

REGION II –

The (Arch) Dioceses of New York State



V ENCUENTRO

*Missionary Disciples:
Witnesses of God's Love*



Regional Encuentro
Albany, NY

June 22-24, 2018

English Draft



Prayer for the V Encuentro

God of infinite Mercy,
you sent your Risen Son
to encounter the disciples on the way to Emmaus.

Grant us today a missionary spirit
and send us forth to encounter
our sisters and brothers:

to walk with them in friendship,
to listen to their hopes and dreams
with compassion,
and to proclaim your Word with courage,
so that they might come to know you once again
in the breaking of the Bread.

Make us all missionary disciples, and stay with us always,
as we seek to share the joy of the Gospel
with people of all generations,
from every race, language, culture, and nation.

We ask you this with burning hearts,
filled with the Holy Spirit,
in the name of our Lord Jesus Christ,
and through the loving intercession of
our Blessed Mother Mary, Our Lady of Guadalupe,
Star of the New Evangelization in the Americas.

Amen.

Regional Working Document

Part I: Regional Information

Region: <u> II </u>
Date of Regional Encuentro: <u> June 22 to 24, 2018 </u>
Location of Regional Encuentro:
City/State: <u> Albany, NY </u>
Name of Facility: <u> Desmond Hotel </u>

1. Briefly describe the Region:

Region II (the state of New York) covers an area of more than 54,556 mi². Within this Region there are eight dioceses with 322 parishes that serve the Hispanic community. The total population in Region II is 19,862,512 people as of 2016. While the total population of Catholics within Region II is approximately 6,584,000 people, the Hispanic Catholic population totals more than 2,064,000 people.

Of these 322 parishes in Region II, 513 Masses are celebrated in Spanish weekly, while another 7 monthly Masses are celebrated. The ethnic composition of Region II is as follows:

Race	Asian	African American	White	Hispanic	Native American	Two or More
Percentage	8.9%	17.7%	69.9%	19%	1%	2.5%

The average family income is \$ 60,741.00, while the income per person is \$ 34,212. It is important to note that Region II is economically diverse and includes both the richest congressional districts and the poorest ones.

2. Regional Team:

Name	Title	(Arch) Diocese	Country of Origin
Most Rev. Octavio Cisneros	Region II Encuentro Lead Bishop	Brooklyn	Cuba
Most Rev. Peter J. Byrne	Delegate of the Archbishop	Nueva York	United States
Wanda F. Vasquez	Region II Coordinator	Nueva York	Puerto Rico
Deacon Luis Roberto Polanco	Financial Representative	Rockville Center	Dominican Rep.
Deacon Jorge Gonzalez	Region II Co-Chair	Brooklyn	
Luis Peña	Secretarial Committee	Nueva York	Dominican Rep.
Christian Cisneros	Communications Committee	Nueva York	United States
Padre Jorge Reyes	Liturgy Committee	Albany	
Padre Jesús Flores	Delegate of the Bishop	Rochester	
Sr. Mercedes Pilar de la Cruz	Secretarial Committee	Nueva York	Dominican Rep.
Fr. Brian McWeeney	Development Committee	Nueva York	United States
Christy Vaissade	Music Committee	Nueva York	Dominican Rep.
Luz Milagros Ramos	Process and Program Committee	Buffalo	

Doris Valentin	Process and Program Committee	Buffalo	
Padre Joseph Espallait	Liturgy Committee	Nueva York	Dominican Rep.
Cynthia Psenick	Committee of Speakers	Nueva York	Dominican Rep.
Deacon Jorge Castillo	Committee of Speakers	Brooklyn	Guatemala
Padre Lorenzo Ato	Liturgy and Communications Committees	Nueva York	Perú
Gabriel Vaca	Process and Program Committee	Rockville Center	
Deacon Guillermo Gomez	Liturgy Committee	Brooklyn	
Maria Isabel Barboza	Process and Program Committee	Catholic Relief S.	
Miguel Espichan	Process and Program Committee	Rockville Centre	
Yohanna de los Santos	Development Committee	Nueva York	Dominican Rep.
Mercedes Anderson	Communications Committee	Nueva York	United States (Spain/Colombia)
Sr. Jesusandra Rosa	Liturgy and Music Committees	Nueva York	Dominican Rep.
Richard Espinal	Committee of Consultants	Nueva York	Dominican Rep.
Dr. Valerie Torres	Committee of Consultants	Nueva York	Puerto Rico
Rev. Jean Pierre Ruiz	Committee of Consultants	Brooklyn	
Sr. Veronica Mendez, RCD	Committee of Consultants	New York	Puerto Rico
Dr. Jose Planas	Committee of Consultants	Newark	Cuba
Sr. Melba Rosa Vasquez, RCND	Committee of Consultants	New York	
Rev. Agustino Torres, CFR	Committee of Consultants	New York	United States

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

- Have staff (priests, deacons, secretaries and lay ministers) who speak Spanish and understand the community in the parish offices.
- Need for Latino Priests / Deacons.
- Being able to speak with someone in Spanish is key to feeling welcome.
- The need for priests and deacons who truly care about the Hispanic community and understand it to continue growing in the faith.
- The schedule of service in the parish coincides with the work schedule of the people.
- Priests and deacons willing to give their time to assist people with family problems; and if

they cannot, have one or more counselors or psychologists to help people in crisis.

- Increase services to people with disabilities and that buildings have facilities, so they can have access.
- That there are more retirement homes where you can enter at a lower cost.
- Lack of adequate space or place for growth in the faith (catechesis, meetings, retreats, formation of ministers)

Faith formation

- Religious preparation in Spanish.
- There is a great need for formation in the faith.
- They do not understand the doctrine of the Church and the sacraments well, for which reason they do not emphasize the spiritual life.



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- Formation programs where the faith is explained, even if it is not directed to the sacraments, starting with the Catechism.
- Programs to follow children and adults after receiving the sacraments.

Leadership development

- There is a great need for an exorcist for the Hispanic community.
- Parish retreats in liturgical times, with themes that attract parishioners.
- That old leaders give more space for participation to new leaders.
- Train new leaders and assign tasks that help them develop.
- That there are programs of biblical formation of different levels for all the leaders.
- We need to train leaders for people with disabilities, sick people, prisons, grief...

Collaboration and openness

- Conflict between work schedules and the schedules of the services in the parish, as well as the office hours in the home.
- More personal access and contact with the priests and deacons of the parish.
- Many were unaware of which parish they belonged to and what were the services that it could offer them.
- Sometimes they do not feel welcome or even experience discrimination when they come to the parish to request services.
- Documents to be filled to receive services are sometimes only in English or translated in a way that is not understood.
- There is no attention for children during Mass and they fear being rejected if they bring them.
- Open a social center in each parish where more information about the services of the Church and the community can be obtained.
- That the priests do more to unite the apostolic groups of the parish, because each one is working on their own.
- Start other Masses in Spanish where the churches are crowded.
- Provide Mass in Spanish during the week and more time for confessions in Spanish.
- The need for greater openness and use of the charisms of movements in evangelization at all levels became clear.
- Invite newcomers to the events and activities of the parish.

- That there are members of the Hispanic community in the parish council.

Evangelization and the V Encuentro

- The lack of support from the church was evident in the visits.
- Efforts of evangelization oriented towards the peripheries, with a new system of evangelization that is effective.
- To take advantage of the novenas, Christmas inns and Marian festivals to evangelize the participants and take them to a more intense sacramental life.

Attention to young people

- Apostolic groups, ecclesial communities and ministries that work with adolescents and young adults in the appropriate language.
- It is necessary to open spaces in the parishes where adolescents and young Hispanic adults can develop as leaders.
- More resources must be invested in the development and formation of young bilingual leaders who serve as pastoral agents in their parishes and the diocese.
- A cyber pastoral is needed that allows young people to communicate, evangelize and be evangelized.
- There are strong obstacles to the integration of Hispanic youth in their parishes.
- The lack of recreational spaces for young people that would allow them to practice sports and get involved in a Catholic environment.
- The lack of role models, emotional support and attention of adults can lead to addictions.
- The youth who participated in the Encuentro were Latinos born in the United States. They expressed the need to feel included and not feel judged.
- The inability to speak Spanish makes it difficult for some to fully participate in the Mass in Spanish.
- That more children receive the sacraments.
- That there be Masses and programs for young people where they participate with dynamism.
- That talks be given to young people to prevent alcoholism and drugs.
- Conflicts exist between Catholic and secular values that children receive in public schools and in a secular society.



- These conflicting messages create problems at home and are difficult to address, especially with adolescents.

Personal obstacles and situations

- Struggles with faith and with the Church (lack of relevance and perceived hypocrisy).
- Cry for better attention of the Church to its various states and degrees of alienation.
- The lack of importance of their faith and the bad experience they found with the church.
- They worry about being judged when they attend.
- Feels pressured because they urgently invite her to be a volunteer in the church.
- People cannot or will not go to church.
- People leave the church to go to other religions, such as the Jehovah's Witnesses.

B. Personal Growth

- They need professional help or counseling to face the challenges they experience.
- Develop the skills for a better family integration.
- Personal problems.
- They worry about social problems:
 - World hunger;
 - Wars and conflicts in the world;
 - The president is dividing the country.
- For the incarcerated population, affectionate human contact is the main need.
- Bring comfort to many people who live alone (especially the elderly).
- Be available to help others.
- Overcoming failure, not achieving dreams.
- Needs motivation or personal guidance to persevere in personal goals.

C. Immigration Status

- The reality of having family members detained for immigration issues and the impact of immigration policies on the family.
- Most are undocumented and are afraid to go out on the streets. It is getting harder and harder for them to even go out and look for their basic needs.
- Live in fear of being deported and separated from their children.
- Concern about the immigration laws that the current government is implementing, particularly those related to DACA.
- The possibility of being deported leads them to distrust all those who approach them, even

if it is to invite them to share a prayer or come to the parish.

- They fear providing personal information as part of the enrollment process.

D. Acculturation and Language

- They do not feel comfortable here because of the language and they miss their families a lot in their country.
- The widespread hatred in society.
- They also face language barriers.
- Struggles with the norms of society.
- Racism and a lack of cultural sensitivity in the Church and in society.
- People's social integration (or lack of it) is an important factor in determining how they identify obstacles and needs.
- Experiences of racism, loneliness, cultural alienation and fear of family separation.

