

REGIÓN IX–

Iowa, Kansas, Missouri, Nebraska



V ENCUENTRO

*Discípulos Misioneros:
Testigos del Amor de Dios*



Encuentro Regional
Kansas City, KS

Apr. 27-29, 2018

English Draft

Regional Working Document

Part I: Regional Information

Region: IX

Date of Regional Encuentro: April 27 – 29, 2018

Location of Regional Encuentro:

City/State: Kansas City, KS

Name of Facility: Our Savior Retreat Center

1. Briefly describe the Region:

Region IX consists of four states – Iowa, Kansas, Missouri, and Nebraska – with a total of 15 dioceses and archdioceses. The statistical profile of the Region can be found in the Appendix, starting on page 28.

2. Regional Team:

Name	Title	Diocese	Generation or Origin
Most Rev. Richard Pates	Lead Bishop for Región IX	Des Moines	USA
Milagros Calvetti	Regional Co-Chair and Diocesan Director of Hispanic Ministry	Springfield-Cape Girardeau	Puerto Rico
Sister Angela Erevia, MCDP	Regional Co-Chair and Diocesan Director of Hispanic Ministry	Dodge City	USA
Enrique Castro	Director of Hispanic Ministry	Jefferson City	Mexico
Rev. Rafael Rodríguez	Vicar for Hispanic Ministry	Lincoln	Mexico
F. Javier Orozco	Director of Hispanic Ministry	St. Louis	Mexico
Miguel Salazar	Director of Hispanic Ministry	Kansas City-St. Joseph	USA
Jessica Hernández	Director of Hispanic Youth & Young Adult Ministry	Des Moines	Mexico
Miguel Moreno	Director of Hispanic Ministry	Davenport	Peru
Mayra Moriel de Bañuelos	Director of Hispanic Ministry	Des Moines	Mexico
Rev. José Chávez	Vicar for Hispanic Ministry	Grand Island	Mexico
Danny Krug	Director of Hispanic Ministry	Wichita	Venezuela
Deacon Gregorio Elizalde	Director of Hispanic Ministry	Omaha	Mexico
Rev. Gianantonio Baggio	Director of Hispanic Ministry	Kansas City, KS	Italy
Ricardo Izquierdo	Director of Hispanic Ministry	Lincoln	Colombia

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

- Lack of bilingual priests and deacons, as well as staff in Catholic parishes and schools.
- Lack of access to information about the services available in the community.
- They do not allow us space in the parish.
- Better communication is needed on resources of the diocese and parishes.
- We need pastoral services, programs and information in our language.
- Missing Masses in Spanish or leave us a schedule that does not suit.
- The parish debt is killing mostly urban Hispanic parishes.
- The attitude that everything in the Church has to be free.
- There is a perception that the Church is always asking for money, but never helps the poor and needy.
- The works of mercy, the parish teams and the special collections help the community.

Faith formation

- Needed: biblical studies and spiritual, pastoral, liturgical and faith formation.
- Lack of consistency in the requirements for the sacraments between the dioceses and from parish to parish.
- There is widespread ignorance in people and many false religions.
- More training is needed on the importance of the sacraments.
- Poor teaching of sexuality.
- There are not enough good catechists for 1st Communion, Confirmation, etc.
- It requires pastoral programs that involve the whole family and that also offer activities for each age.

Leadership development

- Fear of serving in the pastoral of the parishes due to lack of training.
- Many have a cold relationship with God.

- We need more Hispanic leaders and training to help them respond to the needs of the people.
- Priests who communicate well and understand the reality of the Hispanic / Latino immigrant-many do not live with us, do not accompany us and do not understand us.
- The migratory situation does not seem to be one of the priority issues for the Church, but many cannot progress in society or in the Church due to lack of papers.
- Leaders lack pastoral training on leadership, discernment of gifts, principles of Hispanic ministry, Vatican II, practical skills, certification, etc.
- Lack of vocations to the priesthood and consecrated life among Latinos.

Collaboration and openness

- Participation blocked in the parishes.
- That the programs in English are offered in Spanish as well.
- Our desire is to find the doors open-we need support.
- Barriers and obstacles for the same people in the parish.
- Challenges caused by differences in levels of education and social or economic status between Hispanics and Anglos.
- Divisions and lack of collaboration between the groups and among the clergy in the diocese.
- Sometimes Hispanics lack the confidence to get involved and share their culture.
- Lack of hospitality and welcome, or too demanding rules.
- Sometimes Anglos make us feel underestimated; Sometimes we are ourselves who do not appreciate the differences in our community.
- In the parish, the lack of confidence is shown in the tendency not to register.
- There is no Latin representation in the pastoral council of the parish.
- Lack of respect for people and cultures.



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

- There is no pastoral plan for Hispanic ministry in the diocese.
- Hispanics fear prejudice or discrimination on the part of Anglos who may see them as criminals.
- Many times, the indigenous people of Latin America are excluded from the ministry, especially if they do not speak Spanish.
- People want a greater presence of priests / religious in the activities and groups of the Hispanic community.
- We need an ethic of sharing talents and gifts in the community.

Evangelization and the V Encuentro

- We need evangelization and formation.
- Visits to families with limited resources.
- Lack of approach to the Church.
- Lack of interest, commitment and participation of the majority - we are very busy.
- More evangelizing programs - the V Encuentro gave us the opportunity to speak and be heard.

Attention to young people

- We want sports for young people.
- That someone accompany the adolescents so that they grow in faith together.
- That the parish dedicate finances for retreats, courses, etc. for young.
- Evangelization and youth formation.
- Groups of young Hispanics must be formed in each parish.
- Evangelization of young people - their dreams, talents, suicides, homosexuality.
- The Church and local communities need to approach youth in an effective way. They are the present and future of the Church and society, but until now they are not integrated into the social life and the Church.
- Young people want to be heard and taken into account.
- Many young people do not continue to practice faith after leaving home.
- Social pressures in terms of religiosity.
- Young people need spiritual retreats.
- Young people do not see the importance of faith the way their parents believe it.
- The parishes do not have youth groups.
- Our teenagers do not know how to use the Bible, pray, the meaning of the sacraments, or have a relationship with Jesus.

- We need youth programs and resources.
- Our youth do not belong to Hispanics or Anglos.

Personal obstacles and situations

- Spouse is not Catholic or non-practicing and prevents the other spouse from committing.
- Families are changing to other churches as they attend to their needs.
- They feel disconnected because of their infrequent attendance at Mass.
- Lack of driver's license is an impediment to participating or volunteering.
- It is a migrant community, so they do not have roots in a parish.

B. Immigration Status

- Lack of legal papers in this country.
- Families broken due to deportation.
- Instability of immigration laws in this country due to the lack of comprehensive immigration reform. All this causes fear of losing jobs, separation of families, loss of opportunities for young Hispanics, and the increase of racist violent acts.
- They seek the defense of the undocumented, DACA, fair wages, friendly schedules.
- The majority described their difficulties related to their immigration status.
- Some hope to regularize their immigration status because their children are born in the United States.
- The migratory situation does not seem to be one of the priority issues for the Church, but many cannot progress in society.
- They need legal services-consultation and help about their immigration status.
- The undocumented are not licensed to drive and lack transportation.
- They fear being deported, increased by the current government.
- The community needs help in the face of poverty, raids, emergencies, etc.

C. Acculturation and Language

- By not speaking English and not knowing the dominant culture well, immigrant parents face a great challenge in the education of their children born and raised in a culture and language that they do not know.
- The majority of parents, who have a basic level of education, cannot pass on their



customs, traditions, language and faith in an effective way to their children.

- Violent racist acts and discrimination.
- Cultural diversity is a challenge.
- Lack of social participation due to language.
- Maintain culture in art and music.
- Racism is everywhere.
- The social and political environment scares them.
- We must overcome fear and misunderstandings between cultures and strengthen unity in diversity.

D. Work and Finances

- Abuse and exploitation at work is not reported for fear of being deported.
- How to deal with the economic situation when there is a disease.
- Work does not allow meetings and Mass.
- Lack of time to share with the family and engage in the ecclesial community.
- You need a help center for when you are out of work.
- Many Hispanics worry about finances not only for themselves but also for their families in the country of origin.
- They work long hours with unfair wages, then they cannot feed the spiritual life of the family, nor participate in the parish.
- They need fair wages, friendly schedules.
- Oppressive financial poverty.

E. Family Life

- Dedicated to the family union in the faith.
- They are concerned about the education of their children.
- Families broken by deportation or divorce.
- Hispanics share the concerns of other races: finances, work, children, daily life, and family problems.
- They look for stability for the family.
- The rebelliousness and lack of respect for the elderly that manifest small children.
- The difficult situation of single mothers.
- Parents should encourage and support their children to the priesthood and religious life so that we have more Hispanic priests and nuns born in this country.
- Parents do not live in coherence with faith.
- Problems in marriage or with children.
- Need for human and family formation.

- Excessive work-parents leave their children alone at home.
- Counselors are needed for families, marriages, and teens in crisis.
- They care about their family in the country of origin.

F. Lack of Transportation

- Transportation is the main obstacle.
- There is a latent need for public and personal transportation because they do not drive.
- The undocumented are not licensed to drive and lack transportation.
- Lack of license is an impediment to participating or volunteering in the church.

G. Health Status

- Lack of access to health services.
- How to face the economic situation when there is a disease.
- Sick - visit them in their homes or hospitals to attend to their needs.
- Health problems and diseases.
- The undocumented do not have health insurance. In addition, many do not turn to a hospital for fear of being reported to the authorities because of their immigration status.
- Children do not have medical attention.
- They need social services in Spanish for mental health, addictions and recovery.

H. Spiritual Life

- They seek to celebrate the devotions and rituals of popular religiosity.
- Many Hispanics do not live the faith. When they arrive in the USA, they no longer attend church.
- Indifference for the things of God.
- More retreats of healing and spiritual formation.
- There are few Hispanic lay people committed.
- They want the inheritance of the children to be our Catholic religion.
- They want spiritual, pastoral, liturgical and faith formation.
- They told us that they have struggles with faith in God and growing apathy on the part of young people towards church activities, including attendance at Mass.



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

I. Abuse

- Physical abuse within the family (between spouses or parents and children).
- Substance abuse - alcohol and drugs - destroys the lives of many Hispanics, especially young people. There are few resources in Spanish to help them get ahead and integrate into society.
- Bad relationship with your partner.
- They need social services in Spanish for mental health, addictions and recovery.

J. Harmful Attitudes

- Support, unity and organization in the Hispanic community is needed. Often there are separations and negative competition between groups by country of origin.
- Distractions by the media (Internet, cell phones, etc.).
- Low self-esteem - there is not enough confidence to ask for help from the Church.
- They prefer material things to the spiritual relationship with God and the church.
- Some need to cultivate an attitude of giving instead of receiving.

