

REGION XII –

Alaska, Idaho, Montana, Oregon, and Washington



V ENCUENTRO

*Missionary Disciples:
Witnesses of God's Love*



**Regional Encuentro
Portland, OR**

June 22-24, 2018

English Draft



Regional Working Document

Part I: Regional Information

Region: XII

Date of Regional Encuentro: June 22 to 24, 2018

Location of Regional Encuentro:

City/State: Portland, OR

Name of Facility: University Place Hotel and Conference Center

1. Briefly describe the Region:

Episcopal Region XII includes eleven (arch) dioceses. These are: the Archdiocese of Anchorage, the Diocese of Fairbanks, and the Diocese of Juneau in the state of Alaska; The Diocese of Helena and the Diocese of Great Falls-Billings in the state of Montana; the Diocese of Boise in the state of Idaho; the Archdiocese of Seattle, the Diocese of Spokane, and the Diocese of Yakima in the state of Washington; and the Archdiocese of Portland and the Diocese of Baker in the state of Oregon.

In 2016 there was an estimated total population of 2,303,000 Catholics in the Region with the following ethnic composition: 1,288,000 are non-Hispanic whites (56%); 776,000 are Hispanic (34%); 22,500 are Black / African American (1%) and 217,000 are Asian and others (9%).

According to statistics from 2016, the highest concentration of Hispanic Catholics is found in Seattle with 246,000, followed by Portland with 191,000 and Yakima with 116,000, in which more than 60% of Hispanic Catholics in the Region reside. Hispanics represent approximately 51% of all Catholics under the age of 13; 47% of Catholics between 14 and 17; 45% of Catholics between 18 and 29; 39.5% of Catholics between 30 and 49; 18.5% of Catholics between 50 and 64; and 11% of Catholics over 65.

There is a total of 197 parishes with Hispanic / Latino ministry in which a total of 248 Sunday Masses in Spanish and 17 monthly Masses in Spanish are celebrated. There is a total of 35,990 students in Catholic elementary schools of which 3,619 are Latino and a total of 15,278 students in Catholic high schools, of which 1,200 are Latino. Within the Region there are 2 Catholic seminaries and 7 Catholic universities.



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DISCÍPULOS MISIONEROS: TESTIGOS DEL AMOR DE DIOS
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2. Regional Team:

Name	Title	Diocese	Country of Origin
Bishop Eusebio Elizondo	Regional Lead Bishop	Archdiocese of Seattle	Mexico
Edwin Ferrera	Regional Chair and Coordinator of the Event	Archdiocese of Seattle	El Salvador
Carlos Carrillo	Process	Archdiocese of Seattle	Mexico
Deacon Félix García	Logistics	Archdiocese of Portland	Mexico
Kelsey Bell	Logistics	Archdiocese of Portland	United States
Jesús Huerta	Communications	CRS	United States
Karen Bortvedt	Communications	Maryknoll	United States
Pedro Rubalcaba	Prayer and Liturgy	OCP	United States
Salvador Carranza	Prayer and Liturgy	Diocese of Boise	Mexico
Fatima Maldonado	Master of Ceremonies	Archdiocese of Seattle	Mexico
Koren Ruiz	Master of Ceremonies	OCP	Mexico
Fr. Alejandro Zepeda	Regional Team	Diocese of Spokane	Mexico
Sr. Mary Peter Diaz	Regional Team	Archdiocese of Anchorage	United States
Lourdes Bernal	Regional Team	Diocese of Fairbanks	Mexico
Deacon Gustavo Azpilcueta	Regional Team	Archdiocese of Anchorage	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

- Better communication between diocese and parish.
- Large distances in the diocese make accompaniment difficult, but the Hispanic community is young, growing, connected and very close.
- Access to the services, formation, activities, events and facilities of the parish.
- More presence of the bishop in the parishes.
- Priests, deacons and lay leaders of Spanish speakers with knowledge / experience of culture.
- They want better facilities (e.g. gym with showers and toilets) so they can have their Cursillos and retreats there.

Faith formation

- Not having received Catholic catechism.
- Lack of internal motivation to continue with the formation in the Catholic faith.
- Lack of formation and deep exposure to the Catholic faith.
- They have imprisoned relatives.
- Misconceptions about the Catholic Church.
- Premarital classes in Spanish.
- Holy Scripture classes or Bible study groups.

Leadership development

- Lack of trainers and leaders instructed in the faith.
- The V National Encuentro as an opportunity to train leaders.
- Continuing education and support for pastors.
- Classes and workshops where parishioners can discover their gifts and talents.
- Poor testimony from some Catholics.
- They have felt rejected by a priest.

Collaboration and openness

- Reconciliation in Spanish and available more than once a week.
- They do not feel welcomed by the parish.
- More Masses and ministries in Spanish or bilingual.

- A fixed priest for the Mass in Spanish.
- They feel that the Protestant churches give them support faster than the Catholic ones.
- A negative, critical or closed attitude, without understanding, on the part of the parish leaders or vice versa.
- Goals in common on the part of the entire community / parish.
- Access to the services, formation, events, activities and facilities of the parish.

Evangelization and the V Encuentro

- Bring evangelization and formation programs to homes or work centers.
- They have many religious concepts and spiritual ideas, but they are not defined in a religion.
- Lack of evangelization.
- Although they are lifelong Catholics, they have never experienced the love of Christ in their home or church and are now almost atheists.

Attention to young people

- Classes on the Christian experience of the gift of sexuality, for young Hispanics and parents.
- Training, guidance and responsibilities, appropriate to the age, for adolescents and young people in the parish.
- Support and resources for teenagers and young Latinos in the process of discerning their vocation.
- Youth Masses.
- More spaces for teenagers and especially for young Latino adults.
- Lack of models for teenagers and young Latinos, and the negative influence of their peers.

Personal obstacles and situations

- Apathy to religion or going to Mass.
- They believe that doing good and not hurting others is enough.
- There are families who call themselves Catholic, but do not practice their faith.
- People who were abused by religious ministers and have not been served.
- Numerous challenges face our Diocese, but



Latino Catholic families are firm. They turn to the parish to receive the sacraments, religious education and pastoral support.

- Lack of interest, knowledge and faith in God.
- Lack of confidence in the Catholic Church as an institution ... It is irrelevant to the struggles and the reality of daily life.

B. Personal Growth

- Limited support from the government and the Church.
- Community life for people without family.
- Accompaniment of single mothers / fathers.
- Accompaniment of people with mental health problems or with special needs in the family.
- Accompaniment and support groups for people with a homosexual orientation and their families.

C. Immigration Status

- Concern about immigration status and policies.
- Fear of being detained, deported or separated from the family.
- Legal support and advice on immigration, finance and education issues.
- Families separated by immigration issues.

D. Acculturation and Language

- Difficulty communicating with people who speak other languages.
- Cultural identity of the person.
- Discrimination in words, attitudes or actions in public.
- Fear of being stereotyped by others.
- The generational gap that affects the practice of faith and cultural identity.

E. Work and Finances

- Excessive work (s) or schedules do not allow time for them to grow in faith or attend Mass.
- Single mothers who cannot find work because they do not speak English.
- Fair work - decent wages and conditions and fair hours.
- Lack of resources necessary to have a decent life.
- Need for financial training.
- Financial instability or unemployment.
- Lack of affordable housing.

F. Family Life

- They witness inconsistent behavior in their Catholic family members.
- When one of the parents is not Catholic, sometimes they do not take the children to the catechism.
- Family problems such as: domestic violence, addiction to drugs and alcohol.
- Families separated by immigration issues.
- Disintegration of the family.
- Couples of free union without the sacrament.
- Inflexible schedule for so many commitments and responsibilities.
- Missing accompaniment, counseling and support groups for couples.
- They have imprisoned relatives.

G. Lack of Transportation

- Lack of identification or driver's license.
- A transportation ministry to go to the temple.
- Lack of transportation to Mass and Reconciliation.
- Limited or no public transportation.

H. Health Status

- Difficulty accessing health programs.
- Pastoral accompaniment of the sick, elderly, imprisoned and imprisoned.
- Extreme climatic conditions that affect life and health.

I. Personal Challenges

- Are aware of the common challenges in the community.
- Failing to understand the origin of the suffering or the evil that has affected their lives, makes them turn away from God.
- Remorse for past decisions, e.g. having had an abortion.
- Need for maturity to make decisions.
- Legal problems or criminal offenses of the past.
- Difficulty obtaining the necessary documents to receive the sacraments.
- Concern about global warming.

J. Spiritual Life

- Excessive work does not allow time for the growth of faith.
- They do not listen or God's call does not reach them.
- Remorse for not praying and not being faithful to God's principles.
- Spiritual direction for the laity.



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K. Abuse and Violence

- Family problems such as: domestic violence, addiction to drugs and alcohol.
- People who were abused by religious ministers and have not been served.
- Fear and challenges related to domestic or gang violence.
- Addictions to pornography, sex and extreme use of the internet and other media.
- Accompaniment and support for victims of domestic violence and other abuses.

L. Harmful Attitudes

- Loss of community sense.

- A weak will, lack of trust in others and their own selfishness.
- More loneliness and isolation.

M. Lack of Knowledge

- Unawareness of the concept of a parish in the USA.

N. Academic Education

- Inability to pay education fees for their children.
- Access to adult education in Spanish.
- Translators, free ESL classes, technical workshops and social / cultural classes.



