

REGION I –

Maine, Vermont, New Hampshire, Massachusetts,
Rhode Island, and Connecticut



V ENCUENTRO

**Missionary Disciples:
Witnesses of God's Love**



**Regional Encuentro
Bloomfield, CT**

May 12, 2018

English Draft

Regional Working Document

Part I: Regional Information

Region: I

Date of Regional Encuentro: May 12, 2018

Location of Regional Encuentro:

City/State: Bloomfield, CT

Name of Facility: St. Thomas Seminary

1. Briefly describe the Region:

See the demographic, social, and religious statistics for Region I, starting on page 32.

2. Regional Team:

| Name | Title | Ethnicity | Diocese |
|--------------------------------|--|----------------|-------------|
| Cardenal Seán O'Malley | Arzobispo de Boston, Obispo responsable | Estadounidense | Boston |
| Dr. Hosffman Ospino | Boston College, Institución de apoyo | Colombiano | Boston |
| Hna. Elsa Nárvaez R, HMSP | Enlace Arquidiocesano Apostolado Hispano | Mexicana | Boston |
| Sr. Walter Mena | | Salvadoreño | Boston |
| Rev. Francisco Anzoátegui | Arquidiócesis de Boston- Apostolado Hispano | Mexicano | Boston |
| Rev. Alejandro López-Cardinale | Arquidiócesis de Boston- Apostolado Hispano | Venezolano | Boston |
| Rev. Gustavo Falla | Vicario para los católicos hispanos | Estadounidense | Bridgeport |
| Rev. Craig Pregana | Director del Ministerio Hispano | Estadounidense | Fall River |
| Karla Guzmán | Coordinadora Grupo Juvenil | | Fall River |
| Miriam Hidalgo-González | Oficina de Adolescentes y Jóvenes Adultos | Estadounidense | Hartford |
| Ana María Alstrum | Oficina de Catequesis para Hispanos | | Hartford |
| Ramón Andrade | Director del Ministerio Hispano | | Manchester |
| Wendy Alcántara | Coordinadora del Ministerio para Adultos | | Manchester |
| María Isabel Barboza | Catholic Relief Services (CRS) | | CRS |
| Danielle Corea | Catholic Relief Services | Estadounidense | CRS |
| Hna. Mary Jude Lazarus, SCMC | Co-coordinador Región 1, Director del Ministerio Hispano | Jamaiquina | Norwich |
| Hna. Patricia Pora, RSM | | Estadounidense | Portland |
| Silvio Cuellar | Co- coordinador Región 1, Coordinador del Ministerio Hispano | | Providence |
| Ana María Delgado | Periodista, Reportero El Católico, Rhode Island | | Providence |
| Aida Hidalgo | Our Sunday Visitor | | OSV |
| Gina Czerwinski | Coordinadora de la Oficina del Ministerio con Adolescentes | Estadounidense | Springfield |
| Lucy Ramos | Director Asistente del Ministerio Latino | | Springfield |
| Rev. Hugo Alejo | Delegado por el Obispo para el Ministerio Hispano | Colombiano | Worcester |
| Diácono Frank Lizardo | Director del Ministerio Hispano | Dominicano | Worcester |

Part II: The Voices of Hispanic/Latino People in the Peripheries

3. Summarize the highlights and common themes regarding the obstacles, needs, and situations that require pastoral attention and that prevent Hispanics/Latinos living on the periphery from reaching their potential in U.S. society:

A. Involvement in the Church

- Non-Hispanic Catholics do not recognize the Hispanic presence.
- Lack of closeness of their priests.
- Lack of Hispanic representation in the groups.
- There is no choice of Masses in Spanish.
- Small communities of young adolescents and young adults need to be formed.
- They do not find Catholic communities that make them feel part of the Church, that welcome them, that they understand them.
- They are not allowed to participate actively in the existing ministries or in the liturgy.
- They have not had good experiences with the Catholic Church and do not feel accepted.
- Create a group of men and women for their Catholic formation.
- Support is needed for marriages and a group of young people.
- There are few opportunities for motivation to enter more into the Christian realm.
- Poor testimony of Catholic leaders.
- It is necessary to reinforce evangelization programs and improve communication.
- Lack of priests who speak Spanish.
- Integration between Anglos and Hispanics.
- More hours for the sacrament of reconciliation and more participation of priests in the Hispanic community.
- Perseverance of committed people.
- Bible class, retreats and a pastoral plan.
- Find and help those who are far away without judging.
- Have music in all liturgies.
- Deepen faith for leaders.
- Evangelize by knocking on doors, visiting families.
- Formation to receive the sacraments.
- Promote religious vocations.
- Adoration before Mass, without interruptions.

B. Personal Growth

- Football team formation
- A rehabilitation center for young people and professional counseling is needed.
- Inmate support is needed.

C. Immigration Status

- They live alone and isolated and are afraid of never returning to their country and seeing their families.
- Legal documentation - immigration status.
- High percentage of young people within DACA.
- Possible status changes (TPS, DACA).
- There is a great need for legal guidance for parishioners.
- Migratory problems with the DREAMers.
- Because of their migratory status, they prefer not to leave the house because they do not want to be exposed.
- They fear that someone in their family will be deported. They live on the sidelines, without disclosing their immigration status because they do not know who to trust.

D. Acculturation and Language

- Lack of willingness to integrate (they do not feel comfortable).
- Cultural differences.
- Difficulties with language and culture, both secular and Catholic.
- Diversity of cultures among the Hispanic / Latino community.
- There is a conflict between the values of the Hispanic / Latino culture of parents and the values of the Anglo-Saxon culture experienced by children in school and with their friends.
- Racism: they are discriminated against because they are Hispanic / Latino, even when they are US citizens.
- Offer English and citizenship classes.
- Lack of knowledge of English.
- They mentioned shyness and fear of the language.
- They do not identify with the English culture.



- The dominant culture is opposed to the traditional values of the family.
- In the last five years there is a new population of first generation Hispanics, mainly from Guatemala, Colombia, Puerto Rico and Venezuela.
- Friction between people from different countries or cultures.

E. Work and Finances

- Lack of housing due to poverty and debt.
- Difficulty in attending parish activities due to conflicts with work schedules. Sometimes we have people with multiple work shifts.
- The need for employment and work on Sunday threatens their participation in the parish.
- The demands and work schedules.
- They do not have work or have jobs where they earn the minimum wage or less.
- They do not have access to good jobs.
- Economic problems; high cost of living.
- Also the attachment to money and slave labor, especially on Sundays that prevents greater participation in the church.
- Labor exploitation of people with low educational levels.

F. Family Life

- Family disintegration as a consequence of immigration that worsens due to the impact of secular society.
- They are separated from their families.
- They are not married, neither civil nor sacramental.
- Early parenthood that takes parents, but especially mothers, single mothers.
- High levels of divorce.
- Lack of communication between the same Hispanics and the disintegration of the family.
- Difference of values between parents and children.
- Marriage training is needed.
- As parents it is necessary to instruct the children with the seed of the example.

G. Lack of Transportation

- Rural isolation because they do not have a car.
- Long distance to any Catholic church.
- Limited or no public transportation.

- Few have a driver's license.
- Lack of transportation and fear of leaving.
- Some, because they are very old, can not move alone to attend the Mass.

H. Health Status

- Adolescents who suffer from depression.
- Alcoholism and drug addiction.
- Lack of health insurance.
- Health problems that do not allow them to leave the house.

I. Personal Challenges

- Young people lack goals.
- Family problems overwhelm them; they feel alone and let themselves be carried away by laziness.
- Lack of love and someone to guide them.
- Isolation of the individual.

J. Spiritual Life

- Do not get involved because of lack of faith or little faith, fear of commitment or religious confusion.
- Witchcraft practice, superstition and santería.
- Helping the needy, visiting them and bringing them the word of God.
- Since they did not complete the sacraments, they are sorry they can not receive the Eucharist and make their confession, and they do not know how to complete their sacraments.
- Lack of Christian formation and faith.
- They have the perception that all religions are equal, because most believe in God and in salvation.
- Some want to know more about God and they may return if they are invited.
- They have ambivalent ideas of the Church. They do not practice, although they have been baptized.
- A considerable percentage has not completed the initiation sacraments.

K. Abuse

- They have experienced exploitation and abuse because they are undocumented.
- Sex trafficking, prostitution of minors.
- Domestic violence.
- Alcohol and drug abuse.



L. Harmful Attitudes

- Shyness, reserve and fear.
- Lack of encouragement and interest in approaching the church, for having a spiritual growth, in addition to the lack of commitment.

M. Lack of Knowledge

- Parents have no idea of the way to the university for their children.
- They do not have the economic, legal or educational resources to know their rights.
- Lack of knowledge of parochial, diocesan and secular structures.
- Lack of knowledge of laws and customs.

N. Academic Education

- Lack of education that does not allow access to better jobs.
- They are concerned about the future, education and safety of their children.
- Some inability to read.
- They do not have the resources to finish their studies and prepare a better life.

O. Violence and Gangs

- Violence and vices.
- Domestic violence.
- Youth gangs.

4. Summarize the highlights and common themes regarding their most significant hopes and dreams, as well as the gifts and talents they could bring to the Catholic Church, and for the common good of society:

A. Dreams: Fulfillment and Self-Improvement

- That their children do not move away from the Church.
- Form a strong parish community so that more people know God, put their lives at the service of God and achieve salvation for themselves and their families.
- Have a Catholic marriage and be able to approach the sacraments.
- Attend the church and tell others about God so that they know the Gospel.
- That they and their children prepare themselves to receive their sacraments.
- Be able to graduate from high school and access more education.
- Achieve study, graduate from college and have professional development.
- Approach the Church and serve the community.

B. Dreams: Personal and Social Relationships

- Do not lose your roots.
- Have a united family, or reunite their families for those who live far away.
- Common aspirations that we hear:
 - Continue their studies and be able to work.

- Have a group of young people in the church.
- Activities where young people talk about their concerns and challenges.
- Feel welcome and understood.
- Respect in the church and society.
- Be accepted as they are.
- Help children to overcome each other, so that they have a better quality of life, are self-reliant and maintain their faith.
- Also bring the Good News, first to the home and then to the rest of the community.
- Talk to the children of God and get in their hands because He knows what we need.
- Create a united and participatory community in the parishes.
- Educate their children in the faith, with good examples of Christian life, bring them closer to the Church and see their family strengthened by the presence of God in their lives.
- Maintain family unity and better children, listen to the word of God, feel loved, listen and feel a helping hand.
- Obtain legal status to feel safe and confident in this country.
- Be able to meet with your family.
- Not be discriminated against, be well received.



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MISSIONARY DISCIPLES: WITNESSES OF GOD'S LOVE

- Maintain family relationships and help their families in their countries.
- Work in their own countries.
- Unite their families and one day return to their countries and visit their families.
- Strengthen children in the Christian faith.
- Have their family visit them and remember them, because they feel very lonely.
- That the community be like their family, that they help them to educate their children in the faith and to receive their sacraments.
- That they promote the values of Latinos and teach classes that strengthen families.
- Feeling loved and filled with the Spirit of God.
- Open spaces to be accepted.
- That the church has better disposition and communication: less theoretical and more practical.
- Permanent visits to homes, especially where there are young people to involve them.
- Acceptance regardless of the past
- End studies, equality where we all treat each other as brothers, convert men and know God.
- Feeling loved and accepted in this country.
- Everyone wants to improve themselves for a better future in their lives here and to be able to help their families in their countries.
- A Spanish-speaking priest who can celebrate the Mass in Spanish.
- They no longer have dreams, some are frustrated and others are sick with the fear of dying alone.
- Better political representation.
- More communication among the apostolates, parish groups and in the diocese.
- A Hispanic apostolate at the diocesan level.

C. Dreams: Security and Basic Needs

- Have stability and live without fear.
- They hope that God will always accompany them, that those of life and health will be abundant, that they will be able to feel their love, that they will be protected and enlightened to move forward, that they will help them to obtain what is necessary to live and guide them to be better people.
- Obtain documents or a legal status.

- Be able to stay here and get your immigration papers to feel safe.
- Support undocumented people.
- Get involved in social justice committees.
- Provide information and counseling so that everyone knows their rights and does not suffer abuse.
- Have health and access to medical insurance.
- I work with a good salary and my own house.
- Pay off debts and be happy.
- Have a driver's license.

