



DIOCESE OF SIOUX CITY

Office of Parish Accounting

Box 3379 • 1821 Jackson Street, Sioux City, IA 51102 • (712) 255-7933 • www.scdioocese.org

Date: December 31, 2025

To: Bookkeepers & Business Managers, Pastors, School Administrators,
The Grotto, Marian Home, Holy Spirit Retirement, Catholic Charities

CC: Royce Ranniger

From: Deb Conley

RE: **2025 Year End Tax Information**

This memo recaps required tax reporting for the 2025 tax year. Please read it carefully, as it is important that your location complies with Federal & State tax filing requirements.

The IRS business mileage reimbursement rate for 2026 will increase from 70 cents to 72.5 cents per mile effective January 1, 2026

Federal Tax Reporting for 2025 – Due January 30, 2026:

- Please refer to the attached calendar for the designated date and time that your location is scheduled to run W-2s.
- Entities with 10 or more employees must electronically file Form W-3, *Transmittal of Wage and Tax Statements* & Copy A of W-2s to the Social Security Administration (SSA). In QuickBooks, click *Submit Form*. Paper copies are not to be mailed to the IRS.
- Entities with less than 10 employees can electronically file Form W-3, *Transmittal of Wage and Tax Statements* & Copy A of W-2s to the Social Security Administration (SSA). In QuickBooks, click *Submit Form*. Or Copy A and Form W-3 can be mailed to the IRS.
- **New this year:** The following *Employer Information* fields are required for electronic submissions. Submissions will be returned if any of these fields are left blank:
 - Employer Name
 - Employer Address
 - Contact Name (bookkeeper/business manager)
 - Contact Email Address
 - Contact Phone Number

To update the “contact” information, go to Employees – Payroll Tax Forms & W-2s – Process Payroll Forms. Under “File Forms” double-click Annual Form W-2/W-3 – Wage and Tax Statement/Transmittal. Update as necessary and click OK to save the changes.

Auto-Fill Contact Information

QuickBooks will automatically copy the contact information you provide below to any applicable tax form that you complete. Contact information is usually found at the end of a tax form and is required by the government for filing. You may also change this information on the tax form when you view it.

NOTE: This information is not a replacement for actual signatures on any tax form.

PRIMARY SIGNATURE

NAME	<input type="text"/>	EMAIL ADDRESS	<input type="text"/>
TITLE	<input type="text"/>	TAXPAYER SSN/ID	<input type="text"/>
BUSINESS PHONE	<input type="text"/>		

☒ Yes, my identified Paid Preparer or Third Party Designee has permission to discuss applicable completed tax forms with the IRS or state agency.

- **New this year:** Employees can deduct overtime up to \$12,500 for qualified overtime required by Section 7 of the federal Fair Labor Standards Act – *What does this mean for employers?*
 - For 2025 only, the IRS will not penalize employers that don't separately break out qualified overtime compensation on Form W-2.
 - Forms and withholding won't change for 2025.
 - The best source for overtime compensation for 2025 is the employee's last paystub.

Earnings and Hours	Qty	Rate	Current	YTD Amount
CH - Custodial Wages	80.00	27.80	2,224.00	8,896.00
CH - Overtime (x1.5)hrly-Cust...	7.50	41.70	312.75	312.75

- Another option (not required) in QuickBooks is to run a *Payroll Summary* and filter it for each individual employee who had overtime earnings in 2025. If there is more than one employee with overtime earnings make sure you run individual reports accordingly, do not provide all employees on the same report.
- QuickBooks prints W2's and W3's in the correct format on plain paper, so there is no need to purchase forms (*See Attachment I, pages 3 & 4 for detailed instructions*).
- Do not file fourth quarter 941 for 2025 to the Internal Revenue Service (IRS) until you have ensured all four quarterly 941s for the year agree with the W-3. (*See Attachment II, page 5 for detailed instructions*).
- Form 1099-NEC, *Nonemployee Compensation* must be sent to all unincorporated contractors paid \$600 or more for services performed for your entity. (*See Attachment III, page 6 for detailed instructions*).
- If you are issuing less than 10 1099-NECs, you can U.S. mail Forms 1099-NEC & 1096, *Annual Summary & Transmittal of U.S. Information Returns* to the IRS.
- If you are issuing 10 or more 1099-NECs, you must electronically file Forms 1099-NEC & 1096, *Annual Summary & Transmittal of U.S. Information Returns* to the IRS.
 - Just like last year, QuickBooks has partnered with Tax1099 for e-filing 1099s & 1096s. The following link offers helpful instructions https://quickbooks.intuit.com/learn-support/en-us/help-article/form-1099/create-file-1099s-quickbooks-desktop/L0BDDnpjz_US_en_US?uid=m4vpn3lv
 - Click CTRL and the link above, or copy/paste the link into a web browser to access the instructions.
 - Once in *QuickBooksHelp*, click through steps 1 through 5 for assistance with electronically filing the 1099s and 1096s.
 - **Do not** choose to "Create and file 1099s with QuickBooks Contractor Payments if you use QuickBooks Desktop".
- Form 1099-MISC *Miscellaneous Income* is for persons paid at least \$600 in rents, prizes, awards, payments to an attorney, other income payments. (*See Attachment III, page 6 for detailed instructions*).
- Form W-2G, *Certain Gambling Winnings* are issued to raffle prize winners either when the prize is claimed, or at the end of the year. (*See Attachment III, page 6 for detailed instructions*).
- Fillable forms W-2G can be found on the internet.

