

# V ENCUENTRO

## REGION IV *EPISCOPAL*



**REGIONAL CONCLUSION  
OF THE CONSULTATION  
FOR THE  
V NATIONAL ENCUENTRO  
OF HISPANIC/LATINO MINISTRY**

**Proceedings, Conclusions,  
Recommendations, and Strategies**

# **REGIONAL CONCLUSION OF THE CONSULTATION FOR THE V NATIONAL ENCUENTRO OF HISPANIC/LATINO MINISTRY**

## **Proceedings, Conclusions, Recommendations, and Strategies**

Archdiocese of Washington, Baltimore, Military Services,  
Diocese of Arlington, Richmond, Wheeling-Charleston  
and Wilmington

Discípulos Misioneros, Testigos del Amor de Dios  
Missionary Disciples, Witnesses of God's Love



**V ENCUENTRO  
REGION IV  
EPISCOPAL**

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# BISHOP'S MESSAGE

**Most Reverend Mario E.  
Dorsonville**

Aux. Bishop of the Archdiocese of Washington



## ARCHDIOCESE OF WASHINGTON

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Dear Brothers and Sisters in Christ,

It is with great joy that I share with you the conclusions, initiatives, and recommendations that the V Encuentro process produced in response to the needs of the Hispanic/Latino community within our episcopal region.

*The Regional Conclusion of the Consultation for the V National Encuentro of Hispanic/Latino Ministry* is a document that specifies the needs and challenges that are particular to our region and serves as a summary of the national *Proceedings and Conclusions*. The document highlights the five ministerial areas that were identified as our top priorities: Immigration, Family Ministry, Youth and Young Adults and Leadership Development.

I would like to take this opportunity to express my gratitude for your support of the V Encuentro process. It is my hope that this document serves (arch) diocesan staff and parish leaders, as we continue to support and promote these initiatives as a solid response to the conclusions.

In Christ,

A handwritten signature in black ink, appearing to read 'Mario E. Dorsonville'.

Most Rev. Mario E. Dorsonville  
Auxiliary Bishop of Washington

# GENERAL STATISTICS

## - REGION IV

1. Archdiocese of Baltimore
2. Archdiocese for Military Services
3. Archdiocese of Washington
4. Diocese of Arlington
5. Diocese of Richmond
6. Diocese of Wheeling-Charleston
7. Diocese of Wilmington

### Hispanic/Latino Population in Episcopal Region IV

HISPANIC/ LATINO POPULATION IN 2000	HISPANIC/ LATINO POPULATION IN 2016	% CHANGE	ESTIMATED HISPANIC/LATINO CATHOLICS IN 2016	% CHANGE	% OF CATHOLICS
• 651,965	• 1,533,992	• 135%	• 713,000	• 46.5%	• 26%

### Hispanic Ministry in the Parishes and Catholic Schools of Region IV

# OF PARISHES WITH HISPANIC/LATINO MINISTRY	WEEKLY MASSES IN SPANISH	MONTHLY MASSES IN SPANISH	TOTAL ATTENDANCE	# OF HISPANIC/LATINO STUDENTS K-8	# OF HISPANIC/LATINO HIGH SCHOOL STUDENTS
• 160	• 180	• 11	• 72,368	• 4,124/61,474	• 2,204/31,395

### Number of Hispanic/Latino Ecclesial Ministers in Region IV

ACTIVE PRIESTS	RETIRED PRIESTS	FOREIGN-BORN PRIESTS	RELIGIOUS MEN AND WOMEN	DEACONS	LAY ECCLESIAL MINISTERS
• 75	• 5	• 63	• 22	• 30	• 173

# (Arch)diocesan Personnel dedicated to Hispanic Ministry in Region IV:

- In offices of Hispanic Ministry: 4
- Responsible for pastoral juvenil hispana: 1
- In ethnic/multicultural or other specialized offices: 2 (ADW & Richmond)
- Additional personnel assisting Hispanic/Multicultural/Ethnic ministries: Richmond (6), ADW (2), Arlington (4), AOB (1)

## Changes

- Richmond - Hispanic Ministry office has been changed to the Office of Ethnic Ministries with 2 staff working full time in Ministry
- Wheeling-Charleston – Hired a full time DDHM
- Baltimore – in conversations about adding additional staff hired to work with Hispanic youth and young adults
- Wilmington – Proposal has been presented to bishop to hire DDHM



Region IV | V National Encuentro - Dallas, TX



Bishop Dorsonville and delegates from the Diocese of Arlington | V National Encuentro - Dallas, TX



Region IV Committee Meeting | Diocese of Wilmington



Lia Salinas | V Post Encuentro Gathering - Washington, DC

# PROMINENT INITIATIVES AND EARLY RESPONSES TO THE V ENCUENTRO PROCESS



## NATIONAL

- Non-Latino leaders are increasing their understanding and commitment to serve the Hispanic/Latino Catholics in their midst.
- Leaders in Hispanic Ministry are finding new motivation and encouragement to continue the pastoral work that they have been called to perform.
- An encuentro of cultures within the Church is producing fruits of mutual understanding, innovative responses, collaboration, and dynamism.
- Hundreds of thousands of Hispanic/Latinos in the peripheries have felt invited, heard, and cared for by the Church, some for the first time in many years.
- A significant and positive change that has been reported by many pastoral leaders is that they now see the Hispanic/Latino community as a resource and gift for expanding ministry in the Church rather than an object of the Church's pastoral care and a drain on its resources.



