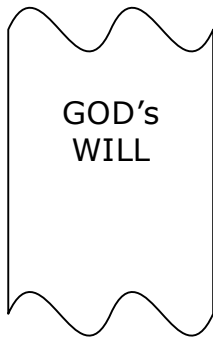


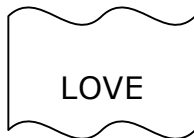
Steve 5 March 2008

We have been researching lay leadership in the church and have drawn for part of it on Roger Harrison's work on organizational culture. His work looks at organizations through the lenses of alignment and attunement and we have varied his definitions a little for the church

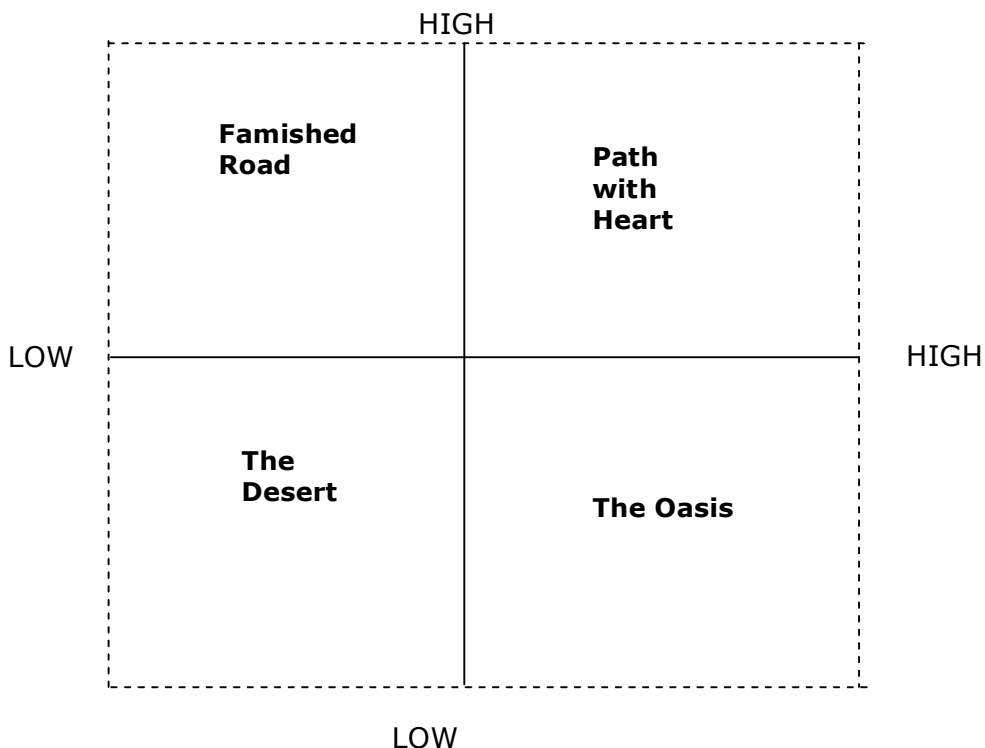
ALIGNMENT occurs when church members act as parts of an integrated whole church, one catholic and apostolic body, in which each member finds the opportunity to express his/her true God given purpose.



ATTUNEMENT involves harmony and community among the parts of the church, and between the parts of the whole church



Alignment and attunement can be used to form the matrix below.



Famished Road: We are very clear where we are going. We have a vision, plan and even some clear objectives. We are working like 'stink' to achieve it, yet we experience little joy. The quality of relationships is poor. We feel driven rather than led and journey onwards more out of duty than joy.

Desert: We have no idea where we are going. We either keep going around in circles covering the same ground or actually have no idea where we are, less where we should be headed. We cannot see the horizon because there are too many dunes in the way. Life is arid and dry. Relationships are fraught and we are concerned about survival yet find working out a direction so hard.

Oasis: It's lovely here. Rather green and enjoyable. We are well fed and watered. We get on really well together bar the occasional problem, always quickly resolved or forgiven. We like each other and the way things are. The trouble is we know we are dependent on the water in the oasis. Provided the oasis continues we are happy. Some have said the level of the water is getting less and we think they have got it wrong. We would rather not change thank you very much.

Path with heart: We know where we are going. We have a plan. We know it's a difficult path. We are on our way. It's not easy. Things go wrong. We fall out. We sort them out. We keep together. We like each other and love each other along the way. Difficult choices are made carefully with as much compassion as we can muster. We know we have to journey so others can journey with us and after us.

Where do think your church is now? What factors led you to this choice?

Where would you like to be?

What would need to be different to move from one to the other place?