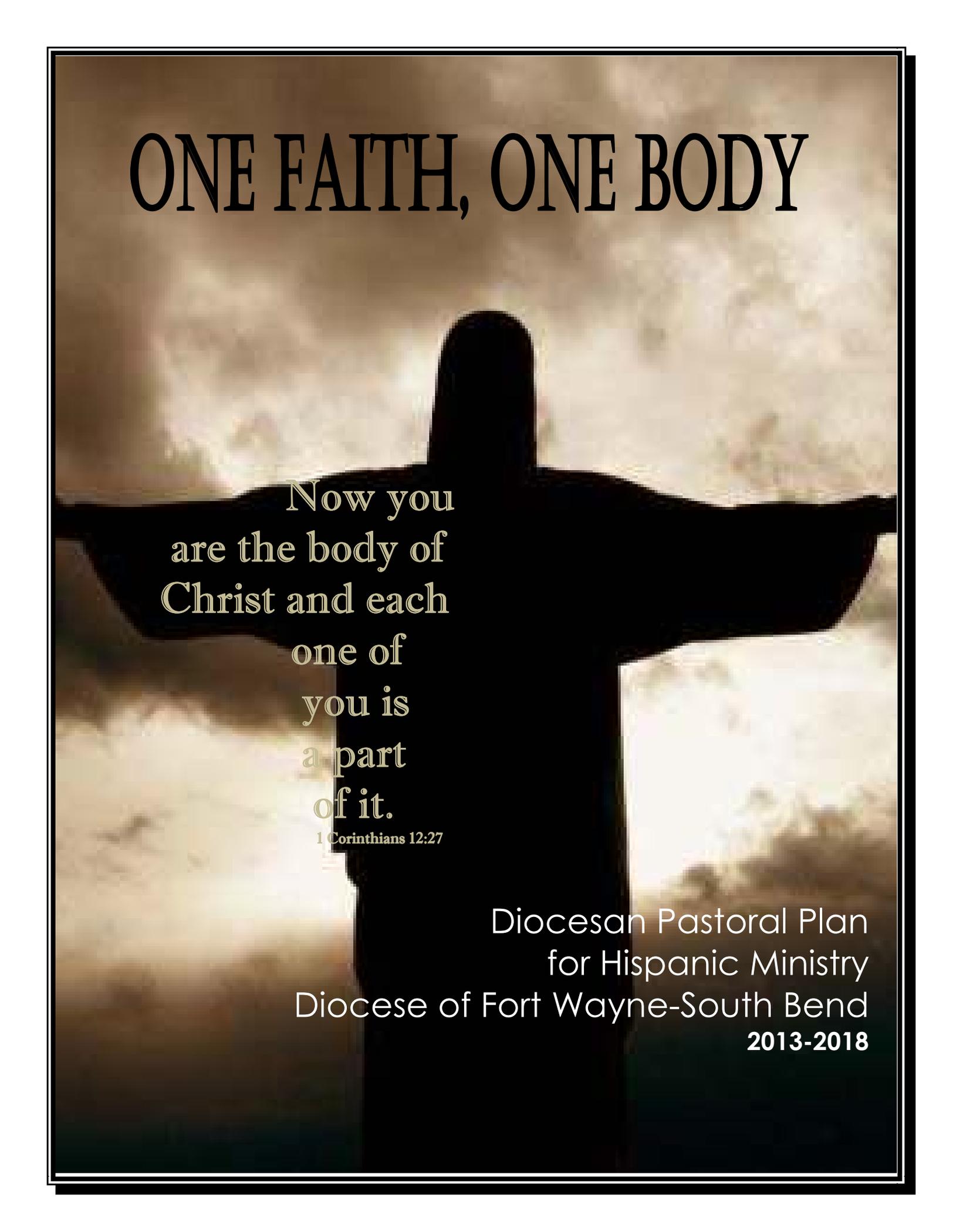


ONE FAITH, ONE BODY



Now you
are the body of
Christ and each
one of
you is
a part
of it.

1 Corinthians 12:27

Diocesan Pastoral Plan
for Hispanic Ministry
Diocese of Fort Wayne-South Bend
2013-2018

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DIOCESE OF FORT WAYNE – SOUTH BEND

915 South Clinton Street · Post Office Box 390
Fort Wayne, Indiana 46801

Dear Brothers and Sisters in Christ,

Welcome to the *Fiesta de Fe!* It is a joy for me to gather with you, the Hispanic communities of our diocese, as we celebrate this day together during the Year of Faith. It is an occasion for us to pray together, especially in the Holy Eucharist, the summit towards which all the activity of the Church is directed.

Today I will promulgate a Diocesan Pastoral Plan for Hispanic Ministry. I am excited to do so as we pledge to move forward in many ways to strengthen the Hispanic apostolate in our diocese and parishes. I thank all who have worked on this Plan. Now is the time to implement it, to ensure that the work of evangelization, the fundamental mission of the Church, is carried out with renewed energy and fervor.

I feel very close to all of you, the Latino Catholics of our diocese. You continue to enrich the Church in our diocese in a multitude of ways. Thank you for your witness of faith and joy in proclaiming and living the Gospel of Christ. We follow the Lord Jesus with faith that He has conquered sin and evil. Let us entrust ourselves every day to His mercy and love.

Today the Church celebrates the feast of the Immaculate Heart of Mary. God has given to us the heart of His Son Jesus as a proof of His love. He gave the Blessed Virgin Mary an undivided and pure heart, that she might be worthy to be the Virgin Mother of His Son. We honor her Immaculate Heart today and we pray that the Lord will grant us a heart that loves Him and all people as Mary does.

May the Holy Spirit increase in us the gift of faith, so that, with Mary, we may walk in the ways of the Gospel with renewed joy and peace!

Sincerely yours in Christ,

+ Kevin C. Rhoades

Most Reverend Kevin C. Rhoades
Bishop of Fort Wayne-South Bend

Acknowledgements

I hereby would like to acknowledge all those who in one way or another helped shape this document. First I want to thank the pioneers of Hispanic ministry in our diocese who, listening to their baptismal call to evangelization and living out the call of Christ to serve the poor, marginalized and oppressed, took the task of protecting the dignity of the migrant workers and worked to bring Christ to wherever they were. We owe them the start in our journey of hope.

I would also like to thank all those religious and lay people who throughout the years, through their loving and dedicated service to Hispanics in this diocese, built the foundation of this ministry, helping the community to feel secure, recognized and supported and with this, they created the strong communities we have today, we can see their legacy in the zeal of their leaders and their determination to remain a light for those who continue to arrive from distant lands. We owe them the victory of perseverance.