D. Gifts: From or for the Community

- Be able to attend Mass with the whole family.
- Give a good example to children, youth and adults of respect for the couple and their children.
- Help promote activities within the Church where the whole family participates.
- Serve the community for lunch on Sundays, cleaning.
- The gift of culture and the value of the family.
- Organize activities in a party spirit.
- Hospitality, solidarity and accompaniment.
- National identity.
- The family is very important, as well as food, creativity and solidarity.
- Youth and the desire to work with others in youth ministry.
- Participate in the Church, serve God, help and be part of the community, sharing their time and what they know how to do.
- Offer opinions to improve some aspects of our church.
- Piety, wisdom and leadership of some.
- Be hospitable and make everyone feel welcome in the community.
- Chat with someone new and new to meet their needs and see how they can be helped; advise.
- To be a young population, new leaders.
- Service to families.
- We are a young church with many families with children and teenagers that contribute much to the church in general.
- If it were not for the Hispanic presence, many more churches would be closing. That



is why it is important to pass on the faith to the next generation and create spaces for our young people.

- Your knowledge of social media communication.
- A strong sense of family and community.
- Joy when celebrating.
- The diversity of the Hispanic people.
- Characteristics of the Latin culture: charity, fraternity, hospitality, kindness, kindness, generosity and creativity.

E. Gifts: For Service

- Financial assistance in times of crisis.
- Be guided by Christ to discover the diverse talents we have and continue our mission as Catholic leaders.
- Visit the sick, listen to them and be patient with them.
- Faith, joy and service capacity.
- Write letters of support so that they are not deported.
- Cleaning, gardening, repairs, ... for the maintenance of our parish.
- Ideas to improve some aspects of our parish community.
- Service through the ministries.
- They are very hard workers and very required.
- Value of solidarity.
- Visits to the prison (detainees and prisoners).
- Work hard to support the family.

- Be leaders and the gift of charity.
- We always want to help something.

F. Gifts: From Experience or Nature

- Give informative talks.
- Evangelizers committed to the desire to transmit the Word of God to different environments.
- Formation of small communities when and where possible.
- Value of being Catholic.
- Be catechists with a living faith.
- Language value.

G. Gifts: For the Spiritual Life

- Musical skills-singing, dancing and playing instruments-for the ministry of praise.
- The gift of prayer.
- The artistic talent of drawing, singing and dancing.
- Mariana Spirituality.
- Pray the novena for the dead.
- Serve in the liturgy, as a lector, eucharistic minister, altar server ...
- Pray for immigrants and their needs.
- They have a lot of talent to set the church according to the liturgical season.
- Many have talent for dramatization to embody the spirit of each celebration.
- Value of popular religiosity and devotions such as processions, quinceañera, promises, children's presentations, etc.

Part III: The Voices from the Parish Communities and Participating Organizations

5. List some of the successful ways in which dioceses in the Region are already responding to the obstacles, challenges, and needs they have identified, as well as affirming the presence and contributions of Hispanics/Latinos in the peripheries:

1. Evangelization and Mission Outreach

- With personal invitations.
- With personalized accompaniment.
- The Legion of Mary is present in the parishes helping to evangelize.
- They go out to meet the brothers in the peripheries, wherever they are.
- Go out to look for the remote people and invite them to participate in the activities.
- Have information about the activities of the parish and go out to evangelize.
- School of evangelization.

Hospitality and Welcome

- Many of the parishes already have Hospitality / Welcome Ministries to foster relationships between parishioners before and after Mass, receiving with a smile and identifying new parishioners.
- Thanks to the V Encuentro the parishes are planning methods to follow up on the new arrivals.
- Being hospitable to the newcomers, sitting with them, showing love.
- Greet them, do not criticize them, and welcome them.

Community Building

- Giving spiritual and moral support through existing parish groups.
- We have various ministries and ecclesial groups that serve to integrate people into parishes.
- Maintaining telephone communication and communicating through social networks.
- Offering parish space for retreats, quinceañeras, birthdays, meetings, etc.
- Schedule new activities.
- Promoting a relationship with the local parish and its pastor, as well as their participation in visits to other families to form bonds.
- Taking into account the suggestions and opinions of Catholics, giving them support so that they continue to grow in the Catholic faith.

Social Ministry

- Accompanying places where they feel vulnerable (court, doctors, IRS, Social Security, immigration, etc).
- Bank of clothes for all ages.
- Bank of parish food and distribution of baskets for Thanksgiving dinner to families in need.
- With information about social agencies.
- With "men to men" meetings (addressing alcohol consumption, domestic violence, management problems, etc.).
- The Elder Services office offers advice to seniors, helping them with social security, health insurance, disability applications ...
- Parishes that offer meals, San Vicente de Paúl and other direct services.
- Providing furniture and other items to furnish their homes through the organization of San Vicente de Paúl.
- Providing free health services through the mobile health clinic.
- Referring people to Catholic Charities for needs such as:
 - Classes for citizenship.
 - Legal assistance and immigration advice.
 - Diaper bank.
 - Financial assistance for rent and electricity, gas, and water services.
 - Help with mental health problems.
 - Counseling for crisis due to pregnancy.
- Social services that help people achieve a better life. For example, food pantries, dinners and lunches for the needy.
- Many of the parishes collect and give away toys and winter clothes, during Christmas time and school supplies for the beginning of the school year.
- We offer transportation in several churches of the Diocese.

Visits to the Sick

- Support the families of people with disabilities who do not receive any payment for their care, offering assistance in the acquisition of professional services such as:



personal care, CNA, child / adult care and nursing home service.

- Senior Companion is offered by seniors to help other older adults with visits to their homes to talk, listen, help and motivate them to maintain their independence.
- Visit the sick and elderly, and offer prayer for them.
- The Sisters visit prisons and support everyone.
- Testimony of life
- Rosary through the streets and distribute stamps and religious objects.

Life Witness

- Rosary through the streets and distribute stamps and religious objects.

2. Stewardship and Development

- Strengthening our musicians who play for the Mass and in the different activities for free.
- Affirming their contribution to our Latino Festival (in which Catholic Extension was present) and other activities to earn funds for the church.
- The Hispanic community is working on values and has put the gifts at the service of people. To achieve a greater impact we need mutual help.
- Provide transportation to attend Mass, religious services and events.
- Know that the gifts the Lord gives us are for his church.
- The faithful are involved in the various activities, valuing the gifts they bring.
- Working to have representation in public and religious organizations.

3. Faith Formation and Catechesis

- Bible talks and studies.
- The diocese offers two women's retreats and two men's retreats each year, giving participants an opportunity to have a personal encounter with Jesus.
- Believe that God is with us and with faith always placed in him.
- Integrating people to the Sacraments.
- Liturgy for children.
- Catechesis in Spanish at all levels.
- RCIA, the program that prepares new members to receive the sacraments of

initiation, to know the faith and to live it every day.

- During the summer the New England Hispanic Family Pilgrimage is held, offering talks for men, women, young people, activities with children, prayer of the rosary and Confession.
- May offers a retreat for couples in special circumstances seeking to get married in the Church. Likewise, two marriage preparation programs are offered in collaboration with the Diocesan Office of Marriage Preparation.
- There is a Discipleship School that teaches faith in five stages.
- The SPRED office offers Religious Education programs for Persons with Disabilities and counseling to parishes.
- Marian Retreats and learn from the Virgin.

4. Family Ministry

- During the summer the New England Hispanic Family Pilgrimage is held, offering talks for men, women, young people, activities with children, prayer of the rosary and Confession.
- Attract families with greater reception.
- We are responding to obstacles and affirming the presence and gifts of Latinos in the peripheries with family catechesis.
- We hired a coordinator for Hispanic Family Ministry to offer support to parishes with marriages, couples and families.
- Family retreats.

5. Youth Ministry

- Make retreats for teens and more activities for them.
- There are four groups of young people who are very active. Two are in English and cover bilingual and English-speaking youth ages 12-17.
- Participation of young Latinos in groups.
- Adolescents active at Mass: altar servers, collect the offering, readers, etc.

6. Leadership Development & Ministry Formation

- Affirming their contribution in the committees (Catholic leadership-CLI, Coordinating Committee and the Parochial Council).
- The Cursillo de Cristiandad de Colores has a leadership school, offers two retreats a



year and has a significant presence in the parishes supporting diocesan events.

- In collaboration with the Office of Formation in the Faith, the Annual Convocation is held offering lectures and workshops in the areas of catechesis, evangelization, family ministry, youth ministry and liturgy.
- A parish started a Theological Institute that offers training for four semesters and together with the University College of Providence, they offer a Latin Symposium.
- Motivate and welcome the new leaders.

7. Young Adult Ministry

- Make retreats for young adults and more activities for them.
- They also have four groups of very active young people. One is young bilingual and speaks English 18-32 years, and one of young adults in Spanish.
- Participation of young Latinos in groups.

8. Human Development

- The Elder Services office offers advice to senior citizens, helping them with social security, health insurance, and disability applications.
- The CareBreaks program assists the families of people with disabilities who do not receive any payment for their care, offering financial assistance for the acquisition of professional services such as: personal care, CNA, child / adult care and nursing home service.
- The Senior Companion program is offered by seniors to help other older adults with visits to their homes to talk, listen, encourage, help and motivate them to maintain their independence.
- Help children who wish to attend Catholic school.
- English classes have been trained.

9. Immigration

- With information about ILAP and other legal assistance agencies.
- The Immigration and Refugee Office offers help with immigration procedures, citizenship preparation classes, and workshops in the parishes. It also helps refugees to settle in this country.
- Parishes with migrant care centers.

- They promote information workshops on immigration issues, but the response is minimal, probably because they do not want to show their status.
- Initiatives against the laws imposed to prevent the entry of foreigners.

10. Liturgy and Spirituality

- With evening meetings (praying the Rosary and novenas for deceased relatives).
- They perform more revived Eucharists, with greater participation.
- Recognizing the traditions of different cultures: Celebration of the Virgin of Guadalupe, the Virgin of Altigracia, of the child Jesus ...
- Some meetings have been held for house blessings.
- Rosary for vocations.
- 40-hour Adoration to the Blessed Sacrament.
- Exhibition on the first Friday of the month.
- Chaplet of the Divine Child.

11. Justice and Peace

- The press was talked about in public about DACA.
- Giving services through the Ministry of Social Justice to problems such as migration, injustice, domestic violence and other needs that are related to social justice.

12. Ecumenism

- There were no comments in this area.

A. Intercultural Competencies

- An attempt was made to communicate with pastors about their Latino community.
- The Archdiocese has entered into a reorganization process where the Office of the Hispanic Apostolate has been incorporated into the Discipleship and Mission Secretariat. This has had a negative impact on the project of archdiocesan reorganization and the process of integrating new ways and forms of evangelization.
- Maintaining cultural ties.
- Schedule more Masses in Spanish, taking into account the presence of Hispanic priests in those parishes.
- Have clergy, secretaries and parish staff who speak Spanish.



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DISCÍPULOS MISIONEROS: TESTIGOS DEL AMOR DE DIOS
MISSIONARY DISCIPLES: WITNESSES OF GOD'S LOVE

- Formation of apostolic groups that welcome Spanish-speaking people.

B. Vocations

- Clergy who speaks the Spanish language.
- Pilgrim Chalice or Pilgrim Virgin - goes from house to house to inspire vocations.

C. Higher Education

- We have the presence of Catholic universities and colleges.

D. Communications and New Media

- The Hispanic Ministry office also produces a weekly half-hour radio program with segments of news, inspiration, interviews, formation, and reflection on the Sunday Gospel.
- Catholic Radio station: listen to music, devotions, rosary, Divine Mercy Chaplet.
- Fulfillment of the new form of evangelization by listening to the station.

- Various methods have been used to inform the people as: social networks, bulletins and announcements at the end of the Mass.

E. Ecclesial Movements

- The Cursillo de Cristiandad de Colores has a leadership school, offers two retreats a year, and has a significant presence in the parishes supporting diocesan events.
- Several parishes have prayer groups for Catholic charismatic renewal and use the Life in the Spirit Seminars as instruments of evangelization.
- Movements such as Emmaus and John XXIII are beginning in some parishes.
- The Legion of Mary, Charismatic Renewal, Cursillos, Neocatechumenal Way, Missionary Servants of the Word, CERS Communities ... carry out an excellent pastoral work.
- Marriage Encounter and Brotherhood of the Lord of Miracles of Peru.

6. List some of the best ideas and successful ways the dioceses in the Region gave for welcoming, accompanying, and embracing Hispanics/Latinos in their communities, especially: family ministries, adolescents and young adults, and those who have left the faith or are in at-risk situations:

1. Evangelization and Mission Outreach

- Get closer to them and make them feel that they are important to God.
- Evangelization campaigns in the peripheries.
- Use what I have learned in the church to bring the good news that there is a living God full of power, bring them hope and love and share a little bread and joy.
- Make known what the Church offers and allows and that it is more open and receptive with some flexibility to encourage them to integrate into the faith community.
- Personal invitations.
- We must be able to make new friendships and get closer to God; to touch doors; to listen to situations without judging or giving opinions; give love. Together we can help other people better.
- Our faith community can respond and help the people contacted to feel welcome by giving them more attention, being cordial,

organizing visits to those who do not know God or have no faith and inviting them to come to our parish.