K. Lack of Knowledge

- Misunderstanding of the rules of the church in the United States.
- Not be familiar with the educational system of the area.
- Lack of knowledge of rights.

L. Academic Education

- They are concerned about the education of their children.
- Homilies in a simpler language.
- They cannot study because they do not speak English.
- They lack access to Catholic schools where they would receive a better education.
- Many of our young people do not continue their university education.
- Inequality in the same community to enter Catholic schools.
- We must overcome illiteracy and low levels of academic education.

M. Violence and Crime

- More people are needed to serve the inmates and their needs.
- Security before violence in the community.

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

- They hope to reunite with their family after spending some time in the United States.
- Learn English.
- That the children go to the university and be good people.
- That the children avoid the mistakes of vices and worldliness that they themselves suffered.
- Desire to lead others to Christ.
- Strengthen the family against secularization.
- Find medical care for your child.
- Seek spiritual formation.
- The gift of appreciating the cultural heritage.
- Devotion to faith, to God and to the saints.
- They want to be accompanied by God in life as they learn the faith, increase the spirituality

- of the parish and practice the Catholic culture for devotions and feasts.
- Be able to send their children to a Catholic school.
- Have a measure of success in the family.
- To overcome personal crises and maintain the union of the family.
- Help and visit their families in another country.
- Regularize your situation before God through the sacraments of Baptism and Marriage.
- Realize the dreams for what they came.
- Young people want to attend college with the help of scholarships.
- Have a good education and, in the future, a good job for your children.
- A great faith that recognizes that God is the only Savior, a faith that depends on Him and



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submits to Him with humility so that they can have peace in the midst of difficulties.

- A better life for your children.

B. Dreams: For the Church

- Bring the family closer to the Church.
- Have a bilingual priest.
- Catechesis for adults, parents and for children of all ages.
- Greater communication and collaboration among the leaders of different ministries.
- Consider our parishes as centers of community formation and faith.
- Desire for greater unity in the Catholic Church.
- Share your gifts and talents in the service.
- Welcome others in the Church.
- Develop a family catechesis.
- Reconciliation of Christian churches.
- Training programs for leaders.
- The opportunity to be part of the Church, receive the sacraments and grow in holiness.
- Have a resource and support office for Hispanic ministry in the diocese.
- Be part of the parish family, a place of belonging where to live and love.
- Identify the gifts and talents in the community and strengthen the community of faith.
- Promote Hispanic vocations.
- Invite and motivate more lay people to take part in the ministries of the parish.
- Greater youth participation in activities.
- Outreach and evangelization to our adolescents and young adults.
- Youth ministry - evangelization and accompaniment for Hispanic youth.
- That the Church continue to allow the religious manifestations of the Virgin of Guadalupe and the Christmas Posadas.
- That young people approach God and find in the church a place where they can live the faith.
- That our churches be solid places of unity and help where everyone can nourish and strengthen their faith.
- Recover the importance of Sunday as Lord's Day.
- Sufficient vocations to the priesthood and consecrated life.

- A pastoral plan for Hispanic ministry at both the parish and diocesan levels.
- That the movements and prayer groups continue to grow and serve the diocese.
- A joyful Church that celebrates the presence of Christ in the community.
- A Church that celebrates its cultural diversity: Hispanic, Anglo, Vietnamese, Filipino, African, Indian, Burmese.
- A Church that preaches the message to create a community of prayer and service.

C. Dreams: Personal and Social Relationships

- Bring the family closer to God and be happy.
- As a family, change your way of life.
- For Hispanics, a sense of belonging and community in the US.
- That the United States recognize the gifts of Latinos for the good of the country.
- Celebrate faith and life with family and friends.
- Be able to return to Latin America to be with friends and family.
- Create the lifestyle of your ranch here.
- The dream of stability in our countries of origin in Latin America.
- That our children preserve and share the values, customs and traditions that their parents have instilled in them.
- Having healthy and happy families that contribute to the life and well-being of our Church and society.
- Family junction.
- Be a positive influence among Hispanics.
- Compassion for others for what they have suffered, particularly other single mothers and victims of violence.
- Parents dream that their children can prepare professionally without worrying about their immigration status or lack of financial resources.
- Transmit the Catholic faith to their children.
- Improve the relationship with the couple.
- Have your child quit drugs.
- That children receive more guidance on respect for parents and the elderly.
- That the home be the first school of Christian values and that parents be the first announcers of the faith.



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- That there is more acceptance among people within the community
- That parents become involved in the Christian formation of their families.
- That there is no discrimination or racism, but that the dignity of everyone be respected regardless of race, color or immigration status.
- That our children have the opportunity to receive a Catholic and higher education.
- Welcome all immigrants from all countries.
- Feel calm in this city.

D. Dreams: Security and Basic Needs

- Fix your immigration status.
- Financial and emotional stability to live and work with joy.
- Work to make your home in Guatemala and return to your country.
- Be able to travel to the countries of origin to visit their relatives ... and then return.
- Work to support their families, pay debts and improve the economic situation.
- Basic things like good health.
- Have legal status to live without fear.
- Live in peace and without debts.
- An immigration reform that allows all undocumented people to regularize their status in order to progress, help their loved ones and contribute to the economy of the country.

E. Gifts: From or for the Community

- Pastoral communities.
- Willingness to participate in Church activities.
- Good management of social networks.
- Ease for interpersonal relationships.
- Diversity in cultures.
- The gift of sharing and supporting.
- Family.
- Attitudes: generosity, joy, enthusiasm, honesty, fraternity, hard work and willingness to be part of a change.
- Hospitality at celebrations.
- The joy, heart and enthusiasm of Hispanics permeate the faith and life of the people.
- Cooking Latin meals.
- Cleaning of the church.
- Offer their skills and abilities to work as volunteers.
- Be able to interpret when necessary.

- Pastoral de conjunto - collaboration between members and parish groups.
- Power to summon the Hispanic community.
- Know how to live as a group.
- We strongly feel the deep value of the family unit. The family, together with God, is first in our culture.

F. Gifts: For Service

- We love the Church and we like to serve.
- If you allow us, we could get more involved in the pastoral decisions and the issues of our communities.
- Maintain faith, strength, generosity and great capacity to love.
- Construction and management of facilities.
- Workers, willing to work for the good of the Hispanic community.
- Works of faith and charity.
- Unity and solidarity in the face of the difficulties faced by a brother in the community or in the family (illnesses, finances, etc.).
- Service to the Church.
- When they have the opportunity to be generous and help someone, they are dedicated to it, especially with their hands.
- Organized work and generosity.

G. Gifts: From Experience or Nature

- The arts: painting, theater, music, etc.
- Participate in some ministry of the Church.
- We want to participate in evangelization and with formation we can be more effective.
- The gift of our culture.
- Experience and knowledge of technology.

H. Gifts: For the Spiritual Life

- Some have the gift of singing. Others wish to participate as readers, as well as servants in whatever the Church needs, and others attend the charismatic prayer group.
- The arts: painting, theater, music, etc.
- Devotions and traditions, especially to the Virgin Mary, that give us hope.
- We are Catholics and we know that God is first in our life.
- A faith and deep religious tradition and with a desire to share and cultivate it.
- Religious values - daily prayer and celebration of the liturgical year.
- Wisdom, praise, perseverance and faith.

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

- Informing and inviting to participate in the celebrations and events.
- Personal invitation to families to be part of the parish community, visiting them in their homes.
- Offer more information of ministries with which the Church counts, so that in any situation of need they know that the Church can support them.
- Several parishes expressed their gratitude to the priests and bishops who kindly and warmly serve them, and who are open to listen to the community, and be their teachers through their homilies.
- Presence of nuns in our community through the Catholic Extension.

Hospitality and Welcome

- Some parishes have already successfully implemented their hospitality / welcome ministry once a month to newly registered families attending to their particular needs.
- Adding more bilingual staff to churches, schools and diocesan offices helps the sense of welcome.
- Friendliness, satisfaction with parish services.
- Make people feel welcomed, included and welcome. Make them feel the love of God and be accepted by the community.
- Train the hospitality ministers to welcome.

Community Building

- Assignment of a priest to work closely with the Hispanic community.
- Close collaboration with our neighboring archdiocese of Kansas City (in Kansas) on several projects including "Stand Up Catholic".
- Create spaces in the parish to live and share our customs and values as a community.
- Euro-American seminarians accompanying Hispanic / Latino families during their summers.

- Maintaining congregations of religious sisters serving in parishes.
- Parish strategic pastoral plans.
- The parish is seen as a center of service to the community and the love of God. It is good to ask them to share their gifts and talents.

Social Ministry

- Spiritual and economic support in particular situations through social aid ministries such as Love Actions.
- Channeling other organizations, when the church does not have the necessary ministry to meet the needs presented by parishioners.
- Raise funds to help those who need it.

Visits to the Sick

- Visit of lay leaders to sick people in their homes and hospitals, as well as incarcerated.

Life Witness

- That the priest give witness to his faith in the community (motivation).
- Vision: loving Jesus, servant Jesus, and Jesus who shares.

2. Hispanic Youth and Young Adult Ministry

- Seeking ways to attract young people and children to church, particularly in the Eucharist (by letting them actively participate in the ministries, with some bilingual songs, a bilingual reading and a bilingual homily).
- Seeking ways that children and young people do not lose their roots, customs, culture and language taught by their parents.
- Conducting meetings for families, men, women, youth and children, for example, Arcoíris.
- Group of young people to reaffirm their faith growth after confirmation, example "Totus Tuus".
- Office / ministry of youth and young adults motivating them to serve to increase their faith.



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- Workshops and retreats for the celebration of fifteen years.

3. Faith Formation and Catechesis

- Support to the traditions of the Hispanic community, relating them to catechesis.
- Conducting meetings for families, men, women, youth and children, e.g. Emmaus
- Evangelization through retreats that allow a real encounter with Jesus, for example, retreats of small communities, Cursillo, Charismatic Renewal, Impact, among others, are the best effort in the evangelization of Hispanics in the Archdiocese.
- Encounter for boyfriends, pre-baptismal talks, pre-matrimonial, preparation for sacraments, annual retirement of couples, retirement for parents of children in confirmation and first communion.
- Continuing education for all ages, example: Bible classes, Holy Scripture Day.
- Eucharistic Adoration
- Parents of catechism children become more involved in the formation of their children.
- The parishes are responding to evangelization through religious education programs. This approach is used in Faith Formation for Families, where parents receive catechesis and then they teach their children at home.

