

Regional Working Document

Part I: Regional Information

Region: <u> X </u>
Date of Regional Encuentro: <u> April 13 to 15, 2018 </u>
Location of Regional Encuentro: City/State: <u> San Antonio, TX </u> Name of Facility: <u> La Cantera Resort </u>

1. **Briefly describe the Region:** *See the description in the Appendix at the end of this document.*
2. **Regional Team:**

Name	Title	(Arch)Diocese	Generation
Bishop Joe Vasquez	Lead Bishop for Region X	Austin	
Julio Beltran	Regional Chair	Beaumont	1
Laura Graham	Anchoring Institution	San Antonio	1
Lucia Luzondo		San Antonio	
Juan Carlos Rodriguez		San Antonio	1
Norma Torok		Galveston-Houston	
Lupita Alvarez		Amarillo	
Zulma Hernandez		Austin	
Pia Septien		Dallas	1
Dania Sanchez		Dallas	
Marco Raposo		El Paso	1
Sister Norma Edith		Little Rock	1
Letty Valdez		Laredo	
Deacon Ruben Natera		Tyler	
Carla Aguilar		San Antonio	
Fr. Hector Madrigal		Amarillo	
Alejandro Siller		San Antonio	1

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

- Missing Masses and services in Spanish.
- No welcome and / or respect from the parish staff.
- Services are denied due to parish membership status.
- Lack of activities in the parish.
- Lack of priest (of plant or Hispanic) in the parish.
- Lack of a pastoral plan.
- Testimony of poor or negative life of the clergy or parochial staff alienates the people.
- The priest does not understand our cultural values.
- Priests do not speak Spanish.
- Young people do not believe they have gifts or talents to help in the Church.
- If we want to retain young people, we must respond to the causes of their marginalization.
- The homily is excellent, but it does not show fidelity to the gospel message.
- In difficult times, they call the Church, but nobody answers.
- They tell those who do not speak English that they have to go to another parish where they speak Spanish.
- The secretary only allows the privileged to access the priest.
- There are no outreach programs to the community in the peripheries.
- There are unwelcoming parishes that frustrate the Hispanic people.
- Many parish priests support the political party that is against immigrants.

B. Personal Growth

- Professionals are frustrated when they cannot work in their field.
- Youth do not receive the support or motivation they expect from mentors and friends.
- The online media distract a lot and do not allow the full development of young people.

C. Immigration Status

- Many live in fear of being deported; they feel insecure and vulnerable.
- Lack of guidance and reliable advice on legal issues and social justice.
- Lack of legal status.
- Many no longer attend church for fear of the immigration system.
- There are widespread attitudes in the society of rejection and racism against the immigrant.
- There is no respect for the basic human dignity of immigrants.
- The Church is sometimes paralyzed ... she does not know what to do or for whom.

D. Acculturation and Language

- The barrier for language still exists and it is not easy to come.
- You still have to offer services in Spanish.
- Not all parishes have the capacity to respond with services in Spanish.
- Perceptions and prejudices in the community based on language leave Catholic immigrants disillusioned and unmotivated to be part of the ecclesial community.

E. Worries about Work and Finances

- They worry about their financial stability.
- The economy itself is a challenge.
- Work schedules do not allow to attend the Mass and other activities of the parish.
- The financial status of the family.
- Guidance on financial management is needed for children and their parents.
- They fear losing their job because they would not have a way to get their children out in school.
- The school system is a challenge in itself. It does not help them out of poverty.

F. Family Life

- Lack of presence and parental participation in the life of the parish.



- Dysfunctional and sometimes even violent families challenge the faith formation of many of our children.
- Problems in the family: communication between the spouses, lack of the sacrament and lack of child care.
- Problems in the family: single mothers, domestic violence, infidelity, divisions, addictions and neglect of children due to the number and schedule of work.
- Lack of preparation of parents to raise and educate healthy and strong children in the faith.
- Lack of commitment and / or personal interest in the parish life.
- The Catholic faith is not a priority for most young people.
- Barrier of language and culture between parents and their children.
- You need basic skills classes for life and how to raise children.
- The rate of pregnancies among adolescent girls is very high, and even more among Latinas. That has great implications for the life of the Church.
- Most children in catechism do not go to Mass because their parents do not take them.
- More activities are needed for families in the parish.
- Parents do not encourage their children to lend their gifts and talents to the service of the community.

G. Lack of Transportation

- Lack of transportation, not only due to advanced age, but due to the lack of a vehicle.
- They cannot go to Mass due to lack of transportation.

H. Health Status

- They are very worried about their health.
- They are afraid of getting sick because of the instability that could be caused to the family.
- Many are locked in the house for different reasons: the sick, the disabled, the elderly and their caregivers who do not have support.
- Another large group has mental health problems or emotional instability: victims of

physical, sexual or emotional abuse; those who suffer from addictions to harmful substances or behaviors. They need acceptance in the faith community.

I. Personal Challenges

- There are people with special needs: widowed, divorced, single mothers or fathers, single people without family ... They need support and acceptance from the community to survive and overcome their challenges
- With so many young girls pregnant in the Latino community, and with the difficulties that these situations entail, they would benefit a lot from services that help to face the situation with love and prepare well for the important responsibilities that are followed.
- Something related is the large number of women who are abused and / or abandoned with their children. You have to identify them in the community and help them find the spiritual guidance and support services needed so that the cycle does not repeat itself in the next generation.
- Many live isolated and do not feel part of any group. The Church can help you.

J. Spiritual Life

- Youth feel alienated when the only thing that the Church presents to them is an endless list of sins and things that God does not allow.
- Young people are attracted by adult mentors and priests or religious joyful and happy in their vocation. The "wasting time" enjoying life with these people is very valuable to them.
- Some feel ashamed or fearful because they do not find God and run the risk of losing faith.
- Spiritual guides are needed for those who help in prayer groups and other ministries.
- They need a church open to their needs, with groups capable of generating a sense of community.
- Personal commitment is required to the things of God and his Church.
- Little access to catechetical resources about God, the bible, the sacraments and the Mass in Spanish.



- The need for adult programs on the Catholic faith in Spanish.
- The high cost of workshops and training classes for leadership in the Church.

K. Abuse

- Machismo in families.
- Wounds not healed due to sexual abuse in the Church.

L. Harmful Attitudes

- Discrimination, prejudice and racism.
- Low self-esteem and lack of self-confidence.
- The tendency to judge and criticize everything without risking doing anything.
- Laziness and lack of motivation that finds everything boring.

M. Lack of Knowledge

- The lack of knowledge of the faith and the Sacred Scripture leads eventually to the abandonment of the Catholic Church.
- They do not know how parochial life works.

N. Academic Education

- Lack of financial resources to complete education and forge an educational culture in the family.
- Lack of information about financial aid that could open the door to a Catholic education.
- Schools failing and limited ways to overcome poverty.
- The same friends sometimes press to fail in school and not finish the diploma or career.
- The use of drugs and the attractiveness that can be the illusion of making "easy" money in their sale also create "drop-outs".
- Many of the teens are oversaturated with extracurricular activities and do not make time to participate in the Church.

O. Violence and Gangs

- We must recognize the presence of people who cannot move from one place to another because they are waiting for an action in court or received a sentence of severe restrictions where they can go.

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

- Spiritual and sacramental growth.
- Adult training for parents and marriages.
- Biblical study and theological and pastoral training for leaders in both languages.
- That there are careers for students to achieve their dreams.
- Contribute to peace in the world.
- Leave a legacy of our Catholic faith to our children.
- Know God and live in his Church.
- Have groups where we can express and share the faith.
- That there are pastoral classes and presenters of universities aimed at young people.
- Learn to listen, share and accompany others, especially in the peripheries.
- Recognize Christ in every encounter with another human being.
- That religious education be more experiential: visit the homeless, the elderly, share food.
- Integrate evangelization in every pastoral action.
- Receive the sacrament of marriage.
- Start and own a business.
- Have more spiritual and moral support.
- That Catholic education be more accessible to Hispanic families.
- More opportunities in the parish to deepen faith in Spanish.
- Go back to school and finish the race.
- Be a true disciple and get eternal life in heaven.
- Be a more helpful community.
- Serve my neighbor with all my heart.
- Leave our comfort zone to share the faith with courage.



- Have more active servers in the church.
- Training of lay formators so that they can train others.
- Receive training to participate better.
- Less complicated requirements to receive the sacraments.
- That the children receive formation and the sacraments.
- Save money to return to Mexico.
- Vigil to the Most Holy.
- Involve adolescents and young people as servants at Mass.
- Be church in exit.
- Have more bilingual Hispanic leaders.

