

**Presbytery of San Francisco – Committee on Ministry**  
**Policy on Tentmaking - Teaching Elder Positions**  
*Originally adopted in 2013*

<p>Why consider a tentmaker?</p>	<p><b>Tentmaker Pastor or Associate Pastor</b></p> <p>As Christians in the Reformed Tradition, we affirm that God has given each of us gifts and calls us to use them in a way that pleases and glorifies God. Our vocation is the way in which we respond to the many gifts God has given us; how we live our life. Vocation is not limited to those who serve the church, but each person has a calling to service. As we participate in the community of faith, Christian Vocation is about living into our baptismal identity, answering the call to demonstrate the gospel in all that we do and say.</p> <p>In a new time, of increasing fluidity, in which we are experiencing a significant shift in the way our church structure and leadership models work and are imagined, it can be useful, and potentially necessary for churches to consider alternative forms of pastoral leadership in terms of Teaching Elders as a response to the adaptive changes that characterize our context. Rather than acting out of fear and desperation, we affirm the need to act with excitement about the new things that God may be doing in and with the church and the fresh ways in which we can respond with pastoral leadership.</p> <p>In this new time, tentmaking may be a fresh way to express and experience pastoral leadership for churches facing one or more of these situations:</p> <ul style="list-style-type: none"><li>• Tentmaking ministry provides a valuable service to churches who are financially unable to acquire pastoral leadership and pay full benefits:</li><li>• May enable smaller churches to call qualified pastors for part time ministry, even if they cannot afford to pay presbytery minimums</li><li>• May enable middle-sized churches – too large for a full time pastor, but not large enough for two pastors, to call a part-time associate</li><li>• May help to get less than part time pastors to communities where new churches might be planted</li></ul>
<p>Definition</p>	<p>A tentmaking position might also be a fresh way of empowering pastoral leadership for Teaching Elders who must share their time between a pastoral vocation and a secular one.</p> <p><b>A tentmaker</b> is a Teaching Elder [TE] who divides the week’s working hours between two or more vocations, one in service as a minister of Word and Sacrament in a congregation or ministry defined by the presbytery as valid (G-2.0501), the other/s in a secular vocation that provides the minister’s supportable income (other activities may be homemaking, child rearing, or retirement).</p>

Appendix 3, Page 2

	<p>Tentmakers can be named for a period of up to three years, renewable, to a called, but non-installed position. A tentmaker position must require a minimum of 15 hours per week of ministry. It cannot be converted to an installed position without written permission from Presbytery.</p> <p>Congregations consider tentmaker positions because of financial difficulties in supporting a full time or part time pastor or associate pastor. Because of the time constraints, calls for tentmaking ministers should carefully consider the following issues:</p> <ul style="list-style-type: none"> <li>• That the needs of the church will be met by this ministry</li> <li>• That the congregation understands its role as a “tentmaking congregation” – providing support and understanding for the tentmaking pastor to help avoid over extension</li> <li>• That the tentmaking pastor is able to manage the demands of each position and avoid over extension - that the demands of one position do not adversely affect the performance of the other position</li> <li>• That there will be satisfaction in each position the tentmaker holds</li> <li>• That the congregation will find the secular vocation acceptable</li> </ul>
<p>Relationship Established by</p>	<p>Tentmaker pastor relationships are established, called, and elected by vote of the congregation in consultation with the Committee on Ministry and with the approval of the Presbytery. The relationship cannot be changed except by consent of the presbytery, at the request of the minister, or at the request of the church by action of the congregation.</p>
<p>How is the position filled?</p>	<p>A person may be ordained into a Tentmaking Position. Should this be the case, COM and the Presbytery would examine the candidate in the same manner as a candidate called to a full or part-time installed Teaching Elder position.</p>
<p>How is the position filled?</p>	<p>The calling Session must compose terms of call (including hours, income, reimbursable accounts, holiday time and professional expectations). These terms of call must be validated by the COM and must be voted upon and approved by the calling congregation at a congregational meeting (as would be done for any Teaching Elder as per the G-1.0503)</p>
<p>How is the relationship renewed?</p>	<p>A Pastor Nominating Committee is elected by the congregation and follows guidance provided by the Committee on Ministry. While it is recognized that the potential pool of individuals available for tentmaking may be limited, the position must be advertised within the bounds of the Presbytery. If there is a candidate for the position who is currently working in the congregation as an intern or staff person, <u>the requirements of the Committee on Ministry.</u></p>
<p>How is the relationship renewed?</p>	<p>An evaluation process is used with the Session and the Tentmaker toward the end of the tentmaking term to discern whether the relationship should be extended for another term, extend the position for an indefinite term, whether the position be ended, or if a process to proceed to move to an installed position should be pursued.</p>

**TENTMAKERS IN THE PRESBYTERY OF SAN FRANCISCO**  
Guidelines 2012

**WHAT IS TENTMAKING MINISTRY IN THE PRESBYTERY OF SAN FRANCISCO?**

A **tentmaker** is a minister of Word and Sacrament who divides his or her working hours between two or more vocations, one in service to the church, the other/s in some work or activity that provides the minister's supportable income (other activities may be homemaking, child rearing, or retirement).

A **tentmaking position** is a called and non-installed, less than half time, pastoral position for a term of up to three years, renewable. Because the tentmaker minister will also have another vocation, the tentmaking ministry shall be no more than 20 hours per week and no less than 15. It may not be converted to an installed position without permission from the Presbytery.