4. Family Ministry

- Annual Celebration of Marriage Anniversaries [bilingual services].
- Conducting meetings / coexistence for families, men, women, youth and children.
- Conferences and retreats for parents.
- Ministries for families, for example, Ministry of Parents and Praying Mothers, Marriage Encounters.
- The parishes are responding to evangelization through religious education programs. This approach is used in Faith Formation for Families, where parents receive catechesis and then they teach their children at home.

5. Intercultural Competencies

- That seminarians learn Spanish.
- Celebrating 100 years of heritage and cultural identity of the Mexican-American

community in the historic area of Westside KCMO and Southside St. Joseph, MO.

- Adding additional Masses in Spanish on Sundays when needed.
- Adding more bilingual staff to churches, schools and diocesan offices helps the sense of welcome.
- Bilingual Masses and celebrations of cultural traditions and faith.
- Have a Hispanic ministry office.
- Development and establishment of a shared leadership in the parishes at all levels: Hispanics and Anglos planning and working together.
- Pastors' effort to learn Spanish.
- Have liaisons (links) that speak Spanish, they connect the Hispanics to the parish staff and the pastor to help the Hispanics in their needs.
- In the parishes a space has been found to preserve and share their culture through events such as festivals and kermes, sale of food, patron saint festivities from different parts of Latin America ...
- It is very positive when Hispanics and Anglos join in the same group as CCD, GodTeens, and other groups and retreats, and the Legion of Mary in which they collaborate actively in work and social service.
- Opportunities for coexistence between Hispanics and Anglos, but above all opportunities to know and better understand the customs of each group and cultural differences.
- We recognize the need for formation of priests in intercultural environments.
- There are several Anglo priests and deacons involved in the Hispanic ministry of our diocese.
- Six members of the diocesan staff serving the Latino community: Diocesan Director of Hispanic Ministry, Associate Director for Hispanic Catechesis of the Discipleship and Faith Formation office, Hispanic Youth Ministry Program Coordinator in the Youth Ministry Office, Coordinator of the program of the Ministry of Immigration and Refugees in the office of Human Rights, Auditor in the office of the Tribunal, and Administrative Assistant of the Bishop's office.



6. Leadership Development and Ministry Formation

- Support for movements, ministries, groups, etc. existing for the evangelization of the community.
- Courses offered by the Institute of Formation of the Faith and the School of Evangelization.
- Preparing people from the community to become the leading servants in charge of the various liturgical and pastoral ministries of the parish.
- Workshops and retreats for catechists, liturgical ministers and those who prepare for the sacraments.
- Diocesan leadership program for parish leaders.

7. Human Development

- Learning the English language and being responsible citizens who contribute to the development of the country for our own good and that of our children.
- Help and information in Spanish about Catholic Charities for resources during disasters.
- Active support to the immigration issue, to work and discrimination:
 - Supporting the poor and the voiceless.
 - Helping to reduce stress in undocumented families, including young people.
 - Inviting families to be more generous in the parochial economic co-responsibility.
- Registering in the parish to have proof of membership in the Church for immigration procedures.
- Hold workshops about the rights and responsibilities of immigrants.
- Calling on bishops to advocate and defend Hispanic workers.
- Visit of Hispanic lay leaders to the sick and incarcerated.

A. Communications and New Media

- Catholic radio in Spanish online.
- Use of social media for advertising and promotion of events.

B. Stewardship and Development

- Help with transportation.

- Development and establishment of a shared leadership in the parishes at all levels: Hispanics and Anglos planning and working together.
- Sharing Day - Stewardship Day [bilingual]: fostering a sense of belonging and empowering people to offer their gifts by participating in a ministry or pastoral in the parish.
- Lay people committed to evangelization. Some young people are already involved in catechizing children.
- Fundraising for those who need it. Through fundraising events for construction or assistance, Hispanics take an active part in sustaining the parish.

E. Catholic Education (K-12)

- Cristo Rey High School has a high percentage (more than half) of Hispanic / Latino students and teachers.
- High percentage of Latinos (80%+) in two urban Catholic schools.

G. Scripture and Theology

- Biblical formation: Bible courses, Day of Sacred Scripture.

I. Immigration

- Have an immigration office.
- Difficulties faced and effort made. Several of them have become information vehicles to help alleviate the situation. Our bishops have written extensively about it.
- Active support to the immigration issue, to work and discrimination:
 - Supporting the poor and the voiceless.
 - Helping to reduce stress in undocumented families, including young people.
 - Inviting families to be more generous in the parochial economic co-responsibility.
- Registering in the parish to have proof of membership in the Church for immigration procedures.
- Conduct workshops on the rights and responsibilities of immigrants and information on immigration issues.
- Some parishes help people through Catholic Charities. They have offices to help people.
- Invitation to consulates of different countries to visit and give advice to their citizens, provide legal assistance on immigration.



J. Justice and Peace

- Active support to the immigration issue, to work and discrimination:
 - Supporting the poor and the voiceless.
 - Helping to reduce stress in undocumented families, including young people.
 - Inviting families to be more generous in the parochial economic co-responsibility.
- Ministry of Justice and peace.

L. Liturgy and Spirituality

- Seeking ways to attract young people and children to church, particularly to the Eucharist (eg by allowing them to actively participate in ministries, with some bilingual chants, a bilingual reading and a bilingual homily).
- Advent Celebrations: Guadalupe, inns, Christmas.
- Lenten and Holy Week celebrations - via crucis in the streets of the city.
- Celebrations Guadalupe - Rosario, triduum with missions, Race [Wichita to Dodge].
- Prayer groups in all parishes.
- The Holy Mass of Chrism [bilingual service].
- Masses in Spanish and English; bilingual on special days.
- Employer celebrations of different Latin American countries.
- Programs that help in the growth of the faith, for example, programs of study of the bible, parish groups, retreats, in particular those of prayer of liberation and charismatic renewal.
- Schedule regular Masses in Spanish.
- Eucharistic Adoration

N. Ecclesial Movements

- Support for movements, ministries, groups, etc. existing for the evangelization of the community.
- Evangelization through retreats that allow a real encounter with Jesus, for example, retreats of small communities, Cursillo, Charismatic Renewal, Impact, among others, are the best effort in the evangelization of Hispanics in the Archdiocese.

- Apostolic Movements such as the Catholic Christian Family Movement, Knights of Columbus, Prayer Groups, Charismatic Renewal, MJVC Days, among others give answers such as visiting the sick, bringing the Church closer to the people, providing transportation services, praying for the needy.
- Eucharistic Adoration
- Formation programs that help to grow in the faith.
- That the parish priest be more involved in the movements and ministries.

O. Ministry with the Incarcerated and Detained

- Visit of Hispanic lay leaders to the sick in their homes and hospitals, and to the incarcerated.

R. Migrant Ministry

- Active support to the immigration issue, to work and discrimination:
 - Supporting the poor and the voiceless.
 - Helping to reduce stress in undocumented families, including young people.
 - Inviting families to be more generous in the parochial economic co-responsibility.
- Registering in the parish to have proof of membership in the Church for immigration procedures.
- Organizing an information conference on immigration issues.

T. Vocations

- Dinner with the Bishop.
- Many of the new priests speak Spanish.
- Participation of religious orders in Hispanic ministry: Jesuits with agricultural immigrants, Benedictines help with Spanish-language masses, three Franciscan sisters help in parishes and schools.
- Program of seminarians with El Salvador.
- Several Latin American deacons applied to the permanent diaconate in 2017.
- Several Latin American seminarians study in our diocese and several priests of our diocese are from Latin America.



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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

- Encourage the community to mission and reach those who are far away.
- Presence of priests inside and outside the church.
- "Catholics return home" campaign.
- Continue visiting the families that met during the process to bring them closer to the Church and invite them to participate in the activities that the Church has. This process of the V encounter taught them how to approach the peripheries and would like to continue this work of continuing to look for people who need love.
- Create "door to door" ministries to invite people, to feel welcome, not judged, to understand their needs, to carry the gospel.
- The process of the V Encuentro so that our voices are heard.

Hospitality and Welcome

- Increasing the sense of welcome, belonging and co-responsibility. Creating a warm and fraternal family atmosphere and faith, without judging / rejecting anyone.
- Celebrate important dates for community members.
- Make welcome sessions to new parishioners.
- Identify new members in the community and respond to the pastoral needs (sacraments, spirituality, financial, legal or migratory) they have.
- Organize the service of the ushers.

Community Building

- Bring the word of God closer to their homes, do not leave out of fear of the authorities.
- Lunches after the Masses.
- Be friendlier, inviting more people to events through technology.
- Make coexistence as social meetings, sports tournaments with the community.
- Get more information on existing events and ministries.
- Keep the religious congregations that help in the parishes.

- Prepare more people to help and participate in the parish.

Social Ministry

- Accompanying those who have left the faith or live in situations of risk.
- Create a fund of help for the needy.
- Create ministry of help in parishes for the poor, the sick, and the homeless.
- Offer moral support in case of an emergency in families with prayer support.
- Ministry that helps with transportation to those who do not have a car.

Visits to the Sick

- Ministry of aid to the poor, the sick and the homeless in each parish.
- Visit the sick and incarcerated.

Life Witness

- Give a good testimony of our faith and motivate evangelization.
- Show kindness and compassion to neighbors.

2. Hispanic Youth and Young Adult Ministry

- In addition to the youth group, organize other activities for young people.
- Conducting meetings for families, men, women, youth and children.
- Create choirs and youth ministries that are supported by parents.
- Create pro-life ministries for Latino youth where body theology is shared and chastity, the end of abortion, and a healthy sexuality are promoted.
- Create groups of adolescents and young adults and training for leaders modeled in Hispanic youth ministry in Latin America and informed with an intercultural life in the United States.
- Groups of young people after confirmation. For example, Totus Tuus.
- Have an office for youth ministry.
- Retreats for young people.

3. Faith Formation and Catechesis

- Conducting meetings for families, men, women, youth and children.



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- Inform the community how to receive the sacraments - to whom to go, when, etc.
- Coordinate at the diocesan level the activities and retreats of Hispanic groups to maximize the participation and effectiveness of pastoral efforts.
- Create small groups in each parish to pray, study the Bible and accompany one another in the Christian life.
- Have retreats and Parochial Encounters.
- Retreats of evangelization for new members of the parish or group.

4. Family Ministry

- Availability of programs in Spanish to promote family life.
- Conducting meetings for families, men, women, youth and children.
- Create spaces where families can discover and share their talents-crafts, arts, sports, languages.
- Create ministries that attend to children so that parents can receive the message without distractions.
- Create a family pastoral program and a ministry that is responsible for this pastoral.
- Show welcome to families-visit them and support them in their needs.
- Implement a survey of families to identify the needs to prioritize and respond more effectively to what they really need.
- Offer training opportunities for parents and children.
- Marriage and family counseling.
- Workshops and seminars for couples.

