

Session 1A

1. Bridging divergent logics? The hybridization of Norwegian deans as professional leaders and organizational managers

Due to structural changes in the organization of the Church of Norway and an emphasized call for the need of leading the clergy, the deans' role is changing. The deans maintain their professional identity and tasks as ordained priests. Simultaneously, they can be perceived as middle-managers with responsibilities on behalf of the diocese as the clergy's employer. Thus, they might be expected to integrate divergent and coherent expectations in their daily work.

The aim of this study is to give an account of the leader role of deans as it has developed over the last decades in the direction of hybridity, safeguarding both professional concerns and organizational demands. Through the lenses of institutional theory, the balancing act of deans could be described as bridging various logics. This complements an approach based in the sociology of professions, where the nature of professional work informs leadership. Methodologically, the study is carried out through document analysis of relevant sources within the Church of Norway, and fieldwork consisting of shadowing and interviewing three deans. The material gives evidence to the hybridization of the deans as leaders, and exemplifies how various combinations of logics and leadership approaches are performed.

Stephen Sirris

PhD-fellow

stephen.sirris@diakonhjemmet.no

Diakonhjemmet Høgskole/VID vitenskapelige høgskole, Oslo

2. A system of professions in the Church?

The ministries in the Church of Norway in times of organizational change

Reflections on the pattern of ministries in the Church most often make use of theological language and theological concepts. The aim in this paper is to explore whether concepts from professional theory can bring fruitful perspectives into the discussions considering the ministries in the Church, their place and role in the organization of the Church, how they are delimited, among others in terms of requirement of certain academic qualifications, and how they relate to one another.

This paper will explore this by reading the rules and codes regulating the ministerial duties of clergy, deacons, catechists and cantors in the Church of Norway (CoN), and official documents on the ministries and the pattern of ministries in the church from the CoN National Synod and Bishops' Conference, in relation to concepts from professional theory (A. Abbott and others). The concept "System of Professions" will be central. In what respect can the pattern of ministries in the Church of Norway be regarded as a "System of Professions"?

Per Kristian Aschim

Advisor, Norwegian Association of Clergy, Department of Professional Affairs

e-mail: pa826@prest.no

3. Can the theory of intergenerational religious momentum explain the growing issue of church leaving among young adults in Northern Europe? Reflections from a 10-year longitudinal study in Finland

Church leaving has become a growing phenomenon among young adults in Northern Europe. After the establishment of the new law of religious freedom in 2003 in Finland about one out of four of

those between the ages of 18 to 30 has left the Evangelical Lutheran church of Finland. In this paper I analyze the reasons behind the leaving among young adults based on a 10-year longitudinal study conducted among those who were confirmed in the Evangelical Lutheran Church of Finland. The results are discussed in the light of the *theory of intergenerational religious momentum*. The theory is introduced by prof. Vern Bengtson and his colleagues in the US based on a large longitudinal study of families and religion. The theory of intergenerational religious momentum aims at describing the influences on youth's religious practices and beliefs. In this paper I am applying this theory on a European context and discussing its suitability in explaining religious change in Europe, and especially on the growing phenomenon of church leaving.

Kati Niemelä
kati.niemela@helsinki.fi
University of Helsinki