- Go out to knock on doors and identify those in need to respond to their needs and help them get out of their problems such as drug addiction, homelessness, orphanage, abandoned elderly and the sick.
- Communicate that the Hispanic community has the opportunity to be part of the faith community and that as missionaries we can bring hope to others with problems.
- Organizing evangelization groups to visit them and invite them to join again our Catholic faith. Once they have returned, we should welcome them and give them support to make them feel at home.
- Groups of evangelization through the streets.

Hospitality and Welcome

- Establish a welcoming ministry where you will be informed about everything that is offered in the parish.



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- We must provide love, respect, trust, kindness and cordiality when we turn to new visitors, as well as to ourselves to make ourselves feel loved.
- Listen more and understand people by sharing what we know and have.
- Know how to thank, invite others to hear the word of God and convince them to attend church regularly.
- Putting ourselves at the service of others.
- Make others feel that they are valuable people for the church and that they have great abilities that they need to exploit.
- Maintaining personal contact.
- Another way can be by approaching new people before or after Mass to know their needs and the possibility of helping them. Thus we can pity, provide more understanding, love, and connect them with ministries of the parish, diocese, or social agencies.
- Have people at the entrances of our temple, welcoming the parishioners and taking them to sit down.
- Welcome greeting before each Mass.

Community Building

- Opening new spaces for people and groups in the parish.
- Make known in the Mass all the activities that the different groups offer.
- Improve the way the faith community accompanies US-born Hispanic and immigrant youth, affirming their experiences and gifts.
- Offer spiritual and moral support through groups.
- That the priests be more open with the parishioners, taking time to get closer to the people who attend the parish to appreciate the different gifts and charisms they can offer.
- A way to accompany and welcome Hispanics is to inform them of the different events and services that exist in the church.

Social Ministry

- Food and clothing programs for people who really need it.
- Facilitate transportation for those who do not attend Mass due to lack of transportation.
- Create a group that identifies the people most in need in order to help them and

make them participants in the activities of the church.

- Invite professionals from different areas to give information and guidance to the community.
- The faith community can better respond to the needs of those we meet along the way during the sessions by receiving them with the attention they deserve and with dignity; help in their needs and teach them to come out of their limitations, enlightened by the Word of God.
- Catholic Social Services and the Plaza Francisco Plaza are very helpful.
- Special collections to help the most needy.

Visits to the Sick

- We are working with the Plaza Papa Francisco, visiting the sick, etc.
- Bring communion to people who can not attend the parish.
- It would also be very helpful to form groups to visit the peripheries, the sick and the needy, bringing them an offering and a message of encouragement.
- Accompaniment and rosary in homes for those who have lost loved ones.

Life Witness

- The testimony of Catholic Christian life must exist within the church as outside the church. Always demonstrate with facts that we appreciate and value each person as sons / daughters of God.
- That our deeds demonstrate the teachings of Jesus and we rejoice when new people and families arrive at the house of the Lord.
- We have to bear witness and help others, to get involved with the most needy, to share with them and to bring them the word of encouragement and peace.
- Remind them of what God has done in us and with the testimony.
- Be kinder and show that Christ is in our hearts.

2. Stewardship and Development

- The ideas of each person are important.
- Facilitate transportation for people who do not attend Mass for lack of a car.
- Encourage cooperation and support among all existing groups for each of their religious and social events in the Parish community.



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- Recognize the talents and importance of each person in the community.
- By persevering in a group we can feel that we belong to the parish and so we can make decisions and contribute.
- Priests should be more open with the parishioners, taking time to get closer to the people who attend the parish to appreciate the different gifts and charisms they can offer.
- Try to involve each person in a group or ministry so that they feel important and useful in the parish.
- It is urgent to implement strategies that motivate commitment and missionary action within the ministries.
- Theater plays and artistic expressions.

3. Faith Formation and Catechesis

- Learning more about our faith for a family catechesis.
- Classes of formation in the Catholic faith.
- Formation of small communities.
- Invite educators by profession to be trained and participate in the religious education programs of the parishes.
- Providing training at all ages.
- Carrying out meetings and retreats for all ages and above all, do a lot of prayer and help get closer to God.
- Rite of Christian Initiation for Adults.

4. Family Ministry

- Learning more about our faith for a family catechesis.
- Create a ministry of family ministry in the parish.
- Include parents in the formation of faith and in the preparation of their children to receive the sacraments.
- Keep them in our prayers and be present when they need us.
- Each parish / movement / group could come closer to families to listen to them, to better serve Hispanics / Latinos who are poor and vulnerable and to communicate that they really belong to our community
- To form groups that dedicate themselves to different tasks such as: evangelizing, accompanying, catechizing, giving spiritual formation, giving prayer workshops, and

overcoming, liberation, self-esteem, and leadership.

- Masses and retreats for the whole family, including young people.
- Offer courses and activities for parents, especially in the process of raising children.
- Offer opportunities for premarital training.
- Carry out retreats and events such as the V Encuentro, at least twice a year.
- Form a family ministry that attends and supports parents, especially those who are young, to become the first teachers of their children in the way of Christ.
- Hire a coordinator of the Hispanic Family Ministry at the diocesan level to support the parishes and form a diocesan team of couples and couples.
- Every summer we make an annual Family Pilgrimage to the Shrine of La Salette in collaboration with neighboring dioceses.
- A transversal axis of follow-up and accompaniment must be carried out in order to evangelize our families.

5. Youth Ministry

- Create a Hispanic youth ministry in the parishes where it does not exist.
- Give young people more opportunities to get involved in parish activities and train them to do even more.
- Give them spaces, including Youth Masses, to live their faith.
- Give them spaces, including Youth Masses, to live their faith.
- In many of the parishes there is no organized and dynamic youth ministry, due to the lack of commitment of the leaders and lack of human and financial resources.
- Parishes that have youth ministry should implement new methods to meet the spiritual needs of youth in the parish. For example, one parish has a multicultural youth group of under 18, a group of young adults in English, another in Spanish, and a ministry of evangelization by and for young people that organizes a night of praise and witness every two months and a youth retreat in the summer.
- Train parish leaders among adolescents and young adults who participate in lay ministries.



- Strengthen Youth Ministry and groups of Hispanic adolescents that already exist.
- Involve them in activities according to their ages. Offer programs to avoid getting involved in drugs and gangs.
- Masses and retreats for the whole family, including young people.
- Our faith community does not motivate adolescents and has few people trained to teach them in English.
- Retreats / days for Hispanic teenagers.
- Work with young people and immigrants to make them feel they are important.
- Concrete actions are needed to attract and accompany young Latinos and interest their parents to create and participate in these youth groups: listen to their concerns, seek them with perseverance, entertainment activities for young people and help with immigration and university studies

6. Leadership Development & Ministry Formation

- Train and formalize the servers.
- We must evangelize and train as leaders all those who already attend the church in order to carry out the task of reaching out to all those in need and bringing them the services.
- Invite musicians and people to help form and strengthen choirs for each Hispanic / Latino community.
- Motivate and welcome new leaders.
- Offer opportunities to take leadership roles, such as readers, choir members, Eucharistic ministers, altar servers ...
- First you have to prepare the ministers to be able to give to others.
- It is still urgent to prepare people and groups for the areas of Older Adults, Adolescents and Children, and above all to be leaders.

7. Young Adult Ministry

- Create a Hispanic youth ministry in the parishes where it does not exist.
- Give young people more opportunities to get involved in parish activities and train them to do even more.
- Give them spaces, including Youth Masses, to live their faith.
- In many of the parishes there is no organized and dynamic youth ministry, due

to the lack of commitment of the leaders and lack of human and financial resources.

- Parishes that have youth ministries must implement new methods to meet the spiritual needs of youth in the parish. For example, one parish has a multicultural youth group of under 18, a group of young adults in English, another in Spanish, and a ministry of evangelization by and for young people that organizes a night of praise and witness every two months and a youth retreat in the summer.
- Train parish leaders among adolescents and young adults who participate in lay ministries.
- Strengthen Youth Ministry and groups of young Hispanic adults that already exist.
- Involve them in activities according to their ages. Offer programs to avoid getting involved in drugs and gangs.
- Retreats or days for Hispanic youth.

8. Human Development

- Go out to knock on doors and identify those in need to respond to their needs and help them get out of their problems such as drug addiction, homelessness, orphanage, abandoned elderly and the sick.
- Help to find a job.

9. Immigration

- Strengthen the Catholic Social Justice Ministries and form new ones in the parishes.
- Create a support system for families at risk of deportation in each parish.
- Offer informative workshops where to find the services they need.

10. Liturgy and Spirituality

- Developing a sense of belonging and Catholic identity through meetings, days and religious celebrations.
- Invitations to spiritual retreats, offering sacred hours, adorations, pilgrimages and missions inside and outside the country.
- Organize meetings and liturgies in Spanish, as well as the celebration of cultural and spiritual traditions whenever possible.
- Creating spaces for prayer and reflection on the Word of God.
- Prayer of the Holy Rosary in the houses.



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- Visit of the Virgin to the homes.
- Spiritual retreats, novenas and posadas.

11. Justice and Peace

- There were no comments in this area.

12. Ecumenism

- You do not see much willingness to help on the part of Catholics. On the contrary, on the part of the separated brothers.

A. Intercultural Competencies

- Perform more services in Spanish.
- Organize meetings and liturgies in Spanish, as well as the celebration of cultural and spiritual traditions whenever possible.

F. Migrant Ministry

- Work with young people and immigrants to make them feel they are important.
- Welcome to new immigrants.

H. Ministry with the Incarcerated and Detained

- Visiting incarcerated people, bringing them spiritual and moral support monthly.

I. Hispanics in Public and Professional Life

- Invite educators by profession to be trained and participate in the religious education programs of the parishes.
- Invite professionals from different areas to give information and guidance to the community.

7. List some of the best ideas and successful ways the dioceses in the Region gave for promoting and accompanying Hispanic/Latino leaders? What more is needed for a greater number of Hispanic/Latino Catholics to discern ecclesial vocations (priesthood, diaconate, religious life, lay ministry)?

1. Evangelization and Mission

- As we develop these meetings more, we will gradually discover all the needs and solutions that our Latino immigrant community has in the United States.
- It is necessary that in our parish there is a ministry to support.
- Visits to people in their homes, sharing the Word of God and inviting them to help in the different activities and services of the parish.
- The V Encuentro was a training space for new leaders and positively helped to promote action plans in our parishes that have benefited evangelization and the apostolate in the communities. The Encounter strengthened the sense of leadership and commitment in new parish leaders.

2. Stewardship and Development

- In parishes that do not have leadership training programs, volunteers are accepted for groups and ministries.
- Doing surveys and evaluations.

- Integration of all parish ministries and formation of ministers, focused on forming a single community.
- Invite and motivate parishioners to become involved in the various ministries, organizations, and parish associations.
- The community is active and in a greater percentage of perseverance than the American community.
- Visits to people in their homes, sharing the Word of God and inviting them to help in the different activities and services of the parish.

3. Faith Formation and Catechesis

- Giving them necessary support, assisting the preparation groups and promoting more Catholic schools.
- Make invitations, offer spiritual growth activities and make a formation plan for the parish.
- Organize retreats for liturgical times.
- Participate in formative events at the parish, diocesan and regional levels.
- Retreats of evangelization during the year for people to know God in a more intimate and personal way.



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- Change My Lord of men and women, Annual Call for Formation in Faith.
- Permanent retreats in almost all the parishes, offered by the Charismatic Renewal, CERS, Cursillos de Cristiandad, Franciscan Brothers.
- Formation courses in the faith through the School of Evangelization San Pablo.

4. Family Ministry

- Help with children during Mass - develop workshops where parents can be helped with children.
- Family ministry: visit families through the Legion of Mary, inviting them to pray for vocations.
- Simply doing a little more outreach to Hispanic families, since we know there are a lot of Latinos.

5. Youth Ministry

- Educational activities for teenagers.
- Create an awareness campaign that values consecrated life and present it to adolescents as a life option.
- Punctual pastoral efforts with Hispanic / Latino teenagers.

6. Leadership Development & Ministry Formation

- In parishes that do not have leadership training programs, volunteers are accepted for groups and ministries.
- Motivate parishioners to get involved and offer them opportunities for formation.
- Activities and practices to promote and accompany Hispanic / Latino leaders.
- Training workshops in family life.
- Preparation of new service, delivery and responsibility leaders.
- Form a council to work more intensely in the preparation of new leaders for evangelization, for young people and for the RCIA process.
- Prepare the catechists to continue calling and forming catechists among the youth and children, as well as to improve the formation plan for liturgical ministers.
- Some parishes of the diocese have dedicated themselves to finding and educating new leaders in their communities,

encouraging them to parish mission processes

7. Young Adult Ministry

- Training activities for young people.
- Punctual efforts of Hispanic youth ministry.