5. Intercultural Competencies

- Adding additional Masses in Spanish on Sundays when needed.
- Allow celebrations of faith and traditions in their languages of origin.
- Integration of Anglos and Hispanics, and different groups of Hispanics.
- We visualize a bilingual world with shared events and ministries such as via crucis, rosaries, Christmas traditions, visits to the sick, youth retreats, food collection, etc.
- Invite families to send their children to Catholic schools.
- Strengthen welcome to Hispanics as members of the parish.

- To trust more in the Hispanics with more responsibilities in the parish, participating in the committees and the liturgy, and including them in the planning process, both in the parish and at the diocesan level.
- Bilingual material for families and youth.
- Create an office of the Hispanic ministry.
- A council of the Hispanic ministry that coordinates the pastoral efforts and interacts with the parish council via two representatives.
- Intercultural competency training (BICM) for all pastoral agents in the parishes to help receive Latinos in the community.
- Priests and bilingual parish staff.

6. Leadership Development and Ministry Formation

- Support to movements, ministries and groups for the evangelization of the community.
- Create an Institute of diocesan pastoral formation in Spanish for the formation of parish leaders.
- The Institute of Formation of the Faith that provides classes for all lay people.
- Formation of lay people willing to begin and visit the Hispanic community.

7. Human Development

- Encourage parents to learn English and continue their intellectual formation.
- Become responsible citizens who contribute to the development of the country for our own good and that of our children.
- Information in Spanish about the help of Catholic Charities in disasters.
- Community resource and information center for Spanish-speaking Catholics (ESL, citizenship, etc.)
- Help center for the unemployed.
- Orient the Hispanic community about the country's educational system.
- More communication about the help services offered by the parish and the diocese.
- Literacy program.
- Classes of home financial management.
- Social services in Spanish for: mental health and substance abuse.
- Strengthen the ministry in Spanish to inmates by training more volunteers.



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A. Communications and New Media

- Invite more people to events and improve communication through social media.
- Radio programs of "The Hour of Christ the King" and "Strengthening Our Faith".
- Strengthen diocesan communication with the parishes.

B. Stewardship and Development

- Create a fund for the needy.
- Raise funds for the sale of food.
- Set up events to help everyone discover and develop their talents and integrate them into the ministries of the parish.
- Meetings from time to time during the aftermath of the Mass to make some community decisions.
- That the community be organized to take the people who do not have a car to the Church.
- To trust more in the Hispanics with more responsibilities in the parish, participating in the committees and the liturgy, and including them in the planning process, both in the parish and at the diocesan level.

E. Catholic Education (K-12)

- Make personal invitations to families to send their children to Catholic schools.

G. Scripture and Theology

- Communicate the hopeful message of the Word of God to all.
- Bible study for adults and youth in Spanish.

I. Immigration

- Form a migratory pastoral group to welcome newcomers, help them find work, accommodation, faith formation and advocate for immigration reform.
- Keep the community informed about immigration news and organize sessions to explain the rights and processes.
- Have an immigration office.
- Welcome, unity and striking environment for immigrants.

J. Justice and Peace

- Talks on social justice.

L. Liturgy and Spirituality

- Add additional Masses in Spanish.
- Let people celebrate and share the traditions of faith in their language.

- Events and shared ministries (eg via crucis, rosaries, Christmas traditions ...).
- Offer Masses in the morning so that families can attend and take advantage of the day to live as a family.
- Invitations to participate in the Guadalupean fiestas, inns, Christmas parties, Easter, etc.
- Perpetual Adoration in the parish.
- Have prayer groups.

M. Pro-Life Ministry

- Create pro-life ministries for Latino youth where body theology is shared, and chastity, the end of abortion, and a healthy sexuality are promoted.
- Trainers trained for Natural Family Planning in each parish.

N. Ecclesial Movements

- Support movements, ministries and groups for evangelization.
- Cursillos and the Charismatic Renewal.
- Form and develop prayer groups and movements in the parishes.
- Have prayer groups.

O. Ministry with the Incarcerated and Detained

- Strengthen the ministry in Spanish to inmates by training more volunteers.
- Visit the sick and incarcerated.

R. Migrant Ministry

- Bring the Word of God to their homes, do not leave out of fear of the authorities.
- Form a migratory pastoral group to welcome newcomers, help them find work, accommodation, faith formation and advocate for immigration reform.
- Keep the community informed about immigration news and organize sessions to explain the rights and processes.
- Have an immigration office.
- Migrant agricultural workers: we create a more stable catechetical and sacramental pastoral to serve migrant workers by inviting a religious community to live nearby and accompany them.
- Welcome, unity and striking environment for immigrants.

T. Vocations

- Many of the new priests speak Spanish.



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

- Ministry of evangelization: "door to door", Emmaus groups, light the flame.
- Greater communication about the help services offered by the parish, the diocese, and the community where he lives.

2. Hispanic Youth and Young Adult Ministry

- Accompany Catholics of 2nd and 3rd generation.
- Create more ministries that attract children and adolescents.
- Youth parochial, diocesan and regional meetings in their own language and culture.
- Involve more families and young people in community services, so that they are born interested in helping and supporting their neighbor.
- Young adults working with young people.
- Provide spaces of healthy fun for young people.
- Bring young leaders to visit rural areas.
- We can offer events (conferences, talks and activities) to teenagers to promote vocations.

3. Faith Formation and Catechesis

- At the parish level we offer training courses for ministers, groups and small communities, for example, School of San Andrés.
- The Bishop Helmsing Institute offered catechetical classes for adults in Spanish for 10 years until it was dissolved in 2017. The majority of the graduates were Latino.
- Create more attractive ministries for children and adolescents.
- The support of the parish in personal spiritual formation through catechesis, study of the bible, prayer groups, worship, retreats and talks.
- Catechesis sows the seeds of leadership with a strong relationship with Christ and gives the opportunity for liturgical roles and advice where decisions are made.
- Integral formation (faith, education, morals, religiosity and personal development) for Hispanics and their families.

- A 3-year formation program for all pastoral volunteers in both Spanish and English, consisting of RCIA the first year, Prayer and Life Workshops for the second year and small Christian communities for the 3rd year.

4. Family Ministry

- Integration of different generations (grandparents, parents and children).
- Involve more families and young people in community services, so that they are born interested in helping and supporting their neighbor.
- More and more parishes of the diocese are committed to training in education, moral and religious families.
- Promote family coexistence.
- It is necessary to invest in Hispanic families for their catechesis, so that they may foster in their children the religious discernment of all aspects of life, including ecclesial vocations.

5. Intercultural Competencies

- Monthly meetings of the pastoral leaders of the Hispanic ministry with the staff of the parish.
- The integration has been increased by holding sessions in English and Spanish in the same building at the same time, in different rooms and ending in common coexistence.

6. Leadership Development and Ministry Formation

- Development of leadership through workshops and diocesan courses to train instructors and facilitators in the parishes. E.g., Hispanic Pastoral Leadership Program.
- Moral and economic support to parish leaders to participate in pastoral leadership programs.

7. Human Development

- More communication about the help services offered by the parish, the diocese and the community where he lives.



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MISSIONARY DISCIPLES: WITNESSES OF GOD'S LOVE

A. Communications and New Media

- Use social media to reach more of the community.

B. Stewardship and Development

- Participation in the pastoral / financial councils of the parishes.
- One of the most important practices is the ability of the priest to identify new leaders and give them training.
- We have very limited resources, we need support.

E. Catholic Education (K-12)

- Bilingual speaking committees in Catholic schools to help with integration.
- Presentations to different groups about vocations - Catholic schools, Eagle Scouts, retreats for young people.
- Increased access to Catholic education for children is needed.

F. Higher Education

- Moral and economic support to parish leaders to participate in pastoral leadership programs such as the Hispanic Pastoral Leadership Program.

G. Scripture and Theology

- Formation in sacred scripture and liturgy.

I. Immigration

- Monthly access to specialists in the subject of immigration.
- Call to the Bishops to advocate to defend Hispanic workers.

L. Liturgy and Spirituality

- Build a relationship between current leaders and new volunteers. A success story is the Legion of Mary, which has materials in Spanish and has done most of its ministry integrating communities and going out to visit people.
- Hispanics have made the Via Crucis in coordination with the Legion of Mary.
- Everyone is invited to attend Hispanic events, which has given them the opportunity to live together, a key element of integration.
- The support of the parish in personal spiritual formation through catechesis, study of the bible, prayer groups, worship, retreats and talks.

- Catechesis sows the seeds of leadership with a strong relationship with Christ and gives the opportunity for liturgical roles and advice where decisions are made.
- Offer Masses in Spanish during the week.
- Prayer groups.

N. Ecclesial Movements

- Apostolic movements give training for leaders.
- The small Christian communities have been implemented in the parishes with good results. Most are prayer groups and charismatic spirituality.

T. Vocations

- A priest with the joy of the gospel will promote vocations.
- Support with scholarships so that those who are discerning can have the experience of living in a seminary or religious house.
- Provide resources and workshops for families to promote vocations at home.
- Meetings with Bishop John and the seminarians, eg dinner with the Bishop and the young people called "Andrew Dinners", field days with seminarians, invitation to visit seminars and convents.
- Create ministries that creatively attract the attention of adolescents and children.
- Create a group of altar servers with very close participation of the parish priest and priests would help to encourage vocations.
- Missionary experiences and help to the community.
- Meetings of diocesan vocation ministry in Spanish (new).
- We need to strengthen and encourage families to take a more active role in the spiritual formation of their children. It is necessary to give children examples of men and women with virtues that invite vocations to religious life, priesthood, marriage or single life.
- Holy hour with the seminarians.
- Offer spiritual direction, as does the congregation of the brothers and sisters of the Interior Apostolate.
- Presentations to different groups about vocations - Catholic schools, Eagle Scouts, retreats for young people.

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 Perceptions

- The invitation to the church is extended, but people have other priorities.
- There is need of God, but they refuse to approach.
- Many lay leaders had a conversion experience after some trial in their life, accompanied by a timely personal invitation.
- It is important to visit the parishioners in their homes, so they do not feel marginalized.
- They talk about other people, they criticize themselves, behind their backs.
- Many have the desire to return or recreate the experience of community in the church as in their countries.
- We focus so much on our own needs that we do not recognize the needs of our neighbor.

Recommendations

- Greater approach to the needs and realities of the community.
- Support groups for risk situations (single mothers, prisoners, orphans, bereaved, etc.).
- Activities and transport for the elderly.
- Promote and train leaders to go out and evangelize in the streets from house to house.
- Form groups to visit the sick.
- Organize recreational activities that foster unity among the members of parishes and dioceses.
- More communication about the help services in Spanish offered by the parish, the diocese, the community where he lives.
- More presence of the Bishop in the Hispanic community.