Very particularly, I would like to acknowledge the leadership of our bishop, **Most Reverend Kevin C. Rhoades**, who entrusted us with the creation of this initiative which will consolidate and strengthen parish and diocesan services and have an impact on the growth and development of the Hispanic ministry in our diocese. To Bishop John M. D'Arcy, who, because of his love for the Hispanic community, took to the task of finding and fostering Hispanic priests and vocations, and for creating a diocesan office to assist parishes and other diocesan ministries in the service to our Spanish speaking Catholics. **To the priests serving in parishes with Hispanic Ministry**, for their tireless work and dedication to Hispanic people, and for their active participation in the processes of assessment and definition of priorities in this document, true symbol of solidarity and responsibility in ministry, without you our work would never be complete.

To the lay ecclesial ministers involved in their parishes today, whom as leaders, are a living example, a visible sign of the positive response to our baptismal call, you are the light that stays on for others to find the way back home. Practice Charity, promote Virtue and live in Love and the Lord will let us see miracles happening in our midst.

Finally I want to thank our Mother Mary under the title Our Lady of Guadalupe, Patroness of the Americas, which has accompanied and protected under her mantle millions of immigrants, mostly from Mexico, on their way to the United States, because without her, this arduous journey, she well knows, would have been impossible to tolerate without the love, support and intercession of our Beloved Mother and we entrust this labor of love, this document, to Her Most Sacred Heart.

May God continue to strengthen us in our journey. Let's Go!

With much love, your sister in Christ,



Enid Roman De Jesus

Director, Office for Hispanic Ministry

Introduction

On January 13th 2010, the Most Reverend Kevin C. Rhoades was installed as the ninth Bishop of Fort Wayne–South Bend. This marked the beginning of a new chapter in our diocese and in the service of the Hispanic community in this area.

Bishop Rhoades came to this diocese with vast experience in serving the Hispanic community, with an excellent command of the Spanish language, and with a knowledge of the religious and social needs and challenges that cultural minorities bring.

Shortly after coming to this diocese, he joined the Hispanic Ministry Pastoral meetings, that have been taking place since 2002. In this way, he began to get acquainted and support the coordinated efforts between the parishes and diocesan programs in Spanish. After a year, he challenged us to help him build a more cohesive Hispanic ministry — one that is more direct, with short term goals and specific objectives — by creating a Diocesan Pastoral Plan for Hispanic Ministry. This plan would be our road map for building a collaborative and supportive diocesan structure and would allow us to serve more effectively the Spanish-speaking Catholics in the Diocese of Fort Wayne-South Bend for the next five years.

In April 2011, we began a diocesan a survey process, asking the Hispanic community their perspective as to the reality and needs of Hispanics in their respective parishes. The questionnaire covered areas of generic personal data, individual assessment on parish and diocesan services, and social and religious needs. On July 23, 2011 the Hispanic parish leaders were convened for a diocesan consultation. Gathered as parish communities, they were asked to seek consensus about their specific parish needs within the areas chosen as diocesan priorities (based on the priorities expressed by the Catholic Bishops Conference of the United States, for the years 2006-2011). These were: ***Strengthening Marriage, Formation in the Faith and Sacraments, Youth Ministry, the Promotion of Vocations*** (both religious and priestly) and ***the Protection of the dignity of every human being***.

After gathering all the leadership consensus worksheets, we started the compilation of data and the end result was the first proposal of priorities. The diocesan Hispanic Pastoral meetings, where pastors, parochial vicars and lay pastoral agents employed by the parish or diocese to serve the Hispanic ministry gather, have been the vehicle to meet with the Diocesan Directors responsible for covering the different areas of priorities. Together, we discussed ideas and possible forms of collaboration that enable us to maintain continued growth, strengthening and promoting collaborative work between offices and diocesan ministries and parishes serving the Hispanic community in this diocese.

The work contained in the **Diocesan Pastoral Plan for Hispanic Ministry** demands it to be a dynamic document, that is renewed and redefined according to the domestic challenges, whether religious and/or social of their time. The Church must always be open to live the Gospel of Christ, to fight for the dignity of every human person, to rally in the struggle for justice, equality, and equity. Above all, the Church must always proclaim the Truth in Charity. Similarly, this document must be a reflection of our desire to be better disciples, better managers, better Catholic men and women united with Christ. We want to collaborate in the creation of the kingdom of peace and love that Christ desires and prescribed for mankind.

Historical Memory of Hispanic Ministry in the Diocese of Fort Wayne-South Bend

Immigrants have been coming to the Midwest of the United States for more than a century. The emigration of Irish, Poles, Hungarians, Germans and others in those times is evident in the architecture and dedication of Catholic churches across the diocese. In addition, the geographical proximity of many of them tells us that even at that time each cultural group helped build its own churches where they could hold religious services in their mother tongue.

In the early 1900s, Mexican immigrants and Mexican-Americans were recruited to work in auto, steel factories, and farms mostly in the area of Northwest Indiana, Chicago and Michigan. Specifically in South Bend, census data shows Hispanics residing in the area in the 1930s, with the population growing significantly during the 1940s.

Hispanics came to South Bend from Texas in the 1940s, '50s and '60s to work mostly in agriculture, picking fruits and vegetables. They lived in the fields or near the farms, working long hours for a meager pay. Since many field workers could not go to church because of limited transportation or lack of time, the priests would go to them to offer services.

To our knowledge, the first record of Hispanic pastoral care in the area was by a Holy Cross priest, Father Peter Forestal, who came from Texas to Notre Dame in 1935. Father Forestal took over the care of migrant workers who were mostly Mexican or Mexican-Americans. He visited migrant camps to offer Mass and help them in their pastoral and social needs. Towards the 1960's, with the help of a better organized Hispanic community and some Holy Cross seminarians interested in helping Father Forestal to continue his ministry, a Spanish Mass began at St. Stanislaus Klostka Church in New Carlisle and then in Holy Family Church in South Bend. Father Forestal had also held Spanish Masses at St Mary of the Assumption Church, in South Bend (now closed).

Seeing the growing needs of the Hispanic community, in early 1960, the Holy Cross Priests community, with the help of the diocese, established a Hispanic Mission parish on the west side of South Bend. St. Stephen of Hungary Church, a parish founded and built by the Hungarian immigrant community who arrived in South Bend between 1890 and 1900 was chosen.

By the year 1972, the bishop of the diocese at the time, Bishop Leo Pursley, saw how the Hispanic community had grown in the area and bought a garage service station in the Milford area. This place later became Our Lady of Guadalupe Church. It was assigned to Father Bob Baker, CSC for the Hispanic Pastoral care in the region and covered the cities of Milford, Plymouth and South Bend. That same year, in Fort Wayne, Bishop Pursley assigned Father Carlos Rozas (who came to Fort Wayne from Cuba, through a Children's Refugee Program called Peter Pan in the 60's) as vicar for Hispanic Ministry in St. Paul Church in Fort Wayne.

