

REGION III –

New Jersey and Pennsylvania



V ENCUENTRO

*Discípulos Misioneros:
Testigos del Amor de Dios*



**Regional Encuentro
Freehold, NJ**

April 28, 2018

English Draft

Regional Working Document

Part I: Regional Information

Region: _____ X _____

Date of Regional Encuentro: _____ April 13 to 15, 2018 _____

Location of Regional Encuentro:

City/State: _____ San Antonio, TX _____

Name of Facility: _____

1. Briefly describe the Region:

The Episcopal Region III is formed by the dioceses belonging to the two Ecclesiastical Provinces of Philadelphia and Newark, that is, to the dioceses of the states of Pennsylvania and New Jersey. The largest concentration of Hispanics in this region is found in urban areas, some of the most populated in the United States, although we also find Hispanics in rural areas.

The latest data we have (year 2016) indicate that the Catholic population of these two states that comprise Region III was 6,487,000, which is 29.9% of the total population, of which 48.2% are Hispanic. This percentage will continue to increase given that the size of the Hispanic family has a birth rate higher than the average of the others. 51% of Hispanics in the state of New Jersey are Catholic (916,000 of 1,786,000 Hispanics), as are 42.3% of those in Pennsylvania (380,000 of 897,000 Hispanics).

The number of parishes in Region III that serve the Hispanic Catholic population is 256, with a considerably larger number in the state of New Jersey (184).

The number of the Hispanic population in general has continued to increase, as has that of Hispanic Catholics. Although the number of people affected by the issue of immigration is considerable, there is an increasing number of those born in the country, more than 50% in 2016, as well as the number of those naturalized in the country.

Other important statistics for this analysis can be found at the end of this Regional Working Document.

2. Regional Team:

| Name | Title | Diocese | Generation or Country |
|------------------------|---|--------------|-----------------------|
| Most Rev. Manuel Cruz | Auxilliary Bishop of Newark and Lead Bishop of the V Encuentro for Region III | Newark | Cuba |
| Deacon Asterio Velasco | Coordinator of Hispanic Ministry and Chair of the V Encuentro Regional Team | Newark | Spain |
| Kathia Arango | Director – Office for Hispanic Catholics | Philadelphia | Paraguay |
| Catherine J. Butel | Office of Parish Life | Scranton | USA |
| Bernarda Liriano | Director – Office of Hispanic Affairs | Allentown | Dominican Rep. |

| | | | |
|--------------------------|---|------------|-------------|
| Jaclyn I. Miranda-Curran | Coordinator of Multicultural Ministries | Harrisburg | Puerto Rico |
| Andrés Arango | Delegate of the Bishop for Hispanic Ministry | Camden | Colombia |
| Sandra López | Coordinator of Hispanic Ministry | Trenton | Guatemala |
| Sr. Ruth Bolarte | Director – Office of Multicultural Ministry | Metuchen | Peru |
| Deacon Guido Pedraza | Coordinator of Hispanic Ministry | Paterson | Colombia |
| Fr. Juan Gaviria | Office of Hispanic Ministry | Metuchen | Colombia |
| Matthew Greeley | Associate Director – Office of Communications | Trenton | USA |
| Damaris Thillet | Associate Director – Office of Worship | Camden | Puerto Rico |

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

- A retreat house.
- Space in the parishes for our faith programs.
- Priests who speak the language of the community (Spanish / Portuguese) and who are involved in the activities of the parish community.
- Greater support for the Hispanic community from the diocese.
- It is urgent to have bilingual staff in the parish office and diocesan offices.
- Better communication with the office.
- Lack of bilingual clergy and communication with the laity.
- More communication in Spanish at the diocesan level, p. ex. a newspaper in Spanish.
- Provide more services in Spanish for our Hispanic community.
- Equal treatment regardless of language.
- Religious vocations among Hispanics, including among the undocumented.
- Publicity about the events, courses, workshops and services available in the diocese.
- Permission to use parish resources.

Faith formation

- Need to accompany the family after receiving the sacrament.

- Lack of religious education in Spanish.
- Catechesis:
 - Training of catechists in the management of the class.
 - Training for parents when their children are in catechesis.
 - Catechesis of children during the Mass.
 - Bible classes for children and adolescents confirmed.
- Lack of resources for formation in the faith at the parish and diocesan levels.
- A great need for spiritual and doctrinal formation among Hispanics.
- The sacramental life of many is weak.

Leadership development

- There is no welcome or concern for newcomers to the community.
- Send priests to study Spanish and Latin cultures.
- The unedifying behavior of the servers (eg, lack of humility and unity) alienates people.
- That the clergy understand the needs of the Hispanic community.
- People feel despised and not welcome, we must change our attitude.
- A welcome committee is needed.
- Lack of bilingual spiritual leaders with theological training.
- Leaders do not attend leadership training that is already offered in the diocese.
- Training for evangelization and comprehensive training for servers.



V ENCUENTRO

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

- Lack of investment on the part of the church: we have volunteers instead of employees for the Hispanic ministry.
- More material and training programs available in Spanish.

Collaboration and openness

- There are divisions between the groups; some maintain religious dictatorships.
- The staff of the parish does not cooperate with the Hispanic community.
- Lack of integration of the various cultures in a parish.
- The problem is the Church itself - lack of welcome and love of neighbor among parishioners.
- Respect, humility and unity between the movements and their leaders is needed.
- Go out first with the Anglo-Saxons.
- Lack of unity among the different groups and movements in the diocese.

Evangelization through the V Encuentro

- Communication and take the first step of approach.
- Plan to reintegrate those who are far from the community, taking the Eucharist to their place of residence.
- Visiting people away from the church out of resentment, giving information about the parish.
- Listen to people in the peripheries and their needs.
- Listen to those of us who are already in the church to be able to listen to others.
- Many shared their good experiences as an outgoing church, listening to needs and seeing how people return to participate or receive the sacraments with an invitation.
- The pastor heard our needs and we are here to help.
- The importance of listening and following up on those who are far away.
- Young people approach the church.
- After visits, there are more marriages and more baptisms in the church.
- People were amazed at. see a young girl so evangelizing.
- They approached God and talked about the Word of God.
- Motivation to share the testimony.
- The V Encuentro motivated us to speak to people about the way of Christ.

- We experience the spiritual satisfaction of being instruments of the Lord.
- People were surprised to see Catholics evangelizing.
- The prison has been visited to carry the Word of God.
- We visited a sick woman who was in hospital for two years.
- Have the commitment to go out, share and pray for others.
- We can all be missionaries.
- People who were not Catholic are returning to the Catholic Church.

Attention to young people

- Economic support for youth ministry.
- Our young Latinos are disappearing:
 - Having a single group in English does not respond to your needs.
 - Young Hispanics who do not speak Spanish do not participate with Anglos or immigrant Latinos in Spanish.
- Listen more to young people and the needs they have.
- Young people are needed to motivate other young people: they have the same language and need to be trained to continue.
- Involve and support more young people in the life of the church.
- Differentiated ministries of bilingual Hispanic youth and those who are not are needed. Your reality is different and your level of education also. There is great difficulty in working the pastoral ministry of young adults among Hispanics with so much diversity in their reality.
- Lack of organized youth ministry after confirmation.
- Shortage of youth leadership.
- A general concern for young people is noted in the parishes.
- We need training for young leaders in Spanish and for music.

Personal obstacles and situations

- Lack of participation in the parish due to economic / labor pressure.
- The reality of life does not allow them greater participation in the church.
- They do not know the parishes available serving the community in their language.
- Lack of motivation to participate in the liturgy and in the parish life.



B. Personal Growth

- For an effective evangelization, it is necessary to focus not only on spiritual needs but also material ones.
- In difficult moments, we find that prayer and the rosary are the solution.
- Social networks are not used.
- People need to be more listened to.
- Latinos and "Americans" need a meeting to get to know each other more.
- Recognize the needs they have and what the church can help them.
- Unity in the diversity among Latinos from different countries to enrich us in culture, traditions and singing.
- New leadership and new ideas.
- We recognized our gifts and shared them.
- Without sufficient knowledge of the bible and the church, people feel insecure about evangelizing.
- I learned how to talk to my colleagues at work about the faith.

C. Immigration Status

- Problems due to the reality of migration mark the lives of many Hispanics:
 - The difficulty in the beginnings;
 - The cultural shock: country, language, culture;
 - The need to work long hours or have two jobs;
 - Ignorance of the language and how to work in American systems.
- Migratory status or lack of documents - the majority identified this area as their main obstacle.
- Problems of underemployment, poverty and lack of access to medical assistance.
- The uncertainty of the migratory situation has these people with constant fear of being deported and separated from the family.
- Lack of orientation in legal issues of immigration and rights.
- Insecurity in the workplace due to the raids.
- Lack of legal services, health, housing, education and economy.
- Lack of support for undocumented immigrants in the church and society.
- That the church advocates and accompanies the immigrant community more visibly.
- Visit more to the migrant fields.

D. Acculturation and Language

- Barriers to language, racism and discrimination.
- Free or low-cost English classes are needed in Catholic parishes and schools, where they feel more comfortable to attend without fear.
- Poverty and lack of social acceptance.
- More integration of our community is needed in customs and laws.
- Orientation to all basic services: health, mail, hospitals, state offices, police, etc.
- Diversity among Hispanics.
- Lack of trust between Hispanics and Anglos makes it difficult to hold bilingual services.
- The generation gap: communication crisis between first generation parents and their children because of language and culture.
- Training is needed for young leaders in Spanish.
- Be known, welcome ... surpass discrimination in public places.
- Unity in cultural diversity.

E. Work and Finances

- Unemployment and lack of work with benefits.
- Parents work long hours, depriving their families of their time and affecting family life.
- They do not participate in the parish due to economic / labor pressure.
- Lack of legal services, health, housing, education and economy.
- The pressing concern for the family economy.
- Difficulty in covering daily expenses.
- Need to have more than one job to support their families.
- Lack of opportunity for young Hispanics.

F. Family Life

- Problems with children, sometimes related to migration problems.
- Marriage and family counseling.
- Cultural gap between parents and children that affects family life and in the church.
- Disintegration and instability of the family.
- Depression of young people and adults.
- Pregnancies at an early age.
- Lack of communication in the family.
- Lack of motivation among young people.
- Need to learn to pray the Rosary.
- Families no longer attend Mass.



V ENCUENTRO

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

- Parents do not take part in the religious education of their children.
- Drug addiction, alcoholism and its consequences for the family.
- More information about natural family planning in Spanish is needed.
- Need for family ministry at all levels.
- Most marriages are in "irregular" situations.
- Lack of understanding to live the sacrament of marriage.
- Children are raised almost alone and without authority.
- Have more family activities.
- Visits to homes and families far from the church had good results.
- Marriage preparation is needed.
- Separation of families due to their immigration status.