E. Work and Finances

- Many parents have to go to work very early and do not return until very late, which does not allow them to be present in the family and attend to their children.
- Work conditions affect the family nucleus and the relationships between spouses and parents with their children.
- Find an affordable home / home.
- Poverty: the disparity between income and the cost of living threatens many of our families.
- Both parents work to make ends meet and, therefore, cannot spend quality time as they would like with their children.
- They are rural people who work on farms and are seasonal. They change their residence constantly and worry about their indebtedness.
- The high cost of living and housing in NY, as well as the lack of documents, forces many parents or young adult immigrants to work long hours for wages below the minimum wage.
- Work schedules make it impossible for them to integrate into the parish community.
- Most Latino Catholic families live below the poverty line.
- Rent increases affect families in our archdiocese and are often forced to move.

F. Family Life

- Be able to balance your work and family life.



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- Marriage problems and family union.
- The well-being of their children, who do not get involved in drugs and follow a good path.
- The high cost of housing forces families to share an apartment with other families, which makes communication and care difficult.
- The separation of families.
- The needs and obstacles they face revolve around family problems and their dreams and hopes.
- Having the family divided into two different countries, which can be an important factor of depression.
- Struggles with the family.
- The challenge of raising a united family and transmitting cultural traditions over long distances, when children grow up and leave.
- Early adolescent pregnancies.

G. Lack of Transportation

- They have no means of transportation and it is difficult for them to come to Mass, especially the elderly and disabled.
- Field workers do not have transportation and depend on others to do their shopping and other chores.

H. Health Status

- The elderly forgotten in asylums.
- Concern about health problems.
- How to care for your elderly parents, especially if they are sick.
- Concern about the obstacles of obtaining medical insurance due to their legal status.
- They do not want to die alone.
- Mental health problems: depression, anxiety, mania, self-esteem, etc.
- The sick, the physically disabled, the elderly and their caregivers do not have the support services or financial means, and they are confined to their homes.
- Health is a problem, especially for children with disabilities.

I. Personal Challenges

- The cell phone is an obstacle to socializing with others.
- Many Hispanic families who have children with disabilities do not know the social resources that can help them. The challenges they face are compounded by the lack of good schools and access to services.

- The needs of these families are often ignored in our parishes.

J. Spiritual Life

- Their love for God is great, but they are away from the church because of their immigration status.
- They have no knowledge of God or of faith.
- After a difficult experience he came to doubt his faith in God.
- I thought Jesus had abandoned his family when they needed him the most.
- Sometimes they cannot go to church because they depend on someone in the family for transportation and they do not want to go or do not have faith.
- Believes in God but does not visit the Church regularly.
- Believes in God but has not had a personal encounter with God.
- Look to God as a remote being. He sees that it does not impact Catholics to follow the gospel.
- He says that it is not necessary to attend church, because God is in everything and by doing good works salvation is achieved.
- Only know the God of punishment.
- Has a distant relationship with God. He went to church without finding answers to his problems and felt indifference in the church.
- We need more spiritual groups and activities to strengthen the relationship with God, grow in faith and participate in the church.
- Need to experience an encounter with the living God.
- Not everyone is faithful to the Lord.

K. Abuse

- Alcohol in its various forms has become one of the main enemies of marriage and the family.
- Financial difficulties can lead to domestic abuse, alcoholism and divorce.
- They experience problems of domestic violence, addiction and psychological traumas.

L. Lack of Knowledge

- Lack of understanding of your rights as residents of the state of New York.
- Many Hispanic families who have children with disabilities do not know the resources that can help them raise their children.



M. Academic Education

- See your children grow and study a career.
- Students in Catholic schools identified family situations, low self-esteem, and the cost of Catholic education as challenges or obstacles.
- The workload of the school can be overwhelming and stressful and sometimes leads to dropping out.
- Many Latino parents prefer to send their children to public schools instead of incurring the cost of Catholic education.

N. Violence and Gangs

- They experience problems of domestic violence and gangs.
- They are afraid to go out into the streets, especially at night because of gangs and raids.
- Concerned about crime and the increase in violence, that is, school shootings and child safety.
- Immigrant Hispanics expressed great anxiety for the safety of their loved ones - here and in their country of origin.

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

- Have a career or business and a family.
- Finish studies, work and earn well to give a better life to your family.
- See your children grow, mature and do well.
- Better future for the children, economic and emotional stability.
- Happiness doing what you love.
- Travel around the world.
- Have good mental and physical health.
- Recovery from substance abuse.
- Go on with life since he was released from jail.
- Better organization and time management.
- Participate more in the church.
- Live a good and simple life, to be the best person you can.
- Own a house and a business.
- Obtain United States citizenship.
- Financial success: good employment, health care, retirement planning and schooling and progress of their children.
- Love God and serve God and my neighbor.
- That the Lord will soon be with us and do not lose hope to see him after leaving this world.
- The gift of charity, on the way with Jesus.
- Help the needy, the lonely, the sick and the hungry.
- Pray more, that is, the Rosary.
- Have faith and an encounter with Jesus.
- Follow the ways of the Lord, serve him with love and contribute more to the Church.

- To surrender more to God and progress more spiritually and in belonging to the Church.
- Receive the sacraments they lack, serve in some ministry, evangelize others and transmit the faith to their children.
- Be able to get married in the Church.

B. Dreams: For the Church Activities

- That the parish be a community where they can find support and guidance.
- Involve parishioners with faith formation for leaders of groups and ministries and the entire community.
- Your dreams are related to the activities of the parish.
- More parish dialogues, retreats and service opportunities will be implemented at the parish level.

Services to the Community in General

- Support groups to help us grow closer to God.
- A bilingual Mass where the language barriers between parents and children can be addressed.
- Faith formation center where catechesis, meetings, retreats and training of Hispanic ministers can be imparted.
- Train the laity with clear criteria of the values and actions that should be cultivated in the light of the sacred scriptures.
- Have a well-created Spanish Mass with their choir and where people are prepared to serve in the liturgy.
- More bilingual services in the parish.



Services to Particular Groups

- Programs for marriage preparation.
- Help young people, who only care about technology, appearances, the passing, and do not give space to God in their lives.
- Hispanic vocation ministry in order to guide young Hispanics down the path of being true disciples of Christ.
- That there be programs in the parish to involve adolescents, as well as young Latino adults.
- A family pastoral that allows renewing their marital relationships and between parents and their children with spiritual and professional support (counseling).
- Form ministries for people with disabilities or the elderly.
- Serve children with special needs.

Pastoral Team and Lay Leaders

- The opportunity to advise their pastors about the topics of interest in the parish.
- Have a pastor to dedicate more time to the Latino community.
- Receive the necessary training to be able to preach the Word of God.
- That young Hispanics become more integrated into the Church and that ecclesial vocations among Hispanics are captured.

Challenges to Overcome

- To be able to count on the Church in difficulties.
- That the media serve to spread the beauty of the faith.
- That the church function as a system of evangelization that refreshes the Hispanic heritage in their children to maintain the unity of the family and the importance of faith.
- More people seeking the Lord.

Participation in the Community

- Have more time to participate in the church.
- Feel part of the parish community.
- To be able to share their faith, customs and culture despite the challenges of time / work.
- More participation of the people in the Mass.
- An integrated pastoral family where families learn about the Word of God.
- Greater participation in activities.
- May the whole world open the heart to Jesus.
- An outreach program to bring back non-practicing Catholics, as well as separated brothers and sisters.

- To be an inclusive community that serves people with disabilities and people confined to their home.

C. Dreams: Personal and Social Relationships

- Meet with your children, parents or siblings in this country or in the country of origin, as they cannot travel.
- That their children graduate from the University.
- Have a happy and united family.
- Live closely with their children.
- Be members who do well in society.
- They are eager to build their parish community and their life of faith within it.
- Hope that the family always remembers the Word of God.
- That there is peace, love, happiness and unity in the whole world.
- To make the world a better place.
- Their children, too, express a strong desire to contribute to American society.
- Promote equality throughout the country, which they clearly see as threatened.

D. Dreams: Security and Basic Needs

- Better jobs, health insurance, a driver's license and a home of their own.
- Find a cure for cancer.
- They dream of having financial security.
- Support and accompaniment of the parish:
 - To families separated for migratory reasons (family members deported);
 - Families facing immigration problems due to family members being detained or in the process of being deported;
 - Dreamers (DACA), TPS, and others, with workshops and seminars that inform them of the latest changes in immigration laws;
 - To achieve legal status in the country.
- Live a normal, happy and healthy life.
- Solve health problems.
- Decent jobs and conditions for immigrant workers.
- The articulation of their hopes and dreams varied according to their immigration status.
- Rural migrants and agricultural workers dream of the basic security of the family (housing, food and stability), whether in the United States or in their country of origin.



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E. Gifts: From or for the Community

- Support the missionary activities of the V Encuentro.
- Collaborate more in the economy of the parish, increasing their offerings.
- Collaborate in the care of children.
- Show what an exemplary marriage is.
- Families in our parish want to help attract teens so they can live Christian values.
- Share the love of God.
- Generosity, patience and love for others.
- Organize activities to raise funds for the Church (e.g. sales and Hispanic kiosk at the parish celebration).
- Young people: share their energy, creative capacity and experience of Jesus Christ with other young people in the community.
- Help others and be eloquent.
- Welcome others, listen to those who need to discuss their problems and advise those who need guidance.
- Leadership and desire to move forward.
- The culture to share (music, customs), an attitude of strength to get ahead and the spirit of family.
- Humility, fidelity, hospitality and hope.
- Encourage communities of faith that seek out the remote and mutual love.
- Organize events and improve processes.
- Participation and support in meetings and activities in favor of the Church.
- Personal characteristics: faith, love, worker, compassion, kindness, intelligence, discipline, cooperation, listening, understanding without judgment, bilingual, leadership, solidarity, communication, patience and caring for others.
- Serve as bridges between English speakers and non-English speakers.

F. Gifts: For Service

- Availability to serve and help in everything.
- Cooking, cleaning, etc. in retreats and events.
- Collaborate with parish activities.
- Visit the houses and evangelize those who need to know more about God.
- Transport those who do not have mobility.
- Childcare, e.g. during Mass.
- Organization and helping the Father.
- Guide new people.
- Participation in events of my parish.

