

THE 170TH ANNUAL CONVENTION OF
THE EPISCOPAL DIOCESE OF IOWA
OCTOBER 29-30, 2022



2nd Edition

**Reports to the
170th Annual
Convention
of the
Episcopal Diocese of Iowa**

**October 29, 2022
with opening Eucharist on Oct. 28
and closing Eucharist on Oct. 30
Downtown Des Moines Marriott Hotel**

These reports are available for download or reading online at:

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Official Acts of the Bishop - 2021

The Rt. Rev. Alan Scarfe, Ninth Bishop of Iowa Jan 1 – Dec 18, 2021

The Rt. Rev. Elizabeth "Betsey" Lockwood Hawley Monnot, Tenth Bishop of Iowa Dec 18 - present

2021 CONFIRMATIONS, RECEPTIONS, VISITATION OFFERINGS RECEIVED

		Confirmed		Received	Total	Visitation Offering
		Children	Adults			
Algona	St. Thomas'	1			1	
Ames	St. John's by the Campus					
Anamosa	St. Mark's					
Ankeny	St. Anne's by the Fields					
Bettendorf	St. Peter's	1	1	2	4	35.00
Boone	Grace			1	1	
Burlington	Christ					
Carroll	Trinity (Trinity Cluster)					100.00
Cedar Falls	St. Luke's		1	4	5	378.00
Cedar Rapids	Christ					
Cedar Rapids	Grace					
Chariton	St. Andrew's					
Charles City	Grace					105.00
Clermont	Church of the Saviour					
Clinton	Christ					
Coralville	New Song					
Council Bluffs	St. Paul's					
Davenport	St. Alban's					67.00
Davenport	Trinity Cathedral		2		2	5.00
Decorah	Grace					
Denison	Trinity (Trinity Cluster)					225.00
Des Moines	St. Andrew's		1		1	
Des Moines	Trinity Cush					
Des Moines	St. Luke's	1			1	135.00
Des Moines	St. Mark's					
Des Moines	St. Paul's Cathedral		5	2	7	
Dubuque	St. John's					
Durant	St. Paul's					
Emmetsburg	Trinity					300.00
Fort Dodge	St. Mark's					
Fort Madison	St. Luke's					
Glenwood	St. John's					
Grinnell	St. Paul's					11.00
Harlan	St. Paul's (Trinity Cluster)					
Independence	St. James'			2	2	404.00
Indianola	All Saints'					
Iowa City	Trinity					
Iowa Falls	St. Matthew's-by-the-Bridge					60.00
Keokuk	St. John's					
LeMars	St. George's					
Maquoketa	St. Mark's					100.00
Marshalltown	St. Paul's					
Mason City	St. John's					
Mount Pleasant	St. Michael's					250.00
Muscatine	Trinity					
Newton	St. Stephen's					25.00
Orange City	Church of the Savior					
Oskaloosa	St. James'		2		2	55.00
Ottumwa	Trinity					
Perry	St. Martin's					
Shenandoah	St. John's					100.00
Sioux City	St. Paul's					69.00
Sioux City	St. Thomas'	1	3		4	358.00
Spencer	The Way Station					
Spirit Lake	St. Alban's					209.91
Storm Lake	All Saints'					100.00
Waterloo	Trinity					
Waverly	St. Andrew's					
Webster City	Good Shepherd					236.00
West Des Moines	St. Timothy's		2	4	6	
TOTALS		4	17	15	36	\$ 3,327.91

ORDINATIONS TO THE PRIESTHOOD

Elizabeth Walters Gillman	St. Andrew's Church, Des Moines	February 13, 2021
Eric Joseph Rucker	St. Andrew's Church, Des Moines	May 8, 2021
Susan Lynn Forshey	St. John's Church, Dubuque	June 27, 2021

ORDINATIONS TO THE DIACONATE

Canon III.8 – transitional

Ordinations to the transitional diaconate at St. Paul's Cathedral, Des Moines:

Nora Banister Conley Boerner	Trinity Church, Iowa City	December 4, 2021
Michael James Kugler	Church of the Savior, Orange City	December 4, 2021
Abigail Zoeann Livingood	St. Timothy's Church, West Des Moines	December 4, 2021

ORDINATIONS TO THE DIACONATE

Canon III.6 – vocational

Jean Marie Davis	St. Paul's Cathedral, Des Moines	April 17, 2021
Wineva "Eve" Pederson Mahr	St. Andrew's Church, Des Moines	May 8, 2021

CANDIDATES FOR HOLY ORDERS

Jean Marie Davis	St. Paul's Cathedral, Des Moines	September 19, 2020
Wineva (Eve) Pederson Mahr	St. Andrew's Church, Des Moines	February 11, 2021
Nora Banister Conley Boerner	Trinity Church, Iowa City	March 19, 2021
Abigail Zoeann Livingood	St. Timothy's Church, West Des Moines	March 19, 2021
Chad Christopher Reis	St. Anne's Church, Ankeny	March 19, 2021
Catherine Ann Schroeder	Grace Church, Boone	October 18, 2021
Elizabeth Abbott Wells McElroy	Trinity Church, Iowa City	October 18, 2021
Michael James Kugler	Church of the Savior, Orange City	October 18, 2021

POSTULANTS FOR HOLY ORDERS

Ann Marie Ames-Papouchis	St John's Church, Mason City	(withdrew 1/2021)
Nora Banister Conley Boerner	Trinity Church, Iowa City	January 13, 2018
Catherine Ann Schroeder	Grace Church, Boone	August 18, 2018
Wineva (Eve) Pederson Mahr	St. Andrew's Church, Des Moines	February 9, 2019
Elizabeth Abbott Wells McElroy	Trinity Church, Iowa City	February 9, 2019
Abigail Zoeann Livingood	St. Timothy's Church, West Des Moines	April 6, 2019
David E. Nixon	Trinity Church, Emmetsburg	September 14, 2019
Jacob Deng Aleer	St. Andrew's Church, Des Moines	February 22, 2020
Michael James Kugler	Church of the Savior, Orange City	September 19, 2020
Samuel Thomas Martin	Church of the Savior, Orange City	September 19, 2020
Chad Christopher Reis	St. Anne's Church, Ankeny	September 19, 2020
Greta Muller Levis	St. John's by the Campus, Ames	January 23, 2021

CANONICAL RESIDENCE TRANSFERRED FROM THE DIOCESE OF IOWA

	To	Effective date
Stephanie Anne Ruth Jones	Diocese of Arkansas	March 22, 2021
Judith Ann Thayer, deacon	Diocese of Milwaukee	May 14, 2021
Zebulun Bevans Treloar	Diocese of Kentucky	June 1, 2021
Steven Robert Godfrey	Diocese of North Dakota	July 20, 2021
Martha Crowley Rogers	Diocese of Connecticut	September 9, 2021
Jennifer Ann Masada	Diocese of Hawai'i	November 1, 2021

SPECIAL SERVICES

Memorial Service for The Rev. Canon Sally Suzanne Peterson Cathedral Church of St. Paul, Des Moines	January 8, 2021
Service remembering The Rev. Dr. Martin Luther King, Jr. (online)	January 17, 2021
Memorial Reflections on love for The Rt. Rev. Ellinah Wamukoya Bishop of Swaziland (online)	February 14, 2021
Funeral service for The Rev. Canon Glenn E. Rankin Council Bluffs, Hoy Kilnoski Funeral Home	February 19, 2021
Dedication of The Way Station, Spencer	March 21, 2021
Chrism Mass (online)	March 29, 2021
Funeral service for The Rev. Artis Ferrel Trinity Cathedral, Omaha, with Bishop Scott Barker	April 16, 2021
Farewell service for The Rev. Zebulun Treloar, St. Paul's Cathedral, Des Moines	May 23, 2021
Received Profession of Solemn Vows as Bishop Visitor Companions of St. Luke, at Convocation, Conception Abbey, Missouri	June 15-16, 2021
Funeral service for The Rev. George Rogerson, deacon Christ Church, Burlington	June 23, 2021
<i>Love Ignites!</i> Revival with Presiding Bishop Michael Curry (online)	July 23-24, 2021
Funeral service for The Rev. Leon Pfothenhauer, deacon - St. Thomas' Sioux City Stacey Gerhart, officiant; Kathleen Milligan, bishop's representative	July 28, 2021
Memorial Service of Compline for The Rev. Muffy Harmon St. Paul's Cathedral, Des Moines	August 2, 2021
Funeral Service for The Rev. Canon Ronald D. Osborne, priest St. Paul's Cathedral, Des Moines; with interment at St. Paul's	September 25, 2021
Renewal of Ministry and Welcoming of Rector, The Rev. Stephen Benitz St. John's Church, Mason City	September 26, 2021
Clergy (flash mob) Hymn Sing at Scarfe residence	September 28, 2021
Blessing of Animals – Trinity Cathedral, Davenport	October 3, 2021
Memorial Service for The Rev. Canon John I. "Jack" Kilby St. Andrew's Episcopal Church-Omaha, Nebraska	October 9, 2021
Celebration of Merger of Calvary and St. Thomas' Church with the Renewal of Ministry and Installation of Rector, The Rev. Stacey Gerhart St. Thomas Church, Sioux City	October 10, 2021
Dedication/consecration of Trinity Church worship space at 1802 4th Ave South, Denison	October 23, 2021
Renewal of Ministry and Welcoming of Rector, The Rev. Kristine Leaman St. Mark's Church, Fort Dodge	October 24, 2021
Funeral Service for The Rev. Muffy Harmon St. Paul's Cathedral, Des Moines	November 24, 2021
Renewal of Ministry and Installation of Priest in Charge, The Rev. Kathleen Milligan, St. Stephen's Church, Newton – with Bishop-elect Monnot	November 14, 2021
Celebration Evensong hosted by Bishop Andrew Swift and Diocese of Brechin in thanksgiving for Bishop & Donna Scarfe (online)	December 12, 2021

SECULARIZATION OF A CONSECRATED BUILDING

All Saints Episcopal Church, 501 North Jefferson, Indianola, Iowa	January 24, 2021
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DEATH OF A CLERIC

The Rev. Canon Glenn Edger Rankin, Priest (1945-2021)	February 14, 2021
The Rev. Artis Louise Ferrel, Priest (1929 -2021)	April 7, 2021
The Rev. George William Rogerson, Deacon (1928- 2021)	June 20, 2021
The Rev. Leon Henry Pfothenhauer, Deacon (1929-2021)	July 10, 2021

DEATH OF A CLERIC (cont.)

The Rev. Elsa "Muffy" Harmon, Deacon (1941-2021)	August 1, 2021
The Rev. Peter Oliver Sanderson, Priest (1929-2021)	September 21, 2021
The Rev. Canon Thomas Stanford Hulme (1930-2021)	December 4, 2021
Kathleen Ruth McDowell Tripses (1932-2021)	December 29, 2021

RELEASE AND REMOVAL OF CLERIC

The Rev. Kent Howard Anderson, presbyter	March 2, 2021
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CONSENT TO THE RESIGNATION OF A BISHOP

John S. Smylie	Diocesan, Diocese of Wyoming	January 21, 2021
E. Ambrose Gumbs	Diocesan, Diocese of Virgin Islands	March 30, 2021
Martin S. Field	Diocesan, Diocese of West Missouri	April 21, 2021
Daniel H. Martins	Diocesan, Diocese of Springfield	April 26, 2021
Dorsey W.M. McConnell	Diocesan, Diocese of Pittsburgh	June 2, 2021
Whayne M. Hougland, Jr.	Bishop of Western Michigan and Provisional Bishop of Eastern Michigan	June 29, 2021
Diane M. Jardine Bruce	Suffragan, Diocese of Los Angeles	November 19, 2021
W. Andrew Waldo	Diocesan, Diocese of Upper South Carolina	December 11, 2021

CONSENT TO THE ELECTION OF A BISHOP

Ruth M. Woodliff-Stanley	Diocesan, Diocese of South Carolina	May 13, 2021
Ketlen A. Solak	Diocesan, Diocese of Pittsburgh	July 13, 2021
Elizabeth Lockwood Hawley Monnot	Diocesan, Diocese of Iowa	August 19, 2021
Daniel P. Richards	Diocesan, Diocese of Upper South Carolina	November 2, 2021
Matthew Cowden	Diocesan, Diocese of West Virginia	November 2, 2021
Elizabeth Bonforte Gardner	Diocesan, Diocese of Nevada	November 2, 2021

The Right Reverend Alan Scarfe, Ninth Bishop of Iowa

Effective date of retirement as Bishop Diocesan	December 18, 2021
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The Right Reverend Elizabeth Lockwood Hawley Monnot, Tenth Bishop of Iowa

Ordination and Consecration of the Ninth Bishop of the Episcopal Diocese of Pittsburgh, as <i>bishop-elect</i>	November 13, 2021
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Ordination and Consecration, by Presiding Bishop Michael Bruce Curry at Lutheran Church of Hope, West Des Moines	December 18, 2021
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Seating and Installation as Tenth Bishop of Iowa in St. Paul's Episcopal Cathedral, Des Moines	December 19, 2021
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LICENSED MINISTRIES 2021

(year in parenthesis is when the license in force during 2021 will expire)

Catechist

(none licensed in 2021)

Pastoral Leader

(none licensed in 2021)

Eucharistic Minister

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 (2023)
Geltz, Julie (2023)
Mabee, Carol (2023)
Nieland, Nancy (2023)

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

Axel, Elizabeth (2023)
Blesz, Dale (2023)
Brooke, Karen (2023)
Burrough, Donald (2023)
Chaney, Kelly (2023)
Ford, Michael (2023)
Gardner, John C (2023)
Green, Ann (2023)
Hoffman, Keith (2023)
Ohnemus, Jim (2023)
Parry, Jan (2023)
Peterson, Peter A (2023)
Schulte, Joe (2023)
Schulte, Thomas (2023)
Sidney, Kelvin J (2023)
Sidney, Kent L (2023)
Thomsen, Kim (2023)
Ungurean, Karl (2023)

Denison, Trinity Church

Block, Carol (2021)

Des Moines, St. Paul's Cathedral

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 (EEM)
Bacon, Art (EEM)
Daniel, John (EEM)
Ely Shannon (EEM)
Vogel, Sharon (EEM)
Zhai, Jennifer (EEM)

Harlan, St. Paul's

Petsche, Allen (2021)
Schulte, Thomas (2021)

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 (EEM)
Gwamna, Bisi (2022)
Messell, Jerri (EEM)
Mitchell, Matt (EEM)
Miyoshi, Carmen (EEM)
Swales, Madeline (2022)

Ottumwa, Trinity Church

Brown, Su (EEM)
Jackson, Jim (2021)
Krieger, Don (EEM)
Logan, Carol (EEM)
Neis, Mary (EEM)

Eucharistic Minister (cont.)

Waterloo, Trinity Church

Henry, Judy (2022)
Neuhaus, Diane (2022)
Porter, Clark (2022)
Rudd, Kathleen (2022)
Valentine, Linda (2022)

Webster City, Good Shepherd

Anderson, Marsha (EEM)

EEM = extraordinary eucharistic ministers

Eucharistic Visitor

Boone, Grace Church

Schroeder, Catherine Ann (2022)

Burlington, Christ Church

Boyd Gail (2022)
Callahan-Moore, Michelle (2022)
Smull, Edna (2022)

Clinton, Christ Church

Brown, Carolyn (2023)
Leonard, Pierre (2023)

Davenport, St. Alban's Church

Crossen, Connie (2022)
McCoy, Susan (2022)
Murdock, Judy (2022)
Rodriguez, Charles (2022)
Rodriguez, Sherry (2022)
Shovar, Jane (2022)
Williams, Julie (2022)

Davenport, Trinity Cathedral

Beck, Arlen J. (2023)
Beck, Carolyn (2023)
Burrough, Donald (2023)
Burrough, Sue (2023)
Chaney, Kelly (2023)
Curtis, Lynn W. (2023)
Franklin, Margery (2023)
Green, Ann (2023)
Hoffman, Keith (2023)
Jones, Derek (2023)
Macalister, Helen (2023)
Ohnemus, James (2023)
Ohnemus, Pamela (2023)

Davenport, Trinity Cathedral

Calder, Kathy (2022)
Jones, Derek (2022)

Iowa Falls, St. Matthew's Church

Hansen, David (2021)
Meyer, Larry (2021)

Parry, Jan (2023)

Sidney, Jeanne (2023)

Ungurean, Karl (2023)

Ungurean, Kay (2023)

Denison, Trinity Church

Block, Carol (2021)

Des Moines, St. Paul's Cathedral

Doherty, Jan (2021)
Gentsch, Sharon (2021)
Seel, Nancy (2021)

Harlan, St. Paul's Church

Schulte, Thomas (2021)

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)

Waterloo, Trinity Church

Henry, Judith (2022)
Lane, Debbie (2022)
Rudd, Kathleen (2022)
Valentine, Linda (2022)

Preacher

Marshalltown, St. Paul's Church

DeSilva, Brent (2021)
Hughes, Glenda (2021)
Yancey, Nick (2021)

Mason City, St. John's Church

Paxon, Rich (2021)

Worship Leader

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 (2022)

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)

Mitchell, Matt (2023)

Miyoshi, Carmen (2022)

Ottumwa, Trinity Church

Brown, Su (2021)

Johns, Michael (2021)

Krieger, Don (2021)

Logan, Carol (2021)

Neis, Mary (2021)

Bishop's Discretionary Fund - 2021

The Rt. Rev. Alan Scarfe, 9th Bishop of Iowa / The Rt. Rev. Elizabeth L. H. Monnot, 10th Bishop of Iowa

The 2021 year-end balance on this account has been transferred to Bishop Monnot for use in her episcopal ministry. What follows is the 2021 accounting of Bishop Scarfe's care of the Fund:

Receipts:

Visitations and Gifts	\$ 3,209.00	
Investments	\$ 3,131.36	
Total Income		\$ 6,340.36

Total Disbursements: \$ 6,324.75

The Episcopal Corporation of the Diocese of Iowa

Disciplinary Board

The Rt. Rev. Elizabeth L. H. Monnot

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

Standing Committee—Official Actions September 1, 2021 - September 1, 2022 Submitted by The Rev. Elizabeth Duff Poplewell, Standing Committee President

Bishop Consents 2021:

The Rev. Daniel P. Richards, Bishop, Diocese of Upper South Carolina 10/17/21

The Rev. Matthew C. Cowden, Bishop Coadjutor, Diocese of W. Virginia 10/26/21

The Rev. Elizabeth Bonforte Garner, Bishop, Diocese of Nevada 11/2/22

The Rt. Rev. Fraser Lawton, Assisting Bishop, Diocese of Dallas 12/15/21

Bishop Consents 2022:

The Rev. Juan Carlos Quiñones, Bishop, Diocese of Central Ecuador 1/11/22
The Rev. Brian K. Burgess, Bishop, Diocese of Springfield 3/7/22
The Rev. Jos Tharakan, Bishop, Diocese of Idaho 3/28/22
The Very Rev. Dr. Douglas Scharf, Bishop Diocese of SW Florida 4/26/22
The Very Rev. Phyllis Spiegel, Bishop, Diocese of Utah 6/7/22
The Rev. Canon Shannon Rogers Duckworth, Bishop, Diocese of Louisiana 6/7/22
The Rev. Jeffrey Mello, Bishop, Diocese of Connecticut 6/23/22
The Rev. Canon E. Mark Stevenson, Diocese of Virginia 7/6/22

Diocese of Iowa Ordination Consents:

The Rev. Abigail Livingood: Transitional Deacon 10/11/21; Priest 4/5/22
The Rev. Nora Boerner, Priest: Transitional Deacon 10/11/21; Priest 6/7/22
The Rev. Mike Kugler, Priest: Transitional Deacon 10/18/21; Priest 6/7/22

Other actions:

Worked in collaboration with the Bishop Transition Committee to plan and host the consecration and accompanying celebrations of the Rt. Rev. Betsey Monnot as the Tenth Bishop of Iowa.

Partnered with diocesan staff and members of Ways & Means to create the Letter of Agreement for The Rt. Rev. Betsey Monnot.

Approved the sale of St. Andrew's, Waverly on April 5, 2022.

Monthly meetings with Bp. Monnot.

New Bishop Transition Committee The Rev. Elaine Caldbeck, Chair

By last convention we had a bishop-elect, the Rev. Betsey Monnot. Our task became planning a consecration. Some of our committee, Deb Brewer-Cotlar and Kim Turner-Baker, were happily helping the bishop-elect purchase bishop's vestments and a few wardrobe additions. We had one location, which didn't work out, and the bishop's staff and retiring bishop came up with others. We'd gather in Des Moines and check these out. Each of these required plenty of "how do we overcome these gaps in the facility." Many just didn't seem possible.

Finally, Bishop Alan (I believe), decided to take the risk to ask Lutheran Church of Hope if we could use their facility. They have huge music and light festivals planned for the Christmas season, and it seemed like a long shot that they could fit us in. Yet, they graciously came up with ways to provide for everything we needed, in a way we could afford. It was a wonderful ecumenical kindness to do these things for the Episcopalians of Iowa with fairly short notice.

Thus, we had a beautiful space, designed for liturgy, with great sound system, comfortable seating, staff to handle streaming and recording and sound, as well as, food service, as well as, anything else we could think of. All in all, most of the handling of details was done by diocesan staff, we'd not have gotten this done without Traci's management ability and the hard work of Julianne, Tina, Elizabeth, Meg and Anne, as well as committee members who helped. We are very lucky to have them.

Abigail Livingood and Rebecca Kemble created a beautiful abstract, baptismal themed altar hanging and the images from it were used for the slides and other elements of the event. Very well-done and helpful to convey the Bishop's idea of us dancing on the waters of Baptism.

The gifts for the new bishop were given by her friends, search, transition, and family members. The liturgy included glimpses into the several cultures of Iowa, from Native American to the new congregation of Trinity Cush. The Rev. Steven Godfrey, former Diocese of Iowa staff member and rector of St Andrew's, Des Moines (now in North Dakota), preached.

Despite COVID and the nearness to Christmas, we had good attendance and a thrilling joyous event attended by a dozen bishops from other dioceses. Many thanks to all the deacons, and other diocesan folks who helped make this event so glorious. Blessings to all.

**Summary of Official Actions of the Board of Directors
August 19, 2021 – August 24, 2022
The Rev. Dr. Judith Crossett, Secretary of the Board**

Board of Directors, September 11, 2021

Memorial Resolution

The Rev. Elsa "Muffy" Harmon

November 15, 1941– August 1, 2021

WHEREAS, Deacon Muffy Harmon, entered God's celestial care on August 1, 2021 at Unity Point Hospice, Taylor House; and

WHEREAS, Muffy was born in Des Moines, Iowa, on November 15th, 1941; and

WHEREAS, Muffy was an active member of St. Paul's Church and Cathedral, serving in various leadership roles, including the first female senior warden; and

WHEREAS, Muffy was ordained as a Deacon on January 11, 1999 serving St. Paul's Cathedral, St. Luke's Des Moines, St. Timothy's West Des Moines, and Christ Church, Bayfield, Wisconsin, bringing the needs of the community to the attention of the church and the love of the Church to those in need; and

WHEREAS, Muffy was involved with the formation of Hospice of Central Iowa, leading the drive for Medicare certification, presiding over the Board, and holding the hands of many grieving patients; and

WHEREAS, Muffy was one of the founders of Cool Congregations, now Iowa Interfaith Power and Light,

WHEREAS, Muffy served on the board of Garden Clubs of America overseeing the organization's efforts for water preservation. She was a tireless advocate for swimmable, fishable, drinkable water; and

WHEREAS, Muffy was a founder and avid supporter of the Madeline Island Community Garden providing food for the poor and underfed; and

WHEREAS, Muffy is survived by Henry, her husband of over 50 years, daughters Liesel (George) Roesch and Abigail Allard, her Brother Arthur, five grandchildren.

THEREFORE, BE IT RESOLVED that the Diocese of Iowa gives thanks to God for Muffy's faithful witness and ministry among us, and prays God's blessings for her continued growth in the love and presence of God; and

BE IT FURTHER RESOLVED that the Diocese of Iowa extends its sympathy and a copy of this resolution to Muffy's family.

Submitted by: The Rev. John Doherty

Memorial Resolution

The Rev. Leon Pfothauer

December 15, 1929 – July 10, 2021

WHEREAS, our friend and colleague, Deacon Leon Pfothauer rested his earthly duties and entered the eternal glory of our Lord Jesus Christ on July 10, 2021; and

WHEREAS, Leon was raised in South Dakota and in 1956 earned a Degree of Pharmaceutical Studies at South Dakota State University; and

WHEREAS, after serving our country in the United States Army, Leon married Lorraine, and they moved to Sioux City where he became a pharmacist for the next 25 years with Walgreens; and

WHEREAS, Leon was an active member of Calvary Episcopal Church serving in various leadership roles as Lay Eucharistic Minister, Sunday School teacher, and Senior Warden. He trained numerous young people to serve as acolytes. He was an important leader in the fellowship and worship of the church. In 1995 Leon was ordained as a Deacon by Bishop C. Christopher Epting serving over 26 years at Calvary as well as St. Paul's Indian Mission; and

WHEREAS, Leon was an inspiration in teaching and encouraging others through his membership in CURSILLO as the group traveled to churches of the Diocese engaging in opportunities to grow in faith and spirituality. His ministry was faithful and sincere in helping countless people who needed a helping hand and serving at the Soup Kitchen and St. Thomas' Food Pantry; and

WHEREAS, Leon was a leader in the Sergeant Bluff Kiwanis, serving as President and became a lifelong member of Kiwanis International receiving the Hickson Award. He was a member of the Sergeant Bluff American Legion; and

WHEREAS, Leon was serious about his ministry. In his leisure he loved a good game of golf and a trip to the lake with his fishing pole. He was interested in many different hobbies; raising rabbits and chickens and gerbils; gardening and camping with his family; and

WHEREAS, Leon was light and quick on his feet in his Square dancing days; and

WHEREAS, in his last days, Leon continued his passion for whittling, giving new life to a piece of wood; and

WHEREAS, after a severe stroke, the love Leon had for all people remained in his heart, as did his faith in God's new journey; and

WHEREAS, Leon is survived by Lorraine, his wife of 66 years, his two sons David (Maria) and Paul (Cathy), seven grandchildren and eight great-grandchildren;

THEREFORE, BE IT RESOLVED that the Diocese of Iowa gives thanks to God for Leon's faithful witness and ministry among us, and prays God's blessings for his continued growth in the love and presence of God; and

BE IT FURTHER RESOLVED that the Diocese of Iowa extends its sympathy and provides a copy of this resolution to Leon's family.

Submitted by The Rev. Patricia Roberts, Deacon

Memorial Resolution

The Reverend Alfred Anthony Cramer
30 November, 1933 – 23 November, 2020

WHEREAS, the Reverend Alfred Anthony Cramer was born on November 30, 1933, and

WHEREAS, he graduated from the Episcopal Theological School in Cambridge, Massachusetts in 1962 and moved to Seattle, Washington where he served as Curate at St. Mark's Cathedral, and

WHEREAS, he was ordained as a Priest on January 25, 1963, working with Vietnam veterans in Seattle who taught him the nature of despair contained in the human heart. He met that despair with compassion and with words from the Bible and stories from Church History, and

WHEREAS, in 1969, he was called to St. Luke's Episcopal Church in Des Moines, Iowa where he served as Rector. He was the Episcopal Chaplain at Drake University and later Rector at Christ Episcopal Church in Burlington, Iowa, and

WHEREAS, after completing a program in Pastoral Counseling, Al focused his attention on marriage and family therapy. In 1991, he was awarded a Masters in Social Work from Smith College, writing a thesis on rural homelessness, and

WHEREAS, in his later years, Al quietly shared his spiritual fruits with the congregation of St Michael's Episcopal Church, Brattleboro, Vermont, and his family. He was known to pray for each member of the Church before retiring for the evening as well as for his four children and their grandchildren. He blessed all who visited his home with "May the Angel of Peace go with you." He had a profound love for classical music and absurdist comedy. He was passionate about politics his entire life, and couldn't go a single day without reading at least three newspapers, and

WHEREAS, Alfred entered the Church Expectant on 23 November, 2020, be it therefore

RESOLVED, that this diocese gives abundant thanks for the continuing fruits of Al's life and ministry in our midst, along with our commendation to our God and Savior; and be it further

RESOLVED, that this diocese offers our deepest sympathy to his wife of 33 years, Janet French Cramer, and to his children David, John, Laura, and Nicholas, as well as to his grandchildren, along with our ongoing prayers for their peace and comfort.

Submitted by: The Reverend Eve Mahr

Courtesy Resolution
Appreciation for retiring board members

WHEREAS, the Board of Directors has the privilege and responsibility of caring for the property and financial health of the diocese; and

WHEREAS, it also works to encourage various ministries, new and old; and

WHEREAS, this work benefits from people of commitment and vision, as well as a certain tolerance for long meetings, whether in person or on Zoom; and

WHEREAS, we have been blessed by the gifts and commitment of six individuals who have w now come to the end of their terms; therefore be it

RESOLVED, that the Board of Directors of the Episcopal Corporation of the Diocese of Iowa, expresses our thanks to departing at-large members: the Reverend Dr. Judith Crossett, Trinity Iowa City; and Ms. Alescha Caldwell, Christ Church, Clinton; and to departing Chapter Representatives: the Reverend Diane Eddy, East Chapter; Mr. Jeff Cornforth, North Cedar Valley Chapter; Ms. Suzanne Messer, Southwest Chapter; and the Reverend Dr. Marilyn van Duffelen, West Chapter; and that we wish them Godspeed, as we look forward to their further service to the Diocese of Iowa.

Respectfully submitted, The Rev. Cn. Kathleen S. Milligan+ Vice-President, Board of Directors

RESOLVED: that the bequest from Charles Hawtrey be received and that the monies be used to assist in the expenses of college education (particularly, books) for children of clergy. Motion passed.

RESOLVED, that the two-tier health and dental insurance rates for 2022 be accepted as offered. Motion passed.

RESOLVED: that the budget as presented by Ways and Means be brought to Diocesan Convention for final approval. Motion passed.

RESOLVED, that the grants given by the One World, One Church Commission be approved. Motion passed.

RESOLVED, that the Diocese gratefully receives the bequest from the estate of the Rev. Cn. S. Suzanne Peterson and approves the disbursement of this money in addition to the Rev. Cn. Suzanne S. Peterson Memorial as proposed by the Commission on One World, One Church. Motion passed.

RESOLVED, that the 2021 GILEAD grants be funded as recommended by the GILEAD Grant Review Committee. Motion passed.

RESOLVED, that the Safe Church Policy be received in the formatted version presented to the Board. Motion passed.

Skeet Wooten, St. Paul's, Des Moines, is affirmed as a member of the Ways and Means Committee.

Executive Committee, October 27, 2021

Planned agenda for Annual Meeting; proposed meeting dates for 2022; reviewed financial reports.

