TOWARD THE V ENCUENTRO
DIOCESAN MANUAL
ENGLISH
Prayer of the Fifth National Encuentro of Hispanic/Latino Ministry

God of Mercy,
You that went out to encounter
the disciples on the way to Emmaus,
grant us a missionary spirit
and send us forth to encounter
our brothers and sisters,
to walk along beside them,
listen to their hopes and dreams,
rekindle their faith
with the fire of your Word,
prepare them to recognize you
in the Eucharist
and send them as missionary disciples
to share the joy of the Gospel
to present and future generations
of every race, language and culture.

We ask you this
from our burning hearts
filled with the Holy Spirit,
in the Name of your beloved Son
and through the intercession of our Mother,
Mary of Guadalupe
Star of the New Evangelization
Amen.

© Equipo Nacional de Acompañamiento del V Encuentro
United States Conference of Catholic Bishops
Secretariat of Cultural Diversity in the Church - Hispanic Affairs

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PURPOSE

This manual has been prepared as a resource for Co-chairs of Diocesan V Encuentro teams for use in preparation for the Fifth National Encuentro of Hispanic/Latino Ministry (V Encuentro). It provides background information on the development of the previous National Encuentros, introduces the goals and objectives for the V Encuentro, the structure and responsibilities of the Diocesan V Encuentro Team, and the materials to be used in the diocese to understand, experience an Encuentro and begin forming a diocesan leadership team for the V Encuentro. This manual and all of its supporting documents are available in English and in Spanish.

WHAT IS THE V ENCuentRO?

The V Encuentro is a four-year process of ecclesial reflection and action that invites all Catholics in the United States to intense missionary activity, consultation, leadership development, and identification of best ministerial practices in the spirit of the New Evangelization. The process has been proposed as a priority activity of the USCCB’s Strategic Plan for 2017-2020. The V Encuentro starts at the grass-roots level and calls for the development of resources and initiatives to better serve the fast-growing Hispanic population in dioceses, parishes, ecclesial movements, and other Catholic organizations and institutions.

WHY DO WE NEED A V ENCuentRO?

A. Hispanics/Latinos are the emerging majority
B. Hispanics constitute about 60 of all Catholics under 18 in the United States
C. To reach over a million Hispanic/Latino Catholics through a process of the new evangelization and missionary discipleship
D. To foster the development of at least 20,000 interculturally competent Hispanic/Latino leaders
E. To expand the space for growth of leadership inclusion and ministerial responsiveness in parishes, dioceses, schools, and Catholic institutions
F. To engage the largest segment of the Hispanic/Latino presence: second and third generation young people
G. To strengthen the Catholic identity of Hispanic/Latino families and their missionary discipleship
H. To invite all Catholics to live the Catholic Social Teachings with a prophetic voice and empower them to address their own human development
THE CALL TO A V ENCUENTRO

On June 9, 2013 in San Diego, CA, the USCCB subcommittee on Hispanic Affairs convened pastoral leaders of the Hispanic/Latino community to engage again in the process of Encuentro. The V Encuentro was convened in the context of the New Evangelization and emphasized the importance of involving young, second and third generation Hispanics/Latinos. Bishops Arturo Cepeda- Archdiocese of Detroit, Gerald Barnes- Diocese of San Bernardino, Nelson Pérez- Diocese of Rockville Center, and Archbishop Gustavo Garcia-Siller- Archdiocese of San Antonio were elected by the Subcommittee to lead the Encuentro Process.

Previous Encuentros as the Backbone...

On August 29, 2013 in Las Vegas, NV, Bishop Arturo Cepeda assembled leaders of national organizations for Hispanic ministry for a preliminary conversation concerning the initiative of a V Encuentro. Bishop Cepeda stated that previous Encuentros have been the backbone during the growth of Hispanic/Latino ministry; they have given us the opportunity to interpret and to project into the future our own identity, presence, and contribution to the Church and to U.S. society as a whole.

Enthusiastic Response from the National Leadership

The Hispanic leadership enthusiastically received the call to Encuentro and expressed its commitment to walking shoulder to shoulder with the Bishops throughout the process. They also identified the importance of implementing values such as: representativeness, participation, pastoral ministry, and a constant spirit of prayer. Similar to the II and III Encuentros, the V Encuentro should emphasize the methodology of seeing, judging, acting, celebrating, and evaluating.

Formation of the National Team of Accompaniment

On February 26, 2014 in Baltimore, MD, Bishop Nelson Pérez convened, for the first time, the Equipo Nacional de Acompañamiento para el V Encuentro (ENAVE), represented by 17 national and regional Catholic organizations that directly serve the Hispanic/Latino community. At this meeting, they formed coordinating teams and selected Co-Chairs for each team. In addition, they confirmed a regional structure based on the 14 episcopal regions with
the idea that each region would have a team to lead the process toward a V Encuentro. One Bishop and one anchoring institution were identified to support the work of each team in each of the episcopal regions.

Implementation of a V Encuentro to Begin in 2017

The Subcommittee on Hispanic Affairs met in conjunction with the USCCB Spring Meeting in New Orleans in 2014. Subsequently, Bishop Gerald Barnes convened the members of the Equipo Nacional de Acompañamiento del V Encuentro (ENAVE) and conveyed his understanding that a V Encuentro would receive a priority recommendation for the USCCB strategic cycle that begins in 2017. This date has allowed for preparation and discernment of the objectives, themes, and the structure that will accompany the process of a V Encuentro. It also has permitted the various offices and secretariats of the USCCB to define their participation in a V Encuentro. Due to the new timetable of proposed activities, the national team added the word “hacia” (meaning “toward”) to their name to reflect more clearly this time of preparation: Equipo Nacional de Acompañamiento Hacia un V Encuentro (ENAHVE). In 2016, with confirmation that the V Encuentro is a proposed priority for the USCCB’s strategic plan for 2017-2020, the word “hacia” was dropped returning to its original name- ENAVE.

The Leadership Team Begins Reflection on the Process of Encuentro

The ENAVE members designed a strategy to reflect on the experience and the significance of the process of Encuentro, both as a historical record and as a present and future endeavor. This kind of reflection was highlighted in Pope Francis’ call to create a culture of Encuentro and to always live out the missionary nature of the Church that serves, above all, the poor and the suffering. This persistent call, included over 165 times in the Old Testament, will help us to remember and to interpret our past as part of the story of salvation. The African image of Sancofa looking back to advance forward can also inspire us in this process.
VISION AND THEME OF THE V ENCUENTRO

During the 2014 USCCB meeting in Baltimore, “missionary discipleship” emerged as a central theme of a V Encuentro. In addition, they defined the spirituality of Encuentro and accompaniment as an illustration of the scripture passage of the road to Emmaus, which ends with the disciples joyfully walking toward Jerusalem (Luke 24:13-35). Moreover, they emphasized the need for a continual pastoral conversation that allows the Church, consistent with its missionary nature, to respond with more fidelity and enthusiasm to the Hispanic/Latino presence in parishes and dioceses. The Church will empower the Hispanic/Latino people to live their vocation more fully as joyful missionaries to the whole Church.

November 15, 2015 the Bishops’ Subcommittee on Hispanic Affairs and Committee on Cultural Diversity in the Church selected the official theme, and the five generative themes for the V Encuentro on Hispanic/Latino Ministry.

Theme

Missionary Disciples: Witnesses of God’s Love.

Five Generative Themes

1. Called to a Loving Encounter with Jesus
2. With Words and Actions: Do it!
3. Walking together with Jesus
4. Bearing Fruits of New Life
5. Celebrating the Joy of Being Missionary Disciples
THE GOAL AND OBJECTIVES OF THE V ENCUENTRO

THE V ENCUENTRO GOAL

The main goal of the V Encuentro is to discern ways in which the Church in the United States can better respond to the Hispanic/Latino presence, and to strengthen the ways in which Hispanics/Latinos respond to the call to the New Evangelization as missionary disciples serving the entire church.

The V Encuentro will help to discern the Church’s best pastoral and evangelizing response to Catholic parishes, dioceses, ecclesial movements, organizations, and institutions at a local, regional and national level.

V ENCUENTRO OBJECTIVES

1. Call all Catholics in the United States to become authentic and joyful missionary disciples that give witness to God’s Love with a prophetic voice in a culturally diverse Church.

2. Provide a renewed ecclesial vision that develops effective pathways to invite, engage and form Hispanic Catholic youth, young adults, and families to live out their baptismal vocation.

3. Invite all Catholic leaders to engage and accompany Hispanic Catholics who find themselves in the peripheries of the Church and society, particularly those who live in at-risk situations and are not actively involved in their faith community.

4. Identify and promote opportunities for Hispanic Catholic pastoral leaders to serve at all ministerial levels of the Church and the larger society, and increase the number of protagonists in the New Evangelization.

5. Stimulate a new wave of faith formation and leadership development initiatives that prepare Hispanic Catholics to share and celebrate the Good News of Jesus Christ and to become leaven for the Reign of God in society.

THE MÍSTICA OF THE V ENCUENTRO

Inspired by both Jesus’ example evident in the gospels and by Pope Francis’ call to bring joy and hope to the periphery, our process will reach out to those who live in isolation, in sorrow, and in poverty, and to those who find themselves wounded along the way and need the
merciful and tender embrace of Christ. From there, one will be able to discern the Church’s best pastoral and evangelizing response to parishes, dioceses, and ecclesial movements, both at a regional and at a national level. On this joyful journey, there will be a preferential option for Hispanic/Latino youth, young adults, families, and those who are on the periphery.

**STRUCTURE OF V ENCUENTRO TEAMS OF ACCOMpaniment**

**Membership of the V Encuentro National Team of Accompaniment (ENAve)**

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alejandro Aguilera-Titus</td>
<td>Cultural Diversity in the Church (USCCB); Core Team</td>
</tr>
<tr>
<td>Carmen Aguinaco</td>
<td>Secretariat of Divine Worship (USCCB)</td>
</tr>
<tr>
<td>Andrés Arango</td>
<td>Renovación Carismática Católica Hispana</td>
</tr>
<tr>
<td>Bishop Gerald Barnes</td>
<td>Diocese of San Bernadino</td>
</tr>
<tr>
<td>Fr. Rafael Capó-Iriarte</td>
<td>Federación de Institutos Pastorales (FIP)</td>
</tr>
<tr>
<td>Oscar Carranza</td>
<td>University of Dallas</td>
</tr>
<tr>
<td>Kathy Carver</td>
<td>National Federation for Catholic Youth Ministry (NFCYM)</td>
</tr>
<tr>
<td>Bishop Arturo Cepeda</td>
<td>Archdiocese of Detroit</td>
</tr>
<tr>
<td>Fr. Joe Corpora</td>
<td>University of Notre Dame</td>
</tr>
<tr>
<td>Santiago Cortés-Sjoberg</td>
<td>National Catholic Council for Hispanic Ministry (NCCHM)</td>
</tr>
<tr>
<td>Sr. Inma Cuesta, CM</td>
<td>Asociación de Religiosas Hispanas en los Estados Unidos (ARHEU)</td>
</tr>
<tr>
<td>Peter Ductram</td>
<td>Federation on Catechesis with Hispanics (NCCL)</td>
</tr>
<tr>
<td>Bishop Daniel Flores</td>
<td>Archdiocese of Brownsville</td>
</tr>
<tr>
<td>Manny García-Tuñon</td>
<td>Catholic Association of Latino Leaders (CALL)</td>
</tr>
<tr>
<td>Nadia Jara</td>
<td>Federación de Institutos Pastorales (FIP)</td>
</tr>
<tr>
<td>Dr. Patricia Jiménez</td>
<td>Core Team</td>
</tr>
<tr>
<td>José López</td>
<td>Catholic Migrant Farmworker Network</td>
</tr>
<tr>
<td>Fr. Alejandro López-Cardinale</td>
<td>National Catholic Network de Pastoral Juvenil Hispana (La Red)</td>
</tr>
<tr>
<td>Fr. Hector Madrigal</td>
<td>Core Team</td>
</tr>
<tr>
<td>Barbara McCrabb</td>
<td>Assistant Director for Higher Education, USCCB</td>
</tr>
<tr>
<td>Jose Antonio Medina</td>
<td>California Catholic Conference</td>
</tr>
<tr>
<td>Fr. Juan Molina</td>
<td>Colecta Para La Iglesia En América Latina</td>
</tr>
<tr>
<td>Martha María Morales</td>
<td>National Catholic Network de Pastoral Juvenil Hispana (La Red)</td>
</tr>
<tr>
<td>Mar Muñoz-Visoso</td>
<td>Cultural Diversity in the Church (USCCB)</td>
</tr>
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<td>Name</td>
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</tr>
<tr>
<td>Roberto Navarro</td>
<td>Catholic Relief Services</td>
</tr>
<tr>
<td>Michelle Orellana</td>
<td>Cultural Diversity in the Church (USCCB)</td>
</tr>
<tr>
<td>Dr. Hosffman Ospino</td>
<td>Core Team</td>
</tr>
<tr>
<td>Bishop Nelson Pérez</td>
<td>Diocese of Rockville Centre</td>
</tr>
<tr>
<td>Sr. Anna Marie Reha</td>
<td>Core Team</td>
</tr>
<tr>
<td>Juan Rendon</td>
<td>Diocese of Fort Worth</td>
</tr>
<tr>
<td>Pedro Rubalcava</td>
<td>Instituto Nacional Hispano de Liturgia</td>
</tr>
<tr>
<td>Jake Samour</td>
<td>Sección Hispana de National Association of Catholic Family Life Ministers (NACFLM)</td>
</tr>
<tr>
<td>Fr. Andrew Small</td>
<td>Pontifical Mission Societies in the United States</td>
</tr>
<tr>
<td>Alejandro Siller</td>
<td>Federación de Institutos Pastorales (FIP)</td>
</tr>
<tr>
<td>Estela Villagrán-Manancero</td>
<td>National Catholic Association of Diocesan Directores of Hispanic Ministry (NCADDHM)</td>
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**V Encuentro- National Organizational Chart**