- Food preparation for fundraising events.
- Help in several ministries: ushers, hospitality, visiting the sick, cooking and office tasks.
- Provide advice; and advise young people and families with drug problems through educational programs.
- An ethic of hard work, compassion, and a desire to help those in need.
- Talents of art, sport and service.
- Visit the prisoners, the sick and the elderly.
- Use your gifts to make dreams come true.
- Give time to meet the needs of the parish, e.g. playing instruments, building, painting and sewing.
- For rural migrants and agricultural workers, the objective was to contribute to specific meetings of the Church (such as ministers, cooks, etc.).
- In the urban and suburban communities, the horizon was broader, which included the entire parish and local community.
- Among young people, the horizon included an understanding of the injustice system and a desire to contribute to its overcoming.
- Prepare and serve food in soup kitchens and support the food bank.

G. Gifts: From Experience or Nature

- Adults offer their gift of catechesis.
- Helping with the language at a time when the sacraments are not found in Spanish.
- Form marriage groups and youth groups.
- Families in our parish want to help attract teens so they can live Christian values.
- The Spanish language, cultural traditions, and the willingness to freely share their faith with others.
- Apostolic movements and ecclesial communities offer their parish charisms and spirituality to the parish community.
- Seminars, courses, retreats, workshops that can renew the parish life.
- They are teachers, speakers and readers.
- I like to work with children.
- Knowledge of the Sacred Scriptures.
- Share the Word of God: personal testimony; teacher of religion; advisor / youth leader; preacher; in Spanish and English.

H. Gifts: For the Spiritual Life

- Contribute to the celebration of the Santo Niño in the parish (as they do in their country).



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- Help in the organization of the Mass and the religious celebrations of the parish.
- Prayer and Christian devotions, especially by Mary.
- Read, sing and help in other things.
- Liturgy and spirituality: faith; play musical instruments; healing gift; Eucharistic ministers; teach the Rosary.
- Participation in liturgical ministries; have joyful liturgical celebrations.
- Apostolic movements and ecclesial communities offer the parish its charisms and spirituality, and resources such as seminars, courses, retreats and workshops that can renew the parish life.
- Own culture full of religious traditions, music and joy.
- Help with the offerings.

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

- Pray for them so that they end up living in full life in God and not in the world.
- Inviting friends and classmates to Mass.
- Invite them to be part of the great Catholic Hispanic family, receive them with messages of love and hope, listen to their anguish.
- To speak to them and to evangelize them with the Word of God that teaches and sustains us, and the sacraments that forgive us in reconciliation and strengthen us in the Eucharist.
- After visiting the peripheries, we have a lot of material to develop programs.
- Always be willing to help according to my possibilities.
- We have the process of evangelization Get up, among others.
- Meet with people outside the church.
- Provide support so they can continue to seek God.
- Be honest and answer your questions.
- Compassion is key to affirming the presence and contributions of Hispanics / Latinos in the peripheries.
- Not only not to judge, but actively support the gifts of each member of the community, especially the marginalized for any reason (lack of documents, work schedules, illnesses, addictions, etc.).

- Homes are being evangelized and through this many have returned to the church and are requesting the sacraments.

Hospitality and Welcome

- Make them feel motivated, in this way they will feel welcome.
- They are very warm when someone new comes to Mass in Spanish.
- Greet them and make them feel welcome.
- Volunteer groups that welcome those who attend the Church and show them that we need them.
- Recognize newcomers at Mass.
- Welcome by the priest.
- Receive them with open arms and not judge them by their appearance.

Community Building

- Help each other, always praying and encouraging them to move forward.
- Inform them of the activities that are in the Church to participate.
- Small prayer and formation groups that meet in the homes of the parishioners.
- Increase the number of social and ministerial activities, such as retreats, Alcoholics Anonymous meetings and cultural events.
- Children's camps, concerts and Christmas activities, theater for young people.

Social Ministry

- People are helped in their risk needs (e.g. poverty, separations for reasons of migration and imprisonment, elderly or sick people...).



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- Our community is attentive to families or people with material, social or spiritual difficulties.
- Have groups that are of union, respect, humility and consideration for others.
- Help to cover basic needs.
- Ease of transportation for people who find it difficult to attend Mass.
- Providing food to the needy, clothing, school supplies, outpatient medical services, immigration services...

Visits to the Sick

- Visits to the inmates to bring them holy communion.
- The challenge of keeping in touch with the elderly and the sick has been addressed by different parish groups that come out and visit them in their homes.
- The ministries of consolation and the Eucharist visit the houses especially the elders to bring them communion and some material good they need.
- Participation in funerals is also very active when a family member of a community dies.
- Living Witness to the Faith
- Love in words and action.
- Giving good example consistent with my faith.

2. Hispanic Youth & Young Adult Ministry

- Make a living with the youth and let them tell how our church should relate to them.
- In some parishes, children and young people have joined the service during the Mass after receiving their sacraments, thus attracting the whole family.
- In Catholic schools and among young people, peer-to-peer support is what works best.
- Group of young Latinos.
- Listen especially to the voices of young Hispanics and find a way to respond to their concerns and aspirations.
- Invite them to contribute their music, their art and their renewing thoughts as they will be the protagonists of the future of the Hispanic Church.
- Parishes strive to keep their adolescent and young adult populations involved through a wide variety of activities that include sports, Zumba, movies, retreats, etc.

- Presence of young adults in the diocesan offices: we found a good number of young Hispanics working in different capacities.

3. Intercultural Competencies

- As a Hispanic community we lack unity with the American community to support each other in programs that help the most needy.
- Currently, most of the agencies of the diocese that assist the Bishop in his mission have Hispanic personnel that can guide those brothers and sisters who need help in Spanish.
- Many of our parishes have addressed the need to have more Hispanics in consulting roles in the parish. By increasing representation in their parish / financial councils as a result, pastors have benefited from their unique ideas.
- The promotion of bilingualism and the understanding of cultural differences, since a deeper and broader mutual understanding of Latin and Anglo-Saxon customs leads to stronger community bonds and less marginalization.
- Promoting and supporting Hispanics / Latinos who are learning English as a second language, providing information in both languages, to facilitate bidirectional communication among Anglo-Latino communities in the parish, as well as achieving and promoting bilingual leadership among adolescents and young boys.
- In most of our parishes, the Mass is celebrated in Spanish during the week and on weekends. In a great majority there are bilingual staff (clergy and office).
- Vicar for Hispanic Affairs: One of the Auxiliary Bishops is Hispanic and offers retreats and formation workshops for liturgical ministers, organizes celebrations of devotions to our Lord Jesus Christ and the Blessed Virgin Mary, as well as provides accompaniment and support to Hispanic priests that are part of the diocese or are providing services in it.

4. Leadership Development & Ministry Formation

- When we met and had these sessions of the V Encuentro, we made a group very excited to go out and help.



- We want to be prepared and certified to go out and help others in need to form their own faith community.
- The priest or deacon should speak in homilies about our behavior with each other and how to speak to the people who visit us.
- Doing what Jesus taught us, love everyone and show them openness and compassion.
- Currently the diocese has a formation program for lay people in Spanish.
- Prepare others to be ministers.

5. Faith Formation and Catechesis

- The RCIA program has been activated in which members of the parish are giving instructions. Those who leave these programs join the services and ministries of the parish.
- Formation in the faith and catechesis.
- We met the spiritual needs in the community, for example, couples who live together before marriage, baptism of children, etc.
- Carry the catechism in Spanish.

6. Family Ministry

- Support parents so that they can share their faith with their children.
- Call the attention of children.

7. Immigration and Migrant Ministry

- Continue to motivate them to return and support them in their problems either with the language.
- By collaborating with community organizations, many parishes have been able to address the problem of not having a place to recommend to parishioners seeking assistance in the areas of immigration, work and mental health.
- The community helped them to integrate and to help them to continue coming to the Masses.
- Migration: the diocese has a migration office with competent lawyers who are at the service of all immigrants and speak Spanish.
- Organize programs to help rural people with transportation or English classes to help them feel part of a community.

8. Ministry among People with Disabilities and the Deaf Community

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

B. Stewardship and Development

- This has activated the RCIA program in which members of the parish are giving instructions. Those who leave these programs join the services and ministries of the parish.
- Many of our parishes have addressed the need to have more Hispanics in consultative roles in the parish. By increasing representation in their parish / financial councils as a result, pastors have benefited from their unique ideas.

C. Human Development

- By collaborating with community organizations, many parishes can refer parishioners seeking assistance in the areas of immigration, work and mental health to organizations that ensure that their needs are met.
- In some parishes, literacy services have been installed for those who cannot read, others have English classes for those who do not speak the language.

E. Catholic Education (K-12)

- In Catholic schools and among young people, peer-to-peer support is what works best.
- In the different parish communities the enrollment of children in Catholic academies / schools is promoted.
- They are offered a system of scholarships and reduction of the cost of education (scholarships) as well as after-school programs.
- In many of these schools we find bilingual staff that assists parents who do not speak English.

I. Liturgy and Spirituality

- In some parishes, children and young people have joined the service during the Mass after receiving their sacraments, thus attracting the whole family.
- In many parishes, requests for the needs of people who arrive at the Mass are included in the prayer of the faithful.
- Rosary Prayer Groups in some parishes help in the needs of the members of the group helping to maintain devotion and union among its members.



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J. Ecclesial Movements

- Apostolic movements and ecclesial communities that serve the Hispanic community are present.

K. Ministry with the Incarcerated and Detained

- Visit Group to the Prison in one of the parishes.

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

- Programs of visits to the homes of the people who have baptized their children.
- Follow up and encourage them to participate in parish activities and events.
- Make personal and written invitations.
- Invite them to Masses, special events, training programs and holidays.
- Tell them it is an opportunity to share with their children.
- Organize social activities.
- Listen and understand their needs better.
- Talk to them about the wonderful things God has done, so that they feel closer to Jesus and can count on Him.
- Teach them to read the Bible and help them get to Mass.
- Access to clergy and others in the congregation.
- Go door to door sharing information about their parishes.
- Create evangelization teams to go out to meet others.
- That each apostolic group carry out missions periodically visiting homes.
- Form teams of families that evangelize other families.
- Have a team of people who call those who do not attend regularly by inviting them again.

Hospitality and Welcome

- Individual efforts to welcome and welcome new members at Mass.
- Development of hospitality ministries to help create a welcoming environment.
- Open the door and welcome them as a family with open arms and hearts and a smile.
- Approach them and introduce themselves.
- Sit next to them if they are alone.
- Connect with all people, especially the shy ones.

- Be more empathetic and put yourself in the situation of the foreigner / newcomer.
- Try harder by praying and using the best listening skills.
- Be more creative in inventing ways to make them feel welcome.
- Recognize those who visit for the first time.
- Follow up with new visitors.

