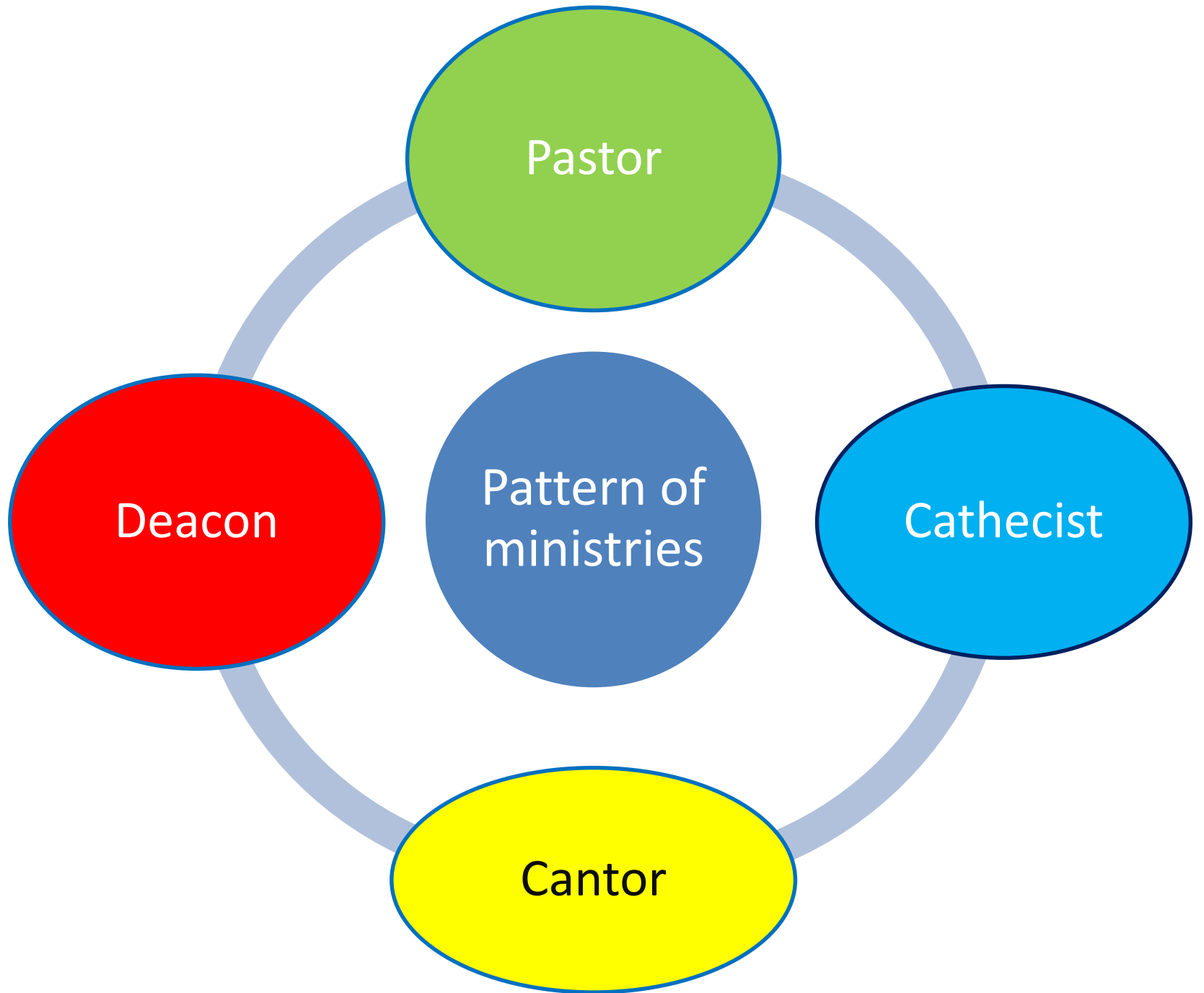


A system of professions in the church?