[Diagram of organizational chart]
Core Coordinating Team

**Name**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Laureen Aguayo</td>
</tr>
<tr>
<td>Alejandro Aguilera-Titus</td>
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<tr>
<td>Patricia Jiménez, D.Min</td>
</tr>
<tr>
<td>Rev. Hector Madrigal</td>
</tr>
<tr>
<td>Hosffman Ospino, Ph.D</td>
</tr>
<tr>
<td>Sr. Anna Marie Reha, SSND</td>
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Coordinators of ENAVE Teams

<table>
<thead>
<tr>
<th>Team</th>
<th>Co-Chairs</th>
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<tr>
<td><strong>Process</strong></td>
<td>Dr. Hosffman Ospino</td>
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<td></td>
<td>Estela Villagrán-Manancero</td>
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<tr>
<td><strong>Liturgy</strong></td>
<td>Pedro Rubalcava</td>
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<td>Carmen Aguinaco</td>
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<td><strong>Logistics</strong></td>
<td>Roberto Navarro</td>
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<td></td>
<td>Santiago Cortés</td>
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<tr>
<td><strong>Development</strong></td>
<td>Rev. Hector Madrigal</td>
</tr>
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<td></td>
<td>Carmen Aguinaco</td>
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<tr>
<td><strong>Secretary</strong></td>
<td>Sr. Ana María Reha, SSND</td>
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<tr>
<td></td>
<td>Michelle Orellana</td>
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<tr>
<td><strong>Communication</strong></td>
<td>Dr. Patricia Jiménez</td>
</tr>
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<td></td>
<td>Martha María Morales</td>
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<td><strong>Host Diocese</strong></td>
<td>Juan Rendon</td>
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<tr>
<td><strong>Bishops/VIPs</strong></td>
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<td><strong>Exhibits</strong></td>
<td>Peter Ductram</td>
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<td>Rev. Alejandro López</td>
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# Episcopal Regional Structure (ERAVE)

<table>
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<tr>
<th>Region</th>
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<th>Institution</th>
<th>Chair for the Episcopal Region</th>
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<tbody>
<tr>
<td>I</td>
<td>Cardinal Sean O’Malley</td>
<td>Boston College</td>
<td>Silvio Cuellar</td>
</tr>
<tr>
<td>II</td>
<td>Bishop Nelson Perez</td>
<td>Diocese of Rockville Centre</td>
<td>Wanda F. Vasquez</td>
</tr>
<tr>
<td>III</td>
<td>Bishop Manuel Cruz</td>
<td>RENEW International</td>
<td>Deacon Asterio Velasco</td>
</tr>
<tr>
<td>IV</td>
<td>Bishop Martin Holley</td>
<td>National Federation for Catholic Youth Ministry (NFCYM)</td>
<td>Sr. Mercedes Castillo</td>
</tr>
<tr>
<td>V</td>
<td>Archbishop Gregory Aymond</td>
<td>SEPI (Southeast Pastoral Institution)</td>
<td>Olga Villar</td>
</tr>
<tr>
<td>VI</td>
<td>Bishop Donald Hanchon</td>
<td>Archdiocese of Detroit</td>
<td>Veronica Rodriguez, Angela Johnston</td>
</tr>
<tr>
<td>VII</td>
<td>Bishop Alberto Rojas</td>
<td>University of Notre Dame</td>
<td>Enid Roman -DeJesus</td>
</tr>
<tr>
<td>VIII</td>
<td>Bishop Andrew Cozzens</td>
<td>Archdiocese of St. Paul – Minneapolis</td>
<td>Luz Zagel, Carmen Dean</td>
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<tr>
<td>IX</td>
<td>Bishop Richard Pates</td>
<td>Diocese of Des Moines</td>
<td>Milagros Calvetti, Sr. Angela Erevia, MCDP</td>
</tr>
<tr>
<td>X</td>
<td>Bishop Joe Vasquez</td>
<td>Mexican-American Catholic College</td>
<td>Julio Beltran</td>
</tr>
<tr>
<td>XI</td>
<td>Bishop Gerald Barnes</td>
<td>CCC (California Catholic Conference)</td>
<td>Digna Ramirez-Lopez</td>
</tr>
<tr>
<td>XII</td>
<td>Bishop Eusebio Elizondo</td>
<td>NWROHA (Northwest Regional Office for Hispanic Affairs)</td>
<td>Raul Velazquez, Isaac Govea</td>
</tr>
<tr>
<td>XIII</td>
<td>Bishop Oscar Cantú</td>
<td>Diocese of Salt Lake City</td>
<td>Rocio Gonzalez</td>
</tr>
<tr>
<td>XIV</td>
<td>Bishop Felipe Estevez</td>
<td>SEPI (Southeast Pastoral Institution)</td>
<td>Angelica Viviana Iglesias</td>
</tr>
<tr>
<td>XV</td>
<td>Eastern Catholic Bishops</td>
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**DIOCESAN V ENCUENTRO TEAMS**

**Purpose of Diocesan V Encuentro Teams:**

Diocesan V Encuentro Teams will accompany their arch/diocese in facilitating the Encuentro Experience and promoting and coordinating the V Encuentro Process.

**Membership of the Diocesan Teams of Accompaniment**

Approximately 10-12 members who reflect a broad diversity of persons, organizations, ministries, etc., including

- Diocesan arch/bishop or his delegate
- Diocesan Director of Hispanic Ministry or equivalent (co-chair)
- Co-chair (discerned by the group with approval of the arch/bishop)
- youth and young adult ministry
- ecclesial and apostolic movements
- marriage and family life ministry
- catholic schools
- evangelization and catechesis
- migrant ministry
- prison/jail ministry
- social concerns ministry
- priests/deacons/seminarians/religious
- others depending on the reality of the arch/diocese

**Responsibilities of the Team**

1. Introduce the Encuentro Experience to the leadership of the arch/diocese, parishes, ecclesial movements, Catholic schools, other ministries
2. Form and train teams in parishes, ecclesial movements, Catholic schools, other ministries, etc.
3. Prepare for and implement the V Encuentro Process within the arch/diocese
4. Plan and execute the Diocesan Encuentro
5. Cooperate with the Episcopal Regional Team in the planning and executing of the Regional Encuentro
6. Coordinate the participation of the diocesan delegates to the National Encuentro
7. Provide follow up to the V Encuentro Process
8. Publicize and communicate information about diocesan gatherings and all events and news related to the V Encuentro.

**Responsibilities of Diocesan Co-chairs**

- Work closely with the bishop (or delegate)
- Organize the Diocesan V Encuentro Team
- Facilitate the meetings of the V Encuentro Diocesan Team
- Lead the Diocesan Team in of the training of the representatives from parishes, ecclesial movements, Catholic schools, other ministries, etc. in the Encuentro Experience and use of the V Encuentro materials
- Communicate with Episcopal Regional Team (ERAVE) in regard to the proceedings and activities in the diocese and at some instances directly with the National Team (ENAVE)

**Responsibility of the Bishop or his Delegate**

- Convokes the diocesan participation in the V Encuentro
- Presides at the Diocesan Encuentro
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Place</th>
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<tbody>
<tr>
<td>Feb. 12-14, 2014</td>
<td>ENAVE Meeting to Train Episcopal Regional Team Chairpersons</td>
<td>Baltimore, MD</td>
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<td>June 23-25, 2014</td>
<td>Second National Symposium on Catholic Hispanic Ministry</td>
<td>Los Angeles</td>
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<tr>
<td>March-July 2015</td>
<td>Episcopal Regional Team Meetings to Reflect on the Experience of Encuentro</td>
<td>In each of the 14 Episcopal Regions</td>
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<tr>
<td>September 2015</td>
<td>Meeting of Families (U.S. Families &amp; Families from Latin America</td>
<td>Philadelphia – VIII Encuentro Mundial de Familias</td>
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<tr>
<td>Sep. – Dec. 2015</td>
<td>Episcopal Regional Team introduces the Encuentro Experience to the Diocesan Leadership</td>
<td>In each of the 14 Episcopal Regions</td>
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<tr>
<td>February 2016</td>
<td>ENAVE Meeting</td>
<td>To be determined</td>
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<tr>
<td>February - May 2016</td>
<td>Formation of Diocesan Teams through an Experience of Encuentro</td>
<td>TBD the Diocesan Team</td>
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<tr>
<td>June. – September 2016</td>
<td>Diocesan Gathering on the Encuentro Experience</td>
<td>TBD by each (Arch)diocese</td>
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<tr>
<td>August 19-21, 2016</td>
<td>National Colloquium on Ministry with Hispanic Youth</td>
<td>Boston</td>
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<tr>
<td>October - November 2016</td>
<td>Forming and Training Parish and other Ministry Teams in Parishes and Ecclesial Movements</td>
<td>TBD by each (Arch)diocese</td>
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<tr>
<td>Jan. – June 2017</td>
<td>Parish and Lay Ecclesial Movements, Ministries, etc. participate in the V Encuentro Process</td>
<td>TBD by each Parish and Ecclesial Movement</td>
</tr>
<tr>
<td>Sept. – Nov. 2017</td>
<td>Diocesan Encuentros</td>
<td>TBD by each (Arch)diocese</td>
</tr>
<tr>
<td>March – June 2018</td>
<td>Episcopal Regional Encuentros</td>
<td>TBD by each of the 14 Episcopal Regions</td>
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<tr>
<td>September 20-23 2018</td>
<td>V National Encuentro</td>
<td>Dallas, TX</td>
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<tr>
<td>February 2019</td>
<td>Production and Distribution of V Encuentro Concluding Document</td>
<td>TBD</td>
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<tr>
<td>March - May 2019</td>
<td>Regional Post V Encuentro Gatherings on the Concluding Document</td>
<td>TBD by each (Arch)diocese</td>
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<tr>
<td>Aug. - Nov. 2019</td>
<td>Diocesan Post V Encuentro Gatherings on the Concluding Document</td>
<td>TBD by each</td>
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<tr>
<td>Nov. - Dec. 2019</td>
<td>Parish Level Post V Encuentro Gatherings on the Concluding Document</td>
<td>TBD by each parish</td>
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<tr>
<td>2020</td>
<td>Implementation of the learnings, recommendations, and best practices at the national, regional, and local level</td>
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FORMATION AND LEADERSHIP TRAINING SESSIONS

Materials have been prepared for the formation and leadership training of the diocesan team as well as parish and other local teams. The formation and training is divided into sessions so that they can be given according to the reality and needs of each diocese. Some dioceses may choose to do all sessions in a two-day meeting and others may choose to separate them out into several gatherings. Below you will find the scripts that have been prepared to help you in leading each of these sessions. An approximation has been made in regard to the time needed to complete each session and a list of the materials needed. Handouts and PowerPoint presentations can be found on Teamwork and on the V Encuentro website. You are encouraged to use these materials as broadly as possible, not only with the training of the diocesan team, but also with diocesan staff, parish and school leadership, and lay ecclesial movement leadership.

Goals for the Formation and Leadership Training

The formation and leadership training is a unique opportunity to learn about the nature, vision, and possibilities of the V Encuentro. Participants in these sessions will learn important information in a spirit of prayer and reflection. By the end of these sessions, participants should have a strong sense of the dynamics leading to the V Encuentro. This is an opportunity to motivate participants to embrace the spirit of Encuentro and to create vibrant and committed teams that will accompany their diocese, parish, ecclesial movement, or other important group within the diocese in promoting and coordinating the vision of Encuentro.

Five sessions have been prepared for this formation and leadership training. Below are the goals for each of the sessions as well as how much time is needed for the sessions. Included are scripts to facilitate the presentation of the sessions as well as the list of the needed materials.

Goals for Session 1:
Introduction and Orientation to the V Encuentro
(60 - 90 minutes)

- Introduce participants to conversations, timelines, and key questions that led the Catholic Bishops of the United States to the convocation of the V Encuentro.
- Develop a spirit of convivencia among those present that will prepare them for a journey of reflection in the rest of the formation and leadership training.
Goals for Session 2:  
**Leadership Training for the V Encuentro Diocesan Team**  
*(3 hours)*

- Create a strong structure for the Diocesan Team by establishing a network of support and communication within the Diocese as well as identifying logistical teams within the Diocesan  
- Become familiar with the practical aspects of Finances and Development and identify those who will be responsible for these areas  
- Become familiar with the communications platforms being used for the V Encuentro and identify New Media Encuentro Representatives

Goals for Session 3:  
**In Introduction to the Encuentro Experience**  
*(90 minutes)*

- Offer a brief overview of the Encuentro experience in the last half a century as part of the historical memory of U.S. Hispanic Catholics.  
- Identify how the Encuentro Process serves as a privileged pastoral model to advance the New Evangelization in the United States, particularly among Hispanic Catholics.  
- Explore key theological categories that sustain the experience of Encuentro.

Goal for Session 4:  
**Lectio Divina**  
*(60 minutes)*

- Engage the passage of the Disciples on the Road to Emmaus in a moment of prayerful meditation as a way to ground the spiritual vision of the V Encuentro.

Goals for Session 5:  
**Theological Reflection**  
*(90 minutes)*

- Read, analyze, and discuss in small groups the document “Called and Sent to Encuentro: A Pastoral Theological Vision for the V Encuentro Process.”  
- Reflect on the importance of the potential of Encuentro to refocus Catholic Hispanic ministry in the United States and the larger process of evangelization in an increasingly multicultural Church  
- Identify and reflect upon values that have been part of the Encuentro Process in the past and envision values that ought to be part of the V Encuentro Process.
SESSION # 1: INTRODUCTION TO THE V ENCUENTRO SCRIPT

Materials Needed:

- PowerPoint - Introduction to the V Encuentro (found on Teamwork and the V Encuentro website)
- V Encuentro Fact Sheet (found on Teamwork and the V Encuentro website)
- Opening Prayer # 1 (found on Teamwork)
- Song for the Opening Prayer - Ardía nuestro corazón al escuchar tu voz. Available in MP3 Download and Sheet Music
- Materials, objects, and icons for an altar that represent the diversity of the Hispanic community.