Community Building

- Celebrate special occasions in everyone's life and make them feel more like a family and cared for.
- Have activities that bring us closer to God.
- Prayer and formation groups that meet in homes to work with fallen Catholics and create space for them to begin returning to the church.
- Better forms of communication in order to strengthen community relations.
- More personal contact, especially by email and text messages.
- Events and activities have to be better promoted.
- Encourage community members to register in the parish.
- Share with the community a snack to meet their needs and see their gifts and talents and involve them in parish activities.
- Organize picnics, sports and family events in the summer, inviting everyone.
- Organize dinners and concerts in the winter, inviting the poorest and lonely.

Social Ministry

- Approach the alienated and share what we have with the poor.
- Pray for the sick.
- Collect donations and raise funds to buy the necessary items.
- Provide a list of resources for particular needs.



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- Offer workshops on cultural activities, sports and personal growth.
- Ministries of food, clothing and furniture are extremely important.
- Be present in the neighborhood, such as providing community meals.

Visits to the Sick

- Pastoral visit to the elderly and sick who cannot go to church.
- Help distressed families.
- Visit hospitals and institutions.

Living Witness to the Faith

- Disposition to share personal history.
- Doing our best as Catholics and being a witness.
- Be open to others and not judge.
- Do not pay attention to social classes.
- Receive others with love.
- Stay close to God.
- Share my faith and experiences as a Catholic.
- Be prepared to share the Gospel and defend our faith.
- We never know how our words will affect others.
- Talk about the Bible.
- Share the love of God.
- Answer your questions about faith.

2. Hispanic Youth & Young Adult Ministry

- A state event for young people where they can experience a larger church.
- A strong youth group to encourage the participation of other young people.
- Race night.
- Preparation and celebration of quinceañeras.
- Liturgical celebrations for families with youth participation.
- Make a living with the youth and let them tell how our church should relate to them.
- Create an evangelization plan to reach more young people in the sessions.
- Promote leadership.
- Help access and know God on another day other than Sunday.
- Help parents and families in need.
- Invite young people to join the choir to sing or play an instrument.
- Find a way to respond to their needs, concerns and aspirations.

- Invite them to contribute their music, their art and their innovative thoughts.
- Young people want to see more organizations that help the poor.
- Facilitate and motivate communication among youth groups in different parishes.
- Organize transportation to the parish.
- Provide safe spaces for meeting and good adult models.
- The youth group offers a great support system for teenagers.
- Have more programs for neighborhood children, sports, vocational training, study groups and anti-bullying programs through bullying.
- More youth retreats and leadership opportunities such as serving at Mass.
- Homilies that include the reality of young people, possibly speaking something in English during the homily.

3. Intercultural Competencies

- Being a small community, they feel they are not important in the parish even though they have their monthly Mass in Spanish.
- Offer Mass in Spanish or bilingual.
- Have priests who speak Spanish who are more involved in the activities of our Latino community.
- Help people from different backgrounds feel welcome.
- Strengthen intercultural relations.
- Respect the linguistic limitations of everyone.
- Provide all printed materials in both English and Spanish.
- Liturgical leadership shared among cultures.
- Ministry of gestures (ASL) for the deaf.
- More staff that speaks Spanish.
- Understand that they bring their culture and that it sometimes clashes with the culture of the United States.
- Have integration activities such as coexistence and shared meals.

4. Leadership Development & Ministry Formation

- Be formed in faith and prepare to help others.
- Good Hispanic leaders are needed to see the needs of our community.
- The parishes that have instituted evangelization courses have seen better



trained Hispanic lay ministers who are more enthusiastic to go out to the peripheries.

- They want to have more participation and prepare to help in the church, but there is no one to evangelize them.
- Train members of the congregation to better receive newcomers who visit the parish.

5. Faith Formation and Catechesis

- Biblical studies, retreats, workshops and seminars in Spanish.
- Missions accompanied by a parish retreat where visiting priests give themes alluding to the faith.
- Form teams of families that evangelize other families.
- Parish programs such as Life in Christ, sacramental preparation, pastoral care of children, youth groups and quinceañeras.
- More resources to support the faith formation of adults in small communities and for the preparation of quinceañeras.
- Religious themes of Christian doctrine, that teach more about the life of Jesus and understand our life better.
- Have more programs for children after Mass.
- Form groups for marriages.

6. Family Ministry

- Liturgical celebrations for families with youth participation.
- Develop a family ministry that helps families to integrate into the parish.
- Provide training workshops for parents especially for young families.
- The VIRTUS course can be given to families so that they can protect their children.
- Orient families on how to enroll their children in Catholic schools.
- Have counseling services for families using psychologists or other families for this purpose.
- School and / or retreats for parents.
- Welcoming practices, especially pastoral accompaniment and support in times of need and comfort.
- Offer support groups for families with young children, single parents, divorced persons and the elderly.
- Provide retreats for families and couples.
- Open support groups for marriages.
- Create marriage enrichment teams.

- Identify and connect with the families of the parish.
- Provide child care during parish activities.
- Organize family meetings in the houses.
- Have family orientations to promote family unity and to work with families in need.
- Coordinate activities so that parents come with their children to the parish functions.
- Know the emotional needs and share with them, and know the beauty of each family.

7. Immigration and Migrant Ministry

- Form welcome groups.
- Help immigrants prepare documents and communicate with the American people.
- Help cover needs first, such as transportation and integration to society and even basic needs for their survival.
- The regional diocesan coordinators of the migrant ministry have been very successful in welcoming and welcoming farm workers.
- Make regular visits to the migrant camps and provide the sacraments.
- Organize more activities with temporary agricultural workers.
- Provide more practical support for the undocumented, such as helping with shopping or laundry due to their fear of leaving the house and being detained.
- Greater defense and legal support.

8. Ministry among People with Disabilities and the Deaf Community

- Assist children with special needs.
- Facilitate access to the temple for people with disabilities.
- Include people with disabilities in our parish community.

B. Stewardship and Development

- Support fundraising events.
- Do what people would like to do, involve them and slowly give them more responsibilities.
- Each month or bimonthly, share with the community a snack to know their gifts and talents and involve them in parish activities.
- Send a talent survey and how they can use their gifts.
- Prepare leaders and provide support at the beginning with prepared groups that help them with the language and with their organization as a community.



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- Find people who are bilingual interested in helping their siblings.
- Guide them to feel that in the Church they will be able to find God in each brother.
- Accommodate new leaders and give others the opportunity to serve.
- Make the most of the spaces available in the parish facilities.
- Living more to discover our talents.
- Do not make people feel that they are not giving or doing enough.
- Find ways for others to participate.
- Give them the opportunity to serve in a way that they can feel useful.
- Integrate them into the Mass either at the time of reading or of the offerings.
- Motivate them to work in their parishes.
- Be more welcoming, so far the welcome is limited to a round of applause given to newcomers.
- Approach and make an individual invitation to be part of the ministries.
- Participation of Hispanics in parish and finance councils.
- Recognize parish volunteers for their presence and their gifts.
- Provide transportation and take the church to those who do not have a vehicle.
- Provide brochures with descriptions of the parish ministries.

C. Human Development

- Better access to mental health services and counseling for Hispanics / Latinos.

E. Catholic Education (K-12)

- Raise funds for scholarships for Hispanic students who need financial assistance.
- Catholic schools are willing to give a considerable amount of financial assistance to Hispanic / Latino families who need support.
- They have created a sense of belonging to the values that define the experience of the Catholic school, clubs and extracurricular activities based on the interests of students, and the increase of diversity in the student body.
- Better access to counseling services and / or peer support to reach at-risk youth.

- Provide more leadership and training opportunities.

I. Liturgy and Spirituality

- Activities as a prayer group.
- Celebration of the devotions of the different countries of Latin America, Spain and the Caribbean.
- Celebration of quinceañeras.
- Liturgies should be more welcoming.
- Masses, retreats, devotions and celebrations of the Sacraments foster a vibrant liturgical life.
- The use of bilingual songs and sentences.
- Bilingual liturgies can be better planned and organized.
- Liturgical music during Sunday Mass could be more attractive to young people, and the most significant homilies.
- Offer several options to attend the Mass in Spanish.
- Form choirs of children and put them to serve at Mass not only as altar servers but also as readers, ushers.
- Identify people who are going through difficult situations after acting with prayers and listening to their problems.
- Share the experience of God with us who is the Virgin Mary, model of accompaniment and hope, helper and intercessor before his Son Jesus.
- Visit the most holy in the tabernacle and open the doors of the heart to the Lord.
- Participation of Hispanic music mysteries in liturgical celebrations.
- Pray the rosary at home.

J. Ecclesial Movements

- Presence of apostolic movements and ecclesial communities in the parishes.

K. Ministry with the Incarcerated and Detained

- Opportunities to celebrate the Mass, learn about the sacraments and share their faith through the daily study of the Scriptures.
- Have more chaplains, more opportunities to find Christ, and more participation from different Catholic organizations.

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

- Implement greater evangelization efforts to increase attendance and promote vocations to the priesthood, the diaconate and religious life, as well as lay ministries.

2. Hispanic Youth & Young Adult Ministry

- Open groups for couples and young people.
- Continue sending young adults and adults to the Institute of the Holy Spirit, which is responsible for the formation of leaders in the diocese.

3. Intercultural Competencies

- Have liturgical celebrations (masses, sacraments) in Spanish or bilingual.
- Need for Spanish speaking priests and deacons.
- Train pastoral ministries in intercultural competencies where two or more ethnic communities reside.

4. Leadership Development & Ministry Formation

- The Hispanic Pastoral Institute continues to train lay leaders in the diocese, offering parish and diocesan workshops, as well as national trainings.
- Continue sending young adults and adults to the Institute of the Holy Spirit, which is responsible for the formation of leaders in the diocese.
- The Office of Cultural Diversity offers readers training and also training for extraordinary ministers of the Eucharist for parishes in Spanish.
- The Hispanic Pastoral Institute offers opportunities for the formation of adult faith and the development of leadership.

5. Faith Formation and Catechesis

- To those who have leadership potential, give them biblical, doctrinal and basic pastoral training then give them leadership workshops.
- Train emerging and experienced leaders in bible, family life, catechism, and church teachings. The participants also seek formation in evangelization, liturgy,

technology, the eucharist, ecumenism and ecclesiology.

6. Family Ministry

- There were no comments in this area.

7. Immigration and Migrant Ministry

- For migrant communities that are in transit, resources and short-term training are required.