B. Dreams: Personal and Social Relationships

- Reach a community and united families.
- Opportunities to study English and a career in college.
- Masses and bilingual events in the parish.
- Celebrate the Mass in the field of work.
- Classes and workshops to be better parents.
- Understand the needs of the Hispanic / Latino community.
- Professional and academic development.
- Motivate, encourage and mentor youth.
- Treat Hispanic and Anglo teenagers alike-with more activities and groups.
- More bilingual leaders to help with youth ministry.
- Have a bus to take people to events.
- Be more united in the community.
- Achieve academic studies and religious formation that allow an integral development in life.
- Be faith street.
- Be able to provide for the family.
- That our children be better and be good people.
- Find young people where they are (eg online and social networks).
- Ministry of outreach to the peripheries.
- Greater inclusiveness and unity among the different cultures in the parish.
- Presence of priests in our lives.
- Quality time with the family and in the Church.
- Welcome and invitation committees.

- Marriage preparation and reconciliation of separated families.
- Ministries working together.
- Masses in Spanish.
- Accompany and support the victims of a crime, especially when they have no voice due to their immigration status.
- Be more accepted by the Church to generate a sense of belonging.
- Receive everyone in cultural diversity, since we are part of the mystical body of Christ.
- Have a deacon or priest who speaks Spanish.
- Welcome and motivate ex-Catholics to return to the Church.
- Form a community focused on youth.
- Be more inclusive, with services for the disabled and elder care facilities.
- Respond to the needs of families in the peripheries.
- Follow up the new members.
- Have services in multiple languages.
- Finish the construction of the temple.

C. Dreams: Security and Basic Needs

- Have good health and economic stability with a fair salary.
- Regularize the immigration situation.
- A dignified life and immigration reform that allows family unity and personal development.
- Have a job, a house or business and rights.
- Access to health services and a medical coverage plan.
- To be able to help their families financially in the country of origin.
- To be able to live in this country without fearing and walking with freedom and security.
- Be happy with the family.
- That the language does not obstruct communication between the Hispanic community and the pastor.
- Transportation to attend the Mass.

D. Gifts: From or for the Community

- Commitment: punctuality, attention, perseverance and patience.
- Leadership, creativity, kindness and hospitality.



V ENCUENTRO

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

- Be bilingual to serve as a bridge, especially with young people.
- Know how to listen and be compassionate with humility and tenderness.
- Continue the art of accompaniment.
- The sense of family / friendship in the parish.
- Joy, gratitude, optimism and wisdom.
- Generosity in crisis situations, especially when someone in the community affects.
- Personal experience to serve.
- Prayer, faith and hope in the community.
- Meetings of families, groups and cultures in the parish.
- We share morally, economically and spiritually.
- The use of social media strategically to promote the activities of the Church.
- We value the family and we are workers.

E. Gifts: For Service

- Administration, computers and secretarial service.
- Artistic and craft skills.
- Academic study at the University.
- Availability to help the Hispanic community in their needs.
- Desire to serve others.
- Delivery and dedication to ecclesial ministries.
- Knowledge of immigration laws.
- Skills for construction, carpentry, gardening and music.
- I have time to serve.

- Help with cooking and food sales.
- Service to the needy.
- Visit homes to invite them to Mass or participate in a ministry.
- Volunteering and service in the parish community.
- Generosity with time, experience, knowledge and skills.

F. Gifts: From Experience or Nature

- Biblical knowledge.
- Ability to speak in public.
- Testimony of life, consistent with the teachings of the Church.
- Availability to help others in their journey of faith.
- Gifts of evangelization and catechesis as educators or proclaimers of the Word.
- Willingness to continue their formation and growth in faith.
- Crafts in the Church.
- Members of Marriage Encounters.

G. Gifts: For the Spiritual Life

- Serve at Mass: music, acolytes, choir, etc.
- Contribution in Cultural Art.
- Devotions and popular piety, such as the novena to Our Lady of Guadalupe, the work of the apparitions, the Via Crucis live, etc.
- Participation in the liturgy.
- Promoting a prayer group.
- A deep faith in Our Lord Jesus Christ and the Blessed Virgin Mary and the Saints.

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

- The V Encuentro
- Listening and paying attention to the community to identify the needs.
- Accompaniment by Hispanic clergy and religious.
- Groups of evangelization.
- Good pastoral work.
- We improve the hospitality ministry to welcome members and visitors.
- Parochial festival and coexistence activities for different ages.
- Friendliness and presence to those who need it: visit people.
- Ministries and movements such as the Legion of Mary and Saint Vincent De Paul.
- The availability of many ministries.
- Encourage community interaction and the participation of Hispanics in ministries and events.
- Charitable activities and direct service, such as a food bank.
- Financial help and / or food to families in need.
- Visits in homes, to elder care facilities and sick people, and prayer.
- Bring the Eucharist to the sick at home.
- Giving personal testimony of the professed faith with words and actions
- Maintaining the Christian commitment
- Show respect, humility and courtesy to everyone.

2. Faith Formation and Catechesis

- Accompaniment and formation of the faith for adults.
- Catechesis for children and their parents in Spanish.
- We promote retreats for adults and youth.
- Preparation classes for baptism.
- Marriage preparation course.
- The catechists are our heroes.
- Developing our spirituality
- VBS (Vacation Bible School) for children.

- Hire highly qualified people to lead faith formation in Spanish and English.
- Parents need to be more involved in order to better educate children in the Catholic faith.
- We have updated bilingual materials throughout the diocese.
- Retreats at the diocesan level: youth and adults.
- A globalization of children's catechesis at the level of the diocese.
- Know the faith and traditions, and transmit them to new generations.

3. Leadership Development and Ministry Formation

- Certification in pastoral theology for volunteer leaders.
- Formation and training of catechists at the diocesan level.
- Hire highly qualified people to lead faith formation in Spanish and English.
- Allow recent immigrants to also take leadership positions.
- To exercise leadership in the Hispanic conference of the parish.
- Diocesan Movement New Evangelization: Provide formation and retreats for the spiritual growth of the parish communities.
- The diocesan office of Hispanic ministry provides formation and accompaniment to parish leaders-youth and adults.
- That there be a good relationship between the priests and the elimination of asperities.
- There is a strong need for the formation and training of leaders.

4. Youth Ministry

- Edge, Life Teen, Teen ACTS and activities all night to middle school.
- Adoration to the Most Holy (holy hour) for teenagers.
- Youth groups: Spaces where adolescents feel part of, allows them to express themselves in their two languages, appreciate their biculturality, invite to



contribute their gifts and talents with the community, grow in their faith, and develop social awareness and self-esteem.

- The priests are involved with ministries and youth groups.
- Transportation to special activities.
- Listen, accept and interact with teenagers.
- Use technology and modern means of communication.
- Greater commitment with young people
- Annual retreats for teenagers.
- Summer week: VBS or Steubenville.
- Accompany young people in visits to homes and senior centers.
- Youth movements - Search and Awakening: retreats for adolescents and pre-adolescent.
- Youth movements offer a space where they can grow, evangelize their peers from their reality and in their language, being they the leaders and protagonists of evangelization.
- Promote Masses and bilingual material for young people.
- Catechesis and pastoral with adolescents in various fields: youth ministry, youth choir, retreats, quinceañera, diocesan events and beyond, Masses, missions, visits and service.
- World Youth Day
- San Antonio - Youth Spectacular
- Evangelization of adolescents and young people.

5. Young Adult Ministry / Pastoral Juvenil

- Pastoral care for young people.
- Youth groups: Spaces where young people feel part of, already allow them to express themselves in their two languages, appreciate their biculturalism and they invite to contribute their gifts and talents with the community, grow in their faith, social conscience and self-esteem.
- Greater commitment with the young children.
- Retreats annuals for young people.
- Accompany young people in visits to homes and senior centers.
- Youth movement - Encounter: a deeper experience of life and faith, for young migrant adults, US-born Latinos and school pastoral.

- Youth movements offer a space where they can grow, evangelize their peers from their reality and in their language, being they the leaders and protagonists of evangelization.
- Promote Masses and bilingual material for young people.
- World Youth Day
- San Antonio - Youth Spectacular
- Evangelization of adolescents and young people.
- Better strategies to reach young people.
- Theology on Tap for college students.
- Use technology and social networks to communicate with young people.