Time: 60 – 90 minutes

1. Welcome, Introductions and Opening Prayer
2. Hand out the “V Encuentro Fact Sheet”
3. Introduction - Dear friends and colleagues in ministry, it is with great pleasure that we are able to announce that the preparations for the V National Gathering for Ministry Among Hispanics/Latinos (V Encuentro) are already underway. On this road toward the V Encuentro, in a spirit of communion in mission, we have accomplished these goals:

   A. Creation of the National Team of Accompaniment for the V Encuentro, or “ENAVE” by its Spanish- language acronym. This team is comprised of all of the national Catholic Hispanic organizations in the United States and of other key Catholic organizations in Hispanic/Latino ministry

   B. The National Orientation on the Vision and Mission of a V Encuentro took place in San Antonio, TX, October 30, 2014 within the framework of the 2015 Raíces y Alas Congress and was attended by 17 bishops and 150 regional and diocesan leaders of Hispanic/Latino ministry. During the orientation, the document “Called and Sent to Encuentro: A Pastoral Theological Vision for the V Encuentro Process” was presented.

   C. On February 12-14, 2015, the National Training on the Process of Encuentro was carried out for those that coordinate the preparations for a V Encuentro in each of the fourteen episcopal regions in which the Catholic Church in the United States is organized.
D. On February 15, 2015, the V Encuentro website was launched:

E. During the last week of February 2015, two orientation sessions on the V Encuentro took place for executive directors of departments and secretariats of the United States Conference of Catholic Bishops (USCCB).

F. During the months of March through July, 2015, fourteen episcopal regions met to form their Episcopal Regional V Encuentro Teams. They used the materials prepared by ENAVE to reflect together on the experience of the Encuentro as well as to logistically organize their teams.

G. Episcopal Regional gatherings were held between September and December 2015 to introduce the Forming of Diocesan Teams.

As you can see, we have made good progress in the preparations toward a V Encuentro. All of this information can be found on the website http://www.vencuentro.org.

4. The goals for the V Encuentro for the 2016 year are the following:
   a. Creation of Diocesan Teams for the V Encuentro through leadership training and an experience on the process of Encuentro. It is recommended that this takes place in the first half of 2016.
   b. Hold a gathering in each arch/diocese to introduce the V Encuentro and have an experience of Encuentro. It is recommended that this takes place during the summer of 2016. This experience is for leadership of parishes, organizations and lay ecclesial movements of the dioceses and is prepared by the diocesan team.
   c. Form parish teams during the second half of 2016. This experience is for leadership in parishes, Catholic Schools, ecclesial movements, organizations, and youth and young adult groups.

Please keep in mind that the year 2016 is the final stage of preparation for the V Encuentro. The actual process for the V Encuentro will begin in January of 2017 with a five-session long evangelization process and consultation followed by a Diocesan Encuentro (gathering). Regional Encuentros will be carried out throughout the first part of 2018, and the National Encuentro will take place September 20-23, 2018.
5. Present the PowerPoint - **Introduction to the V Encuentro. Respond to questions.**

6. Let’s continue walking together toward the V Encuentro and making history along the way!

**SESSION # 2: LEADERSHIP TRAINING FOR THE V ENCUENTRO DIOCESAN TEAM - SCRIPT**

This session consists of three sections:

A. Logistics for Forming the Diocesan Team
B. Communications, Social Media, and New Media Representatives
C. Finances and Development

**A. Logistics for Forming the Diocesan Team**

**Materials needed:**

- Diocesan V Encuentro Team Job Descriptions (Found on Teamwork)
- PowerPoint- *The National Coordinating Team’s Organizational Structure* (found on Teamwork)
- Proposed Diocesan Team Organizational Structure (found on Teamwork)
- Parish V Encuentro Team Job Descriptions (Found on Teamwork)
- Opening Prayer # 2 (Found on Teamwork)
- Song for Opening Prayer 2: *El Espíritu de Dios* - Available in MP3 Download, Sheet Music, YouTube or Flor y Canto 3 #681.

**Time: 60 minutes**

1. **Opening Prayer # 2**
2. **Creating the Diocesan Team**
   
   a. **Hand out the Diocesan V Encuentro Team Worksheet.**
   
   b. **Introduction** - You have come together to get to know each other and begin to form a team. I invite you to look at the purpose of the Team as well as the responsibilities of the Team.
   
   c. **Read the Purpose and Responsibilities of the Team.** As you read these there are some responsibilities that are obvious and others that will become clearer over time. Are there any questions about these at this time?
**d. Read Membership of the Teams.** At this time, we will analyze the membership of the Team. Share with each other what ministry category or group that you are representing. Which groups or organizations are represented? Taking into account the reality of our diocese, is there a group that should be represented in the Diocesan Team? Please remember that the Team will also involve more people in the committee work and there will be another opportunity to ensure that other groups are represented and are at the table.

**e. Review the Roles of Members.** Are there any questions about the roles of these specified persons?

3. **Present the PowerPoint**- “The National Coordinating Team’s Organizational Structure.” **Handout the document**- “Proposed Diocesan Team Organizational Structure” which will accompany the PowerPoint.

a. The National Team of Accompaniment for the V Encuentro is composed of approximately 36 people representing some 42 different national organizations. It is made of a Chairperson, Director, 4 Consultants, and numerous sub-teams: Process, Communications, Development, Secretariat, Logistics, Liturgy, Exhibits, Bishops/VIPs, and Host Diocese. This same organizational structure has been adapted and is being used in the Episcopal Regional Teams.

b. As we look at the overall Roles and Responsibilities of each of these teams, begin to think of the necessary adaptations for the organizational structure for our diocesan team.

c. **Present the PowerPoint.** Are there any comments or observations that you would like to make after having learned about the organizational structure of the National Team?

d. At this time, we will walk through the Handout of the team’s responsibilities. You will see who the co-chairs are for those teams at the national level and the Roles and Responsibilities of each team. As you read about the roles and responsibilities that have been identified, please remember that these have been defined by and for the National Team. In the future, we will need to identify which teams are needed for our diocesan work and then identify the responsibilities of each team.
e. Which teams do we see as important to establish at this time? We will only name them and at a future meeting we will flesh these out by identifying the team, their responsibilities, and who will chair or co-chair the team.

### B. Communications and New Media Encuentro Reps- Script

#### Materials needed:

- PowerPoint- Communications (found on [Teamwork](#))
- Diocesan New Media *Encuentro* Rep Job Description (found on [Teamwork](#))

#### Time: 60 minutes

1. **Hand out the New Media *Encuentro* Representative Job Description** or email ahead of time.

2. **Introduction**- Communication has drastically changed since our last *Encuentro*. This is the first *Encuentro* where we have access to new media such as Facebook, Twitter, Instagram and this allows us to have greater reach than ever before. For that reason, we will need a New Media *Encuentro* Representative from our diocese who will help coordinate those in charge of New Media in our parishes.

3. **Present the Communications PowerPoint**.
   a. Since this the first time in the history of the *Encuentros* that we will be utilizing new media for the *Encuentro* Process, it is an exciting time to creatively engage new generations of Hispanic leaders.
   b. **Website**- ENAVE has launched the official V *Encuentro* website – [http://vencuentro.org](http://vencuentro.org). Please share our website address with your parish leadership. It contains important information such as the history of the *Encuentros*, our timeline, statistics, our news blog, events, etc. Please submit the dates of upcoming events for your diocese. Send to Regional New Media Encuentro Reps.
   c. **Social Media**- The V *Encuentro* currently has 5 social media accounts. Here are the links to our accounts. Please share these accounts with your parish. We will explore other social media platforms in the future.

   - Facebook [https://www.facebook.com/enahve.org](https://www.facebook.com/enahve.org)
   - Twitter [https://www.twitter.com/ENAHVE](https://www.twitter.com/ENAHVE)
Regions are opening accounts with a handle for their regions to share information and posts about the V Encuentro. Make sure to connect with them as they will be sharing important information. Please have your Parish New Media Encuentro Representative submit a list of your own social media accounts to their Diocesan New Media Encuentro Representatives.

d. Newsletter- The V Encuentro electronic newsletter is published on a monthly basis the month. It is important that we have names and contact information for leaders in your diocese in order for them to receive it. Please have your Diocesan New Media Representative submit your names and contact information.

e. Project Management Software: Teamwork- Log onto Teamwork to demonstrate the software. We are using Teamwork as on online software to communicate, organize and manage all of our tasks for the V Encuentro. Your diocese will have a space for your leadership to access documents, PowerPoints, work on documents, create a calendar and send messages.

1. Once your diocese has submitted the names for your leadership and they have been added to the system, they will receive an e-mail inviting you to join Teamwork. Please check your SPAM or JUNK folder as the email may be in one of those folders. If it is not there, then visit the following link to access Teamwork - https://enahve.teamwork.com/forgot_password. Enter your email address as your user ID. You will then be prompted on how to access Teamwork.

2. When using Teamwork to send messages, they will be delivered both via email and on Teamwork to those who are listed as recipients and those selected as “notify by email. When someone replies to an email sent to a group, the email will be sent to everyone who originally received the message. This software documents the history of replies in Teamwork. If you wish to respond privately to the sender via email, please make sure that (ENAHE) is not listed after their name. You will
need to manually enter their email address rather than just hit reply. Your response will not be logged in Teamwork. You can also reply to one person by starting a new message on Teamwork and only selecting the person you wish to communicate with.

3. Teamwork has an app that you can download on your tablets and mobile devices so that you can access your documents and information when you are traveling or out of the office. Download here for Android or for iOS.

f. Read the Job Description for Diocesan New Media Reps.

g. Read the requirements for Diocesan New Media Reps.

4. Decide as a diocese who the New Media Encuentro Rep will be and send name and contact information to your Regional New Media Encuentro Representatives. You can opt to have more than one person assisting in this capacity.

C. Finances and Development - Script

Materials needed:

- Development – The Ministry of Raising Money (found on Teamwork)
- Gift Prospect Planning Worksheet (found on Teamwork)
- Diocesan Budget Worksheet (found on Teamwork)
- Financial Report (found on Teamwork)

Time: (30 Minutes)

1. Development and Finance Committee Chairperson.

   A. Introduction: One of the most important positions to fill as soon as possible is the Development/Finance Chairperson because of the urgent need for funds to assist in the work of the Diocesan Team. This person will collaborate with the Diocesan Finance Office and the CFO of the diocese. The Chairperson will work very closely with the institution to make sure that everything is done in a professional and transparent way. Together they will share the appropriate finance reports to donors, members of the Diocesan Team and to ENAVE.
B. **Skill set required:** In discerning the person that can serve as the Chairperson for the Development/Finance Committee we will review the skills set required in the handout titled “Development – The Ministry of Raising Money.” Review the list with the group. Ask the group if there is anyone who they consider to have some of the skills and qualities needed for raising funds; maybe someone in the group has a special interest in learning the ministry or has some experience or background in successful fundraising that will be willing to assist in this ministry. In general, the best candidate is someone who has not only the experience and/or knowledge but the one who also personally practices good Christian stewardship.

C. **The Asking:** One of the important aspects of this ministry is that it is very relational. You must get to know the prospective donors well enough to know their potential for giving, their particular interests for giving and the best person to do the asking.

- Identify and make a list of potential donors, discern how they match your needs, and discern who does the asking.
- Identify friends of donors who can influence donors to give to your organization.
- Ascert ain who knows them well enough to influence their giving to your organization.
- These influencers can set up meetings for you to connect with decision-makers and will help with their decisions.
- Use the “Gift Planning Worksheet” as a guide to prepare for the asking.
- Always remember to communicate with the Chairperson of the Development/Finance Committee of ENAVE and ERAVE to avoid double-asking.
- The Suddes group: [http://www.forimpact.org](http://www.forimpact.org) has helpful information for the Development Committee.

2. **Budgeting: Present the template for preparing a budget for the Diocesan Team**

   A. Begin by listing all the expense categories that will cover all your potential needs and the amount of money you will need for each category. Be as detailed as possible. Input them into the Budget template; one category and one total dollar amount per each line.
B. Once you identify the total expenses you will know how much money you will need to raise. The budget template calculates the total amount for you.

C. Based on the total amount of funds needed, you need to look for potential gifts and donors.

D. Keep a list of your potential donors, and the amount you will ask them to contribute, until you reach your fundraising goal. Input the list of potential donor or other sources of income on the Income section; one category per line with the amount you expect to receive.

E. At the bottom you will see the difference between the Income and Expenses. If the number is negative you will need to raise more funds.

F. On the second column, on the far right, you will put the actual figures for income and expenses which will become the basis of your Financial Reports. You may need to adjust the categories as you work with actual figures and not just projections.


A. Hand out or email the Financial Report & Evaluation in Word format (found on Teamwork)

B. Ask them to look at the document while you present the following:

1. Why do we need a financial report and evaluation?
   As we receive grants and donations for events related to the V Encuentro, foundations and organizations might require us to submit reports of how funds were utilized. Some may provide a template or guide for the report while others will not. This report is here to assist you when foundations or organizations do not provide a template. The report is also important for your own documentation of what was accomplished and can be submitted to your bishop and/or supervisor. It is a great source for documenting your local memoria historica for your events.

2. Cover Page- Make sure to take lots of photos during your events. It is best to hire a professional photographer or get your diocesan newspaper to cover the event as the pictures can then be utilized for the report and other marketing purposes. Include one picture that captures the event. Include the date of the report, the name of the event or the grant purpose. Include
your diocesan/organizational logo, the name of the person submitting the report, address, phone and email address.

3. **Page 1-2-** Be sure to change the header to include the date of the report. Begin with an introductory paragraph thanking the organization and substitute the information that applies. Include charts that describe your participants. You will need to collect the following information from your participants prior to your events: age, ethnicity, language fluency and preference, ministries represented.

4. **Page 3: Evaluation-** This section should include an evaluation of your event. Provide a description highlighting the staff- include paid staff, interns, and volunteers and what their responsibilities entailed. Highlight if any received payment through the grant.

5. **Page 4: Tell a story. Who Benefited?** Make sure to obtain some quotes from participants or take them from your evaluation forms. Include photos (headshots) of participants. In a paragraph describe who benefited from the grant. Give specific examples (create a story). Include a paragraph describing the atmosphere or result of the event. How did participants respond? What was the mood? Include a paragraph on the impact/results of the event on your diocese/organization and what future work still needs to be accomplished. Include links to your organization’s blog or YouTube channel that highlight the work that was done because of the grant funds.