8. Ministry among People with Disabilities and the Deaf Community

- There were no comments in this area.

B. Stewardship and Development

- Promote the participation of Hispanics in parish councils, liturgy and finance committees.
- Allow Hispanics to occupy leadership positions in the parish.

E. Catholic Education (K-12)

- A Catholic high school offers a peer ministry course for students in the fourth year.

F. Higher Education

- Continue to offer scholarships at the diocesan level so that more Hispanics participate in master's programs in theology, religious studies or pastoral studies.

L. Vocations

- Foster closer relationships between the Hispanic community and the Bishop, priests, deacons and religious, especially among young Hispanics.
- Develop the relationship between the vocational office, religious congregations and Hispanic parishes.
- Offer discernment opportunities for vocations within the Hispanic community, such as organized trips to monasteries and local / regional chapels.
- Promote parish retreats where the vocation is talked about among other topics.
- Organize prayer nights to pray for vocations.
- Motivate parents to talk with their children about religious vocations.



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- The Hispanic Pastoral Institute was integral in the formation of Hispanic deacons in the late eighties and early nineties. Some current requirements are an obstacle for some Hispanics, e.g. language or educational barriers.
- Vocations are being wasted because of the problem of immigration status.
- Religious formation is only offered in English, being an obstacle for some Hispanics who wish to opt for vocation.
- Organize ministerial fairs in which priests, deacons, religious and lay ministers give their

testimony of life and how the Lord called him to that vocation.

- The urban and suburban communities expressed their lack of confidence in the commitment and investment in the promotion of vocations in the Hispanic / Latino community by the diocese.
- The parishioners who participated in the Diocesan Encuentro called for greater outreach to parishes with a Hispanic community in the area of Hispanic vocations, specifically targeting adolescents and young adults.

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

- A lot of help is needed to our periphery: those who no longer believe, those who suffer from loneliness, those who no longer see good, or do not believe in God and those who need information to move forward.
- The process of the V Encuentro helped to create bonds of unity among the apostolates and create a more united people in the different areas of life, giving the opportunity to listen to different points of view.
- From this process, new lay leaders emerged inspired to evangelize the peripheries of their communities.
- An additional focus on youth and evangelization is required, we must break barriers of indifference and selfishness.
- People are willing to participate in intentional, focused, and focused parish activities such as the V Encuentro.
- The desire to welcome another in a more effective and inclusive manner was reiterated.
- In general, there is an anxiety that as a Church, not enough is being done to become a beacon of hope.

Recommendations

- Include bilingual staff (Spanish / English) in the welcome ministry to welcome visitors and be alert to any emergencies they may have.
- Better and greater communication with our community. Keep visiting.
- That in the church there be more service to the community.

- The Catholic Church in this area is mostly elderly and English speaking. The idea is to attract families and youth regardless of whether they are Hispanic or not.
- Follow up visits as a key component to continue the conversation.
- The focus areas that emerged from the discussions should be shared with the leaders of the parish groups in order to foster parish communication and inspire many more members of the parish community.
- Make a parish guide on the services that are given in the area for the people that may require them, including the services provided by the parish.
- Make a directory of the services that professionals that members of the parish can offer and connect them with people in need.

2. Hispanic Youth & Young Adult Ministry

- Invite other children to attend the youth group / make new friends.
- The process highlighted the areas of focus that need special attention with an additional focus on youth and evangelization, indicating that we must break the barriers of indifference and selfishness.
- A youth ministry that welcomes adolescents and young adults from families who have just migrated to Brooklyn and Queens.



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3. Intercultural Competencies

- The integration of many cultures in our parishes should occur at various levels (staff choice, liturgies, music, committees, activities, etc.) and may not be the concern of a few people.
- Leadership awareness and commitment in pastoral councils and committees are also crucial.
- Communication and multicultural educational opportunities are essential to create a sense of inclusion within the parish.
- Encourage the celebration of the festivities of each ethnic group and in these include everyone so that more people from all communities can be integrated.
- Include bilingual staff (Spanish / English) in the parish offices to facilitate communication with people who only speak Spanish.

4. Leadership Development & Ministry Formation

- Provide formation of ministries in Spanish language to the members of the parish community.

5. Faith Formation and Catechesis

- More bilingual religious education and sacramental preparation programs.
- Evangelization and formation for parents of children who participate in catechesis.
- Follow *Lectio Divina* sessions at the family level or in small parish groups.

6. Family Ministry

- To develop a family pastoral that includes a constant accompaniment to the marriages of parents and families living in the periphery, as well as welcoming new families to the parish.
- Integration processes for parents who attend the Mass on Sundays in the parish life.

7. Immigration and Migrant Ministry

- There were no comments in this area.

8. Ministry among People with Disabilities and the Deaf Community

- The importance of the parish serving children with special needs.
- We need to increase awareness of the needs of people with disabilities and the mentally ill.

A. Communications and New Media

- Make a directory of professional services for the Hispanic members of the parish and connect them with people in need.
- Make a parish guide on the services that are given in the area for people who may require them. It can include the services that the parish is providing.

B. Stewardship and Development

- More diocesan retreat houses are needed and convents that are abandoned in certain parishes could be enabled.
- Greater participation of Hispanic leaders in planning and decision-making in parish ministry.

C. Human Development

- Provide resources to address drug abuse / mental health problems.

D. Ecumenism

- Participate in interreligious dialogues to increase mutual understanding.

G. Scripture and Theology

- Follow *lectio divina* sessions at the family level or in small parish groups.

I. Liturgy and Spirituality

- Encourage the festivities of each ethnic group and include everyone to integrate the communities and invite those who do not come frequently to Mass.

J. Ecclesial Movements

- Greater use of apostolic movements and ecclesial communities in the evangelization and mission of the parish.

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

Ministerial Area #1: Evangelization and Mission

Strategy #1: Start a regional campaign to train and send missionary disciples - joyful, prophetic and culturally diverse - to homes and peripheries in all of our parishes and communities.

Strategy #2: Develop criteria and processes to help dioceses and parishes identify the needs of the community and make a plan to follow up and solve them.

Strategy #3: Prepare a workshop that can be used with all members of a parish team on the principles of evangelization and how each can implement them inside and outside the parish, especially in moments of contact with people in the margins and peripheries (e.g. visits to the sick, celebration of sacraments, religious-cultural festivals, novenas, weddings, funerals, etc.).

Strategy #4: Begin a multi-faceted regional project to revitalize the faith of inactive Hispanic Catholics by locally developed processes and strategies, p. ex. retreats, communications, visits, parish welcome teams, personal invitations, pastoral accompaniment and more.

Strategy #5: Create a bilingual package that parishes can use to evangelize parents by taking their children to catechesis, through a personal and communal encounter with Jesus Christ alive in the Word of God, in prayer, in the sacraments of Eucharist and Reconciliation, and in the community.

Strategy #6: Collaborate with Catholic Charities, San Vicente de Paul and other organizations to review the availability of direct services (clothing distribution, gas cards, food bank, etc.) in the poor areas of the Region and identify possible sponsors and places for help centers.

Strategy #7: Generate a dialogue on ways that a priest or Bishop can get closer to the Hispanic community and make a difference in their evangelization, then share ideas in the Dioceses of the Region.

Strategy #8: 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 extend a warm welcome to new people. The first impression in the parish counts a lot!

Strategy #9: Identify in each diocese the places where the Latino population is concentrated, without nearby parishes that are serving them, and ask that the closest parish opens the doors for celebrations in their language and cultural expressions that help to live the sacraments.

Strategy #10: Share successful practices among the Dioceses of the Region to strengthen personal relationships and attract new people to the parish (e.g. small communities, party, welcome ministry, coffee and donuts, etc.) and search ways to put them into practice in each parish.

Ministerial Area #2: Hispanic Youth & Young Adult Ministry

Strategy #1: Create and promote a spiritual retreat and / or bilingual workshops to activate gifts and motivate Hispanic teens at risk to overcome challenges in their lives (e.g. gangs, drugs, bullying, school desertion, depression and suicide...) and walk with Jesus, giving testimony of life to his companions as missionary disciples.

Strategy #2: Make known and implement in the dioceses formative resources for pastoral leaders with adolescents who teach them to involve Hispanic youth as protagonists and missionary disciples to their peers.

Strategy #3: Promote with the parish priests that they open spaces where the voice of adolescents and 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 #4: Create a summer regional formation program to equip Hispanic youth leaders and youth to carry out their evangelizing mission to their generation through pastoral programs with adolescents and / or Hispanic youth ministry.

Strategy #5: Prioritize in the Region the integration of a good catechesis on the sacrament of marriage in all groups of Latino adolescents and young adults, appropriate to each age: preparation for courtship, theology of the human body, work with the couple and new couples, and pastoral accompaniment of free union couples.

Strategy #6: Organize in the Region training spaces for young leaders in each diocese 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 plan pastoral well-structured in response to local reality.

Strategy #7: Work together at the regional level between faith formation offices, youth ministry, Catholic schools and others so that Hispanic children and youth are more served in the religious and academic areas.

Strategy #8: Establish for young people in the Region, that the deepest love and knowledge of the liturgy and spirituality issues have priority and present themselves in a dynamic and welcoming manner, and from there forming youth choirs and involving adolescents and young people adults as liturgical ministers.

Strategy #9: Encourage the creation of more youth groups, with cheerful, dynamic and music environments, where mentoring, counseling, retreats, faith formation and other programs can be offered -both in Spanish and English or bilingual, according to the preference of each group.

Strategy #10: 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 #11: Identify and promote in the Region models of the good use of social networks in youth ministry to reach those who are separated from the church and their pastoral ministry.

Ministerial Area #3: Intercultural Competencies

Strategy #1: Design materials and training for the pastoral teams of Catholic parishes and schools to help them teach their members about the increase in racism and ethnic discrimination that we are experiencing in our society and the steps they can take to reduce or eliminate its impact and not letting it reach the point of acts of violence against immigrants and people of color.

Strategy #2: Identify and share resources that can help train parish priests and liturgical ministers to embrace spirituality, major devotions and celebrations, and the 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.

Strategy #3: Identify successful parish models for the integration of people of different cultures and languages, and offer workshops so that pastoral teams can learn to put them into practice to overcome discriminatory tendencies and unite Catholics of diverse cultures in their communities.

Strategy #4: In each diocese of the Region, collaborate every year with the diocesan office of the clergy to identify priests and deacons eager to learn or improve Spanish and free them from their responsibilities for a season to study the language, with a component of cultural immersion.