6. Stewardship and Development

- Sales activities to raise funds for the Church.
- They added bilingual staff to the pastoral team.
- Opening of people to the ministries.
- Support of large parishes towards small parishes.
- Financial assistance to rural parishes.
- Hire staff to organize and accompany the Hispanic community.
- Pastoral council, finance committee and teams for the parish events.
- Identify and share your gifts and talents in ministries and activities.
- Ministry Fair.
- Hire highly qualified people to lead faith formation.
- Identify and invite new leaders, volunteers and participants.
- Reaffirm the presence and use the gifts of Hispanics / Latinos in the community.

7. Family Ministry

- Catechesis for children.
- Catechetical training for parents.
- Motivate parents to involve their children in Catholic traditions.

8. Immigration

- Services to immigrants.
- Help the Hispanic community to handle all the persecution that is living.
- Catholic Charities offers in the parishes information clinics and workshops on immigration.
- R supports the undocumented immigrants.



- Provide access to the Mexican Consulate and lawyers.

9. Communications and New Media

- Opening of the parishes to promote retreats and events.
- Distribution of the bulletin in both languages.
- Use technology and social networks to communicate with young people and to promote training activities.

Comments from other Regions

- Diocesan newspaper offers news and articles in Spanish.
- The radio program in Spanish promotes the bilingual and Spanish Masses of the parishes, as well as the parish activities for the Hispanic community.
- Production of a weekly radio program with segments of news, inspiration, interviews, formation and reflection on the Sunday Gospel.
- Presence in Spanish on Facebook, blogs, YouTube, etc.

10. Ministry with the Incarcerated and Detained

- There were no comments in this area.

Comments from other Regions

- There is a ministry for incarcerated people in which they are offered food, evangelization through words, music and accompaniment so that they maintain hope.
- The pastoral care of the penitentiary arose getting the permits to go to evangelize at the prisons
- Visits to the prison.

11. Scripture and Theology

- There were no comments in this area.

Comments from other Regions

- Seven Lectio Divina communities were formed that meet weekly to reflect on the Word of God and grow in the Catholic faith.
- Support with Bible seminars in three areas of the diocese to enrich parish Bible study groups
- Basic Ecclesial Communities
- Bible, Theology and Pastoral Courses
- Workshops on Sacred Scripture where the Sunday readings are interpreted in the light of the Magisterium of the Church and

Tradition, with the help of Catholic biblical commentaries.

A. Intercultural Competencies

- Bilingual Priests
- Activities cultural.
- Listen to Hispanics in the community and respond to their needs.
- Avoiding discrimination between groups in the parish.
- Have a Hispanic pastoral council.
- A Hispanic representative in the parish council.

C. Human Development

- English classes.
- Alcoholics Anonymous and Neurotic Anonymous.
- Counseling for adults.
- Health Fair.
- Information about social services in the community.

E. Catholic Education (K-12)

- Collaboration with Catholic schools to be able to include more low-income families.

H. Justice and Peace

- Collaboration with Catholic Charities.
- Creation of social justice ministry to organize events to raise awareness of the need of the Hispanic / Latino community by providing formation and gathering opportunities
- The Vincentian Lay Missionary Family .
- The presence of religious sisters as mediators to find help for families in the diocese and in other organizations.

J. Liturgy and Spirituality

- Mass in Spanish and bilingual Mass.
- Popular religiosity: patron saint festivities, presentation of the child, quinceañera, inns, Our Lady of Guadalupe, Passion of Christ, and more.
- Liturgical Ministries: readers, choirs, eucharistic ministers, ushers, acolytes, etc.
- Organization and participation in the parish fiesta.
- The good use of devotions and traditions to integrate people in the community.

L. Ecclesial Movements



V ENCUENTRO

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

- Movements and ministries. They provide formation through retreats, congresses and leadership training at the diocesan level.
- Activities for the Charismatic Renewal to help families in need.
- Ministries and movements such as the Legion of Mary and Saint Vincent De Paul.
- Cursillos de Cristiandad .

- Charismatic Renewal Movement and its prayer groups.

Q. Vocations

- Need for priestly and religious vocations in the Hispanic community.
- New Spanish-speaking deacons are required.

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

- Openness to dialogue and to meet their needs.
- Attention to singles and divorcees.
- Continue with the visit to families and invite them to be an active part of the community.
- The Bishop and the priests must visit the communities and get to know their people.
- Ministry of permanent evangelization.
- Strengthen and attract those who are far away and those who feel forgotten.
- More welcoming Priests
- Promote movements such as the Charismatic Renewal and Transforming Force to evangelize those who have left the Church or are in situations of risk.
- Leave our comfort zone to find Jesus in the peripheries.
- Offer materials, training and education on the teachings of the Church.
- Listen to the needs to know where to direct them to find services in the community.
- Many want a personal visit to be heard and motivated to attend Mass.
- Bring the presence of God to homes in need of Him.
- Guide them as Jesus did.
- Follow up on the people visited to incorporate them into the community.

Hospitality and Welcome

- Warm welcome and hand shake.
- Listen and offer help without judging.
- Recognize within the Mass, the people who celebrate something.
- Offer a simple gift basket to new members.

- Create a Welcome Committee
- Form groups of ushers who welcome the Eucharistic celebration.
- Encourage them to register in the parish.
- Treat everyone with respect and courtesy to make them feel welcome in the community.
- Attitudes: hospitality, kindness, humility, welcome, authenticity, joy, openness to new leaders.
- Listen carefully to meet the needs and accompany them.
- Do not tire of inviting and encouraging
- Do not discriminate: avoid judgments by appearances to show everyone the love of God.

Community Building

- Accompany, encourage and motivate everyone.
- Create more programs for different ages and needs: hospitality, youth, prayer, addictions, etc.
- Invite the activities of the Church.
- Monthly meetings of the ministries.
- Display the names with photos of the Hispanic representatives in the parish.
- Annual Kermess with health fair.
- Simplify the process to obtain services in the parish.
- Present and promote to everyone what the church offers them
- Promote the Hispanic Ministry for the V Encuentro.
- May the Hispanic ministry be a bridge to connect the priest with the community.



Social Ministry

- Approach the needy and the poor
- Continue to inform the community about the educational food and medical resources that exist in the communities.
- Need to organize transportation for medical and immigration issues
- Offer spiritual and / or economic support in times of grief or illness.
- Accompaniment may consist of offering transportation or reminders and information about the events and times of Mass.

Visits to the Sick

- Visit those who are sick in their homes, bring them the Eucharist and witness the love of God.
- Visit the peripheries, the sick and the imprisoned.

Living Witness to the Faith

- Give a good example of life activities.
- Bear witness to the faith by words and deeds.
- Leaders have to bear witness by meeting and uniting everyone in prayer.
- Keep the Christian commitment.

2. Faith Formation and Catechesis

- Reduce the requirements to become members or receive the sacraments.
- Open spaces for children, adolescents and young people, as they are the present and future.
- Catechesis in English and Spanish.
- Encampments and retreats to live the faith and to overcome conflicts.
- Quinceañeras.
- Premarital talks that delve into the family as a domestic church.
- Grassroots communities.
- Extend the spiritual and theological formation of young people and adults.
- Motivate people to participate in the sacraments.
- Form Bible study groups.
- Explain the teachings of the Church and the sacraments.
- Re-initiate retreats in the parish.
- Liturgy for children with explanations.
- Continuing education on the celebration of the Eucharist.

- Provide materials to learn about the Catholic faith.
- Withdrawals with low rates for everyone.
- Know the faith and traditions to transmit them to future generations.

3. Leadership Development and Ministry Formation

- Promote the formation of leaders to strengthen groups and movements.
- Create new groups, according to the need of each parish.
- Retreats and training courses for leaders.
- Organizations and ministries need spiritual directors to accompany them.
- Identify the roles and responsibilities of the parish pastoral team.
- Workshops for every need: leadership, spirituality, theology, Sacred Scripture, accompaniment, etc.

4. Youth Ministry

- Open spaces for children, adolescents and young people, since they are the present and future.
- Support leadership in youth ministry and Catholic Youth Ministry and do bilingual activities.
- Form youth leadership in local and national programs.
- Learn to use the new means of communication in youth ministry.
- Seek funds to help high-risk families and adolescents (rescue).
- Listen to young people and their concerns.
- That there are more groups and activities for Hispanic teenagers.
- Counseling for adolescents.
- Have groups for teenagers and young people.
- Search and Youth Promotion Encounters.
- Vocational discernment as an integral part of the pastoral with adolescents.
- Promote retreats, both for teenagers and young people.
- Create events where parents participate with their teenage children
- Involve adolescents in the life of the Church: service at Mass, youth groups, diocesan movements, etc.