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

- A university education, for oneself or for your children.
- Obtain well-paid jobs.
- Approach the church to have a closer relationship with God.
- Prepare for the final encounter with God and keep hoping to go to heaven.
- Grow in personal organization.
- Find a personal identity.
- Practice Christian teachings and teach them to their children.
- To be able to serve more in the Church.
- Deepen the faith.
- That their relatives be cured of the addictions they suffer.
- That their children have a better future and can start a family.
- Continue to grow as a human being and achieve the love that connects him with God.
- Have inner peace and in the whole world.
- Have a life with more prayer.
- Travel to meet other cultures.
- Have a family.
- Learn English and get the education / skills needed to get a good job.

B. Dreams: For the Church Activities

- Activities to gather the community and welcome new members.
- Family meetings.
- More retreats, groups and movements for all ages.
- More time to pray in the church, maybe start Perpetual Adoration.
- More activities for children, teenagers and parents.
- Activities in Spanish (e.g. Bible study, Cursillos, Charismatic Renewal, Marriage Encounters, etc.).

Services

- Apologetics classes, especially for parents.
- Education about the bible, for children, youth and adults.
- Masses and children's choir.
- Simpler process to obtain an annulment of

- the marriage, without paying.
- Family counseling.
- Better training for catechists and volunteer leaders.
- Maintain the faith of children and adolescents.
- Know and communicate / defend your faith better.
- Liturgy of the Word for children.
- Mass available outside working hours.
- That the priests visit the homes of the parishioners.
- Radio program in Spanish to pray and learn more about the Catholic faith.
- Ministries of Urban Missions and Missionary Disciples.

Pastoral team and lay leaders

- Communicate your faith better.
- That all parishioners be treated with the same respect, openness and support.
- Cultivate together a sense of faith and belonging to the Church.
- Better hospitality in the parishes.
- More interaction between the pastor and the community after the Mass.
- A native Mexican or bilingual pastor who understands Hispanic culture.
- More volunteers so they can have more groups or movements.
- Presence of religious sisters and brothers in the parishes.
- Have more and better prepared volunteer leaders in the Church.
- Increase Hispanic vocations.
- Priests / ministers should go to work places (farms / orchards) to invite and evangelize.
- Renewal of the parish community through the participation of adolescents and young adults.
- Greater participation of priests in the activities of Hispanic groups.
- That the priest is present in the CCD classes.

Challenges to overcome

- Parishioners are being lost because they do not feel welcome and go to other churches.
- They only go to Mass when someone is receiving sacraments, then they do not go to Sunday Mass.



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- Some judge others at Mass or the church.
- They are looking for God, but they do not want to attend Mass.
- Many do not see the need for volunteering.
- The only assets are the Guadalupanas: they coordinate the sacraments, organize readers, altar servers, eucharistic ministers, etc.
- Fear of God: they want to live in a religion of love.

Participation in the community

- We must evangelize to attract more people to the Church.
- Families must attend Sunday Mass.
- Register families in the parish.
- Find ways to serve in different ministries.
- That the parish walk as one community, especially in difficult times.
- Invite people who do not practice the faith.
- The Mass should be the only expectation - it is not necessary to be a volunteer.
- That the Hispanic community be more united.
- Strengthen families in the faith.
- Share common goals in the parish.

Requirements and finances

- That attending church is not mandatory.
- Do not mark attendance at Mass for children in catechesis. Families should attend on their own.
- Have a raffle instead of raising funds for the Annual Catholic Appeal.
- Scholarships to Catholic schools.
- They want better facilities (e.g. gyms with showers and toilets) to be able to carry out their Cursillos and Retreats there.
- Preparation for the sacraments should be free.

C. Dreams: Personal and Social Relationships

- Good family life - more unity, having the necessary means for a decent life, etc.
- Help people / families to face the vices and addictions.
- Provide professional service to the Hispanic / Latino community.
- People care more about material things (house / car) than their spiritual needs.
- Have a business or maintain a job to provide for their elderly parents.
- Parents should set an example and work hard to educate their children.

- That young people do not lose their devotion to God.
- Respect for the Hispanic culture.
- Meet with your separated family.
- Have a religious vocation in the family.
- Volunteers lead a "double life" - they need to be better examples.

D. Dreams: Security and Basic Needs

- Have a job with enough salary to buy a house and have a better life.
- Good health and opportunities to seek medical care if necessary.
- Immigration reform and citizenship to reside and work legally in the USA.
- Cover basic needs.
- Help to overcome the vices and addictions.
- Legal support for migratory rights.
- Peace, stability and security in the home and in the neighborhood / workplace.
- Financial aid and affordable housing.
- Programs to help the undocumented.
- That there is no destruction of the earth.
- Return to the country of origin with the financial means to start a better life.
- Social services and a healthy life.
- Have more education and decent work - decent wages and conditions and fair hours.
- Programs to help the poor.

E. Gifts: From or for the Community

- Good family and community values.
- Communication skills.
- Professional leadership.
- Collaboration, hospitality and simplicity.
- Sense of joy in everything we do, regardless of the situation or circumstances.
- Be bilingual.
- Ability to work with adolescents and young adults.
- Various Catholic traditions.
- Ecumenical, diverse and critical vision.
- Openness to help others.

F. Gifts: For Service

- Desires and energy to make a difference.
- Gifts in the service as: charity, mercy, unity, humility and joy.
- We are workers, willing to serve in the Church and in society.
- Feelings of solidarity, compassion, mercy and love.
- Openness and commitment to help others with their appointments and chores.



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G. Gifts: From Experience or Nature

- They are artistic and creative.
- They give good example.
- Be bilingual or multilingual.
- Knowledge of how to use technology (especially among youth).
- Availability to make translations.
- Ability to teach and give testimony of their life experiences.
- Intelligent, sociable and capable of transmitting the Word of God.

- Academic preparation.
- Vocation and preparation to work with children.

H. Gifts: For the Spiritual Life

- Celebrations of the Hispanic culture.
- Commitment to pray for one another as a team / community or personally.
- Deep faith, prayer and spiritual development.
- Artistic skills, including music.
- Various Catholic traditions.

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

- Visits to people who need to be evangelized (evangelization programs).
- Homosexual people.
- People abused by a cleric or lay minister.
- Those who helped organizing the V Encuentro.

Hospitality and Welcome

- The community welcomes them with love, asking them how they can be supported.

Community Building

- Our Diocese must have an Office of Hispanic Ministry.
- Parish sessions with the parish priest.
- Promoting all existing programs and events in the parishes and in the diocese.
- Thank you for giving us Hispanic priests.
- The experience of not having to fear in situations and social and public scenarios.
- The only person who is helping our groups is the sister. No priest or deacon is helping them.
- They helped us by giving us materials and resources for groups and youth.
- They helped us make the V Encuentro.
- Visits from different priests of the diocese and from the Bishop to our local parish groups to motivate us.
- We did not know that there was help from the Diocese for Hispanic Ministry.
- That our Bishop come more often to visit our parishes (not just for the Confirmation Masses).
- Weekly visits by the pastor or community leaders with families to pray and spend time with them.
- Well planned meetings following the principles of good customer service.

Social Ministry

- A Good Samaritan account to help the needy.
- Groups and parish services that provide assistance to low-income families, such as: St. Vincent de Paul and Catholic Charities of the diocese.

- Board of directors and coordinators for the Hispanic ministry that help with human, social and immigration resources needs.
- Bank of parish food.
- Service to those who do not have a home.
- A transportation ministry to go to the temple.

Visits to the Sick

- Program to visit the houses that have deceased members.

Living Witness to the Faith

- Giving a testimony of life congruent with our Catholic faith.

2. Faith Formation and Catechesis

- Training for people who need to advance their knowledge of the Catholic faith (catechism for adults).
- Accessible and easy to understand information on the preparation and requirements to receive the sacraments.
- Faith formation classes in their own language for all ages.
- Classes in Christology, the Bible and theology in general.
- Bible schools.
- There are growth ministries in the faith for: adults, youth, men, women and marriages.
- Meetings with parents in preparation for the sacraments.
- Spiritual retirement.
- That people be taught about tithing so they do not have to pay a fee for their sacraments.
- They need to help us grow in our faith.

3. Intercultural Competencies

- Full-time bilingual staff at the regional offices of the diocese to meet the needs of the Hispanic ministry.
- Hire Hispanic staff in the parishes.
- Cultural and heritage activities.
- Religious education in their own language.
- Bilingual events in the parish.
- Events that bring us closer interculturally (such as a parish picnic or events during Advent and Easter).
- Form new ministries with trained leaders



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and well-structured programs that have bilingual materials.

- The Hispanic presence contributes significantly to the Catholic identity of the parishes and neighborhoods they serve.
- Improve existing ministries, with trained leaders and well-structured programs that have bilingual materials.
- Bilingual Masses, especially at times of importance for the entire parish.
- The efforts and time of the priests to learn the language, understand the culture and implement the resources available for the Hispanic ministry.
- Bilingual priests and deacons who can understand our culture.
- The celebration of traditions or special events that are part of our cultural heritage.
- We need more bilingual services and personnel in the chancery.

4. Leadership Development & Ministry Formation

- Form new ministries with trained leaders and well-structured programs that have bilingual materials.
- Improve existing ministries, with trained leaders and well-structured programs that have bilingual materials.
- Continuous training for leaders and staff of the parishes.
- Formation workshops for the laity.

