly pitched in helping with details, especially Meg Wagner who traveled with us and got all the Meet and Greet sessions online.

We still welcome help with invitations, party planning and liturgical support -- so let me know if you want to join in. This has been a powerful learning experience.

Summary of Official Actions of the Board of Directors September 12, 2020 - August 18, 2021 The Rev. Dr. Judith Crossett, Secretary of the Board

fBoard of Directors, September 12, 2020

RESOLVED, that, health insurance available to eligible employees in the Diocese of Iowa shall consist of a medical plan, a dental plan, and if a CDHP is selected, an employer contribution to a Health Savings Account (HSA).

FURTHER, in 2021, the Diocese of Iowa shall offer a choice of four Anthem BlueCross BlueShield medical plans and two Cigna dental plans through the Episcopal Church Medical Trust:

Anthem BCBS Plans	Cigna Dental Plans
CDHP 15 (includes employer	Basic Dental
contribution to HSA)	
CDHP 20 (includes employer	Dental & Orthodontia (optional to buy-up)
contribution to HSA)	
PPO 80	
PPO 80 MSP (for employees 65 and	
older on Medicare Part A)	

- FURTHER, the plans and rates effective January 1, 2021 shall be based on 2-tiers (single and family). Since this moves from a 3-tier plan in 2020 to a 2-tier plan in 2021, employees that currently have a Plus-1 plan will be automatically moved to the family plan in 2021. Medical insurance, dental insurance, and an employer contribution to an HSA if a CDHP plan is selected, are included in the annual cost for each plan package. The annual cost for each plan in 2021 will be \$10,284 for single and \$23,652 for family.
- FINALLY, five congregations in our current census that will be negatively impacted by moving to a 2-tier plan shall receive a one-time subsidy of \$2,200 in 2021 from the Clergy Assistance Fund to help offset this impact. These congregations are Christ Church-Burlington, St. Luke's Church-Cedar Falls, St. Andrew's Church-Des Moines, St. Mark's-Ft. Dodge, and St. Alban's Church-Spirit Lake.

Motion passed.

- RESOLVED, that, the Diocese of Iowa shall provide disability insurance for eligible Diocesan lay employees with the costs included in the annual diocesan budget. **Motion passed.**
- RESOLVED: that the 2021 Annual Diocesan Budget as presented by Ways & Means be approved by the Board be sent to Diocesan Convention. **Motion passed.**
- RESOLVED, to accept the report of the GILEAD Grant Review Committee and affirm the funding of the grants as proposed. **Motion passed**.

Seed Grants:

- All Saints', Storm Lake for Beginning a New Ministry \$3,000
- St. Thomas', Sioux City for Liturgical Space Renewal \$10,000
- St. John's, Mason City for Expanding Tools & Technology \$2,500
- St. Martin's, Perry for Expanding Tools & Technology \$1,700

Growth Grants:

- Center for Social Ministry for Strengthening an Existing Ministry \$2,428
- St. John's, Mason City for Strengthening an Existing Ministry \$2,500
- • St. Stephen's, Newton for Strengthening an Existing Ministry \$5,000
- The Way Station, Spencer for Liturgical Space Renewal \$10,000

- The Cathedral Church of St. Paul, Des Moines for Support for Recently Ordained \$24,000
- Simpson Youth Academy for Formation for Youth or Young Adults \$5,000
- St. John's, Dubuque for Evangelism \$5,000
- Iowa Migrant Movement for Justice, Des Moines in care of The Cathedral Church of St. Paul for Expanding Tools & Technology \$5,000
- Church of the Good Shepherd, Webster City for Expanding Tools & Technology \$4,398
- St. Timothy's, West Des Moines for Expanding Tools & Technology \$5,000

The Board affirmed the grants as proposed:

[International Development Mini-Grants from One World, One Church]:	
Diocese of Swaziland, COVID-19 supplement to Neighborhood Care Points:	\$3,000
Diocese of Nzara, Supplement to UTO COVID-19 emergency request:	\$3,063
Episcopal Church of the Good Shepherd, Webster City/Self Help International—	
support of Growing Healthy Food, Growing Healthy Children project in Ghana:	\$3,625
St. Luke's, Cedar Falls/Refuge Belen (Nicaragua)—Mother and newborn kits:	<u>\$2,831.31</u>
Total:	\$12,519.31

Funds to come as follows:

Budget	\$8,151.00
Pledges	<u>\$4,368.31</u>
Total:	\$12,519.31

Courtesy Resolutions for the Diocesan Convention:

Resolution of Thanksgiving – Michael A Last. Bishop ELCA

Whereas, Bishop Michael A. Last has offered himself as a partner in ministry most recently as a member of the diocesan staff, concluding that active ministry at the end of June 2020; and

- Whereas, he has served during that time as consultant for transitions ministry and then congregational development; and
- Whereas, we don't know where the Spirit is at work, and we give thanks for the ongoing openness to partnering again in another time and place.
- Therefore, be it resolved, That this corporate body, give thanks to God for the gifts in ministry of Bishop Michael Arthur Last (ELCA), shared in partnership with the Bishop and Episcopal Diocese of Iowa.

Bishop Alan Scarfe

Affirmed by the Executive Committee,

Diocesan Board of Directors

The Rev. Canon Kathleen S. Milligan

- Whereas, The Rev. Canon Kathleen S. Milligan was born in Iowa, and spent many happy years growing up in Cedar Rapids and earning a Bachelor of Arts at Morningside College in Sioux City; and
- Whereas, Kathleen felt God's call to ordained ministry, she moved to Evanston, Illinois, where she attended and graduated from Garrett Evangelical Seminary; and
- Whereas, while at Garrett she heard God summoning her to risk life and limb by venturing to cross the treacherous Sheridan Rd in order that she might worship with Episcopalians at Seabury-Western Theological Seminary; and
- Whereas, Kathleen's love of the Episcopal Church continued to grow even while serving as an ordained Methodist pastor, she was ordained Deacon and then Priest in 1986 by The Rt. Rev. Walter Righter; and

- Whereas, Kathleen has served as Vicar, Interim Priest, and Rector at numerous churches throughout the Diocese of Iowa, leading them in meaningful worship, thoughtful study of biblical texts, and compassionate outreach; and
- Whereas, Kathleen has further devoted her life and priesthood to serving God and the Episcopal Church as a leader in this Diocese, having been a Deputy to General Convention six times, a member and president of the Standing Committee for several terms, and member of the Board of Directors and Executive Committee all while also serving as Secretary to Convention, a member of Ways and Means, Constitution & Canons, Commission on Ministry, Examining Chaplain, Old Brick Task Force, and countless other leadership positions; and
- Whereas, Kathleen's long-held passion for sharing the Gospel coincided with God's (and Bishop Alan Scarfe's) plan to hold a Revival in the Diocese of Iowa led her to become one of the founding and core members of the Revival Movement 2017; and
- Whereas, her open and fun-loving nature nudged her to summer camp a few years ago where she again engaged her excellence in preaching and teaching to share God's love to the youth of this Diocese; and
- Whereas, one resolution cannot contain the innumerable ways Kathleen has been a gift to this Diocese, let this serve as an expression of thanksgiving for her presence and ministry among us as we wish for her all God's blessing in retirement.
- Therefore, be it resolved, that the Diocese of Iowa acknowledges Kathleen's ministry, leadership, and service, gives thanks for her many contributions to the Diocese, and praises God for the impacting work of the Holy Spirit throughout her ministry.

Faithfully submitted,

Elizabeth Duff Popplewell

Departing Board Members

September, 12, 2020

- Whereas faithful and dedicated members of the Episcopal Branch of the Jesus Movement in Iowa continue to offer themselves in service and in leadership, the Board of Directors/Diocesan Council of the Diocese of Iowa being one such entity that relies on prayerful and passionate Christians, critical thinkers, collaborators and innovators to carry out the work of the Diocese; and
- Whereas Vincent Bete (Metro Chapter Rep), Bill Early (Southwest Chapter Rep), Ed Gillott (At Large, Metro Chapter), Lauren Lyon (Three Rivers Chapter Rep), and Kathleen Milligan (At Large, East Chapter) and have now completed their terms of service; and
- Whereas each of these individuals have generously shared of their wisdom, passion for the Episcopal Church in Iowa, and sound judgement in all matters;
- Be it therefore resolved that the Board of Directors of the Episcopal Diocese of Iowa recognizes their contributions, gives thanks for their faithful service over these last years, looks forward to their ongoing ministry within the Diocese; and finally, wishes them Godspeed.

Submitted by Elizabeth Duff Popplewell

The Courtesy Resolutions were affirmed by the Board of Directors and received by the 168th Annual Convention of the Episcopal Diocese of Iowa meeting by zoom October 24, 2020

Committees for the Diocesan Convention were affirmed as presented.

Admission of New Congregations

Stephen Benitz (Chair) Vincent Bete Bill Early Lindy Ireland Bill Graham (Chancellor) **Constitutions and Canons** Kathleen Milligan (Chair)

Bill Graham (Chancellor) Maggie Tinsman Kim Turner Baker Dispatch of Business Jean McCarthy (Chair)

Diana Wright Kathy Travis Joe Ellerbroek

Elections: Diane Eddy (Chair) Matt Petty Nominations: Kris Leaman (Chair) Hal Ley Hayek Eric Rucker Annaleah Moore Tom Early **Credentials** Mary Jane Oakland (Chair) David Moore **Registration (online):** Diocesan Staff **Resolutions:** Elaine Caldbeck (Chair) Lizzie Gillman Tom Tarbox Donna Scarfe

RESOLVED, That the Episcopal Diocese of Iowa increase funding for International/Sustainable Minigrants from 0.7% to 1% of the diocesan budget, with this change to take effect with the 2022 budget. **Motion passed.**

Board of Directors, Special Meeting October 15, 2020

The 2019 audits of the Foundation and Diocese were received with thanks.

- RESOLVED: Whereas, the Revolving Fund guidelines, as revised on 9/9/2011 state, "The Revolving Fund exists to foster new and renewed growth," and;
- Whereas, the Revolving Fund was also established as a loan fund available to congregations for property purchase, construction, repair and renovation, and;

Whereas, the fund has been underused by congregations and a significant surplus exists;

Be it resolved, that the Revolving Fund will continue, as designated, as a loan fund for property purchase, construction, repairs and renovations with minimum assets of \$750,000; and that assets exceeding the minimum (\$750,000) may be transferred out of the Revolving Fund to support other mission activities of the Diocese, consistent with the stated purpose of fostering new and renewed growth, with a majority vote of the Board of Directors. **Motion passed**.

Board of Directors, Annual Meeting of Diocesan Council, November 7, 2020

The following officers of the Board of the Episcopal Corporation of Iowa were elected: President: Alan Scarfe Vice President: Kathleen Milligan Treasurer: Bill Smith Secretary: Judith Crossett

Assistant Secretary: Julianne Allaway

Proposed meeting dates:

2021 Board Executive Committee proposed meeting dates,		2021 Proposed Board Meetings
Wednesdays, 11:30am via ZOOM		
Agenda Planning	Review financial update	
(2 weeks prior to Board)	(between Board meetings)	
Racial Awareness		TBA
Dec 16	Dec 16	Sat, January 9, 9:30am, zoom
Feb 24	Feb 24	Sat, March 13, 9:30am, zoom
May 19	May 19	Fri, June 25, Grinnell, 10am †
August 18	August 18	Sat, September 11, 9:30am,
		zoom
Diocesan Convention		Fri-Sat Oct 29-30
October 27	October 27	Fri-Sat Nov 12-13, Retreat, loc
		TBA, Fri 5pm - Sat mid-pm †
	December 15 (possible)	

[†] in person if possible

RESOLVED, that housing allowances for 2021 be allotted as follows:

Elizabeth Preston	10,000.00
Alan Scarfe	42,000.00
Marilyn van Duffelen	18,000.00
Mary (Meg) Wagner	24,000.00

Executive Committee, December 2, 2020

RESOLVED: that St. Alban's, Davenport, be granted the full \$3614.09 requested [for communication technology]. **Motion passed**.

- RESOLVED: that St. Paul's Cathedral, Des Moines, be granted \$5,000 toward their project [for communication technology]. **Motion passed**.
- RESOLVED: to grant \$15,000 as a diocesan salary line for Hispanic language ministry, the position to be filled by the Rev. Sherri Hughes-Empke. **Motion passed.**

Executive Committee, December 16, 2020

No actions.

Board of Directors, January 9, 2021

RESOLVED, that the Executive Committee will affirm the appointment of additional members of the Reparations Task Force. **Motion passed.**

Members so affirmed are: Edgardo Ordonez Hal Chase Lizzie Gillman Katelyn O'hare Marcus Haack

Wendy Abrahamson Vivian Roberts Jack Turner Kim Turner Baker

RESOLVED, that the Board of Directors recognizes and appreciates the hard work done by the task force charged with preparing these policies [Safeguarding Policies];

Be it further resolved that the Board adopt these policies by revising the current policy concerning Sexual Boundaries, Keeping God's People Safe as revised on March 2, 2012. Specifically, this policy will be revised by replacing Section II with the proposed policy entitled "Protection of Children and Youth; and by adopting the Policy for the Protection of Vulnerable Adults as a supplement to the existing policies on Keeping Adults Safe (Sections III, IV, V), including all appendices, renumbering all appendices as necessary. In the event of any inconsistencies between the provisions of the 2012 Policies and Procedure for Keeping Adults Safe and any provision of the new Policy for the Protection of Vulnerable Adults, the more restrictive provision shall be followed. **Motion passed**.

Memorial Resolution for Suzanne Peterson:

- Whereas, the Reverend Canon Suzanne Peterson has served this diocese, the Episcopal Church, the Anglican Communion and the Ecumenical Community both faithfully and well; and
- Whereas, she was the first woman ordained to the diaconate in the Diocese of Iowa, and among the first ordained as priest, being ordained by Bishop Walter Righter in September of 1977; and,
- Whereas her ministry within the diocese of Iowa included service, both Iay and ordained at St. Paul's Episcopal Church in Des Moines, service as the Program Coordinator for the Iowa InterChurch Agency for Peace and Justice for 8 years; membership on the Commission on Ministry; General Convention Deputy in 1985 and 1988; and
- Whereas she served the Episcopal Church as a member of the Standing Commission on Ecumenical Relations, and on the Standing Commission on Peace and Justice; and
- Whereas, in 1992, she went as an Anglican Communion Resident in the Diocese of Grahamstown and fell in love with the Province of South Africa; and whereas this passion led to years of service in the Diocese of Grahamstown, and in the Diocese of Capetown, serving Archbishop Thabo Makgoba, who was the preacher at her funeral; and
- Whereas she returned to Iowa in 2013, and served as Rector of Trinity Episcopal Church in Waterloo until retiring in 2017; and
- Whereas she has continued to serve the larger church as a member of the Global Episcopal Mission Network, and was instrumental in the creation of the Young Adult Service Corp (YASC); and
- Whereas Suzanne will be remembered as a passionate advocate for marginalized people everywhere; as a steadfast champion of ecumenical ministries at every level; as a loving pastor, and a faithful friend by people around the world, as well as being hailed as the "Conscience of the Diocese"; and

Whereas Suzanne entered the Church Expectant on 30 December 2020;

- Be it therefore resolved, that this Board of Directors of the Diocese of Iowa gives abundant thanks for this faithful servant and for her powerful ministry as we commend her to the God she loved and served with such energy and courage; and that we extend our deepest sympathies to her friends and to her brother Pete and to his family.
- RESOLVED, that a clergy housing allowance of \$12,000.00 is hereby designated for The Rev. Sheryl Hughes-Empke. This designation shall apply to the calendar year 2021 and all future years unless otherwise provided. **Motion passed**.
- RESOLVED, that the Revolving Fund loan to The Way Station have interest paid to date applied to principal and that all future interest be forgiven; and That payment be \$800 per month, with new term of loan as calculated. **Motion passed.**

Executive Committee, February 3, 2021

The Committee affirmed additional members of the Reparations Task Force: Jeanie Smith (West Des Moines), Donna Scarfe (Des Moines), Stephen Benitz (Mason City), Tracy Henry (Sioux City), Tom Early (Spirit Lake), Mary Greaves (Sioux City), Katy Lee (Cedar Rapids).

RESOLVED, that Trinity Church, Iowa City, be awarded a grant of \$5000 for technology upgrades as described in their proposal, the money to be released from the Diocese when Trinity has secured the additional funding for the project.

Executive Committee determined that the remaining business of the 2020 Diocesan Convention would be revisited at the opening of the 2021 Annual Convention, be considered completed, accepted and the convention adjourned. The remaining resolution (168H) will become 169A.

The following Saturday-Sunday Convention dates were set for contracting with the Downtown Des Moines Marriott: October 30-31, 2021; October 29-30, 2022; October 21-22, 2023.

Executive Committee, February 24, 2021

Approved an additional member to the Reparations Task Force, Diana Wright.

Board of Directors, March 13, 2021

Affirmed Nick Yancey as member of the Board of Directors from the Central Chapter.

Memorial Resolution for The Rt. Rev Ellinah Wamukoya

- Whereas, Ellinah Wamukoya, was raised in rural Swaziland, attended the Nazarene School in Manzini, studied at the University of Botswana, Lesotho and Swaziland, earned a Master's degree in Town and Regional Planning and served as City Planner and then as Town Clerk of the city of Manzini, and
- Whereas, in 2005, Ellinah Wamukoya was ordained priest in the Diocese of Swaziland, and in 2012, became the first woman to be elected as an Anglican Bishop in Africa, and
- Whereas, her strong faith and prayer life defined and energized her work as Bishop, she led by sharing the work of the church with other clergy, and continued a role begun as a city government official in encouraging the education, self-worth, and equality for girls and women, and
- Whereas, in connecting the Eucharist with Creation, she wrote, "Eating and drinking the bread and wine enables us to touch the clouds, the sun, the earth, everything in the cosmos. Christ is food – not bread alone – being food he is life. Hungry people are all over the world – they do not have life in abundance because they do not have food," and
- Whereas, Bishop Ellinah's theologically-based environmental work in Swaziland, the Province of Southern Africa, and the wider Anglican Communion led to her being known as "The Green Bishop," and
- Whereas, working with the Anglican Province of Southern Africa (through Hope Africa), Bishop Ellinah redeveloped the HIV/AIDS office into a Social Development Office, and through United Thank Offering grants, developed tree planting and water harvesting projects to help counter effects of climate change, and initiated the income-generating projects of housing and pork production, and
- Whereas, Bishop Ellinah inspired a new generation of young leaders within the companionship of the dioceses of Swaziland, Brechin and Iowa, and through her belief and skill in relationshipbuilding strengthened collaborative leadership within her diocese and a new understanding of companionship for Swaziland, Brechin and Iowa among laypeople, clergy and bishops, and
- Whereas, Archbishop Thabo Makgoba spoke of the "Mother Bishop" in recognizing her nurturing and mentoring strengths, and
- Whereas, on the 19th day of January 2021, Bishop Ellinah Wamukoya went forth to her heavenly home,
- Therefore, be it resolved that the Diocese of Iowa gives profound thanks for Bishop Ellinah's leadership in the Diocese of Swaziland, her ardent advocacy in caring for creation, and the deep friendship she freely offered her companions in the dioceses of Iowa and Brechin, and

Let it be further resolved that this resolution and our deepest condolences be shared with the Anglican Diocese of Swaziland and with Bishop Ellinah's husband, Okwaro Henry Wamukoya, and their children and grandchildren.

Submitted by:

David & The Rev. Mary Jane Oakland, The Rev. Melody Rockwell, and The Rev. Stacey Gerhart One World One Church Commission and Swazi Companions

Memorial Resolution for The Rev. Canon Glenn Rankin

- WHEREAS, the Reverend Canon Glenn Edger Rankin, raised Presbyterian in rural Wisconsin, discovered the Episcopal Church while in seminary at University of Dubuque, and completed his theological education at Nashotah House; and
- WHEREAS, he was ordained to the priesthood by Bishop Walter Righter on 26 August, 1971; and
- WHEREAS, for the next 41 years, he served multiple congregations in southwest Iowa, including Trinity Denison, Trinity Carroll, St. Paul's, Harlan and a congregation at one time in Atlantic; and
- WHEREAS, he served as Convener of the Southwest Chapter of the diocese of Iowa for several years; and

WHEREAS, he was a pastoral presence beyond his own parishes, serving as a Hospice Chaplain, and accompanying generations of young people in district and state music contests; and

WHEREAS, he was an active leader in the Diocese of Iowa, serving on Liturgy commission, Mission Commissions, the Board of Directors, the Standing Committee, the Commission on Ministry; serving first as Assistant Secretary of Convention and then for 9 years as Secretary; and;

WHEREAS, he was made an honorary Canon of Trinity Cathedral in 1996; and,

- WHEREAS, after his retirement in 2012, he offered himself as a companion in ministry to the people of St. Paul's, Council Bluffs as long as his health would permit; and
- WHEREAS, his commitment to his family was always at the center of his life; and
- WHEREAS, his colleagues throughout the Diocese of Iowa knew him as a faithful and compassionate friend, through regular notes of encouragement and recognition, pastoral outreach in times of grief and trouble; and
- WHEREAS, his gift for and love of music enriched Ministries Retreats, Clergy Conferences and other diocesan events over a number of years; and,
- WHEREAS, this faithful servant entered into the Church Expectant on Sunday, February 14, 2021; be it therefore
- RESOLVED, that the Board of Directors of the Diocese of Iowa recognizes and gives abundant thanks for, Glenn's abundant sharing of his gifts, his compassion, his sense of humor and friendship to all, as his faithful pastoral presence; and be it further
- RESOLVED, that we commend this resolution to the 2021 Annual Convention for its affirmation; and be it finally
- RESOLVED, that copies of this resolution be forwarded to members of his family, along with our deep sympathy and prayers for all of them.

Kathleen S. Milligan

For the Board of Directors March 13, 2021

RESOLVED: that Board of Directors of the Episcopal Diocese of Iowa give a one-time challenge (matching) grant from the new Mission Fund to the Agape Café of \$10,000.00 at this time. **Motion passed.**

Executive Committee, April 27, 2021

Approved the sale of the property known as St. Andrew's, Waverly, Iowa.

- Granted St. Peter's Church, Bettendorf, \$1900, or approximately one-half their request for technology and sound quality improvement.
- Approved a designation of \$20,000 as housing allowance for diocesan employee John Doherty, deacon.

Executive Committee, May 19, 2021

RESOLVED: that the Youth Ministry team may sell or donate the existing van as seems best to them. **Motion passed**.

Board of Directors, June 25, 2021

RESOLVED, that the Board thanks Bill Bauer and Meriwether, Wilson & Co for their work and expresses their thanks to Anne Wagner for her ongoing work.

Memorial Resolutions:

Memorial Resolution for The Rev. Artis Louise Ferrel (1929 – 2021)

WHEREAS, The Rev. Artis Louise Ferrel entered into eternal life on Wednesday, April 7, 2021 at the age of 91; and

WHEREAS, Mother Artis, as she was known to all, served St. John's Glenwood, St. John's Shenandoah and All Angels Red Oak as a Canon 9 priest; and

WHEREAS, Mother Artis provided a Wednesday night worship service for the Glenwood Resource Center and engaged the members of St. John's Glenwood in providing a service at Linnwood Estates once a month; and

WHEREAS, Mother Artis started the Prayer Bead ministry at St. John's Glenwood, reaching thousands of troops; and

WHEREAS, she delivered her last sermon on May 10, 2015 at St. John's Glenwood;

BE IT RESOLVED, that the Board of Directors of the Episcopal Diocese of Iowa give thanks to God for the life and ministry of Mother Artis among us, and extends its sympathies to her family and the people of the three southwest Iowa churches she so lovingly served.

Submitted by Karen McCallan, St. John's Glenwood

Memorial resolution for The Revs. John S. Hedger, Robert D. Gamble, Thomas C. Putnam

Whereas the Board received notice of the deaths of the following priests with connection to the Diocese of Iowa:

John Spencer Hedger (Aug 15, 1931-Mar 8, 2021)

Robert David Gamble (Mar 9, 1937-Nov 17, 2020)

Thomas Clyde Putnam (Aug 30, 1948-Sep 2, 2016)

And whereas they have served in various places:

John Hedger, ordained in Iowa by Bishop Gordon V Smith in 1958, is remembered as having served several churches in Iowa -- including Clear Lake, Perry, Clinton, Grinnell, and as Chaplain at Drake University and Grinnell College -- and being instrumental in building the outback camping area of Episcopal Camp and Conference Center in Boone in the 1960's -1970's; and

Robert Gamble, having served as vicar of St Paul's Church, Grinnell (1974-1979), in his later years was living in Poland where he helped in the Church of England Chaplaincy and had a Publishing firm; and

Thomas Putnam, a Des Moines native and Roosevelt graduate ordained by Bishop Righter in 1977-78, served as hospital chaplain, and for many years as a psychotherapist, in Massachusetts.

And whereas, ministry in Iowa stands on the shoulders of those who have gone before; therefore Be it resolved, that we give thanks for their ministry and give thanks to God for their life and work.

Memorial Resolution for The Reverend Deacon George William Rogerson (1928 – 2021)

WHEREAS, the Reverend George Rogerson served Christ Church, Burlington and the Diocese of lowa both faithfully and well; and

WHEREAS, with the exception of service in the Coast Guard at the time of the Korean Conflict, he spent most of his life living and working in Burlington with his wife Rita; and,

- WHEREAS, after many years of faithful service to Christ Church as a lay leader, he answered a call to a vocation as a deacon, being ordained in April of 2001, conceiving of that ministry as being found primarily with those outside the church; and
- WHEREAS, in the spirit of the Deacon Philip, the Evangelist, George believed that we need to be found with the Gospel of Jesus Christ "more on the street than in our church buildings;" and,
- WHEREAS, even after his official retirement from active ministry in 2014, he continued to be a diaconal presence right up to his last days in a care center; and
- WHEREAS, George has entered the Church Expectant on Sunday, June 20, 2021 where he joins his wife Rita who predeceased him in 2017, be it therefore
- RESOLVED, that the Board of Directors of the Diocese of Iowa gives abundant thanks to God for this faithful servant and friend, and that it offers warm sympathy to his large family and equally large circle of friends; and be it further

RESOLVED, that this Resolution be affirmed by the entire diocese at its Convention, October 30-31. Board of Directors June 25, 2021

- RESOLVED, that the Episcopal Diocese of Iowa apply for the grant of \$40,000 being offered by The Episcopal Church. **Motion passed**.
- RESOLVED, that the 2022 Draft Budget as presented be sent out for review and comment to the diocese, to be reviewed by the Board at its September meeting. **Motion passed**.
- RESOLVED, that the balance of the Revolving Fund loan to the GILEAD campaign, \$192,286.00, be forgiven. **Motion passed**.
- RESOLVED, that GILEAD grants be authorized up to \$136,530 in the current grant cycle. **Motion passed**.

Executive Committee, August 18, 2021

RESOLVED, that the November 12-13, 2021 meeting of the Board of Directors be rescheduled to November 5-6, 2020 at Prairiewoods. **Motion passed**.

COMMISSION ON JUSTICE, PEACE AND INTEGRITY OF CREATION

Chemical Dependency Committee Ms. Patti Christensen, Chair

Pathways to Serenity retreats have not been held in person since the beginning of the pandemic. We who are in the recovery community continue to need the dependence on God and each other in our lives, and look forward to the day when we can do that in person again.

Creation Care Ministry The Rev. Stacey Gerhart

No Report

"Faith in Action" and Diocese of Iowa Lobbyists The Rev. Wendy Abrahamson with The Rev. Marcus Haack, The Rev. Lizzie Gillman

Faith In Action in 2020, like everything else, was noticeably touched by the pandemic. Most significant among these was that visiting the Statehouse in person was not possible as the pandemic set in, and public attendance at legislative subcommittee meetings went online. It made for a very different landscape in which to keep track of the legislative session. Even so, there were many good things to celebrate.

- Over 50 pieces of legislation were declared on and followed by our lobbyist. In early 2020 Rev. Wendy Abrahamson was the only lobbyist declaring and following legislation, later in the year Rev. Marcus Hass was able to join in the lobbyist system which would double our declarations in the next legislative session.
- Our Episcopalians on the Hill event was early, before the pandemic closed things up, and was a meaningful event as it has been over the past.
- Possibly due to the pandemic there was an increase of people and groups sharing information and events to the FIA Facebook page, which was wonderful. The hope is for the Facebook group to be "owned" by members, and for all to feel free to post and share.
- Bishop Alan Scarfe and Rev. Wendy Abrahamson were named as 2020 "Champions of Justice" by Interfaith Alliance of Iowa. Bishop Scarfe for the many ways he is involved in seeking God's justice for all, and Rev. Abrahamson by way of our collective work of Faith In Action.
- Additionally, Rev. Lizzie Gilman kept FIA connected to many events that flowed from the murder of Mr. George Floyd, Rev. Haack was active keeping members informed on legislative actions in the statehouse, and Rev. Abrahamson continued serving on the Action Fund Board of Iowa Interfaith Alliance.
- Our work was blessed by the guidance of Iowa Episcopalians in public office: Sen Rob Hogg, Rep Bob Kressig, and Rep Ross Wilburn.

Prison Ministry The Rev. Anne Williams

The Episcopal Diocese of Iowa has numerous locations where ministry to those affected by incarceration is carried out. There are individuals and groups in all areas of the Diocese to whom this ministry is vital. Some are visiting our state and local prisons and jails while others are engaged in restorative justice ministries and ministries to the victims of crime and the families of the incarcerated and in ministries that hope to intervene in the poverty-crime cycle.

There are Episcopalians engaged in active prison ministry in the following areas of the Diocese: Blackhawk County Jail and Jeremiah House in Waterloo (Chuck Lane), Mitchellville Women's Correctional Facility (Carol Kramer, Jeanie Smith, Sherry Hughes-Empke), Davenport (Robin Sade and Larry Thomas), Anamosa State Penitentiary (Anne Williams), and Richard Winemiller (Iowa Medical Correctional Center at Oakdale). In addition, there are many others who provide on-going religious support to the incarcerated who are members of their individual congregations.

At Anamosa State Penitentiary, there is an EfM (Education for Ministry) group that is starting its twenty-second year, has impacted seventy-four men, and graduated twenty-one. This fall, five new men are joining the group, one is returning to resume his work after taking a break from the program, and six are in mid-program.

MULTICULTURAL COMMISSION

Beloved Community Initiative The Rev. Meg Wagner

TELLING THE TRUTH

Beloved Community Initiative, working with the Reparations Task Force, has launched an ambitious digital mapping project with the University of Iowa, to tell the truth about Iowa's history with race, available under the "Resources" tab on the website (becomingbelovedcommunity.org). BCI also developed a Conversation Guide for congregations to help them begin to dig into their history and their local histories with race, to support the work of the Reparations Task Force. Over the summer, Thomas Wagner, a history and museum studies major at University of Northern Iowa, worked as an intern in the BCI offices, digitizing the Episcopal Diocese of Iowa's Journals of Convention so they will be searchable and they are being added to the map. In March, BCI hosted Dr. Charles Connerly for a webinar called, "Why is Iowa so White?" Dr. Connerly highlighted the ways that Iowa has at times welcomed and also excluded different groups of color. He shared some of the milestone civil rights decisions in Iowa as well as some of the decisions and events that serve more as millstones, weighing us down and holding us back from becoming a place where every Iowan can thrive.

PROCLAIMING THE DREAM

In January BCI hosted diocesan worship honoring the life and ministry of Dr. Martin Luther King, Jr. and a statewide virtual screening of John Lewis: Good Trouble, viewed by 368 people. In April BCI welcomed Dawson Davenport to share about the Meskwaki Nation's history, his connection to the land and ecological activism. In May we began four Sacred Ground conversation circles online using Zoom, each with 8-12 participants from across the state. In June we offered 5 sessions of meditation and yoga specifically for people who were looking to begin a healing practice. Also in June, with dozens of community partners, BCI helped organize a week of local Juneteenth activities - both virtual and in-person.

PRACTICING THE WAY OF LOVE

Our online Dismantling Racism: Training for Church Leaders continues each month. We have added some new training material and have fine-tuned some of the sections. To date we have trained over 330 people from Episcopal churches across the state as well as Lutherans, Catholics, Methodists, Unitarians, Presbyterians, and United Church of Christ. The BCI Diocesan Advisory Board is discussing developing a second-level training, perhaps to cover some practical aspects of disrupting racist behavior or conversations, recognizing racial micro-aggressions, and best practices for anti-racist organizations. Each month, BCI hosts a book discussion with Showing Up for Racial Justice. The pandemic moved our discussions to Zoom, where we have expanded our membership across the state and country. In July we will finish How to be an Anti-Racist by Ibram X. Kendi and will begin The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together by Heather McGhee.

The Becoming Beloved Community grant that BCI received in 2019 is being used to support L.E.A.D.- an initiative with a local high school that seeks to create opportunities to explore diversity and leadership, build skills around communication and inclusiveness, and connect with student leaders from different club organizations in the school. L.E.A.D. primarily serves young women of color and during the pandemic the funds made it possible to provide mental health and academic supports to the women as they were learning remotely. As they transitioned back into the school building this spring, one of the initiatives the grant supported was murals around the school that represent the diversity of the school.