5. Young Adult Ministry / Pastoral Juvenil

- Open spaces for children, adolescents and young people, as they are the present and future.
- Open more groups and programs for young Hispanic adults.
- Form youth leadership in local and national programs to better serve.
- Learn to use the new means of communication in youth ministry.
- Offer spiritual and theological training for young people and adults.
- Listen to young people and their concerns.

6. Stewardship and Development

- Seek funds to help high-risk families and adolescents (rescue).
- Education Hispanic parishioners in the responsibility to support parish and diocese
- Involve the community in the maintenance of the temple and the facilities of the parish.
- Ministry Fair
- Train leaders to stoke community charity and hospitality
- Offer a workshop to discover the gifts and visualize how to put them to service.
- Get more involved in the ministries.
- Promote volunteering in the community.
- Welcome people and motivate them to participate with their gifts and talents.

7. Family Ministry

- Support the Family Movement that promotes the Rosary in the family.
- Bilingual family and marriage counseling.
- Continue with the visit to families and invite them to be an active part of the community.
- Offer conferences for the whole family.
- Attention to the divorced and widowed.
- Seek funds to help high-risk families and adolescents (rescue).
- Creation of a family formation group.
- Create a family ministry with various services according to need.
- Organize an event or a monthly family night to form a community.
- Approach families to meet their needs.
- Ask for prayer from religious communities so that families deepen their faith.
- Have Bible study for families.

- Invite parents to deepen their faith while their children receive catechesis.
- Evangelize families and invite them to share their gifts.

8. Immigration

- Legal advice on immigration.
- Provide access to the Mexican Consulate and lawyers.
- Inform and guide the community about changes in immigration processes and support agencies.

9. Communications and New Media

- Learn to use the new means of communication in youth ministry.
- Learn to use technology and social networks to communicate with parishioners.
- Provide information about the events by all means of communication.

Comments from other Regions

- Increase communication Bilingual.
- Place bilingual signs in the parish facilities.
- Newsletter and website completely bilingual, more informative and welcoming.
- Include in the parish bulletin the groups and services available.
- Inform more about the programs and events of the parish.
- Improve communication in the parish and at the level of the diocese.
- Provide information in Spanish about Catholic schools.
- Maintain equipment for simultaneous translation at events.
- In the bulletins and websites, promote community activities and opportunities in Spanish.
- Use services to communicate with text messages.

10. Ministry with the Incarcerated and Detained

- Visit the elder care facilities and jails.

Comments from other Regions

- Support families with family members in jail.
- The Director of Hispanic Ministry visits Hispanic prisoners once a week.
- Those incarcerated were very grateful for the opportunities to celebrate the Mass,



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learn about the sacraments and share their faith through the daily study of the Scriptures.

- Promote penitentiary ministry to evangelize imprisoned or detained Hispanic youth.
- Maintain contact with the relatives of those who are detained for immigration reasons.

11. Scripture and Theology

- Have Bible study for families.
- Form Bible study groups in the parishes.

A. Intercultural Competencies

- Have the booklets of ministries in Spanish.
- Hispanic and Anglo communities sharing space well in parish with mutual support
- Form a diocesan Hispanic pastoral committee, with parish representatives.
- Different cultures must respect each other.
- Need for the Mass to be bilingual if it is not in Spanish.
- Maintain equipment for simultaneous translation at events.
- Learn to avoid subtle forms of discrimination.
- Offer and promote traditional events in Spanish for all ages.
- Hispanic representation in the pastoral council of the parish.
- More priests who speak Spanish and the clergy are present in the activities of the Hispanic community are needed.

C. Human Development

- English classes.

- Inform about educational resources, food and doctors in the community.
- Create a directory of help centers.
- Literature in Spanish and prevention programs in Spanish (drugs, alcohol ...).

F. Higher Education

- Provide information on how to apply for scholarships and financial support for university studies.

H. Justice and Peace

- Catholic Charities.

J. Liturgy and Spirituality

- Celebration of traditional devotions.
- Prayer and chain prayer groups.
- Legion of Mary.
- Offer a schedule of Masses that responds to the real needs of the community.
- Offer spiritual direction to Hispanics who require it.
- Promote popular religiosity as a means to gather people and evangelize them.
- More support for the quinceañeras.

L. Ecclesial Movements

- Cursillos
- Charismatic Renewal prayer groups
- Parish groups such as the Legion of Mary.

Q. Vocations

- More Hispanic priests are needed.
- Promote more vocations in the Hispanic community.

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

1. Evangelization and Mission

- When visiting families, we identify and support those who have problems.
- Give testimony of personal life.
- Sincere gestures of hospitality.
- Make all people feel that the Church is their home.
- The evangelizers in the V Encuentro want to continue their visits to the houses.
- People who left the Catholic Church are now returning.
- We celebrate the V Diocesan Encounter.
- We visited the families and promoted the services inside and outside the parish.
- Welcome and be open to the voice of the community.
- After the visits, they participate more in the Mass, activities and ministries-and have the desire to receive the sacraments.



- Encourage the community for love, trust and support.

2. Faith Formation and Catechesis

- The formation and training in the doctrine, provoking new leadership.
- Retreats motivate a lot.
- Biblical study and Catholic doctrine.
- Catechesis for adults.
- Motivate them to receive the sacraments.
- Explain that religious education is more than receiving the sacraments; Spiritual development is for life.
- The children who participated in the sessions are now readers and ushers.
- Faith formation programs.
- Inform parents about catechetical resources and Catholic schools.
- Teach the beauty of Catholic doctrine, and not just devotions.

3. Leadership Development and Ministry Formation

- Workshops on faith formation, theology, and the Catechism of the Catholic Church.
- Clergy visit ministries to promote best practices and growth.
- Correct mistakes in the ministries.
- Training of the leaders of the ministries, taught by the parish team.
- Preparation for liturgical ministers, readers, ushers, extraordinary ministers of communion, altar servers ...
- Conferences, workshops, courses and trainings with financial support.
- Motivate and invite new leaders in groups and ministries.
- Extend communication between priests and parishioners.

4. Youth Ministry

- Commit to work more with teens.
- The TEEN ACTS retreat is a critical aspect of the conversion and training of adolescents and young people.
- World Youth Day in the Archdiocese offers an experience of the world event.
- Ask a Sacerdote and Ask a Sister.
- Work with young people on motivation and spiritual preparation.
- Life Teen, EDGE, and the Teen ACTS retreat are effective in evangelizing,

forming and developing community among adolescents.

- Many seminarians bring Edge and Life Teen into their parishes.
- Make the adolescents feel that they are an integral part of the church.
- Faith and Life Institute.
- Youth participation in parish events.
- Adult participation in youth activities.
- Offer transportation for youth events.
- We need more full-time youth ministers.
- Promote Masses and bilingual holy hours so that adolescents who attend with their parents get the meaning.
- Promote local missions with youth participation.
- Promote courses and spiritual direction for adolescents and young people.
- Youth Spectacular is a massive fun event, but also an opportunity for conversion and evangelization that forms young missionary disciples.
- Form a vocational ministry for adolescents and young people.
- Promote diocesan events such as Youth Promotion Encounters to train young leaders.
- Offer scholarships for workshops and youth retreats.
- Listen to the needs of youth.

5. Young Adult Ministry / Pastoral Juvenil

- World Youth Day in the Archdiocese offers an experience of the world event.
- Events and activities for young Catholic professionals.
- Theology on Tap and Worship on the River are events for youth evangelization.
- Work with young people on motivation and spiritual preparation.
- Alpha generates communities where everyone has a voice in the conversation. The Church is presented in a striking way.
- Opportunities for coexistence, formation and prayer with young people.
- Youth leadership, mentoring, leadership conferences and silent retreats.
- Communities of youth base, initiation retreats and youth discipleship.
- Make young people feel that they are an integral part of the church.



- In the pastoral school we do relational ministry.
- Faith and Life Institute.
- Youth participation in parish events.
- Promotion of local missions with young people to create a sense of vocation.
- Spiritual direction for young people.
- Form a vocational ministry for adolescents and young people.
- Listen to the needs of young people.

6. Stewardship and Development

- Annual invitation to new liturgical ministers.
- Spiritual, moral or economic support.
- Give the opportunity to direct some ministry of the Parish.
- Personal invitation to serve.
- Promote change of ministry from time to time.
- Promote co-responsibility.
- Form a team of lay people.
- Train leaders who support and encourage new leadership.
- Help members discern gifts and put them at the service of the community.

7. Family Ministry

- Evangelize more the parents and help them understand their role in the evangelization of their children.
- Encourage families to spend time together.
- Evangelize and catechize the whole family.
- Participate in the Mass as a family.
- Involve the children in the parish life.