G. Lack of Transportation

- Access to public transport.
- Volunteers are needed to provide transportation service.
- Transportation, concerns with driver's license.

H. Health Status

- Access to health services and information and medical insurance.
- Caring for the elderly, at home or asylum.
- Medical assistance for immigrants.
- The consumption of alcohol and drugs in the community, especially among young people.
- Lack of recovery groups for young Hispanic addicts.
- Excellent visiting the sick.

I. Personal Challenges

- Counseling not available in Spanish.
- Financial assistance in emergencies.
- Marriage problems in all their complexity.
- Trends in suicide, worry, isolation, loneliness and hopelessness.
- Adolescents and young people at risk.
- Pay attention and encourage young people.

J. Spiritual Life

- So much thirst that there is of God.

- Motivate young people to follow Christ.
- Pray the rosary in homes.
- Formation in the faith to overcome spiritualistic or pagan tendencies.
- Spiritual and doctrinal formation.
- More prayer groups, listen to sermons.
- The church has many ministries for training in Spanish and people do not realize it.

K. Abuse

- Problems with drugs and alcoholism in families and among young people.
- Rebellion and domestic violence.

L. Harmful Attitudes

- Feel that others are better than one.
- Attitude of "nothing can be done".

M. Lack of Knowledge

- Lack of access to basic information of daily life.
- Access to information to improve family coexistence.
- Lack of information about resources that exist in the diocese.
- Lack of knowledge of the Catholic faith.

N. Academic Education

- Difficulty finishing a university career due to lack of resources and support.
- Lack of legal services, health, housing, education and economy.
- Hispanic parents do not have access to Catholic education for their children.
- Difficulty in understanding communications of the parish, particularly among the first generation.
- Low level of academic education.

O. Violence and Crime

- Violence environment, especially among young people.
- Insecurity in homes and workplaces due to crime and violence.
- Problems with children, sometimes related to gang violence.



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 ministries for different needs: families in crisis, young people, marriages with problems, victims of domestic violence, abortions, addictions, old people, widowers, patients, mourning, etc.
- Help people in need with empathy.
- Access to Catholic schools and to the university for their children.
- Promote Hispanic youth.
- English classes for all.
- Educational opportunities for young people.
- Fulfill the requirements for the sacraments.
- Maintain our beliefs, traditions and Catholic identity.
- Pass the language, culture, charisma to our children.
- Training for parents, so that they can educate their children well.
- Pastoral counseling for families and young people in need, in their mother tongue.
- Have a home for the family.
- Maintain a healthy balance in your personal and spiritual life.

B. Dreams: For the Church

- More community representation in the parish / diocesan leadership of the church.
- A retreat house for programs in Spanish.
- Have more group meetings, workshops and retreats in Spanish.
- Catechesis and resources in Spanish.
- Celebration of the Mass in open spaces like a park.
- Hispanic leadership ministry.
- Continue and promote ministries, p. For example: family ministry, youth, prayer group, Nazarene Family, Bible study, Legion of Mary, Cursillo, movements, etc.
- Catechetical formation to collaborate in the ministries.
- Spread our faith towards the periphery.
- More participation in religious events and more Hispanic leaders.
- Urgent need for accompaniment and training for Hispanic youth.

- Cheerful welcome of all those who come to the parish.
- More "exit" towards the remote, lonely, sick or in great need.
- Establish the diaconate in Spanish.
- Training for the Hispanics of our parish communities.
- Promote and offer at the diocesan level courses in spirituality, biblical study and training for leaders, including the certification of catechists.
- Lack of unity among different cultural or national groups in the parish.
- Clergy and bilingual and bicultural leaders for our communities.
- More participation in the V Encuentro.
- Formation of leaders to be missionary disciples.
- Formation of deacons and priests to better serve the Hispanic people.
- Lay formation and vocational discernment among Hispanics.
- Strengthen unity in diversity and teamwork.
- Strengthen family life and knowledge of the faith by trained pastoral agents.
- Hospitality in all events.
- The family as a source of vocations for the priesthood and religious life.
- More communication and participation of the parish priest in the Hispanic community.
- Greater participation of young people.
- Preparation to carry the Word of God.
- Retreats in Spanish to prepare us more.
- Knowledge of our faith to prevent people from leaving.
- Catechism in Spanish as our children attend the Hispanic Mass.
- Training for the servers of the various ministries.
- Promote family and youth ministry.
- That there are priests who speak our language, understand our culture and respect our traditions.
- Diocesan training to evangelize homes and peripheries.
- Faith formation for parents of children who attend catechesis.



V ENCUENTRO

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

- That there be a Hispanic pastoral plan.
- Establish a training center for leaders in the parishes.
- Improve communication between the clergy and the Hispanic community.
- That Hispanics participate more in parish ministry and decision making.
- That the formative processes be offered in Spanish, both in the sacramental and adult catechesis.
- Educational training workshops for the servants of the parish.
- Renew (change) our leaders, for the short term.
- Family retreats in the community, with activities for young people.
- Know God and approach the Church.
- Have more Hispanic priests.
- That young people have opportunities to offer their gifts at the service of the community.
- Evangelize everyone in the peripheries.
- Work in unity with the leaders of the movements, pastors and faith communities in each parish.

C. Dreams: Personal and Social Relationships

- Help maintain family integrity and harmony. Reunification of families.
- Welcome newcomers.
- The Hispanic community offers its energy for work and family unity.
- Better communication between Anglos and Hispanics.
- Create opportunities for meetings between young people who speak different languages.
- Continue the V Encuentro when leaving in search of those who have left the church to listen to them and invite them to return.
- To have more united communities, without rivalries or jealousy.
- That Catholics be reliable witnesses of Christ, by their way of loving God and their neighbor, and by celebrating the sacraments.
- Study and work for the good of the church and the country. They are heavy people for society and the church when they are supported and recognized.

D. Dreams: Security and Basic Needs

- Acquire legal immigration status that promotes a better lifestyle and thus be able to meet with family members.
- Provide support to the most needy.
- To perceive that the Church cares for them, feels their problems.
- Food and care for the needy.
- Conscientize everyone on the issue of immigration by offering information by all means within our reach.
- Many Hispanics face difficulties in the areas of immigration, health, unemployment, domestic violence, drug addiction, etc.
- School of English as a second language in the parishes.
- Improve the economic situation of the family here and be able to send economic aid to their families in the country of origin.
- Receive more help in psychological and emotional problems.
- Have employment opportunities in the parishes to better serve the pastoral needs of the community.
- Transportation for people in need so they can attend Mass and events.

E. Gifts: From or for the Community

- A community with reverence for God and great faith, faithful to tradition, family and work.
- Dynamic and motivated community of faith.
- Availability to listen and learn.
- Commitment provision.
- Immigrants are sincere and seek to help the brother in need.
- Young adults at the service of the community.
- Leaders and bilingual volunteers.
- Movement of the Marriage Encounter.
- People with love, fraternity, solidarity, charity, united in respect for the family.
- Be humble and helpful, without interest.
- There is creativity and talent for crafts and crafts, music, food, theater ...
- Values and principles that guide our family, unity among generations.
- Volunteers to give their time to serve the parish community.

F. Gifts: For Service

- Share time, talent and treasure.



V ENCUENTRO

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

- Administrative knowledge.
- Desire to serve and spread the gospel.
- Availability to help as volunteers "as much as they can".
- Availability to listen and learn.
- Gift of serving in different pastoral and liturgical ministries in the parish
- Hospitality, joy, thrust, generosity in the service, collaboration and presence.
- Disposition to help the sick and people in nursing homes.
- Missionaries called to be sent.
- Diligent people who work without counting the cost or asking for a reward.
- Solidarity, especially in pain.
- We are people with a solid faith, happy and with enthusiasm to serve.
- Volunteers to give their time to serve the parish community

G. Gifts: From Experience or Nature

- Some feel that they have gifts to contribute, but that there is a lack of preparation to put them at the service of others.
- Children with their love for Jesus and who have become involved in catechetical activities.
- Desire to serve and spread the gospel.
- Educated people who have greater knowledge of the faith.
- Servants excellent and strong, charismatic,

with gifts to speak, advise, teach and organize.

- San Andrés Evangelism School.
- Cursillos de Cristiandad.
- Movement of the Marriage Encounter.
- Movement John XXIII.
- Charismatic Renewal Movement.
- Go out to preach to the periphery.
- We have the love of God in our hearts to share.
- Be able to visit homes, the sick and prisons.
- For youth ministry and catechism.

H. Gifts: For the Spiritual Life

- Altar Servers, readers and musicians.
- Animation of music and singing.
- Knowledge of traditions, celebrations and cultural devotions.
- Gift of serving in different pastoral and liturgical ministries in the parish.
- Our celebrations of the saints.
- Knowledge of our cultural values, recognized by the Episcopal Conference as a great contribution to the Church of this country.
- Above all, the devotion to the Virgin and the love for the Pope stand out.
- We participate in plays, liturgical dance and mariachis.
- Great devotion to Our Lady of Guadalupe and the other devotions.

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**

- Visit isolated people and homes inviting them to attend mass and join a group in the parish.
- Efforts of evangelization through theater.
- Integral System of the New Evangelization and formation of small communities (SINE).
- Go out to take the Eucharist to the peripheries for those who are afraid to leave.

- Learning more about God and how to do missionary work so that more people come to the feet of Our Lord.

Hospitality and Welcome

- Meetings after the Mass, greeting the people at hand making them feel welcome.
- Creation of welcoming ministries.

Community Building

- Promote the many ministries and that people do not know.



V ENCUENTRO

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

- Invitation to receive the sacraments.
- Creation of a census of needy parishioners.
- Creation of youth ministries.
- Assistance to people in the process of divorce and people who have lost loved ones.
- Have bilingual social events that create bridges between Anglos and Hispanics.

Social Ministry

- Help unemployed.
- Collection of food and other items necessary to help the most needy through the Society of Saint Vincent de Paul.
- Refer people with economic, medical or legal needs to the different Catholic agencies.
- Advice on opening bank accounts, filling out forms, reference to food and clothing banks.
- Provide the needy with places with food, lodging and showers.
- Offer courses to the needy community, for example: English classes, immigration counseling, classes for parents.

Visits to the Sick

- Assistance to the sick in hospitals / homes / asylums / prisons.
- Visit homes bringing communion to the sick.

2. Faith Formation and Catechesis

- Activities for free time for children and young people.
- Bible Course for children that emerged from the V Encuentro process.
- Catechesis for children during the Mass.
- Catechesis for adults: Family Catechesis in Spanish, Prayer Groups, RCIA, Bible Studies, Reading Club, Pre-Marriage Preparation, Apologetics Courses and Family Talks.
- Spiritual retreats in Spanish open to all, especially in Advent and Lent.
- The Diocese produced a television program, Christ for All, to review Catholic themes to further evangelize our region.
- Promote formation through programs such as Stand Up (Renew) and School of Evangelization San Andrés, Disciples of Emmaus Bible Course, Series "History of our Salvation", Integral System of the New Evangelization and formation of small communities (SINE) .
- Participate in Archdiocesan activities.