REPAIRING THE BREACH

BCI has deepened its relationship with Iowa Interfaith Alliance and Johnson County Interfaith Coalition to advocate for policies and legislation aimed at repairing the breach and empowering people to advocate against harmful legislation that continues/worsens Iowa's racial inequities. BCI worked with Iowa Interfaith Alliance to create infographics about some of this session's most dangerous legislation that was shared by denominations, congregations, and individuals across the state. Over the summer, we are working with Interfaith Alliance and the Southeastern Synod of the ELCA to develop resources for faith communities to have conversations on the 1619 Project. As part of Repairing the Breach, BCI is working with the Johnson County Disproportionate Minority Contact Committee to address the racial disparities in our justice system. This fall BCI will begin hosting Restorative Justice circles in our space at Old Brick as part of the Johnson County court system (as an alternative to sentencing) and with the Johnson County Interfaith Coalition and the Iowa Interfaith Alliance, BCI will be working on several voter engagement efforts as we head into the fall.

- Beloved Community Initiative Staff: The Rev. Meg Wagner, part-time Director, Ms. Tammy Tran, Administrative Assistant, Ms. Nora Boerner, seminary intern
- Diocesan Advisory Board: Rev. Ruth Ratliff, Ms. Donna Prime, Rev. Kim Turner Baker, Ms. Donna Wong-Gibbons, Ms. Ellen Bruckner, Ms. Aileen Chang-Matus, Mr. John Stewart
- Community Advisory Board: Pastor Tony Smith, Ms. RaQuishia Harrington, Mr. Dawson Davenport, Rev. Jane Stewart, Ms. Barbara Stanerson, Ms. Gabriela Tobias, Ms. Sara Riggs, Ms. Amy Kraber
- Dismantling Racism Trainers: Ms. Kim McIrvin, Rev. Melody Rockwell, Ms. Sarah Thompson, Ms. Aileen Chang Matus, Mr. John Stewart, Ms. Deb Brewer Cotlar, Rev. Stacey Gerhart, Rev. Kim Turner Baker

St. Paul's Indian Mission, Sioux City, Iowa The Rev. Dr. Marilyn van Duffelen, Bishop's Vicar

Greetings Brothers and Sisters in Christ,

I have served at St. Paul's Indian Mission since December 2016. During this time, we have received four grants from the Society for the Propagation of the Gospel to Natives and Other People, totaling \$14,500.00. With these grants, we have greatly improved the interior space of the building. We have replaced flooring, renovated the two washrooms, and upgraded the ballast fluorescent lighting with box LED fixtures. We have also replaced all exterior lighting with LED lights. We have renovated the kitchen, where we provide 50-60 meals every Sunday. We have upgraded the kitchen with two new gas stoves with convection ovens. Coincident with the closure of our church due to the pandemic, our furnace permanently retired, but we were also blessed to receive a donation of \$5000.00 from Trinity Church, Carroll and matching funds via a Diocesan one time grant to cover the cost of a new furnace and heat pump, and it was installed the next week. Future work will include the exterior, which needs painting repairs to windows frames, to the concrete, and roof repairs. The roofline currently gives access to bats and squirrels. I am pleased to say that I have been contacted by the president of the Society for the Propagation of the Gospel to Natives and Other Peoples. They are pleased with the new stoves and ask that we submit a new grant application for the building repairs.

Winter Talk is an international annual gathering in January of lay and clergy leaders in native ministry. In addition to myself, St. Paul's sent one youth to Winter Talk in 2017, one adult in 2018, and two youth in 2019. The 2020 Winter Talk was cancelled, and the 2021 Winter Talk was conducted by zoom, but we hope to meet again in person in 2022. The other annual gathering St. Paul's attends is the Niobrara Convocation, held in June at one of the Sioux reservations in South Dakota. Members from St. Paul's and myself attend each year. In 2019, it was held in Yankton and two of our members were selected to be on the organizing committee. In 2020 and 2021 the Niobrara Convocation was not held and sadly, some elders on the organizing committee have passed away. However, it is scheduled to be held in 2022 at Sisseton, which is celebrating 200 years of Episcopal presence.

The church has now reopened, and we offer communion in one kind only every Sunday. We have restarted the Outreach meal program. In addition, whether open or closed, we provide free Wi-Fi

and outside outlets for phone charging. We are having conversations about how to reengage with the community and become active participants in cultural activities. Some members are looking into inviting teachers for special cultural engagements. The Native Advisory Council of DHS will again be meeting regularly at St. Paul's soon. We have also begun hosting Talking Circles for victims of domestic violence, a program organized by the Ponca tribe.

Overall, we are keeping safe and eagerly anticipating the time when we will gather face to face again.

COMMISSION ON ONE WORLD, ONE CHURCH (OWOC)

Mr. David Oakland, Convener

Our work continues to be challenged by the Covid-19 virus and its variants. All OWOC meetings this year have been via Zoom. That provides some advantages: no travel costs for getting to meetings, the ability to include representatives from our companion dioceses (The Rev. Emmanuel Ramadan joined us virtually in June). It also has the disadvantage of not gathering around a physical table or spending extended time together at meetings. It is our hope to expand the virtual meeting options so that we may more frequently talk with leaders in the companion dioceses.

The Commission (and the Church in general) has lost two dear colleagues since our last convention: The Rev. Cn. S. Suzanne Peterson served on OWOC since returning from her 18 year ministry in the Church of the Province of Southern Africa. Over the years she had visited each of our companion dioceses. The Rt. Rev. Ellinah Wamukoya, first female Anglican Bishop in Africa, who brought her experience in city planning/finance to lead development work in the Diocese of Swaziland. Her work to further the education of children, to empower girls and women, to minister to and feed the sick and needy, and her "Green Bishop" leadership of environmental stewardship will continue in some form, but many will miss her leadership and her prayerful friendship.

Both the Workshop on Christian Unity and the Global Episcopal Mission Network Workshop were held virtually in 2021 so that none of us traveled to national meetings. Full Communion with the United Methodist Church is still in the works and hopefully will move forward at the General Convention (Episcopal) and General Conference (Methodist). See the report from The Rev. Jean McCarthy, Ecumenical and Interfaith Officer.

Ray Gaebler, Nzara Companions coordinator, is submitting a separate report on the Nzara Companions. He reports exciting news in the expansion of their education efforts and their qualification for World Food Program support for school meals.

The Neighborhood Care Points in Eswatini continue to serve meals to community children. Since Bishop Ellinah's visit in 2013 we have pledged \$20,000 per year for food distribution. We should be able to fulfill that pledge for 2021.

International/Sustainable Development Mini-grants were awarded as follows:

Diocese of Nzara – Education & Feeding of Nzara School Students: \$3,000

Diocese of Swaziland – Food & Care at Neighborhood Care Points: \$2,794

Episcopal Church of the Good Shepherd, Webster City/Self Help International - Support of

Growing Healthy Food, Growing Healthy Children project in Ghana: \$2,305

\$8,099

We give thanks for Bishop Alan's strong support and leadership of both our companion diocese/sustainable development (One World) and our ecumenical/interfaith (One Church) efforts over the past 18+ years. We look forward to working with Bishop-elect Betsey as we move into the next years.

Companions of Nzara Mr. Ray Gaebler, coordinator

<u>Background</u>

The Diocese of Nzara was established in 2009 with The Rt. Rev. Samuel Enosa Peni as the founding bishop. In 2019 Bishop Peni was called to be Archbishop of the Internal Province of Western Equatoria, consisting of Nzara and five other dioceses. The Rt. Rev Richard Mbikoyesu Aquilla,

previously Dean of All Saints Cathedral in Nzara, became the second bishop of Nzara. On 24 August 2021 Bp. Richard successfully defended his Research proposal (Dissertation) and will graduate on 30 August.

The Situation in South Sudan

As South Sudan reached the tenth anniversary of independence on 9 July 2021 it is still recovering from the civil war begun in 2015. A "Transitional Government of National Unity" was formally established in February 2020 retaining Salva Kiir Mayardit as president and Riek Macher, his primary opponent, as vice president. The situation is somewhat improved but conflict between cattle herders and farmers still erupts. Travel along major roads is not secure, severely restricting trade at times. Periods of draught and flooding continue to escalate food shortages in parts of the country. Fortunately, Nzara is in a very fertile area. They had flooding and fires earlier, but the harvest is beginning to come in.

Internally Displaced People

Tombura is a town about 100 miles north and east of Nzara in the Diocese of Ezo. Serious violence erupted between cattle grazers from the north and the people of Tombura who are primarily farmers. This caused a major influx of Displaced Persons especially in the neighboring Diocese of Ezo. The people of Nzara mobilized to gather food to help these people as they make their way to safety. The religious leaders of Western Equatoria, all Christian denominations plus the Muslim Imam, have petitioned the government to intervene.

Covid-19

Covid-19 Is a major problem in the Capital, Juba. Nzara has some cases, but nobody has died. A grant from the United Thank Offering and from the Diocese of Iowa helped Nzara start a Campaign to educate and prevent the spread. The campaign continues in all the parishes. Soap is provided at Sunday services and social distancing is encouraged whenever people are gathered in large numbers.

<u>Evangelism</u>

The Annual Nzara Standing Committee Meeting gathered in February. This is the South Sudan equivalent of our annual Convention. Three deacons were ordained to priesthood during the closing celebration. Three priests previously suspended were re-ordained. They repented and returned to full service. These new priests serve remote villages. Funds were raised to provide bicycles to help these pastors travel to remote villages. Iowa Gilead funds purchased two additional bicycles for women leaders.

The Diocese of Iowa continues to support the Soap and Salt Program which is distributed monthly to the all-volunteer team of clergy. This costs about US\$300 per month.

The Evangelism Office roof has been repaired.

<u>Health</u>

The new Birthing Center was completed last September but because of Covid-19 it was not dedicated and officially opened for business until 9 December 2020. Women are coming because of the quality service they receive from the 2 midwives and 15 Traditional Birthing Attendants. The first babies are being delivered safely. The center is in a new freestanding building which means women and children do not have to enter the building where many contagious diseases are treated. Education

Major achievements have been recorded in education. First, All the schools have now been certified by the World Food Program for food assistance. The WFP requires three things before it will step in; 1. A suitable kitchen, 2. Secure storage, 3. A fence securing the property. The fence was a major hurdle because the property is very large. Thanks to the perseverance of the people of Nzara, with special leadership of the Director of Development, The Rev. Capt. Emmanuel Ramadan, the fence was completed and certified on 31August 2021. Leadership and general support were led in lowa by the Rev. Bob North and generous support from Trinity Cathedral, Davenport. This program benefits four schools operated by the Diocese of Nzara: St. Timothy Nursery and Primary School; ECS (Episcopal Church of South Sudan) Nursery and Primary School Nzara; Zereda Nursery and Primary School; and Nzara One Nursery and Primary School.

The second major accomplishment has been opening a secondary school this August. Approximately 77 students in Nzara passed the test to complete Primary Eight level. The nearest secondary school is in Yambio. Although it is only 15 miles away it is not practical for a daily commute. To continue their education these students would have to find a friend or relative that could take them in for a school year. This school started outside "Under the Mango Trees" in early August. They started with 11 teachers (3 full time) and 28 students. In less than a month the school has grown to 45 students. Internally Displaced persons fleeing the violence in Tombura have requested admission and will join the school as enrollment continues to grow. They borrowed chairs from St. Timothy's School or brought a chair from home so they could learn socially distanced during Covid. The people of Nzara can make this work and we can help them. A small Diocese of Iowa International Development grant of \$1000 will help them through the first term. It will help pay the teachers and purchase supplies which right now consist mainly of chalk for the blackboard.

COMMISSION ON STEWARDSHIP AND PLANNED GIVING

Ms. Anne Wagner, Diocesan Comptroller

The Stewardship Commission is currently without a Chair, and has not been as active as in the past. The Stewardship Commission is encouraging congregations to take advantage of the <u>3-years of online stewardship tools</u>, resources, and webinars through Church Development as part of the offering of the GILEAD Diocesan Campaign https://www.church-development.com/gilead_account_signup. Additional stewardship resources are also available on the <u>lowaShare</u> website https://www.iowashare.org/financefundraising.

Investment Committee

Mr. William H. Smith, Jr., Treasurer and Ms. Anne Wagner, Diocesan Comptroller

The primary responsibility of the Investment Committee is to review and evaluate the performance of investments of the Episcopal Corporation of the Diocese of Iowa and to advise the Board of Directors on these investments.

Our largest investment fund, the Iowa Diocesan Foundation Fund, was established in 1959 and offers a convenient, professionally managed investment fund for the congregations of the Diocese of Iowa, and some of the special purpose funds given to the Diocese. By creating a common pool of diocesan and congregational investable funds, participants are able to invest in a well-diversified portfolio. The Foundation Fund is managed by the Episcopal Church Foundation, in partnership with State Street Global Advisors.

The Episcopate Fund was established by the Sixth Bishop of Iowa and his wife, Gordon V and Florence K. Smith, and is intended to help underwrite the annual compensation package for the Bishop of Iowa. It provides for 65% of the bishop's compensation package. This fund is managed by RBC Wealth Management in West Des Moines, IA.

We have a socially responsible fund invested with the Sustainability Group. It invests in projects such as loans for low-income housing, and economic opportunity and development.

Ways and Means Committee Ms. Anne Wagner, Diocesan Comptroller

The Ways & Means Committee oversees the preparation, presentation and funding of the annual Diocesan budget; monitors current year income and expenditures, congregational pledges, parochial reports, and audits. They report to the Board of Directors.

Actions during 2020-2021:

- Receives and reviews regular pledge and budget reports and the status of congregational audits
- Working on a revision of the congregational audit procedures and check-list and ways to promote better compliance.
- Received the 2021 congregational pledges and Stewardship Share appeals

- · Communicated with congregations on their appeals and sought resolution
- · Recommended a 2022 draft budget for discussion during the summer
- Reviewed and recommended health and disability insurance options for 2022
- Received comments about the 2022 budget and recommended a proposed 2022 budget for approval to the Board of Directors

YOUNG ADULT MINISTRY

Ms. Traci Ruhland Petty (staff liaison to/for young adults)

Though the pandemic has limited the opportunity for in-person events, we are still finding ways to share in community together. Earlier this year, we concluded our "First Fridays" monthly meetings on Zoom, in which we worked through and engaged with the monthly dismantling racism resources offered in the "2020 Vision for Becoming Beloved Community." Going through these resources allowed us to learn together, challenge ourselves and each other, and provide each other support. We also saw several young adults ordained to the priesthood, and young adults continue to develop and be involved in a variety of initiatives throughout the diocese and our communities, including: social justice and public policy involvement; serving on vestries, bishop's search, regathering task force, and other committees; interfaith dialogue and ministries; leading worship; and aiding with technology and streaming services.

And a new ministry began in coordination with our Youth Missioner: packages were sent out to college freshman for their fall and spring semesters. We wanted to mark this exciting and new transition in their lives and let them know that they're being thought of and prayed for around the diocese. The packages contained snacks, fun school supplies, masks, prayers, and more snacks, and we look forward to continuing this ministry this year.

YOUTH MINISTRY DEVELOPMENT TEAM (YMDT)

YMDT Adult Representatives: Rev. John, Greve, Rev. Kristine Leaman, Rev. Lizzie Gillman, Kristina Kofoot, Abby Haggerty, and Raven-Skye (Molly) Haller

YMDT Youth Representatives: Olivia Shields (rolled off in June), Leah Dillon, Charles Jetton, Celia Powell, Alivea Vigil, Cameron Wheeler, Greta Boerner, and Julianne Kofoot

The Youth Ministry Development Team (YMDT) continues its work living into its mission to resource, serve, support, and minister to the children, youth, and adult leaders in our diocese. The team is comprised of youth and adults from across the diocese who are dedicated to the spiritual and personal growth of young people in the Episcopal Church. Our ministry is directed by our intentional goals:

- to bring the youth of this diocese together to build community and develop Christian leadership
- to help young people claim their places in the church at all levels

Members of YMDT continue to participate in an annual weekend planning session/retreat which was held virtually this year. We have found this intentional time spent together in prayer, work, and fellowship has deepened our ministry and enhanced our programs.

Diocesan events youth were involved in over the last year:

- Diocesan Convention 2020: A team of young people, confirmed and between the ages of 16 and 18, were chosen to represent the voices of the youth of the diocese, serving as Youth Delegates to the 167th Diocesan Convention: Celia Powell of Trinity, Muscatine, Charles Jetton of Trinity, Iowa City, and Olivia Shields of St. Luke's, Fort Madison were all delegates.
- EPIC Summer Camp: EPIC was our first in-person event since the pandemic began in March 2020. We were at a new location this year, the Christian Conference Center in Newton. We had 33 campers and 17 staff. Campers enjoyed a variety of activities such as arts and crafts, early morning activities, campfires, s'mores, and talent show. Kristina Kofoot (Camp Director), Abby Haggerty of St. Paul's, Council Bluffs, Lizzie Gillman of St. Andrew's, Des Moines and Amy Mellies were a part of the planning team for EPIC. We were supported by four chaplains and three deans who provided lessons each day based on scripture verses the planning team had

determined. This year's theme was Celebrate! We were celebrating the church holidays that we may have missed celebrating with family over the past year. It was an amazing week of camp, and so wonderful to see the youth of the diocese in person!

- Special Electing Convention: A team of young people, confirmed and between the ages of 16 and 18, were chosen to represent the voices of the youth of the diocese, serving as Youth Delegates to the Special Electing Convention of Bishop-elect Betsey Monnot: Celia Powell of Trinity, Muscatine, Charles Jetton of Trinity, Iowa City, and Kyler Troutwine of St. Mark's, Fort Dodge were all delegates.
- Continued Ministries: With the pandemic in full swing, we have only held one in-person event in 2021, EPIC Summer Camp. With vaccinations more widely spread and the ages being lowered, we are hoping to have more in-person events as the new year approaches.
 - Care packages were sent to all children and youth who have attended a youth event in the past two years, or whose contact information was sent to Amy. We sent packages to around 300 children and youth throughout the diocese. Monthly packages were sent from September, 2020 through January, 2021 and a Lenten package was sent out in February. Packages were sent out in May with a break throughout the summer months.
 - Online Worship: A youth led once a month Compline service took place in the beginning of 2021 with a break taken during Lent and the summer months.
 - Living Kindness Series: During Lent we had four youth take part in our Living Kindness series on Wednesday evenings. The series was based on the Kindness Calendar that was sent out in care packages.
 - Simpson Youth Academy: We were thrilled to have three young people from the diocese participate in the Simpson College Youth Academy program in 2021. The Youth Academy, directed by Episcopal priest Eric Rucker, gathers an ecumenical cohort of high school sophomores and juniors on Simpson's campus for a week each summer. This community worships, serves, and reflects together, aiding youth in preparing for college as they grow in commitment to their faith and social justice. It is a great way to help young people develop the capacity to take their faith into young adulthood.
- Looking ahead: As we look ahead to the coming year, we hope and pray that we are able to once again hold youth events. I know many of our youth are anxious to get back to the events we have had in the past.
 - Pop-Up in the Patch, is an outdoor event to bring children, youth and families from around the diocese together. We have events planned in the East, West and Central parts of the state at different pumpkin patches and orchards throughout October.
 - Online Confirmation With consent from Bishop Scarfe, Amy Mellies and Nora Boerner discussed the possibility of forming an online confirmation class for the Diocese of Iowa Youth. Confirmation classes would last 6-7 weeks with a Confirmation service at one location for all confirmands.

GILEAD Grants:

This year a group consisting of Amy Mellies, The Rev. Kris Leaman, and The Rev. John Greve applied for and were awarded two GILEAD grants. One grant of \$3000 is to assist with providing funds for children, youth, and families with their co-pay or out of pocket expenses for mental health services. Our goal is to assist the most vulnerable young lowans in obtaining mental health services. When mental health issues are addressed early, kids have successful outcomes socially, educationally, emotionally, and spiritually.

A second grant of \$3000 was awarded for a Behavioral Mental Health Team. The team will identify, support, educate and develop parish ministry along with support groups for clergy throughout the diocese. It will also provide educational opportunities for those around the diocese which may include a track at Summer Ministry School and Retreat, training in depression, suicide assessment, mental health first aid, and resources for referral and treatment.

EPISCOPAL DIOCESE OF IOWA

Des Moines, Iowa

FINANCIAL STATEMENTS AND SUPPLEMENTARY DATA

December 31, 2020 and 2019

(With Independent Auditor's Report Thereon)

EPISCOPAL DIOCESE OF IOWA

Des Moines, Iowa

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INDEPENDENT AUDITOR'S REPORT

Board of Directors Episcopal Diocese of Iowa Des Moines, Iowa

Report on the Financial Statements

We have audited the accompanying financial statements of Episcopal Diocese of Iowa, which comprise the Statements of Financial Position as of December 31, 2020 and 2019, and the related Statements of Activities and Changes in Net Assets, Functional Expenses, and Cash Flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to error or fraud.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Episcopal Diocese of Iowa as of December 31, 2020 and 2019, and the changes in net assets and cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

WEST DES MOINES: Regency West 5, 4500 Westown Pkwy, Suite 140, West Des Moines, IA 50266 | P. 515-223-0002 | F. 515-223-0430 PERRY: 1307 2nd St, Perry, IA 50220 | P. 515-465-3591 | F. 515-465-3593

Other Matters

Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplementary information, included on Pages 20-25 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and, excluding the budgeted amounts, was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information, excluding the budgeted amounts, has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information, excluding the budgeted amounts, is fairly stated in all material respects in relation to the financial statements taken as a whole.

The budgeted amounts have not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we express no opinion or provide any assurance on them.

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MERIWETHER, WILSON AND COMPANY, PL/C Certified Public Accountants

June 18, 2021 West Des Moines, Iowa



EPISCOPAL DIOCESE OF IOWA

Statements of Financial Position

December 31,

Assets

	2020	2019
Current Assets	¢ 570.000	570 507
Cash	\$ 570,603	570,597
Receivables	40.074	10 100
Notes Receivable - Current	16,371	19,122
Diocesan Ministry and Mission Support Receivable	13,867	23,892
Accounts Receivable - Other	14,608	10,568
Conditional Grant - Current	3,200	3,200
Receivable - Iowa Diocesan Foundation Participants	146,112	169,061
Pledges Receivable - Gilead - Current	418,570	335,197
Prepaid Expense	6,881	189
Total Current Assets	1,190,212	1,131,826
Receivables - Noncurrent		
Contribution Receivable - Remainder Trust	19,347	16,667
Beneficial Interest in Perpetual Trusts	210,378	190,079
Conditional Grant - Noncurrent	20,445	23,645
Notes Receivable - Noncurrent	84,090	119,658
Accounts Receivable - Noncurrent		
Pledges Receivable - Gilead - Noncurrent	39,740	343,350
Total Receivables - Noncurrent	374,000	693,399
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Investments		
Certificates of Deposit, Money Funds, and Securities	2,404,823	2,306,545
Iowa Diocesan Foundation Fund	7,021,350	6,798,651
Funds Held for the Benefit of Others	5,406,931	6,229,830
Total Investments	14,833,104	15,335,026
Property, Plant, and Equipment		
Land	39,400	22,500
Buildings	851,792	634,692
Furnishings and Equipment	15,302	15,302
	906,494	672,494
Less Accumulated Depreciation	532,449	518,117
Net Property, Plant, and Equipment	374,045	154,377
Total Assets	\$ 16,771,361	17,314,628

Statements of Financial Position

December 31,

Liabilities and Net Assets

	2020	2019
Liabilities Accounts Payable	\$ 49,221	34,689
Retiree Health Insurance Payable - Current	φ 49,221	2,812
Total Current Liabilities	49,221	37,501
Long-Term Liabilities		
Funds Held for the Benefit of Others	5,406,931	6,229,830
Total Liabilities	5,456,152	6,267,331
Net Assets		
Net Assets Without Donor Restrictions	7,508,391	7,048,369
Net Assets With Donor Restrictions Total Net Assets	3,806,818 11,315,209	3,998,928
10(4) 10(7) 000(0		11,047,207

Total Liabilities and Net Assets

\$ 16,771,361

17,314,628

Statements of Activities and Changes in Net Assets

		2020	
	Without	With	
	Donor	Donor	
	Restrictions	Restrictions	Total
Support and Revenue Diocesan Ministry and Mission Support Income Tye Trust, Gifts, and Special Purpose Investment Income Earned Net Realized Gain (Loss) on Investments Exchange Reserve Contributions PPP Loan Forgiveness	<pre>\$ 716,832 229,957 202,166 3,247 75,000 141,000</pre>	118,984 70,355 156,973 	716,832 348,941 272,521 3,247 231,973 141,000
Net Assets Released from Restrictions - Satisfaction of Usage Restrictions Total Support and Revenue	538,422 1,906,624	(538,422) (192,110)	1,714,514
Operating Expenses			
Episcopate	419,739		419,739
Administration	277,171		277,171
Commissions and Committees	1,095,713		1,095,713
Real Estate	14,332		14,332
Total Operating Expenses	1,806,955		1,806,955
Excess (Deficiency) of Support and Revenue To Expenses before Unrealized Gain (Loss) On Investments	99,669	(192,110)	(92,441)
	00,000	(102,110)	(02,111)
Net Unrealized Gain (Loss) on Investments	360,353		360,353
Change in Net Assets	460,022	(192,110)	267,912
Net Assets at Beginning of Year	7,048,369	3,998,928	11,047,297
Net Assets at End of Year	\$ 7,508,391	3,806,818	11,315,209

Statements of Activities and Changes in Net Assets

Years Ended December 31,

	2019	
Without	With	
Donor	Donor	
Restrictions	Restrictions	Total
795,162		795,162
163,218	122,661	285,879
192,015	96,165	288,180
(20,000)		(20,000)
	1,224,570	1,224,570
555,233	(555,233)	
1,685,628	888,163	2,573,791
410,369		410,369
314,167		314,167
1,268,090		1,268,090
11,604		11,604
2,004,230		2,004,230
(318,602)	888,163	569,561
1,064,965		1,064,965
740.000	000 400	4 00 4 500
746,363	888,163	1,634,526
6,302,006	3,110,765	9,412,771
7,048,369	3,998,928	11,047,297

Statement of Functional Expenses

Year Ended December 31, 2020

				Commissions	
	Management			and	-
	an	d General	Episcopate	Committees	Total
Demonstration	•	100.000	407 400	1 10 050	740.040
Personnel Costs	\$	168,236	407,130	143,850	719,216
Travel			7,035	8,894	15,929
Convention, Conferences, and Meetings		638	239	13,231	14,108
Office and Printing		43,775			43,775
Professional Fees		20,370			20,370
Insurance		19,262			19,262
Repairs, Maintenance, and Utilities	24,890				24,890
Real Estate	14,332				14,332
Councils and Commissions			335	5,134	5,469
Reserve Expenditures and Support to Others			5,000	735,096	740,096
Other Program Support					
One World, One Church				157,540	157,540
Congregational Life				7,764	7,764
Youth Ministry Development Team				12,454	12,454
Jubilee Ministry				10,250	10,250
Stewardship					
Designated Purpose Expenditures				1,500	1,500
Total	\$	291,503	419,739	1,095,713	1,806,955

Statement of Functional Expenses

Year Ended December 31, 2019

				Commissions	
	Ma	inagement		and	
	an	d General	Episcopate	Committees	Total
Personnel Costs	\$	193,511	370,718	153,385	717,614
Travel			31,225	19,490	50,715
Convention, Conferences, and Meetings		22,695	2,122	18,551	43,368
Office and Printing		36,049			36,049
Professional Fees		16,808			16,808
Insurance		20,104			20,104
Repairs, Maintenance, and Utilities	25,000				25,000
Real Estate	11,604				11,604
Councils and Commissions			304	4,983	5,287
Reserve Expenditures and Support to Others			6,000	858,840	864,840
Other Program Support					
One World, One Church				159,268	159,268
Congregational Life				10,526	10,526
Youth Ministry Development Team				30,107	30,107
Jubilee Ministry				11,310	11,310
Stewardship					
Designated Purpose Expenditures				1,630	1,630
				·	
Total	\$	325,771	410,369	1,268,090	2,004,230

Statements of Cash Flows

Years Ended December 31,

	Total A	ll Funds
	2020	2019
Cash Flows from Operating Activities		<u></u>
Excess (Deficit) of Support and Revenue to Expenses	\$ 267,912	1,634,526
Adjustments to Reconcile the Change in Net Assets		
to Net Cash Used by Operating Activities		
Depreciation Expense	14,332	10,604
Gain of Sale of Assets		(6,242)
Unrealized Gain on Investments	(360,353)	(1,064,965)
Realized (Gain) Loss on Investments	(3,247)	20,000
Change in Assets and Liabilities		
(Increase) Decrease in Diocesan Ministry and		
Mission Support Receivable	10,025	18,427
(Increase) Decrease in Accounts Receivable	(4,040)	3,641
(Increase) Decrease in Conditional Grant Receivable	3,200	3,200
(Increase) Decrease in Receivable from the Foundation	22,949	(14,842)
(Increase) Decrease in Pledges Receivable	220,237	(678,547)
(Increase) Decrease in Prepaid Expense	(6,692)	3,638
Increase (Decrease) in Accounts Payable and Other Liabilities	11,720	16,399
Net Cash Provided (Used) by Operating Activities	176,043	(54,161)
Cash Flows from Investing Activities		
Net Change in Notes Receivable	38,319	23,903
(Increase) Decrease in Trusts Receivable	(22,979)	1,958
Proceeds from the Sale and Maturity of Investment Securities	69,317	1,644,405
Purchase of Investment Securities	(101,694)	(1,639,205)
Purchase of Property, Plant, and Equipment	(159,000)	(1,576)
Proceeds from Sale of Assets		20,742
Net Cash Provided (Used) by Investing Activities	(176,037)	50,227
Increase (Decrease) in Cash	6	(3,934)
Cash - Beginning of Year	570,597	574,531
Cash - End of Year	\$ 570,603	570,597
Supplemental Disclosure of Cash Flow Data Noncash Transaction - Paycheck Protection Program Debt Forgiveness	\$ 141,000	2/

Notes to Financial Statements

December 31, 2020 and 2019

1. Nature of Business and Organization

The Episcopal Diocese of Iowa (the Diocese) was incorporated under the laws of the State of Iowa for the purpose of accounting for all funds received through church pledges, gifts, and bequests. Funds are disbursed in the many program areas of the Church upon receiving vouchers from the many individual boards, committees, commissions, or agencies which have been authorized to act on behalf of the Diocese of Iowa. The Diocese also accounts for all property purchased, donated, or sold on behalf of the Protestant Episcopal Church in the Diocese of Iowa.

As part of its operations, the Diocese periodically makes unsecured loans to congregations which are a part of the Diocese of Iowa. Payments on the loans are to be made from the operating budgets of these organizations in accordance with an agreed upon payment schedule.

The operations of the Diocese are carried out primarily by volunteers throughout the Diocese of Iowa as well as the Diocesan office (i.e., the Bishop and his staff) which is organized to facilitate the overall program development and administration of the Diocese.

2. Summary of Significant Accounting Policies

Recently Issued Accounting Pronouncements

In February 2016, the FASB issued ASU 2016-02, Leases (Topic 842) which requires the recognition of lease assets and lease liabilities on the balance sheet for all lease obligations and disclosures of key information about leasing arrangements. ASU 2016-02 requires the recognition of lease assets and lease liabilities by lessees for those leases classified as operating leases under previous generally accepted accounting principles. ASU 2016-02 will be effective for the Company for all annual and interim periods beginning after December 15, 2021, including interim periods within those fiscal years. Management is currently evaluating the potential impact the adoption of this new accounting guidance will have on its financial statements.

Cash and Cash Equivalents

Cash and cash equivalents, for purposes of reporting on the Statements of Cash Flows, consists of checking and savings accounts used for general operations.

Receivables

The Diocese records as receivable only those unpaid amounts, which are believed to be collectible. Therefore, no allowance for doubtful accounts has been provided for in the financial statements. No finance charges are applied to past due accounts. Accounts receivable over ninety days old as of December 31, 2020 and 2019 were \$4,997 and \$12,188, respectively.

Investments and Security Valuation

Investments include those that belong to the Diocese as well as those held by the Iowa Diocesan Foundation Fund on behalf of others. All investments in securities are recorded at their estimated fair value as described in Note 8.

Funds Held for the Benefit of Others - Iowa Diocesan Foundation Fund

The Board of Directors of the Diocese acts as trustee of the Iowa Diocesan Foundation Fund, a common investment fund available to congregations and other organizations of the Diocese of Iowa. The Foundation Fund invests primarily in marketable equity and debt securities which are carried at fair market value.

In the ordinary course of business, the Diocese through the Iowa Diocesan Foundation Fund, acts as a custodian for funds owned by others and for which no benefit of income or principal is received. In these cases, the balances are treated as liabilities, rather than included in the Diocese's net assets, and as assets held in investment accounts. The income derived from these investments is not included on the Statements of Activities but reflected as a change in the value of related assets and liabilities.

Fair Value of Financial Instruments

The Diocese records financial assets and liabilities using a fair value hierarchy, which prioritizes the inputs used in measuring fair value into three broad levels as follows:

Level 1 – Quoted prices (unadjusted) are available in active markets for identical assets or liabilities as of the reporting date.

Level 2 – Pricing inputs are quoted prices for similar assets and liabilities in active markets or inputs that are observable for the asset or liability, either directly or indirectly through market corroboration, for substantially the full term of the financial instrument.

