

# Regional Strategies

## Ministerial Area #1: Evangelization and Mission

Strategy # 1: As a follow-up to the Meeting, organize ongoing processes to equip and motivate Catholics to meet the needy in the peripheries as missionary disciples, with orientations and practices to initiate contact with people not well known.

Strategy # 2: Develop criteria and processes to help dioceses and parishes identify the existential peripheries in the community and make a plan to reach them with visits, invitations and greater diffusion of services in Spanish and English.

Strategy # 3: At the regional level, prepare a workshop on the principles of hospitality, welcome and witness of life, with practical examples of how to integrate them into every pastoral ministry.

Strategy # 4: Develop a regional guide to strengthen communication in the dioceses about existing programs and encourage greater participation in them.

Strategy # 5: Prioritize in the Region the training of pastoral leaders at the local level to listen and recognize the needs of the Latino community without judging -the art of accompaniment- and develop a plan to respond.

Strategy # 6: Coordinate with neighboring dioceses to improve media and information processes regarding bilingual social services and places where these services are offered in addition to Catholic Charities.

Strategy # 7: Review the availability of direct services (clothing distribution, gas cards, food bank, etc.) in the poor areas of the Region and identify possibilities for new aid centers.

Strategy # 8: Promote in the Region the training of lay leaders to visit the sick and elderly in their homes or in hospitals.

Strategy # 9: Collect, evaluate and share in the Region the successful evangelization practices that focus on meeting the remote and inactive Hispanic Catholics.

Strategy # 10: Develop and disseminate criteria and guidelines to create a culture of reception and security in the communities so that people are encouraged to participate more and invite others.

Strategy # 11: In collaboration with CRS or other Catholic mission organizations, establish an initiative to involve the Latino / Hispanic community in each diocese in the global mission of the Church, and share the fruits of experience in the communities.

## Ministerial Area #2: Faith Formation and Catechesis

Strategy # 1: Identify and promote the best resources, conferences and retreats for faith formation of key adult leaders in dioceses and parishes, making adaptations or translations if necessary.

Strategy # 2: Develop a directory / guide of programs and resources for the spiritual formation of the parishioners in different ages or stages of life and in both languages: children, adolescents, youth, adults, etc.

Strategy # 3: Promote in the Region the development of resources, ideas, and training for successful practices that prepare and involve parents in the catechetical formation of their children and adolescents.

Strategy # 4: Strengthen the RCIA process in the Hispanic communities of the Region by preparing catechists and identifying catechetical materials that help deepen the growth and participation of catechumens in the life of the local church.

Strategy # 5: Identify and promote resources, programs and processes of spiritual formation for the Hispanic community in the Region: spiritual direction, classes and retreats of spirituality and prayer, Bible study groups, etc.

Strategy # 6: Start an initiative throughout the Region to invite, train and activate Hispanic spiritual directors in all the Latin communities of our dioceses.

Strategy # 7: Collaborate with neighboring dioceses to identify, promote and implement new forms of catechesis: weekly or monthly catechesis and evangelization for the entire community, Bible and prayer workshops, youth groups, marriage support and family communication ... and more .

Strategy # 8: Form a regional committee to elaborate and disseminate criteria for the evaluation of catechetical resources in order to increase the use of striking materials for children, adolescents and youth.

Strategy # 9: Develop and take to the dioceses of the Region a series of workshops for catechists on the integration of Catholic apologetics topics in catechesis and sacramental preparation.

Strategy # 10: Prioritize in the Region the integration of a good catechesis on the sacrament of marriage in all processes of formation in the faith: infant catechesis; preparation for courtship in the pastoral with adolescents and young people; I work with the couple and new couples; and I work with marriages and free union partners.

### **Ministerial Area #3: Leadership Development and Pastoral Formation**

Strategy # 1: Identify and promote in the dioceses of the Region effective models of pastoral de conjunto based on an ecclesiology of communion, which work well in this country, especially in culturally diverse communities.