Annual Meeting of the Diocesan Board of Directors, November 6, 2021

Election of Officers: President, Bishop Alan Scarfe (to be succeeded by Bishop-Elect Betsey Monnot); Vice-President, John Greve; Secretary, Judith Crossett. Officers named at Convention are Chancellor, Bill Graham; Treasurer, Bill Smith. Julianne Allaway serves as Assistant Secretary.

RESOLVED, that the following housing allowances for clergy employed by the Diocese of Iowa are hereby designated for the year 2022 and all future years unless otherwise provided. Motion passed.

John Doherty	\$20,000
Sheryl Hughes-Empke	\$12,000
Elizabeth Preston	\$10,000
Marilyn van Duffelen	\$18,000
Mary "Meg" Wagner	\$24,000

The appointment of John Stender-Custer to the Commission on Ministry was announced.

Executive Committee, January 5, 2022

The following Housing Allowance designation was affirmed by resolution: The Rt. Rev. Elizabeth Monnot \$40,000.00.

And by resolution, in recognition and thanksgiving for the gift of hosting the Consecration (and in lieu of what would elsewhere be a facility rental), \$5000.00 payment to Lutheran Church of Hope was approved unanimously.

Resolved, that the Executive Committee extend the grant from the New Mission Fund, to continue the diocesan position for Spanish-speaking ministries, and specifically fund the \$15,000.00 diocesan salary line for Sherri Hughes-Empke for 2022. Motion passed.

Board of Directors, January 15, 2022

William Smith was elected Treasurer of the Board of Directors.

Memorial Resolution

The Reverend Canon Thomas Hulme
9 February 1930 – 4 December 2021

WHEREAS, the Reverend Canon Thomas Hulme was born and educated in Iowa, with the exception of his seminary education at the General Theological Seminary in New York; and

WHEREAS, he was ordained in 1955 by Bishop Gordon V Smith, assigned to serve at Grace Church in Boone, Iowa; and

WHEREAS, even as a new priest his initiative and creativity led him to respond to Bishop Smith's challenge and gather an energetic group to form the new congregation of St. Martin's in Perry, Iowa; and

WHEREAS, he then was called as Rector to Grace Church in Cedar Rapids, where he served until he entered graduate school at the University of Iowa in 1969; and

WHEREAS, having obtained a Master's Degree in Social Work while serving as half-time associate at Trinity Church in Iowa City, he then served as a psychiatric social worker in the Child Psychiatry Service, and Assistant Director of Child Health Specialty Clinics, Department of Pediatrics at the University of Iowa Hospital until his retirement in 1991; and

WHEREAS, throughout many years, he offered his priestly ministry in regular supply work in various congregations around the diocese, with unflinching good humor and tact; and

WHEREAS, in 2005 he was made an honorary Canon of the Cathedral Church of St. Paul, in recognition of the 50th anniversary of his ordination to the priesthood; and

WHEREAS, on December 4, 2021, after 66 years as a priest, this faithful servant entered the Church Expectant; be it therefore

RESOLVED, that the Board of Directors of the Episcopal Diocese of Iowa, gives thanks for his faithful ministry on so many fronts; and that we extend our heartfelt appreciation for his witness and care for the larger community; and be it finally

RESOLVED, that we offer our sincere love and condolences to his wife Jean and to his children, along with our prayers for comfort and peace.

Submitted by: Kathleen S. Milligan+

Memorial Resolution

The Rev. Kathleen (Kathy) Ruth McDowell Tripses, Deacon

19 September, 1932 – 29 December 2021

WHEREAS, the Rev. Dcn. Kathy Tripses entered into eternal life on December 29, 2021, at the age of 89; and

WHEREAS, she was ordained to the diaconate by The Rt. Rev. C. Christopher Epting at St. Anne's by the Fields in Ankeny, Iowa on April 7, 2001; and

WHEREAS, she served as Deacon of St. Anne's until her retirement April 10, 2016; and

WHEREAS, she and her husband opened their home for St. Anne's for worship and breaking barbeque bread together, and were instrumental in St. Anne's choir; and

WHEREAS, she was a mentor to others, quietly modeling the caring and giving universal love that Jesus taught us. She quietly served wherever and whomever God called her to serve; and

WHEREAS, she quietly went about her diaconal work, visiting the sick and homebound; knitting prayer shawls; leading small groups and praying without ceasing; working with a food bank; therefore be it

RESOLVED, that the Board of Directors of the Diocese of Iowa recognizes and gives thanks for, Kathy's abundant sharing of her gifts, her compassion, her warmth, and her kindness to all; and be it further

RESOLVED, that the Board of Directors of the Episcopal Diocese of Iowa give thanks to God for the life and ministry of Deacon Kathy among us, and extends its sympathies to her family and the people of St. Anne's whom she so lovingly served, and be it further

RESOLVED, that we commend this resolution to the 2022 Annual Convention for its affirmation; and be it finally

RESOLVED, that copies of this resolution be forwarded to members of her family, along with our deep sympathy and prayers for all of them.

Submitted by The Rev. Dcn. Judith Crossett

Memorial Resolution

The Rev. Sallie Cheavens Verrette

27 July 1932 – 6 January 2022

BE IT RESOLVED, That the Rev. Sallie Cheavens Verrette's birth in 1932 in El Paso, Texas, began a rich earthly life of travel, curiosity, and learning. Over her journey she lived in Samne, Peru; Arizona; California; Nevada; Texas; Washington; Montana; Dijon and Paris, France; Berkeley, California; and with her husband Victor made a home base in Grinnell, Iowa where they raised their children. Later, Sallie made many retreats to what was a spiritual home away from home with the Benedictine Sisters, Mt. St. Scholastica in Atchison, Kansas.

AND BE IT FURTHER RESOLVED, That Sallie's exploration of the world was a reflection of her bright, active mind, one that brought her a summa cum laude BA in French from Willamette University, a Fulbright Scholarship, graduate work at University of California, Berkeley, a Master's Degree in Social Work from the University of Iowa, and the ability to read for Holy Orders.

AND BE IT FURTHER RESOLVED, That her travel and open heart ultimately lead her to hear God's call on her life, a call she first heard in the American Cathedral in Paris. She was ordained a priest in 2007, her 75th year, and was certified as a Spiritual Director from the Benedictine Sisters at Mt. St. Scholastica. As transitional deacon and then priest, Sallie served the people of St. Paul's, Marshalltown, where, thanks to her gift in language, she was able to provide help to Spanish speaking families in the wake of a raid by I.C.E.. She served the people of St. Paul's in Grinnell, her home church, by celebrating the Eucharist with them during a time of transition between rectors. There, too, she served as a Spiritual Director for a parishioner in discernment, and by being a dear colleague, confessor and spiritual friend to the rector.

AND BE IT FURTHER RESOLVED, That after sixty years of marriage when her beloved husband Victor died, and Sallie went to live at the Mayflower Community in Grinnell, she continued as a spiritual guide and priest, touching many people in that community. She shared in leading chapel services, she was a meaningful representative of God's love to many staff and fellow residents, and when coming in person to St. Paul's became too difficult physically, she formed a weekly celebration of Communion and fellowship that became her own dear congregation at Mayflower.

AND BE IT FINALLY RESOLVED, That, Sallie having chosen the Feast of the Epiphany as the day she would return to the Father, having run the race with enlightenment, intelligence, compassion and dedication, the Episcopal Diocese of Iowa gives thanks for her life and ministry among us. We know she is exploring the heavens with her usual curiosity and enthusiasm for travel, and her love of God. We send our love and sympathy to her children Charlene, Claire and Paul, and to the entire Verrette family.

Submitted by The Rev. Wendy Abrahamson

Courtesy Resolution

The Rev. Mark Edwin Holmer, ELCA

WHEREAS, The Rev. Mark Edwin Holmer, having retired from ministry in Algona where he had served First Lutheran Church (Evangelical Lutheran Church of America) after a long pastorate in the Quad Cities; and

WHEREAS, he has served with the people of St. Thomas' Episcopal Church in Algona, Iowa, since October 1, 2007; and

WHEREAS, his passion for stewardship led him to a strong witness on the topic of giving to the Church, and as a member of our diocesan Stewardship Commission he regularly wrote articles encouraging increased giving; and

WHEREAS, his service on the Board of Directors concluded with his pastoral ministries at St. Thomas' in Algona, in 2021;

THEREFORE BE IT RESOLVED, that this Board of Directors of the Episcopal Corporation of the Diocese of Iowa hereby gives thanks to God for the commitment and dedication of this faithful pastor and servant for the Gospel; and wishes Mark and his wife Linnea, and their family, many blessings and good health in this next phase of their life.

Submitted by Kathleen Milligan +

RESOLVED: To create a reserve fund of 2500.00 from the 2021 children and youth program budget to be held in reserve for mental health first aid certification training for up to three people. Motion passed.

Executive Committee, February 23, 2022

RESOLVED: that the Executive Committee recommends that the Board of Directors approve a refund of \$26,016.00 to Christ Church, Cedar Rapids, based on a miss-estimation of what their capital campaign would produce.

Board of Directors, March 12, 2022

Memorial Resolution

The Reverend Judith C. Dalmaso

15 February, 1946 – 3 February, 2022

WHEREAS, The Reverend Judith C. Dalmaso was born February 15, 1946, raised and educated in Illinois, graduating from Augustana with a degree in accounting; and

WHEREAS, she then married The Reverend Gary Dalmaso who, together raised 4 children; and

WHEREAS, she helped her husband plant St. Mark Episcopal Church in Silvis and East Moline, Illinois, and worshiped there for a number years; and

WHEREAS, in 1986, having been involved in the Charismatic Renewal ministry, she and Gary began Renewal In Christ Ministries, faithfully bringing weekend retreats to those in Illinois, Missouri, Texas, Georgia and a longer renewal in the Netherlands each year; transforming lives in the process; and

WHEREAS, her true calling manifested when she answered the call to pursue orders in the priesthood, and after attending and graduating from Nashotah House Seminary in 2007, was ordained as an Episcopal Priest on the Feast of the Epiphany, 2008; and

WHEREAS, she served at Trinity Cathedral, Davenport, as associate Priest, and was then called to serve as Interim Dean of the Cathedral before returning to her duties as Priest when the current Dean was hired, where, in addition to her duties, she formed and was Chaplain to the Order of St. Luke and the Thursday Prayer Group, both of which are still active today; and

WHEREAS, she was in charge of the Pastoral Services, Parish Visitors, and coordinated the Lay Eucharistic Ministers and Lay Eucharistic Visitors, and was instrumental in beginning full services at The Fountains, an assisted living facility, which is also currently active today; and

WHEREAS, upon her retirement in 2018 from Trinity, St. Alban's Episcopal, Davenport, was blessed to receive her as Priest-In-Charge on March 17, 2019, in which, in addition to her priestly duties, she provided bible studies in her home with her famous hospitality of study, food and fellowship, was fully supportive of those involved with the current Ministry Development Team (MDT) program; and

WHEREAS, during her short time with the people of St. Alban's before Covid-19 forced the doors to close, she provided lively sermons that demonstrated her heartfelt and passionate love of God, continuing those sermons and words of inspiration via social media during 2020; and

WHEREAS, upon her diagnosis, she still demonstrated that same passion of love, bringing light to dark places and humor to solemn places, until she could no longer bear the burden of her illness; and be it therefore

RESOLVED, that the Board of Directors of the Episcopal Diocese of Iowa, gives thanks for this faithful servant who brought light, humor and love of Christ, to so many people in her ministries of which we thank God, and be it further

RESOLVED, that we commend this resolution to the 2022 Annual Convention for its affirmation, and be it finally

RESOLVED, that copies of this resolution be forwarded to members of her family, along with our deep sympathy and prayers for all of her family, at home and across the globe.

Submitted by Robin Sade, St. Alban's Church, Davenport

Courtesy Resolution

The Reverend Kim Turner Baker

WHEREAS, The Rev. Kim Turner Baker, having resigned from ministry at St. John's by the Campus Episcopal Church of Ames to accept a Call to Ministry with St. Luke's Episcopal Church in Washington, D.C.; and

WHEREAS, she has served as the fourth rector of St. John's by the Campus Episcopal Church of Ames since August 1, 2018; and

WHEREAS, she has served as co-chair on the diocesan Reparations Task Force, starting in 2020; and

WHEREAS, she has served on the diocesan Commission on Ministry, starting in 2020; and

WHEREAS, she has served on the Advisory Board for the diocesan Becoming Beloved Community; and

WHEREAS, she served on the diocesan Bishop Search Nominating Committee; and

WHEREAS, she is serving on the diocesan Transition of the New Bishop Committee; and

WHEREAS, she has served as a Trainer for Dismantling Racism Training in the diocese; and

WHEREAS, having a woman of color in a parish long-served by white men has opened the eyes and ears and hearts and minds of many in Ames and at St. John's parish; and

WHEREAS, she has developed the active involvement of parishioners in worship, education, and ministry; and

WHEREAS, she has spearheaded a lot of long-awaited repairs and artistic sprucing up the St. John's parish building; and

WHEREAS, her passion for artistry and creativity has led her to develop a Makers-Space ministry in our lower level;

THEREFORE BE IT RESOLVED, that this Board of Directors of the Episcopal Corporation of the Diocese of Iowa hereby gives thanks to God for the commitment and dedication of this faithful priest and servant of the Gospel; and wishes Kim and her family many blessings and good health in this next phase of their lives in the coming years.

Submitted by Ms. Greta Levis, St. John's by the Campus, Ames

Courtesy Resolution

The Reverend Hal Ley Hayek

WHEREAS, Father Hayek came with his family to Christ Episcopal Church in Cedar Rapids, Iowa, to begin his ministry August 1, 2018; and came to us from Baltimore, Maryland, with a range of ministerial positions in the Episcopal Church as well as in higher education; and

WHEREAS, Father Hayek began his ministry following a three-year interim priest, and brought a sincere interest in helping us to heal divisions and be introspective about who we are as a community of Christians seeking to provide a welcoming place of worship for our community; and led us to reflect on our personal story of faith, and then to share that story with others in our congregation and community, with the clarity of that as the beginning point of our growth and communion with others; and

WHEREAS, Father Hayek is skilled at presenting compelling and introspective sermons in creative and sometimes dramatic manner, including parking his "hog" outside and coming into the Nave in his biker attire to admonish the parishioners about the practical application of the scripture; and

WHEREAS, Father Hayek is deeply committed to increasing the presence of Christ Episcopal Church in Cedar Rapids as a place of worship that is inclusive of all God's children without regard for ethnicity, race, sexual identity, or ideology; and all are welcomed to dialogue and learn together for the purpose of building a network for a caring community that has responsibility to care for each other; and

WHEREAS, Father Hayek worked to make connections with other clergy in Cedar Rapids as well as community organizations to develop partnerships that would increase our awareness of the needs of our community and how our membership can have a positive impact on the quality of life in our community;

THEREFORE BE IT RESOLVED, that on this 12th day of March 2022 the Board of Directors of the Episcopal Corporation of the Diocese of Iowa give heartfelt thanks for the ministry of The Very Reverend Hal Lee Hayek to Christ Episcopal Church in Cedar Rapids, Iowa; and we pray for him in his new ministry at the University of Wisconsin.

Submitted by Kay Jahnel, Warden of Christ Episcopal Church

RESOLVED: That the Board of Directors of the Episcopal Corporation of the Diocese of Iowa formally recognizes JustChurch as the worshipping community of Beloved Community Initiative, an established ministry of the Episcopal Diocese of Iowa, and that the Comptroller of the Diocese of Iowa will become the fiscal agent for JustChurch.

RESOLVED: that the 2021 budget deficit be covered by the Episcopate Election Reserve Fund. Motion passed.

RESOLVED: that the Episcopal Diocese of Iowa purchase a key person term life insurance policy at a value of \$125,000 for a ten-year term at \$390 per year. Motion passed.

RESOLVED: that the Executive Committee recommends that the Board of Directors approve a refund of \$26,016.00 to Christ Church, Cedar Rapids, based on a mis-estimation of what their capital campaign would produce. Motion passed.

RESOLVED: that \$2,000 from each Youth reserve account for General Convention Youth and the Episcopal Youth Event be returned to the Foundation Fund investment account for Children & Youth Ministry. Motion passed.

Executive Committee, April 6, 2022

RESOLVED: that the Executive Committee, acting on behalf of the Board of Directors, approve the Letter of Intent as received for the sale of the St. Andrew's-Waverly church property located at 717 West Bremer Avenue, Waverly, Iowa, and that we authorize the Board of Directors and specifically its officers taking such action as consistent with the Letter of Intent. Motion passed.

Executive Committee, April 27, 2022

Approved a request from the GILEAD Grant Review Committee to expand the scholarship eligibility parameters of a 2021 GILEAD grant awarded to Simpson Youth Academy.

Executive Committee, May 25, 2022

RESOLVED: that the bid of United Van Lines be accepted as it will be billed and paid out of the election reserve. Motion passed.

Board of Directors, June 24, 2022

RESOLVED, that the audit reports of the Episcopal Diocese of Iowa and the Foundation Fund be received pending correction of non-substantive errors. Motion passed.

Memorial Resolution

The Reverend Canon Frederick "Fritz" Kramer

17 June, 1926 – 29 March, 2022

WHEREAS, the Reverend Canon Frederick Kramer was ordained in 1953 and began his ministry on the White Earth Reservation in Minnesota as vicar of Samuel Memorial Church, Naytahwaush, and St. Philip's, Rice Lake; and,

WHEREAS, he was appointed the Diocese of Minnesota's archdeacon for Indian work, and became an advocate for Native American youth who were sent to reform schools for truancy, which led to establishing the Archdeacon Gilfillan Treatment Center in Bemidji; and,

WHEREAS, in 1966, he was called as rector to St. Stephen's in Newton, Iowa, and began serving as chaplain at Skiff Medical Center as well; and,

WHEREAS, he helped establish the Hospice of Jasper County and served as a staff chaplain for 20 years; and,

WHEREAS, in recognition of his service in the community, he was honored by the Iowa Filipino-American Association of Iowa for his service in WWII; received a Certificate of Appreciation from the Thai Dam People of the United States for "wholeheartedly assisting the Thai Dam people in making their new life and searching for their freedom;" and received an Appreciation Award for unique and sustaining contribution to the community mental health center movement by the Iowa Community Mental Health Centers Association of Iowa, Inc.; and,

WHEREAS, in recognition of his ministry, he was made a canon of the Episcopal cathedrals in Minneapolis and Des Moines, and was awarded a Doctor of Divinity by the Seminary of the Southwest; and,

WHEREAS, throughout many years after retirement, he offered his priestly ministry in regular supply work at All Saints, Indianola and to various congregations around the diocese; and

WHEREAS, on March 29, 2022, this faithful servant entered the Church Expectant; be it therefore

RESOLVED, that the Board of Directors of the Episcopal Corporation of the Diocese of Iowa, gives thanks for his faithful ministry on so many fronts; and that we extend our heartfelt appreciation for his witness and care for the larger community; and be it finally
RESOLVED, that we offer our sincere love and condolences to Carol, his wife of 65 years, and his children, along with our prayers for comfort and peace.
Submitted by The Rev. Vincent Bete, St. Anne's by the Fields, Ankeny

Memorial Resolution
The Reverend Melvin Leslie Low
15 February, 1932 – 19 April, 2022

WHEREAS, the Reverend Melvin Low was born on February 15, 1932; and whereas he was ordained deacon in the Diocese of Milwaukee, and priest in the Diocese of Massachusetts, both in 1974; and WHEREAS, he came to Iowa in 1983, to serve as Rector of Grace Church in Cedar Rapids; and WHEREAS, from 1996 to 2006, he served as Priest-in-Charge at St. Thomas' Church in Algona, and Trinity Church in Emmetsburg; and
WHEREAS, following his retirement, he continued to serve the Diocese of Iowa providing Supply services for various congregations, most notably on a long-term basis for St. Mark's Church in Maquoketa; and
WHEREAS, during his time in Iowa, he served on the Board of Directors, on the Commission on Ministry, and on the Professional Development Leave Committee; and
WHEREAS, his passion for and commitment to the Cursillo movement led to his service as Spiritual Advisor for many weekends, where his cheerful presence and serious engagement with the Gospel made a deep impression on all who met him in those weekends; and
WHEREAS, he ultimately moved to Florida, where he entered into the Church Expectant on April 19th of this year, be it
RESOLVED, that the Board of Directors of the Diocese of Iowa gives thanks for his life and witness in our midst, and commends him confidently to the God and Savior he served for so many years; and be it further
RESOLVED, that we extend our deep sympathies to his family and to his friends.
Submitted by The Rev. Cn. Kathleen S. Milligan

RESOLVED that the Board of Directors of the Episcopal Corporation of the Diocese of Iowa endorses the continuation of the Beloved Community Initiative including expansion of the BCI diocesan advisory board for continuing the work of the Reparations Task Force, to be re-evaluated in 2025. Motion passed.

RESOLVED: that the Board accept the 2023 Draft Budget as presented to be released to the diocese for discussion. Motion passed.

RESOLVED: The Board authorizes 2022 GILEAD grants be approved up to \$160,000. Motion passed.

Executive Committee, August 24, 2022

Reviewed agenda for September 10, 2022 Board of Directors meeting.

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 Sept 30-Oct 2, 2022 when we will be “in person” again at beautiful Lake Panorama.

Creation Care Ministry

The Rev. Stacey Gerhart

report not available at time of publication

“Faith in Action” and Diocese of Iowa Advocates

The Rev. Wendy Abrahamson with The Rev. Marcus Haack, The Rev. Lizzie Gillman

The first thing done in 2021 by *Faith in Action* was to have a meeting of our advocates, The Revs. Wendy Abrahamson, Marcus Haack, and Lizzie Gilman, with Bishop Monnot. This was to share with her some of the Iowa patterns of this ministry, and discern with her subject areas we might watch for during the legislative session.

Over the course of the General Assembly the Revs. Haack and Abrahamson declared on over 60 pieces of legislation ranging from education, mental health, poverty, gun safety and more. The *Faith in Action* Facebook group (<https://www.facebook.com/groups/IowaEpiscopaliansInAction/>) was the primary way our lobbyists kept Iowa Episcopalians informed on legislation. The pandemic continued to be impactful through 2021, particularly regarding going in person to the capitol to lobby lawmakers.

The Rev. Lizzie Gillman continued to be involved in the Black Liberation Movement, attending events personally, and serving as a clergy contact. Through *Faith in Action* she kept Iowa Episcopalians up to date on what was happening. The Rev. Wendy Abrahamson concluded serving on the board of the *Action Fund of Interfaith Alliance of Iowa*, and began serving with an advisory group to *Iowans for Responsible Gun Laws* which is working to help Iowans understand a proposed gun amendment to the Iowa Constitution.

Episcopalians on the Hill (February 17, 2022), our 5th since *Faith in Action* began, was virtual, as it was in 2021, due to the pandemic. Representative Bob Kressig (St. Luke’s, Cedar Falls), Senator Rob Hogg (Christ Church, Cedar Rapids) joined us to talk about bills they were supportive of or concerned about, as did Senator Sarah Trone-Garriott, a Lutheran Pastor and great friend to many Iowa Episcopalians.

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 at least eight areas of the Diocese – in the Blackhawk County Jail and Jeremiah House in Waterloo (Chuck Lane), Mitchellville Women’s Correctional Facility (Carol Kramer and Jeannie Smith), Davenport (Robin Sade and Larry Thomas), Anamosa State Penitentiary (Anne Williams), and Iowa Medical Correctional Center at Oakdale

(Richard Winemiller). 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 eighteenth year, has impacted seventy-seven men, and graduated twenty-three. This fall, five new men are starting the program, three are returning to resume their work after taking a break from the program, one is in mid-program, and two have graduated and have signed up to do Year 3 again.

MULTICULTURAL COMMISSION

Beloved Community Initiative The Rev. Meg Wagner

TELLING THE TRUTH

Beloved Community Initiative worked closely with the Reparations Task Force to examine our diocesan history and make recommendations to the Board of Directors about how that work might best continue.

We continue to add information to the digital map that was created with the University of Iowa, to tell the truth about Iowa's history with race. The map is available under the "Resources" tab on the website (becomingbelovedcommunity.org). We are also adding information that has been recently digitized from the Iowa Churchman. In the coming year, BCI plans to expand the advisory board and enlist volunteers across the state who have completed Dismantling Racism and Sacred Ground to help congregations that are ready to examine their own congregational and community histories with race.

In November 2021, BCI partnered with Humanize My Hoodie and Great Plains Action Society to organize a fashion show and political engagement event focused on demanding an end to HF802 that restricts how teachers can talk about race in Iowa and in support of Trans rights that remain under attack in Iowa.

BCI hosts monthly book groups with Showing Up for Racial Justice and read two books in late 2021-2022: *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together* and *The 1619 Project*. These books explored the concepts of racism and equality, and the lesson that generations of Americans have failed to learn: Racism has a cost for everyone —not just for people of color and continues to affect the quality of life for all Americans.

PROCLAIMING THE DREAM

Since its founding, one of the dreams of the core team of founders of Beloved Community Initiative was to include a worshipping community as part of its ministry, intentionally steeping the works of justice in a praying community. Our original intention was to make it an interfaith community, but were never able to bring that to a true, authentic fruition.

In the fall of 2021, BCI was approached about the possibility of "adopting" a small worshipping community called JustChurch – an ELCA community that had begun as an offshoot of a local ELCA, Gloria Dei. With Bishop Scarfe's (and now Bishop Monnot's and Bishop Current's) blessing, talks began with the Southeastern Synod of the ELCA.

JustChurch describes itself as post-denominational and as an open and affirming congregation that believes to know Jesus is to do justice. JustChurch is intentionally focused on worship steeped in ancient Christian tradition expressed in new, simple ways. Since JustChurch wants money to do the most good it can do, it strives to be an 80/20 worshipping community (dedicating 80% of its income for maximal impact on justice while using 20% to cover intentionally low operating costs). Beginning in Lent 2022, JustChurch became an official ministry of the Diocese of Iowa, led by Rev. Meg Wagner, Rev. Nora Boerner, and supported by Pastor and co-founder Jan Schnell, and Kevin Edens. JustChurch meets and worships on Saturday nights inside Trinity Episcopal Church in Iowa City.

In November 2021 there was a retreat at Christ Episcopal Church in Cedar Rapids, sponsored by Daughters of the King, Order of St. Luke, and Beloved Community. Participants enjoyed a day of reflection, walking the labyrinth, and building community, based on Steven Charleston's book, *Ladder to the Light*. The author also provided an introductory video for the day.

In January 2022 BCI partnered with Nangpa Community to offer daily, online mindfulness meditation in both English and Spanish.

In February 2022 BCI hosted a screening and community discussion of the re-mastered movie Sankofa in partnership with Sankofa Outreach Connection, a black womens' empowerment group in Eastern Iowa.

In April 2022 BCI hosted an overnight pilgrimage to explore some sites of the Underground Railroad in SE Iowa. Another pilgrimage is scheduled for October 7-8, 2022.

PRACTICING THE WAY OF LOVE

Our online Dismantling Racism: Training for Church Leaders continues each month and we continue to add new training materials and fine-tuned the sections. To date we have trained about 400 people from Episcopal churches across the state as well as Lutherans, Catholics, Methodists, Unitarians, Presbyterians, and United Church of Christ.

The Becoming Beloved Community grant continued to work with L.E.A.D.- an initiative with a local high school that seeks to create opportunities for women of color to explore diversity and leadership, build skills around communication and inclusiveness, and connect with student leaders from different club organizations in the school. On November 17, 2021 BCI sponsored a district-wide Agents of Change: Youth Leadership Conference that was organized by the L.E.A.D. students. The conference provided opportunities for youth to develop their skills, knowledge, and attitudes to take on leadership roles in their schools and communities. This platform was created for youth to discover their voice and realize their ability to make a positive impact on their learning environments. Students helped facilitate a forum for the exchange of ideas, concepts, projects, and reflections that address school building needs and community issues.

In March 2022 BCI helped plan and organize a weekend retreat at Christ episcopal Cedar Rapids for Sr. High Students focused on Becoming Beloved Community. Students spent time at the African American Museum, visited and learned about the Matthew 25 ministries in Cedar Rapids, and had good conversations about what is needed to build and sustain equitable communities.

REPAIRING THE BREACH

BCI continues to deepen 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.

In 2021-2022 BCI worked with Interfaith Alliance and the Southeastern Synod of the ELCA to develop a resource for faith communities called *Faithful Conversations on The 1619 Project*. In addition, BCI led two different sessions of *Faithful Conversations*, one in October-November and one in March-April, 2022.

In May 2022 BCI led a day trip for clergy and other faith leaders for a tour of one of Iowa's Underground Railroad sites in Salem, Iowa alongside Jason Sole, founder of the [Institute for Aspiring Abolitionists](#) and co-founder of the Humanize My Hoodie Movement. After the tour, participants joined Jason at the Underground restaurant in Salem for a meal and discussion of today's abolition movement and reimagining public safety with our faith communities.

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. In the fall of 2021 BCI began hosting Restorative Justice circles in our space at Old Brick as part of the Johnson County court system (as an alternative to sentencing). The participants in these circles have expressed their deep appreciation for creating such an ideal venue for peacemaking and that they strongly feel they are honoring God in their use of the BCI common room.

With the Johnson County Interfaith Coalition BCI continues to work on voter engagement efforts, including support for several candidate forums.

•**Beloved Community Initiative Staff:** The Rev. Meg Wagner, part-time Director, Ms. Tammy Tran, Administrative Assistant, Ms. Nora Boerner, seminary intern (through May 2021)

•**Diocesan Advisory Board:** Rev. Ruth Ratliff, Ms. Donna Prime, Rev. Kim Turner Baker (left the diocese in March 2021), Ms. Donna Wong-Gibbons, Ms. Ellen Bruckner, Ms. Aileen Chang-Matus, Dr. 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 (left the state in June 2021), Ms. Amy Kraber, Dr. Jen Stone
- **Dismantling Racism Trainers:** Ms. Kim McIrvin, Rev. Melody Rockwell, Ms. Sarah Thompson, Ms. Aileen Chang Matus, Dr. 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 five grants from the Society for the Propagation of the Gospel to Natives and Other People, totaling \$20,700.00. 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 our principle Outreach Ministry is to provide 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. This year building maintenance work includes the exterior, which needs repairs to windows frames, to the concrete, and roof repairs. The entire exterior of the building will also be repainted with a 10-year guaranteed exterior paint. In addition, the Santee Tribe has donated to St. Paul's ten new eight-foot tables to upgrade our facility. They were delivered and set up by the Santee and are a very welcome upgrade to our hosting facility.

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 and 2022 Winter Talk was conducted by zoom and live-streamed, but we hope to meet again in person in 2023. 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, was held in 2022 at Sisseton, which is celebrating 200 years of Episcopal presence.

The church has now reopened, and we offer communion in both kinds every Sunday. The host is intincted by me before being offered to the communicant. 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 also begun continued Talking Circles for victims of domestic violence, a program organized by the Ponca tribe. We are having conversations about how to reengage with the community and become active participants in cultural activities. In this vein, we are beginning a student mentoring and tutoring program Saturdays at St. Paul's. We are mindful of the extraordinary experience of students over the past three years, and our parishioners are determined to provide help and support to students as they reintegrate with in-person learning.