2. Hispanic Youth and Young Adult Ministry

- Young leaders working with youth in each parish.
- Create groups of youth missionaries to evangelize other young people.
- Bring young leaders to visit rural areas.
- Form flashy groups of youth ministry.
- Presentations on the theology of the body.

- Give or create more spaces for young people in the parish and the ministries.
- Accompany Catholics of 2nd and 3rd generation.
- Creation of a fund for youth ministry.
- Parish, diocesan and regional mixed meetings and youth retreats.
- Young people born in the United States are people-bridge, key people to foster intercultural relations.
- Greater collaboration between family ministry and youth ministry to strengthen faith in the family.
- Funds to support young people who excel in their studies.
- Presentations to different groups on vocations - Catholic schools, Eagle Scouts, youth groups, etc.

3. Faith Formation and Catechesis

- Bring conferences, concerts and congresses to the rural areas of the Region.
- Any type of formation: catechetical, biblical, ministerial, family.
- Promote social justice in the parish, dioceses, schools and institutions as an integral part of the formation.
- Faith Formation for adults.
- Catechism every eight days is "a lot".
- Greater involvement of parents in the formation of the faith.
- Theology of the Body.
- Read "The Joy of the Gospel."

4. Family Ministry

- Counseling to support marriages with problems and families with addictions.
- Activities for the whole family.
- Teach how to interact with their own children in this cultural crossroads.
- Family ministry and youth ministry are interconnected. Strong families in the faith form loyal young people, and children can call their parents back to the faith.
- Many immigrants have more than one job to send money to their families. Some are lost focused on just making money to the point of neglecting their families.



- Sometimes both parents work and their schedules do not splice, deteriorating family life and children grow up alone.
- More marriage workshops and retreats are needed in rural areas.
- More involvement of parents in the formation of faith of their children.
- More programs for couples and families.
- Visit families far from the church.

5. Intercultural Competencies

- Access to priests who are culturally and linguistically competent.
- Hire bilingual and bicultural staff in the parish and diocesan offices.
- Dreamers and children of immigrants are bridging people to build intercultural relations.
- The immigrant groups of Mexicans and Mexican-Americans are paradoxically against each other. Modern immigrants seem to be more resistant to assimilating to the environment as they were forced to do by previous generations who now claim their civil rights. For their part, in the eyes of Mexican immigrants, Mexican-Americans appear to be corrupted by American society and language, and are identified with the nickname of "pochos."
- Need to work together in intercultural activities.
- Need for bilingual priests.
- Many people talk about their "rancho" or their town in Latin America and seek to recreate that experience with their small community, centered around the church.

6. Leadership Development and Ministry Formation

- Animator and coach that offers trainings of leaders in parishes.
- Establish a program / institute of theological-pastoral formation for laity in the diocese or the parishes.
- Various leadership trainings (liturgical ministries, pre-sacramental preparation, parish organization).

7. Human Development

- Some hope to meet again with their family after spending some time in the United States.

- Access to ESL resources and information and citizenship classes.
- Challenges caused by differences in levels of education and socioeconomic status.
- Education: we need to solve the problem of lack of formal education.
- Alcoholism and drug addiction are two addictions that destroy the lives of many Hispanics (youth and adults). There are few resources in Spanish that can help the victims of these additions to get ahead, to integrate into society. Also, the families of these have little support.
- Transportation is the main obstacle.
- Visits to the imprisoned.
- Lack of social participation for the language.
- Accompany and respond to people with same sex attraction.
- Many immigrants have more than one job to send money to their families. Some are lost focused on just making money to the point of neglecting their families.
- Sometimes both parents work and their schedules do not splice, deteriorating family life and children grow up alone.
- Compassion to others who have gone through violence or marginalization, especially single mothers.
- Many suffer from low self-esteem.
- Need for human and family training.
- Lack of instruction on how the American educational system works.
- The success of immigrants is to achieve emotional and financial stability to enjoy their families.
- Have health and keep their families together here and in their countries of origin.

B. Stewardship and Development

- Creation of a fund for youth ministry.
- Cultivate and increase a sense of belonging and effective co-responsibility for the Hispanic community.
- Give or create more spaces for volunteering
- The discernment of charisms is important to place the leaders in the ministries. Each one has a role and a talent to share, but not all are equal.
- Funds to support young people who excel in their studies.
- Need to get more involved in pastoral councils.



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E. Catholic Education (K-12)

- Bilingual speaking committees in Catholic schools to help with integration.

I. Immigration

- Monthly access to immigration specialists.
- Form a ministry that publicly responds to social injustices in the community, particularly regarding immigration laws against the welfare and unity of individuals and families.
- Creation of a plan of support and response in the parishes and dioceses for cases of deportation and separation of families.
- Informative workshops on the rights and responsibilities of immigrants.
- Call to the Bishops to advocate to defend Hispanic workers.
- Concern about your immigration status.

J. Justice and Peace

- Form a ministry that publicly responds to social injustices in the community, particularly regarding immigration laws against the welfare and unity of individuals and families.
- Develop and promote social justice in the diocese, the parish and Catholic institutions / schools as integral formation.
- Accompaniment to undocumented immigrants.
- Call to the Bishops to advocate to defend Hispanic workers.
- Need to have more interest in politics (citizenship, voting, etc.).

L. Liturgy and Spirituality

- Contemplate different or not very used ways to prepare and impart the sacraments (collective weddings, etc.).

- They wish to continue attending the Church, because the Mass is celebrated in Spanish.
- Offer Masses in Spanish during the week.
- We need a life of prayer first, especially the Holy Spirit.
- They feel active when they attend Mass.
- It takes the love of God to live with less stress in daily life.

N. Ecclesial Movements

- The Charismatic Renewal and the Cursillo of Christianity have taken major roles in calling people to the Church and have created a sense of community to sustain the discipleship of the neophytes.

O. Ministry with the Incarcerated and Detained

- More attention is needed to the incarcerated.

R. Migrant Ministry

- Monthly access of immigration specialists
- Creation of a plan of support and response in the parishes and dioceses for cases of deportation and separation of families.
- Informative workshops on the rights and responsibilities of immigrants.
- Accompaniment to undocumented immigrants.
- Concern about your immigration status.

T. Vocations

- More talks and conferences in Spanish on religious vocations are needed.

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

1. Evangelization and Mission

Strategy # 1: Start a multi-faceted regional project to revitalize the faith of Hispanic Catholics—active and inactive—by processes and strategies developed at the local level, p. ex. retreats, communications, visits, parish welcome teams, personal invitations, pastoral accompaniment and more.

Strategy # 2: Promote in the Region retreats and movements that have successful ways to bring people to a personal encounter with the risen Jesus Christ.

Strategy # 3: Organize workshops in the Region to help pastoral leaders recognize the existential peripheries around them and know what to do to welcome and respond to their needs.

Strategy # 4: Promote in the Region the training of lay leaders to visit the sick and elderly in their homes or in hospitals, and offer transportation to those who do not manage so they can participate.

Strategy # 5: Encourage an intentional joint pastoral and common training processes among the different cultural groups in the dioceses and parishes, respecting the traditions, expressions and gifts of each group with a fair distribution of resources, to strengthen unity in the diversity.

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

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

Strategy # 8: Prioritize in the Region the training of pastoral leaders at the local level to listen and recognize the needs of the Latino community without judging -the art of accompaniment- and extend a warm welcome to new people. The first impression in the parish counts a lot!

Strategy # 9: At the regional level, prepare a workshop on the principles of hospitality, welcome and witness of life, with practical examples of how to integrate them into every pastoral ministry.

Strategy # 10: In collaboration with other Catholic mission organizations, establish an initiative to involve the Latino / Hispanic community in each diocese in the global mission of the Church, and share the fruits of experience in the communities.

Strategy # 11: 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 implement them in parishes with an emphasis on marriages, young people and families

Strategy # 12: Undertake a campaign in all the dioceses of the Region to raise awareness among all parishioners about the importance of personal testimony -both in words and deeds- for the evangelizing mission of the Church, through homilies and workshops with practical suggestions for sharing Faith.

2. Hispanic Youth and Young Adult Ministry

Strategy # 1: Promote in the Region the creation of a Hispanic youth pastoral office in dioceses where there is none, and collaboration among the dioceses so that there will be meetings of Hispanic youth in the dioceses and at the regional level to teach young people who are part of a universal church.

Strategy # 2: Develop a regional plan to raise awareness among parish priests and youth ministers about the importance of creating Hispanic youth groups - in Spanish, bilingual and English - to provide spaces for human and religious development, mentoring, sports, counseling, training in faith and to encourage vocations.

Strategy # 3: Identify and promote resources that respond to the reality of Latino adolescents: accompaniment and mentoring programs, affective-sexual formation adapted to the age, leadership training, values education, how to avoid drugs, violence and gangs, etc.

Strategy # 4: Campaign in the Region to raise awareness among parish priests and youth ministers about the importance of integrating workshops for Latino parents in all pastoral with adolescents to help them consider sending their children to Catholic schools and motivate them to continue their studies. university students, and how to find scholarships and financial aid for the same.

Strategy # 5: Develop a regional plan to respond to the urgent need to motivate Hispanic / Latino adolescents to put into action the baptismal call to be missionary disciples and actively serve in their parishes.

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

Strategy # 7: Promote with parish priests and youth ministers to open spaces where the voice of adolescents and young adults is heard without judging them and they are allowed to be part of decision making and leadership, both in pastoral work with adolescents and in the parish in general.

Strategy # 8: Introduce and implement dioceses in the dioceses training resources for pastoral leaders with adolescents who teach them to involve Latino youth as protagonists and missionary disciples to their peers, with sensitivity to welcome young people who have been marginalized.

Strategy # 9: Promote that, in all pastoral work with adolescents and young Hispanics in the Region, the vocational discernment that leads them to a Christian maturity is privileged.

Strategy # 10: 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 in free Union.

Strategy # 11: Campaign in the Region to motivate active young adults to serve as leaders and mentors in pastoral ministry with adolescents and to be well trained to participate in this ministry.

Strategy # 12: Establish funds in all dioceses of the Region to invest in Latino youth with scholarships to Catholic schools and salaries for diocesan coordinators of Hispanic youth ministry.

3. Faith Formation and Catechesis

Strategy # 1: Publicize throughout the Region through diocesan conferences and events, resources and programs that can be taken to parishes and groups to foster the biblical and theological formation of all Hispanic parishioners to know, love, follow and announce Jesus.

Strategy # 2: Organize the training of parish catechists with a curriculum that identifies the needs of the Region and presents the methods, techniques and resources recommended to respond to the reality of Latino families from classes and sacramental preparation.

Strategy # 3: Identify and publicize the best resources for Hispanic family catechesis and organize volunteer teams at the diocesan level that can support parents who would like to take charge of their children's faith formation.