Level 3 – Significant inputs to pricing have little or no observability as of the reporting date. The types of assets or liabilities included in Level 3 are those with inputs requiring significant management judgment or estimation, such as complex and subjective models and forecasts used to determine fair value.

As required by FASB ASC 820-10, financial assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Diocese's assessment of significance of a specific input to the fair value measurement requires judgment and may affect the valuation of fair value assets and liabilities and their placement within the fair value hierarchy levels.

The following valuation techniques were used by the Diocese in estimating the fair values of financial instruments:

Mutual Funds – The fair values of mutual funds are based on quoted market prices of the shares owned by the Diocese.

Cash and cash equivalents and short-term investments – amounts reported for these instruments are historical cost which approximates their fair value.

Pledges Receivable - Unconditional promises to give are recognized at present value.

lowa Diocesan Foundation Fund – consists of mutual funds, common trust funds, and exchange traded funds representing debt and equity securities that generally are not publicly traded and primarily are valued based upon net asset value which is generally determined on the last day of each month.

Contribution Receivable – Remainder Trust – Trust assets are measured using present value of cash flows discounted at a 6% rate for 20 years as of December 31, 2020 (6% for 21 years in 2019).

Beneficial Interest in Perpetual Trusts:

Artemus Bush – Helen Jones Trust – consists of publicly traded debt and equity securities, of which the Corporation has a 20% interest in its investment income. The Diocese's interest in this trust recorded at 20% of its fair market value.

Paul Beer Trust – Trust assets are measured using present value of the annual amount received discounted at a 6% rate for 40 years.

Retiree Health Insurance Payable – liability is measured using present value of the premiums expected to be paid based on retiree life expectancy calculated using the mortality table published by the Office of the Actuary of the Social Security Administration, discounted at 3%. Eligible individuals under age 68 are discounted an additional 10% for each year under 68. During 2010, the Board of Directors elected to terminate the retiree health insurance program effective December 31, 2020.

Property, Plant, and Equipment

Property, plant, and equipment are stated at cost of acquisition. All land and buildings owned by the Diocese of Iowa are recorded as real estate at their historical cost or fair market value, in the case of gifts. Proceeds from the sale of land and buildings may retained by the Diocese or passed through to the church. The use of the sales proceeds is determined by the Board on a case-by-case basis.

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Depreciation of plant and equipment is recorded over the estimated useful lives of the respective assets using the straight-line method.

	Estimated			
Туре	Useful Lives	Method		
Buildings	40 Years	Straight-Line		
Computers and Equipment	3 - 5 Years	Straight-Line		

Expenditures for major repairs or replacements are capitalized and expenditures for repairs and minor replacements are charged to expense.

Long-Lived Assets

Long-lived assets to be held and used are tested for recoverability whenever events or changes in circumstances indicate the carrying amount of the assets may not be recoverable. When required, impairment losses on assets are recognized based upon the fair value of the asset.

Restricted Assets

The Organization reports information regarding its financial position and activities according to two classes of net assets: those without donor restrictions and those with donor restrictions. The Organization records contributions received depending on the existence of any donor restrictions. When a donor purpose restriction is accomplished, net assets are reclassified to net assets without donor restrictions and reported in the Statement of Activities as net assets released from restrictions. Income from the restricted net asset funds is classified consistent with such restrictions. Donor restricted contributions whose restrictions are met within the same fiscal year as received are reported as additions to unrestricted net assets.

Revenue Recognition

Contributions are recognized when a donor makes a promise to give to the Diocese that is, in substance, unconditional. Conditional promises to give are not recognized until the conditions on which they depend are substantially met. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the year the contributions are recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions which may be purpose, time, or perpetual in nature. Perpetually restricted net assets represent net assets to be held indefinitely, the income of which is expendable.

Functional Expenses

The allocations of expenses shown on the Statements of Functional Expenses were made by direct assignment of costs to functional categories where a direct relationship exists. Other common expenses have been allocated to separate functional categories based on management's estimate of time spent in each area.

Income Taxes

The Diocese is organized exclusively for religious purposes and is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Reclassifications

Certain reclassifications to the 2019 financial statements have been made to conform to the 2020 presentation.

3. Concentration of Credit Risk

Financial instruments that potentially subject the Diocese to concentrations of credit risk consist principally of demand deposits located at one financial institution. Frequently, the balances of these cash deposits have exceeded the federally insured limit of \$250,000. The Diocese had \$252,100 and \$226,746 deposited in excess of the insured limits at December 31, 2020 and 2019.

4. Notes Receivable

The Diocese maintains a revolving loan fund which enables congregations to borrow funds to meet various needs. The fund contained two loans with balances of \$39,575 and \$60,886 as of December 31, 2020. Interest rates are at 5.50% per annum with maturities generally being 10 years or less.

5. Conditional Grant

On April 17, 2003, the Diocese entered into an agreement with the Bishop of Iowa granting \$80,000 for the down payment on a home. The grant is amortizable over 25 years and is factored into the Bishop's annual compensation. In the event the home is sold or destroyed by fire or other natural disaster, the remaining unamortized balance is due and payable from any applicable proceeds. As of December 31, 2020 and 2019, the unamortized balance of the grant was \$23,645 and \$26,845, respectively.

6. Pledges Receivable – Gilead

Unconditional promises to give to the Gilead Diocesan Campaign consisted of the following as of December 31:

	 2020	2019	
Unrestricted Promises to Give	\$ 461,094	693,020	
Unamortized Discounts	(2,784)	(14,473)	
Allowance for Uncollectible Pledges	 		
Ending Balance	\$ 458,310	678,547	

Unconditional promises to give are recognized at present value using a weighted average discount rate of 0.604% (2.088% in 2019). Due dates are summarized as follows:

Amounts Due In:	
Less Than One Year One to Five Years	\$ 421,094 40,000

7. Remainder and Perpetual Trusts

The Diocese is beneficiary of three trusts. Each trust is valued at the Diocese's share of the underlying investments. All trusts consist of marketable securities and are perpetually restricted net assets. As of December 31, 2020, the remainder trust valued at \$19,347 was discounted at 6% over 20 years, the life expectancy of the primary beneficiaries.

8. Fair Value Measurements

The Diocese's assets and liabilities which are measured at fair value on a recurring basis are presented below based on the fair value hierarchy levels:

December 31, 2020	Fair Value	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Assets				
Cash and Cash Equivalents				
Included in Investments	\$ 74,018	74,018		~ =
Debt Securities	710,000	710,000		
Mutual Funds	1,664,724	1,664,724		
Contribution Receivable - Remainder Trust	19,347		19,347	
Beneficial Interest in Perpetual Trusts	210,378		166,515	43,863
	2,678,467	2,448,742	185,862	43,863
Assets Measured at Net Asset Value	12,384,362			
Total	\$15,062,829			

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			Quoted Prices in Active	Significant Other Observable	Significant Unobservable
		Fair	Markets	Inputs	Inputs
December 31, 2019		Value	(Level 1)	(Level 2)	(Level 3)
Assets					
Cash and Cash Equivalents					
Included in Investments	\$	79,864	79,864		
Debt Securities		700,000	700,000		
Mutual Funds		1,587,393	1,587,393		
Contribution Receivable - Remainder Trust		16,667		16,667	
Beneficial Interest in Perpetual Trusts		190,079		145,869	44,210
		2,574,003	2,367,257	162,536	44,210
Assets Measured at Net Asset Value		12,967,769			
Total	\$ 1	15,541,772			
Liabilities					
Retiree Health Insurance Payable	\$	2,812			2,812

Following is an analysis of Level 3 fair value measurements:

December 31, 2020	Beneficial Interest in Perpetual Trusts		Retiree Health Insurance Payable
Beginning Balance Change in Discounted Present Value	\$	44,210 (347)	2,812 (2,812)
Ending Balance	\$	43,863	
December 31, 2019			
Beginning Balance Change in Discounted Present Value	\$	44,538 (328)	8,057 (5,245)
Ending Balance	\$	44,210	2,812

Net Asset Value (NAV) per Share

The Diocese has disclosed the category, fair value, redemption frequency, and redemption notice period of those assets whose fair value is estimated using the net asset value per share as of December 31, 2020. The following tables set forth a summary of the investments with a reported NAV.

Fair Value Estimated Using Net Asset Value per Share

	December 31, 2020						
	Fair Value	Unfunded Commitment	Redemption Frequency	Other Redemption Restrictions	Redemption Notice Period		
Iowa Diocesan Foundation Fund	\$12,384,362		Monthly mber 31, 2019	None	1-30 Days		
	Fair Value	Unfunded Commitment	Redemption Frequency	Other Redemption Restrictions	Redemption Notice Period		
Iowa Diocesan Foundation Fund	\$12,967,769		Monthly	None	1-30 Days		

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9. Investments

Investments in CDs, money funds, and securities are stated at fair market value and are summarized as follows as of December 31:

	C	ost	Gross Unrealized Gains (Losses)	Market Value
			2020	
Without Donor Restrictions Undesignated and Designated Reserves Savings and Daily Cash Funds Certificates of Deposits		11,365 50,976		11,365 50,976
Notes and Mortgages to Community Development Funds	2^	17,120		217,120
Total Without Donor Restrictions	2	79,461		279,461
With Donor Purpose Restrictions Savings and Daily Cash Funds Certificate of Deposit Notes and Mortgages to Community	1	3,506 15,728	 	3,506 15,728
Development Funds		6,988		66,988
Total With Donor Purpose Restrictions	8	36,222		86,222
With Donor Perpetual Restrictions Savings and Daily Cash Funds Certificates of Deposit Mutual Funds	6	5,227 88,296 96,641	 168,084	15,227 68,296 1,664,725
Notes and Mortgages to Community Development Funds	20	0,892		290,892
Total With Donor Perpetual Restrictions		1,056	168,084	2,039,140
Total Investments		6,739	168,084	2,404,823
2			2019	
Without Donor Restrictions Undesignated and Designated Reserves Savings and Daily Cash Funds	\$	9,689		9,689
Certificates of Deposits Notes and Mortgages to Community		8,297		68,297
Development Funds Total Without Donor Restrictions		5,834 3,820	mi 44	<u>285,834</u> 363,820
		3,020		303,020
With Donor Purpose Restrictions Savings and Daily Cash Funds Certificate of Deposit Notes and Mortgages to Community	1	2,232 5,728		2,232 15,728
Development Funds		5,823		65,823
Total With Donor Purpose Restrictions	8	3,783		83,783
With Donor Perpetual Restrictions Savings and Daily Cash Funds Certificates of Deposit Mutual Funds Notes and Mortgages to Community	5 1,53	7,231 0,975 9,841	 47,552	7,231 50,975 1,587,393
Development Funds		3,343	47 550	213,343
Total With Donor Perpetual Restrictions		1,390	47,552	1,858,942
Total Investments	\$2,25	8,993	47,552	2,306,545

Realized gains and losses are determined based on the average cost method. Sales proceeds and gross realized gains and losses on marketable equity and debt securities were as follows for the years ended December 31:

	2020	2019
Sale Proceeds	\$ 69,317	1,644,405
Gross Realized Losses	\$ (5,259)	(30,105)
Gross Realized Gains	\$ 8,506	10,105

Investment income for the year ended December 31, 2020 is reported in the Statement of Activities net of \$13,500 in investment advisory fees (\$17,660 in 2019).

10. Net Assets

Net Assets Without Donor Restrictions – The Episcopal Diocese of Iowa's net assets without donor restrictions were received without external restrictions and are generally available for ongoing operating purposes. The undesignated and designated reserves consist of separate reserves, which are established for specific purposes and are administered by the Episcopal Diocese of Iowa Board of Directors and/or the Bishop of the Diocese of Iowa, summarized as follows as of December 31:

	2020	2019
Operating Funds		
Undesignated Reserves		
Undesignated Funds	\$ 1,223,219	1,013,773
Net Gain on Investments	3,151,503	2,907,274
Other	(5,819)	(7,688)
	4,368,903	3,913,359
Designated Reserves		
New Mission Development	42,941	81,193
Working Capital Supplement	278,000	238,491
Land Sites	50,788	50,788
General Convention Travel	25,958	15,958
Episcopate Election Reserve	181,015	174,631
GIL - 2018-2019 Events	10,000	45,995
Revolving Fund	1,997,885	2,139,578
Mills House Repairs	22,444	32,934
Diocesan Campaign	(185,614)	(185,614)
Altedruse Bequest - E-Seminary	99,208	99,936
Red Oak Reserve	35,754	35,754
Other	58,959	40,364
	2,617,338	2,770,008
Episcopal Center of Camps and Conferences	148,105	210,625
Real Estate Funds	374,045	154,377
Total Net Assets Without Donor Restrictions	\$ 7,508,391	7,048,369

Net Assets With Donor Restrictions – The Episcopal has received donations and bequests, which under terms of their receipt are to be used for specific purposes and are classified net assets with donor restrictions. The exchange reserves serve as clearing accounts for receipts designated by the source, either inside or outside of the Diocesan structure, for transmittal outside the Diocese. Special purpose funds were established to account for contributions restricted by an outside source for special purpose expenditures and are administered by the Bishop and/or the Board of Directors. Net assets with restrictions perpetual in nature are contributions received by the Diocese to generate income for transferal to other funds. These funds are administered by the Diocese in accordance with the terms specified by the donor at the time of the gift or bequest.

A summary of these net assets is as follows as of December 31:

	2020	2019
Subject to Purpose or Time Restrictions		
Exchange Reserves		
GILEAD Diocesan Campaign	\$ 961,192	1,159,015
Swaziland Wire Transfers	20,450	4,962
United Thank Offering	1,257	12,839
General	15,696	16,719
Other	(17,998)	(6,186)
	980,597	1,187,349
Special Purpose Reserves		
John Miller Scholarship	28,510	28,510
Morgan Estate - Grinnell College	195,722	192,168
Bishop's Fund for Theological Education	18,354	8,348
Bishop's Fund for Continuing Clergy Education	186,522	181,057
Agape Café	4,847	10,720
Grant - Reconciliation & Justice	22,883	36,105
Annuity Trust	13,906	13,906
Beloved Community Initiative	8,431	10,272
Waters of Hope	13,199	13,199
Disaster Relief Office	11,629	11,630
College Fund for Clergy Youth	18,254	18,466
The Way Station	33,976	67,013
Other	(64,314)	(91,138)
	491,919	500,256
Perpetual in Nature		
Gordon V. and Florence K. Smith Episcopate Fund	1,651,713	1,651,713
Bishop's Fund for Continuing Clergy Education	100,000	100,000
Council Program	92,626	92,626
Bishop's Fund for Clergy Assistance	69,135	69,135
Perpetual Trust	210,378	190,079
Bishop's Fund for Theological Education	152,470	152,470
Bishop's Crisis Relief Fund	23,193	23,193
Other	34,787	32,107
	2,334,302	2,311,323
Total Net Assets With Donor Restrictions	\$ 3,806,818	3,998,928
TOTAL THELE ASSELS WITH DUTION NESTICIOUS	φ 3,000,010	3, 330, 320

11.

Liquidity and Availability of Financial Assets Episcopal Diocese of Iowa's financial assets available for general expenditure within one year of the balance sheet date are summarized as follows at December 31:

	2020	2019
Financial Assets at Year-End		
Cash	\$ 570,603	570,597
Receivables - Current	612,728	561,040
Investments	14,833,104	15,335,026
	16,016,435	16,466,663
Less Those Unavailable for General Expenditures Within One Year		
Funds Held for the Benefit of Others	(5,406,931)	(6,229,830)
Board Designated Reserves	(2,617,338)	(2,770,008)
Episcopal Center for Camps and Conferences Reserve	(148,105)	(210,625)
Real Estate Funds Reserve	(374,045)	(154,377)
Net Assets with Donor Restrictions	(3,806,818)	(3,998,928)
Financial Assets Available to Meet Cash Needs for		
General Expenditures Within One Year	\$3,663,198	3,102,895

17

18

Episcopal Diocese of Iowa receives substantial support from restricted contributions. Because a donor's restriction requires resources to be used in a particular manner or in a future period, sufficient resources must be maintained to meet those responsibilities to its donors. As a result, financial assets may not be available for general expenditure within one year. As part of Episcopal Diocese of Iowa's liquidity management it follows the policy of structuring its financial assets to be available as its general expenditures, liabilities, and other obligations come due. To help manage unanticipated liquidity needs, the Board has established designated reserves which may be drawn, upon Board approval, in the event of an immediate liquidity need.

12. Retirement Compensation Plans

In order to provide retirement benefits to the full-time employees of the Diocesan office, the Episcopal Diocese of Iowa participates in a multi-employer pension plan. The plan provides benefits to substantially all employees in the Diocese. The pension expense for the year ended December 31, 2020 was \$72,395 (\$69,947 in 2019).

13. Medical and Life Insurance for Retired Clergy

It is the policy of the Convention of the Diocese of Iowa to maintain medical and life insurance coverage up to certain limits for the lifetime of all retired and disabled Diocesan clergy who meet certain required criteria. Medical and life insurance premiums paid for retired clergy for the year ended December 31, 2020, was \$5,261 (\$14,378 in 2019).

14. **Operating Leases**

The Diocese leases various office equipment expiring at various times through 2021. Rent expense for the years ending December 31, 2020 and 2019, totaled \$2,287 and \$4,209, respectively.

Minimum future rental payments under these leases as of December 31 through their final maturities are as follows:

2021

\$ 509

15. Endowment Funds

The Diocese's endowment funds consist of net assets without donor restrictions (undesignated and designated reserves) and net assets with donor restrictions (subject to purpose restrictions available for projects and perpetual in nature which provide that the principal be invested for perpetuity with only the income available for use). As required by generally accepted accounting principles, net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

The Board of Directors of the Diocese has not fully reviewed and interpreted the provisions of Uniform Prudent Management of Institutional Funds Act, which was adopted as law in the State of Iowa during 2008. At the present time, the Diocese has adopted the practice of preserving the fair value of the original gift as of the gift date of the perpetually restricted endowment funds absent explicit donor stipulations to the contrary. As a result, the Diocese classifies as perpetually restricted net assets (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, (b) the original value of subsequent the benefit of, but not managed by, the Diocese. Use of the investment income from the assets under Diocese control may be unrestricted and used as the Diocese deems necessary for the purposes for which the original restricted gift was received. Currently, the Diocese considers the following factors in determining whether to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund
- The purposes of the Diocese and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the Diocese
- The investment policies of the Diocese

From time to time, the fair value of assets associated with donor-restricted funds (excluding trust funds) may fall below the level that the donor requires the Diocese to retain as a fund of perpetual duration. In accordance with generally accepted accounting principles, deficiencies of this nature that are reported in unrestricted net assets were \$-0- and \$-0- at December 31, 2020 and 2019, respectively.

2020

		2020				
	Endowment Funds					
		Board-				
		Designated	Purpose	Perpetually		
	Unrestricted	Discretionary	Restricted	Restricted	Total	
Endowment Net Assets, Beginning of Year	\$1,653,707	2,770,008	1,687,605	2,311,323	8,422,643	
Investment Income (Loss) Realized and Unrealized Gain	202,166		47,376	22,979	272,521	
on Investments	363,600				363,600	
Total Investment Gain	565,766		47,376	22,979	636,121	
Contributions Appropriation of Endowment	75,000	229,957	275,957		580,914	
Assets for Expenditure	30,435	(382,627)	(538,422)		(890,614)	
Endowment Assets, End of Year	\$2,324,908	2,617,338	1,472,516	2,334,302	8,749,064	
		2019				
		En	dowment Fund	S		
		Board-				
		Designated	Purpose	Perpetually		
	Unrestricted	Discretionary	Restricted	Restricted	Total	
Endowment Net Assets, Beginning of Year	\$1,583,294	2,895,411	797,484	2,313,281	7,589,470	
Investment Income (Loss) Realized and Unrealized Gain		192,015	98,123	(1,958)	288,180	

16. Paycheck Protection Program Loan (PPP)

In April 2020 the Diocese obtained a PPP loan in the amount of \$141,000 which, subsequent to the year ended December 31, 2020, was forgiven in full on March 9, 2021. The Diocese has elected to recognize these loan proceeds as revenue in the statement of activities for the year ended December 31, 2020.

192,015

163,218

(480,636)

2,770,008

98,123

1,347,231

(555, 233)

1,687,605

1,044,965

1,333,145

1,510,449

(2,010,421)

8,422,643

(1,958)

2,311,323

1,044,965

1,044,965

(974, 552)

\$1,653,707

16. Risks and Uncertainty

on Investments

Contributions

Year

Total Investment Gain

Appropriation of Endowment Assets for Expenditure

Endowment Assets. End of

In March 2020, the global coronavirus pandemic began to disrupt the United States economy. The Diocese cannot reasonably predict the length or severity of this pandemic, or the extent to which the disruption may materially impact the Company's financial standing and operations in 2021.

17. Subsequent Events

The Diocese has evaluated events and transactions occurring after December 31, 2020, for potential items required to be recognized or disclosed in the financial statements. Subsequent events were evaluated through June 18, 2021, the date the financial statements were available for issuance.

Statement of Revenue and Expenses Compared to Budget

	Actual	Budget	Actual Over (Under) Budget
Revenue Congregational Pledges	\$ 716,832	634,400	82,432
Investment Income Earned	150,959	145,000	5,959
Income from Trusts	35,514	25,000	10,514
PPP Loan Forgiveness	141,000	141,000	
Total Revenue	1,044,305	945,400	98,905
ECCC Fund Transfers	35,199	32,550	2,649
Theological Education Fund Transfers	33,350	35,174	(1,824)
Episcopate Fund Transfers	82,774	82,774	
Sustainability Group Income		13,895	(13,895)
Total Revenue and Transfers	1,195,628	1,109,793	85,835
Expenses			
One World, One Church			
General Church Program	147,152	145,652	1,500
Ecumenical/Interfaith	300	300	
Convention Exhibit Expenses		300	(300)
Companion Travel/Event Expenses	5,000	5,000	
International Development	10,088	8,151	1,937
Congregational Life	(050)	0.500	(2.450)
Ministries Retreat	(658) 7,321	2,500	(3,158)
Communications Collaborative Ministry Partnerships	300	6,000	1,321 300
Transition Officer Salary and Benefits	23,098	25,000	(1,902)
Transition Officer Travel and Supplies	25,030	3,000	(3,000)
New Clergy Development	143	1,000	(857)
Older Adult MDT		500	(500)
Youth Ministry Development Team			
Young Adult Missioner - Travel	12		12
Young Adult Program	160	1,225	(1,065)
Regional Youth Missioners - Salary	39,422	39,422	
Youth Missioner - Pension Youth Missioner - Travel	3,548 418	3,548 3,000	(2,582)
Youth Missioner - Medical/Life Insurance	235	235	(2,502)
Training Conferences, Workshop and Event Participation	349	2,000	(1,651)
Outdoor Ministries Program	6,002	13,000	(6,998)
Diocesan Events for Young People	2,371	2,000	371
Scholarship for Youth Events	2,071	4,500	(4,500)
Ministry Development Team Publicity		200	(200)
Happening	845	1,000	(155)
Diocesan Convention Attendance	62	2,500	(2,438)
General Convention Reserve	2,000	2,000	
Youth Ministry Development Team Operation and Travel	1,296	1,500	(204)
Youth Ministries Library	78	150	(72)

Statement of Revenue and Expenses Compared to Budget

	Actual	Budget	Actual Over (Under) Budget
Youth Ministry Development Team (continued) Resource Mailing Costs Godly Play Development Nursery Care at Diocesan Events EYE Designated Fund New Beginnings	656 2,000 342	200 3,000 2,000 750	656 (200) (3,000) (408)
Jubilee Ministry St. Paul's Indian Mission Salary and Housing Pension Travel Medical/Life Insurance St. Paul's Operating Aid Chemical Dependency Program Faith in Action	56,802 10,224 1,044 10,521 10,000 250	56,802 10,224 3,000 10,692 10,000 250 500	(1,956) (171) (250) (250)
Stewardship Program Training, Development and Promotion Stewardship Commission Operation and Travel		500 500	(500) (500)
Episcopate Function Bishop's Salary and Housing Bishop's Pension Bishop's Travel Bishop's Medical/Life Executive Assistant to the Bishop Salary and Benefits Financial Officer Salary and Benefits Financial Assistant Salary and Benefits Operations Manager Salary and Benefits Council of Deacons Training/Conferences Election Reserve	127,100 22,302 7,035 16,164 96,440 83,219 20,856 41,049 335 239 5,000	123,900 22,302 15,000 16,179 96,439 83,990 20,933 40,931 500 1,500 5,000	3,200 (7,965) (15) 1 (771) (777) 118 (165) (1,261)
Administrative Function Diocesan Convention Expense Printing - Journal and Report Booklet Diocesan Administrative Assistants Salaries Episcopal Life Editor Salary and Benefits Missioner Administrative Salary and Benefits Lay Pension Office Expense Payroll Taxes Audit Expense Fidelity Bond and Insurance	638 2,000 23,095 74,472 31,085 2,079 41,775 20,454 20,370 19,262	9,000 2,000 23,095 78,951 33,085 2,079 35,000 17,000 18,000	(8,362) (4,479) (2,000) 6,775 3,454 2,370 1,262

C

Statement of Revenue and Expenses Compared to Budget

			Actual Over (Under)
	Actual	Budget	Budget
Administrative Function (continued)			
Support Staff Medical/Life Insurance	17,051	19,483	(2,432)
Diocesan House Maintenance and Utilities	24,890	25,000	(110)
Multicultural Commission			
Multicultural Commission/Anti-Racism	4,409	10,000	(5,591)
Designated Purpose Expenditures			
General Convention Expense	10,000	10,000	
Provincial Synod Assessment	1,500	1,500	
Lambeth Conference Travel	1,125	1,125	
Board/Task Force/Ad Hoc Committee Expense	228	3,500	(3,272)
Diocesan Altar Guild		200	(200)
Clergy Conference/Clergy Family	1,250	1,000	250
Commission on Ministry	725	3,000	(2,275)
Total Expenses	1,057,528	1,109,793	(52,265)
Transfers to Other Funds	(138,100)		(138,100)
Excess of Revenue over Expenses	\$		

Statement of Changes in Net Assets

	Balance 1/1/20	Revenue and Other Additions	Expenses and Other Deductions	Net Transfers Between Funds	Balance 12/31/20
Net Assets Without Donor Restrictions					
Operations Under Budget	\$	1,044,306	1,057,528	13,222	
Undesignated Reserves					
Gifts	565				565
McMullen Bequest	(5,441)		943		(6,384)
Retiree Health Insurance Fund	(2,812)	2,812			
Undesignated Funds	1,013,773	151,323		58,123	1,223,219
Designated Reserves					
New Mission Development	81,193	414	32,000	(6,666)	42,941
Latino Ministry - ELCA/Episcopal	(2,904)				(2,904)
Working Capital Supplement	238,491		40,469	79,978	278,000
Journey to Adulthood	437				437
Land Sites	50,788				50,788
Campus Ministry Housing	425		364		61
General Convention Travel	15,958	10,000			25,958
Provincial Synod Travel	1,630				1,630
Lambeth Conference	(1,765)	1,125	1		(641)
Episcopate Election Reserve	174,631	6,500	116		181,015
Bishop's Ordination Gifts	(1,330)	0,000			(1,330)
Equipment Replacement and Repair	5,658		4,294		1,364
Bishop Vestments and Supplies	1,823		4,234		1,823
Computer Reserve	425				425
Lay Pastoral Training Event Revival 2017	1,825 1,851		1 051		1,825
		150	1,851		10.000
GIL - 2018 - 2019 Events	45,995	150	36,145	(404 504)	10,000
Revolving Fund	2,139,578	7 000	17,132	(124,561)	1,997,885
Mills House Repairs	32,934	7,000	17,490		22,444
Evangelism/Communication Reserve	(295)				(295)
L.A.N.D. Scholarship	500				500
L.A.N.D. Conference	5,058				5,058
Mission Church Meeting	289				289
ECCC Reserve	13,286				13,286
LINC Reserve	2,554				2,554
Sesquicentennial	(5,245)				(5,245)
Small Church Summit		680	391		289
Strengthening Spirituality	1,313				1,313
Marjanna Sue Smith Trust	4,972				4,972
Journal Printing Reserve	2,000	2,000			4,000
Youth Conference Reserve	4,266	2,020			6,286
Youth General Conference Reserve	3,972	2,000			5,972
Commission on Ministry Reserve	2,880				2,880
Communication Reserve	9,677	21,541	18,323		12,895
Diocesan Campaign	(185,614)				(185,614)
Altekruse Bequest - E-Seminary	99,936		728		99,208
Altekruse Bequest - SW Cluster	(8,899)				(8,899)
Webb/Tides Grant	(12,551)				(12,551)
St. Paul Indian Mission Reserve	1,234				1,234
Red Oak Reserve	35,754				35,754
Albia Reserve	35	32			67
Clermont Reserve			2,454		(2,454)
Waverly Reserve		18,320	1,445		16,875
One World One Church Reserve	5,069		.,		5,069
Older Adult Ministry Team	2,174				2,174
Episcopal Center of Camps and Conferences	210,625		27,321	(35,199)	148,105
Real Estate	154,377	75,000	14,332	159,000	374,045
Net Gain (Loss) on Investments	2,907,274	360,353	14,352	(116,124)	3,151,503
Her Guin (1985) on investments	2,001,214	000,000		(110,124)	0,101,000
Total Net Assets Without Donor Restrictions	\$ 7,048,369	1,705,576	1,273,327	27,773	7,508,391

Statement of Changes in Net Assets

	Balance 1/1/20	Revenue and Other Additions	Expenses and Other Deductions	Net Transfers Between Funds	Balance 12/31/20
Net Assets With Donor Restrictions - Purpose					
Exchange Reserves	\$ (21,384)	16,654	16,682		(21,412)
Iowa Episcopalian Good Friday Offering	\$ (21,384) 1,768	24	85		1,707
Episcopal Relief and Development	952	800	6,606		(4,854)
Bishop's Discretionary Fund	936	1,919	1,512		1,343
Education for Ministry	2,046				2,046
The Alleluia Fund	6,398				6,398
Convention Offering	5,713	745	2,006		4,452
Ordination Offerings	1,770	1,881	43		3,608
Swaziland Wire Transfers	4,962	24,324	8,836		20,450
Swaziland Travel	2,212				2,212
Nzara Wire Transfers	(2,962)	16,293	20,344		(7,013)
Nzara - Emergency Fund	1,281				1,281
Ecumenical Events	343				343
Harris Christmas Mission Project	10 3				10 3
Ad Campaign GILEAD Diocesan Campaign	1,159,015	45,151	232,974	(10,000)	961,192
United Thank Offering	12,839	1,310	12,892	(10,000)	1,257
Theological Seminary Support	6,645	150	50		6,745
Multi-Peril Insurance	528				528
Medical/Life Insurance - Iowa	(17,405)	47,352	50,302		(20,355)
Dental Insurance	6,226				6,226
Diocesan Youth Choir	25				25
Gift Exchange	(1,291)	300	300		(1,291)
General	16,719	70	1,093		15,696
Special Purpose					
John Miller Scholarship	28,510				28,510
Morgan Estate - Grinnell College	192,168	3,554			195,722
Sudanese Theological Education Fund	600				600
Bishop's Fund for Theological Education	8,348	64,890	54,884		18,354
E-Seminary for Theological Education	(9,500)				(9,500)
E-Seminary Appeal	(72 507)	10 120	5,261		25 (58,728)
Bishop's Fund for Clergy Assistance Harper Scholarship Fund	(72,597) 2,915	19,130	5,201		2,915
Annuity Trust	13,906				13,906
Bishop's Fund for Continuing Clergy Education	181,057	5,465			186,522
Bishop's Crisis Relief	(25,174)	8,025	10,065		(27,214)
Bishop's Appeal	1,933				1,933
Swaziland - Shively Medical	5,576				5,576
Agape Café	10,720	4,223	10,096		4,847
Brechin Discretionary Fund	1,809				1,809
Weise Fund	854				854
Adult Lay Education	540				540
Wholly Quiet Retreat Program	276				276
Cathedral to Cathedral Run	588				588 3,396
Ministry Retreat Scholarships Brechin Product Sales	3,396 239				239
Grant - Reconciliation & Justice	36,105	1,230	14,452		22,883
Grant - Campus Ministry 2017	1,783	1,200	14,402		1,783
Grant - Armed Forces	(5,000)	10,000	5,000		
Grant - BCI @ Old Brick	3,887		36		3,851
Grant - Beloved Community		1,920	1,920		
Grant - BCI Ethnic Stud Acad 2019		13,988	6,645		7,343
Grant - BCI Rapid Response		9,000	9,402		(402)
Grant - Center for Social Ministry		2,428			2,428
Grant - Simpson Youth Academy		5,000			5,000
Pathways Retreats	1,808	145			1,953
Beloved Community Initiative	10,272	2,180	4,021		8,431
Waters of Hope	13,199				13,199
Camp for Children of Imprisoned	3,407				3,407