- Promote more courses in Spanish through the diocesan offices.

3. Leadership Development and Ministry Formation

- Development of new leaders providing educational material to develop their skills and knowledge.
- Training for parish ministries.
- Catechetical Certification and online courses through the CAMINO program of the Universities of Notre Dame and Dayton.
- Face-to-face catechetical formation, for example, classes at St. Anthony Claret or theology course at St. Elizabeth University.
- Encourage groups and ministries to work together at parish and diocesan events to get to know each other more.
- Start the program for deacons in Spanish.
- Workshops to develop intercultural skills in Ministries (BICM).

4. Family Ministry

- Apologetics and family talks.
- Christian Family Movement (English).
- Counseling couples and individuals.
- Groups and activities for moms waiting for a baby and / or with children from 0 to 3 years old.
- Classes for parents, Program for strengthening couples (PREP), Pre-cana (pre-marital preparation)
- Visit to families in the periphery to return to Mass. Give the opportunity to explain why they do not come to Mass.
- Spiritual education in the house.
- Training for parents of children who attend catechesis.

5. Young Adult Ministry

- Accompanying young adults on their journey of faith and parish leaders.
- The bishops meeting with the young people of the DACA program and their parents.
- Create welcoming ministries for young adults.
- Create youth ministries that meet the needs of young people.
- Youth Encuentro.
- Retreats for young people and young adults.
- The youth group that visits sick and brings food to the needy has grown.
- Bilingual Masses that attract young Hispanics.



V ENCUENTRO

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

- Group of young people who went out to meet people to listen, not judging.
- Regional Ministries of young adults provide services to the principal counties of the diocese with volunteer coordinators to assist in their needs.

6. Immigration

- Catholic Charities of the Diocese of Trenton, "The Center," offers immigration services and citizenship classes.

7. Vocations

- A deacon and a Hispanic priest to serve the parish community.

8. Liturgy and Spirituality

- Praises.
- Biannual Diocesan Pilgrimage to the Basilica of the Immaculate Conception in Washington DC. Hispanic participation has been increasing in recent years.
- Celebration of patronal feasts and devotions that enrich the faith of the Church, such as the celebration of Our Lady of Guadalupe, Marian Devotions and Saints.
- Prayer of the rosary.
- Bilingual Masses attract some young Hispanics.
- Multilingual healing Masses.
- Masses in Spanish every day.
- Prayer of Divine Mercy.
- Adoration of the Most Holy First Thursday.

9. Latinas in Church and Society

- Grow / promote that women's opinions are as valuable as men's.
- Individual and family counseling, classes for parents, couples strengthening program (PREP), adolescent program, activities / groups for pregnant moms or children 0-3 years old.
- Provide information to single mothers and women who suffer domestic violence.
- Retreat for women and retirement for men (Change to My Lord).
- Provide attention in Spanish to pregnant women at the Catholic Charities Pregnant Care Center.

A. Intercultural Competencies

- Library of materials in Spanish to support the formation of leaders.

- Events of the Movement of the Charismatic Renewal with different cultures.
- Create / hold events together for members of the Hispanic and Anglo community.
- Open program for Deacons in Spanish.
- Parish Councils with Hispanic representation for the decision-making process.
- Music Ministries that collaborate with musicians from the Euro-American community.
- Masses for different cultures and languages.
- Masses in Spanish all week at different times to serve the Hispanic community.
- Bilingual staff in the parish offices.
- Bilingual Hispanic professionals are a great resource for society and the Church.
- Priests and deacons who speak Spanish to serve the groups and ministries of the parish.
- Workshop to develop intercultural capacities among ministers (BICM).

B. Communications and New Media

- The Spanish radio program promotes bilingual and Spanish mass, as well as the parish activities available in the Hispanic community.
- The diocesan newspaper offers news and messages in Spanish.
- Presence of the Spanish language in social media such as Facebook, Blogs and Youtube.

C. Stewardship and Development

- Diocesan presence with parochial visits and meetings of parish agents to listen to their needs and support their efforts at the parish level, providing guidelines and support to their parish priests.
- Making them aware of their rights and obligations when they register.
- Invitation to be generous with your time, treasure and talents.
- Hispanics are contributing to fundraising in the parish.
- Provide opportunities for Latino Hispanics to join a ministry.
- Supporting the priests, religious, deacons, ministries and laity of the parish with their contributions to the Church and society.

E. Human Development

- Offer psychological counseling.



V ENCUENTRO

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

- Catholic Charities of the Diocese of Trenton, "The Center", offers immigration services, citizenship classes, English classes, basic education for adults (GED), and technology.
- Offer education for health.
- Have programs that provide food, clothing, lodging, and community support services.
- Support group for men on anger management, restoration group "Camino Nuevo" (A New Path).

J. Hispanics in Public and Professional Life

- Assistance of Latino professionals at the service of the community.

K. Justice and Peace

- Catholic Charities of the Diocese of Trenton, "The Center", offers immigration services, citizenship classes, English classes, basic education for adults (GED), and computer classes.
- According to your need - legal, economic or health - refer people to different Catholic charities agencies.
- Provide assistance to the unemployed.

M. Ecclesial Movements

- The Cursillo Movement has two courses per year, one for ladies and one for gentlemen. The Ultreyas meet each week and the school for leaders twice a month.
- Support initiatives of ecclesial groups to offer different forms of evangelization such as the School of Evangelization of San Andrés, the school of leaders of Juan XXIII, the Cursillo, etc.
- Annual formation plan in the prayer groups of the Charismatic Renewal.
- Celebrations and events of ministries with different cultures.

- The different groups of the parish offer opportunities for evangelization, prayer and leadership in the parish.

N. Youth Ministry

- Activities for free time for children and youth.
- Meeting with the Bishop of the DACA youth and their parents.
- Create welcoming ministries for youth.
- Group of young people who go out to meet people, who listen and do not judge.
- Meetings and retreats for young people.
- The group of young people who visit the sick and bring food to the needy has grown.
- Give structure to youth meetings starting with the Word of God and managing projects on how to bring food to the homeless.
- Bilingual masses in some parishes attract young Hispanics.
- Young people were included for the first time and now go out every Friday to visit.
- Attend the Youth Conference available in English.
- Have a program for young people to meet their needs.

O. Ministry with the Incarcerated and Detained

- Offer penitentiary pastoral getting permits to go to evangelize the prisons.
- Home and prison visits.

R. Migrant Ministry

- Meeting with the Bishop of the DACA youth and their parents.
- English classes for newly arrived immigrants.
- Meeting in the migrant fields.
- Offer transportation when necessary for those who are undocumented or who cannot drive.

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

- Efforts to evangelize by making face-to-face visits.

- Happiness and gratitude for the opportunity to participate in the V Encuentro.
- Go out to meet our Latino Hispanic brothers and sisters, making them feel welcome and offer them effective material and spiritual help.



- Carry out a census / survey to know the reality of the parish frequently.
- The parish community should be open to the concerns and initiatives of its members, especially in the immediate, spiritual and material needs.

Hospitality and Welcome

- Offer coffee and time to share on Sundays.
- Through the hospitality committees and in the celebration of the Mass, make them feel at home and part of the same family, in particular those who have no family here.
- Create groups / committees with the mission of welcoming and welcoming newcomers.
- Hospitality and welcome at all parish events.
- Welcome from outside the temple.

Community Building

- Continue fostering knowledge and mutual acceptance in the community.
- Promote an accompaniment ministry.
- Show hospitality in the practice of solidarity by helping them to find information about services offered in the place where they have just arrived.
- Invite newcomers to attend mass and join a group or ministry.
- To improve the attitude of welcoming and serving young people, offering them a space, offering an answer to their great desire for formation in the faith, encouraging them to get involved in ecclesial activities.
- Promote the continuous registration of new families and follow them up and receive them.
- Carry out events for the community in general to make the parish known.

Life Witness

- Approach people with tenderness.
- Receive them with humility, kindness, patience and love.
- Serve with joy, kindness and in unity.

2. Faith Formation and Catechesis

- Religious activities with children.
- Accompaniment to irregular situations of marriages of people in RICA.
- Religious formation for parents and couples.
- Bible studies and spiritual formation.
- Offer bilingual catechetical programs for children and adults.
- Offer RICA.
- Offer retreats in the parish to attract more people.

3. Leadership Development and Ministry Formation

- Assume that an integral formation (spiritual, doctrinal and theological) is required in order to better serve.
- Foster a sense of unity among the members / groups of the parish.
- Offer training courses.
- That leaders be more respectful of each other and respect the charisma and leadership of others.

4. Family Ministry

- Create a family pastoral program with experts on issues of marriage, family and the education of children.
- Establish a program of evangelization with families in the liturgical times of Advent, Christmas, Lent and Easter.
- Accompany them with two experiences of encounters, and above all, that in bilingual liturgies, the autochthonous in Latin appears clearly as a cultural, religious and ecclesial contribution already established.
- Establish a pastoral presence based on the social-family, with sensitivity and commitment to immigrant families.
- Be attentive to the new families and invite them to the activities of the parish.
- Foster more Catholic marriages.
- Identify families in crisis.
- Include children in Masses so that more families come to Mass.
- Start religious formation for parents and couples.
- Greater ministry with and on behalf of families, children and youth.
- Organize spiritual, social and recreational activities for families.

5. Young Adult Ministry

- Liturgical celebrations for young people.
- Invite young people to participate actively in the different programs and ministries of the parish.
- Give more voice to the youth and young adults of the parish in decision making.
- More activities for young people (religious formation, choir, sports, theater, retreats, crafts, dances, etc.)
- We would like a youth group in Spanish to be formed to teach young people more



about the importance of having a closer relationship with God.

- Promote all youth so that our Catholic faith will always endure.

6. Immigration

- Implement information programs to support undocumented immigrants.
- Offer sessions to the community related to the immigration reality that its members live.
- Form peace and justice committees that defend the rights of immigrants and thus ensure the stability of Latino families in our parishes.

7. Vocations

- There were no comments in this area.

8. Liturgy and Spirituality

- Establish a program of evangelization with families in the liturgical times of Advent, Christmas, Lent and Easter.
- Accompany them with two experiences of encounters, and above all, that in bilingual liturgies, the autochthonous in Latin appears clearly as a cultural, religious and ecclesial contribution already established.
- Celebrate the different Marian invocations of the Latin American countries and invite these brothers to join the community.
- Happy Mass in Spanish, happy songs, include the children in the mass so that more families come to Mass.

9. Latinas in Church and Society

- Assistance of Catholic Charities to pregnant women.
- Education on the nature and dignity of women (ENDOW).
- Hands in Action for women in need.
- Support network for widows and separated women.
- Retreat of Emmaus men and women have given a good accompaniment to men and women for a better family life and in their conversion process.