8. Immigration

- There were no comments to the respect.

9. Communications and New Media

- There were no comments to the respect.
- Comments from other Regions
- Help in the translation of documents.
- Publicize the parish events more widely.
- Offer more information about vocations so that members have the necessary information to attend to their call.

10. Ministry with the Incarcerated and Detained

- There were no comments in this area.

11. Scripture and Theology

- There were no comments in this area.

- Comments from other Regions
- Lectio Divina groups with lay leadership.

A. Intercultural Competencies

- The bishop and the priests are involved in the Hispanic community.
- Contribute to the unity of the community.
- Hispanic ministry committee that works hand in hand with the pastoral council.
- The sacerdotote speaks Spanish.
- Offer parish services in the language of the parishioners.

E. Catholic Education (K-12)

- Inform parents about Catholic schools.

J. Liturgy and Spirituality

- Be a community of prayer.
- Celebrate popular devotions and Catholic traditions.

L. Ecclesial Movements

- Cursillos de Cristiandad
- Charismatic Renewal Groups
- The Charismatic Renewal offers initiation and continuous growth retreats.

Q. Vocations

- Coexistence of priests with the Hispanic community.
- Opening and presence of priests, even if they do not speak Spanish.
- Create dialogous spaces with deacons, seminarians, religious and priests.
- Vocational retreats in the main language of the participants.
- Take advantage of the materials in the diocesan vocations office.
- Study vocational possibilities for undocumented immigrants.
- Promote vocations in homilies and in religious education classes.
- Commit to work more with youth.
- Support the seminarians of the community.
- Vocational Discernment in general and for ecclesial vocations.
- Personal invitation to consider an ecclesial vocation.
- Evangelize more to the parents so that they understand the importance of evangelizing and guiding their children.
- Institute of consecrated life.



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- Explain that religious education is more than receiving the sacraments; Spiritual development is for life.
- That the lay and religious leaders give the testimony of their vocation in the parish and youth events.
- Offer retreats for the vocational discernment of young people in the diocese.
- Promote Masses and bilingual holy hours so that adolescents who attend with their parents get the meaning.
- Promote local missions with youth participation.
- Workshops, brochures, books and announcements in the parishes to explain the commitment of disciples of Christ and vocational options.
- Have a diocesan workshop for the permanent diaconate in Spanish.
- Strengthen formation in the family, the domestic church.
- Weekly prayer in the community for vocations.

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

- Appreciation for welcoming Hispanics in the parish.
- Closeness and accompaniment in difficulties and evangelization.
- There was trust and respect towards each one of the members.
- The Meeting was a good process.
- There were leaders who think that the Encounter is competing with their ministry.
- There is a lack of interest on the part of the priest.
- There were different opportunities to meet with others and see their needs.
- People want to participate but their jobs interfere.
- People feel forgotten.
- Priests are more enthusiastic.
- More motivation was needed in the 5 sessions.
- There are people who live to survive, and life becomes routine.
- New people were scared-they did not know what to do in the visits, so they did not come back.
- There are not enough people to go to evangelize.
- There were great challenges, but in the end God did his job to build his church.
- Throughout the process, the need to evangelize and personal encounters was perceived.

- The community should continue taking the first step to visit families.
- Has a strong Christian spirituality as a source of departure for pastoral promotion.
- There is no impulse to motivate people. Our culture does not want to sacrifice anything for God. We only give when it suits us.
- We judge each other and we fear the future.
- We must show the love of God.
- There are similar needs among parishes.

Recommendations

- All parish ministries should share information about their events, work together more, be more inclusive and go out to evangelize.
- Attention to prisons and hospitals.
- Continue motivating other parishes to live the Encounter in their community.
- Give information about the parish to visitors.
- Follow up on the activities of the V Encuentro.
- Form a team to go to the peripheries and follow the evangelization as disciples.
- Arrive intentionally and efficiently to people who have left the church.
- Offer annual evangelization programs
- Priests have to be more involved and available.
- We need more social activities.



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- We must promote more what we have in the parish.
- Promote the joy of the community meeting.
- Promote fraternity and parish unity.
- Take into account the reality of our people: create simpler ways to consult, evaluate and report.
- Offer transportation.
- Visit the elderly, the sick and families in time of mourning.
- Visits or concern of the Bishop.
- You have to study the reasons why people leave.
- The welcoming ministry is needed more, and not only at Mass. We must welcome the parish, listen more and make regular visits.
- Bring the process of the V Encuentro to everyone.
- Inform and educate all Catholics about the importance and beauty of cultural diversity in the church.
- That the parish priests communicate more with all the ministries.

2. Faith Formation and Catechesis

- Explain better God's plan for marriage and families.
- Apologetics.
- Collaboration between diocesan offices to develop a faith formation itinerary for adults.
- Deep knowledge and experience of faith.
- Develop a family catechesis for all ages.
- Many people learned things that they did not know about faith.
- The invitation must be made so that the children receive the sacraments.
- The Hispanic / Latino community continues to grow, we have many children and young people, but more spaces, resources and support are needed for them.
- Training books.
- More training on the Catholic faith is needed for parents and marriages.
- More activities, accompaniment, mentoring and ministries for families and young couples.
- There are too many requirements to obtain the sacraments.
- Reduction of the cost to celebrate the Sacraments and services in the Parish.

- Teach about how to integrate Christ in life.

3. Leadership Development and Ministry Formation

- Biblical formation for readers and ministers of the Eucharist.
- Have more workshops, retreats and events throughout the diocese to make them more accessible.
- There is a lack of support for the V Encuentro on the part of the majority of Hispanic priests.
- More communication between the ministries.
- Work together and coordinate groups.
- Improve the dysfunction of Hispanic ministries and events in the parish communities.
- To formally accompany the groups and movements so that they are more open and start working together.
- The parish is divided into groups. There are conflicts of power and they are not open to unity.
- The leaders of the movements saw the V Encuentro as a competition to their processes.
- More leaders need to be prepared for parish and diocesan ministries.

4. Youth Ministry

- More support and training is needed for adolescents and youth.
- It is necessary to emphasize more than the pastoral with adolescents to promote and strengthen families.
- Our youth comes from families in need of formation, accompaniment and knowledge of God's love.
- Form more youth groups to involve them and help those who are at risk.
- The Hispanic / Latino community continues to grow, we have many children and young people, but more spaces, resources and support are needed for them.
- Young people are one of the main priorities for parishes, but it has not been possible to respond to this need effectively.
- Teens and youth must be mentored to serve in ministries.
- Priests must be more involved, available and flexible.



- Hispanic teens feel denied, judged, uncomfortable and not taken into account. They perceive a lack of acceptance and leadership training between the groups.
- A program focused on the formation and accompaniment of adolescents is needed
- Programs of Theology of the Body, sexuality and chastity.
- Information on how to prevent bullying, suicides and addictions, both for teenagers and their parents.
- More professional and well-trained youth ministers are needed.
- Find ways to prevent young people from leaving the Church.

5. Young Adult Ministry / *Pastoral Juvenil*

- We must form an apologetic program for young people and university students, so that they learn to defend the faith in the face of a secular culture / world.
- Support and training for young adults.
- Young people are one of the main priorities for parishes, but it has not been possible to respond to this need effectively.
- Teens and youth must be mentored to serve in ministries.

6. Stewardship and Development

- Teach children the concept of co-responsibility, for example involve them in bringing food, clothing and other things to the church for their charitable ministry.
- Create a committee to search and identify resources that benefit the parish community.
- Have a fund to help families in time of grief or illness.
- Inform about ministries and where people can serve.
- There is a general lack of commitment and participation. People do not want to get involved.
- More communication between the ministries.
- Reduction of the cost to celebrate the Sacraments and services in the Parish.
- A personal commitment is required from each member of the parish community to be able to respond to all needs.

- That there are limits of terms for the members of the parish pastoral council.
- They are always the same who participate in all the ministries.
- That the parish priests communicate more with all the ministries.

7. Family Ministry

- Help save marriages.
- Children's nursery during events.
- Develop a family catechesis for all ages.
- It is necessary to emphasize more than the pastoral with adolescents to promote and strengthen families.
- Have a fund to help families in time of grief or illness.
- More training on the Catholic faith is needed for parents and marriages.
- They want more activities for families, but often work prevents participation.
- Visit more families registered in the parish.

8. Immigration

- Legal accompaniment that improves the conditions of migrants.
- Catholic Charities (immigration, addiction, domestic violence).
- Impart information about immigration.