Strategy # 4: Collaborate with neighboring dioceses to identify, promote and implement new forms of catechesis: weekly or monthly catechesis and evangelization for the entire community, Bible or prayer workshops, youth groups, marital support and family communication ... and more .

Strategy # 5: Review the processes of sacramental preparation in the dioceses of the Region and develop a guide with criteria and standards so that there is more uniformity from one parish to the next.

Strategy # 6: Promote the implementation of a standardized process to prepare couples for marriage in all dimensions: communication as a couple and with their children, spirituality as a domestic church, management of finances and tasks at home, conjugal love and chastity in marriage, the formation of children in the faith, etc.

Strategy # 7: Promote throughout the Region the active participation of parents in the faith formation of their children, with resources and training to do well.

Strategy # 8: Introduce models of parishes in the Region that have strengthened faith formation for Hispanic / Latino adults and promote the implementation of their successful practices in other parishes.

Strategy # 9: Deploy a regional campaign to multiply the availability of Bible study classes in both languages, adapted to the reality and needs of young people and Hispanic adults.

Strategy # 10: Identify and promote bilingual and more dynamic catechetical resources and programs that use audiovisuals to draw children's attention and involve them in training processes.

4. Family Ministry

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

Strategy # 2: Promote throughout the Region the active participation of parents in the faith formation of their children, with resources and training to do well.

Strategy # 3: Identify organizations in each diocese that can guide immigrant parents about the educational system and how to prepare their children for university studies, and invite them to offer their courses in the parishes.

Strategy # 4: In each diocese of the Region, identify organizations in the community that offer classes or workshops designed for low-income families on good financial management in the family and invite them to present them in the parishes with the largest Hispanic population.

Strategy # 5: Develop a regional plan to raise awareness among parish priests on the importance of creating events and spaces for families that foster human and religious development, mentoring, sports and activities for children, faith formation and vocational discernment.

Strategy # 6: Identify, in each zone of the Region, bilingual counselors for families and young people, compatible with the faith, and invite them to offer classes on family communication, healthy upbringing of children and how to face a family crisis or rescue children that got into serious trouble.

Strategy # 7: Develop, multiply and support retreats for couples and families of different types: encounter with Jesus and evangelization; marriage enrichment; marriages in crisis; marriage preparation; family and sacramental life as a domestic church; and experience of Christian values in family.

Strategy # 8: Review, evaluate and share with all the Dioceses of the Region the successful practices that have worked in family ministry, for example, those that train couples to help other couples, recover the role of parents as models and guides of your children, etc.

Strategy # 9: Collaborate with Catholic Charities, San Vicente de Paul, and other organizations to review the availability of direct services to families (clothing distribution, gas cards, food bank, etc.) in the poor areas of the Region and identify possibilities for new help centers.

Strategy # 10: 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 and social services in cases of need.

5. Intercultural Competencies

Strategy # 1: Prepare a training designed for parish pastoral teams and secretaries to help them receive everyone with dignity and respect, and not treat the Hispanic as a stranger or second-class citizen, in the spirit of missionary disciples.

Strategy # 2: Create resources and implement programs for the intercultural and linguistic training of personnel in the service offices, both at the diocesan level and in the parishes.

Strategy # 3: 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 # 4: In each diocese, collaborate each year with the diocesan office of the clergy to identify priests with the desire to learn or improve Spanish and free them from their pastoral responsibilities for a season to study.

Strategy # 5: Promote that in each diocese pastoral leaders at all levels have access to training to increase their capacity to serve the Latino community, and when a position is opened, give priority to hiring a person with those capabilities already developed.

Strategy # 6: In dioceses that do not yet have it, form a Hispanic pastoral council that allows the development and coordination of actions to support the parish communities.

Strategy # 7: Identify successful parish models for the integration of people of different cultures and languages, and offer workshops so that pastoral teams can learn to put them into practice to unite Catholics of diverse cultures and experiences in their communities.

Strategy # 8: Identify and promote English and citizenship study programs in collaboration with community organizations for immigrant adults in the parishes.

Strategy # 9: Elaborate workshops, trainings and conferences that provide intercultural training in the communities and serve to unite Catholics of diverse ethnicities, cultures and experiences.

Strategy # 10: Conduct a regional analysis to find areas in each diocese where there is a strong Hispanic population without access to pastoral services in Spanish and encourage one of the closest parishes to begin offering a Sunday Mass and other pastoral services to community.

6. Leadership Development and Ministry Formation

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

Strategy # 2: Update and promote the pastoral, spiritual and theological formation courses in all the dioceses for catechists, group leaders and people who give pre-baptismal talks, formation in courtship, accompaniment for the elderly and liturgical ministers.

Strategy # 3: Develop a workshop that can be used with all members of a parish team on the principles of evangelization in multicultural environments and how each can implement them.

Strategy # 4: Develop materials and resources for the training of young leaders -both adolescents and young adults- to serve in their corresponding ministries.

Strategy # 5: Offer a workshop to priests in the Region to explain the results of the V Encuentro consultation (aspirations and concerns of the Hispanic community, etc.) and how they can respond to the needs with successful programs, processes and events to better serve Hispanics.

Strategy # 6: Collaborate with the neighboring dioceses to privilege the liturgical and musical formation of the parish choirs, and from there form a diocesan choir for the big events.

Strategy # 7: 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 # 8: Promote biblical, theological, human and pastoral formation among young adults, so they can share what they have learned with other young people in their groups.

Strategy # 9: Develop and implement a regional plan of ongoing formation and support for priests and other ecclesial ministers in the Hispanic / Latino ministry, both Hispanics and non-Hispanics, to increase their linguistic and cultural capacity.

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: To 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, which prepares the lay people to take positions of leadership and service in Hispanic ministry at the parish or diocese level.

Strategy # 12: Strengthen the formation of catechists in the Region so they can accompany and mentor children in the joyful living of evangelical values and Catholic spiritual practices.

7. Human Development

Strategy # 1: Collaborate with the offices of Catholic schools in the Region to create and promote an adult education network in the areas where literacy classes are most needed, English and G.E.D.

Strategy # 2: Identify organizations in each diocese that can guide immigrant parents about the educational system and how to prepare their children for university studies and invite them to offer their courses in the parishes.

Strategy # 3: Develop pastoral accompaniment networks among the dioceses of the Region to establish continuity in faith formation, participation in the sacramental life, leadership development and other pastoral services for migrant workers and their families.

Strategy # 4: Organize a team of Catholic lawyers in the Region to prepare and maintain a workshop on civil rights and changes in the procedures of the immigration system. Then form a network of lawyers in each diocese trained in the legal issues of the immigration system to promote and offer the workshop occasionally in the parishes.

Strategy # 5: In each diocese of the Region, identify organizations in the community that offer classes or workshops designed for low-income families on the good management of finances in the family and invite them to present them in the parishes with the largest Hispanic population.

Strategy # 6: Organize a recurring conference for diocesan offices of Hispanic ministry, Catholic Charities, and state episcopal conferences of the Region to identify common violations of human rights and ways that social systems are failing immigrants and the poor (e.g. in work, immigration, penitentiary system, education, health, etc.) to develop an action plan both at the level of direct service and in advocacy to change unjust laws and situations.

Strategy # 7: That those in charge of Hispanic ministry in the dioceses of the Region collaborate and support each other to develop and promote a network of social services in each diocese, both in Spanish and English and accessible to Hispanic communities.

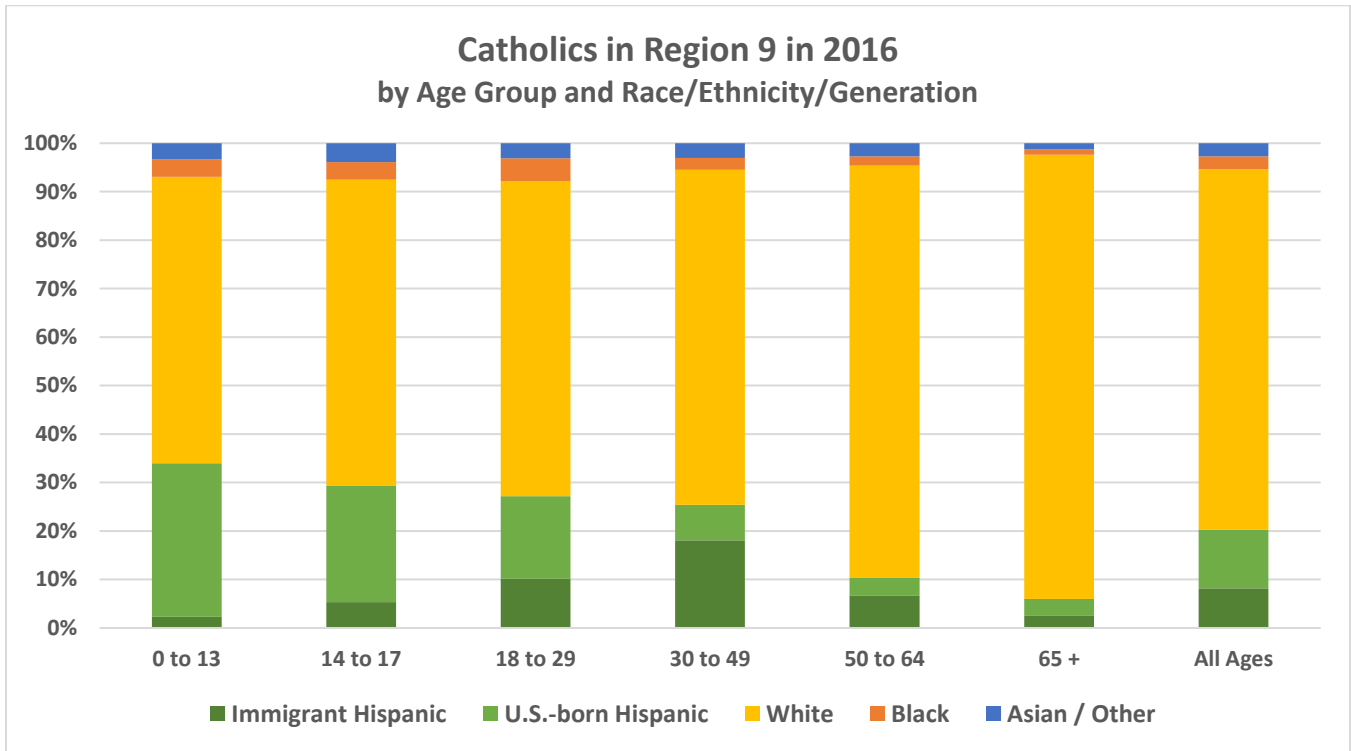
Strategy # 8: At the regional level, strengthen the commitment to the pastoral with the incarcerated and detained, organizing and training a team of pastoral leaders to accompany them in their life of faith.