5. Hispanic Youth & Young Adult Ministry

- Direct programs, services and activities for adolescents and young Hispanic adults according to age and needs.
- Youth groups.
- The majority of the Hispanic population is under 35 years old.
- More retreats for teenagers and young people.
- Service opportunities for young people.
- Retreats, service / promotion projects for adolescents and young adults.
- They help us to have materials and resources for groups and young people.

6. Liturgy and Spirituality

- Acts of popular religiosity in families.
- Annual celebrations (for example, Our Lady of Guadalupe, inns, Christmas Eve Mass

with Adoration of the Child Jesus, parish picnic, via crucis live, etc.)

- Preparation of the choir and books with songs for the liturgy.
- Teach to pray the rosary.
- Contemplative and charismatic prayer groups.
- Masses of healing and popular devotions (e.g. the Chaplet of Divine Mercy, the rosary, novenarios, etc.)
- Homilies that can be applied to daily life and use simple language.
- Mass and Reconciliation in Spanish with accessible hours for people who work.
- Bilingual Masses, especially at times of importance for the entire parish.
- The celebration of traditions or special events that are part of our cultural heritage.

7. Vocations

- More promotion for ecclesial vocations: visits of religious communities, seminarians and diocesan staff members.
- More bilingual priests and deacons are needed who can understand our culture.
- The diocese should always provide us with a Hispanic priest.

8. Care for the Environment

- A transportation ministry to go to the church.

A. Communications and New Media

- Technological resources.

B. Stewardship and Development

- Full-time bilingual staff at the regional offices of the diocese to meet the needs of the Hispanic ministry.
- Donate time, money and effort to obtain the necessary resources.
- Taking advantage of the talents of the people in our communities for the maintenance of the church grounds.
- Provide transportation for people.
- Events are held to collect funds when there are specific needs in the community.
- Service to the parish and Hispanic community despite limited resources and staff.
- That people be taught about tithing so they do not have to pay a fee for their sacraments.
- They need to help us build larger facilities for parish activities, events and funerals.



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C. Human Development

- Catholic charities.
- Ministry of rescue and counseling for people with drug addiction problems.
- They need to help us with counseling in our parishes and guidance on resources available in our community to help with the purchase of a home.

F. Higher Education

- Offer service opportunities to recent graduates of the university.

G. Scripture and Theology

- Bible schools.

H. Immigration

- Board of directors and coordinators for the Hispanic ministry that help with human, social and immigration resources needs.
- We have the help of an immigration lawyer.

I. Justice and Peace

- Build houses for people.
- Justice and peace groups in the parishes.

J. Pro-Life Ministry

- Support for women who have had abortions.
- Ministry of rescue and counseling for people with drug addiction problems.
- The Rachel's Vineyard program.

K. Ecclesial Movements

- Make use of Catholic movements and programs.
- There are contemplative and charismatic prayer groups.

L. Ministry with the Incarcerated and Detained

- Pastoral accompaniment of incarcerated persons.

M. Ministry among People with Disabilities

- Offer service to those with special needs.
- Offer language services for the deaf.

N. Family Ministry

- Catechesis for parents.
- Attention to families (family group).
- Parish activities that include parents / activities for the whole family.



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

- Accompany them from the reality they are in.
- Actively listen and respond to the needs of parishioners.
- Actively invite others to participate in parish life and events, especially those who are inactive Catholics.
- Appreciate and help retired community members.
- Offer support for those who are afflicted or who are struggling with a disease.
- Calling and reminding parishioners about the services the parish offers.
- Create a team / committee in charge of hospitality.
- Giving witness to the community as a single family within the Church.
- Welcome and invite new people to the activities of the parish.
- Let them know that they are an essential part of the community.
- Discuss with people and be open to listen to their pastoral needs and their doubts about faith.
- In the practice of charitable works and volunteering.
- Be in contact with them to address their needs or direct them to someone who can respond on behalf of the church.
- Meet with newcomers to meet them, meet their needs and gifts / talents to serve others.
- Small groups, both for men and women.
- Make them feel welcome in the Eucharistic celebration.
- Go to meet those who are in the periphery, their places of work and their homes to establish fraternal relationships and evangelize them.
- The events of the church.
- Do not judge your beliefs or lack of knowledge of the faith.
- Offer transportation to parishes.
- Do not be offended by the mistakes of others, be forgiving and understanding.
- Bring information about the availability of the sacrament of confession, since some Catholics are far away.

- The staff and leaders of the parish are interested, informed and have a welcoming attitude and spirit of service.

2. Faith Formation and Catechesis

- Help them connect with God through retreats and classes to deepen their faith.
- Studies of the bible and the sacraments.
- Providing materials for children during liturgies.

3. Intercultural Competencies

- Create more groups, programs and events that are in Spanish or bilingual.
- Periodic multicultural / bilingual Masses to promote integration.
- A summer "Fiesta" has been organized annually. It is a popular cultural event and an evangelizing experience that has included the Mass and generates support for the parish.
- The annual celebration of Guadalupe, organized by the parish, is an impressive intergenerational celebration that attracts hundreds of people throughout the region for the liturgy and the party that follows.

4. Leadership Development & Ministry Formation

- Preparing well for the ministries.

5. Hispanic Youth & Young Adult Ministry

- Offer recreational and social activities for all ages / special events and activities for Hispanic youth.
- Our youth groups are doing everything possible to reach out to our Latino adolescents and young adults in the diocese: meetings, sessions, retreats, etc.
- Have bilingual ministries and celebrations to integrate the young and adults of the second generation.
- Youth groups.

6. Liturgy and Spirituality

- Beautiful liturgies that help them reconnect with faith and opportunities to mature in faith, such as retreats and movements.
- Mass and celebration of the Mother of the



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Americas / parish celebration of Our Lady of Guadalupe.

- Offer prayer for our brothers and sisters in the periphery.
- Periodic multicultural / bilingual Masses to promote integration.
- Prayers for the parish community and its needs.
- A summer "Fiesta" has been organized annually. It is a popular cultural event and an evangelizing experience that has included the Mass and generates support for the parish.
- The annual celebration of Guadalupe, organized by the parish, is an impressive intergenerational celebration that attracts hundreds of people throughout the region for the liturgy and the party that follows.
- Spiritual direction and support of the parish priest or priest for families and the community.
- The bilingual choir is known throughout the region for its vibrant music and now includes fourth generation members.
- The choir supported the local ministry of the prison and the migrant and participated in liturgical events throughout the diocese.
- Original bilingual compositions with Oregon Catholic Press have been published and she continues as Minister of Music.

7. Vocations

- There were no comments to the respect.

8. Care for the Environment

- Diocesan garden of the community to help teach and put into practice the teachings of "Laudato Si'".
- Access to public transport.

A. Communications and New Media

- Promote opportunities to participate in archdiocesan events.

B. Stewardship and Development

- Greater access to information that can benefit the secular life of the parish community.
- Invite others to participate as organizers or volunteers in the main parish events.
- Offer resources and training for parishioners to prepare for ministries and opportunities, to share their gifts.
- Organize talent fairs or events that bring

new people to the ministries.

C. Human Development

- Classes to learn English.

D. Ecumenism

- Approach them with a lot of respect and a sense of ecumenism.
- Parish members participate in directing efforts to support, defend and protect undocumented workers in our region through an ecumenical organization.

H. Immigration

- Parish members participate in directing efforts to support, defend and protect undocumented workers in our region through an ecumenical organization.

I. Justice and Peace

- Parish members participate in directing efforts to support, defend and protect undocumented workers in our region through an ecumenical organization.

K. Ecclesial Movements

- Cursillistas are doing weekend Cursillos to welcome new Hispanics and open the door to them to participate in the ministries as volunteers.
- The Charismatic Renewal tries to do Healing Masses every Friday to invite more people to the Church.
- Marriage Encounters are doing weekend retreats for couples, so they can renew their marriage.
- The Guadalupanas are getting involved in different ministries so they can help those who are far from the Church.

L. Ministry with the Incarcerated and Detained

- In recent years, the choir supported the local ministry of the prison and the migrant.

N. Family Ministry

- Know and support families in their material and spiritual needs.
- Marriage Encounters are doing weekend retreats for couples so they can renew their marriage.
- Promote a catechesis in which parents are empowered to be the first teachers of the faith.

O. Migrant Ministry

- In recent years, the choir supported the local ministry of the prison and the migrant.

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

- Living together to share food and culture.
- The Vincentian order administered by the Hispanic ministry has a missionary program that covers most of the state of Alaska.
- More involvement of the clergy in the parish groups.
- Better communication between the different groups of the parish community.
- Work together as a parish.
- We need someone who works in the chancery to provide all these services in the Office of Hispanic Ministry.

2. Faith Formation and Catechesis

- Diocesan classes ("Growing the Faith").
- Bible studies.
- Involve our youth and children in the spiritual and ministerial life of the parish, leaving them to serve in ministries or events where they can.
- Catechism programs for children and adults in Spanish.

3. Intercultural Competencies

- Direct support from the pastor to Hispanic groups and movements.
- They hire bilingual staff in the parish offices where there is Hispanic ministry.
- Provide priests who speak Spanish.

4. Leadership Development & Ministry Formation

- Continuous formation through classes and videos for eucharistic ministers and readers by their coordinators.
- Currently we are not doing anything to promote and accompany Hispanic / Latino leaders. There is no training in the diocese for their spiritual formation, intellectual formation, apostolic formation and vocational training (as married people or as single people).
- Formation of catechists.
- Training of volunteer leaders through workshops, retreats, and classes.
- Instruction in the techniques and methods of evangelization and catechesis.
- Training and development of skills to work,

serve and lead the community.