Statement of Changes in Net Assets

Humphrey Congregational Development 2,008 2, Disaster Relief Office 11,630 170 171 11, Jubilee Mission Grant 30 College Fund Clergy Youth 18,466 288 500 18, Young Adult Ministry 951 Young Adult Ministry 71ps (915) (4, Native American Ministries 92 (4, Native American Ministry - Trips 00 130 7			Balance 1/1/20	Revenue and Other Additions	Expenses and Other Deductions	Net Transfers Between Funds	Balance 12/31/20
Health Reimbursement Account \$ (12,896) (12, 2,008 Disaster Relief Office 11,630 170 171 11, Jubilee Mission Grant 30 2,008 College Fund Clergy Youth 18,466 288 500 11, 11, Jubilee Mission Grant 12, 12, 30 -	Special Purpose (Continued)						
Humphrey Congregational Development 2,008 2, Disaster Relief Office 11,630 170 171 11, Jubilee Mission Grant 30 College Fund Clergy Youth 18,466 288 500 18, Young Adult Ministry 951 Young Adult Ministry 951 (4, Native American Ministries 92 (4, Native American Ministries 92		\$	(12.896)				(12,896)
Disaster Řelief Office 11,630 170 171 11, Jubilee Mission Grant 11, Jubilee Mission Grant 11, Jubilee Mission Grant		•					2,008
Jubilee Mission Grant 30 College Fund Clergy Youth 18,466 288 500 18, Young Adult Ministry 951 Young Adult Ministry 951 Young Adult Ministry 915 <				170	171		11,629
Young Adult Ministry 951 Young Adult Ministry 171 951	Jubilee Mission Grant						30
Young Adult Ministry 951 Young Adult Ministry 171 951	College Fund Clergy Youth		18,466	288	500		18,254
Bishop Election 2021 4,789 (4, 789) Native American Ministries 92 Youth Fund for AED 100 130 7 The Way Station Youth Account 34 The Way Station - Youth Account 34 The Way Station - Discretionary Fund 183 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 2,093 1,00,000 1,00,000 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>951</td>							951
Native American Ministries 92 Youth Fund for AED 100 130 7 The Way Station 67,013 37,390 52,654 (17,773) 33, The Way Station - Youth Account 34 The Way Station - Discretionary Fund 183 2020 Young Adult Companions 2,093 2, 2, Total Net Assets With Donor Restrictions - Purpose \$ 1,687,605 346,312 533,628 (27,773) 1,472, Net Assets With Donor Restrictions - Perpetual 100,000 106,51,713 1,651,713 1,651,713 106,51,713 100,000 100,000 102,22 92,2626 92,22 9,922 9,922 9,922	Young Adult Ministry - Trips		(915)				(915)
Youth Fund for AED 100 130 7 The Way Station 67,013 37,390 52,654 (17,773) 33, The Way Station - Youth Account 34 The Way Station - Discretionary Fund 183 2020 Young Adult Companions 2,093 2, Total Net Assets With Donor Restrictions - Purpose \$ 1,687,605 346,312 533,628 (27,773) 1,472, Net Assets With Donor Restrictions - Perpetual Gordon V. and Florence K. Smith Episcopate Fund \$ 1,651,713 100,000 Goudon V. and Florence K. Smith Episcopate Fund \$ 1,651,713 100,000 Council Program 92,626 92,626 92,626 Annuity Trust 9,922 92,626 92,029 92,0299 92,0299 92,0299 92,0299 92,0299 92,02	Bishop Election 2021				4,789		(4,789)
The Way Station 67,013 37,390 52,654 (17,773) 33, The Way Station - Vouth Account 34 The Way Station - Discretionary Fund 183 2020 Young Adult Companions 2,093 2,093 2,093 2,093 1,472, Total Net Assets With Donor Restrictions - Purpose \$ 1,687,605 346,312 533,628 (27,773) 1,472, Net Assets With Donor Restrictions - Perpetual 1,651, Gordon V. and Florence K. Smith Episcopate Fund \$ 1,651,713 1,651, Bishop's Fund for Continuing Clergy Education 100,000 100, Council Program 92,626 9, 9, 9, Perpetual Trust 9,922 9, 9, 9, Perpetual Trust 16,667 2,680 <td< td=""><td>Native American Ministries</td><td></td><td>92</td><td></td><td></td><td></td><td>92</td></td<>	Native American Ministries		92				92
The Way Station - Youth Account 34 The Way Station - Discretionary Fund 183 2020 Young Adult Companions 2,093 2,093 Total Net Assets With Donor Restrictions - Purpose \$ 1,687,605 346,312 533,628 (27,773) 1,472, Net Assets With Donor Restrictions - Perpetual \$ 1,651,713 100,000 100,000 Gordon V. and Florence K. Smith Episcopate Fund \$ 1,651,713 1,651, Bishop's Fund for Continuing Clergy Education 100,000 100,000 Council Program 92,626 92,029 Bishop's Fund for Clergy Assistance 69,135 69,135 Annuity Trust 9,922 9,92 10,0,079 Remainder Trust 190,079 20,299 19,0,079 20,299 19,0,079 Bishop's Crisis Relief Fund 152,470 152,470	Youth Fund for AED		100	130			223
The Way Station - Discretionary Fund1832020 Young Adult Companions2,0932,Total Net Assets With Donor Restrictions - Purpose\$ 1,687,605346,312533,628(27,773)1,472,Net Assets With Donor Restrictions - PerpetualGordon V. and Florence K. Smith Episcopate Fund\$ 1,651,7131,651,Bishop's Fund for Continuing Clergy Education100,000100,Council Program92,62692,Bishop's Fund for Clergy Assistance69,1359,Annuity Trust9,9229,Perpetual Trust190,07920,29919,Bishop's Fund for Theological Education152,470152,Margaret William Campbell Fund for Theological Education4,8534,Bishop's Crisis Relief Fund23,19323,Frank Davis Scholarship66523,			67,013	37,390	52,654	(17,773)	33,976
2020 Young Adult Companions 2,093 2, Total Net Assets With Donor Restrictions - Purpose \$ 1,687,605 346,312 533,628 (27,773) 1,472, Net Assets With Donor Restrictions - Perpetual Gordon V. and Florence K. Smith Episcopate Fund \$ 1,651,713 1,651, Bishop's Fund for Continuing Clergy Education 100,000 100,000 Council Program 92,626 92, Bishop's Fund for Clergy Assistance 69,135 9, Annuity Trust 9,922 9, Perpetual Trust 190,079 20,299 19, Remainder Trust 190,079 20,299 19, Bishop's Fund for Theological Education 152,470 152, Margaret William Campbell Fund for Theological Education 4,853 23,193 23,193 23,193 23,193 23,193	The Way Station - Youth Account		34				34
Total Net Assets With Donor Restrictions - Purpose \$ 1,687,605 346,312 533,628 (27,773) 1,472, Net Assets With Donor Restrictions - Perpetual Gordon V. and Florence K. Smith Episcopate Fund Bishop's Fund for Continuing Clergy Education \$ 1,651,713 1,651, Dishop's Fund for Continuing Clergy Education 100,000 100, Council Program 92,626 92, Bishop's Fund for Clergy Assistance 69,135 69, Annuity Trust 9,922 9, Perpetual Trust 190,079 20,299 210, Remainder Trust 16,667 2,680 192, Bishop's Fund for Theological Education 152,470 192, Margaret William Campbell Fund for Theological Education 4,853 4,853 Bishop's Crisis Relief Fund 23,193 23, Frank Davis Scholarship 665 </td <td>The Way Station - Discretionary Fund</td> <td></td> <td></td> <td>183</td> <td></td> <td></td> <td>183</td>	The Way Station - Discretionary Fund			183			183
Net Assets With Donor Restrictions - Perpetual Gordon V. and Florence K. Smith Episcopate Fund\$ 1,651,7131,651,Bishop's Fund for Continuing Clergy Education100,000100,Council Program92,62692,Bishop's Fund for Clergy Assistance69,13569,Annuity Trust9,9229,Perpetual Trust190,07920,299210,Remainder Trust16,6672,680192,Bishop's Fund for Theological Education152,470152,Margaret William Campbell Fund for Theological Education4,8534,Bishop's Crisis Relief Fund23,19323,4,Frank Davis Scholarship66520,	2020 Young Adult Companions	_	2,093				2,093
Gordon V. and Florence K. Smith Episcopate Fund \$ 1,651,713 1,651, Bishop's Fund for Continuing Clergy Education 100,000 100, Council Program 92,626 92, Bishop's Fund for Clergy Assistance 69,135 69, Annuity Trust 9,922 9, Perpetual Trust 190,079 20,299 19, Remainder Trust 16,667 2,680 19, Bishop's Fund for Theological Education 152,470 19, Margaret William Campbell Fund for Theological Education 4,853 4, Bishop's Crisis Relief Fund 23,193 23, Frank Davis Scholarship 665 23,	Total Net Assets With Donor Restrictions - Purpose	\$	1,687,605	346,312	533,628	(27,773)	1,472,516
Gordon V. and Florence K. Smith Episcopate Fund \$ 1,651,713 1,651, Bishop's Fund for Continuing Clergy Education 100,000 100, Council Program 92,626 92, Bishop's Fund for Clergy Assistance 69,135 69, Annuity Trust 9,922 9, Perpetual Trust 190,079 20,299 19, Remainder Trust 16,667 2,680 19, Bishop's Fund for Theological Education 152,470 19, Margaret William Campbell Fund for Theological Education 4,853 4, Bishop's Crisis Relief Fund 23,193 23, Frank Davis Scholarship 665 23,	Net Assets With Donor Restrictions - Perpetual						
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Council Program 92,626 92,026 Bishop's Fund for Clergy Assistance 69,135 69, Annuity Trust 9,922 9, Perpetual Trust 190,079 20,299 210, Remainder Trust 16,667 2,680 19, Bishop's Fund for Theological Education 152,470 152, Margaret William Campbell Fund for Theological Education 4,853 4, Bishop's Crisis Relief Fund 23,193 23, 23, Frank Davis Scholarship 665 23, 23,							100,000
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Perpetual Trust 190,079 20,299 210,200 Remainder Trust 16,667 2,680 19,200 Bishop's Fund for Theological Education 152,470 152,470 Margaret William Campbell Fund for Theological Education 4,853 4,200 Bishop's Crisis Relief Fund 23,193 23,000 23,000 Frank Davis Scholarship 665 20,299 19,000							9,922
Bishop's Fund for Theological Education152,470152,470Margaret William Campbell Fund for Theological Education4,8534,453Bishop's Crisis Relief Fund23,19323,733Frank Davis Scholarship665665			190,079	20,299			210,378
Bishop's Fund for Theological Education152,470152,470Margaret William Campbell Fund for Theological Education4,8534,453Bishop's Crisis Relief Fund23,19323,733Frank Davis Scholarship665665	Remainder Trust		16,667	2,680			19,347
Margaret William Campbell Fund for Theological Education4,8534,1Bishop's Crisis Relief Fund23,19323,2Frank Davis Scholarship665665	Bishop's Fund for Theological Education		152,470			60 FB	152,470
Frank Davis Scholarship 665 665			4,853				4,853
	Bishop's Crisis Relief Fund		23,193				23,193
	Frank Davis Scholarship		665				665
Total Net Assets With Donor Restrictions - Perpetual \$2,311,323 22,979 2,334,3	Total Net Assets With Donor Restrictions - Perpetual	\$ 2	2,311,323	22,979			2,334,302
Total Net Assets \$11,047,297 2,074,867 1,806,955 11,315,2	Total Net Assets	\$1	1,047,297	2,074,867	1,806,955		11,315,209

IOWA DIOCESAN FOUNDATION FUND

Description

The Iowa Diocesan Foundation Fund was established in 1959 and offers a convenient, professionally managed investment fund for the congregations of the Diocese of Iowa, and most of the special purpose funds given to the Diocese. By creating a common pool of investable funds, participants are able to invest in a well-diversified portfolio.

The Investment Policy of the Iowa Diocesan Foundation Fund establishes the investment policies and objectives of the Iowa Diocesan Foundation Fund to assist the Investment Committee and Board of Directors of the Episcopal Corporation of the Diocese of Iowa and the Investment Consultant in effectively supervising, monitoring and evaluating investments. That policy is available online here: http://iowaepiscopal.org/investmentpolicy.html

State Street Global Advisors, as part of the Endowment Management Solutions Program of the Episcopal Church Foundation, was retained in 2015 for asset management of the Foundation Fund, at the direction of the Board of Directors of the Episcopal Corporation of the Diocese of Iowa. Trustee fees are based on the market value of all investments in the trust at the end of each quarter. During 2019, the Episcopal Church Foundation took over the tracking and reporting for all the individual organizations. Their reporting no longer uses participating units as a basis of determining the identity for each participating organization, but instead reports on market value for each account for every participating organization.

Valuation dates are fixed by the Foundation as the last day of each month, and distributions of 5%, based on a rolling three-year average of the portfolio balance, less operating and management expenses, are made to participating organizations. This distribution is made monthly, and participants may reinvest their earnings if they chose to do so. Trades may be issued or withdrawn on the first day of each month, provided that such request to make investment or withdrawal has been received by check or in writing at the office of the Diocese of Iowa prior to the valuation date on which investment or withdrawal is to take place.

Performance Reports and Audited financial statements are available for review at the Diocesan Office.

	Number of			Income from		
	Participating	Equity of	Unit	Interest &		*Total
Year	Units	Participants	Value	Dividends	Expenses	Return
2011	164,727	8,875,390	\$53.88	\$186,071	\$53,183	3.40%
2012	166,427	9,625,234	\$57.83	\$209,386	\$51,449	12.90%
2013	168,103	11,788,954	\$70.13	\$221,595	\$58,366	21.30%
2014	168,453	12,986,251	\$77.09	\$246,903	\$63,772	13.40%
2015	165,861	11,835,830	\$71.36	\$88,578	\$77,263	-0.90%
2016	164,882	11,944,544	\$72.44	\$52,240	\$79,202	6.60%
2017	166,690	13,408,350	\$80.44	\$43,287	\$80,451	15.20%
2018	165,302	11,609,081	\$69.75	\$37,085	\$79,278	-9.20%
2019		12,889,622		\$79,359	\$74,909	16.60%
2020		12,331,000		\$29,813	\$66,600	-5.60%

The Iowa Diocesan Foundation Fund Statistical History

Des Moines, Iowa FINANCIAL STATEMENTS December 31, 2020 and 2019 (With Independent Auditor's Report Thereon)

Des Moines, Iowa

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INDEPENDENT AUDITOR'S REPORT

Board of Directors Episcopal Corporation of the Diocese of Iowa -Iowa Diocesan Foundation Fund Des Moines, Iowa

Report on the Financial Statements

We have audited the accompanying financial statements of the Episcopal Corporation of the Diocese of Iowa -Iowa Diocesan Foundation Fund, which comprise the Statements of Financial Position, including the Schedule of Investments in Securities as of December 31, 2020 and 2019, and the related Statements of Activities, Changes in Net Assets, and Cash Flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

WEST DES MOINES: Regency West 5, 4500 Westown Pkwy, Suite 140, West Des Moines, IA 50266 | P. 515-223-0002 | F. 515-223-0430 PERRY: 1307 2nd St, Perry, IA 50220 | P. 515-465-3591 | F. 515-465-3593 Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Episcopal Corporation of the Diocese of Iowa - Iowa Diocesan Foundation Fund as of December 31, 2020 and 2019, and the results of its activities, changes in net assets, and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Minwethen, Wilson and Company, All

MERIWETHER, WILSON AND COMPANY, PLLC Certified Public Accountants

June 18, 2021 West Des Moines, Iowa



Statements of Financial Position

December 31,

	2020	2019
Current Assets Cash and Cash Equivalents	\$ 43,920	60,712
Investments Total Assets	12,384,361 12,428,281	12,967,769 13,028,481
Current Liabilities Income Distributable to Participants		34,533
Accounts Payable - Corporation	70,119	73,786
Accounts Payable Total Liabilities	<u> </u>	<u> </u>
Net Assets	\$ 12,331,000	12,889,622

Statements of Activities

Years Ended December 31,

	2020	2019
Investment Income		
Interest	\$ 59	5,974
Dividends	29,394	72,364
Other	360	1,021
	29,813	79,359
Expenses		
Trustee's Fees	57,524	67,563
Professional Fees and Other Expenses	9,076	7,346
	66,600	74,909
Not Investment Income (Less)	(26 707)	4.450
Net Investment Income (Loss)	(36,787)	4,450
Net Realized and Unrealized Gain (Loss) on Investments		
Net Realized Gain (Loss) on Sale of Investments	183,184	305,436
Change in Net Unrealized Gain or Loss on Investments	555,854	1,735,054
Net Gain (Loss) on Investments	739,038	2,040,490
Increase (Decrease) in Net Assets Resulting from Operations	\$ 702,251	2,044,940

Statements of Changes in Net Assets

Years Ended December 31,

	2020	2019
Increase in Net Assets from Operations Net Investment Income (Loss) Net Realized Gain (Loss) on Sale of Investments Change in Net Unrealized Gain or Loss on Investments Net Increase (Decrease) in Net Assets Resulting from Operations - Unrestricted	\$ (36,787) 183,184 555,854 702,251	4,450 305,436 1,735,054 2,044,940
Distributions to Participants of Net Investment Income	(388,223)	(578,324)
Participant Transactions Participant Purchases Participant Redemptions	170,884 (1,043,534) (872,650)	295,722 (402,150) (106,428)
Net Increase (Decrease)	(558,622)	1,360,188
Net Assets at Beginning of Year	12,889,622	11,529,434
Net Assets at End of Year	\$ 12,331,000	12,889,622

Statements of Cash Flows

Years Ended December 31,

	2020	2019
Cash Flows from Operating Activities Increase (Decrease) in Net Assets Resulting from Operations Adjustments to Reconcile Increase in Net Assets to Net Cash Provided by Operating Activities	\$ 702,251	2,044,940
Gain on Sale of Investments Change in Net Unrealized Gain or Loss on Investments Increase (Decrease) in Income Distributable to Participants	(183,184) (555,854) (34,533)	(305,436) (1,735,054) 5,537
Increase (Decrease) in Due to Corporation Increase (Decrease) in Accounts Payable Total Adjustments	(3,667) (3,378) (780,616)	12,286 (1,103) (2,023,770)
Net Cash Provided (Used) by Operating Activities	(78,365)	21,170
Cash Flows from Investing Activities Purchase of Investments Proceeds from Sale of Investments Net Cash Provided by Investing Activities	(4,010,051) 5,332,497 1,322,446	(2,449,721) 3,131,523 681,802
Cash Flows from Financing Activities Net Distributions to Participants of Net Investment Income Participant Purchases Participant Redemptions Net Cash Used by Financing Activities	(388,223) 170,884 (1,043,534) (1,260,873)	(578,324) 295,722 (402,150) (684,752)
Net Increase (Decrease) in Cash and Cash Equivalents	(16,792)	18,220
Cash - Beginning of Year	60,712	42,492
Cash - End of Year	\$ 43,920	60,712

Schedule of Investments in Securities

December 31,

		2020	2019	
	Shares	Fair Value	Shares	Fair Value
Cash/Money Market - 0.75% (1.97% in 2019)		\$ 93,351		255,576
Mutual Funds, Common Trust Funds, and Exchange Traded Funds - 99.25% (98.03% in 2019) Large Cap Equities - 34.15% (29.30% in 2019)				
DJ-UBS Roll Select Commodity Index SM S & P 500 Common Trust Fund	95,131 18,370	607,700 <u>3,589,681</u> 4,197,381	82,064 19,431	516,508 3,208,373 3,724,881
Small/Mid Cap Equities - 11.26% (10.36% in 2019) S & P Mid Cap Lending CTF Small Cap Index Plus CTF	8,815 17,109	633,890 750,593 1,384,483	10,341 16,624	654,721 662,733 1,317,454
International Equities - 29.62% (27.77% in 2019) Active Intl Small Cap SL CTF Daily Active Emerging Mkt CTF EAFE Index CTF Emerging Markets MSCI Non Lending Fund International Alpha Select CTF	9,145 13,474 44,870 17,335 48,693	518,326 489,740 1,057,715 622,780 952,041 3,640,602	9,612 31,654 101,587	527,463 1,066,559 1,936,046 3,530,068
REIT - 1.00% (7.72% in 2019) REIT Index CTF SPDR Dow Jones Intl Real Estate Fund	1,326 1,853	59,233 63,169 122,402	9,872 12,491	496,630
Fixed Income - 23.97% (24.85% in 2019) Intermediate Credit Index CTF Passive Bond Market SL CTF Passive High Yield CTF TCW Emerging Markets Income Fund I Treasury Inflation Protected Securities Index CTF Fund	36,474 35,695 47,404 71,501 21,253	601,123 659,426 710,022 608,475 <u>367,096</u> 2,946,142	74,975 45,474 74,825 38,766	1,287,173 635,903 632,275 <u>603,283</u> 3,158,634
Total Mutual, Common Trust and Exchange Traded Funds		12,291,010		12,712,193
Total - 100.00% (Cost \$9,536,697 (\$10,675,959 in 2019))		\$ 12,384,361	=	12,967,769

Notes to Financial Statements

December 31, 2020 and 2019

1. Nature of Organization

The Iowa Diocesan Foundation Fund is a common investment fund available to all parishes, missions, and other organizations of the Episcopal Corporation of the Diocese of Iowa. State Street Global Advisors of Boston, Massachusetts, holds the Foundation Fund's investment assets in trust and executes transactions therein at the direction of the Board of Directors of the Episcopal Corporation of the Diocese of Iowa. Trustee fees are based on the market value of all investments in the trust at the end of each quarter.

The Fund is valued as of the monthly valuation dates set by the Foundation, which is generally the last day of each month. Fund ownership may be purchased or withdrawn on the first day of each month. Quarterly distributions of 5%, based on a rolling three-year average of the portfolio balance, less operating and management expenses, are made to participating organizations. The accounting records of the Fund are maintained on the accrual basis.

2. Summary of Significant Accounting Policies

Cash

For the purposes of the Statements of Cash Flows, cash and cash equivalents are comprised of cash on hand, savings, and checking accounts.

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Security Valuation

All investments in securities are recorded at their estimated fair value as described in Note 3.

Fair Value of Financial Instruments

The Foundation records financial assets and liabilities using a fair value hierarchy, which prioritizes the inputs used in measuring fair value into three broad levels as follows:

Level 1 – Quoted prices (unadjusted) are available in active markets for identical assets or liabilities as of the reporting date.

Level 2 – Pricing inputs are quoted prices for similar assets and liabilities in active markets or inputs that are observable for the asset or liability, either directly or indirectly through market corroboration, for substantially the full term of the financial instrument.

Level 3 – Significant inputs to pricing have little or no observability as of the reporting date. The types of assets or liabilities included in Level 3 are those with inputs requiring significant management judgment or estimation, such as complex and subjective models and forecasts used to determine fair value.

As required by FASB ASC 820-10, financial assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Foundation's assessment of the significance of a specific input to the fair value measurement requires judgment and may affect the valuation of fair value assets and liabilities and their placement within the fair value hierarchy levels.

The following methods and assumptions were used by the Foundation in estimating the fair value of its financial instruments.

Investments in marketable securities, including certain mutual funds, and cash equivalents are measured at fair value based on quoted prices in active markets and are categorized as Level 1.

Investments in certain mutual funds are measured at fair value based on the underlying unit value reported at net asset value, which is based on the fair value of the underlying investments held by the funds less their liabilities.

The carrying amounts of cash, receivables, accounts payable, accrued expenses, and other liabilities approximate their fair values due to the short-term maturities of these financial instruments.

Other

The Foundation records security transactions based on a trade date. Dividend income is recognized on the ex-dividend date and interest income is recognized on an accrual basis. Discounts and premiums on securities purchased are accreted and amortized over the lives of the respective securities. Withholding taxes on foreign dividends have been provided for in accordance with the Foundation's understanding of the applicable country's tax rules and rates.

Reclassifications

Certain reclassifications to the 2019 financial statements have been made to conform to the 2020 presentation.

3. Fair Value Measurements

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

Cash/Money Market Funds

The fair value of the cash or money market funds is generally based on quoted prices in active markets.

Common Trust Funds and Exchange Traded Funds

The fair value of the Common Trust Funds and Exchange Traded Funds is based on the underlying unit value reported at the net asset values (NAV). The NAV is based on the fair value of the underlying investments held by the funds less their liabilities. These accounts consist of portfolios of assets as follows:

Large Cap Equities – This asset class is generally comprised of investments in approximately 500 leading companies in leading industries in the U.S. market with approximately 75% coverage of the U.S. Stock market capitalization. Stocks typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. All investment options in this category have the potential to lose value.

Small/Mid Cap Equities – This asset class is generally comprised of investments in approximately 400 U.S. mid-cap securities as well as the Russell 2000 Index. Small/Mid Cap stocks typically carry more risk than larger U.S. equity investments but have the potential for higher returns. All investment options in this category have the potential to lose value.

International Equities – This asset class is generally comprised of investments in stocks or shares of ownership in companies with their principal place of business or office outside the United States. International investments often carry more risk that U.S. equity investments but may have the potential for higher returns. All investment options in this category have the potential to lose value.

REITs – This asset class is generally comprised of investment funds that seek a return that approximates the Dow Jones U.S. Select REIT Index and the SPDR Dow Jones International Real Estate ETF. These funds are managed using a "passive" or "indexing" approach which attempts to replicate the performance of those previously mentioned indexes. These investments include real estate holdings, both domestic and international and as such often carry significant risk. All investment options in this category have the potential to lose value.

Fixed Income - This asset class is generally comprised of various types of fixed income investments, typically bonds or U.S. Treasury securities. Although typically lower in risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Foundation believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The Foundation's assets which are measured at fair value on a recurring basis as of December 31, 2020 and 2019 are presented below based on the fair value hierarchy levels:

		_Total	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
December 31, 2020 Cash/Money Market Funds	\$	93,351	93,351		
Assets Measured at Net Asset Value	1	2,291,010			
Total	\$ 1	2,384,361			
December 31, 2019 Cash/Money Market Funds	\$	255,576	255,576		
Assets Measured at Net Asset Value	1	2,712,193			
Total	\$ 1	2,967,769			

The Foundation's investment funds may participate in an agency securities lending program sponsored by State Street Bank and Trust Company for the purpose of lending securities and investing the collateral in a collateral reinvestment fund. None of the collateral pools are FDIC insured bank deposits or otherwise guaranteed. Investors may lose money by participating in the lending program and through investments in the collateral pool.

4. Investments

Investments are presented in the financial statements at their aggregate market values. The change in the difference between the market value and the cost of investments is reflected in the statements as the change in unrealized gain or loss on investments. All investments are held for trading purposes.

Investments are comprised of the following as of December 31:

	202	20	2019		
		Market		Market	
	Cost	Value	Cost	Value	
Cash/Money Market Funds	\$ 93,351	93,351	255,576	255,576	
Fixed Income Funds	2,638,938	2,946,142	2,877,708	3,158,634	
Equity Based Funds/Securities	6,671,397	9,222,466	6,604,281	8,572,403	
REIT Funds	133,011	122,402	938,394	981,156	
	\$ 9,536,697	12,384,361	10,675,959	12,967,769	

Gross realized gains and losses on investments for the years ended December 31 were as follows:

		2020			2019	
	Gross			Gross		
	Sales Proceeds	Realized Gains	Realized Losses	Sales Proceeds	Realized Gains	Realized Losses
Fixed Income Funds	\$ 1,827,092	209,137	(7,418)	1,273,426	106,281	
Equity Funds/Securities	2,813,857	252,712	(157,411)	1,630,563	248,133	(62,536)
REIT Funds	691,548	13,190	(127,026)	227,534	13,558	
	\$ 5,332,497	475,039	(291,855)	3,131,523	367,972	(62,536)

Gross unrealized gains and losses on investments for the years ended December 31 were as follows:

	20	20	2019		
	Unrealized	Unrealized	Unrealized	Unrealized	
	Gains	Losses	Gains	Losses	
Fixed Income Funds	\$ 307,204		280,926		
Equity Based Funds/Securities	2,551,069		1,985,231	(17,109)	
REIT Funds		(10,609)	55,300	(12,537)	
	\$ 2,858,273	(10,609)	2,321,457	(29,646)	

5. Net Asset Value (NAV) per Share

The plan has disclosed the category, fair value, redemption frequency, and redemption notice period of those assets whose fair value is estimated using the net asset value per share as of December 31, 2020 and 2019. The following tables set forth a summary of the investments with a reported NAV.

	Fair Value Estimated Using Net Asset Value per Share				
		Unfunded	Redemption	Redemption	Redemption
	Fair Value	Commitment	Frequency	Restrictions	Notice Period
	December 31, 2020				
Common Trust and Exchange Traded Funds					
Large Cap Equities	\$ 4,197,381		Immediate	None	3-4 Days
Small/Mid Cap Equities	1,384,483		Immediate	None	3-4 Days
International Equities	3,640,602		Immediate	None	3-4 Days
REITs	122,402		Immediate	None	3-4 Days
Fixed Income	2,946,142		Immediate	None	3-4 Days
	\$ 12,291,010				
	December 31, 2019				
Common Trust and					
Exchange Traded Funds					
Large Cap Equities	\$ 3,724,881		Immediate	None	3-4 Days
Small/Mid Cap Equities	1,317,454		Immediate	None	3-4 Days
International Equities	3,530,068		Immediate	None	3-4 Days
REITS	981,156		Immediate	None	3-4 Days
Fixed Income	3,158,634		Immediate	None	3-4 Days
	\$ 12,712,193				

6. Principal Risks

The Foundation in the normal course of business makes investments in financial instruments and derivatives where the risk of potential loss exists due to changes in the market (market risk), or failure or inability of the counterparty to a transaction to perform (credit and counterparty risk). See below for a detailed description of how the Foundation's investment advisor State Street Global Advisors (SSgA) manages the principal risks.

Risk Management

Risk is monitored and managed in several ways at SSgA. First, SSgA has an independent risk team that reviews the portfolio and provides reporting on the contribution to risk of the various exposures in the portfolio. Second, the process involves several asset class committee meetings, portfolio management meetings, and a "politics and policy" team meeting that ultimately culminates in a final "alpha meeting" where the quantitative and qualitative aspects of SSgA's investment approach are synthesized into final investment decisions. This process also plays an important role in risk management.

Exposure Analytics - Compliance with Risk Guidelines

Asset class exposures are bounded by each client's customized investment objectives and constraints. SSgA codifies these limits and benchmarks into its trading/rebalancing system. Within this system, systematic pre- and post-trade tolerance checks are run to verify compliance with portfolio guidelines and policy targets or bands. Active decisions are made by overweighting attractive asset classes and underweighting less attractive ones, relative to benchmark. Maximum exposures from a benchmark are dependent upon the desired level of aggressiveness in a mandate definition.

Operational Risk Management

SSgA manages for risk at several levels. At the investment-team level, the portfolio managers conduct ongoing reviews of the portfolios they manage. Every portfolio has risk management guidelines accompanied by appropriate escalation procedures should the portfolios move outside of various constraints (i.e., sector). Other tasks specific to their risk-management process include, but are not limited to, the following:

- Understanding thoroughly investment guidelines/restrictions with regard to client agreements/fund mandates and managing portfolios in accordance with those mandates.
- Following SSgA Investment Policies articulated by the investment team's respective global asset class Chief Investment Officer.
- Constructing portfolios with risk characteristics consistent to their investment strategies and parameters.
- Complying with the SSgA Code of Ethics, which governs personal trading activity.

SSgA's Investment Risk Management Team provides additional portfolio oversight. The Investment Risk Management Team is composed of risk managers globally, most of whom have advanced degrees in quantitative methods, economics, and finance.

The Investment Risk Management Team's role is one of both control and support. Control in that they seek to confirm that risks are in line with client/management tolerances. Support in that they determine whether portfolio managers are taking risks where they have the greatest expertise. They work both to ensure that risk contributions are consistent with return expectations and to highlight intentional and unintentional exposures. The Investment Risk Management Team also monitors portfolio risk exposures to ensure they are consistent with client guidelines and with the intended alpha generation targets. Attention is focused on where SSgA has risk, how much risk it has, and whether the risk exposures are consistent with its views and client objectives. Risk exposure is monitored in relation to the client's Investment Management Agreement.

12

The Investment Risk Management Team works closely with the portfolio managers and Information Technology Team to identify, calculate, and produce portfolio-level analytics for SSgA's equity, currency, cash, and fixed-income portfolios. The underlying analytics system integrates risk monitoring, risk measurement, and risk management into the investment process.

Finally, risk profiles of lead equity, currency, investment solutions, cash, and fixed income strategies are reviewed monthly by the Investment Committee.

7. Investment Advisory Fees

The Foundation receives investment management and advisory services under agreements with SSgA and the Episcopal Church Foundation. The Foundation incurred fees totaling \$57,524 during the year ended December 31, 2020 (\$67,563 in 2019). During the year ended December 31, 2020 \$16,759 (\$18,738 in 2019) of the total fees were paid to the Episcopal Church Foundation, an affiliate of the Foundation.

8. Related Party Transactions

The Convention of the Diocese of Iowa elects and provides guidance to the Board of Directors of the Episcopal Corporation of the Diocese of Iowa, which in turn, functions as the trustee to the Iowa Diocesan Foundation Fund.

The Episcopal Corporation of the Diocese of Iowa (the Corporation) owned 56.7% and 52.4% of the Fund at December 31, 2020 and 2019, respectively. The Corporation's total equity in the Fund at December 31, 2020 and 2019 was \$7,021,350 and \$6,798,651, respectively.