In 1989, Bishop John M. D'Arcy assigned Father Paul Bueter as Vicar for Hispanic Ministry and for the next 11 years he helped the parishes that serve the Hispanic community in the diocese to meet their goal of continuing and expanding pastoral services for the Spanish speaking.

During the 1990s, the Diocese of Fort Wayne-South Bend played a very important role in the development of Hispanic ministry in the region. The Hispanic Catholic Commission was the Midwest Regional Office for Hispanic Affairs, and served to all the dioceses (29 overall) of the Episcopal Regions VI (Michigan, Ohio) and VII (Illinois, Indiana, and Wisconsin). Their office was located on the campus of the University of Notre Dame and provided pastoral services to the 5 states. This organization worked thanks to the financial support they received from the bishops of these regions. Around 1995, the bishops realized that this structure did not adequately meet the needs of the dioceses that are experiencing growth never seen before in the Hispanic population, and decided to dismantle the regional office and use the funds to subsidize their own diocesan offices. In 1996, the diocesan directors and coordinators for Hispanic ministry of the two regions, regions VI and VII decided to continue to meet as one body, creating the Midwest Catholic Association of Hispanic Ministry. The group exists to this day, and meets every year in South Bend in a conference that gathers all Hispanic pastoral ministers in the region.

In the mid-1990s, the diocese began to see significant increases in the local Hispanic presence due in part to the 1986 Immigration Reform. At that time, the immigrants began to arrive directly to South Bend, Elkhart and Goshen due to growth and demand of industries in the area, especially the manufacture of recreational vehicles (RVs) and house trailers. Noting the substantial increase in the Hispanic community in the diocese, especially in Elkhart County, where the population grew by almost 400% between 1990 and 2000, Bishop John M. D'Arcy wrote to a number of bishops in Latin America, especially Mexico and Peru, to ask for help by lending Hispanic priests to our diocese to give pastoral care to the Hispanic community. Two of the priests who came in the year 2000 are now incardinated in our diocese, Father Constantino Rocha (Mexico) and Father Wilson Corzo (Colombia).

At the turn of the millennium, the diocese served Hispanics in eight parishes: St. Stephen of Hungary Church in South Bend; St. Vincent de Paul, Elkhart; St. John the Evangelist, Goshen; Our Lady of Guadalupe, Milford; St. Patrick, Ligonier; and St. Paul, in Fort Wayne. With the assistance of several deacons, borrowed from other dioceses in Texas, we provided limited services to the communities of St. Michael Church in Plymouth and St. Dominic in Bremen. Other supportive ministries with Hispanic deacons were established in Fort Wayne, Ligonier, Elkhart and more recently in Decatur. Deacons also rendered services to migrant farm workers in Churubusco and later in Bluffton, IN.

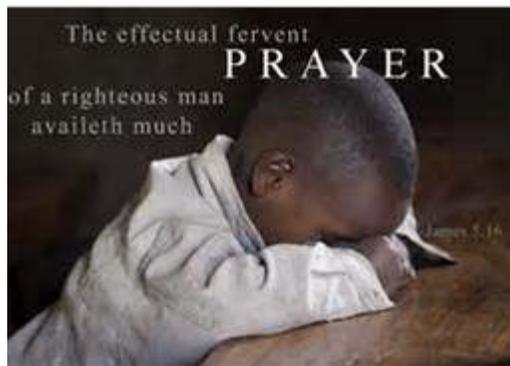
In 1998, Bishop D'Arcy began looking for a full time Diocesan Coordinator for Hispanic Ministry and in 2000 commissioned Enid Roman De Jesus in this position. In 2007, Lourdes Silva was added to the staff as Associate Director and, later, Humberto Delgado became the Hispanic Coordinator for Youth Ministry.

In the past 13 years and with the help of good priests, generous deacons and committed religious sisters, we have been able to expand services to the Hispanic community to 13 parishes (the first eight plus: St. Adalbert (which replaced St. Stephen) St. Casimir and Our Lady of Hungary in South Bend; Our Lady of Guadalupe in Warsaw (which replaced Milford NSG); St. Joseph, LaGrange; Immaculate Conception, Kendallville; St. Patrick, Fort Wayne (which replaced St. Paul Church); and St. Joseph in Fort Wayne.

The tireless work in the new millennium have allowed us to engage in active collaboration with most diocesan offices to facilitate the development of faith and spiritual growth of the Hispanic Catholic community in our diocese. Some of the results of these collaborations are:

- The Bishop's Annual Retreat for Young Adults, where Hispanic young adults began participating in 2001, using simultaneous translation equipment,
- the High School Youth Retreat, entirely in Spanish which began in 2002, with the participation of 226 Hispanic diocesan teens;
- the incorporation of workshops in Spanish at the Diocesan Catechetical Institute Day,
- the Worship and Liturgy workshops in Spanish, sponsored by the Office of Liturgy,
- the proliferation of catechetical programs, theological and leadership courses in Spanish, (such as: ICLM, the Education for Ministry, the training and certification of Fe y Vida program for youth ministry leaders, etc.).

The ultimate fruit of diocesan collaboration is reflected more than anything in the commitment expressed within the diocesan priorities contained herein.



Hispanic Population Statistics by County in the Diocese of Fort Wayne-South Bend



Hispanic Population Statistics by County in the Diocese of Fort Wayne-South Bend 2000 - 2010

COUNTY IN INDIANA	YEAR 2000	% OF POPULATION	YEAR 2010	% OF POPULATION	CHANGED	% OF CHANGE
Adam						
Total Population	33,507	100%	32,975	100%	+762	+2%
Hispanic Population	1,118	3.0%	1,412	4.0%	+294	+26%
Allen (Fort Wayne)						
Total Population	331,849	100%	355,329	100%	+23,480	+7%
Hispanic Population	13,877	4.2%	23,093	6.5%	+9,216	+67%
DeKalb						
Total Population	40,285	100%	42,223	100%	+1,938	+ 5%
Hispanic Population	676	2.0%	1,031	2.0%	+355	+53%
Elkhart (Goshen y Elkhart)						
Total Population	182,791	100%	197,559	100%	+14,768	+8%
Hispanic Population	16,300	8.9	27,886	14.1	+11,586	+71%

Hispanic Population Statistics by County in the Diocese of Fort Wayne-South Bend 2000 - 2010