6. **Page 5- FINANCIAL REPORT-** Include a paragraph on how grant funds were applied and also include other sources of funding. Mention staffing hours that your office provided and any other resources that your organization provided for the event. Add fees, sales, and any donations. (Make sure to edit the spreadsheet to fit your budget by adding or deleting rows and changing item names.) Attach brochures, flyers, and newspaper clippings about your event or grant usage with your report.

If you need assistance with the template, contact Patty Jiménez – patty@ushispanicministry.com
SESSION # 3: AN INTRODUCTION TO THE ENCUEUTRO EXPERIENCE – SCRIPT

Materials Needed:

PowerPoint presentations

• Presentation 1 – The History of the Encuentros (found on Teamwork)
• Presentation 2 – Encuentro as a Pastoral Model (found on Teamwork)
• Presentation 3 – Theological Principles (found on Teamwork)

Presentation 1

The History of the Encuentros

Goal

Offer a brief overview of the Encuentro experience in the last half a century as part of the memoria histórica of U.S. Hispanic Catholics.

Practical notes

• This presentation is to last no more than 20 minutes
• Ideally the presenter is someone who previously participated and experienced an Encuentro Process
• A PowerPoint presentation accompanies this outline. The PowerPoint can be edited to include photos and information about the participation of your diocese in previous Encuentros.

Outline

Three areas to briefly highlight:

1. A brief historical overview of the past four Encuentros and the Primer Encuentro Nacional de Pastoral Juvenil Hispana; the context in which the first Encuentros were organized; highlights for each of the previous Encuentros.
2. Overview of how the III Encuentro was organized, its process, and major outcomes. Briefly share your experience if you participated in one or several of these Encuentros.

3. Our context today: key dynamics that influence the V Encuentro Process.
   A. The call to the New Evangelization
   B. The vision of Aparecida and Ecclesia in America: Continental Mission
   C. The Pope Francis’ effect
   D. Demographic and structural changes in the Church in the United States
   E. The urgent need to shift our attention to Hispanic families and youth

Presentation 2

The Encuentro as a Pastoral Model for Evangelization Today

Goal

Identify how the Encuentro Process serves as a privileged pastoral model to advance the New Evangelization in the United States, particularly among Hispanic Catholics.

Practical notes

- This presentation is to last no more than 20 minutes.
- Ideally the presenter is someone involved in Hispanic ministry and pastoral planning at the diocesan level. This person is to be well versed on the topic of evangelization and familiar with the dynamics of past Encuentros.
- A PowerPoint presentation accompanies this outline, which is to be as a resource. Dioceses can adapt the presentation to their own context.

Outline

Four areas to briefly highlight:

1. The Encuentro Process as part of the Church’s New Evangelization efforts in our own day.
2. A renewed look at Pastoral de Conjunto in the context of an intercultural Church: what vision does Pastoral de Conjunto contribute? What does it demand of our pastoral leadership? What does it demand of the Hispanic community?
3. Identify, support, and form a new generation of pastoral leaders for the Church in the 21st century.
4. Through an evangelization process, foster new efforts in which a new generation of missionary disciples as part of the Church’s new evangelization.

Presentation 3

Theological Principles Sustaining the V Encuentro Process

Goal

Explore key theological principles that sustain the experience of the V Encuentro Process

Practical notes

- This presentation is to last no more than 20 minutes
- Ideally the presenter is someone with pastoral theological training familiar with Hispanic ministry and theology, and knowledgeable about the dynamics of past Encuentros
- A PowerPoint presentation accompanies this outline.

Outline

Five key areas to highlight briefly (about 4 minutes each):

1. **Called and Sent**- See “Called and Sent to Encuentro.” Focus primarily on the concepts of vocation (God calls us) and commission (God sends us).

2. **Missionary Discipleship** – Share a few key points of how this is developed in Aparecida and by Pope Francis.

3. **Prophetic Voices Building the Church en Conjunto**- What does it mean to be a prophetic voice in the Church and in the U.S. society today?

4. **Preferential Options as we read the Gospel in our own reality**- Explain what a preferential option is and why these are essential in the Church. Connect to “Called and Sent to Encuentro” document: preferential option for the poor (no. 15), Hispanic youth (no. 16), and the Hispanic family (no. 17).

5. **Toward a Culture of Encuentro and Accompaniment**- Highlight key points of what it takes to build a culture of Encuentro, how God has already taken the initiative (e.g., creation, Revelation, Jesus Christ), and continues to meet us today.
SESSION # 4: LECTIO DIVINA – SCRIPT

Materials Needed:

- PowerPoint – *Visio: Jesus Models Ministry as Encuentro &Accompaniment* (found on *Teamwork*)
- Song- *Ardía nuestro corazón al escuchar tu voz*. Available in *MP3 Download* and *Sheet Music*

The Appearance on the Road to Emmaus


**Introduction:** Jesus says that where two or more are gathered in his name, there he is in our midst. Jesus also promised to send the Holy Spirit to guide us on our daily journeys. Let us place ourselves in God’s presence to start this reading of the Scriptures in prayer. Let us pause for a moment... breath deeply... ask the Holy Spirit to open our minds, our hearts, and our eyes to allow the power of the Word to touch and transform how we see and act in our lives.

**VISIO (Seeing)-** Watch the images attentively with an attitude of prayer.


**MEDITATIO (Meditating)-** Read the biblical passage in silence. Then share briefly with another person your meditation based on the following three questions:

1. Is there a situation in your life that makes you feel confused, sad, or without hope?
2. What would you say to Jesus about that situation if he walked along with you and asked about that reality that causes confusion, fear, or doubt in you?
3. What words from Jesus would cause your heart to burn within you?

**ORATIO (Praying)**

Let us sing: *Ardía Nuestro Corazón al escuchar tu voz.*

In one or two words, name that situation or reality that for you represents a night of confusion, sadness, or hopelessness. After each person speaks, everyone responds: *Stay with us.*
CONTEMPLATIO (Contemplating)

Let us embrace the gift of silence and close our eyes for about 10 minutes. We know that Jesus has accepted the invitation to stay with us. Accept God’s loving gaze, who loves you, who is with you, and who is near to your heart. Accept God’s invitation to see those around you and the entire world in a different way, with your eyes wide open to recognize Jesus alive in them and to know his will. Right now there are no questions. Let us just dwell in the calm before God... let’s allow God to watch over us with care... let the power of the Word embrace us with joy, giving full meaning to our lives here and now.

ACTIO (Acting)

Name some attitudes and actions that you are ready to embrace and thus live more faithfully according to a pastoral vision of Encuentro and Accompaniment, following the example of Jesus and the disciples on the road to Emmaus.
SESSION # 5: THEOLOGICAL REFLECTION – SCRIPT

Materials Needed:

- “Called and Sent to Encuentro: A Pastoral Theological Vision for the V Encuentro Process” (found on Teamwork)
- Blessing and Sending Forth (found on Teamwork)
- Song for Blessing: Dios Me Ama – Available in MP3 Download, Sheet Music, YouTube, and Vive Tu Fe #11

A. Preparation:

Take 25 minutes to read in silence or out loud as a group “The Pastoral Theological Vision for the V Encuentro Process.” Highlight or underline the sections, words, and themes that most resonate with you.

B. Work in Small Groups (3 to 4 people)

Important: Choose a facilitator whose role is to ensure that the conversation flows efficiently, timeframes are observed, and everyone participates. Choose a recorder whose role is to take general notes of the conversation and then develop a summary for a plenary session in between each small group discussion.

1. 20 minutes - Embracing Who We Are. What does it mean to be Hispanic Catholics in the United States in the twenty-first-century? What does it mean to be Catholic in a culturally diverse Church in the United States in the twenty-first century? Briefly share in a plenary session.

2. 20 minutes - A Kairós, the right moment. Based on what you have heard and read, why is this the most appropriate moment to engage in the process of the V
Encuentro Nacional Hispano/Latino de Pastoral? Briefly share in a plenary session.

3. 20 minutes - The Vision of Encuentro. What does it mean to embrace a vision of Encuentro in order to engage in evangelization and with Hispanic ministry in the United States? Briefly share in a plenary session.

C. Closing Prayer

APPENDIX
Opening Prayer #1

Opening Song:  Ardía Nuestro Corazón/Our Hearts Burned Within Us– Pedro Rubalcava

After the Opening Song, the leader makes the sign of the cross, while saying:

**Leader:** Let us bless the name of the Father †, the Son and the Holy Spirit.

**ALL:** Amen.

**Introduction**

We come together in prayer and praise, as a people who rely on the generous heart of God, who first loved us. We acknowledge that our unity of faith needs to be nourished and deepened. Through our prayer, work, reflection and conversation this day, may we be strengthened in our commitment to serve our common mission by the sharing of the gifts we have been given.

**Reading**  
1 Peter 4:10-11

As each one has received a gift, use it to serve one another as good stewards of God’s varied grace. Whoever preaches, let it be with the words of God; whoever serves, let it be with the strength that God supplies, so that in all things God may be glorified through Jesus Christ, to whom belong glory and dominion forever and ever. Amen.

**Silence**

There is a slight pause after the reading.

**Reflection**

After a brief silence, a second lector reads the following reflection.

There is a slight pause after the reading.

Have you thought about the talents that God has given you? Have you thought of how you can put them at the service of others? Do not bury your talents! Set your stakes on great ideals, the ideals that enlarge the heart, the ideals of service that make your talents fruitful. Life is not given to us to be jealously guarded for ourselves, but is given to us so that we may give it in turn. Have a deep spirit! Do not be afraid to dream of great things!

(Excerpt from Pope Francis’ General Audience, April 24, 2014, Through the Year With Pope Francis: Daily Reflections, Our Sunday Visitor).
Intercessions

**LEADER:** It is the Father’s will that we should see him in the face of his beloved Son. Let us honor him as we pray:

V. Christ greeted us with good news:
**R.** - may the world hear it through us, and find hope.

V. We praise and thank you, Lord of heaven and earth;
**R.** - you are the hope and joy of people in every age.

V. May Christ’s coming transform the Church;
**R.** - and renew its youth and vigor in the service of all.

V. We pray for Christians who suffer for their belief:
**R.** - sustain them in their hope.

**Our Father**

*The leader invites all to pray the Lord’s Prayer in these or similar words:*

Trusting that God hears our prayer, in faith, we pray as Jesus taught us. **Our Father...**

**Concluding Prayer**

*The leader invites all to pray together the closing prayer in these words:*

God of grace, you have taught us to seek not to be served, but to serve our brothers and sisters. Grant, we pray, that we may be effective in action, gentle in ministry, and constant in prayer. Through our Lord Jesus Christ, your Son, who lives and reigns with you in the unity of the Holy Spirit, one God, for ever and ever. Amen.

(Adapted from the Collect for Ministers of the Church, Roman Missal)

**Concluding Rite**

*Following the Closing Prayer, the leader makes the sign of the cross saying the following words:*

Leader: May the Lord bless us†, keep us from all evil, and bring us to everlasting life. Amen.

All: Amen.

**Closing Song:** *Ardía Nuestro Corazón/Our Hearts Burned Within Us* – P. Rubalcava
En Camino Hacia el V Encuentro

Opening Prayer #2

Opening Song: El Espíritu de Dios

After the Opening Song, the leader makes the sign of the cross, while saying:

Leader: In the name of the Father †, the Son and the Holy Spirit.

ALL: Amen.

V. Come, Holy Spirit, fill the hearts of your faithful.
R. And kindle in us the fire of your love.
V. Send forth your Spirit and we shall be created.
R. And you will renew the face of the earth.

Let us pray.

After a brief pause for silent prayer, the leader continues:

O God,
You who filled the hearts of your faithful
with the light of the Holy Spirit;
grant that, guided by that same Spirit,
we may always be upright
and experience the joy of your comfort.
We ask this through Christ our Lord. Amen.

Reading 1 Corinthians 12: 3b-7, 12-13

Brothers and sisters: no one can say, “Jesus is Lord,” except by the holy Spirit.

There are different kinds of spiritual gifts but the same Spirit; there are different forms of service but the same Lord; there are different workings but the same God who produces all of them in everyone. To each individual the manifestation of the Spirit is given for some benefit.

As a body is one though it has many parts, and all the parts of the body, though many, are one body, so also Christ. For in one Spirit we were all baptized into one body, whether Jews or Greeks, slaves or free persons, and we were all given to drink of one Spirit.

The Word of the Lord.

Silence
Intercessions

Leader: Let us give thanks to God for the gift of the Holy Spirit and sing: R. Te rogamos, Señor.

May your merciful action continue to be among us: R.

Do not cease to guide us through the gifts that you have given us: R.

Grant that your Church may never need ministers to guide us along the path of a holy life: R.

Grant that, guided by our pastors, we may grow in holiness: R.

Our Father

Following the song, the leader invites all to pray the Lord’s Prayer in these or similar words:

With faith in our God to hear and answer our prayer, we pray in the words that Jesus taught us: Our Father...

Concluding Prayer

O God, you send us out empowered by the Holy Spirit to share the Good News with the gifts we have been given. Grant that we, whom you have created and shaped, may be open to your work in our midst and, through the tasks we carry out this day, may build up your Kingdom. We ask this through Christ our Lord.

R. Amen.

Concluding Rite

The leader makes the sign of the cross saying the following words:

Leader: May the Lord bless us †, keep us from all evil, and bring us to everlasting life. Amen.

All: Amen.
En Camino Hacia el V Encuentro

Blessing and Sending Forth

Song: Dios Me Ama

Blessing of Pastoral Agents

Leader: God of goodness, you who are merciful, we ask that you bless us, that following the teachings of Jesus, we may be Good News in the midst of our teams.

All: Amen.

Leader: Lord Jesus Christ, who on becoming flesh entered into solidarity with our lives, fix our eyes on the needs of those whom we serve, keep our hearts open to welcome them and give us the disposition to be near them.

All: Amen.

Leader: Holy Spirit, you who transform hearts and make new all things, come dwell within us that we may remain in the service and accompaniment of our brothers and sisters during these processes.

All: Amen.

Blessing

Leader: We invite you to bless the forehead of the persons next to you as you say:

Leader: May the Lord bless us, help us have the necessary attitude, and be attentive to our neighbor. And may the mercy of God dwell in our hearts and accompany us on the road to this Encuentro. Through Jesus Christ our Lord.

