

Results of the Survey on Hispanic Ministry in the Midwest

ILLINOIS, INDIANA, MICHIGAN, OHIO Y WISCONSIN

The intention of our survey is to compile information on Hispanic Ministry in the 24 Dioceses in the Midwest of the United States.

The purpose of the survey is:

- Create a consciousness of our responsibility as coordinators and directors of Hispanic Ministry in the Church of the Midwest of the United States.
- Reaffirm and celebrate the successes of Hispanic Ministry in the Midwest and in the nation.
- Reaffirm diocesan, regional and national structures, including those of the NCADDHM (National Catholic Association of Diocesan Directors of Hispanic Ministry) and the National Office for Hispanic Ministry and the National Conference of Regional Directors for Hispanic Ministry.
- Insure that the *Memoria Histórica* (Hispanic History) is known by new ministers in Hispanic Pastoral Ministry.
- Give effective follow-up to Hispanic Ministry at all levels according to the guidelines of Pastoral Plans on local, regional and national levels.
- Update Hispanic Ministry according to new methodologies, challenges and changes within the Church of the United States.

STATISTICAL DATA
ON THE HISPANIC CATHOLIC POPULATION
AND
ITS SERVICES IN THE MIDWEST REGION IN 2004
ILLINOIS, INDIANA, MICHIGAN, OHIO Y WISCONSIN

Names of the Dioceses / Archdioceses and State that participated in this survey:

Belleville, IL	Chicago, IL	Joliet, IL
Detroit, MI	Gaylord, MI	Grand Rapids, MI
Cleveland, OH	Kalamazoo, MI	Lansing, MI
Saginaw, MI	Toledo, OH	Green Bay, WI
Milwaukee, WI	Ft. Wayne-South Bend, IN	Peoria, IL
Rockford, IL		

Names of the Dioceses (Archdiocese) and State that did not respond to the survey:

Springfield, IL	La Crosse, WI	Madison, WI
Superior, WI	Evansville, IN	Gary, IN
Indianapolis, IN	Lafayette, IN	Marquette, MI
Youngstown, OH	Cincinnati, OH	Columbus, OH

ARCHDIOCESAN / DIOCESAN STRUCTURE

1.) Is there an Office for Hispanic Ministry? Yes 16 No

2.) Under what Office or Department is said Office?

3.) What is the name by which it is identified?

- § Archdiocese of Chicago: Department of Evangelization - Office for Hispanic Catholics
- § Archdiocese of Detroit: Department of Parish Life and Services - Hispanic Catholic Ministries
- § Archdiocese of Milwaukee: Worship & Parish Services – Hispanic Ministry
- § Diocese of Belleville: Catholic Charities – Office of Hispanic Ministry
- § Diocese of Cleveland: Parish Life & Development – Office of Hispanic Ministry
- § Diocese of Fort Wayne /South Bend: Diocesan Office for Hispanic Ministry
- § Diocese of Gaylord: Hispanic Apostolate
- § Diocese of Grand Rapids: Secretariat for Social Justice – Hispanic Ministry Office
- § Diocese of Green Bay: Pastoral Services – Office of Hispanic Ministry

- § Diocese of Joliet: Hispanic Ministry Office
- § Diocese of Kalamazoo: Hispanic Ministries
- § Diocese of Lansing: Catholic Charities - Hispanic Immigrant Ministry Office
- § Diocese of Peoria: Office of Hispanic Ministry
- § Diocese of Rockford: Office for Hispanic Ministry
- § Diocese of Saginaw: Office for Hispanic Ministry
- § Diocese of Toledo: Secretariat of Pastoral Leadership – Office of Hispanic Ministry

4.) How many people work in the ministry full time? 51 Part time? 11

5.) Does the director have communication with his/her bishop? Direct 12 Indirect 4 Explain:

Belleville: I only call the secretary or assistant of the bishop if I need to send him a message

Chicago: The Director of the Archdiocesan Office has direct communication with the liaison of the Cabinet of Archbishop Cardinal Francis George, Bishop Gustavo García-Siller. Every Vicariate coordinator has direct communication with the Episcopal Vicars – Auxiliary Bishops assigned to each Vicariate.