COUNTY IN INDIANA	YEAR 2000	% OF POPULATION	YEAR 2010	% OF POPULATION	CHANGED	% OF CHANGE
Huntington						
Total Population	38,075	100%	37,124	100%	-951	-2%
Hispanic Population	363	1.0%	631	2.0%	+268	+74%
Kosciusko (Warsaw)						
Total Population	74,057	100%	77,358	100%	+3,301	+5%
Hispanic Population	3,722	5.0%	5,634	7.3%	+1,912	+52%
Marshall (Plymouth y Bremen)						
Total Population	45,128	100%	47,051	100%	+1,923	+5%
Hispanic Population	2,664	5.9%	3,971	8.4%	+1,307	+49%
LaGrange (LaGrange)						
Total Population	34,019	100%	37,128	100%	+3,109	+10%
Hispanic Population	1,097	3.1%	1,317	3.5%	+220	+20%

Hispanic Population Statistics by County in the Diocese of Fort Wayne-South Bend 2000 - 2010

COUNTY IN INDIANA	YEAR 2000	% OF POPULATION	YEAR 2010	% OF POPULATION	CHANGED	% OF CHANGE
St Joseph (South Bend y Mishawaka)						
Total Population	265,559	100%	266,931	100%	+1,372	+1%
Hispanic Population	12,557	4.7%	19,395	7.3%	+6,838	+55%
Steuben (Angola)						
Total Population	32,214	100%	34,185	100%	+971	+3%
Hispanic Population	683	2.1%	982	2.9%	+299	+44%
Wabash						
Total Population	34,960	100%	32,888	100%	-2,072	-6%
Hispanic Population	414	1.0%	697	2%	+283	+68%
Wells						
Total Population	27,600	100%	27,636	100%	+36	0%
Hispanic Population	397	1.0%	564	2%	+167	+42%
Whitley						
Total Population	30,707	100%	33,292	100%	+2,585	+8%
Hispanic Population	276	1%	515	2%	+239	+87%

Pastoral Priorities

2013-2018



2013 Plan Pastoral: Strengthening Marriage

At the Diocesan Hispanic Convocation in July of 2011, a unanimous request surfaced from the parish discussion groups that coincides with a priority of the U.S. Conference of Bishops asking for more resources and services for married couples and for those getting married. The need for more marriage enrichment in Spanish as well as a formation program for Hispanic parish mentor couples were repeatedly mentioned. This marriage initiative is a response to those requests.

Lead Agent: Office of Family Life

Goal

To build upon the existing collaboration between the Office of Family life and parishes serving Hispanic communities in an effort to provide enrichment programs in Spanish for married couples as well as to establish a formation program for Hispanic parish mentor couples.

Pastoral Action

The Office of Family Life assumes responsibility for ongoing formation and for providing diocesan programs for marriage preparation and natural family planning that are already in existence. The formation of Hispanic mentor couples will assist in these programs as well as providing pastoral support for other Hispanic couples that are facing marital difficulties. In collaboration with the Office of Hispanic Ministry, the Office of Family Life will also offer opportunities for marriage enrichment for Hispanic Couples.

Objectives

1. Provide and assist parishes in providing marriage enrichment programs in Spanish. Such programs could include speaker series, seminars or retreats for married couples.
2. In collaboration with pastors, identify Hispanic married couples that could be formed as mentor couples. They would be asked based upon strong interpersonal qualities, shared fidelity to the teachings of the Church, and a willingness to invest the time to grow spiritually and intellectually.
3. Establish a 2-year formation program for Hispanic mentor couples to assist in diocesan and parish programs. This program will include sections on the theology of marriage, communication & intimacy, the spirituality of Christian marriage, sexuality and responsible parenthood, and areas of pastoral concern. These mentor couples would help engaged couples and other married couples in growing in understanding and building helpful skills. The mentor couples would also be taught to identify those issues that require professional counseling.

Performance Measure

In the Spring of 2014 & 2016, an evaluation of the implementation of this initiative will be undertaken by the Office of Hispanic Ministry. In 2014, the evaluation will make recommendations for any adjustments needed in order to have the initiative fully implemented by 2016.



2012 Plan Pastoral: Priesthood and Religious Vocations

Hispanics make up some 40 percent of the Catholic population in the United States and more than half of Catholics under 25, but only 15 percent of those being ordained are Hispanic. In 2012 statistics show that 1 in every 27,000 Hispanics will answer the call to priesthood, and it is not much better for religious life. As a diocese we desire to commit at least in the pursue of education and pro-vocation, speaking about vocations in every opportunity we have to help those who might be pondering of the possibility to say YES.

Lead Agent:
Vocations Office

Goal:

- I. To increase the number of Hispanic vocations to the Priesthood and Religious Life in our Diocese
- II. Create a culture of faith where the call of Christ to the service of His Church and to those who respond to it is fostered, promoted and fully supported
- III. Create a Permanent Diaconate Program in Spanish to prepare and ordain Hispanic men who will help in parish services, the liturgy, and services to the needy in our Hispanic communities.

Pastoral Action

To increase awareness of ordained and religious vocations by strengthening communication and advertising through media and social media with the collaboration of priests and seminarians in parish and diocesan activities and events and to foster and support vocations through spiritual and practical means.

Objectives:

I. Awareness of Vocation

- 1) Provide guidelines to Religious Education students to help them invite their friends and neighbors to Church activities
- 2) Provide a Spanish translation section of the Diocesan Vocations webpage, and include links to:
 - a) Spanish YouTube testimonials (from local Latino Priests, Sisters, Brothers, and Parents)
 - b) Downloadable Pamphlets in Spanish
 1. "Frequently Answered Questions" Fliers (for Priests, Sisters, Brothers, Parents)
 2. Ways Parents can Foster Vocations in their homes
 3. Ways Parishioners can Foster Vocations in the Parish
 - c) A web page link "Contact Us" checked regularly to create and maintain contact with possible candidates to the seminary and religious life.

- 3) Ways to promote vocations in your parishes and diocesan events
 - a) Create posters specifically geared to Hispanic Youth
 - b) Invite local seminarians, deacons, religious to talk in your parishes
 - c) Read and teach about Hispanic Saints in Youth Groups, catechesis, RCIA
 - d) Informational Pamphlets with names and numbers of bilingual contacts
- 4) Jesus invites the youth to follow Him
 - a) Opportunities for periodic online chats
 - b) Invite other religious communities to come to your parish
 - c) A Catholic event calendar for Hispanic Youth in the diocesan webpage
- 5) Create a diocesan Facebook Page dedicated to religious vocations
- 6) Increase communication and collaboration between local diocesan directors and Religious Vocation Directors
- 7) Plan and execute Annual Vocational Workshops for Religious Education students

II. Fostering Vocations

- 1) Initiate monthly, Regional Youth Masses
 - a) invite and train youth to share their talents
(musicians/ lectors / greeters)
 - b) provide a multi-cultural experience (songs / readings)
- 2) Continue Annual Regional Youth Vocations Retreats / Concert to promote vocations
- 3) Set up active Parish Vocations Committees
 - a) prayer groups / Rosaries
 - b) Holy Hours hosted by Seminarians
 - c) prayer cards / “Called-by-Name” cards
 - d) regular parish Andrew Dinners
 - e) acquire parish Pilgrim Virgin (Guadalupe) Statues
that could travel from home to home to inspire the youth
- 4) Enlist Bilingual Help in the Vocations Office
 - a) Translate into Spanish the Vocation Week materials annually
 - b) Create and provide the parishes with a Spanish prayer for vocations that could be prayed in Mass after the Prayer of the Faithful
- 5) Initiate a Spanish Program to form Hispanic Permanent Deacons
 - a) Establish an advisory Board for the Hispanic Permanent Diaconate
 - b) Start an informational process around the diocese to instill a process of discernment about the call to serve as ordained deacons in the Church
 - c) To establish a four (4) year program of theological/spiritual preparation and training for aspirants and candidates to the permanent diaconate.