All: Amen.

Leader: We take leave of each other with a sign of peace.
FACT SHEET
FIFTH NATIONAL ENCUENTRO OF HISPANIC/LATINO MINISTRY
(V Encuentro)

WHAT IS THE V ENCUENTRO?
The V Encuentro is a four-year process of ecclesial reflection and action that invites all Catholics in the United States to intense missionary activity, consultation, leadership development, and identification of best ministerial practices in the spirit of the New Evangelization. The process has been proposed as a priority activity of the USCCB’s Strategic Plan for 2017-2020. The V Encuentro starts at the grass-roots level and calls for the development of resources and initiatives to better serve the fast-growing Hispanic population in dioceses, parishes, ecclesial movements, and other Catholic organizations and institutions in light of its theme: Missionary Disciples: Witnesses of God's Love.

WHO PARTICIPATES IN THE V ENCUENTRO?
All leaders in arch/dioceses, parishes, lay ecclesial movements and other Catholic organizations and institutions are invited to participate by encountering Hispanic/Latino Catholics, particularly those living in the periphery through the missionary process of evangelization and consultation of the V Encuentro.

WHAT IS THE GOAL OF THE V ENCUENTRO?
The main goal of the V Encuentro is to discern ways in which the Church in the United States can better respond to the Hispanic/Latino presence, and to strengthen the ways in which Hispanics/Latinos respond to the call to the New Evangelization as missionary disciples serving the entire Church.

WHAT ARE THE OBJECTIVES OF THE V ENCUENTRO?
✓ Call all Catholics in the United States to become authentic and joyful missionary disciples that give witness to God’s Love with a prophetic voice in a culturally diverse Church
✓ Provide a renewed ecclesial vision that develops effective pathways to invite, engage and form Hispanic Catholic youth, young adults, and families to live out their baptismal vocation
✓ Invite all Catholic leaders to engage and accompany Hispanic Catholics who find themselves in the peripheries of the Church and society, particularly those who live in at-risk situations and are not actively involved in their faith community
✓ Identify and promote opportunities for Hispanic Catholic pastoral leaders to serve at all ministerial levels of the Church and the larger society, and increase the number of protagonists in the New Evangelization
✓ Stimulate a new wave of faith formation and leadership development initiatives that prepare Hispanic Catholics to share and celebrate the Good News of Jesus Christ and to become leaven for the Reign of God in society

WHAT ARE THE THEMES OF THE FIVE-WEEK EVANGELIZING PROCESS AND CONSULTATION?
1. Called to a loving encounter with Jesus
2. With words and actions: Do it!
3. Walking together with Jesus
4. Bearing fruits of new life
5. Celebrating the joy of being missionary disciples

*The five themes are inspired by Pope Francis’ call to create a culture of Encounter. The Joy of the Gospel (#24)
WHAT IS THE TIMELINE AND THE MILESTONES?

<table>
<thead>
<tr>
<th>YEAR</th>
<th>DATES</th>
<th>MILESTONES</th>
</tr>
</thead>
</table>
| 2016 | January-June September – December | Development and training of V Encuentro diocesan teams
Distribution of V Encuentro Process Guide
Development and training of Parish teams |
| 2017 | January-June July-December | • A five-week-long evangelization process and consultation.
• Parish Encuentros
Celebration of arch/diocesan Encuentros |
| 2018 | January-June September 20-23 | Celebration of episcopal regional Encuentros
Celebration of the V National Encuentro event with 3,000 delegates from arch/dioceses and other Catholic organizations in Grapevine, TX at the Gaylord Texan Hotel |
| 2019 | January-June September – December | Evaluation and reflection on the V Encuentro’s evangelizing and consultative process
Development and distribution of proceedings and related resources |
| 2020 | January- December | Continuing the Mission in episcopal regions, arch/dioceses, parishes and other Catholic organizations and institutions on the V Encuentro's recommendations and related resources. |

BACKGROUND

The process of Encuentro has been the catalyst for developing ministries among Hispanics/Latinos during the past fifty years. Each of the previous Encuentros has been a watershed experience that has significantly changed the way in which the Church responds to the Hispanic/Latino presence, and the way in which Hispanics/Latinos respond as Church.

- The I Encuentro (1972) led to the creation of the Secretariat for Hispanic Affairs
- The II Encuentro (1975-77) led to the creation of eight regional offices for Hispanic Affairs
- The III Encuentro (1982-85) led to the creation of the Standing Committee of Hispanic Affairs, and the promulgation of the National Pastoral Plan for Hispanic Ministry; giving the green light, and a clear vision, to dioceses and parishes to respond to the ever-growing Hispanic/Latino presence
- Encuentro 2000 (The IV Encuentro) helped the Church in the United States to recognize and appreciate its cultural diversity, through a “New Pentecost” experience
- The First National Encuentro for Hispanic Youth and Young Adult Ministry (2005-06) opened new pastoral avenues in ministry to and with the Hispanic/Latino young church

The V Encuentro finds an unprecedented number of parishes serving Hispanics/Latinos and a growing influence of apostolic movements, all of which are led by thousands of Hispanic/Latino lay-ecclesial ministers. It also counts with record numbers of Hispanics/Latinos engaged in formation programs and a growing number of Catholic Hispanic/Latino national organizations. However, such growth comes short in addressing the demands of the ever-growing Hispanic/Latino population.

The V Encuentro promises to be another watershed experience that provides the Church the clarity, enthusiasm and means it needs to more adequately respond to the Hispanic/Latino presence in the spirit of the New Evangelization.

At this moment of grace, it is of the utmost importance to champion the ongoing formation and leadership development of Hispanic/Latino Catholics. The V Encuentro is a privileged opportunity to prepare them as missionary disciples ready to serve the entire Church, and for the Church to better recognize and receive the gifts that Hispanics/Latinos bring to the Church and society in the United States.

For More information, visit www.vencuentro.org
Diocesan V Encuentro Team Job Descriptions

GOAL:
Diocesan V Encuentro Teams will accompany their arch/diocese in facilitating the Encuentro Experience and promoting and coordinating the V Encuentro Process.

OBJECTIVES:
1. Form Diocesan V Encuentro Teams
2. Introduce the Encuentro Experience to the leadership of the arch/diocese, parishes, ecclesial movements, Catholic schools, other ministries
3. Form and train teams in parishes, ecclesial movements, Catholic schools, young groups, and other ministries
4. Prepare for and implement the V Encuentro Process within the arch/diocese
5. Plan and execute the Diocesan Encuentro
6. Cooperate with the Episcopal Regional Team in the planning and executing of the Regional Encuentro
7. Coordinate the participation of diocesan delegates to the National Encuentro
8. Provide follow up to the V Encuentro Process

MEMBERSHIP OF THE DIOCESAN V ENCUENTRO TEAM
Approximately 10-12 members who reflect a broad diversity of persons, organizations, ministries, etc., including

- diocesan Arch/Bishop or his delegate
- Diocesan Director of Hispanic Ministry or equivalent (co-chair)
- Co-chair (discerned by the group with approval of the arch/bishop)
- youth and young adult ministry
- ecclesial and apostolic movements
- marriage and family life ministry
- catholic schools and universities
- evangelization and catechesis
- migrant ministry
- prison/jail ministry
- social concerns ministry
- priests/deacons/seminarians/religious
- others depending on the reality of the arch/diocese

RESPONSIBILITIES OF DIOCESAN CO-CHAIRS

- Work closely with the bishop (or delegate)
- Organize the Diocesan V Encuentro Team
- Facilitate the meetings of the V Encuentro Diocesan Team
- Lead the training of the Diocesan Team in the Encuentro Experience and the V Encuentro resources.
- Communicate with the Episcopal Regional Team (ERAVE) in regard to the proceedings and activities in the diocese and in some instances directly with the National Team (ENAVE)

RESPONSIBILITY OF THE BISHOP or his delegate

- Convoke the diocesan participation in the V Encuentro
- Preside at the Diocesan Encuentro
RESPONSIBILITIES OF THE TEAM

- Introduce the Encuentro Experience to the leadership of the arch/diocease, parishes, ecclesial movements, Catholic schools, and other ministries
- Form and train teams in parishes, ecclesial movements, Catholic schools, youth and young adult ministry (include pastoral juvenil and mainstream programs) and other ministries
- Prepare for and implement the V Encuentro Process within the arch/dioece
- Plan and execute the Diocesan Encuentro
- Cooperate with the Episcopal Regional Team in planning and executing of the Regional Encuentro
- Coordinate the participation of diocesan delegates to the National Encuentro
- Provide follow up to the V Encuentro Process

INITIAL TASKS and RESPONSIBILITIES OF THE TEAM

**TASK 1:** Discern who the members of the Diocesan Team will be
- Identify those areas of ministry that need to be included in order to discern representation from those ministries- Catholic schools, ecclesial movements, etc.
- Complete the selection process
- Submit the names of the members and their contact information to the Regional Episcopal Chair

**TASK 2:** Discern a Co-chair
- Review the description of the role of the Co-chairs
- Discern a Co-chair who will collaborate with the diocesan director of Hispanic ministry/or equivalent
- Submit the name and contact information of the Co-chair to the Episcopal Chair by January 31, 2016

**TASK 3:** Form and train the Diocesan V Encuentro Team
- Select a date for the initial meeting of the Diocesan V Encuentro Team with the purpose of becoming familiar with the Encuentro Experience and the resources prepared by the ENAVE team
- Organize the Team according to the structure recommended by the ENAVE- process, communication, liturgy, development, finance, logistics, secretarial teams

FUTURE TASKS AND RESPONSIBILITIES OF THE TEAM:

- Plan strategically to ensure the full participation in the V Encuentro so as to reach all parishes, apostolic movements, youth, other ministries, those on the margins, etc.  (See: Parish V Encuentro Teams)
  - convene meetings
  - provide training
  - secure funding
- Promote the reflection on the Encuentro Experience with diocesan staff, parish groups, ecclesial movements and other ministries in the diocese
- Promote and organize the forming and training of V Encuentro teams in parishes, ecclesial movements, Catholic schools, etc. who will lead the V Encuentro Process.
- Train leaders within the diocese to use materials for the V Encuentro Process
- Work collaboratively with the Finance and Development Office to prepare a diocesan budget for the Diocesan Encuentro and secure the necessary funding
- Plan and implement the Diocesan Encuentro
- Collaborate with the planning and implementation of the Episcopal Regional Encuentro

**Parish V Encuentro Teams Job Descriptions**

**FUNCTION:**

Parish V Encuentro Teams will accompany their parish in facilitating the Encuentro Experience as well as in promoting and coordinating the V Encuentro Process.

**RESPONSIBILITIES:**

1. Form the Parish V Encuentro Team
2. Introduce the Encuentro Experience to the leadership of the parish, ecclesial movements, Catholic school(s), youth and young adult ministry, and other ministries and groups within the parish
3. Prepare for and implement the V Encuentro Process within the parish
4. Form and train Parish Teams that will facilitate the V Encuentro Process with parish ecclesial movements, Catholic schools, youth and young adult ministry, and other ministries or groups
5. Plan and execute the Parish Encuentro
6. Cooperate with the Diocesan Team in planning and executing the Diocesan Encuentro
7. Coordinate the participation of diocesan delegates to the Regional Encuentro
8. Provide follow up to the V Encuentro Process

**DESCRIPTION OF PARISH V ENCuentro TEAM**

Approximately 10-12 members who reflect a broad diversity of persons, organizations, ministries, etc., including

- Parish Pastor or his delegate
- Parish Hispanic Minister or appointed leader (co-chair)
- Co-chair (discerned by the group with approval of the parish pastor)
- youth and young adult ministry
- ecclesial and apostolic movements
- marriage and family life ministry
- catholic school
- evangelization and catechesis
- migrant ministry
- prison/jail ministry
- social concerns ministry
- men and women religious
- others depending on the reality of the parish

**RESPONSIBILITY OF THE PASTOR or his delegate**

- Convoke the parish participation in the V Encuentro
- Preside at the Parish Encuentro

**RESPONSIBILITIES OF PARISH CO-CHAIRS**

- Work closely with the parish pastor (or delegate)
- Organize the Parish V Encuentro Team
- Facilitate the meetings of the V Encuentro Parish Team
- Lead the Parish Team in the training for representatives from the parish, ecclesial movements, Catholic school, other ministries, etc. in the Encuentro Experience and use of the V Encuentro resources
Communicate with Diocesan Team (EDA) in regard to the proceedings and activities in the parish and diocese

INITIAL TASKS and RESPONSIBILITIES for PARISH TEAMS

**TASK 1:** Discern who the members of the Parish Team will be
- Identify those areas of ministry that need to be included in order to discern representation from those ministries, Catholic schools, ecclesial movements, etc.
- Complete the selection process
- Submit the names of the members and their contact information to Diocesan Co-chairs by **September 30, 2016**

**TASK 2:** Discern a Co-chair
- Review the description of the role of the Co-chairs
- Discern a Co-chair who will collaborate with the Hispanic Minister/or equivalent
- Submit the name and contact information of the Parish Co-chair to Diocesan Co-chairs by **September 30, 2016**

**TASK 3:** Form and train the Parish V Encuentro Team
- Select a date for the initial meeting of the Parish V Encuentro Team with the purpose of becoming familiar with the V Encuentro Experience and the resources prepared by ENAVE
- Organize the Team according to the structure recommended by ENAVE- process, communication, liturgy, development, finance, logistics, secretarial teams

**FUTURE TASKS AND RESPONSIBILITIES:**
- Strategically plan to ensure the full participation in the V Encuentro so as to reach all parishioners, apostolic movements, youth, other ministries, those on the margins, etc.
  - convene meetings
  - provide training
  - secure funding
- Promote the reflection on the Encuentro Experience with parish staff, parish groups, ecclesial movements and other ministries
- Promote and organize the forming and training of V Encuentro teams in the parish who will lead the V Encuentro Process
- Work collaboratively with the Finance and Development Office to prepare a budget for the Parish Encuentro and secure the necessary funding
- Plan and implement the Parish Encuentro
# V ENCUESTRO TIMELINE 2015-2020