5. Hispanic Youth & Young Adult Ministry

- Encourage young people who are in sacramental preparation to be leaders through monthly or weekly training.
- Support young people with materials and activities so they can grow in their faith.
- Events for teenagers and young adults.
- Group of young adults who help in evangelization.
- Involve our youth and children in the spiritual and ministerial life of the parish, leaving them to serve in ministries or events where they can.

6. Liturgy and Spirituality

- Openness to expressions of faith and celebrations of popular religiosity of Latino families.
- Holy hours.
- Clergy and religious give spiritual guidance to leaders through Confession or spiritual accompaniment.
- Prayer to accompany those who are in need.

7. Vocations

- Distribute information in Spanish to families about retreats and opportunities to explore / discern an ecclesial vocation.
- Educate parents and instill an appreciation for vocations to the priesthood and religious life through activities and events in the parishes.
- Promote that parents encourage family vocations from within the family.
- Example and interaction with priests and religious joyful in their vocation in the parishes.
- Incorporate bilingual material into the existing program for permanent deacons.
- More testimonial presence of the clergy outside the parish, in the community and society.
- Monthly / semi-annual talks and presentations on the various vocations and the steps to discern them.



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- Formation and ordination of more Latino deacons in parishes with Hispanic ministry.
- Proactive vocational promotion aimed at adolescents and young Hispanic adults at the parish and diocesan levels.
- That catechesis promote religious vocations as an option of life.
- Carry out vocational retreats for young people (men and women) in the diocese.
- Unfortunately, we have no priest in the diocese of the second generation of Hispanic communities.
- We only have one Latin seminarian studying for the priesthood.
- Scholarships for young Hispanics to attend vocational retreats
- Have a vocations panel at retreats for teenagers and young adults.
- The good testimony of priests, deacons and religious.

8. Care for the Environment

- There were no comments to the respect.

B. Stewardship and Development

- Hiring of Hispanic ministers.

- Fair of ministries or events that motivate taking part in various ministries.
- Group of leaders that helps guide the community, forming a Hispanic committee.
- More opportunity for Latinos to serve in liturgical ministries.
- Representation of the Latino community in the Pastoral Council and parish committees.
- Personal invitation to individuals who are potential leaders, followed by training.
- Periodic meetings between the coordinators of the Hispanic ministries and the Hispanic leadership of the different ministries.

G. Scripture and Theology

- Bible studies.

K. Ecclesial Movements

- Groups of San Juan Diego and the Charismatic Renewal.

N. Family Ministry

- Faith formation classes for parents.
- Groups of couples and marriages.
- Service to families with members who have special needs or who use sign language.



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

- Awareness of needs that have been forgotten or have not been resolved.
- Awareness that we are all called to be missionaries.
- We have greater knowledge of the needs of others.
- The pastoral team of the parish (priests, deacons, staff) has failed to accompany the ministers to form a community.
- We must be patient when we understand that good and lasting results take time to complete.
- People should not go to other religions.
- Perceptions do not always reflect the reality of the community.
- The understanding that I am / can be the solution to a need in the parish.
- People should get closer to the church.

Recommendations

- May we be more welcoming to people before Mass.
- Develop a commitment to hospitality in our parishes.
- Make service and mission trips as one community.
- Greater unity among the clergy, staff, and parishioners.
- More participation of the pastor in the events and programs of the Latino community.
- More participation on the part of the parishioners.
- More motivation is needed to meet people in the peripheries.
- Do not focus on papers and numbers but on accompanying, knowing and sharing with the community.
- The priest should visit the families and the Bishop should visit our Hispanic community more frequently.
- Priests here should go to help Hispanic groups in their parishes.
- It is needed better knowledge on the part of the parish priests of what is happening in the universal, national, local and parochial Church.
- A specific mission and objectives must be developed at all levels.

- It is required to make a Hispanic pastoral plan in the diocese.
- We need to be more humble and involve more people.
- We must listen to better understand the needs of our Parish.
- We need transportation for people with disabilities or sick people.

2. Faith Formation and Catechesis

- There is a desire to continue growing in the faith as individuals.
- We need education classes for adults, for young people and for children.
- It is necessary to form biblical study circles, in order to educate our Catholic community to adequately respond to the questions they receive from their children or other adults.
- More evangelization for young people and children.
- Spiritual retreats for all ages.
- Language programs for adults in English.
- Programs to deepen our faith.
- They do not want many classes for parents of children who will do their sacraments.
- We must open ourselves to study our faith more and know more about our religion as Catholics.

3. Intercultural Competencies

- Creation of cultural events.
- Involve people from different cultures in the leadership of the parish.
- More communication and support from priests to leaders in their own language.
- More events to unite different ethnic groups in the parishes.
- Priests who understand the Hispanic culture in the United States are needed.
- A pastoral plan that is multicultural.

4. Leadership Development & Ministry Formation

- Better communication between groups in the parishes.
- Better spiritual direction and spiritual formation for ministerial leaders.
- Create moments of personal encounter with Jesus for the clergy and volunteer leaders.
- There is confusion regarding the roles of



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leaders in Hispanic ministry regarding the roles each one has.

- More training on how to evangelize and explain the Catholic faith.
- More guidance and training for Hispanic ministry staff or leaders
- Need for more retreats for leaders and volunteers in parishes and movements.
- Currently there are no training programs, job descriptions or administrative policies in general, for the positions occupied by lay leaders.
- Lay leaders exercise their roles for an indefinite period, thus hindering the participation of young people or new leaders in the ministries.

5. Hispanic Youth & Young Adult Ministry

- Create more groups of young Hispanics and motivate them in their faith and vocational discernment.
- Develop more youth activities, giving them time for the groups to meet and get to know each other.
- Create more activities for young people.
- More evangelization for young people and children
- We need more ministries for our teenagers and Hispanic youth.

6. Liturgy and Spirituality

- Do more prayer in the church.
- We want to light candles inside the church.

7. Vocations

- We need spiritual directors.

8. Care for the Environment

- Concern about global warming.
- They are concerned about the environment / climate change and world peace.
- To live peacefully and happily among all the children of God, loving our neighbor and the environment.
- There is a concern about extreme weather conditions.
- That there is no destruction of the earth.
- Cares for men who work directly or indirectly in coal, oil, trona and gas mines.

A. Communications and New Media

- Better communication among parish groups

is needed.

B. Stewardship and Development

- Awareness that we are all called to be missionaries.
- Be more responsible by participating more in the church.
- Identify and invite more leaders.
- Find solutions to our problems.
- More training and commitment is needed in the area of co-responsibility.
- Make meetings between groups to help each other better.
- More volunteers are needed.
- It is not clear what budget is allocated for Hispanic Ministry. Which resources can be covered with this budget and which ones cannot?
- The understanding that I am / can be the solution to a need in the parish.
- We have to be more open to work together in a joint pastoral.
- We need financial reports.
- We need to be more humble and involve more people.
- Transportation is needed for people with disabilities or sick people.

C. Human Development

- Classes to learn other languages.

E. Catholic Education (K-12)

- Provide more financial aid for Hispanics in Catholic schools.

G. Scripture and Theology

- It is necessary to form biblical study circles, in order to educate our Catholic community to adequately respond to the questions they receive from their children or other adults.

I. Justice and Peace

- We need to better support the Affordable Care Act (ACA or "Obamacare").

K. Ecclesial Movements

- More involvement of religious leaders in Hispanic movements.
- Promote ecclesial movements within parishes.
- Training of parents.
- More evangelization directed to families.

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

Ministerial Area #1: Evangelization and Mission

Strategy # 1: Identify and promote materials, resources and workshops to train and extend the mission of the ministers of welcome, hospitality and reception of the parishes.

Strategy # 2: Identify and promote the use of bilingual tools (cards, mobile apps, programs, pamphlets ...) in parishes to provide follow-up, support, training and accompaniment to Hispanic adults and their families - through retreats, talks, meetings, gatherings, etc.

Strategy # 3: Create, organize, consolidate and allocate human and financial resources in the Hispanic Ministry through a Diocesan Office in each diocese of the Region according to the local reality.

Strategy # 4: Start a regional project to train and send missionary disciples - joyful, prophetic and culturally diverse - to the peripheries in all of our parishes and communities to listen and meet the needs of the Latino / Hispanic community.

Strategy # 5: Develop criteria and processes to help dioceses and parishes identify the needs of the Hispanic community -both spiritual and physical and financial- and make a plan to follow up and respond according to the capacity of each diocese and parish, in collaboration with local charitable organizations.

Strategy # 6: Generate a dialogue on ways that a priest, Bishop and diocesan staff can get closer to the Hispanic community and make a difference in their evangelization, then share the ideas in the Dioceses of the Region.

Strategy # 7: Develop a general vision in the Region about the needs of the Hispanic community in the parishes, and ensure that there are qualified church leaders to respond to them in the dioceses.

Strategy # 8: Analyze and measure the capacity in each diocese of the Region to support ministry in hospitals and visit elderly and sick Hispanics in areas where there are more Latinos, and strengthen weak areas with training of leaders and the organization of ministries of visitation and accompaniment.

Strategy # 9: Promote in the Region and make known or create programs for which priests and deacons can study and learn Spanish to ensure an adequate number of Spanish-speaking ministers to meet the pastoral needs of each parish.