## REGION IV

The (arch)dioceses will also support parishes by providing a comprehensive response through advocacy, tackling human trafficking, supporting families, migrant ministry, and welcoming refugees. Efforts with families, youth and young adults should empower parents to be the primary catechists of the faith for their children and engage young people in parish life. There is also a need for continuous formation for clergy considering the experience of the V Encuentro as well as both initial and continuous formation for lay leaders of all cultural backgrounds.



# TOP PRIORITY AREAS FOR REGION IV

1

## **IMMIGRATION -**

The Pastoral Accompaniment and Care of Immigrants.

2

## **PASTORAL FAMILIAR / FAMILY MINISTRY -**

The Pastoral Care of Hispanic/Latino families.

3

## **HISPANIC/LATINO YOUTH AND YOUNG ADULTS -**

The Pastoral Care and Accompaniment of Hispanic/Latino Youth and Young Adults.

4

## **LEADERSHIP DEVELOPMENT: CLERGY, LAY MINISTERS, YOUTH AND YOUNG ADULTS -**

Focused on intercultural competencies for ministry at all levels and fostering leadership development within the community.

# IMMIGRATION – THE PASTORAL ACCOMPANIMENT AND CARE OF IMMIGRANTS

1

## Vision

Establish a national platform directed and organized by trained lay Hispanic/Latino immigrant leaders, supported and accompanied by the USCCB, with the goal of accompanying, educating, and defending the social, civic and spiritual needs of the documented and undocumented immigrant communities by creating bonds of solidarity among all the members of the body of Christ immigrant and U.S. born alike. Such coordinated action at the local level within (arch)dioceses is the work of missionary disciples, and it is urgently needed amid the current crisis of the in-humane treatment experienced by asylum seekers, families, and unaccompanied minors at the southern border.

## Social and Religious Context present in Hispanic Ministry

- ▶ Undocumented immigrants are living in a constant state of fear – of deportation, of family separation, of the current political climate – and this prevents access to basic services and participation in the Church.
- ▶ Professional assistance and advice needed from lawyers to educate the community and defend the rights of immigrants. Mental health professionals are also needed to support families where there is deportation involved.
- ▶ The parishes can provide information on these issues and raise awareness inside and outside the Church, especially when facing the current political and social climate where racism and xenophobia are increasingly accepted.
- ▶ The USCCB's Justice for Immigrants resource is good for advocacy, but incomplete. All-inclusive resources in the areas of formation and spiritual development are also required.
- ▶ Although the precarious situation of millions of undocumented individuals could change at any moment with a permanent fix to the immigration system, as of 2019, the will to do so in our divided political situation seems elusive.

➤ Prominent experiences and needs identified during the consultation:

- Fear due to a lack of legal documents in an environment of uncertainty.
- Experiences of discrimination and abuses in labor rights.
- Emphasis on emotional and psychological support for families that are separated or living in fear of separation.
- Frequent requests for information and continuous legal assistance to be provided through church organizations and structures.
- Address the issue of immigration from the pastoral rather than the political point of view, since the Church is the most appropriate place to respond to this need.
- Parish leaders should be trained to help both the indigent community and refugees as well as supporting and accompanying young immigrants in their needs, especially those who are under the status of DACA or TPS.



Bishop Dorsonville and Lia Salinas | V Post Encuentro Gathering - Washington DC.



Delegates | Archdiocese of Washington



Delegates from the Archdiocese of Military Services | V Post Encuentro Gathering - Washington DC.

## Top Recommendations from the National Encuentro

- Create a national structure to serve as a support that provides formation, resources, and successful practices to (arch)dioceses in the development of immigrant assistance and accompaniment in the parishes, in collaboration with Catholic Charities and other service organizations.
  - Train leaders at the local parish level to be engaged in ministering to immigrants, so that they:
    - Know what resources exist and how to access them;
    - Accompany immigrant families and workers in their spiritual and material needs;
    - Form parish groups that can share information and provide legal and family support;
    - Connect with Catholic networks to advocate for a just immigration reform that protects immigrant families and provides an earned pathway to citizenship.
  - Create a national rapid action network where information about services, opportunities and threats to the migrant community is disseminated using existing resources such as Justice for Immigrants (JFI) and Catholic Legal Immigration Network, Inc. (CLINIC).
- 

## Recommendations from Region IV Encuentro

### Diocese | Parish

- Establish an office or program for the pastoral care of immigrants (such as Pastoral Migrante) and strengthen existing efforts to better accompany migrant or separated families, advocate for their human rights and access to medical services, establish family ministry in the parishes/Catholic faith communities, support the unemployed and those who have financial difficulties, etc., in collaboration with other social service organizations in the (arch)dioceses.
- Prioritize the formation of faithful citizens to become agents of change in society, advocating for the rights of immigrants and those who are marginalized in our communities (with support of Maryland Catholic Conference and Virginia Catholic Conference) and other entities and organizations.
- Identify organizations in each (arch)diocese, especially the offices of Catholic schools, to provide guidance and counseling to immigrant parents on the educational system and how to prepare their children for college and invite them to offer workshops at their parish/Catholic faith community.

## Recommendations from Region IV Post Encuentro

It is crucial that our Church be an open, safe haven, welcoming all immigrants, migrants and refugees within the boundaries of our region. It is not enough to provide legal services to those who are arriving and/or living here. The identification of capable leaders and trainers, the power of networking plus the implementation of different programs are necessary to help accompany the most marginalized through their spiritual, pastoral and legal needs as one holistic entity and not just the sum of its parts.