State Tax Reporting Requirements for 2025– Due January 30, 2026:

- Remit 2025 4th quarter state withholding tax payment to Iowa.
- Iowa Sales Tax – Follow the State's instruction on paying the sales tax for your raffles and other events.
- Iowa Sales Tax Return, as required – follow the State's instruction. Work with the State on any other State reports that may need to be submitted if your location holds an event that requires a sales tax permit and/or gambling license.

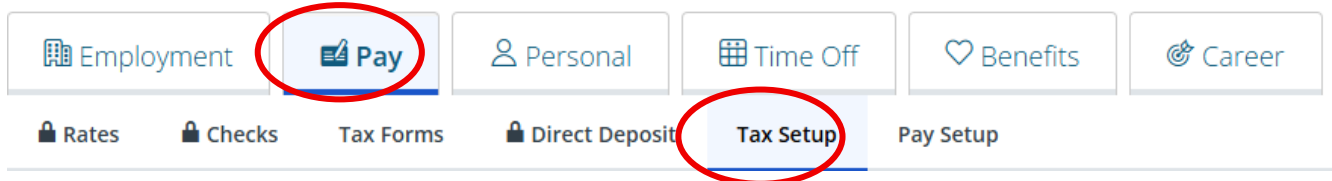
State Tax Reporting Requirements for 2025 – Due February 16, 2026:

- IRS W-2s must be filed using **GovConnectIowa**. Businesses that issued W-2s that contain Iowa withholding must electronically file those documents. Please use the QuickBooks feature to E-File State W-2's. File located in QuickBooks under Employees – Payroll Tax forms- Process tax forms at the bottom of the page *E-File State W-2*.

2026 State Withholding: Employees can complete a new Iowa W-4 to make changes to their withholding. The 2026 Iowa W-4 is on the diocesan website in the bookkeeper manuals, this is also on the www.tax.iowa.gov website. A “Withholding Calculator” is also on this site, reference individuals to this that need help calculating their 2026 withholding amounts.

2026 Federal Withholding Tax Tables: The IRS has issued updated income tax withholding tables for 2026. Employees can complete the Federal W-4 to make changes to their withholding, the 2026 Federal W-4 is available on the diocesan website in the bookkeeper manuals, you can also find this on the www.irs.gov website. QuickBooks has incorporated these changes.

For locations who process payroll through Paylocity, log into your Paylocity account and go to the “Pay” tab and click “Tax Setup” to make any changes to State or Federal payroll withholdings.



Before the First Payroll of 2026:

- Install the latest payroll update and make sure your QuickBooks is on the latest release.
- Update employee information, such as employee SSNs, legal names, and addresses.
- Ask employees to review and update federal and state W-4 withholding forms.
- Review and update any changes to your federal deposit and filing schedule. If you get a letter from the IRS changing your entity from monthly to semi-weekly, make sure you file your taxes within three days of completing your payroll.
- Ensure Medicare and Social Security is not withheld from priest paychecks.
- Ensure federal and state unemployment is not marked in the employee records.

Keep a copy of signed & dated tax forms for your file, note the date e-filed on the copy.

Step-by-step instructions are included on subsequent attachments for QuickBooks users. For questions or assistance, contact me 712-233-7515 debrac@scdiocese.org or Denise 712-233-7593 denisek@scdiocese.org.

Attachment I

PROCESSING W-2s and W-3s

QuickBooks Preparations

- You can print government accepted black and white laser W-2s and W-3s **on plain paper** directly from QuickBooks.
- Ensure each employee's name, address, social security number, and retirement eligibility information is correct in QuickBooks so the W-2 will print properly. (*Employee Center*)
- In the employee record, payroll info tab, tax tab - make sure both the federal and state tax tabs are complete. **We frequently see the state worked marked as "none", this is not correct.** For the state, Iowa must be selected as the state worked and as the state subject to withholding.
- The SUI box should not be marked as state unemployment does not apply.
- Download Payroll Updates before preparing tax forms and before running your first 2026 payroll. In QuickBooks, choose Employees and Get Payroll Updates.
- Mass stipends paid to Pastor's are taxable and should be included on their W2.
- If your Pastor chose to have a flat \$450 paid to them on their paycheck for food and provisions, this should be included on their W2.

