Office of Hispanic Ministry

Diocesan Plan of the OHM
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Executive Summary

Highlights
The Office of Hispanic Ministry wants to respond to the current need of the growing population of Hispanic community by providing effective parish models, pastoral structures, and appropriate religious education program to empower the Hispanic ministers leaders, as well as, motivate emerging leaders to respond to their baptismal call.

Objectives

1) Year (2012-2013): Emerging Leaders
2) Year (2013-2014): Growing in Faith
3) Year (2014-2015): Building a Pastoral Model for Parish Ministry
4) Year (2015-2016): Equipping the Parochial Leaders
5) Year (2016-2017): Opening the Doors of our Parishes
6) Year (2017-2018): Building Small Communities of Faith

Mission Statement
Our mission is to support the Hispanic community through the integration of programs and new initiatives under the methodology of Walking by Faith. In this way, we will develop programs in order to better understand the gospel (Word), renew our appreciation of the sacraments and the popular devotions of the Hispanic people (Worship), reinforce holiness in marriages and families (Community), and encourage participation in the parishes and Catholic schools (Service).

Keys to Success Plan
- Offers to the parishes Mini-Retreats where participants experience the presence of God in their lives.
- Presents Adult Faith Formation Programs to motivate parishioners to learn about the Doctrine of the Church
- Supports the parochial pastoral work according to their own needs focused on five areas
- Implements a new model in the parishes to help the leaders to strength their abilities and manage conflict resolution
- Organizes welcome team to join the Catholic Faith as Discipleships
- Creates awareness of the missionary dimension of our baptismal call
Description of Plan

This Plan provides the vision a long term of the Diocesan Office of Hispanic Ministry in the Catholic Diocese of Richmond, VA. Plan to be built within seven years under the light of the new evangelization of the Church. The main audience of this plan is the first and second generation that envision the growing of their own faith in the multicultural context of the Catholic Church in Richmond, VA.

Service

This Plan serves to the current and new Hispanic communities’ parishes that desire to welcome, support and empower the growing Catholic Hispanic people in our diocese.

We provide:

- Series of Mini Retreats: Identifies emerging leaders
- Seasonal Retreats: Grows in our Catholic identity
- Adult Faith Formation Resources: Provides tools to outreach Adult parishioners
- Catechetical Training: Pathways for new catechetical leaders
- Liturgical Training: Pathways for new ministry of liturgy
- Social Training: Pathways for new social ministry
- Training for Facilitators: Parish training for facilitator of the AFF and Family Ministry (Pathways/El camio hacia Cristo)
- Conference for catechetical leaders: Annual ongoing formation
- Conference for Facilitators: Annual ongoing formation
- Couples Retreat: Promote the Ministry of Family- Domestic Church
- Family Multicultural Gathering: Promote the encounter among different cultures
- Lending Library: Provides catechetical resource to the Hispanic Ministers
- Online Courses: Leadership Formation for Ministers

Start-Up Summary

Survey the parish need of the parish Hispanic community throughout our diocese to know the current need and respond effective to the different challenges that the community presents.
### Marketing

<table>
<thead>
<tr>
<th>Action</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Redesign the current Website</td>
<td>Provides annual calendar, links to navigate in the red, information, promotion of the different event, pastoral resources.</td>
</tr>
<tr>
<td>Create a Facebook Account</td>
<td>Interacts and promote the event that the office provides during the year.</td>
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<tr>
<td>Create a Blog Program</td>
<td>Outreach New Latino/Hispanic Catholic American native that not attend Sunday Mass and promote our Catholic Belief</td>
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<tr>
<td>Design Video for the Office</td>
<td>Promote the Programs of the OHM</td>
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</table>

### Strategy and Implementation

- Increase the number of staff in the office to provide more specific regional and parish support.
- Discuss with the leaders the new project and feedback.
- Respond to the main needs of the small Hispanic communities throughout the diocese.
- Work with the parishes that request our services and offer to others, our support for different programs at different moments.
- Provide leadership trainings.
- Facilitate resources to continue the ongoing formation of the leaders at their home parishes.
- Build the pastoral parish structure to respond to their needs
- Empower our volunteers ministers with a small stipend to focus and implement the programs that the diocesan office offers for the successful pastoral ministry.