### REGION

- Identify capable trainers who can serve to train others in both current legal and pastoral immigration issues and how to address them and implement programs that support the immigrants, migrants and refugees in our communities.
- Create and maintain a network among the different (arch)dioceses in our region for advocacy.
- Create and maintain a list of partner entities and organizations that support and/or provide training and programs for the different immigration issues within our region. A resource that is a "one stop shop" that provides this information and can be accessed by everyone.

### DIOCESE

- Produce networking opportunities within the (arch)diocese by hosting a day for immigrants where spiritual, pastoral and legal services can be provided to immigrants, migrants and refugees from every parish and surrounding areas.
- A specific resource created by the (arch)diocese where parishes can access the names and information of different organizations, resources and individuals.
- Start a migrant ministry program or office.

### PARISH

- Assess the current reality every so often and prepare a database with FAQ's for those who are in need due to their immigration status.
- Include immigration as part of social teaching, provide it as part of the formation of parish leaders along with the collaboration of their local social ministry parish offices.
- Train and create specific groups that welcome immigrants, migrants and refugees where not only lay people are involved but also the clergy and PCL's. This also includes a support system that forms part of these groups where there are seamless transitions between individuals, entities and organizations for those who are in need.
- Have meetings every three to six months that include listening sessions for immigrants, migrants and refugees and have mentoring families who can help immigrant, migrant and refugee families adapt to their new surroundings spiritually, pastorally and legally.

## Suggested Partners

- Maryland Catholic Conference
- Virginia Catholic Conference
- Casa de Maryland
- CARECEN – Central American Resource Center
- Consulates
- Catholic Charities
- Diocesan Personnel (Youth and Young Adult Ministry, Family Life Ministry, Respect for Life Ministry, Social Justice Ministry, etc.)
- Latino Racial Justice Circle (Maryland)
- CLINIC – Catholic Legal Immigration Network
- JFI - Justice for Immigrants
- Alianza Nacional de TPS
- Archdiocese of Chicago, Hispanic Immigrant Social Ministry/Pastoral Migratoria
- National Lawyers Association
- Catholic Relief Services
- U.S. Passport Agency



# PASTORAL FAMILIAR/ FAMILY MINISTRY: THE PASTORAL CARE OF HISPANIC/LATINO FAMILIES

2

## Vision

The family is the setting where most Christians first encounter God. It is also where children and parents alike learn to know, love and serve God as disciples. Together, the family as the domestic church and the parish as a family of families, are called to bear witness to the Father, Son, and Holy Spirit through the calling of personal holiness and evangelizing action as missionary disciples of Jesus Christ. Family Ministry promotes unity and values in the family, fosters spiritual and cultural practices, nurtures communication between parents and children, and accompanies families in crisis who feel lonely or disconnected. Holy couples and families are the best witnesses for building a culture of life and a civilization of love. Their testimony strengthens other families, contributes to a cohesive and just society, and fortifies the Church that goes forth.

## Social and Religious Context present in Hispanic Ministry

- ▶ Hispanic/Latino cultures place a lot of value on the family, but are affected by poverty, violence inside and outside the home, separation, lack of role models, early pregnancies and single mothers, addictions, long hours of work, and diminished capacity to transmit the faith in this foreign environment.
- ▶ More quality resources need to be developed, and family counseling professionals identified, to help families suffering from deportation, separation, family conflicts, or who are struggling to transmit the Catholic faith and gospel values to their children – far too many of them are disaffiliating from Catholicism.
- ▶ Most Catholic parents in the U.S. today with children at home are Hispanic/Latino, and only 53% of Hispanic/Latino households with children are headed by a married couple; another 20% are multigenerational where the grandparents may serve as caregivers while the parent(s) work.
- ▶ Catholic parents have a strong desire for their children to receive Baptism, Confirmation, and Holy Communion, yet more than two-thirds do not have their children enrolled in any faith formation.

- Family prayer time is in decline with most young parents preferring individual prayer and not doing enough to instill a habit of prayer in their children.
- Cultural trends of hanging out in groups, online pornography and casually hooking up have created a cultural challenge to traditional practices of dating, courtship and the vision of marriage and family.
- Pitfalls such as machismo, domestic violence, lack of quality family time and lack of integration into a parish community mark most Hispanic/Latino family relationships.
- Many immigrant families are striving to support their families both here and in their country of origin; in some cases, young fathers are supporting their children in both countries.
- The needs for formation are many and great, such as:
  - Psychological and spiritual formation to help parents provide holistic guidance and care for their children, how to deal with social media issues and strengthened prayer and faith formation at home.
  - Catechesis and formation in Spanish or classes in English with translation.
  - Opportunities to learn the English language, complete high school or prepare for citizenship.
  - Communication skills for building healthy marital relationships.
  - Parish leaders should be trained to help both the indigent community and refugees as well as supporting and accompanying young immigrants in their needs, especially those who are under the status of DACA or TPS.



Archdiocesan Encuentro | Archdiocese of Baltimore

## Top Recommendations from the National Encuentro

- Encourage and support Hispanic/Latinos to seek higher education degrees and formation opportunities which focus on marriage and family, in order to take on leadership roles in the Church at the parish and (arch)diocesan levels as well as in the broader social environment.
- Apply the conclusions drawn from the entire V Encuentro consultation process to create a local (arch)diocesan strategic plan focusing on the most important areas related to marriage and family.
- Accompany young families and support, encourage and mentor them; foster family prayer and family meals and offer events which focus on evangelization and catechesis in the home.