Strategy # 9: Mobilize the Catholic health system in the Region to deal with the epidemic of addictions, mental health problems and lack of health insurance in the Hispanic community with solutions that can be achieved especially for poor families and undocumented immigrants.

Strategy # 10: Promote in all the dioceses of the Region a year of men's formation in terms of: their role as loving spouses and committed parents; the management of feelings of anger or revenge without violence; the complementarity of the sexes and respect for women; and stop the abuse of alcohol or drugs.

Strategy # 11: Establish a regional dialogue from the offices of Hispanic ministry focused on the pastoral accompaniment of people with same-sex attraction and their families, as well as on ways to face unfair discrimination against them in society and in society. church.

Appendix: Key Demographic, Social, and Religious Statistics for the Dioceses of Region 9



Total Population and Catholic Population in Region 9, by Race/Ethnicity					
Racial/Ethnic Groups in the Dioceses of Region 9	Total Population in 2000	Total Population in 2016	% Change	Estimated Catholics in 2016	% Catholic
White	11,125,309	11,300,216	2%	1,976,000	17.5%
Hispanic	483,742	962,362	99%	539,000	56.0%
Black	913,983	1,217,444	33%	70,000	5.7%
Asian/Other	398,182	562,076	41%	72,000	12.7%
Total	12,921,216	14,042,098	9%	2,656,000	18.9%

Hispanic/Latino Population in Region 9, by Diocese					
(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Davenport	21,649	45,986	112%	22,000	48%
Des Moines	24,487	54,168	121%	30,000	55%
Dodge City	53,093	70,703	33%	44,000	62%
Dubuque	18,193	38,328	111%	21,000	55%

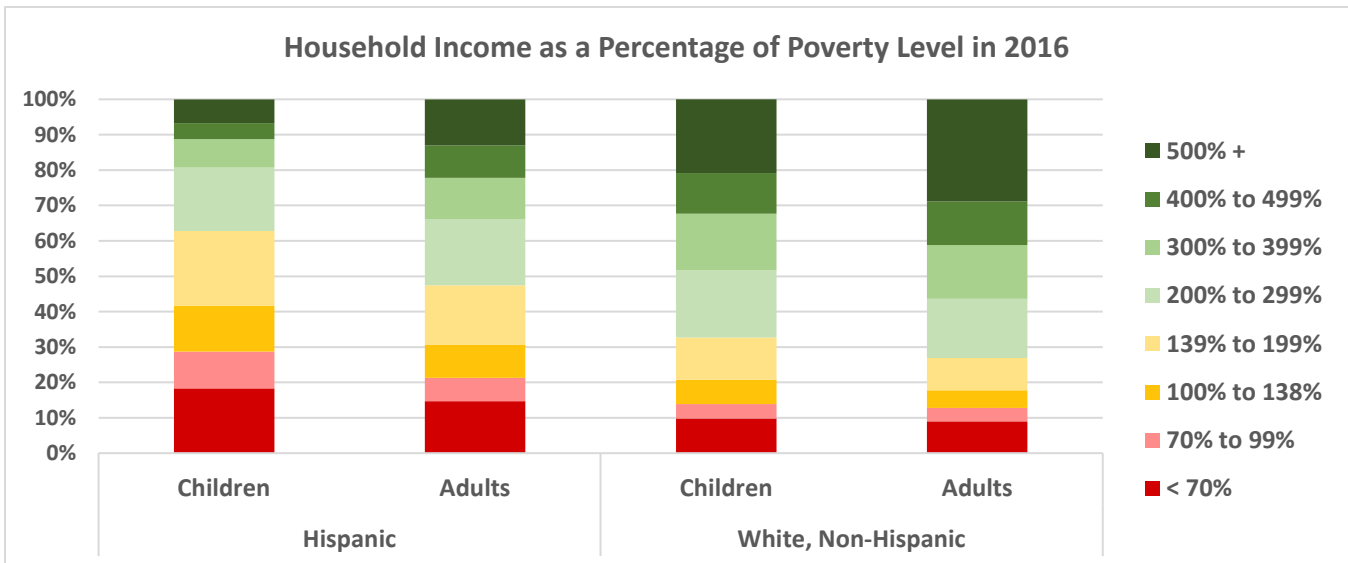
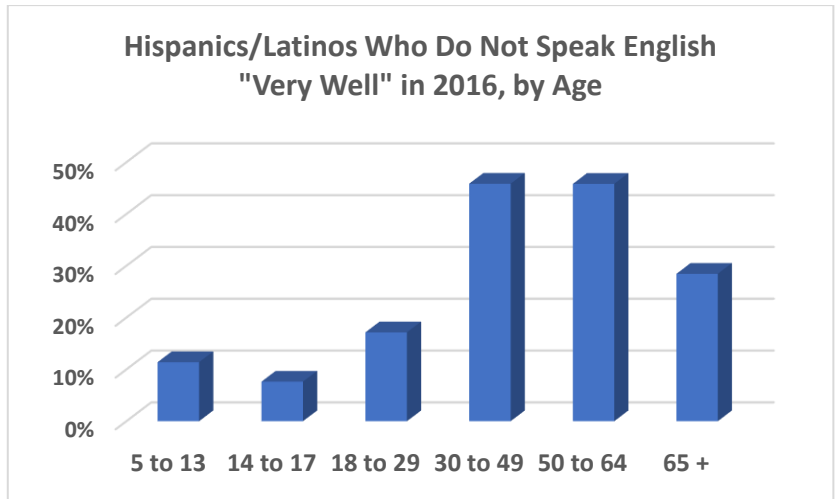
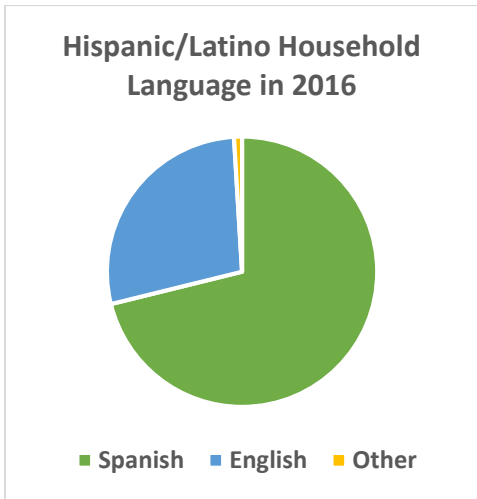
(Arch)Diocese	Hispanic/Latino Population in 2000	Hispanic/Latino Population in 2016	% Change	Estimated Hispanic Catholics in 2016	% Catholic
Grand Island	27,307	40,084	47%	28,000	70%
Jefferson City	13,942	29,261	110%	16,000	55%
Kansas City, KS	70,905	135,404	91%	80,000	59%
Kansas City-St. Joseph	51,852	103,417	99%	54,000	53%
Lincoln	14,720	48,447	229%	21,000	44%
Omaha	52,398	113,445	117%	69,000	61%
Salina	11,712	25,452	117%	13,000	52%
Sioux City	18,144	40,584	124%	20,500	50%
Springfield-Cape Girardeau	22,743	48,907	115%	26,000	54%
St. Louis	30,055	62,249	107%	33,000	54%
Wichita	52,542	105,927	102%	60,000	56%
Total	483,742	962,362	99%	539,000	56.0%

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

Hispanic Ministry in the Parishes and Catholic Schools of Region 9, 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)
Davenport	9	7	2	1,615	474/3,636	93/1,269
Des Moines	10	19	0	2,705	677/4,190	127/1,742
Dodge City	14	18	2	6,160	??/752	0/0
Dubuque	13	12	3	2,290	502/9,511	101/2,143
Grand Island	10	6	5	2,320	75/1,046	50/506
Jefferson City	12	8	5	1,645	172/5,883	32/1,080
Kansas City, KS	12	20	0	7,232	1,936/10,102	596/3,597
Kansas City-St. Joseph	9	20	1	5,670	690/6,381	398/3,245
Lincoln	9	15	1	2,151	525/5,228	133/1,963
Omaha	14	22	0	8,820	1,406/13,930	303/5,565
Salina	4	5	0	1,015	129/1,680	54/660
Sioux City	10	14	0	3,424	495/4,653	209/1,451
Springfield-Cape Girardeau	14	11	2	2,735	180/3,082	14/824
St. Louis	12	13	3	4,285	728/26,927	345/11,293
Wichita	13	15	1	5,606	1,450/7,022	396/2,585
Total	165	205	25	57,673	9,439/104,023	2,851/37,923

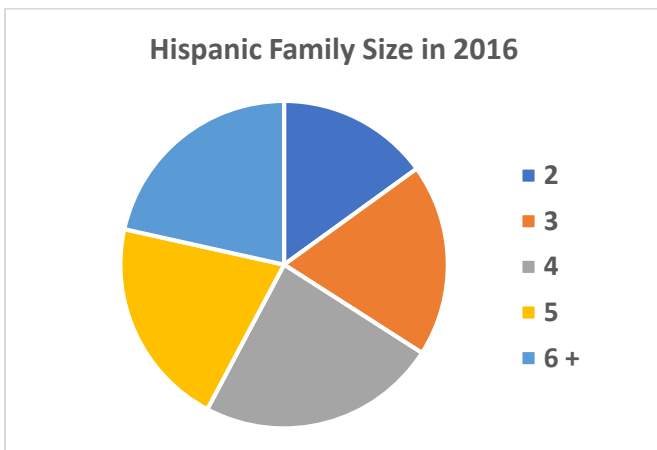
Number of Hispanic/Latino Ecclesial Ministers in the Dioceses of Region 9						
(Arch)Diocese	Priests			Religious (men and women)	Deacons	Lay Ecclesial Ministers
	Active	Retired	Foreign-born			
Davenport	2	0	0	1	0	4
Des Moines	6	0	6	2	1	9
Dodge City	1	0	1	7	7	28
Dubuque	2	0	2	0	3	5
Grand Island	2	0	2	6	1	10
Jefferson City	2	0	1	3	2	3
Kansas City, KS	11	1	8	38	2	12
Kansas City-St. Joseph	6	0	5	10	3	13
Lincoln	2	0	1	6	0	6
Omaha	3	3	1	3	6	26
Salina	1	0	1	6	1	2
Sioux City	2	0	2	0	1	???
Springfield-Cape Girardeau	3	0	3	1	1	3
St. Louis	3	0	2	4	2	7
Wichita	5	0	5	15	0	5
Total	51	4	40	102	30	133

Public Data from the U.S. Census Bureau's American Community Survey for the Geographic Territory Covered by the Dioceses of Region 9