Strategy # 10: That the diocesan offices support more the events in the parishes by their means of communication, e.g. help spread the word when there is a concert, event ... so that bridges of communication between the diocesan offices are built, the apostolate groups and the parishes.

Ministerial Area #2: Faith Formation and Catechesis

Strategy # 1: Promote in the Region the development of resources, ideas, and training for successful practices that prepare and involve parents in the catechetical training of their children and adolescents.

Strategy # 2: Share and publicize resources / materials for a comprehensive training and qualification of the Hispanic / Latino community regarding: spiritual, family, liturgy, sacraments, sacred writing, mariology, etc. at a basic and advanced level, from the perspective of the daily life of Latinos.

Strategy # 3: Promote the implementation of programs that help couples prepare for marriage in all dimensions: communication as a couple and with children, prayer and spirituality as a domestic church, managing finances and homework, love conjugal and chastity in marriage, the formation of children in the faith, etc.

Strategy # 4: Identify or develop accessible and dynamic resources to explain the Holy Mass and the reason

for attending, in terms that our people can capture and incorporate into their spirituality, destined to different audiences: children, youth, adults, parents, altar servers and other eucharistic ministers.

Strategy # 5: Review the processes of sacramental preparation in the dioceses of the Region and develop a guide with criteria, standards and recommended quotas so that there is more uniformity from one parish to the next, taking into account the pastoral reality of our Hispanic families.

Strategy # 6: Establish as a regional priority to strengthen the biblical knowledge of catechists, pastoral leaders, and parishioners in general, with workshops and Bible studies in both languages, adapted to the needs of each age in a multicultural environment: children, adolescents, young and adults.

Strategy # 7: Accompany and integrate in catechetical processes adults who need initiation sacraments, perhaps through a RICA process adapted to the reality of the Hispanic community.

Strategy # 8: Identify and promote resources and more dynamic catechetical programs that use audiovisuals to draw children's attention and involve them in formative processes, p. ex. non-sacramental programs and retreats, Vacation Bible School (VBS), camps, apologetics, etc.

Strategy # 9: Share and publicize resources / materials for a comprehensive formation and training of adults in the community regarding: spiritual, family, liturgy, sacraments, Mariology, etc. at a basic and advanced level.

Ministerial Area #3: Intercultural Competencies

Strategy # 1: In each diocese, collaborate every year with the diocesan office of the clergy to identify priests with the desire to learn or improve Spanish and free them from their pastoral responsibilities for a season to study.

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 unite Catholics of diverse cultures and experiences in their communities.

Strategy # 3: Conduct a regional analysis to find areas in each diocese where there is a strong Hispanic population without access to pastoral services in Spanish and encourage one of the closest parishes to begin offering a Sunday Mass and other pastoral services to community.

Strategy # 4: That the history and principles of Hispanic ministry, as well as the study of the Hispanic language and cultures, are part of the ongoing formation program for priests.

Strategy # 5: In dioceses that do not yet have it, form a Hispanic pastoral council and a Hispanic ministry office to develop and coordinate support actions for parish communities.

Strategy # 6: 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 # 7: Develop workshops, trainings and conferences that provide intercultural training in the communities and serve to unite Catholics of diverse ethnicities, cultures and experiences.

Strategy # 8: Create resources and implement programs for the intercultural and linguistic training of personnel in the service offices, both at the diocesan level and in the parishes.

Strategy # 9: Prepare a training designed for parish pastoral teams and secretaries to help them receive everyone with dignity and respect, and not treat the Hispanic as a stranger or a second-class citizen, in the spirit of missionary disciples.

Ministerial Area #4: Leadership Development & Ministry Formation

Strategy # 1: Organize a campaign throughout the Region to identify and invite new leaders at the parish and diocesan level, especially among young people, and train them to carry out different pastoral positions.

Strategy # 2: Organize the training of parish catechists with a curriculum that identifies the needs of Latino families in the Region and presents the methods, techniques and resources recommended to respond to their reality from the classroom and the sacramental preparation with activities and dynamic processes appropriate to the age of the participants, with a focus on the encounter with Christ.

Strategy # 3: Develop workshops that can be used with all members of a parish team, so that they can better respond to the needs of our community, such as p. ex. on the principles of evangelization and how each one can implement them.

Strategy # 4: Lay 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 both in-person and online courses and educational processes.

Strategy # 5: Promote close collaboration with social services in each community to present workshops on common challenges (e.g. finance, rights, health, citizenship, education, community services, times of crisis ...) and how to help Latino families in relation to them.

Strategy # 6: Identify and share best practices in the formation of leaders and the pastoral training of Hispanic laity for all parish ministries, as well as leaders in groups, such as Cursillo, Marriage Encounters, Charismatic Renewal, Guadalupanas, etc.

Strategy # 7: Develop and implement a regional plan of ongoing formation and support for priests and other ecclesial ministers in the Hispanic / Latino ministry, both Hispanics and non-Hispanics, to increase their linguistic, cultural and administrative capacity to accompany the Hispanic community.

Strategy # 8: Analyze and measure the capacity in each diocese of the Region to support visiting ministries to hospitals and prisons, and train more lay leaders to establish or strengthen the organization of these accompaniment ministries in areas where there are more Latinos

Strategy # 9: Develop with the other dioceses of the Region a list of excellent instructors and lecturers - within and outside the Region - for the training of Hispanic leaders and invite them to offer workshops, conferences, or teach in a training program leadership at the local level.

Strategy # 10: Offer a workshop to the priests in the Region to explain the results of the V Encuentro consultation (aspirations and concerns of the Hispanic community, etc.) and how they can respond to the needs with successful programs, processes and events.

Ministerial Area #5: Hispanic Youth & Young Adult Ministry

Strategy # 1: 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 # 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: Promote in the Region models of pastoral with adolescents and pastoral of young adults that offer multiple opportunities and creative ways of attracting adolescents and young people, accepting them as they are and inviting them to share their gifts for leadership and service.

Strategy # 4: Promote that, in all pastoral work with adolescents and young Hispanics in the Region, vocational discernment is privileged in collaboration with the diocesan offices of vocations, so as to lead them to a Christian maturity.

Strategy # 5: Review the guidelines and support materials used in pastoral care 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 # 6: 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 # 7: Promote collaboration among the dioceses of the Region so that there will be meetings of Hispanic youth in the dioceses and at the regional level so that the Youth Ministry groups in the Region know each other, support each other and share the faith.

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: Identify and promote the best Bible study and liturgy programs adapted for Hispanic adolescents and youth to train them to be leaders in their faith communities.

Strategy # 10: Encourage dialogues and a joint pastoral between the diocesan offices of Hispanic Ministry and Youth and Young Adult Ministry to develop and implement specific strategies to evangelize, accompany and train young Latinos, respecting their spirituality and recognizing their gifts.

Strategy # 11: In a joint pastoral with the ecclesial movements in the Region, strengthen the mission to undocumented youth and adolescents, especially those who are at risk of deportation.

Strategy # 12: Organize a regional conference to share successful practices in the faith formation of Latino adolescents and young adults, with a particular focus on their language needs: Spanish, English or bilingual. Then disseminate the results in a simple booklet that articulates the principles and practical strategies for implementation in the parishes / communities of the Catholic faith.

Ministerial Area #6: Liturgy and Spirituality

Strategy # 1: 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 # 2: Create spaces where diocesan ministers can share ideas and successful practices to strengthen spirituality and increase full participation in the sacraments of Latino families and adults: retreats, formation, parties, catechesis, adoration, devotions ...

Strategy # 3: Promote pastoral models for parishes in the Region that respond to the spiritual needs of immigrant Catholics, e.g. their wishes and liturgical contributions, the schedules and geographic availability of Masses and reconciliation, devotions and culturally receptive liturgies, etc.

Strategy # 4: Promote the ongoing formation of priests, deacons and pastoral assistants at the liturgical and linguistic level, so that they are able to integrate the elements of Popular Religiosity into the liturgical celebrations and serve as spaces for evangelization, catechesis and cultural integration.

Strategy # 5: Identify liturgical principles and better music in Spanish or multicultural and multilingual that help to welcome different linguistic and cultural communities in the Mass and in the sacramental celebrations, and promote them in the Region for their implementation in the parishes.

Strategy # 6: 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 (e.g. Via Crucis, inns, celebration of Our Lady of Guadalupe and many other celebrations) to better accompany the Hispanic people in their spiritual life, especially in rural areas.

Strategy # 7: Share in the Region the liturgical principles that help to integrate the linguistic and cultural communities in a celebration, and implement them in the parishes.

Strategy # 8: Develop or identify and promote formation programs and spiritual workshops to strengthen the service provided by the liturgical ministers (ushers, readers, musicians / choirs, etc.), with an emphasis on the liturgical formation of the choirs to perform eucharistic more revived and with greater participation.

Strategy # 9: Establish as a priority in school curricula, religious education and retreats for children and adolescents in the Region, that the deepest love and knowledge of the liturgy and spirituality issues have priority and be presented in a dynamic and welcoming manner.

Strategy # 10: Identify the geographic areas in each diocese where there is a concentrated population of Hispanics without access to a nearby parish that can attend them, and promote there celebrations in their own language and cultural expressions that help the experience of the sacraments.

Ministerial Area #7: Vocations

Strategy # 1: Promote the opening of formation programs for the permanent diaconate in Spanish in the dioceses of the Region where there is none, and / or share this resource with the neighboring dioceses.

