

RULE 12

RULE FOR TENT MAKER'S POSITIONS

1. NATURE

- 1.1 A tent maker's position for a minister of the Word is a part-time³² position for an indefinite period.
- 1.2 A tent maker's position displays the character of a normal position for a minister of the Word. A tent maker is a minister of the Word who works part-time, as agreed, in exercising the official duties of Article 9 of the *Church Order*.

2. CREATING A NEW POSITION

- 2.1 If a congregation wants to create a tent maker's position for a minister of the Word, or for financial or other reasons wants to convert an existing full-time³³ position to a tent maker's position, the church council makes a motivated submission to the presbytery or its authorised representative.
- 2.2 The presbytery or its authorised representative, taking into account the requirements for ministry and the financial circumstances of the congregation, approves the tent maker's position.
- 2.3 The presbytery or its authorised representative advises the church council on drawing up an employment contract.
- 2.3.1 The relevant prescriptions of Article 7 of the *Church Order*, applicable regulations in rules³⁴ and connected decisions are adhered to.
- 2.3.2 A tent maker's position may not be established in order to procure or retain competence as a minister of the Word or to gain admission to church assemblies.
- 2.3.3 Given the guidelines of synod, in the same congregation equality of remuneration must be maintained in proportional terms between a full-time and a part-time position.
- 2.3.4 A tent maker's position is pensionable, unless the minister of the Word filling the position and the church council obtain approval from the trustees of the synod's pension fund to join another legally approved pension fund.
- 2.3.5 A post for tent maker has clearly defined duties which are directly related to the profession of minister of the Word.
- 2.4 After the presbytery or its authorised representative approved the position and the recommended employment contract, the church council may go ahead with the call.
- 2.5 With the creation of a position for a tent maker within the broader church structures, the assembly concerned sees to it that the relevant requirements of this rule are applied.

3. CALLING

- 3.1 The church council calls in accordance with the ecclesiastical directives and finalises the employment contract in consultation with the presbytery in line with Articles 7.4 to 7.7 of the *Church Order*.
- 3.2 In the case of a minister of the Word whose post is changed from a full-time post to a tent maker's post, the employment contract is amended, approved and signed, without the minister being called and inducted again.

4. DELEGATION TO BROADER ASSEMBLIES

A minister of the Word in a tent maker post is delegated to broader assemblies.

5. EMPLOYMENT CONTRACT WITH OTHER EMPLOYER(S)

- 5.1 When an employment contract is made with a tent maker, the church council sets its condition(s) for the tent maker's work for the other employer(s)
- 5.2 The making of all future employment contracts with other employers must be approved in advance by the church council.

6. TERMINATION

- 6.1 When a minister of the Word in a tent maker post accepts a call or reaches the normal retirement age, the contract with the church council/assembly is terminated.
- 6.2 Upon termination/retirement, the church council informs the General Board for Competence accordingly.

³² The term 'part-time' refers to a minister of the Word who is inducted in a specific congregation and who, in terms of the employment contract, receives only a portion of his/her income from the congregation for a specified portion of his/her time.

³³ The term 'full-time' refers to the ministry of a minister who has been inducted in a specific congregation and who, in terms of his/her employment contract receives his/her full remuneration from the congregation.

³⁴ Cf. inter alia regulation 2.4.2 of the *Rule for the Management of Labour Relations in case of Misconduct, Incompetence and Incapability*.