

REGION VI –

Michigan and Ohio



V ENCUENTRO

***Discípulos Misioneros:
Testigos del Amor de Dios***



**Regional Encuentro
Detroit, MI**

June 2-3, 2018

English Draft

Regional Working Document

Part I: Regional Information

Region: <u>VI</u>
Date of Regional Encuentro: <u>June 2 to 3, 2018</u>
Location of Regional Encuentro:
City/State: <u>Detroit, MI</u>
Name of Facility: <u>Sacred Heart Seminary</u>

1. Briefly describe the Region:

Region VI is composed of two states, Michigan and Ohio with a total of 13 (arch)dioceses: Archdiocese of Cincinnati, Diocese of Cleveland, Diocese of Columbus, Archdiocese of Detroit, Diocese of Gaylord, Diocese of Grand Rapids, Diocese of Kalamazoo, Diocese of Marquette, Diocese of Saginaw, Diocese of Steubenville, Diocese of Toledo, and Diocese of Youngstown.

According to statistics for 2016, in Region VI there is a total population of 21,542,673 people of which 18.9% are Catholics or 4,082,000. There are a total of 908,282 Hispanics / Latinos of which 47.0% (427,000) are Catholics. The nationality of origin of Hispanics / Latinos is Mexican (60%), Puerto Rican (19%), Guatemalan (3%), Cuban, Spanish, Dominican, Salvadoran, Colombian, and other nationalities of Central and South America. The Region has a total of 111 parishes with Hispanic / Latino pastoral, 136 weekly Masses in Spanish and 31 monthly Masses in Spanish. The most spoken language in Hispanic / Latino households is Spanish and the average family size is 4.1 people compared to 3.4 people in white households. The median income of Hispanics / Latinos is \$ 49,500 compared to \$ 68,000 of the median income of white households, a difference of \$ 18,500.

2. Regional Team:

Name	Title	(Arch)Diocese	Country of Origin
Most Rev. Donald Hanchon	Obispo Auxiliar de Detroit, Obispo Acompañante de la Región VI	Detroit, MI	
Karla Flores	Coordinadora del Ministerio Hispano, Anchoring Institution Representative	Detroit, MI	Mexico
Gabriela Rodriguez	Asistente Ministerio Hispano y miembro del EDAVE Detroit.	Detroit, MI	Mexico
Patti Maldonado	Director, Broadcast & News Operations	Detroit, MI	
Espy Crisostomo	Administrative Assistant Office of Broadcast & News Operations	Detroit, MI	Mexico
Antonio Guzman	Associate Coordinator of Hispanic Ministries	Detroit, MI	Mexico
Juan Carlos Farias-Gonzalez	Director del Ministerio Hispano	Grand Rapids, MI	
Sr. Trinidad Duque	Assistant Director	Grand Rapids, MI	Colombia
Mariza Mandujano	Asistente Administrativa	Grand Rapids, MI	Mexico

Silvia Cortes	Directora del Ministerio Hispano	Gaylord, MI	Mexico
M. Veronica Rodriguez	Directora Asociada, Secretariado para la Vida Parroquial y Liderazgo Laical (concentración: Ministerio Hispano), Chair para la Región VI	Kalamazoo, MI	USA
Sr. Maryud Cortes	Hermanas Misioneras Siervas del Divino Espíritu	Kalamazoo, MI	Colombia
Fr. Tim Nelson	Párroco, St. Mary Star of the Sea Parish	Lansing, MI	
Shirley Vicente	Voluntaria	Lansing, MI	Puerto Rico
Fr. Alberto Vargas	Vicario para el Ministerio Hispano	Saginaw, MI	Colombia
Sabrina Costilla	Asociada para la Oficina del Ministerio Hispano	Saginaw, MI	USA
Fr. Louis Gasparini	Director del Ministerio Hispano	Cincinnati, OH	
Misael Mayorga	Director del Ministerio Hispano	Cleveland, OH	Guatemala
Maria Phillips	Coordinadora Interino para el Ministerio Hispano	Columbus, OH	Cuba
Andrea De la Roca	Coordinadora del Ministerio Intercultural	Toledo, OH	Guatemala
Fr. Ernesto Rodriguez	Coordinador Diocesano del Ministerio Hispano, Co-Chair de la Región VI	Youngstown, OH	Peru
Cristina Hernandez	Voluntaria	Youngstown, OH	Mexico

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

Resources: facilities, finances, and personnel

- Need for more personalized attention, accompaniment and spiritual direction by priests or deacons who speak Spanish and understand Hispanic cultures and are willing to learn and participate in the Hispanic community of their parish.
- Lack of materials in Spanish in the church.
- Lack of "possession rights" within the parish community, in the ability to use the space, access the rooms, and to share resources equally with other groups in the parish
- Shortage of Masses in Spanish or fear of having Masses removed in Spanish.
- We do not have the economic and human resources to properly serve our communities.
- Need to improve or expand the facilities for meetings and coexistence in the parishes with Hispanic ministry.
- Lack of promotion of religious and priestly vocations among Hispanics.

- Need for a diocesan Hispanic pastoral structure to ensure pastoral care in all communities.
- The schedules for the Sunday Mass do not facilitate the participation of people who work even on Sundays.
- Although the Parish has a pastoral and financial committee, Latinos / Hispanics are limited to the possibility / power to organize events, which overshadows our sense of belonging and participation.

Faith formation

- Lack of formation of our Hispanic parishioners, especially in the liturgical aspect, sacraments and social justice.
- Lack of follow-up to people who receive initiation sacraments.
- Lack of knowledge or opportunity to learn the doctrines of faith in Spanish.
- Religious syncretism, in which Catholic beliefs are mixed with other beliefs (spiritualism, Santeria, etc.).
- Families are not educated in the faith.



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- They are seduced by the sects because they lack religious training.
- The children do not see a living example of Catholic identity and move away from faith.
- Unrealistic requirements and requirements to receive the sacraments.
- Marriage preparation is very poor.
- More motivation is needed for the community to understand the importance of the sacraments, especially marriage.

Leadership development

- Lack of understanding of the cultural diversity that exists among Hispanics.
- Little prepared catechists.
- More priests are needed to be inserted into the community, aculture, serve the Hispanic community in an appropriate manner, and have a national vision that will lead them to understand more clearly the history, trajectory, reality and needs of the Hispanic community in the United States.
- Bad testimony of servers within the Church or poor treatment by staff or pastor (including Hispanic staff).
- Negative attitudes on the part of the old leadership, which prevents the development of new leadership and the participation of young people.
- Lack of formation of the Hispanic leadership.

Collaboration and openness

- The apostolic movements that serve in our parishes offer great service.
- We have not achieved a good integration between the Catholics of the dominant culture and the Hispanics, many times we function as separate churches
- There is an expectation that we Hispanics will assimilate to the ways of doing things of the members of the dominant culture.
- The movements divide the community and undermine their Catholic identity; Your support is a function of movement.
- Need to foster friendship and family relationships in the communities.
- We are culturally diverse, with a diversity of traditions and ethnicities, bilingual. We have the potential to enrich one another and open spaces to share everyone's gifts.
- Lack of communication / organization of Hispanic ministries among parishes and diocesan groups.

- Discrimination in the Church and society by language, culture and devotions.
- Most feel somehow disconnected from the community life of the parish, because of the language.
- They do not feel included in the decision making of the Hispanic community.
- Sometimes they feel judged among other cultures at parish events.

Evangelization and/or the V Encuentro

- Loss of Catholics in the face of the great competition of Evangelical / Pentecostal churches in the area.
- Need to improve the ministry for the incarcerated.
- Few people participated in the consultation for the V Encuentro, often because they were busy in their own ministries.
- Organization and communication are deficient in some communities.
- The need for evangelization was observed.
- You need to live more; They do not have friends who share the same faith.
- Many are sacramentalized, not evangelized.

Attention to young people

- Lack of bilingual staff, programs, retreats, Bible studies and training for Hispanic youth to integrate.
- Missing diversity of youth programs.
- Sports and socialization are activities that do not leave any chance for other possibilities.
- There are no youth groups that guide young Hispanics.
- Motivation is lacking to bring the youngest to the church so that they learn more about God and avoid the wrong path.
- Young people who are turning away from the life of God because the activities of the school or school prevent going to Mass.
- The new generations do not feel identified with the Hispanic culture and the Catholic faith. There are many Protestants / atheists.
- People care about young people because they just want to get out of school and work.
- Youth groups involve young people in the parish and thus are seedbeds of vocations.

Personal obstacles and situations

- They cannot attend Mass for work.
- Ignorance of how to serve Catholics who cannot receive the sacraments for personal situations (divorced, LGBTQ community, etc.).



- Lack of effective forms of communication: the need to recognize and respond to the different literacy levels of immigrant communities.
- Difficulty for children to be literate in multiple languages (English / Spanish).
- Many are disconnected from community life and society.
- Young people face the mockery of friends when they talk about God
- Ignorance of parents to educate their children in the faith.
- Young Latinos born here do not identify themselves as Hispanic or American.
- Parents prefer Mass in Spanish and the children Mass in English.
- Lack of interest or laziness in attending mass or participating in religious activities.
- They have so many activities with other groups that they no longer have time for the Church.
- In many cases, time for God does not seem to be a priority.

B. Personal Growth

- There is an uncertain future with this government.
- Loss of values, cultural traditions and "roots" between one generation and the next.

C. Immigration Status

- Need to work more closely with deportation cases, help these brothers to deal with the fear and problems they face, and help our undocumented siblings be part of our church.
- Fear due to immigration laws and feelings of not being welcome in the United States.
- Due to the lack of legal documentation necessary to acquire work permits, driver's license, create their own businesses, have social security and avoid immigration and naturalization raids, they feel limited and fear being deported.
- They have the fear of not being able to see their relatives again in their countries of origin because they cannot regularize their legal situation in the United States.
- The migratory status keeps them in fear of being separated from their families, this creates a situation of fear in the parents and of restlessness in the children causing depression and problems between families.

D. Acculturation and Language

- Feeling that their rights are not respected.
- Cultural shock and difficulty adapting, sometimes due to discrimination.
- Barrier of the language and consequent inaccessibility of services and information.
- Lack of speakers and materials in Spanish in parishes and parish ministries.
- Language is a major obstacle because sometimes parents do not speak English, and their children have very little Spanish. Then there are communication problems at home, at work, school and places in society.
- The political climate causes anxiety among our brothers and sisters in the diocese. Even the Hispanics born here feel the threat of the political climate.

E. Work and Finances

- The levels of poverty are high. There is a need to expand assistance programs that provide food, clothing and legal services.
- Lack of affordable housing and good jobs with fair wages and health benefits, which allow time for the family.
- A lot of pressure at work, extended hours that prevent them from participating in the life of the parish.
- Problems related to their immigration status and unemployment.
- The companies take advantage of the legal situation of the people to offer them employment with a very low salary.
- Many young people between 17-20 work in the field and often miss growth opportunities.

F. Family Life

- The paradigm is to come alone to work and send money for the family.
- Concern for the development of their family within society.
- Families and young people live in a climate of great anguish and fear, psychological help is needed.
- Young people who are in this country without their parents to guide them on the right path.

G. Lack of Transportation

- Lack of transportation due to the availability of licensed vehicles or drivers.



- For lack of public transportation or driver's licenses, they do not participate in church.

H. Health Status

- Missing health benefits in employment.
- Lack of access to health services.
- Need to develop a ministry for the sick and elderly (at home and hospitals) that is more effective.
- Everything regarding the psychological, physical and social health of the children.

I. Personal Challenges

- Lack of time and openness to acquire new knowledge (language, customs, school, etc.)
- The lack of identity in this country.
- Catechesis in English that separates families, especially parents who do not speak the language.

J. Threats to Human Life and Dignity

- Abuse of alcohol or drugs and other vices.
- Given the political climate here, racism denies them their basic human dignity.
- Many live a childhood marked by abuse or domestic violence.
- 90% of the undocumented are in conditions of survival due to the abuses suffered in their country of origin.
- Challenges of the culture of death.
- Problems in the family: economic and relational, caused by illness, crime, deportations, detentions ...
- Crisis pregnancies at an early age.
- More than half experienced racism and discrimination because they are Hispanic / Latino, even when they are citizens.
- They are concerned about the future, education and safety of their children.
- Homelessness.
- Problems in the family, such as domestic violence, infidelity, addictions, lack of communication or time for children, etc.
- Mental health problems, crime and gang activity.
- Many have experienced discrimination in our parishes as well. They do not perceive that the Church is concerned with their physical, mental and spiritual well-being.
- We must identify women who have been abandoned or abused, left to provide for their children.