III. Support Vocations

- 1) Organize parishes to send care packages to Seminarians / Postulants (each parish gets names and a month)
- 2) Set up Scholarships for Seminarians / Postulants in need
- 3) Assist Latino Seminarians / Postulants in pursuing citizenship
- 4) Create a process of mentoring from the English speaking deacons to accompany and support the Spanish speaking candidates to the permanent diaconate.

Evaluation of this Priority

The process of evaluation of this initiative will start in the Fall of 2013 and will be evaluated annually until full implementation in the December 2017.



2013 Pastoral Plan: Faith and Catechetical Formation

At the Diocesan Convocation for Hispanic Ministry in July of 2011 brought to light many areas of concerns and needs for development in the area of catechetical and faith formation, such as: the practical and theological formation in Liturgy, the continuous faith formation for adults, catechist formation at the diocesan level, a certification program for catechists, the promotion of catholic education for Hispanic children, and the creation of uniform diocesan guidelines for the preparation and reception of the sacraments.

Responsible Agent:

Office of Catechesis, Catholic Schools Office, Office of Worship

Goals:

- I. To help pastoral agents, volunteers and/or employed by a parish, realize the importance of personal ongoing faith formation and the need for deeper understanding of the Doctrine of the Catholic Faith, to be able to assume the duties and responsibilities of catechetical teaching, sacramental preparation, and liturgical ministries;
- II. We also would like to instill in our Hispanic parents the desire to provide their children the opportunity of a Catholic education, deeply rooted in our Christian values and with the potential of a better academic and possible professional future.

Pastoral Action

Strengthening the catechetical formation programs in Spanish, already established in our diocese, such as Education for Ministry, and the Catechetical Institute Day, create a basic and also an advanced diocesan curriculum, where the parish pastoral agents could validate their ongoing formation classes, workshops and retreats towards a diocesan catechetical certification.

The need to create “Parent nights” at the parish level, where the long term benefits of catholic education and the possible financial parish support and state incentives that are available are explained and discussed for the benefit of those interested.

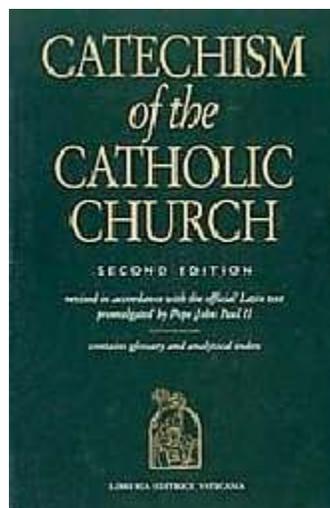
Objectives

1. Making use of the Catechetical Institute day and other educational diocesan activities, create a certification program for catechists and lay ministers in Spanish, that will permit the continuous and structured education on the teachings of the Catholic church in basic understanding of moral theology, social doctrine, sacraments, liturgy, and catechetical methodology to complete certification.
2. Focusing on formation and utilizing the model of certification for catechists, offer the parishes a constant and uniform resource of catechetical instruction for all lay people who want commit helping with sacramental and liturgical preparation in their parishes. (DRE’s, catechists, facilitators for RCIA, baptismal preparation teams, trainers for liturgical ministry, etc).

3. In collaboration with the Office of Worship provide systematic trainings in Spanish about procedures and liturgical ministries that could be validated for the ministerial and catechetical diocesan certification.
4. Create a pamphlet with diocesan guidelines for the preparation and reception of sacraments (including formation timelines, conditions and requisites to receive sacraments and the appropriate requisites for sponsors and “padrinos”).
5. Create diocesan and parish opportunities for the discussion and promotion of participation of the Hispanics in Catholic Schools and the continuous support to the parents who desire to provide this option for their children.
 - Create a follow up and support system for Hispanic families filling out forms necessary for the process of registration and financial aid.
 - Create cultural sensitivity workshops for Catholic school personnel who will be interacting with the students and their families.
 - Create a campaign to support Hispanic families in the Catholic schools environment by means of parish stewardship and the support to all diocesan fundraising efforts.

Evaluation of the Implementation

Because this initiative requires the collaboration of several diocesan ministries, the evaluation of the implementation of this initiative will begin at the end of the year 2013 and will be reviewed every year until full implementation in the summer of 2017.



2013 Pastoral Plan: Youth and Young Adult Ministry

The need to serve the youth has always been a priority of the church and throughout the development of diocesan Hispanic Ministry. National surveys confirm that 70% of the Hispanic population in the US is 35 years old or younger. Services to our young people should be prioritized and specific. Our Bishop, our priests, and our parochial communities have expressed an urgent need of attention that we owe to the Hispanic young people in our diocese.

Responsible Agent:

Office of Youth, Young Adult and Campus Ministry

Goal

Our goal is to create comprehensive diocesan youth ministry that will help Hispanic youth to develop a sense of community, based on the catholic teaching of social justice (social action projects, preferential option for the poor, etc.) and the development of a moral Christian conscience, which will provide them the necessary tools to discern between the social pressures of a culture of death, and the call to a full participation in and of life, as a gift from God and expression of His Love for us.

Pastoral Action

Provide opportunities and support at the parish level for the creation of youth and young adult groups where they can be taught and we can cultivate a catechesis that touches every fundamental aspect of faith, and that responds to the challenges the youth confront today. Among the priorities of this initiative you will find the formation and certification of youth leaders at the diocesan level, the supervision and constant pastoral accompaniment to the youth, and the implementation of a dynamic and comprehensive youth ministry where faith formation, the sacraments and social life are united to the moral and religious conscience of the young people we serve

Objectives:

1. The creation of a formation and certification diocesan program for Hispanic youth leaders in charge or assisting with parish youth ministry. This certification program should have components of leadership development, a full course on the Theology of the Body, and an ongoing connection with the Fe y Vida leadership summer formation program.
2. The inclusion of Quinceañera preparation within the parish youth ministry for teens and special sessions for their parents, so they can understand the origin, purpose and value of this sacramental.
3. The inclusion of a Spiritual Director in each youth ministry program, to access and create opportunities to share and bond with their parish priests, to facilitate communication and trust between the youth and the church.

