

# REGION IV –

Delaware, Maryland, Washington, Virginia,  
West Virginia, and the Military Services



# V ENCUENTRO

**Missionary Disciples:  
Witnesses of God's Love**



**Regional Encuentro  
Washington, DC**

**May 19, 2018**

*English Draft*



## Regional Working Document

### Part I: Regional Information

Region: IV

Date of Regional Encuentro: May 19, 2018

Location of Regional Encuentro:

City/State: Washington, DC

Name of Facility: The Catholic University of America

#### 1. Briefly describe the Region:

The Episcopal Region IV is composed of six dioceses belonging to the two Ecclesiastical Provinces of Baltimore and Washington as well as the Archdiocese for the Military, USA. The Archdiocese for the Military, USA is a personal diocese established by St. John Paul II in 1985 for the pastoral care and sacramental life of military men and women stationed in continental USA and around the globe. In addition to the dioceses in the states of West Virginia, Maryland, Delaware, Virginia and the District of Columbia, the Province of Washington includes the Virgin Islands. Therefore, the impact of the Encuentro process is not only regional but also national and extends to the global presence of military Catholics. The Working Document of Region IV reflects the process of discernment of the seven (Arch)dioceses.

The presence of Hispanics is notable in urban as well as rural and military settings. The data for 2016 indicate that the Catholic population of the territorial dioceses that comprise Region IV was 2,698,000, which represents 15.1% of the total population, of which 46.5% are Hispanic / Latino. The average percentage of Hispanic / Latino Catholics is around 50%. Those under 18 years of age comprise the majority of Hispanic Catholics born in the United States.

The number of parishes in Region IV that accompany and serve Hispanics / Latinos is 160, not including the 220 military bases with "Catholic faith community" where there is a Hispanic / Latino presence.

The majority of priests serving in parishes with a Hispanic / Latino community are foreign-born, 63 foreign priests compared to a total of 75 active priests. The number of lay leaders serving Hispanics more than doubles the number of priests.

Please see the statistics at the end of the Regional Working Document for more detailed information on the analysis.

**2. Regional Team:**

<b>Name</b>	<b>Title</b>	<b>(Arch)Diocese</b>	<b>Country of Origin</b>
Most Reverend Mario Dorsonville	Regional Lead Bishop, Auxiliary Bishop of the Archdiocese of Washington	Washington	Colombia
Lia Salinas	Archdiocesan Director, Hispanic Ministry	Baltimore	El Salvador
Sister Inma Cuesta, CMS	Diocesan Director, Hispanic Ministry	Richmond	Spain
Deborah McDonald	Executive Director, Parish Pastoral Planning	Washington	United States, Euro-American
Mary Beth Iduh	Regional Relationship Manager, Northeast/Mid-Atlantic Region	Catholic Relief Services	United States, Euro-American
Javier Bustamante	Executive Director, Cultural Diversity	Washington	Peru
Sandra Coles-Bell	Program Director, Cultural Diversity	Washington	United States, African-American
Jose Amaya	Archdiocesan Director, Faith Formation	Archdiocese for the Military Services, USA	El Salvador
Deacon Dave Galvin	Diocese of Wheeling-Charleston	Wheeling-Charleston	United States, Euro-American
Rev. Carlos Ochoa	Diocesan Director, Hispanic Ministry	Wilmington	Mexico
Antonia Garza	Meetings and Events Specialist, National Federation for Catholic Youth Ministry	National Federation for Catholic Youth Ministry	United States, Hispanic
Karla Aleman	Administrative Assistant	Arlington	El Salvador
Rev. Eugenio Hoyos	Diocesan Director, Hispanic Apostolate	Arlington	Colombia
Daniel Villar	Hispanic Regional Minister	Richmond	United States, Hispanic
Ricardo Jimenez-Cortes	V Encuentro Coordinator	Wilmington	Chile
Flor Dominguez	V Encuentro Coordinator at Our Lady of Fatima Parish	Wilmington	Mexico

## **Part II: The Voices of Hispanic/Latino People in the Peripheries**

### **3. Summarize the highlights and common themes regarding the obstacles, needs, and situations that require pastoral attention and that prevent Hispanics/Latinos living on the periphery from reaching their potential in U.S. society:**

#### **A. Involvement in the Church**

##### **Resources: facilities, finances, and personnel**

- Limited meeting room space.
- Have a diocesan office that serves the needs of the Hispanic people. We urgently need: unify, plan, schedule, execute and assess guidelines that respond to our communities, especially youth.
- We only have 8 people hired by parishes in our communities, with a total of 22 parishes that have a Hispanic / Latino population.
- We must create more sources of work with leaders trained by the diocese, to develop an evangelizing pastoral service in our communities.
- Spanish speaking priests are not enough to fulfill all the expectations of our parishioners.
- The economic resources or the time dedicated to Hispanic families are reduced.
- Need for more Masses in Spanish.
- Some parishes do not have a permanent Hispanic priest. It is difficult to adjust to the change of priest every year or two which makes difficult to develop a relationship of trust, appreciation or welcome.
- Lack of religious services in Spanish.
- Priests are on loan to the community to serve and celebrate the Mass. They need to be full time to offer a more complete service that includes administration, spiritual counseling, confessions, retreats and quality time with the parishioners.
- We only have 5 Latino priests with 22 parishes offering Mass in Spanish. We have Anglo-Saxon priests who speak Spanish, but it is difficult for them to communicate and understand the religiosity of the community.
- Our parishes need to create jobs to better serve our community at liturgical-pastoral and social / human levels.
- We must help more our leaders, both young and adults, who do not speak English to retain them.

##### **Faith formation**

- Lack of faith/interest in learning about God.
- The problem with cults.

##### **Leadership development**

- Better training for leaders.
- Lack of opportunity to achieve a solid pastoral formation of the laity due to economic and immigration situation.
- Legal status does not allow them to insist that parishes create lay job positions.
- Deaconate formation in Spanish is needed to recruit men who are limited in English.
- We insist on the accompaniment of trained leaders to help the Priests.
- Need for a vocational center that allows us to prepare new pastors who can meet the needs of our growing community.

##### **Collaboration and openness**

- The pastor must orient the community so that all are important pastoral agents, respecting and encouraging the charism and talents of each person.
- Masses and bilingual events do not reach the Hispanic community directly. A reading in Spanish is not enough when the majority only speaks Spanish.
- That the Hispanic feels welcomed like the English speaker before the eyes of the parish priest and the other priests.
- Promote cultural diversity.
- They do not feel taken into account and welcomed. You need to find a concrete solution for these people.
- Many Hispanics experience exclusion and discrimination and leave to other churches that offer community and hospitality.
- Our diversity of cultures is sometimes an impediment in making decisions that involve the entire community.
- It is urgent to train and prepare our leaders more so that they can jointly handle the needs of different groups in the community, and thus work in common union in our local Church.



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## **Evangelization and the V Encuentro**

- More evangelization in the media (radio, pamphlets, newspapers, social media).
- Go out to the neighborhoods to evangelize and promote the program.
- The priest needs preach according to the signs of the times and make people they are important and fundamental part of the Church in catechesis and the homilies.

## **Attention to young people**

- Train leaders to work with young people.
- Create programs for young people and the development of leaders who work with them.
- There is a lack of activities aimed at young adolescents.
- Support the adolescent in his acceptance of the Catholic faith
- Promote the sense of belonging among people (young people) within the community
- Create programs that allow young people to participate
- Programs for young people that are fun and dynamic
- Families look to the Church as a trusted institution that can offer support and guidance to their children, but they find few parish youth groups that reach out to Hispanic / Latino youth.

## **Personal obstacles and situations**

- Not feel in grace in the presence of God (living in sin).
- Lack of personal commitment to fulfill the sacraments and commandments.
- A majority of parishes have high attendance on Sunday.

## **B. Personal Fulfillment**

- Psychological support for families.
- Human development.
- Facing family disintegration.

## **C. Immigration Status**

- Immigration and care of their families.
- That the church advocates for immigrants.
- Fear of deportations prevails.
- 90% express the biggest concern and need are focused on the new immigration policy.
- Fear and instability prevent them from getting involved in parish activities.
- Due to their immigration status, they cannot return to visit their countries of origin. It is a forced separation from the family.

- The political climate and the demoralizing attitude of the current administration multiply the fear in the Hispanic community.
- Undocumented youth say their lives are politicized while the Church remains silent.
- Leaders in our communities who have worked for one or two decades have not yet been able to legalize their immigration status.

## **D. Acculturation and Language**

- Some people only speak Spanish and do not know where to look for help (fill out paperwork for their children's school, immigration, medical treatment, etc.).
- The diversity of Latin American countries is an example of the need to strengthen the union of the Church in one faith in Jesus Christ.
- By not mastering English, Hispanics find it more difficult to integrate into society.
- Cultural differences between Hispanics and Anglos generate friction.
- Some have experienced situations of exclusion, discrimination and racism.

## **E. Work and Finances**

- Lack of time to attend church due to work and other obligations.
- Support for socio-economic problems or unemployment in families.
- Most people work the weekend. They arrive home late and it is not possible to attend Mass. The rest of the family does not participate due to lack of transportation.
- Lack of time and overwork. The concern of the people has to do with their economic status, such as losing their job and not being able to give the best to their family. In this country, you live to work.
- The lack of opportunities to work and the exploitation they experience are also linked to their immigration status.
- Both parents work double jobs to pay for expenses. Children are exposed to bad influences in the community, and parents cannot learn English.

## **F. Family Life**

- Children born in this country see their parents suffering and plan what to do if one of the pillars of the family were deported.