Strategy #5: Prepare workshops, trainings and annual conferences that provide formation in each diocese of the Region and serve to unite Catholics of different ethnicities, cultures and experiences.

Strategy #6: Identify or create resources and implement programs for the cultural and linguistic training of personnel in the service offices, both at the diocesan level and in the parishes, with an aspect of cultural sensitivity and implicit prejudice training to welcome all, and that when a position is opened, give priority to hiring a person with those capacities already developed.

Strategy #7: In dioceses that do not yet have it, form a Hispanic pastoral council and / or a Hispanic ministry office to develop and coordinate support actions for parish communities.

Strategy #8: Conduct an analysis at a regional level to find areas in each diocese where there is a strong Hispanic population without access to pastoral services in Spanish or where the Spanish Masses are already crowded and promote one of the closest parishes to begin offer a Sunday Mass and other pastoral services to the community.

Strategy #9: 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 #10: 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.

Ministerial Area #4: Leadership Development & Ministry Formation

Strategy #1: 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 and deacons.

Strategy #2: 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 courses and educational processes both in person and online.

Strategy #3: Make known and implement in the dioceses formative resources for pastoral leaders with adolescents who teach them to involve the Latino youth as protagonists and missionary disciples to their peers.

Strategy #4: Invest in the formation of young Hispanic leaders in the region with replicable programs in each diocese and a regional summer course with emphasis on evangelization and mission to their age peers.

Strategy #5: Promote at the regional level the importance of offering youth programs such as retreats, activities, Bible study, events, trips, sports - and evaluate them all in relation to their capacity to involve Latino adolescents and young adults and make a difference in his life-.

Strategy #6: Have a regional congress every year with workshops and training conferences of interest to our Hispanic leaders, especially with respect to evangelization, leadership development, pastoral training and co-responsibility.

Strategy #7: Share among the dioceses of the Region the best formation programs and spiritual workshops designed to strengthen the service provided by the liturgical ministers (e.g. ushers, readers, musicians / choirs, ministers of the Eucharist, altar servers, etc.).

Strategy #8: Identify or create resources and implement programs for the cultural and linguistic training of personnel in the service offices, both at the diocesan level and in the parishes, with an aspect of cultural sensitivity and implicit prejudice training to welcome all, and that when a position is opened, give priority to hiring a person with those capacities already developed.

Strategy #9: Establish collaboration among dioceses in the Region to provide a bilingual program that prepares lay people to take leadership and service positions in Hispanic ministry at the parish or diocese level. It will include personal, spiritual, doctrinal, cultural and pastoral formation and will be open to all, with a special focus on inviting the participation of young emerging leaders.

Strategy #10: Establish a network of presenters, lecturers and trainers for Hispanic / Latino ministry throughout New York State and look for ways to share their conferences, workshops and classes with other dioceses in the Region through the use of technology.

Ministerial Area #5: Faith Formation and Catechesis

Strategy #1: Organize the training of parish catechists with a curriculum that identifies the needs of the Region and presents the methods, techniques and resources recommended to respond to them from the classes and the sacramental preparation.

Strategy #2: Identify and promote resources and more dynamic catechetical programs that use audiovisuals to attract the attention of children and involve them in formative processes, both in English and in Spanish for children and adolescents who have recently arrived in this country.

Strategy #3: Establish, create and promote liturgical formation among the catechists and through the youth groups and the apostolates, until having courses of liturgical formation accessible to the whole parish community.

Strategy #4: Create a bilingual package that parishes can use to evangelize parents by taking their children to catechesis, through a personal and communal encounter with Jesus Christ alive in the Word of God, in prayer, in the sacraments of Eucharist and Reconciliation, and in the community.

Strategy #5: 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 the catechumens in the life of the local church.

Strategy #6: Promote throughout the Region the active participation of parents in the faith formation of their children, especially in sacramental preparation, with adequate resources and training to do well.

Strategy #7: Establish as a regional priority to strengthen biblical knowledge and practice of *lectio divina* among catechists, pastoral leaders, and parishioners in general, with Bible studies in both languages, adapted to the needs of each age group: children, adolescents, young and adults.

Strategy #8: 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 accompaniment of married couples and couples living together.

Strategy #9: Share and publicize resources / materials for an integral formation and training of the community regarding: spiritual, family, liturgy, sacraments, Mariology, etc. at a basic and advanced level, with an emphasis on the preparation to share the faith in the encounter with others.

Strategy #10: 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, movements and prayer groups, etc.

Ministerial Area #6: Family Ministry

Strategy #1: Promote the implementation of a comprehensive process to prepare couples for marriage in all dimensions: communication as a couple and with their children, spirituality as a domestic church, management of finances and tasks at home, conjugal love and chastity in marriage, the formation of children in the faith, etc.

Strategy #2: Promote a Family Encuentro every year in every diocese of the Region - a day of workshops, spirituality, activities for children and youth, and an exhibition hall where support materials for families and children are presented. social services of the community - closing with a Mass with the Bishop.

Strategy #3: Develop materials and promote the creation of accompaniment and training groups for immigrant parents based on how to overcome the gap in language, culture, values, technology... with their children to educate them well and lead them to a Christian life.

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

Strategy #5: Instill from the parishes that there are retreats / activities for families and couples with the objective of promoting the family unit, taking into account mixed families (they speak English and Spanish or of different religions), and the needs of children, young people, seniors, etc.

Strategy #6: Promote parochial models of accompaniment, welcoming and pastoral of families in difficult situations: divorced and remarried, free unions, single parents, widowers, families separated by migratory problems or who have suffered the loss of a loved one... through meetings, talks, social gatherings, etc.

Strategy #7: Promote programs and educational resources that help parents in the integral formation (in faith, values, studies, attitudes, morals, religious practices, etc.) of their children, in an intergenerational dynamic when possible.

Strategy #8: Identify and make known, in each zone of the Region, counselors for families and young people, compatible with the faith and who speak Spanish.

Strategy #9: Make a 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 with adolescents to help them propose and motivate their children to pursue university studies and how find scholarships and financial aid for both the university and to attend Catholic schools.

Strategy #10: 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 #11: 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.

Ministerial Area #7: Immigration and Migrant Ministry

Strategy #1: Develop pastoral accompaniment networks among the dioceses of the Region to establish continuity in faith formation, participation in the sacramental life, leadership development and other pastoral services for migrant workers and their families.

Strategy #2: Start a campaign in the media to inform positively 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 #3: Form a regional itinerant formation and training team to support each diocese in its work of material, spiritual, legislative, and legal support for immigrants.

Strategy #4: Raise awareness among parish pastoral teams about the isolation experienced by recently arrived immigrants-especially young people and parents who left a family in their country-and present simple steps they can take to form communities of faith and support and to learn about important realities of social and governmental structures and systems in the United States.

Strategy #5: Advocate, offer advice and accompany those families who have already suffered the tragedy of separation, who do not have economic or legal resources, to make them aware of their rights and integrate them into society.

Strategy #6: Identify and make known in each diocese the legal or support services for any form of discrimination, exploitation or abuse of immigrants: at work, in business, in the search for a decent home, at home and the neighborhood, in obtaining a loan, in obtaining government or health services, etc.

Strategy #7: That the bishops of the Region clearly communicate to the public the position of the Church on immigration reform and help in the advocacy with the congressional leaders.

Strategy #8: 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 (DACA), TPS and their families.

Strategy #9: Create a guide for dioceses in the Region of Catholic organizations and institutions (parishes, schools, hospitals, Catholic Charities, etc.) that collaborate in the diocese and offer legal, emotional, spiritual, educational and health support to the immigrants.

Strategy #10: Coordinate and work with all those ecclesial and civil authorities in the defense of a just migratory system that allows legal status to those who are undocumented, thus ending fear and abuse due to lack of documents.

Ministerial Area #8: Ministry among People with Disabilities and the Deaf Community

Strategy #1: Collaborate with diocesan colleagues who currently provide services to people with disabilities to promote existing programs and ensure that Hispanic children, youth and adults with disabilities receive services (e.g. ministry of disability, pro-life, catechesis and evangelization, youth ministry, family life...).

Strategy #2: Enter into dialogue with the National Catholic Partnership on Disability (NCPD) and the National Catholic Office for the Deaf (NCOD) for consultation and guidance, resources, participation in regional meetings and training, and to advocate for including these topics in regional and national conferences.

Strategy #3: Work with colleagues in faith formation offices to train catechists for the integration of Hispanic children, youth and adults with disabilities into classes and retreats of catechesis, sacramental preparation and the RCIA process in the parishes, using appropriate resources and materials.

Strategy #4: Promote initiatives in each diocese of the Region to educate adults with disabilities and parents of children with disabilities in the Hispanic immigrant community about their rights and the services available in schools, government programs and community organizations, and encourage efforts parishes to advocate for needed community services.

Strategy #5: Prepare an awareness workshop and promote it in Latino communities to overcome the taboo on disability so that families feel welcome to take their children and other family members with disabilities to the public, and to participate in community celebrations of faith.

Strategy #6: Collaborate with diocesan departments and organizations to educate staff, volunteers and entire parish communities about disability and deaf ministry to help them create welcoming and accessible environments that facilitate the participation of Hispanic deaf or disabled parishioners in the liturgical and pastoral ministries of the Church.