8. Human Development

- There were no comments in this area.

9. Immigration

- There were no comments in this area.

10. Liturgy and Spirituality

- The Missionary Cross or the pilgrim image of the Virgin visiting families to pray for vocations promotes awareness and at the same time communicates the permanent need for prayer for vocations.
- That the priests visit daily the houses of parishioners to pray the Rosary during the months of May and October.

11. Justice and Peace

- There were no comments in this area.

12. Ecumenism

- There were no comments in this area.

B. Vocations

- Constant accompaniment with those who show interest in an ecclesial vocation.
- Create an awareness campaign that values consecrated life and offer it as a life option for young people.
- The laity is also a vocation, therefore, it is necessary to help to become aware of the service that the laity can offer to the Church from the experience of their vocation.
- Formation of families, especially of parents so that they can welcome the religious vocations of their children and carry out greater vocational promotion.
- Make a preferential option for family ministry, since it is the families that are recognized as a domestic church that will leave the firm and solid vocations to married, religious and priestly life.
- The Missionary Cross or the pilgrim image of the Virgin visiting families to pray for vocations promotes awareness and at the



same time communicates the permanent need for prayer for vocations.

- Participate in formative events at the parish, diocesan and regional levels.
- Visit families, inviting them to pray for ecclesial vocations.
- Promote and support programs or workshops for Hispanic / Latino men interested in the diaconate.
- Carry out in the parish activities of human and spiritual growth that call to live the faith and love of God in the family.
- Promote the adoration of the Blessed Sacrament, offering prayer for vocations to the priestly and religious life and the formation of consecrated marriages.
- Pray together in families, bless the food and read the Word of God at home.
- Adoration of the Blessed Sacrament with the main objective of praying for vocations.
- The Diocese offers formation for the permanent diaconate in English, with the participation of several Latinos.
- The community is very generous, there are good young people, but there are many

"noises" that prevent them from listening to the Lord who calls them to different services. Especially there are young people who are very immersed in things that distance them from God, and the family has other interests. Urge a Pastoral Vocation and family as a whole.

E. Ecclesial Movements

- CEBs (Basic Ecclesial Communities).
- Retreats of evangelization during the year for people to know God in a more intimate and personal way.
- Change My Lord of men and women, Annual Call for Formation in Faith.
- Permanent retreats in almost all the parishes, offered by the Charismatic Renewal, CERS, Cursillos de Cristiandad, Franciscan Brothers.

I. Hispanics in Public and Professional Life

- Facilitating a space for volunteers from different services to form a community (English classes, medical services, etc.).

8. What are some important insights and noteworthy recommendations that emerged from the dioceses throughout the process, especially ideas that have not yet been mentioned?

1. Evangelization and Mission

- Structure a Parish Plan including reflections on young people, leaders, children, immigrants, liturgical ministers, prayer circles ...
- We have learned to be united in brotherhood to know the virtues, expressions and way of being of each person.
- We can all be instruments of the Lord to reach the heart of the needy.
- By going to the peripheries, we have learned to be simpler in the service of God in the community, which has taught us to help others without judging or criticizing.
- We have learned to stop being indifferent to the suffering of our brothers; to reach out to everyone equally and be available to give them our attention.
- Some parishes have services that others do not have; A pastoral plan is needed.

- There is a great difference between what is offered in English and what is offered in Spanish. There is very little that the diocese promotes among Hispanics, beyond a collection.

2. Stewardship and Development

- More pastoral agents (priests, religious, laity) are needed full time in the parish.
- There are very closed groups that do not share with other groups or with the community.
- All groups in the parish should work together for the spiritual growth of the parish and not lock themselves in.
- We must encourage active participation in the liturgy as altar servers, ministers of the Eucharist, readers, music ministry.
- The motivation of the parish priest and priests is indispensable. They should



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support committed parishioners to assume different responsibilities in the parish.

- Think about the possibility of a full-time religious in cities with the largest number of registered families.
- It takes a lot of dedication and availability to be at the service of the community.
- The importance of having people in different areas of our parish to attend to the needs of others.
- There is a greater desire to participate in the parish, but not to have a commitment that generates greater responsibility.
- Many new people do not persevere due to lack of opportunities for volunteering.

3. Faith Formation and Catechesis

- More study of the Bible is needed.
- Formation of the faith for adults and / or family catechesis.
- There is a need to generate more activities for young people, for the family, children and the elderly.

4. Family Ministry

- Family catechesis is needed.
- There is a need to generate more activities for young people, for the family, children and the elderly.
- Attention to young families (a great majority in our diocesan reality).

5. Youth Ministry

- Form adolescent leaders who can be motivators and role models for other young people.
- Create ministries of evangelization involving adolescents so that they learn to use their gifts and talents to get the message of Christ to others.
- Allow adolescents to express their needs and innovative ideas for youth ministry.
- More retreats / events for teens in English and Spanish should be offered to support them in their spiritual growth.
- There is a need to generate more activities for young people.
- Welcome those who are there and train new leaders, through processes of evangelization, catechesis and missionary action.

- Extend the invitation to adolescents to participate more in the various ministries and express their ideas in the planning.

6. Leadership Development & Ministry Formation

- Encourage and promote leadership in the development of cultural expressions of faith and invite others: Altagracia, Guadalupe, Epiphany, the Via Crucis of Good Friday, Mother's Day, etc.
- The need for people to be heard and visited is known, therefore, people should continue to be trained to serve as missionary disciples.
- We need apostolate or discipleship workshops for all the servants, to strengthen our commitment to our parish and to our neighbor, in order to instruct others and discern their vocation.
- We need to prepare ourselves liturgically and with biblical courses to reaffirm and strengthen our faith.
- We must train leaders willing to serve the Lord with humility and commitment.
- Some members of the clergy are not very cordial, especially with young people.
- There is a competition between parishes.
- Many members of parish groups fear losing their "power"; some do not support the unit or even work against their pastors.

7. Young Adult Ministry

- Train young leaders who can be motivators and role models for other young people.
- Create ministries of evangelization involving young people so that they learn to use their gifts and talents to get the message of Christ to others.
- Allow young people to express their needs and innovative ideas for youth ministry.
- We must offer more retreats / events for young people in English and Spanish to support them in their spiritual growth.
- There is a need to generate more activities for young people.
- Welcome those who are there and train new leaders, through processes of evangelization, catechesis and missionary action.



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- Extend the invitation to young people to participate more in the various ministries and express their ideas in the planning.

8. Human Development

- There were no comments in this area.

9. Immigration

- Strengthen the help offered to immigrants.

10. Liturgy and Spirituality

- Encourage and promote leadership in the development of cultural expressions of faith and invite others: Altagracia, Guadalupe, Epiphany, the Via Crucis of Good Friday, Mother's Day, etc.
- At least once a year the Bishop of the diocese shares a celebration with the Hispanic community in various parishes.

11. Justice and Peace

- There were no comments in this area.

12. Ecumenism

- The Jehovah's Witnesses are a great challenge in our diocese, many Hispanic families have seen their members coming in with them.
- Evangelical charismatic groups have also succeeded in attracting Hispanics with their

Hispanic leaders. They use language and culture in their favor.

- With the shortage of Hispanic priests, deacons and religious, it is very difficult to compete with the groups that proselytize.

A. Intercultural Competencies

- Our Hispanic population is closely linked to the sacramental life. An urgent need felt is the presence of priests capable of speaking Spanish and understanding the Hispanic / Latino culture.
- Search for more Hispanic priests for the Hispanic / Latino community that can meet their needs.
- There is a great difference between what is offered in English and what is offered in Spanish. There is very little that the diocese promotes among Hispanics, beyond a collection.

B. Vocations

- Encourage the permanent diaconate.

D. Communications and New Media

- Try to innovate technologically information and communication among the members of the church.

Part IV: Opportunities and Challenges by Ministerial Area

1. Evangelization and Mission

Opportunities

- *The harvest is abundant:* "Many are not involved in a community life-they do not congregate in any parish, for lack of faith or little faith, fear of commitment, negativism or even religious confusion."
- *There are people trained to go to the peripheries and / or welcome:* "Many parishes have a welcoming ministry, hospitality and welcome"; "Parishes indicated that they go out to the Meeting of the brothers in the peripheries".
- *The answers are within our reach:* "As we develop more these meetings, we will discover that our Latino immigrant community has all the solutions at their disposal".

Challenges

- *Lack of support in some parishes:* "The church does not recognize the Hispanic presence."
- *Some parishes are not very welcoming to new Hispanic members:* "They do not find Catholic communities that make them feel part of the Church, that understands them."
- *There are people who carry spiritual wounds:* "They have not had good experiences with the Catholic Church and do not feel accepted."

2. Stewardship and Development

Opportunities

- *Participation of Hispanics / Latinos:* "The community is active and in a greater percentage of perseverance than the American community".
- *The community has many gifts and is ready to serve:* "Some of the talents they bring to the community are: piety, wisdom, musical skills, community support, cleanliness, opinions to improve some aspects of our church, leadership, and plus".
- *Youth and energy to get involved:* "We are a young church composed of many families with children and adolescents who contribute much to the church in general."

Challenges

- *Scarce financial resources and demands of work:* "A serious problem is the attachment to money and slave labor, especially on Sundays, which prevents more participation."
- *Many people have no way to get to the parish:* "There are people who do not have transportation to go to the Church."
- *Sometimes the clergy are not motivated to work with Hispanics:* "The motivation of the pastor and the priests is indispensable-they must support committed parishioners to assume different responsibilities in the parish."

3. Faith Formation and Catechesis

Opportunities

- *The harvest is abundant:* "A large percentage have not completed the sacraments of initiation."
- *Leaders wanting to share the faith:* "We have evangelizers who wish to transmit the Word of God to different environments."
- *Conflicts of values:* "There is a conflict between the values of the Hispanic culture of parents and the Anglo-Saxon values experienced by children in school and with their friends."

Challenges

- *Negative attitudes toward the Church:* "They have ambivalent ideas of the Church-some do not practice, even though they have been baptized."
- *Language hinders catechesis:* "Our faith community does not motivate adolescents and has few people trained to teach them in English."
- *Indifference to religions:* "They perceive that all religions are equal, because most believe in God and in salvation."

4. Family Ministry

Opportunities

- *Catechesis for parents or family catechesis:* "We include parents in the formation of faith and in the preparation of their children to receive the sacraments."
- *There are many young Latino families:* "There is a need to generate greater



attention to young families (a large majority in our diocesan reality)."

- *Families open to be accompanied:* "The need of people to be heard and visited is known".

Challenges

- *Many unmarried couples:* "They are not married, neither civil nor sacramental".
- *Many separated families:* "It is noticeable the family disintegration effected by immigration and worsened by the impact of secular society ... They are separated from their families".
- *Domestic violence:* It was mentioned several times as a challenge.

5. Youth Ministry

Opportunities

- *There are adolescents eager to evangelize:* "Our young people and their desire to work with others in youth ministry".
- *Parents want their children to persevere in the faith:* "Their dream is that their children do not move away from the Church".
- *Social communication networks:* "Young people represent a gift for the Church because of their knowledge of social media."

Challenges

- *Many parishes do not have a group:* "In many of the parishes there is no organized and dynamic youth ministry, due to the lack of commitment of the leaders and lack of human and economic resources".
- *Leadership, resources and outdated methodologies:* "The parishes that have youth ministry must implement new methods to meet the spiritual needs of today's adolescents."
- *Drugs, violence and gangs:* "You have to offer them programs to avoid getting involved in drugs and gangs."

6. Leadership Development & Ministry Formation

Opportunities

- *They want to set a good example for their children:* "Educate their children in the faith, with good examples of Christian life, bring them closer to the Church and see their family strengthened by the presence of God in their lives."

- *The movements and groups have a lot of experience:* "The Cursillo de Cristiandad has a leadership school, offers two retreats a year and has a significant presence in the parishes."
- *Dioceses are interested in forming Hispanic / Latino leaders:* "We must promote participation in formation events at the parish, diocesan and regional levels".

Challenges

- *Pastoral agents who hinder racism:* "They are not allowed to participate actively in the existing ministries or in the liturgy".
- *Settled by personal or family situations:* "Family problems overwhelm them; they feel alone and let themselves be carried away by laziness. "
- *Low educational achievements:* "They do not have the resources to finish their studies ... some can not even read".

7. Young Adult Ministry

Opportunities

- *There are young people eager to evangelize:* "Our young people and their desire to work with others in youth ministry".
- *New leaders:* "As a young population, there are possibilities for new leaders everywhere".
- *Social communication networks:* "Young people represent a gift for the Church because of their knowledge of social media."