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

COMMISSION ON ONE WORLD, ONE CHURCH (OWOC)

Mr. David Oakland and The Rev. Cn. Kathleen Milligan, Co-Conveners

Meetings again this year have been held via Zoom. It is a year of transition as we begin our work with Bishop Betsey Monnot. We are looking forward to hearing updates following the Lambeth Conference and her visits with our companion bishops.

In February the Diocese of Swaziland consecrated a new bishop, The Rt. Rev. Dalcy Dlamini, as the second female bishop of Swaziland and the fourth female bishop in the Anglican Church of the Province of Southern Africa. In 2006 when the Episcopal Church celebrated thirty years of female priests, Dalcy was one of three women from Swaziland (now Eswatini) who attended our Diocesan Convention. She was ordained as a deacon in December 2006 and as a priest in 2008. We look forward to working with her. The Rev. Stacey Gerhart and Amy Mellies have served as our Swaziland Companions co-coordinators.

The Workshop on Christian Unity was a hybrid workshop this year with in-person meetings in San Francisco as well as online participation for others including our Ecumenical Officer, The Rev. Jean McCarthy. The 2023 Workshop is scheduled for Milwaukee.

The Global Episcopal Mission Network (GEMN) Workshop met virtually celebrating the work of women in mission. The Rev. Melody Rockwell, our Global Missioner, participated as did some additional lowans. Our retired Bishop Alan Scarfe was elected to the GEMN Board of Directors.

Ray Gaebler and The Rev. Abigail Livingood, Nzara Companions co-coordinators, are submitting a separate report on the Nzara Companions.

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. That pledge has been met for 2022.

International/Sustainable Development Mini-grants have been funded in our budget since 2001. The 2022 mini-grants were awarded as follows:

OWOC / Diocese of Nzara – Teacher/Staff support at Diocesan Secondary School:	\$2,325.00
OWOC / Diocese of Swaziland – Food & Care at Neighborhood Care Points:	\$2,325.00
Episcopal Church of the Good Shepherd, Webster City /	
Self Help International – Support of Growing Healthy Food, Growing Healthy Children project in Ghana:	\$2,325.00
St. Anne's, Ankeny / African Community Institute (ACI) – Des Moines –	
Feeding street children in Nairobi, Kenya	\$2,325.00
Total:	\$9,300.00

We wish to thank all of you who have contributed toward ministries in our Companion Dioceses. Several of you have been very generous over the years. Given the effects of the pandemic, food distribution issues related to the war in Ukraine, displacement of people in South Sudan due to continuing political conflicts, and problems resulting from climate change, there continues to be a need in both the Diocese of Nzara and the Diocese of Swaziland. Donations for "Greatest Need" for either diocese can be made by sending a check to the Episcopal Diocese of Iowa or through the "Donate" link at the top of the diocesan web page.

Companions of Nzara
The Rev. Abigail Livingood & Mr. Ray Gaebler, Coordinators

Background

The Rt. Rev Richard Mbikoyesu Aquilla became second bishop of Nzara, South Sudan, in 2019. He succeeded The Rt. Rev. Samuel Peni who became Archbishop of the Internal Province of Western Equatoria. Western Equatoria is in the Southwest portion of South Sudan and borders Uganda, The Democratic Republic of Congo, and the Central African Republic.

South Sudan gained independence from Sudan on July 9, 2011, and is the youngest country in the world. Visitors from Iowa were in Nzara that day and participated in the celebration. Unfortunately, civil war broke out in December 2013. 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. This Transitional Government is supposed to lead to new elections but has fallen significantly behind the planned time schedule.

Currently there is a cease fire, but violence still erupts making travel by road often unsafe - meaning hostage taking and murders can and do happen. The good news is that Nzara, the village and the diocese, is in a relatively safe and very fertile area. This year they are looking to have a good harvest.

Lambeth

The Lambeth Conference must have been a terrific experience for the bishops. Altogether 30 out of 33 Archbishops and Bishops from South Sudan attended the conference. Archbishop Peni and Bishop Richard met The Rt. Rev. Betsey Monnot for the first time while in Lambeth. Bishop Richard's wife, Mama Yodita, attended with him and was able to participate in the special meetings for the spouses. After Lambeth and before returning home, both Bishop Richard and Mama Yodita were able to meet with different Nzara supporters in England. Salisbury has been supporting activities in Sudan and South Sudan for over 40 years. They went to the home of Dr. Robin who supports medical assistance including the flow of medicines to Western Equatoria through the Nzara Primary Health Care Center. And at the Pewsey Deanery they met with the St. Timothy Foundation Team which is a major supporter of the Nzara Schools.

Covid-19

Nzara has some cases, but no Covid deaths have been reported. Grants late in 2020 from the United Thank Offering and the Diocese of Iowa helped Nzara start a campaign to educate and prevent the spread of the virus. The campaign continues in all the parishes. Shots are available and new cases are currently few.

Evangelism

The Diocese of Nzara currently has 23 parishes and 1 sub/parish. Bishop Richard ordained 6 new priests and 1 deacon this past year – the deacon was assigned to be an Assistant Pastor of the English-Speaking Congregation at the Cathedral. The Diocese also counts 69 new evangelists to add to the 200 evangelists working already. The Mother's Union has 600 members and 3 ordinances will be ordained next year, by God's grace, when Bishop Monnot visits in February of 2023. This year at confirmation services, 11 new Mother's Union leaders were recognized, and a new lay reader was licensed. Also, this year, 8 new seminarians began training at Bishop Yeremaya Theological Institute in Yambio. (This is where Bp Samuel Peni began his theological training.) More Evangelism and Discipleship training sessions are scheduled as the church continues to grow. The General Secretary of the Church Army Africa, from Nairobi, Kenya, visited in order to hold training sessions in Yambio. During Holy Week Bishop Richard and 43 pastors renewed their vows. The Annual Nzara Synod met in February and they approved a resolution to rename All Saints Cathedral as St. Peter's Cathedral.

The Diocese of Iowa continues to support the "Soap and Salt" Program which is distributed monthly to Pastors, Mothers Union, Youth Leaders, and Evangelism Team Leaders. All these people serve without pay. This is a much-needed practical compensation and costs about US\$300 per month to fund. Other primary needs for these teams are bicycles to help extend their outreach and sewing machines which the Mothers Union uses to raise money to support their work.

Health

The Birthing Center is active. From January to August 2022, 79 mothers and babies were seen and helped and 9 mothers were referred to the hospital for more technical care. The Traditional Birth Attendants (TBA's) attended 49 mothers during their labors with 49 infants being born around the villages in Nzara. The Birthing Center will celebrate its second full year of operation this December. It is in a new freestanding building which means women and children do not have to enter the general clinic where many contagious diseases are treated.

The Midwives and TBA's need ongoing training to stay current with medical practices and refresh what they already know. They also lack sufficient numbers of bicycles for them to get to where the mothers and infants are for pre-natal, birthing, and post-birthing care. In the Birthing Center they need more delivery kits and small equipment items. The Mother's Union raises money from their sewing work to fund ongoing expenses but they cannot fully underwrite these needs yet and ask for our outside help.

Other health service notes: Charles Kasiano completed his Bachelor of Public Health at St. Lawrence University in Kampala and returned to Nzara.

Through the Salisbury Sudan Medical Link, in England, Nzara continues to be the distribution center for medical supplies for Nzara and its two neighboring dioceses, Yambio and Ezo.

Education

Major achievements in education have been recorded. 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, and with the leadership of the Director of Development, The Rev. Capt. Emmanuel Ramadan, the fence was completed. The food program is now in full operation. World Vision and World Food Program sent trainers to Nzara to update training for School Management Committee members and Parent Teacher Association leaders. 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. Leadership and general support from the Diocese of Iowa was led by The Rev. Robert North and generous support from Trinity Cathedral in Davenport.

The second major accomplishment was opening a secondary school last August. 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 potential 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." They started with 11 teachers (3 full time) and 28 students. As each primary school term ends and Primary 8 students pass the graduation examination the pool of potential secondary school students increases. They now have over 100 students and are growing fast. They still have no building so they meet in the primary school when classrooms are available and under the trees when they must. We are hoping that with support from the United Thank Offering we can help them start building classrooms. They have also enrolled Internally Displaced Persons (IDPs) from Tambura, Ezo and Yambio.

One last note, Nambazio Parish started a new Nursery School. If you remember the progress Nzara made from their modest beginning of a Nursery School 12 years ago to where they are now you can grasp how significant this small beginning can be. Education raises up leaders for the future and improves the peace and stability of this new country.

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. Stewardship resources are available on the www.iowaShare.org website on this page: <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 2021-2022:

- Received and reviewed regular pledge and budget reports and the status of congregational audits
- Working on a revision of the congregational audit procedures and checklist, and ways to improve compliance.
- Received the 2022 congregational pledges and Stewardship Share appeals
- Communicated with congregations on their appeals
- Recommended a 2023 draft budget for discussion during the summer
- Received comments about the 2023 budget and recommended a proposed 2023 budget to the Board of Directors for approval.

YOUNG ADULT MINISTRY

Traci Ruhland Petty & Amy Mellies

We have been working to connect young adults to one another and create intentional communities within the diocese, and we are excited that we were able to have an in-person event for the first time in two years. Here are some highlights of Young Adult Ministry that have happened since the last Diocesan Convention...

- Young Adult Internship – Province VI: In the second year that we have been advertising a paid internship through Province VI we had two young adults take part. Groups are asked to read “The Art of Gathering” by Priya Parker and create their own intentional community. Groups have been set up between friends, veterans, and knitters. The goal of the internship is to create intentional community to let others know that they matter and they belong, ask questions, tell stories and know that they are loved no matter what.
- Fall/Spring Care Packages: In the spring of 2021 we started sending care packages to young adults who had recently graduated from high school. Since then, we have sent packages to over 50 young adults either at college, taking a gap year, or to those who went out into the workforce. The intention is to let young adults know that these transitions can be difficult but that no matter what there is a community that knows they are there and cares for them. The boxes have silly items, necessities, and always treats to enjoy on their own or share.
- From Dust to Roses – Lenten Series: The diocesan Lenten series for 2022 was centered around the T.V. show Schitt’s Creek. The story is one as old as time, a seemingly self-centered family loses all they have and move to a small town full of “nobodies.” Each week we focused on one of the four main characters and reflected on where/how we saw God in the character, how we saw the character in ourselves and how the lectionary readings for the week connected with the characters. We were hoping to reach some young adults as we know that this show is popular with people in this age range, but each week we had a wonderful mix of people around the diocese who loved the show and ranged from 24-70+. Overall, we feel it was a success as many asked that we have a similar series with other characters from the same show or switch to another T.V. series or movie.
- Young Adult Retreat 2022: August 5-7 was a young adult retreat held at Prairiewoods Retreat Center in Hiawatha. We had nine young adults attend a weekend full of rest, relaxation and a chance to reset. We prayed morning prayer and compline together, crafted, held a yoga class,

hiked and left a lot of open space for people to do as they needed. It was a wonderful weekend that we hope to offer again in 2023.

Looking ahead to 2023 we are planning to host similar offerings, and we're always up for trying something new. We are also in the process of planning a companions' pilgrimage in the summer. We are looking for young adults who would like to explore our state through the lenses of care of creation and beloved community with our young adult companions from the dioceses of Brechin and Swaziland.

YOUTH MINISTRY DEVELOPMENT TEAM (YMDT)

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

YMDT Youth Representatives: Celia Powell, Charles Jetton (rolled off in May), Cameron Wheeler, Juliann Kofoot, Greta Boerner, and Alivea Vigil.

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
- to equip and train the adults who work with young people in our diocese

We find our mission to be in keeping with the strategic plan for this diocese, encouraging and empowering youth for ministry.

Over the past year the focus of YMDT has changed a bit. We have realized that with the pandemic putting everything on hold for over a year, we wouldn't be able to jump right back into our "normal" events as usual. Instead we tried a few new things and are hoping to offer a few new things in the coming year.

The following events were held over the last year:

- Diocesan Convention 2021: We had two youth (Celia Powell & Charles Jetton) attend the 169th Virtual Convention last October. These two have been wonderful representatives of our youth and the programs we have had in the last several years. We will miss them dearly now that they have graduated.
- Ski Trip: Our annual ski trip was also altered in 2022. Instead of a weekend event, we held a one-day event at Seven Oaks in Boone. Dale Schirmer of St. John's, Mason City assisted in coordinating the event. Participants enjoyed skiing, tubing and snowboarding. The youth had a great time even though the temperature was extremely cold that day.
- Becoming Beloved Community Where You Are: This was a new event put together with the assistance of Rev. Meg Wagner. We held this event at Christ Church, Cedar Rapids for five of our high school youth in March. We had lunch at Groundswell Café, a mission of Matthew 25, and learned about the ways this organization is helping in the Cedar Rapids community. We toured the African American Museum and learned about redlining and so much more. We assisted at the Bridge Under the Bridge organization at their pantry site. On Sunday morning the youth took all that they learned to developed a utopian city by applying all of the information they had learned over the weekend.
- Small Acts, Big Impact: SABI, for short, was a new even put together with the assistance of Rev. Lizzie Gillman. It was held at St. Andrew's, Des Moines for our middle school youth in April. At this overnight event the youth went through a hunger simulation with DMARRC. They made care packages, tie blankets and meals for the shared food pantry outside of St. Andrew's and enjoyed trying new foods at the Iftar with the local Darfur community. The group also shared in learning and reflection by one of our participants in an afternoon event focusing on

- inequalities for people of color in the Des Moines area.
- Simpson Youth Academy: "The Simpson Youth Academy is a unique program on campus that allows rising high school juniors and seniors to explore their faith and prepare for college." This year the diocese of Iowa had two youth attend. Several Episcopalians from the metro area were invited to take part in the evening worship services that the youth put together. We look forward to the work these youth are doing in their communities and encourage all youth in the diocese to attend.
 - EPIC Summer Camp: EPIC was held July 5-8 at the Christian Conference Center in Newton. Over 30 children and youth entering 4th-12th grade were in attendance. Kristina Kofoot, (Camp Director), Re. Elizabeth Duff-Popplewell of St. Luke's, Cedar Falls, Abby Haggerty of St. Paul's, Council Bluffs, Rev. Lizzie Gillman of St. Andrew's, Des Moines, and Amy Mellies were a part of the planning team for EPIC 2022. We were supported by six chaplains and who split the duties of providing daily lessons based on scripture verses which the planning team had determined. This year's theme was "Rooted in Jesus, Grounded in Love." Each day we had a different lesson: Tuesday – Parable of the Sower, Wednesday – Creation, Thursday – Parable of the Mustard Seed, and Friday – Baptism. Each day we had time at the prayer tree, a wonderful lesson, games, crafts and lots of activities provided by the CCC staff! This year was a little different due to Independence Day falling on Monday, but it was by all accounts amazing week of camp!
 - Care packages were sent to all children and youth in the diocese whose contact information was sent to Amy. Over 200 packages were sent each month. The packages were centered on different types of prayer. We explored The Book of Common Prayer, breath prayers, praying with a labyrinth, and praying in color. During Lent focused on kindness with another Kindness Calendar. Youth were encouraged to say a little prayer as they finished their act of kindness for the day.

While we are not planning a Happening or New Beginnings for the next year or two, we are not ruling them out completely. We are hoping to build our events back up and get more youth from across the diocese involved through service activities that the youth can do during a youth event or in their own cities/towns. Each and every single child and youth can make a difference in someone else's life and we want to equip each of them with the opportunity, experience and some tools to do so!

Financial Reports of the Board of Directors:

EPISCOPAL DIOCESE OF IOWA

Des Moines, Iowa

**FINANCIAL STATEMENTS AND
SUPPLEMENTARY DATA**

December 31, 2021 and 2020

(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

Opinion

We have audited the financial statements of Episcopal Diocese of Iowa, which comprise the statements of financial position as of December 31, 2021 and 2020, 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.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Episcopal Diocese of Iowa as of December 31, 2021 and 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Episcopal Diocese of Iowa and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Episcopal Diocese of Iowa's ability to continue as a going concern for one year after the date that the financial statements are issued.

Page Two

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Episcopal Diocese of Iowa's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Episcopal Diocese of Iowa's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

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.


 MERIWETHER, WILSON AND COMPANY, PLLC
 Certified Public Accountants

June 23, 2022
 West Des Moines, Iowa

EPISCOPAL DIOCESE OF IOWA

Statements of Financial Position

December 31,

Assets

	<u>2021</u>	<u>2020</u>
Current Assets		
Cash	\$ 640,019	570,603
Receivables		
Notes Receivable - Current	18,095	16,371
Diocesan Ministry and Mission Support Receivable	7,170	13,867
Accounts Receivable - Other	12,981	14,608
Conditional Grant - Current	--	3,200
Receivable - Iowa Diocesan Foundation Participants	143,425	146,112
Pledges Receivable - Gilead - Current	233,477	418,570
Prepaid Expense	23,420	6,881
Total Current Assets	<u>1,078,587</u>	<u>1,190,212</u>
Receivables - Noncurrent		
Contribution Receivable - Remainder Trust	22,558	19,347
Beneficial Interest in Perpetual Trusts	209,364	210,378
Conditional Grant - Noncurrent	9,725	20,445
Notes Receivable - Noncurrent	49,936	84,090
Pledges Receivable - Gilead - Noncurrent	--	39,740
Total Receivables - Noncurrent	<u>291,583</u>	<u>374,000</u>
Investments		
Certificates of Deposit, Money Funds, and Securities	2,502,344	2,404,823
Iowa Diocesan Foundation Fund	7,763,050	7,021,350
Funds Held for the Benefit of Others	6,453,179	5,406,931
Total Investments	<u>16,718,573</u>	<u>14,833,104</u>
Property, Plant, and Equipment		
Land	39,400	39,400
Buildings	851,792	851,792
Furnishings and Equipment	17,048	15,302
Vehicles	50,982	--
	<u>959,222</u>	<u>906,494</u>
Less Accumulated Depreciation	550,420	532,449
Net Property, Plant, and Equipment	<u>408,802</u>	<u>374,045</u>
Total Assets	<u>\$ 18,497,545</u>	<u>16,771,361</u>

EPISCOPAL DIOCESE OF IOWA

Statements of Financial Position

December 31,

Liabilities and Net Assets

	<u>2021</u>	<u>2020</u>
Current Liabilities		
Accounts Payable	\$ 85,285	49,221
Long-Term Liabilities		
Funds Held for the Benefit of Others	<u>6,453,179</u>	<u>5,406,931</u>
Total Liabilities	<u>6,538,464</u>	<u>5,456,152</u>
Net Assets		
Net Assets Without Donor Restrictions	7,981,561	7,508,391
Net Assets With Donor Restrictions	<u>3,977,520</u>	<u>3,806,818</u>
Total Net Assets	<u>11,959,081</u>	<u>11,315,209</u>

Total Liabilities and Net Assets	<u><u>\$ 18,497,545</u></u>	<u><u>16,771,361</u></u>
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The accompanying notes are an integral part of these financial statements.

EPISCOPAL DIOCESE OF IOWA

Statements of Activities and Changes in Net Assets

Years Ended December 31,

	2021		
	Without Donor Restrictions	With Donor Restrictions	Total
Support and Revenue			
Diocesan Ministry and Mission Support Income	\$ 781,358	--	781,358
Tye Trust, Gifts, and Special Purpose	285,666	202,281	487,947
Investment Income Earned	376,661	224,158	600,819
Net Realized Gain (Loss) on Investments	12	--	12
Exchange Reserve Contributions	--	231,557	231,557
PPP Loan Forgiveness	--	--	--
Net Assets Released from Restrictions - Satisfaction of Usage Restrictions	487,294	(487,294)	--
Total Support and Revenue	<u>1,930,991</u>	<u>170,702</u>	<u>2,101,693</u>
Operating Expenses			
Episcopate	477,515	--	477,515
Administration	285,290	--	285,290
Commissions and Committees	1,201,219	--	1,201,219
Real Estate	17,971	--	17,971
Total Operating Expenses	<u>1,981,995</u>	<u>--</u>	<u>1,981,995</u>
Excess (Deficiency) of Support and Revenue To Expenses before Unrealized Gain (Loss) On Investments			
	(51,004)	170,702	119,698
Net Unrealized Gain (Loss) on Investments	<u>524,174</u>	<u>--</u>	<u>524,174</u>
Change in Net Assets	<u>473,170</u>	<u>170,702</u>	<u>643,872</u>
Net Assets at Beginning of Year	<u>7,508,391</u>	<u>3,806,818</u>	<u>11,315,209</u>
Net Assets at End of Year	<u><u>\$ 7,981,561</u></u>	<u><u>3,977,520</u></u>	<u><u>11,959,081</u></u>

EPISCOPAL DIOCESE OF IOWA

Statements of Activities and Changes in Net Assets

Years Ended December 31,

	2020	
Without Donor Restrictions	With Donor Restrictions	Total
716,832	--	716,832
229,957	118,984	348,941
202,166	70,355	272,521
3,247	--	3,247
75,000	156,973	231,973
141,000	--	141,000
<u>538,422</u>	<u>(538,422)</u>	<u>--</u>
<u>1,906,624</u>	<u>(192,110)</u>	<u>1,714,514</u>
419,739	--	419,739
277,171	--	277,171
1,095,713	--	1,095,713
14,332	--	14,332
<u>1,806,955</u>	<u>--</u>	<u>1,806,955</u>
99,669	(192,110)	(92,441)
<u>360,353</u>	<u>--</u>	<u>360,353</u>
<u>460,022</u>	<u>(192,110)</u>	<u>267,912</u>
<u>7,048,369</u>	<u>3,998,928</u>	<u>11,047,297</u>
<u><u>7,508,391</u></u>	<u><u>3,806,818</u></u>	<u><u>11,315,209</u></u>

The accompanying notes are an integral part of these financial statements.

EPISCOPAL DIOCESE OF IOWA

Statements of Functional Expenses

Years Ended December 31,

	2021			Total
	Management and General	Episcopate	Commissions and Committees	
Personnel Costs	\$ 174,066	448,517	137,707	760,290
Travel	--	18,037	9,419	27,456
Convention, Conferences, and Meetings	--	651	17,580	18,231
Office and Printing	48,031	--	--	48,031
Professional Fees	17,725	--	--	17,725
Insurance	20,468	--	--	20,468
Repairs, Maintenance, and Utilities	25,000	--	--	25,000
Real Estate	17,971	--	--	17,971
Councils and Commissions	--	310	7,488	7,798
Reserve Expenditures and Support to Others	--	10,000	834,734	844,734
Other Program Support				
One World, One Church	--	--	157,792	157,792
Congregational Life	--	--	6,871	6,871
Youth Ministry Development Team	--	--	17,281	17,281
Jubilee Ministry	--	--	10,500	10,500
Stewardship	--	--	--	--
Designated Purpose Expenditures	--	--	1,847	1,847
Total	\$ 303,261	477,515	1,201,219	1,981,995

EPISCOPAL DIOCESE OF IOWA

Statements of Functional Expenses

Years Ended December 31,

	2020			Total
	Management and General	Episcopate	Commissions and Committees	
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	<u>\$ 291,503</u>	<u>419,739</u>	<u>1,095,713</u>	<u>1,806,955</u>

The accompanying notes are an integral part of these financial statements.

EPISCOPAL DIOCESE OF IOWA

Statements of Cash Flows

Years Ended December 31,

	Total All Funds	
	2021	2020
Cash Flows from Operating Activities		
Excess (Deficit) of Support and Revenue to Expenses	\$ 643,872	267,912
Adjustments to Reconcile the Change in Net Assets to Net Cash Used by Operating Activities		
Depreciation Expense	17,971	14,332
Unrealized Gain on Investments	(524,174)	(360,353)
Realized (Gain) Loss on Investments	(12)	(3,247)
Change in Assets and Liabilities		
(Increase) Decrease in Diocesan Ministry and Mission Support Receivable	6,697	10,025
(Increase) Decrease in Accounts Receivable	1,627	(4,040)
(Increase) Decrease in Conditional Grant Receivable	13,920	3,200
(Increase) Decrease in Receivable from the Foundation	2,687	22,949
(Increase) Decrease in Pledges Receivable	224,833	220,237
(Increase) Decrease in Prepaid Expense	(16,539)	(6,692)
Increase (Decrease) in Accounts Payable and Other Liabilities	36,064	11,720
Net Cash Provided (Used) by Operating Activities	<u>406,946</u>	<u>176,043</u>
Cash Flows from Investing Activities		
Net Change in Notes Receivable	32,430	38,319
(Increase) Decrease in Trusts Receivable	(2,197)	(22,979)
Proceeds from the Sale and Maturity of Investment Securities	42,773	69,317
Purchase of Investment Securities	(357,808)	(101,694)
Purchase of Property, Plant, and Equipment	(52,728)	(159,000)
Net Cash Provided (Used) by Investing Activities	<u>(337,530)</u>	<u>(176,037)</u>
Increase (Decrease) in Cash	69,416	6
Cash - Beginning of Year	<u>570,603</u>	<u>570,597</u>
Cash - End of Year	<u>\$ 640,019</u>	<u>570,603</u>
Supplemental Disclosure of Cash Flow Data		
Noncash Transaction - Paycheck Protection Program Debt Forgiveness	<u>--</u>	<u>141,000</u>

The accompanying notes are an integral part of these financial statements.

EPISCOPAL DIOCESE OF IOWA

Notes to Financial Statements

December 31, 2021 and 2020

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 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 Diocese 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.

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.

Iowa 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 19 years as of December 31, 2021 (6% for 20 years in 2020).

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 35 years.

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 be 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.

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

<u>Type</u>	<u>Estimated Useful Lives</u>	<u>Method</u>
Buildings	40 Years	Straight-Line
Vehicles	5 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 2020 financial statements have been made to conform to the 2021 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 \$576,923 and \$252,100 deposited in excess of the insured limits at December 31, 2021 and 2020.

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 \$17,919 and \$50,112 as of December 31, 2021. 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, 2021 and 2020, the unamortized balance of the grant was \$9,725 and \$23,645, respectively.

6. **Pledges Receivable – Gilead**

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

	2021	2020
Unrestricted Promises to Give	\$ 235,573	461,094
Unamortized Discounts	(2,096)	(2,784)
Allowance for Uncollectible Pledges	--	--
Ending Balance	<u>\$ 233,477</u>	<u>458,310</u>

Unconditional promises to give are recognized at present value using a weighted average discount rate of 0.89% (0.604% in 2020). Due dates are summarized as follows:

Amounts Due In:

Less Than One Year	\$ 235,573
One to Five Years	--

7. **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, 2021	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	\$ 254,050	254,050	--	--
Debt Securities	710,000	710,000	--	--
Mutual Funds	1,775,662	1,775,662	--	--
Contribution Receivable - Remainder Trust	22,558	--	--	22,558
Beneficial Interest in Perpetual Trusts	209,364	--	165,869	43,495
	<u>2,971,634</u>	<u>2,739,712</u>	<u>165,869</u>	<u>66,053</u>
Assets Measured at Net Asset Value	<u>13,978,861</u>			
Total	<u>\$ 16,950,495</u>			

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	166,515	63,210
Assets Measured at Net Asset Value	12,384,362			
Total	\$ 15,062,829			

Following is an analysis of Level 3 fair value measurements:

	Beneficial Interest in Perpetual Trusts	Retiree Health Insurance Payable
December 31, 2021		
Beginning Balance	\$ 63,210	--
Change in Discounted Present Value	2,843	--
Ending Balance	\$ 66,053	--
December 31, 2020		
Beginning Balance	\$ 60,877	2,812
Change in Discounted Present Value	2,333	(2,812)
Ending Balance	\$ 63,210	--

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, 2021. 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, 2021				
	Fair Value	Unfunded Commitment	Redemption Frequency	Other Redemption Restrictions	Redemption Notice Period
Iowa Diocesan Foundation Fund	\$13,978,861	--	Monthly	None	1-30 Days
	December 31, 2020				
	Fair Value	Unfunded Commitment	Redemption Frequency	Other Redemption Restrictions	Redemption Notice Period
Iowa Diocesan Foundation Fund	\$12,384,362	--	Monthly	None	1-30 Days

8. **Investments**

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

	Cost	Gross Unrealized Gains (Losses)	Market Value
	2021		
Without Donor Restrictions			
Undesignated and Designated Reserves			
Savings and Daily Cash Funds	\$ 6,299	--	6,299
Certificates of Deposits	50,976	--	50,976
Notes and Mortgages to Community Development Funds	217,120	--	217,120
Total Without Donor Restrictions	<u>274,395</u>	<u>--</u>	<u>274,395</u>
With Donor Purpose Restrictions			
Savings and Daily Cash Funds	1,943	--	1,943
Certificate of Deposit	15,728	--	15,728
Notes and Mortgages to Community Development Funds	66,988	--	66,988
Total With Donor Purpose Restrictions	<u>84,659</u>	<u>--</u>	<u>84,659</u>
With Donor Perpetual Restrictions			
Savings and Daily Cash Funds	8,440	--	8,440
Certificates of Deposit	68,296	--	68,296
Mutual Funds	1,459,086	316,576	1,775,662
Notes and Mortgages to Community Development Funds	290,892	--	290,892
Total With Donor Perpetual Restrictions	<u>1,826,714</u>	<u>316,576</u>	<u>2,143,290</u>
Total Investments	<u>\$2,185,768</u>	<u>316,576</u>	<u>2,502,344</u>
	2020		
Without Donor Restrictions			
Undesignated and Designated Reserves			
Savings and Daily Cash Funds	\$ 11,365	--	11,365
Certificates of Deposits	50,976	--	50,976
Notes and Mortgages to Community Development Funds	217,120	--	217,120
Total Without Donor Restrictions	<u>279,461</u>	<u>--</u>	<u>279,461</u>
With Donor Purpose Restrictions			
Savings and Daily Cash Funds	3,506	--	3,506
Certificate of Deposit	15,728	--	15,728
Notes and Mortgages to Community Development Funds	66,988	--	66,988
Total With Donor Purpose Restrictions	<u>86,222</u>	<u>--</u>	<u>86,222</u>
With Donor Perpetual Restrictions			
Savings and Daily Cash Funds	15,227	--	15,227
Certificates of Deposit	68,296	--	68,296
Mutual Funds	1,496,641	168,084	1,664,725
Notes and Mortgages to Community Development Funds	290,892	--	290,892
Total With Donor Perpetual Restrictions	<u>1,871,056</u>	<u>168,084</u>	<u>2,039,140</u>
Total Investments	<u>\$2,236,739</u>	<u>168,084</u>	<u>2,404,823</u>

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:

	<u>2021</u>	<u>2020</u>
Sale Proceeds	<u>\$ 42,773</u>	<u>69,317</u>
Gross Realized Losses	<u>\$ --</u>	<u>(5,259)</u>
Gross Realized Gains	<u>\$ 12</u>	<u>8,506</u>

Investment income for the year ended December 31, 2021 is reported in the Statement of Activities net of \$14,509 in investment advisory fees (\$13,500 in 2020).