- Young Hispanic / Latino Catholics fear that their parents will be deported, for the health of their parents and for those who do not have the 'papers' or the right insurance.
- The issue of economic survival and caring for the family is a priority. They need decent jobs with an adequate salary.
- Adolescents are at risk of drugs and gangs because both parents work to support family.
- The harmful effects of machismo.
- More information on natural family planning in Spanish is needed.
- They live in fear of the dangers of the neighborhood: gangs, violence, crime, the police, ICE, drug traffickers, racial tensions, injustice and inequality.
- Youth gangs and early parenthood.
- Poor health and lack of health insurance in our communities make our people feel abandoned by God.
- Many parishes reported the prevalence of mental health problems.
- After work they do not leave home so as not to risk being deported. They say that fear sometimes paralyzes them, and that fear is greater than hope.
- Prostitution of minors and human trafficking.
- Discrimination and racism, isolation and marginalization, terrorism, violence and crime in the neighborhood.
- Immigration status. Fear of deportations prevails. 90% said their biggest concerns and needs are focused on the new migration policy.

K. Harmful Attitudes

- Fear and sadness in general
- Isolation due to low self-esteem, shame and loneliness.
- Influence of society, consumerism, misused technology.

L. Lack of Knowledge

- The lack of access to a lot of information.
- It is difficult for them to understand that in the USA they must register as members of a parish and that it is not enough to arrive at Mass every Sunday at the same parish.

M. Academic Education

- That undocumented youth have a permit or some means to continue their studies.
- Absence of education.



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- Limited access to education, language barrier, and lack of benefits are only a few ways in which the undocumented are hindered.
- Some of the issues of the second and third generations are faced with higher drop-out rate and incarceration.
- More opportunities, participation and guidance are needed so that a greater number of Hispanic students have a

Catholic education. It is also necessary that Catholic schools understand the needs of the Hispanic community.

N. Violence and Gangs

- The level of violence.
- Violence, quarrels, differences, discussions and divisions do not foster a harmonious life or the unity to fight for rights.
- So much violence that has been going on.

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

- Young people commented that they aspire to be independent more quickly through study and employment opportunities in order to help their family, community and country.
- Be good parents and that children have a good education for a better future.
- To be able to finish the studies - for oneself and for the children.
- Improve the immigration situation to be able to see their parents again.
- Move away from vices and addictions.
- Learn English.
- Freedom in society for the undocumented.
- Keep your family together
- Have more free time to be with the family and enjoy it.
- That the children are more attached to the Church; that they are carried out, have good values, being good Christians and a good element for society.
- We want to be recognized as a Hispanic people at a national level and to be given the same rights and opportunities as those of the dominant culture.
- Learn to read the Bible and understand it better.
- Go more to church, know more about God and grow in the Catholic faith.
- Evangelization in the community.
- Marry for the church.
- To be able to retire and be happy.
- Reach the Kingdom of our Father God.

B. Dreams: For the Church

- Have a united parish that does not judge by differences of culture, language or appearance.
- May all be seen as children of God, brothers in Christ, all trying to reach the same goal: HEAVEN!
- Classes for women on how to have a home that fits the Word of God and forms the family.
- Greater knowledge and promotion of the different groups / movements.
- More Masses in Spanish (or bilingual) because it connects us with our roots and makes us feel at home.
- Be more active in a loving Church.
- Living liturgical music of our culture.
- Organize Hispanic youth ministry and form a youth parish group.
- Have a counseling program for people who have family members with Alzheimer's or other dementia problems.
- Bilingual staff in parishes with high Anglo participation.
- To have spiritual directors and counselors who speak Spanish.
- Prepare good leaders, have Hispanic staff in offices, schools and hospitals.
- That the parish priest be involved, summon and contribute to the formation of "missionary disciples, witnesses of God's love".
- We want to attract our young people, have youth groups and help them to integrate into the parish life.



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- We want to reach more Hispanic people by increasing the number of parishes that serve the Hispanic community.
- We want to improve our relationship with God, with our family and friends, and bring our experiences to all our environments, including our jobs.
- We want you to see us as an essential and important part of the Catholic Church in the United States.
- Reach the most vulnerable and find ways to support them.
- More Hispanic or bilingual priests.
- Identify leaders for Hispanic youth ministry and train them for this ministry.
- Catechesis in Spanish.
- Share the physical space of the parishes.
- Have a permanent effort to reunite with Christ through evangelization and conversion.
- Make people aware of the personal gifts they have and can share with the Church: musicians, lecturers, prayer, listening, etc.
- Catholic radio station in Spanish.
- Visit more homes with the Word of God so that people get closer to the Church. Continue "first time".
- Structured and systematic training for all Hispanic ministry groups.
- Unified church in liturgical participation and parish life.
- Liturgy of the Word and activities for children on Sunday.
- Keep churches open with enough space for all ministries and groups
- Flexible schedules for Masses in Spanish.
- Financial budget of the parish to carry out the Hispanic ministry.
- We feel the call to follow the mission, to be missionaries in our communities, to reach everyone in their own spaces.
- We have the desire to grow as a Church, to attract new people and thus collaborate in the development of our parishes.
- Have retreats and groups where we can deepen our relationship with God in a foreign country.
- A Hispanic pastoral committee in each parish with Hispanic communities.
- A building in the diocese designated for Hispanic events, retreats, etc., that can be

shared by all Hispanics in the parishes of the diocese.

- A diocesan team to coordinate efforts in the Hispanic pastoral.
- Hispanic vocations to the priesthood and religious life.

C. Dreams: Personal and Social Relationships

- The family: we must support parents in their commitment as first educators in the faith of their children.
- Reencounter with your family in the country of origin and no longer be separated.
- Live in harmony with family and community.
- Have a family that is united and pleasing to God.
- May the brothers get along better, live more with each other and not have so much hatred and racism.
- Greater unity among Hispanics and more training.
- To be able to maintain health and harmony at home and to support the family.
- That children are happy and live a healthy life, without suffering from drug abuse.
- That the children have a good future to be able to provide their own children.
- That something good emerges in the migration issue to go to the country of origin and see the family.
- Feel more freedom in this country.
- Have a more holy family life
- Achieve goals in this country of opportunities. Become "someone"

D. Dreams: Security and Basic Needs

- Build your own house and have your own business.
- Legal status to live freely without danger and constant anguish.
- Good health for the family.
- People in general seek to have a better economic situation than they did in their country of origin.
- Fairer immigration laws.
- To be able to make a normal life without having to live in the shade for not having documents.
- That jobs and salaries are worthy.
- An effective and achievable health system for the care of their families.



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- A national church that advocates for our rights, that defends the immigrant and that fights for human promotion, education and services for the poorest.

E. Gifts: From or for the Community

- Opportunity to share the culture.
- Forming a family more integrated in God.
- Cooperate and involve people for the common good of the church and society.
- Our joy and cultural diversity.
- Serve as a leader in a group of young people or marriages.
- Honesty and ability to listen.
- Young people can make a sale after leaving mass and help other young people who are going through a problem.
- To have Latinos in all the parish ministries, eg liturgical, pastoral ministries, finances, etc.
- Time and creativity to organize fundraising events (festival, etc.).
- Cleaning, cooking, coordination ...
- The values of our race (hospitality, solidarity, joy, simplicity, honesty, faith in God and the Virgin, sense of communion with the deceased, etc.).
- A welcome and hospitality committee that receives in a more appropriate way those who approach our churches.
- Our joy in celebrations and family strength, especially in valuing children.
- Leadership for various trades.
- Patience, hospitality, creativity, dedication, kindness and generosity.
- Sense of family and community.
- We feel the call to be missionaries in our communities, to reach everyone in their own spaces and social levels.
- We are culturally diverse, with a diversity of traditions and ethnicities, bilingual.
- We have the potential to enrich one another and open spaces so that everyone can share their gifts.
- We are generous despite being poor.

F. Gifts: For Service

- Help others in their needs.
- Help in the kitchen.
- The ethical sense at work. We make the most difficult and tough jobs in this country.
- Generosity to help in the various ministries of the Church and the needy.
- Availability to help the church in whatever is needed.
- Service, love, work and humility to know what one is capable of doing.

G. Gifts: From Experience or Nature

- Be a catechist and grow in spiritual formation.
- Evangelization for our faith in God.
- They can be readers in English and Spanish.
- They know and share the Catholic faith.
- Time and energy put at the service of the parish: family pastoral, Knights of Columbus, School of San Andrés, etc.

H. Gifts: For the Spiritual Life

- Adoration, choir, reader, extraordinary minister.
- The sense of Party and celebration.
- The Love of the Virgin of Guadalupe and traditions such as novenas, posadas, processions, quinceañeras, etc.
- Children can help as altar servers.
- Our faith in God and the Virgin of Guadalupe.
- Faith and a strong spiritual and religious characteristic are a fundamental part of culture.
- Choir of children and to collect the offering.
- Sacristan: preparing things for the Mass.
- Our popular religiosity, our culture, the way we celebrate and love Mary.
- Participate in the prayer group.
- People who can sing or play guitar or other musical instruments and be part of the music ministry.
- Much respect for God and the Catholic faith.
- They see their traditions and their faith as a gift to the Church in the United States.

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

- Accompaniment by laypeople, priests and sisters if there are families to meet their needs, listening without judging.
- Greater commitment as missionaries.
- It will be necessary to respond to the challenges, obstacles and identified needs.
- Personal invitation to go to Mass and serve.
- Ask members of the church why they cannot come to church.
- Listen to the needs of the parish and the periphery.
- We were able to attract other people in the process of the 5 sessions, people who were not active within the parish.
- Talk about our faith in our work.

Hospitality and Welcome

- Welcome people with affection and understand their situations to find answers. Sometimes people fear approaching for fear of rejection.
- Receive them with joy upon entering the temple. The welcome and pastoral care promote the increase of the faithful.
- Group of young people welcome at the door of the church.
- Hospitality: As a community of faith, we must be united by example.

Community Building

- Total support from our Bishop for the implementation of Hispanic Ministry.
- The development and participation in the elaboration of the pastoral plan for Hispanics.
- Work in groups to encourage each other and sense of community and welcome.

Social Ministry

- Some parishes offer services for the poorest (food, clothing, shoes), and if they do not refer them to agencies where they can offer such social services (food, legal, transportation).

- That the parishes offer spiritual, emotional and physical support regardless of race or documents.
- Christian services: 1) offer transportation to those who do not have a car to attend Mass, retreats, volunteering; 2) St. Vincent de Paul invites families to visit the elderly and people in need, as well as preparing food for the homeless and distributing food.

Visits to the Sick

- Find ways to visit those who cannot come to Mass.

Living Witness to the Faith

- Show a sense of hope

2. Leadership Development & Vocations

- They form leaders in the parishes to evangelize and sponsor missions and retreats, going door to door, praying rosaries in the home and inviting people to participate in Church events.
- Certification courses of bible and religious education in Spanish in some parishes and online especially for ministries and parish groups.
- Development of leaders in communication, evangelization, celebration, religious formation and liturgy.
- Reopening of the diaconal program.

3. Intercultural Competencies

- Integration and trust of Anglo parish priests towards Hispanic communities.
- Development of bilingual and multicultural priests and deacons knowing the Hispanic customs.
- Introduction of the Hispanic community to the Anglo church through the V Encuentro.
- After the V Encuentro, the Anglo community is more aware of the social, economic and spiritual needs of the Latino community and they want to work as a team to meet them.
- Masses in Spanish.



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- The pastor invites Hispanics to participate in the Masses in English and offers bilingual Masses to integrate the communities.
- Encourage Hispanic cultural and liturgical festivities such as the Guadalupe Mass, the inns, the viacrucis, etc.
- Coordinate social activity spaces after Mass to create a community that helps integrate and unite parishioners.
- Have a parish social justice coordinator and cultivate inclusion in the parish.
- Unity: Promoting values such as inclusion, respect and tolerance helps us to make the community more united and allows us to invite more people to be part of it. Listening and respecting the opinion of those who do not agree with our ideas.

4. Youth Ministry

- Listen to the teenagers and follow them.
- Create groups for Latino teenagers.
- Provide spaces for teenagers.

5. Liturgy and Spirituality

- Celebration of the holidays and special dates for the Hispanic community: The Virgin of Guadalupe, Marian devotions from several countries, the black Christ, posadas, viacrucis, day of the saints and the faithful deceased, quinceañeras, etc.
- Prayer and community prayer groups.
- Inclusion: consult with the community regarding the schedule in which the mass is carried out or any drastic change that will affect the community in general.
- More Masses in Spanish or bilingual.
- Spiritual growth.
- Retreats and missions in Advent and Lent.
- Have more meaningful Masses that draw attention and invite you to return.

6. Faith Formation and Catechesis

- Catechesis in Spanish or bilingual.
- Apologetics courses for adults.
- Bible Course, catechesis for children and parents, courses for catechists.
- Base communities that meet weekly around the Word.
- Prayer workshops

7. Young Adult Ministry

- Create groups of young Latinos.
- Have a program for young people.

- Provide a space for young people where they can live together and share experiences.

8. Family Ministry and Immigration

- Marriage retreats.
- Have a Catholic accompaniment group for the family.
- Offer immigration information and legal advice free of charge.
- Support families in danger of deportation.