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- As a Church we must look for ways to protect our leaders who have worked for so many years, without remuneration.
- Hopefully, families will not disintegrate and children can grow up in an atmosphere of peace and harmony, and not with traumas and uncertainty.
- Families come to the sacramental preparation of their children and then do not return. Children participate, but if their parents are not consistent, children lose their faith.
- Psychological support to respond to the problem of family disintegration.
- Insecurity due to the separation of families.
- They feel rejected because they are living in a free union, not married.
- Many lament family separation and long for the day of reunification.
- The number of households of single mothers or fathers continues to grow. Often times, grandparents take care of the children.
- The challenges of families are more difficult due to the lack of good schools, access to health services and other social services.
- Young people are at risk and their parents are concerned about their well-being.
- Hispanic families with children with disabilities do not know the resources that could help them raise their children.

## G. Lack of Transportation

- Access to the public transport system.
- Many do not have transportation or money for gasoline and therefore do not participate in the Mass or other parish activities.
- Not having a driver's license.
- Transportation is needed to drive people to retreats, events, visits, etc.
- If they do not have legal documentation, they cannot opt for a driver's license.
- We want to work on how to transport our parishioners to retain their religious roots.

## H. Health Status

- Lack of access to the health system.
- Health problems arise and the cost becomes another challenge for these families.

- Challenges are more difficult due to lack of access to health services and social services.
- There are health problems and lack of access to health services among elderly.

## I. Personal Challenges

- Depression problems.
- People experience loneliness and need someone to let off steam and find spiritual help.
- They feel ignored or unwelcome when they go to church, especially those with different abilities.

## J. Spiritual Life

- There are many who have not had a personal encounter with God.
- They do not recognize that having a relationship with God is the most important thing in life.
- Due to lack of catechetical preparation, there is a lot of spiritual confusion.

## K. Abuse

- More support is needed for adolescents to avoid alcoholism and drug addiction.

## L. Harmful Attitudes

- Focus on the material and earthly (tied with consumption and material things).

## M. Lack of Knowledge

- They have a hard time understanding how the Church works in the United States.

## N. Academic Education

- They feel that there is no access to Catholic education, nor alternatives to public school.
- Young people are frustrated by lack of employment, even if they have a university degree.

## O. Violence and Crime

- Lack of peace in the world.
- Challenges: domestic violence, gangs, crime, mental health and homelessness.
- Insecurity in neighborhoods (immigration raids, crime, violence, etc.)



#### 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

- Educate our children in a healthy environment away from drugs, violence, gangs, pornography ... That will allow us to have a healthy Church.
- Educate our children to seek God at all times and in all places.
- Instill the children that the material is transient and circumstantial, that the most important thing is our faith and values.
- To train professionally and thus be able to excel in all aspects of life.
- Have schools or training institutes in Spanish so that they feel that our Church is helping them to excel not only in faith, but also at a professional level.
- To have greater opportunities, such as: a house of their own, to give our children a better education, so that they are capable of being good people who serve the community and society.
- Realize in the professional field.
- Educate ourselves as parents, in order to educate our children with our personal, social and religious riches.
- Young people dream of opportunities to study to achieve their goals and help their parents.

##### B. Dreams: For the Church

- Create an instance for our leaders who do not handle the first language of this country.
- To feel part of a united community.
- Working together with common purposes in evangelization and without social or race and nationality differences.
- Grow in our relationship with God.
- Find a community of faith that welcomes you with open arms, and that not only tolerates them.
- Involve more youth in parish leadership and missions.
- Make young people see the needs and understand the mission of sharing the faith by example, gifts and testimony.

- That the Church help our leaders, both young and adults, who do not speak English. We are losing great leaders.
- To provide our families with the necessary training so as not to lose the values, but to transfer them to the next generation.
- That the parishes have a convening power, without limits, or fears, or restrictions, that a community of communities be established.
- A prophetic Church that cries to defend the vulnerable and accompanies them.
- Strong communities that foster dialogue, eliminate hate and promote the common good.
- That the new generations have the presence of God in their lives.

##### C. Dreams: Personal and Social Relationships

- Get closer to God through the Church.
- Participate more in the Church, the sacraments, and open more to the knowledge of the Bible.
- That discrimination and bad attitude toward immigrants, society and the Church be stopped.
- See the children grow and move them forward.
- Continue helping the family in your country.
- That there be preachers and evangelizers to carry the Word and invite them to participate in the sacraments from door to door.
- Feel as part of the community. Live in harmony and peace.
- Promote the values of family, faith and community, especially among their children so that they do not fall into the materialism and individualism that define the current world.
- Renew in each baptized the ardor of being a missionary disciple of Jesus Christ, inside and outside of our parishes and without fear of reaching the peripheries.
- Seeing your children excel in the US

##### D. Dreams: Security and Basic Needs

- They carry the hopes that brought them to this country: financial improvement, provide



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for their children and their family in the country of origin, educational opportunities for their children, an adequate salary to own a home and live in a clean and safe community.

- An immigration reform that will reunite the migratory situation to live in peace and be able to return to the country of origin.
- Live without the fear of insecurity and violence in the neighborhood.
- Separate families and cessation of exploitation. Above all, for our leaders who have been working for many years in the service of the community, because fear prevents them from creating a firm foundation for their family.
- A good job to cover the cost of educating children, medical expenses.

## E. Gifts: From or for the Community

- Each of the countries, we have a wealth of language, food, music, but especially our popular religiosity.
- We put at the service of our brothers our own talents, which serve to magnify and strengthen our roots in a country that has welcomed us.
- Cultural diversity and values.
- There is hospitality that focuses on families, with energy and desire to work.
- New perspectives and ideas through religious traditions, open to all.
- Art, both at the level of young people and adults. We have people who can be great singers, actors and musicians.
- The Hispanic community is very talented, its greatest gift is to see more strongly the participation of young families.
- The Hispanic community is always faithful and constant in the parish activity.

## F. Gifts: For Service

- The commitment to work for the common good.
- We are lay leaders very committed to the Church, hardworking and pious people, who

have the ecclesial community as a priority in their lives.

- Our manual works, at the service of others ... We have people who work in construction, who put their gifts in the hands of the Church when they are needed.
- The attitude of service to the community is made with great human quality.
- Technical and specialized works. There is carpentry, gardening, repairs, etc.

## G. Gifts: From Experience or Nature

- There are teenagers who offer the gift of art to the parish to create posters and young people prepared to share their talents in music and dance.
- There are catechists, readers, ministers, evangelizing families, who help with welcoming the church and others who are good leaders who evangelize to help them learn more about the faith.

## H. Gifts: For the Spiritual Life

- We have a culture steeped in the values of the Gospel, embodied in the devotions and practices that sustain life.
- There are liturgical musicians and a lot of love for music. They express the beauty of our culture through art and music.
- New perspectives and ideas through the religious traditions that unite us all.
- Faith and religious traditions. There are popular devotions that are of the people like the feast of Our Lady of Guadalupe, the inns, the via crucis, and more.
- Each country has its own popular religiosity, which allows us to make an immense range of values and contributions to our community, sharing in common union, what we are and everything we have.
- There are Eucharistic worshipers and others who participate in prayer and mission.
- The devotion of our community and the reverence to maintain their traditions and religious customs.

**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**

- Hispanic committee meets monthly to discuss, solve problems and generate ideas for common growth. The deacon and priest are always present during these meetings. This serves as one of the ways to communicate needs to the community for better awareness of needs.
- There are finance, ESL, citizenship classes and individual and family counseling.
- Work in unity to see the needs of the people in the parish.
- The "ushers" or volunteers have worked hard to make the faithful feel welcomed.
- Provide hospitality for families to celebrate cultural feasts.
- Many parishes, along with Catholic Charities, accompany people in the peripheries with social services.
- Many do not know that there is a Church nearby and also their life is only at work.
- It is urgent and necessary to have an office capable of collecting the sentiments of our diocese and making plans to respond to the emerging concerns for the communities.
- Educate and encourage parishioners to register as members to be counted in the diocesan statistics.
- That our pastors have the ability to support our communities, especially our youth.
- Having Hispanic priests and deacons has allowed us to have a greater approach with the Anglo-Saxon community.

**2. Vocations and Leadership Development**

- The Institute of Pastoral Formation for decades has given great results in the solid formation of pastoral agents.

**3. Youth and Young Adult Ministry**

- Young adults are retained but more must be invested in attractive and spiritual programs. Young people must be trained to train others. Youth groups work hard and positively.

- Life Teen is a ministry for teenagers with an emphasis on the centrality of the Eucharist.
- Youth groups have successfully brought a fresh and agile evangelization to strengthen and catechize parishes.

**4. Family Ministry, Immigration, and Social Justice**

- Most Latinos prefer to stay home other than for work due to fear of their legal status.
- Family ministry has helped with Church activities such as First Communion, weddings, religious education, choir, quinceañeras, social ministry "Called to Serve", houses of prayer and adoration.
- Marriage preparation in Spanish.
- Increasingly there are bilingual programs that offer intergenerational opportunities.

**5. Faith Formation and Catechesis**

- Several parishes have dynamic faith formation programs that serve adolescents and families in a bilingual way.
- We will never get our community to grow in faith unless we have an office where decisions can be made and projected on an ecclesial level in our Hispanic / Latino diocesan community.
- That our brothers and sister be able to recognize Jesus in their lives and families.
- In many parishes, children are attending the children's liturgy of the word during Mass.
- It is important to continue with the religious education of the children and ask community members to share their gifts and talents.
- The formation of "Quinceañeras" is fundamental and an opportunity to invite youth to the Church and encourage them to live the Sacrament of Confirmation with love.
- Catechists form thousands of children and adolescents to receive the sacraments. Adult catechesis has been successful too.
- Other modes of evangelization are present in religious education and sacramental preparation.



- Answers are requested to the needs of prayer, with the prayer group, in relation to the sacraments (preparation for baptism, first communion, confirmation and marriage) including the catechesis of the children, their sacraments and adoration.

## 6. Intercultural Competencies

- Several parishes have dynamic faith formation programs that serve adolescents and families in a bilingual way.
- To know the culture of origin and its traditions is important.
- Mass and Sacrament of Reconciliation is provided by a Hispanic priest.
- The priest needs to have knowledge of the Hispanic religiosity to have greater spiritual impact in the lives of parishioners.
- Mass in English and Spanish with holy hour and missionary community on Saturdays.
- The impact of these popular devotions and cultural aspects is increased with simultaneous translation when Anglos and Hispanics participate at the same time.
- The number of priests committed to studying Spanish and accompanying Hispanics is recognized and appreciated.
- The need for Hispanic representation in the parish pastoral council is increasingly recognized.