9. 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:

	<u>2021</u>	<u>2020</u>
Operating Funds		
Undesignated Reserves		
Undesignated Funds	\$ 1,283,284	1,223,219
Net Gain on Investments	3,526,277	3,151,503
Other	34,181	(5,819)
	<u>4,843,742</u>	<u>4,368,903</u>
Designated Reserves		
New Mission Development	40,175	42,941
Working Capital Supplement	280,000	278,000
Land Sites	50,788	50,788
General Convention Travel	35,958	25,958
Episcopate Election Reserve	31,808	181,015
GIL - 2018-2019 Events	10,000	10,000
Revolving Fund	1,821,521	1,997,885
Mills House Repairs	25,673	22,444
Diocesan Campaign	--	(185,614)
Altekruse Bequest - E-Seminary	99,208	99,208
Red Oak Reserve	35,759	35,754
Other	98,435	58,959
	<u>2,529,325</u>	<u>2,617,338</u>
Episcopal Center of Camps and Conferences	<u>199,692</u>	<u>148,105</u>
Real Estate Funds	<u>408,802</u>	<u>374,045</u>
Total Net Assets Without Donor Restrictions	<u>\$ 7,981,561</u>	<u>7,508,391</u>

Net Assets With Donor Restrictions – The Diocese 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:

	<u>2021</u>	<u>2020</u>
Subject to Purpose or Time Restrictions		
Exchange Reserves		
GILEAD Diocesan Campaign	\$ 759,551	961,192
Swaziland Wire Transfers	16,676	20,450
United Thank Offering	3,108	1,257
General	15,696	15,696
Other	(4,228)	(17,998)
	<u>790,803</u>	<u>980,597</u>
Special Purpose Reserves		
John Miller Scholarship	28,510	28,510
Morgan Estate - Grinnell College	241,029	195,722
Bishop's Fund for Theological Education	123,483	18,354
Bishop's Fund for Continuing Clergy Education	258,599	186,522
Agape Café	13,479	4,847
Grant - Reconciliation & Justice	18,864	22,883
Annuity Trust	13,906	13,906
Bishop Retirement Gift	29,759	--
Beloved Community Initiative	10,112	8,431
Waters of Hope	13,199	13,199
Disaster Relief Office	11,304	11,629
College Fund for Clergy Youth	11,798	18,254
Bishop Election 2021	59,979	--
The Way Station	36,739	33,976
Other	(20,542)	(64,314)
	<u>850,218</u>	<u>491,919</u>
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	209,364	210,378
Bishop's Fund for Theological Education	152,470	152,470
Bishop's Crisis Relief Fund	23,193	23,193
Other	37,998	34,787
	<u>2,336,499</u>	<u>2,334,302</u>
Total Net Assets With Donor Restrictions	<u>\$ 3,977,520</u>	<u>3,806,818</u>

10. **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:

	<u>2021</u>	<u>2020</u>
Financial Assets at Year-End		
Cash	\$ 640,019	570,603
Receivables - Current	415,148	612,728
Investments	16,718,573	14,833,104
	<u>17,773,740</u>	<u>16,016,435</u>
Less Those Unavailable for General Expenditures Within One Year		
Funds Held for the Benefit of Others	(6,453,179)	(5,406,931)
Board Designated Reserves	(2,529,325)	(2,617,338)
Episcopal Center for Camps and Conferences Reserve	(199,692)	(148,105)
Net Assets with Donor Restrictions	(3,977,520)	(3,806,818)
	<u>(13,159,721)</u>	<u>(11,980,182)</u>
Financial Assets Available to Meet Cash Needs for General Expenditures Within One Year	<u>\$ 4,614,024</u>	<u>4,037,243</u>

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.

11. **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, 2021 was \$90,973 (\$72,395 in 2020).

12. **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, 2021, was \$2,565 (\$5,261 in 2020).

13. **Operating Leases**

The Diocese leases various office equipment expiring at various times through 2024. Rent expense for the years ending December 31, 2021 and 2020, totaled \$2,639 and \$2,287, respectively.

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

2022	\$ 2,262
2023	2,262
2024	<u>1,132</u>
	<u>\$ 5,656</u>

14. **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, and (c) the change in estimated value of third-party trusts held for 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, 2021 and 2020, respectively.

	2021				
	Endowment Funds				
	Unrestricted	Board- Designated Discretionary	Purpose Restricted	Perpetually Restricted	Total
Endowment Net Assets, Beginning of Year	\$2,324,908	2,617,338	1,472,516	2,334,302	8,749,064
Investment Income (Loss)	376,661	--	221,961	2,197	600,819
Realized and Unrealized Gain on Investments	524,186	--	--	--	524,186
Total Investment Gain	900,847	--	221,961	2,197	1,125,005
Contributions	--	255,459	433,838	--	689,297
Appropriation of Endowment Assets for Expenditure	(206,138)	(343,472)	(487,294)	--	(1,036,904)
Endowment Assets, End of Year	<u>\$3,019,617</u>	<u>2,529,325</u>	<u>1,641,021</u>	<u>2,336,499</u>	<u>9,526,462</u>
	2020				
	Endowment Funds				
	Unrestricted	Board- Designated Discretionary	Purpose Restricted	Perpetually 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)	202,166	--	47,376	22,979	272,521
Realized and Unrealized Gain on Investments	363,600	--	--	--	363,600
Total Investment Gain	565,766	--	47,376	22,979	636,121
Contributions	75,000	229,957	275,957	--	580,914
Appropriation of Endowment Assets for Expenditure	30,435	(382,627)	(538,422)	--	(890,614)
Endowment Assets, End of Year	<u>\$2,324,908</u>	<u>2,617,338</u>	<u>1,472,516</u>	<u>2,334,302</u>	<u>8,749,064</u>

15. Subsequent Events

The Diocese has evaluated events and transactions occurring after December 31, 2021, for potential items required to be recognized or disclosed in the financial statements. Subsequent events were evaluated through June 23, 2022, the date the financial statements were available for issuance.

EPISCOPAL DIOCESE OF IOWA

Statement of Revenue and Expenses Compared to Budget

Year Ended December 31, 2021

	Actual	Budget	Actual Over (Under) Budget
Revenue			
Congregational Pledges	\$ 781,358	786,000	(4,642)
Investment Income Earned	135,820	134,000	1,820
Income from Trusts	14,178	25,000	(10,822)
Total Revenue	<u>931,356</u>	<u>945,000</u>	<u>(13,644)</u>
Stewardship Share Jubilee Fund carryover from 2020	--	50,000	(50,000)
Children & Youth carryover from 2020	--	6,875	(6,875)
ECCC Fund Transfers	16,189	30,675	(14,486)
Theological Education Fund Transfers	32,300	32,300	--
Episcopate Fund Transfers	77,100	77,100	--
Sustainability Group Income	15,000	15,000	--
Total Revenue and Transfers	<u>1,071,945</u>	<u>1,156,950</u>	<u>(85,005)</u>
Expenses			
One World, One Church			
General Church Program	148,893	148,893	--
Ecumenical/Interfaith	300	1,500	(1,200)
Convention Exhibit Expenses	--	300	(300)
Global Episcopal Mission Network	500	2,000	(1,500)
Companion Travel/Event Expenses	5,000	5,000	--
International Development	8,099	8,099	--
Congregational Life			
Ministries Retreat	--	2,500	(2,500)
Communications	6,871	6,000	871
Transition Officer Salary and Benefits	2,549	--	2,549
New Clergy Development	--	1,000	(1,000)
Older Adult MDT	--	1,000	(1,000)
Youth Ministry Development Team			
Young Adult Program	184	--	184
Regional Youth Missioners - Salary	42,000	42,000	--
Youth Missioner - Pension	3,780	3,780	--
Youth Missioner - Travel	259	3,000	(2,741)
Youth Missioner - Medical/Life Insurance	583	562	21
Training Conferences, Workshop and Event Participation	3,010	3,000	10
Outdoor Ministries Program	9,851	13,000	(3,149)
Diocesan Events for Young People	2,233	2,000	233
Scholarship for Youth Events	(1,050)	4,500	(5,550)
Ministry Development Team Publicity	--	200	(200)
Happening	769	2,000	(1,231)
Diocesan Convention Attendance	78	2,500	(2,422)
General Convention Reserve	2,000	2,000	--
Youth Ministry Development Team Operation and Travel	909	1,500	(591)

EPISCOPAL DIOCESE OF IOWA

Statement of Revenue and Expenses Compared to Budget

Year Ended December 31, 2021

	<u>Actual</u>	<u>Budget</u>	Actual Over (Under) Budget
Youth Ministry Development Team (continued)			
Youth Ministries Library	231	150	81
Resource Mailing Costs	2,881	--	2,881
Godly Play Development	--	200	(200)
Nursery Care at Diocesan Events	--	4,000	(4,000)
EYE Designated Fund	2,000	2,000	--
New Beginnings	182	1,500	(1,318)
Multicultural Ministry			
St. Paul's Indian Mission			
Salary and Housing	57,938	57,938	--
Pension	10,429	10,429	--
Travel	251	4,500	(4,249)
Medical/Life Insurance	10,284	11,431	(1,147)
St. Paul's Operating Aid	10,000	10,000	--
Chemical Dependency Program	--	250	(250)
Faith in Action	500	500	--
Stewardship			
Program Training, Development and Promotion	--	1,000	(1,000)
Stewardship Commission Operation and Travel	--	500	(500)
Episcopate Function			
Bishop's Salary and Housing	129,578	94,784	34,794
Bishop's Pension	23,324	17,061	6,263
Bishop's Travel	14,618	18,745	(4,127)
Bishop's Medical/Life	19,693	12,683	7,010
Bishop Elect's Salary and Benefits	32,620	40,582	(7,962)
Bishop Elect's Travel	3,419	11,250	(7,831)
Executive Assistant to the Bishop Salary and Benefits	91,982	99,663	(7,681)
Financial Officer Salary and Benefits	87,633	87,651	(18)
Financial Assistant Salary and Benefits	24,238	21,613	2,625
Operations Manager Salary and Benefits	39,449	41,960	(2,511)
Council of Deacons	310	500	(190)
Training/Conferences	651	2,000	(1,349)
Election Reserve	10,000	10,000	--
Administrative Function			
Diocesan Convention Expense	(148)	12,000	(12,148)
Printing - Journal and Report Booklet	2,000	2,000	--
Diocesan Administrative Assistants Salaries	23,557	23,557	--
Episcopal Life Editor Salary and Benefits	76,195	82,929	(6,734)
Missioner Administrative Salary and Benefits	31,942	31,937	5

EPISCOPAL DIOCESE OF IOWA

Statement of Revenue and Expenses Compared to Budget

Year Ended December 31, 2021

	<u>Actual</u>	<u>Budget</u>	Actual Over (Under) <u>Budget</u>
Administrative Function (continued)			
Lay Pension	2,120	2,120	--
Administration Travel/Conferences	53	3,000	(2,947)
Office Expense	46,126	38,460	7,666
Payroll Taxes	20,670	19,000	1,670
Audit Expense	17,725	18,000	(275)
Fidelity Bond and Insurance	20,468	25,000	(4,532)
Support Staff Medical/Life Insurance	19,582	16,523	3,059
Diocesan House Maintenance and Utilities	25,000	25,000	--
Multicultural Commission			
Multicultural Commission/Anti-Racism	7,488	12,000	(4,512)
Designated Purpose Expenditures			
General Convention Expense	10,000	10,000	--
Provincial Synod Assessment	1,500	1,500	--
Lambeth Conference Travel	3,000	3,000	--
Board/Task Force/Ad Hoc Committee Expense	--	4,000	(4,000)
Diocesan Altar Guild	347	200	147
Clergy Conference/Clergy Family	2,492	4,500	(2,008)
Commission on Ministry	--	3,000	(3,000)
Total Expenses	<u>1,119,146</u>	<u>1,156,950</u>	<u>(37,804)</u>
Transfers to Other Funds	<u>47,201</u>	<u>--</u>	<u>47,201</u>
Excess of Revenue over Expenses	<u>\$ --</u>	<u>--</u>	<u>--</u>

SEE INDEPENDENT AUDITOR'S REPORT

EPISCOPAL DIOCESE OF IOWA

Statement of Changes in Net Assets

Year Ended December 31, 2021

	Balance 1/1/21	Revenue and Other Additions	Expenses and Other Deductions	Net Transfers Between Funds	Balance 12/31/21
Net Assets Without Donor Restrictions					
Operations Under Budget	\$ --	931,356	1,119,146	187,790	--
Undesignated Reserves					
Gifts	565	40,000	--	--	40,565
McMullen Bequest	(6,384)	--	--	--	(6,384)
Undesignated Funds	1,223,219	213,527	1,741	(151,721)	1,283,284
Designated Reserves					
New Mission Development	42,941	19,648	12,414	(10,000)	40,175
Latino Ministry - ELCA/Episcopal	(2,904)	--	--	--	(2,904)
Working Capital Supplement	278,000	9,597	44,389	36,792	280,000
Journey to Adulthood	437	--	--	--	437
Land Sites	50,788	--	--	--	50,788
Campus Ministry Housing	61	--	--	--	61
General Convention Travel	25,958	10,000	--	--	35,958
Provincial Synod Travel	1,630	--	--	--	1,630
Lambeth Conference	(641)	3,286	6	--	2,639
Episcopate Election Reserve	181,015	41,458	15,665	(175,000)	31,808
Behavioral Health Training	--	2,500	--	--	2,500
Bishop's Ordination Gifts	(1,330)	31,543	17,492	--	12,721
Equipment Replacement and Repair	1,364	--	--	--	1,364
Bishop Vestments and Supplies	1,823	--	--	--	1,823
Computer Reserve	425	--	--	--	425
Lay Pastoral Training Event	1,825	--	--	--	1,825
Revival 2021	--	5,000	4,960	--	40
GIL - 2018 - 2019 Events	10,000	--	--	--	10,000
Revolving Fund	1,997,885	49,311	40,061	(185,614)	1,821,521
Mills House Repairs	22,444	11,979	8,750	--	25,673
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	289	--	510	--	(221)
Strengthening Spirituality	1,313	--	--	--	1,313
Youth Reserve Fund	--	2,000	--	--	2,000
Marjanna Sue Smith Trust	4,972	--	--	--	4,972
Journal Printing Reserve	4,000	2,000	--	--	6,000
Youth Conference Reserve	6,286	--	--	--	6,286
Youth General Conference Reserve	5,972	--	--	--	5,972
Commission on Ministry Reserve	2,880	--	--	--	2,880
Communication Reserve	12,895	--	6,900	--	5,995
Diocesan Campaign	(185,614)	--	--	185,614	--
Altekruse Bequest - E-Seminary	99,208	--	--	--	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	5	--	--	35,759
Albia Reserve	67	--	67	--	--
Clermont Reserve	(2,454)	4,579	6,321	--	(4,196)
Waverly Reserve	16,875	33,729	8,905	--	41,699
One World One Church Reserve	5,069	--	--	--	5,069
Older Adult Ministry Team	2,174	--	--	--	2,174
Episcopal Center of Camps and Conferences	148,105	69,982	2,206	(16,189)	199,692
Real Estate	374,045	--	17,971	52,728	408,802
Net Gain (Loss) on Investments	3,151,503	484,174	--	(109,400)	3,526,277
Total Net Assets Without Donor Restrictions	\$ 7,508,391	1,965,674	1,307,504	(185,000)	7,981,561

EPISCOPAL DIOCESE OF IOWA
Statement of Changes in Net Assets
Year Ended December 31, 2021

	Balance 1/1/21	Revenue and Other Additions	Expenses and Other Deductions	Net Transfers Between Funds	Balance 12/31/21
Net Assets With Donor Restrictions - Purpose					
Exchange Reserves					
Iowa Episcopalian	\$ (21,412)	15,966	11,914	--	(17,360)
Good Friday Offering	1,707	160	--	--	1,867
Episcopal Relief and Development	(4,854)	641	--	5,087	874
Bishop's Discretionary Fund	1,343	5,628	386	--	6,585
Education for Ministry	2,046	--	--	--	2,046
The Alleluia Fund	6,398	--	--	--	6,398
Convention Offering	4,452	13,394	11,562	(5,087)	1,197
Ordination Offerings	3,608	4,843	7,610	--	841
Swaziland Wire Transfers	20,450	37,212	40,986	--	16,676
Swaziland Travel	2,212	--	--	--	2,212
Nzara Wire Transfers	(7,013)	30,358	25,861	--	(2,516)
Nzara - Emergency Fund	1,281	--	--	--	1,281
Ecumenical Events	343	--	--	--	343
Harris Christmas Mission Project	10	--	--	--	10
Ad Campaign	3	--	--	--	3
GILEAD Diocesan Campaign	961,192	107,024	269,511	(39,154)	759,551
United Thank Offering	1,257	1,851	--	--	3,108
Theological Seminary Support	6,745	150	--	--	6,895
Multi-Peril Insurance	528	--	--	--	528
Medical/Life Insurance - Iowa	(20,355)	5,660	5,660	--	(20,355)
Dental Insurance	6,226	--	--	--	6,226
Diocesan Youth Choir	25	--	--	--	25
Gift Exchange	(1,291)	4,169	4,206	--	(1,328)
General	15,696	4,501	4,501	--	15,696
Special Purpose					
John Miller Scholarship	28,510	--	--	--	28,510
Morgan Estate - Grinnell College	195,722	46,307	1,000	--	241,029
Sudanese Theological Education Fund	600	--	--	--	600
Bishop's Fund for Theological Education	18,354	150,525	45,396	--	123,483
E-Seminary for Theological Education	(9,500)	--	--	--	(9,500)
E-Seminary Appeal	25	--	--	--	25
Bishop's Fund for Clergy Assistance	(58,728)	17,992	13,604	--	(54,340)
Harper Scholarship Fund	2,915	--	--	--	2,915
Annuity Trust	13,906	--	--	--	13,906
Bishop's Fund for Continuing Clergy Education	186,522	73,633	1,556	--	258,599
Bishop's Crisis Relief	(27,214)	17,744	36	--	(9,506)
Bishop's Appeal	1,933	--	--	--	1,933
Swaziland - Shively Medical	5,576	--	--	--	5,576
Agape Café	4,847	17,257	15,729	7,104	13,479
Agape Café - Checking Activity	--	--	1,984	2,896	912
Brechin Discretionary Fund	1,809	--	--	--	1,809
Bishop Retirement Gift	--	29,759	--	--	29,759
Weise Fund	854	--	--	--	854
Adult Lay Education	540	--	--	--	540
Wholly Quiet Retreat Program	276	--	--	--	276
Cathedral to Cathedral Run	588	--	--	--	588
Ministry Retreat Scholarships	3,396	--	--	--	3,396
Brechin Product Sales	239	--	--	--	239
Grant - Reconciliation & Justice	22,883	70	4,089	--	18,864
Grant - Campus Ministry 2017	1,783	--	--	--	1,783
Grant - BCI @ Old Brick	3,851	--	292	--	3,559
Grant - BCI Ethnic Stud Acad 2019	7,343	--	6,596	--	747
Grant - BCI Rapid Response	(402)	402	--	--	--
Grant - Center for Social Ministry	2,428	--	1,240	--	1,188

EPISCOPAL DIOCESE OF IOWA
Statement of Changes in Net Assets
Year Ended December 31, 2021

	Balance 1/1/21	Revenue and Other Additions	Expenses and Other Deductions	Net Transfers Between Funds	Balance 12/31/21
Special Purpose (Continued)					
Grant - Simpson Youth Academy	5,000	--	5,000	--	--
Grant - GILEAD Year 2 2021	--	--	12,995	39,154	26,159
Pathways Retreats	1,953	50	--	--	2,003
Beloved Community Initiative	8,431	1,720	39	--	10,112
Waters of Hope	13,199	--	--	--	13,199
Camp for Children of Imprisoned	3,407	--	--	--	3,407
Health Reimbursement Account	(12,896)	846	--	--	(12,050)
Humphrey Congregational Development	2,008	--	--	--	2,008
Disaster Relief Office	11,629	--	325	--	11,304
Jubilee Mission Grant	30	--	--	--	30
College Fund Clergy Youth	18,254	--	6,456	--	11,798
Young Adult Ministry	951	--	131	--	820
Young Adult Ministry - Trips	(915)	--	--	--	(915)
Bishop Election 2021	(4,789)	8,966	119,198	175,000	59,979
Native American Ministries	92	--	--	--	92
Youth Fund for AED	223	1,265	6	--	1,482
The Way Station	33,976	59,383	56,620	--	36,739
The Way Station - Youth Account	34	--	--	--	34
The Way Station - Discretionary Fund	183	520	2	--	701
2020 Young Adult Companions	2,093	--	--	--	2,093
	<u>\$ 1,472,516</u>	<u>657,996</u>	<u>674,491</u>	<u>185,000</u>	<u>1,641,021</u>
Total Net Assets With Donor Restrictions - Purpose					
Net Assets With Donor Restrictions - Perpetual					
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
Annuity Trust	9,922	--	--	--	9,922
Perpetual Trust	210,378	(1,014)	--	--	209,364
Remainder Trust	19,347	3,211	--	--	22,558
Bishop's Fund for Theological Education	152,470	--	--	--	152,470
Margaret William Campbell Fund for Theological Education	4,853	--	--	--	4,853
Bishop's Crisis Relief Fund	23,193	--	--	--	23,193
Frank Davis Scholarship	665	--	--	--	665
	<u>\$ 2,334,302</u>	<u>2,197</u>	<u>--</u>	<u>--</u>	<u>2,336,499</u>
Total Net Assets With Donor Restrictions - Perpetual					
Total Net Assets	<u>\$ 11,315,209</u>	<u>2,625,867</u>	<u>1,981,995</u>	<u>--</u>	<u>11,959,081</u>

SEE INDEPENDENT AUDITOR'S REPORT

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 at: <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 Diocese of Iowa as the last day of each month, and distributions are made to participating organizations on a quarterly basis. Participants may reinvest their earnings instead of receiving regular distributions. 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.

The Iowa Diocesan Foundation Fund Statistical History

Year	Number of Participating Units	Equity of Participants	Unit Value	Income from Interest & Dividends	Expenses	Net Return
2012	166,427	9,625,234	\$57.83	\$209,386	(\$51,449)	12.9%
2013	168,103	11,788,954	\$70.13	\$221,595	(\$58,366)	23.2%
2014	168,453	12,986,251	\$77.09	\$246,903	(\$63,772)	12.9%
2015	165,861	11,835,830	\$71.36	\$88,578	(\$77,263)	-0.4%
2016	164,882	11,944,544	\$72.44	\$52,240	(\$79,202)	6.7%
2017	166,690	13,408,350	\$80.44	\$43,287	(\$80,451)	15.1%
2018	165,302	11,609,081	\$69.75	\$37,085	(\$79,278)	-9.2%
2019		12,889,622		\$79,359	(\$74,909)	16.8%
2020		12,331,000		\$29,813	(\$66,600)	5.6%
2021		14,110,918		\$58,139	(\$67,511)	13.2%

**EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA
IOWA DIOCESAN FOUNDATION FUND**

Des Moines, Iowa

FINANCIAL STATEMENTS

December 31, 2021 and 2020

(With Independent Auditor's Report Thereon)

EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA -
IOWA DIOCESAN FOUNDATION FUND

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

Opinion

We have audited the financial statements of 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, 2021 and 2020, 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.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Episcopal Corporation of the Diocese of Iowa - Iowa Diocesan Foundation Fund as of December 31, 2021 and 2020, and the results of its activities, changes in net assets, and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Episcopal Corporation of the Diocese of Iowa - Iowa Diocesan Foundation Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Episcopal Corporation of the Diocese of Iowa - Iowa Diocesan Foundation Fund's ability to continue as a going concern for one year after the date that the financial statements are issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Episcopal Corporation of the Diocese of Iowa - Iowa Diocesan Foundation Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Episcopal Corporation of the Diocese of Iowa - Iowa Diocesan Foundation Fund's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Meriwether, Wilson and Company, PLLC
 MERIWETHER, WILSON AND COMPANY, PLLC
 Certified Public Accountants

June 23, 2022
 West Des Moines, Iowa

EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA -
IOWA DIOCESAN FOUNDATION FUND

Statements of Financial Position

December 31,

	2021	2020
Current Assets		
Cash and Cash Equivalents	\$ 46,135	43,920
Receivable - Corporation	191,233	--
Investments	13,978,861	12,384,361
Total Assets	14,216,229	12,428,281
Current Liabilities		
Accounts Payable - Corporation	76,120	70,119
Accounts Payable	29,191	27,162
Total Liabilities	105,311	97,281
Net Assets	\$ 14,110,918	12,331,000

The accompanying notes are an integral part of these financial statements.

EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA -
IOWA DIOCESAN FOUNDATION FUND

Statements of Activities

Years Ended December 31,

	2021	2020
Investment Income		
Interest	\$ 28	59
Dividends	57,806	29,394
Other	305	360
	58,139	29,813
Expenses		
Trustee's Fees	61,476	57,524
Professional Fees and Other Expenses	6,035	9,076
	67,511	66,600
Net Investment Income (Loss)	(9,372)	(36,787)
Net Realized and Unrealized Gain (Loss) on Investments		
Net Realized Gain (Loss) on Sale of Investments	1,635,340	183,184
Capital Gains Distributions	255,683	--
Change in Net Unrealized Gain or Loss on Investments	(133,674)	555,854
Net Gain (Loss) on Investments	1,757,349	739,038
Increase (Decrease) in Net Assets Resulting from Operations	\$ 1,747,977	702,251

The accompanying notes are an integral part of these financial statements.

EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA -
IOWA DIOCESAN FOUNDATION FUND

Statements of Changes in Net Assets

Years Ended December 31,

	<u>2021</u>	<u>2020</u>
Increase in Net Assets from Operations		
Net Investment Income (Loss)	\$ (9,372)	(36,787)
Net Realized Gain (Loss) on Sale of Investments	1,635,340	183,184
Capital Gains Distributions	255,683	--
Change in Net Unrealized Gain or Loss on Investments	<u>(133,674)</u>	<u>555,854</u>
Net Increase (Decrease) in Net Assets Resulting from Operations - Unrestricted	<u>1,747,977</u>	<u>702,251</u>
 Distributions to Participants of Net Investment Income	 <u>(371,209)</u>	 <u>(388,223)</u>
Participant Transactions		
Participant Purchases	521,982	170,884
Participant Redemptions	<u>(118,832)</u>	<u>(1,043,534)</u>
	<u>403,150</u>	<u>(872,650)</u>
 Net Increase (Decrease)	 1,779,918	 (558,622)
 Net Assets at Beginning of Year	 <u>12,331,000</u>	 <u>12,889,622</u>
 Net Assets at End of Year	 <u><u>\$ 14,110,918</u></u>	 <u><u>12,331,000</u></u>

The accompanying notes are an integral part of these financial statements.

EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA -
IOWA DIOCESAN FOUNDATION FUND

Statements of Cash Flows

Years Ended December 31,

	<u>2021</u>	<u>2020</u>
Cash Flows from Operating Activities		
Increase (Decrease) in Net Assets Resulting from Operations	\$ 1,747,977	702,251
Adjustments to Reconcile Increase in Net Assets to Net Cash Provided by Operating Activities		
Gain on Sale of Investments	(1,635,340)	(183,184)
Change in Net Unrealized Gain or Loss on Investments	133,674	(555,854)
(Increase) Decrease in Receivable from Corporation	(191,233)	--
Increase (Decrease) in Income Distributable to Participants	--	(34,533)
Increase (Decrease) in Due to Corporation	6,001	(3,667)
Increase (Decrease) in Accounts Payable	2,029	(3,378)
Total Adjustments	<u>(1,684,869)</u>	<u>(780,616)</u>
Net Cash Provided (Used) by Operating Activities	<u>63,108</u>	<u>(78,365)</u>
Cash Flows from Investing Activities		
Purchase of Investments	(6,605,995)	(4,010,051)
Proceeds from Sale of Investments	6,513,161	5,332,497
Net Cash Provided (Used) by Investing Activities	<u>(92,834)</u>	<u>1,322,446</u>
Cash Flows from Financing Activities		
Net Distributions to Participants of Net Investment Income	(371,209)	(388,223)
Participant Purchases	521,982	170,884
Participant Redemptions	(118,832)	(1,043,534)
Net Cash Provided (Used) by Financing Activities	<u>31,941</u>	<u>(1,260,873)</u>
Net Increase (Decrease) in Cash and Cash Equivalents	2,215	(16,792)
Cash - Beginning of Year	<u>43,920</u>	<u>60,712</u>
Cash - End of Year	<u>\$ 46,135</u>	<u>43,920</u>

The accompanying notes are an integral part of these financial statements.

EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA -
IOWA DIOCESAN FOUNDATION FUND

Schedule of Investments in Securities

December 31,

	2021		2020	
	Shares	Fair Value	Shares	Fair Value
Cash/Money Market - 4.99% (0.75% in 2020)		\$ 697,841		93,351
Mutual Funds, Common Trust Funds, and Exchange Traded Funds - 95.01% (99.25% in 2020)				
Large Cap Equities - 30.78% (34.15% in 2020)				
DJ-UBS Roll Select Commodity Index SM	99,248	810,060	95,131	607,700
S & P 500 Common Trust Fund	13,035	3,278,098	18,370	3,589,681
		<u>4,088,158</u>		<u>4,197,381</u>
Small/Mid Cap Equities - 12.48% (11.26% in 2020)				
S & P Mid Cap Lending CTF	7,635	684,996	8,815	633,890
Small Cap Index Plus CTF	--	--	17,109	750,593
State Street Institutional Small Cap Equity Fund	48,505	972,532	--	--
		<u>1,657,528</u>		<u>1,384,483</u>
International Equities - 32.49% (29.62% in 2020)				
Aberdeen Emerging Markets Institutional Fund	30,255	521,604	--	--
Active Intl Small Cap SL CTF	8,448	552,280	9,145	518,326
Daily Active Emerging Mkt CTF	12,666	490,284	13,474	489,740
Harbor FDS Diversified Retirement Fund	106,420	1,356,850	--	--
EAFE Index CTF	--	--	44,870	1,057,715
Emerging Markets MSCI Non Lending Fund	--	--	17,335	622,780
International Alpha Select CTF	62,734	1,394,705	48,693	952,041
		<u>4,315,723</u>		<u>3,640,602</u>
REIT - 2.15% (1.00% in 2020)				
REIT Index CTF	--	--	1,326	59,233
SPDR Dow Jones Intl Real Estate Fund	--	--	1,853	63,169
State Street Global Real Estate Fund	10,981	285,113	--	--
		<u>285,113</u>		<u>122,402</u>
Fixed Income - 22.10% (23.97% in 2020)				
Intermediate Credit Index CTF	50,833	829,641	36,474	601,123
Passive Bond Market SL CTF	26,302	478,195	35,695	659,426
Passive High Yield CTF	34,160	539,869	47,404	710,022
TCW Emerging Markets Income Fund I	87,452	674,257	71,501	608,475
Treasury Inflation Protected Securities Index CTF Fund	22,545	412,536	21,253	367,096
		<u>2,934,498</u>		<u>2,946,142</u>
Total Mutual, Common Trust, and Exchange Traded Funds		<u>13,281,020</u>		<u>12,291,010</u>
Total - 100.00% (Cost \$11,264,871 (\$9,536,697 in 2020))		<u>\$ 13,978,861</u>		<u>12,384,361</u>

The accompanying notes are an integral part of these financial statements.