4. To create, within the program activities, opportunities for the youth and young adults to serve the poor, the elderly, the handicapped, and/or the homeless, in our desire to help them live and conceive a life of service and social responsibility.

Evaluation of the Implementation

The evaluation of this initiative will start in the summer of 2014, to make the necessary adjustments as we receive input and once every summer until full implementation in diocesan and parish ministries.



2013 Plan Pastoral: Dignity of the Human Person

Creating collaborative support among the lead offices and the parishes with Hispanic ministries in the implementation of services and programs offered that will facilitate appropriate spaces and opportunities for participation to the Spanish speaking Catholics with disadvantages in our diocese.

Lead Agent: Special Ministries Office and Parishes with Hispanic Ministry; in collaboration with the Office of Catechesis, Office of Worship, Office for Hispanic Ministry.

Objective

To create and support initiatives that would provide opportunities of evangelization for Spanish speaking Catholics, with emphasis on the elderly, the handicapped, the incarcerated and their families. To create and foster a culture of respect and promotion of the dignity of every human person, especially those who are disenfranchised or disconnected from their parish communities.

Goal

The diocese as well as the parishes should pay special attention to the pastoral and social needs of the elderly, handicapped, imprisoned, and their families within their own parish communities creating service groups or committees. The goal of this initiative is to serve the pastoral and educational needs of these specific groups. Parishes will be committed to the practice of works of mercy and charity and the constant and conscious promotion of the dignity of every human person.

Pastoral Action

In a shared effort, the diocesan offices of Special Ministries, Catechesis, Worship, and Hispanic Ministry will assume the responsibility for collaborating, promoting and providing diocesan training to **parish based ministries**. Parishes along with the Office for Hispanic Ministry will organize services to the elderly, the homebound, handicapped, the imprisoned and their families. It is our hope to serve but also to foster a deep desire in parish members to serve the disenfranchised, the isolated in the parish communities.

Objectives

Offering opportunities of training and support in the formation of service ministries to the parishes serving the Hispanic/Latino community in our diocese we strive to:

- 1) To provide pastoral and liturgical training to the ministers designated by their parishes to perform visits to the sick and homebound. (Extraordinary ministers of the Holy Eucharist, Charity Ministers, Community Support Ministry, etc.)

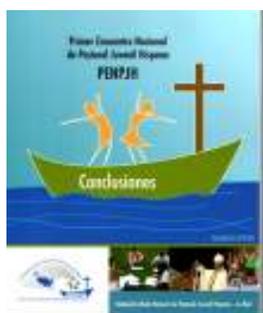
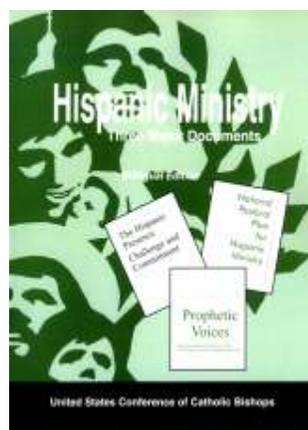
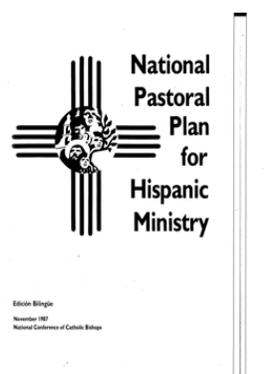
- 2) To provide and maintain continuous communication with those entrusted with the support to the Handicapped or Special needs parishioners and their families.
- 3) To provide when available, specialized training for those who will be ministering to the incarcerated and their families.
- 4) Provide annual ongoing formation for these ministries.
- 5) Provide a list of contacts and social resources to assist in the development and practice of these ministries.
- 6) With limited fiscal support from the diocese, provide pastoral resources and materials, and services such as: Bibles, rosaries, prayer cards, coordinate Masses or other pastoral services needed.

Performance Measure

As the development of these initiatives continue to grow in the targeted parishes, an evaluation process of this initiative will be conducted every year, beginning in the Fall of 2013, with the expectation of a full implementation by the end of year 2017.



HISPANIC MINISTRY AT THE NATIONAL LEVEL



Historical Memory of Hispanic Ministry in the U.S.

The first National Office for Hispanic Ministry opened its doors in 1945 in San Antonio, Texas. Most of these early efforts were carried out in densely populated cities and their services were geared toward the migrant farm workers, mostly pickers. In 1968, the National Office for Hispanic Affairs opened in Washington D.C., and four years later the U.S. Bishops convened the **First National Hispanic Encuentro** (1972). From the work of this consultation, the U.S. Bishops published the document "Conclusions of the First National Encuentro" where pastoral priorities for Hispanic Ministry were identified. These priorities included the need to promote greater participation of Hispanic Catholics in the life and mission of the Church, the inclusion of Hispanics in positions of leadership and decision-making, and the establishment of specific structures to serve the needs of the Hispanic communities. The fruits of this first Encuentro were felt immediately in the multiplication of pastoral efforts, the increase in the number of diocesan offices for Hispanic Ministry around the country, the appointment of fourteen Hispanic bishops in a span of five years, and the designation of Regional Offices for Hispanic Ministry.

In 1977, the Bishops convened the **Second National Hispanic Encuentro**, which focused on the commonalities of all Hispanics in America: faith, culture and language. This Second National Encuentro proposed a model of a communitarian Church, evangelizing and missionary that would help serve with more efficiency the Spanish-speaking Catholics. In this gathering, urgent priorities are identified: evangelization, ministerial participation, human rights, comprehensive education, political accountability and unity in pluralism. Following this new consciousness, in the next six years the Hispanic ministry leadership is strengthened through a process and common vision, the national priorities are implemented locally, and parish and diocesan structures are strengthened and further developed for Hispanic Ministry.

In 1983, the U.S. Bishop wrote a pastoral letter called: **The Hispanic Presence: Challenge and Commitment**. This document affirms that for Hispanic people faith and life are inseparable; that culturally there is a deep respect for the dignity of each person; that all aspects of family life are respected and promoted; that we recognize life as a gift from God; that our sense of community is always celebrated by fiestas; and that this is a community which promotes and proclaims a strong devotion to the Mother of God, the Virgin Mary. The conclusion: that the Hispanic presence is a blessing for the Church and the nation. The document also examines past efforts, identified the most urgent needs, and weighted the pastoral implications. At the end, the bishops made the commitment to intensify pastoral efforts and to convene for a third national Encuentro.