## 7. Stewardship and Development

- More community participation is requested.
- Hispanic committee meets monthly to discuss, solve problems and generate ideas for common growth. The deacon and priest are always present during these meetings. This serves as one of the ways to communicate needs to the community for better awareness of needs.
- As a result of these meetings, people have helped as catechists and have created a welcoming committee including a listening session to the needs of the parishioners and treating them well with much conviviality.
- The need for Hispanic representation in the parish pastoral council is increasingly recognized.

## 8. Hispanics in Public and Professional Life

- Latino professionals serve the community, especially marriages and families.

## B. Human Development

- Finance, ESL, and citizenship classes and individual and family counseling.
- Parishes offer workshops on immigration issues, food bank and other social services.

## E. Liturgy and Spirituality

- Mass in English and Spanish with holy hour and missionary community on Saturdays.
- Opportunities for spiritual growth, such as prayer groups and retreats are offered.
- Traditions are celebrated such as Our Lady of Guadalupe, rosaries at home, posadas, bilingual via crucis, etc.
- The impact of these popular devotions and cultural aspects is increased with simultaneous translation when Anglos and Hispanics participate at the same time.
- Answers are requested to the needs of the prayer, with the prayer group.

## F. Ecclesial Movements

- The Catholic Charismatic Renewal has for years achieved powerful conversions and attracted those Catholics who had moved away from the Church.
- Ecclesial and parish movements such as the Legion of Mary, the evangelizing groups of Emmaus men and women, the Cursillos of Christianity, the Catholic Charismatic Renewal, the Marriage Encounters and Pre-Cana.

## I. Migrant Ministry

- The immigration situation has been and continues to be a barrier for Hispanic families. They are offered listening sessions, attention, resources and accompaniment.
- Children are also affected by the fear that their parents will be deported. The community is available to listen to them and pray for them.
- Charity groups have been a great support for the needy and to give strength in prayer to the immigrant communities and refugees.



## 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

- Through congresses, radio programs, and evangelization events a special call has been made to those who have been marginalized or removed from the faith of the Church.
- During the summer, bus tickets are offered to families so they can attend Mass or other parish events.
- The priest and the parish leaders are a key element for the welcome. This serves as a model for others to imitate.
- Make a parochial census.
- The presence of our Bishop at the events, devotional Masses and festivities of Hispanics indicates that the Hispanic community is welcome in the diocese.
- A hospitality committee was formed to better respond to the needs and an effort is made to give a better training to the group of ushers.
- Individual invitations are made for participation in the Eucharist.
- We went out to meet the Word and the Catholic faith, with emphasis on its aspect of social justice and all that the church offers to help those most in need.
- There is a welcome group before each Mass for those who come for the first time.
- Envelopes and a welcome letter are sent with the parish activities, ministries and services we offer.
- Invite people who are far away from the Church to attend and participate in different ministries and grow in faith.
- Phone calls are made to people who miss Mass to see if they need something.
- There are funeral committees that create solidarity when there is death in the family.
- Charismatic groups create spaces to share and discover the different gifts and talents they have for service to the Church.
- There are groups of families that adopt other families that have returned to the Church as part of the evangelization process.
- There are leadership teams that work on the social aspect to alleviate the problems and

needs of the most needy: penitentiary pastoral, people with addiction problems, marriages or families in crisis, visit nursing homes, support families of those who have been deported and work with greater emphasis on the problems and needs of young people.

- Help people with basic needs: rent, electricity, water, food ...
- Go out to the streets to invite people to different activities.
- Age appropriate programs that allow for spiritual growth in the community.
- An outreach effort is needed for Hispanics in the area, especially because of the visibility of the pastor in the neighborhood.
- A social pastoral, which not only gives support to the ecclesial community, but is capable of going out to the peripheries to know the forms of poverty: material, spiritual, social, etc.
- Visit homes with groups.
- Form a ministry to receive the new members in the parish and inform them about the groups and activities.
- Give greater importance to our brothers who come to our parish family for the first time. Have the ability to welcome and make feel from the first moment that they belong to the family.

### 2. Vocations and Leadership Development

- Evangelization and leadership development initiatives are needed. Many want to serve, but do not know how to do it well.
- A school to help our leaders to be trained in the different vocations and gifts that our Father God has given them.
- We must work to help people discover their vocation. This is not only for young people, but also adults in search of the true call of God in their lives, without discarding our brothers who do not speak English or who are Undocumented.



- We must allow them the opportunity to develop their vocation in each of our parish communities.

### 3. Youth and Young Adult Ministry

- We share and celebrate the different milestones in the lives of young people such as graduations, sacraments, etc.
- Invite young people to discover their gifts and respond to needs such as counseling, ESL classes, GED, and volunteering.
- This also extends to those in the peripheries such as migrants and people with different abilities.
- Ministries of a social nature: "Called to Serve" and "Christians in Society and Mercy". These ministries have the focus of seeking and accompanying young Hispanics in situations of risk.
- There is a youth program called RESPECT for young Hispanics, led by them, to discuss social situations that confront them.
- The creation of a Mass for young people and adolescents has helped open the door to service as ushers and altar servers.
- Young people play an important role, they are called in their different pastoral programs to evangelize and be evangelized. They are very supported by their parish priests.
- The Mass of Pentecost is dedicated to young people and adolescents. As readers of that Mass, they grow in the spiritual and give them the step to become more involved in the Church, particularly evangelization.
- We are in the process of organizing youth groups to study the Bible, creating a bilingual Mass for them and developing service projects to raise funds.
- Our purpose is to focus on youth as a priority, accompanied by a diocesan team of professionals and experts in what young people need.
- Parishes should rethink the ministry and reach out to Latino youth and adolescents because they continue to abandon the faith at an alarming rate.
- In all parishes, new initiatives are needed that attract, nourish, accompany and motivate them, especially for those that do not yet fit into existing programs.

### 4. Family Ministry, Immigration, and Social Justice

- Activities aimed at children and parents together.
- A budget to support families in emergency situations.
- Prayer and rosary during adoration of the Blessed Sacrament for a personal invitation.
- Meetings for seniors to discuss issues that concern them and ways to help them.
- Marriage Encounters and retreats.
- Invest in workshops and events for the family that help increase communication and spiritual growth.
- Groups of children and youth that offer plays and dances.
- Create more flexible schedules with the goal of improving education at the family level for the domestic Church.
- Organize activities to strengthen themselves as members of the Church and as a couple.
- Visit families and answer their questions: resources are available and registration for the parish begins.
- Welcome them to the prayer group and meetings of the Family Ministry and other Church activities.
- Monthly gatherings that are made after the Mass to share food.
- In meetings and events, family and children activities are carried out.
- Include and support parents who do not understand or speak English in the spiritual growth of their children.
- Provide counseling in the various cases that arise in the family and the couple.
- There are family groups that adopt other families that have returned to the church as part of the Encuentro process.
- The young dreamers who are sheltered with the DACA program have moral support and support throughout the diocese.
- Migration orientation workshops have been given to undocumented families or workshops on how to obtain citizenship.
- Create a Family Ministry, since we consider it the basis for the success of our projects.
- Form a diocesan team that allows us to respond to those needs that our families are feeling every day.



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## 5. Faith Formation and Catechesis

- There were no comments in this area.

## 6. Intercultural Competencies

- That there are more parishes responding to the Latino community. Many Hispanic families have to go to several parishes to get to one that welcomes them. It is an adversity for the elderly and families who lack transportation.
- Sometimes the Mass in Spanish is not offered at a convenient time. It makes them feel that the parish accommodates them, but does not welcome them.
- Many feel like second-class citizens, especially when the pastor does not get involved with them at all.
- Sometimes the lack of meeting spaces in the parish creates friction with other groups.
- They want spaces that will help them strengthen relationships with other parishioners, both Hispanics and non-Hispanics.

## 7. Stewardship and Development

- Increase the voice of Hispanics in decision-making in the parish, in the pastoral council, finance council, etc.
- Ensure that the parish team reflects the multicultural reality of the parish.
- That the parish recognizes the gifts that the Hispanic community offers, often as volunteers while their Anglo-Saxon peers receive a salary.
- Reimburse gasoline expenses for people who are dedicated to the ministry of transport. During the summer, bus tickets are offered to families, so they can attend Mass or other events.
- There are charismatic groups that create spaces to share and discover the different gifts and talents that siblings have and

integrate them into our community for service to the Church.

- Invite people who are far away from the Church to attend and participate in different ministries and grow in faith. Volunteers from this group organize the parking lot so there is enough space for everyone. So understand that they are important to God and the Church.

## 8. Hispanics in Public and Professional Life

- Invite educators by profession to be trained and participate in the religious education programs of the parishes.
- Invite professionals from different areas to give information and guidance to the community.

## C. Catholic Education (K-12)

- Many Catholic schools in areas of Spanish concentration are closing. It gives the impression that the Church does not care about Hispanics. More needs to be done to welcome them and make Catholic education accessible to Latinos.

## E. Liturgy and Spirituality

- Guadalupanas feasts, Mother's Day, Hispanic Heritage Month, Christmas, Posadas or the Via Crucis live are an opportunity to integrate families in pastoral conjunto.

## I. Migrant Ministry

- Each parish in the Diocese has given the immigrant and the refugee a special place of welcome and respect.
- Invite young people to discover their gifts and respond to needs such as counseling, ESL classes, GED, and volunteering.
- This also extends to those who are in the peripheries like migrants.