At December 31, 2020, the Iowa Diocesan Foundation Fund owed the Episcopal Corporation of the Diocese of Iowa \$70,119 (\$95,558 in 2019).

9. Income Taxes

The Foundation is organized exclusively for religious purposes and is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code.

10. Financial Highlights

The Foundation's significant financial ratios are as follows for the years ended December 31:

	2020	2019
Total Expenses to Average Net Assets	0.53%	0.61%
Net Investment Return to Average Net Assets	5.57%	16.75%

11. Risks and Contingencies

In March 2020, the global coronavirus pandemic began to disrupt the United States economy. We cannot reasonably estimate the length or severity of this pandemic, or the extent to which the disruption may materially impact our financial status and operations in 2021 and beyond.

12. Subsequent Events

The Organization has evaluated events and transactions occurring after December 31, 2020 for potential items required to be recognized or disclosed in the financial statements. Subsequent events were evaluated through June 18, 2021, the date the financial statements were available for issuance.

Diocesan Aid to

St. Paul's Indian Mission, Sioux City - 2020

 Salary & Housing
 \$ 56,802

 Pension
 10,224

 Health Insurance
 10,521

 Travel
 1,044

 Operating Aid
 10,000

 \$ 88,592

Promissory Notes Receivable

(Revolving Fund) as of Dec. 31, 2020 Bettendorf, St. Peter's \$ 39,575 Grinnell, St. Paul's 60,886 Spencer, The Way Station <u>121,324</u> \$ 221,785

Ministry Grants for New Initiatives – 2020

Davenport, Trinity Cathedral	\$ 10,000
Des Moines, St. Mark'	12,000
Des Moines, St. Paul's Cathedral	10,000
Spencer, The Way Station	<u>3,333</u>
	\$ 35,333

Theological Seminary Support - 2020

Anamosa, St. Mark's To University of the South-Sewanee \$150

GILEAD Campaign Donations and Disbursements 2020

As of December 31, 2020

Pledges & Donations	Designated for GILEAD Campaign 1,013,904.71	Designated for Congregations 286,344.72	Total 1,300,249.43
Activity as of 12/31/2020 Funds Received	705,374.52	145,871.27	851,245.79
Campaign Expenses	(85,995.51)	-	(85,995.51)
Campaign Disbursements Companion Dioceses Congregations 2020 GILEAD Grants	(25,000.00) - <u>(85,526.00)</u>	- (138,750.48) -	(25,000.00) (138,750.48) <u>(85,526.00)</u>
BALANCE	<u>508,853.01</u>	<u>7,120.79</u>	<u>515,973.80</u>

INSURED PROPERTY VALUES - 2020

City	Church	Insured Value	Insured By
Algona	St. Thomas	\$775,200	Church Insurance Co of VT
Ames	St. John's	6,615,700	Church Insurance Co of VT
Anamosa	St. Mark's	715,300	Church Insurance Co of VT
Ankeny	St Anne's	1,257,400	Church Insurance Co of VT
Bettendorf	St Peter's	2,517,500	Church Insurance Co of VT
Boone	Grace	1,237,800	Church Insurance Co of VT
Burlington	Christ	7,427,500	Church Insurance Co of VT
Carroll	Trinity	645,900	Church Insurance Co of VT
Cedar Falls	St. Luke's	3,281,700	Church Insurance Co of VT
Cedar Rapids	Christ	7,435,800	Church Insurance Co of VT
Cedar Rapids	Grace	4,250,800	Church Insurance Co of VT
Chariton	St Andrew's	554,900	Church Insurance Co of VT
Charles City	Grace	710,000	Church Insurance Co of VI
Clermont	Saviour	772,000	Church Insurance Co of VT
Clinton	Christ	3,844,700	Church Insurance Co of VI
Coralville	New Song	542,200	Church Insurance Co of VI
Council Bluffs	St Paul's	4,548,400	Church Insurance Co of VI
Davenport	St Alban's	1,603,200	Church Insurance Co of VI
Davenport	Trinity	19,722,200	Church Insurance Co of VI
Decorah	Grace	902,000	Church Insurance Co of VI
Denison	Trinity	949,700	Church Insurance Co of VI
Des Moines	Diocese of Iowa	2,168,800	Church Insurance Co of VI
Des Moines	St. Andrew's	3,340,100	Church Insurance Co of VI
Des Moines	St Luke's	4,060,400	Church Insurance Co of VI
Des Moines	St. Mark's	2,108,800	Church Insurance Co of VI
Des Moines	St. Paul's	8,897,700	Church Insurance Co of VI
Dubuque	St John's	10,876,200	Church Insurance Co of VI
Durant	St Paul's	1,287,500	Church Insurance Co of VI
Emmetsburg	Trinity	1,012,900	Church Insurance Co of VI
Fort Dodge	St. Mark's	3,670,000	Church Insurance Co of VI
Fort Madison	St Luke's	1,797,600	Church Insurance Co of VI
Glenwood	St John's	762,200	Church Insurance Co of VT
Grinnell	St. Paul's	1,319,300	Church Insurance Co of VT
Harlan	St Paul's	1,379,800	Church Insurance Co of VT
Independence	St James	1,517,400	Church Insurance Co of VT
Indianola	All Saints'	7,200	Church Insurance Co of VT
Iowa City	Trinity	4,672,200	Church Insurance Co of VT
Iowa Falls	St. Matthew's St. John's	930,200	Church Insurance Co of VT
Keokuk		7,726,400	Church Insurance Co of VT
LeMars	St George's St Mark's	1,017,800 1,104,000	Church Insurance Co of VT
Maquoketa Marshalltown	St Paul's		Church Insurance Co of VT Grinnell Mutual
	St John's	3,841,827	Church Insurance Co of VT
Mason City Mount Pleasant	St Michael's	4,174,900 2,142,400	Church Insurance Co of VI
Muscatine	Trinity		Church Insurance Co of VT
Newton	St Stephen's	3,657,800 2,351,500	Church Insurance Co of VT
	Savior	2,331,300	Church Insurance Co of VT
Orange City Oskaloosa	St James'	2,167,300	Church Insurance Co of VI
Ottumwa	Trinity	4,353,200	Church Insurance Co of VT
Perry	St. Martin's	944,900	Church Insurance Co of VI
Shenandoah	St John's	568,400	Church Insurance Co of VT
Sioux City	Calvary	1,187,700	Church Insurance Co of VI
Sioux City	St Paul's	1,020,700	Church Insurance Co of VI
Sioux City	St Thomas'	5,260,700	Church Insurance Co of VT
Spirit Lake	St Alban's	1,288,000	Church Insurance Co of VI
Storm Lake	All Saints'	836,600	Church Insurance Co of VT
Waterloo	Trinity	2,799,700	Church Insurance Co of VI
Waverly	St Andrew's	869,300	Church Insurance Co of VT
Webster City	Good Shepherd	735,300	Church Insurance Co of VT
Websiter City West Des Moines	St Timothy's	3,270,772	Grinnell Mutual
TOTAL	or minomy 5	\$ 171,684,399	
		Ψ 1, 1,00 1,07,	

PAYMENTS OF STEWARDSHIP SHARE - 2020

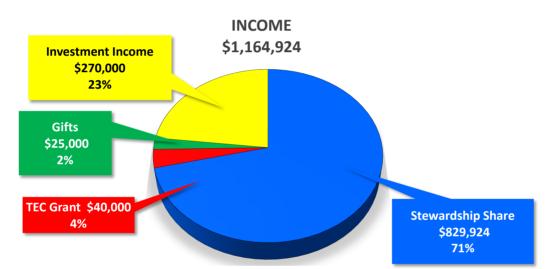
CITY	CHURCH	2020 ASK	2020 PLEDGE	2020 RECEIVED	UNDER (OVER)
Algona	St. Thomas'	3,371	4,008	4,008	
Ames	St. John's	52,361	36,000	36,000	_
Anamosa	St. Mark's	273	1,500	1,500	_
Ankeny	St Anne's	9,074	5,250	4,925	325
Bettendorf	St Peter's	16,796	15,000	15,000	-
Boone	Grace	1,993	630	777	(147)
Burlington	Christ	28,959	21,000	21,000	(,
Carroll	Trinity	2,585	2,600	2,600	-
Cedar Falls	, St. Luke's	37,855	37,855	37,855	-
Cedar Rapids	Christ	50,503	38,503	38,510	(7)
Cedar Rapids	Grace	8,244	8,244	8,243	1
Chariton	St Andrew's	3,390	3,500	3,500	-
Charles City	Grace	1,305	1,305	1,306	(1)
Clermont	Saviour	2,785	-	500	(500)
Clinton	Christ	12,334	12,334	11,297	1,037
Coralville	New Song	16,820	16,820	16,820	-
Council Bluffs	St Paul's	6,809	4,779	4,096	683
Davenport	St Alban's	9,271	6,084	6,084	-
Davenport	Trinity	102,673	97,796	97,796	-
Decorah	Grace	4,016	4,016	4,016	-
Denison	Trinity	1,307	1,307	1,307	-
Des Moines	St. Andrew's	30,765	30,765	30,765	-
Des Moines	St Luke's	30,403	15,764	15,764	-
Des Moines	St. Mark's	3,313	3,313	927	2,386
Des Moines	St. Paul's	72,729	35,000	35,327	(327)
Dubuque	St John's	13,135	9,102	9,000	102
Durant	St Paul's	3,570	3,570	3,570	-
Emmetsburg	Trinity St. Marrish	2,931	2,931	2,931	-
Fort Dodge	St. Mark's	35,648	35,648	35,648	-
Fort Madison	St Luke's	2,442 754	2,460 754	2,460	-
Glenwood Grinnell	St John's St. Paul's	11,895	7,000	754 6,998	- 2
Harlan	St Paul's	1,269	306	952	(646)
Independence	St James	1,898	1,898	1,898	(040)
Indianola	All Saints'	1,858	1,858	1,858	_
Iowa City	Trinity	83,426	83,426	83,426	_
Iowa Falls	St. Matthew's	2,149	2,149	2,158	(9)
Keokuk	St. John's	10,219	7,200	6,000	1,200
LeMars	St George's	37	37	331	(294)
Maquoketa	St Mark's	2,151	1,000	2,200	(1,200)
Marshalltown	St Paul's	10,173	8,901	8,901	-
Mason City	St John's	16,943	12,324	12,390	(66)
Mount Pleasant	St Michael's	4,540	4,540	4,918	(378)
Muscatine	Trinity	15,792	15,792	15,792	-
Newton	St Stephen's	16,253	7,000	6,073	927
Orange City	Savior	1,576	750	750	-
Oskaloosa	St James'	7,466	7,466	7,466	-
Ottumwa	Trinity	7,281	5,000	5,000	-
Perry	St. Martin's	7,656	5,687	5,688	(1)
Shenandoah	St John's	6,216	2,647	2,647	-
Sioux City	Calvary	1,655	1,656	1,656	-
Sioux City	St Paul's	1,857	875	875	-
Sioux City	St Thomas'	13,851	9,017	10,374	(1,357)
Spirit Lake	St Alban's	12,066	12,066	12,066	-
Storm Lake	All Saints'	3,119	3,119	3,119	-
Waterloo	Trinity St. Andrew's	7,938	9,600	9,600	-
Waverly	St Andrew's	543	543	543	-
Webster City	Good Shepherd	4,400	3,850	3,850	-
West Des Moines TOTAL	St Timothy's	<u>60,136</u> \$ 882,777	<u>45,019</u> \$ 718,564	<u>45,019</u> \$ 716,834	<u> </u>
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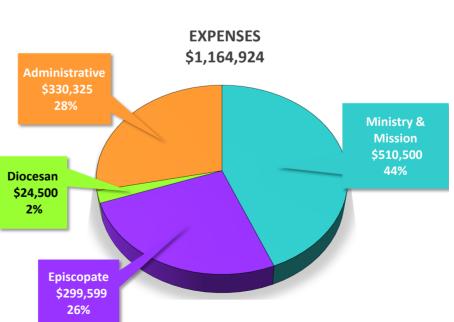
CONGREGATIONAL STEWARDSHIP SHARE PLEDGES - 2021

		STEWARDSHIP		UNDER)
CITY	CHURCH	SHARE ASK	PLEDGE	(OVER)
Algona	St. Thomas'	\$3,552	\$3,552	-
Ames	St. John's	52,629	52,629	-
Anamosa	St. Mark's	435	1,500	(1,065)
Ankeny	St. Anne's	10,100	5,250	4,850
Bettendorf	St. Peter's	15,775	15,775	-
Boone	Grace	1,430	1,430	-
Burlington	Christ	22,950	18,900	4,050
Carroll	Trinity	2,911	2,911	-
Cedar Falls	St. Luke's	37,590	37,590	-
Cedar Rapids	Christ	49,654	49,654	-
Cedar Rapids	Grace	8,861	8,861	-
Chariton	St. Andrew's	3,642	3,700	(58)
Charles City	Grace	1,305	1,305	-
Clinton	Christ	11,959	11,959	-
Coralville	New Song	17,600	17,600	-
Council Bluffs	St. Paul's	5,129	5,129	-
Davenport	St. Alban's	8,686	6,500	2,186
Davenport	Trinity	108,932	92,592	16,340
Decorah	Grace	4,199	4,199	-
Denison	Trinity	2,251	2,251	-
Des Moines	St. Andrew's	28,398	28,398	-
Des Moines	St. Luke's	28,730	13,918	14,812
Des Moines	St. Mark's	4,322	1,000	3,322
Des Moines	St. Paul's	76,748	60,000	16,748
Dubuque	St. John's	16,812	9,000	7,812
Durant	St. Paul's	3,049	3,049	-
Emmetsburg	Trinity	2,040	2,040	-
Fort Dodge	St. Mark's	37,511	37,511	-
Fort Madison	St. Luke's	2,672	2,100	572
Glenwood	St. John's	944	944	-
Grinnell	St. Paul's	10,608	8,000	2,608
Harlan	St. Paul's	1,287	1,287	-
Independence	St. James'	1,961	1,961	-
Indianola	All Saints	1,414	1,414	-
lowa City	Trinity	79,435	79,435	-
Iowa Falls	St. Matthew's	2,264	2,264	-
Keokuk	St. John's	10,458	7,200	3,258
LeMars	St. George's	40	40	-
Maquoketa	St. Mark's	2,325	2,325	-
Marshalltown	St. Paul's	11,338	11,338	-
Mason City	St. John's	17,838	15,000	2,838
Mount Pleasant	St. Michael's	4,302	4,302	-
Muscatine	Trinity	21,398	21,398	-
Newton	St. Stephen's	12,035	8,000	4,035
Orange City	Savior	1,840	950	890
Oskaloosa	St. James'	7,519	7,519	-
Ottumwa	Trinity	4,574	4,574	-
Perry	St. Martin's	7,587	7,587	-
Shenandoah	St. John's	4,266	2,647	1,619
Sioux City	Calvary	1,693	1,740	(47)
Sioux City	St. Paul's	1,355	1,355	-
Sioux City	St. Thomas'	15,522	8,750	6,772
Spirit Lake	St. Alban's	8,764	8,764	-
Storm Lake	All Saints'	3,410	3,410	-
Waterloo	Trinity	15,786	10,750	5,036
Webster City	Good Shepherd	4,466	4,466	-
West Des Moines	St. Timothy's	<u>62,099</u>	<u>50,000</u>	12,099
TOTAL		\$ 886,400	\$ 777,723	\$ 108,677

Episcopal Diocese of Iowa 2022 PROPOSED Budget

		2022		2020		2020
		DRAFT	2021	ACTUAL	2020	APPROVED
		BUDGET	BUDGET	AUDITED	BUDGET	BUDGET
1	INCOME					
2	Congregational Stewardship Share	829,924	786,000	716,832	745,000	830,000
3	TEC Grant	40,000				
4	Stewardship Share Jubilee Fund/Carry over from 2020		50,000		(110,600)	
5	Gifts & Other Income	25,000	25,000	35,514	25,000	25,000
6	Investment Income-Theological Education (4.6%)	20,500	32,300	33,350	35,174	35,174
7	Investment Income-Children & Youth Program (4.6%)	30,000	30,675	35,199	32,550	32,550
8	Children & Youth Carry over from 2020		6,875			
9	Investment Income-Episcopate Fund (4.6%)	73,500	77,100	82,774	82,774	82,774
10	Investment income-General Funds (4.6%)	131,000	134,000	150,959	145,000	145,000
11	Investment Income-Sustainability Group (2%)	15,000	15,000		13,895	13,895
12	Subtotal - Income	1,164,924	1,156,950	1,054,628	968,793	1,164,393
13	PPP Loan (forgiven)			141,000	141,000	
14	TOTAL INCOME	1,164,924	1,156,950	1,195,628	1,109,793	1,164,393





Episcopal Diocese of Iowa

2022 PROPOSED Budget

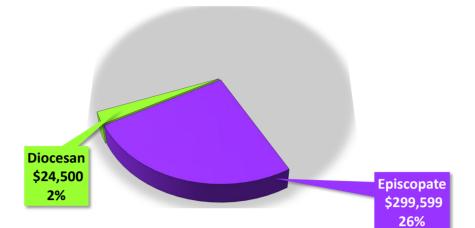
		2022 DRAFT	2021	2020 ACTUAL	2020	2020 APPROVED
		BUDGET	BUDGET	AUDITED	BUDGET	BUDGET
15	EXPENSES					
16	MINISTRY & MISSION					
17	Wider Church					
18	Pledge to Episcopal Church	137,194	148,893	147,152	145,652	145,652
19	Province VI Synod Assessment	1,500	1,500	1,500	1,500	1,500
20	Subtotal - Wider Church	138,694	150,393	148,652	147,152	147,152
	Wider Church \$138,694 12%	OWOC \$15,000 1%	ung Adult Program \$9,550 1% Children \$85, 79	& Youth 096		
	Ministry &		Mult	icultural		
	Mission \$507,583			20,535 11%		
	44%			JPIC		
				\$1,250 0.1%		
			Cong & Clergy Su	innort		
			\$140,375 \$12%	pport		
21	One World, One Church Commission					
22	Ecumenical & Interfaith	850	1,500	300	300	1,500
23	Global Episcopal Mission Network	1,100	2,000		-	2,000
24	Convention Exhibit Expenses	250	300		300	300
25	Swaziland Neighborhood Care Points	3,500	5,000	5,000	5,000	5,000
26	Sustainable Development Goals - Mini-Grants	9,300	8,099	10,088	8,151	8,151
27 28	Subtotal - One World, One Church	15,000	16,899	15,388	13,751	16,951
29	Young Adult Ministry					
30	Young Adult Missioner - Travel/Conferences	-	-	12	-	-
31	Young Adult Program	9,550	-	160	1,225	2,500
32	Subtotal - Young Adult Ministry	9,550	-	172	1,225	2,500
33						
34	Children & Youth Ministry					
35	Youth Missioner - Salary/Benefits (0.75 FTE)					
36	Salary	42,000	42,000	39,422	39,422	39,422
37	Pension	3,780	3,780	3,548	3,548	3,548
38	Life/Disability Insurance	466	562	235	235	235
39 40	Subtotal - Youth Missioner - Salary/Benefits	46,246	46,342	43,205	43,205	43,205
40 41	Youth Program Travel/Conferences	3,000	3,000	418	3,000	3,000
41	Training Participation	3,000	3,000	349	2,000	3,000
43	Outdoor Ministries Program	15,000	13,000	6,002	13,000	13,000
44	Diocesan Events for Young People	2,500	2,000	2,371	2,000	2,000
45	Scholarship for Youth Events	4,500	4,500		4,500	4,500
46	Publicity	200	200		200	200
47	Happening	2,500	2,000	845	1,000	2,000
48	Diocesan Convention - Youth Delegates	2,500	2,500	62	2,500	2,500

Episcopal Diocese of Iowa

2022 PROPOSED Budget

		2022	0004	2020	0000	2020
			2021 BUDGET	ACTUAL	2020 BUDOCT	APPROVED
49	General Convention Reserve	BUDGET 2,000	2,000	AUDITED 2,000	BUDGET 2,000	BUDGET 2,000
49 50	Operation & Travel	2,000	2,000 1,500	2,000	2,000	2,000
50 51	Youth Ministries Library	1,500	1,500	78	1,500	1,500
52	Mailing Costs	100	150	656	150	100
53	Godly Play Development	-	200	000	200	200
54	New Beginnings	2,000	1,500	342	750	1,500
55	Episcopal Youth Event (EYE) Reserve	_,	2,000	2,000	2,000	2,000
56	Subtotal - Youth Program	38,850	37,550	16,419	36,820	39,570
57	Subtotal - Children & Youth	85,096	83,892	59,624	80,025	82,775
58						
59	Multicultural					
60	St. Paul's Indian Mission - Salary/Benefits (1 FTE)					
61	Salary & Housing	57,938	57,938	56,802	56,802	56,802
62	Pension	10,429	10,429	10,224	10,224	10,224
63	Health/Dental/Life Insurance	10,668	11,431	10,521	10,692	10,692
64	Subtotal - St Paul's Indian Mission - Salary & Benefits	79,035	79,798	77,547	77,718	77,718
65	St. Paul's Indian Mission - Travel/Conferences	4,500	4,500	1,044	3,000	3,000
66	St. Paul's Indian Mission - Operating Aid	10,000	10,000	10,000	10,000	10,000
67	Racial Reconciliation (BCI)	25,000	12,000	4,409	10,000	15,000
68	Reparations Task Force	2,000				
69	Subtotal - Multicultural	120,535	106,298	93,000	100,718	105,718
70						
71	Justice, Peace, Care Of Creation					
72	Creation Stewards	500	500		500	500
73	Faith in Action	500	500	250	500	500
74	Chemical Dependency Program	250	250		250	250
75	Subtotal - Justice, Peace, Care Of Creation	1,250	1,250	250	1,250	1,250
76						
77	Congregational & Clergy Support					
78	Missioner-Transitions & Congregational Development -	Salary/Benefits		23,098	25,000	
79	Missioner-Transitions-Travel/Conferences		-	-	3,000	6,000
80	Missioner-Administration - Salary/Benefits (1 FTE - GIL					
81	Salary	28,869	28,869	28,303	28,303	28,303
82	Pension	2,598	2,598	2,547	2,547	2,547
83	Life/Disability Insurance	475	470	235	235	235
84	Subtotal - Missioner-Administration - Salary/Benefits	31,942	31,937	31,085	31,085	31,085
85	Missioner-Administration-Travel/Conferences	3,000	3,000	-	2,000	3,000
86	Missioner-Congregational Development, Reconciliation		-		00.070	00.070
87	Salary	63,923	63,923	62,670	62,670	62,670
88	Pension	11,506	11,506	11,281	11,281	11,281
89	Subtotal - Missioner-CDRC - Salary/Benefits	75,429	75,429	73,951	73,951	73,951
90	Missioner-CDRC - Travel/Conferences	7,500	7,500	521	5,000	7,500
91 02	Communication Expenses	8,000	6,000	7,321	6,000	6,000 2,000
92 93	Collaborative Ministry Partnerships	3,304	-	300	-	3,000 2,500
93 94	Summer Ministry School & Retreat Nursery Care at Diocesan Events	1,500 3,000	2,500 4,000	(658)	2,500 3,000	4,000
94 95	Older Adult Ministry Development Team	3,000	4,000		500	4,000
96	Stewardship	- 500	1,000		500	1,000
90 97	Diocesan Altar Guild	200	200		200	200
98	Council of Deacons	200 500	200 500	335	200 500	200 500
99	Clergy Conference/Clergy Family	4,500	4,500	1,250	1,000	4,500
100	New Clergy Development	4,500	4,500	143	1,000	4,500
101	Subtotal - Congregational & Clergy Support	140,375	138,566	137,346	155,236	145,236
102				,	. 30,200	. 10,200
102	TOTAL MINISTRY & MISSION	510,500	497,298	454,432	499,357	501,582
103				TUT.TUZ	499.001	001.002

Episcopal Diocese of Iowa 2022 PROPOSED Budget 9/11/2021



		2022		2020		2020
		DRAFT	2021	ACTUAL	2020	APPROVED
		BUDGET	BUDGET	AUDITED	BUDGET	BUDGET
104	EPISCOPATE					
105	Bishop - Salary/Benefits (1 FTE)					
106	Salary & Housing	120,000	94,784	127,100	123,900	123,900
107	Pension	21,600	17,061	22,302	22,302	22,302
108	Health/Dental/Life Insurance	25,124	12,683	16,164	16,179	16,179
109	Subtotal - Bishop - Salary & Benefits	166,724	124,528	165,566	162,381	162,381
110	Bishop - Travel/Conferences	25,000	18,745	7,035	15,000	25,000
111	Bishop Elect - Salary/Benefits (1 FTE)					
112	Salary & Housing		30,000			
113	Pension		5,400			
114	Health/Life Insurance		5,182			
115	Subtotal - Bishop Elect - Salary & Benfits		40,582			
116	Bishop Elect - Travel/Conferences		11,250			
117	Executive Assistant to the Bishop - Salary/Benefits (1 FTE)				
118	Salary	61,687	61,687	60,477	60,477	60,477
119	Pension	5,552	5,552	5,443	5,443	5,443
120	Health/Dental/Life/Disability Insurance	25,636	32,424	30,520	30,519	30,519
121	Subtotal - Executive Assistant - Salary/Benefits	92,875	99,663	96,440	96,439	96,439
122	Staff Travel/Conferences/Continuing Education	2,000	2,000	239	1,500	1,500
123	Commission on Ministry	2,000	3,000	725	3,000	4,000
124	Lambeth Conference Travel Reserve	1,000	3,000	1,125	1,125	2,500
125	Episcopate Election Reserve	10,000	10,000	5,000	5,000	5,000
126	TOTAL EPISCOPATE	299,599	312,768	276,130	284,445	296,820
127						
128	DIOCESAN					
129	Diocesan Convention Expense	10,000	12,000	638	9,000	9,000
130	Publishing Journal & Report Booklet	2,000	2,000	2,000	2,000	2,000
131	General Convention Deputy Travel Reserve	10,000	10,000	10,000	10,000	10,000
132	Board/Task Force/Ad-Hoc Committee Expense	2,500	4,000	228	3,500	3,500
133	TOTAL DIOCESAN	24,500	28,000	12,866	24,500	24,500
134						
135	ADMINISTRATIVE & OPERATING					
136	Comptroller - Salary/Benefits (1 FTE)					
137	Salary	61,687	61,687	60,477	60,477	60,477
138	Pension	5,552	5,552	5,443	5,443	5,443
139	Health/Dental/Life/Disability Insurance	20,968	17,412	16,094	16,070	16,070
140	Subtotal - Comptroller - Salary/Benefts	88,207	84,651	82,014	81,990	81,990
141	Comptroller - Travel/Conferences	3,000	3,000	1,205	2,000	3,000

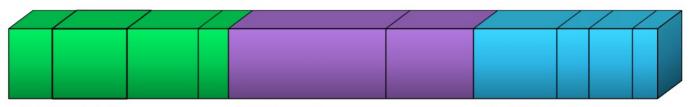
Episcopal Diocese of Iowa 2022 PROPOSED Budget



		2022		2020		2020
		DRAFT	2021	ACTUAL	2020	APPROVED
		BUDGET	BUDGET	AUDITED	BUDGET	BUDGET
142	Operations Manager - Salary/Benefits (0.5 FTE)					
143	Salary	28,639	28,639	28,077	28,077	28,077
144	Pension	5,155	5,155	5,054	5,054	5,054
145	Health/Dental/Life Insurance	235	8,166	7,918	7,800	7,800
146	Subtotal - Operations Manager - Salary/Benefits	34,029	41,960	41,049	40,931	40,931
147	Diocesan Assistant - Salary/Benefits (0.6 FTE)					
148	Salary	23,557	23,557	23,095	23,095	23,095
149	Pension	2,120	2,120	2,079	2,079	2,079
150	Health/Dental/Life/Disability Insurance	20,302	16,523	17,051	19,483	19,483
151	Subtotal - Diocesan Assistant - Salary/Benefits	45,979	42,200	42,225	44,657	44,657
152	Financial Assistant - Salary/Benefits (1 FTE / GILEAD co	vers 50%)				
153	Salary	19,301	14,476	14,192	14,192	14,192
154	Pension	1,737	1,303	1,277	1,277	1,277
155	Health/Dental/Life/Disability Insurance	5,572	5,834	5,387	5,464	5,464
156	Subtotal - Financial Asst - Salary/Benefits	26,610	21,613	20,856	20,933	20,933
157	Employer Payroll Tax	21,000	19,000	20,454	17,000	17,000
158	Unemployment Insurance	5,000	5,000			
159	Office Expense	42,500	38,460	41,775	35,000	38,000
160	Diocesan House Maintenance and Utilities	25,000	25,000	24,890	25,000	25,000
161	Audit Expense	18,000	18,000	20,370	18,000	18,000
162	Property/Casualty/Liability Insurance	21,000	20,000	19,262	18,000	18,000
163	TOTAL ADMINISTRATIVE & OPERATING	330,325	318,884	314,100	303,511	307,511
164						
165	TOTAL EXPENSES	1,164,924	1,156,950	1,057,528	1,111,813	1,130,413
166						
167	RECEIPTS OVER(UNDER) EXPENSES			138,100	(2,020)	33,980

Episcopal Diocese of Iowa 2022 PROPOSED Budget 9/11/2021

Personnel (salaries & benefits) \$687,076 59%



Ministry & Mission Youth Missioner (0.75 FTE) \$46,246 St. Paul's Indian Mission (1 FTE) \$79,032 Missioner-Communication, Reconciliation & Cong Dev (1 FTE) \$75,429 Missioner-Administration (1 FTE) \$31,942* **Episcopate** Bishop (1 FTE) \$166,724 Exec Asst to Bishop (1 FTE) \$92,875 Administrative & Operating Comptroller (1 FTE) \$88,207 Operations Manager (0.5 FTE) \$34,029 Diocesan Assistant (0.6 FTE) \$45,979 Financial Assistant (1 FTE) \$26,610*

*50% of position is funded from Budget and 50% is funded from GILEAD

NOTES TO THE 2022 BUDGET

Indicates changes from previous draft budget 2022 Budget does not include salary increases for personnel 2022 Health Insurance rates increased 3.6% Line 3 - 2021 Grant available from TEC to be held in reserve for 2022 budget Lines 6, 7, 9, 10 - Investment draw reduced to 4.6% Line 18 - TEC Commitment is based on income without the 2020 PPP Loan that was forgiven (see memo from Ways & Means) Line 31 - Funding for Young Adult program added Line 68 - New line to fund work of Reparatons Task Force

Clergy Compensation - 2020

		Annual	Housing
Church/Ministry	Title	Compensation	Provided
Algona, St. Thomas' Church	Pastor/Rector	18,600	
Ames, St. John's by the Campus	Rector	88,592	
Ankeny, St. Anne's by the Fields	Rector	40,840	
Bettendorf, St. Peter's Church	Rector	56,356	
Burlington, Christ Church	Priest in Charge	63,336	
Carroll-Denison-Harlan, Trinity Cluster	Priest in Charge	12,000	
Cedar Falls, St. Luke's Church	Rector	76,087	
Cedar Rapids, Christ Church	Rector	71,973	Yes
Cedar Rapids, Grace Church	Priest in Charge	28,100	
Chariton, St. Andrew's Church	Vicar	8,700	
Clinton, Christ Church	Rector	62,154	
Council Bluffs, St. Paul's	Supply Priest	8,400	
Davenport, St. Alban's Church	Priest in Charge	12,000	
Davenport, Trinity Cathedral	Curate	43,260	
Davenport, Trinity Cathedral	Dean	76,934	
Des Moines, Cathedral Church of St. Paul	Assisting Priest	9,746	
Des Moines, Cathedral Church of St. Paul	Canon Provost	15,849	
Des Moines, Cathedral Church of St. Paul	Dean	12,154	
-		49,897	
Des Moines, Cathedral Church of St. Paul	Finance		
Des Moines, Diocese of Iowa	Bishop	123,900	
Des Moines, Diocese of Iowa	Missioner-Communication/Reconciliation	62,670	
Des Moines, Diocese of Iowa	Missioner-Congregational	18,000	
Des Moines, Diocese of Iowa	Missioner-Transitions	4,320	
Des Moines, Diocese of Iowa	Operations Manager	28,077	
Des Moines, St. Andrew's Church	Rector	44,020	
Des Moines, St. Luke's Church	Rector	62,145	
Des Moines, St. Mark's Church	Assisting Priest	13,640	
Des Moines, St. Mark's Church	Rector	18,000	
Dubuque, St. John's Church	Rector	54,211	Yes
Emmetsburg, Trinity	Supply Priest	2,125	
Fort Dodge, St. Mark's Church	Priest in Charge	56,870	
Grinnell, St. Paul's Church	Rector	52,175	
Indianola, All Saints Church	Priest in Charge	18,500	
Iowa City, Trinity Church	Rector	77,475	
Keokuk, St. John's Church	Priest in Charge	12,000	
Maquoketa, St. Mark's Church	Priest in Residence	No Report	
Marshalltown, St. Paul's Church	Priest in Partnership	36,172	
Mason City, St. John's Church	Priest in Charge	53,589	
Mount Pleasant, St. Michael's Church	Priest in Partnership	5,538	
Muscatine, Trinity Church	Interim Priest	64,165	
Muscatine, Trinity Church	Priest in Charge	25,972	
Newton, St. Stephen's Church	Priest in Charge	50,000	
Newton, St. Stephen's Church	Rector	19,372	
Orange City, Church of the Savior	Vicar	15,000	
Oskaloosa, St. James' Church	Rector	9,698	
Ottumwa, Trinity Church	Priest	19,248	
Perry, St. Martin's Church	Priest	18,000	
Shenandoah, St. John's Church	Priest in Partnership	27,279	
Sioux City, St. Paul's Indian Mission	Vicar	56,802	
Spencer, The Way Station	Priest	13,440	
Spirit Lake, St. Alban's Church	Rector	58,524	
Storm Lake, All Saints	Priest in Charge	27,279	
Waterloo, Trinity	Rector	26,795	
West Des Moines, St. Timothy's Church	Rector	90,495	