EPISCOPAL CORPORATION OF THE DIOCESE OF IOWA -
IOWA DIOCESAN FOUNDATION FUND

Notes to Financial Statements

December 31, 2021 and 2020

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 2020 financial statements have been made to conform to the 2021 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, 2021 and 2020.

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 than 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, 2021 and 2020 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, 2021				
Cash/Money Market Funds	\$ 697,841	697,841	--	--
Assets Measured at Net Asset Value	13,281,020			
Total	<u>\$ 13,978,861</u>			
December 31, 2020				
Cash/Money Market Funds	\$ 93,351	93,351	--	--
Assets Measured at Net Asset Value	12,291,010			
Total	<u>\$ 12,384,361</u>			

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:

	2021		2020	
	Cost	Market Value	Cost	Market Value
Cash/Money Market Funds	\$ 697,841	697,841	93,351	93,351
Fixed Income Funds	2,765,266	2,934,498	2,638,938	2,946,142
Equity Based Funds/Securities	7,535,570	10,061,409	6,671,397	9,222,466
REIT Funds	266,194	285,113	133,011	122,402
	<u>\$ 11,264,871</u>	<u>13,978,861</u>	<u>9,536,697</u>	<u>12,384,361</u>

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

	2021			2020		
	Gross Sales Proceeds	Realized Gains	Realized Losses	Gross Sales Proceeds	Realized Gains	Realized Losses
Fixed Income Funds	\$ 778,113	103,473	--	1,827,092	209,137	(7,418)
Equity Funds/Securities	5,593,971	1,529,496	(5,696)	2,813,857	252,712	(157,411)
REIT Funds	141,077	13,961	(5,894)	691,548	13,190	(127,026)
	<u>\$6,513,161</u>	<u>1,646,930</u>	<u>(11,590)</u>	<u>5,332,497</u>	<u>475,039</u>	<u>(291,855)</u>

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

	2021		2020	
	Unrealized Gains	Unrealized Losses	Unrealized Gains	Unrealized Losses
Fixed Income Funds	\$ 189,001	(19,769)	307,204	--
Equity Based Funds/Securities	2,849,113	(323,274)	2,551,069	--
REIT Funds	18,919	--	--	(10,609)
	<u>\$3,057,033</u>	<u>(343,043)</u>	<u>2,858,273</u>	<u>(10,609)</u>

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, 2021 and 2020. The following tables set forth a summary of the investments with a reported NAV.

	Fair Value Estimated Using Net Asset Value per Share				
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Restrictions	Redemption Notice Period
December 31, 2021					
Common Trust and Exchange Traded Funds					
Large Cap Equities	\$ 4,088,159	--	Immediate	None	3-4 Days
Small/Mid Cap Equities	1,657,528	--	Immediate	None	3-4 Days
International Equities	4,315,722	--	Immediate	None	3-4 Days
REITs	285,113	--	Immediate	None	3-4 Days
Fixed Income	2,934,498	--	Immediate	None	3-4 Days
	<u>\$13,281,020</u>	<u>--</u>			
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
	<u>\$12,291,010</u>	<u>--</u>			

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.

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 \$61,476 during the year ended December 31, 2021 (\$57,524 in 2020). During the year ended December 31, 2021, \$20,981 (\$16,759 in 2020) of the total fees were paid to the Episcopal Church Foundation, the Foundation's investment manager.

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 55.5% and 56.7% of the Fund at December 31, 2021 and 2020, respectively. The Corporation's total equity in the Fund at December 31, 2021 and 2020 was \$7,763,050 and \$7,021,350, respectively.

At December 31, 2021, the Episcopal Corporation of the Diocese of Iowa owed the Iowa Diocesan Foundation Fund \$191,233 (\$0- in 2020) for various gifts and contributions collected by the Corporation, and the Iowa Diocesan Foundation Fund owed the Episcopal Corporation of the Diocese of Iowa \$76,120 (\$70,119 in 2020) for general expenses.

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:

	<u>2021</u>	<u>2020</u>
Total Expenses to Average Net Assets	0.51%	0.53%
Net Investment Return to Average Net Assets	13.22%	5.57%

11. Subsequent Events

The Organization has evaluated events and transactions occurring after December 31, 2021 for potential items required to be recognized or disclosed in the financial statements. Subsequent events were evaluated through June 23, 2022, the date the financial statements were available for issuance.

DIOCESAN FINANCIAL REPORTS

Diocesan Aid to St. Paul's Indian Mission, Sioux City - 2021

Salary & Housing	\$ 57,938
Pension	10,429
Health Insurance	10,284
Travel	251
Operating Aid	<u>10,000</u>
	\$ 88,902

Ministry Grants for New Initiatives – 2021

Agape Café	\$ 10,000.00
Hispanic Missioner	<u>12,000.00</u>
	\$ 22,000.00

Promissory Notes Receivable (Revolving Fund) as of Dec. 31, 2021

Bettendorf, St. Peter's	\$ 19,771
Grinnell, St. Paul's	50,964
Spencer, The Way Station	<u>110,919</u>
	\$ 181,654

Theological Seminary Support - 2021

Anamosa, St. Mark's	
To University of the South-Sewanee	\$ 150.00
Oskaloosa, St. James	
To Nashotah House	<u>300.00</u>
	450.00

GILEAD Campaign Donations and Disbursements 2021

As of December 31, 2021

	Designated for GILEAD Campaign	Designated for Congregations	Total
Pledges & Donations	<u>\$ 1,130,636</u>	<u>\$ 285,932</u>	<u>\$ 1,416,568</u>
Activity as of 12/31/2021			
Funds Received	\$ 989,381	228,259	\$ 1,217,640
Campaign Expenses	(143,649)		(143,649)
Campaign Disbursements			
Companion Dioceses	(55,008)		(55,008)
Congregations		(219,198)	(219,198)
Grants	<u>(222,026)</u>	-	<u>(222,026)</u>
BALANCE	<u>\$ 568,698</u>	<u>9,061</u>	<u>\$ 577,759</u>

INSURED PROPERTY VALUES - 2022

City	Church	Insured Value	Insured By
Algona	St. Thomas	\$ 919,800	Church Insurance Co of VT
Ames	St. John's	6,883,000	Church Insurance Co of VT
Anamosa	St. Mark's	935,000	Church Insurance Co of VT
Ankeny	St Anne's	1,430,300	Church Insurance Co of VT
Bettendorf	St Peter's	2,619,100	Church Insurance Co of VT
Boone	Grace	2,015,700	Church Insurance Co of VT
Burlington	Christ	4,735,100	Church Insurance Co of VT
Carroll	Trinity	672,100	Church Insurance Co of VT
Cedar Falls	St. Luke's	4,900,300	Church Insurance Co of VT
Cedar Rapids	Christ	7,844,900	Church Insurance Co of VT
Cedar Rapids	Grace	4,422,500	Church Insurance Co of VT
Chariton	St Andrew's	748,500	Church Insurance Co of VT
Charles City	Grace	879,100	Church Insurance Co of VT
Clermont	Saviour	1,192,100	Church Insurance Co of VT
Clinton	Christ	4,249,900	Church Insurance Co of VT
Coralville	New Song	669,682	Church Insurance Co of VT
Council Bluffs	St Paul's	4,820,524	Church Insurance Co of VT
Davenport	St Alban's	1,551,900	Church Insurance Co of VT
Davenport	Trinity	20,571,000	Church Insurance Co of VT
Decorah	Grace	1,296,959	Church Insurance Co of VT
Denison	Trinity	10,400	Church Insurance Co of VT
Des Moines	Diocese of Iowa	2,485,270	Church Insurance Co of VT
Des Moines	St. Andrew's	3,659,906	Church Insurance Co of VT
Des Moines	St Luke's	4,658,824	Church Insurance Co of VT
Des Moines	St. Mark's	2,193,800	Church Insurance Co of VT
Des Moines	St. Paul's	9,468,485	Church Insurance Co of VT
Dubuque	St John's	11,315,600	Church Insurance Co of VT
Durant	St Paul's	1,535,202	Church Insurance Co of VT
Emmetsburg	Trinity	1,215,700	Church Insurance Co of VT
Fort Dodge	St. Mark's	4,680,993	Church Insurance Co of VT
Fort Madison	St Luke's	2,277,906	Church Insurance Co of VT
Glenwood	St John's	925,169	Church Insurance Co of VT
Grinnell	St. Paul's	1,657,323	Church Insurance Co of VT
Harlan	St Paul's	1,435,600	Church Insurance Co of VT
Independence	St James	1,624,192	Church Insurance Co of VT
Indianola	All Saints	7,400	Church Insurance Co of VT
Iowa City	Trinity	5,341,797	Church Insurance Co of VT
Iowa Falls	St. Matthew's	1,648,933	Church Insurance Co of VT
Keokuk	St. John's	9,925,434	Church Insurance Co of VT
LeMars	St George's	1,150,157	Church Insurance Co of VT
Maquoketa	St Mark's	1,679,812	Church Insurance Co of VT
Marshalltown	St Paul's	3,000,000	Grinnell Mutual
Mason City	St John's	5,530,381	Church Insurance Co of VT
Mount Pleasant	St Michael's	2,228,900	Church Insurance Co of VT
Muscatine	Trinity	4,165,236	Church Insurance Co of VT
Newton	St Stephen's	2,234,800	Church Insurance Co of VT
Orange City	Savior	420,800	Church Insurance Co of VT
Oskaloosa	St James'	2,553,400	Church Insurance Co of VT
Ottumwa	Trinity	4,682,100	Church Insurance Co of VT
Perry	St. Martin's	983,000	Church Insurance Co of VT
Shenandoah	St John's	1,322,244	Church Insurance Co of VT
Sioux City	Calvary	1,513,307	Church Insurance Co of VT
Sioux City	St Paul's	1,240,629	Church Insurance Co of VT
Sioux City	St Thomas'	5,738,388	Church Insurance Co of VT
Spencer	The Way Station	354,800	Church Insurance Co of VT
Spirit Lake	St Alban's	1,445,133	Church Insurance Co of VT
Storm Lake	All Saints'	870,300	Church Insurance Co of VT
Waterloo	Trinity	2,935,664	Church Insurance Co of VT
Waverly	St Andrew's	1,019,113	Church Insurance Co of VT
Webster City	Good Shepherd	786,675	Church Insurance Co of VT
West Des Moines	St Timothy's	2,905,659	Grinnell Mutual
		<u>\$ 188,185,897</u>	

PAYMENTS OF STEWARDSHIP SHARE - 2021

CITY	CHURCH	2021 ASK	2021 PLEDGE	2021 RECEIVED	(UNDER) OVER
Algona	St. Thomas'	\$ 3,552	3,552	3,552	0
Ames	St. John's	52,629	52,629	52,629	0
Anamosa	St. Mark's	435	1,500	1,500	0
Ankeny	St. Anne's	10,100	5,250	6,250	1,000
Bettendorf	St. Peter's	15,775	15,775	15,775	0
Boone	Grace	1,430	1,430	1,437	7
Burlington	Christ	22,950	18,900	18,900	0
Carroll	Trinity	2,911	2,911	2,911	0
Cedar Falls	St. Luke's	37,590	37,590	37,590	0
Cedar Rapids	Christ	49,654	49,654	49,654	0
Cedar Rapids	Grace	8,861	8,861	8,518	(343)
Chariton	St. Andrew's	3,642	3,700	3,700	0
Charles City	Grace	1,305	1,305	1,305	0
Clinton	Christ	11,959	11,959	11,959	0
Coralville	New Song	17,600	17,600	17,600	0
Council Bluffs	St. Paul's	5,129	5,129	4,702	(427)
Davenport	St. Alban's	8,686	6,500	6,500	0
Davenport	Trinity	108,932	92,592	92,592	0
Decorah	Grace	4,199	4,199	4,199	0
Denison	Trinity	2,251	2,251	2,063	(188)
Des Moines	St. Paul's	76,748	60,000	59,865	(135)
Des Moines	St. Andrew's	28,398	28,398	28,398	0
Des Moines	St. Luke's	28,730	13,918	13,918	0
Des Moines	St. Mark's	4,322	1,000	1,000	0
Dubuque	St. John's	16,812	9,000	9,000	0
Durant	St. Paul's	3,049	3,049	3,049	0
Emmetsburg	Trinity	2,040	2,040	2,040	0
Fort Dodge	St. Mark's	37,511	37,511	37,511	0
Fort Madison	St. Luke's	2,672	2,100	2,100	0
Glenwood	St. John's	944	944	944	0
Grinnell	St. Paul's	10,608	8,000	8,667	667
Harlan	St. Paul's	1,287	1,287	1,287	0
Independence	St. James'	1,961	1,961	1,961	0
Indianola	All Saints	1,414	1,414	1,416	2
Iowa City	Trinity	79,435	79,435	79,435	0
Iowa Falls	St. Matthew's	2,264	2,264	1,887	(377)
Keokuk	St. John's	10,458	7,200	6,000	(1,200)
LeMars	St. George's	40	40	109	69
Maquoketa	St. Mark's	2,325	2,325	2,327	2
Marshalltown	St. Paul's	11,338	11,338	11,338	0
Mason City	St. John's	17,838	17,838	17,838	0
Mount Pleasant	St. Michael's	4,302	4,302	3,966	(336)
Muscatine	Trinity	21,398	21,398	21,398	0
Newton	St. Stephen's	12,035	8,000	8,000	0
Orange City	Savior	1,840	950	950	0
Oskaloosa	St. James'	7,519	7,519	7,519	0
Ottumwa	Trinity	4,574	4,574	4,574	0
Perry	St. Martin's	7,587	7,587	7,587	0
Shenandoah	St. John's	4,266	2,647	4,266	1,619
Sioux City	Calvary	1,693	1,740	1,740	0
Sioux City	St. Paul's	1,355	1,355	1,355	0
Sioux City	St. Thomas'	15,522	8,750	9,508	758
Spirit Lake	St. Alban's	8,764	8,764	8,764	0
Storm Lake	All Saints'	3,410	3,410	3,410	0
Waterloo	Trinity	15,786	10,750	10,750	0
Webster City	Good Shepherd	4,466	4,466	4,466	0
West Des Moines	St. Timothy's	62,099	50,000	50,000	0
		\$ 886,400	780,561	781,679	1,118

CONGREGATIONAL STEWARDSHIP SHARE PLEDGES - 2022

CITY	CHURCH	STEWARDSHIP		(UNDER)
		SHARE ASK	PLEDGE	OVER
Algona	St. Thomas'	\$3,465	3,465	0
Ames	St. John's	55,210	55,210	0
Anamosa	St. Mark's	500	1,500	1,000
Ankeny	St. Anne's	9,746	9,746	0
Bettendorf	St. Peter's	16,212	16,212	0
Boone	Grace	500	500	0
Burlington	Christ	29,263	20,004	(9,259)
Carroll	Trinity	3,576	3,576	0
Cedar Falls	St. Luke's	35,413	35,413	0
Cedar Rapids	Christ	41,628	30,000	(11,628)
Cedar Rapids	Grace	5,199	5,199	0
Chariton	St. Andrew's	3,403	3,500	97
Charles City	Grace	898	898	0
Clinton	Christ	17,395	13,753	(3,642)
Coralville	New Song	14,366	14,366	0
Council Bluffs	St. Paul's	2,246	4,800	2,554
Davenport	St. Alban's	8,874	8,874	0
Davenport	Trinity	112,526	101,273	(11,253)
Decorah	Grace	3,300	3,300	0
Denison	Trinity	3,322	3,973	651
Des Moines	St. Paul's	64,790	50,000	(14,790)
Des Moines	St. Andrew's	32,853	32,853	0
Des Moines	St. Luke's	34,334	15,108	(19,226)
Des Moines	St. Mark's	4,257	4,257	0
Des Moines	Trinity Cush	500	0	(500)
Dubuque	St. John's	20,941	9,000	(11,941)
Durant	St. Paul's	3,014	3,014	0
Emmetsburg	Trinity	694	694	0
Fort Dodge	St. Mark's	36,759	36,759	0
Fort Madison	St. Luke's	1,349	1,200	(149)
Glenwood	St. John's	1,298	1,298	0
Grinnell	St. Paul's	13,344	9,000	(4,344)
Harlan	St. Paul's	1,373	1,373	0
Independence	St. James'	1,505	1,505	0
Indianola	All Saints	1,035	1,035	0
Iowa City	Trinity	75,238	75,238	0
Iowa Falls	St. Matthew's	2,090	2,090	0
Keokuk	St. John's	15,072	7,200	(7,872)
LeMars	St. George's	500	500	0
Maquoketa	St. Mark's	2,734	2,734	0
Marshalltown	St. Paul's	8,088	8,088	0
Mason City	St. John's	20,430	17,838	(2,592)
Mount Pleasant	St. Michael's	4,069	4,069	0
Muscatine	Trinity	15,301	15,301	0
Newton	St. Stephen's	10,649	8,000	(2,649)
Orange City	Savior	2,351	950	(1,401)
Oskaloosa	St. James'	7,781	7,781	0
Ottumwa	Trinity	3,655	3,655	0
Perry	St. Martin's	7,588	7,588	0
Shenandoah	St. John's	3,671	3,671	0
Sioux City	St. Paul's	1,421	1,421	0
Sioux City	St. Thomas'	22,249	12,000	(10,249)
Spirit Lake	St. Alban's	13,003	13,003	0
Storm Lake	All Saints'	4,421	4,421	0
Waterloo	Trinity	13,306	13,306	0
Webster City	Good Shepherd	4,495	4,495	0
West Des Moines	St. Timothy's	68,017	53,000	(15,017)
TOTAL		\$891,217	769,007	(122,210)

PROPOSED DIOCESAN BUDGET FOR 2023

	2023 PROPOSED BUDGET	2022 BUDGET	2021 ACTUAL	2020 ACTUAL
1 INCOME				
2 Congregational Stewardship Share	860,000	829,924	781,358	716,832
3 Estimated Stewardship Share Shortfall	(50,000)			
4 TEC Grant	0	40,000		
5 2023 Opportunity Fund	50,000			
6 Working Capital Supplement reduction	15,000			
7 Gifts & Other Income	25,000	25,000	14,178	35,514
8 Investment Income—Theological Education (4.75% draw)	19,700	20,500	32,300	33,350
9 Investment Income—Children & Youth Program (4.75% draw)	31,500	30,000	16,189	35,199
10 Investment Income—Episcopate Fund (4.75% draw)	77,920	73,500	77,100	82,774
11 Investment Income—General Funds (4.75% draw)	137,000	131,000	135,820	150,959
12 Investment Income—Sustainability Group (2% draw)	15,000	15,000	15,000	0
13 PPP Loan (forgiven)	0	0	0	141,000
14 TOTAL INCOME	1,181,120	1,164,924	1,071,945	1,195,628
15				
16 EXPENSES				
17 MINISTRY & MISSION				
<u>18 Wider Church</u>				
19 Pledge to Episcopal Church	130,792	137,194	148,893	147,152
20 Province VI Synod Assessment	2,900	1,500	1,500	1,500
21 Subtotal—Wider Church	133,692	138,694	150,393	148,652
<u>22 One World, One Church Commission</u>				
23 Ecumenical & Interfaith	750	850	300	300
24 Global Episcopal Mission Network	1,000	1,100	500	
25 Convention Exhibit Expenses	150	250	0	
26 Swaziland Neighborhood Care Points	2,500	3,500	5,000	5,000
27 Sustainable Development Goals—Mini-Grants	11,812	9,300	8,099	10,088
28 Subtotal—One World, One Church	16,212	15,000	13,899	15,388
<u>29 Young Adult Ministry</u>				
30 Young Adult Missioner—Travel/Conferences	0	0	0	12
31 Young Adult Program	9,000	9,550	184	160
32 Subtotal—Young Adult Ministry	9,000	9,550	184	172
<u>33 Children & Youth Ministry</u>				
34 Missioner for Children & Youth—Salary/Benefits (75% position)				
35 Salary	42,840	42,000	42,000	39,422
36 Pension	3,856	3,780	3,780	3,548
37 Life/Disability Insurance	583	466	583	235
38 Subtotal—Missioner for Child & Youth: Salary/Benefits	47,279	46,246	46,363	43,205
39 Youth Program				
40 Travel/Conferences	2,500	3,000	259	418
41 Training Participation	500	3,000	3,010	349
42 Outdoor Ministries Program	20,000	15,000	9,851	6,002
43 Diocesan Events for Young People	6,000	2,500	2,233	2,371
44 Scholarship for Youth Events	4,500	4,500	(1,050)	
45 Publicity	200	200	0	
46 Happening	0	2,500	769	845
47 Diocesan Convention—Youth Delegates	1,500	2,500	78	62
48 General Convention Reserve	0	2,000	2,000	2,000
49 Operation & Travel	1,500	1,500	909	1,296
50 Youth Ministries Library	150	150	231	78
51 Mailing Costs	0	0	2,881	656
52 New Beginnings	0	2,000	182	342
53 Episcopal Youth Event (EYE) Reserve	0	0	2,000	2,000
54 Subtotal—Youth Program	36,850	38,850	23,353	16,419
55 Subtotal—Children & Youth	84,129	85,096	69,716	59,624

	2023 PROPOSED	2022 BUDGET	2021 ACTUAL	2020 ACTUAL
59				
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	2023 PROPOSED	2022 BUDGET	2021 ACTUAL	2020 ACTUAL
116 Bishop Elect				
117 <i>Salary & Housing</i>	0	0	25,000	
118 <i>Pension</i>	0	0	3,600	
119 <i>Health/Life Insurance</i>	0	0	4,020	
120 Subtotal—Bishop Elect—Salary & Benefits	0	0	32,620	
121 Bishop Elect—Travel/Conferences	0	0	3,419	
122 Executive Assistant to the Bishop (100% position)				
123 <i>Salary & Housing</i>	62,921	61,687	61,687	60,477
124 <i>Pension</i>	5,663	5,552	5,552	5,443
125 <i>Health/Life/Disability Insurance</i>	26,158	25,636	24,743	30,520
126 Subtotal—Executive Assistant	94,742	92,875	91,982	96,440
127 Staff Travel/Conferences/Continuing Education	1,500	2,000	651	239
128 Commission on Ministry	1,000	2,000	0	725
129 Lambeth Conference Travel Reserve	1,000	1,000	3,000	1,125
130 Episcopate Election Reserve	10,000	10,000	10,000	5,000
131 TOTAL EPISCOPATE	303,320	299,599	328,885	276,130
132				
133 DIOCESAN				
134 Diocesan Convention Expense	5,000	10,000	(148)	638
135 Publishing Journal & Report Booklet	500	2,000	2,000	2,000
136 General Convention Deputy Travel Reserve	10,000	10,000	10,000	10,000
137 General Convention Bishops Travel Reserve	2,000			
138 Board/Task Force/Ad—Hoc Committee Expense	2,000	2,500	0	228
139 TOTAL DIOCESAN	19,500	24,500	11,852	12,866
140				
141 ADMINISTRATIVE & OPERATING				
142 Comptroller (100% position)				
143 <i>Salary & Housing</i>	62,921	61,687	61,687	60,477
144 <i>Pension</i>	5,663	5,552	5,552	5,443
145 <i>Health/Life/Disability Insurance</i>	21,472	20,968	20,243	16,094
146 Subtotal—Comptroller—Salary/Benefits	90,056	88,207	87,482	82,014
147 Comptroller—Travel/Conferences	2,500	3,000	151	1,205
148 Coordinator for Convention, EfM & small church ministry (50% position)				
149 <i>Salary & Housing</i>	29,212	28,639	28,639	28,077
150 <i>Pension</i>	5,258	5,155	5,155	5,054
151 <i>Life Insurance</i>	235	235	5,655	7,918
152 Subtotal—Coord. for Convention, EfM & small church ministry	34,705	34,029	39,449	41,049
153 Diocesan Assistant (60% position)				
154 <i>Salary & Housing</i>	24,028	23,557	23,557	23,095
155 <i>Pension</i>	2,163	2,120	2,120	2,079
156 <i>Health/Life/Disability Insurance</i>	20,806	20,302	19,582	17,051
157 Subtotal—Diocesan Assistant	46,997	45,979	45,260	42,225
158 Financial Assistant (100% position)				
159 <i>Salary & Housing</i>	39,375	19,301	17,291	14,192
160 <i>Pension</i>	3,544	1,737	1,556	1,277
161 <i>Health/Life/Disability Insurance</i>	11,419	5,572	5,391	5,387
162 Subtotal—Financial Asst	54,338	26,610	24,238	20,856
163 Employer Payroll Tax	22,000	21,000	21,605	20,454
164 Unemployment Insurance	0	5,000	0	
165 Office Expense	40,960	42,500	45,191	41,775
166 Diocesan House Maintenance and Utilities	25,000	25,000	25,000	24,890
167 Audit Expense	11,000	18,000	17,725	20,370
168 Property/Casualty/Liability Insurance	21,000	21,000	20,468	19,262
169 TOTAL ADMINISTRATIVE & OPERATING	348,556	330,325	326,569	314,100
170				
171 TOTAL EXPENSES	1,181,120	1,164,924	1,119,146	1,057,528
172				
173 RECEIPTS OVER(UNDER) EXPENSES	0	0	(47,201)	138,100

Clergy Compensation - 2021

Church/Ministry	Title	Annual Compensation	Housing Provided
Ames, St John's by the Campus	Rector	100,965	
Ankeny, St Annes by the Fields	Rector	41,466	
Bettendorf, St Peter's Church	Rector	58,296	
Burlington, Christ Church	Rector	63,336	
Carroll-Denison-Harlan, Trinity Cluster	Priest in Charge	12,000	
Cedar Falls, St Luke's Church	Rector	77,760	
Cedar Rapids, Christ Church	Rector	72,700	Yes
Cedar Rapids, Grace Church	Priest in Charge	28,100	
Chariton, St. Andrew's Church	Vicar	9,600	
Clinton, Christ Church	Rector	62,962	
Coralville, New Song Church	Priest in Partnership	2,500	
Davenport, St. Alban's Church	Priest in Charge	9,000	
Davenport, Trinity Cathedral	Dean	76,934	
Des Moines, Diocese of Iowa	Bishop	126,378	
Des Moines, Diocese of Iowa	Bishop Elect	25,000	
Des Moines, Diocese of Iowa	Missioner for Congregational Development, Transitions, and Reconciliation	63,923	
Des Moines, Diocese of Iowa	Operations Manager	28,639	
Des Moines, Diocese of Iowa	Transitions Ministry	2,160	
Des Moines, St Luke's Church	Rector	63,107	
Des Moines, St Mark's Church	Hispanic Missioner	13,640	
Des Moines, St Mark's Church	Rector	18,000	
Des Moines, St. Andrew's Church	Associate Priest	1,381	
Des Moines, St. Andrew's Church	Clergy Coordinator	14,946	
Des Moines, St. Andrew's Church	Rector	11,131	
Des Moines, St Paul's Cathedral	Canon Provost	64,000	
Dubuque, St Johns Church	Rector	71,884	Yes
Emmetsburg, Trinity Church	Priest	2,125	
Fort Dodge, St Mark's Church	Rector	58,007	
Grinnell, St Paul's Church	Rector	54,334	
Indianola, All Saints Church	Priest in Charge	18,500	
Iowa City, Trinity Church	Rector	79,583	
Mason City, St John's Church	Rector	56,870	
Muscatine, Trinity Church	Rector	66,400	
Orange City, Church of the Savior	Vicar	15,000	
Oskaloosa, St James' Church	Rector	12,600	
Ottumwa, Trinity Church	Priest in Charge	19,248	
Perry, St. Martin's Church	Priest	18,000	
Shenandoah, St John's Church	Priest in Partnership	27,279	
Sioux City, St Thomas' Church	Rector	22,645	
Sioux City, St. Paul's Indian Mission	Vicar	57,938	
Spencer, The Way Station	Priest, The Way Station	26,000	
Spirit Lake, St Alban's Church	Rector	58,524	
Storm Lake, All Saints' Church	Priest in Charge	34,071	
Webster City, Church of the Good Shepherd	Interim Priest	7,500	
West Des Moines, St Timothy's Church	Rector	85,745	

Lay Employee Compensation 2021

Church	Position Title	2021 Annual Salary
Ames St Johns	Chaplain	\$ 9,000
Ames St Johns	Director of Music	25,494
Ames St Johns	Parish Administrator/Bookkeeper	34,358
Ankeny, St. Anne's by the Fields	Music Director	7,487
Ankeny, St. Anne's by the Fields	Sexton	2,109
Bettendorf St Peter	Music Director	18,100
Burlington Christ	Executive Assistant	13,709
Cedar Falls St Lukes	Bookkeeper, Administrator	12,859
Cedar Falls St Lukes	Music Director	17,144
Cedar Falls St Lukes	Organist	8,821
Cedar Falls St Lukes	Tech Minister	1,400
Cedar Falls St Lukes	Tech Minister, Sexton	3,297
Cedar Rapids, Christ	Accountant	28,366
Cedar Rapids, Christ	Business Manager	6,778
Cedar Rapids, Christ	Communications Director	20,800
Cedar Rapids, Christ	Music Director	10,167
Cedar Rapids, Christ	Sexton	7,014
Cedar Rapids, Grace Church	Organist	662
Cedar Rapids, Grace Church	Secretary	2,638
Cedar Rapids, Grace Church	Sexton/Secretary	9,945
Clinton Christ	Organist	4,279
Clinton Christ	Secretary	12,137
Clinton Christ	Sexton	4,958
Clinton Christ	Sexton	3,255
Clinton Christ	Treasurer	3,983
Clinton Christ	Yard and Snow	1,380
Coralville, New Song	Music Director	10,816
Coralville, New Song	Office Administrator	22,779
Davenport St Albans	Music director	8,220
Davenport St Albans	Parish Administrator	8,100
Davenport Trinity	Music Director	49,205
Davenport Trinity	Office Mgr., Building & Grounds Mgr.	60,784
Des Moines St Andrews	Cleaning service	14,400
Des Moines St Andrews	Musician	5,100
Des Moines St Andrews	Office Manager	7,481
Des Moines, St. Luke's	Administrative Assistant	34,308
Des Moines, St. Luke's	Music Director	12,172
Des Moines, St. Paul's Cathedral	Canon Administrator	28,198
Des Moines, St. Paul's Cathedral	Executive Assistant to the Dean	25,004
Des Moines, St. Paul's Cathedral	Organist/Choirmaster	33,076
Des Moines, St. Paul's Cathedral	Sunday Sexton	4,184
Diocese of Iowa	Agape Café-Director	10,829
Diocese of Iowa	BCI-Administrative Assistant	4,688
Diocese of Iowa	Comptroller	61,687
Diocese of Iowa	Custodian	7,980
Diocese of Iowa	Diocesan Assistant	23,557
Diocese of Iowa	Executive Assistant to the Bishop	61,687
Diocese of Iowa	Financial Assistant	34,582
Diocese of Iowa	Missioner-Administration	57,738
Diocese of Iowa	Missioner-Children & Youth	42,000
Diocese of Iowa	The Way Station-Administrative Assistant	2,594

Lay Employee Compensation 2021 (cont.)