**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**

- After the process of consultation and mission that we had of the V Encuentro, we have new bilingual leaders (English and Spanish).
- They have the desire to serve with the intention of following the call of the missionary disciple.
- Affirm Hispanic leaders by recognizing their gifts and availability, praising them, giving them training and relating them to local and diocesan resources.
- We provide transportation to all who attend trainings so they can attend conferences and retreats organized by the diocese.
- Bring the Word of God to homes.

**2. Vocations and Leadership Development**

- More commitment from priests and deacons is needed so that Hispanic vocations can be increased.
- Personal encounter with God.
- More events are needed that speak about the vocation and the call to service.
- A community that prays produces much fruit, so we must reinforce the events of prayer in the family and in the events.
- A diocesan office of Hispanic ministry is the most important instance for us as a diocese, since this center will allow us not only to help discover the vocation that our Father God has placed in our hands, but also to discover the many talents that he has given us.
- We must focus on our bilingual young people, since from there our new priests, religious, deacons and laypersons will serve our community.
- Leadership training. Training and retreats form the basis that leads to opportunities for service.
- The vocations office frequently visits parishes and speaks to the community about the priesthood, the consecrated life and, above all, to promote secular ecclesial ministry at all levels.

- Ecclesial vocations must begin with the family and the domestic church.
- More education for the Hispanic community in many areas, especially in the importance of Eucharistic adoration, will help with vocations.
- It is important to present more opportunities for youth to learn their faith. E.g. informal discussions, games, excursions, etc. None of this can be fulfilled without the accompaniment of parents to their children to the catechism so that they know and love God.
- They should be encouraged to serve during the Mass and from there observe those who see them with a vocation interest. Parents support their children to be interested and learn more.
- Support young people through the creation of ministries that focus on evangelization.
- Give Hispanic leaders a place of importance, listen to them and support their proposals when they are positive and of importance to the community.
- That the consecrated and clergy give testimony of joy and closeness to attract more vocations.

**3. Youth and Young Adult Ministry**

- Each parish has opened the doors for young people to integrate and receive pastoral formation with the theme: "Youth for Christ: Today, tomorrow and always".
- It is important to present more opportunities for youth to learn their faith. E.g. informal discussions, games, excursions ...
- Programs to promote leadership not only in adults but in young people with programs that help their self-esteem.
- Initiatives to reach Latino children and teens who prefer English.
- Organize youth encampments.
- That the community support young people through the creation of ministries that focus on evangelization.



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## 4. Family Ministry, Immigration, and Social Justice

- There were no comments in this area.

## 5. Faith Formation and Catechesis

- Mass, religious education and other ministries in Spanish. Most of the ministry to Hispanics is done in Spanish.
- Training and retreats form the basis that leads to opportunities for service: visiting the sick, serving in catechesis and receiving Christian formation.
- The Archdiocesan Association of Hispanic Catechetical Leaders strengthens the formation of catechetical leaders working in the Hispanic community. Many of the members would be good candidates for more formal theological and pastoral formation.

## 6. Intercultural Competencies

- Mass, religious education and other ministries in Spanish. Most of the ministry to Hispanics is done in Spanish.

## 7. Stewardship and Development

- We provide transportation to all who attend trainings, so they can attend conferences and retreats organized by the diocese.
- From the diocese, offer resources and materials to the leaders who occupy the ministries in which they exercise their call.
- Raise awareness that all leadership includes the call to seek new leaders so that they can help them and then take their place when their time has already been fulfilled.

- Promote leadership development among Hispanics and open spaces for them to serve.
- Create a team with the new emerging leaders of the V Encuentro to give them the necessary training to support existing pastoral agents.
- Offer training and training workshops, trying to discover skills and gifts that will be put at the service of the parishes.

## 8. Hispanics in Public and Professional Life

- Open spaces for volunteers of different services to attract people (English classes, medical services, ...)
- Invite professionals to offer their services from the parish, as nutritionists, psychologists and counselors.

## C. Catholic Education (K-12)

- Some parishes work with your school to increase the number of Latino students.

## D. Higher Education

- The diocese supports certain Hispanics with immigration situations by sending them to be trained in universities or seminars in Spanish-speaking countries.

## E. Liturgy and Spirituality

- Caring for the spiritual life of the faithful.

## F. Ecclesial Movements

- Movements, especially the Charismatic Renewal, are the source of evangelization in most parishes.

**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**

- Reach out to Hispanics away from church.
- Go to the peripheries in search of the young so they can share their gifts.
- A mission ministry is being established to go out to the streets to meet the Hispanics in need and promote all the services and activities our parish offers.
- Pastoral centers for Hispanic people are important because most of the population is English speaking and many people do not receive authentic faith instruction.
- People who come for the first time to an activity are helped directly and followed up regularly with the data they provide.
- A national pastoral de conjunto is needed to raise the level of participation and formation in our parishes and communities.
- All projects, conclusions and ideas must be taken seriously in the V Encuentro.
- Visit and welcome Hispanics.
- It was very enriching to participate in small groups. At the conclusion of the 5 sessions, the participants committed themselves to the vision of an outgoing church that proclaims Jesus and takes his love to the peripheries.
- Jesus left us the legacy base communities from which Church is born.
- Are we able to reach out to those in the peripheries with a gospel of joy and love?

**2. Vocations and Leadership Development**

- Formation in Social Doctrine of the Church for youth and adults is needed.
- Social justice ministry that takes into account the needs of Hispanics in the Church is needed.
- Hispanics expect more pastoral care for the sick, incarcerated, poor and homeless.
- Raise awareness about people with disabilities and mental illness.
- The hierarchy needs to recognize the contribution of Hispanics to the Church and society.
- Help parishes to better respond to the needs of the communities.
- Parishes need support to train leaders.

**3. Youth and Young Adult Ministry**

- There is desire for continuous spiritual formation for adolescents and young people.
- That dioceses invest to increase programs from the Hispanic ministry office (cultural diversity and outreach), to engage with and accompany the Hispanic community.

**4. Family Ministry, Immigration, and Social Justice**

- That catechesis be bilingual or in Spanish, so parents can also be catechized to better teach their children at home.
- Invite families to find ways to find the youth in the peripheries to share their gifts.
- They want to see a permanent defense in favor of the Hispanic community on behalf of the bishops in their public discourse.
- That Bishops defend the rights of migrants and refugees and denounce racism and discrimination.
- Strengthen school system and expand access to health services.

**5. Faith Formation and Catechesis**

- Different training courses exist for the Hispanic community. The Pathways, VIRTUS, the digital library, material for young people and adult faith formation are different workshops and resources to help organize and manage the ministries.
- Offer bilingual/Spanish catechesis to form parents so they can teach children at home.
- Offer ongoing spiritual formation for youth.
- That dioceses invest to increase programs from the Hispanic ministry office (cultural diversity and outreach), to engage with and accompany the Hispanic community.
- Participants expressed a desire to continue with the V Encuentro process and committed to be trained to learn tools to foster personal encounter in parishes.

**6. Intercultural Competencies**

- That diocesan offices be more intentional in accompanying Hispanic Catholics.
- Youth Ministry, Young Adult Ministry, Family Life, and others increase their capacity to



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integrate Hispanics / Latinos in their activities and training opportunities.

- Greater visibility and attention in the publications of the diocese.
- The parishes and the archdiocese are committed to the formation of lay leaders with particular attention to Hispanic leaders.
- Limited availability of resources in the Spanish language and few lay leaders are sufficiently prepared to understand the importance and role of culture in the ministry to train Hispanic lay leaders.
- Require lay leaders to receive training in intercultural competencies.
- Promote better communication between the Anglo-Hispanic communities and between pastors, priests and parishioners.
- Integrate Hispanic culture in parish activities and in the celebration of national devotions.
- We have differences, but only one objective.
- The importance of unity, celebrations and catechesis for all ages in Spanish and English, living and effective sacramental participation, Masses in Spanish and bilingual with priests who love the diversity of cultures and speak the language.
- Promote integration between the Latino community and the Anglo community to work as a church to include special events such as Our Lady of Guadalupe.
- The parish needs to hear, involve and support the Hispanic community with the certainty that there is Hispanic representation in all ministries and committees.
- Integration is also based on communication with the rest of the community. E.g. have announcements and the Hispanic ministry calendar in the bilingual newsletter and have a bilingual person in the parish office to support the Hispanic community by phone or any other communication method.

## 7. Stewardship and Development

- That the hierarchy of the Church recognize the Hispanic contributions to the Church and society. Although their financial contribution is less, they work hard for the Church and are generous with their gifts for the community.

## 8. Hispanics in Public and Professional Life

- Form a group of volunteer professionals, who give their time and talents to the community.

## C. Catholic Education (K-12)

- The commitment of the Church to the mission of Catholic schools must be reevaluated. Investment in Catholic schools has to focus on recruiting and retaining Hispanic students.
- Latinos expect investment in Catholic schools with intentional strategies to increase Hispanic students.

## D. Higher Education

- The commitment of the Church to the mission of Catholic universities must be reevaluated. Universities need to be intentional in the formation and support of lay ecclesial ministers and Hispanic theologians for the future.
- Hispanics also want to find new ways to fund the education of Latino youth at Catholic universities.

## G. Ministry with the Incarcerated and Detained

- With this training and resources, Hispanics expect to see an expansion of the ministries that care for the incarcerated.

## H. Ministry among People with Disabilities

- We must raise awareness about the needs of people with disabilities and people with mental illness.

## I. Migrant Ministry

- Provide a safe place for immigrants who suffer discrimination and intolerance, lack of justice and equity.
- Help with immigration status, offer compassionate and tangible support to families who suffer the consequences of irregular immigration status or family separation.

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

### **Ministerial Area #1: Evangelization and Mission**

Strategy # 1: Build bridges and raise awareness about the needs of Catholics in the military so that there is openness and collaboration with civilian parishes, i.e. priests who speak Spanish to help in the accompaniment of Latinos in the military.

Strategy # 2: Create, organize, consolidate and allocate human and financial resources for the pastoral care of Hispanics through a Diocesan Office in each diocese of the Region according to the local reality.