9. Communications and New Media

- Marketing training to better promote the activities, ministries ... of the parish (newsletter, website, social networks).
- Greater use of technology.
- Catholic programs (radio and television)
- Better communication between parishes and their members.
- Comments from other Regions
- Bilingual parochial bulletin or other in Spanish.
- Communicate with the media.
- Establish effective forms of communication between parishes / leaders of Hispanic Ministry: e-mail, website, Facebook.
- Form a communication network that matches needs with the people you want to serve.
- Make bilingual documents.
- Radio programs for the family
- Use of social networks in both languages.



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

10. Ministry with the Incarcerated and Detained

- Attention to prisons and hospitals.
- More evangelization in prisons.
- Pastoral accompaniment for addicts and people who have relatives in jail.

11. Scripture and Theology

- Continue to promote the study of the Word of God.

A. Intercultural Competencies

- Appreciation for welcoming Hispanics in the parish.
- Support of Priests and Deacons who speak Spanish.
- Integration between the groups of the parish.
- Promote more inclusivity efforts.
- Request for more masses in Spanish.
- Promote fraternity and parish unity.
- They felt welcome from the Anglo community.
- Racism was experienced in the parish office.
- More Hispanics in the leadership of the church at all levels.
- Priests open to promote cultural diversity in their parishes.
- More Masses in Spanish, especially in the parishes with the largest Hispanic population.

C. Human Development

- Catholic Charities (immigration, addiction, domestic violence)
- General health in the community.
- More scholarships are needed to study.
- Pastoral accompaniment for addicts and people who have relatives in jail.
- Increase the level of academic education in the Hispanic community.

E. Catholic Education (K-12)

- Catholic schools with accessible fees.

H. Justice and Peace

- Form a plan for the social ministry.

J. Liturgy and Spirituality

- Promote more Eucharistic Adoration within the Latino community.

L. Ecclesial Movements

- To formally accompany the groups and movements so that they are more open and start working together.
- The parish is divided into groups. There are conflicts of power and they are not open to unity.
- The leaders of the movements saw the V Encuentro as a competition to their processes.
- If we really want to be missionaries, all movements have to address evangelization.
- Each group has to open up to the proposal of being missionary disciples, each one from their own spirituality.

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

Ministerial Area #1: Evangelization and Mission

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

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

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

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

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

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

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

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

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

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

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

Ministerial Area #2: Faith Formation and Catechesis

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

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

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

Strategy # 4: Strengthen the RCIA process in the Hispanic communities of the Region by preparing

catechists and identifying catechetical materials that help deepen the growth and participation of catechumens in the life of the local church.

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

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

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

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

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

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

Ministerial Area #3: Leadership Development and Pastoral Formation

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

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

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

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

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

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

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

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

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

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

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

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

Ministerial Area #4: Youth Ministry

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

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

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

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

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

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

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

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

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

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



Strategy # 11: Organize and implement workshops in the Region for youth ministers on ways to foster a vocational culture from pastoral ministry with adolescents, with materials also addressed to parents.

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

Ministerial Area #5: Young Adult Ministry and Pastoral Juvenil

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

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

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

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

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

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

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

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

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

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

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

Ministerial Area #6: Stewardship and Development

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

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

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

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

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

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

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

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

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

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

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

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

Ministerial Area #7: Family Ministry

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

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

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

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

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

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

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

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

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

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

Ministerial Area #8: Immigration

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

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

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

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

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

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

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

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

Ministerial Area #9: Communications and New Media

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

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

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

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

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

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

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

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

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

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

Ministerial Area #10: Prison Ministry

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

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

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

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

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

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

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

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

Ministerial Area #11: Scripture and Theology

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

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

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

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

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

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

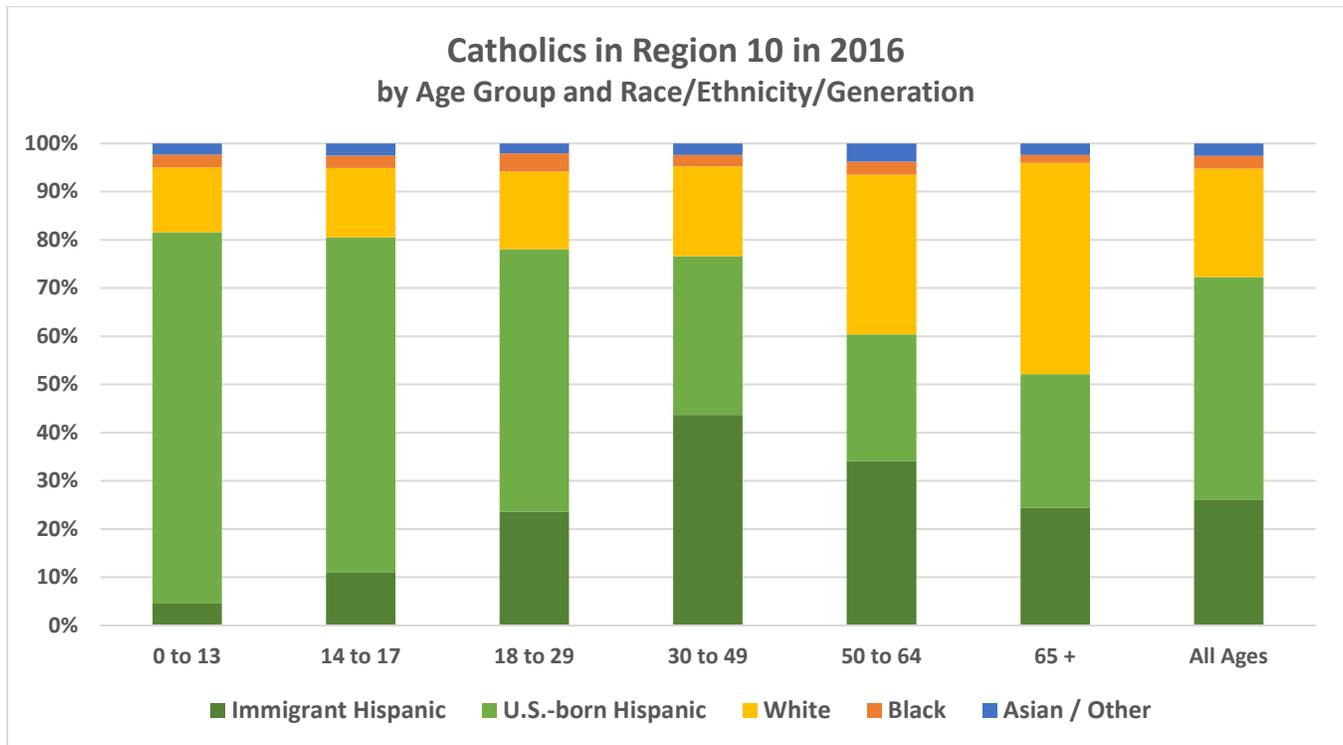
Strategy # 7: Review, evaluate and share among the Dioceses of the Region the successful practices regarding the biblical formation of the leaders and the biblical animation of the Hispanic / Latino ministry.

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

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

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

Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 10



Total Population and Catholic Population in Region 10, by Race/Ethnicity					
Racial/Ethnic Groups in the Dioceses of Region 10	Total Population in 2000	Total Population in 2016	% Change	Estimated Catholics in 2016	% Catholic
White	15,589,816	16,610,608	7%	1,898,000	11.4%
Hispanic	6,935,836	11,505,289	66%	6,096,000	53.0%
Black	3,084,484	4,316,365	40%	220,000	5.1%
Asian/Other	1,365,738	2,342,143	71%	217,000	9.3%
Total	26,975,874	34,774,405	29%	8,432,000	24.2%

Hispanic/Latino Population in Region 10, by Diocese					
(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Amarillo	96,005	149,510	56%	82,000	55%
Austin	480,040	954,097	99%	471,000	49%
Beaumont	40,200	82,129	104%	41,000	50%
Brownsville	855,323	1,233,595	44%	698,000	57%
Corpus Christi	307,908	387,191	26%	212,000	55%
Dallas	769,194	1,298,571	69%	692,000	53%
El Paso	564,507	730,180	29%	426,000	58%

(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Fort Worth	420,074	881,293	110%	450,000	51%
Galveston-Houston	1,361,403	2,495,682	83%	1,297,000	52%
Laredo	265,902	341,707	29%	206,000	60%
Little Rock	86,866	214,942	147%	103,000	48%
Lubbock	149,564	205,033	37%	113,000	55%
Oklahoma City	122,493	269,528	120%	123,000	46%
San Angelo	206,420	328,933	59%	165,000	50%
San Antonio	956,105	1,462,834	53%	778,000	53%
Tulsa	56,811	135,312	138%	61,000	45%
Tyler	110,393	217,654	97%	117,000	54%
Victoria	86,628	117,098	35%	64,000	54%
Total	6,935,836	11,505,289	66%	6,096,000	53.0%