Strategy # 2: 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 # 3: 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 # 4: Organize at the regional level the implementation of a prayer program for vocations.

Strategy # 5: Offer Hispanic talks, workshops, retreats, events and vocational tutoring homilies, with appropriate promotion and collaboration with the Hispanic youth pastoral network.

Strategy # 6: Each Parish must be visited by a seminarian, priest, religious or religious who can share their vocational process and Hispanic seminarians should have greater presence and visibility in Latino communities.

Strategy # 7: 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 # 8: That the seminars in the Region collaborate to implement the best practices in inviting, encouraging and supporting Latino seminarians, with the participation of their families.

Strategy # 9: Develop promotional tools for religious vocations, with different addressees in mind: school and university pastoral, youth ministry, parents, prayer or Bible study groups, apostolic movements, etc.

Strategy # 10: Promote in the Latino community the vocation to sacramental marriage and family life, by initiating a regional program of preparation for the validation of civil marriages.

Ministerial Area #8: Care for the Environment

Strategy # 1: Faced with the tragedy of Hurricane Maria in Puerto Rico and its thousands of mortal victims, the Region will organize a campaign in dioceses and parishes in favor of the protection of human life and health with solutions to reduce climate change and its impact on the environment

Strategy # 2: Promote in the Region the connection between a popular Hispanic spirituality and the care of the earth, our common home, thus promoting attitudes and personal actions and in the community to protect and respect creation as a sign of reverence to the Creator God.

Strategy # 3: Collaborate with Catholic Relief Services (CRS) in all dioceses of the Region to raise

awareness among Hispanic communities about the activity of the Catholic Church in solidarity with people who have suffered natural disasters and develop a coordinated response of financial support with the participation of the ecclesial movements.

Strategy # 4: In collaboration with the state conferences of bishops in the dioceses of the Region, review, from the perspective of the impact on Latino communities, the legislative proposals for the protection of oceans, rivers, lakes and land from pollution that can impact the quality of drinking water, and educate the community to take political action in favor of beneficial proposals.

Strategy # 5: Prepare bilingual educational materials to promote the use of alternative healthy and sustainable energy systems by Hispanic families in the Region, with simple and effective steps that everyone can take to make a difference in the environment.

Strategy # 6: God's plan calls us to better understand the ecosystems of our Region and use their assets while respecting the value of all creatures in each habitat.¹ The regional team will prepare, in collaboration with social justice offices, materials to educate the Latino people on ways to promote and advocate for a balanced habitat and biodiversity in their daily lives.

Strategy # 7: Ask that each state conference of the bishops in the Region analyze the impact of the practice of hydraulic fracturing in the oil industries, especially in the Latino, immigrant and poor communities, and advocate for public policies that ensure that there is no contamination of groundwater or risks to the health of workers or other hazards to the community.

Strategy # 8: Pope Francis joined with Patriarch Bartholomew when he proclaimed that when human beings contribute to climate change or pollute water, soil or air, it is a sin.² Given that the demands of today's life do not allow this to be totally avoided, the Bishops of the Region will be asked to publish practical suggestions to live more each day in harmony and respect for nature.

Strategy # 9: Collaborate with social justice offices and state conferences of bishops in the dioceses of the Region to advocate for economic justice and better sanitation and safety conditions for immigrant workers, especially in the agricultural, oil and gas industries. chemical

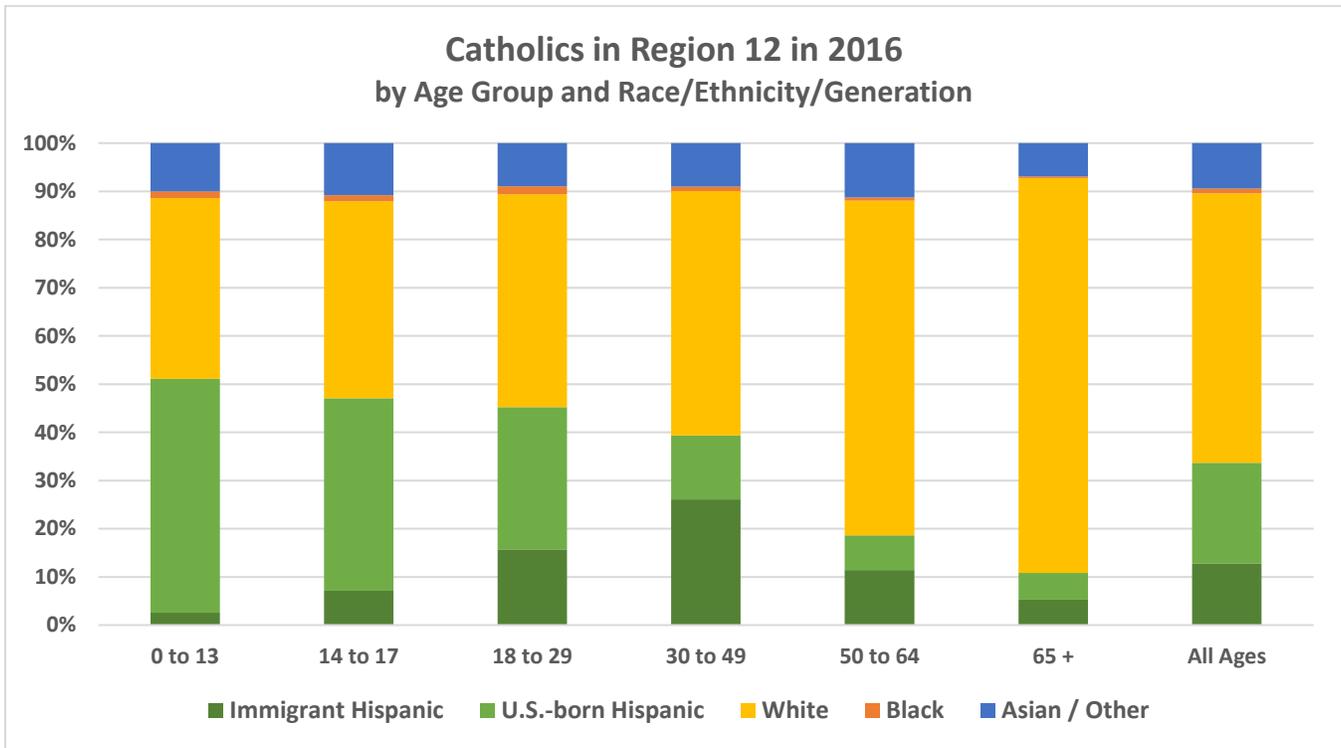
Strategy # 10: Organize a campaign in the Region to call responsible authorities for urban and rural planning to carefully determine the commercial, industrial and individual needs for transport and respond to them with improvements in public transport systems that use energy that do not contaminate and with costs within reach of the majority.³

¹ The Catholic Bishops of Region XII, "The Columbia River Watershed: Caring for Creation and the Common Good" (2001), p. 3.

² Pope Francis, *Laudato Si'*, no. 8

³ "The Columbia River Watershed", p. 21.

Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 12



Total Population and Catholic Population in Region 12, by Race/Ethnicity					
Racial/Ethnic Groups in the Dioceses of Region 12	Total Population in 2000	Total Population in 2016	% Change	Estimated Catholics in 2016	% Catholic
White	9,624,499	10,916,296	13%	1,288,000	11.8%
Hispanic	816,076	1,722,340	111%	776,000	45.1%
Black	273,700	521,563	91%	22,500	4.3%
Asian/Other	1,105,083	1,688,820	53%	217,000	12.8%
Total	11,819,358	14,849,019	26%	2,303,000	15.5%

Hispanic/Latino Population in Region 12, by Diocese					
(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Anchorage	19,556	36,040	84%	17,500	48%
Baker	45,399	78,956	74%	35,000	44%
Boise	101,690	206,444	103%	95,000	46%
Fairbanks	4,219	12,300	192%	3,900	31%
Great Falls-Billings	9,485	17,718	87%	9,000	51%
Helena	8,596	18,978	121%	10,000	53%
Juneau	2,077	2,904	40%	1,800	61%