A. Intercultural Competencies

- Assign a bilingual deacon in parishes where there is no bilingual priest.
- Establish a program of evangelization with families in the liturgical times of Advent, Christmas, Lent and Easter.

- That in the bilingual liturgies the autochthonous appears clearly as a cultural, religious and ecclesial contribution already established.
- This requires the Anglo to make an effort to have an attitude of openness without prejudice that gives the immigrant family strength in their faith in a totally different context.
- Offer activities that allow the integration of the different ethnic groups of the parish.
- Make multicultural celebrations as an expression of mutual acceptance.
- Pastoral agents should not only be well trained in working with newly arrived immigrants, but also how to work with NGOs (non-governmental organizations) and non-profit organizations seeking funds / budgets, counseling and support to promote the Latino.
- Request the increase of Hispanic priests and deacons who identify and understand Latino Hispanic culture and customs.

B. Communications and New Media

- Prepare / improve the website of the parish to be informative and welcoming.
- Have spaces in the parish bulletins to promote community activities and opportunities.
- Use the different means of information available to make the parish known.

C. Stewardship and Development

- Foster the culture of service to the Church and the parish community by the clergy and the laity.
- Offer space for new initiatives and new leaders.
- Offer opportunities to help discover the gifts and talents of each member of the parish community to put them at the service and make them feel like part of the family of a community of faith and not just as peer watchers.
- Providing information on groups and ministries so that people can integrate, for example, music ministries, extraordinary ministers of the Eucharist, readers, altar servers, ushers, youth, etc.

E. Human Development

- Information about the education system.



V ENCUENTRO

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

- Provide notices about migration raids.
- English as a second language (ESL) programs in the parishes.
- Workshops with trained personnel: Psychologists, therapists, student counselors and teachers.
- That established immigrants teach newcomers how to live in their new environment.

G. Catholic Education (K-12)

- Low-cost education to attend Catholic schools.

K. Justice and Peace

- Provide information about the education system.
- Provide notices about migration raids.
- Offer sessions related to the immigration reality that its members live.
- Form Peace and Justice committees to defend the rights of immigrants and thus ensure the stability of Latino families in our parish.

N. Youth Ministry

- Community activities for young people and children (games, dances, sports, movies).
- An integral youth ministry that prepares them in values and with an open attitude towards young people from other cultures, but above all, gives them Christian tools to guide them in life in a society that is increasingly plural.
- Liturgical celebrations for young people.

- Give more voice to the youth and young adults of the parish in decision making.
- Low-cost education to attend Catholic schools.
- Provide answers to the questions and challenges they face, with tools to respond to them, from the faith and teaching of the Church.
- Create a ministry for adolescents that really meets the needs of young people and not the good wishes of the authorities of the parish, and that really allows young people to grow.
- Foster more Catholic marriages.
- Group of youngsters; juvenile retirement; more spiritual education, Bible study, workshops for young people.
- Invite young people to participate actively in the different programs and ministries of the parish.
- Promote Hispanic youth in our parishes and society; build a Hispanic leadership ministry.
- Family retreats within the community so that we can all attend, including activities for young people together with parents and children.

R. Migrant Ministry

- Implement information programs to support undocumented immigrants.
- Establish a social-family pastoral with sufficient sensitivity, organization and commitment to our immigrant families.

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

- Communication and closeness of the pastor.
- Creation of an Evangelization Team in the parishes.
- Follow-up groups for the remote, visits to the neighborhood.
- Participation in diocesan activities.
- Promote a perspective of integration and welcome to Hispanics in the clergy and staff of the parish and diocese.

- That the conclusions of the V Encuentro be put into practice in the future.
- Recognize the presence of newcomers in the community at the end of the Mass and express in public that the community welcomes them.
- Bring people back with an effective mass.

2. Faith Formation and Catechesis

- Religious activities for Hispanic children and youth.



V ENCUENTRO

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

- School of Bible and formation to the ministries to remove the obstacles that divide us.
- Formation / Certification of catechists in the parishes.
- The responsibility of parents in the transmission of the Christian Faith
- Bilingual catechesis.
- Spiritual retreats with the purpose of forming a productive relationship with God through prayer and reflection.

3. Leadership Development and Ministry Formation

- Creation of a center and a training program for parish leaders and ecclesial movements.
- Formation / Orientation for ministries to solve the obstacles that create division in the church.
- Prepare manuals for the different ministries.
- Support workshops, trainings and events inviting them to ministries / groups to participate.
- Need for coordination at the diocesan level of training opportunities in the ministries of liturgy, catechesis and formation.

4. Family Ministry

- Provide opportunities in Spanish to inform parents about religious vocations and encourage them to be open to God's will for their children.
- Formation of missionary teams to visit families.
- That priests establish a greater relationship and provide materials for discernment with families willing to talk about their children's religious life as a possibility for their lives.
- Prayer groups that maintain contact with Hispanic families.
- The responsibility of parents in the transmission of the Christian faith.
- Families encourage their young people to participate in celebrations in the parish and the diocese.

5. Young Adult Ministry

- Support for young adult ministry by priests.
- Promotion of the participation of young people in parish activities.
- Need for support of human and financial resources for young adult ministry.

6. Immigration

- There were no comments in this area.

7. Vocations

- Encourage each parish group to pray for religious vocations as part of their mission.
- Awareness and incentives to inject new blood in the increase of vocations and services within the parish.
- Creation of a center and a training program for parish leaders and ecclesial movements, with emphasis on the training of young people.
- Creation of an Evangelization Team in the parishes.
- Hispanic deacons in all Hispanic communities.
- Families with the help of the Diocese speak and motivate their children in this need for vocations.
- Formation of missionary teams to visit families.
- Formation / certification of catechists for the Religious Education programs of the parishes.
- Holy Hours for vocations in all parishes.
- More information available in Spanish for parents and apostolic movements to increase the promotion of vocations to religious life in their own families and parish groups.
- Greater communication / exchange with the seminarians.
- Schedule vocational retreats.
- That there be staff in the rectories who speak Spanish.
- That priests be models of living faith and invite young people in their communities to be open to God's call.

8. Liturgy and Spirituality

- In Holy Week instead of having bilingual masses we would like them to be in Spanish to maintain our tradition and roots.
- Prayer groups that maintain contact with Hispanic families.
- Holy Hours for vocations in all parishes.
- Spiritual mentors to help the new leader in his journey.
- More Mass in Spanish and bilingual masses available in the diocese.
- Well, most people do not speak English.



- Promote the Hispanic culture - example Latin American celebrations.
- Non-bilingual Spanish Masses for large Masses, such as First Communion Masses, Confirmation, Christmas, Easter, and all celebrations.
- Bring people back with an effective mass.

9. Latinas in Church and Society

- The collaboration and commitment of priests and religious was fundamental in supporting the leaders of ministries in the promotion of vocations to the priesthood, religious life and ecclesial ministries for the laity.
- It takes more retreats of vocational discernment, spiritual direction, knowing the different religious orders of both men and women.

A. Intercultural Competencies

- Spanish-speaking priests and deacons in all parish offices including dioceses.
- Including more Hispanics in their decision making process at the parish level.
- More masses in Spanish in the area.
- Need for more Hispanic deacons and greater access to Hispanics to the training program.
- Need for a bilingual secretary and bilingual staff without prejudice.
- That the Masses of the Hispanic community be respected, that they be done in Spanish and not bilingual; for example, the mass of first communion, confirmation, Christmas, Easter, and all celebrations. As larger numbers of people do not speak English.
- Providing spaces for Hispanic ministry activities in parishes where there are no Hispanic ministries.
- Promote intercultural competence in the parish and diocese.

B. Communications and New Media

- Publicize more widely the different parish events (the bulletin is not enough).

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

- We learned that working in a pastoral group

C. Stewardship and Development

- Fair of Ministries where testimonies and life experiences of the current leaders are given.
- Including more Hispanics in their decision making process at the parish level.
- Sponsor leaders who express their interest in participating in the leadership training program of Hispanic Ministry.
- Promote their active participation by identifying their talents encouraging them to be part of different groups or ministries.
- Support workshops, events and trainings inviting Hispanics to participate in groups and ministries.
- Work together so that the Diocese includes within the budget the needs expressed in the Diocesan work document, so that they make us feel as a unit in Christ.

E. Human Development

- Programs to learn English or Spanish.

M. Ecclesial Movements

- Creation of a center and a training program for parish leaders and ecclesial movements.
- More information available in Spanish for parents and apostolic movements to increase the promotion of vocations to religious life in their own families and parish groups.

N. Youth Ministry

- Religious activities for Hispanic children and youth.
- Emphasis on the training of young people.
- Promotion of the participation of young people in parish activities.
- That priests be models of living faith and invite young people in their communities to be open to God's call.
- Need for support with human and financial resources for Youth Ministry.

is not easy.

- We perceive resistance on the part of some group leaders.



V ENCUESTRO

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

- We propose that the parish priest compulsorily require the participation of all the groups in the parish, without exception.
- During the summer most of our brothers and sisters take advantage of the good weather to work double shifts. This reduces participation in the parishes.
- During the winter there is less work and participation increases in the parish, although some do not return.
- The ignorance of many passive Catholics and no effort or interest to learn the importance of our faith to defend it before interrogations of our own and strangers.
- The importance of approaching those who are far from the Church with a genuine attitude of love, regardless of their situation.
- The methodology used was excellent. The leaders of the parish teams that participated in this process were renewed by the experience.
- Optimism in the benefits of this process as leaders.

Recommendations

- Help from the diocese to attract and reach out to people in need, especially the sick and those who do not know God.
- Home visitation ministries need a solid knowledge of the teachings of the Church so that they can share it.
- More coexistence opportunities to meet more people.
- Availability and service of consecrated persons to accompany the sick and dying.
- Several documents presented were difficult to understand.
- The diocesan team of the V Encuentro would have experienced this process first in order to clarify and present the information to the parish teams.
- We ask as a community to be seen as people, as human beings, created in the image and likeness of God, so that we can end the racial abuse that we suffer. We are people who want to live, work, and love our neighbor.
- We need to create more evangelization teams. Create an evangelization based on writing and Kerigma.
- Teams need a follow-up plan to the people they visit to create a relationship with them.
- Be aware of our brothers and sisters' needs.
- Take care of the deposited trust and not

betray it by making rumors and sharing what people shared in confidentiality.

2. Faith Formation and Catechesis

- Increase the moral and spiritual commitment to the parish and the Church.
- Workshops and Spiritual Retreats, Retreats for Marriage Couples.
- Continue small group meetings.
- Continue to offer catechetical training and information in a serious and committed manner.
- Parents need to realize the important role they have in the religious education of their children.
- They think that it is up to the catechist for the payment they make to the program.