Strategy # 2: Develop and implement a regional plan for ongoing formation and support for priests and other ecclesial ministers in Hispanic / Latino ministry, both Hispanics and non-Hispanics, to increase their linguistic and cultural capacity.

Strategy # 3: Prioritize in all the pastoral formation programs of the Region to teach how to give opportunities to others and not be an impediment, if not a facilitator, for the emergence of new leaders.

Strategy # 4: Organize and implement in the Region a wide range of pastoral training workshops for parish and diocesan leaders and motivate them to put into practice what they have learned (eg, Formation for Christian Ministry in the Archdiocese of Galveston-Houston) ).

Strategy # 5: Eliminate borders in pastoral training programs: identify and promote the use of the best bilingual training resources and translate and adapt retreats, conferences, classes, etc. so they are available in different languages.

Strategy # 6: Collaborate with neighboring dioceses to ensure that in every diocese of the Region there are formation programs for the diaconate in Spanish.

Strategy # 7: Undertake a Regional initiative to guarantee access to theological, methodological and spiritual formation in all the geographic areas of the dioceses and follow up on the participation of catechists and other leaders in the Hispanic ministry.

Strategy # 8: Promote in all dioceses of the Region the theological and pastoral certification of lay parish leaders, both in Spanish and English, with a focus on liturgy, communication and evangelization.

Strategy # 9: Organize a campaign throughout the Region to identify and invite new leaders at the parish and diocesan levels, especially among young people, and train them to carry out different

pastoral positions.

Strategy # 10: Identify and promote resources online and accessible to all for the training of young leaders and youth ministers according to their linguistic and cultural needs.

Strategy # 11: Establish in all dioceses of the Region a network of priests in the Hispanic ministry where parents can help each other, collaborate with one another and mentor priests new to the ministry.

Strategy # 12: That the history and principles of Hispanic ministry, as well as the study of the Hispanic language and cultures, are part of the formation program required for seminarians and the ongoing formation of priests.

## Ministerial Area #4: Youth Ministry

Strategy # 1: Organize in the Region training spaces for young leaders and youth ministers to find answers to their personal and spiritual needs, and prepare them to accompany Hispanic adolescents, from their different realities, in the spirit of missionary disciples, with a plan pastoral well structured in response to local reality.

Strategy # 2: Campaign in the Region to raise awareness among parish priests and youth ministers about the importance of inviting adults who can serve as models and mentors for Hispanic adolescents - who know the culture, traditions and differences between generations - to serve you better.

Strategy # 3: Promote the participation and leadership of Hispanic adolescents intentionally in all pastoral with adolescents to encourage more ecclesial vocations and to form a generation of missionary disciples.

Strategy # 4: Establish a regional communication network for pastoral leaders with adolescents so that they can share best practices in Hispanic youth ministry and pastoral care with adolescents, as well as find information and resources on the same.

Strategy # 5: Promote with parish priests and youth ministers to open spaces where adolescents' voices are heard without judging them and are allowed to be part of decision-making and leadership, both in the pastoral with adolescents and in the parish in general.

Strategy # 6: Create a summer regional training program to equip Hispanic adolescent leaders to carry out their evangelizing mission to their generation through pastoral programs with adolescents and / or Hispanic youth ministry.

Strategy # 7: Develop and implement training workshops in the Region on the evangelization of adolescents for the good use of social media.

Strategy # 8: Campaign in the Region to raise awareness among parish priests and youth ministers on the importance of integrating workshops for immigrant parents in all pastoral workshops with adolescents to help them propose and motivate their children to pursue university studies and how find scholarships and financial aid for the same.

Strategy # 9: Develop a regional plan to raise awareness among parish priests and youth ministers on the importance of creating Hispanic youth groups in all parishes to provide spaces for human and religious development and to encourage vocations.

Strategy # 10: Create a spiritual retreat and / or workshops to activate the gifts and motivate at-risk teens to overcome the challenges in their lives and walk with Jesus, giving life testimony to their companions as missionary disciples.

Strategy # 11: Organize and implement workshops in the Region for youth ministers on ways to

foster a vocational culture from pastoral ministry with adolescents, with materials also addressed to parents.