Lay Employee Compensation - 2020

		<u>compensation</u>
mes, St. John's by the Campus	Staff	No Report
nkeny, St. Anne's by the Fields	Janitor	1,440 8,114
nkeny, St. Anne's by the Fields	Music Leader	286
nkeny, St. Anne's by the Fields nkeny, St. Anne's by the Fields	Secretary Janitor	1,100
ettendorf, St. Peter's Church	Music Director	18,100
urlington, Christ Church	Executive Assistant	13,709
urlington, Christ Church	Organist	14,323
urlington, Christ Church	Sexton	5,406
Cedar Falls, St. Luke's Church	Administrative Assistant	3,224
Cedar Falls, St. Luke's Church	Bookkeeper/Administrative Assistant	6,375
Cedar Falls, St. Luke's Church	Choir Director	16,775
Cedar Falls, St. Luke's Church	Minister of Music	10,745
Cedar Falls, St. Luke's Church	Sexton	1,441
Cedar Rapids, Christ Church	Staff	No Report
Cedar Rapids, Grace Church	Organist	662
Cedar Rapids, Grace Church	Secretary	2,638
Cedar Rapids, Grace Church	Sexton/Secretary	9,945
Clinton, Christ Church	Organist	2,136
Clinton, Christ Church	Secretary	12,026
Clinton, Christ Church	Sexton	7,803
Clinton, Christ Church	Treasurer	3,713
Coralville, New Song Church	Office Administrator	21,557
Coralville, New Song Church	Pianist	8,134
avenport, St. Alban's Church	Organist and Choir Master	8,106
avenport, St. Alban's Church	Secretary	7,956
Davenport, Trinity Cathedral	Music Director	49,205
Davenport, Trinity Cathedral	Office Manager & Grounds	60,784 19,895
Des Moines, Cathedral Church of St. Paul Des Moines, Cathedral Church of St. Paul	Assistant to the Dean Choir Master/Organist	32,152
Des Moines, Cathedral Church of St. Paul	Sexton	4,982
Des Moines, Diocese of Iowa	Agape Café Director	1,017
Des Moines, Diocese of Iowa	Agape Café Director	4,806
Des Moines, Diocese of Iowa	Beloved Community Administrative Assistant	2,130
Des Moines, Diocese of Iowa	Beloved Community Program Coordinator	6,080
es Moines, Diocese of Iowa	Comptroller	60,477
Des Moines, Diocese of Iowa	Diocesan Assistant	23,095
Des Moines, Diocese of Iowa	Executive Assistant to the Bishop	60,477
es Moines, Diocese of Iowa	Financial Assistant	28,384
es Moines, Diocese of Iowa	Missioner-Administration	56,606
es Moines, Diocese of Iowa	Youth Missioner	39,422
es Moines, St. Andrew's Church	Sexton	15,593
Des Moines, St. Luke's Church	Administrative Assistant	35,037
Des Moines, St. Luke's Church	Music Director	11,157
oubuque, St. John's Church	Parish Administrator	22,125
ort Dodge, St. Mark's Church	Administrative Assistant	5,377
ort Dodge, St. Mark's Church ort Dodge, St. Mark's Church	Administrative Assistant Bookkeeper	11,621 8,880
ort Dodge, St. Mark's Church	Custodian	4,891
ort Dodge, St. Mark's Church	Custodian	576
ort Dodge, St. Mark's Church	Nursery Attendant	340
ort Dodge, St. Mark's Church	Organist	9,195
Grinnell, St. Paul's Church	Bookkeeper	6,000
Grinnell, St. Paul's Church	Janitor	1,200
Grinnell, St. Paul's Church	Organist	2,900
owa City, Trinity Church	Accompanist	1,125
owa City, Trinity Church	Choir-Adult Interim Director	3,509
	Choir-Youth Interim Director	332
owa City, Trinity Church		
	Financial Administrator	22,467
owa City, Trinity Church		

Lay Employee Compensation - 2020 (continued)

Church	Position	Compensation
Iowa City, Trinity Church	Organist	1,656
Iowa City, Trinity Church	Organist	2,208
Iowa City, Trinity Church	Organist	1,032
Iowa City, Trinity Church	Parish Life Coordinator	47,423
Iowa City, Trinity Church	Sexton	28,968
Iowa City, Trinity Church	Technology Assistant	814
Keokuk, St. John's Church	Secretary/Bookkeeper	4,600
Keokuk, St. John's Church	Sexton	11,232
Marshalltown, St. Paul's Church	Organist	3,600
Marshalltown, St. Paul's Church	Parish Administrator/Sexton	8,569
Mason City, St. John's Church	Music Director	6,500
Mason City, St. John's Church	Parish Administrator	19,622
Muscatine, Trinity Church	Admin Asst	14,724
Muscatine, Trinity Church	Bookkeeper	1,392
Muscatine, Trinity Church	Music Coordinator	8,016
Muscatine, Trinity Church	Sexton	9,576
Newton, St. Stephen's Church	Bookkeeper	1,500
Newton, St. Stephen's Church	Janitor	2,097
Newton, St. Stephen's Church	Music	5,500
Newton, St. Stephen's Church	Secretary	1,553
Perry, St. Martin's Church	Musician	2,324
Perry, St. Martin's Church	Secretary	12,565
Sioux City, St Thomas' Church	Music Director/Organist	5,292
Sioux City, St Thomas' Church	Office Manager	4,584
Waterloo, Trinity Church	Organist	8,900
Waterloo, Trinity Church	Parish Administrator	14,621
Waterloo, Trinity Preschool	Cook	4,471
Waterloo, Trinity Preschool	Cook/Sexton	9,274
Waterloo, Trinity Preschool	Director	36,210
Waterloo, Trinity Preschool	Teacher	23,571
Waterloo, Trinity Preschool	Teacher	23,218
Waterloo, Trinity Preschool	Teacher	20,755
Waterloo, Trinity Preschool	Teacher	20,663
Waterloo, Trinity Preschool	Teacher	20,010
Waterloo, Trinity Preschool	Teacher	18,385
Waterloo, Trinity Preschool	Teacher	8,838
Waterloo, Trinity Preschool	Teacher	8,875
Waterloo, Trinity Preschool	Teacher	3,963
Waterloo, Trinity Preschool	Teacher Assistant	14,422
Waterloo, Trinity Preschool	Teacher Assistant	10,380
Waterloo, Trinity Preschool	Teacher Assistant	8,561
Waterloo, Trinity Preschool	Teacher Assistant	7,536
Waterloo, Trinity Preschool	Teacher Assistant	6,063
Waterloo, Trinity Preschool	Teacher Assistant	5,631
Waterloo, Trinity Preschool	Teacher Assistant	6,736
Waterloo, Trinity Preschool	Teacher Assistant	4,875
Waterloo, Trinity Preschool	Teacher Assistant	6,764
Waterloo, Trinity Preschool	Teacher Assistant	5,065
Waterloo, Trinity Preschool	Teacher Assistant	3,907
Waterloo, Trinity Preschool	Teacher Assistant	2,584
Waterloo, Trinity Preschool	Teacher Assistant	2,104
Waterloo, Trinity Preschool	Teacher Assistant	1,356
Waterloo, Trinity Preschool	Teacher Assistant	1,237
Waterloo, Trinity Preschool	Teacher Assistant	1,029
Waterloo, Trinity Preschool	Teacher Assistant	750
Waterloo, Trinity Preschool	Teacher Assistant	595
Waterloo, Trinity Preschool	Teacher Assistant	150
Waterloo, Trinity Preschool	Teacher Assistant	84
West Des Moines, St. Timothy's Church	Staff	No Report

Chaplains to the Retired Clergy The Rt. Rev. Alan Scarfe

If I was to be asked about an area of challenge over recent years, I would say that it would be managing a consistent pastoral care of the retired clergy. Chaplaincy to the retired clergy is a peer ministry, and in reality, we have not done well in keeping up with the impact of ageing upon our chaplains themselves. This year we have commended to their eternal rest priests and deacons whom we have always been able to rely on for their keen eye of love over their fellow clergy colleagues. I think of Glenn Rankin, Susanne Peterson and Ron Osborne in particular. They were not all formal chaplains but they kept in touch with their peers, and stepped in when needed. We have not done well in creating organized ministry care as a Diocese for our retired clergy, and I am not simply more attentive because I am soon to be in their ranks. I think more informal gatherings such as the Metro clergy monthly coffees have been one avenue of support, as has the clergy list serve. In reality, however, Lianne Nichols in the northeast of Iowa, is our sole remaining active diocesan chaplain to whom I am very grateful. Clearly the system needs to be renewed.

While referencing retired clergy, it is important to note how dependent so many of our smaller churches are upon them. I am particularly honoring of those who fill their weekends with a willingness to offer supply ministry, and especially I think of the regular commitment of some retired clergy to work in a team and concentrate on sharing ministry development with specific congregations, for example the "team" of Jean McCarthy, Mary Jane Oakland, and Bob Kem, for the Church of the Good Shepherd, Webster City, and Grace, Boone. This ministry has developed because of the new circumstances offered by the pandemic and the preponderance of zoom. A number of our retired priests and deacons are also congregational leaders: Don Keeler in St Martin's Perry, Fred Steinbach in St Andrew's Chariton, Sue Ann Raymond in St James Independence, Catherine Scott in St Paul's Council Bluffs, Judith Dalmasso in St Alban's Davenport, Larry Snyder in St John's Keokuk, Richard Graves in St Paul's Marshalltown, and most recently, Kathleen Milligan in St Stephen's Newton. They join the ranks of countless lay leaders who faithfully serve their congregations deep into their older years. For all, we give God thanks.

Of course, the clergy retirement of which we speak is professional retirement. There is never any retirement for the people of God from our service of the ever-living God, who "neither slumbers nor sleeps".

Commission on Church Property, Architecture and Allied Arts Ms. Anne Wagner, Comptroller

This Commission serves as an advisory group on questions of church property, financing, safety, building use by outside groups, and risk management of church property. They also are responsible for oversight of the Diocesan House, closed church properties, property and liability insurance, and to review and approve Revolving Fund Loans applications that meet the criteria of the Revolving Fund Loan Policy.

During 2020-2021, this group met with representatives of the Church Insurance Agency, have assumed responsibility for the closed church in Waverly and the church property in Clermont, and has provided advice for congregation's questions.

Commission on Ministry (COM) July 2020 – July 2021 The Rev. Canon Kathleen S. Milligan, Commission Chair

The Commission on Ministry met for its orientation meeting in November of 2020, with an opportunity to welcome new members. It is a long custom with the COM to open each meeting with a time of sharing around a question that allows us to reflect and to tell some of our own stories. We have found that this contributes to a more cohesive group for discernment.

This year gave us an opportunity to take a new look at the structure of our Ministry Development model. Two of our MDT congregations are beginning the process of discerning towards the formation of a new team.

During the year from July 2020 — to July 2021, we recommended one person as a postulant for vocational diaconate, we recommended four people for candidacy for priesthood and we also recommended:

For Ordination to the Vocational Diaconate: Miriam Smith (St. Paul's, Council Bluffs) Jean Davis (St. Paul's, Des Moines) Wineva Mahr (St. Andrew's, Des Moines)

For Ordination to Transitional Diaconate: Eric Rucker (St. Andrew's, Des Moines) Susan Forshey (St. John's, Dubuque

For Ordination to the Priesthood

Steph Annie Ruth Jones (transferred) Kevin Powell (Trinity, Muscatine) Katie Mears (Ordained in Maine) Eric Rucker (St. Andrew's, Des Moines) Elizabeth Gilman (St. Andrew's, Des Moines), Susan Forshey (St. John's, Dubuque)

We continue to follow the progress of those who are still postulants and candidates, with members of the Commission taking the privilege of checking with them via phone or email on a regular basis, and making themselves available to serve as listeners and liaisons with the Commission and the Diocese. It is holy work, and we are blessed to be able to do it.

Council on Deacons Deacon Judith Crossett, acting convener of deacons

Although the diocese refers to the "Council on Deacons," with the implication that a few deacons sit together to represent the whole group, in fact, we are a committee (or a "council") of the whole. There are now only 18 active deacons in Iowa and one in formation. Three have died this year: Leon Pfotenhauer, George Rogerson, Muffy Harmon. Five are now out-of-state (including one who has changed canonical residence); three are in long-term care. Of the ten chapters in the Diocese, two have no deacons and three others have only one. The median age of active deacons is about 55.

As a group, we have been meeting more regularly on Zoom during the last year: we invite all deacons: active, retired, and in formation. We check in; we share our needs for prayer; we report on our ministries. We are working together on a project (which will be revealed in due season). That project, and the more frequent meeting, have helped us know each other better and work better together. Repeated conversation helps us listen and talk to each other better. It gives us a place to reflect on our ministries and to seek and receive the support of other deacons. In these days, we need each other.

We intend to hold zoom meetings monthly (except December); we hope to include continuing education in some meetings, whether book discussion or invited speaker. We don't expect that any of us will be able to participate every time but hope that most will be able to do so a few times each year.

We all continue to find ways to serve, to help others discern the part of Christ's work they are called to do, to support each other, and to love God and our neighbor. Deacons are at work in the world, working in our congregations and communities "one small group, one pilgrimage, one neighborhood walk at a time, and connecting people to community events and actions, and online opportunities." We continue strong in our faith and God's love.

Priests in New/Transitional Situations (PINTS) The Rt. Rev. Alan Scarfe

PINTS is an acronym for Priests in New and Transitional Situations, and is a peer mentoring program for newly ordained priests and those who have recently assumed new congregational charges. Often the latter group include some experienced priests, whose knowledge and experience are helpful to those just beginning to encounter the elements of congregational leadership and management. The letter of agreements associated with clergy hiring include a mandated two year participation in PINTS.

For many years PINTS has been led by the Missioner for Congregational Development, Steve Godfrey. Steve continued this role even after formally leaving the diocesan staff to concentrate on this work with St Andrew's, Des Moines. Steve left the diocese this summer to take up a new role as Diocesan Minister for the Diocese of North Dakota. His steady and pastoral hand over the group will be greatly missed.

Over the past year, of course, we have been meeting on zoom about every two months. As Bishop I have sought to participate in the meetings, which include specific topics, an opportunity for check ins and sometimes a critical incident that may need some consultation from one of the members' congregations. The group met four times over the past year, and will resume its gathering in November as the Bishop-elect comes among us. Topics have included a review of the canons, a discussion on things a Bishop might wish you to know about his or her ministry and relation to you as a priest; ongoing adjustments prompted by the ongoing Pandemic, and youth ministry with a presentation by the Diocesan Youth Missioner, Amy Mellies. Check-ins have always demonstrated a profound ability for collegiality, vulnerability and trust. It has been a privilege to be among them.

Professional Development Leave The Rt. Rev. Alan Scarfe

Professional Development Leaves are for the purpose of encouraging professional growth and an increased competence of the clergy and lay professionals, which will contribute to the life and work of the Church in the Diocese of Iowa. Leaves may be granted for regular study at any academic level in a college, university or seminary, for research in a specific area of the Church's life, or for other creative work, which will benefit the Church in the Diocese of Iowa.

In 2020, no clergy continuing education funds were awarded.

Reparations Task Force The Revs. Kim Turner-Baker and Meg Wagner

In 2020, the Episcopal Diocese of Iowa passed a resolution sponsored by the Beloved Community at its annual convention calling for a Season of Truth and Healing. This Season is a time to take tangible and enduring actions towards healing the sins of slavery, indigenous genocide, displacement, and racism through earnest and sacrificial acts. To facilitate this vital work, the Bishop, in consultation with the Beloved Community Initiative Council, appointed a Reparations Task Force.

The Reparations Task Force began meeting in March and has had profound and thoughtful discussions on reparation's generational, relational, educational, and economic aspects. As a result, down the line, the Reparations Task Force will be dividing into sub-groups to work on history, structures, theology/liturgy, policy, and financial reparations possibilities.

In addition, these discussions lead to the recognition that conversation in Iowa around reparations is necessarily different than ones in other states, which may seem to have more direct ties to the legacy of slavery, which is the focus of much of the national conversation on reparations. That Iowa did not officially condone slavery has caused some members of our diocese to question the need for this work of reparation. Many of us are unaware that, while our state has a history of civil rights milestones we are quick to lift up, there are also racial millstones that weigh us down, such as removing its original Indigenous populations, "black codes" that limited who could live here, the legacy of urban renewal and restrictive covenants, and large-scale immigration raids. The realization of this lack of this knowledge fostered a deeper understanding of the need for the task force to develop a definition of reparations that fit our diocese's context.

Beginning this fall, the Reparations Task Force plans to work together with the BCI Diocesan Advisory Board, the Dismantling Racism Trainers, and others to visit and spend time with each congregation in the state for conversations about Iowa's history with race and the work of truth and healing.

One of the actions named in the resolution is to review and share the history of Iowa's and our churches' part in benefiting from the legacies of slavery and indigenous genocide and displacement. Working with the Reparations Task Force, Beloved Community Initiative has launched an ambitious digital and interactive mapping project with the University of Iowa to tell the truth about Iowa's history with race (becomingbelovedcommunity.org/raceiniowa). The map is a work in progress, and new points will continue to be added. We invite you to visit often to explore. Along with the map, BCI has developed a Conversation Guide for congregations to help them dig into their history and their Iocal histories with race. Thomas Wagner, a history and museum studies major at the University of Northern Iowa, spent the summer digitizing the Episcopal Diocese of Iowa's Journals of Convention to be searchable and relevant findings will be added to the map.

Another resource for congregations is the "Why is Iowa So White?" webinar, also available on becomingbelovedcommunity.org/raceiniowa. It is not uncommon for people who live in Iowa to mention that they grew up knowing very few people of color and in the recorded webinar Dr. Charles Connerly walks us through Iowa's history—from the Indigenous nations who resided here until the Iand was taken from them to the establishment of "black codes" that restricted who could move here. He highlights the ways that Iowa has at times welcomed and also excluded different groups of color.

The Task Force also strongly encourages all members of congregations to attend one of the Dismantling Racism Trainings so that as many people as possible in each congregation have a common understanding of some of the historical events, laws, and policies that have shaped racism in our country.

We believe our work to be one of liberation and hopefulness—that in engaging in this work together we may no longer feel helpless or stuck in the face of the racial injustices we see in our country and in our state. And we believe and hope that this is an essential part of how we are called to strive for justice and peace among all people, and respect the dignity of every human being, with God's help.

Small Church and MDT Group The Rev. John Doherty

The Small Church Core Team is comprised of representatives from the small churches in each of the quadrants of the Diocese. As a response to the pandemic, a group of people began meeting virtually on a twice weekly basis for sharing. The group now meets once a week for sharing and support and once a month or as needed to plan events. With the resignation of Ellen Bruckner from the Diocesan Staff and a change in my diocesan roles, I joined the group. Beyond the HOPE and LOVE retreats, an effort has begun to look at the Canons of the Diocese and determine how they affect small churches and MDT's. Ellen Bruckner continues to be a key member of the team and her work should be recognized.

Regathering Task Force for the Episcopal Diocese of Iowa: Abounding in Hope Mr. Patrick Hansen, Ms. Ann McLaughlin

The Regathering Task Force for the Episcopal Diocese of Iowa formed at the end of April, 2020. Task Force members initially included: Bishop Alan Scarfe, The Rev. Kevin Emge, The Rev. Steve Godfrey, Mr. William Graham, Mr Patrick Hansen, The Rev. Kristine Leaman, The Rev. Martha Lang, Ms. Ann McLaughlin, The Rev. Elizabeth Popplewell, The Rev. Zebulun Treloar, The Rev. Meg Wagner, and Ms Julianne Allaway. The Task Force met weekly in the Spring and Summer of 2020, shifting to a biweekly cadence in the Fall of 2020, and again to monthly / "as-needed" in the Spring of 2021.

Initial work in May of 2020 included a review of regathering plans from other denominations and other Episcopal dioceses. By the end of May, the group had worked with local epidemiologists and infectious disease experts to develop a phased approach to regathering based on local health criteria. The Task Force codified this approach in the "Abounding in Hope" publication and related online resources, published at the end of May. "Abounding in Hope" established a process for congregations to submit regathering proposals for review, feedback, and approval. In June of 2020, the Task Force launched a dynamic online dashboard to show daily county-level health characteristics and related trends, matching the phased criteria in "Abounding in Hope".

The task force received and approved congregations' proposals throughout 2020 and into 2021. In the fall of 2020, the task force drafted and administered a survey to clergy and lay leaders to understand how congregations were navigating the pandemic and get feedback on the diocesan response to date. In the winter of 2020-21, the severity of the pandemic forced most congregations back into "Phase 1" with limited gatherings. In the Spring of 2021, the task force considered congregations sufficiently educated on pandemic protocols to no longer require supervision of regathering plans.

The task force revised both the "Abounding in Hope" document, the supporting automated dashboard, and related online materials regularly throughout 2020 and 2021. In May 2021, the Task Force hosted a webinar specifically on congregational singing, anticipating safely singing together again indoors. By the Spring of 2021, with COVID vaccines readily available and cases waning nationally, the task force anticipated a limited role over the summer and prepared to disband.

With the emergence of the Delta variant over the summer of 2021, however, the task force regrouped in September to again revise "Abounding in Hope" and to reestablish a working companion dashboard tracking related metrics. With vaccination rates across the state too low to achieve "herd immunity" and hospitalizations again on the rise, this updated guidance remains in effect as of the writing of this report. Most congregations are back in "Phase 1", regathering with masks required, capacity restricted, and other safeguards in effect. We brace for what may yet be another difficult winter and pray for the health of our state and our nation.

Epiphany Conversation Series (Being the Church in a Post-Pandemic World)

An extensive report on this event was provided in the Spring 2021 edition of the Iowa Connections magazine (pg 4) in an article by The Rev. Canon Katheen Milligan. What follow is the first paragraph of that article as an introduction to the event and an invitation to read the entire article at this link: https://www.iowaepiscopal.org/s/SPRING-21-Complete.pdf

For five consecutive Wednesday nights in January and February, a group of lowa Episcopalians gathered online for a discussion of the book <u>We Shall be Changed</u>, edited by the Rt. Reverend Mark Edington, bishop of the Convocation of Episcopal Churches in Europe. The book is the product of conversations arising from our common experience of the changes which have been brought by the COVID-19 pandemic. These conversations are presented under five topics, each with two or three essays under the broad theme. The essays point out some of the problems and possibilities presented by these difficult times. Some sixty people made a week-by-week commitment to share in these conversations. The evenings were each structured around one of the five "Conversations" the book presents. We were sorted into small groups and, in addition to looking at the questions raised by these conversations, we were invited to engage with scripture, to develop our theological skills in the context of these challenges...

Lenten Kindness Series: Living Kindness Ms. Amy Mellies

From February 24 through March 24, 2021 a group of close to 50 adults and youth from around the diocese met weekly for our Living Kindness series. This was put together by Bishop Alan Scarfe, The Rev. Elizabeth Popplewell, The Rev. Stephen Benitz, The Rev. Meg Wagner, The Rev. Zebulon Treloar, Ms. Traci Ruhland Petty and Ms. Amy Mellies.

The idea grew out of the Kindness Calendar that Amy was working on for the children and youth care packages that would be sent out for Lent. Each day you were asked to do one act of kindness and each act was paired with a scripture verse or quote. Some of the acts of kindness were: picking up trash accompanied by a prayer written by Bishop Ellinah Wamukoya, bake for someone, smile at someone, add money to a parking meter, do a chore without being asked, let someone else pick what to watch on TV, writing a thank you note based on Proverbs 16:24, or pray for someone who has hurt you. Some tasks were simpler than others, but each was meaningful in its own way.

Each week as we would gather, a member of the youth community was asked to share about their experiences throughout the week and reflect upon a specific scripture passage that was chosen as the week's focus. We thank Charles Jetton, Cameron Wheeler, Celia Powell and Leah Dillon for sharing their experiences. The large group would then be sent to a break-out room for small group discussions. After some time in our small groups, we would come back together to discuss the upcoming week's activities and Bishop Scarfe would offer a final prayer.

We thank all who attended.

A.C.T.S. (After Covid Telling Stories of the Spirit) May 1, 2021 diocesan event summary

Many of us from around the diocese gathered on May 1 to draw together some thoughts and observations that have surfaced during this year of pandemic.

We heard stories from congregations in three areas – What did you recognize as successes this year?, What challenges did you experience this year?, and What do you see influencing your future as a congregation? After each set of stories, we entered breakout rooms so that each of us could share stories of success, challenge and future.

The following is a summary of what was expressed during the time together.

What did you recognize as successes this year?

There is a recognition that technology can be very helpful and that we need to pay attention to how to best use it to support the mission and ministry of our congregations. Several congregations have invested in upgrading the technology that was started by the diocese. A network across the diocese on technology updates and support might be helpful.

Another topic of success revolved around congregations and the diocese finding ways for the necessary work to continue in different ways. Vestries and Boards continued to meet using Zoom. The diocese held a joint chapter meeting using Zoom that encouraged all chapters to come together for their sharing and connections. Congregations were determined to continue the ministry programs they have with their communities and found ways to continue to serve others. Ways of distributing food to those in need emerged. Some developed stronger connections with ecumenical partners in the community to care for those in need in the community. Much of the connection and planning occurred through Zoom and actual distribution was set up practicing safe encounters.

Creative worship experiences also constituted success stories for many. Congregations found ways of connecting members in order to worship online together. People chose to enrich their experiences by joining a variety of places who were offering online worship. We learned how to live stream worship. We saw an increase in people attending worship in some form. Compline and Morning and Evening Prayer were offered with regularity and offered many the opportunity to participate in the service. Some congregations have welcomed people from a distance who might

never would participated in person. Congregations some miles from each other were able to worship together. Much of this has led to the consideration of how we incorporate the positive from the online into the in-person worship experience. We also recognize that some dilemmas will be faced when in-person worship resumes. Some who attend online may not be able to or comfortable attending in-person. How do we continue to incorporate all people into our faith communities?

Congregations have worked to stay connected. Making sure all members were connected electronically or via mail and phone. The intentionality of pastoral care has deepened. We have been intentional about trying to minimize the effects of isolation. Bulletins and newsletters are regularly sent to folks. Phone trees are active. Reserve sacrament has been delivered to people. Attempts to connect people through online Bible/book studies. Many developed ways of having "coffee hour" online, recognizing that some of these conversations ran much deeper because of the characteristics of Zoom and people needing to be in touch.

Finally, this year long pandemic has offered many the opportunities to be creative and to try new things. Online classes blossomed, prayer groups formed, people have learned how to use technology, some have learned to preach to a camera. We are rethinking the use of actual space and what is necessary and what might be changed. More and more people are volunteering to lead parts of worship.

What challenges have you experienced this year?

We have realized that some of our most vulnerable are still having trouble using the technology. Some do not have devices and some do not have the internet capabilities in their area to connect well.

We have certainly identified that the digital contact, while helpful, is still not the same as in person. The challenge will remain for those who have come to some of our worship services and/or classes online and felt part of the online community, to shift into the in-person format. It will be a challenge to include those from a distance.

Many have been exposed to very creative worship experiences and we are now recognizing the need to make sure our in-person worship experiences are as meaningful and rich as some we have witnessed online.

Privacy issues present a challenge. Making sure people who appear on the Facebook streaming worship services know they will be on social media and have given permission.

One of the biggest challenges has been in the area of children and youth formation. Many have attempted online experiences for children and youth, however it is hard on scheduling with families and on equipping parents to be the primary provider with everything else that was happening in their lives. Children were Zoomed out.

What do you see influencing the future in your congregation?

Through all the online and intentional connecting, people have been sharing their stories. We see this intentionality continuing and deepening. Relationships are forming across distances and will continue. People are more willing to participate if they can connect online and not travel a distance. We will continue to look for ways of listening, inviting and including.

Technology has opened many paths for us. We want to explore more ways of asynchronous mission and program. We will continue to build on the daily prayer offerings and gathering of small prayer groups online. Congregations are expressing the desire to find tech people to manage all the things they want to do with technology. Not only is there some desire for updating equipment, but also being able to use all the software tools to help with connections and programing.

Many will be working on providing some type of hybrid church. We are enjoying the creativity and the flexibility we have experienced. Many are becoming more courageous and willing to try new things in worship and in programing. There are opportunities for including art and other creative expressions into the worship and gatherings. There are ways of offering sermons and talks from a wide range of voices.

Some congregations will be looking at creating and implementing a Parish Rule of Life.

We have grown closer as a diocese. Many have experienced worship in churches at the other end of the diocese as well as been in conversations with people from all over. This has also led to many realizing there are economic differences between congregations across the diocese. We also recognize and are more comfortable with the varieties of ways of responding to challenges and it is okay to be who you are – there is less feeling like we all have to "look" the same.

Many of us will be reevaluating the physical space and what it is used for and the possibilities of using space in different ways. Maybe in reaching out to the community more.

HOPE Mini Retreats Ms. Karen McCallan

During the pandemic, a group of people began meeting on a twice weekly basis for sharing. It became known as MDT/Small church meetings spearheaded by Ellen Bruckner. In planning for the Summer Ministry retreat at Grinnell, Bishop Alan asked if the group would be willing to present a track and worship at the retreat. Plans were made to do just that. Then the retreat had to be postponed and new ideas were formed. A Small Church Core group met via Zoom to make plans to offer something in place of the Ministry Retreat. The group consisted of Kim Gee, Sue Ann Raymond, Don Keeler, David Nixon, Steve Godfrey, Ellen Bruckner, and Karen McCallan. The H.O.P.E. theme was born.

The mini-retreats were a series of 4 events over 4 months via ZOOM. Healing and Hope on Dec 5, 2020. Opportunity for Community and Hope on January 16, 2021, Patience and Hope on February 6, 2021 and Expectation and Hope on March 6, 2021. The retreats were hosted by members of the committee and were scheduled for 1 ½ hours. It was a time for worship and sharing. Andrea Severson from the Des Moines Pastoral Counseling Center was the guest speaker for each retreat to introduce the topic and expand on the effects of each. She posed questions for discussion in breakout rooms. When participants returned there was invitation to share thoughts discussed. The mini-retreats were very successful and well attended. It was a great opportunity to share our successes and frustrations and to know that we are not alone. The small church core team has put together a new series of mini-retreats for the fall of 2021 (August-November) entitled. L.O.V.E. Our guest speaker will be Presiding Bishop Michael Curry.

REVIVAL 2021 The Rev. Meg Wagner

REVIVAL 2021: LOVE IGNITES, held virtually on July 23 – 24, 2021, was a 3 part event available to the public live on Youtube and Facebook, kicked off by online worship together on Friday. That multilingual worship vibrated with music, and testimonials from across the diocese and from our companion dioceses in Brechin (Scotland), Nzara (South Sudan), and Swaziland (Eswatini) PLUS the guest preacher, Presiding Bishop Michael Curry.

The next morning, Bishop Scarfe hosted a Q&A time with Presiding Bishop Curry sharing his wisdom on following Jesus in the world in which we live.

Immediately following the conversations, a Walk Guide offered suggestions on how to Walk, Pray, Pay Attention and Listen in your neighborhood and all were encouraged to participate in a prayer walk in their local context right then and there.

40 days of Prayer were posted daily on Facebook leading up to the REVIVAL, suggesting ways to prepare hearts and minds.

The REVIVAL itself was part of a Novena of Prayer for the Election of the 10th Bishop of Iowa which took place the following weekend.

Chancellor Mr. William Graham

The chancellor has consulted with the Bishop, his staff and other individuals on matters of legal significance, as appropriate, and has assisted with legal matters, as necessary.

Historiographer Mr. Hal Chase No report

Diocesan Coordinators/Resources:

Agape Café - Iowa City The Rev. Dr. Judith Crossett, Member of Bishop's Advisory Committee on Agape Café

Agape Café continued to serve hot, made-to-order breakfasts free to our guests every Wednesday morning while the University was in session until we, like so many other services, had to shut down for safety under the pandemic restrictions. Our last regular breakfast was March 11, just before the University's spring break.

Prior to the pandemic, the Agape Café successfully hired a new director, Jenny Britton, a longtime volunteer. While we were open (January 22-March 11), we enjoyed the kitchen renovation Old Brick completed and Jenny re-organized our pantry storage. We have recruited and trained new cooks for the grill, though it's taken a team to replace John Cowan, whose retirement as chief cook we celebrated after 25 years. We weathered the Dog Debate (are any allowed in Old Brick for the Café? No).