3. Leadership Development and Ministry Formation

- Change the perspective of the catechists of only completing the training hours that are scheduled.
- Organize a calendar to offer training for ministers of the liturgy: Proclamadores de la Palabra, Extraordinary Ministers of the Eucharist, Choirs.
- Home visitation ministers need a solid knowledge of the teachings of the Church so that they can share it.
- Continue offering catechetical training that is more academic than lived.
- We need trained leaders who are models and give testimony of Catholic Christian life inside and outside the church.

4. Family Ministry

- Promote the participation of the family in the process of evangelization.
- Have a marriage and family ministry focused on these two realities.
- Parents need to realize the important role they have in the religious education of their children.
- They think that it is up to the catechist for the payment they make to the program.

5. Young Adult Ministry

- Recognize and support the young leaders that have emerged during the Encuentro.

6. Immigration

- There were no comments in this area.



V ENCUENTRO

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

7. Vocations

- Foster the vocation of service through concrete testimonies.

8. Liturgy and Spirituality

- There were no comments in this area.

9. Latinas in Church and Society

- The enormous damages caused by machismo, domestic violence, poverty, the devaluation of women, and inherited cultural dependencies impede their personal fulfillment.

A. Intercultural Competencies

- We appreciate that the Bishop speaks Spanish.
- We need greater diocesan representation that is a voice that works and advocates for the Hispanic community.

B. Communications and New Media

- Establish effective forms of communication between parishes and leaders: e-mail, website, Facebook.

C. Stewardship and Development

- Increase the moral and spiritual commitment to the parish and the Church.
- Create short surveys to identify and channel talents in the parish.

- Expose our needs to the pastor so that together we can work on solutions.
- Foster the vocation of service through concrete testimonies.
- More help from the diocese in educational programs.
- Need to organize a Diocesan Council of Hispanic Ministry.
- Encourage others to share their talents with the community and realize how important their participation is.
- Recognize that there is great potential in individuals who have not been considered.

G. Catholic Education (K-12)

- Promote Catholic education.

M. Ecclesial Movements

- Help groups and ministries in their liturgical, spiritual and planning activities.

N. Youth Ministry

- Recognize and support the young leaders that have emerged during the Encuentro.
- Encourage and help parishes that do not yet have a youth ministry.
- Promote and invite parents to have their children seek God and share their gifts with others.

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

1. Evangelization and Mission

Strategy # 1: Promote in the Region retreats and movements that have successful ways to bring people to a personal encounter with the risen Jesus Christ.

Strategy # 2: Promote in the Region the training of lay leaders to visit the sick and elderly in their homes or in hospitals.

Strategy # 3: Measure and publicize the successful practices that a parish could implement to increase its reach to people in the peripheries, p. ex. have more attractive events for people not involved, teach parishioners to extend an invitation, create bridges or serve as "bridge people" to diverse populations ... and more.

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

Strategy # 5: Develop a regional guide to strengthen communication in the dioceses about existing programs and encourage greater participation in them.

Strategy # 6: Start a regional campaign to train and send missionary disciples - joyful, prophetic and culturally diverse - in all of our parishes and communities.

Strategy # 7: Train pastoral leaders at the local level to recognize the range of needs in the Latino community that were made known by the V Encuentro and develop a plan to respond.

Strategy # 8: Share successful practices among the Dioceses of the Region to strengthen personal relationships in the parish (small communities, party, welcome ministry, coffee and donuts, etc.) and find ways to implement them in each parish.

Strategy # 9: Create a guide for parish teams in the dioceses of the Region to help them identify individuals and families in the community who do not have transportation and match them with members who are willing to take them to the Mass or other services, programs and events

2. Faith Formation and Catechesis

Strategy # 1: Develop criteria at the regional level to evaluate catechetical resources used in parishes to identify and promote bilingual materials focused on the Encounter with Jesus Christ and the knowledge of Sacred Scripture with striking methods.

Strategy # 2: Create a bilingual information packet that parishes can use to motivate parents to take their children every year to catechesis and to reinforce the development of their faith at home with family prayer and frequent talks on the God's action in their lives.

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

Strategy # 4: 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 of different ages, etc.

Strategy # 5: Prioritize in the Region the integration of a good catechesis on the sacrament of marriage in all processes of formation in the faith: infant catechesis; preparation for courtship in the pastoral with adolescents and young people; I work with the couple and new couples; and I work with marriages and free union partners.

Strategy # 6: Share and publicize resources / materials for an integral formation and training of adults in the community on: spiritual life, family life, liturgy, sacraments, Mariology, etc. at a basic and advanced level.

Strategy # 7: Increase collaboration with neighboring dioceses in everything that has to do with catechesis and formation in the faith, p. ex. the training of catechists, events, workshops ...

Strategy # 8: Identify and publicize the best resources for Hispanic family catechesis in Spanish or bilingual and organize teams of volunteers at the diocesan level that can support parents who would like to take the reins of their faith formation. children.

Strategy # 9: Undertake a regional initiative to strengthen the formation of catechists in the Region so that they know how to accompany and guide children in the joyful living of evangelical values and Catholic spiritual practices, and not just recite prayers.

Strategy # 10: Promote the implementation of programs that help couples prepare for marriage in all dimensions: communication as a couple and with children, prayer and spirituality as a domestic church, managing finances and homework, love conjugal and chastity in marriage, the formation of children in the faith, etc.

3. Leadership Development and Pastoral Formation

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

Strategy # 2: Biblical training is much needed to be able to lead biblical groups in parishes ... Identify the best programs in English and Spanish to form leaders of Bible study groups, and promote them in the Region.

Strategy # 3: Instead of reinventing the wheel, start a regional campaign to publicize and promote in the parishes the courses that are currently offered both at the parish and diocesan levels, including the catechist certification courses.

Strategy # 4: Identify or develop and implement in the dioceses a workshop to help people discover their gifts and talents, and prepare training itineraries in action and studies to accompany the new leaders to put their gifts at the service of the community.

Strategy # 5: Undertake a Regional initiative to guarantee access to theological, methodological and spiritual formation in all the geographic areas of the dioceses and to follow up on the participation of catechists and other leaders in the Hispanic ministry.

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

Strategy # 7: Develop materials and resources for the training of young leaders -both adolescents and young adults- to serve in their corresponding ministries.

Strategy # 8: Collaborate with the neighboring dioceses to ensure that in all the dioceses of the Region there are training programs for the diaconate in Spanish.

Strategy # 9: To make known and implement in the dioceses formative resources for leaders in the pastoral with adolescents who teach them to involve youth as protagonists and missionary disciples to their peers.

Strategy # 10: Prioritize in all the pastoral formation programs of the Region to teach how to give opportunities to others and not be an impediment, if not a facilitator, for the emergence of new leaders.

Strategy # 11: 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 # 12: Identify and promote in the dioceses of the Region effective models of joint pastoral work that work well in this country, especially in culturally diverse communities, so that Hispanic and other cultures leaders learn to work together and support each other.

4. Family Ministry

Strategy # 1: 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 # 2: Create and / or publicize dynamic and high-quality resources that Latino parents can use in Christian formation to experience their children's human sexuality, adapted for different ages.

Strategy # 3: Create a notebook of guidelines and suggestions to recognize and respond to the needs of Latino families: single mothers and fathers, couples in difficult situations or in crisis, promotion of sacramental marriage between free union couples ... and more.

Strategy # 4: Develop, multiply and support retreats for couples and families.

Strategy # 5: Identify and promote the use of bilingual tools (cards, mobile apps, programs ...) in parishes to provide follow-up, support, training and accompaniment to newly married couples or those who have baptized a child - through retreats , talks, meetings, gatherings, etc.

Strategy # 6: That the leaders in the dioceses and parishes of the Region motivate Hispanic families to prioritize spending time together in rest, play, prayer and sharing values.

Strategy # 7: Support more the movements that work with the family and facilitate their collaboration with the diocesan offices in relation to family life, youth ministry and vocations.

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

Strategy # 9: For couples who can not get married in the church for reasons of immigration status or other impediments, seek pastoral solutions to offer accompaniment and increase their participation in the parish, and share them among the dioceses of the Region.

Strategy # 10: Promote in the Region that a family ministry be established both at the diocesan and parochial levels, with an emphasis on youth and accompanying young couples - married and unmarried.

Strategy # 11: Organize, in all the dioceses of the Region, teams of mentoring couples to support family ministry.

Strategy # 12: Promote parochial models of accompaniment, welcoming and pastoral care among families and people affected by domestic violence, drug addiction, incarceration, gangs, alcohol dependence, pornography, etc.

5. Young Adult Ministry

Strategy # 1: Offer diocesan level retreats for young Hispanic / Latino adults to have an encounter with the living Jesus Christ, who sends his Holy Spirit to help them nourish the faith in their culture and language and motivate them to actively serve in their parishes.

Strategy # 2: Train young adults at the diocesan level to start Hispanic Youth Ministry groups in the parishes, with a biblical, theological, human and pastoral formation, in communion with the institutes and universities that are dedicated to the theological-pastoral formation .

Strategy # 3: Promote and support the creation of networks of diocesan leaders who work in Hispanic youth ministry, in close collaboration with vicariate coordinators and pastors.

Strategy # 4: Organize in the Region training spaces for young leaders to find answers to their personal and spiritual needs, and prepare them to accompany other young Hispanics, from their different realities, in the spirit of missionary disciples, with a well structured pastoral plan in response to local reality.

Strategy # 5: Promote models of youth ministry where the leadership of Hispanic youth is fostered to encourage ecclesial vocations and to form a generation of missionary disciples.

Strategy # 6: Promote with the parish priests that they open spaces where the voice of young people is heard without judging them and they are allowed to be part of decision-making and leadership, both in youth ministry and in the parish in general.

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

Strategy # 8: Campaign in the Region to motivate active young adults to serve as leaders and mentors in pastoral ministry with adolescents and to train well to carry out this ministry effectively.

Strategy # 9: Prioritize in the Region the integration of a good catechesis on the sacrament of marriage in all groups of young people: preparation for courtship, theology of the human body, work with the couple and new couples, and accompaniment of couples free Union.

Strategy # 10: 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 young Latinos and make a difference in their lives.

Strategy # 11: Identify and promote resources that respond to the reality of Latino youth: accompaniment and mentoring programs, affective-sexual formation adapted to the age, leadership training, education in values, how to avoid drugs, violence and gangs, etc.

6. Immigration

Strategy # 1: Raise awareness among parish pastoral teams about the isolation of newly arrived immigrants—especially young people and parents who left a family in their country—and present simple steps they can take to form communities of faith and support for.

Strategy # 2: Advocate for the right to drive regardless of immigration status in all states of the Region.

Strategy # 3: 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 # 4: 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 # 5: 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 # 6: That the Bishops of the Region clearly communicate to the public the position of the Church on immigration reform and help in advocacy with congressional leaders.

Strategy # 7: Start a regional campaign to write letters to draw the attention of the rulers on migration problems and asking for a resolution that respects the dignity of families and human rights, starting with the dreamers ... and no longer anti-immigrant laws.