Preparing the W-2s/W-3 in QuickBooks

- Select Employees – Payroll Tax Forms & W-2s – Process Payroll Forms – In the File Forms tab double-click on Annual Form W-2/W-3-Wage & Tax Statement to select it.
 - Select the Auto-Fill Contact info field and ensure your name, title, and business phone is listed in the Primary Signature field. Select OK. **This is now required by the IRS.**
 - Ensure the filing period year is **2025**. Select OK.
 - The screen will appear "Select Employees for Form W-2/W-3. All will be marked. Select Review/Edit.
 - Step 1: Forms W-2 and W-3 interview will appear. This provides important dates to mark on your calendar and instructions. Select Next.
 - This is page 2 of the Interview. This information should automatically populate.
 - If you have full time employees with 401K, select "Yes" to special situations. In these employees' records, the "eligible for 401K" box should be marked.
 - Note you do **NOT** have any statutory employees.
 - A control number is **not** necessary. Select Next.
 - The employee list with special situations will appear. Verify, select Next.
 - Carefully review each employee W-2 for reasonableness and accuracy selecting the Next button to move from employee to employee.
 - **Ensure the priest does not have Medicare or Social security withheld.** If the priest had federal or state withholding, verify this tax appears on the W-2.
 - If priest had supplemental life, this should appear as an "after tax" deduction NOT pre-tax.
 - **Ensure the state tax ID number appears in box 15. If not there, go to the payroll item list and edit state ID, wages and income tax appear in fields 15 to 17.** ("New" withholding account number assigned a couple of years ago can be found at www.govconnect.iowa.gov on the Accounts tab.) State wages in field 16 should equal federal wages in field 1.

- W-2 Box 12d plus Box 1 should equal Box 3. Box 1 and Box 16 should have the same dollar amount.
- When complete, Select “Check for Errors”. If there are errors, complete the corrections noted in the instruction. If none, select Close Errors. Remember to call if you have questions.
- When ready to print select Submit Form. Unmark the box “Provide employees with secure, online access to their W-2 forms. Select Print. Select items to print.
 - First under “For employees” Print the W-2 forms – Copies B, 2 and C.
 - Next under “For employees” Print the employee filing instructions
 - Under “For employer” Print the W-2, Copy D for your records, noting there will be 2 employees on each page.
 - Next under “For employer” Print the Employee filing instructions (& review).
 - Then under “For government”, first print the W-3, next the W-2 Copy A for the SSA (noting there are 2 per page). It’s not necessary to print for the State.
- Before issuing the W-2’s:
 - Check them against the payroll summary in QuickBooks, “*Reports*”, “*Employees & Payroll*”, “*Payroll Summary*”, enter calendar year dates.
 - Follow instructions on the next page to reconcile the quarterly 941 forms to the W-3.
 - Do not proceed with e-filing until your 941s reconcile to the W-3.

Attachment II

RECONCILING W-3 to 941's

Reconciliation of Quarterly 941 to W-3:

The four quarterly 941s need to agree with the W-3 before issuing the W-2s, W-3 & final 4th quarter 941:

- Wages, tips and other compensation: The sum of line 2, Form 941 amounts for the four quarters should equal the amount in Box 1, Form W-3.
- Social Security wages: The sum of Line 5a (column 1), Form 941 amounts for the four quarters should equal the amount in Box 3, Form W-3.
- Medicare wages and tips: The sum of Line 5c (column 1), Form 941 amounts should equal the amount in Box 5, Form W-3.
- Note: Medicare and taxable wages on lines 5a and 5c of the 941 are the sum of the Adjusted Gross Pay from the payroll summary in QuickBooks, plus the total employee 401K, plus wellness, plus supplemental life, plus Roth 401K, less priest salary.
- Federal income tax withholdings: The sum of Line 3, Form 941 amounts for the four quarters should equal the amount in Box 2, Form W-3.
- State wages: All W-2's must include state wages in Box 16.
- On the W-3, employee deferred 401K in Box 12 plus wages in Box 1 (less any priest wages) less Roth IRA must equal Social Security and Medicare wages reported in Boxes 3 and 5.
- Federal wages reported in Box 1 must equal state wages reported in Box 16.