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## Recommendations from Region IV Encuentro

### National

- Empower parents to assume their role as the first educators in the faith of their children in the domestic church, focused on evangelization, conversion and formation of parents as well as children and teenagers. Accompanying families where they are in their faith journey, avoiding the 'one program fits all' mentality and being pastorally sensitive to the culture and needs of Hispanic/Latino families.

### Diocese | Parish

- Empower parents to assume their role as the first educators in the faith of their children in the domestic church, focused on evangelization, conversion and formation of parents as well as children and teenagers. Accompanying families where they are in their faith journey, avoiding the 'one program fits all' mentality and being pastorally sensitive to the culture and needs of Hispanic/Latino families.
- Advocate for the pastoral care of families or strengthen existing efforts to better accompany migrant and/or separated families, advocate for their human rights and access to medical services, establish family ministry in the parishes/Catholic faith communities, support the unemployed and those who have financial difficulties, etc., in collaboration with other social service organizations in the (arch)dioceses.
- Create a workshop for coordinators of religious education to encourage them to increase opportunities for adult faith formation including some taught by priests, i.e. classes for parents during children's catechesis.
- Update and promote resources and opportunities on pastoral, spiritual, emotional and theological formation for catechists, group leaders and people who give pre-baptismal talks, formation in courtship, accompaniment for the elderly and liturgical ministers.

# Recommendations from Region IV

## Post Encuentro

Family ministry is the nucleus from which all the other ministries find its base. It is in the family that we find the need to begin cementing and fortifying vocations, establish faith in God, pass down cultural traditions, find security in a world of uncertainty, provide a safe space for the youth to grow and be fruitful, the young adult to keep growing, continue to be fruitful and help others be fruitful, and altogether share in the pastoral leadership that leads into the cohesive whole we know as the domestic church. This ministry is the beacon for those who seek to find “church” within the Church, an extended family found in the body of Christ.

### REGION

- Create a network between (arch)diocesan offices in order to collaborate and exchange best practices on an ongoing basis “pastoral de conjunto.”
- Promote formation for directors of religious education, youth ministry, and clergy on family dynamics which should also include intercultural competencies.
- Catechetical formation for families while integrating popular devotions in the process. (traditions)
- Create a catechesis that consistently combines and promotes both the family and the youth because a good family catechesis includes and involves youth ministry and youth ministry includes and involves family ministry.
- Promote the vision to our (arch)dioceses so there is a common movement towards Family Life Ministry and the domestic church. This involves resources for concrete family activities that empower parents to assume their roles in the family.
- Start and maintain a spreadsheet or link that (arch)dioceses can easily access with different parenting skills and faith formation programs that can be implemented within parishes/ (arch)dioceses.

### DIOCESE

- Create a family ministry plan that is established and updated by laity and clergy alike.
- Have regular meetings with clergy about (arch)diocesan planning involving family ministry.
- Leadership formation and partnership with professional organizations within the (arch)diocese.
- Develop bilingual formation programs that trickle down to parishes along with resources of support for formation.
- Provide intercultural formation and accompaniment for all members of the family at all stages of family life.

### PARISH

- Provide human and spiritual formation for families, teaching them the skills that help parents evangelize while creating a stronger domestic church in the homes.
- Develop formation programs with classes for parents to help them as primary teachers of the faith to their children.
- Provide ongoing formation for marriages.
- Implement bilingual faith formation programs.
- Train and utilize young adults to teach the faith.
- Train individuals to teach workshops, provide or connect families to counseling services, and other pastoral needs that need to be met.
- Provide families with pastoral leadership so they can be leaders in their own families and continuously train others to do the same.
- Have “welcome teams” examining the reality of their own parishes every 3 months, creating and continuously updating their best practices so they can connect newcomers (especially migrants and military) to Christ centered communities and its resources.

## Suggested Partners

- Office for Family Life
- Office for Hispanic Ministry
- Office for Ethnic Ministries
- Office for Youth and Young Adults
- Catholic Schools
- Catholic Charities
- Saint Vincent de Paul Society



Bishop Knestout and delegates from the Diocese of Richmond | V National Encuentro - Dallas, TX.

# HISPANIC/LATINO YOUTH (12-18 YEARS)

3

## Vision

Young Hispanic/Latinos are a great treasure for the Church –both protagonists and, at times, high priority recipients of its pastoral care and accompaniment. They have gifts and talents that enrich the Church and are willing to put them at the service of others. Through the V Encuentro process, the Church has listened to their voices and wishes to be a companion and guide as they strive to achieve their personal and spiritual fulfillment by embracing their dreams, sharing successful ministerial practices that form young missionary disciples, accompanying them in their challenges and sufferings and thus helping prepare them for their role in building a Civilization of Love, the Kingdom of God on earth.

## Social and Religious Context present in Hispanic Ministry

- ▶ The consultation identified a need for the comprehensive training of Hispanic/Latino teens through retreats, workshops, liturgies, groups, catechesis, and mentors.
- ▶ Financial support and resources in parishes for pastoral work among Hispanic/Latino teens is not easily obtained and often completely lacking.
- ▶ Need more youth group leaders equipped with the linguistic, cultural, and pastoral skills to work collaboratively with the pastor and the community.
- ▶ The Church should place more confidence in Hispanic/Latino teens and invite them to exercise their leadership within youth ministry. The best people to evangelize youth are other young people.
- ▶ Due to cultural, linguistic, and social differences among Hispanic/Latino teens, not to mention differences with non-Hispanic Catholic teens, it is important to open multiple spaces for them to connect and participate.
- ▶ When a one-size-fits-all youth group approach is taken, studies show that most young people will not participate, especially those in greatest need of pastoral care and attention.