Since the shutdown, the Advisory Committee has met regularly by zoom. We've kept Jenny on our payroll; she's stayed busy. She planned and carried out a "grab and go" hot breakfast on March 25 and organized donation of breakfasts to be distributed by Catholic Worker House and ShelterHouse. As it became evident that we could not reopen for the foreseeable future, she arranged donation of many of our food supplies to Catholic Worker House. She has joined the Johnson County Hunger Relief Task Force and successfully gotten all the board and many volunteers to complete Food Distribution Civil Rights Training (as mandated by HACAP, which oversees Table to Table, which provides much of our food).

We canceled our traditional Saturday morning breakfast fundraiser (usually April, moved to November, now canceled). We are considering a virtual fundraiser, but our primary goal is to find ways to keep the community we serve. Can we develop further partnerships to provide community and food during the pandemic? Can we develop a model to open safely at Old Brick, if the case data show enough improvement to allow reopening? The Advisory Committee will be working on these challenges in the coming months.

Altar Guild Director: Stephanie Wells,

Diocesan services supported by the diocesan Altar Guild over the course of this past year have included Chrism mass (online, with prepared oils sent to churches), the Special Convention to elect our Tenth Bishop, and clergy funerals at St Paul's Cathedral.

The Bishop gives thanks for the gifts of grace and coordination offered by Stephanie Wells, diocesan altar guild director and member of St. Paul's Cathedral.

Daughters of the King Ms. Judy Frantz, President of the DOK, Diocese of Iowa

The Order of the Daughters of the King is an order for women who are communicants of the Episcopal Church, Churches in communion with it, or churches in the historic Episcopate but not in communion with it. Our membership currently includes Anglican, Episcopal, Lutheran (ELCA), and Roman Catholic women. Here in Iowa, we have women in 3 Episcopal Chapters, however we may be reinstalling another Episcopal Church chapter.

We currently have 36 Daughters of the King here in Iowa. We have chapters in Iowa City (Trinity Church), Cedar Rapids (Grace and Christ Churches) and Ames (St John's By the Campus). We also have 5 Daughters at Large, these women are not associated with a certain chapter, however, may attend.

The Mission of our Order is the extension of Christ's Kingdom through Prayer, Service and Evangelism. We have been actively praying during this Covid and post derecho period. We have been actively praying for the Election of the next Bishop of Iowa. Our Daily prayers include praying for the Bishop, and all priests in our Diocese, as well as for the Order of the DOK. Our women serve actively in the churches and community. We meet via ZOOM for our Diocese meetings and Quiet Day services. Our chapters have been meeting via ZOOM as well.

This year a few of the Daughters have been actively involved in Conversations with Daughters via ZOOM at least once a month to discussion concerns, Healing Prayers etc

Our Officers are Judy Frantz, President. Mary Westcott, Secretary. Teresa Barnett is our Treasurer. Mary Westcott was also just elected as the new Province VI President for the next three years.

If any church would like one of us to come visit and discuss Daughters of the King, please contact me: judy-welch@uiowa.edu

Office of Disaster Preparedness & Response The Rev. Holly Scherff

Disasters around the globe are coming faster than we can prepare for. The last several years there has been an increase in floods, fires, hurricanes, and many other forms of disasters. On top of all that we had one of the biggest disasters in decades, Covid 19.

Without the energy of Jerry Davenport this committee is regretfully less active. The sizes of the disasters are overwhelming and too much for one person. I know there are many of you who are willing to help physically and/or financially in times of need, but if there is anyone out there that would like to help with the structuring and organizing, that lives either in central or eastern lowa, please consider joining this committee.

There are several phases to a disaster, and each has specific responses. If you have interest in learning more about disaster response and how and when to respond please contact me: Holly Scherff, <u>scherffh@gmail.com</u>, or call 515-227-6940.

Diocesan Ecumenical and Interreligious Officer The Rev. Jean McCarthy

The pandemic continues to impact so much of our lives. The National Workshop on Christian Unity (NWCU), the annual meeting of all the ecumenical and interfaith organizations, was not held in 2020, and was held only online in April 2021. The usual work of ecumenism continues to go forward with the various dialogues and the work of the networks and EDEIO (Episcopal Diocesan Ecumenical and Interreligious Officers), the Episcopal network. We asked what new tools we have to go forward with our work together, such as communication and dialogue online on a regular basis to supplement the work that we do in person.

Our online gathering of the NWCU had much conversation about the challenge that COVID presents to our work as Church. Presiding Bishop Michael Curry suggested that our task may be the re-evangelization of the church itself. What is most important is our center. His theme was: "Abide in my love; and you will bear much fruit. Place Me at the center of your life and you will find your soul".

When we met as EDEIO, we spent some time reflecting on our experience in the midst of a pandemic, and asked how to develop a new perspective. What is the future direction of the Episcopal Church in light of COVID-19? How do we address white supremacy?

We are in a "holding pattern" in light of our work towards full communion with the United Methodists continues. The United Methodist 2020 Conference where a vote was to be taken was postponed until September 2021. COVID has caused a second postponement until August 29-September 6, 2022. Work continues on the future of the United Methodist Church and its questions about the structure of the United Methodist Church going forward.

The World Council of Churches has released a Faith and Order Paper No. 235, "Churches and Moral Discernment", available in three volumes through the World Council of Churches publications (and also online through the WCC website). They asked what we can learn from Tradition; What we can learn from History; and Facilitating Dialogue to Build Koinonia. This is a new topic to be considered in the Faith and Order Commission of the WCC. It is the result of a shift in recognizing the gift of diversity in your living as Christians in the world today and also sheds light on a paradigm of the way forward in the "new normal" of the world and faith in light of the pandemic.

The Week of Prayer for Christian Unity, January 18 – January 25, 2022, has chosen a theme submitted from the Middle East Council of Churches in Lebanon: We Saw His Star in the East, and We Came to Worship Him. It focuses on the power of prayer in solidarity with those who suffer as a demonstration of Christian Unity and a sign of Communion. A wealth of material is available on the Graymoor Ecumenical and Interreligious Institute website: www.geii.org.

Faithful Innovations The Rt. Rev. Alan Scarfe; Ms. Traci Ruhland Petty

Faithful Innovations is a learning community process - a way of using practices together that are designed to build our capacity to listen, trying to act in a way that the Spirit may be nudging us towards, and sharing simple stories of what happens. A diocesan leadership team, including Bishop Alan Scarfe, Rev. Elizabeth Popplewell, Rev. Stephen Benitz, and Traci Ruhland Petty, attended "Faithful Innovations" trainings held by Luther Seminary in Minnesota and was prepared to bring what we learned back to Iowa. Last year, we planned to hold diocesan-wide Faithful Innovations Training Workshops, but as we'd intended to be in-person for those trainings, we needed to shift due to the pandemic and postpone until later in the year. As the dates postponed to drew near, we checked in with congregations who'd been interested; we listened to what was said - that people were exhausted, anxious, and although still interested, unable to commit to multiple full-day trainings at that time – and we practiced listening and reflecting on the Spirit's nudging (a core practice of Faithful Innovations). So, perhaps rather fittingly, we found ourselves needing to "faithfully innovate" Faithful Innovations.

Using what we'd learned from our listening, we gave ourselves permission to experiment (another core practice) and decided to offer short (less than an hour) "Listening at Lunch" sessions via Zoom. These sessions were stand-alone and open to everyone, so individuals and congregations did not need to make a larger time commitment, and they offered a "taste" of some of the Faithful Innovations practices. Two of the practices we explored were "Dwelling in the Word" and "Dwelling in the World": we learned how to listen deeply and share what we heard from one another; we talked about how a Biblical passage we read related to our lives, and learned to see our daily life through a spiritual lens; and we opened ourselves to the reality that God is moving, that ministry is organic and active in our daily life wherever God has placed us, and that ministry, fellowship, and God can be found in the midst of chaos - in this case, even in the midst of a pandemic, on Zoom.

From September 2020 to April 2021, we gathered on Zoom on the third Thursday every month at noon, and had quite a few regular participants. Our decision to halt through the summer was itself a listening exercise – learning not to force things to continue but know how to take a break. We are deeply grateful to everyone who participated in the Listening at Lunch sessions: you helped us create a space of spiritual nourishment, community fellowship, and reflection, a quiet moment amidst the chaos. We hope to offer some additional Listening at Lunch sessions soon, and we look forward to seeing where the Spirit might be nudging us next.

GILEAD Grants

Ms. Traci Ruhland Petty, Administrative Missioner for Growing Iowa Leaders and Engaging All Disciples

2021 is the second year GILEAD Grants were available, and the number of applications increased from last year. Applications received spanned six grant categories and proposed some amazing and innovative ideas for serving each other, our congregations, and our communities. The GILEAD Grant Review Committee, made up of individuals from across the diocese representing various churches, ministry areas, and areas of expertise, reviews the grants and proposes their recommendations for funding to the Board of Directors. At the time of writing this report, the Board has not yet met – they make the final decision on grant funding for the 2021 grant cycle. 2021 grant awardees will be announced during convention.

In the 2020 GILEAD Grant cycle, the following 14 applications were approved for full funding, totaling \$85,526 in grants awarded in these categories:

Beginning a New Ministry or Strengthening an Existing Ministry:

- 1. "Center for Social Ministry Expansion" -- in partnership with Rev. Jeanie Smith: \$2,428 shift courses online and expand poverty awareness and social justice education programs throughout the state to smaller groups;
- 2. "Hygiene Pantry" -- Mason City, St. John's: \$2,500 purchase and provide basic hygiene supplies (toothpaste, shampoo, etc.) and face masks to community members;
- 3. "St. Stephen's/Connections Blessing Box" -- Newton, St. Stephen's: \$5,000 purchase supplies (food, personal care and safety items, protective clothing and shelter items) to stock and reopen the box at its new location at Connections, a peer drop-in center for homeless and those suffering from mental health issues, across the street from St. Stephen's;
- 4. "Tornado Packs Ministry" -- Storm Lake, All Saints': \$3,000 purchase and provide bags of nonperishable food to nearly 200 kindergartners each Friday throughout the school year

Liturgical Space Renewal:

- 5. "A Sacred Path to Transformation: Walking the Labyrinth" -- Sioux City, St. Thomas': \$10,000 remove a few of the back pews and install a permanent, full-sized labyrinth in the nave;
- "The Way Station Space Renewal" -- Spencer, The Way Station: \$10,000 build an ADA-compliant bathroom in the garage-turned art workshop and an ADA-compliant ramp on the front of the building

Support for Recently Ordained Clergy:

7. "Newly Ordained Clergy Support" -- Des Moines, St. Paul's Cathedral: \$24,000 – provide compensation for an Assisting Priest position, adding new energy and skills to community ministries, technological assistance, and pastoral care

Formation for Youth or Young Adults:

8. "Simpson Youth Academy Scholarships" -- in partnership with Rev. Eric Rucker: \$5,000 – provide tuition scholarships to four Episcopal and/or LGBTQ youth for the program's summer 2021 residency, which trains and engages youth to mature in their faith and discern their calling as agents of justice in their churches and the world

Evangelism:

9. "Compline, Beyond Compline, Zoom Kids" -- Dubuque, St. John's: \$5,000 – purchase equipment and fund an intern from a local university to engage with the online community by offering three new life worship and formation opportunities

Expanding Tools and Technology:

- 10. "Enhance Mission Through Streaming Capabilities" -- West Des Moines, St. Timothy's: \$5,000
- 11. "Expanding Technology" -- Mason City, St. John's: \$2,500
- 12. "Expanding Technology" -- Perry, St. Martin's: \$1,700

- 13. "Iowa MMJ Case Management System Project" -- in partnership with Des Moines, St. Paul's Cathedral: \$5,000
- 14. "Technology Upgrade" -- Webster City, Good Shepherd: \$4,398

GILEAD grants support and equip leaders, congregations, ministry initiatives, and worshipping communities to thrive into the future. With the continued fulfillment of pledges made to the GILEAD Campaign, and with the ongoing support of new pledges, grants will be available next year as well – applications will be open May 15 – July 15, 2022. Thank you to all who've been involved, including applicants, the grant review committee, and everyone who's given to the GILEAD Campaign.

Jubilee Ministry

A Jubilee Ministry Center is a place that has been recognized by the Episcopal Church for being engaged in mission and ministry among and with poor and oppressed people

Jubilee Centers in Iowa:

- 1. Cedar Rapids (Christ Church) Loaves and Fishes, Summer Reading Camp, Neighborhood Meals and Enrichment
- 2. Cedar Rapids: (Grace Church): Medical Lending Closet
- 3. Davenport (St. Alban's Church): Human Trafficking prevention
- 4. Des Moines (St. Andrew's Church): Refugee Ministry; Interfaith Youth Group; ESL program for parents of Darfur and Dinka youth
- 5. Iowa City, (Episcopal Diocese of Iowa): Agape Café
- 6. Mason City (St. John's Church): Hygiene Bank
- 7. Muscatine (Trinity Church): Jubilee Community Center (for differently abled people)
- 8. Sioux City (St. Paul's Indian Mission): Community meals and educational opportunities
- 9. Sioux City (St. Thomas' Church): Food Pantry
- 10. West Des Moines, St. Timothy's Church and Preschool: Faith and Grace Community Garden

LatinX Ministry in Iowa The Rev. Sherri Hughes-Empke

I have been working as the priest for LatinX (Spanish speaking) Ministry specifically with the diocese for almost a year now-since January, 2021. These are the areas in which I have been working.

As a member of a Des Moines metro area sanctuary group, I have been working with the "K" family which includes a father, mother, a son and a daughter in the local elementary school. Services provided have included: working with another English-speaking member as sponsors for the family. We have been in consistent contact with lawyers for issues ranging from car accidents to the legal immigration process. We began with weekly contact and have transitioned to bi-weekly contact with the family for issues such as buying groceries, school issues, fixing bicycles and sharing Eucharist.

I also have monthly meetings (via zoom so far due to Covid) with a group called Families Belong Together and a statewide advocacy group for immigrants. So far the purpose of these groups has been to support those of us who are "working in the field" as well as for legislative advocacy.

I am on the list at Unity Point Hospital as a chaplain contact for Spanish speaking patients. I understand that there is a Spanish speaking intern now who meets the current needs.

At our Bishop's request, I attended Meet-and Greets with the Candidates for 10th Bishop of Iowa in 3 different cities as a translator for spanish-speakers in attendance there. I brought their questions and concerns to the candidates via our system of written questions being presented to the candidates-as time permitted. One evening I was able to spend a few minutes with Betsey who assured me of her support for LatinX Ministry in the diocese of Iowa.

I have been meeting monthly with two priests who are interested in developing LatinX ministry in their churches. Fr. Kevin Emge at Trinity, Ottumwa has the materials he needs to begin ESL studies this fall in his church. We will meet next week with a member of the Spanish speaking AA group which meets regularly in the church.

Kevin Powell in Muscatine is also interested in using Trinity Church space for possible Hispanic ministry. I have recently obtained a list of possible contacts in Muscatine and will begin reaching to determine how this might happen.

Sioux City is another possibility. I have been in contact for over a year with a family who wants Eucharist in Spanish. Rev. Stacey has been very supportive but so far our efforts to schedule Eucharist or potlucks or study groups with the couple who has asked for this ministry have been unsuccessful. Usually work or illness or other distractions cancels the services we have scheduled. This will be an ongoing relationship until I am able to find leaders in the community who are willing and able to work with me to develop and sustain a Spanish speaking Eucharistic Worshipping community in the Sioux City area.

A piece of the puzzle that is missing, I believe, is communication with the priests in the entire diocese. I need to find a way to let priests diocese-wide know that I am available to meet with them and Spanish speakers to develop ministry in their areas. I am grateful for the opportunity to work with our Spanish speaking sisters and brothers in the diocese of Iowa.

Ministry Development Teams The Rt. Rev. Alan Scarfe

Ministry Development is a congregational ministry configuration based on the baptismal covenant. It includes homegrown leadership, persons discerned and nominated by their congregations as those who lead in the development of the ministry of all the baptized. They don't necessarily "do for" in ministry, but "develop with". The concept has different names in different parts of The Episcopal Church. Some call it total ministry (ie ministry is the total endeavor of every member of a congregation who are "the ministers"), others know the process as mutual ministry. In Iowa we have worked over the years at forming Ministry Development as a process and practice for congregational leadership and mission.

I brought to the diocese my own practice and resource tools from my previous congregation, and delivered them for adaptation to Iowan circumstances. This was done in connection with the COM chiefly under the guidance of Willa Goodfellow and then Ellen Bruckner (and developing what's come to be known as the Iowa Curriculum). The concept (with interdependence in shared learning and ministry practice in community) was in a way true to its form (local, homegrown) and never "took off" as broadly as I would have wished. The belief that ministry development has potential application in every context is written within: In Mission with Christ through each and all. And I am grateful to several congregations who saw a way for a more mutual dependency on one another, and the local resources God had provided in the people of their congregation. Thus, MDTs (Ministry Development Teams) arose out of St Luke's, Fort Madison; Grace, Decorah; St John's, Glenwood; and Calvary, Sioux City. The process also provided leadership for New Song, Coralville, within their own well established Baptismal community. I still believe that there are a number of congregations that could benefit from the MDT process and that is for another day. St Andrew's, Des Moines, prepared by the interim leadership of Georgia Humphrey and then the rectorship of Steve Godfrey are now experimenting with a bold team ministry approach. Currently three congregations have an active MDT in formation: St Paul's, Council Bluffs; St Alban's, Davenport; and newly merged congregation of St Thomas' and Calvary in Sioux City.

Apart from the discernment and nomination of leadership from and by the congregation, MDTs are formed locally as a type of seminary group within a local congregation. The Diocese provides the curriculum which is itself approved by the Standing Committee and Commission on Ministry as well as the Bishop. I know that our new Bishop comes with ongoing experience in this field and it is heartening to see the possibility of continuation of a way of being in Christ as communities of faith that was handed on to me by my own predecessor, Bishop Epting. There is more of this story to be written in the Diocese of Iowa.

Sexual Misconduct Prevention Safeguarding God's Children & Safeguarding God's People Ms. Amy Mellies, Diocesan Coordinator

Safeguarding Policies Update

In January of 2021, the Board of Directors adopted the Diocese of Iowa's Policies and Procedures for the Protection of Children, Youth, and Adults. The new policy can be found on the Diocese of Iowa's website.

Thank you to William Graham, William Smith, Rev. Kristine Leaman and Tiffany Farrell who have been assisting to adapt the new policies since February 2020.

Safeguarding God's Children

The diocesan-approved child abuse prevention education and training, *Safeguarding God's Children*, is required for all who regularly work with or around children or youth. All vestry members and clergy must be trained as well.

Safeguarding God's People

Safeguarding God's People: Prevention of Sexual Harassment & Sexual Exploitation in Communities of Faith is required of any person who engages in, supervises or makes decisions involving pastoral relationships including, but not limited to, Diocesan Standing Committee, Board of Directors, Commission on Ministry and congregational vestry members; clergy; anyone providing counseling, pastoral care, spiritual direction or guidance, ministration of any sacrament; licensed ministers such as pastoral leaders, worship leaders, preachers, Eucharistic visitors and catechists; persons in the ordination process and all paid employees.

Online Training

In August 2021 a new website was unveiled for online training. Anyone who has taken the online training since 2017 should be informed about this new training being available. Even if you had an account in the old system a new account will be required.

The Safe Church Task Force is working with Praesidium on nine new courses which will be released from August through December.

Courses listed on our training chart are still available and should be completed until further notice. A new chart will be created once all courses are available.

Online training is available through the administrator in your congregation who will set up a username and password unique to you. Contact Amy Mellies at amellies@iowaepiscopal.org if your congregation needs help getting your administrator set up or trained.

Transitions Ministry The Rt. Rev. Alan Scarfe; Ms. Traci Ruhland Petty, assisting

As of September 1, 2021, these congregations are in active transition: St. Timothy's, West Des Moines; Trinity, Waterloo

A number of active transitions were settled in the last year, and the following clergy transitions have occurred:

- The Rev. Kevin Emge was appointed Priest-in-Charge of Trinity, Ottumwa starting on December 19, 2020
- The Rev. Stacey Gerhart was elected Rector of St. Thomas', Sioux City, starting on January 28, 2021; in addition to ongoing work with All Saints', Storm Lake.
- The Rev. Kathleen Milligan was appointed Priest-in-Charge of St. Stephen's, Newton, starting on February 1, 2021
- The Rev. Holly Scherff was appointed Priest-in-Partnership of St. John's, Shenandoah, starting on July 1, 2021
- The Rev. Kristine Leaman was elected Rector of St. Mark's, Fort Dodge, starting on August 1, 2021
- The Rev. Sherri Hughes-Empke is serving as missioner with Spanish-speaking ministries for the diocese, along with her assisting at St. Mark's, Des Moines

Other changes this past year:

- The Rev. Zebulun Treloar resigned as Assisting Priest of St. Paul's Cathedral, Des Moines in May and accepted a position as Rector at St. John's, Murray, KY and Chaplain for the Episcopal College Foundation at Murray State University
- The Rev. Steve Godfrey resigned as Rector of St. Andrew's, Des Moines on June 27 and accepted a call to become the full-time Diocesan Minister in the Episcopal Diocese of North Dakota.

United Thank Offering The Rev. Richard Graves, UTO coordinator

The United Thank Offering (UTO) is a ministry of The Episcopal Church for the mission of the whole church. Through UTO, individuals are invited to embrace and deepen a personal daily spiritual discipline of gratitude. UTO encourages people to notice the good things that happen each day, give thanks to God for those blessings and make an offering for each blessing using a UTO Blue Box. UTO is entrusted to receive the offerings, and to distribute the 100% of what is collected to support innovative mission and ministry throughout The Episcopal Church and Provinces of the Anglican Communion. The 2021 Ingathering of your thankful contributions to the Blue Box will be given away to support innovative projects focused on care of creation

The 2022 United Thank Offering grant application materials are now available. The focus of this year's grants is "Care of Creation: Turning love into action by caring for God's creation to protect the most vulnerable—who will bear the largest burden of pollution and climate change—through justice, advocacy, environmental reparations, or the development of formation materials." The first step in applying for a grant is to contact the Bishop's office or The Rev. Richard Graves (UTO coordinator) before February 2021.

	2020
Church Name co	ntributions
Anamosa, St. Mark's	54.54
Davenport, Trinity Cathedral	10.13
Des Moines, St. Paul's Cathedro	al 52.94
Iowa City, Trinity	50.91
Maquoketa, St. Marks	1090.00
<u>Waterloo, Trinity</u>	51.39
TOTAL	\$ 1309.91



The Way Station – Spencer, Iowa The Rev. Beth Preston for all The Way Station crew

We have enjoyed being in our new location this year. Older individuals and youth with mobility issues are finding the ramp helpful, and the front porch welcomes people in, with cautionary signage on the front door and throughout the building.

Some new things we have done this year were to participate in Spencer's Flagfest parade and also in Mainstreet Market on five consecutive Thursday nights in the middle of summer, with crafts for kids. We have offered art workshops in conjunction with our partner, Bethany Lutheran Church, to the theme of "We are God's Masterpiece" (Eph. 2:10). We also began a Women's Mental Health Support Group on Tuesday morning, for which participating women express great appreciation. I have a part-time assistant who provides much needed coverage and supervision of our youth.

We are participating in the recently formed Clay County Hunger Coalition and are listed in their information as having an emergency food pantry. We are also participating in our county Community Service program and have helped people get back on the right track as they help us with yard work and fixing up the basement.

The week before school started, we had a back-to-school party to kick off the new school year. With a freshly painted and decorated basement and new games, as well as craft projects, the youth, who came in several social bubbles, had a good start to the year.

The highlight of the year was the Bishop's visit before Easter to bless and consecrate our building

We are looking forward with hopeful and joyful anticipation to this year of sharing God's extravagant love with our community. We are also so excited and thankful to have received this year's GILEAD grant for the purchase and installation of a kiln and supplies, which will greatly enhance our art workshops and help support the ministry going forward.

Diocesan Lifelong Christian Formation

Education for Ministry (EfM) The Rev. John Doherty

This is the 35th year for Education for Ministry (EfM) in this Diocese! The Diocese of Iowa is a supporting diocese of EfM which provides training for a coordinator and financial incentives for people registering. For the 2020-21 year there were 44 active students in five groups: Ames (St. John's), Anamosa (Anamosa State Penitentiary), Cedar Falls (St. Luke's), Des Moines (St. Paul's), and Iowa City (Trinity). The Diocese had 7 active mentors and there are 12 inactive mentors. There have been over 311 individual graduates from EfM. 3 people graduated at the conclusion of the 2020-21 year. Since the program began in this Diocese in 1986, there have been at least 40 individuals who have been ordained/certified either to the permanent diaconate, to Canon 9 priesthood, Ministry Development Teams or have gone on to seminary training after they participated in EfM.

EfM now has an anti-racism policy statement. I am part of a small group of diocesan coordinators and staff that is working on ways to increase diversity among its staff, mentors, members, and coordinators. EfM has increased the number of books and reflections with these themes. The curriculum helps to develop an individual's spirituality and encourage mutual ministry. It also fosters evangelism in that it prepares individuals with the academic and theological background to go out into the world and be witnesses to their faith.

The in-person training scheduled for August of 2020 was cancelled due to the pandemic. All EfM trainings were held virtually since April of 2020 and all of our groups in the Diocese met online during the year. In person mentor training is scheduled for August 4, 5, and 6, 2022 at Prairiewoods Spiritual Retreat Center. Anyone seeking more information or interested in becoming a mentor should contact me.

Summer Ministry School & Retreat - 2021 Ms. Elizabeth Adams, Registration Coordination

This year's Summer Ministry School and Retreat had been scheduled for the weekend of June 25-27, 2021 but both the Grinnell Campus and the Diocesan guidelines for safe gathering helped us decide not to meet in person this year.

Instead, the community of Episcopalians from all over Iowa that have gathered at this event annually was given an opportunity to join Bishop Scarfe and his wife Donna at a virtual picnic on Friday evening June 25, 2021 that reinforced how meaningful and fun this event has been over the years.

In the zoom gathering we worshipped together, shared stories of favorite Summer Ministry School & Retreat moments, were treated to a video slideshow of past years and were given an opportunity to thank past Retreat coordinators and especially Bishop Scarfe and Donna Scarfe.

Many of those who attended had taken Bishop Scarfe's class and had subsequently been ordained as deacons or priests having used the class to help discern their call to ministry in that way.

We are hopeful that by June 24-26, 2022 we will be able to meet at the Grinnell Campus in person again.

<u>Central</u>

Grinnell, St. Paul's Marshalltown, St. Paul's Newton, St. Stephen's

<u>East</u>

Bettendorf, St. Peter's Clinton, Christ Davenport, St. Alban's Davenport, Trinity Cathedral Dubuque, St. John's Durant, St. Paul's Maquoketa, St. Mark's Muscatine, Trinity

<u>Metro</u>

Ames, St. John's by the Campus Ankeny, St. Anne's by the Fields Boone, Grace Des Moines, Cathedral Church of St. Paul Des Moines, St. Andrew's Des Moines, St. Luke's Des Moines, St. Mark's Des Moines, Trinity Cush Indianola, All Saints' West Des Moines, St. Timothy's

North Cedar Valley

Cedar Falls, St. Luke's Clermont, Saviour Decorah, Grace Independence, St. James' Waterloo, Trinity

North Central

Algona, St. Thomas' Charles City, Grace Emmetsburg, Trinity Fort Dodge, St. Mark's Iowa Falls, St. Matthew's Mason City, St. John's Webster City, Good Shepherd

South Central

Chariton, St. Andrew's Oskaloosa, St. James' Ottumwa, Trinity

<u>Southeast</u>

Burlington, Christ Fort Madison, St. Luke's Keokuk, St. John's Mt. Pleasant, St. Michael's

Southwest

Trinity Cluster: Carroll, Trinity Denison, Trinity Harlan, St. Paul's Council Bluffs, St. Paul's Glenwood, St. John's Perry, St. Martin's Shenandoah, St. John's

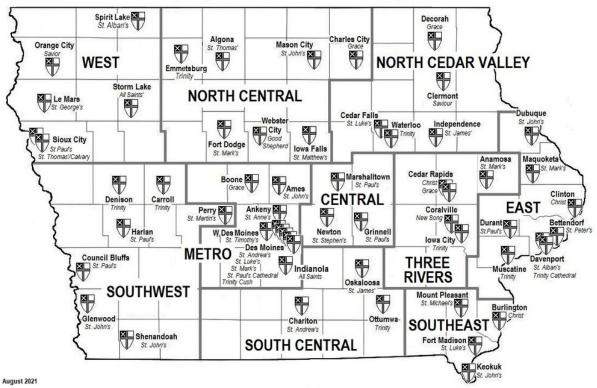
Three Rivers Chapter

Anamosa, St. Mark's Cedar Rapids, Christ Cedar Rapids, Grace Coralville, New Song Iowa City, Trinity

<u>West</u>

Le Mars, St. George's Orange City, Savior Sioux City, St. Paul's Indian Mission Sioux City, St. Thomas' /Clavary Spirit Lake, St. Alban's Storm Lake, All Saints'

Episcopal Diocese of Iowa - Mission Chapters



Central Chapter

No Report

East Chapter The Rev. Elaine Caldbeck, Convener

Even with the helpful zoom joint meetings, our attendance at Chapter meetings seems down, at least in February, it picked up a little for the August meeting.

Our February report reflected the pre-vaccination ebb and flow of being in person, then not being in person and figuring out how to celebrate major church holidays safely in the midst of the pandemic. Many began returning to in person worship, masked and socially distant by or during Lent.

Most are also online, especially when they can't be in person and have varying success with zoom or streaming worship, daily prayers or devotions. St Mark's, Makoqueta, chose not to do online, instead mailing or emailing meditations and resources to parishioners on a regular basis. Everyone was doing their best to sustain the spiritual life of their congregations.

Maggie Tinsman was nominated to be our chapter representative to the board.

By August, more of us were meeting in person, adding services, some out-of-doors and working on getting people back to church. In Dubuque, Susan Forshay was ordained, and they kicked off a citywide kindness project. Others of us were struggling to rebuild or work with others to reopen outreach ministries. St Mark's, Makoqueta got a sponsor and did a huge fall school supply give-away. Returning to wearing masks was difficult in some places as COVID rates began going up again.

Both people leaving the Board, Diane Eddy and Alescha Caldwell, gave gracious thanks for having had the opportunity to serve and better understand how the diocese functions. Many thanks to them.

All in all, despite the varying effects of the pandemic, East Chapter churches were working as congregations, and with their neighbors to continue to follow the way of Jesus and care for their neighbors. But it hasn't been easy or straightforward.

Metro Chapter Report Morrie Bryant, Chapter Board Representative

The Metro Chapter meetings have moved to the all-chapter Zoom meetings with individual break out sessions. The response to meeting via Zoom has been very positive and the chapter has enjoyed good representation from member parishes. Metro Chapter churches continue to find creative ways to meet in worship and service our communities despite the challenges brought on by the pandemic. Some continue to primarily meet outdoors, providing weather cooperates. Others are meeting inside, following all guidelines in our Abounding in Hope regathering plan. Parishes remain active in their pursuit of outreach programs such as neighborhood walks, medical debt relief programs, providing personal "essentials" to neighbors in need, continuing to raise funds for the Food Bank of Iowa, and more. Efforts continue to provide community of faith activities such as book studies, Agape Services for children, monthly light brunches outside, pool parties and Des Moines Playhouse Tent performances, among others. Some member parishes are using Zoom for worship services, while others utilize You Tube. Discussions among member parishes continue regarding potential areas of collaboration, including parish audits and sharing administrative services (e.g. office copier contracts).

The Metro Chapter discussed Mills House during the August 28th meeting, and requests that the Board of Directors continue the conversation to determine the best resolution for this property, and complete further study as to its accessibility and functionality.

North Cedar Valley Chapter

No Report

North Central Chapter

No Report

South Central Chapter Ms. Mary Neis, Chapter Board Representative

Meeting held in December in order to provide Diocese with 2 individuals from Chapter to be considered for Search Committee for the New Bishop Search. The Rev. Fred Steinbach, St. Andrews and Carol Logan, Trinity Ottumwa were delegates from this Chapter. Fr. Fred chosen for Search Committee, Carol Logan selected to serve on GILEAD Grant Committee.

Chapter has continued and ongoing concern over no representation from St. James in Oskaloosa, Fr. Fred and at the time Deacon Kevin to reach out to St. James.

Mary Neis has one more year as the South Central Chapter representative to the Board. The Rev. Kevin Emge was nominated to serve next, with that service beginning in November 2022.

Southeast Chapter The Rev. Ken Messer, Convener

The Southeast Chapter (Christ Church, Burlington; St. John's Church, Keokuk; St. Luke's Church, Ft. Madison; and St. Michael's Church, Mt. Pleasant) met in a Joint Chapter Meeting and Leadership Gathering on February 27, 2021 (Zoom) and on August 28, 2021 (Zoom).

General report:

- Churches are in various regathering phases; especially in view of fluctuations of COVID numbers and changes in the incidence due to variant strains.
- Financial assistance availability discussed, particularly relating to GILEAD grants.
- Continuing discussions on masks, social distancing, and singing in worshiping communities.
- New changes were discussed on Safeguarding Policies
- Bishop Elect candidate, Rev. Betsey Monnot, was elected to become the 10th Bishop of the Episcopal Diocese of Iowa.

