

THE CONSTITUTIONAL REVIEW COMMITTEE  
of  
Community Lutheran Church of Escondido California

**ANNUAL REPORT**

To: Members of the Congregation of Community  
Lutheran Church of Escondido California,  
President Tim Johnson, the Executive Committee  
and the Church Council

From: The Constitutional Review Committee

Re: Required Annual Reporting

Date: October 31, 2016

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**Introduction.**

The Constitutional Review Committee (the "Committee") was formed pursuant to Section IV 4 g of the Bylaws of the Constitution of Community Lutheran Church of Escondido California (the "Church"). As used herein, references to the Constitution include both the Constitution and the Bylaws of the Church. The Committee is charged with, among other tasks, to "review the proceedings of the Church to determine compliance with the Constitution and Bylaws ... and to "provide an annual written report to the Voters Assembly. The current findings (and all prior reports thereof) of the Constitutional Review Committee shall be posted to the website of the Church." This report is intended to fulfill the obligations of the Committee as set forth in the Constitution.

**Overview.**

The period of this report commences on October 20, 2015 and concludes as of October 31, 2016. This year has once again seen tremendous change in the Church. The final version of the Constitution was adopted on January 10, 2016 in anticipation of the arrival of our new Pastor. Pastor Hiller was installed as our new Pastor. This is the second annual report issued by the Committee.

It is imperative to remember that the overriding concept of the Constitution is the establishment of a continued culture of transparency within the operations of the Church. The Members of the Congregation are to be educated prior to attending a Voters Assembly so that an educated and informed discussion of the issues can occur at the Voters Assembly. The Committee appreciates the fact that the Council arranged for multiple Budget Forums to be held to provide our Members with the fiscal information they need.

The adoption of the new Constitution continues to be a very positive experience for the Church. The Executive Committee has sought assistance from our Committee on several matters and opinions have been issued to aid the Executive Committee and the Church in the implementation of the Constitution. Matters which have been addressed include, without limitation, the role of the Finance Committee, the limited delegation of staff supervisory authority to the Senior Pastor by the President and the Executive Committee, and the procedures to be followed for a Member to Notice a Special Voters Assembly.

These efforts by the Church to fully implement the overriding principles of transparency and clear communication to the Members allow Members to be fully informed and active participants at any called Voters Assembly.

The Committee notes that this is the first year of the open budgeting process and is aware that some of the Boards did not fulfill their obligation to provide budgeting and data metrics to the Finance Committee. The Committee recognizes that this is a learning process, but all Boards are encouraged follow this process in the next year.

The Committee also notes that there was not an orientation for incoming members of the Church Council in the preceding year to help train and mentor newly elected members, better equipping them to fulfill their duties. Nor was a retreat held for the Church Council. The Committee encourages the Executive Committee to conduct such an orientation and to hold the retreat that is recommended by the Constitution. (Bylaws, Section IV, 1. Elected Officers and Boards – In General, Paragraphs 3 and 4).

The Committee also notes that the Executive Committee has not yet been provided with an office on the main floor of the business office of the Church as required under the Constitution. (Bylaws, Section IV, 1. Elected Officers and Boards – In General, Paragraph 6).

### **Conclusion.**

The Committee is pleased with the results of Church communications and believes that the Constitution is being followed in an appropriate manner. The Committee will continue to monitor the activities of the Church to insure full transparency is provided, that all appropriate budgeting tasks of each committee and board are being completed and confirm that actions which are undertaken are permitted under the Constitution.

Respectfully Submitted,

The Constitutional Review Committee

Jim Fisher, Chair