

1. Clergy work orientation profiles and wellbeing at work: A study of the Lutheran clergy in Finland

Rapid changes in both church and society impose constant demands on church work. Many of the traditional majority churches in Europe have been under especial pressure, and have increasingly been losing their taken-for-granted position. These changes have led to increasing challenges and pressures within the Church, as well as to changes in working conditions. This paper examines work orientation and its connections to wellbeing at work among the clergy. The paper aims to build a typology of clergy members' work orientation and analyze wellbeing at work among different types of clergy to discover who copes best and under which conditions. Using k-means clustering, the article aims to build a typology of clergy members' work orientation and analyze wellbeing at work among different types of clergy members. The study is based on a survey conducted in 2014 among the clergy in the Evangelical Lutheran Church of Finland (ELCF) (N=562). The results of the study show that the clergy have clear and distinctive work orientation profiles and that these profiles also have a clear linkage to wellbeing at work. Four clergy profiles were identified: clergy with a multifaceted orientation (47 %); clergy oriented towards worship life (29 %); clergy oriented towards promoting justice and helping (19 %); and clergy with a passive orientation (6 %). The study strongly suggests that clergy members with the broadest orientation and interests are most able to deal with the multifaceted demands of church work. A multiple orientation seemed to serve as a strong supporting factor at work, and by being oriented to a broad range of activities, this group also enjoyed more potential sources of support and more joyful experiences at work. Those oriented towards worship life drew their main support from the spiritual aspects of work, but they were most likely to suffer from a lack of social competence. Those oriented toward promoting justice and helping received most support from encountering people. At the same time those who were passively oriented in their work experienced the least satisfaction and the least support.

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2. In search of meaning: Contradictions in the organization of the Danish National Evangelical Lutheran Church

On the surface, the Danish National Evangelical Lutheran Church (DNELC; in Danish: folkekirken) is just another public organization, running its daily business without much trouble. However, one should not look deep into the DNELC before discovering that it is a peculiar type of organization. The more than 1 billion DKK financial affairs are run by the parish councils which are supposedly elected by the local parishes. The high degree of power that the local parishes have over their own financial affairs is uneven to e.g. the way the municipalities are run. More than this, the narrative of bad work environment is strong in the DNELC: probably because it is a strong experience which drags deep traces in many Danish churches. The most obvious reason for the bad work environment is that a clear management structure is not non-existent. In spite of its deeper troubles, DNELC keeps its structure very flat and local. Why? Why is the preference of a local parish council so strong? What are the benefits and the drawbacks of such a structure? Which kind of meaning, both theologically, i.e. professionally, and organizational does the flat structure have? The paper will investigate these questions through analyses of 1) the theologians, i.e. the pastors' professional training in Lutheranism from university and at parish seminars, and 2) Karl Weick's concept of sense-making in organizations.

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