9. Stewardship and Development

- Staff in the parish is needed as the coordinator of the Hispanic Ministry that can make decisions about the program.
- Hispanic parishioners involved in liturgical and pastoral ministries of the Church, such as choir, readers, extraordinary ministers of Holy Communion.
- Economic contributions from Hispanics help keep parishes open.
- The pastor personally invites and calls the leadership of Hispanic parishioners to belong to different ministries or committees (pastoral council, liturgy committee, etc.)

10. Pro-Life Ministry

- Form a pro-life ministry among young Latinos to share the theology of the body and advocate for chastity, an end to abortion and a healthy sexuality.
- Help for young people with emotional problems, unwanted pregnancies, drugs or any type of addiction.
- Assistance program for victims of human trafficking:
 - We can support victims of human trafficking (offenses against basic human dignity and a modern form of slavery).
 - Complete administration of the case of traffic victims for people born abroad for up to one year.

A. Communications and New Media

- Communication network between members of the community and other churches to help people who lost their jobs or mistreated because of their immigration status.
- Create a Hispanic administrative group in each community for specific cases.
- Evangelize through radio stations.
- Facebook page in Spanish.



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B. Human Development

- Su Casa: an organization focused on the Hispanic / Latino community.
- Provides social services, case management, education and promotion of health services for the Hispanic community.
 - Reference services
 - Application for benefits
 - Interpretation of documents
 - Administration of cases of unaccompanied children
 - Case management of newly arrived families with only one parent.
 - Education services (GED, tutoring, Spanish, finance, English, etc.)
 - Services to promote health.
 - Workshops for the community where cooking classes, crafts, etc. are given.
 - Free tutoring for parents
- IDs: Identifications recognized by the city that keeps families together.
 - Restores the dignity of the identity card holder: Immigrant, returning citizen, destitute.
 - Everyone is welcome to request one.

E. Scripture and Theology

- Bible study group in Spanish and about how Catholics live our faith.

F. Justice and Peace

- Social justice committee with a coordinator that cultivates inclusion in the parish.

- Social justice services and organizations such as BREAD, Christian Appalachian Project (CAP), etc.
- Our parishes are responding to some obstacles and challenges by having leaders in the community advocate for their needs, for example, Latino deacons.
- We do not have parishes with Hispanic ministry, but receive support from the Office of Peace and Justice of the diocese and some priests allow us to use their facilities.

G. Ecclesial Movements

- Prayer groups / charismatic renewal.

H. Ministry with the Incarcerated and Detained

- There is a ministry for prisoners offering food, evangelization through the Word, music and accompaniment so that they maintain hope.

I. Migrant Ministry

- Go to the peripheries and give field workers the opportunity to share.
- Offer masses in Spanish for migrant families where they live during the summer months.
- Pastoral migrant and a temporary associate who attends the communities of the countryside during the summer.
- Two of our parishes have food and clothing centers where they offer food, clothing, gas cards, temporary housing and emergency assistance for migrants and their families.

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

- Each Parish should strive to serve all those within its geographical limits.
- Accompaniment to those far from the faith or in situations of risk, listening and understanding their situations to seek answers without trying to change them.
- Carrying the message of God's love present in the world, giving it with joy and enthusiasm.

- Visit the houses to share activities of the parish, evangelize and listen to their needs without pressuring those who are far away from the faith to attend the church.
- To welcome people who come to Mass and be willing to listen to them and make them feel welcome.
- Attend events in Spanish where they can promote the events of the parish.
- Create an Evangelization program.
- Continue processes that resemble the V Encounter to promote evangelization.



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Hospitality and Welcome

- Have a Hospitality and Welcome committee that pays more attention to the people who visit us for the first time.
- Be more friendly and hospitable, learn more about their reality, respecting people.
- They are not judged when they approach the parish. To be interested in their lives, to provide them with help, and when they feel welcome, they may begin to collaborate with the Church.

Community Building

- Have materials that describe the ministries we offer in our parishes.
- Change from being a "magnet" parish to a one that cares the needs of its own people.
- We are a parish that "feeds the people", sharing the bread and inviting the community-parishioners to join.
- Give educational workshops, newsletters with information on events and personal invitations to participate in events.
- Communal "baby showers".
- The life and dynamism of the different committees and ministries at the service of the community.
- Improve communication, involve the community more, motivate more people to participate in church activities; in this way people would feel part of the community.
- Have events where people can open up and express their needs.
- The Anglo priests lent us their parishes for the sessions of the V Encuentro.
- Create events to bring people closer such as community, recreation and spiritual events such as prayer groups or procession through the neighborhood streets.
- Adapt the schedule of the Masses and include the Hispanic community in the collaborative system so that the needs of Hispanics can be heard by our coordinators.
- We have to be more inclusive and invite and motivate people to take part in the different ministries of the church.
- We see the need to help people who come from other countries to integrate into life in the United States.

Social Ministry

- Guidance and counseling for people who leave their countries and experience loneliness and confusion.

- Offer food and transportation to people in need and immigrants.
- Motivate the community to be more sensitive and united in difficult situations and complicated cases that could arise in the members of the Hispanic community.
- Have a food pantry.
- Accompany the sick and families in times of trial and need.

Living Witness to the Faith

- Give example of unity, share our faith with them.

2. Leadership Development & Vocations

- Formation of catechists
- Create missionary teams and train the ministries that we already have.
- These communities need new leaders and animators, who must be trained, certified and sent by the parish community.
- Invitation to experts to facilitate retreats in order to understand how to serve better.
- Promote the unity of the Hispanic leadership.
- "VIRTUS Child Protection Program" in Spanish.
- Retreats for children and youth, including vocational retreats.
- Permanent priest who speaks Spanish.
- It was very successful with the leadership program "Listen to the Lord in the Heart of the People" by Father Fr. Tom Florek SJ.

3. Intercultural Competencies

- Many Latino leaders understand that we live in two cultures which is not easy. They organize events for the two communities and invite Hispanic families to attend the Masses in English.
- More Masses in Spanish or bilingual.
- Encourage people to serve as a connection between Hispanics and Anglos.
- Make multicultural events where young people can share their experiences.
- Provide Spanish translation of the ambo for priests, deacons and advertisers who do not speak Spanish.
- Have a parish priest and staff who speak Spanish and understand the Hispanic culture.



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4. Youth Ministry

- Group of adolescents, with provision to form a Youth Pastoral Council.
- Bible study, youth rally, Bible study on holidays, religious education, having experienced young leaders and having a welcoming atmosphere.
- Make multicultural events where young people can share their experiences and learn from others.
- Adults need to encourage and promote youth ministry, create spaces and activities to motivate adolescents to have fun and offer their talents.
- Give responsibilities to the biggest teenagers and let them be an example for the minors. Thus the parish feeds the Catholic faith in all adolescents.
- Hispanic Youth Ministry: Retreats for young people and young couples; scholarships to study; youth encounters; group of young people who welcome; and helping teenagers and young people to have a good Christian formation.
- Make use of technology and social networks such as Facebook, Whatsapp, Instagram, etc. to communicate more effectively to the community about events and activities.
- Retreats for children and young people, including vocational retreats / quinceañeras.
- Have forums and retreats for teenagers.
- Teenagers want more cheerful and charismatic Masses full of energy.
- Have parish activities specifically for teenagers.

5. Liturgy and Spirituality

- Blessings of babies in the womb.
- Celebration of the Day of the Dead and All Saints' Day (November 1 and 2), King's Day and presentation of the 3 years.
- Different prayer groups: children, adolescents, youth, adults, couples, etc.
- During Mass, motivate the community to receive the sacraments.
- Weekly Holy Hour, also worship all day on the first Friday of the month and all night the first Saturday of the month in one of the parishes, also rosaries regularly scheduled.
- Invitation to Hispanic parishioners to participate in the Living Viacrucis or in the processions of Our Lady of Guadalupe.

- Oaths: Promise of Hispanic men to the Virgin of Guadalupe to stop drinking, use drugs, etc. and be better people.
- The pastorelas and posadas in the season of Advent.

6. Faith Formation and Catechesis

- Support and encourage catechesis in Spanish within each parish community.
- Retreats and faith formation for adults.
- Rite of Christian Initiation for Adults.
- Pre-baptismal classes.
- Bible study.
- Teach with humility and openness
- Religious events such as conferences and training workshops.
- The creation and strengthening of basic ecclesial communities around the word of God.
- Programs of formation of the children.
- Local marriage preparation programs.
- Raise awareness and constantly call for "Community Spirituality", as a priority, accompanied by the "first".

7. Young Adult Ministry

- Group of young people, with provision to form a Youth Pastoral Council.
- Make multicultural events where young people can share their experiences and learn from others.
- Formation of young leaders for Hispanic youth ministry.
- Adults need to encourage and promote youth ministry, create spaces and activities to motivate young people to have fun and offer their talents.
- Youth Ministry: Retreats for young people and young couples; scholarships to study, youth meetings; group of young people who welcome; and helping teenagers and young people to have a good Christian formation
- Make use of technology and social networks such as Facebook, Whatsapp, Instagram, etc. to communicate more effectively to the community about events and activities.
- Have parish activities specifically for young adults.
- Young adults want more charismatic, happy and full of energy Masses.
- Vocational guidance to the priesthood and religious life.



8. Family Ministry and Immigration

- Catechesis and ministries of the family.
- Create family ministries that incorporate catechesis for parents, ministry for newlyweds and accompaniment for families facing crisis situations (divorce, violence, abandonment, etc.).
- Make convivios so that people and families get to know each other.
- Strengthen the union of the family with community weddings.
- Listen to the needs of parishioners including families with members with special needs.
- Give them family talks.
- Family counseling and support groups, visit and follow-up to families.
- Do more events focused on families: family movie nights, picnics, kermes, processions, etc.
- Offer marital or family retreats.
- School for parents, how to educate the children.
- Retreats for married couples
- Support for families with migration problems.
- Legal services: offer workshops offered by Catholic Charities on immigration and citizenship. Support them and accompany families to the court if necessary.
- Mexican consulate.

9. Stewardship and Development

- The formation of a Hispanic Pastoral Council as a space where the life of the community is discerned and where priests and laity plan and evaluate the Vision and Mission of the Ministry.
- Make them feel loved by God and invite them to share their gifts for the service of the Lord in some ministry of the Church.
- Budget for programs at the parish level.

10. Pro-Life Ministry

- Respect Life.
- Pay attention to adolescents and youth involved in gangs.
- Presence and service of consecrated persons to accompany the sick and dying.
- Teachers trained to teach Natural Family Planning (NFP) in Spanish in each parish.
- Blessings of babies in the womb.
- Pro-Life Movement - Coordinate the efforts of the various existing groups that advocate

for life and offer an organic pastoral vision that helps to create a culture for life from conception to natural death.

- That the Church know how to support people who are victims of a crime and have no voice due to their immigration status.

A. Communications and New Media

- The Sunday bulletin informs about the activities, offers reflections and gives the opportunity to bring everything to the people of the periphery.
- Make use of technology and social networks such as Facebook, Whatsapp, Instagram, etc. to communicate more effectively to the community about events and activities.
- Using social media to carry the Gospel.

B. Human Development

- Educational programs: leadership school, lecturers and English as a second language classes.
- Conduct health fairs in collaboration with local organizations and universities.

C. Ecumenism

- Efforts are being made to create different events to bring people closer, such as community or recreation events and other more spiritual ones such as prayer groups or processions through the streets of the neighborhood; through works that include our brothers of a different faith or creed.

D. Catholic Education (K-12)

- Since 2011, our Latino social assistance program has focused on inviting families to our schools and explaining the options for making Catholic education an option for their children.
- We are part of the national effort led by Notre Dame called "Advantage of the Catholic School".
- Several resources have been shared to help schools welcome, serve and respond to the unique needs of Latino families.
- We work with schools to provide a welcoming environment once they have registered and during their educational stay.
- We give advice to pastors, principals and teachers to correctly communicate to Latino families the value and economic reach of their schools.



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- We translate the school's promotional materials into Spanish, hire a bilingual person for the office and begin to make changes to integrate the growing Hispanic population.
- We have some meetings in Spanish to make sure that families felt involved in their children's education.
- Families are part not only of the school but of the parish as well. More sacraments are celebrated, and families have found a community of love.
- The school has adopted several Hispanic celebrations including the Virgin of Guadalupe.

E. Scripture and Theology

- We have small Bible study communities in Spanish.

F. Justice and Peace

- Formalize the ministry of assistance to migrants and invite the community to become involved in social action activities.

G. Ecclesial Movements

- Continue to support apostolic movements such as Cursillo, School of Evangelization, Marriage Encounter, Brothers of the Cross, Nocturnal Adoration, charismatic group, etc. So many people have approached the church.

I. Migrant Ministry

- Formalize the ministry of assistance to migrants and invite the community to get involved in social action activities.