Strategy # 12: Promote in the Region the creation of a Hispanic youth pastoral office in dioceses where there is none, and collaboration among the dioceses to have meetings of Hispanic adolescents in the dioceses and at the regional level.

## **Ministerial Area #5: Young Adult Ministry and Pastoral Juvenil**

Strategy # 1: Organize in the Region training spaces for young leaders to find answers to their personal and spiritual needs, and prepare them to accompany other young Hispanics, from their different realities, in the spirit of missionary disciples, with a well structured pastoral plan in response to local reality.

Strategy # 2: Promote models of youth ministry where the leadership of Hispanic youth is fostered to encourage ecclesial vocations and to form a generation of missionary disciples.

Strategy # 3: Establish a regional communication network for leaders in Hispanic youth ministry and pastoral care with adolescents so that they can share best practices, as well as find information and resources about the same ministries.

Strategy # 4: Promote with the parish priests that they open spaces where the voice of young people is heard without judging them and they are allowed to be part of decision-making and leadership, both in youth ministry and in the parish in general.

Strategy # 5: Create a summer regional formation program to equip young Hispanic leaders to carry out their evangelizing mission to their generation through pastoral programs with adolescents and / or Hispanic youth ministry.

Strategy # 6: Develop and implement training workshops in the Region on the evangelization of and by young people with the proper use of social media.

Strategy # 7: Develop a regional plan to raise awareness among parish priests and youth ministers on the importance of creating groups of young Hispanic adults in all parishes to provide spaces for human and religious development, integrate immigrant youth into parish life, and encourage vocations.

Strategy # 8: Create a spiritual retreat and / or workshops to activate the gifts and motivate at-risk youth to overcome the challenges in their lives and walk with Jesus, giving testimony of life to their companions as missionary disciples.

Strategy # 9: Promote in the Region the creation of a Hispanic youth pastoral office in the dioceses where there is none, and collaboration among the dioceses so that there may be meetings of Hispanic youth in the dioceses and at the regional level.

Strategy # 10: Campaign in the Region to motivate active young adults to serve as leaders and mentors in pastoral ministry with adolescents and to train well to carry out this ministry effectively.

Strategy # 11: Prioritize in the Region the integration of a good catechesis on the sacrament of marriage in all groups of young people: preparation for courtship, theology of the human body, work with the couple and new couples, and accompaniment of couples free Union.

## **Ministerial Area #6: Stewardship and Development**

Strategy # 1: Develop a workshop and promote its implementation in the dioceses of the Region to help parishioners discern their gifts and talents for ministry, with a particular focus on youth participation.

Strategy # 2: Promote in each diocese collaboration with community organizations that provide adult education in Spanish on good money management, and offer free workshops in the parishes so that families can improve their economic situation.

Strategy # 3: Prioritize in each diocese of the Region the dedication of financial and human resources for the Hispanic / Latino vocational promotion.

Strategy # 4: Promote formation in the Region for co-responsibility through: diocesan and regional conferences, webinars, letters from the Bishop, bilingual materials and communication and mutual support networks where pastoral teams can share successful practices.

Strategy # 5: Establish as a regional priority that in each diocese there is an economic place where parishes and groups or movements can carry out their retreats.

Strategy # 6: With statistics and a presentation of the results of successful practices, demonstrate the value of investing more in Hispanic ministry in all dioceses of the Region, and motivate Bishops and pastors to take it into account.

Strategy # 7: Design at the regional level an integral program of coresponsibility that responds to the Hispanic idiosyncrasy -not a translation of an American program- and start a regional campaign to be implemented in parishes with a strong Hispanic presence.

Strategy # 8: Study and publicize the profiles of parishes in the region ("case studies") where they have achieved that the Latino community contributes a lot for the construction of buildings, the tuition in Catholic schools, and / or the normal finances of the parish.

Strategy # 9: With the help of the Bishops of the Region, establish a regional fund to subsidize the priority regional Hispanic ministry projects that will be identified by the V Encuentro, and then look for donors to extend their operations for the next 5 years.