Challenges

- *Many parishes do not have a group:* "In many of the parishes there is no organized and dynamic youth ministry, due to the lack of commitment of the leaders and lack of human and economic resources".
- *Leadership, resources and outdated methodologies:* "The parishes that have youth ministry must implement new methods to meet the spiritual needs of today's adolescents."
- *Drugs, violence and gangs:* "You have to offer them programs to avoid getting involved in drugs and gangs."

8. Human Development

Opportunities

- *There are social services that can help:* "For example, the Elder Services office offers advice to senior citizens, helping them with



social security, health insurance, disability applications ...".

- *The same V Encuentro gives opportunities to help:* "Going out to knock on doors helps us identify those in need to respond to their needs and help them get out of their problems."
- *Catholic schools can be a powerful resource:* "We have the presence of Catholic universities and colleges."

Challenges

- *Low educational achievements:* "Lack of education does not allow access to better jobs ... They are concerned about the future, education and safety of their children."
- *Lack of knowledge of how things work in the US:* "They do not have the economic, legal or educational resources to know their rights ... nor of the parochial, diocesan and secular structures".
- *Abuse, health, dependence and violence:* "They have experienced exploitation and abuse because they are undocumented ... lack of health insurance ... alcoholism and drug addiction ... depressed adolescents without access to counselors ... trafficking or sexual abuse and domestic violence ...".

9. Immigration

Opportunities

- *Collaboration with other diocesan offices or services:* "The Immigration and Refugee Office offers help with immigration procedures, citizenship preparation classes, and workshops in the parishes."
- *There are parishes with migrant care centers:* "They promote information workshops on migration issues".
- *Dreams of permanent residence and citizenship:* "They dream of obtaining legal status to feel safe and confident in this country ... to unite their families and one day visit their families in their countries."

Challenges

- *Fear and isolation:* "They are afraid that someone from their family will be deported ... They live on the sidelines, without disclosing their immigration status because they do not know who to trust".
- *Problems with documents:* "Due to lack of legal documentation, they prefer not to leave

the house ... A high percentage of our young people are inside DACA".

- *Acculturation, language and discrimination:* "They have difficulties with language and culture, both secular and in the Catholic Church ... They are discriminated against because they are Hispanic / Latino, even when they are US citizens."

10. Liturgy and Spirituality

Opportunities

- *Gifts for the liturgy and the community:* "They have musical aptitudes-singing, dancing and playing instruments-for the ministry of praise ... Marian spirituality ... liturgical ministries ... and they have a lot of talent for setting the church according to the liturgical season."
- *Some parishes celebrate Hispanic holidays:* "We recognize the traditions of different cultures: Celebration of the Virgin of Guadalupe, the Virgin of Altigracia, of the child Jesus ...".
- *Increase in services in Spanish:* "We organize meetings and liturgies in Spanish, beginning with the Sunday Mass, as well as the celebration of cultural and spiritual traditions when possible."

Challenges

- *Beliefs and practices against the Catholic faith:* "They have the perception that all religions are equal, because most believe in God and in salvation ... They practice witchcraft, superstition and santería".
- *Penance for their marital situation:* "Since they did not complete the sacraments, they are sorry they can not receive the Eucharist and make their confession."
- *Marginalization in the Church:* "They are not allowed to participate actively in the existing ministries or in the liturgy".

11. Justice and Peace

Opportunities

- *There is already a pastoral with the imprisoned:* "We visit imprisoned people, bringing them spiritual and moral support monthly".
- *Some parishes open their doors to professional services:* "We provide a space for volunteers from different services to form



a community (English classes, medical services, etc.)."

- *We have the support of the Diocesan Office of Justice and Peace:* "The diocesan Ministry of Social Justice responds to problems such as migration, injustice, domestic violence and other needs."

Challenges

- *Abuse and discrimination:* "They have experienced exploitation and abuse because they are undocumented ... at work ... in obtaining housing ... in sex trafficking ... in domestic violence ...".
- *Minimum wage jobs are not enough:* "They experience the lack of decent housing due to poverty and debts ... Many have jobs where they earn the minimum wage or less."
- *Fear, violence and vices:* "For fear of being deported, many do not report it when they are victims of crime ... There are people who take advantage of them with violence, threats, robberies ... to involve them in drugs, crime and gangs".

12. Ecumenism Opportunities

- *Social justice and global solidarity:* "We provide spaces for volunteers from different confessions of faith to develop social services and thus promote joint action of the various confessions of faith (Bread for the World, Catholic Charities, etc.)."
- *Hispanic-Latino Leadership:* "Many of the church leaders and faith confessions are already Hispanic-Latino," offering a tremendous opportunity to work together and develop activities for the Hispanic-Latino community.
- *Existence of diocesan offices of liturgy, ecumenism and evangelization.*

Challenges

- *Resistance on the part of Hispanic-Latino Catholics for ecumenical work.*
- *Look at the ecumenical work from the standpoint of confrontation and apologetics.*
- *Lack of biblical and theological formation of our Hispanic leaders and of the people in general, regarding the theme of the historic churches, the conciliar documents, the possible works of social character that can be carried out.*

Part V: Regional Strategies for the Pastoral Care and Accompaniment of Hispanic/Latino Catholics

1. Evangelization and Mission

Strategy # 1: Promote in the Region the process of the five sessions of the V Encuentro, with new groups and communities, sharing the follow-up sessions and ending each year with a parish meeting.

Strategy # 2: Create and publicize a process for the formation and training of teams of evangelization and permanent mission in the parishes, so that they can reach the peripheries to visit families, meet their needs, respond to their concerns, searches and realities, decentralize services and invite them to parish activities.

Strategy # 3: Emphasize in the Region the evangelizing importance of simple moments to form a community, such as coffee and donuts after Masses.

Strategy # 4: Identify and promote materials, resources and workshops to train and extend the mission of the ministers of welcome, hospitality and reception of the parishes.

Strategy # 5: Establish a regional campaign to train and involve the entire community in outreach or evangelization at the local level, with orientations and practices to initiate contact with people not well known.

Strategy # 6: Disseminate simple materials to educate about the harm it does to the community when we judge others early, especially young people, and offer ways to always be hospitable people.

Strategy # 7: Create spaces of greater visibility and approach of the Bishop, the priests and deacons with the activities of the parishioners in the sectors of the community.

Strategy # 8: Promote an intentional joint pastoral and common training processes among the different groups that work in evangelization, respecting the charisms and spirituality of each group.

Strategy # 9: Help through diocesan instances to form leaders who can start prayer groups in the parishes.

Strategy # 10: Organize, guide and focus on integral processes of evangelization and missionary pastoral: initiation, catechesis and action as an outgoing church, in a permanent state of mission.

2. Stewardship and Development

Strategy # 1: Promote in the Dioceses of the Region the creation of welcoming, welcoming and permanent formation centers for Hispanic youth, such as the Casa de la Juventud.

Strategy # 2: Offer priests in each diocese workshops based on the results of the V Encuentro to help them recognize and invest in the gifts of Hispanics / Latinos so that they assume different responsibilities in the parishes.

Strategy # 3: Strengthen structures in the Region for the opening, consolidation and projection of a regional office of Hispanic youth ministry.

Strategy # 4: Identify and promote models in the Region of how to increase the commitment of the Hispanic / Latino people with their parish, from welcome / welcome to participation and co-responsibility.

Strategy # 5: Create diocesan teams to coordinate and promote the activities of the apostolic groups and seek the support of other groups that are needed, efficiently and coherently with the diocesan pastoral plan, to respond to local demands.

Strategy # 6: Develop a bilingual, dynamic and audiovisual resource to motivate Hispanics to commitment and missionary action with the vision of a living parish, where people dedicate themselves to service in all pastoral areas in order to attend to the need of others.

Strategy # 7: Make available at the Region level more retirement homes in accessible places with low rates.

Strategy # 8: Create, organize, consolidate and allocate human and financial resources in the Hispanic Ministry through a Diocesan Office in each diocese of the Region according to the local reality.

Strategy # 9: Organize, at the regional level, the implementation of a program of prayer of promotion for priestly, religious vocations, consecrated life, marriage, and pastoral ministry based on the orientations of the XV Synod of Bishops 2018.

Strategy # 10: Campaign in the Dioceses of the Region to foster Hispanic candidates for the permanent diaconate in all parishes that offer service to the community.

3. Faith Formation and Catechesis

Strategy # 1: Children's Catechesis: Identify and promote resources and more dynamic catechetical programs that use audiovisuals to attract the attention of children and involve them in formative processes.

Strategy # 2: Child Catechesis: Strengthen the formation of catechists in the Region so that they know how to accompany and guide children in the joyful living of evangelical values and Catholic spiritual practices.

Strategy # 3: Biblical Catechesis: Deploy a regional campaign to multiply the availability of Bible study classes in both languages, adapted to the reality and needs of young people and Hispanic adults.

Strategy # 4: Adult Faith Formation: Introduce models of parishes in the Region that have strengthened faith formation for Hispanic / Latino adults.

Strategy # 5: Catechesis and family formation: Promote the implementation of programs that help couples prepare for marriage in all dimensions: communication as a couple and with their children, prayer and spirituality as a domestic church, management of finances and tasks in the house, conjugal love and chastity in marriage, the formation of children in the faith, etc.

Strategy # 6: Family Catechesis: Sensitive to the lack of time to dedicate to formation and evangelization, identify and promote resources, programs and high quality processes that can be implemented at home as a family or with flexible schedules in the parishes.

Strategy # 7: Liturgical catechesis: Establish, create and promote liturgical formation among catechists and through youth groups and apostolates, to have courses of liturgical formation accessible to the entire parish community.

Strategy # 8: Catechetical Pastoral: Promote a catechetical pastoral founded on processes and itineraries of faith whose model is based on the catechumenate of adults.

4. Family Ministry

Strategy # 1: Promote parochial models of accompaniment, welcoming and pastoral care among families and people affected by domestic violence, drug addiction, incarceration, gangs, alcohol dependence, pornography, etc.

Strategy # 2: Promote parochial models of accompaniment, welcoming and pastoral of families in difficult situations: divorced and remarried, single parents, widowers, families separated by immigration problems ... through meetings, talks, social gatherings, etc.

Strategy # 3: Introduce processes for the formation and training of permanent evangelization teams and mission in the parishes, so that they can reach the peripheries to visit families and young people, meet their needs and invite them to parish activities and services.

Strategy # 4: Identify and promote the use of bilingual tools (cards, mobile apps, programs ...) in the parishes to provide follow-up, support, training and accompaniment to couples who have baptized their children - through retreats, talks, meetings, gatherings, etc.

Strategy # 5: Promote educational programs and resources that help parents in the integral formation (in faith, values, studies, attitudes, morals, religious practices, etc.) of their children.

Strategy # 6: Promote the implementation of programs that help couples prepare well for marriage: communication as a couple, family prayer and spirituality, managing finances and homework, conjugal love and chastity in marriage, etc.

Strategy # 7: Identify and promote pastoral strategies in the Region to welcome and offer support to parents who cannot participate in the sacraments, encouraging them to grow in their faith.

Strategy # 8: Develop a regional plan and mount a campaign in all dioceses to implement programs for the prevention and eradication of domestic violence in the parishes.

Strategy # 9: Instill from the parishes that there are retreats / activities for families with the aim of promoting the family unit, taking into account mixed families (they speak English and Spanish or of different religions), and the needs of children, young people, older adults, etc.

Strategy # 10: Organize, in all the dioceses of the Region, teams of mentoring couples to support family ministry.

Strategy # 11: Identify, in each zone of the Region, counselors for families and young people, compatible with the faith and who speak Spanish.

Strategy # 12: To promote holistically in homes prayer for vocations in the Church (priestly, religious, consecrated life, family life, pastoral ministry) through a guide, pamphlet or flyer, or through the visit of the Cross of the V Pilgrim Encounter.

Strategy # 13: Implement in the Seminars in the Region the best practices for the promotion, formation, selection, admission and support to Hispanic / Latino seminarians, with the participation of families.

5. Youth Ministry

Strategy # 1: Offer, in addition to the events in English that are already taught in dioceses, diocesan-level retreats for Hispanic / Latino teenagers to help them nurture faith in their culture and language and motivate them to actively serve in their parishes.

Strategy # 2: Promote that, in all pastoral work with Hispanic / Latino adolescents in the Region, the vocational discernment that leads them to a Christian maturity is privileged.

Strategy # 3: Share resources and opportunities between dioceses so that Youth Ministry groups in the Region can get to know each other, support and share the faith, for example, a Latino Youth Encounter.

Strategy # 4: Create and offer leaders in the pastoral with adolescents a workshop to raise awareness and create with them environments of sensitivity to welcome and welcome adolescents with disabilities.

Strategy # 5: Create and offer leaders in the pastoral with adolescents a workshop to raise awareness and create with them environments of sensitivity to welcome and welcome adolescents who have been marginalized for any reason and who want to integrate.