Quarterly 941

- Fourth quarter 941 is due January 31, 2026. **Issue the employee W-2s in early January.** Allow a week or two to determine if changes are needed. Ensure the four quarterly 941s agree with the W-3 before issuing (as noted above).
- Keep a signed copy of your 941s and note the date mailed, or e-filed on the form.

Issuing W-2s Electronically to the State

- This is required if your location has W-2s with Iowa withholding, if so, all need to be filed.
- The W-2 file that needs to be submitted to the State must be created in QuickBooks. Refer to the State W-2 memo for this detailed instruction.
- Employers have the option to manually enter W-2 information on the Iowa website as opposed to creating the electronic file in QuickBooks. We only suggest this if you have a few W-2s that need to be remitted. Go on-line to your GovConnectIowa account select Upload bulk file or manually key W-2 following their instructions.

Other State Reports (e.g., annual sales tax report, annual gambling report...)

- Work with the State if you need assistance in filing these to ensure they are completed properly.

Attachment III

PROCESSING 1099s and 1096s

IRS Filing Requirements for the 1099

File Form 1099-NEC (Non-employee compensation) for each contractor (individual, sole proprietor, partnership...):

1. To whom you have paid at least \$600 in services (including parts and materials) in the calendar year (Box 1-Non-employee compensation). Examples:
 - Extra clergy that provide coverage in the pastor's absence (**exclude** mileage)
 - Musician services, e.g., non-employee cantors, organists
 - Religious education catechists that receive stipends
 - Snow removal, mowing and grounds maintenance, church, school, and other building (interior and exterior) and property repairs.
 - Professional services, e.g., bookkeeping/accounting, computer tech support.
 - Other contracted services, e.g., non-employee cleaning/janitorial.
 2. That is not incorporated.
 - You should have an IRS W-9 on file for each contractor that you do business with to support the legal business name, tax status, TIN/SSN
 3. Non-employee compensation **must be reported in box 1**.
- If you are issuing less than 10 1099-NECs, you can U.S. mail Forms 1099-NEC & 1096, *Annual Summary & Transmittal of U.S. Information Returns* to the IRS.
 - If you are issuing 10 or more 1099-NECs, you must electronically file Forms 1099-NEC & 1096, *Annual Summary & Transmittal of U.S. Information Returns* to the IRS.
 - QuickBooks has partnered with Tax1099 for e-filing 1099s & 1096s. The following link offers helpful instructions https://quickbooks.intuit.com/learn-support/en-us/help-article/form-1099/create-file-1099s-quickbooks-desktop/L0BDDnpjz_US_en_US?uid=m4vpn3lv
 - Click CTRL and the link above, or copy/paste the link into a web browser to access the instructions.
 - Once in *QuickBooksHelp*, click through steps 1 through 5 for assistance with electronically filing the 1099s and 1096s.

Note: Employees do not receive 1099s. All earnings must be reported on the W-2. If employees were paid bonuses or other amounts that are at least \$600 "outside of payroll", they need a 1099 but must be paid via payroll going forward. Example, the principal is also a coach, the coaching pay is included on his/her paycheck with the applicable taxes applied.

The 1099-Misc is required if at least \$600 in rents (box 1), if at least \$600 in legal services paid to an attorney (even if a corporation) (box 10). Refer to www.irs.gov.

QuickBooks Preparations

Pre-printed IRS 1099 and 1096 forms are required to be used when printing the IRS 1099s and 1096s. Forms downloaded from the IRS website **cannot be used**.

- Please review all payments in QuickBooks to ensure you have properly identified all independent contractors required to receive a 1099 NEC and that the amount shown on the 1099 is correct. Don't assume if the contractor does not appear, 1099 is not needed. You may have incorrectly set up the vendor in QuickBooks. Remember to **enter Tax ID number and map 1099's in QuickBooks** before attempting to print 1099 NEC. Please call me 712-233-7515 or Denise 712-233-7593 for assistance.

- Refer to our *1099 Instruction* memo on www.scdiocese.org in the Bookkeeper Manuals for assistance identifying contractors, instructions on setting up the vendor record in QB, and step by step instructions for preparing the 1099/1096 forms for independent contractors.
 - This also includes instructions for issuing the W-2G and 1096 forms.

W-2G/1096

If your location held a raffle and cash prizes of \$600 or more were issued, you must give the winner a W-2G and withhold state taxes. If cash prizes were \$5,000 or more, you must withhold both federal and state taxes. The federal rate is 24% and the state rate is 5%. The W-2G forms were to be issued at the time the money was paid to the winner. If you did NOT provide a W-2G at that time, you will need to issue it to the winner(s) before January 31, 2026. All copies of the W-2G must be signed by the winner. The 1096 needs to be sent to the IRS with a signed Copy A of W-2G. Bookkeepers/Business managers: Please ensure this is done.