Strategy # 10: Design in the Region a teaching that changes from the concept of "alms" to a sense of "co-responsibility" by fostering an awareness of our responsibility in the maintenance, functioning and development of the parish and diocese.

Strategy # 11: Hispanic pastoral leaders are an inestimable gift for the Church; Region 10 should invest in them by identifying or creating processes of faith formation and training for pastoral leadership, ensuring that there are sufficient financial resources for implementation.

Strategy # 12: Promote that in every diocese pastoral leaders at all levels have access to training to increase their capacity to serve the Latino community, and when a position is opened, give priority to hiring a person with those capabilities already developed.

## **Ministerial Area #7: Family Ministry**

Strategy # 1: For couples who can not get married in the church for reasons of migratory status or other impediments, seek pastoral solutions or paths of greater participation and accompaniment in their parish communities and share them among the dioceses of the Region.

Strategy # 2: Develop materials and promote support groups and training for immigrant parents to teach them how to overcome the gap in language, culture, values, technology ... with their children to educate them well and direct them to a Christian life.

Strategy # 3: Investigate the availability of bilingual counseling for couples and families in the areas of Hispanic population concentrated in the dioceses of the Region, then promote from the parishes existing resources and find viable alternatives in places where there is not.

Strategy # 4: Identify or create and promote resources and accompaniment programs in marriages groups to strengthen the family, including among ecclesial movements.

Strategy # 5: Develop, multiply and support retreats for couples and families.

Strategy # 6: Set up a promotional campaign in Catholic media and new social media to strengthen the dignity of women in the Hispanic culture, prevent domestic violence and offer help to victims.

Strategy # 7: Create a notebook of guidelines and suggestions for recognizing and responding to the needs of Latino families: single mothers and fathers, couples in difficult or crisis situations, promotion of sacramental marriage among couples of free union, how to accompany your homosexual children, resources for children with disabilities ... and more.

Strategy # 8: Facilitate the distribution of culturally appropriate materials and in both languages to the parishes of all dioceses in the Region, to help Latino parents propose a religious vocation to their children in all stages of life .

Strategy # 9: Plan a Regional Family Conference where family ministers can meet, discover resources, share experiences and practices, and find counselors and others who provide services to the family.

Strategy # 10: Review, evaluate and share with all the Dioceses of the Region the successful practices that have worked in family ministry, for example, those that train couples to help other couples, make visits to homes following the model of the Meeting , etc.

## **Ministerial Area #8: Immigration**

Strategy # 1: Through the State Episcopal Conferences of the Region, declare that the immigration system is broken and has put the families of millions of immigrants in a humanitarian crisis that goes against their human dignity.

Strategy # 2: Develop workshops that can be offered in all dioceses, especially in rural areas, on changes in immigration laws and their consequences for undocumented people, dreamers and their families.

Strategy # 3: Start a regional campaign to write letters to draw the attention of the rulers on migration problems and asking for a resolution that respects the dignity of families and human rights, starting with the dreamers ... and no longer anti-immigrant laws.

Strategy # 4: Start a campaign in the media to positively inform about the coherent vision of social justice taught by the Catholic Church, so that people can grasp integrity and justice in the call for immigration reform.

Strategy # 5: Coordinate with all dioceses in the Region to have a list of local lawyers and organizations that help immigrants in immigration matters.

Strategy # 6: Promote an action throughout the Region to establish or increase dialogue with local authorities to help in communication with the migrant community.

Strategy # 7: Identify in the dioceses of the Region young people without legal documents with great potential to serve the community and connect them with organizations and resources in the community that can help them realize their potential.

Strategy # 8: Form a regional itinerant formation and training team to support each diocese in its work of material, spiritual, legislative, and legal support for immigrants.

## **Ministerial Area #9: Communications and New Media**

Strategy # 1: Expand the web pages of the state episcopal conferences so that they include more information in a format accessible to the Hispanic community and to the pastoral agents who serve them.

Strategy # 2: Strengthen communication links between state Episcopal conferences in Region X so they can reach the Hispanic community more effectively.