Southwest Chapter

The Rev. Don Keeler, Chapter Board Representative

The Southwest Chapter met in breakout sessions in February and August following the Joint online Chapter meeting. Had been hoping for a Chapter-wide picnic in September of 2021 to Celebrate the Life of The Rev. Cn. Glenn Rankin but that event was cancelled for safety reasons. These meetings are being used as an opportunity to share practices of worship. General agreement that the virtual Joint Chapter meeting format is a good one and online funding is not being used in this chapter. There were a few comments regarding the proposed 2022 budget that were offered up.

Three Rivers Chapter

No Report

West Chapter

The Rev. Marilyn van Duffelen, Chapter Board Representative

This chapter also met after the Spring Virtual Joint Chapter Meeting in February 2021

Minutes of West Chapter Meeting which opened at 11:00 am Saturday August 28, 2021.

In attendance: Rev Karen Wacome, Rev. Tom Early, Rev. Marilyn van Duffelen, John Powell, Robert Kistler.

Amanda Beller has been nominated to the Board of Directors. She attends St. Thomas, Sioux City. Her three year term begins the first weekend in November, 2021.

The West chapter had no comments regarding the 2022 Budget.

We expressed concern about in-person attendance at the upcoming convention. We suggest that the diocese consider attendance by zoom and in-person to allow participation at diocesan events by all Iowa Episcopalians.

Meeting adjourned at 11:40 am.

Province VI

Province VI Ms. Ellen Bruckner, Province VI Coordinator

The work of the Province is to strengthen the connections between Dioceses as well as with The Episcopal Church. Provinces help to connect and support the programmatic networks across Diocesan boundaries thereby strengthening The Episcopal Church and its relationships. The Dioceses of Colorado, Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota and Wyoming are members of Province VI. There is a Provincial Council consisting of one representative from each Diocese, the Provincial Officers, the Provincial representatives to Executive Council and a representative from the Episcopal Church Women in Province VI. There is a Coordinator for the Province.

For several years Province VI has lain fallow, fulfilling its canonical responsibilities and maintaining the connections between the member Dioceses. A new energy and enthusiasm is emerging, beginning in 2020 and continuing in 2021. There are new voices on the Provincial Council and in the member Dioceses.

In 2021 the Council has updated the Ordinances to be presented at the Provincial Synod in February 2022. The Council is working on updating the formula for calculating its financial asking from each Diocese.

A provincial young adult program focused on training young adults to build peer conversation groups originated and is empowered by two committed persons associated with the University of Minnesota Episcopal Campus Ministry program. Young adults from all eight member Dioceses have been trained and supported in their work of convening and supporting peer conversation groups focused on mutual support and connections. Each of the member Dioceses have a liaison with the leaders. This is a network that emerged from the grass roots and is now reaching young people in all member Dioceses.

The Provincial Council will be focusing on building the network of those engaged in Indigenous Ministry across the Province this coming year.

Diocesan Relations:

Church World Service/CROP Hunger Walk Lenny Blue, Community Engagement Specialist

Church World Service/CROP Hunger Walk has one goal: building a world where there is enough for all. After seven decades moving towards this goal, CWS has the faith and experience to know it's possible. Working around the world, we've seen gardens flourishing in barren land, migrants and refugees finding home even after every door has been closed, and houses standing strong against nature's worst disasters. That's the power of your compassion at work when it links to human resilience.

Thanks to the collaboration of the Episcopal Churches throughout Iowa and CROP Hunger Walks, we continue to provide just and sustainable resources to fight hunger, poverty, displacement, and disaster in communities around the globe. To find a CROP Hunger Walk in your area, go to CROPHungerWalk.org or contact Lenny Blue at Iblue@cwsglobal.org or (816) 266-3555.

Iowa Interfaith Power & Light Mr. Matt Russell, Executive Director

lowa Interfaith Power & Light envisions a stable climate where humans live in right and just relationship, interconnected with a healthy, thriving, natural world. Our mission is to inspire and mobilize lowans of faith and conscience to take bold and just action on climate change.

Our focus is:

- Inspiring and engaging individuals, families, and faith and local communities to embody spiritual and societal transformation by reducing their greenhouse gas emissions while building a new relationship with Earth.
- Mobilizing people of faith and conscience to advocate for just and equitable climate solutions at the local, state, and national levels.
- Working collaboratively with the network of values driven faith and secular organizations in lowa, diverse partner organizations, and marginalized communities.
- Modeling shared leadership and decision-making within our organization and our partnerships.
- Focusing on our common values by broadly communicating the moral obligation to address the urgency of global warming and connecting that work to related issues.

We are in the greatest moment of transformation in human history. We are called to move from the world of scarcity powered by fossil fuels into a new world of abundance dependent on the great gifts and diversity of creation. Our creator invites us to embrace a future of clean, renewable energy and of managing living systems by working in partnership with creation to solve human problems rather than trying to force nature to bend to our will.

We invite you to use our website (www.iowaipl.org) to find resources and to join our statewide work in finding and implementing faith-based solutions to the climate crisis or contact our executive director Matt Russell at director@iowaipl.org.

Center for Social Ministry Jamie Loggins-Evans, Executive Director

The Center for Social Ministry (CSM) is a non-for-profit organization located in Des Moines, Iowa. CSM was founded in 2010 specifically to offer JustFaith Ministries programs in the metropolitan area. Over the past 10 plus years we have continued to grow and evolve. We continue to provide poverty awareness and social justice education programs to the Episcopal Diocese of Iowa due to a GILEAD grant provided to us in 2020. We also serve as a key resource to help individuals connect to programs, volunteer opportunities, and advocacy efforts. We are truly putting legs under Matthew 25 and our call as Christians to care for those in need.

Center for Social Ministry and JustFaith Ministries programs bring to life our Gospel call to be God's witnesses, and invite individuals and small groups to "journey inward toward greater awareness of God, self, and others" and compel them to "journey outward in ministry to the hungry, the naked, the sick, the homeless, and those in prison."

The GILEAD grant monies are allowing us to use our fall online JustFaith Ministries course offerings (including Faith and Poverty: A Biblical Response and Faith and Racial Equity) to invite individuals to patriciate and help seed groups in cities and towns outside of Des Moines that we normally are not able to reach in person. Once the relationships are established, this will enable us to find and train new facilitators in those areas. This will result in our ability to offer programming when people are able to meet in person as well as continue our education in Gospel justice virtually. If someone from a congregation is interested in participating in one of our programs this fall, we welcome them to contact us directly for more information.

Unfortunately, at the time of this report we do not have numbers to share, but we look forward to providing that information in our 2022 Diocesan Convention Report.

Urban Immersions (Center for Social Ministry Program)

In the past, the Center for Social Ministry and St. Timothy's Episcopal Church have offered an Urban Immersion experience for confirmation students. The Urban Immersion is an immersion experience for youth/families with three primary components: 1) basic education about poverty and issues that intersect with poverty and how Episcopalians are called to care for those in need; 2) immersion experiences that offer an opportunity to learn about poverty or injustice by hearing personal stories from those directly affected; and 3) an opportunity to plan how they can help in the future. Our last Urban Immersion was in 2020 and we have not been able to have one due to COVID-

19. However, as we look to 2022, we hope to open them back up and allow congregations to sponsor an Urban Immersion in their own parishes.

Parochial Statistics Information:

Summary of Diocesan Statistics 2017-2019

	2018	2019	2020
Clergy canonically resident	156	152	150
Clergy Received/Ordained	5	5	3
Clergy Transferred	1	2	1
Candidates for Holy Orders	5	5	3
Postulants for Holy Orders	4	6	5
Licensed Worship Leaders	61	36	36
Licensed Eucharistic Ministers	134	124	113
Extraordinary Eucharistic Ministers	16	16	17
Licensed Eucharistic Visitors	61	55	69
Licensed Preachers	10	12	12
Licensed Catechists	5	3	3
Licensed Pastoral Leaders	7	2	2
Congregations	60	59	59
Chapels	1	1	1
Baptized Persons	7,018	6,983	6513
Communicants	6,087	5,917	5,560
Baptisms	127	73	19
Confirmations and Receptions	83	62	49
Marriages	17	25	17
Burials	109	128	96
Church School Pupils	560	466	289

	Members	Members	Total	Average Sunday	
Name	2019	2021	Communicants	Attendance	Marriages
Algona, St. Thomas'	62	63	36	13	2
Ames, St. John's	273	266	266	1,065	-
Anamosa, St. Mark's	12	9	9	20	-
Ankeny, St Anne's	94	94	94	48	-
Bettendorf, St Peter's	84	88	63	27	-
Boone, Grace	15	14	14	13	-
Burlington, Christ	70	64	62	39	1
Carroll, Trinity	12	10	10	6	-
Cedar Falls, St. Luke's	224	232	232	75	-
Cedar Rapids, Christ	520	470	339	92	-
Cedar Rapids, Grace	70	71	44	27	2
Chariton, St Andrew's	42	42	30	19	-
Charles City, Grace	11	11	11	6	_
Clinton, Christ	98	97	97	39	
Coralville, New Song	159	102	102	45	-
Council Bluffs, St Paul's	25	25	25	45 20	-
	172	172	160	20	-
Davenport, St Alban's				-	-
Davenport, Trinity Cathedral	607	598	470	126	-
Decorah, Grace	40	30	27	16	-
Denison, Trinity	15	17	17	8	-
Des Moines, St. Andrew's	289	288	168	74	1
Des Moines, St Luke's	347	348	180	72	-
Des Moines, St. Mark's	27	27	25	8	-
Des Moines, St. Paul's Cathedral	349	346	324	101	1
Dubuque, St John's	170	174	88	45	-
Durant, St Paul's	29	28	28	14	-
Emmetsburg, Trinity	13	11	11	5	-
Fort Dodge, St. Mark's	68	68	68	41	-
Fort Madison, St Luke's	56	55	47	24	-
Glenwood, St John's	10	8	8	6	-
Grinnell, St. Paul's	108	106	98	50	-
Harlan, St Paul's	9	9	9	7	-
Independence, St James	21	18	18	13	-
Indianola, All Saints'	10	10	10	6	-
Iowa City, Trinity	564	557	551	128	4
lowa Falls, St. Matthew's	19	15	15	120	т -
Keokuk, St. John's	92	92	86	12	_
LeMars, St George's	5	5	5	2	-
Maquoketa, St Mark's	39	39	39	21	-
					I
Marshalltown, St Paul's	66	61	61	21	-
Mason City, St John's	122	126	126	44	-
Mount Pleasant, St Michael's	37	37	37	27	-
Muscatine, Trinity	108	101	78	28	1
Newton, St Stephen's	101	97	51	26	-
Orange City, Savior	39	38	37	27	-
Oskaloosa, St James'	39	37	30	13	-
Ottumwa, Trinity	36	34	29	14	-
Perry, St Martin's	70	67	24	19	-
Shenandoah, St John's	16	20	14	11	1
Sioux City, Calvary	32	33	22	12	-
Sioux City, St Paul's	110	111	111	35	-
Sioux City, St Thomas'	79	80	80	_	-
Spirit Lake, St Alban's	98	96	88	28	1
Storm lake, All Saints'	34	37	37	13	-
Waterloo, Trinity	153	149	149	28	1
Webster City, Good Shepherd	39	38	38	13	
West Des Moines, St Timothy's	659	672	662	155	1
	6,668	6,513	5,560	2,860	17

Parochial Statistics: Vital Statistics 2020

Parochial Statistics: Vital Statistics 2020

Name	Burials	Baptisms	Confirmations	Received	Adult Formation	Child Formation
Algona, St. Thomas'	-	-	-	-	-	-
Ames, St. John's	5	-	-	-	20	11
Anamosa, St. Mark's	10	-	-	-	14	-
Ankeny, St Anne's	2	1	-	-	-	-
Bettendorf, St Peter's	-	-	-	-	40	3
Boone, Grace	1	-	-	-	1	-
Burlington, Christ	1	1	-	-	-	-
Carroll, Trinity	1	-	-	-	-	-
Cedar Falls, St. Luke's	1	-	2	2	73	8
Cedar Rapids, Christ	4	1	-	-	45	32
Cedar Rapids, Grace	2	1	-	-	1	-
Chariton, St Andrew's	2	2	-	-	7	-
Charles City, Grace	-	-	-	-	_	_
Clinton, Christ	1	_	-	-	11	-
Coralville, New Song	-	_	_	_	40	_
Council Bluffs, St Paul's	_	_	_	_	-	-
Davenport, St Alban's	_	_	_	_	6	- 4
Davenport, Trinity Cathedral	- 5	-	-	-	20	11
Decorah, Grace	1	-	-	-	20	11
	I	-	-	-	-	-
Denison, Trinity	-	-	-	-	-	-
Des Moines, St. Andrew's	3	-	8	I	25	25
Des Moines, St Luke's	4	-	-	-	27	7
Des Moines, St. Mark's	-	-	-	-	-	-
Des Moines, St. Paul's Cathedral	5	I	-	-	54	10
Dubuque, St John's	-	-	-	-	30	4
Durant, St Paul's	-	-	-	1	-	-
Emmetsburg, Trinity	1	-	-	-	-	-
Fort Dodge, St. Mark's	-	-	-	-	19	2
Fort Madison, St Luke's	-	1	-	-	-	10
Glenwood, St John's	-	-	-	-	-	-
Grinnell, St. Paul's	2	-	-	-	12	5
Harlan, St Paul's	-	-	-	-	-	-
Independence, St James	2	-	-	-	-	-
Indianola, All Saints'	-	-	-	-	-	-
Iowa City, Trinity	4	-	7	1	60	40
Iowa Falls, St. Matthew's	-	-	_	-	_	_
Keokuk, St. John's	1	1	-	-	-	-
LeMars, St George's		-	_	_	_	-
Maquoketa, St Mark's	2	_	_	_	8	8
Marshalltown, St Paul's	2	_	_	_	6	-
Maishaillewit, stradis Mason City, St John's	6	-	- 4	-	11	- 6
Mason City, st Johns Mount Pleasant, St Michael's	U	-	4	I	11	0
	-	-	-	-	-	-
Muscatine, Trinity	6	2	I	-	4	6
Newton, St Stephen's	4	-	-	-	4	I
Orange City, Savior	2	-	-	-	10	-
Oskaloosa, St James'	-	-	-	-	-	-
Ottumwa, Trinity	1	-	-	-	-	-
Perry, St Martin's	-	-	-	3	11	6
Shenandoah, St John's	1	4	-	-	7	-
Sioux City, Calvary	5	-	-	-	3	-
Sioux City, St Paul's	1	1	-	-	-	-
Sioux City, St Thomas'	-	1	-	-	-	-
Spirit Lake, St Alban's	-	-	-	-	10	-
Storm lake, All Saints'	-	-	-	-	3	7
Waterloo, Trinity	1	-	2	2	-	58
Webster City, Good Shepherd	1	-	-	-	5	-
West Des Moines, St Timothy's	8	2	14	-	44	25
	96	19	38	11	631	289

Parochial Statistics: Financial Statistics 2020

	Pledge Cards	Amount Pledged	Average Pledge	Plate & Pledge	Operating Income	Total Revenues
Algona, St. Thomas'	8	30,000	3,750	36,744	36,751	36,751
Ames, St. John's	61	196,720	3,225	278,302	384,102	384,497
Anamosa, St. Mark's	-	-	-	-	244	680
Ankeny, St Anne's	26	833,600	32,062	86,695	94,919	100,434
Bettendorf, St Peter's	31	137,148	4,424	142,167	143,083	155,701
Boone, Grace	7	103,200	14,743	2,400	2,400	2,400
Burlington, Christ	23	49,069	2,133	60,123	223,756	233,146
Carroll, Trinity	-	-		3,025	35,513	35,513
Cedar Falls, St. Luke's	73	233,634	3,200	240,208	243,311	315,026
Cedar Rapids, Christ	77	221,173	2,872	252,014	279,871	279,871
Cedar Rapids, Grace	25	43,860	1,754	57,215	57,492	86,101
Chariton, St Andrew's	9	19,400	2,156	18,899	36,189	36,654
Charles City, Grace	7	6,244	892	11,168	11,168	11,192
Clinton, Christ	29	44,878	1,548	45,823	155,501	155,501
Coralville, New Song	31	100,600	3,245	104,520	104,520	121,166
Council Bluffs, St Paul's	14	35,671	2,548	29,116	29,116	34,116
Davenport, St Alban's	25	58,960	2,348	77,917	80,749	86,268
Davenport, Trinity Cathedral	111	334,519	2,338 3,014	374,966	699,087	1,082,624
Decorah, Grace	14	31,300	2,236	374,966 32,976	33,000	33,748
Decoran, Grace Denison, Trinity	- 14	31,300	2,230	32,976 607	52,528	33,748 154,714
	- 42	- 194,175	4,623	607 193,927	210,755	218,208
Des Moines, St. Andrew's Des Moines, St Luke's	42 58	194,175 170,140	4,623 2,933	213,265	210,755 264,041	218,208 624,397
Des Moines, St. Mark's				213,265	264,041	024,37/
	-	6,300	-	-	-	504120
Des Moines, St. Paul's Cathedral	85	234,152	2,755	268,589	416,120	504,130
Dubuque, St John's	25	66,788	2,672	91,699	174,822	199,637
Durant, St Paul's	-	27,170	-	27,244	30,396	39,140
Emmetsburg, Trinity	3	10,320	3,440	8,937	9,312	10,584
Fort Dodge, St. Mark's	23	27,670	1,203	28,869	251,229	316,840
Fort Madison, St Luke's	12	23,616	1,968	15,262	15,262	16,092
Glenwood, St John's	4	11,540	2,885	10,757	17,257	30,807
Grinnell, St. Paul's	29	80,900	2,790	120,498	121,080	123,810
Harlan, St Paul's	-	-	-	11,311	16,162	16,162
Independence, St James	9	19,480	2,164	16,265	16,682	32,346
Indianola, All Saints'	-	-	-	14,550	18,160	19,248
lowa City, Trinity	121	322,369	2,664	347,870	477,579	509,623
lowa Falls, St. Matthew's	-	-	-	22,001	22,001	22,165
Keokuk, St. John's	7	15,330	2,190	12,866	123,616	123,616
LeMars, St George's	-	-	-	6,732	8,705	12,005
Maquoketa, St Mark's	-	25,998	-	26,666	31,092	31,091
Marshalltown, St Paul's	-	-	-	32,359	79,718	119,718
Mason City, St John's	49	151,790	3,098	166,857	171,201	174,969
Mount Pleasant, St Michael's	-	-	-	26,032	39,992	44,705
Muscatine, Trinity	17	28,434	1,673	28,407	137,004	178,898
Newton, St Stephen's	-	47,769	-	57,408	99,416	104,416
Orange City, Savior	-	-	-	26,195	31,299	31,649
Oskaloosa, St James'	12	25,948	2,162	26,837	77,350	102,514
Ottumwa, Trinity	15	33,750	2,250	38,663	47,226	57,293
Perry, St Martin's	7	22,050	3,150	25,454	67,120	83,787
Shenandoah, St John's	8	20,000	2,500	20,186	42,126	42,826
Sioux City, Calvary	12	12,900	1,075	12,499	19,698	20,297
Sioux City, St Paul's	-	-	-	2,921	2,921	28,021
Sioux City, St Thomas'	25	84,500	3,380	79,338	187,248	243,911
Spirit Lake, St Alban's	27	52,250	1,935	96,907	144,482	144,518
Storm lake, All Saints'	7	26,760	3,823	42,420	57,693	83,061
Waterloo, Trinity	35	128,323	3,666	103,318	134,360	138,252
Webster City, Good Shepherd	9	36,800	4,089	40,239	43,866	50,764
West Des Moines, St Timothy's	104	393,248	3,781	417,854	445,295	555,267
	1,316	4,780,446	3,633	4,536,087	6,755,586	8,400,870

Parochial Statistics: Financial Statistics 2020

	Operating Expenses	Total Expenses	To Diocese	To Outreach	Total Cash 8 Investments
Algona, St. Thomas'	33,611	33,611	4,008	900	160,754
Ames, St. John's	346,771	347,166	36,000	395	1,814,424
Anamosa, St. Mark's	7,821	8,026	1,500	2,450	123,413
Ankeny, St Anne's	87,229	89,844	4,823	440	
Bettendorf, St Peter's	143,922	156,746	15,000	7,046	140,310
Boone, Grace	21,917	21,917	1,430	200	24,090
Burlington, Christ	191,892	201,282	21,000	2,503	970,642
Carroll, Trinity	21,802	35,202	2,600	13,400	570,25
Cedar Falls, St. Luke's	243,093	273,161	37,855	17,627	297,993
Cedar Rapids, Christ	294,732	294,732	38,619	3,166	1,059,900
Cedar Rapids, Grace	68,237	71,702	8,601	3,465	588,170
Chariton, St Andrew's	30,726	31,191	3,500	1,465	509,132
Charles City, Grace	8,867	8,891	1,306	24	171,410
Clinton, Christ	152,464	153,985	12,355	950	1,839,812
Coralville, New Song	95,821	106,092	17,039	13,905	215,23
Council Bluffs, St Paul's	43,706	43,991	4,486	285	444,092
Davenport, St Alban's	54,832	63,317	6,083	2,726	54,22
Davenport, Trinity Cathedral	676,870	701,518	97,796	22,716	8,283,15
Decorah, Grace	32,612	32,612	4,016	6,000	211,82
Denison, Trinity	16,062	19,911	1,353	3,344	378,67
Des Moines, St. Andrew's	198,445	213,316	30,765	13,991	469,338
Des Moines, St Luke's	218,345	228,039	15,764	13,694	621,36
Des Moines, St. Mark's	-	-	-	-	
Des Moines, St. Paul's Cathedral	452,307	542,093	36,144	8,301	3,206,76
Dubuque, St John's	182,434	215,371	9,000	21,588	1,005,08
Durant, St Paul's	33,890	34,902	3,570	2,024	72,41
mmetsburg, Trinity	14,003	14,003	2,931	-	20,35
ort Dodge, St. Mark's	269,294	372,487	38,245	15,623	366,03
ort Madison, St Luke's	24,726	40,129	2,050	599	26,72
Glenwood, St John's	9,481	46,275	754	1,620	248,62
Grinnell, St. Paul's	118,633	128,266	6,998	1,633	65,86
Iarlan, St Paul's	10,855	10,991	1,004	-	86,20
ndependence, St James	15,324	21,312	1,898	3,256	86,29
ndianola, All Saints'	39,492	39,692	1,858	200	24,27
owa City, Trinity	480,761	520,423	83,426	26,845	1,135,24
owa Falls, St. Matthew's	14,249	14,357	2,192	248	44,77
eokuk, St. John's	84,767	139,254	6,906	2,767	398,98
eMars, St George's	9,040	9,040	407	140	5,67
Aaquoketa, St Mark's	32,604	34,194	2,298	1,590	10,75
Aarshalltown, St Paul's	58,998	102,143	9,152	30,848	222,85
Aason City, St John's	194,707	195,729	12,780	1,462	86,42
Nount Pleasant, St Michael's	31,035	34,496	5,144	3,354	100,61
Auscatine, Trinity	235,740	246,384	15,792	14,070	4,277,21
lewton, St Stephen's	60,582	99,501	5,407	4,515	554,80
Drange City, Savior	23,936	24,286	750	350	19,96
Oskaloosa, St James'	44,174	69,638	7,466	29,794	1,050,44
Ottumwa, Trinity	36,198	55,606	5,000	-	260,86
Perry, St Martin's	81,114	81,952	5,687	17,505	82,34
henandoah, St John's	44,241	44,241	2,647	954	111,64
ioux City, Calvary	18,422	22,304	1,656	4,251	42,23
ioux City, St Paul's	16,168	32,029	875	1,948	4,96
ioux City, St Thomas'	161,239	186,637	11,331	22,122	715,54
pirit Lake, St Alban's	160,984	162,484	12,232	248	400,49
torm lake, All Saints'	60,092	71,755	3,210	11,663	130,26
Waterloo, Trinity	99,952	100,615	9,600	5,196	145,95
Webster City, Good Shepherd	29,066	31,873	3,850	3,057	46,890
West Des Moines, St Timothy's	486,722	569,896	45,019	49,050	619,028
	6,625,007	7,450,610	723,178	417,513	34,624,868

All voting on Saturday, October 30, 2021 will be done electronically. Paper ballots will not be used. Certified Delegates will receive a link by e-mail and/or text message to cast their vote on their own electronic device. Election voting will use the Hare Transferable Ballot system while voting on motions will be a plurality, and by orders as necessary.

EXPLANATION OF HARE TRANSFERABLE BALLOT

The Hare Transferable Vote System is a means of achieving elections without the necessity for multiple ballots. It achieves an election in two ways:

- 1. By reducing the percentage of votes required to declare an election and
- 2. By successive transfers of counted votes in a prescribed manner until an election is achieved.

Step one in the counting process is to count the first choice candidates on all ballots. Any candidate who is first choice for the quota number will be elected.

The quota number is the number of valid votes cast divided by the number of positions to be filled plus one and then adding one to the quotient, disregarding any fractions. Any person receiving the quota number of votes is declared elected.

Example: 250 valid votes and 3 people to be elected. Divide 250 by 4 equaling 62.5, then add one to 62 to equal 63, the quota required for election. In a majority election, it would take 126 votes to elect each person to be elected.

For any unfilled positions, the next step is to take from the bottom of the pile of each elected candidate the excess number of ballots over the quota and to transfer those ballots to the next expressed choice on those ballots.

Each transfer ballot is marked with the count number "(1st, 2nd, etc) count, transfers".

If there are no further choices expressed on the ballot, the ballot becomes nontransferable and is eliminated from further counting.

If positions remain unfilled after the excess transfers, the lowest ranking candidate in number of votes is eliminated and the ballots being counted for that candidate will be transferred to the next expressed choice. This transfer and elimination process is continued until an election is achieved.

When the election is by orders, the same process is followed except the ballots of each order are counted separately, but when the lowest ranking candidate is eliminated that candidate is eliminated from both orders.

The Hare system is not a majority vote system except when there are only 2 candidates for one position. In all other elections, less than a majority of votes is required for an election and the larger the number of positions to be filled the smaller the percentage of votes required to achieve an election.

Since it takes less than a majority to fill multiple positions, it is more likely that a diverse group will be elected to fill these positions.

THE RULES OF ORDER as amended by 168th Annual Convention (2020) of the Diocese of Iowa

- 1. When the President takes the chair, no member shall continue standing, or shall afterwards stand up, except to address the Chair.
- 2. When the President shall have taken the chair, the Roll of Members shall be called, and the minutes of the preceding day read; but the same may be dispensed with, by majority vote of the Convention to be decided without debate.
- 3 a. All resolutions shall be reduced to writing at the request of the President, presented to the Secretary; and no motion shall be considered to be before the Convention unless seconded.
 - b. A Committee on Dispatch of Business shall be appointed to which any report or resolution may be referred for consideration and action.
- 4. If the question under debate contains several distinct propositions, the same shall be divided, at the request of any member, and a vote taken separately except that a motion to strike out and insert shall be indivisible.
- 5. When a question is under consideration, no motion shall be received unless to lay it upon the table, to take a vote thereon at a time certain, to postpone to a time certain, to postpone it indefinitely, or commit it or amend it; and motion for any of these purposes shall have precedence in the order herein named. Any motion to lay a resolution upon the table shall require a two-thirds majority vote. If a motion to lay on the table an amendment be carried, the matter before the Convention shall be proceeded with as if no amendment had been offered. The motion to lay upon the table, to take vote at a time certain and to adjourn shall be decided without debate. The motion to adjourn shall always be in order.
- 6. There shall be no debate upon a motion to refer to any Standing Committee a resolution then first offered to the Convention and properly referable to such Committee; but the member offering such resolution may speak five (5) minutes in explanation of its purpose. Any motion to refer a resolution to a committee no directly answerable to the Convention, shall require a two-thirds majority vote. Also there shall be no debate on a motion to recommit to a Committee, but without instructions, any report of such Committee than before the Convention. Every resolution offered for the immediate action of the Convention shall be considered at once, unless reference be requested. If reference be requested by any member, such resolution shall be referred to the appropriate Standing Committee or if in the opinion of the President, there be no such Standing Committee, then a Special Committee of such members as the President shall designate.
- 7. When a motion or proposition is under consideration, a motion to amend and a motion to amend the amendment, shall be in order, and it shall also be in order to offer a further amendment by way of substitute to which the amendment may be offered, but which shall not be voted on until the original matter is perfected; but either may be withdrawn by the mover with the consent of the second before amendment or decision is had thereon. No proposition not germane to the subject under consideration shall be received under color of an amendment or substitute.
- 8. In all questions decided numerically, the motion to reconsider must be made by a member and seconded by another, who voted in the majority; or, in case of equal division by those who voted in the negative; and, in case of vote by Orders, where there is a concurrence of both Orders, a motion to reconsider shall be made by the concurrence of three (3) members of either Order, or both Orders, voting in the majority; and in case of non-concurrence of Orders, the motion to reconsider shall come from two (2) members of that Order which gave the majority in the negative, and in either case, a motion to reconsider shall be seconded by two (2) members of either or both Orders without regard to their previous vote. And all motions to reconsider shall be made and seconded on the day the vote is taken.
- 9. Nominations for the Standing Committee of the Diocese, for Deputies to the General Convention, for Deputies to the Synod of the Sixth Province, for Treasurer of the Diocese, for Directors of the Episcopal Corporation, for members of the Diocesan Council, for members of such other Boards and Commissions as the Bishop may specify, shall be made on the first day of the session of the

Convention and before the recess. Such nominations may be made from the floor of the Convention, or handed in writing to the Secretary. In case of there being no more nominations to fill offices than necessary to fill such office, a ballot cast, after proper motion, by the Secretary of the Convention shall be considered a ballot required by the Canon.

- 10. The Secretary of the Convention shall instruct the Convention in preparation of ballots for the various elections, which ballots shall contain the names of all persons nominated in each election and each elector shall vote for the nominees they choose in accordance with the procedures under the Hare Transferable Vote System. There shall be an elections committee appointed by the President, consisting of not less than two (2) and not more than five (5) Clerics and the same number of Lay members, members of the Convention, who shall appoint the necessary clerical and lay members of said committee to receive the ballots of the Clerical Order, the remaining Clergy and Lay members to receive the ballots of the Lay Order. The Secretary of the Convention shall deliver to this Committee two (2) lists, one containing the names of those entitled to vote in the Clerical Order, the other containing the names of those nominated appear upon the proper list. All elections in the Convention shall be by ballot as above provided unless the Rule be suspended in accordance with Rule 19. When the elections committee is ready to report, its report shall be presented first then the votes of the Lay Order.
- 11. The reports of all Committees shall be in writing, and shall be received in course, and without motion for acceptance, unless recommitted by a vote of the Convention. All reports recommending or requiring an action or expression of opinion by the Convention shall be accomplished by resolution of the action of the Convention thereon.
- 12. All questions of order shall be decided by the Chair, without debate; but any member may appeal from such decision, and on such appeal no member shall speak more than once, without express leave of the Convention.
- 13. The names of the movers to resolutions shall appear upon the minutes of the Convention.
- 14. Every member who shall be in the Convention when any question is put, shall, on a division, be counted, unless an apparent conflict of interest be present in the question under consideration.
- 15. While the Chair is putting any question, the members shall continue in their seats, and shall not hold any private discourse.
- 16. When any member is about to speak or deliver any matter to the Convention, each member shall, with due respect, be addressed to the Chair, and confined strictly to the point in debate.
- 17. All Committees shall be appointed by the President, unless otherwise ordered.
- 18. Resolutions must be presented to the Secretary of the Convention at least forty (40) days prior to the Convention. The Secretary shall cause same to be duplicated and distributed to each parish and mission of this Diocese prior to the Convention. The Committee on Resolutions shall then separate submitted resolutions into Consent and Debate Calendars. Resolutions on the Consent Calendar shall receive no debate and simply be voted on as presented. Resolutions may be moved from the Consent Calendar to the Debate Calendar by vote of twenty-five (25) members of the Convention.

Late resolutions may be brought to the floor for discussion and vote provided that:

- a) They shall have been received on the Friday of the week preceding the week of Convention (8 days ahead of time).
- b) A majority vote in favor of consideration is achieved during the first presentation of the Resolutions Committee. With the exception of procedural and courtesy resolutions, late resolutions made during the convention itself may only be considered on a vote of 2/3 majority.
- 19. No motion is in order which imposes financial responsibilities on this diocese, whether by motion to amend the proposed annual budget or change the proposed program of the Diocese, unless that motion includes provision and plans for funding same. The President shall rule on any such motion with advice from the Chancellor, the Treasurer, the Diocesan Finance Committee, the Committee on Ways and Means, or any other committee or persons s/he thinks prudent. The

President may recess the Convention for a time for such consultation if s/he thinks it appropriate. The ruling of the President may be appealed and overturned by a 2/3 vote of both Orders.

- 20. All materials to be submitted to the Secretary for duplication and distribution to both the clerical and lay delegates of the Convention must be received in the Diocesan Office no later than forty (40) days prior to Convention. This would include, but not be limited to, agendas, budget reports, committee/commission reports, nominations, resolutions, instructions regarding parking, etc.
- 21. No rule shall be suspended unless with the assent of a majority of the members present.
- 22. The Rules of Order of the Convention shall be in force in the ensuing Convention until the organization thereof, and until they are amended or repealed by said Convention.