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

Per Kristian Aschim



Ministries in the Church of Norway

Different ministries in the total pattern of ministries in the church

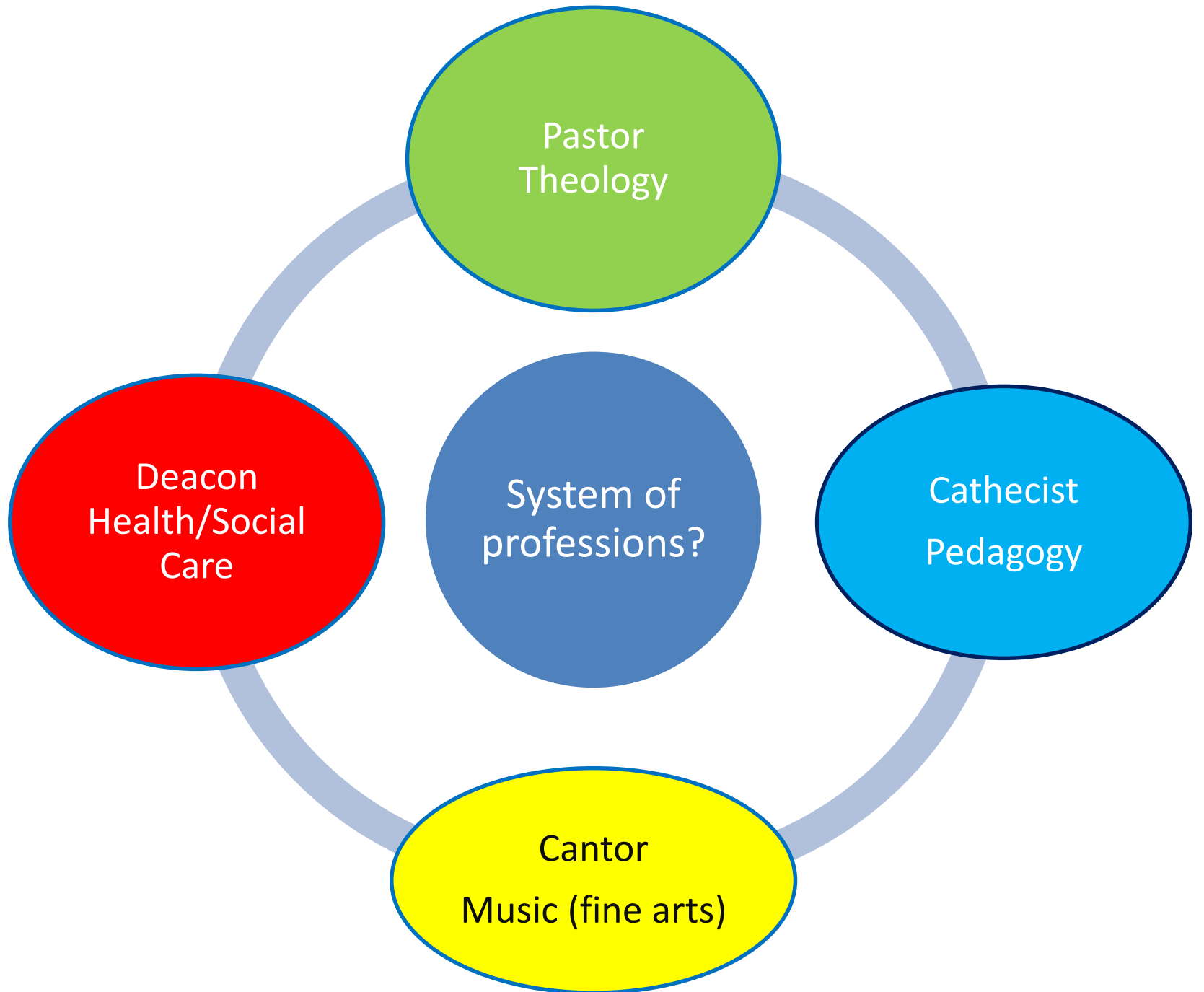
Each ministry – different scientific knowledge base (?)