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

- Personal accompaniment from the parish priest to encourage and guide them in their first steps.
- Give opportunity for trained leaders to integrate into the ministries of the parish.
- The blessing of sitting down and participating with your family in the V Encuentro process.
- Show kindness, listen, learn to be better hosts.
- The Sunday homily includes a constant call to become disciples of Jesus.
- A process of formation, taking advantage of courses of the diocese and the parish.
- Missionaries: patient and determined accompaniment of the people.
- Those in charge of Hispanic Ministry need to approach the leaders of each community to create a relationship of trust and get to know each other better.
- Visit families with the goal of evangelizing.

2. Leadership Development & Vocations Formation

- There is a need for more training at the theological level.
- The Diocesan Office of Catechesis offers the basic course in Spanish, with 5 sessions.
- The catechists take the topics in Spanish and certify them with the same standards as the non-Hispanic community.
- A basic course in faith that lasts one year.
- A three-year certification course for lay ministers covering topics on the Bible, the history of the church, ecclesiology, social justice and other issues.
- They are invited to be part of the pastoral formation and leadership program in Spanish.
- It is also necessary to invest more economically in the Hispanic pastoral and create programs that adapt to the lifestyle and academic level of people who want to be leaders.



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Liturgy and Spirituality

- It is necessary that leaders and movements have spiritual guides
- The Missionary Servants of the Word.
- More preparation for the people who already serve in the parish, catechists and parents.
- Constant liturgical formation.
- Retreats, talks, encuentros, psychotherapeutic help, which calls for a permanent awareness and convocation.

Apostolate

- All lay people are called to participate in the pastoral action of the Church under the guidance of pastors.
- They are entrusted with ministries, responsibilities and training spaces in the church where they live their commitment responsibly.
- To fulfill their mission, the leaders need solid formation and adequate accompaniment, where they are encouraged, coordinated and given a pastoral leadership, especially by the priests.
- We have a Lay Ministry program open to the entire diocese. Pastors nominate parishioners to take this 4-year program.

Vocations

- The Missionary Servants of Words invite young people to their vocational retreat.
- We invite the diocese to promote vocations in the Hispanic community.
- Groups of young people led by priests or seminarians.
- School for parents to learn about religious education and vocations. Families are the nucleus where vocations flourish.
- Provide information in Spanish for youth and parents.
- A day of vocational discernment that all second-grade students in Catholic high schools need to attend.
- It is necessary to have a place for prayer in community or in family to grow the faith and the gifts of the spirit to understand the options of available vocations.
- Invite the young priests and seminarians to go to the parishes to give motivation and make workshops for children and young people with their testimony.
- Attend the Youth Encuentro, show them the different vocations and send them the invitation.

- Allow young people who are not here legally to take studies for the priesthood.
- More propaganda in the media, visible posters about the possibility of a call.
- Participate actively in the community and create vocational environments in the parishes and at the diocesan level.
- Talk more about vocations from the pulpit, more formative meetings, workshops and fairs where there are representatives and material from many religious orders.
- Training of altar servers.
- A specialized commission of vocations to the religious, priestly and missionary life.

3. Intercultural Competencies

- That diocesan seminaries open to cultural diversity and understand our culture in greater depth so that they can serve in a more efficient manner.
- The commitment of parents is to instill values and not lose their Hispanic identity.

4. Youth Ministry

- At the diocesan level we need more events or at least one event per year so that teenagers have the opportunity to meet God.
- Invest in an advertising campaign (in Spanish) that disturbs and challenges Latino families and teenagers.
- Groups of Latino teenagers.
- Greater attention to Hispanic Youth Ministry. Welcome and involve teenagers.
- Conference Movement.
- We need young people who are committed and in love with God, as well as parents who are committed to the Catholic faith.
- The diocese invests resources in Latino youth where very little has been done.
- We desperately need to embrace our young people, they feel lost and they want to learn more about their Catholic faith.

5. Liturgy and Spirituality

- Revival in the welcome and liturgical participation but respectful.
- Evaluate the possibility of having Mass in Spanish on Sunday and on weekdays.
- Adoration, spiritual direction.
- Retreats, prayer groups, and praise night.



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6. Faith Formation and Catechesis

- "Arise" program.
- Create adult formation programs in the areas of bible, liturgy, catechesis, Church history, prayer and communication.
- After the V Encuentro, continue our growth by meeting periodically in a parish in coordination with the Secretariat of Peace and Justice.
- Training programs in Spanish: The School of Evangelization San Andrés; Renew Program; Certificate in Catholic Theology; training courses available to the parish community; workshops for personal and spiritual growth; withdrawals; Spiritual Exercises of Saint Ignatius of Loyola and Ignatian Meditations; ongoing formation of the parishioners; and catechesis in Spanish for children.

7. Young Adult Ministry

- At the diocesan level we need more events or at least one event per year so that young people have the opportunity to meet God.
- Invest in an advertising campaign (in Spanish) that disturbs and challenges Latino families and youth.
- Groups of young Hispanics.
- Greater attention to Hispanic Youth Ministry. Welcome and involve young people.
- Conference Movement.
- We desperately need to embrace our young people, they feel lost and they want to learn more about their Catholic faith.

8. Family Ministry and Immigration

- Families should participate more in the activities of the parish, involving all members in groups like: marriage enrichment talks, Engaged Encounter, the choir, etc. From there identify youth leaders to be trained.
- Promote families' family prayer, activities together, serve the community as a family, be generous with their time to influence, motivate and invite other families to live a true Christian vocation as a family.
- The responsibility of parents is to instill values and not lose the Hispanic identity.

9. Stewardship and Development

- Evaluate the transportation strategy for parishioners.
- The bishop has a Hispanic Council that meets quarterly. Pastors nominate leaders as part of the commission. The commission recommends the obipso about any particular situation and successes in the Hispanic community in the diocese.
- Rich parishes should help poor parishes.
- Many of the leaders are invited by the staff of the parish.
- Inviting Hispanics to the parish council and other committees helps train leaders and gives them a broader sense of commitment. This also helps the pastor better understand the Hispanic needs of his parish.
- Motivate, guide and give scholarships so that leaders continue to be academically trained.

10. Pro-Life Ministry

- Movements like Rachel's Vineyard.

B. Human Development

- A good pre-marital program for couples who already live together.
- Support single mothers.

D. Catholic Education (K-12)

- A good Catholic teaching and apology in Catholic schools.

E. Scripture and Theology

- Biblical study for men, women and children in Spanish and English.

G. Ecclesial Movements

- Ecclesial movements such as: John XIII, Barrios Unidos, Charismatic Renewal, Emmaus, Prayer and Life Workshops, Marriage Encounters, Retrouvaille, Alpha for Marriages, Cursillos, Rachel's Vineyard, etc.
- It is necessary that leaders and movements have spiritual directors.

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 Insights

- The V Encuentro ignited the missionary spark in many pastoral agents.
- Understand the Church as a daring missionary in its closest environment.
- We need to find ways to find people at work and at home.
- We need to continue supporting one another in our journey of faith.
- Economic needs are above faith.
- The support of the parish priest is vital since the majority of the community, being out of their country of origin, feel that the church is like their second home.
- They go to the church to receive the spiritual support, the evangelizing guide and the advice they need. Without this support people feel lost, rejected, not accepted.
- There does not seem to be a Pastoral Plan for Hispanics. It is necessary to create one.
- The Hispanic community is in isolated groups; They want to be united as a large group.
- It has been learned that there are many people in the periphery who do not know the Word of God or do not take the time to know it or attend the Eucharist.

Recommendations

- Create support groups to solve the needs in the community.
- Create pastoral programs that lead to live the gospel with the poor and needy.
- Create a ministry to visit the sick and needy. Missionaries who visit isolated families that do not go out or live together. Visit to the prisoners and the elderly.
- Give continuity to the organization and implementation of the Hispanic parochial ministry, possibly with an assigned coordinator / director.
- Help our brothers to know the benefits of the Eucharist
- Go out to the peripheries, starting at home.
- Continue "first time". Persuade and invite those who have left the Church.
- Incorporate many Catholics who are not active or be seen (young adults, professionals, etc.).

- Diocesan Calendar of Hispanic Events.
- Increase staff and services in the Office of Latino Ministries in the diocese, including all Hispanic diversity.
- A Parish Pastoral Plan is needed, clarifying the charisms and roles for the ministry and youth groups.
- Priests, liturgists, homilists trained to provide more effective forms of communication (bilingual, written and verbal) that recognize, accept and respond to the different levels of literacy in immigrant communities.
- Promote the living of human and Christian values to face the problems that affect us (crime, immigration, etc.).
- Transforms the Church from the inside.

2. Leadership Development & Vocations

Leadership

- Offer more financial help so that Hispanic leaders continue to be trained.
- Through the Encuentro process it was found that Hispanics have a hard time accepting or recognizing our talents or gifts.
- Something that is extremely necessary is to give leadership courses that promote self-esteem and kerygma. By being able to recognize ourselves as beloved children of God, valuable to him, it will be easier to recognize the talents and take leadership positions in our Church.
- Improve communication among leaders.
- People mentioned that they need to continue to train and develop leadership skills, bible studies, praying the rosary together, making inns, pilgrimages, all these activities help to keep families united in our faith and tradition.
- There seems to be an absence of Hispanic leadership in the Diocese.
- Formation Plan of the Diocesan Ministry in Spanish that is culturally relevant.
- Teach current leaders to leave the fish tank to fish young people.
- We need Hispanic priests who leave our communities and who understand the needs of our people.
- A diaconate program in Spanish.



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Vocations

- To mitigate the lack of priests who speak Spanish in the US. Request priests from different countries to serve our Hispanics.
- The Clergy play an important role in encouraging people to get involved with their parishes and promote vocations.
- Hispanic coordinator in the Office of Vocations for the Hispanic community.

3. Intercultural Competencies

- Adjust the schedule of the Mass in Spanish according to the needs of Hispanics.
- Look for opportunities to integrate Anglo and Hispanic communities.
- Bilingual priests / deacons have a greater influence in the approach and faith response of the parishioners.
- Multicultural events are needed so that Anglos know who we are and young people can experience the living faith that their parents bring from their countries.
- Diocesan list of bilingual translators for the coverage of Masses and events needing translations in Spanish.
- At least one Mass in Spanish available in the diocese every day, published in the diocesan calendar of Hispanic events.
- Integration of Parochial Hispanic Ministries with the Church in general.
- Cultural sensitivity training for parish staff that interacts with immigrant communities.
- Where there is a Parish Pastoral Council, have a Hispanic committee with dialogue between them and the acceptance of both.
- Teach Spanish to seminarians and candidates for permanent diaconate and help them distinguish Hispanic cultures.
- Bilingual directors of religious education and youth ministry, who understand the culture and reality of the immigrant community and can relate to bicultural children and youth and their families.
- Be more united without discriminating.

4. Youth Ministry

- Attract teens to the Church through relevant service and tour projects, vibrant presenters, diocesan financial assistance to support the participation of all youth for transportation to regional and national events.

- Teach current leaders to leave the fish tank to catch teenagers.
- Encourage young people and the not so young to have space in the parish where they can express themselves.
- Create a youth ministry, accompanying them spiritually and in their daily lives.
- Bring the Word of God through retreats to young people who do not know it.
- Organize also a pastoral of adolescents, integrating those young Latinos who are under 15 years.
- Organize evangelistic retreats for families, adolescents and marriages.
- Bilingual directors of religious education and youth ministry, who understand the culture and reality of the immigrant community and can relate to bicultural children and youth and their families.
- Allow teens to suggest topics for youth group activities and parish presentations.
- To mitigate the lack of priests who speak Spanish in the US UU., Request priests from different countries to serve our Hispanic communities.

5. Liturgy and Spirituality

- Adjust the schedule of the Mass in Spanish according to the needs of Hispanics.
- Form a ministry to teach people to pray and pray the rosary.
- The importance of celebrating life and faith or celebrating life and God from faith.
- More community reconciliation meetings.
- People mentioned that they need to continue to train and develop leadership skills, bible studies, praying the rosary together, making inns, pilgrimages, all these activities help to keep families united in our faith and tradition
- Support the celebration of popular devotions and festivities.
- Have more Eucharistic worship events such as "Come, Find Christ" and joyful songs in Spanish.
- Have more masses in Spanish.

6. Faith Formation and Catechesis

- We have noticed that many adults have a precarious religious formation.
- Make a bible group to learn more about the word of God.



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- Formalize prayer workshops where people learn to feel closer to God.
- Ministry for marriage preparation.
- People mentioned that they need to continue to train and develop leadership skills, bible studies, praying the rosary together, making inns, pilgrimages, all these activities help to keep families united in our faith and tradition.
- That during the celebration of the Mass the community be motivated to receive the sacraments, mainly marriage.
- Standardized requirements for sacramental preparation and reception throughout the diocese.
- Bilingual directors of religious education and youth ministry, who understand the culture and reality of the immigrant community and can relate to bicultural children and youth and their families.
- There is a need to follow up on the groups that start, such as the prayer and life workshops.