Strategy # 6: Develop a regional plan to respond to the urgent need to motivate Hispanic / Latino adolescents to put into action the baptismal call to be missionary disciples and actively serve in their parishes.

Strategy # 7: Promote that, in all pastoral work with Latino adolescents in the Region, missionary practices be privileged to invite their older companions to participate more in the church.

Strategy # 8: Establish inter-diocesan activities in the Region so that Hispanic / Latino adolescents from different dioceses can get to know each other and motivate each other.

Strategy # 9: To promote a comprehensive Hispanic youth ministry in all the dioceses of the Region, including sports, cultural, recreational, biblical, spiritual, missionary, etc. activities.

Strategy # 10: Strengthen diocesan structures for the opening, consolidation and projection of a Hispanic youth ministry office in each diocese.

Strategy # 11: Train, through the diocesan instances, young people to start groups of Hispanic Youth Ministry in the parishes, with a biblical, theological, human and pastoral formation, in communion with the institutes and universities that are dedicated to the formation theological-pastoral.

Strategy # 12: Identify parish models to involve more Hispanic teenagers in liturgical ministries (such as readers, musicians, altar servers, etc.) and promote them in the Region.

Strategy # 13: Offer, organize, create and promote permanent formation seminars for youth pastoral advisors with adolescents, with a specific focus on evangelization among them, the management of human and financial resources, as well as intercultural competencies.

6. Leadership Development & Ministry Formation

Strategy # 1: Catechists: Strengthen the formation of catechists in the Region so that they can accompany and mentor children in the joyful living of evangelical values and Catholic spiritual practices.

Strategy # 2: Catechists, youth and movements: Establish, create and promote liturgical formation for catechists, youth groups and movements, as well as liturgical-catechetical formation accessible to the entire parish community.

Strategy # 3: Young adults: Promote biblical, theological, human and pastoral formation among young adults, in communion with the institutes and universities that are dedicated to theological-pastoral formation.

Strategy # 4: Choirs: Collaborate with neighboring dioceses to privilege the liturgical and musical formation of the parish choirs and promote the formation of youth choirs and diocesan adult choirs for large events.

Strategy # 5: Agents of evangelization: Organize a Regional School of Evangelization to offer and facilitate the formation of agents of evangelization in all the parishes of the Region, with courses in each diocese and / or online.

Strategy # 6: Lay Ministers: Establish collaboration among dioceses in the Region to provide a bilingual program that prepares lay people to take leadership and service positions in Hispanic ministry at the parish or diocese level. Personal, spiritual, doctrinal, cultural and pastoral formation will be included and will be open to all.

Strategy # 7: Lay Ministers: Review the national norms for the formation of lay ministers and adapt them to the reality of the Hispanic ministry in the dioceses of the Region, to promote the formation and certification of pastoral agents among the parish leaders and members of groups of apostleship.

Strategy # 8: Ministers in family ministry: Update and promote pastoral certification courses to give pre-baptismal talks, formation in courtship, accompaniment for the elderly and liturgical ministers.

Strategy # 9: Deacons and priests: Offer and organize a permanent and systematic formation among priests, deacons and pastoral assistants, mainly in the areas of evangelization, intercultural competences and resource management, with a frequency of 3 workshops per year.

7. Young Adult Ministry

Strategy # 1: Offer diocesan-level retreats for young Hispanic / Latino adults to help them nurture faith in their culture and language and motivate them to actively serve in their parishes.

Strategy # 2: Share resources and opportunities among dioceses so that Youth Ministry groups in the Region can get to know each other, support and share the faith, for example, a Latino Youth Encounter.

Strategy # 3: Create and offer leaders in youth ministry a workshop to raise awareness and create with them environments of sensitivity to welcome and welcome young adults with disabilities.

Strategy # 4: Create and offer leaders in youth ministry a workshop to raise awareness and create with them sensitive environments to welcome and welcome young people who have been marginalized for any reason and who want to integrate.

Strategy # 5: Foster the creation in each diocese of welcoming, welcoming and ongoing formation centers for young Hispanic / Latino adults, such as the Casa de la Juventud.

Strategy # 6: Develop a regional plan to respond to the urgent need to motivate young Hispanic / Latino adults to put into action the baptismal call to be missionary disciples and actively serve in their parishes.

Strategy # 7: Promote that, in all Hispanic youth pastoral in the Region, the missionary practices are privileged to invite their companions to participate more in the church.

Strategy # 8: Establish inter-diocesan activities in the Region so that Hispanic / Latino young adults from different dioceses can get to know each other and motivate each other.

Strategy # 9: To promote a comprehensive Hispanic youth ministry in all the dioceses of the Region, including sports, cultural, recreational, biblical, spiritual, missionary, etc. activities.

Strategy # 10: Strengthen diocesan structures for the opening, consolidation and projection of a Hispanic youth ministry office in each diocese.

Strategy # 11: Train young adults at the diocesan level to start groups of Hispanic Youth Ministry in the parishes, with a biblical, theological, human and pastoral formation, in communion with the institutes and universities dedicated to the theological-pastoral formation .

Strategy # 12: Identify parish models to involve more young Latino adults in liturgical ministries (such as readers, musicians, altar servers, etc.) and promote them in the Region.

Strategy # 13: Prioritize actions, in all Hispanic youth pastoral in the Region, that prepare young adults to be leaders in the parishes and participate in the community-diocese-region.

Strategy # 14: Offer, organize, create and promote permanent formation seminars for youth ministry advisors of young adults, with a specific focus on evangelization among them, the management of human and financial resources, as well as intercultural competencies.

8. Human Development

Strategy # 1: Dependencies and codependencies: Coordinate an organic response in the Church at the regional level to face the problem and save the codependents and addicts (alcohol, drugs, sex), as well as their families.

Strategy # 2: Gangs and crime: Prioritize a pastoral response in the Region through rehabilitation centers and the facilitation of access to counseling services for young people who lose hope and wear out their potential in a violent or criminal life.

Strategy # 3: Racism: Make a public campaign in the Region to face discrimination in society and through Catholic parishes and schools disseminate materials with simple steps to eliminate it from our lives and communities.

Strategy # 4: Adult Education: To promote, from the offices of Hispanic ministry in the Region, a collaboration among parishes, Catholic schools and other organizations in the community to offer English and citizenship classes in Latino neighborhoods.

Strategy # 5: Education: Extend the educational mission of Catholic schools, high schools and universities to respond to the lack of academic training in the Latino community at all levels and ages: illiterate adults, children in need of tutoring, youth seeking GED or vocational training , professional studios with an affordable price ... and more.

Strategy # 6: Employment and salary: Work with Catholic Charities and other public agencies to promote laws in society that require living wages, health benefits, and reasonable hours for all employees.

Strategy # 7: Transportation: Make a regional public campaign to improve the public transportation system and get the right for everyone to apply for a driver's license without considering immigration status.

Strategy # 8: Decent housing: Work with public agencies to multiply the availability of housing for families with scarce financial resources.

Strategy # 9: Budget Management: Promote in the Region that low-income communities offer classes on the management of finances, the use of a family budget and how to avoid problems with debt.

Strategy # 10: Cultural integration: Promote the use of materials and courses for immigrant parents in the Region to help them understand the cultural values of the United States and how to transmit Christian values to their children in this new cultural environment.

Strategy # 11: Health: Extending Catholic Healthcare's mission to offer health services to the poor and to obtain for all-including immigrants-the right to affordable health insurance.

Strategy # 12: Pastoral de conjunto: To achieve a joint pastoral activity among ecclesial movements, religious communities, diocesan presbytery and parish ministries to effectively promote the commitment of the Church in all areas of human development.

9. Immigration

Strategy # 1: Create a guide for dioceses in the Region of Catholic organizations and institutions (parishes, schools, hospitals, Catholic Charities, etc.) that collaborate in the diocese and offer legal, emotional, spiritual, educational and health support to the immigrants.

Strategy # 2: Promote Catholic schools and parishes to open their doors at night or on weekends for English and citizenship classes, in collaboration with other community organizations.

Strategy # 3: Promote the creation of immigrant assistance centers in parishes that, in coordination with Catholic Charities, distribute good and coherent information on migratory laws and coordinate efforts to prosecute all those who need it.

Strategy # 4: Coordinate and work with all those ecclesial and civil authorities in the defense of a just immigration system that allows legal status to those who are undocumented, thus ending fear and abuse due to lack of documents.

Strategy # 5: Identify and make known in each diocese legal or support services in the face of any form of discrimination, exploitation or abuse of immigrants: at work, in business, in the search for a decent home, at home and the neighborhood, in obtaining a loan, in obtaining government or health services, etc.

Strategy # 6: Advocate, offer advice and accompany those families who have already suffered the tragedy of separation, who do not have economic or legal resources, to make them aware of their rights and integrate them into society.

Strategy # 7: Develop and offer a workshop in all the dioceses of the Region to teach the pastoral teams in the parishes how they can help the children of immigrants overcome, have a better quality of life, be self-reliant, may at some point obtain a legal residence and maintain their faith, customs and traditions.

Strategy # 8: Raise awareness in parish pastoral teams about the isolation of newly arrived immigrants-especially young people and parents who left a family in their country-and present simple steps they can take to form communities of faith and support for.

10. Liturgy and Spirituality

Strategy # 1: Promote the creation of spaces for prayer and reflection with the Word of God, in English and Spanish, in all the parishes and movements that serve the Latino / Hispanic community.

Strategy # 2: Strengthen the sense of identification with the church through meetings, days and religious celebrations organized at the diocesan level.

Strategy # 3: Collaborate with neighboring dioceses to promote and promote a Hispanic / Latino spirituality in the Region, which celebrates Marian devotions and other cultural expressions of faith such as: Altgracia,

Guadalupe, Epiphany, the Good Friday Via Crucis, the Day of the Mother, All Saints' Day, All the Dead Day, etc.

Strategy # 4: Ensure that in all dioceses of the Region the Hispanic / Latino community has opportunities for spiritual retreats, holy hours and adorations, pilgrimages, and missions inside and outside the country.

Strategy # 5: Prepare a small book of prayers and pious practices that can accompany a Missionary Cross or the pilgrim image of the Virgin, to involve families in prayer for vocations and to instill spiritual practices that strengthen family unity and life spiritual.

Strategy # 6: Review at a regional level the availability of parishes with Hispanic ministry where there are more Hispanic / Latino families. Then organize and offer services and liturgies in Spanish, as well as the celebration of cultural and spiritual traditions, where they most need them.

Strategy # 7: Promote religious and popular festivals for the Hispanic / Latino community in rural areas.

Strategy # 8: Prioritize the liturgical formation of the choirs and the creation of groups to share the Word of God, in order to carry out more revived eucharistics and with greater participation of the people.

Strategy # 9: Identify parishes in the Region where they dramatize the Word of God and embody the spirit of the feast and popular religion, both in the sacramental celebrations and in communal devotions, and share resources so that other parishes can do so.

Strategy # 10: Create and organize a diocesan and regional celebratory calendar that contains the main liturgical celebrations, in order to promote them at the local, diocesan and regional levels.

Strategy # 11: Promote the ongoing formation of priests, deacons and pastoral assistants at the liturgical level, so that they are able to integrate the elements of the Popular Religiosity in the liturgical celebrations and serve, at the same time, spaces of evangelization, catechesis and cultural integration

11. Justice and Peace

Strategy # 1: Review the training standards for the pastoral and pastoral care agents for people with dependency, to ensure that they are sensitive to the needs and have the capacity to accompany the Hispanics / Latinos in these circumstances and their families.

Strategy # 2: Identify situations of grave injustice in society that have a negative impact on Hispanic / Latino communities and collaborate with diocesan offices of social justice and Catholic Charities to promote effective and concrete responses.

Strategy # 3: Encourage among parishioners the need for new agents for penitentiary pastoral care in Hispanic / Latino communities and the creation of appropriate pastoral resources and materials for recipients.

Strategy # 4: Promote in the Region through the Ministry of Social Justice, an increase in the response to problems such as migration, labor injustices, domestic violence and other needs that affect Hispanic / Latino families and communities.

Strategy # 5: Prioritize in the dioceses that the parishes promote a sense of discipleship and co-responsibility in each member of the community.

Strategy # 6: Coordinate the efforts of the various existing Catholic groups that advocate for life and offer an organic pastoral vision that helps create a culture for life and that respects the dignity of human beings from conception to natural death.

Strategy # 7: Promote solidarity among the faithful on the subject of public transport and propose the creation of parish networks that promote carpool and help in the precarious public transport system.

Strategy # 8: Propose an evangelization in Hispanic ministry that includes visible actions linked to social justice: ecology, immigration, intermediate and higher education, pro-life movement from conception to natural death, fight against sexual trafficking and human dignity .

Strategy # 10: Propose and advocate to include the theme of global solidarity as a constant component in the discernment, formulation and implementation of the pastoral plans of parishes and dioceses, through work in communion with Catholic institutions that are dedicated to this as CRS, Catholic Charities, etc.