Church	Position Title	2021 Annual Salary
Dubuque, St. John's	Parish Administrator	24,986
Fort Dodge, St. Mark's	Bookkeeper	9,213
Fort Dodge, St. Mark's	Custodian	4,664
Fort Dodge, St. Mark's	Organist	10,425
Fort Dodge, St. Mark's	Secretary	13,209
Grinnell, St Paul's	Bookkeeper	6,000
Iowa City Trinity	Choir Director	2,728
Iowa City Trinity	Choir Staff	400
Iowa City Trinity	Choir/Organist	2,628
Iowa City Trinity	Financial Administrator	22,401
Iowa City Trinity	Office Assistant	12,310
Iowa City Trinity	Office Assistant	3,684
Iowa City Trinity	Organist	3,282
Iowa City Trinity	Organist/Music Director	7,566
Iowa City Trinity	Parish Life Coordinator	50,514
Iowa City Trinity	Sexton	29,946
Iowa City Trinity	Technology Assistant	886
Keokuk, St. John's	Bookkeeper	12,744
Keokuk, St. John's	Sexton	5,522
Marshalltown, St. Paul's	Musician	4,350
Marshalltown, St. Paul's	Parish Administrator	13,301
Marshalltown, St. Paul's	Resident Artist	1,150
Mason City St Johns	Parish Administrator	24,303
Muscatine Trinity	Administrative Assistant	15,979
Muscatine Trinity	Sexton	7,194
Muscatine Trinity	Music Coordinator	8,026
Muscatine Trinity	Treasurer Assistant	1,443
Newton, St. Stephen's	Maintenance	2,869
Newton, St. Stephen's	Musician	5,300
Newton, St. Stephen's	Secretary	263
Newton, St. Stephen's	Secretary/Bookkeeper	1,163
Ottumwa Trinity	Organist	3,375
Perry St Martins	Music	2,535
Perry St Martins	Secretary	11,370
Sioux City, St. Thomas'	Music director	2,646
Sioux City, St. Thomas'	Office Manager	4,657
Storm Lake All Saints	Music Director	3,120
Waterloo, Trinity	Organist	8,900
Waterloo, Trinity	Parish Administrator	14,621
Waterloo, Trinity Preschool	Preschool Cook	1,644
Waterloo, Trinity Preschool	Preschool Director	43,000
Waterloo, Trinity Preschool	Preschool Teacher	18,292
Waterloo, Trinity Preschool	Preschool Teacher	10,487
Waterloo, Trinity Preschool	Preschool Teacher	13,230
Waterloo, Trinity Preschool	Preschool Teacher	3,764
Waterloo, Trinity Preschool	Preschool Teacher	16,906
Waterloo, Trinity Preschool	Preschool Teacher	12,521
Waterloo, Trinity Preschool	Preschool Teacher	24,041
Waterloo, Trinity Preschool	Preschool Teacher	4,247
Waterloo, Trinity Preschool	Preschool Teacher	1,530
Waterloo, Trinity Preschool	Preschool Teacher	10,792
Waterloo, Trinity Preschool	Preschool Teacher	1,512

Lay Employee Compensation 2021 (cont.)

Church	Position Title	2021 Annual Salary
Waterloo, Trinity Preschool	Preschool Teacher	25,106
Waterloo, Trinity Preschool	Preschool Teacher	4,978
Waterloo, Trinity Preschool	Preschool Teacher	3,236
Waterloo, Trinity Preschool	Preschool Teacher	4,914
Waterloo, Trinity Preschool	Preschool Teacher	22,031
Waterloo, Trinity Preschool	Preschool Teacher	14,013
Waterloo, Trinity Preschool	Preschool Teacher	6,801
Waterloo, Trinity Preschool	Preschool Teacher	4,656
Waterloo, Trinity Preschool	Preschool Teacher	6,393
Waterloo, Trinity Preschool	Preschool Teacher	9,369
Waterloo, Trinity Preschool	Preschool Teacher	15,240
Waterloo, Trinity Preschool	Preschool Teacher	1,188
Waterloo, Trinity Preschool	Preschool Teacher	2,808
Waterloo, Trinity Preschool	Preschool Teacher	1,556
Webster City Good Shepherd	contracted tree removal	5,136
Webster City Good Shepherd	janitor	1,010
Webster City Good Shepherd	lawn/snow removal care	1,910
Webster City Good Shepherd	Organist	8,900
Webster City Good Shepherd	Sexton	619
West Des Moines St Timothys	Bookkeeper	15,803
West Des Moines St Timothys	Childcare worker	1,617
West Des Moines St Timothys	Childrens Formation Coordinator	4,470
West Des Moines St Timothys	Music Director	9,662
West Des Moines St Timothys	Parish Coordinator	22,780
West Des Moines St Timothys	Preschool Director	8,300
West Des Moines St Timothys	Preschool Teacher	6,390
West Des Moines St Timothys	Seminary Intern	10,595
West Des Moines St Timothys	Sexton	7,700

Bishop's Appointments and Advisory Groups:

Chaplains to the Retired Clergy **The Rt. Rev. Elizabeth L. H. Monnot**

The establishment of the Chaplains to the Retired network came out of the Church Pension Group, recognized by General Convention in 2006. Liane Nichols and Bill Moorhead have served over the past years as appointed chaplains to the retired clergy of the Diocese of Iowa. In this ministry, chaplains function partly on their own initiative following up on retired clergy but also as directed out of the bishop's pastoral references. We are very grateful for the ministry contributions of all who have served as chaplains, and welcome conversation with those who feel called to this particular pastoral service. We anticipate revisiting and expanding the membership of this group in due course, and give thanks to Deacon Liane Nichols for her continued active service.

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 2021-2022, this group met with representatives of the Church Insurance Agency, has assumed responsibility for the closed church in Waverly and the church property in Clermont, and has provided advice for congregations' questions. In September 2022 the church property in Waverly was sold to a community member intending to convert it for community use.

Commission on Ministry (COM)
Mr. Kevin Sanders, Chair

The Commission on Ministry advises and assists the bishop on matters of baptismal and ordained ministry in the diocese as described in the ministry canons of the national church. The commission met five times since the 169th diocesan convention, all of them via Zoom. At the first of those meetings, on December 3-4, 2021, the then bishop-elect asked the commission to review our established ways of working, noting both what had been working well and where there might be opportunities to improve. Those conversations provided a roadmap for much of our activity this year.

We have worked on a number of projects to incrementally improve our communication with people in the ordination process. These include clarifying the expectations for those serving as liaisons between the COM and people actively in the process, structuring how formation plans are communicated to postulants, and changes to the interview process the COM uses when interviewing aspirants and postulants.

We continued to follow the progress of three postulants for the priesthood, one postulant for the diaconate, three candidates for priesthood, and one Ministry Development Team. There were three ordinations to the transitional diaconate and one to the priesthood.

Community of Deacons
The Rev. Deacon Judith Crossett, convener of deacons

Deacons is what we are; ministry is what we do; deacons are a separate and equal order.

During the last year, the Community of Deacons have established monthly meetings on Zoom for mutual support and ongoing learning. We have been fortunate to meet with Bishop Betsey twice during these meetings, both offering her our hopes for the Iowa's deacons and the Community and hearing her expectations of us.

We share Bishop Betsey's hope that Iowa discerns and nourishes more deacons. As she makes episcopal visits to the congregations in Iowa, she has asked that a deacon visit with her to every place that does not have a deacon in place. We intend to supply every such visitation with a deacon, to talk about what a deacon is at those visits, and to listen to and answer questions from anyone interested.

Our major project—which involved the participation of every deacon, active and retired—was to compile an album of all the Iowa deacons for our new Bishop, with photos and descriptions of our ministries. We are grateful to each other, and to the friends and family who provided information about retired deacons unable to provide information themselves. Our next project will be to provide material about the diaconate for the diocesan website. We'd like the website to be a resource for those starting to ask, "What is a deacon? What's the process? What can I expect if God is expecting me to be a deacon?"

We continue our monthly conversations, catching up with each other, sharing prayers of trouble and triumph. We have read Susanne Watson Epting's book Unexpected Consequences; we have discussed how deacons and priests work together with a priest (from a different diocese); we have talked about mentoring deacons in formation and how we can reach out to transitional deacons during their diaconate.

Priests in New/Transitional Situations (PINTS)
The Rt. Rev. Elizabeth L. H. Monnot

The continuation of the Priests and Pastors in New/Transitional Situations (PINTS) group will be carried forward at my invitation, led by The Rev. Meg Wagner in her role as Transitions Minister. I am grateful for their willingness to serve in this way, as we welcome newly ordained and those new to cures in Iowa

(in the past 2 years), and seek to strengthen their communities through the ongoing formation and support that takes place in PINTS.

Professional Development Leave The Rt. Rev. Elizabeth L. H. Monnot

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.

Small Church Report The Rev. John Doherty

Leadership from several small churches (25 ASA or less) gather on Zoom every Monday. Some are ordained ministers' others are lay members. Many of the churches have Ministry Development Team leadership. We provide mutual support and ideas as we discuss the many aspects of our church lives. We share both blessings and concerns. A small church core team was formed which in turn has formed task groups. One is reviewing how small churches are affected by the policies and Constitution & Canons of the church. Another group is looking at small church ministry in other dioceses. These groups grew out of several years of work by small church leadership to call attention to the uniqueness of a small or tiny church's situation and to the many lessons they can share with churches of a larger size. We encourage others to join us. Everyone is of importance in this group but Ellen Bruckner continues to provide strong leadership along with Karen McCallan. Many of us are participating in Province VI small church group discussions which begin in September 2022.

Reparations Task Force Final Board Report June 24, 2022

Mandate

In 2020, the Episcopal Diocese of Iowa passed a resolution at its annual convention calling for a Season of Truth and Healing during which the diocese would take tangible and enduring actions towards healing the sins of slavery, indigenous genocide and displacement, and racism through earnest and sacrificial actions. The resolution called for the formation of a Reparations Task Force, appointed by the Bishop that would begin a multi-year effort to examine how the diocesan community might take leadership in repairing the effects of generations of racism in our own context.

The Task Force was charged with these specific tasks from the resolution:

- Reviewing and sharing the history of Iowa's and our churches' part in benefitting from the legacies of slavery and indigenous genocide and displacement
- Identifying a working definition of "reparation" to be used in this diocese
- Identifying and recommending changes that combat systemic racism in the structures of this diocese
- Exploring the ramifications of slavery and indigenous genocide and displacement, including the need for emotional, spiritual and psychological reparations for generations of injustice visited upon Black and Indigenous communities.

Members

The Rev. Kim Turner Baker, chair; the Rev. Wendy Abrahamson, the Rev. Stephen Benitz, the Rev. Nora Boerner, the Rev. Tom Early, the Rev. Lizzie Gillman, Ms. Donna Scarfe, the Rev. Jeanie Smith, Mr. Jack Turner, and the Rev. Diana Wright. The Rev. Meg Wagner served as diocesan staff liaison. When the Rev. Kim Turner Baker moved from the Diocese of Iowa in early 2022, the Rev. Jeanie Smith assumed the chairmanship of the Task Force. Also serving for a period of time with the Task Force were: Mr. Edgardo Ordonez, Ms. Katelyn O'Hare, Ms. Vivian Roberts, Mr. Hal Chase, and the Rev. Marc Haack.

Process

The Task Force began monthly meetings via Zoom in March 2021 and has continued those meetings through June 2022. During these meetings, we have had profound and thoughtful discussions on generational, relational, educational and economic aspects of reparations. During our monthly meetings however, it became obvious from discussions the members of the Task Force have had with Episcopalians all over the diocese that there are a number of people who question the need for this work of reparations. Iowa did not officially condone slavery and that fact has weighed heavily with these people. In addition, these discussions led to the recognition that conversation in Iowa around reparations is necessarily different from 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.

The work of the Beloved Community Initiative has, however, convinced us that Iowa does have 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, redlining and restrictive covenants, and large-scale immigration raids.

Therefore, we concluded that, before any meaningful work could be done to clearly define “reparations” or to propose how such reparations might be structured, we needed to listen clearly to our people. We proposed visiting and spending time with each congregation to hold conversations about Iowa’s history with race and the work of truth and healing. Before these visits were begun, however, we realized that we would have to hold these visits in person. This was a challenge in the time of COVID.

Nonetheless, during the pandemic, we made significant progress on telling the truth about our history and shared a sample of our work with the clergy before the 2021 Convention. In the Spring of 2022 we put together a diocesan survey, modeled after The Episcopal Church’s Racial Justice Audit of Episcopal Leadership. The diocesan survey was conducted during the Great Fifty Days of Easter 2022, the results of which are included in our report.

Telling the Truth About Our History

Because Iowa is the 8th “whitest” state in the nation, we discovered a big piece of telling the truth has to start there, with why Iowa is so overwhelmingly white. In 2021 BCI hosted, “Why is Iowa So White?” which is the title of a chapter in *Fair, Green, and Prosperous: Paths to a Sustainable Iowa*, by Dr. Charles Connerly.

How did Iowa become so white? The first piece of that answer is, of course, that Euro-American settlers took the land from the Indigenous nations that had lived in what is now Iowa for millennia. Those Indigenous nations included the Ioway, Otoe and Missouri, Omaha and Ponca, Pawnee and Arikara, Santee and Yankton Sioux, Sauk, Meskwaki, Potawatomi, Winnebago, Illinois, Huron, Mascouten, Ojibwa, and Miami.

The next piece of that answer is that Iowa stayed whiter by design – through the adoption of “black codes” that restricted “blacks and mulattoes” from voting, serving on juries, testifying in court, serving in the state militia, marrying white people, or attending public schools. The 1840 census counted 172 free Black people and 16 who were enslaved, which likely included the man who would come to be known as Dred Scott, who was enslaved by Dr. John Emerson, one of the founders of Trinity Episcopal Parish (now Trinity Cathedral) and whose residence was the first place the church worshiped in 1841.

Free Black people were permitted to live in Iowa only if they could provide adequate documentation that they were free. In addition, all free Black persons were required to post a bond of \$500 against any future crimes they might commit. In 1851 Iowa became the first state in the 19th century to adopt a racial exclusion law, with the passing of a law that forbade Black and “mulatto” settlement into Iowa, although current residents were allowed to stay and own property. Very oddly, the final legislation required that the bill would become law only if its text was printed in a Mt. Pleasant newspaper published by an abolitionist, which it never was, but the push to exclude Black people from settling in Iowa continued.

Iowa has also had its share of Civil Rights milestones that are important for Iowans to fully understand. Religious groups served on the Underground Railroad and helped get people to freedom in Canada. Groundbreaking court decisions like *Montgomery v. Ralph* (1839) declared that you could

not be enslaved if you lived in a free state and had not run away. In *Clark v. Board of Directors* (1868) the court ruled that under the state constitution and Iowa law, schools could not be segregated on the basis of race or ethnicity. *Emma Coger v. North Western Union Packet Company* found that Iowa's constitution affirmed the principle of equality. Despite these decisions that were ahead of the courts in other states, the lived reality was that many white people made it clear they did not welcome People of Color to the state.

Iowa would remain 99% white all the way until 1970. From that point on, Iowa's non-white population has continued to grow, although mainly concentrated in a just a few places in Iowa. The 2020 census breaks down Iowa's population as: white alone 61.6%; Black alone 12.4%; Hispanic 18.7%; Asian alone 6%; American Indian and Alaska Native alone 1.1%; Native Hawaiian and Other Pacific Islander alone 0.2%; Some Other Race alone 8.4%; Two or more races 10.2%.

As of the Sentencing Project's 2018 report, Iowa is third in the nation (behind New Jersey and Wisconsin) in the rate at which African Americans are imprisoned relative to white people—a ratio of 11 to 1, which is actually an improvement from 2007, when Iowa led the nation with a Black incarceration rate 13 times higher than the rate for whites.

A 2022 study lists Iowa as the third worst state for Black Americans, in part because of the disproportionality in incarceration, but also in other areas, including political and economic outcomes. For example, 11.4% of Black Iowans are disenfranchised due to a felony conviction compared to 1.5% of white Iowans. Incarceration and criminal records can also vastly reduce employment opportunities and earning potential. Black unemployment in Iowa is 10.6% compared to the state's 3.3% white unemployment rate. Additionally, the typical Black household in the state earns just \$32,139 a year, well below the median income of \$62,097 among white households in Iowa.

As part of the charge to tell the truth about our history, the diocese has developed the following resources:

- **Why is Iowa So White? Webinar** <https://youtu.be/yXmYYwGjmeQ>
- **History of Race in Iowa interactive map and resources** https://jebowe3.github.io/BCI_Map/
- **Congregational Conversation guide** <https://tinyurl.com/2021ConversationGuide>
- **Began the process of digitizing diocesan archives and investigating our diocesan history with race** <https://becomingbelovedcommunity.org/diocese-of-iowa-history>
- **A traveling resource, and a digital version, that provides an overview of the Doctrine of Discovery and its impact on Iowa** <https://becomingbelovedcommunity.org/doctrine-of-discovery>
- **Organized and promoted Sacred Ground Circles**
- **Continued to refine and adapt Dismantling Racism: Training for Church Leaders**

Comments from the diocesan survey about Telling the Truth and hopes going forward:

- *I got a lot of insight and motivation to self examination from attending the Sacred Ground Program. I'm glad you are promoting it heavily.*
- *I would love to see more discussion of Native American experiences and marginalization as well as an acknowledgement of the undocumented immigrant communities in Iowa.*
- *I think that recently we have been working to become more aware of our interactions with others and are making efforts to recognize how our own behaviors and words are received and interpreted by others.*
- *We don't seem to realize how prejudiced we are. The participation in the Dismantling Racism program opened my eyes and mind to prejudices I did not realize I had. Excellent program that should be mandatory for all individuals. Need to have some formal follow up discussion.*
- *Both for me, as an individual, and the congregation as a whole, we'd benefit from first-person presentations from non-Anglo pastors, leaders, and individuals.*
- *I strongly support raising the awareness of systemic racism in the diocese. Thanks for this survey. I look forward to hearing more.*
- *I believe it is the single most important issue facing us, and one about which many people are ignorant. (Not in a pejorative sense, but truly not knowing).*

- *I just pray that we continue to shine light not only on our complicity in racism, but on continuing efforts to dismantle it and work toward understanding and acceptance at every level of the church. It is disappointing to see how energy fades around issues like this after the initial burst of discussion and a few actions. It requires us to be vigilant and dedicated to seeking justice for all and respect for each.*

Task Force recommendations:

- That the Board endorse the continuation of the work to tell the truth and that the diocese and each church be encouraged to preserve and document their own church and/or community histories with race, supported by Beloved Community Initiative.
- That the BCI diocesan advisory board and staff of Beloved Community be expanded to support programming and congregational support for conversations about Iowa's history with race and the work of truth and healing in their local context.
- That the diocesan budget be expanded to include money for digitizing diocesan archives, a part-time history intern, and support for the diocesan historian to help congregations investigate their histories with race.

Identifying and recommending changes that combat systemic racism in the structures of this diocese

As part of our work we reviewed and discussed "The Episcopal Church's Racial Justice Audit of Episcopal Leadership", published in January 2021. We looked closely at the 9 dominant patterns the audit identified and how those show up in the Diocese of Iowa, especially in these areas:

- **Hypervisibility vs invisibility:** From the audit: "People of Color report being simultaneously hyper-visible and invisible. They are often tokenized or pigeonholed into work that revolves around diversity, anti-racism, or global mission, while they are often overlooked for certain positions or assumed to be "new" Episcopalians unfamiliar with the church's culture and systems. White people often see People of Color as a monolith and lack curiosity about various People of Color's cultures. White people tend to see racism if it is hypervisible or named by People of Color. In addition, white people often do not recognize racism or race in predominantly white spaces." Because Iowa has so many predominately white spaces, our own diocesan survey affirmed these findings with survey responses. People of Color reported feeling a lack of support at the diocesan level, especially from past bishops, and lack of understanding within their church and community. White people reported knowing few, if any, People of Color or having an all-white church community.

- **Transformational vs transactional:** "Some anti-racism work seeks genuine transformation of the dominant culture over time (systemic change). White dominant culture and leaders tend to address racism with disconnected transactions (episodic change), assuming that "If I do (or read or watch) this, I will get (or be) that." The transactional approach relies on one-off book studies, workshops, service projects, protests, and the like. These become transactional if they are disconnected from a comprehensive effort and if they don't lead to examining and transforming white dominating culture. Transactional anti-racism often forces People of Color to placate and pacify white dominant systems and to survive and keep a job or seat at the table." In our diocesan survey, both white people and People of Color commented that they desired to see more action beyond studying racism in our churches. Over half the respondents (55.64%) had not taken Dismantling Racism training. 37.7% had participated in a book study or discussion group at their church on race and 44.84% had participated in educational programming (other than Dismantling Racism) through Beloved Community Initiative. Several expressed a desire to have the work of Beloved Community more present to them locally/contextually:

- *Beloved Community, the Diocesan initiative, has little touched my work and presence in my local parish. I'm glad the Diocese is doing this work, but it's work is not often a present reality in my parish, and I think it could be and should be that present reality.*
- *maybe make a racial justice group geared towards younger persons*
- *My church was the home parish of Dred Scott's enslaver. It infuriates me that we discuss this as history and no intention of reparations or lens restorative justice.*
- **Political polarization:** From the Racial Justice Audit: "Because racism has become so politicized and polarized, especially among white people, there is both urgency around anti-racism and anxiety

about how to navigate it." This finding was certainly borne out in our diocesan survey, with several respondents using familiar political talking points and language in the comments like:

- *While we seem to be a welcoming congregation, the movement toward the idiocy of Wokeism and acceptance of the academically flawed 1619 project will derail our good relations with all communities.*
- *For the last several decades, Marxism has infiltrated our schools, government, and unfortunately our religion. It started with teaching at the Seminary's and has evolved to what we have today, with this type of survey. So inappropriate.*
- *Our diocese has irresponsibly promoted programs and practices that have elevated racism far above the realities of our parish, our state and our nation. We have created a greater problem than would have otherwise existed. We have been forced into defined groups creating tension, distrust and suspicion. This is shameful and dishonest. We need to engage in honest open-minded self-examination of our obsession with our differences and begin celebrating our mutually shared humanity.*
- *The God I pray to, has always been colorblind and does not comment on who is in your bed. As a church, we need to stay out of politics*
- *My parish is racist and resists the idea of racism. They are very vocal about this. We just keep plugging away.*
- *I think those who want US slavery reparations are looking for free money from the US government. They need to get off their butts and get a job just like the rest of us, and be responsible working, taxpaying, non-welfare living people of this society.*

- **Leverages of Power:** From the Racial Justice Audit, "People of Color report varying degrees of ease and difficulty navigating Episcopal power structures. Their ability to navigate this system is a point of survival, and many rely on other People of Color for guidance and support." Our Task Force noted that in Iowa it is often difficult for People of Color to navigate the commission on ministry and that white candidates seem to have an easy road, while People of Color who came to be considered for ordination were given several obstacles. We noted that in order to increase diversity in our diocesan leadership, lay and ordained, we need to be intentional about recruiting and supporting leaders of color in our diocese and in our policies and practices.

In order to identify and make changes in our structures the Task Force recommends the following steps:

- Board approval of the proposed "Guidelines for Diversity, Equity and Inclusion (DEI) in the Hiring Practices for the Episcopal Diocese of Iowa" (attached).
- Funding training for 2-3 Intercultural Development Inventory facilitators to work with congregations and diocesan leadership groups such as the Board, the Commission on Ministry, and Diocesan YMDT (\$1,800 for each facilitator). The IDI tool helps individuals and organizations assess and address their intercultural competence, or their capacity to adapt their behavior to cultural differences and commonalities.

Defining Reparation

Coming to a working definition of reparation evolved over time, as we better began to understand our history and context in Iowa. We talked about and wrestled with how we understood reparation.

We liked this definition from Bernice Powell Jackson, Executive Minister for Justice Ministry, The United Church of Christ:

"Reparations is the process to remember, repair, restore, reconcile and make amends for wrongs that can never be singularly reducible to monetary terms. The process of reparations is an historical reckoning involving acknowledgement that an offense against humanity was committed and that the victims have not received justice."

We agreed that reparation should be:

- **Educational:** In order to learn, remember, and reckon with the truth of our history in Iowa, we must continue to offer opportunities for our members to learn more about the past and present realities of racial injustice in this state.

- **Relational:** The process of repair and restoration will require us to be in relationship with and build trust with communities of color in this state.
- **Financial:** We acknowledge that money alone cannot adequately repay the full economic losses incurred, much less heal those deep personal and systemic injuries, AND is still an important and necessary way to repair some of the harms.
- **Generational:** Action toward reparations needs to affect the generations moving forward
In short, reparation is action toward restoring those who have been harmed by injustice to the wholeness and favorable condition that they would be enjoying without that injustice.

Task Force Recommendations:

- That money be set aside in the BCI budget to support healing gatherings for Indigenous Communities in both Sioux City and Eastern Iowa, especially around the generational trauma from boarding schools and that the Board encourage all congregations to watch the TEC webinar on our boarding school history.
- When church buildings or assets are sold, that the Board dedicates a percentage of the sale towards reparations that are educational, relational, financial, and generational.
- In three years, that the Board reassesses how as a diocese we might further address reparations, based on information that our historians and individual congregations have uncovered.

Final Thoughts

We are incredibly grateful to the diocese, the Board, and Bishop Scarfe for the invitation to serve on the Task Force and for the support we have received as we engaged in this work. The work and the conversations were hard and challenging much of the time, and further complicated by the realities of the pandemic. We did not have an established process to work through, and were doing this work in the midst of intense political division around systemic racism. But each of us grew and learned from the conversations and the resources that have been developed and deeply pray that the Board and Bishop Monnot will continue to commit to carrying this important work forward.

Attachment to Reparations Task Force Final Board Report June 24, 2022

Guidelines for Diversity, Equity and Inclusion (DEI) in the Hiring Practices for the Episcopal Diocese of Iowa

These guidelines are part of the work of the Beloved Community Initiative in the Episcopal Diocese of Iowa. They are intended to provide some guidance as the Diocese continues its work toward becoming a Diverse, Equitable and Inclusive Community. They are also intended to be part of the work the Task Force on Reparations has undertaken in this Diocese.

The focus of these guidelines is the hiring practices followed by the Diocesan staff and can easily be adapted by a church who is preparing to hire a staff position (other than a clergy person for whom there are other practices in place). Hopefully these guidelines will be constantly reviewed and updated as they support the employment practices of a Beloved Community.

Stage 1: Prepare to Recruit

- Design and implement a plan to educate individuals and groups with responsibilities for recruitment and hiring.
- Begin with definitions, e.g.,
 - Diversity is a fact (people differ in many ways) that needs to be acknowledged and celebrated.
 - Equity is a goal; "playing fields," including education, employment, law enforcement, mortgage banking, etc. are "tilted" in favor of the privileged.
 - Inclusion is the main way to meet the goal of Equity, and inclusion requires information access, opportunity access, and genuine hospitality.
- Include the history, background and context of the U.S., Iowa, the diocese, the community; as well as their own office's history, background, and context.
- Suggestions for some general educational resources include:
 - Kendi's *How to Be an Antiracist*

- Wilkerson's *Caste*
- Diangelo's *White Fragility*
- Battalora's *Birth of a White Nation*
- Rothstein's *The Color of Law*
- Alexander's *The New Jim Crow*
- Relevant materials on the diocese's *Beloved Community Initiative* website.
- Ensure that all selectors have completed implicit bias and antiracism training.
- Explore and research data, including:
 - exploring data driven decision making.
 - developing metrics based on past hiring practices.
 - looking at what can be done to improve outcomes.
 - understanding where the organization is in terms of metrics. For example, how many people should have completed training vs. how many have; what percentage of employees should be BIPOC (Black/Brown Indigenous People of Color) and what percentage are, etc.
 - obtaining the demographic profile of the Diocese/church and the current staff.
 - obtaining a demographic profile of the area where the position is being offered.
 - obtaining any current affirmative action goals.
- Consider partnering with minority-serving institutions in the area to develop recruitment plans.
 - Set measurable targets and hold the employment process and committee accountable.
 - Examples:
 - keep the search open until efforts have resulted in 10%-15% applications come from BIPOC.
 - search until 2 of top 5 finalists are BIPOC.
 - Consider making targets public.
- Consider linking measurable outcomes to compensation.
- Review and revise hiring practices to encourage diversity, equity and inclusion and remove bias.
- Edit all job descriptions to encourage diversity, equity and inclusion and remove bias.
 - Ensure the basic qualifications are objective, specific, accurate and necessary to the job being filled.
 - Use education and experience equivalencies to provide alternative options for potential candidates to meet the qualifications and consider competencies, transferable skills, and equivalent experience when developing requirements.
 - Eliminate any unnecessary job skills or requirements (e.g. college degree, years or type of previous experience, physical and mental qualifications, etc).
 - Ensure the position description uses gender neutral language.
- Integrate elements of diversity, equity, and inclusion into management and employee performance reviews and professional development plans.
- Review policies that affect work/life balance and make changes to reflect changing family structures, home situations and cultural norms.
- Articulate a Diocesan/church commitment to DEI in a statement to be included with all job postings, including a reasonable accommodations statement. (If a candidate indicates that

they will require accommodations for their interview process, work with them and listen to their needs such as mobility, hearing or vision needs.)

- Ensure the person who is hiring understands and supports the Diocesan/church DEI statement and the concepts of belonging and othering.
- Consider requesting that the person(s) hiring attend inclusive hiring trainings or sessions regarding the best practices for avoiding bias and discrimination in the recruitment process. Several organizations offer such training.
- Consider requesting that all applicants submit a Diversity Statement (what diversity means to them) as part of the job application.
- Create and implement an assessment rubric to evaluate candidates' diversity statements.

Stage 2: Creating a Search/Hiring Committee

- Ensure a diverse composition. Does the committee include members who:
 - have worked on projects related to diversity, equity, and inclusion?
 - are members of underrepresented groups in the community (underrepresented groups include a variety of diverse identities, such as race and ethnicity, religious affiliation, women, veterans, people with disabilities and members of the LGBTQ community).
 - NOTE: due to limited staff and time resources, there may be situations where there is only one or two people from underrepresented populations on the hiring committee. Be mindful that these individuals do not become the “representatives for diversity.” All hiring committee members, regardless of identity group, should be responsible for considering issues related to equity, inclusion and diversity.
 - consider asking people outside the Episcopal Church to help provide the necessary perspective.
- Educate the Hiring committee
 - Share the profile of the Diocese/church, the Diversity Statement, the demographics of current staff, and any affirmative action goals with all members of the hiring committee. Be open about specific hiring goals.
 - Remind the committee members of unconscious bias and the implications of making judgements on a person's character, experiences, or background based on details unrelated to job performance and work ethic.
 - Consider asking committee members to take an Implicit Association Test before participating on the committee to raise awareness about unconscious bias.