<table>
<thead>
<tr>
<th>Year</th>
<th>Event Description</th>
<th>Date</th>
<th>Location</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>Forming and Training Episcopal Regional Teams and Diocesan Leadership</td>
<td>Feb. 14-16, 2015</td>
<td>ENAVE Meeting Train Episcopal Regional Team Chairpersons</td>
<td>Baltimore, MD</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td>Apr. – Aug. 2015</td>
<td>Episcopal Regional Team meeting to reflect on the experience of <em>Encuentro</em></td>
<td>Determined by Anchoring Institution, Lead Bishop and Chairperson</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td>Sept. 22-25, 2015</td>
<td>Meeting of Families from U.S and Latin America</td>
<td>VIII <em>Encuentro</em> Mundial de Familias - Philadelphia</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td>Sept.-Dec. 2015</td>
<td>Episcopal Regional Team introduces the <em>Encuentro</em> Experience to the Diocesan Leadership</td>
<td>Determined by each Episcopal Region</td>
</tr>
<tr>
<td>2016</td>
<td>Forming and Training of Diocesan Teams</td>
<td>Jan. 31, 2016</td>
<td>Selection of Diocesan Team Members is completed</td>
<td>Diocesan Leadership</td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td>Feb 29-Mar. 1</td>
<td>ENAVE &amp; ERAVE Chairs Mtg.</td>
<td>Redlands, CA</td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td>Feb.-May 2016</td>
<td>Introduction to the <em>Encuentro</em> Experience and Formation of Diocesan Teams</td>
<td>Determined by the Diocesan Team</td>
</tr>
<tr>
<td>2016</td>
<td>Forming and Training of Parish and other Ministry Teams</td>
<td>Jun.–Sep., 2016</td>
<td>Diocesan Training on the <em>Encuentro</em> Experience</td>
<td>Determined by the Diocese Team</td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td>Jul. 18-21, 2016</td>
<td>ENAVE &amp; ERAVE Meeting-NCADDHM Annual Conference</td>
<td>St. Louis, MO</td>
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<tr>
<td>2016</td>
<td></td>
<td>Oct. – Nov. 2016</td>
<td>Forming and training Parish and other Ministry teams</td>
<td>Determined by parishes, schools, etc.</td>
</tr>
<tr>
<td>Year</td>
<td>Event</td>
<td>Time Frame</td>
<td>Details</td>
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<tr>
<td>2017</td>
<td>V Encuentro Process</td>
<td>Feb. 2017</td>
<td>ENAVE meeting</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jan. – Jun. 2017</td>
<td>Parish, ecclesial movements, ministries, etc. participate in the V Encuentro Process that leads to a Parish Encuentro</td>
<td>Parish Encuentros</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Oct. 2017</td>
<td>ENAVE MTG</td>
<td>TBD</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sept. – Nov. 2017</td>
<td>Diocesan Encuentros</td>
<td>Determined by arch/diocesan team</td>
</tr>
<tr>
<td>2018</td>
<td>Episcopal Regional Encuentros</td>
<td>Apr. 2018</td>
<td>ENAVE MTG</td>
<td>TBD</td>
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<tr>
<td></td>
<td></td>
<td>Jul. 2018</td>
<td>Core Team &amp; Coordinating Team to execute the event.</td>
<td>Grapevine, TC</td>
</tr>
<tr>
<td></td>
<td></td>
<td>March – June 2018</td>
<td>Episcopal Regional Encuentros</td>
<td>Determined by the Episcopal Region</td>
</tr>
<tr>
<td>2018</td>
<td>National Event</td>
<td>Sept. 20-23, 2018</td>
<td>National V Encuentro</td>
<td>Gaylord Texan Resort &amp; Convention Center, Grapevine, TX</td>
</tr>
</tbody>
</table>
| 2019 | Follow-up to the V Encuentro Process | | | - Evaluate  
- Develop follow-up resources  
- Communicate the outcomes of the V Encuentro and its priorities |
| 2020 | Implementation | | | Implementation of the learnings, recommendations, and best practices at the national, regional, diocesan, and local level |
Proposed Diocesan Team Organizational Structure

The following structure is modeled on the structure utilized at the National and Regional levels. Dioceses can adapt the structure according to their local reality. This Structure is used for the preparation and organization of the Diocesan Encuentro.

1. Diocesan Teams

- Recommended that each team has co-chairs
- The Co-chairs are **NOT** responsible for **DOING** all the tasks
- The Co-chairs are responsible for:
  - Convening/Contacting the team/committee
  - Identifying, assigning, and tracking tasks
  - Reporting status of tasks
- The Team completes tasks in concert with other function areas/committees
- The Team is responsible for completing assigned tasks in a timely manner

2. Teams

A. Process/Program
B. Secretarial
C. Exhibits
D. Liturgy/Prayer
E. Bishops/VIPs
F. Development/Finances
G. Host Parish or Venue
H. Logistics
I. Communications

A. Process/Program Team and Tasks

- **Program Implementation**
  - Convene the process/program planning committee members and coordinate and facilitate their meetings
  - Liaison with Production Company (TBD)
  - Coordinate process during diocesan events
  - Propose budget for approval and monitor their approved budget
  - Collaborate with logistics team regarding space and needs
  - Coordinate contracting of keynotes, musicians, and *animators*.
  - Oversee PowerPoint editing and adaptation for main screens, prayer and worship.

- **Workshop Topics and Speakers**
  - Maintain speaker and session database information as related to speakers
  - Invite and confirm speakers and presenters
  - Manage contracts, follow up, travel, housing, and stipend requests
  - Develop speaker welcome packets
  - Review, revise, and communicate Guidelines for Speakers
  - Provide relevant information for website
Implement the methodology for the Encuentro Process
Oversee the Collation and synthesis of the information from the consultative process

B. Secretarial Team and Tasks

- Communicate information to Diocesan Team
- Produce the minutes/notes from the Diocesan Team meetings
- Keep track of the minutes from all other teams and coordinate information between them
- Coordinate with the Communication Team the sending of information
- Identify and secure needed supplies for meetings and events
- Create evaluation tools
- Help identify volunteer needs and communicate to host Volunteer Committee
- Help identify additional funding needs
- Track items for registration packets
- Review and cross-check registration reports
- Monitor development and printing of badges

C. Exhibits Team and Tasks

- Liaison with service contractor and exhibitors
- Develop floor plan for exhibitors
- Process registrations and collection of fees for exhibitors
- Identify and invite potential exhibitors
- Coordinate with the Development Team to identify the exhibitors/donors that will be offered free exhibitor space.
- Make exhibit booth assignments
- Oversee exhibit set-up and removal
- Create guidelines and monitor exhibitor compliance of the guidelines

D. Liturgical Team and Tasks

- With the Process/Program Team coordinate the development of the liturgies
- Prepare the liturgical materials and worship aids
- Identify liturgical celebrants and coordinate the participation of bishops, priests, and deacons
- Identify liturgical ministers with the local Team
- Create the liturgical environment
- Plan and facilitate the Communion distribution plan
- Propose budget
- Contract Musicians

E. Bishops and VIPs Team and Tasks

- Work with your Diocesan Team to identify areas for bishop VIP’s participation (program and sacramental)
- Develop and send invitation and response form
- Track responses
- Send confirmations of receipt/registration
- Track travel, housing, ground transportation, participation responses, dinner attendance
Work with local volunteers on transportation
Work with F&B team on dinner plans
Help develop orientation and hospitality
Liaison with Bishop and Parish/Venue, as needed

F. Development Team and Tasks
- Identify areas requiring funding, based on a projected budget
- Coordinate all fundraising activities to assure a coherent, respectful approach to potential funders
- Develop plan for acquiring sponsors and donors
- Develop sponsor levels and packages
- Track sponsors and donors to be acknowledged and communicate requirements to appropriate parties
- Identify Diocesan members that best match a potential sponsor/donor for the asking.

G. Host Parish/Venue Team and Tasks
- Help implement program development/process
- Collaborate with Liturgy
- Oversee local volunteer recruitment, training, and deployment
- Safe Environment Requirements
- Manage local process for speakers and musicians
- Act as resource regarding local resources

H. Communications Team and Tasks
- Implement marketing-communication plan
- Share website, social media accounts.
- Work with all areas to develop messaging
- Coordinate social media posts
- Write articles and submit photos from events

I. Logistics Team and Tasks
- Food and Beverage
  - Identifies food and beverage functions
  - Works with provider to select healthy, filling meals that meet budget requirements. Ensures that participants with any food restrictions have meal options.
  - Reviews, signs BEOs (Banquet Event Orders)
  - Tracks meal counts and conveys to provider
  - Negotiates with facility concessionaire regarding prices and options
  - Identifies and negotiates outside F&B options for attendees
  - Helps negotiate/articulate policy regarding outside food in contracted venues
  - Proposes budget for approval

- Security and Safety
  - Select, contract, and liaison with security and first aid providers
  - Facilitate safety meeting with local officials
  - Develop security deployment plan
  - Request and assign volunteers as needed
 réserve
• Coordinate with the Regional Team
• Review and revise registration deadlines, processes, procedures, and policies
• Monitor on-site setup
• Evaluate needs and request on-site volunteers
• Troubleshoot
• Assist members, speakers, artists, guests, staff with registration/credentials

➢ Technology
• Coordinate the technology needs of conference speakers and exhibitors
• Select, liaison and support vendors in providing tech solutions for V Encuentro
• If possible, coordinate live streaming and/or recording of Diocesan events

➢ Accommodations
• Liaison with Hosting Parish
• Manage room block/accommodations
• Maintain hotel/retreat center contracts
• Review and revise hotel meeting room assignments
• Submit rooming lists and communicate hotel/retreat assignments for Hospitality rooms - for Bishops, for speakers, Staff/work room, etc.
• Troubleshoot on-site problems
**Diocesan New Media Encuentro Representatives**

Diocesan New Media *Encuentro* Representatives (DNMER’s) are responsible for covering their diocesan events and ensure the coverage of parish events. Their main role is to publicize and communicating about their diocesan gatherings as well as all events and news related to the V *Encuentro*. They also ensure that diocesan organizations, universities, and lay ecclesial movements participating in the *Encuentro* Process are covered.

DNMER’s report to Regional New Media *Encuentro* Representatives who serve as liaisons with the ENAVE Communications Team. The following chart illustrates the communications structure.

![Communications Structure Diagram](image)

Diocesan New Media *Encuentro* Representative will receive online training from their Regional New Media *Encuentro* Representative in the later half of 2016. DNMER's will receive a training manual with the necessary information to perform their ministry. Please assist your Regional New Media Ecuentro Representative in identifying 1-2 persons to assist with this ministry function in your diocese. A job description and requirements are provided below.
Job Description

• Photograph diocesan events
• Recruit & train, and offer support to Parish NMER’s in your diocese.
• Assist in developing the V Encuentro editorial calendar
• Coordinate coverage of parish events
• Write and collect blog articles and social media posts about your diocesan events or meetings
• Help publicize events, articles, and posts via social media
• Provide ENAVE with event dates and news
• Think of creative ways to publicize the V Encuentro in your diocese and at a national level.

Requirements

• Must be Bilingual- speak, read, and write in Spanish and English
• Maturity and great discernment
• Great communication skills
• Creative or open to new ideas
• Experience with social media- Facebook, Twitter, Instagram, Vine, YouTube, etc.
• Must have regular internet access and an e-mail address
• Access to a laptop or tablet, smartphone (Android, iPhone, etc.)
• Must participate in an online training
• Must participate in annual online meeting
• Must attend their Regional Events
• Must attend the National Encuentro

Diocesan Team Budget Worksheet
Enter your estimated income and expenses to better understand what additional funding you need. If desired, insert new rows to include new income sources or expenses, but do not enter any information in the blue rows. These cells hold the formulas behind the chart. If this number is positive, good work! You’re spending less than you’re earning. If it’s a negative number, you should consider ways to save or reprioritize your expenditures.

### PART 1: INCOME

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<tr>
<td>Parishes within the Diocese</td>
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<tr>
<td>Apostolic Movements and other Ministry Organizations</td>
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<td>Local Businesses</td>
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<td>Other: List other income you’d like to track</td>
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**TOTALS (Automatically Calculated)**

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**TOTALS (Automatically Calculated)**

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### PART 3: RESULTS (Automatically Generated from Parts 1 & 2 Above)

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<td><strong>TOTAL MONTHLY EXPENSE</strong></td>
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<tr>
<td><strong>VARIANCE</strong> (This is how much over, or under, your budget you are.)</td>
<td>(0.00)</td>
<td>$0.00</td>
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</tbody>
</table>
Development – The Ministry of Raising Money

Points to consider in forming the team

Development/Finance Team

- **Talent Search**
  - Seek individuals that understand Christian Stewardship. These people are usually tithers and believe in the opportunity to give as an expression of thanksgiving to God for His generosity to us. The best people are those who give not just of their time but also are committed to monetary tithing.
  - Individuals that believe that they are too poor to give or think that because they are ministers they do not have to give are not the right people.
  - Members of the team must be committed to the Catholic Church, Hispanic Ministry, and absolutely support the *Encuentro* Process as it is being lived today.

- **Skills set required**
  - Ability to speak English and Spanish
  - Understand basic accounting principles
  - Share their skill of the “art of asking” for money or openness to learn through training and practice.
  - Comfortable with “process”; this ministry takes time and patience.
  - Capable of articulating the mission and value of the project both orally and in writing.
  - Willingness to be accountable to both the donor and the recipients of the funds. This requires honest and accurate financial reporting.

- **Number of members**
  - The skills of the members of the team will determine the number of individuals needed.
  - Always include a representative from the Diocesan Development Office since they will be managing and reporting on the funds.

Development TASKS

- **Identify areas requiring funding**
  - This is based on a projected budget that lists all your other sources of income and all your expenditures. (Budget template provided.)
  - Don’t expect one source to cover all your needs.
  - It is important to include the overall budget beyond the Diocesan Team so that they see the scope of the work. This can be provided by the National Development Committee.