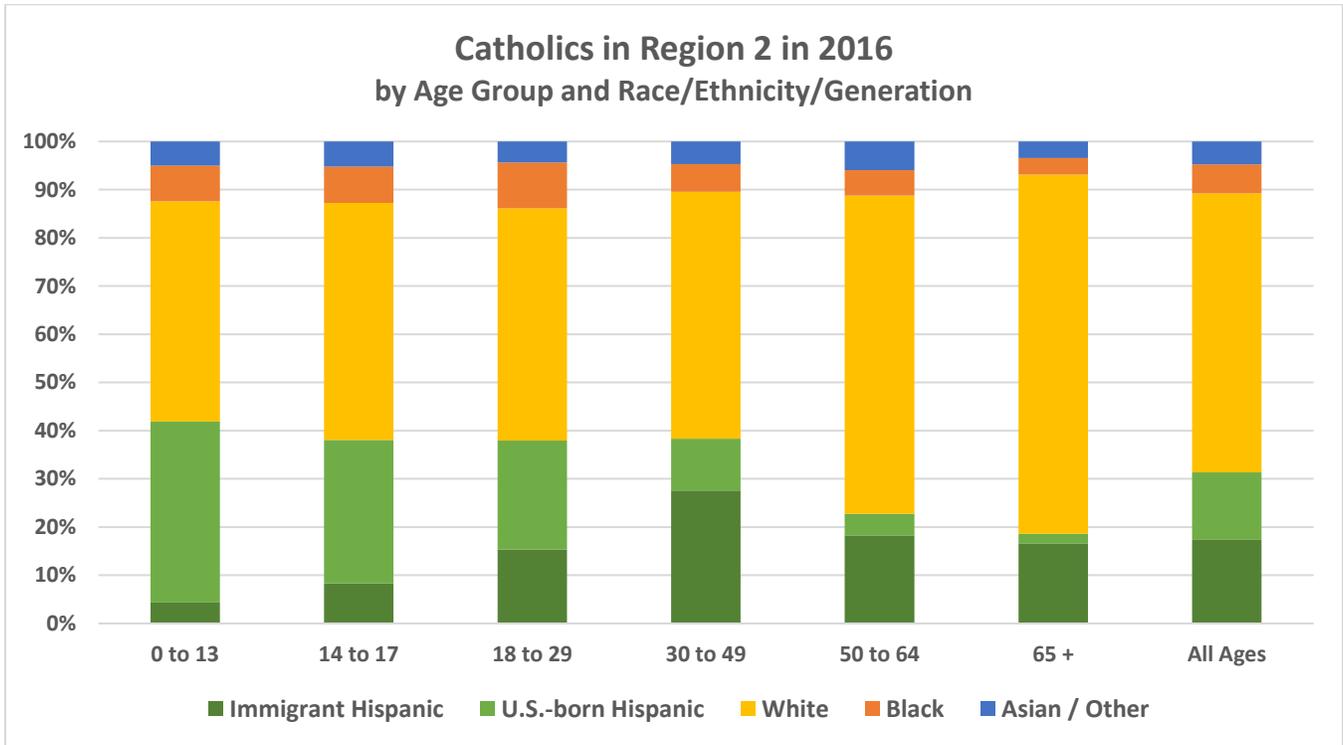
Strategy #7: Review the geographic availability of the necessary supports to parents and other caregivers in each diocese, including visits and pastoral care of elderly Hispanics or those who cannot leave their homes in areas that are far from parishes with Hispanic ministry, then recruit and train leaders to carry out this ministry in areas that lack support.

Strategy #8: Advocate in each diocese for support for the needs of deaf Catholic Hispanics, facilitating access to resources available in the Catholic community in general and forming a network of Hispanic families with deaf members to help each other in social relationships, education and the formation in the faith.

Strategy #9: Coordinate with the offices in charge of Safe Environments in each diocese to develop adequate training for Hispanics with disabilities so that they can participate with confidence as volunteers or lay ministers.

Strategy #10: Take advantage of the Catholic Health System to help Latinos with disabilities receive services such as physical therapy and rehabilitation, counseling and psychiatric services for mental illness, surgery and other needs, especially among immigrants who do not have health insurance.

Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 2



Total Population and Catholic Population in Region 2, by Race/Ethnicity					
Racial/Ethnic Groups in the Dioceses of Region 2	Total Population in 2000	Total Population in 2016	% Change	Estimated Catholics in 2016	% Catholic
White	11,760,981	10,958,551	-7%	3,811,000	34.8%
Hispanic	2,867,583	3,749,158	31%	2,064,000	55.1%
Black	3,014,385	3,021,676	0%	395,000	13.1%
Asian/Other	1,333,508	2,015,904	51%	314,000	15.6%
Total	18,976,457	19,745,289	4%	6,584,000	33.3%

Hispanic/Latino Population in Region 2, by Diocese					
(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Albany	32,404	64,417	99%	33,000	51%
Brooklyn	1,044,483	1,159,425	11%	671,000	58%
Buffalo	45,014	72,837	62%	37,000	51%
New York	1,370,931	1,780,735	30%	978,000	55%
(Arch)Diocese	Hispanic/Latino	Hispanic/Latino	%	Estimated Hispanic	%

	Population in 2000	Population in 2016	Change	Catholics in 2016	Catholic
Ogdensburg	12,362	18,240	48%	8,500	47%
Rochester	53,551	91,934	72%	45,000	49%
Rockville Centre	282,693	512,417	81%	267,000	52%
Syracuse	26,145	49,153	88%	26,000	52%
Total	2,867,583	3,749,158	31%	2,064,000	55.1%

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 2, 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)
Albany	9	7	2	704	148/4,253	43/2,145
Brooklyn	110	172	0	61,100	6,766/27,394	2,233/11,977
Buffalo	6	8	0	440	200/10,787	100/4,907
New York	131	250	0	65,300	13,702/43,681	6,301/23,323
Ogdensburg	1	1	0	30	??/1,411	??/410
Rochester	7	6	3	966	236/3,904	170/3,253
Rockville Centre	54	67	0	23,960	1,240/14,708	915/11,642
Syracuse	4	2	2	325	25/3,452	12/2,133
Total	322	513	7	152,825	22,317/109,590	9,774/59,790

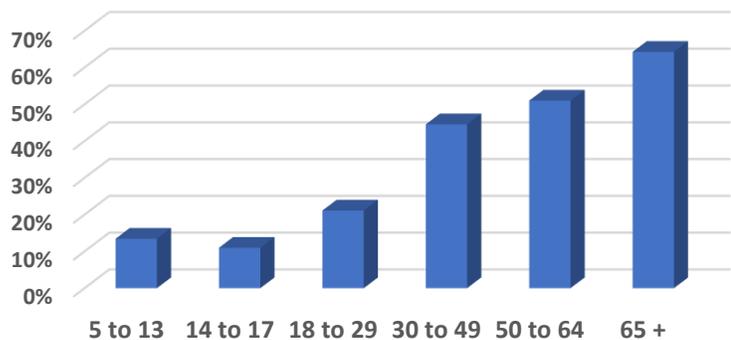
Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 2						
(Arch)Diocese	Priests			Religious (men and women)	Deacons	Lay Ecclesial Ministers
	Active	Retired	Foreign-born			
Albany	1	0	1	1	2	0
Brooklyn	70	12	46	25	69	124
Buffalo	3	1	3	3	3	3
New York	47	7	43	97	52	131
Ogdensburg	0	0	0	0	0	0
Rochester	8	0	8	0	9	9
Rockville Centre	24	2	20	3	11	2
Syracuse	1	0	1	0	1	0
Total	154	22	122	129	147	269

Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 2

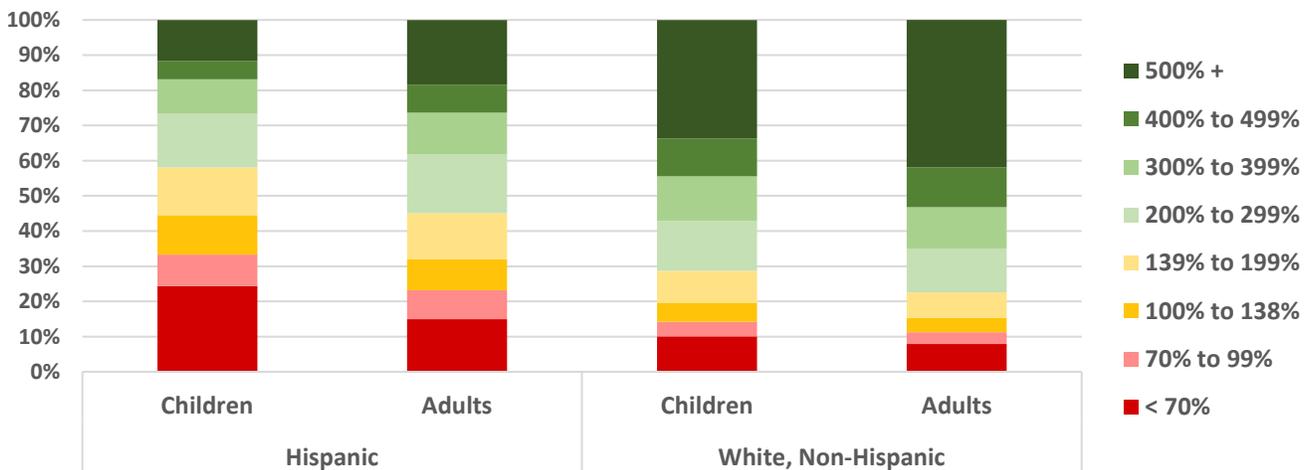
Hispanic/Latino Household Language in 2016



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



Household Income as a Percentage of Poverty Level in 2016



Median Hispanic Household Income: **\$55,000**

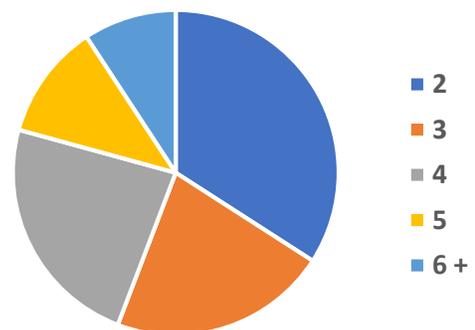
Median White Household Income: **\$89,000**

Hispanic Family Size in 2016



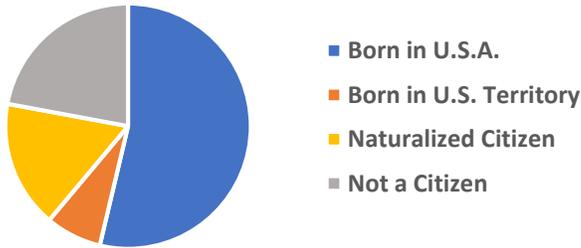
Average Family Size: **4.1**

White, Non-Hispanic Family Size

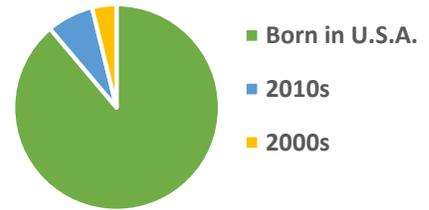


Average Family Size: **3.5**

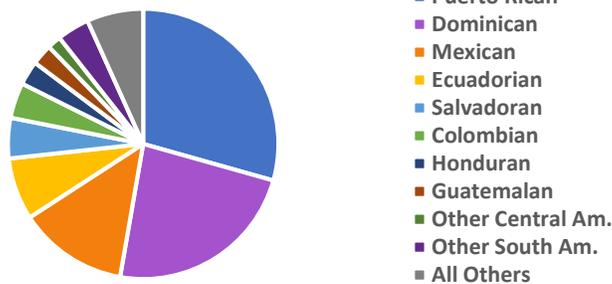
Citizenship of Hispanic Residents in 2016