7. Young Adult Ministry

- Create a youth ministry, accompanying them spiritually and in their daily lives.
- Bring the Word of God through retreats to young people who do not know it.
- Organize evangelistic retreats for families, young people and couples.
- Help young undocumented boys to enter the university or seminary and have mentors to guide them.
- Teach current leaders to leave the fish tank to fish young.
- Bilingual directors of religious education and youth ministry, who understand the culture and reality of the immigrant community and can relate to bicultural children and youth and their families.
- Encourage young people to have space in the parish where they can express themselves.
- Have specific spaces for young adults, such as a Saturday Mass and after a convivial gathering with music and food.

8. Family Ministry and Immigration

- At the diocesan and parish level, we must support parents in the education and guidance of their children.

- Continue with family catechesis.
- Form marriage groups.
- People mentioned that they need to continue to train and develop leadership skills, bible studies, praying the rosary together, making inns, pilgrimages, all these activities help to keep families united in our faith and tradition.
- Provide child care for parents who attend parish and diocesan functions.
- Immigration: Have support teams that give free counseling sessions in the parishes and contact information for immigration issues.
- Organize evangelistic retreats for families, young people and couples.
- Help young undocumented boys to enter the university or seminary and have mentors to guide them.

9. Stewardship and Development

- More sales or activities to raise funds for the needs of the church or someone in the community.
- Motivate and invite the community to get involved in the different ministries.
- We need other diocesan offices apart from the Office of Hispanic Ministry and the Office of Catechesis to offer courses and materials in Spanish.
- Offer parishes at risk of closure to serve expanding Hispanic congregations.
- Respect the leaders and their ministry.
- Transportation provided to the Church for Masses and events.
- The Latino community felt that thanks to this process they discovered many gifts, including their people, especially children and young people.

10. Pro-Life Ministry

- Given the current political situation and the current attitudes and mood of our country, feelings of rejection, apathy and, to a large extent, racism deprive this group of their basic human dignity.
- Many immigrants face different types of survival conditions that have to do with the physical, mental and psychological abuse suffered by the family in their countries of origin.
- Form a pro-life ministry among young Latinos to share the theology of the body



V ENCUENTRO

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and advocate for chastity, an end to abortion and a healthy sexuality.

- There is a great need for human formation to interrupt the pattern of domestic abuse and violence.
- Prisoners have expressed a deep appreciation for the visitors who share their faith and friendship, and expressed the need to be accompanied as they fear being forgotten or dying in prison without a blessing.
- Professional counselors who speak Spanish and respect culture are needed to help couples and families face and address issues such as domestic violence, infidelity, early pregnancy, the role of members, addictions, neglect of children due to the working two jobs, and children's education.
- Other groups that make up our Church and have unique needs are the divorced, single mothers, the widow and / or the widower, the alcoholic, the addict and the abused.
- Our families are characterized by the affective ties of the roots of our culture. However, the great penalties caused by machismo, domestic violence, poverty, the devaluation of women and the dependencies of our culture and history, inhibit their realization.
- Poor health, lack of health care coverage in our impoverished communities results in people feeling abandoned by God and society. Many of the parishes reported mental health problems.
- They experience racism and are discriminated against for being Hispanic / Latinos, even when they are citizens. They fear the future, education and safety of their children, especially among so much violence, gangs and racism.
- Hispanics / Latinos believe that serving our children, adolescents and youth is vital if we want to support future generations and advocate for the prevention of problems such as drugs and gangs.
- The issue of economic survival and caring for the family is a priority.
- Adolescents are at risk of drugs and gangs because both parents work for the family.

- That support groups be created for those who have suffered domestic violence, abortion, drug addiction and alcoholism.
- Promote and support the post-abortion retirement *Viñedos de Raquel*.
- That there are programs for young people that keep them busy and prevent them from falling into drugs and / or gangs.
- There is discrimination and racism, isolation and marginalization, terrorism, violence and crime in the neighborhood.

A. Communications and New Media

- Use of social media to evangelize all family members, youth and adults.
- Communicate in a more effective way the activities of the month.
- Better communication between the diocese and the parishes.

B. Human Development

- The need for counseling and support groups for families separated by immigration is palpable.
- Counseling to overcome addictions and heal interpersonal relationships.
- Make workshops (crafts, cooking, sewing, etc.).

D. Catholic Education (K-12)

- Catholic Schools are a gift from God for the youth, the family and the future of the Church. But it has become almost impossible for the Hispanic community because of the high cost.

E. Scripture and Theology

- Form Bible groups to learn more about the word of God.

G. Ecclesial Movements

- Need for the parish community, groups and / or apostolic movements to join in a Joint Pastoral instead of performing almost as "sects" within the Catholic community.

I. Migrant Ministry

- Formalize a ministry with resources and people for the visit and evangelization of migrants in the fields.

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

Ministerial Area #1: Evangelization and Mission

Strategy # 1: Start a regional campaign to train and send missionary disciples - joyful, prophetic and culturally diverse - to "prime" in all our parishes and communities, and promote the New Evangelization with apostolic movements and evangelization groups.

Strategy # 2: Coordinate an action throughout the Region to recruit and train teams of people to visit the sick and the elderly in their homes or in hospitals.

Strategy # 3: For a joint pastoral between dioceses in the region and offices within each diocese, make a good analysis of available social services and resources for evangelization and redouble efforts to reach more poor or vulnerable Hispanics in our communities in collaboration with other agencies that do the same work.

Strategy # 4: Develop criteria and processes to help dioceses and parishes identify the needs of the community and make an evangelization plan to follow up and solve it.

Strategy # 5: As a product of the V Encuentro, schedule a more frequent regional encuentros to promote the Hispanic / Latino ministry and have greater communication among the dioceses to support each other in the face of common problems and in the development of resources and training of leaders for the evangelism.

Strategy # 6: Organize workshops in the Region to help pastoral leaders recognize the existential peripheries of people far from the Church and know what to do to go towards them, welcome and respond to their needs, in order to show them the face of Christ.

Strategy # 7: Develop and promote in the Region a workshop that can be used with all members of a parish team on the principles and successful practices of evangelization and how each can implement them in their ministry or parish.

Strategy # 8: Organize workshops in the Region to train pastoral leaders at the local level to recognize the range of needs in the Latino community that were made known by the V Encuentro and develop a plan to respond.

Strategy # 9: Publicize the importance of access to transportation to facilitate the participation of many Latinos in the life of the Church and encourage dialogues at the level of dioceses and parishes to find creative solutions to that problem.

Strategy # 10: Create a pastoral model for the parishes in the Region that serve the Hispanic / Latino community, which responds to the spiritual needs of immigrant Catholics, eg their wishes and liturgical and pastoral contributions, schedules and availability geographical distribution of Masses, devotions and culturally receptive liturgies, representation in the pastoral council, youth initiatives, etc.

Ministerial Area #2: Leadership Development & Vocations

Strategy # 1: Identify and share best practices in leadership formation and pastoral training of Hispanic lay people for ministry in Catholic faith communities / parishes and groups.

Strategy # 2: Update in the light of the V Encounter and promote pastoral, spiritual and theological formation courses in all dioceses for catechists, group coordinators and people who give pre-baptismal talks, formation in courtship, liturgical ministers and the rest.

Strategy # 3: In collaboration with the Offices of Worship in the Region, evaluate and promote the best resources to impart a solid sacramental catechesis in Spanish and English, offering workshops for Eucharistic ministers, readers, hospitality, musicians and ushers and the community in general so that they can live the Mass as the maximum worship of God.

Strategy # 4: Set the foundations and develop a plan for the formation of a Regional Institute for the training of lay pastoral leaders in English and Spanish, with courses and educational processes both in person and online, so that they do not exclude anyone.

Strategy # 5: At the regional level, develop guidelines for parish ministries so that they take into account the reality of Hispanic / Latino people and families, especially people in the peripheries, and respond to the pastoral priorities identified throughout the process of the V Encuentro.

Strategy # 6: Develop and implement a plan to train priests in the Region for Hispanic ministry and encourage Hispanic vocations in all communities.

Strategy # 7: Recognizing that the stranger does not always feel at home when coming to church, the Region will prepare a workshop on the principles of hospitality and welcome for the secretaries and pastoral teams, with practical examples of how to integrate them into all pastoral ministry.

Strategy # 8: That the history and principles of Hispanic ministry, as well as the study of the Hispanic language and cultures, are part of the formation program required for seminarians and the ongoing formation of priests.

Strategy # 9: Integrate the promotion of vocations in the formation of the faith of children and young people, inviting families to promote priestly and religious vocations and married life from home with prayer and dialogue.

Strategy # 10: Promote in the Region the training of priests, liturgists and homilists to provide more effective forms of communication (bilingual, written and verbal) to recognize, accept and respond to the various levels of literacy of the communities they serve.

Strategy # 11: Offer bilingual classes (English / Spanish) to the permanent diaconate and priestly formation at the diocesan or regional level, for seminarians and Spanish-speaking candidates. Promote programs to stimulate Hispanic vocations.

Strategy # 12: Review the leadership training methods for adults utilized in the regional training programs, ensuring that the training provided is accessible and culturally relevant for immigrant leaders.

Strategy # 13: Organize at the regional level the implementation of a prayer program for vocations.

Ministerial Area #3: Intercultural Competencies

Strategy # 1: Promote with parish priests that they open spaces where the voice of Hispanics is heard in the committees and they are allowed to be part of the decision making and leadership of the parish / community of Catholic faith in general.

Strategy # 2: Identify successful parish models for the integration of people of different cultures and languages, and offer workshops so that pastoral teams can learn to put them into practice to overcome discriminatory tendencies and unite Catholics of diverse cultures in their communities.

Strategy # 3: Promote that in every diocese pastoral leaders at all levels have access to training to increase their capacity to serve the Latino community, and when a position is opened, give priority to hiring a person with those capabilities already developed.

Strategy # 4: At the regional level, study and inform us about a more effective way to serve and receive LBGTQ people in the Hispanic / Latino community.

Strategy # 5: In each diocese of the Region, collaborate each year with the diocesan office of the clergy to identify priests and deacons eager to learn or improve Spanish and free them from their responsibilities for a season to study the language, with a component of cultural immersion.

Strategy # 6: Identify or create resources and implement programs for the cultural and linguistic training of personnel in the service offices, both at the diocesan level and in the parishes, with an aspect of cultural sensitivity and implicit prejudice training to welcome the immigrant community, in order to stop the exodus of immigrants to other denominations where they feel most welcome.

Strategy # 7: Develop workshops, trainings and conferences that provide formation in the communities and serve to unite Catholics of diverse ethnicities, cultures and experiences.

Strategy # 8: Share in the Region the liturgical principles that most help integrate linguistic and cultural communities into a celebration and implement them in all diocesan celebrations to reflect our unity in diversity in the Church.

Strategy # 9: Identify and promote pastoral strategies in the Region that celebrate and incorporate culture, devotions, language, etc. in all aspects of children's faith formation.

Strategy # 10: Identify and promote more Hispanic / Latino-based parish life activities in the Region in order to encourage more active participation in parish life beyond attendance at Mass.

Ministerial Area #4: Youth Ministry

Strategy # 1: Promote in the Region the hiring of a coordinator of Hispanic youth ministry in the dioceses where there is none, and the collaboration between the dioceses so that there will be encuentros of Hispanic youth in the dioceses and at the regional level so that the Youth Ministry groups in the Region they know, support and share the faith.

Strategy # 2: Promote in all dioceses of the Region a comprehensive Hispanic youth ministry, including sports, cultural, recreational, biblical, spiritual, missionary, etc., and train lay people and priests in what pastoral means youth.

Strategy # 3: Develop a regional plan to raise awareness among parish priests and youth ministers on the importance of creating Hispanic youth groups - in Spanish, bilingual and English - to provide spaces for human and religious development, mentoring, sports, counseling, training in faith and encourage vocations.

Strategy # 4: Promote in the dioceses of the Region the formation of adolescent groups that give continuity to the process that began in Confirmation and that works as a bridge to youth ministry.

Strategy # 5: Introduce and implement training resources in dioceses for pastoral leaders with adolescents who teach them to involve Latino youth as protagonists and missionary disciples to their peers, with sensitivity to welcome young people who have been marginalized.

Strategy # 6: Review the guidelines and support materials used in pastoral work with adolescents at the regional level to identify and promote resources that respond to the reality of Latino adolescents: accompaniment and mentoring programs, affective-sexual formation adapted to the age, leadership training, education in values, how to avoid drugs, violence and gangs, etc.

Strategy # 7: Create a summer regional training program to equip Hispanic adolescent leaders to carry out their evangelizing mission to their generation through pastoral programs with adolescents and / or Hispanic youth ministry, with the proper use of social networks.

Strategy # 8: Campaign in the Region to motivate young active adults to serve as leaders and mentors in pastoral ministry with adolescents and to be well trained to participate in this ministry.