Stage 3: Generating and Sourcing Candidates, Recruitment

- Ensure that the Diocese/church has finalized, documented, and implemented the Diocesan/church Diversity Statement and that all staff and those who will be interviewing understand and align with the statement.
- Include the Diocesan/church Diversity Statement on the Diocesan/church website and social media and any job description.
- Consider a “Career” section on the Diocesan/church website, accessible to all candidates.
- Review the Diocesan/church website to make sure all language is inclusive. Also use dyslexia-friendly fonts and different types of content such as descriptive videos.
- Consider allocating a budget specifically for external advertising and for reaching underrepresented groups.
- Network through career fairs and listservs/newsletters and by partnering with local and national organizations.
- Personalize recruitment; call applicants and follow up.

- Reach out and find candidates. Use the internet and social media tools like LinkedIn to find competitive candidates.
- Recruit continuously - not only when there are openings. Maintain professional networks and make note of potential candidates from underrepresented groups.
- As candidates begin to apply, confirm that the pool is a diverse, qualified pool of candidates. If not, continue outreach.
- Identify diverse networks to advertise the position.
 - Websites might include:
 - Abilityjobs
 - AllDiversity
 - AmericanAssociationforAccessEquityandDiversity
 - CareerOneStop
 - DiversityEmployers
 - HBCUConnect
 - HireAmericanHeroes
 - HispanicToday
 - NationalEmploymentMinorityNetwork
 - OutProfessionals
 - A diversity hiring consultant may identify specific networks.
- Select applicants for an interview based on the developed job description.
- Consider recruiting technology to support diverse hiring, however be mindful of algorithm bias.
- Consider what measurements you will use to reflect on diversity in your hiring process.
 - For instance, measure the number of people from diverse backgrounds and how they are progressing through the hiring funnel.

Diocesan Officers:

Chancellor
Mr. William Graham

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

Historiographer
Mr. Hal Chase
report not available

Diocesan Ministries:

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

Successful fundraising to meet the matching challenge grant last year has allowed us to continue to serve and to grow our ministry. We have survived the pandemic pause in services, weathered serving hot-breakfasts-to-go in freezing weather, and returned to indoor dining for our guests.

We will be serving weekly hot breakfasts year-round, instead of only during University sessions. We have an ongoing alliance with the Ulowa College of Nursing, which has provided both a health booth

and additional servers. We are hiring a Co-Director to join and job share with Jenny; we expect more expansion of our services, more outreach, and more collaboration in the future.

Fundraising continues; we have received grants from other local sources and continue to look for more. We are working on creating a more traditional budget, and have an offer for bookkeeping help from student volunteers at the University of Iowa Tippie College of Business.

Agape Café is growing, but holding to our mission of over 25 years: Good Food Served with Kindness.

Old Brick Board

Judith Crossett, Liaison to Old Brick Board

After two years of much-reduced rental income because of pandemic restrictions, event bookings for Old Brick have increased steadily; there are now 2-3 events every weekend through the end of the year.

Roof repairs remain the major concern; the roof is very old; there are leaks into the ballroom in three places. Unfortunately, none of the roof repair will be covered under insurance. The Board agreed to go ahead with gutter repairs now out of their own funds; this repair is not work that will need to be re-done when the entire roof is replaced. The Board will fund the first stage of repairs (which will fix immediate leaks) out of funds on hand.

The Board continues to look at a capital campaign and search other potential funding sources. They realize the Diocese does not have funds to help them, but that a loan from the Revolving Fund could be considered. They expect that some cooperation may be requested from the Diocese in applying to external funding sources.

Regular meetings are held quarterly (next, September 13); an ad hoc subcommittee will be meeting monthly to consider fundraising.

The Way Station – Spencer, Iowa

The Rev. Beth Preston

What a fun and meaningful year we've had at The Way Station! Worship continues to be the heart and soul of this ministry, and more folks are joining us Sunday afternoons and online. Following Sunday worship, we have a popular Study Group. We are currently reading through *The Pilgrim's Progress* by John Bunyan. We also have a worship segment on Thursday evenings with GPS, the God Positioning System (Where is God? Where am I? What path do I follow to draw closer to God?).

We have had big events almost every month, from the Blessing of the Animals in October to Grand Meander in December, the Podcast we did in January with Katie Nakamura Rengers, Episcopal Church Staff Officer for Church Planting, the Women's Retreat in February, Family Fest in March, all the Holy Week activities in April, including Easter Vigil and glow-in-the-dark Easter Egg Hunt, National Day of Prayer in May, Flagfest Parade in June, Mainstreet Market in July and August, and our Back to School Luau in August.

Our other regular outreach activities have continued, including our Women's Support and Study Group Tuesday mornings; Craft Workshops Tuesday evenings (we LOVE our new kiln!); Wednesday open all day; Thursday open 10 to 7, with food, fun games, and crafts as well as youth time after school; and Friday open all day with art in the mornings. Our emergency food pantry is getting lots of use.

We are continuing our richly rewarding partnerships with Bethany Lutheran Church, Season's Center Mental Health Clinic, Hope Haven, Spencer Library, Grand Avenue Community Outreach, Arts on Grand, and Spencer Schools.

The Way Station is well known in the community and is meeting many needs in serving God and His people in this area, sharing the extravagant love of Jesus Christ through radical hospitality.

Diocesan Coordinators/Resources:

Altar Guild

Ms. Stephanie Wells, Director

Diocesan services supported by the diocesan Altar Guild over the course of this past year have included Chrism mass (with prepared oils and a lunch following), the Special Convention and Consecration and seating of our Tenth Bishop, and clergy funerals and ordinations held at St Paul's Cathedral. Also: cleaning and maintenance of supplies and linens for the Chapel located in the Bishop's Office.

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. In Iowa, we have Daughters in 3 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 pandemic. Our Daily prayers include praying for the Bishop, and all priests in our Diocese, as well as for the Order of the Daughters of the King. 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 or in person 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 discuss concerns, Healing Prayers etc. We sent 2 of our Diocese Board Members as Delegates to our International Triennial Convention in Baltimore.

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. We are trying to increase our membership by contacting the Priest at churches who do not have a chapter presently. Our Membership Chairman, Beth Stence will be contacting you. If any church would like one of us to come visit and discuss Daughters of the King, please contact me: judy-welch@uiowa.edu

Disaster Preparedness & Response

The Rev. Holly Scherff

The U.S. continues to see and feel the effects of global warming in 2022. Much of the Midwest to the west coast is in some state of drought. Kentucky and parts East fell victim to record breaking flooding and there seems no end to the uncontrollable fires in the west and southwest.

These disasters grow in intensity every year as we continue to neglect our duty of being good stewards of God's creation, and the forecast for the next several decades is heart wrenching.

On top of the many "natural" disasters we endure are added the prolonged Covid pandemic and the traumatic school and mass shootings that happen daily in our country.

As we look to the future at increasing devastation due to climate change, and the total disregard for human life, we must prepare ourselves and our communities. Do you have the tools you need to prepare yourselves? What will you do when (not if) a disaster strikes your community?

As we look to our left and right do we see our neighbors who need food or energy during this economic downturn? If you know of someone in need, ask them, what is one thing I can do for you?

Our friends and partners at Episcopal Relief and Development have posed the question that we all need to consider. "What if we thought about disaster planning as connecting with God? Just as God remembers those who mourn, are brokenhearted and disenfranchised, we can too. Let us be intentional in remembering those who are most in need in our communities, especially during disasters and extreme weather. After all, God is in the details."

'Christ has no body now on earth but yours; no feet but yours. Yours are the eyes through which the compassion of Christ must look out on the world. Yours are the feet with which He is to go about doing good. Yours are the hands with which He is to bless His people.' We must be prepared so that we may be of the most use.

There are many resources available to help you prepare. If you need help finding resources, please contact me at scherffh@gmail.com.

Diocesan Ecumenical and Interreligious Officer
The Rev. Jean McCarthy

The COVID pandemic has disrupted so much of our lives for over two years. 2020 saw the cancellation of the National Workshop on Christian Unity (NWCU), the annual meeting of all the ecumenical and interfaith organizations. 2021 was only online, and 2022 saw a hybrid offering May 3-6, 2022, at Christ Cathedral in Anaheim, CA. 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.

At General Convention this summer there are several resolutions that have been passed in the area of ecumenism. These can be found on the Episcopal Church website. They affirm our ongoing work and dialogues. We affirmed our prayer and support of the dialogue with the United Methodist Church as it continues toward full communion. Full communion was accepted with the Church of Sweden.

The Week of Prayer for Christian Unity falls between the Feasts of Peter and Paul, January 18-25, 2023. The theme will be "Do Good; Seek Justice" (Is 1:17) and has been drafted by the Minnesota Council of Churches in the aftermath of the killing of George Floyd with the recognition of complicity in racial injustice. It is a call to work together for reconciliation and unity of all creation. Resources can be found on the World Council of Churches website: www.oikoumene.org. A wealth of material is available on the Graymoor Ecumenical and Interreligious Institute website: www.geii.org.

Last year the World Council of Churches 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. These are good resources as we discern what the Spirit is calling us to do in the troubled world in which we live today.

GILEAD Grants

Ms. Traci Ruhland Petty, Missioner for Communications and GILEAD

2022 is the third year GILEAD Grants were available. 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 is made up of individuals from across the diocese representing various churches, ministry areas, and areas of expertise. The Committee meets with applicants and helps them strengthen their project idea ahead of application submission, 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 to consider the 2022 grant cycle – they make the final decision on grant funding. 2022 grant awardees will be announced during convention.

Since the last Convention, GILEAD Grants for the 2021 cycle were awarded. In the 2021 GILEAD Grant cycle, the following 18 applications were approved for funding, totaling \$136,500 in grants awarded in these categories:

Beginning a New Ministry or Strengthening an Existing Ministry:

1. "Behavioral Health Ministries Team" in partnership with Rev. Kris Leaman, Amy Mellies, & Rev. John Greve -- \$3,000
2. "Labyrinth Ministry" at Grace, Cedar Rapids --\$5,000

Liturgical Space Renewal:

3. "Enriching Worship Space" at Trinity Cush, Des Moines -- \$6,885.93
4. "Kiln Project" at The Way Station, Spencer -- \$6,679.01
5. "Mobility Stairlifts" at St. John's, Shenandoah -- \$12,981.05
6. "Parish Hall Upgrade" at St. Paul's, Durant -- \$15,000

Support for Recently Ordained Clergy:

7. "Clergy Support" at St. Andrew's, Des Moines -- \$23,000
8. "Clergy Support" at Trinity, Iowa City -- \$20,000

Formation for Youth or Young Adults:

9. "Simpson Youth Academy Scholarships" in partnership with Rev. Eric Rucker -- \$5,000
10. "Youth & Family Mental Health Services" in partnership with Rev. Kris Leaman, Amy Mellies, & Rev. John Greve -- \$3,000
11. "Teachers for Youth" at Trinity Cush, Des Moines -- \$5,000

Evangelism:

12. "The Middle Way Podcast" in partnership with Hannah Landgraf & Rev. Eric Rucker -- \$4,773.08

Expanding Tools and Technology:

13. "AV Upgrades" at St. John's by the Campus, Ames -- \$4,500
14. "Garden Tractor" at St. Timothy's, West Des Moines -- \$5,000
15. "Improving Streaming & Conferencing Technology" at St. Timothy's, West Des Moines -- \$3,000
16. "Office Tools & Technology" at Trinity Cush, Des Moines -- \$4,815.63
17. "Tech Upgrade" at St. Mark's, Fort Dodge -- \$4,000
18. "Technology Upgrades" at Grace Church, Boone -- \$4,865.30

GILEAD grants support and equip leaders, congregations, ministry initiatives, and worshipping communities to thrive into the future. 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 continue to work with a small group of sanctuary advocates. We work with a family from El Salvador for whom I frequently translate, help with questions and celebrate Eucharist a minimum of two times a month.

I continue to communicate with the Spanish speaking women at Mitchellville Prison. Unfortunately, we have not been able to visit in person since before COVID. We maintain contact through an online prayer list. Through contact with the prison chaplain, I was able to purchase many "Biblias" so that the inmates have access to Scripture. There may be an opportunity for an online Eucharist but I am not sure that the Spanish speaking women would participate. Having served them for three years in person, I believe that the shared prayer, scripture discussions, and communion were the highlights of our shared Eucharists. Many are not computer savvy.

I work regularly with two priests who are interested in developing Spanish speaking outreach in their communities. I would welcome an invitation from any other churches in which there are Spanish speaking membership possibilities.

Recently, I began celebrating Eucharist with another Spanish speaking family in Muscatine. We will also be meeting a few times a month.

Your prayers and invitations to visit with Spanish speaking members in your churches to develop needed ministry would be most welcome. (email revshughesempke@gmail.com)

Safe Church, Safe Communities
Ms. Amy Mellies, Diocesan Coordinator

Safe Church, Safe Communities training was released in the fall of 2021. This new training platform was put together in part with Praesidium Academy and the Safe Church Task Force, a part of The Episcopal Church. Last year congregational administrators were notified that training would be changing. The Safe Church Task Force has released eight of nine new courses from August through March. The Diocese of Iowa released a new training chart in the spring of 2022 and it is available on our website.

Online training is available through the administrator in your congregation who will set up individuals in the system. In person training can be done in a group setting via the online courses. Training will need to be completed every three years.

Contact Amy Mellies at amellies@iowaepiscopal.org if you are not sure who your congregational administrator is.

Transitions Ministry
The Rev. Meg Wagner*

As of September 1, 2022, these congregations are in active transition:

- St. John's by the Campus in Ames is seeking a full-time Priest in Charge.
- Christ Episcopal Church in Cedar Rapids is seeking a full-time Priest in Charge.

In addition:

- The Very Rev. John Horn has announced his retirement as the Dean of Trinity Cathedral in Davenport at the end of 2022.
- The Rev. Raisin Horn has announced her retirement as the Rector of Christ Episcopal Church in Clinton at the end of 2022.
- The Rev. Beth Preston has announced her retirement as the Priest at The Way Station in Spencer and Consulting Priest in Partnership with Trinity Episcopal Church in Emmetsburg on March 1, 2023.
- St. Matthew's by the Bridge in Iowa Falls is beginning a search for a ¼ time Priest in Charge.

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

- The Rev. Mary Cole Duval retired as Rector from St. Timothy's in West Des Moines, with her leavetaking May 22, 2022.
- The Rev. Kyle Carswell began as Rector of St. Timothy's in West Des Moines, June 22, 2022.
- The Rev. Peter Fones completed his term as interim priest with Trinity Episcopal Church in Waterloo in June, 2022.
- The Rev. Abigail Livingood was called as the Priest in Charge at Trinity Episcopal Church in Waterloo in July 2022. She began serving with them as a deacon on July 5, 2022 and was ordained to the priesthood on July 23, 2022.
- The Rev. Elizabeth Gillman was called as Priest in Charge with Team-based Ministry at St. Andrew's in Des Moines beginning July 1, 2021.

Other changes this past year:

- The Very Rev. Troy Beecham's resignation as Dean of St. Paul's Episcopal Cathedral in Des Moines, was accepted, effective December 31, 2021.
- The Rev. Nicola Bowler was appointed as the Acting Dean of St. Paul's Episcopal Cathedral in Des Moines, beginning January 1, 2022.
- The Rev. Hal Ley Hayek accepted a call to serve in the Diocese of Milwaukee in March, 2022, and resigned from Christ Episcopal Church in Cedar Rapids, with his last Sunday, February 27, 2022.
- The Rev. Kim Turner-Baker accepted a call to serve in the Diocese of Washington and resigned from St. John's by the Campus in Ames effective March 15, 2022, with her last Sunday, March 13, 2022.
- The Rev. Mark Holmer (ELCA) retired from active service with St. Thomas', Algona effective October 24, 2021.
- The Rev. Jane Stewart began as Priest in Partnership at New Song, Coralville on November 1, 2021.
- The Very Rev. Catherine Scott was called as Priest in Charge beginning December 1, 2021, with St. Paul's, Council Bluffs.
- The Rev. Nora Boerner is serving as curate with Trinity Episcopal Church, Iowa City beginning January 1, 2022.
- The Rev. Karen Wacome retired from her work as Vicar with Church of the Savior, Orange City, effective July 1, 2022.

*effective March 10, 2022, Meg Wagner became diocesan Transitions Missioner; Traci Ruhland Petty shifted from Transitions Admin to Communications Missioner role.

United Thank Offering

The United Thank Offering (UTO) is a ministry of The Episcopal Church for the mission of the whole church. 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 100% of what is collected to support innovative mission and ministry throughout The Episcopal Church and Provinces of the Anglican Communion.

The 2023 United Thank Offering grant application materials are now available from the website: <https://www.episcopalchurch.org/grants-and-scholarships/united-thank-offering-grants/>. The focus for the 2023 grant year is ministry projects addressing all aspects of the worldwide incarceration crisis, specifically preventative programs and intervention, prisoner support outreach, prison reform work, or post-prison re-entry. The first step in applying for a grant is to contact the Bishop's office or The Rev. Richard Graves (UTO coordinator) before February 2023.

Church Name	2021 contributions
Anamosa, St. Mark's	\$ 56
Clinton, Christ	439
Maquoketa, St. Marks	1,260
Mt. Pleasant, St. Michael's	22
Waterloo, Trinity	75
TOTAL	\$ 1,852

Diocesan Lifelong Christian Formation

Education for Ministry The Rev. John Doherty, EfM Coordinator

This is the 36th year for Education for Ministry (EfM) in this Diocese! The Diocese of Iowa is a supporting diocese which provides coordinator training and financial discounts for people registering. For the 2021-2022 year there were 29 active students in four groups: Ames (St. John's), Cedar Falls (St. Luke's), Des Moines (St. Paul's), and Iowa City (Trinity). The Diocese has 4 active administrator mentors and several co-mentors. 5 people graduated at the conclusion of the 2021-22 year. The curriculum helps develop an individual's spirituality and encourages mutual ministry. It also fosters evangelism in that it prepares individuals with the academic and theological background go out into the world and be witnesses to their faith. The in-person training scheduled for August of 2021 was cancelled due to the pandemic. All EfM mentor trainings have been held virtually since April of 2020 and all of our groups in the Diocese met online during that year. Some of our groups continue to meet online while others are returning to hybrid or in person. Anyone seeking more information about becoming a mentor or joining a group may contact me. The online groups are open to people regardless of their location and is a wonderful opportunity for those who do not have a group at their church. Please check out our page on the diocesan website.

Summer Ministry School & Retreat - 2022 The Rev. Cn. Kathleen Milligan, The Rev. Jean McCarthy, Co-Directors

What a blessing it was to gather again at Grinnell College after a 2-year hiatus from campus. Our theme was "A Time for Everything Under the Sun" and the weather certainly cooperated with us this year.

We opened our weekend with a large group gathering time on Friday where we were challenged by Bishop Betsey Monnot to look for our own Joy by re-engaging our Baptismal Ministry thru the lens of stability, fidelity, and obedience.

Although there were fewer tracks than in past years, the tracks were each larger groups than in the past and therefore achieved a post-pandemic goal of gathering for mutual support after being in isolation for so long. This year's tracks tackled themes of "self-care" with tools such as Rest, Prayer, Hope, Wonder, Creativity and Purpose.

Several worship services during the weekend used the online resource for the Daily Office offered by forwardmovement.org. Of course, the Sunday Eucharist was a highlight with Bishop Monnot's sermon and the fine accompaniment provided by Linda Stewart-Kroon.

We are so grateful that the reins will be picked up by Jane Stewart and Jean Davis next year as co-coordinators. For those of us who have been coming to this weekend for many years, it was a very good year and well worth the labor of love of all involved in planning and executing the tracks, the worship and the logistics of the weekend.

Iowa Regional Mission Chapters

Central

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

East

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

Metro

Ames, St. John's by the Campus
Ankeny, St. Anne's by the Fields
Boone, Grace
Des Moines, St. Paul's Cathedral
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

Southeast

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

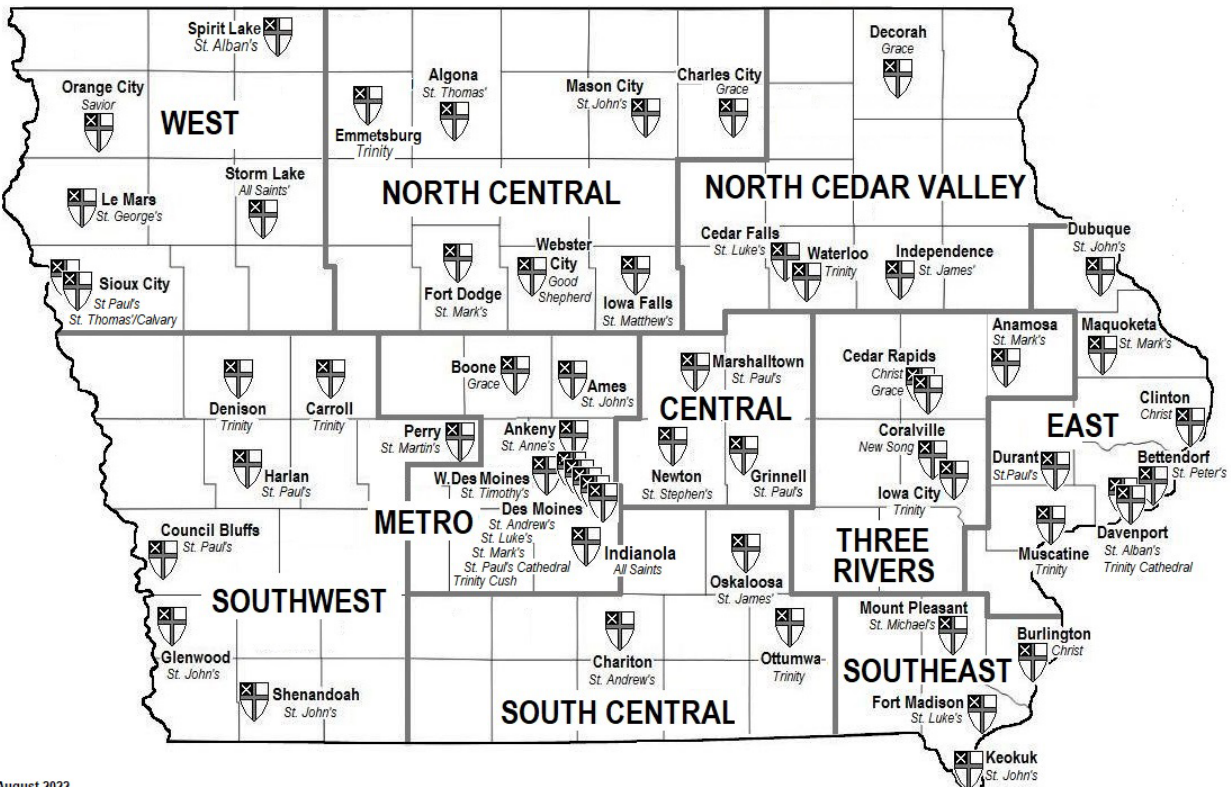
Three Rivers Chapter

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

West

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

Episcopal Diocese of Iowa - Mission Chapters



Central Chapter

The Rev. Richard Graves, Ms. Rita Baker and The Rev. Wendy Abrahamson

The Central Chapter of the Episcopal Diocese of Iowa is comprised of three congregations, St. Paul's, Marshalltown, St. Stephen's, Newton, and St. Paul's, Grinnell. Chapter Meeting have been held on Zoom, exclusively. There have been no in-person meetings or shared events. During the breakout sessions following the Fall Joint Chapter meeting, Wendy Abrahamson offered to serve a three year term as the Central Chapter's Representative on the Board of Directors.

St. Paul's, Marshalltown is having two services on Sunday, morning in-person and afternoon Zoom. On Thursdays, there is a Zoom Bible Study and a Parish Potluck on the first Thursday of every month. Recently, a member of the Parish constructed a Blessing Box that now joins a free library in front of the church. Contributions to the Blessing Box are coming both from the congregation and, happily, from anonymous members of our community. Other parish outreach ministry includes Meals on Wheels and serving dinner once a month to those in need at the House of Compassion, a local ecumenical community food center.

Over the past year, St. Paul's, has embarked on a new community fine arts outreach ministry known as ARTS@STPAULS, which promotes experiences of beauty, creativity, and transcendence that hurdle our barriers, slip past our intellects, and penetrate our hearts and souls. This has resulted in several concerts ranging from Organ to Jazz to Blue Grass, and one live theatrical production performed by the Marshalltown Community Theater. The 2022 season will conclude with Spooktacular, an All Saints/Halloween concert and a Christmas Concert in December that will feature organ, brass, and singers from the Marshalltown High School.

St. Stephen's, Newton, is having daily online services in addition to Sunday morning and Wednesday evening hybrid services. There is a Liturgical study at 4 on Wednesdays (the lessons for the following Sunday). There is a book study on the first Tuesday of the month. The first Sunday of the month is "Birthday/Anniversary Sunday" with a cake at Coffee Hour to honor those celebrating in that month.

The Parish is still using its first Gilead Grant to stock the Blessing Box and just received the second grant to purchase a new electronic sign. A group meets on first Fridays to fix 4 or 5 casseroles for the clients of Connections, a mental health drop-in peer center directly across from the church.

St. Stephen's is also embarking on a large repair project on the church building's exterior, which is board and batten. Wood rots!

St. Paul's, Grinnell returned to full in-person services which are also streamed on Facebook. We added an early morning service of Holy Eucharist on Tuesdays at 8:15 AM, and last year began a first Sunday of the month service called PIZZA CHURCH! which starts with Holy Eucharist led by our children, and concludes with pizza delivery and mayhem. Kiddos run & play, parents and other adults have time to relax and not worry over dinner. It has been extraordinarily fun.

Other regular goings on are Wednesday evening Bible reflection/study via Zoom. The format is a hybrid of study and personal response; lots of biblical scholarship, examining the background of communities that produced our scriptures, working slowly through a text over the course of time, and personal response. The group has gone through Revelation, Acts, some of Isaiah, and is taking up the Gospel of Matthew. In addition to the Bible group, we have a weekly gathering of St. Paul's women for coffee and conversation, and a wonderful once-a-month book read, led by members of the parish. This month we will start *The Red Tent*, by Anita Diamant.

For outreach we have sought to be responsive to needs, both near and far away. When the war in Ukraine began, we raised over \$4500.00 for Episcopal Relief and Development's humanitarian aid to Ukraine. We now collecting for aid to people in the wake of Hurricane Ian, which we will initially direct to the Diocese of SW Florida for immediate need, then ERD for longer term help.

St. Paul's happily hosts community groups—we have 12-step meetings in the parish five nights weekly, and this year began hosting a local (nationally award-winning!) bagpipe band, Turlach Ur, for their weekly rehearsals. We are also in the rotation for a local Taize service and will host it in November.

We made a difficult decision to end a 70-year ministry of St. Paul's called Happy Birthdays Unlimited, a cake bake/delivery ministry to Grinnell College. HBU suspended during the first two years of the

pandemic, which also opened the time for reflection on how and if it should continue. Issues of time for volunteers, regulations on food preparation and student privacy all played a role. We will celebrate HBU on All Saints Sunday. And, last year all the Grinnell students who affiliated with the parish graduated or left for study abroad. Between this and the pandemic, we are at a total reset for our ministry with students.

We are happy that one of our graduated students, Ailsa Schmidt, was accepted by the Episcopal Service Corp. Ailsa is in Massachusetts living at Lawrence House Service Corps with other ESC folks, and her work is at Mount Holyoke College Career Development Center. Her cohort leader is an Iowan, the Rev. Deacon Rachel Jac Essing! Ailsa is also discerning a call to ordained ministry. So, while we discern the next steps for Grinnell students, we give thanks for all God has done with and through the ones we have known and loved here.

East Chapter **The Rev. Elaine Caldbeck, Convener**

Each of the congregations has come further out of pandemic mode, especially obvious between Spring and August meetings.

Trinity Cathedral continues with the Invite, Welcome and Connect curriculum, for church growth.

All are returning to, continuing or re-inventing their forms of outreach. For example, Laundry Love in Muscatine, and several programs toward support of neighbors in Clinton, Maquoketa, Davenport and Bettendorf. Jail ministries have been resumed through St. Alban's.

Two clergy from our chapter are retiring at the end of the year, Dean John Horn from Trinity Cathedral, and the Rev. Raisin Horn from Clinton.

Some of us have come through the pandemic better than others, but those who found a way to stay in touch with people even when we weren't meeting in person seem to be holding their own a little better.

Metro Chapter Report **Morrie Bryant, Chapter Board Representative**

The Metro Chapter met via Zoom in both the Spring and Fall sessions led by the Diocese. In both meetings the same six parishes participated; St. Timothy's-WDSM, Grace Church-Boone/Webster City, St. Paul's-DSM, St. Anne's-Ankeny, St. John's-Ames, and St. Andrew's-DSM.

St. Timothy's has a new rector who is getting to know the congregation through home gatherings. St. John's is in the midst of a search process. Churches have regathered post-pandemic and activities such as youth, choirs, and coffee hours have been reinstated. Parishioners are coming back but there is concern some have simply fallen out of the habit of going to church. On a positive note, Grace Church reports additional new families joining their community of faith.

Outreach programs have re-emerged too. Some examples follow the food insecurity theme such as community gardens. Others focus on education such as teacher support programs and "Backpack blessings". Work continues to revive and sustain outreach programs and all activities. All parishes are encouraged to share their news and events on the Metro Chapter Facebook page.

The Metro Chapter parishes are seeking opportunities to partner for fellowship and support of youth activities. Some examples would be sporting events (e.g. I-Cubs game), Boone and Scenic Valley train ride, and road trips to support special events at our churches.

During our fall meeting, the Metro Chapter discussed the challenge fund. The attitude of the group was quite positive. Metro parishes believe a compelling story must be told that clearly explains what the funds will support. The story needs to be specific in telling how the Diocese supports our congregations. Here are more gleanings from the discussion:

- Needs to be BIG, aim higher; this is our new Bishop's work
- Share the story so there is excitement
- Look at hard assets that are not needed
- Market the need in a more positive light
- Create a good vibe around fund raising

- It's all about COMMUNICATION
- Use a philosophy of abundance, that we have so many blessings, and what we need to continue that will demonstrate even more blessings
- What new things does the Bishop envision? NAME THEM!
- Use specific goals, maybe monthly, people will give if we communicate these goals

North Cedar Valley Chapter
Susan Cornforth, Chapter Convener

Churches in the North Cedar Valley Chapter have met in person when possible using the guidelines established by the Diocese of Iowa to respect the safety of our members, and have met electronically as an alternative when it was feasible to do so. Outreach has been limited, but St. James, Independence, and St. Luke's, Cedar Falls, have both resumed community food outreach with success as 2022 has progressed and are happy to report reaching families and individuals in need of food and people in need of community interaction right away. In addition, St. Luke's has been able to restart its student programming as the University of Northern Iowa begins to hold full in-person classes, and is participating in community listening with students who have been isolated over the past two years and need to connect. The Chapter members agree that better collaboration efforts as we re-open and begin to re-connect as the body of Christ out in the world is important, and efforts are underway to do so.