- **Coordinate all fundraising activities to ensure a coherent, respectful approach to potential funders**
  - Make sure that no one else is seeking funding for the same project. The national or regional team may be in conversation for funds from the same entity you are considering. Make sure to maintain communication with the ENAVE and ERAVE Development Chair.
  - Always respect the intentions of the donor. You may be seeking a particular amount of money for a specific line item but they might respond with a different amount and for a different line item. Accept the gift, if it is within your capacity and mission to accept it, and thank them. If it is not within your capacity, thank them for the gift and inform them that you will contact the appropriate person for the follow up. Example: If the National Development team is asking
for a gift at the national level and the donor wants to give at the regional level in a particular Episcopal Region, then the information should be shared with the contact person at the Regional level. If you approach someone to give at the Regional level and they want to give at the diocesan level, then you thank them and inform them that you will share the information with the National Development Team.

- **Develop a plan for acquiring sponsors and donors**
  - Know what you need and why.
  - Research your potential donor to understand their mission and interests and level of gift capacity in order to match them to the funding need you are requesting. (Potential gift prospect worksheet provided.)

- **Develop sponsor levels and packages**
  - It is always good to have a gift options portfolio. This is giving the donor options to choose from. This also requires you to be prepared to think about how they will benefit by providing you with funding. It must be a win-win situation.
  - Track sponsors and donors to be acknowledged and communicate requirements to appropriate parties. Think of them as your friends; communicate with them to develop a public/business relationship. Thank you letters, Christmas cards, newsletters that share with them about the activities is essential.

- **Identify Episcopal Regional team members that best match a potential sponsor/donor for the asking.**
  - Know that funders give to people with a cause. It is all about the relationship.
  - Discern who in your Diocesan Team is the best person to ask for funding- your Bishop, the Development office, another team member or yourself.
  - Don’t forget the “influencers”, those that already have a relationship with them and can influence their giving.

**Four C’s of Development:**

- **Communication** – Seek opportunities to greet them in person, write letters or notes, give them information about what you are doing. This is important regardless of whether they donate funds or not. It’s all about the relationship. Their “no” now, might be another way of them saying -“now” is not the right time.

- **Cultivation** – from the ground up; match “dream” with the “dream-maker”; visit with them; take them to dinner; set the stage for the asking

- **Calling** – when necessary schedule a meeting to visit with them face to face. Ask someone other than the person doing the “asking” to make the appointment. If you are doing the “ask” and you call to make the appointment they will try to discuss business over the phone. It is much easier to say no to someone on the phone than in person.

- **Commitment** – when doing the asking, let them respond before continue speaking. Ask for the funding and give them time to decide. Sometimes it takes time for them to process in their mind silently before they can give you a response. “Ask and be quiet.” Let them break the silence.
**Gift Planning Worksheet**

**Prospect:** (Name the Institution, Organization or Individual)

**Contact Person and Title:** Contact Information:

**Relationship with ENAVE or Diocesan Team or Hispanic Ministry:** (How are they connected now?)

**Description of Relationship:** (How are they a good match with ENAVE/DT/HM as a donor?)

**Project Description/Detailed "Gift Option" for Investment**

**Reasons Why Prospect Would Invest in this Particular Project**

**Influencers:**

---

*For use only by Development Team:*

**Calling Team:**

**Calling Team Tasks**

**Follow-Up Procedures**
<table>
<thead>
<tr>
<th>Date</th>
<th>Name of Event or Grant Purpose</th>
</tr>
</thead>
</table>

**Organization/Diocese**

*Name of Person Completing the Report*

Address
Phone Number
E-mail address
Financial Report & Evaluation
Name of Foundation that awarded Grant

OVERVIEW

On behalf of organization, thank you for your generous grant of $amount towards our name of event or grant usage. Our event was held on date at location and drew in amount participants. Give a brief introduction of the event. Attached is the Registration Brochure for our event. The following charts offer an overview of our participants.

![Age of Participants Chart](chart1)

![Ethnicity Chart](chart2)
Our largest percentage of participants ranged from age (26-65) years of age. (Number) percent of our participants did not indicate their age range. More than (number) percent of our participants were of Hispanic/Latino ethnic background compared to the estimated diocesan Catholic population of which percentage% are Hispanic/Latino. *(You will need to edit the charts to match your data.)*

**Language Preference**

(Number) percent of our participants were fluent in English, while (number)% were fluent in Spanish. (Number) percent prefer Spanish, 13% were comfortable with both languages and 29% prefer English. It is interesting to note that (number)% of Hispanic/Latinos present were not fluent in Spanish. One of our hopes was to expand the notion that Hispanic/Latino Ministry only serves Spanish-speaking Catholics. *(Include one sentence on the work needed to reach out to English-speaking Hispanic/Latinos.)* The chart of Ministries on the next page indicates their primary ministry. Many are involved in many ministries. *(You will need to edit the charts to match your data.)*
EVALUATION

Staffing

Provide a description highlighting the staffing of paid staff, interns, and volunteers and what their responsibilities entailed. Highlight if any received payment through the grant.

Replace photos with images from event or how the grant was used.
Quotes

“Insert a quote from a participant or person who benefitted from the grant.”

Name of Person

“Insert a quote from a participant or person who benefitted from the grant.”

Name of Person

In a paragraph describe who benefited from the grant. Give specific examples (create a story).

Include a paragraph describing the atmosphere or result of the event. How did participants respond? What was the mood?
Grant Results- include a paragraph on the impact/results of the event/grant on your diocese and what future work still needs to be accomplished. Include links to your organization’s blog or YouTube channel that highlight the work that was done because of the grant funds.

FINANCIAL REPORT

Below you will find the charts of revenue and expenses for our event/grant project. Grant funds were applied towards (include how funds were applied). Remaining expenses were drawn from (insert other sources of funding).

REVENUE

<table>
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<tr>
<td><strong>Revenue Sources</strong></td>
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<tr>
<td>Donations</td>
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<tr>
<td>Name of Foundation who awarded grant</td>
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<tr>
<td>Sponsorships</td>
<td>$</td>
</tr>
<tr>
<td>Resource Sales</td>
<td>$</td>
</tr>
<tr>
<td>Fees</td>
<td>$</td>
</tr>
<tr>
<td>Name of Ministry/Organization’s Budget</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td>$</td>
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EXPENSES

<table>
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<th>Item</th>
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</thead>
<tbody>
<tr>
<td><strong>Expenses</strong></td>
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</tr>
<tr>
<td>Professional Services</td>
<td>$</td>
</tr>
<tr>
<td>Speaker Stipends</td>
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</tr>
<tr>
<td>Coordinator Fees</td>
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</tr>
<tr>
<td>Interns</td>
<td>$</td>
</tr>
<tr>
<td>Facility Rental</td>
<td>$</td>
</tr>
<tr>
<td>Equipment Rental</td>
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</tr>
<tr>
<td>Food</td>
<td>$</td>
</tr>
<tr>
<td>Travel For Speakers/Staff</td>
<td>$</td>
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<tr>
<td>Office Supplies</td>
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<td>Phone</td>
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<tr>
<td>Resources</td>
<td>$</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$</td>
</tr>
</tbody>
</table>

(Make sure to edit the spreadsheet to fit your budget by adding or deleting rows and changing item names.)

Attach brochures, flyers, newspaper clippings about your event or grant usage with your report.
CALLED AND SENT TO ENCUENTRO

A Pastoral Theological Vision for the V Encuentro Process *

Listening to God’s Call

1. The God of Life, who by the power of the Holy Spirit conquered death, sin, and darkness through the resurrection of Jesus Christ, our Lord, calls Hispanic Catholics in the United States with a renewed impetus to be pueblo de Dios en marcha. In God who is Three in One we believe. To God who is origin and wellspring of our existence we give our praise. In God who walks with us in the confines of history we place our trust and our hope as we enter into this process leading to the V Encuentro Nacional Hispano/Latino de Pastoral, truly a moment of grace.

2. God rejoices in the beauty of the created order. God finds delight in the people from all cultures who live according to the truth, particularly the truth of the Gospel, and love with charitas: God’s divine love. The United States of America is our share of creation. This is our land, our nation. This is where we find ourselves walking side by side with millions of people who believe that life is about opportunity, people who strive every day to build a better world. This is where we find ourselves walking together with God who not only called us into being, but also promised to accompany us along the journey. Here we live. Most of us were born in this nation; many others were reborn as migrants. In a land that promises new beginnings we find ourselves participating in a never-ending process of rebirthing… recreating… reinventing… renewing.

3. Our experiencia cotidiana as Christian disciples living in the United States is often complex, busy, noisy, tense. Much is negotiated at any given moment. Many realities change so fast around us that we barely have time to remember what was and contemplate what is. Notwithstanding we have the responsibility to imagine a shared future. Communities, large and small, change. Priorities change. Political dynamics, global and local, change. How we enter in relationship with God changes as well as how we practice our faith. We change. Yet in the midst of the drumming that engulfs life with its many changes, God invites us today to pause for a moment and ponder about who we are as women and men called to Encuentro, here and now.

We Are Hispanic…

4. Hispanic, Latino/a, Latin@, indígena, Hispanic-American… Yes, all of the above. We are all these and many more. Our people are Brown, Black, White, Mestizo, Mulato… When exercising our democratic responsibilities, we vote all across the political spectrum… We are professionals, business people, educators, artists, service workers, campesinos… Many among us trace our lineage to families who have lived in the United States for centuries, even to ancestors who lived in the land before the country knew itself as a nation. Others more recently crossed borders, flew in, and sailed boats from Latin America and the Caribbean with the hope of finding better opportunities for them and their families. Though millions among our people are immigrants who have made this country their permanent home in recent decades, we are not just an immigrant community. The vast majority, nearly two thirds of nuestro pueblo were born in the United States. We are Hispanic, Latino/a, Latin@, indígenas, and… American, that is to say: estadounidenses. This is our country. We are the United States along with many others who day by day work hard and long to build a better nation. We believe in dreams that inspire us as a people. We dream...
about building strong families in which parents, children, spouses, grandparents, uncles and aunts, cousins, comadres and compadres, and the many other relatives and friends who are part of our lives are always welcomed. We dream about the best education and opportunities for our children so they can live their lives to the fullest. We dream that the honor that derives from affirming the dignity of our human condition, an honor that has been denied to many of us, particularly our women and our children in the countries that many of us have left, and even in this land, is fully restored as we build a new society. We dream that our lives be filled with joy and peace as we trust in the Lord.

5. Poverty, low educational attainment, brokenness in our families, large numbers of our sisters and brothers in prisons and detention centers, the hardships that are part of the immigrant experience, among other trials, negatively affect the lives of millions of our Hispanic sisters and brothers, especially the young, in our barrios and homes. Racism and classism are persistent social biases that some in this society, our society, inflict again and again upon us as a pueblo because of the consistent failure to understand who we are and what we contribute to Church and society. When one of us suffers because of those biases, we all suffer, the Church suffers, the country suffers. Yet, we still dream.

6. Our shared history is like a colorful tapestry weaved during five centuries, a tapestry made of multiple narratives that are part of one common memory: nuestra memoria histórica. Many of these great narratives evoke moments that have brought hope and the promise of new beginnings. Others remind us of the clashes that have caused pain and despair. It is in the walking together through history, motivated by the passions that drive us every day, mindful of the joys and hopes, the grief and anguish of our people, that a new identity is being forged. Not an identity that does away with differences, diversity of cultures, national origins, accents, and memories —because without these we would not be who we are today—but an identity that has the power to hold unity and plurality in dynamic tension. Many ask when is it that the process of forging such identity will finally be completed. Are we there yet? All we can say is that we are still being born. For centuries we have been becoming something new; we are not done. We are becoming something new and so are the people with whom we live, our neighborhoods, the towns and cities where we are presente, the larger society, the Church...

We Are Hispanic Catholics...

7. At the heart of the always evolving U.S. Hispanic identity, in all its variations and manifestations, remains a spiritual constant: Christianity, particularly mediated by Catholicism. The majority of Hispanics in the United States self-identify as Catholic (about 58 percent). The Catholic experience has served perhaps as the most widely shared quality among Hispanic and Latin American peoples in the continent. Rooted in the experience of Iberian Catholicism, the Church throughout our history in the United States, the Caribbean, and in the rest of the continent has been a major force shaping culture, education, the arts, and social life. Hispanics are heirs of this tradition and we carry it in what many have come to recognize as a form of cultural Catholicism.

8. The Hispanic Catholic experience is a treasure that permeates the life of the Church in the United States and the larger society in many ways. For decades, theologians and pastoral leaders in this country, the Caribbean, and Latin America have recognized the immense power of popular Catholicism as a vehicle not only to celebrate and interpret the faith, but also to pass on that faith from one generation to the next. Marian devotions, especially the love for Our Lady of Guadalupe, have a special place in the U.S. Hispanic Catholic imagination. Liturgical life remains important for Hispanic Catholics. Parishes where
Hispanics are present have a higher number of faithful attending Mass and the number of children baptized in these communities is higher than in the rest of parishes in the country. Of course, the record is not perfect and much more needs to be done at the pastoral level to help the many Hispanic Catholics who sporadically or never come to Church to appreciate more the richness of its liturgical experience. But there is a sense of the sacred, what theologians call a sacramental imagination, deeply ingrained in Hispanic cultures, much of it nurtured by the centuries-long relationship with Catholicism. In recent decades the emergence of the apostolic movements (e.g., the Catholic Charismatic Renewal, Cursillo) has inspired waves of spiritual revitalization among U.S. Hispanic Catholics. All these experiences point to what has been identified as mística, that lens through which Hispanic Catholics see and understand the world as a place where it is always possible to have an encounter with the divine.

9. For Hispanic Catholics, the experience of Encuentro is an opportunity to retrieve the cultural, spiritual, and ecclesial roots of our shared identity. In Latin America and the Caribbean, the spirit of Encuentro has, without a doubt, shaped the pastoral theological reflection of CELAM (Conferencia Episcopal Latinoamericana) for more than half a century. The meetings in Medellín (1968), Puebla (1979), Santo Domingo (1992), and most recently in Aparecida (2007) can be considered Encuentro milestones. At these meetings pastoral leaders and theologians from around the continent came together (se encontraron) to reflect on how God’s Reign was being experienced by el pueblo, the people. Those experiences of Encuentro in Latin America have inspired some of the most exciting processes of pastoral planning, parish renewal, and missionary activity in our recent history. Many of the 20 million immigrants from Latin America and the Caribbean now living in the United States have been formed and transformed by those dynamics: catechists, teachers, lay pastoral agents, vowed religious, clergy, and countless people in the pews. As we enter the process leading toward the V Encuentro, their experiences and memories should be a great source of inspiration.