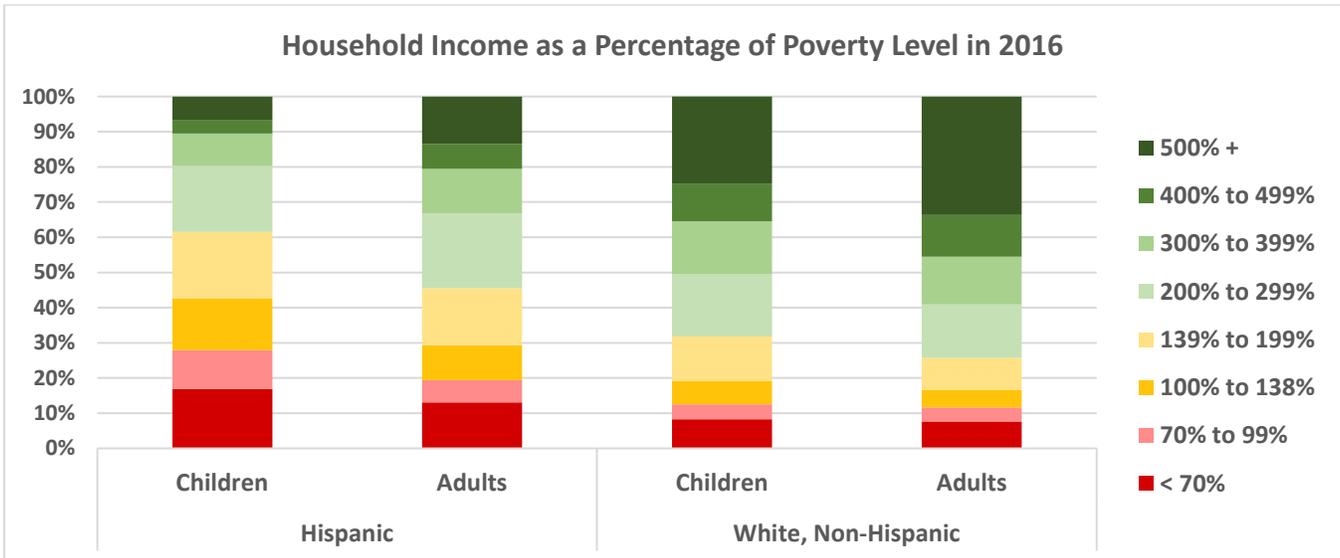
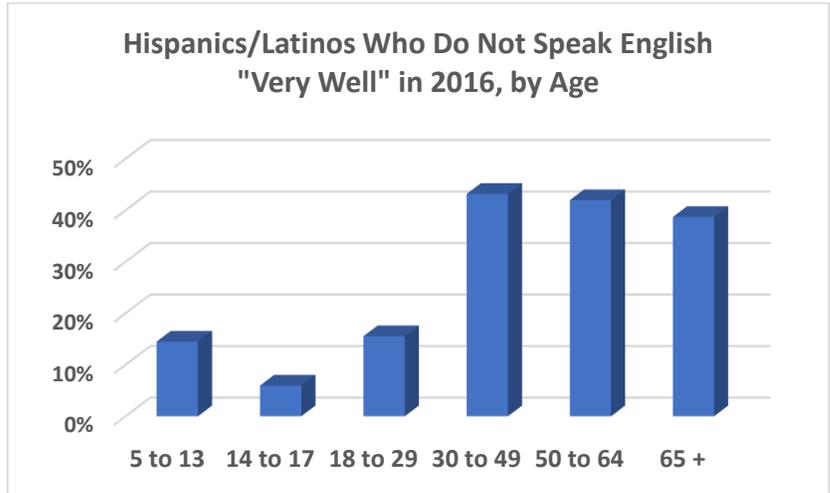
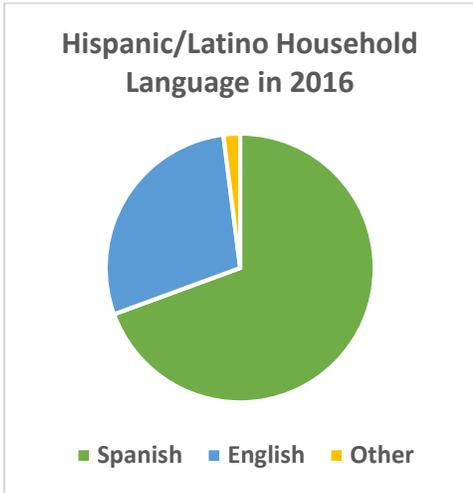
(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Portland, OR	229,915	443,562	93%	191,000	43%
Seattle	238,926	551,054	131%	246,000	45%
Spokane	59,968	105,132	75%	53,000	50%
Yakima	96,245	249,252	159%	116,000	46%
Total	816,076	1,722,340	111%	776,000	45.1%

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

Hispanic Ministry in the Parishes and Catholic Schools of Region 12, 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)
Anchorage	3	2	1	550	41/381	4/140
Baker	17	24	2	6,611	50/451	0/0
Boise	30	30	2	12,599	352/2,429	31/801
Fairbanks	1	1	0	75	19/218	14/187
Great Falls-Billings	1	1	0	100	40/1,942	10/603
Helena	4	0	4	150	4/842	1/314
Juneau	1	1	0	35	5/74	0
Portland, OR	54	70	3	27,200	1,038/8,996	600/5,753
Seattle	49	49	3	16,106	1,678/15,776	419/6,160
Spokane	10	16	2	6,100	392/3,282	121/1,102
Yakima	27	54	0	32,500	??/1,599	??/218
Total	197	248	17	102,026	3,619/35,990	1,200/15,278

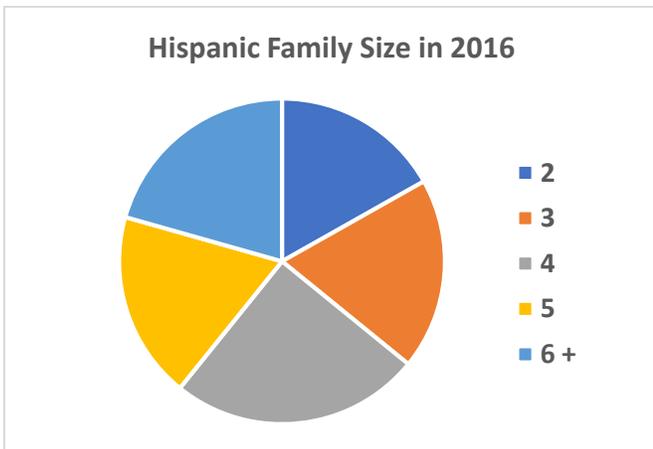
Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 12						
(Arch)Diocese	Priests			Religious (men and women)	Deacons	Lay Ecclesial Ministers
	Active	Retired	Foreign-born			
Anchorage	1	0	1	1	2	3
Baker	3	0	3	0	4	13
Boise	20	2	20	3	10	???
Fairbanks	0	0	0	0	0	3
Great Falls-Billings	1	0	1	0	0	1
Helena	0	0	0	0	0	0
Juneau	0	0	0	0	0	0
Portland, OR	18	1	15	12	11	50
Seattle	14	2	11	5	8	11+
Spokane	7	1	8	2	11	6
Yakima	22	2	22	7	6	0
Total	86	8	81	30	52	87

Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 12

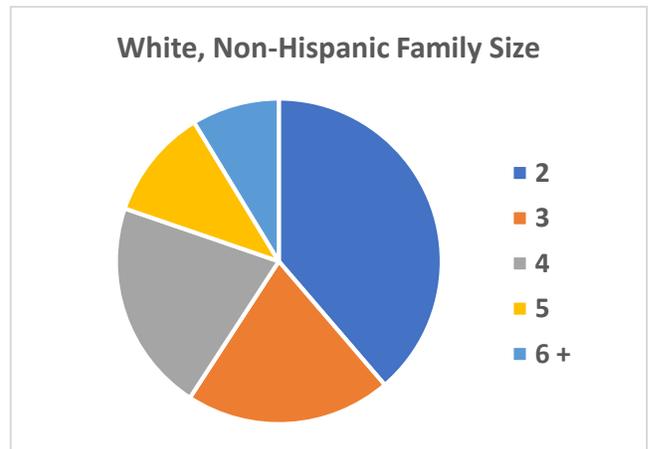


Median Hispanic Household Income: **\$53,500**

Median White Household Income: **\$75,500**

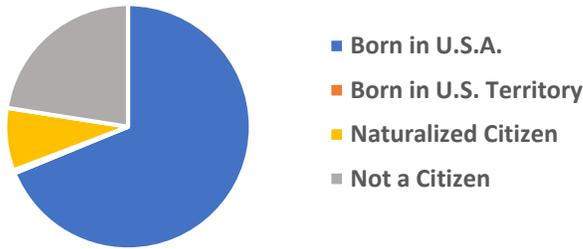


Average Family Size: **4.2**

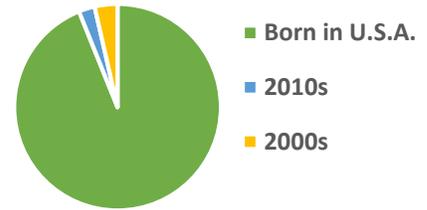


Average Family Size: **3.4**

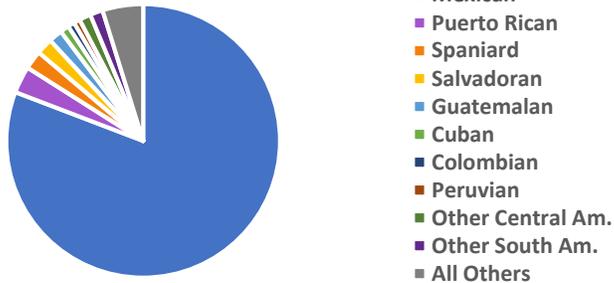
Citizenship of Hispanic Residents in 2016



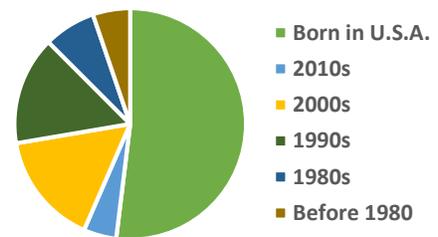
Decade of Entry for Hispanic Children



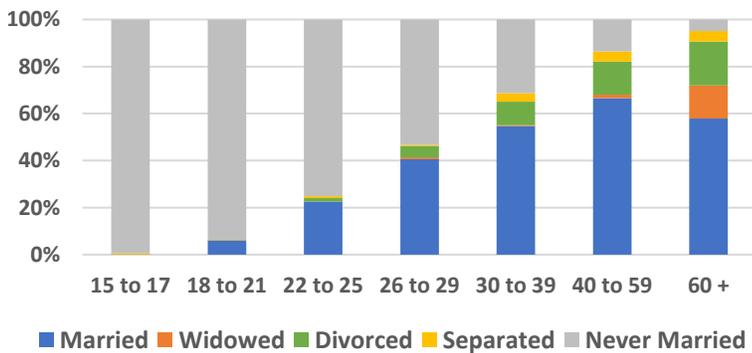
National Heritage of Hispanic Residents in 2016