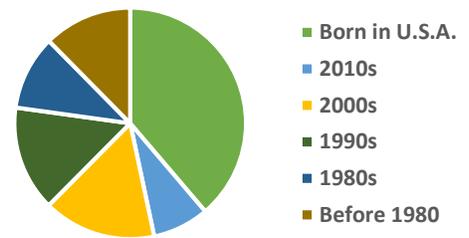
Decade of Entry for Hispanic Children



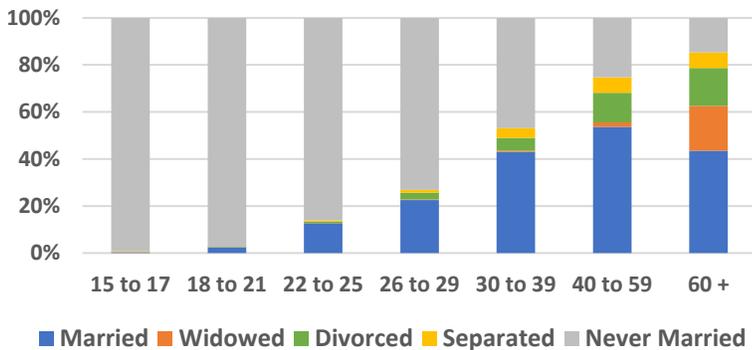
National Heritage of Hispanic Residents in 2016



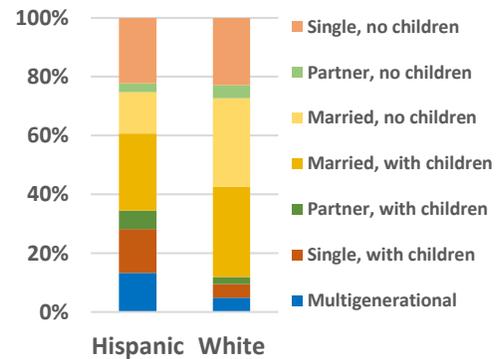
Decade of Entry for Hispanic Adults



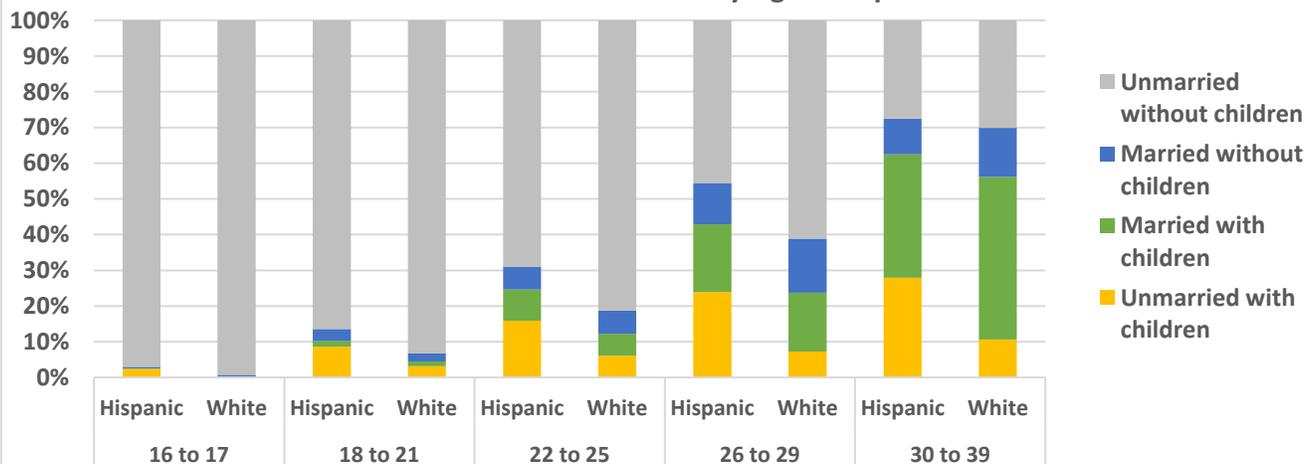
Hispanic Marital Status by Age in 2016



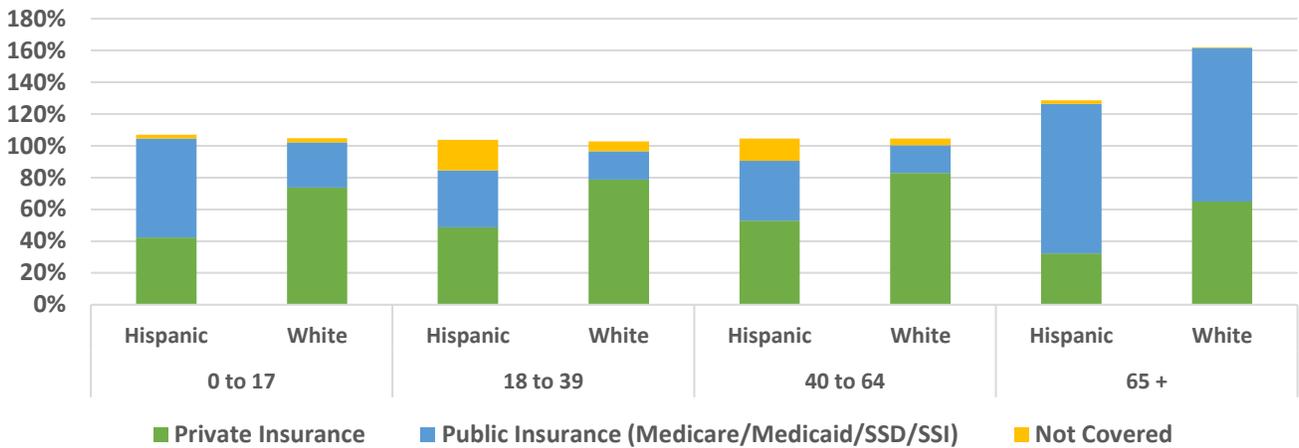
Household Type, 2012 to 2015



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

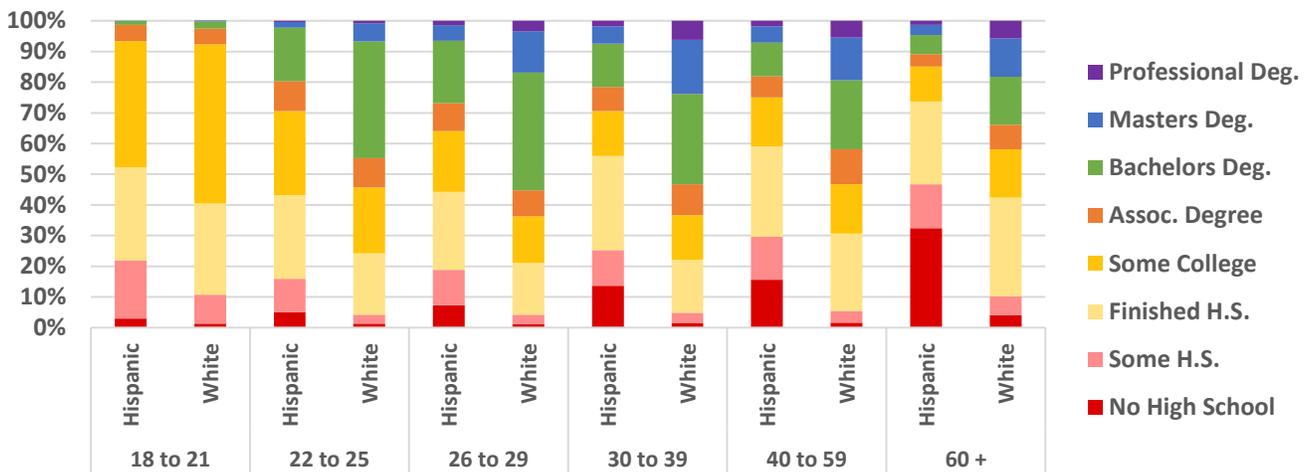


Health Insurance Coverage by Age Group in 2016*

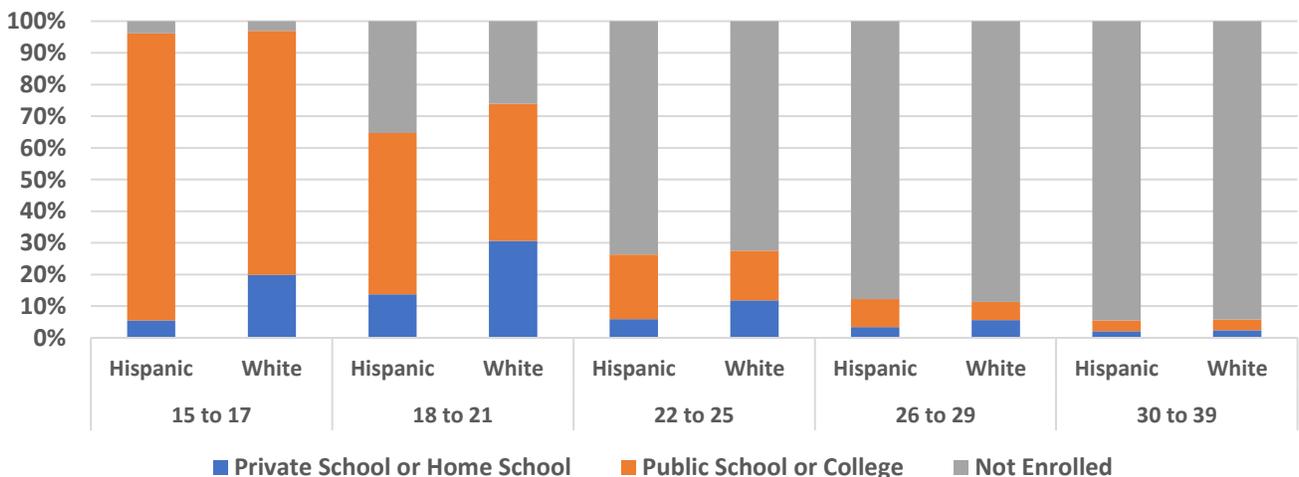


* Numbers may exceed 100% because some individuals may have a combination of public and private insurance.

Educational Attainment by Age Group in 2016



School Enrollment Status by Age Group in 2016



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