Strategy # 11: Develop and implement training workshops directed and designed for ministers, servers in ministries, families, adolescents, young adults, encouraging them to participate with concrete actions that have a global impact in their areas and / or localities.

Strategy # 12: Plan and promote events, in collaboration with the existing diocesan offices of social justice and global solidarity of the Region, such as the Rice Plate, the Food Packing, lobbying and visit to the legislators, utilization of resources through the Equal Exchange program, among the diverse ethnic and linguistic communities.

12. Ecumenism

Strategy # 1: Promote actions in dioceses to improve relations with other Christian denominations (non-Catholic) and encourage common activities around social issues that promote fraternal and ecumenical coexistence.

Strategy # 2: Open a dialogue in the dioceses of the Region to the ecumenism and religious diversity of our Hispanic / Latino community.

Strategy # 3: Organize, create and promote a specialized and multidisciplinary ecumenical formation among pastoral agents and leaders: priests, deacons, religious communities, lay people at the level of coordination and leadership, at the parish, diocesan and regional levels, with the support of the diocesan offices in charge of the ecumenical ministry.

Strategy # 4: Organize courses and seminars at the parish, diocesan and regional levels that encourage the promotion and practice of works of mercy, social justice and global solidarity as promoters of ecumenism among the different confessions of faith.

Strategy # 5: Work in the area of ecumenical formation in seminaries and houses of formation in order to ensure that future leaders in the pastoral ministry receive adequate formation that takes into account the particularities of ecumenism in relation to the Hispanic ministry.

Strategy # 6: Promote among Hispanics / Latinos the biblical and study formation of the conciliar documents referring to ecumenism, in order to know the Catholic tradition and the ecumenical commitment assumed by the Church since Vatican II.

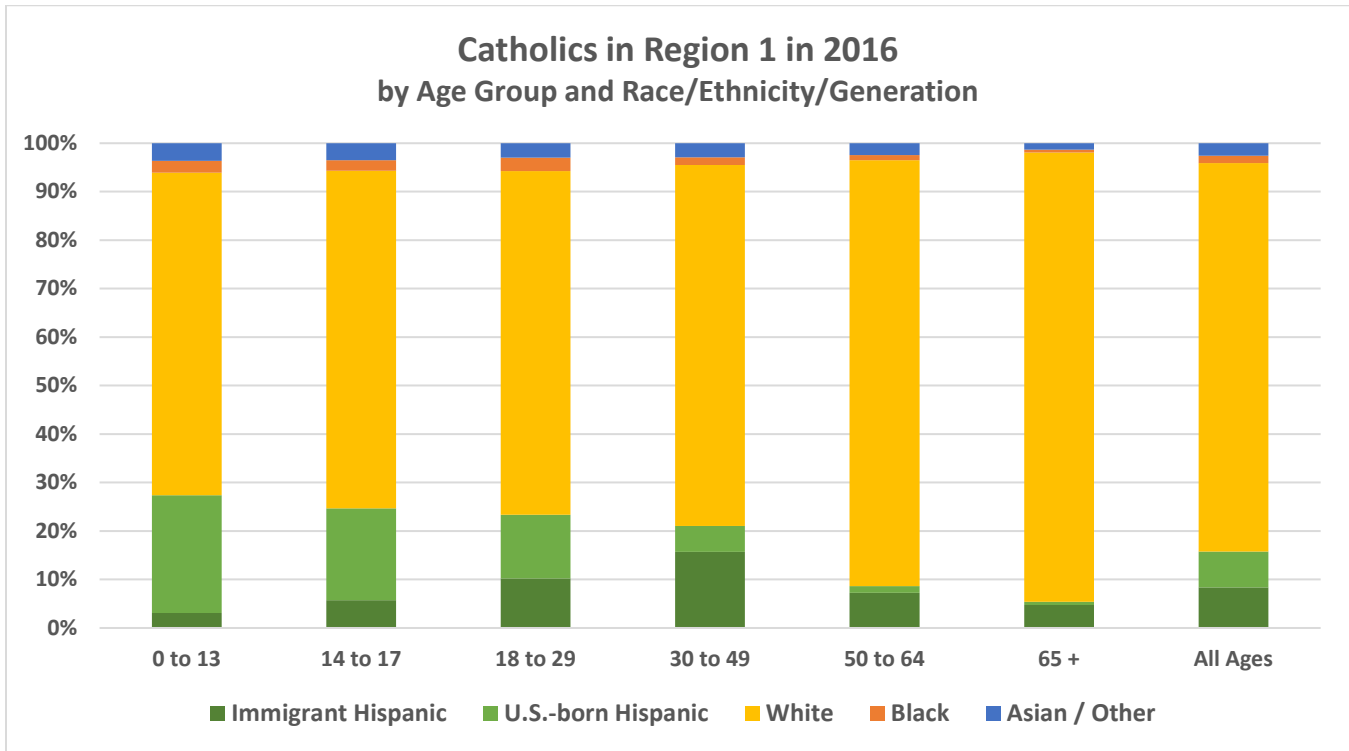
Strategy # 7: Take advantage, among Hispanics / Latinos, of the Week of Prayer for Christian Unity proposed by the Church as a privileged moment of evangelization, catechesis and missionary action among the different confessions and faith traditions.

Strategy # 8: Promote the participation of Hispanics / Latinos in courses and / or seminars on Church history, dogmatic theology, sacramental theology and practical theology, so that this knowledge serves as the basis for solid ecumenical work.

Strategy # 9: Create, convene and promote spaces for dialogue with our Hispanic / Latino brothers who are part of other confessions of faith through different cultural traditions, especially in the month of Hispanidad.

Strategy # 10: Promotion of cultural and youth festivals among young adolescents and young Hispanic / Latino adults that motivate the encounter, dialogue and ecumenical respect.

Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 1



| Total Population and Catholic Population in Region 1, by Race/Ethnicity | | | | | |
|---|--------------------------|--------------------------|-----------|-----------------------------|--------------|
| Racial/Ethnic Groups in the Dioceses of Region 1 | Total Population in 2000 | Total Population in 2016 | % Change | Estimated Catholics in 2016 | % Catholic |
| White | 11,686,617 | 11,144,249 | -5% | 3,950,000 | 35.4% |
| Hispanic | 875,225 | 1,579,247 | 80% | 776,000 | 49.1% |
| Black | 719,063 | 1,056,533 | 47% | 75,000 | 7.1% |
| Asian/Other | 641,612 | 955,496 | 49% | 127,000 | 13.2% |
| Total | 13,922,517 | 14,735,525 | 6% | 4,928,000 | 33.4% |

| Hispanic/Latino Population in Region 1, by Diocese | | | | | |
|--|------------------------------------|------------------------------------|----------|--------------------------------------|------------|
| (Arch)Diocese | Hispanic/Latino Population in 2000 | Hispanic/Latino Population in 2016 | % Change | Estimated Hispanic Catholics in 2016 | % Catholic |
| Boston | 277,136 | 509,580 | 84% | 246,000 | 48% |
| Bridgeport | 104,835 | 183,694 | 75% | 86,000 | 47% |
| Burlington | 5,504 | 12,188 | 121% | 5,500 | 47% |
| Fall River | 22,609 | 49,415 | 119% | 24,000 | 48% |
| Hartford | 185,993 | 318,230 | 71% | 153,000 | 48% |
| Manchester | 20,489 | 47,466 | 132% | 22,500 | 48% |
| Norwich | 29,495 | 58,745 | 99% | 27,000 | 46% |

| (Arch)Diocese | Hispanic/Latino Population in 2000 | Hispanic/Latino Population in 2016 | % Change | Estimated Hispanic Catholics in 2016 | % Catholic |
|-----------------|------------------------------------|------------------------------------|------------|--------------------------------------|--------------|
| Portland, ME | 9,360 | 20,044 | 114% | 10,500 | 53% |
| Providence | 90,820 | 157,949 | 74% | 86,000 | 55% |
| Springfield, MA | 78,120 | 132,877 | 70% | 68,000 | 51% |
| Worcester | 50,864 | 89,059 | 75% | 46,000 | 52% |
| Total | 875,225 | 1,579,247 | 80% | 776,000 | 49.1% |

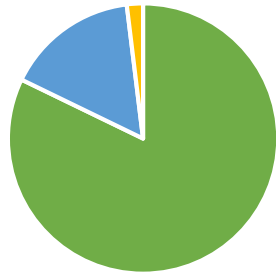
Note: Numbers highlighted below in yellow are estimates. Data that were not provided are highlighted in blue.

| Hispanic Ministry in the Parishes and Catholic Schools of Region 1, by Diocese | | | | | | |
|--|---|-------------------------------|--------------------------------|------------------|------------------------------|--------------------------------------|
| (Arch)Diocese | # of Parishes with Hispanic/Latino Ministry | # of Weekly Masses in Spanish | # of Monthly Masses in Spanish | Total Attendance | # of Latino/a Students (K-8) | # of Latino/a Students (high school) |
| Boston | 36 | 67 | 0 | 20,141 | 2,467/21,513 | 1,320/15,179 |
| Bridgeport | 18 | 29 | 1 | 12,325 | 500/6,737 | 255/3,672 |
| Burlington | 1 | 0 | 1 | 75 | 21/1,477 | 1/523 |
| Fall River | 7 | 10 | 0 | 1,896 | 229/3,336 | 25/2,880 |
| Hartford | 17 | 25 | 0 | 11,834 | 749/8,306 | 273/4,312 |
| Manchester | 3 | 2 | 4 | 1,250 | 126/3,469 | 47/2,122 |
| Norwich | 5 | 13 | 0 | 1,975 | 202/1,687 | 106/2,145 |
| Portland, ME | 3 | 2 | 1 | 310 | 48/2,036 | 5/613 |
| Providence | 14 | 24 | 0 | 8,716 | 654/6,921 | 289/4,507 |
| Springfield, MA | 13 | 13 | 0 | 1,280 | 226/2,852 | 17/568 |
| Worcester | 13 | 22 | 2 | 4,545 | 291/3,946 | 115/2,537 |
| Total | 130 | 207 | 9 | 64,347 | 5,513/62,280 | 2,453/39,058 |

| Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 1 | | | | | | |
|---|------------|----------|--------------|---------------------------|-----------|-------------------------|
| (Arch)Diocese | Priests | | | Religious (men and women) | Deacons | Lay Ecclesial Ministers |
| | Active | Retired | Foreign-born | | | |
| Boston | 21 | 2 | 22 | 12 | 26 | 11 |
| Bridgeport | 18 | 3 | 20 | 14 | 10 | 2 |
| Burlington | 1 | 0 | 1 | 1 | 0 | 0 |
| Fall River | 3 | 0 | 3 | 0 | 0 | 3 |
| Hartford | 17 | 0 | 14 | 2 | 19 | 27 |
| Manchester | 1 | 0 | 0 | 0 | 1 | 5 |
| Norwich | 2 | 0 | 2 | 3 | 3 | 11 |
| Portland, ME | 0 | 0 | 0 | 2 | 1 | 2 |
| Providence | 8 | 0 | 8 | 3 | 6 | 7 |
| Springfield, MA | 8 | 0 | 3 | 14 | 10 | 5 |
| Worcester | 25 | 0 | 25 | 10 | 6 | 0 |
| Total | 104 | 5 | 98 | 61 | 82 | 73 |

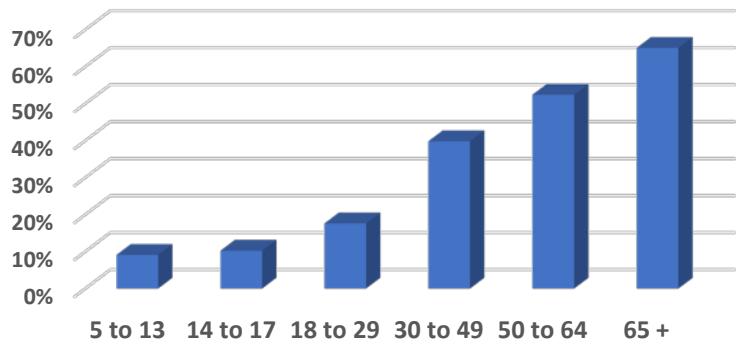
Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 1