North Central Chapter
The Rev. Stephen Benitz - Convener

The North Central Chapter continues to take advantage of the opportunity to gather with the other chapters of the diocese via Zoom before meeting in our Zoom breakout room. We are finding this format provides greater clarity and more effective transmission of information from the larger Diocese to our parishes. We've also enjoyed the opportunity to gather more easily as a chapter using the online meeting room. The online collaboration and togetherness bore significant fruit this year as our chapter decided to enhance our online gathering with a physical joining together for Sunday worship held on Trinity Sunday, June 12, 2022 at Lake Cornelia Park in Clarion, Iowa. Listening and responding to the Spirit of unity, we created a space for members of five parishes from across the chapter to gather in person, for worship and fellowship, with others joining via livestream. Clarion was chosen as our shared meeting spot because it has a nice reservable shelter, a park like setting, in addition to being equally inconvenient for everyone. In the face of so much division in the world today, you could say we decided to meet in the middle! It was a fantastic day of worship, food, and fun. Plans are underway to be together again on Trinity Sunday next year, June 4, 2023. The shelter house is already reserved, and we anticipate an even larger gathering next year! Cheers to the power of the Holy Spirit and the willingness to try on new things.

South Central Chapter
The Rev. Kevin Emge

The chapter met twice during the year formally. The priests of Trinity Ottumwa and St. Andrew's Chariton have met as well. Most of the time is spent in discussions on the state of ministry in the parishes including both our involvement in our local food pantries.

Actions included:

1. Electing the Rev. Kevin Emge as the clergy representative to the Board of Directors for the next three year term.
2. reaching out to St. James to help with clergy needs during the sabbatical of their priest.
3. Will continue to support each other in the ministries of the three chapter churches.

Southeast Chapter

Deacon Shelley Dowling was elected to complete the term of retiring Southeast Chapter Representative to the Board of Directors during the Spring Joint Chapter breakout time.

Southwest Chapter Don Keeler, Convener

Now faith is confidence in what we hope for and assurance about what we do not see (Hebrews 11:1)

As we scan the horizon from the Loess Hills to the birthplace of Donna Reed and the cropland in between, we glance back and in faith look to the future.

Overall, the family-of-faith in the parishes of the Southwest Chapter do well in the partially open box of the post COVID world. For some the lid on the box was closed, for some partially opened, now we pry open the lid and move with caution and faith into another Advent.

In the past year most of the folks in the SW Chapter have kept the Faith, and managed to sustain a modified means of worship as best could be managed while boxed in by various degrees of COVID. **St. Johns, Glenwood**, has been holding Services in-person and via Zoom. In May, St. Johns was able to resume Services at Linwood Estates, an assisted living facility on the third Sunday of the month, with Morning Prayer and Communion. St. John's is active in the Mills County Ministerial Association which has enabled participation in outreach programs and ecumenical Services throughout the year, St. Johns will host the Thanksgiving Service this year. St. Johns was honored to be the first church selected by Bishop Monnot for visitation, which due to COVID was held via Zoom and attended as well by some members from Shenandoah.

Trinity Cluster of churches in Carroll, Denison and Harlan, Carroll has been a big supporter of the community meals program at one of the local churches, as well as providing monetary donations to St. Paul's in Sioux City for winter clothing. The church also supports local efforts toward children and underwriting the cost of upgrading the electrical wiring system at the church in Harlan. Denison has been supporting local ministerial efforts via the ministerial fund and food programs. The church is supporting Harlan in the construction of an outdoor pavilion. Harlan activates the Giving Tree at various times during the year, they collect needed goods for a local agency. Each year they collect winter clothing to send to St. Paul's in Sioux City. They provide a bike repair ministry in the summer and Bible study each Wednesday.

St. Paul's Council Bluffs hosts an active mid-week youth program that is attended by as many as fifteen young people in addition to its weekend Service.

St. Martins Perry continues to meet in-person, on Facebook and You Tube. In addition to its active support of the Food Kitchen throughout the year, it sustains community involvement by participation in the Perry Ministerial Association and in its partnership with the Wiese Foundation allocating \$16,500 in grants to community non-profit groups that meet the criteria for assistance to those in need. The family of St. Martins continues to search for new and innovative ways to develop its mission of ...sharing God's healing love, justice and mercy.

St. John's, Shenandoah continues to hold in-person Services. It also has a new young family that has joined and the oldest child is training to be an acolyte. The church also participates in the monthly community meal, "Room at the Table", hosted by the Presbyterian church in Shenandoah.

We go forward in hope and assurance in 2023

Three Rivers Chapter

Members of the chapter used the breakout session time to brainstorm together about possible Summer Ministry School and Retreat offerings; the Diocesan 2023 budget and Challenge Fund; and shared the new ways each congregation is emerging as they regather.

West Chapter The Rev. Tom Early

The Holy Spirit is certainly moving in the West Chapter. All of our churches are navigating the new stage of the pandemic; trying to balance meeting the increasing needs of the hungry and disenfranchised while also trying to keep clergy and laity safe from illness. St. Thomas and Calvary, both in Sioux City, merged in 2021 and the Calvary Church building is being leased to Lutheran Services in

Iowa (LSI) for offices to resettle refugees in our region. St. Thomas installed and dedicated a Labyrinth in the floor of the sanctuary in 2021 and holds periodic Labyrinth events. St. Thomas also replaced the roof on their building and maintains a successful community garden where neighbors can grow food and the excess goes to our Food Pantry. The Way Station continues to offer innovative ministry and has found some ecumenical partners in Spencer. St. Paul's Indian Mission in Sioux City is planning to offer tutoring to students who got behind during Covid. We give thanks for Michael Kugler's ordination to the Priesthood at Church of the Savior in Orange City in October. God continues to use us in ways beyond what we could ask or imagine. We look forward to how we can work better together in the year to come.

Province VI

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.

As a result of discussion during the February 2022 Synod gathering, a series of Zoom meetings dedicated to parish life in small churches was announced and will begin September 6, 2022 at 7:30pm Central Time.

The Provincial Council's representative from Iowa is Ann McLaughlin.

80th General Convention of the Protestant Episcopal Church in the USA

The 80th General Convention met in Baltimore, Maryland, from July 8-11, 2022. Originally scheduled for 2021, GC80 was rescheduled and redesigned due to the ongoing COVID-19 pandemic. The convention was shortened from 10 to 4 legislative working days, and out of safety and concern for all attendees, attendance was limited to active Bishops, Deputies, two Alternates (one Clergy and one Lay), and essential staff and volunteers. No visitors were allowed to attend. Despite these modifications, GC80 was attended by some 1,000 eager participants, 431 resolutions were considered, important elections took place, and the 2023-2024 budget for the Episcopal Church was adopted by both houses.

For many, the Convention and the Church witnessed a forward-looking generational shift in leadership and inclusivity. Energized younger deputies made their way to the microphones. Deputies heard a baby cry in the House of Deputies and for the first time there was a designated Nursing Station for mothers. Newly elected Julia Ayala Harris of Oklahoma, at age 41, is the first Latina lay President; new Vice President Rachel Taber-Hamilton of Olympia is Shakan First Nation, and the first ordained woman to serve in this role.

For many attendees, the convention had a sobering start. As our Iowa deputation walked to dinner on the eve of the first legislative day, we saw roadblocks, police cars with flashing lights, and a helicopter hovering ahead – one block from the convention center. We learned that a motorist was fatally shot. The next day, our bishops organized a walk to the site, where all joined in prayers of lament, and heard a call to action from Presiding Bishop Curry and members of Bishops United Against Gun Violence. Several urgent gun safety-related resolutions were presented during Convention.

In his timely sermon, Bishop Eugene Sutton of Maryland urged us to tear down walls of division across the church and in our communities. Sutton used images of walls from biblical stories and took us back in history to 1987 with former President Reagan's directive on the Berlin Wall, "Mr. Gorbachev, tear down that wall."

Sutton said, "I believe God is telling us today, Episcopal Church, tear down those walls. Tear down the walls of separation in your church, your nations, your cities, your societies." He asked us to do so with humility, "Before we start tearing stuff down and trying to save the world on our own. The world has a savior, and we ain't him." (episcopalnewsservice.org, 7/10/22)

Bishops and deputies passed a resolution to establish an Episcopal Coalition for Racial Equity and Justice (voluntary for dioceses and congregations), and pledged more than \$2.5 million to reckon with The Episcopal Church's involvement in Indigenous boarding schools. We heard painful first-person accounts from deputies whose families had suffered at the schools. Thanks to The Rev. Meg Wagner for her part in the Presiding Officers' Working Group on Truth-telling, Reckoning, and Healing.

General Convention passed a \$100.5 million church-wide budget supporting evangelism, creation care, and reconciliation and justice. The budget "ensures funding for the necessary foundation needed to accomplish the goals within those three pillar areas, while also maintaining our commitments and covenants to dioceses of The Episcopal Church and around the Anglican Communion." (episcopalnewsservice.org, 7/12/22) During this convention, deputies and bishops adopted a significant change in how the budget is crafted and presented: that work now will go directly to Executive Council, not a General Convention committee.

And yes, Convention discussed prayer book revision. The Book of Common Prayer will continue in its current form. Both Houses approved the first reading of a constitutional change to Article X, which specifies how the BCP can be revised.

If the change passes a second reading at the next General Convention, Article X would define the Book of Common Prayer as "those liturgical forms and other texts authorized by the General Convention." Liturgies not in the current book could be elevated to "prayer book status," whether they replace parts of the BCP or not. The Task Force on Liturgical and Prayer Book Revision has compiled all authorized liturgies on the official liturgical website of The Episcopal Church It's an impressive website, do check it out: episcopalcommonprayer.org.

A convention with masking requirements and mandatory daily Covid testing wasn't what we had hoped for. Province IX (Latin America and the Caribbean) deputies and the Official Youth Presence were sorely missed. For deputies, there was no singing and no food permitted. The absence of the exhibit hall and vendors made the hallways eerily quiet. Yet over the course of four days, we witnessed again and again the passion of those who love God and love the Episcopal Church. That brings us hope.

Iowa's deputation consisted of several first-time participants as well as a number of seasoned veterans, including The Honorable Maggie Tinsman (9 General Conventions), and The Rev. Raisin Horn (6 General Conventions). For a variety of reasons, several deputies – lay and cleric – needed to excuse themselves from the deputation in the months leading to Convention. The Very Rev. John Horn, Trinity Cathedral, Davenport, was elected by the deputation to serve as first alternate. Other members of our deputation included: Ms. Emily Jetton, Mr. Dale Schirmer, Mr. Bill Smith, The Rev. Tom Early, The Rev. Elizabeth Duff Popplewell, and The Rev. Meg Wagner.

Diocesan Relations:

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

Thanks to the collaboration of 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 in Iowa and around the globe. To find a CROP Hunger Walk in your area, go to CROPHungerWalk.org or contact Lenny Blue at lblue@cwsglobal.org or (816) 266-3555.

Iowa Interfaith Power & Light Deaconess Irene DeMaris, Executive Director

Iowa Interfaith Power & Light's mission is to inspire and equip people of faith to become leaders finding solutions to climate change. Iowa IPL works with religious communities of all faith traditions in Iowa to educate about the climate crisis, inspire people to challenge existing economic and political systems, and advocate for sustainable energy, clean water, and regenerative agricultural policies at all levels of government.



**IOWA INTERFAITH
POWER & LIGHT**

In the past year we have traveled all over the state having climate conversations in Washington County, Waverly, Cedar Falls, Storm Lake, Atlantic, Dubuque, Wheatland, and the Des Moines metro. We are rooted in our faith, and that is what gives Iowa IPL an edge that other groups do not have in the environmental community to reach rural communities about climate action. Iowa IPL is uniquely able to keep stepping into that gap and bring new Iowans into the climate conversation.

Our fourth year of our Called to Climate Action college student leadership program began in June with three students from Dordt, St. Ambrose, and Clarke. They spent the summer integrating their faith and climate action by reflecting, writing our annual faith statement, and creating content for Iowa IPL media.

We invite you to use our website (www.iowaip.org) to learn more about what we do, find resources and to join our statewide work in finding and implementing faith-based solutions to the climate crisis.

JustFaith/Center for Social Ministry

In February 2022 we moved to a new location in West Des Moines. We are looking forward to more accommodating event spaces, greater ease of dropping off and picking up materials, and additional parking. All in service to our mission to provide: poverty awareness and social justice education that transforms and empowers to drive change.

Our New Address: Center for Social Ministry, 1020 24th Street, West Des Moines, IA 50266. Please update your records. You can continue to reach Jamie Loggins-Evans, Executive Director, by phone or email as those have stayed the same.

Parochial Statistics Information:

Summary of Diocesan Statistics 2019-2021

	<u>2019</u>	<u>2020</u>	<u>2021</u>
Clergy canonically resident	152	150	134
Clergy Received/Ordained	5	3	5
Clergy Transferred	2	1	6
Candidates for Holy Orders	5	3	7
Postulants for Holy Orders	6	5	1
Licensed Worship Leaders	36	36	32
Licensed Eucharistic Ministers	124	113	86
Extraordinary Eucharistic Ministers	16	17	17
Licensed Eucharistic Visitors	55	69	48
Licensed Preachers	12	12	8
Licensed Catechists	3	3	0
Licensed Pastoral Leaders	2	2	0
Congregations	59	59	57
Chapels	1	1	1
Baptized Persons	6,668	6,513	6,055
Communicants	5,917	5,560	4,797
Baptisms	73	19	45
Confirmations and Receptions	62	49	40
Marriages	25	17	19
Burials	128	96	111
Church School Pupils	466	289	145

Parochial Statistics: Vital Statistics 2021

Church Name	Members 2020	Members 2021	Total Communicants	Average Attendance	Marriages
Algona, St Thomas'	63	65	47	12	0
Ames, St John's	266	258	258	37	0
Anamosa, St Mark's	9	9	9	19	0
Ankeny, St Anne's	94	90	90	28	1
Bettendorf, St Peter's	75	71	59	24	1
Boone, Grace	14	14	14	11	0
Burlington, Christ	64	59	44	23	0
Carroll, Trinity	10	10	9	9	0
Cedar Falls, St Luke's	232	233	230	62	0
Cedar Rapids, Christ	608	333	83	32	0
Cedar Rapids, Grace	88	95	35	24	1
Chariton, St Andrew's	34	37	19	17	0
Charles City, Grace	11	8	8	4	0
Clermont, Saviour	22	22	0	0	0
Clinton, Christ	96	89	61	29	0
Coralville, New Song	80	74	73	29	0
Council Bluffs, St Paul's	83	82	82	16	0
Davenport, St Alban's	172	172	160	24	1
Davenport, Trinity Cathedral	598	497	277	64	0
Decorah, Grace	30	30	29	12	0
Denison, Trinity	17	4	4	7	1
Des Moines, St Andrew's	288	285	162	43	1
Des Moines, St Luke's	348	352	184	46	1
Des Moines, St Mark's	29	25	25	7	0
Des Moines, St Paul's Cathedral	349	360	324	99	0
Des Moines, Trinity Cush					
Dubuque, St John's	174	176	90	36	1
Durant, St Paul's	29	27	27	13	0
Emmetsburg, Trinity	11	11	7	5	0
Fort Dodge, St Mark's	68	65	60	21	2
Fort Madison, St Luke's	55	47	34	0	0
Glenwood, St John's	10	7	7	6	0
Grinnell, St Paul's	98	101	94	29	0
Harlan, St Paul's	9	11	11	10	0
Independence, St James'	18	16	16	9	0
Indianola, All Saints	10	10	10	8	0
Iowa City, Trinity	557	558	552	94	3
Iowa Falls, St Matthew's	15	11	11	8	0
Keokuk, St John's	92	94	86	18	0
Le Mars, St George's	5	5	5	3	0
Maquoketa, St Mark's	41	41	38	20	1
Marshalltown, St Paul's	61	64	64	22	0
Mason City, St John's	126	127	127	26	0
Mount Pleasant, St Michael's	37	36	36	18	0
Muscatine, Trinity	101	98	67	21	1
Newton, St Stephen's	101	97	51	19	0
Orange City, Saviour	38	38	38	22	1
Oskaloosa, St James'	37	37	30	12	0
Ottumwa, Trinity	34	31	30	14	0
Perry, St Martin's	70	70	27	13	0
Shenandoah, St John's	14	14	14	10	0
Sioux City, Calvary	33	8	8	0	0
Sioux City, St Paul's	111	111	111	12	0
Sioux City, St Thomas'	80	101	101	29	0
Spirit Lake, St Alban's	94	91	88	24	1
Storm Lake, All Saints'	37	31	25	12	1
Waterloo, Trinity	149	148	148	26	0
Webster City, Good Shepherd	38	38	37	13	0
West Des Moines, St Timothy's	454	461	461	85	1
TOTAL	6,487	6,055	4,797	1,336	19

Parochial Statistics: Vital Statistics 2021

Name	Burials	Baptisms	Confirmations	Received	Adult Formation	Child Formation
Algona, St Thomas'	0	2	1	1	8	3
Ames, St John's	3	2	0	0	30	5
Anamosa, St Mark's	0	0	0	0	10	0
Ankeny, St Anne's	2	2	0	0	13	0
Bettendorf, St Peter's	6	1	4	0	0	0
Boone, Grace	0	0	0	0	1	0
Burlington, Christ	4	3	0	0	0	0
Carroll, Trinity	0	0	0	0	0	0
Cedar Falls, St Luke's	0	4	1	2	75	6
Cedar Rapids, Christ	6	2	0	0	0	3
Cedar Rapids, Grace	2	2	0	0	0	0
Chariton, St Andrew's	2	0	0	0	7	0
Charles City, Grace	1	0	0	0	0	0
Clermont, Saviour	0	0	0	0	0	0
Clinton, Christ	1	1	0	0	12	0
Coralville, New Song	2	0	0	0	33	0
Council Bluffs, St Paul's	3	0	2	0	0	4
Davenport, St Alban's	2	2	0	0	5	4
Davenport, Trinity Cathedral	6	5	2	0	20	10
Decorah, Grace	1	0	0	0	0	0
Denison, Trinity	0	0	0	0	0	0
Des Moines, St Andrew's	2	1	1	0	27	27
Des Moines, St Luke's	7	0	1	1	26	0
Des Moines, St Mark's	1	0	2	0	8	0
Des Moines, St Paul's Cathedral	7	1	6	2	12	4
Des Moines, Trinity Cush		0	0			
Dubuque, St John's	1	0	0	0	30	4
Durant, St Paul's	0	0	0	0	0	0
Emmetsburg, Trinity	0	0	0	0	1	0
Fort Dodge, St Mark's	5	1	1	0	17	2
Fort Madison, St Luke's	1	0	0	0	0	0
Glenwood, St John's	0	0	0	0	0	0
Grinnell, St Paul's	0	3	0	0	22	0
Harlan, St Paul's	1	0	0	0	0	0
Independence, St James'	2	0	0	2	0	0
Indianola, All Saints	0	0	0	0	10	0
Iowa City, Trinity	5	3	0	0	65	30
Iowa Falls, St Matthew's	0	0	0	0	6	0
Keokuk, St John's	2	3	0	0	0	0
Le Mars, St George's	0	0	0	0	0	0
Maquoketa, St Mark's	0	0	0	0	0	4
Marshalltown, St Paul's	1	0	0	0	6	0
Mason City, St John's	5	0	0	0	6	5
Mount Pleasant, St Michaels'	0	0	0	0	0	0
Muscatine, Trinity	4	1	0	0	3	4
Newton, St Stephen's	3	1	0	0	8	0
Orange City, Savior	0	0	0	0	54	0
Oskaloosa, St James'	1	0	1	0	0	0
Ottumwa, Trinity	1	2	0	0	0	0
Perry, St Martin's	2	0	0	0	13	5
Shenandoah, St John's	0	0	0	0	6	2
Sioux City, Calvary	0	0	0	0	0	0
Sioux City, St Paul's	2	2	0	0	0	0
Sioux City, St Thomas'	6	1	4	0	13	1
Spirit Lake, St Alban's	2	0	0	0	10	0
Storm Lake, All Saints'	2	0	0	0	2	7
Waterloo, Trinity	0	0	0	0	0	0
Webster City, Good Shepherd	0	0	0	0	3	0
West Des Moines, St Timothy's	7	0	2	4	31	15
TOTAL	111	45	28	12	593	145

Parochial Statistics: Financial Statistics 2021

	Pledge Cards	Amount Pledged	Average Pledge	Plate & Pledge	Operating Income	Total Revenues
Algona, St Thomas'	8	30,000	3,750	33,641	33,644	33,644
Ames, St John's	53	199,180	3,758	216,728	280,328	285,378
Anamosa, St Mark's				0	22,419	22,419
Ankeny, St Anne's	25	85,606	3,424	96,416	104,108	110,286
Bettendorf, St Peter's	32	145,860	4,558	147,785	148,658	164,894
Boone, Grace	6	10,320	1,720	16,536	16,536	16,536
Burlington, Christ	18	40,245	2,236	68,447	216,980	269,627
Carroll, Trinity				2,265	38,254	38,254
Cedar Falls, St Luke's	72	233,525	3,243	268,787	280,725	326,270
Cedar Rapids, Christ	70	201,864	2,884	263,494	293,637	437,961
Cedar Rapids, Grace	23	40,120	1,744	77,232	77,451	187,451
Chariton, St Andrew's	5	10,240	2,048	24,012	25,762	25,944
Charles City, Grace	5	3,210	642	9,847	9,847	9,952
Clermont, Saviour				0	0	0
Clinton, Christ	27	47,259	1,750	54,667	158,734	158,734
Coralville, New Song	31	90,674	2,925	102,870	102,870	123,870
Council Bluffs, St Paul's	109	33,640	309	34,837	34,837	133,492
Davenport, St Alban's	22	540,400	24,564	74,027	97,013	103,361
Davenport, Trinity Cathedral	95	268,016	2,821	306,282	557,709	604,782
Decorah, Grace	12	31,820	2,652	37,582	37,601	38,265
Denison, Trinity				665	19,290	19,290
Des Moines, St Andrew's	50	185,750	3,715	188,226	218,995	1,135,199
Des Moines, St Luke's	49	146,516	2,990	203,039	223,519	266,690
Des Moines, St Mark's	0	7,200		7,651	7,651	7,651
Des Moines, St Paul's Cathedral	73	217,841	2,984	243,941	394,805	1,687,035
Des Moines, Trinity Cush						
Dubuque, St John's	32	72,016	2,251	82,844	193,069	220,263
Durant, St Paul's	0	25,210		26,310	26,982	64,542
Emmetsburg, Trinity				9,038	10,838	10,838
Fort Dodge, St Mark's	14	24,900	1,779	32,156	286,347	303,375
Fort Madison, St Luke's	9	16,580	1,842	17,879	24,021	24,206
Glenwood, St John's	3	11,700	3,900	14,973	14,973	22,998
Grinnell, St Paul's	28	78,810	2,815	103,403	103,403	104,203
Harlan, St Paul's				11,190	15,975	15,975
Independence, St James'	9	17,580	1,953	19,201	19,201	37,276
Indianola, All Saints				13,650	13,650	13,650
Iowa City, Trinity	110	279,865	2,544	308,754	458,248	648,079
Iowa Falls, St Matthew's				17,949	17,949	17,949
Keokuk, St John's	1	15,000	15,000	20,710	126,625	126,625
Le Mars, St George's				4,801	4,801	15,927
Maquoketa, St Mark's				26,599	26,604	136,604
Marshalltown, St Paul's				31,687	69,774	109,774
Mason City, St John's	330	1,184,250	3,589	170,993	203,539	206,883
Mount Pleasant, St Michaels'				26,955	38,194	51,435
Muscatine, Trinity	13	28,469	2,190	32,247	161,173	168,958
Newton, St Stephen's	7	34,384	4,912	42,243	77,053	497,969
Orange City, Savior				28,089	33,345	33,345
Oskaloosa, St James'	11	27,492	2,499	29,230	74,608	90,113
Ottumwa, Trinity	13	32,008	2,462	47,295	54,978	57,288
Perry, St Martin's	8	24,100	3,013	26,157	61,693	78,360
Shenandoah, St John's	7	20,000	2,857	25,925	50,140	63,121
Sioux City, Calvary	8	6,240	780	9,410	12,530	12,860
Sioux City, St Paul's				1,763	1,763	16,763
Sioux City, St Thomas'	24	78,500	3,271	95,302	140,152	194,795
Spirit Lake, St Alban's	25	50,000	2,000	96,395	106,028	106,028
Storm Lake, All Saints'	9	39,704	4,412	42,051	64,418	84,450
Waterloo, Trinity	27	53,185	1,970	69,342	98,070	153,263
Webster City, Good Shepherd				44,322	47,422	63,857
West Des Moines, St Timothy's	103	393,008	3,816	440,520	442,394	522,324
TOTAL	1,576	5,082,287	3,225	4,448,360	6,481,333	10,481,081

Parochial Statistics: Financial Statistics 2021

	Operating Expenses	Total Expenses	To Diocese	To Outreach	Total Cash & Investments
Algona, St Thomas'	34,340	34,340	3,552	1,200	166,831
Ames, St John's	326,789	326,789	52,629	14,800	1,939,315
Anamosa, St Mark's	3,553	5,606	1,500	2,053	137,399
Ankeny, St Anne's	95,858	98,504	6,406	0	42,185
Bettendorf, St Peter's	148,726	164,243	15,775	1,200	148,037
Boone, Grace	19,533	19,533	1,584	200	24,091
Burlington, Christ	201,179	284,162	18,900	0	1,387,116
Carroll, Trinity	27,346	33,146	2,600	0	620,987
Cedar Falls, St Luke's	272,258	319,926	37,590	415	303,241
Cedar Rapids, Christ	329,065	334,162	49,774	2,185	1,138,852
Cedar Rapids, Grace	86,327	188,267	7,661	0	717,779
Chariton, St Andrew's	32,405	34,410	3,700	500	566,197
Charles City, Grace	3,242	3,347	1,305	0	171,514
Clermont, Saviour	0	0	0	0	0
Clinton, Christ	158,734	158,734	11,959	0	1,915,776
Coralville, New Song	88,699	98,897	17,600	5,099	215,709
Council Bluffs, St Paul's	41,216	6,615	5,129	0	545,576
Davenport, St Alban's	78,441	78,441	6,500	2,587	87,709
Davenport, Trinity Cathedral	680,965	1,133,748	92,592	6,000	8,863,991
Decorah, Grace	30,390	30,390	4,199	4,000	215,733
Denison, Trinity	17,893	17,893	2,251	4,382	425,802
Des Moines, St Andrew's	204,304	213,504	28,398	5,638	630,798
Des Moines, St Luke's	228,969	272,931	13,918	4,600	661,639
Des Moines, St Mark's	3,043	3,043	3,000	43	0
Des Moines, St Paul's Cathedral	537,237	653,632	60,000	2,750	4,414,762
Des Moines, Trinity Cush					0
Dubuque, St John's	197,473	238,810	9,000	896	842,073
Durant, St Paul's	54,535	71,612	3,049	1,210	92,114
Emmetsburg, Trinity	12,953	12,953	2,040	0	18,241
Fort Dodge, St Mark's	303,113	318,485	37,511	4,001	5,707,169
Fort Madison, St Luke's	24,225	24,225	2,510	185	29,603
Glenwood, St John's	9,616	15,302	944	0	286,389
Grinnell, St Paul's	100,644	101,444	8,000	0	59,979
Harlan, St Paul's	13,574	14,116	1,287	0	91,177
Independence, St James'	14,565	27,489	1,961	0	103,006
Indianola, All Saints	25,840	25,840	1,414	40	12,283
Iowa City, Trinity	453,944	530,371	79,435	743	1,357,439
Iowa Falls, St Matthew's	18,644	18,644	2,305	325	47,376
Keokuk, St John's	84,460	127,737	6,257	2,461	4,102,087
Le Mars, St George's	9,810	10,101	151	120	0
Maquoketa, St Mark's	34,203	54,514	3,031	0	140,549
Marshalltown, St Paul's	70,021	113,446	11,546	1,250	236,911
Mason City, St John's	191,926	195,270	18,219	423	105,406
Mount Pleasant, St Michaels'	24,524	40,697	4,171	0	125,049
Muscatine, Trinity	220,462	221,803	21,398	9,643	4,637,779
Newton, St Stephen's	77,235	175,200	8,000	0	413,445
Orange City, Savior	23,116	23,116	950	0	30,195
Oskaloosa, St James'	54,668	55,473	7,519	80	1,174,958
Ottumwa, Trinity	84,342	101,801	4,424	0	277,091
Perry, St Martin's	79,726	79,726	7,587	16,667	94,176
Shenandoah, St John's	56,676	69,891	5,589	510	95,028
Sioux City, Calvary	20,363	20,483	1,740	250	34,614
Sioux City, St Paul's	23,661	24,463	1,421	8,760	2,651
Sioux City, St Thomas'	158,738	200,543	9,508	0	721,448
Spirit Lake, St Alban's	157,561	190,466	9,029	250	380,850
Storm Lake, All Saints'	58,017	76,356	3,539	850	138,650
Waterloo, Trinity	49,716	98,677	10,750	0	218,707
Webster City, Good Shepherd	34,281	45,167	4,466	1,775	66,878
West Des Moines, St Timothy's	451,251	525,158	50,000	0	654,865
TOTAL	6,844,395	8,363,642	787,273	108,091	47,639,225

THE RULES OF ORDER for Diocesan Convention

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 entitled to vote in the Lay Order. No ballots shall be received in either Order unless 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 to the Chair. When there is a vote by Orders the votes of the Clerical Order 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.

Committees of Convention

Credentials Mary Jane Oakland (Chair)
Kathy Travis

Constitutions and Canons Kathleen Milligan (Chair)
Bill Graham (Chancellor)
Maggie Tinsman
Lyle Brown

Dispatch of Business Jean McCarthy (Chair)
Diana Wright

Elections Diane Eddy (Chair)
Ann McLaughlin

Nominations Kris Leaman (Chair)
Sherri Hughes Empke
Deborah Leksell

Registration Martha Kester (Chair)
Elizabeth Adams
Peggy Aerisophal
Ann McLaughlin

Resolutions Elaine Caldbeck (Chair)
Aileen Chang Mateus
Diana Palmer
Tom Tarbox

VOTING and PROCEDURES FOR 170th ANNUAL CONVENTION OF THE DIOCESE OF IOWA

All voting on Saturday, October 29, 2022 will be done electronically. Delegates must be physically present to vote. Paper ballots will not be used. At registration, Certified Delegates will receive a QR code and/or instructions on how to use their own electronic device to connect to the Elections software and vote. Voting will use the Hare Transferable Ballot system unless a voice or raising of ballot cards vote (especially on motions) is called for or 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.