In 1985, the U.S. Bishops convened the **Third National Encuentro for Hispanic Ministry** in which assimilation versus integration becomes the main pastoral issue in the life, structure and mission of Hispanic ministry and its relationship to the wider church. The final document of this convocation states: *"Integration should not be confused with assimilation. Through a policy of assimilation, new immigrants are forced to abandon their language, culture, values, traditions and adopt a form of life and worship foreign to them in order to be accepted as parish members ... by integration we mean that Hispanics should be welcomed to our church institutions at all levels. They are to be served in their language when possible and their values and religious traditions are to be respected. Beyond that, we must work towards mutual enrichment through interaction among all cultures."* (PPNMMH # 4)

Through the consultation process pastoral priorities are determined as: evangelization, comprehensive education, social justice, teens and young adults, and leadership training.

Also from this Third Encuentro, local Hispanic ministry is implemented in dioceses as a priority, directly responding to the national consensus. A clear strategic vision of Hispanic ministry is developed and articulated under a general objective, specific dimensions and concrete pastoral actions.

In 1987 the **National Pastoral Plan for Hispanic Ministry**, fruit of the consultation work of the three national gatherings and the analysis of the reality of Hispanic presence in the United States for the past 15 years. That same year the **Episcopal Committee on Hispanic Affairs** becomes a standing committee of the National Catholic Conference of Bishops.

The National Pastoral Plan is implemented in dioceses around the country and the number of diocesan offices for Hispanic ministry serving parishes in Spanish grows significantly.

From 1990 to 1997, many documents are published on Hispanic ministry: *Leaven for the Kingdom of God* (1990), *Communion and Mission* (1995), *The Hispanic Presence and the New Evangelization in the United States* (1996), *Reconciled in Christ* (1997).

Also, during this time, national Hispanic organizations of great importance today start flourishing: The National Association of Hispanic Priests (ANSH, 1989), The National Catholic Council for Hispanic Ministry (NCCHM acronym in English, 1990), National Catholic Association of Diocesan Directors for Hispanic Ministry (NCADDHM, acronym, 1991), The National Catholic Network de Pastoral Juvenil Hispana (The Red, 1996). Also national organizations already in existence strengthen such as the National Organization of Catechists (NOCH), which no longer exists today.

From 1997 to 1999, Pope John Paul II convened the Synod of America, and the U.S. Bishops summoned the fourth national Hispanic gathering, and the Bishops Committee on Hispanic Affairs opened the Encuentro process for the whole Church (1998). The Committee then adopted the concept of Encuentro 2000 and began to develop a parish guide (1998). The parish catechetical guide was developed and titled, *Many Faces in God's House: A Catholic Vision for the Third Millennium*.

In the month of July, 2000, the **Fourth National Meeting called "Encuentro 2000"** was convened in Los Angeles, California and marked a new stage of maturity in the development of Hispanic ministry. This began a new cycle of church growth and ministry. This gathering was the culmination of the process of analysis as to the definition and direction in which the ministry to Hispanics as a minority group is defined and operates. And, even though Hispanics are the largest minority in this country, we are invited to see the reality of so many other cultures and ethnic minorities that exist in the Catholic Church in the United States and the place became a sacred space where the universal Church meets to share their gifts, cultural diversity, linguistic richness and popular religiosity.

The pastoral priorities determined at the Encuentro 2000 were to recognize and affirm the cultural diversity of the Church; develop a common ecclesial vision and strategies that promote the particularities of each ministry and strengthen the unity of the Body of Christ; create a place for all at the decision table; and call Hispanics to share their leadership with the whole Church.

To this date, we have 31 appointed Hispanic bishops and Hispanic ministry is established as an integral part of the life and mission of the Church in the United States. This year, the Hispanic population is projected to be the source that will contribute the greater growth in the U.S. Catholic Church in the XXI Century.

The Encuentro 2000 leaves a legacy of innovation and vision for the future in a multicultural Church since for the first time in its history, the Catholic Church in the United States gathered to recognize, affirm and celebrate the linguistic, cultural, racial/ethnic diversity of its members. This event brought together over 5,000 participants including bishops, priests, religious, and national leaders in a wide variety of ministries and ethnic-cultural groups in the Church. With this convocation the Conference of Bishops recognizes and affirms that cultural diversity is an integral part of its mission and makes it explicit in their goals.

Since Encuentro 2000, the national Hispanic Ministry leadership, together with the bishops of the United States have doubled their efforts to continue a comprehensive pastoral de conjunto that is grounded in the Gospel and is missionary. Some examples of these efforts include the convening of a *National Symposium to Refocus Hispanic Ministry*; the publication and promotion of the document *Encuentro and Mission: A Renewed Pastoral Framework for Hispanic Ministry*; and the development of pastoral plans for Hispanic Ministry in so many dioceses, etc.

In the last thirteen years, Hispanic ministry has taken a leading role in church leadership due in large part to the efforts at the national, regional and diocesan levels in the development of pastoral and academic training to local lay pastoral agents. The proliferation of universities that have taken the initiative to create remote academic programs (such as education courses in electronic format, the creation of master's and doctoral programs that do not require the person to be present on campus 100% of the time), mobile pastoral institutes, and diocesan catechetical programs, have allowed both parish and diocesan leaders, and the Catholic faithful in general to obtain formal (academic) or more formalized (diocesan certification) pastoral education, which few had access before.

We must not fail to mention the impact that national Hispanic organizations have had on the foundation of Hispanic Ministry in the United States such as: The National Association of Hispanic Priests, The National Association of Liturgy, The National Catholic Council for Hispanic Ministry, the National Association of Diocesan Directors for Hispanic Ministry, Hispanic Youth Ministry Network, The Mexican American Catholic College, and The Academy of Hispanic Theologians. Their maturation and evolution have provided training opportunities and created connections between these and other organizations to meet the requirements stated in the National Encuentros as an urgent priority and reiterated by the Bishops of the United States; they have been a vehicle in the success of these efforts.

HISPANIC/LATINO DEMOGRAPHICS IN THE U.S.

Population

The 2011 *Official Catholic Directory* lists the U.S. Catholic population at **68,293,869**. Catholics represent **22.9%** of the total population of the United States.

The Hispanic population in the United States as of July 1, 2011 is **52.0** million. Hispanics constituted **16.7%** of the nation's total population.

U.S. Hispanic population is the second size ranking worldwide, as of 2010. Only Mexico (**112 million**) had a larger Hispanic population than the United States (**50.5**), as of 2010.

States and Cities where Hispanic/Latinos live

Eight states had **one million** or more Hispanic residents in 2011: Arizona, California, Colorado, Florida, Illinois, New Jersey, New York, and Texas.

More than **50%** of all the Hispanic population in 2011 lived in California, Florida and Texas as of July 1, 2011.

46.7% of New Mexico's population was Hispanic in 2011, the highest of any state.