Strategy # 3: Organize, guide and focus on integral processes of evangelization and missionary apostolate: Christian initiation, catechesis and activity on a permanent state of mission as a Church that goes forth.

Strategy # 4: Establish an initiative in the Region to create, multiply and awaken the “base ecclesial communities” to be welcoming and evangelizing.

Strategy # 5: Identify and promote materials, resources and workshops to train and strengthen the mission of those serving in the ministries of welcome and hospitality at parishes / Catholic faith communities, including priests, parish secretaries and other staff members and volunteers.

Strategy # 6: Organize workshops for priests to share strategies and best practices to be more present in the lives of Hispanic families in parishes / Catholic faith communities, sacramentally and pastorally.

Strategy # 7: Start a regional campaign to train and send missionary disciples in the spirit of the V Encuentro - joyful, prophetic and culturally diverse - in all parishes / Catholic faith communities and communities.

Strategy # 8: Assess and publish successful best practices that parishes / Catholic faith communities could implement to increase outreach to people in the peripheries, i.e. events to attract people not involved, train parishioners on how to make an invitation, create bridges or serve as "bridge people" to diverse populations or with particular needs such as transportation.

Strategy # 9: Promote the retreats and movements that have proven to be successful in helping people have a personal encounter with the risen Jesus Christ.

Strategy # 10: Identify and promote best practice models for the good use of media in the Region (radio, television, Internet, newspapers, bulletins, etc) at the diocesan and parish / Catholic faith community levels to reach those away from the life and pastoral ministry of the Church.

### **Ministerial Area #2: Vocations and Leadership Development**

Strategy # 1: Develop bilingual promotion tools/materials to promote vocations among Hispanics, with different audiences in mind: pastoral ministry in schools and universities, youth and young adult ministry, parents, prayer and Bible study groups, apostolic movements, religious education programs, etc.

Strategy # 2: Develop workshops that can be used with all members of a parish team, so that they can better respond to the needs of our community, such as the principles of evangelization and its implementation.

Strategy # 3: Coordinate and share ideas among dioceses in the Region to promote vocations to the priesthood and religious life with young Latino generations, helping them see how their gifts benefit the faith community, society and those in the military.

Strategy # 4: Identify and share best practices in the formation of leaders and pastoral training of Hispanic laity for ministry in the Catholic faith communities / parishes and groups.

Strategy # 5: Establish a scholarship fund in each diocese for the formation of Latino pastoral leaders in diocesan programs and academic careers.

Strategy # 6: Prioritize in each diocese of the Region the dedication of financial and human resources for vocation ministry among Hispanics in order to have new vocations to the priesthood, religious life, the diaconate and lay ecclesial ministry.

Strategy # 7: Promote in Dioceses of the Region the creation of a Diocesan Council for ecclesial movements that works in the integration, collaboration, formation / training of teams, events and advocacy for the different ecclesial movements present in the diocese.

Strategy # 8: Strengthen the Mid-Atlantic Congress with a large selection of workshops of interest to Hispanic leaders and encourage parish teams and ministerial leaders to attend for skills development.

Strategy # 9: Facilitate the distribution of bilingual and culturally appropriate materials to parishes / Catholic faith communities of all dioceses in the Region to help Latino parents propose a religious vocation to their children in all the stages of life.

Strategy # 10: Update and promote pastoral, spiritual and theological formation courses in all dioceses for catechists, group coordinators and those who provide pre-baptismal talks, formation in courtship, liturgical ministers, etc.

Strategy # 11: Integrate the promotion of vocations in the faith formation of youth and children, inviting families to promote priestly and religious vocations and married life through prayer and dialogue at home.

Strategy # 12: Integrate the 'Building Intercultural Competencies for Ministry' training into the formation process for seminarians and that they do a pastoral year in a multicultural parish and learn Spanish.

### **Ministerial Area #3: Youth and Young Adult Ministry**

Strategy # 1: Promote in all the dioceses of the Region the creation of a Hispanic pastoral council to identify needs and concerns of young people and establish a pastoral plan to respond to the priorities proposed.

Strategy # 2: Organize a regional conference to share best practices in the faith formation of Latino adolescents and young adults, with a particular focus on their language needs: Spanish, English or bilingual. Then disseminate the results in a simple booklet that articulates the principles and practical strategies for implementation in the parishes / Catholic faith communities.

Strategy # 3: At the regional level, study creative models of financing for Catholic schools in urban or poor areas with the purpose of opening five Catholic schools in the Region in the next five years, located and oriented for the education of the children of immigrants.

Strategy # 4: Create regional summer programs, in collaboration with the Catholic universities of the region, to train Hispanic youth and young adult leaders on how to live their mission to evangelize their generation in youth and young adult ministry with Hispanic and being sensitive to language needs.

Strategy # 5: Open a dialogue and collaborate with diocesan ministry offices with adolescents ("youth ministry"), and with national organizations such as NFCYM and La RED, to recruit and train bilingual and bicultural Hispanic young adults to serve as leaders and mentors in the pastoral with teenagers and to train for the same.

Strategy # 6: In a "pastoral de conjunto" (joint pastoral approach) with the ecclesial movements (i.e. Legion of Mary, Charismatic Renewal, Jornadas de Cristiandad, Search ...), strengthen the mission to marginalized youth and adolescents, especially those who are at risk of getting involved with gangs.

Strategy # 7: Promote in the Region models of youth ministry and young adult ministry that offer multiple opportunities and creative ways to attract adolescents and young people, accepting them as they are and inviting them to share their gifts for leadership and service.

Strategy # 8: Raise awareness among parish priests and youth ministers in the Region on the importance of integrating workshops for Latino parents to help them consider sending their children to Catholic schools, how to motivate children to pursue university studies, find scholarships and financial aid.

Strategy # 9: Create a regional network of young adult leaders who can accompany each other and develop projects of evangelization and formation to strengthen Hispanic youth ministry, including young adults who serve in the military, and to promote participation in leadership organizations such as La RED.

Strategy # 10: Promote priests open forum/spaces to listen to the voices of young people without judging them, invite the young to be part of the decision making and take leadership roles in the community.

Strategy # 11: Establish a regional fund, supported by the Bishops, to subsidize the regional Hispanic youth ministry projects identified by V Encuentro and seek sponsors to expand its longevity for the next 5 years.

Strategy # 12: Encourage dialogue and a “pastoral de conjunto” between the diocesan offices of Hispanic ministry and Youth and Young Adult Ministry to develop and implement specific strategies to evangelize, accompany and train young Latinos, respecting their spirituality and recognizing their gifts.

#### **Ministerial Area #4: Family Ministry, Immigration, and Social Justice**

Strategy # 1: Update and promote courses on pastoral, spiritual and theological formation for catechists, group leaders and people who give pre-baptismal talks, formation in courtship, accompaniment for the elderly and liturgical ministers.

Strategy # 2: Identify organizations in each diocese, especially the offices of Catholic schools to provide guidance counsel to immigrant parents on the educational system and how to prepare their children for college, and invite them to offer the workshops at the parish/Catholic faith community level.

Strategy # 3: Prioritize in the dioceses of the Region to accompany single mothers and separated parents - whether through divorce, deportation, detention or other trauma - with support groups, counseling, social services in cases of need and support in the transmission of the faith to their children.

Strategy # 4: Develop, increase and support retreats and training events for couples and families.

Strategy # 5: Review, evaluate and share with all the Dioceses of the Region best practices in the pastoral care the family, for example, those that train couples to help other couples, make visits to homes following the model of the Encuentro, etc.

Strategy # 6: Initiate a regional campaign to write letters to draw the attention of government leaders on migration issues and calling for a resolution that respects the dignity of families and human rights, starting with the dreamers ... and no more anti-immigrant laws.

Strategy # 7: Mobilize the institutes of pastoral formation in the dioceses of the Region to prioritize the formation of faithful citizens who become agents of change in society, advocating for the rights of immigrants and those who are marginalized in our communities.

Strategy # 8: Coordinate with all dioceses in the Region, and national organizations such as CLINIC, to have a list of local lawyers and organizations that help immigrants in immigration matters and are able to offer workshops on changes in immigration laws and their consequences for undocumented people, dreamers and their families.

Strategy # 9: Communicate publicly by the bishops of the Region the Church's stance on immigration reform and help in the advocacy with congressional leaders for laws and policies that strengthen and unify families.

Strategy # 10: Establish an office for the pastoral care of families or strengthen existing efforts to better accompany migrant or separated families, advocate for their human rights and access to medical services, establish family ministry in the parishes/Catholic faith communities, support the unemployed and those who have financial difficulties, etc., in collaboration with other social service organizations in the dioceses..

Strategy # 11: Promote and strengthen among Hispanics the Lobby Day of each state Catholic conference in the Region supported by diocesan office of Hispanic ministry.

#### **Ministerial Area #5: Faith Formation and Catechesis**

Strategy # 1: Promote cultural integration in Catholic faith parishes / communities through adult faith formation classes in a bilingual environment so that everyone learns from each other.

Strategy # 2: Establish communication channels between dioceses in the Region to ensure continuity and a welcome process of sacramental formation for military families, migrant families or people who simply experienced a change of address, including in training processes for adults as RCIA and marriage preparation.

Strategy # 3: Promote the creation and multiplication of basic ecclesial communities in all the dioceses of the Region, with processes to deepen the knowledge of the faith, study the Bible and encourage missionary action to the peripheries of society as witnesses of God's love.

Strategy # 4: Create a workshop for coordinators of religious education to encourage them to increase opportunities for adult faith formation, including some taught by priests, i.e. classes for parents during children's catechesis.

Strategy # 5: Organize the training of catechists with a curriculum that identifies the needs of Latino families in the Region and presents the recommended methods, techniques and resources to respond to their reality from the classroom and the sacramental preparation with activities and dynamic processes appropriate to the age of the participants.

Strategy # 6: Promote in the Region the good use of various retreats, activities, trips, events, programs, studies and others for the faith formation of Hispanic adolescents and youth.