We Are Hispanic Catholics in the United States...

10. At the time of the Second Vatican Council (1962-1965), Hispanics constituted less than 10 percent of the Catholic population in the United States. In a Church that was mostly Euro-American, Hispanic Catholics were clearly a minority. This is how we had been perceived for quite long. As a minority, the history of Hispanics had been influenced by the ups and downs of the racial, social, and even religious tensions that dominated major conversations in the larger society. But much has changed in only half a century. Today Hispanics constitute more than 40 percent of all Catholics in the country. More than half of Catholics under the age of twenty-five are Hispanic. Seventy-one percent of the growth of Catholicism in the country since the 1960s is the result of the Hispanic presence. It is practically impossible in our day to speak about the present and future of Catholicism in the United States without looking closely at the Hispanic Catholic experience. Has the Church in the United States come to terms with the process of hispanization that is currently redefining its identity? Are Hispanic Catholics aware of the role we now play and the commitments we must assume in the context of the new phase in the U.S. Catholic experience? The V Encuentro Process is the perfect opportunity to reflect upon these two questions.

11. This is not the first time we enter into a process of Encuentro. Prior to the present V Encuentro Process Hispanic Catholics have been part of several other Encuentros Nacionales Hispanos de Pastoral: 1972, 1977, 1985, and 2000. In 2007 took place the First National Encounter for Hispanic Youth and Young Adult Ministry. The Encuentros have been instances of communal reflection where pastoral leaders
involved in Hispanic ministry came together through a series of processes and gatherings at various levels to address how the Church in the United States is best meeting the pastoral and spiritual needs of Hispanic Catholics. The *Encuentros* quickly proved to be prophetic moments. But perhaps their most important contribution has been the development of a shared consciousness among U.S. Hispanic Catholics. The first three *Encuentros* focused explicitly on the Hispanic Catholic experience. In doing so, they named the strengths and weaknesses in the Church’s response to the growing Hispanic presence. The Third *Encuentro* (1985) was preceded by a two-year (1983-1985) process of consultation at multiple levels involving hundreds of thousands of Hispanic Catholics. The Third *Encuentro* also inspired the development of the 1987 National Pastoral Plan for Hispanic Ministry, approved by the bishops of the United States for all Catholics in the country. The Plan’s general objective continues to inspire major initiatives and conversations about Hispanic ministry nationwide:

TO LIVE AND PROMOTE...
by means of a *Pastoral de Conjunto*

a MODEL OF CHURCH that is:

- communitarian, evangelizing, and missionary,
- incarnate in the reality of the Hispanic people and
- open to the diversity of cultures,
- a promoter and example of justice...

that develops leadership through integral education...

THAT IS LEAVEN FOR THE KINGDOM OF GOD IN SOCIETY.

12. *Encuentro 2000* (considered the Fourth *Encuentro*) raised awareness about the gift of diversity in the Church. It was not focused exclusively on Hispanic ministry, yet it was an opportunity for Hispanics to share the experience and methodology of *Encuentro* with other Catholics in the country. The First National Encounter for Hispanic Youth and Young Adult Ministry not only reminded us that Hispanic Catholic youth must remain a central focus in the Church’s evangelizing mission in the United States (about six in ten Catholics under the age of eighteen in the country are Hispanic), but also demonstrated the capacity and potential for leadership of U.S. young Hispanic Catholics.

13. Today 55 million Hispanics, 17 percent of the entire U.S. population, constitute a major force in our society. Hispanics are present in every state, every major urban center throughout the country. Hardly a group to be ignored! Nearly 30 million of us self-identify as Catholics. There are more Hispanic Catholics in the United States than in most individual countries in Latin America. This is without a doubt a different moment in our shared history. Our reflection at this time is not merely about how the larger ecclesial community can serve a small group of people who share common languages and cultures. It is about embracing the fact that Catholicism in United States is being —and will continue to be— deeply redefined by the Hispanic Catholic experience in dialogue with the many other Catholic experiences that are part of the culturally diverse matrix in which we hear and answer God’s calling to *Encuentro*. We Are

**Hispanic Catholics in the United States in the 21st Century...**

14. As we move forward as a Church well into the second decade of the still young twenty-first century, Hispanic Catholics insist that our challenges, questions, and hopes are those of the Church in the U.S. — and vice versa. Every historical moment brings its own challenges. And every challenge is in itself a new opportunity. At the dawn of this century our society experienced the horrors of terrorism and large-scale violence. These events profoundly changed our perception about the kind of world in which we live
today. A new wave of socio-political crises in Latin America threatens the wellbeing of many, especially women and the young, leaving them no other alternative than to flee their homelands. Many look “North” as an option as did millions throughout the twentieth century. The recent economic downturn underscored the vulnerability of the institutions in which we have come to rely almost blindly. A growing anti-immigrant sentiment, particularly during times of political elections, reveals worrisome xenophobic attitudes in our society that need to be seriously addressed. This seems to be a time when turning to God and religious institutions for guidance and wisdom is more urgent than ever, yet our society collectively is moving in a different direction: secularism. About 1 in 5 people in the United States self-identifies as non-religiously affiliated or “nones”. Hispanics are not the exception.

15. These are precisely the conversations where Hispanic Catholics can lead with our voices, witness, and leadership. These are our realities as well. This is our time to be a prophetic voice! Our children and grandchildren are growing up in this context. The response to these dynamics is what in many ways will determine the vibrancy and relevance of our parishes, dioceses, organizations, and institutions. In order to respond to the challenges of our day, we stand before a unique opportunity to draw from the best of our Catholic tradition as well as from the richness of our cultural and historical experiences. We Are Hispanic Catholics in the United States in the twenty-first century who accept God’s call to Encuentro and stand ready to make preferential options. We continue to embrace the preferential option for the poor that has characterized the Church in Latin America and the Caribbean as well as Hispanic ministry in the United States during the last half a century. We know the effects of poverty first hand because millions of our people suffer due to the conditions created by this social ill. Many struggle for jobs to support their families while others receive unreasonably low wages for their hard work. For many, promotion in the workplace is a chimera while they see their coworkers who work as hard and have similar qualifications achieve higher levels of success. Lack of access to quality education and education that effectively moves our young up the social scale, particularly in urban settings, practically condemn many of our people to live in poverty for the rest of their lives. Disproportionate rates of imprisonment in comparison to the rest of the population, the proliferation of detention centers to confine immigrants largely from Latin America, including mothers and children, and a large number of Hispanics paying long sentences in regular prison systems add an extra burden on the shoulders of families that seek a better chance in life, especially for their young. These are our people and these are our struggles. With them elevate our voices to the God of Life who hears the cry of the poor (Cf. Psalm 34:7; 69:34; Job 34:28).

16. We also renew the preferential option for our Hispanic youth. The majority of U.S. Catholics under the age of 30 are Hispanic, most of them born in this country. There is plenty of evidence that our ministerial structures, including parish youth and young adult ministerial programs, Catholic schools, and Catholic colleges, are not doing enough to serve them well. If we do not invest in Hispanic youth now, what kind of Church do we expect to have in ten or twenty years? Investment in Hispanic youth today is nonnegotiable.

17. As we enter the process of the V Encuentro, we must make a preferential option for the family, more specifically the Hispanic family. Hispanic Catholics in general have a strong sense of family life and value the importance of this social unit. The openness to life in Hispanic families, expressed particularly in the number of children at home, serves as a countercultural sign to what some have identified the “culture of death” in our society. Hispanic families, rooted in the conviction that individual identity is primarily shaped in the context of the home, remain by and large paradigmatic in terms of sharing traditional
values about culture, faith, and mores. These strengths are to be cultivated in our ministry and shared with others as much as possible as Hispanics continue to grow roots in this society. However, it is easy to confuse “a strong sense of family” with an idealized view of the Hispanic family. Hispanic families also struggle significantly. Yes, there is brokenness in our families. There is pain when our families are divided because of migratory policies that are taking too long to be revised. There is grief when marriages in our communities fail. There is hardship when our families must permanently deal with poverty and marginalization. There is frustration among our parents when they dream about the best education for their children and know that millions of their little ones go to failing schools that put their future at risk. There is reason to be concerned when realities like machismo, domestic violence, and other forms of abuse at home directly affect the lives of many in our families, particularly women and children, yet are often met with a deafening silence by leaders in our faith communities. There is confusion when our own ministerial structures, including current efforts in Hispanic ministry, invest little or nothing in pastoral familiar. If we do not invest in Hispanic families now, what kind of Church do we expect to have in ten or twenty years? Investment in the Hispanic family today is nonnegotiable.

**Sent by God as Missionary Disciples...**

18. As the Church throughout the world continues to embrace the call to the New Evangelization, Hispanic Catholics do so in our day in a spirit of Encuentro. Blessed Paul VI reminded us that the Church exists to evangelize (*Evangelii Nuntiandi*, 14). Hispanic ministry in the United States only makes sense if its ultimate goal is to announce the Good News of Jesus Christ. As Hispanic Catholics and those walking with us in a mutual spirit of accompaniment, we have heard the voice of the God of Life who calls us to discipleship. We follow in the footsteps of the Lord Jesus, the Risen One who makes all things new. We open our hearts to the guidance of the Holy Spirit for our discipleship to be authentic and life-giving. Hispanic ministry in the United States is the Church’s commitment to bringing the Good News of Jesus Christ with new ardor, new methods, and new expressions to all Hispanic women and men living in this land, those who walk with us in our communities, and those with whom we are Church amidst the cultural diversity that shapes our communal identity.

19. Christian discipleship is about following Jesus, the Teacher. Yet the act of following must be preceded by a moment of listening and contemplation. At the feet of the Lord Jesus, like the first disciples, we listen to his words and our hearts are filled with the joy of the Gospel (*Francis, Evangelii Gaudium*, 1). We contemplate the truth that makes us free. We humbly allow the Lord to love us with the sacrificial love of the one who lays his life down for his friends. The *Encuentro* with the Lord through his Word in the Scriptures, his sacraments, and our neighbors, especially those most vulnerable (*Cf. Mt 25:31-46*), empowers us to say with the author of the First Letter of John: “what we have seen and heard, we proclaim now to you, so that you too may have fellowship with us” (*1 John* 1:3a).

20. The proclamation of the Good News inherently implies a movement outward. If we have seen it, heard it, and contemplated it, we know how worthy it is! Then we must share it. Authentic discipleship and the Church’s missionary impetus go hand in hand. As the pastoral leaders from across the continent recently gathered in Aparecida, Brazil in 2007 concluded, this is the time to embrace our identity as missionary disciples. The calling to missionary discipleship clearly resonates with the pastoral experience of U.S. Hispanic Catholics. For decades we have been in close dialogue with theological and pastoral movements from Latin America. Many of those movements have profoundly influenced our own reflection as is the case of the earlier *Encuentros Nacionales Hispanos de Pastoral*. The 1997 synod that led to the
landmark document Ecclesia in America modeled how the conversation could continue. Much energy is being generated in the Latin American ecclesial context inspired by Aparecida, the commitment to a Continental Mission, and without a doubt the witness of Pope Francis, the first Latin American Pope in history. This is truly a kairos moment for U.S. Hispanic, Latin American, and Caribbean Catholics, a time to embrace the calling to be missionary disciples.

21. This is an opportunity to be missionary to all our sisters and brothers, Hispanic and non-Hispanic, in the United States. As U.S. Hispanic Catholics, we enter this moment rooted in our own reality, yet mindful of the need to develop a wider awareness of the experiences beyond our own boundaries and most immediate perspectives.

**To Experience the Fullness of God's Love through Encuentro!**

22. Catholicism in the United States in the twenty-first century will be profoundly defined by whether and how we build communities of Encuentro and embrace. It is in these communities where everyone, Hispanic and non-Hispanic, should find ourselves at home and experience the fullness of God’s love. This is a time when Catholic parishes, dioceses, organizations, and institutions are to renew their commitment to identity and mission by becoming spaces where all Catholics are welcomed with their gifts, questions, and hopes. To build such communities it is necessary to develop a pastoral de conjunto that builds on the best practices that have given life to many communities to this day. This pastoral de conjunto also requires the incorporation of the wisdom that new pastoral leaders, young and old, immigrant and U.S.-born, Hispanic and non-Hispanic, bring to our communities.

23. Pope Francis often refers to the idea of fostering a cultura de encuentro (a culture of encounter). A culture of encounter brings people together mirroring the Encuentro between God and humanity, particularly through Jesus Christ. Such an encounter is always life-giving and transforming. It is an encounter that affirms the best of who we are as people created and loved by God. A culture of encounter is predicated upon the conviction that forgiveness and reconciliation are possible. It is a culture that speaks the truth with clarity, although with kindness and mercy. A culture of encounter mediates differences, brings together those who are alienated from each other, heals conflicts, and opens us up to the beauty of the mystery of being together with one another. Yes, we are in this as a pueblo. We are the Church, el Pueblo de Dios.

24. As we enter into the process leading to the V Encuentro Nacional Hispano de Pastoral, Hispanic pastoral leaders and those who accompany us on the journey of building strong communities of faith are invited to foster una cultura de encuentro that makes it possible for all to experience the fullness of God’s Reign. May the God of Life, who by the power of the Holy Spirit calls us to follow our Lord Jesus Christ as missionary disciples and accompany one another on this journey of fashioning the U.S. Catholic experience in the twenty-first century, grant us the wisdom to remain faithful to our vocation.

* This theological reflection was authored and first publically delivered by Dr. Hosffman Ospino on October 30, 2014 in San Antonio, TX on behalf of ENAVE (Equipo Nacional de Acompañamiento del V Encuentro).
1 Gray, Ph.D., Mark M., *Catholic Schools in the United States in the 21st Century: Importance in Church Life, Challenges, and Opportunities*, Center for Applied Research in the Apostolate, Georgetown University; Washington DC, June 2014