Hispanic/Latino Household Language in 2016

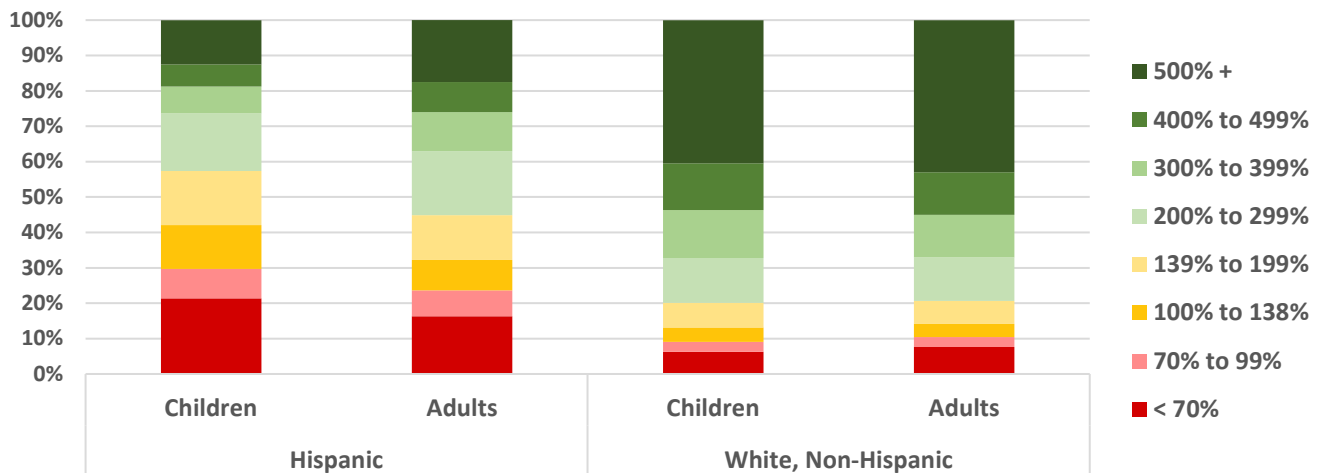


■ Spanish ■ English ■ Other

Hispanics/Latinos Who Do Not Speak English "Very Well" in 2016, by Age



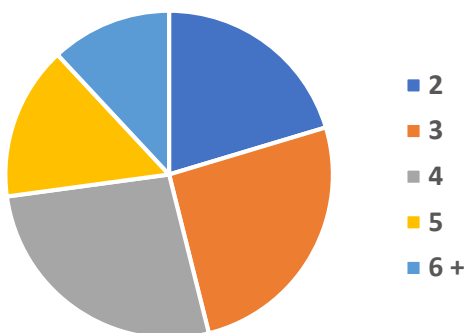
Household Income as a Percentage of Poverty Level in 2016



Median Hispanic Household Income: **\$54,000**

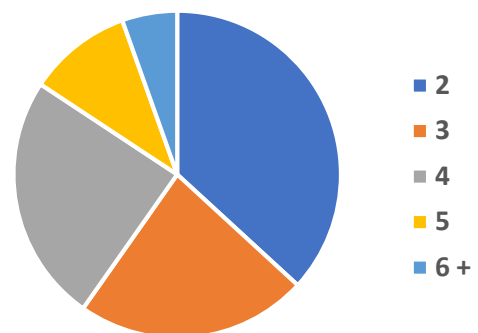
Median White Household Income: **\$93,500**

Hispanic Family Size in 2016



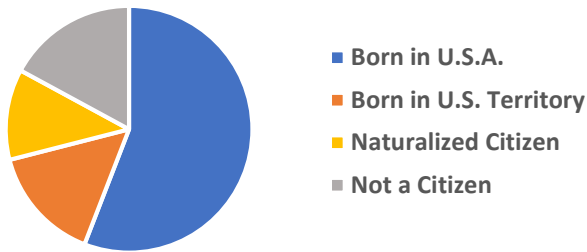
Average Family Size: **3.8**

White, Non-Hispanic Family Size

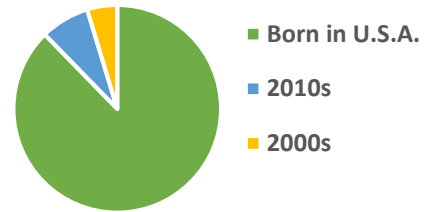


Average Family Size: **3.3**

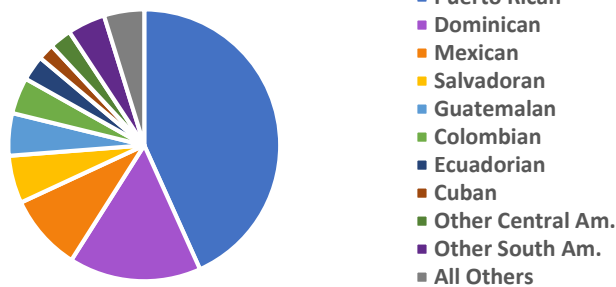
Citizenship of Hispanic Residents in 2016



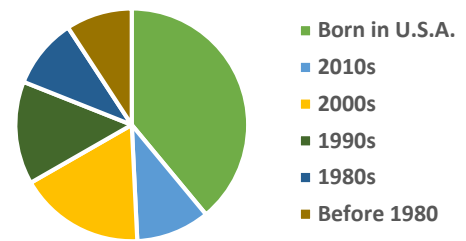
Decade of Entry for Hispanic Children



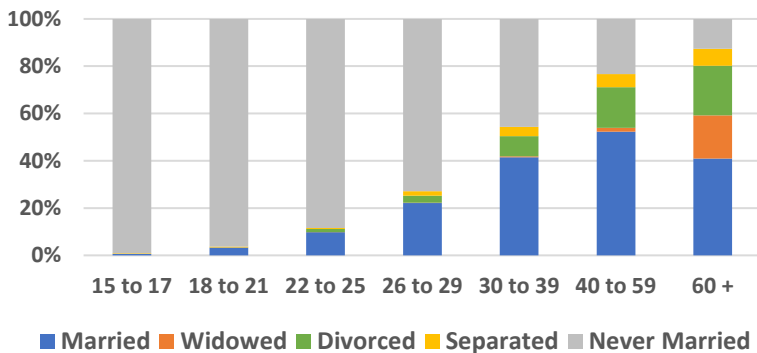
National Heritage of Hispanic Residents in 2016



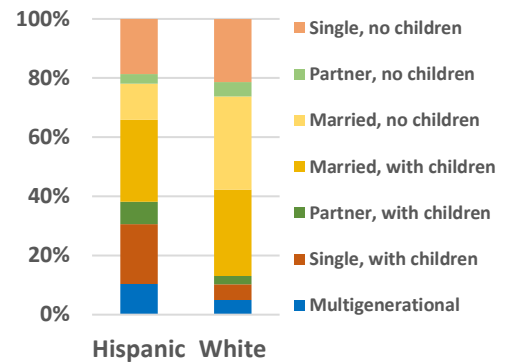
Decade of Entry for Hispanic Adults



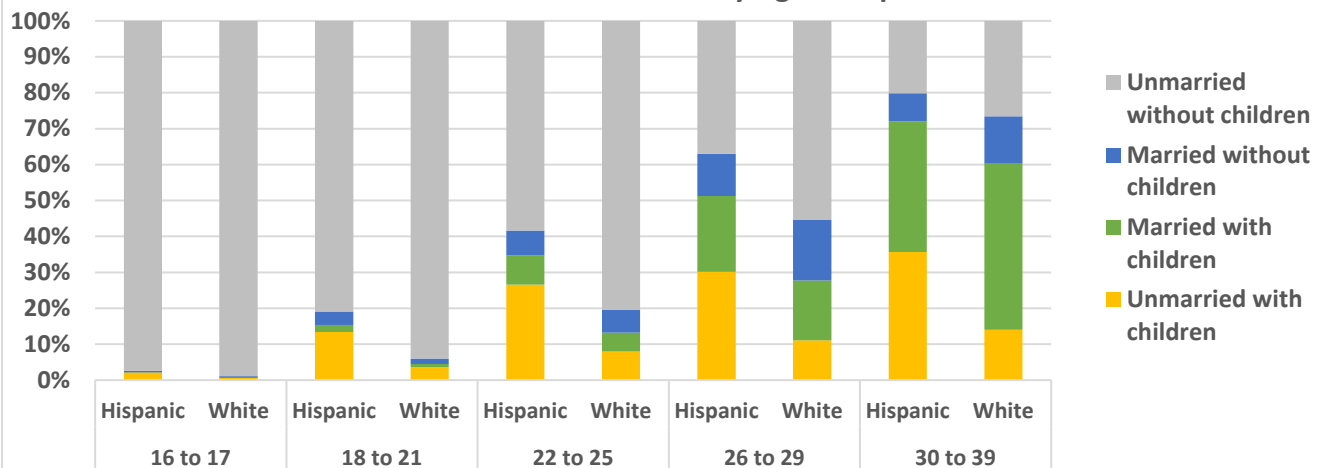
Hispanic Marital Status by Age in 2016



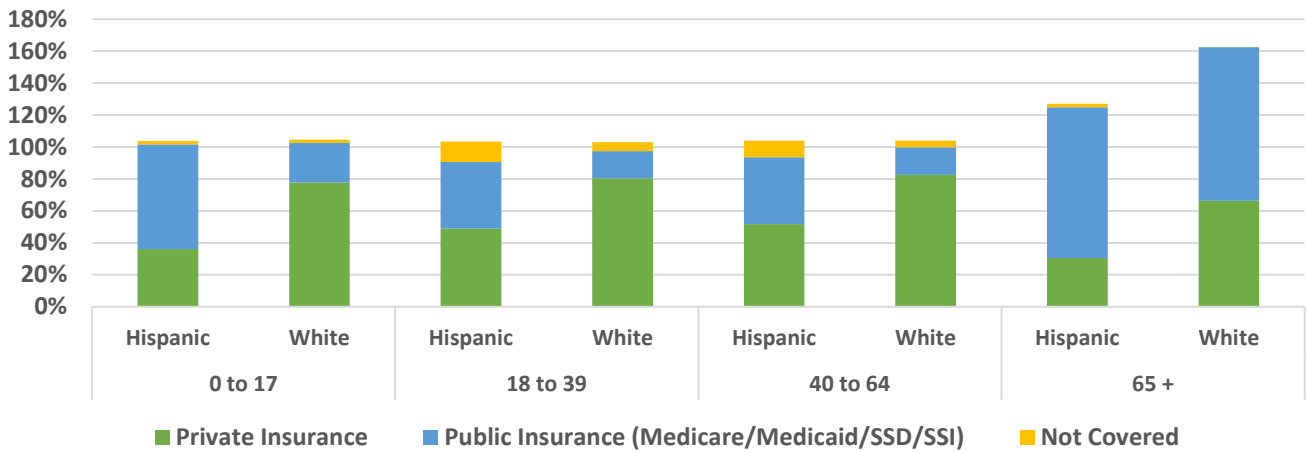
Household Type, 2012 to 2015



Marital and Parental Status of Women by Age Group from 2012 to 2015

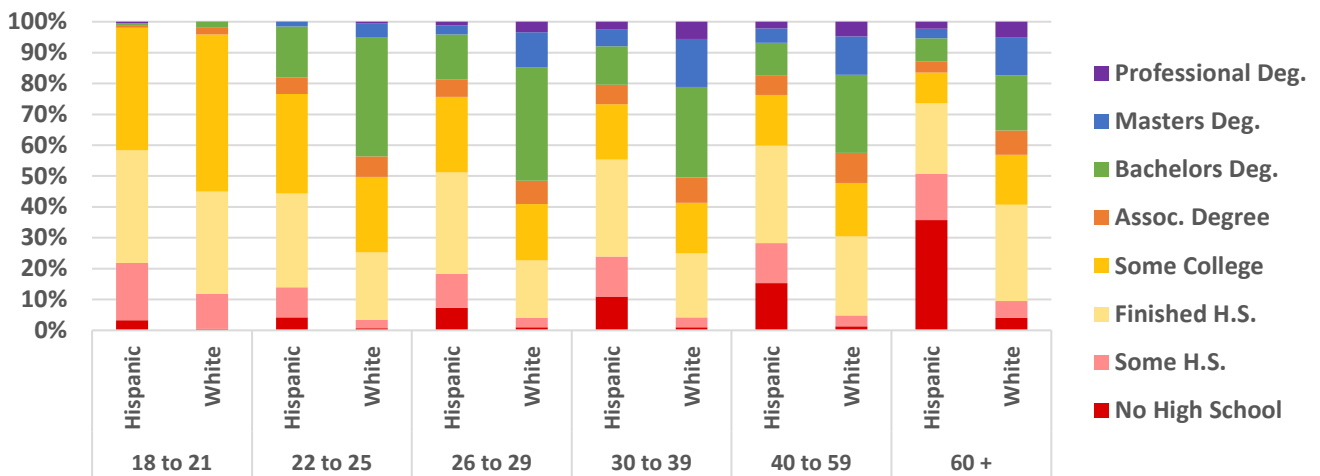


Health Insurance Coverage by Age Group in 2016*



* Numbers may exceed 100% because some individuals may have a combination of public and private insurance.

Educational Attainment by Age Group in 2016



School Enrollment Status by Age Group in 2016