Strategy # 9: Promote that, in all pastoral work with adolescents and young Hispanics in the Region, vocational discernment is privileged in collaboration with the diocesan vocations offices, so as to lead them to a Christian maturity.

Strategy # 10: Establish funds in all dioceses of the Region to invest in Latino youth by supporting adolescent participation and facilitating transportation to regional and national Catholic youth events.

Strategy # 11: Develop and promote accompaniment mechanisms to monitor adolescents attending conferences or retreats at the diocesan, regional or national level.

Ministerial Area #5: Liturgy and Spirituality

Strategy # 1: Identify liturgical principles and multicultural and multilingual music that help to welcome different linguistic and cultural communities in the Mass and in the sacramental celebrations and promote them in the Region so that they can be implemented in the parishes.

Strategy # 2: Affirm the importance and establish as a priority in the Region a continuous improvement in homilies that are culturally sensitive to the realities of Hispanics, more dynamic, better prepared and intentional in the purpose of forming happy missionary disciples.

Strategy # 3: Identify in each diocese the places where the Latino population is concentrated, without nearby parishes that are serving them, and ask that the closest parish opens the doors for celebrations in their language and cultural expressions that help to live the sacraments.

Strategy # 4: Establish as a priority in school curricula, religious education and Liturgy of the Word for children in the Region, that love and deeper knowledge of the liturgy and spirituality issues have priority and are presented in a dynamic and welcoming manner.

Strategy # 5: Identify and share resources that can help train parish priests and liturgical ministers to embrace the spirituality, devotions and celebrations, and cultural diversity of Hispanics (eg, Via Crucis, inns, celebration of Our Lady of Guadalupe and many other celebrations) to better accompany the Hispanic people in their spiritual life.

Strategy # 6: Develop or identify and promote formation programs and spiritual workshops to strengthen the service provided by liturgical ministers (ushers, readers, musicians / choirs, etc.), with emphasis on proper respect to the altar and the way of dressing.

Strategy # 7: Promote in the Region the connection between the liturgy and spirituality, emphasizing the living presence of Jesus in the Eucharist and adopting in the liturgy elements that allow to include the needs of the community.

Strategy # 8: Encourage spiritual growth by ensuring that diocesan events in the Region include: praise, dynamic preaching and Eucharistic adoration. Also provide spiritual retreats, spiritual growth conferences, etc., both for the community in general and for the formators and parish leaders.

Strategy # 9: Develop a regional calendar, by cities, on a page on the internet or on the page of each diocese, to communicate and report on retreats, talks, patron saints or other Hispanic holidays held in different parishes or different cities of each diocese, where the Hispanic people in the Region can see all the events in the nearby area and attend if they wish. Pilgrimages, starting in their own parishes, could go from Church to Church, city to city or state to state.

Strategy # 10: Establish as a regional priority that there be an intercession group in Spanish in each parish with a Hispanic community and that this group be in intercession for the current needs of their parish community. Parish leadership would commit to keeping the intercessory team informed about the needs of the parish.

Ministerial Area #6: Faith Formation and Catechesis

Strategy # 1: Establish a regional dialogue to establish guidelines and a general standard for the preparation of couples to marry, taking into account the pastoral reality of most young couples in the Hispanic / Latino community and the common problems in marriages.

Strategy # 2: Promote in the Region that parishes with Hispanic ministry offer a variety of faith formation programs and services suitable for all ages in a continuous religious formation: retreats, service, Bible study, exercises and spiritual devotions, Social Doctrine of the Church, classes of catechesis, family catechesis, liturgy of the Word for children at Mass, etc.

Strategy # 3: Start a regional campaign to form and send missionary disciples-happy, prophetic and culturally diverse-to "prime" in all of our parishes and communities, and promote the New Evangelization in conjunction with apostolic movements and evangelization groups.

Strategy # 4: Promote that in every diocese of the Region there is a standardized process in all the parishes for sacramental preparation and reception throughout the diocese to avoid the practice of comparing programs and requirements and thus find the parish that has fewer requirements.

Strategy # 5: Promote in the Region the good use of various retreats, activities, trips, events, programs, studies and others for the faith formation of Hispanic adolescents and youth.

Strategy # 6: Promote that parishes empower parents to assume their role as first educators in the faith of their children, especially in the sacramental catechesis, focused on evangelization, conversion and formation of parents, as well as children and adolescents.

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

Strategy # 8: Study the possibility of developing a catechism in Spanish, or recommended guidelines and content for infant and sacramental catechesis in Hispanic / Latino communities, that take into account the Christian values of the towns where Latinos come from in the Region and the pastoral reality. It would also be important to train bilingual or even trilingual catechists in indigenous communities.

Strategy # 9: In collaboration with the Offices of Worship in the Region, evaluate and promote the best resources to impart a solid catechesis and sacramental experience in Spanish and English, offering workshops for Eucharistic ministers, readers, hospitality, musicians and ushers and the community in general so that they can live the Mass as the maximum worship of God.

Strategy # 10: In many parishes, it is perceived that the Hispanic presence creates discomfort with the Masses, activities and formations in the faith of the Anglo-Saxon community, as if they were invading the space. The Region should promote as a priority encuentros and dialogues in the entire parish community with the purpose of taking steps to live the faith as a community united in diversity, Hispanic and Anglo.

Strategy # 11: Promote in Dioceses of the Region that diocesan faith formation programs in Spanish reach the parishes to facilitate the participation of leaders with transportation difficulties.

Ministerial Area #7: Young Adult Ministry

Strategy # 1: Promote in the Region the hiring of a coordinator of Hispanic youth ministry in the dioceses where there is none, and the collaboration between the dioceses so that there will be encuentros of Hispanic youth in the dioceses and at the regional level so that the Youth Ministry groups in the Region they know, support and share the faith.

Strategy # 2: Promote in all dioceses of the Region a comprehensive Hispanic youth ministry, including sports, cultural, recreational, biblical, spiritual, missionary, etc., and train lay people and priests in what pastoral means youth.

Strategy # 3: Develop a regional plan to raise awareness among parish priests and youth ministers about the urgency of creating Hispanic youth groups - in Spanish, bilingual and English - to provide spaces for human and religious development, mentoring, sports, counseling, training in faith and encourage vocations.

Strategy # 4: Introduce and implement dioceses in the dioceses training resources for leaders in youth ministry that teach them to involve Latino youth as protagonists and missionary disciples to their peers, with sensitivity to welcome young people who have been marginalized.

Strategy # 5: Review the guidelines and support materials used in the pastoral care of young adults at the regional level to identify and promote resources that respond to their reality: accompaniment and mentoring programs, affective-sexual formation adapted to the age, training of leaders, education in values, how to avoid drugs, violence and gangs, etc.

Strategy # 6: Create a summer regional formation program to equip young Hispanic leaders to carry out their evangelizing mission to their generation through Hispanic youth pastoral programs, with the proper use of social networks.

Strategy # 7: Campaign in the Region to motivate active young adults to serve as leaders and mentors in pastoral ministry with adolescents and to be well trained to participate in this ministry.

Strategy # 8: Promote that, in all pastoral work with adolescents and young Hispanics in the Region, vocational discernment is privileged in collaboration with the diocesan vocations offices, in a way that will lead them to a Christian maturity.

Strategy # 9: Establish funds in all dioceses of the Region to invest in Latino youth by supporting the participation of youth leaders in training and regional and national training programs.

Strategy # 10: Form youth commissions at the diocesan level in all the dioceses of the Region to identify the parish needs and look for the resources of formation and accompaniment to the groups of young adults.

Strategy # 11: Encourage an intentional action in all dioceses to give priority to young Hispanics with leadership potential, especially those who are studying at the university, so that they may be future servants and ecclesial ministers.

Ministerial Area #8: Family Ministry and Immigration

Strategy # 1: Identify organizations in each diocese, especially the offices of Catholic schools, which can guide immigrant parents about the educational system and how to prepare their children for university studies, with special attention to the possibility of a Catholic education.

Strategy # 2: Prioritize in the dioceses of the Region to accompany single mothers and separated parents - whether through divorce, deportation, detention or other trauma - with support groups, counseling, social services in cases of need and support in the transmission of the faith to their children.

Strategy # 3: Develop, multiply and support retreats and training events for couples and families.

Strategy # 4: Review, evaluate and share with all the Dioceses of the Region the successful practices that have worked in family ministry, for example, those that train couples to help other couples, make visits to homes following the model of the Encuentro, etc.

Strategy # 5: Start a regional campaign to write letters to draw the attention of the rulers on the immigration problems and asking for a resolution that respects the dignity of families and human rights, starting with the dreamers ... and no longer anti-immigrant laws.

Strategy # 6: Mobilize the institutes of pastoral formation in the dioceses of the Region to prioritize the formation of faithful citizens who become agents of change in society, advocating for the rights of immigrants and those who live outside our communities.

Strategy # 7: Coordinate with all dioceses in the Region to have a list of local lawyers and organizations that help immigrants in immigration matters and are able to offer workshops on changes in immigration laws and their consequences for people undocumented, the dreamers and their families.

Strategy # 8: That the bishops of the Region clearly communicate to the public the position of the Church on immigration reform and help in the advocacy with the congressional leaders for laws and policies that strengthen and unify the families.

Strategy # 9: It is recommended to open a family pastoral office or strengthen the efforts of existing offices to better accompany migrant or separated families, advocate for their human rights and access to medical services, establish family ministry in the parishes, support the unemployed and those who have financial difficulties, assist families in crisis, etc., in collaboration with other social service organizations in each area of the diocese.

Strategy # 10: Develop materials and promote the creation of accompaniment and training groups for immigrant parents based on responsible fatherhood and how to overcome the language, culture, values, technology gap... with their children to educate them well and guide them to a Christian life.

Strategy # 11: Promote a Family Encounter every year in all the dioceses of the Region - a day of workshops, spirituality, activities for children and young people, and an exhibition hall where support materials for families and children are presented. social services of the community - closing with a Mass with the Bishop.

Strategy # 12: Join efforts with apostolic movements in the Region aimed at the family to provide family formation opportunities and make retreats, prayer meetings, blessing of homes, visits and support / accompaniment to families in their relationships and spiritual life.

Ministerial Area #9: Stewardship and Development

Strategy # 1: Promote with parish priests that they open spaces where the voice of Hispanics is heard in the committees and they are allowed to be part of the decision making and leadership of the parish / community of Catholic faith in general.

Strategy # 2: Design and distribute in the Region a teaching that breaks with the concept of "almsgiving" and promotes the sense of "co-responsibility" by promoting awareness of our responsibility in the maintenance, functioning and development of the parish.

Strategy # 3: Identify and evaluate the resources available to our dioceses, at the regional and parish level, to offer quality services and, above all, to make our Catholic community feel welcome. Then form a plan to gather the necessary resources to implement the regional priorities that emerged from the regional consultation of the V Encuentro.

Strategy # 4: In a joint pastoral with other diocesan offices in the Region, study the ways that the community and the Hispanic families stand in solidarity at the parish level with the other ethnic communities to face the financial and human resources challenges (bicultural personnel and bilingual) according to the parish needs, and prepare a guide on solidarity in co-responsibility between communities with different capacities to contribute time, talent and treasure.

Strategy # 5: Collaborate with diocesan courts to identify obstacles to effective service to our Hispanic community in the Region and help them better understand the process of annulling a marriage and the possible paths in the Church that are prepared to return to a sacramental life after a divorce.

Strategy # 6: Identify the ways that diocesan offices in the Region reflect the multicultural mosaic of our society and in what areas of pastoral service they need to grow in their capacity to provide good service to the Hispanic community, then make a plan to develop those capabilities

Strategy # 7: Establish a regional dialogue to review the current ways that we are using the media that society has available, to promote the Christian evangelization of cultures and generations in Hispanic ministry and formulate a plan to increase its use in each diocese.

Strategy # 8: Develop and implement a regional plan to promote the various ecclesial ministries (diaconate, liturgical, catechetical ministries, promotion of the social doctrine of the Church, etc.) among Hispanic / Latino lay people, in accordance with the Council's vision Vatican II.

Strategy # 9: Establish a formative process for pastoral teams in parishes with Hispanic ministry based on the document created by the Committee on Cultural Diversity in the Church of the Conference of Catholic Bishops of the United States, "Building Intercultural Competence for Ministers."

Strategy # 10: Form a Hispanic pastoral council in the dioceses of the Region where there is not yet one, in which issues and services that affect the Hispanic community can be discussed, and that this council has at least one annual meeting with the bishop where they can express concerns and challenges.

Ministerial Area #10: Pro-Life Ministry

Strategy # 1: Organize a regional campaign from the offices of Hispanic Ministry and Social Justice to address and end the death penalty in Ohio and at the federal level in the United States, taking into account that the majority of Hispanic / Latino Catholics oppose the use of the death penalty.