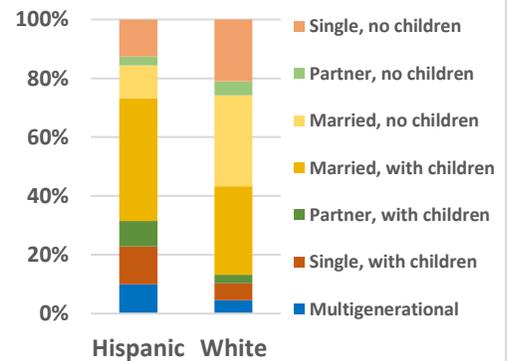
Decade of Entry for Hispanic Adults



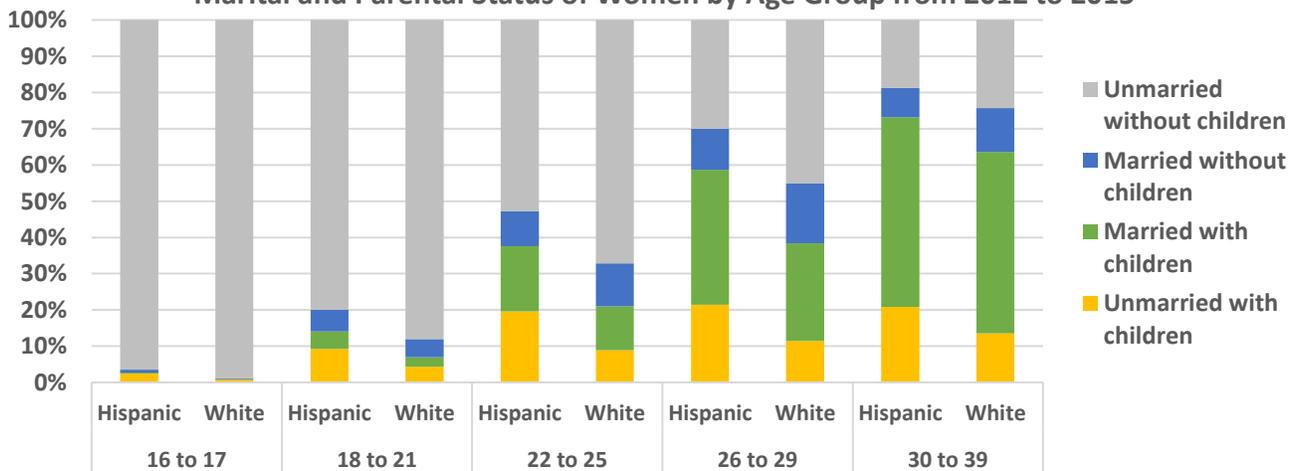
Hispanic Marital Status by Age in 2016



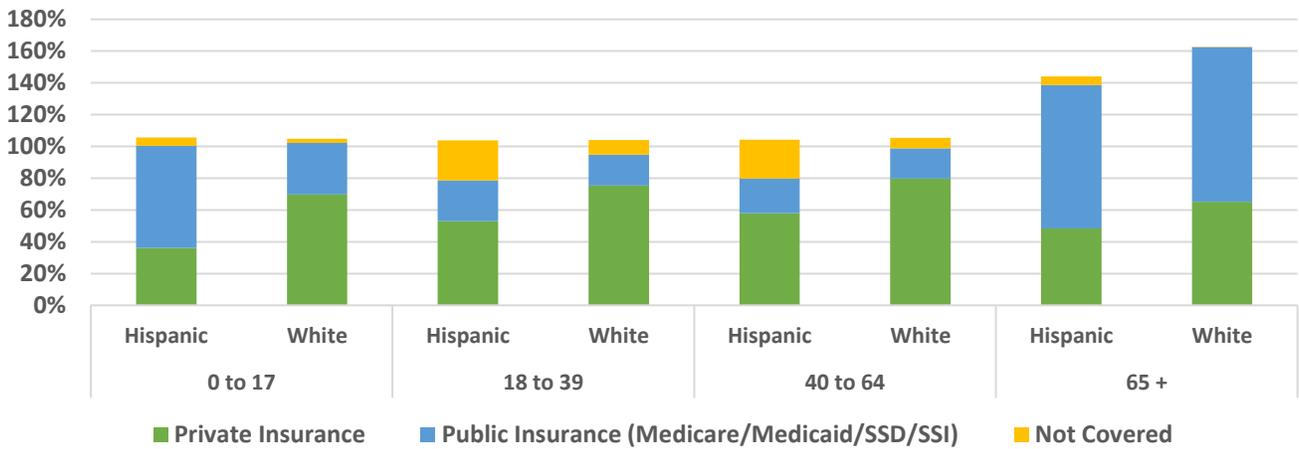
Household Type, 2012 to 2015



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

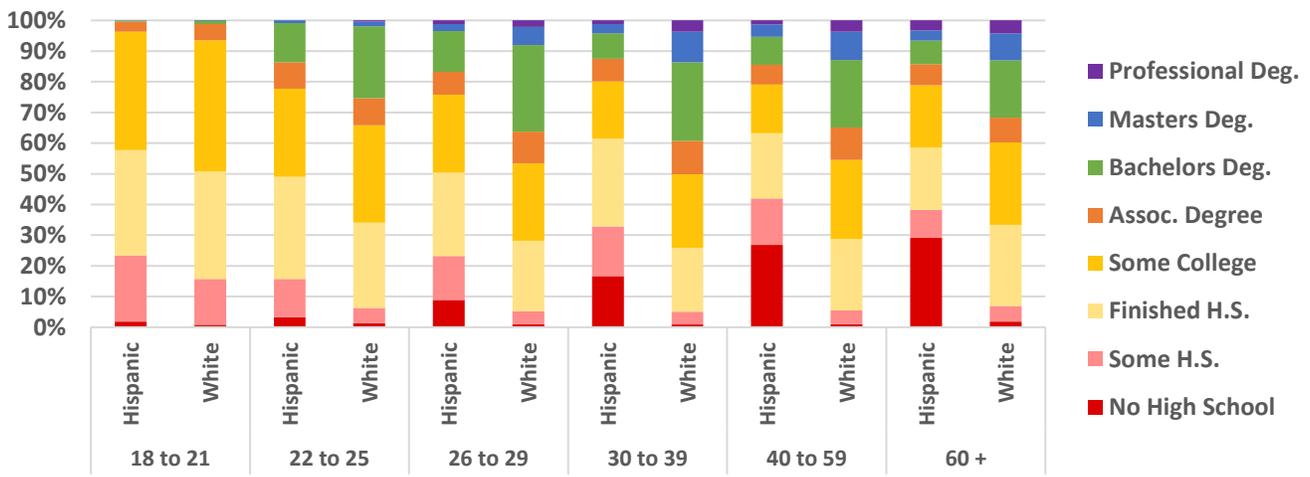


Health Insurance Coverage by Age Group in 2016*

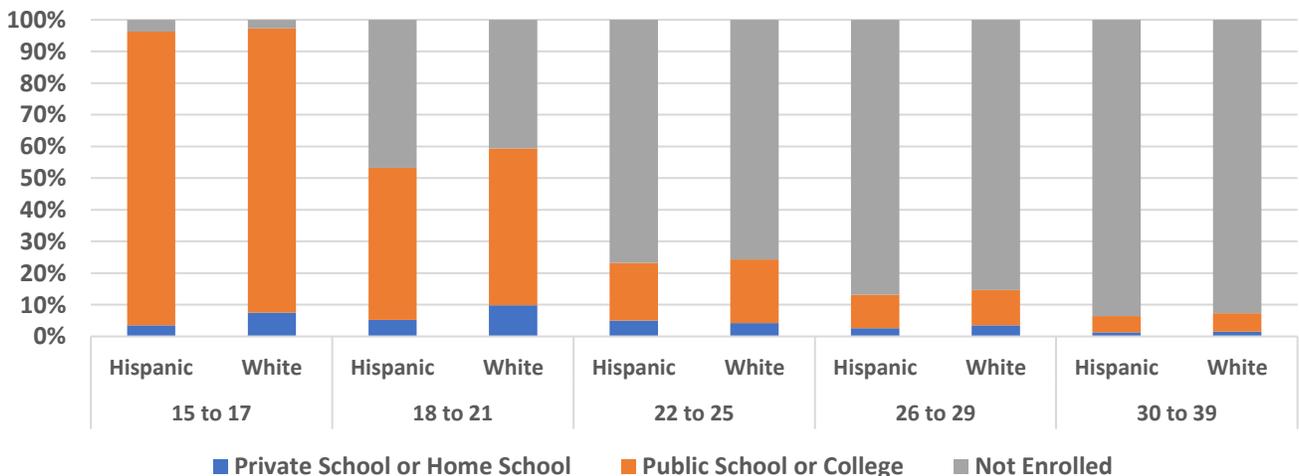


* Numbers may exceed 100% because some individuals may have a combination of public and private insurance.

Educational Attainment by Age Group in 2016



School Enrollment Status by Age Group in 2016



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