- > The consultation identified several obstacles and challenges faced by Hispanic/Latino teens:
  - Choices that prevent them from reaching their maximum potential (i.e. drugs, gangs, alcohol, sex and early parenthood, etc.).
  - The lack of economic resources for their education, leaving them in underperforming public schools without a pathway to a college degree.
  - Difficulty in communication and dysfunctional family dynamics especially between generations.
  - The rejection or absence of gospel values in their social environment.
  - Young Hispanic/Latinos are seen only as the recipients of programs, not as a resource with which to enrich them.
  - The Church has few programs or resources aimed at second and third-generation Hispanic/Latinos who only speak English.
  - Some Hispanic/Latino parents are not comfortable leaving their teenage children (especially girls) in a youth group without a trusted chaperone.
  - The rhythm of life and the obligations of young Hispanic/Latinos in terms of work, study, family, and school activities make it difficult for them to attend or participate in programs with limited scheduling options.
  - Young Hispanic/Latinos frequently do not recognize their own gifts and talents, so they do not know how to put them at the service of society or the Church.
  - The lack of legal immigration status – either their own or that of their parents.
  
- > Of all young Catholics, third-generation Hispanic/Latinos are currently the most likely to abandon their Catholic identity as teens or young adults.
  
- > More than half of the Catholic teens in the U.S. today are Hispanic/Latinos and about 57% of them are the children of immigrants; the 17% that are immigrants are also the most likely to retain their Catholic identity into young adulthood.
  
- > Due to the high rate of social problems among Hispanic/Latino youth, there is a great need for formation to avoid pitfalls in life by practicing the virtues of chastity, vocation, discernment, prayer, non-violence, self-control and the discipline for hard work/study.
  
- > Youth ministry needs to do a better job of providing information about vocations – priesthood, diaconate, religious life, marriage, and the committed single life – in ways that respond to the culture, language, and lived experience of the youth.
  
- > The Church needs to improve its evangelization and outreach to young Hispanic/Latinos from their reality, in their language, utilizing culturally sensitive materials with a focus on both immigrants and the U.S. born.
  
- > Out of the 176 Latin Rite territorial (arch)dioceses in the United States, only 31 currently have a paid staff person responsible for pastoral juvenil hispana. There is no comprehensive data about parish leaders.

## Top Recommendations from the National Encuentro

- › Develop family-based catechesis where parents and teens work together and create space for Hispanic/Latino teens to share their faith in service opportunities and other parish events.
- › Contribute to the development of a comprehensive national pastoral plan for Hispanic/Latino youth ministry that takes into consideration the present reality of our Hispanic/Latino youth and families (social, economic, language, catechetical, moral, educational, needs, obstacles, opportunities, etc.).
- › Provide structured and solid formation for lay leaders to serve in youth ministry, helping them sustain a comprehensive youth ministry program that also engages families – not only focusing on the social, service, spiritual, or catechetical components – in order to develop authentic missionary disciples.

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## Recommendations from Region IV Encuentro

### Region

- › Create regional summer programs, in collaboration with Catholic universities of the region, to train Hispanic/Latino youth on how to live their mission and evangelize their generation in youth ministry with other Hispanic/Latinos while being sensitive to language and culture.
- › Create a regional network of young leaders who can accompany each other and develop projects of evangelization and formation to strengthen Hispanic youth ministry and promote participation in leadership organizations such as La RED Nacional de Pastoral Juvenil Hispana.

### Region | Diocese

- › Create a regional network of young leaders who can accompany each other and develop projects of evangelization and formation to strengthen Hispanic youth ministry and promote participation in leadership organizations such as La RED Nacional de Pastoral Juvenil Hispana.

### Diocese | Parish

- › Encourage dialogue and a “pastoral de conjunto” at all levels to develop and implement specific strategies to evangelize, accompany and train young Hispanic/Latinos, respecting their spirituality and recognizing their gifts.
- › Encourage priests to create opportunities and open forum/spaces to listen to the voices of young people without judging them while inviting the young to be part of the decision-making process and take leadership roles in the community.
- › Providing workshops for Hispanic/Latino parents to help them consider:
  - Sending their children to Catholic schools
  - To attend Catholic universities
  - To pursue higher education and seek scholarships and financial aid

## Recommendations from Region IV Post Encuentro

Hispanic/Latino youth are not only the future of our Church, but they are also our present. They are priceless resources ready to learn, grow and take ownership of the Church, advancing and moving her forward in the digital age, opening her windows so the fresh air of new ideas, initiatives and incentives may come in through the inspiration and movement of the Holy Spirit. They are sponges who desire instruction and direction from all the ordained, consecrated, religious and lay people of our institution while getting prepared for the leadership roles they will fill in the future.

### REGION

- Create regional assemblies where young people can find a meeting place where they can network, create new friendships and share the faith.
- Create and maintain a database for youth ministry that is geared towards the family and the youth together.
- Institute gatherings where leaders and young adults are trained in helping the youth become future leaders of youth ministry.

### DIOCESE

- Develop contractual agreements between the (arch)dioceses and local Catholic universities/online universities that offer leadership courses in youth ministry to young adults.
- Create and update guides and programs for bilingual youth ministry with the purpose of providing formation to young people.
- Organize periodic events where young people experience faith and culture: "encuentro" and interculturality.

### PARISH

- Encourage priests and deacons to take active roles in not only instituting youth ministry but also actively engage in it.
- Organize "Pastoral Juvenil" events and other activities that promote unity among young people.
- Create both social and evangelizing opportunities for young people so they can develop a deep sense of belonging and social commitment.
- Offer parallel training for parents who have sons and daughters in youth ministry as an incentive to help parents encourage their children to join and participate in youth groups.
- Provide formation and training to adults and young adults who are involved in lay-missionary committees so they can serve the youth effectively.

