

Force Field Analysis



This force field analysis was created on May 20, 2015 in Collegeville, Minnesota by a group of partners and Saint John's School of Theology and Seminary.

Process:

This force field was used in a large group. The group began with a goal (or recommendation). In a group brainstorm, they identified potential enabling and restraining forces of that recommendation. Each individual in the group then had three votes (per enabling/restraining force) to choose which one of the forces had the biggest potential or influence. The force with the largest amount of votes from the group was then further processed, ways to strengthen (enabling) or ways to work against (restraining)

How to Read:

- Start in the center, work outward (Recommendation → Enabling/Restraining Forces → Highest voted Enabling/Restraining force)
- The numbers in parenthesis: number of votes it received in the voting process

Acronyms:

- CWV: Co-Workers in the Vineyard of the Lord
- LEM: Lay Ecclesial Ministers

Force Field Analysis

Enabling Forces

Restraining Forces



Recommendation:

Provide opportunities for dialogue, formation, and education for Bishops and clergy around lay ecclesial ministry



★ **Increasing Need of LEMs (28)**

Lack of knowledge about CWV (4)

Good will (2)

Democratic ethos of culture (0)

Clergy direct experience of LEM (8)

LEM's themselves (5)

Relatively few have read CWV (0)

Francis Effect (6)

Existing structures for dialogue (7)

Topic for on-going formation for clergy (11)

Lack of Interest and Desire (9)

Bishops don't support dialogue (1)

Creates identity crisis for priests (2)

Clericalism (16) ★

Other pressing priorities (13)

Belief among pastors that volunteers are adequate (11)

The Cost of professional LEMS (2)

Fear of Loss of Control (14)

Perceived competition with Diaconate (1)

Time (2)

Clericalism

Emphasis on complementarity of vocations (18)

Developing collaborative Relationships (16)

Use tools (e.g. Strength Finders, Siena Institute) to identify different gifts (7)

Identify best practices for collaboration (4)

Draw on respected clergy who can represent the case for LEM (9)

Discussions to clarify the meanings of vocation (0)

Presumed good will of all (18)

Increasing need of LEMs

Make a case for well-trained LEM in relationship to the role of the pastor (36)

Demographic trajectory of ordained ministry (13)

Highlight need for areas of ministry in parishes that get little or no attention (16)