Strategy # 2: At the regional level, identify resources and strategies to prevent the entry of our youth into gangs and rescue those who are already involved (eg. youth groups, school tutoring, sports, work programs, mentoring, evangelization and conversion retreats and movements, etc.) and organize their promotion and implementation in the most afflicted urban areas, in order to stop gang-related deaths.

Strategy # 3: Collaborate with the pro-life offices in the dioceses of the Region to implement strategies to reduce abortions in our communities by: 1) the comprehensive formation of Hispanic youth and engaged couples in Christian values for living out their sexuality; 2) support for women with a crisis pregnancy; and 3) advocacy for public policies to reduce or eliminate the availability of abortion and increase the availability of services and help to low-income mothers who choose to give birth to their children.

Strategy # 4: Faced with the tragedy of Hurricane Maria in Puerto Rico and its 5,000 fatalities, as well as the decline of drinking water and the use of harmful chemicals in agriculture and the oil industry, the Region will organize a campaign in the dioceses and parishes in favor of the protection of human life and health through care for and restoration of the environment.

Strategy # 5: The United States immigration system threatens human life in the Latino community: 1) by denying asylum to refugees of violence in their countries of origin; 2) by repealing the TPS and deporting the refugees from the violent zones of Central America; 3) by denying undocumented parents access to health insurance and protection against labor abuses and human trafficking due to fear of the police; and 4) by letting thousands continue to die in the desert while crossing the southern border... The Bishops in the Region have to raise their voices strongly against these injustices and threats.

Strategy # 6: Identify and / or develop materials at the regional level to raise awareness about the epidemic of suicides that exist in our communities—especially among young Latinas—and offer young people and their families training to recognize the signs and protect their children and loved ones with mental health services, support techniques between family and friends, and steps to limit access to destructive instruments (eg. firearms, drugs, razor blades, car keys, etc.).

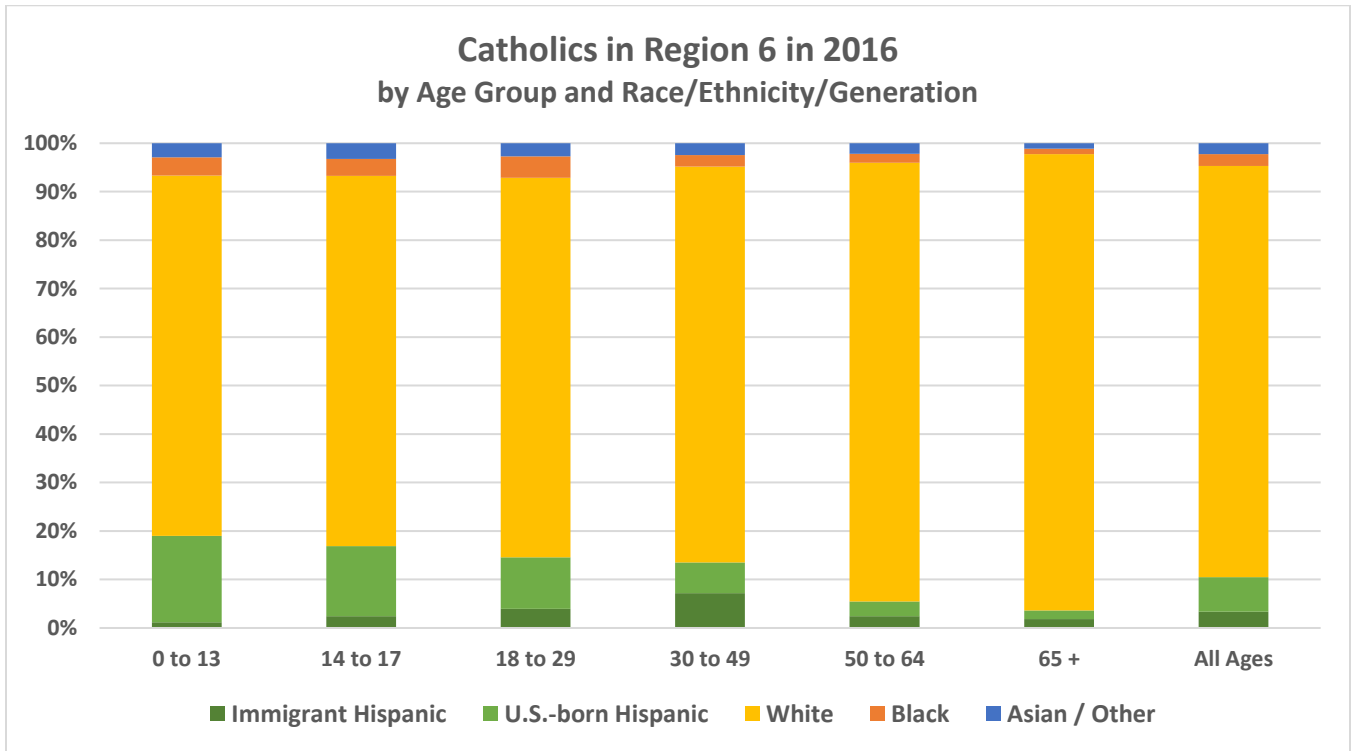
Strategy # 7: Establish collaboration among Hispanic ministry offices and other diocesan offices in the Region to inform our Catholic parishioners about proposed legislation in Michigan and Ohio to allow euthanasia—"physician assisted suicide"—and teach how they contradict our Catholic values and faith.

Strategy # 8: A large percentage of the homicides in our communities occur among people who know each other, often within the same family... The dioceses of the Region must collaborate with community organizations dedicated to the prevention of domestic abuse and violence to bring their programs and services to our parishes and offer them in both Spanish and English.

Strategy # 9: Establish a dialogue between those in charge of Hispanic ministry and the leaders of the Catholic health system in the Region to identify and promote comprehensive ways—spiritual, social and medical—to face and overcome the epidemic of substance abuse (alcohol, illicit drugs and prescription drugs, especially opiate drugs) in the Latino community that causes so many fatalities.

Strategy # 10: Design materials and training for pastoral teams in the parishes to help them teach their members about the increase in racism and ethnic discrimination that we are experiencing in our society and the steps they can take to reduce or eliminate its impact, before it gets to the point of acts of violence against immigrants and people of color.

Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 6



Total Population and Catholic Population in Region 6, by Race/Ethnicity					
Racial/Ethnic Groups in the Dioceses of Region 6	Total Population in 2000	Total Population in 2016	% Change	Estimated Catholics in 2016	% Catholic
White	17,344,802	16,690,267	-4%	3,463,000	20.8%
Hispanic	541,000	908,282	68%	427,000	47.0%
Black	2,714,049	3,091,082	14%	101,000	3.3%
Asian/Other	691,733	853,042	23%	91,000	10.7%
Total	21,291,584	21,542,673	1%	4,082,000	18.9%

Hispanic/Latino Population in Region 6, by Diocese

(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Cincinnati	32,038	81,050	153%	37,000	46%
Cleveland	78,527	131,396	67%	59,000	45%
Columbus	33,489	89,826	168%	41,000	45%
Detroit	128,075	186,137	45%	91,000	49%
Gaylord	5,921	10,018	69%	4,500	44%
Grand Rapids	72,738	118,918	63%	56,000	47%
Kalamazoo	33,141	54,769	65%	25,000	46%
Lansing	54,375	83,349	53%	40,000	48%
Marquette	2,664	4,878	83%	1,800	37%
Saginaw	26,963	33,872	26%	17,000	50%
Steubenville	3,034	6,577	117%	2,400	36%
Toledo	52,415	77,329	48%	38,000	49%
Youngstown	17,620	30,163	71%	14,500	48%
Total	541,000	908,282	68%	427,000	47.0%

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

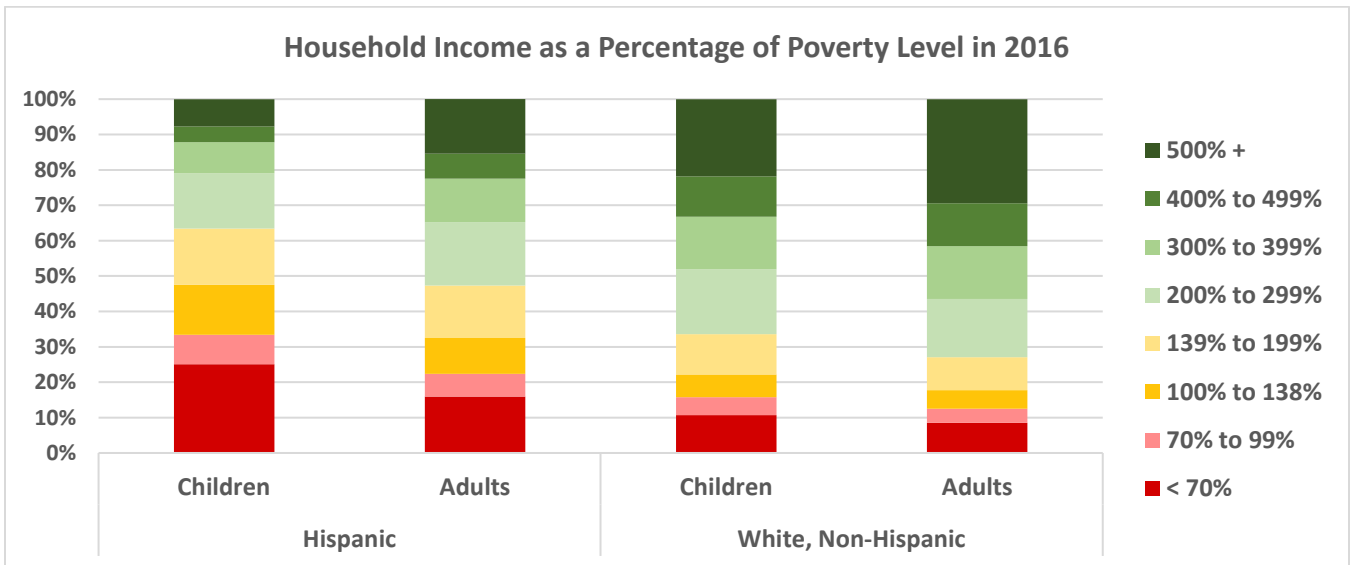
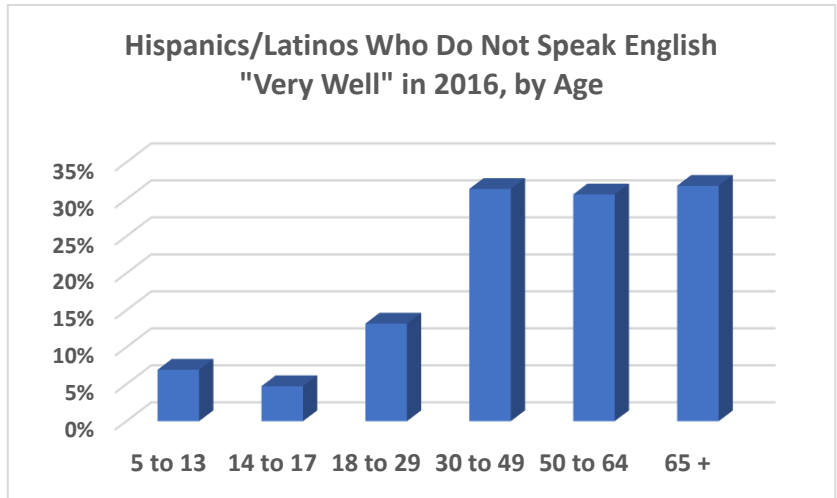
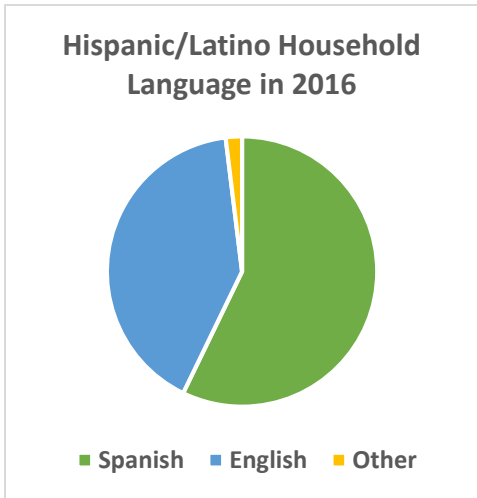
Hispanic Ministry in the Parishes and Catholic Schools of Region 6, by Diocese

(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)
Cincinnati	17	4	14	3,800	1,281/27,305	305/12,841
Cleveland	7	13	0	5,000	50/5,322	20/2,200
Columbus	6	18	3	6,556	946/10,917	364/4,637
Detroit	24	50	4	16,006	913/18,619	571/10,059
Gaylord	1	1	0	70	75/1,700	15/570
Grand Rapids	11	16	2	5,094	496/5,099	141/1,451
Kalamazoo	10	10	0	2,039	195/2,157	29/485
Lansing	7	7	0	1,000	100/6,651	75/2,020
Marquette	1	0	0	0	6/1,167	0/0
Saginaw	4	3	1	280	74/1,987	31/510
Steubenville	4	0	2	57	21/1,554	5/358
Toledo	13	8	5	990	619/10,943	217/4,415
Youngstown	6	6	0	440	210/4,671	72/1,879
Total	111	136	31	41,332	4,986/98,092	1,845/41,425

Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 6

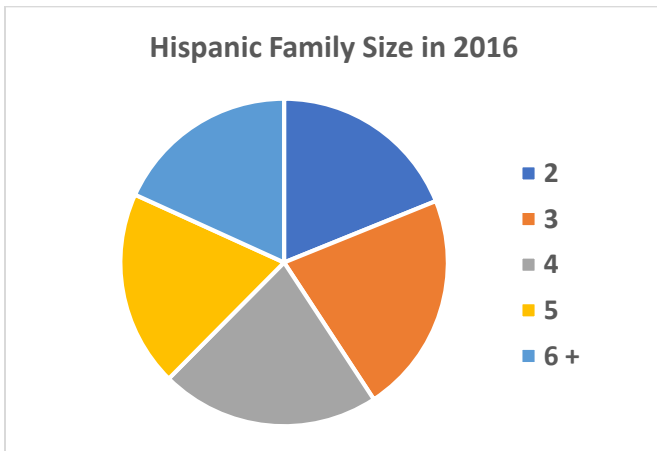
(Arch)Diocese	Priests			Religious (men and women)	Deacons	Lay Ecclesial Ministers
	Active	Retired	Foreign-born			
Cincinnati	3	0	3	0	0	4
Cleveland	0	0	0	4	8	10
Columbus	4	0	4	9	0	N/A
Detroit	8	0	7	7	3	13
Gaylord	2	0	1	0	0	1
Grand Rapids	2	1	2	6	3	10
Kalamazoo	6	0	6	4	2	8
Lansing	2	1	2	1	2	2
Marquette	0	0	0	0	0	0
Saginaw	4	1	4	1	1	15
Steubenville	0	0	0	16	0	4
Toledo	1	1	1	2	20	3
Youngstown	1	0	1	1	1	8
Total	33	4	31	51	40	78

Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 6

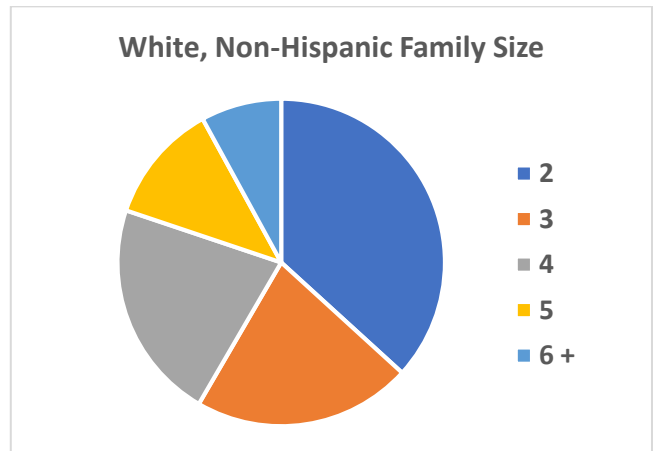


Median Hispanic Household Income: **\$49,500**

Median White Household Income: **\$68,000**

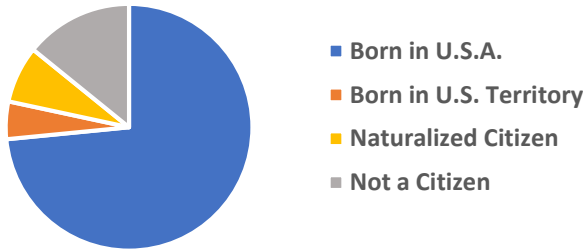


Average Family Size: **4.1**

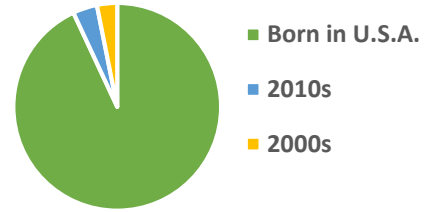


Average Family Size: **3.4**

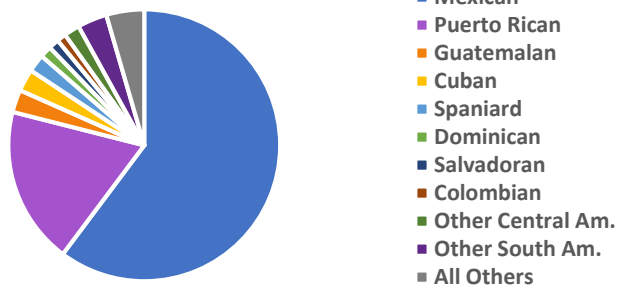
Citizenship of Hispanic Residents in 2016



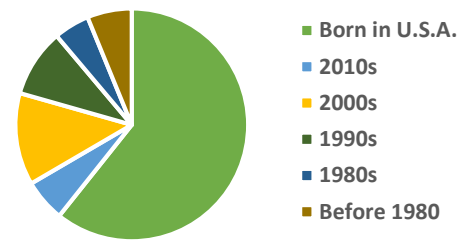
Decade of Entry for Hispanic Children



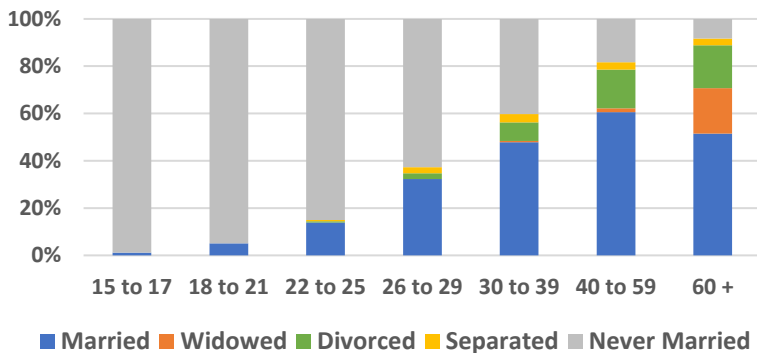
National Heritage of Hispanic Residents in 2016



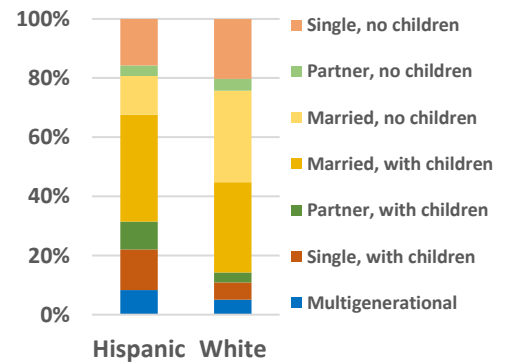
Decade of Entry for Hispanic Adults



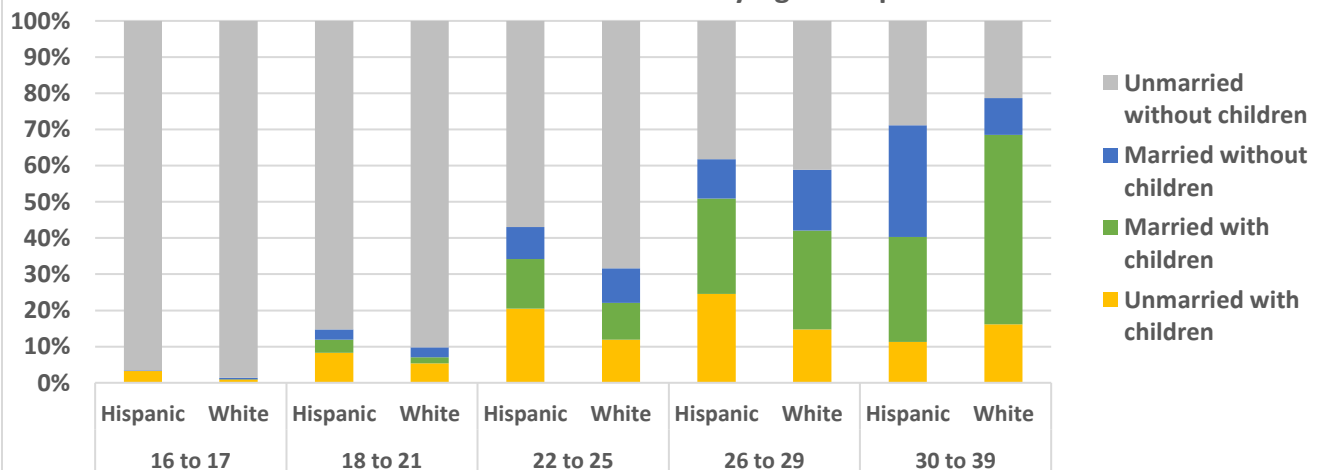
Hispanic Marital Status by Age in 2016



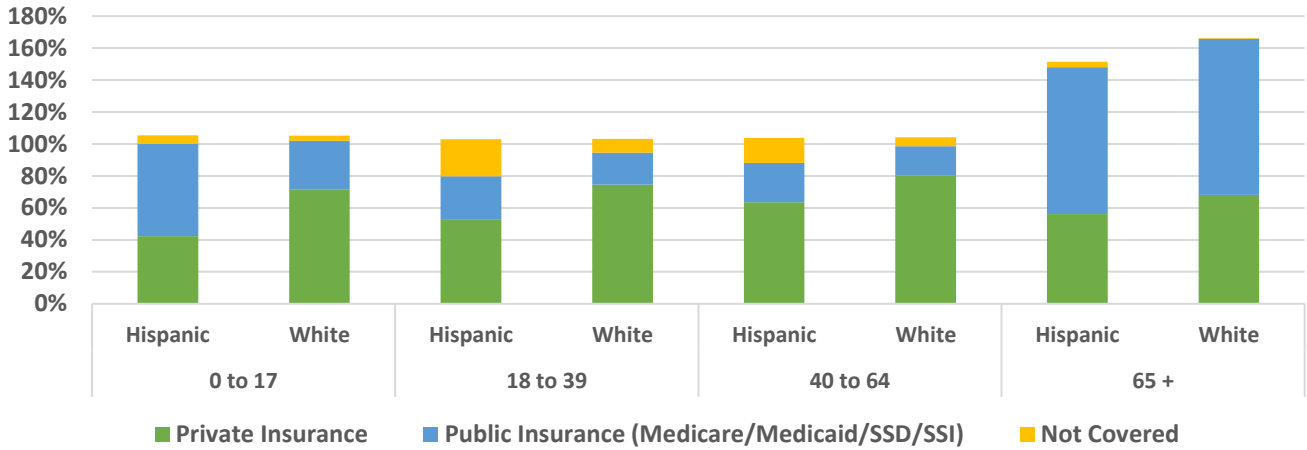
Household Type, 2012 to 2015



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

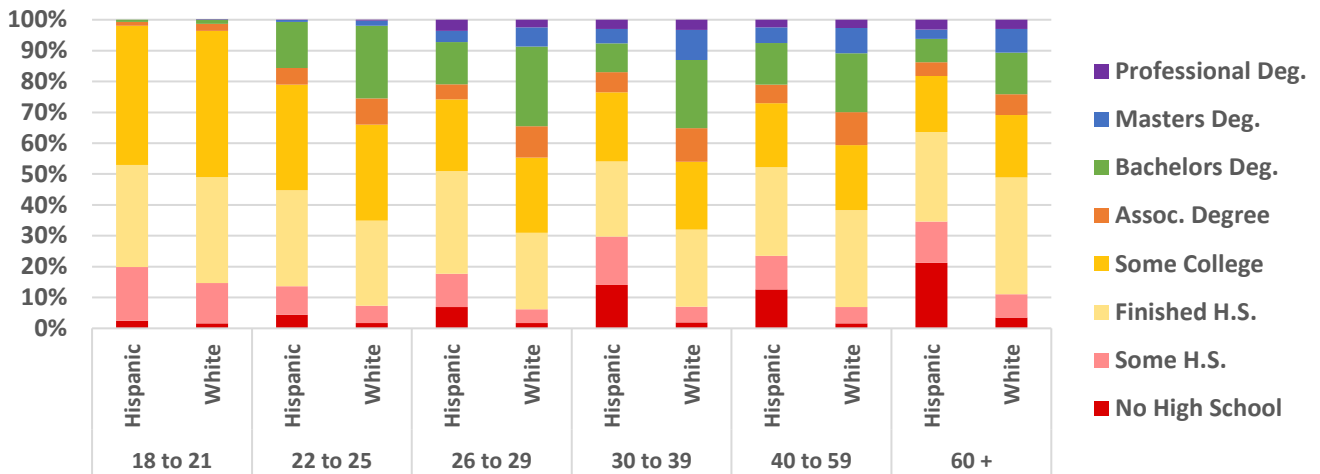


Health Insurance Coverage by Age Group in 2016*



* 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