Strategy # 8: Promote Catholic schools and parishes to open their doors at night or on weekends for English and citizenship classes, in collaboration with other community organizations.

Strategy # 9: Develop workshops that can be offered in all dioceses, especially in rural areas, on changes in immigration laws and their consequences for undocumented people, dreamers and their families.

Strategy # 10: 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 for the immigrants.

7. Vocations

Strategy # 1: That the seminarians in the Region collaborate to implement the best practices in inviting, encouraging and supporting Latino seminarians, with the participation of their families.

Strategy # 2: Promote the opening of formation programs for the permanent diaconate in Spanish in some of the dioceses of the Region, and share this resource with the neighboring dioceses.

Strategy # 3: Ensure that in every diocese of the Region there are vocational retreats in Spanish each year, for men and women.

Strategy # 4: Promote prayer for vocations in homes and develop materials for parents so that they can help their children contemplate an ecclesial vocation.

Strategy # 5: Prioritize in each diocese of the Region the dedication of financial and human resources for the Hispanic / Latino vocational promotion.

Strategy # 6: Develop promotional tools for religious vocations, with different addressees in mind: school and university pastoral, youth ministry, parents, prayer or Bible study groups, apostolic movements, etc.

Strategy # 7: Campaign in the Dioceses of the Region to identify and invite Hispanic candidates in all parishes for the permanent diaconate.

Strategy # 8: A priest with the joy of the gospel will promote vocations; identify the most content Latin priests in their vocation in each diocese and train them to support vocational discernment processes among Hispanic youth.

Strategy # 9: Promote in the Latino community the vocation to sacramental marriage and family life, by initiating a regional program of preparation for the validation of civil marriages.

Strategy # 10: 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 # 11: Organize at the regional level the implementation of a prayer program for vocations before the Blessed Sacrament during Eucharistic adoration.

8. Liturgy and Spirituality

Strategy # 1: Identify parishes in the Region where they dramatize the Word of God and embody the spirit of the feast and popular religion, both in the sacramental celebrations and in communal devotions, and share resources so that other parishes can also do so.

Strategy # 2: Affirm the importance and establish as a priority in the Region a continuous improvement in homilies that are culturally sensitive to the realities of Hispanics.

Strategy # 3: Prioritize the liturgical formation of the choirs and the creation of groups to share the Word of God, in order to carry out more lively Masses and with greater participation of the people.

Strategy # 4: Identify and share resources that can help train parish priests and liturgical ministers to embrace the spirituality, devotions and celebrations, and cultural diversity of Hispanics to better accompany the Hispanic people in their spiritual life.

Strategy # 5: Organize at the regional level the implementation of a prayer program for vocations before the Blessed Sacrament during the Eucharistic Adoration / Holy Hour.

Strategy # 6: Facilitate at the regional level that diocesan directors share ideas and successful practices to reinforce the importance of prayer at home among Latino families and increase their full participation in: Mass, retreats, formation, parties, catechesis, adoration, devotions ...

Strategy # 7: Collaborate with neighboring dioceses to promote and promote a Hispanic / Latino spirituality in the Region that celebrates Marian devotions and other cultural expressions of faith such as: Altagracia,

Divina Providencia, Guadalupe, Epiphany, the Good Friday Way of the Cross , Mother's Day, All Saints' Day, All the Dead Day, etc.

Strategy # 8: Promote that the continuing education programs of the clergy in the Region incorporate the theme of popular Hispanic / Latino religiosity to enlighten and accompany the Hispanic people with deeper knowledge of said religious / cultural celebrations.

Strategy # 9: Promote the creation of spaces for prayer and reflection with the Word of God, in English and Spanish, in all the parishes and movements that serve the Latino / Hispanic community.

Strategy # 10: 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.

9. Latinas in Church and Society

Strategy # 1: Declare a year to promote the dignity of women in the region against a macho trend in culture, with workshops, homilies and events that advocate a change of attitude in families with practical examples.

Strategy # 2: Review the processes and accompaniment programs in Hispanic ministry in all the dioceses of the Region to ensure adequate attention to widows, divorcees and pregnant girls.

Strategy # 3: Establish a regional dialogue to establish or strengthen support and protection services in the predominantly Hispanic areas of each diocese for single mothers and victims of domestic violence, sexual abuse or trafficking in persons.

Strategy # 4: Promote retreats or conferences in Spanish or bilingual specifically for women, to support them in the experience of the Catholic faith and its transmission to the next generation.

Strategy # 5: Develop bilingual materials written from the experience of Latina women - and promote their use in support groups or small communities in the parishes - to help them balance work and life, from the context of faith.

Strategy # 6: Collaborate with regional or local community organizations to promote educational opportunities and share financial responsibility strategies, both at the individual and family level.

Strategy # 7: Create networks and promote mentoring and coaching groups in the Region -by and for Latin women- that encompass spiritual life, psychosocial and affective development, and practical aspects of life.

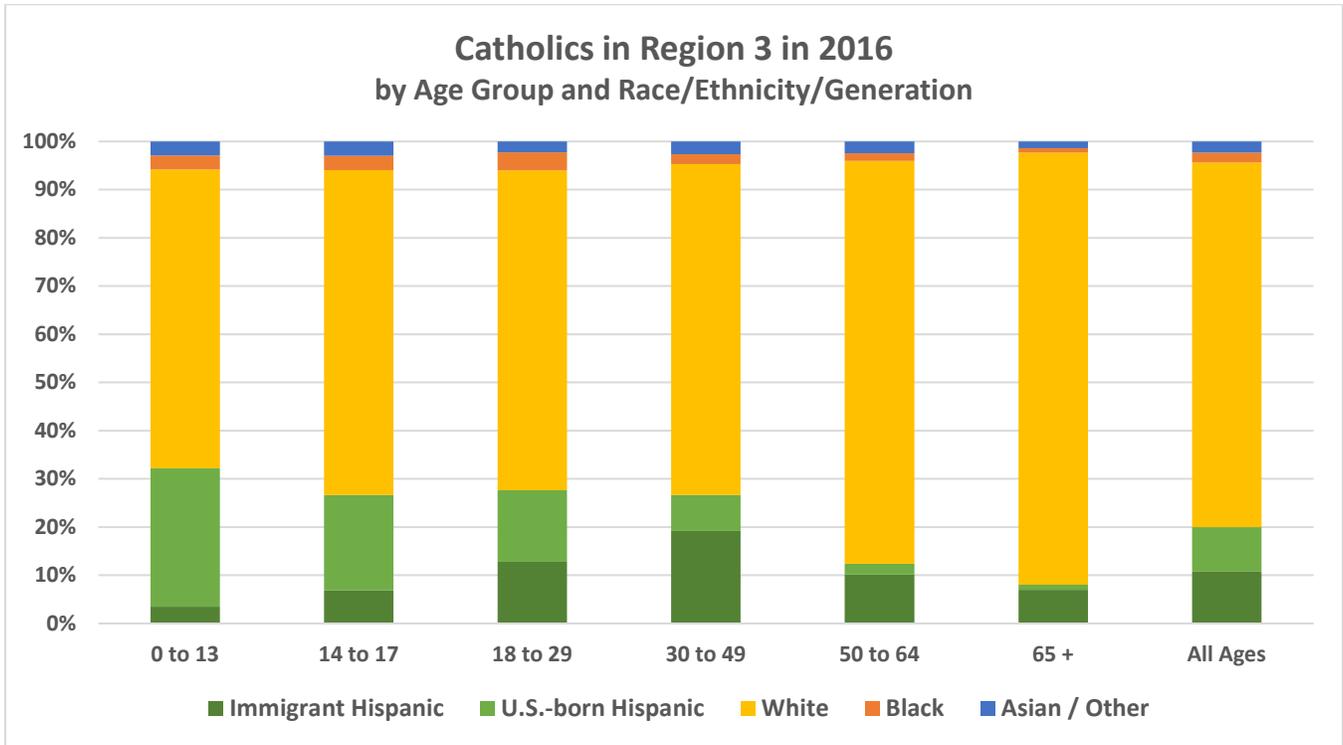
Strategy # 8: Promote the professionalization and integration of Latinas as lay ecclesial ministers in the Church, with theological and pastoral training, scholarships for advanced studies and by opening paid positions in the parishes where they are currently serving as volunteers with significant responsibilities.

Strategy # 9: Promote in all the dioceses of the Region associations of professional Latinas to support them in their professional and family life and at the same time to advocate for them in society from the perspective of the Social Doctrine of the Church.

Strategy # 10: Develop and conduct workshops in the Latino communities on the complementarity of men and women, with practical exercises on good communication and dealing with dignity in the home, workplaces, the Church and society in general.

Strategy # 11: Promote and encourage the participation of Catholic Latinas in social conversations and political advocacy for equal pay for men and women and protection from sexual harassment in the workplace.

Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 3



| Total Population and Catholic Population in Region 3, by Race/Ethnicity | | | | | |
|---|--------------------------|--------------------------|-----------|-----------------------------|--------------|
| Racial/Ethnic Groups in the Dioceses of Region 3 | Total Population in 2000 | Total Population in 2016 | % Change | Estimated Catholics in 2016 | % Catholic |
| White | 15,879,664 | 14,798,645 | -7% | 4,908,000 | 33.2% |
| Hispanic | 1,511,279 | 2,685,246 | 78% | 1,295,000 | 48.2% |
| Black | 2,366,433 | 2,715,153 | 15% | 134,000 | 4.9% |
| Asian/Other | 938,028 | 1,529,652 | 63% | 150,000 | 9.8% |
| Total | 20,695,404 | 21,728,696 | 5% | 6,487,000 | 29.9% |