## Suggested Partners

- Office for Youth and Young Adults
- Office for Family Life
- Office for Hispanic Ministry
- Office for Ethnic Ministries
- Catholic Schools
- NFCYM
- La Red
- Catholic Universities
- Latino Enrollment Institute  
(Notre Dame- Adelante)



Archbishop Broglio and delegates from the Archdiocese of Military Services | V National Encuentro - Dallas, TX.

# HISPANIC/LATINO YOUNG ADULTS (18-35 YEARS)

## Vision

Hispanic/Latino young adults are currently engaging in high-quality pastoral ministry—they must be affirmed in this. They are uniquely situated as a bridge people between cultures, languages, generations and ecclesial experiences, providing the essential link between the Church of today and the Church of tomorrow. The full realization of their potential to transform the Church and the world will be realized by responding to their pressing pastoral ministry needs and engaging them as protagonists in that response.

## Social and Religious Context present in Hispanic Ministry

- ▶ Hispanic/Latino young adult ministries, which in many instances are very organized and draw many young adults to the Church, have less acceptance and support from some pastors and church leaders than ministries for English-speaking young adults.
- ▶ Hispanic/Latino young adults want to be recognized, welcomed and engaged in their parish communities.
- ▶ Parishes need to be much more effective in providing meaningful engagement of young adults within their communities including relationships with the pastor and pastoral staff, liturgy, catechesis and integral formation especially involvement in leadership and decision-making bodies.
- ▶ Transitions in the lives of young adults must be given special attention. The transition from high school to college and/or employment is a crucial moment and transitions involving residence, romantic or parental relationships or starting families are also key.
- ▶ Hispanic/Latino young adults at the peripheries have significant needs that require a pastoral response and accompaniment. The incarcerated, those in gangs, the addicted, those suffering with mental illnesses, immigrants, DACA recipients and the unemployed or underemployed are all most often young adults.

- ▶ Train Hispanic/Latino young adults between 18 and 25 years of age to be leaders and teachers who see their language and culture as a gift from God.
- ▶ With about half of all Catholics between 18 and 35 being Hispanic/Latino and nearly 75% of them being immigrants or the children of immigrants, most Hispanic/Latino young adults can be “bridge people” who are bicultural and bilingual.
- ▶ The second and third generation bilingual and bicultural young adults are a great resource for both ministry within the Church and evangelization in the world especially in the realm of personal networks, workplace and public life.
- ▶ Nevertheless, second and third (and subsequent) generation Hispanic/Latino young adults are often the least resourced group in terms of pastoral ministry and the third generation is the most likely to leave the Catholic Church.
- ▶ Most of the resources in Hispanic/Latino-specific ministries are being poured into immigrant and 1.5 generation young adults while ministries to non-Hispanics do not always welcome or meet the needs of later generations.
- ▶ Social media is a way to “reach out” to Hispanic/Latino young adults, but nothing can replace personal relationships.
- ▶ We are challenged to move beyond “We have always done it this way” (EG 33) and it is through the building of bridges by young adults that we will do so.
- ▶ The passion for Catholic Social Teaching among Hispanic/Latino young adults is profound. They are always asking for increased attention to social justice issues from prevention of abortion and suicide to immigrant rights and respect, care, and inclusion for friends and family members who identify as LGBTQ.
- ▶ Hispanic/Latino young adults are full of joy, gifts, talents, skills, strength, and creativity! The untapped potential of young adults cannot be underestimated. We must continue to affirm and call forth this potential in each young adult.
- ▶ Out of the 176 Latin Rite territorial (arch)dioceses in the United States, only 31 currently have a paid staff person responsible for Pastoral Juvenil Hispana. There is currently no comprehensive data about leaders in parishes.
- ▶ Parish and (arch)diocesan budgets are a leading indicator of priorities. Human resources should be dedicated to this ministry in the form of full-time pastoral staff devoted to Hispanic/Latino young adults – not just volunteers.
- ▶ The call for the Church to be more welcoming, honest and open to people from all cultures and languages rings loud and clear from the Hispanic/Latino young adult population during the V Encuentro consultation.
- ▶ There is a need for more formation such as retreats, conferences and workshops at the regional, (arch)–diocesan and parish levels.

## Top Recommendations from the National Encuentro

- › Develop family-based catechesis where parents and teens work together and create space for Hispanic/Latino teens to share their faith in service opportunities and other parish events.
- › Contribute to the development of a comprehensive national pastoral plan for Hispanic/Latino youth ministry that takes into consideration the present reality of our Hispanic/Latino youth and families (social, economic, language, catechetical, moral, educational, needs, obstacles, opportunities, etc.).
- › Provide structured and solid formation for lay leaders to serve in youth ministry, helping them sustain a comprehensive youth ministry program that also engages families – not only focusing on the social, service, spiritual, or catechetical components – in order to develop authentic missionary disciples.

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## Recommendations from Region IV Encuentro

### Region

- › Create regional summer programs, in collaboration with Catholic universities of the region, to train Hispanic/Latino young adult leaders on how to live their mission and evangelize their generation in young adult ministry with other Hispanic/Latinos while being sensitive to language and culture.

### Region | Diocese

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

### Diocese

- › Encourage dialogue and a “pastoral de conjunto” between the (arch)diocesan offices of Hispanic ministry and Young Adult Ministry to develop and implement specific strategies to evangelize, accompany and train young adult Hispanic/Latinos, respecting their spirituality, culture and language while recognizing their gifts.