Strategy # 3: Develop and suggest criteria, ideas and training on how to update and rationalize the existing diocesan means of communication so that they fulfill the mission of the Church in a spirit of encounter.

Strategy # 4: Prepare a workshop that can be shared in the dioceses of the Region to teach parish teams about the proper use of technology in different formats, especially the use of social networks to share information at the diocesan level of interest to young people.

Strategy # 5: Invest with the other dioceses of the Region to create, share and promote with a marketing campaign Catholic radio and television programs in Spanish.

Strategy # 6: Integrate the importance of recognizing risks and respecting healthy limits in the use of technology into training programs for safe environments.

Strategy # 7: Train the diocesan offices of the Hispanic ministry so that they can serve as model and support for the parishes in the use of all media in pastoral ministry.

Strategy # 8: That the diocesan offices support more the events in the parishes by their means of communication, eg help spread the word when there is a concert, event, preacher ... so that bridges of communication between the groups of apostolate among themselves and of these with the parish communities.

Strategy # 9: Beginning with the diocesan offices and the diocesan newspaper, then following the parishes, ensure communications destined for the Hispanic / Latino community are disseminated in both languages.

Strategy # 10: Identify and promote in the Region models of the good use of all media (radio, television, internet, newspapers ...) to reach those who are separated from the church and their pastoral ministry.

## **Ministerial Area #10: Prison Ministry**

Strategy # 1: Suggest the reformulation at the regional level of the ministry of criminal justice to reflect the church's call to be a restorative justice ministry.

Strategy # 2: Develop forms and systems at the regional level to strengthen the process of reintegration of those who leave prisons, especially Hispanics who do not have a family.

Strategy # 3: Create a regional network of people who accompany the families of the incarcerated, especially Hispanic families, so that they can support each other and share successful practices.

Strategy # 4: In the state episcopal conferences of the Region, prioritize the advocacy for a prison reform focused on the goal of reintegration into the society of criminals.

Strategy # 5: Develop ways and systems at the regional level to strengthen service work for crime victims, especially Hispanic victims.

Strategy # 6: At the regional level, identify and invite potential candidates for penitentiary ministry to attend a training program in Spanish to enter this ministry.

Strategy # 7: Prioritize ongoing training for prison pastoral agents, as well as the promotion of justice through social justice centers and Catholic Charities offices.

Strategy # 8: Coordinate at the regional level the effort that is being made in this area and identify and share materials and pastoral resources suitable for the recipients.

## Ministerial Area #11: Scripture and Theology

Strategy # 1: Identify and implement steps to extend the scope of theological study institutions in the Region to strengthen the theological formation of the Hispanic community.

Strategy # 2: Promote online theology courses and programs in the Region through these institutions so that they reach the Hispanic community more.

Strategy # 3: Expand opportunities to study theology at the master's and doctorate levels, fully online and make them more accessible to the Hispanic community.

Strategy # 4: Review, evaluate and share among the Dioceses of the Region the successful practices regarding the theological formation of Hispanic leaders.

Strategy # 5: Initiate in the Region an annual Hispanic theology symposium addressed to the Hispanic community, with a segment for non-Hispanic pastoral leaders so they can better understand and serve the Hispanic community.

Strategy # 6: Develop a biblical training program focused on the Hispanic experience in the United States and promote it in the Region, so that it can initiate and direct Bible study groups in the parishes.

Strategy # 7: Review, evaluate and share among the Dioceses of the Region the successful practices regarding the biblical formation of the leaders and the biblical animation of the Hispanic / Latino ministry.

Strategy # 8: Establish as a regional priority to strengthen the biblical knowledge of catechists, pastoral leaders, and parishioners in general, with biblical studies in both languages, adapted to the needs of each age: children, adolescents, youth and adults.

Strategy # 9: Organize a campaign in the Region to teach lectio divina and promote its use in group meetings, as well as in the personal spiritual life of the people.

Strategy # 10: Prepare a brochure for leaders in ministries and groups with simple suggestions to follow to guide members in a reflection on Sunday's scriptures.