Authorization (ordained ministries)

Ordination liturgy – same structure and terms

Service Arrangement ('tjenesteordning') – defining responsibility and autonomy

- *A system of professions?*



From differentiation to pattern of ministries

1960's-1970's: *'Differentiation of ministries'*

- Cathecists and deacons 'branches' of the one 'ministerium ecclesiasticum'

2010: *'The ministry of deacons in the pattern of ministries in the church'* (Bishops conference document)

- Independent services, each one theologically grounded.

Establishment and development – pattern of ministries

1629: Pastors – obligatory university training
before ordination / new ordination liturgy

1987

1969: Cathecists – ordination from 1970?/1974 /
1987

1985: Deacons – ordination from 1987

1996: Cantors – ordination from 1999

In times of organizational change

1969: National board

1984: National synod

1988: Diocesan board employ pastors, catechists and deacons

1990/1993/1996/1997: Service Arrangements

1996: Church act – establishing of local church autonomy for the parish ('sokn') vs. municipality and state;

2004: Revision of Service Arrangements

2012: Changes in the constitution – state religion under disestablishment

2012: Revision of Service Arrangements (pastors, deans, bishops)

2016/17: Church act revision (may 2016) – Pastors ministry / autonomy in Church Act
(not state employees from 1.1.2017)

Primary sources

Qualification Requirements and Service Arrangements

Ordination liturgies

Rules for employment procedures

Professional theory (theory of professions)

- 'Scientifically based occupations' (Slagstad & Messel 2014:10)
- Ideal type: organizational aspect; performative aspect (Molander & Terum 2008:18-20)
- 'System of professions', competing professions, 'jurisdiction' (Abbott 1988)
- 'Knowledge based functional systems'; central professional role in each functional system (Stichweh 2008)

Central concepts

- Monopoly / Closure
- Autonomy
- Competition
- Jurisdiction
- System of profession
- Functional system
- Central professional role

Monopoly / Closure

Only ordained can hold pastors positions (but alternative way to ordination)

Deacons, Cathecists, Cantors – can be exchanged with not ordained

Requirements of qualification

Pastors monopoly: Administration of Sacraments

Autonomy

- Autonomy in professional performance of work / duties (Service Arrangement: deacons, catechists, cantors)
- Pastoral autonomy – not explicit in Service Arrangement – implicit in jurisdiction; from 2016 in Church Act.

Jurisdiction

- Pastors: Preaching, administration of sacraments, decisions on baptism, confirmation,
- liturgical decisions – church weddings, funerals
Member of parish board etc.
- Deacons: Lead the diaconal ministry in the parish
- Cathecists: Lead the christian education in the parish
- Cantor: Lead the church music in the parish

Competiton (or overlap)

'Ministerium ecclesiasticum' or 'lay ministries'?

- Preaching: Cathecists vs Pastors
- Administration of Sacraments: Deacons vs. Pastors
- Confirmation preparing: Pastors vs Cathecists
- Christian education: Pastors vs Cathecists
- Liturgical decisions: Pastors vs Cantors
- Liturgical functions: Deacons / Cathecists vs Pastors
- Pastoral counselling: Deacons vs Pastors