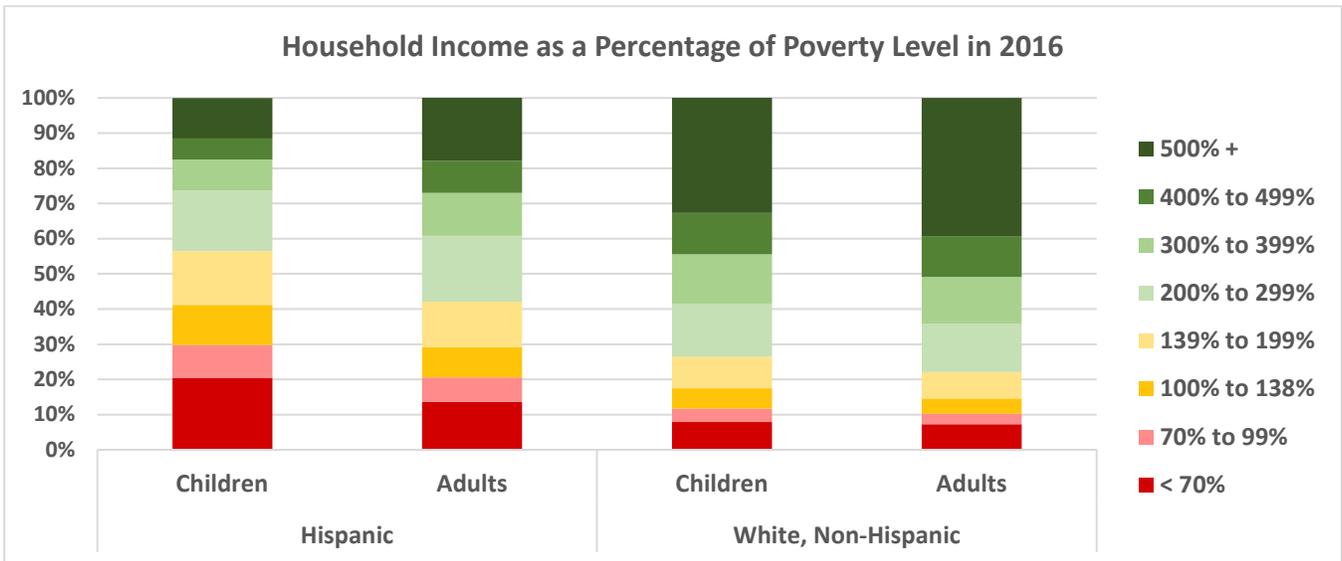
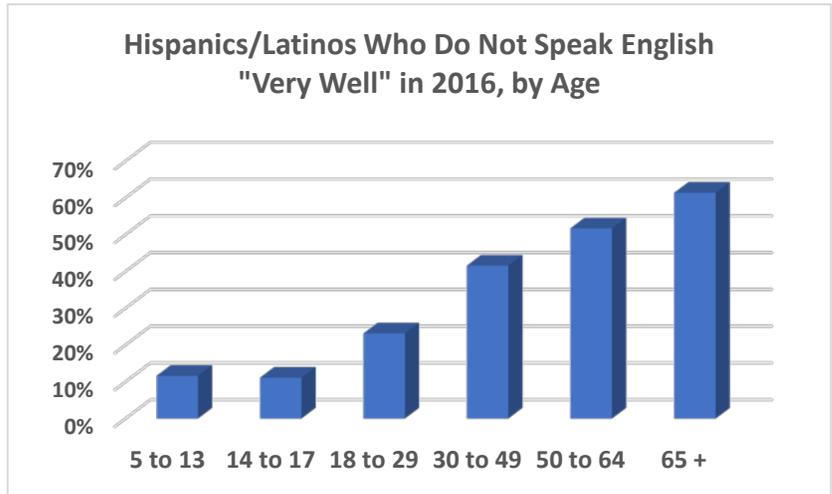
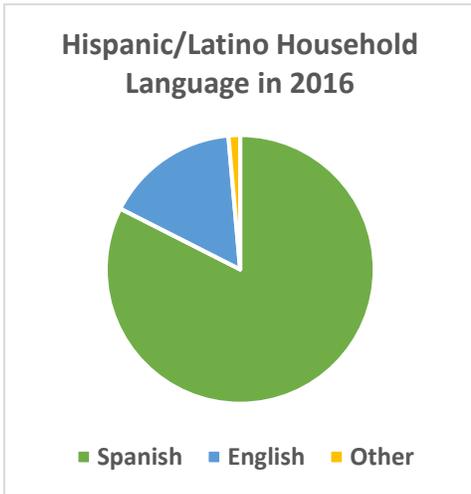
| Hispanic/Latino Population in Region 3, by Diocese | | | | | |
|--|------------------------------------|------------------------------------|------------|--------------------------------------|--------------|
| (Arch)Diocese | Hispanic/Latino Population in 2000 | Hispanic/Latino Population in 2016 | % Change | Estimated Hispanic Catholics in 2016 | % Catholic |
| Allentown | 88,635 | 215,349 | 143% | 90,000 | 42% |
| Altoona-Johnstown | 5,833 | 11,894 | 104% | 5,000 | 42% |
| Camden | 120,177 | 212,005 | 76% | 110,000 | 52% |
| Erie | 9,570 | 19,492 | 104% | 8,500 | 44% |
| Greensburg | 3,198 | 7,601 | 138% | 2,900 | 38% |
| Harrisburg | 67,625 | 163,417 | 142% | 68,000 | 41% |
| Metuchen | 134,873 | 239,889 | 78% | 121,000 | 50% |
| Newark | 558,858 | 829,047 | 48% | 423,000 | 51% |
| Paterson | 187,940 | 285,756 | 52% | 148,000 | 52% |
| Philadelphia | 182,727 | 358,485 | 96% | 157,000 | 44% |
| Pittsburgh | 15,553 | 34,345 | 121% | 14,000 | 41% |
| Scranton | 20,947 | 87,749 | 319% | 34,000 | 39% |
| Trenton | 115,343 | 220,217 | 91% | 114,000 | 52% |
| Total | 1,511,279 | 2,685,246 | 78% | 1,295,000 | 48.2% |

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 3, 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) |
| Allentown | 10 | 20 | 0 | 5,242 | 1,556/8,301 | 428/3,444 |
| Altoona-Johnstown | 0 | 0 | 0 | 0 | 42/3,037 | 9/1,058 |
| Camden | 23 | 31 | 0 | 6,664 | 624/8,714 | 423/4,630 |
| Erie | 1 | 1 | 0 | 115 | ??/4,452 | ??/2,014 |
| Greensburg | 0 | 0 | 0 | 0 | 22/1,997 | 8/551 |
| Harrisburg | 10 | 15 | 3 | 5,759 | 423/7,690 | 175/3,351 |
| Metuchen | 22 | 40 | 0 | 11,334 | 929/6,302 | 252/2,104 |
| Newark | 82 | 142 | 2 | 43,971 | 3,898/17,775 | 2,151/12,628 |
| Paterson | 34 | 122 | 0 | 14,808 | 1,096/5,030 | 205/1,796 |
| Philadelphia | 38 | 46 | 3 | 12,060 | 3,277/47,183 | 799/21,077 |
| Pittsburgh | 5 | 3 | 2 | 615 | 450/14,194 | 100/3,978 |
| Scranton | 8 | 11 | 0 | 1,978 | 97/3,560 | 36/2,081 |
| Trenton | 23 | 38 | 0 | 12,380 | 712/10,554 | 410/6,437 |
| Total | 256 | 469 | 10 | 114,926 | 13,126/138,789 | 4,996/65,149 |

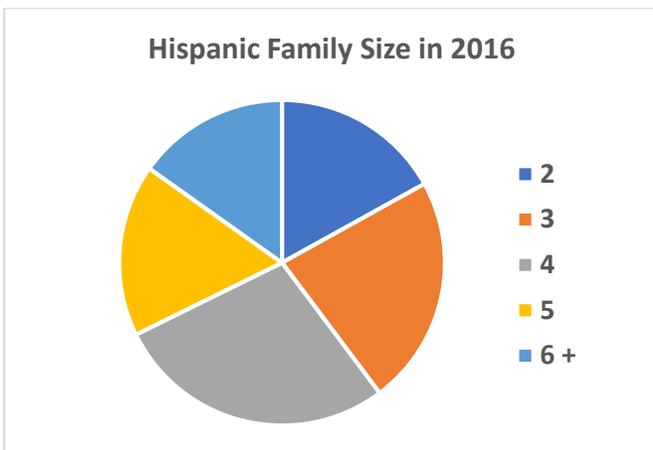
| Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 3 | | | | | | |
|---|------------|-----------|--------------|---------------------------|------------|-------------------------|
| (Arch)Diocese | Priests | | | Religious (men and women) | Deacons | Lay Ecclesial Ministers |
| | Active | Retired | Foreign-born | | | |
| Allentown | 1 | 0 | 1 | 4 | 19 | 4 |
| Altoona-Johnstown | 0 | 0 | 0 | 0 | 0 | 0 |
| Camden | 12 | 2 | 12 | 20 | 12 | 35 |
| Erie | 1 | 0 | 1 | 4 | 1 | 5 |
| Greensburg | 0 | 0 | 0 | 0 | 0 | 0 |
| Harrisburg | 6 | 0 | 5 | 3 | 7 | 31 |
| Metuchen | 10 | 1 | 10 | 11 | 17 | 9 |
| Newark | 80 | 9 | 71 | 18 | 30 | ??? |
| Paterson | 41 | 7 | 46 | 7 | 16 | 22 |
| Philadelphia | 26 | 1 | 25 | 30 | 23 | 78 |
| Pittsburgh | 1 | 0 | 1 | 0 | 0 | 3 |
| Scranton | 4 | 0 | 4 | ??? | 2 | 8 |
| Trenton | 27 | 2 | 22 | 0 | 12 | 20 |
| Total | 209 | 22 | 198 | 97 | 139 | 215 |

Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 3

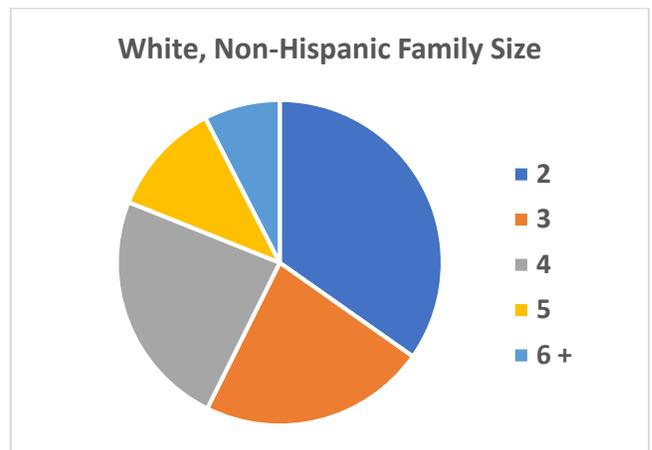


Median Hispanic Household Income: **\$57,500**

Median White Household Income: **\$84,000**

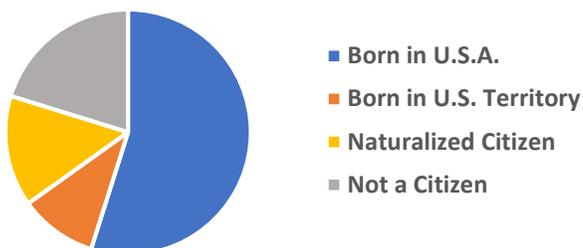


Average Family Size: **4.0**

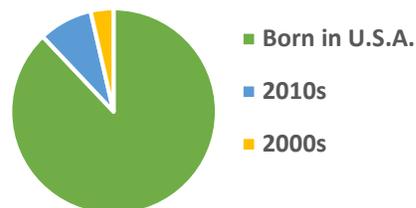


Average Family Size: **3.4**

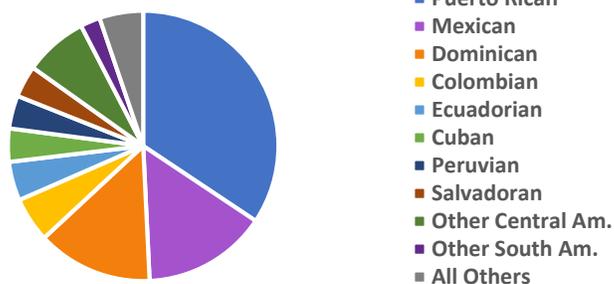
Citizenship of Hispanic Residents in 2016