### Diocese | Parish

- › Encourage priests to create opportunities and open forum/spaces to listen to the voices of young adults without judging them while inviting young adults to be part of the decision-making process and take leadership roles in the community.
- › Providing workshops for Hispanic/Latino parents to help them consider:
  - Sending their children to Catholic schools
  - To attend Catholic universities
  - To pursue higher education and seek scholarships and financial aid

## Recommendations from Region IV Post Encuentro

Hispanic/Latino young adults are currently present in leadership roles on many levels. Many are married and some with families, passing down the many cultural traditions that have accompanied them in their upbringing to their children. As active members in ministry, it is essential to continue accompanying them in their formation process, allowing them to continue manifesting their gifts in the Church while they begin and continue to mentor the next generation.

### REGION

- Support emerging leaders by organizing summer programs with Catholic University of America and other Catholic institutions involving both intellectual and spiritual formation for young adults ending with a missionary immersion experience.
- Encourage more encounters between bishops and young adults including efficient networking opportunities such as fundraising for World Youth Day.
- Organize leadership formation events and partnering with organizations such as La Red.
- Promote networking opportunities where young adults are accompanying each other supported at all levels.

### DIOCESE

- Promote leadership development.
- Provide spiritual and educational training for leaders so they can be mentors to teens (being knowledgeable and respecting language, culture, etc.).
- Provide leadership development along with resources, retreats of discernment to foster vocations and collaboration between parishes.
- Build intercultural competencies in youth ministry leaders.
- Retreats and workshops that inform, inspire and educate.

### PARISH

- Encourage priests to create opportunities and open forum/spaces to listen to the voices of the young adult without judgement.
- Prepare young adults so they can educate the youth.
- Create and design spaces for healing through the Liturgy of the Hours, spiritual direction, pastoral care, spiritual friendship, mentorship, retreats on Theology of the Body, etc.
- Organize listening sessions for teens 13-18 years old every 6 months by gathering, celebrating and taking action.

## Suggested Partners

- Office for Youth and Young Adults
- Office for Family Life
- Office for Hispanic Ministry
- Office for Ethnic Ministries
- La Red
- Catholic Universities (Neumann Centers)



Diocesan Encuentro | Diocese of Richmond

# LEADERSHIP DEVELOPMENT AND FORMATION

## 4

### **Vision**

Jesus is the model of servant leadership for ecclesial ministry with Scripture and Tradition providing the foundation for this formation. All ministry formation and leadership development is supported by an ethos of lifelong learning that begins with the family and values various cultural learning styles and experiences of different people. There are many forms, levels and insights into intergenerational leadership in the Church, all of which should be recognized, accompanied and supported appropriately.

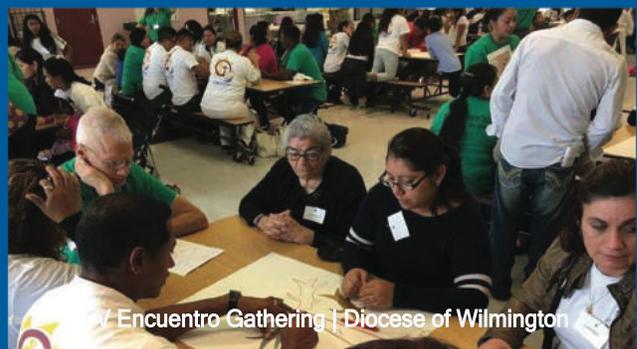
### **Social and Religious Context present in Hispanic Ministry**

- ▶ Low levels of academic educational attainment as well as language limitations are factors that must be overcome in the formation of Hispanic/Latino leaders. Pastoral institutes and movements have responded, but much more is needed.
- ▶ It is urgent to train more priests and seminarians for Hispanic ministry regardless of whether they are Hispanic/Latino or not.
- ▶ Throughout the country, there was a cry for more support from the clergy—to get involved in the Hispanic community, offer spiritual guidance, welcome different cultures and encourage the formation of parish leaders.
- ▶ Trained leaders are needed to serve in the peripheries—especially young leaders—to create new ministries that serve the most vulnerable and to collaborate in pastoral care.
- ▶ Many leaders in Hispanic Ministry are volunteers while others who do the same work are paid, yet all are expected to be equally professional in their service.
- ▶ Hispanic/Latinos and other cultural minorities are being called to ministerial leadership, yet the support is not always there to recognize and help them attain their vocation.

- Different cultural groups perceive leadership in distinct ways and those perceptions have an impact on the involvement and response to the invitation of becoming leaders in the Church.
- With so many Hispanic/Latino youth and young adults leaving the Church while older members of the community stay, a leadership vacuum has formed with harmful consequences for the Church's future.
- Not all pastors are aware or convinced of the benefits of investing in staff formation and training for a more robust ministerial outreach as well as conceiving creative and more collaborative means of fundraising.
- Many Hispanic/Latinos do not have access (due to distance, resources, etc.) to parishes that provide formation and sacramental services in Spanish or adequate support for their holistic personal development.
- The expenses involved in integral faith formation and leadership formation can be a challenge for individuals and families.
- Diverse Hispanic/Latino communities in the United States think, feel and process reality in different linguistic and cultural ways, requiring clergy and pastoral agents to adapt and welcome the variety of gifts.
- Some Hispanic/Latino Catholic communities have negative stereotypes about the role of women in the Church that require deep theological reflection and may lead to a profound transformation of thought.
- Pastors need to experience a good and healthy sense of acompañamiento if they are expected to offer accompaniment to others.
- The limited response to vocations, the call to priesthood, religious life and professional ecclesial ministry among Hispanic/Latinos needs to be addressed by giving witness to the fruitful gift of the body of Christ.
- With or without immigration reform, there is a need to empower all immigrants with access to advocacy skills, information, spiritual formation, training and space to exercise their gifts in ministry and evangelization in the Church.
- Too often there is an unhealthy sense of competition and conflict of power between various groups in the Church, requiring a better understanding of pastoral de conjunto and unity in diversity in the formation of leaders.