The Hispanic population of Los Angeles County, California, was the highest of any county: **4.7** million.

The amount of counties in which Hispanics doubled their population since the year 2000 was **1 in 4**.

The twenty five states in which Hispanics were the largest minority groups are: Arizona, California, Colorado, Connecticut, Florida, Idaho, Illinois, Iowa, Kansas, Maine, Massachusetts, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oklahoma, Oregon, Rhode Island, Texas, Utah, Vermont, Washington and Wyoming.

Families and Children

10.7 million: The number of Hispanic family households in the United States in 2011.

63.1%: Hispanic family households that are married coupled households in 2011.

66.9%: Percentage of Hispanic children living with two parents in 2011.

43.6%: Percentage of Hispanic married couples with children under 18 where both spouses were employed in 2011.

Spanish Language

37.0 million: The number of U.S. residents 5 and older who spoke Spanish at home in 2010. More than half of these Spanish speakers spoke English “very well”.

17.3 million: The number of U.S. residents 5 and older who spoke Spanish at home in 1990.

75.1%: Percentage of Hispanics 5 and older who spoke Spanish at home in 2010.

Education

62.2%: Percentage of Hispanics 25 and older that had at least a high school education in 2010.

13%: Percentage of Hispanic population 25 and older with a bachelor's degree or higher in 2010.

3.6 million: Number of Hispanics 25 and older who had at least a bachelor's degree in 2010.

1.1 million: Number of Hispanics 25 and older with advanced degrees in 2010 (e.g., master's, professional, doctorate).

More than 2 million Hispanics ages 18-24 were enrolled in college in 2011. Representing 16.5% of all college students in that group.

1 in 4 students enrolled in two-year College last year was Hispanic, and nearly one fourth of Pre-K through 12th grade students last year were Hispanic.

Foreign-Born

47.1%: Percent of the foreign-born population that was Hispanic in 2009.

Jobs

67.8%: Percentage of Hispanic/Latino 16 and older who were in the civilian labor force in 2010.

SOURCES:

1. The Official Catholic Directory Anno Domini 2011, Kennedy Directory, P.J. Kennedy & Sons
2. International Data Base – Census Bureau
3. U.S. Census Bureau News: Profile America FACTS for Features, CB12-FF, 19, Aug. 6, 2012
4. Educational Attainment in the United States: 2010
5. U.S. Census Bureau: American Fact Finder
6. Pew Research Center

HISPANIC POPULATION BY EPISCOPAL REGION

REGION	2000	2010	CHANGE	% OF CHANGE
Region I				
Maine	9,360	16,935	7,575	81%
Vermont	5,604	9,208	3,604	64%
New Hampshire	20,489	36,704	16,215	79%
Massachusetts	428,729	627,654	198,925	46%
Rhode Island	90,820	130,655	39,835	44%
Connecticut	320,323	479,087	158,764	50%
Total	875,325	1,300,243	424,918	49%
Region II				
New York	2,867,583	3,416,922	549,339	19%
Region III				
New Jersey	1,117,191	1,555,144	437,953	39%
Pennsylvania	394,088	719,660	325,572	83%
Total	1,511,279	2,274,804	763,525	51%
Region IV				
Delaware	37,277	73,221	35,944	96%
District of Columbia	44,953	54,749	9,796	22%
Maryland	227,916	470,632	242,716	106%
Virginia	329,540	631,825	302,285	92%
West Virginia	12,279	22,268	9,989	81%
Total	651,965	1,252,695	600,730	92%
Region V				
Alabama	75,830	185,602	109,772	145%
Kentucky	59,939	132,836	72,897	122%
Louisiana	107,736	192,560	84,824	79%
Mississippi	39,569	81,481	41,912	106%
Tennessee	123,836	290,059	166,223	134%
Total	406,910	882,538	475,628	117%

REGION	2000	2010	CHANGE	% OF CHANGE
Region VI				
Michigan	323,877	436,358	112,481	35%
Ohio	217,123	354,674	137,551	63%
Total	541,000	791,032	250,032	46%
Region VII				
Illinois	1,530,262	2,027,578	497,316	32%
Indiana	214,536	389,707	175,171	82%
Wisconsin	192,921	336,056	143,135	74%
Total	1,937,719	2,753,341	815,622	42%
Region VIII				
Minnesota	143,382	250,258	106,876	75%
North Dakota	7,786	13,467	5,681	73%
South Dakota	10,903	22,119	11,216	103%
Total	162,071	285,844	123,773	76%
Region IX				
Kansas	188,252	300,042	111,790	59%
Missouri	118,592	212,470	93,878	79%
Iowa	82,473	151,544	69,071	84%
Nebraska	94,427	167,405	72,978	77%
Total	483,744	831,461	347,717	72%
Region X				
Arkansas	86,866	185,050	98,184	113%
Oklahoma	179,304	332,007	152,703	85%
Texas	6,669,666	9,460,921	2,791,255	42%
Total	6,935,836	9,977,978	3,042,142	44%
Region XI				
California	10,966,558	14,013,719	3,047,161	28%
Hawaii	87,699	120,842	33,143	38%
Nevada	393,970	716,501	322,531	82%
Total	11,448,227	14,851,062	3,402,835	30%

REGION	YEAR 2000	YEAR 2010	CHANGE	% OF CHANGE
Region XII				
Alaska	25,852	39,249	13,397	52%
Idaho	101,690	175,901	74,211	73%
Montana	18,081	28,565	10,484	58%
Oregon	275,314	450,062	174,748	63%
Washington	441,509	755,790	314,281	71%
Total	862,446	1,449,567	587,121	68%
Region XIII				
Utah	201,559	358,340	156,781	78%
Arizona	1,295,617	1,895,149	599,532	46%
New Mexico	765,386	953,403	188,017	25%
Colorado	735,601	1,038,687	303,086	41%
Wyoming	31,669	50,231	18,562	59%
Total	3,029,832	4,295,810	1,265,978	42%
Region XIV				
Florida	2,682,715	4,223,806	1,541,091	57%
Georgia	435,227	853,689	418,462	96%
North Carolina	378,963	800,120	421,157	111%
South Carolina	95,076	235,682	140,606	148%
Total	3,591,981	6,113,297	2,521,316	70%

Data based on 2010 Census





This Diocesan Pastoral Plan was Promulgated
on June 8, 2013 AD, memorial day of the
Immaculate Heart of the Blessed Virgin Mary,
by **Most Reverend Kevin C. Rhoades**,
Bishop of the Diocese of Fort Wayne-South Bend
on the grounds of Our Lady of Guadalupe Shrine
in Warsaw, Indiana USA

+ Kevin C. Rhoades

Most Reverent Bishop Kevin C. Rhoades

BLESSED BE GOD FOREVER!