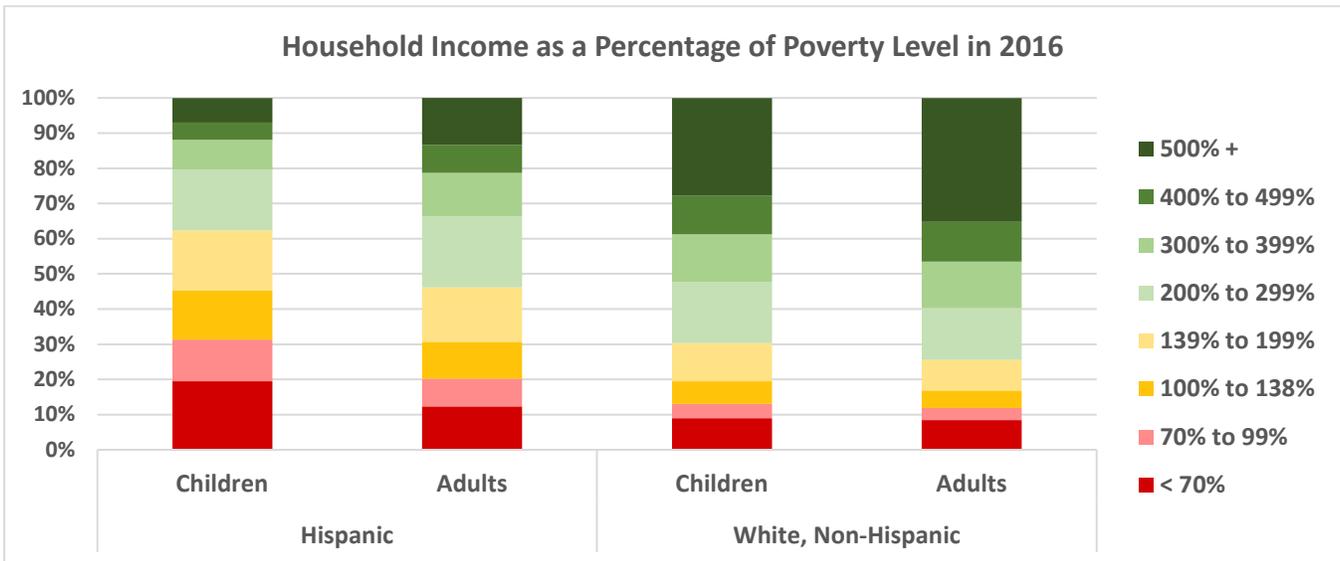
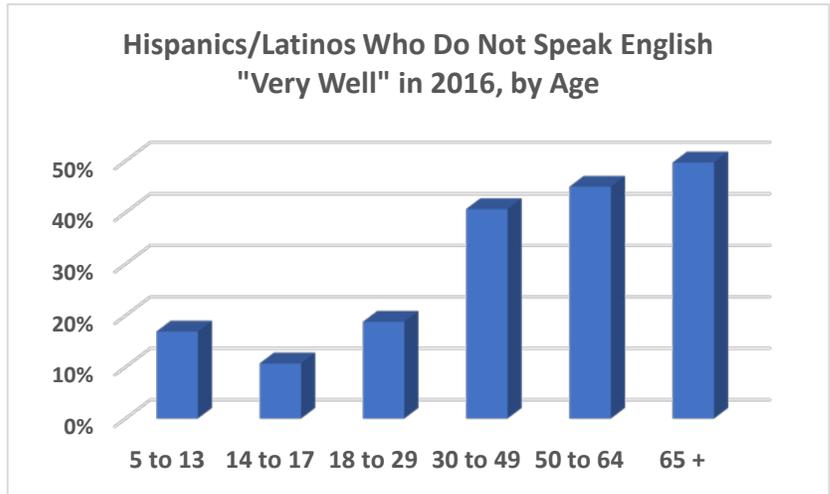
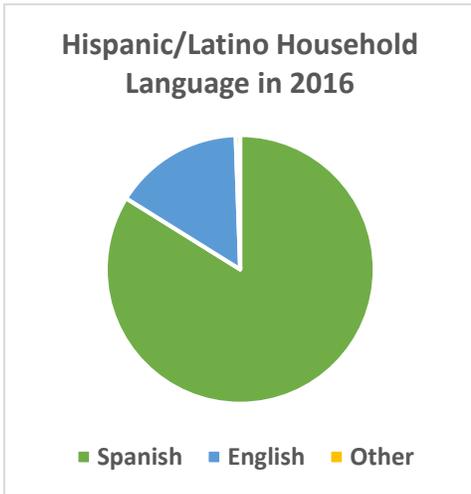
Note: Numbers highlighted below in **yellow** are estimates. Data that were not provided are highlighted in **blue**.

Hispanic Ministry in the Parishes and Catholic Schools of Region 10, 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)
Amarillo	35	38	0	11,400	307/648	18/43
Austin	62	104	4	20,412	1,532/3,958	419/1,502
Beaumont	15	11	2	3,390	140/1,109	46/450
Brownsville	71	215	0	56,918	1,482/2,092	568/739
Corpus Christi						
Dallas	49	122	1	21,593	3,834/7,922	1,409/5,067
El Paso	57	134	0	43,120	1,826/2,282	788/985
Fort Worth						
Galveston-Houston	41	213	3	105,510	4,798/13,401	1,554/5,217
Laredo	34	58	2	16,537	1,565/1,565	329/375
Little Rock	47	64	0	17,207	826/4,940	190/1,859
Lubbock						
Oklahoma City	35	52	3	17,756	828/3,530	162/1,111
San Angelo	39	32	1	4,934	596/828	0/0
San Antonio	124	173	3	69,950	5,434/8,772	2,133/3,719
Tulsa	23	37	1	10,710	496/5,520	602/1,418
Tyler	51	78	0	17,404	182/599	47/268
Victoria	35	16	0	2,000	458/2,289	99/528
Total	718	1,347	20	418,841	24,304/59,455	8,364/23,281

Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 10

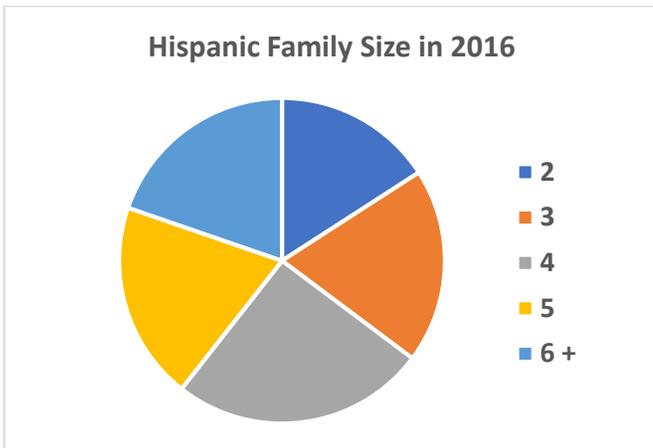
(Arch)Diocese	Priests			Religious (men and women)	Deacons	Lay Ecclesial Ministers
	Active	Retired	Foreign-born			
Amarillo	20	0	18	0	23	???
Austin	51	3	38	28	65	23+
Beaumont	2	1	3	4	2	2+
Brownsville	64	4	42	68	97	286
Corpus Christi						
Dallas	53	6	23	12	45	185
El Paso	62	5	31	77	28	374
Fort Worth						
Galveston-Houston	49	5	43	79	101	237
Laredo	40	3	37	88	29	467
Little Rock	10	0	10	23	16	128
Lubbock						
Oklahoma City	9	0	9	15	17	109
San Angelo	11	1	4	10	47	379
San Antonio	64	7	59	91	149	350
Tulsa	12	0	12	3	3	23
Tyler	23	3	21	19	47	0
Victoria	5	0	0	18	7	10
Total	475	38	350	535	676	2,573

Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 10

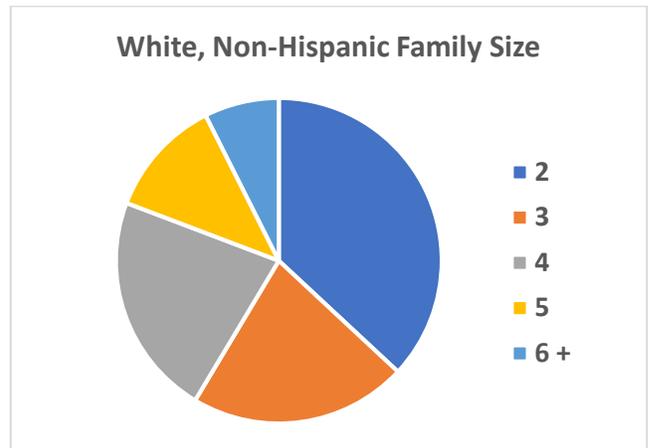


Median Hispanic Household Income: **\$51,000**

Median White Household Income: **\$76,500**

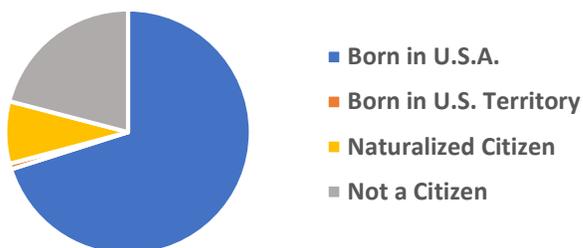


Average Family Size: **4.3**

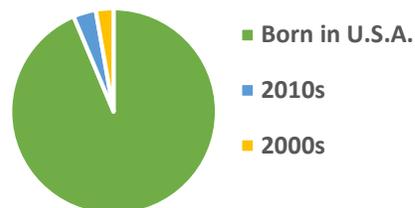


Average Family Size: **3.4**

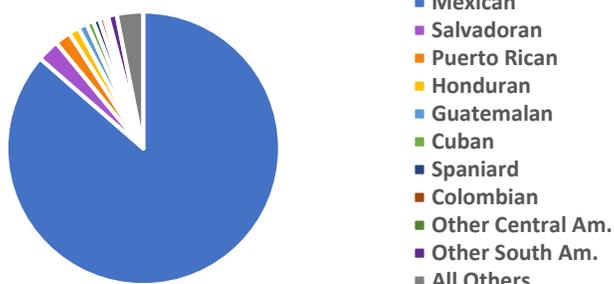
Citizenship of Hispanic Residents in 2016



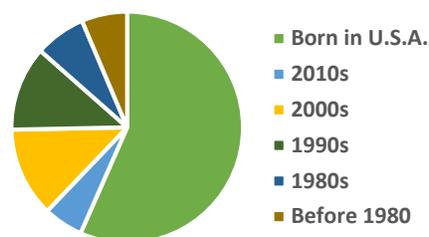
Decade of Entry for Hispanic Children



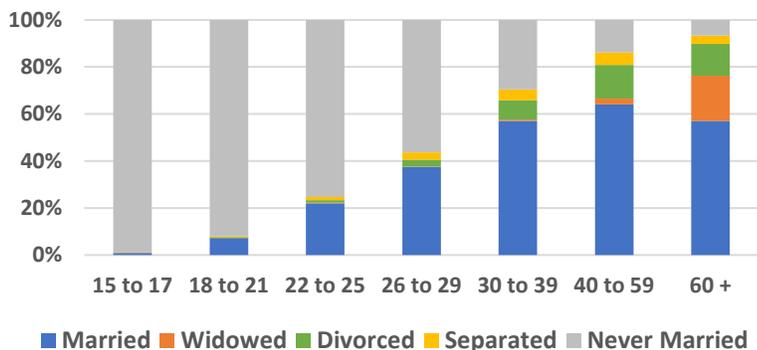
National Heritage of Hispanic Residents in 2016



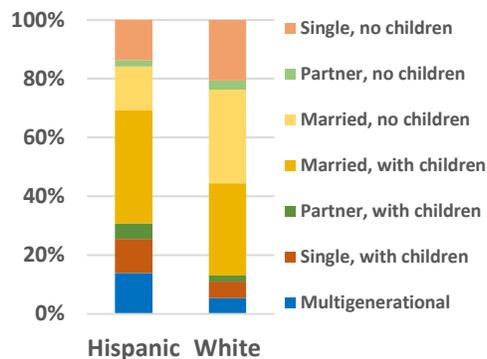
Decade of Entry for Hispanic Adults



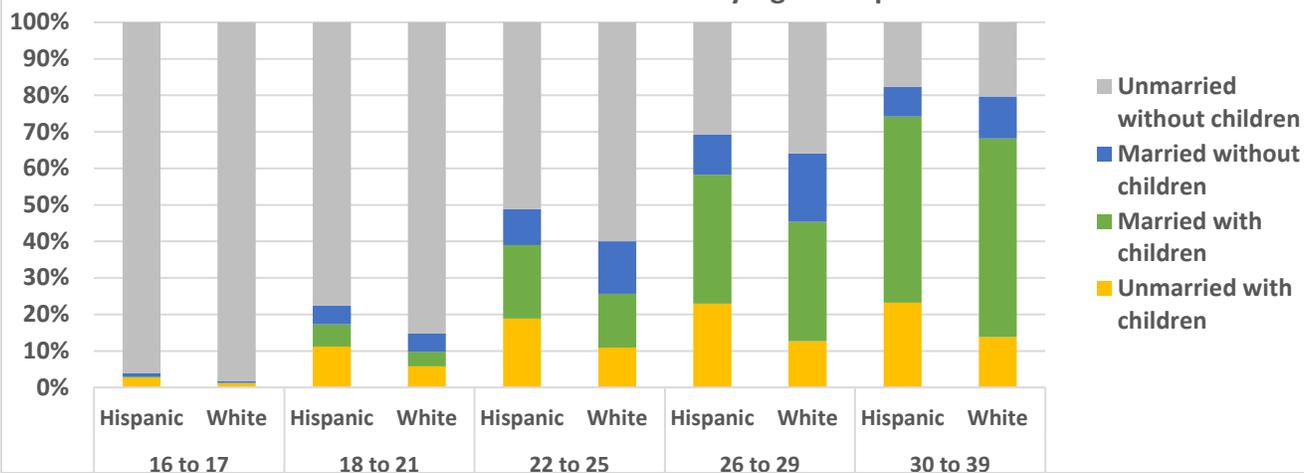
Hispanic Marital Status by Age in 2016

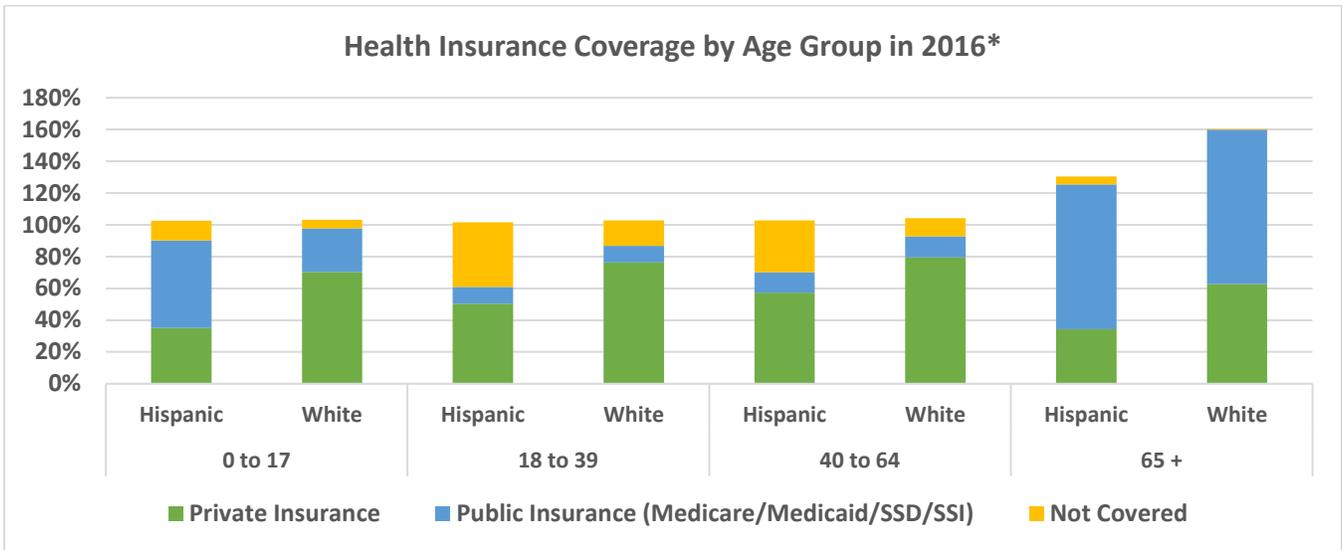


Household Type, 2012 to 2015



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





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