#### 1) Year: Focus- Emerging Leaders (2012-2013)

- Offers to the parishes Mini-Retreats where participants experience the presence of God in their lives.
- Invites to live the baptismal call to the new leaders.
- Creates religious education framework.
- Trains new leaders for the different ministries.
- Promotes online courses for leaders.
- Equips parishes with basic Spanish resources.

#### 2) Year: Focus - Growing in Faith (2013-2014)

- Presents Adult Faith Formation Programs to motivate parishioners to learn about the Doctrine of the Church.
• Trains facilitators to implement the Adult Faith Formation Pastoral in theirs parishes.
• Organizes annual conference for the facilitators to build their knowledge on the Doctrine of the Church.
• Responds to the emerging needs of the Hispanic Community
• Supports parishes with Hispanic Community with Parish Hispanic Ministry
• Creates the lending library as resources for religious education programs in Spanish and bilingual.

3) Year: Focus - Building a Pastoral Model for Parish Ministry (2014-2015)

• Supports the parochial pastoral work according to their own needs focused in five areas:
  o Sacraments
  o Liturgy
  o Adult Faith Formation
  o Family- Domestic Church
  o Social
• Provides trainings for each pastoral ministry.

4) Year: Focus - Equipping the Parochial Leaders (2015-2016)

• Implements a new model in the parishes to help the leaders to strengthen their abilities and manage conflict resolution.
• Builds multicultural competences among the Latino different cultures to be bridge person.
• Implement House of Prayers (Pilot-Western Vicariate)

5) Year: Focus - Opening the Doors of our Parishes (2016-2017)

• Organizes welcome team to join the Catholic Faith as Discipleships
• Builds multicultural parish competences.

6) Year: Focus - Building Small Communities of Faith (2017-2018)

• Trains missionaries’ leaders to build small communities of faith
• Celebrates the faith at the parish with more engaging in the different pastoral ministry.


Creates awareness of the missionary dimension of our baptismal call
### Project and Program

#### Start-Up

<table>
<thead>
<tr>
<th>Projects</th>
<th>Programs</th>
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</thead>
<tbody>
<tr>
<td>Identifies Emerging Ldrs</td>
<td>Encounter with Christ</td>
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<tr>
<td>Adult Faith Formation (AFF)</td>
<td>Introduction of AFF Program</td>
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<td></td>
<td>Identifies and Training Facilitators for AFF</td>
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<td>Provide Pastoral Resources for AFF</td>
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<tr>
<td>Builds Parish Pastoral Ministry</td>
<td>Provide workshop and training for the new</td>
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<td>facilitators / Pathways-El camino hacia</td>
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<td></td>
<td>Cristo</td>
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<tr>
<td>Catechetical Training</td>
<td>Pathways/El camino hacia Cristo</td>
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<tr>
<td>Sacramental Training</td>
<td>Pathways/ El camino con Cristo</td>
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<tr>
<td>Social Ministers Training</td>
<td>Pathways/ En solidaridad con Cristo</td>
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<tr>
<td>Liturgical Ministers Training</td>
<td>Pathways of Liturgy</td>
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<td>Ministry Family Training</td>
<td>Overnight Retreat to identify new facilitators</td>
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<td>Pathways/ Familia-Iglesia doméstica</td>
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<td>Annual Retreat for Couples Facilitators</td>
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<tr>
<td>Ongoing Formation</td>
<td>Sullivan Conference</td>
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<td>Social Ministry Conference</td>
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<td>Facilitators Conference (AFF)</td>
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<tr>
<td>Formation of Leadership</td>
<td>Online Courses</td>
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<td>Night of Reflection</td>
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<td>Leadership Courses</td>
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