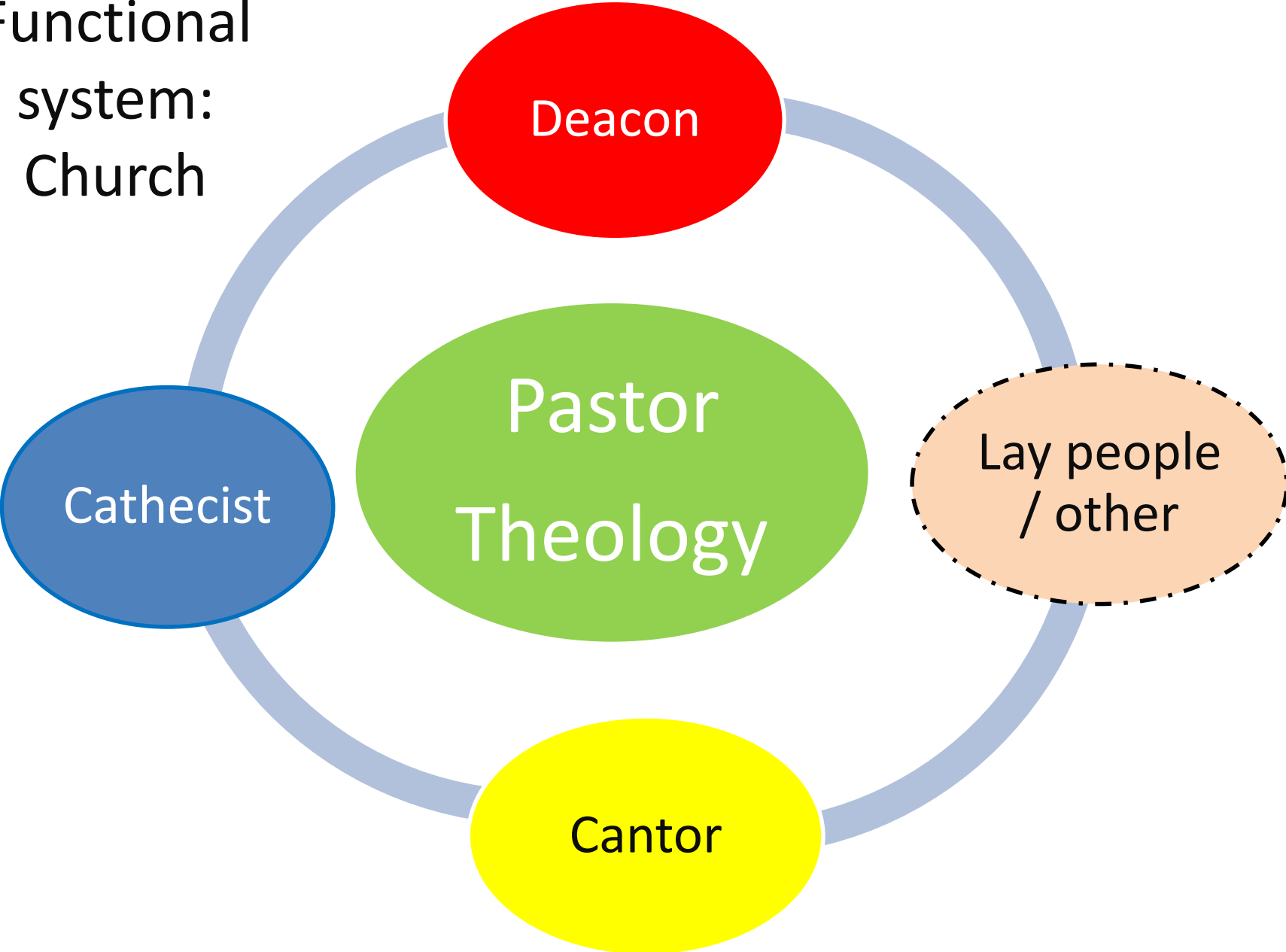
Challenges – professional system

- "Priesthood of all believers", "laymen"
- Ordained ministers exchangeable with non-ordained employees
- Qualified, trained professionals exchangeable with people ordained on alternative qualifications / dispensation from requirements of qualification

System of professions?

- University or University College training as requirement for ordination (but not necessarily for employment)
- Expert labour?
- Monopoly – undermined?
- Autonomy – within strict borders?

Functional
system:
Church



Deacon

Pastor
Theology

Lay people
/ other

Catechist

Cantor

Pastor – leading professional role

- Pastors positions – require ordination (other positions – exchangeable if no qualified candidate)
- Pastors – member of parish board, diocesan board, national synod, national board
- Pastors – managed by the bishop
Appointed by diocesan board

Pastor- leading professional role

- Pastors: Constitution – 2012 / Church act regulation: Pastor in each parish.
Professional autonomy granted for pastors (2016)
- Diaconate, Christian education, Church music:
Responsibility: parish board.
Deacon, Cathecist, Cantor managed by parish administration

Knowledge base: Theology

- Pastors – trained theologians
- Theology of ministry / service
- Diaconal science – exercised by theologians
- Bishops and Bishops Conference as door-keepers

- Or simply a 'social field' (Bourdieu)
 - Struggle for positions in the field?
 - Theology as legitimation?
-
- Or theology as inevitable defining knowledgebase in the religious field?