Strategy # 7: Organize a syllabus, curriculum or itinerary in the faith that can be promoted and implemented in the parishes/Catholic faith communities of the Region to help lay leaders deepen their knowledge, experience and witness to the Catholic faith in their lives.

Strategy # 8: Open a dialogue with publishing houses, as a Region, to articulate guidelines for the preparation of catechetical materials that respond to the reality of Hispanics: videos in Spanish, with culturally appropriate content; books not translated but created for Hispanics in the US.

Strategy # 9: Engage in a regional conversation with input from leaders in dioceses and parishes/Catholic faith communities to question whether the "Sunday School" class format is adequate to meet the needs of Hispanic / Latino families. Is any change needed? How?

Strategy # 10: At the regional level, articulate criteria to organize the processes of sacramental preparation so that they respond better to the reality of today's families (i.e. single mothers, military or migrant families, parents who work every day or have limited access to transportation).

Strategy # 11: Simplify the requirements and empower parents to assume their role as first educators in the faith of their children in the domestic church, focused on evangelization, conversion and formation of parents, as well as children and teenagers.

Strategy # 12: Develop and promote in the dioceses of the Region a workshop to raise awareness among parish teams (parish priests, deacons, directors of formation in the faith, secretaries, youth ministers, etc.) about the particular needs of military families and help them to identify them and respond with formation in the faith or other pastoral services at a moderate or free cost.

## **Ministerial Area #6: Intercultural Competencies**

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

Strategy # 2: Promote that in every diocese pastoral leaders at all levels, especially priests, have access to training to increase their capacity to serve the Latino community, in terms of language, culture, and how to respond to common pastoral needs.

Strategy # 3: Promote that when a position is opened in the diocese or in the parishes, give priority to hiring a person who reflects the reality of the people served and have already developed intercultural skills (i.e. bilingual secretaries and bilingual/bicultural leaders).

Strategy # 4: Identify successful parish models for the integration of people of different cultures and languages at all levels (children, adolescents, families, etc.), and offer workshops so that pastoral teams can learn to put them into practice to unite the Catholics of diverse cultures and experiences in their communities.

Strategy # 5: Share in the Region the liturgical principles that most help integrate linguistic and cultural communities into a celebration and implement them in all diocesan celebrations to reflect our unity in diversity in the Church.

Strategy # 6: Develop workshops, training, conferences and activities on intercultural training of communities and help unite Catholics of diverse ethnicities, cultures and experiences, including how best to serve active and retired military, taking into account the moral injuries.

Strategy # 7: Make the history and principles of Hispanic ministry, as well as the study of the Spanish language and cultures, be part of the formation program required for seminarians and the ongoing formation of priests.

Strategy # 8: Dialogue with the directors of seminaries in the Region to emphasize the importance of sending seminarians, in their pastoral practice year, to an exemplary multicultural parish so that they have direct experience of these communities.

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

Strategy # 10: Promote in each diocese the training and continuous development of intercultural capacities among the teachers and administrators of the Catholic schools, with the objective of integrating the students of other cultures in a more respectful and efficient way.

Strategy # 11: Develop strategies to help clergy and lay leaders to reflect on how to recognize the problem of racism in our communities and society, promoting reconciliation and peace.

Strategy # 12: Provide meeting spaces where sensitive dialogue between leaders (lay and religious) of different Christian denominations (ecumenism) and religions (inter-religious) is facilitated to promote the common good of the world, society and the unity of the family.

## **Ministerial Area #7: Stewardship and Development**

Strategy # 1: Promote in each diocese that Hispanic pastoral leaders have access to training, especially in university and / or online academic programs, to increase their capacity to serve.

Strategy # 2: Create and present a workshop to raise awareness among parish priests and pastoral councils about the value of opening paid positions for Hispanic ministry (i.e. catechetical coordinators, choir coordinators, pastoral associates, etc.) so that they can dedicate themselves to the service of the Church and the Hispanic community full time.

Strategy # 3: Develop a workshop and promote its implementation in the dioceses of the Region to help parishioners in the parishes / Catholic faith communities discern their gifts and talents for ministry, with a particular focus on youth participation.

Strategy # 4: Promote the participation of more Hispanics in parish and diocesan finance councils, identifying prepared people who can assume these positions.

Strategy # 5: Study and publicize the profiles of parishes in the Region ("case studies") where they have made the Latino community contribute a lot for the construction of buildings, tuition in Catholic schools, and / or the normal finances of the parish to eradicate the myth that Hispanics do not contribute economically to their parishes.

Strategy # 6: Start a dialogue with leaders in ecclesial movements (i.e. Catholic Charismatic Renewal, Cursillos, Military Council of Catholic Women, Neo-Catechumenal Way, Knights of Columbus, etc.) in the Region to raise awareness about the need to foster among its members a sense of stewardship with their dioceses and parishes / communities of Catholic faith, and not just with the movement.

Strategy # 7: Find sponsors in each diocese to establish or publicize scholarships to support the academic development of Latino students in the Catholic universities of the Region.

Strategy # 8: Build bridges of collaboration among dioceses, Catholic universities and other institutions interested in Catholic / private education to increase the number and retention of Latino students, especially among the participants in the Hispanic Youth Ministry, seeking to form missionary disciples in all academic areas.

Strategy # 9: Strengthen communication with other diocesan offices and Catholic faith community/parish pastoral teams to see Hispanics as a gift from God to the Church today and to look for ways to protect and develop that gift.

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

Strategy # 11: Foster communication among Hispanic / Latino leaders through regional and national organizations to strengthen collaboration and consultation to find and share better strategies and successful practices for Hispanic ministry.

Strategy # 12: That the Bishops of the Region consider establishing an office for Hispanic or multicultural ministry in the dioceses where there is not yet one.

## **Ministerial Area #8: Hispanics in Public and Professional Life**

Strategy # 1: Establish a regional dialogue to develop and implement strategies to recruit young Latino professionals as lay ecclesial ministers in the Church, opening paid positions with attractive compensation packages for themselves and their families.

Strategy # 2: Promote in the dioceses of the Region to identify young activists in the Hispanic community (DACA, TPS, University Students, etc.) to encourage and help them use their talents to organize their parents, family and friends in advocacy for social justice

Strategy # 3: Promote in all the dioceses of the Region associations of professional Latinos 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 # 4: Promote retreats or conferences in Spanish or bilingual specifically for professional Latinos, to support them in living the Catholic faith and its transmission to the next generation.

Strategy # 5: Promote among the dioceses of the Region that spaces and / or organizations are created so that professional Hispanic leaders have an opportunity to relate in a faith context (i.e. something similar or equivalent to "Theology on Tap" that be more in tune with their reality).

Strategy # 6: Organize an effort in all dioceses of the Region to identify Latinos in each community capable of offering professional services to Hispanic families in both languages (i.e. counseling, legal advice, medical services, learning/training, etc.)

Strategy # 7: Organize an effort in all the dioceses of the Region to recruit professional Latinos to serve the Church as volunteers from their specialization (i.e. educators as catechists, web technicians in communications and social networks for the parish or dioceses, musicians in the choir, gardeners in the improvement of outdoor spaces, etc.)

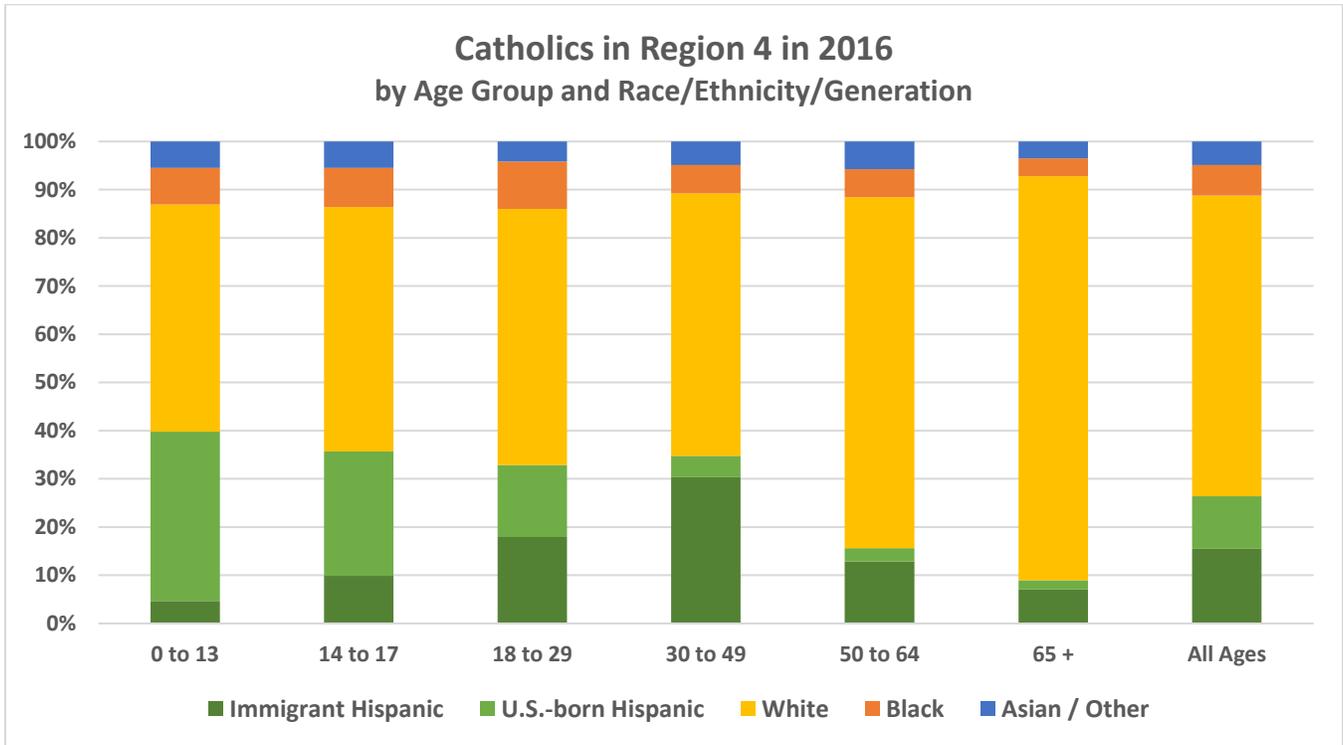
Strategy # 8: That the Dioceses of the Region intentionally and continuously highlight the work and good works of young Latino professionals to set an example and motivate others (i.e. in social networks, in diocesan newspapers and other media communication).