**WHY TENTMAKING?**

- Tentmaking ministry provides a valuable service to churches who are financially unable to acquire pastoral leadership and pay full benefits:
- May enable smaller churches to call qualified pastors for part time ministry, even if they cannot afford to pay presbytery minimums
- May enable middle-sized churches – too large for a full time pastor, but not large enough for two pastors, to call a part-time associate
- May help to get less than part time pastors to communities where new churches might be planted.

**TENTMAKING MINISTRY CONCERNS**

- That the needs of the church will be met by this ministry.
- That the congregation understands its role as a “tentmaking congregation” – providing support and understanding for the tentmaking pastor, helping avoid over extension in their other vocation/s
- That the tentmaking pastor is able to manage the demands of each position and avoid over extension
- That the requirements of one position will not adversely affect the performance of the other position
- That there will be satisfaction in each position the tentmaker holds
- That the congregation will find the secular vocation acceptable

**TENTMAKING DEFINITIONS & PARAMETERS**

**A “tentmaker” is:**

One who divides the week's working hours between two or more positions, one in service as a minister of Word and Sacrament in a congregation (or ministry defined by the presbytery as valid)), and the other in a secular vocation, which may include homemaking, child raising, and/or retirement.

One whose Call to ministry :

- 1.complies with the pastoral responsibilities listed in of *G-2.0501* and the ministry criteria of *G-2.0101-.0102*
- 2.is fully defined and documented in a position description and covenant format approved by presbytery.
- 3.provides for an annual performance review with the session

**A “tentmaking position”:**

- provides a valuable service to churches who are financially unable to acquire pastoral leadership and pay full benefits
- is a called and non-installed, less than half time, pastoral position for a term of up to three years, renewable. Because the tentmaker minister will also have another vocation, the tentmaking ministry shall be no more than 20 hours per week.
- must be advertised at least within the bounds of the Presbytery. If there is a candidate for the position who is currently working in the congregation as an intern or staff person, the of the Committee on Ministry shall be consulted in terms of policy and procedures regarding internal candidates.
- compensation may be as little as no remuneration but no more than 2/5<sup>ths</sup> of the minimum salary requirements set by the presbytery for pastors. Reimbursement for expenses should always be considered.
- the initial term is for a limited time, not to exceed three years
- may be renewed for additional terms after an evaluation process with the COM
- may not be changed in terms of the call, including position description, time parameters, and/or salary, without the approval of the congregation and the Committee on Ministry and the concurrence of Presbytery
- may not be changed to an installed position without an evaluation process with the Committee on Ministry, and approval of Presbytery.

**STEPS TOWARD ESTABLISHING A PART TIME TENTMAKER POSITION**

1. Session determines that there is a need for ministerial services. If the need can be met by less than half time pastoral care, a tentmaker designation may be appropriate.
2. The Session confers with COM regarding their ministerial need and next steps in the process. If the Session has a candidate in mind, that situation shall be made clear.
3. If the position is new, the COM must recommend that Presbytery establish the new position, contingent upon the congregation’s approval of the new position.
4. The COM grants permission to the Session to call a congregational meeting to elect a PNC to fill the position.
5. The newly elected PNC works with materials provided by the Session to write the job description, person description and a brief Church Information Form to be used to advertise the position within the Presbytery. Once the Session has approved the CIF it is forwarded to the COM for approval.
6. The PNC advertises the tentmaking position at least within the bounds of the Presbytery and considers applications of candidate/s for the position.
7. If there is a candidate for the position who is currently working in the congregation as an intern or staff person, the PNC and the candidate must meet with the COM.
8. PNC notifies Session when they have selected a candidate for the position. Terms of the call, length of the call, and a Covenant Agreement are negotiated between the PNC and the candidate for approval by the congregation.
9. The Session calls a congregational meeting to approve the call to the candidate.
10. The Congregation votes to approve the call on the terms presented.
11. The Clerk of Session notifies COM of the congregation’s action. Members of the PNC will be asked to appear before the committee to prosecute the call.
12. The COM votes to concur and recommends that Presbytery approve.
13. Any ordination plans of a new tentmaker Plans shall be approved by the COM.
14. Three to four months prior to the end of the tentmaker term, the Committee on Ministry will engage in an evaluation process with the Session and the tentmaker. This process will assist the parties in decisions regarding renewal of the term.

PRESBYTERIAN CHURCH (U.S.A)

**Pastoral Call**  
**(For Pastor, Tentmaker or Associate Pastor, Tentmaker)**

The \_\_\_\_\_ Presbyterian Church (USA), PIN \_\_\_\_\_, of \_\_\_\_\_  
(Name of Church) (City/State)

belonging to the Presbytery of San Francisco (PIN 220596), being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

\_\_\_\_\_  
(Name)

to undertake the office of

\_\_\_\_\_  
of this congregation, beginning \_\_\_\_\_ for a \_\_\_\_\_ year term, promising you in the discharge of your duty all proper support, encouragement and allegiance in the Lord.

We covenant with you our support and encouragement, as together we seek to serve the Lord, who calls us to ministry in every aspect of life. The goals, duties, and working relationship agreed upon between us is as follows:

That you may be free to devote the agreed time to this ministry of the Word among us, we promise and obligate ourselves to pay you as follows:

In its concern for the welfare of its ministers and congregations, the Presbytery will provide an evaluation process near the end of this term for use in discerning issues of renewal for another term.

In testimony whereof we have subscribed our names:

\_\_\_\_\_  
Moderator of the Congregational Meeting

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chair of the Committee on Ministry

\_\_\_\_\_  
Date

\_\_\_\_\_  
Stated Clerk of the Presbytery

\_\_\_\_\_  
Date

\_\_\_\_\_  
Minister

\_\_\_\_\_  
Date