Encuentro Gathering | Archdiocese of Washington



Encuentro Gathering | Diocese of Wilmington

## Top Recommendations from the National Encuentro

- Promote a framework of leadership development and pastoral formation that addresses the whole person – human, spiritual, intellectual and pastoral.
- Allocate appropriate financial resources at the (arch)diocese and parish levels for ministry formation and leadership development among Hispanic/Latino leaders.
- Develop and implement attractive, comprehensive programs for the formation of leaders for pastoral ministry among Hispanic/Latino youth and young adults.
- Develop resources to strengthen the family and support parents as the primary catechists and guides in the integral development of their children.

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## Recommendations from Region IV Encuentro

### National

- Develop bilingual promotion tools/materials to promote all vocations (priests, deacons, single life, married life, consecrated life) among Hispanic/Latinos with different audiences in mind: pastoral ministry in schools and universities, youth and young adult ministry, parents, prayer and Bible study groups, apostolic movements, religious education programs, etc.
- Integrate the 'Building Intercultural Competencies for Ministry' training into the formation process for seminarians including a pastoral year in a multicultural/ethnic parish and learn Spanish.

### Diocese | Parish

- Establish a scholarship fund in each (arch)diocese for the formation of Hispanic/Latino pastoral leaders in (arch)diocesan programs and academic careers.

### Diocese

- Develop bilingual promotion tools/materials to promote all vocations (priests, deacons, single life, married life, consecrated life) among Hispanic/Latinos with different audiences in mind: pastoral ministry in schools and universities, youth and young adult ministry, parents, prayer and Bible study groups, apostolic movements, religious education programs, etc.
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## Recommendations from Region IV Post Encuentro

Leadership development and formation is one of the most important areas needed to keep the Church moving forward. Developing leaders and providing formation including continuous formation at all levels to both the ordained and laity alike will ensure that the missionary discipleship in our Church will remain firm and perpetually produce fruit for generations to come.

### REGION

- Provide scholarship programs and other resources towards the investment of our current leaders and future leaders.
- Host meetings focused on building intercultural competencies for both seminarians and laity.
- Conferences and events of leadership formation that need to be followed up by (arch)dioceses and parishes like the process that was done with the V Encuentro.

### DIOCESE

- Provide formation for leaders by first establishing what the priorities are in accordance to the reality that is currently present.
- Leadership training events for all leaders in the parishes both current and emerging with subsidies that help to reduce the cost for the trainings, or the cost being covered by the parish.
- Access and update current training manuals.
- Work with clergy to promote leadership development within parish communities.

### PARISH

- Actively recruiting and training volunteers with the hope of employment in the Church.
- Provide facilities and secure places where people can gather and learn.
- Empower leadership among and within by encouraging and assuring the responsibility and commitment of the current leaders.
- Access and update current training manuals.
- Work with clergy to promote leadership development within individual communities.

# LEADERSHIP DEVELOPMENT PROGRAMS AND INSTITUTIONS | REGION IV



Archbishop Broglio with delegates | Virtual Encuentro - Archdiocese of Military Services

## ➤ ARCHDIOCESE OF BALTIMORE

- Catechetical Institute by Franciscan University
- Equip for Ministry
- Dayton University
- Partnership with Saint Joseph's College of Maine

## ➤ DIOCESE OF RICHMOND

- LEMI (Lay Ecclesial Ministers)
- My Catholic Faith Delivered
- University of Dayton (Lay Ministers)
- Certificate for Intercultural Parish Leaders (Intercultural, Young Adults)
- Pathways for Catechists
- Training for Eucharistic Ministers and Lectors
- Leadership for Ecclesial Movements "Missionary Disciples of the Spirit"

## ➤ DIOCESE OF ARLINGTON

- Catholic Leadership Institute (Youth)
- Pastoral Formation Institute

## ➤ DIOCESE OF WHEELING-CHARLESTON

- LEMI (Lay Ecclesial Ministers)
- Leadership Training Workshops for RCIA
- Master of Science in Organizational Leadership

## ➤ ARCHDIOCESE OF WASHINGTON

- Adult Formation and Certification (Youth Ministry)
- My Catholic Faith Delivered
- Dayton University (Special Education Certification)
- Bilingual Catechetical Leadership Institute

## ➤ DIOCESE OF WILMINGTON

- Contact Diocese

## ➤ ARCHDIOCESE FOR MILITARY SERVICES

- Contact (Arch)Diocese

## Suggested Partners

- Dayton University
- Camino – Notre Dame
- Diocesan Catechetical/Rel. Ed. Offices
- Office for Hispanic Ministry
- Office for Ethnic Ministries
- Boston College
- Catholic University of America
- MACC – Mexican-American College
- VEYYALI – V Encuentro Youth and Young Adult Leadership Initiative
- NCCL – National Conference for Catechetical Leadership
- FCH – Federation for Catechesis with Hispanics



Archbishop Lori and Bishop Dorsonville | Region IV Committee Meeting - Archdiocese of Baltimore