Strategy # 9: That the dioceses of the region seek to have a more active presence in the universities where they intentionally accompany the Latino students, offering pastoral care, counseling, accompaniment, and calling for a missionary discipleship.

Strategy # 10: That the media in the Region promote the work of Latinos who live their baptismal call in their different professions.

Strategy # 11: In each diocese of the Region, identify Hispanic Catholics to forge an association of professionals and entrepreneurs in partnership to foster the professional development of the new Latino generations and support Catholic education (i.e. through the Catholic Association of Latino Leaders-CALL).

## Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 4<sup>1</sup>



Total Population and Catholic Population in Region 4, by Race/Ethnicity					
Racial/Ethnic Groups in the Dioceses of Region 4	Total Population in 2000	Total Population in 2016	% Change	Estimated Catholics in 2016	% Catholic
White	10,689,301	10,856,486	2%	1,682,000	15.5%
Hispanic	651,965	1,533,992	135%	713,000	46.5%
Black	3,418,914	4,208,165	23%	172,000	4.1%
Asian/Other	778,824	1,293,949	66%	131,000	10.2%
<b>Total</b>	<b>15,539,004</b>	<b>17,892,592</b>	<b>15%</b>	<b>2,698,000</b>	<b>15.1%</b>

<sup>1</sup> The Archdiocese for the Military Services is part of Episcopal Region 4 but it was not possible to include its data in this statistical summary, except regarding the ecclesial ministers in the last table on page 24.

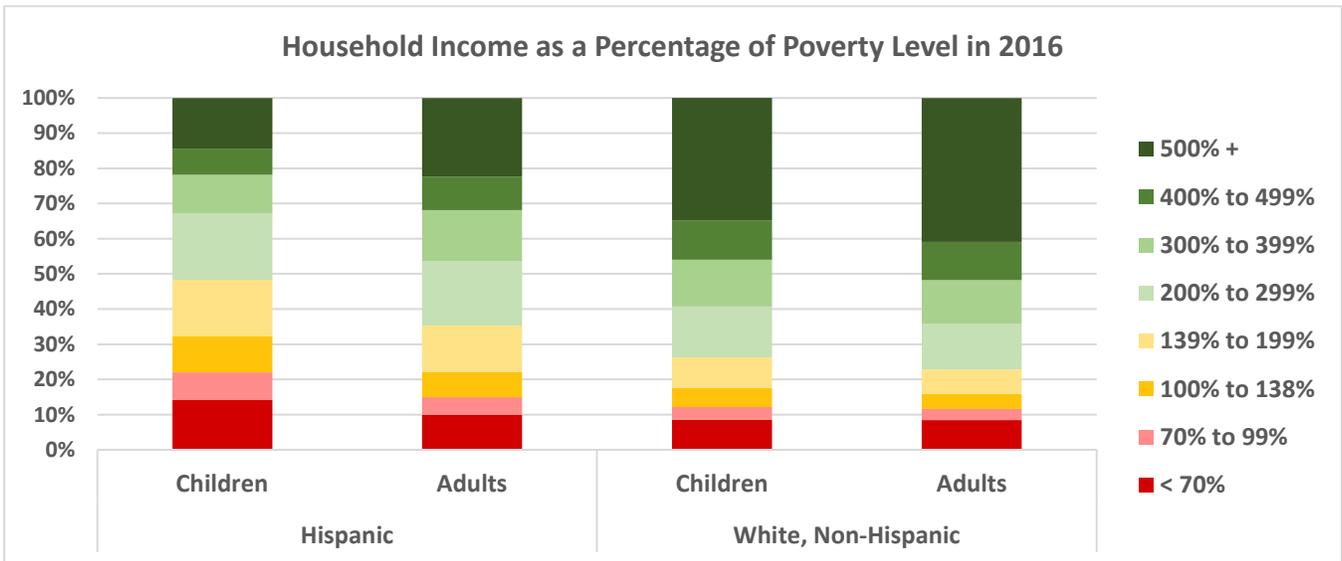
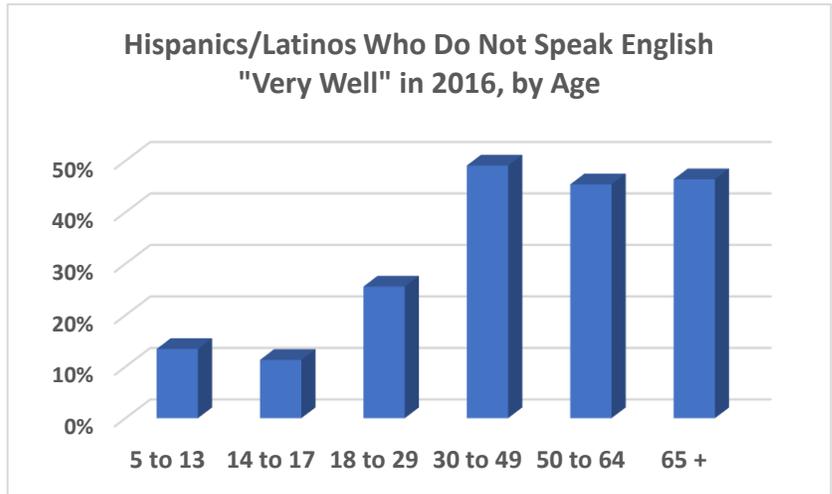
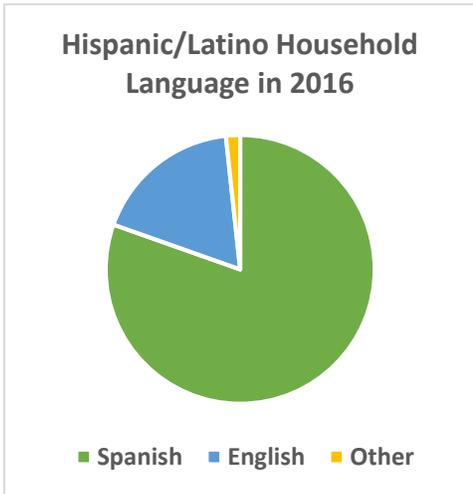
Hispanic/Latino Population in Region 4, by Diocese					
(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Arlington	224,420	495,818	121%	219,000	44%
Baltimore	57,821	186,631	223%	98,000	53%
Richmond	105,120	264,279	151%	115,000	43%
Washington	208,191	452,597	117%	209,000	46%
Wheeling-Charleston	12,279	26,154	113%	12,500	47%
Wilmington	44,134	108,513	146%	59,000	55%
<b>Total</b>	<b>651,965</b>	<b>1,533,992</b>	<b>135%</b>	<b>713,000</b>	<b>46.5%</b>

**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 4, 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)
Arlington	38	48	0	21,076	350/11,763	80/3,912
Baltimore	20	29	0	10,000	543/14,949	844/10,233
Richmond	36	37	6	10,480	908/8,023	156/1,742
Washington	40	38	2	23,677	2,183/16,640	1,069/10,216
Wheeling-Charleston	4	3	2	560	20/4,007	N/A/1,499
Wilmington	22	25	1	6,575	120/6,092	55/3,793
<b>Total</b>	<b>160</b>	<b>180</b>	<b>11</b>	<b>72,368</b>	<b>4,124/61,474</b>	<b>2,204/31,395</b>

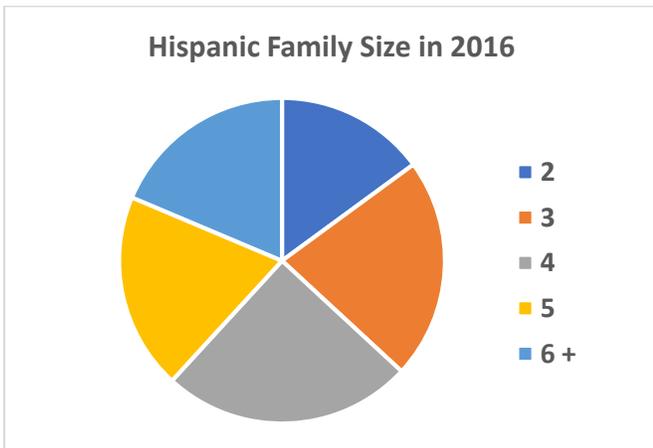
Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 4						
(Arch)Diocese	Priests			Religious (men and women)	Deacons	Lay Ecclesial Ministers
	Active	Retired	Foreign-born			
Arlington	16	2	17	7	11	N/A
Baltimore	13	0	13	4+	5	29+
Military Services	15	N/A	8	N/A	N/A	N/A
Richmond	7	0	5	5	7	11
Washington	18	3	14	N/A	N/A	100
Wheeling-Charleston	1	0	1	5	1	25
Wilmington	5	0	5	1	6	8
<b>Total</b>	<b>75</b>	<b>5</b>	<b>63</b>	<b>22</b>	<b>30</b>	<b>173</b>

## Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 4

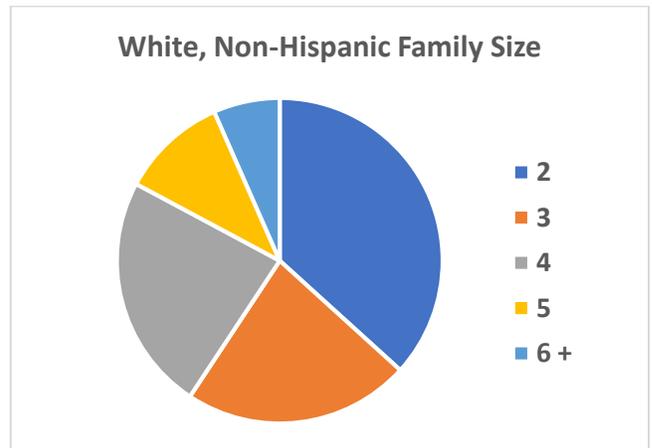


Median Hispanic Household Income: **\$71,000**

Median White Household Income: **\$86,500**

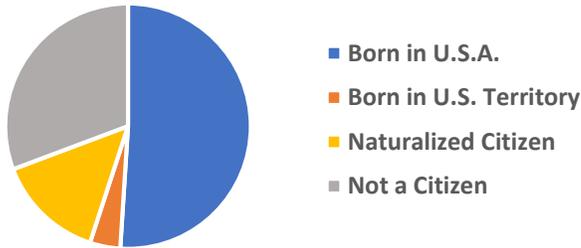


Average Family Size: **4.2**

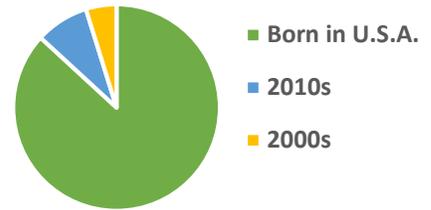


Average Family Size: **3.3**

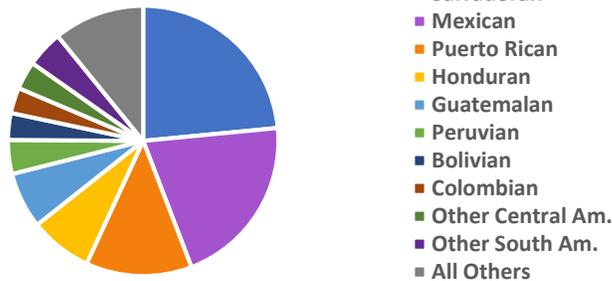
**Citizenship of Hispanic Residents in 2016**



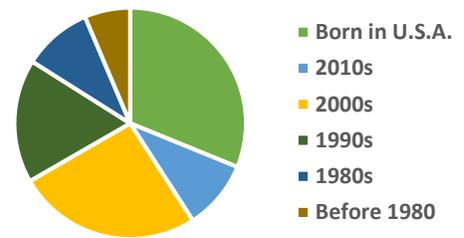
**Decade of Entry for Hispanic Children**



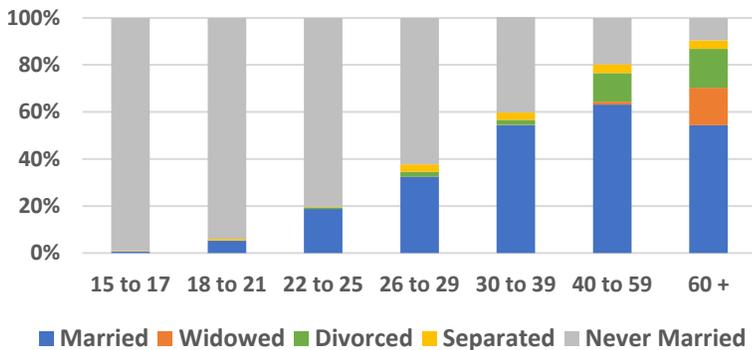
**National Heritage of Hispanic Residents in 2016**



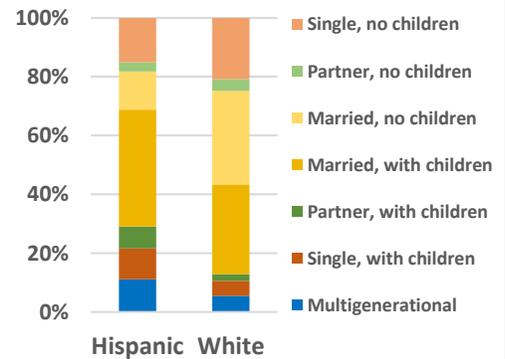
**Decade of Entry for Hispanic Adults**



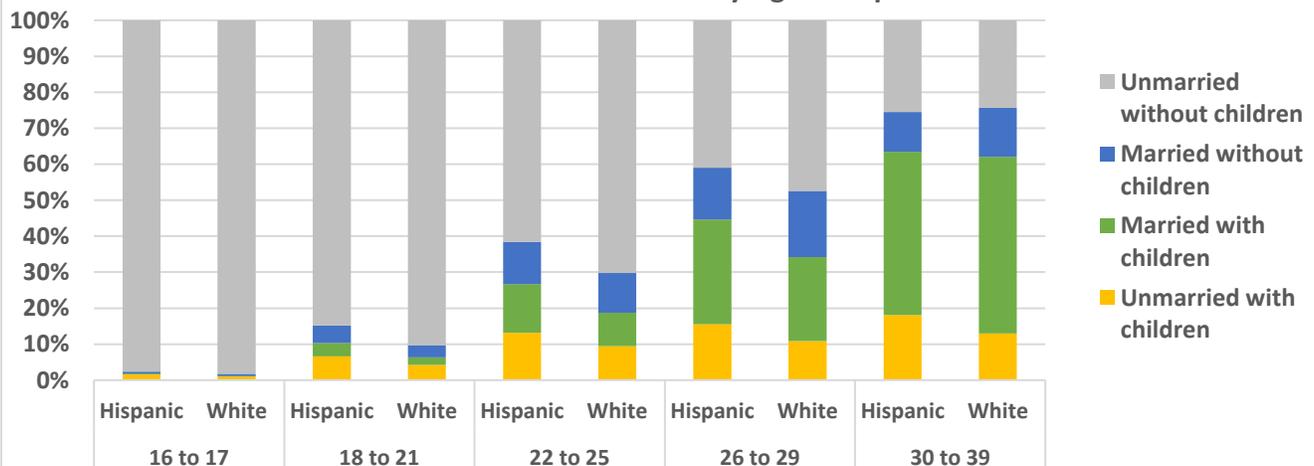
**Hispanic Marital Status by Age in 2016**



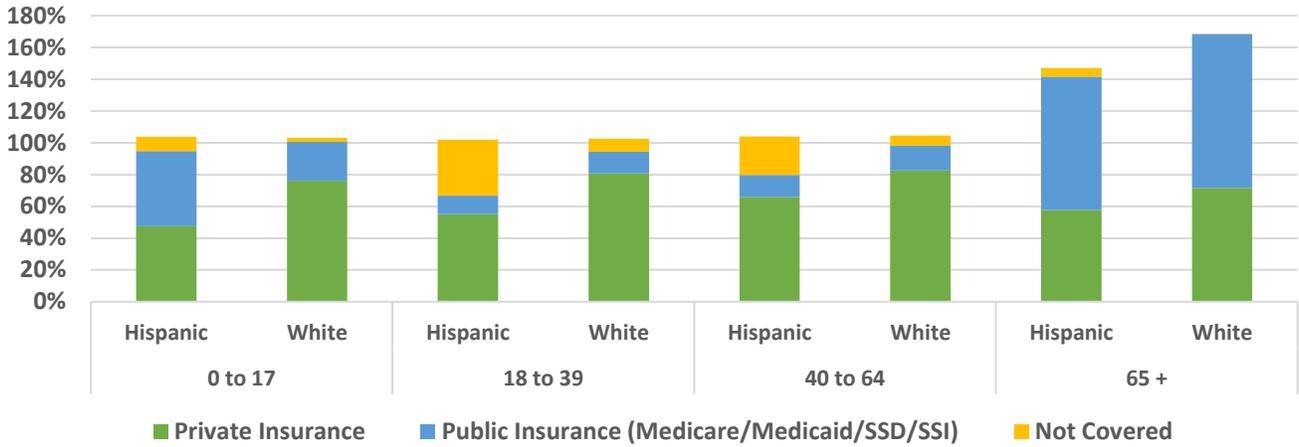
**Household Type, 2012 to 2015**



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

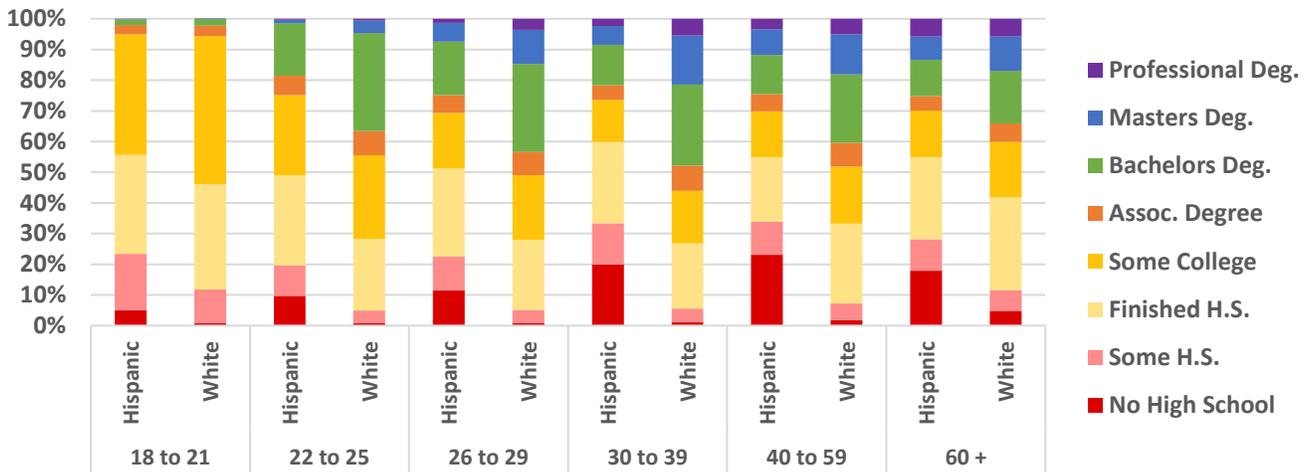


### Health Insurance Coverage by Age Group in 2016\*



\* 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