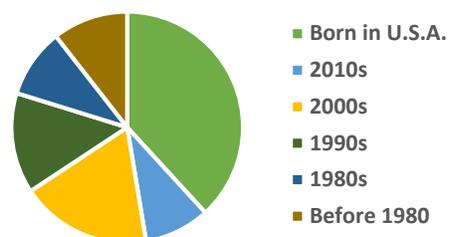
Decade of Entry for Hispanic Children



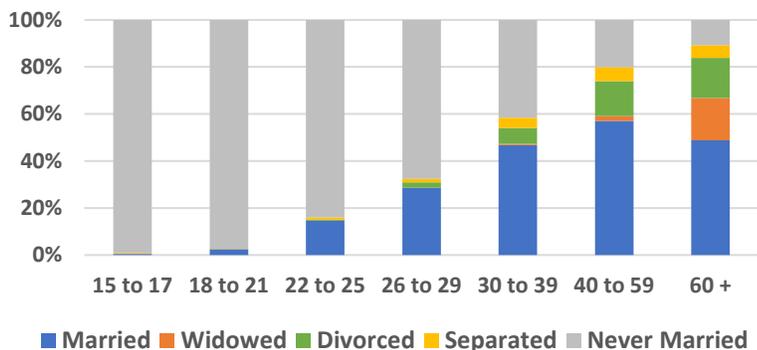
National Heritage of Hispanic Residents in 2016



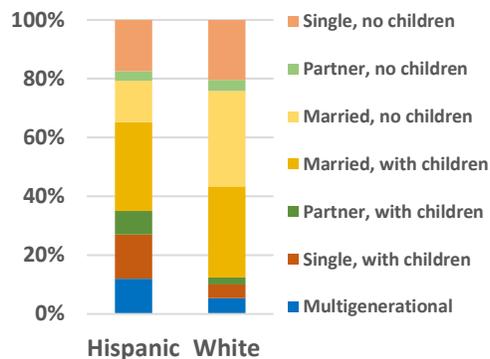
Decade of Entry for Hispanic Adults



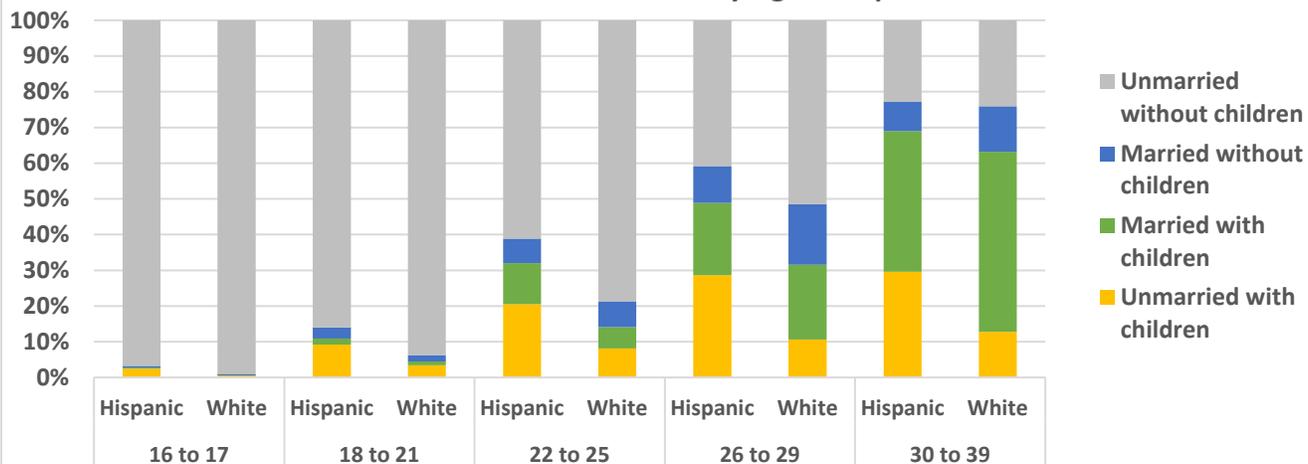
Hispanic Marital Status by Age in 2016



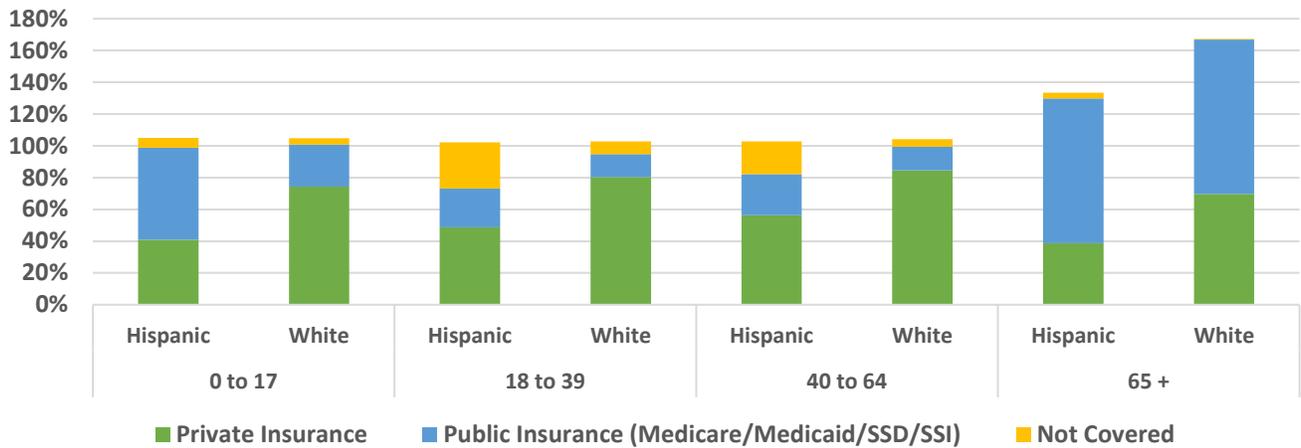
Household Type, 2012 to 2015



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

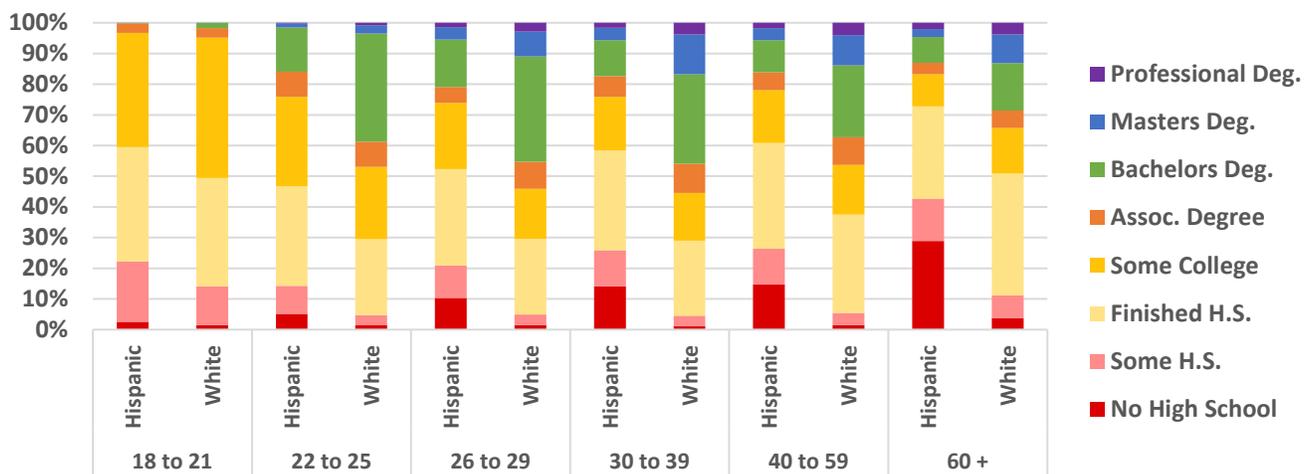


Health Insurance Coverage by Age Group in 2016*

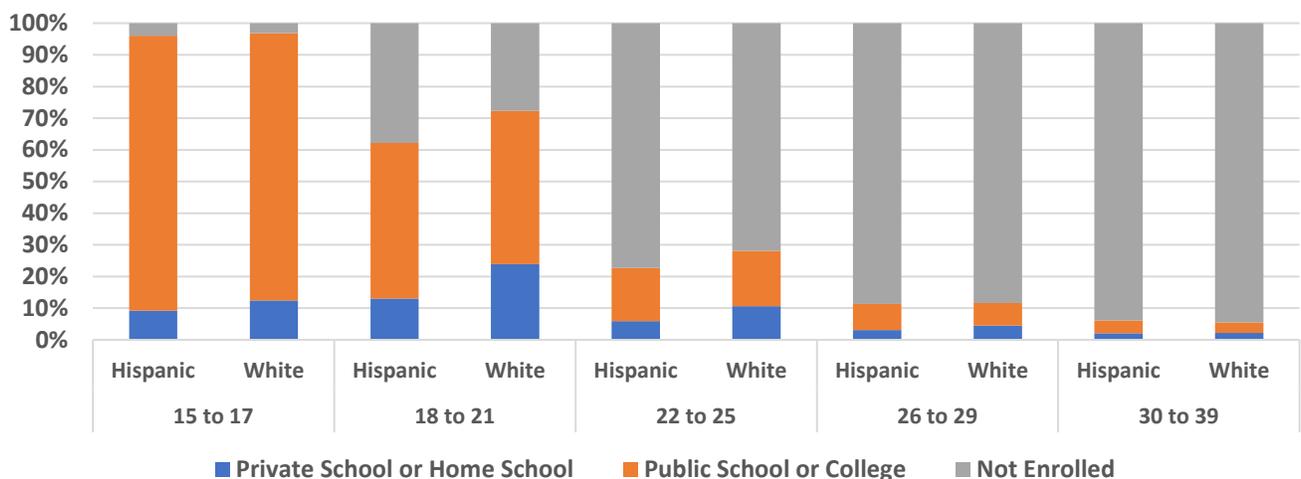


* Numbers may exceed 100% because some individuals may have a combination of public and private insurance.

Educational Attainment by Age Group in 2016



School Enrollment Status by Age Group in 2016



Download the Mobile App of the V Encuentro



Visit our website:

<https://vencuentro.org/>

Follow us on social media

Facebook - ENAVE

Twitter & Instagram - @ENAHVE

YouTube - ENAVE