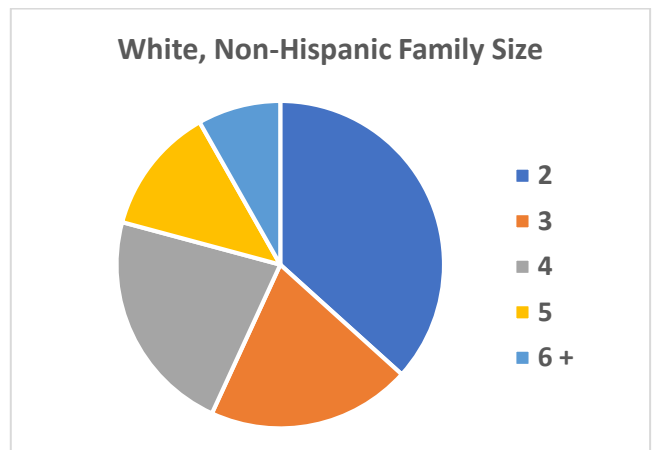


Median Hispanic Household Income: **\$51,000**

Median White Household Income: **\$70,500**

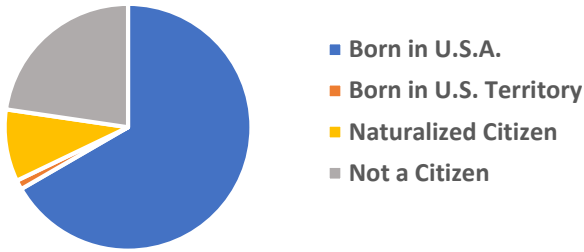


Average Family Size: **4.4**

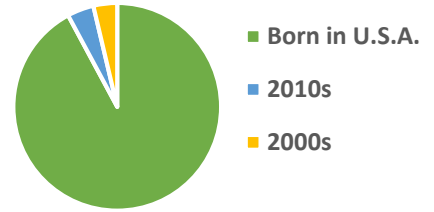


Average Family Size: **3.4**

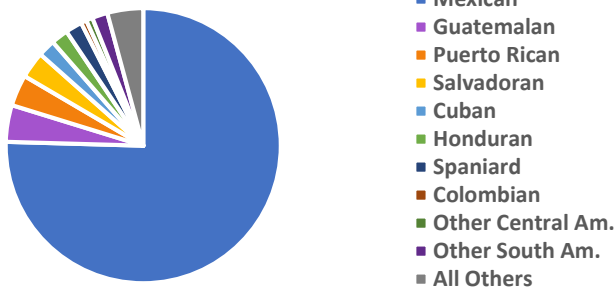
Citizenship of Hispanic Residents in 2016



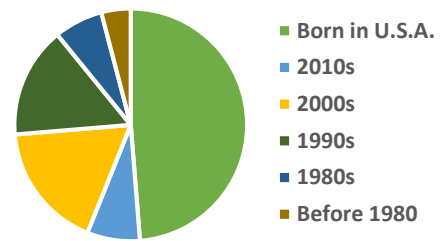
Decade of Entry for Hispanic Children



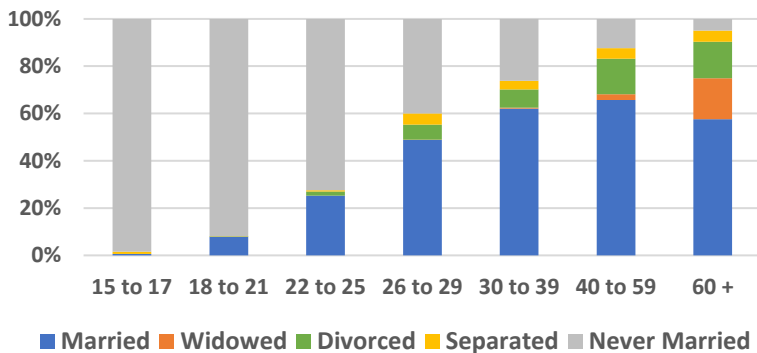
National Heritage of Hispanic Residents in 2016



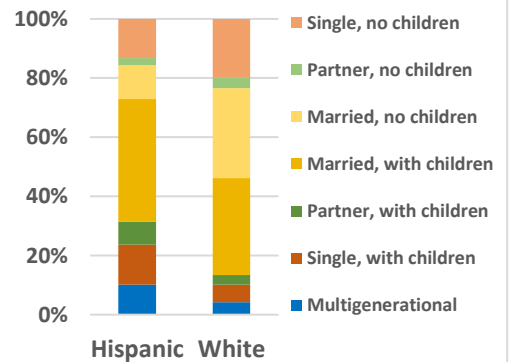
Decade of Entry for Hispanic Adults



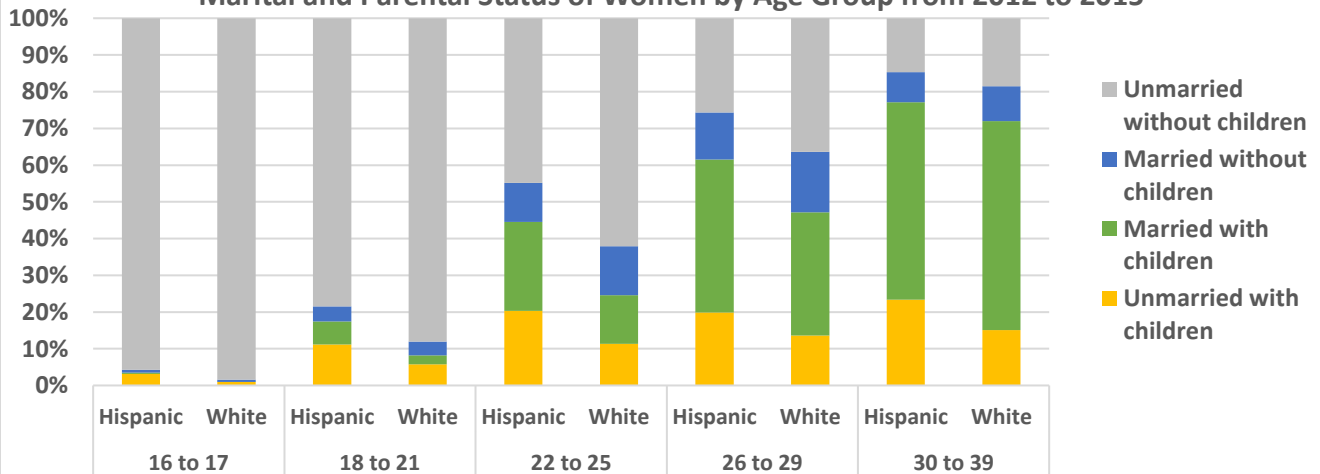
Hispanic Marital Status by Age in 2016



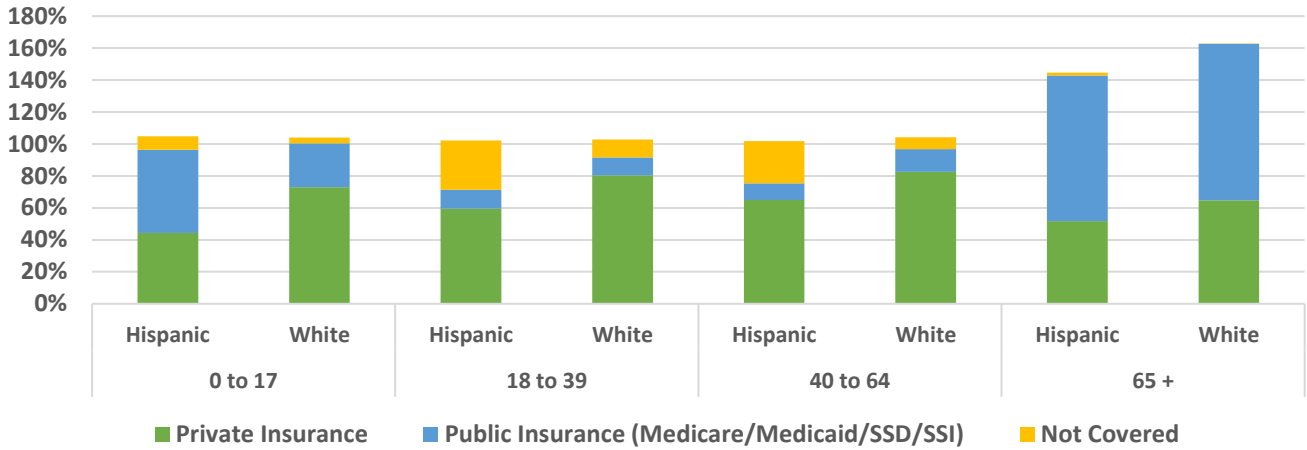
Household Type, 2012 to 2015



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

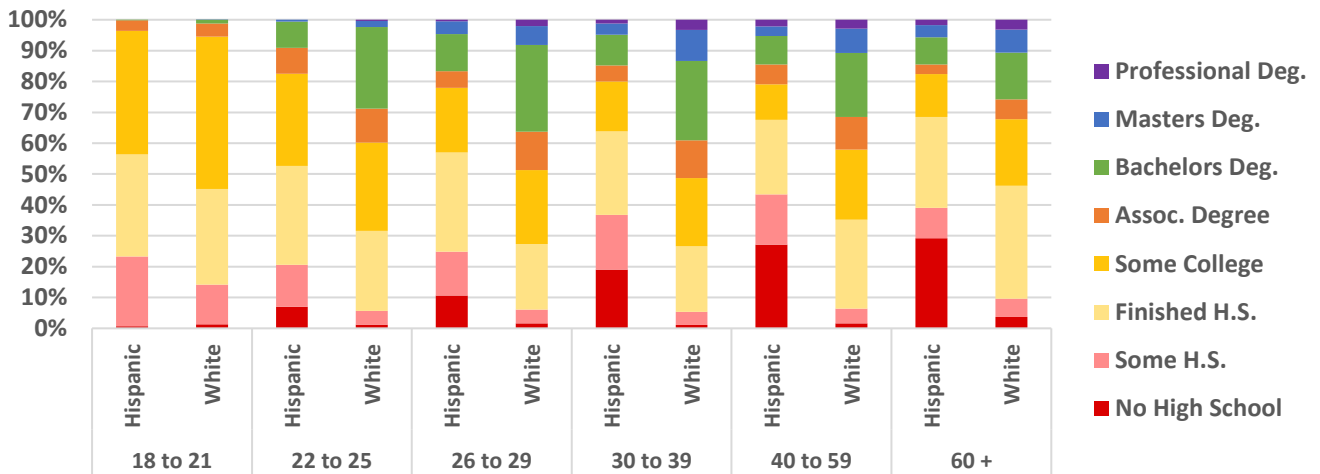


Health Insurance Coverage by Age Group in 2016*



* 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