Joliet: I have only had one meeting with the Bishop and it has been without delays. The experience of the former director has been the same.

Detroit: The present structure allows us to have direct communication with Cardinal Maida, his auxiliary bishops and Father Donald Hanchon, diocesan coordinator of the Pastoral Plan for Hispanic Ministry. Of course, the initiative of decentralization and shared leadership moves in the direction that the Cardinal wants all ministers of our archdiocese to go.

Gaylord: We are directly connected with the Office of the Bishop

Grand Rapids: Regarding pastoral matters we are in direct communication by e-mail; for administrative and financial matters, there is no communication.

Cleveland: The Secretary of Parish Life & Development is in the Cabinet of the Bishop. She is our voice and strongly supports us. When I need to go for some particular reason, I have the opportunity to see the Bishop.

Kalamazoo: To speak with the bishop, one requests an appointment through his secretary; it is easy to obtain one. There are also informal meetings such as those in the corridors of the same building. There is a Mass for staff each month and a coffee time to share, converse and inform about things that are happening, and there is a meeting of directors of the offices of the diocese; in this meeting we are able to talk.

Lansing: Usually with his staff.

Toledo: The Diocese is structured by secretariats. Only the Director of Pastoral Leadership – who is a member of the Bishop's Cabinet – has direct access to communicate with the bishop.

Green Bay: The department director is the one who has direct contact with the bishop.

Milwaukee: Contact is through the Vicar for Hispanic Ministry. In special cases, the Director of Pastoral Services for Hispanic Ministry is able to communicate directly with the Archbishop.

Ft. Wayne-South Bend: Direct communication either by phone or with an appointment.

Rockford: The director is the Episcopal Vicar. He shares his power as ordinary in reference to Hispanic Ministry.

Saginaw: There is direct communication. I don't know how it will be in the future.

6.) Number of Hispanics in general in the archdioceses/dioceses that responded:

Belleville	13,135	Chicago	1,164,456	Joliet	256,752
Detroit	128,075	Gaylord	6,400	Grand Rapids	72,000
Cleveland	80,000	Kalamazoo	61,000	Lansing	40,000
Saginaw	26,000	Toledo	80,000	Green Bay	20,000
Milwaukee	138,000	Ft. Wayne	55,000	Peoria	47,648
Rockford	278,000				

Note: The Diocese of Kalamazoo also has 22,000 migrants who work in the camps.

Total Hispanics in general: 2,466,466

Note: Approximately 80% of the Hispanic population is Catholic.

7.) Estimated number of Hispanic Catholics: 1,902,848

Archdiocese of Chicago	917,000
Archdiocese of Detroit	125,000
Archdiocese of Milwaukee	80,000
Diocese of Belleville	
Diocese of Cleveland	60,000
Diocese of Fort Wayne /South Bend	35,500
Diocese of Gaylord	4,000
Diocese of Grand Rapids	52,000
Diocese of Green Bay	15,000
Diocese of Joliet	171,168
Diocese of Kalamazoo	59,780
Diocese of Lansing	20,000
Diocese of Peoria	44,000
Diocese of Rockford	240,000
Diocese of Saginaw	23,400
Diocese of Toledo	56,000

8.) Number of Hispanic Catholics registered in the Parishes: 512,299

Archdiocese of Chicago	275,000
Archdiocese of Detroit	62,500
Archdiocese of Milwaukee	33,000
Diocese of Belleville	
Diocese of Cleveland	3,000

Diocese of Fort Wayne /South Bend	10,500
Diocese of Gaylord	20
Diocese of Grand Rapids	3,000
Diocese of Green Bay	2,420
Diocese of Joliet	5,000
Diocese of Kalamazoo	2,990
Diocese of Lansing	15,000
Diocese of Peoria	1,269
Diocese of Rockford	90,000
Diocese of Saginaw	6,000
Diocese of Toledo	5,600

Note: The number of Hispanics registered in parishes is an estimate.

9.) Estimated number of Hispanics participating in parish life: 289,536

Archdiocese of Chicago	140,000
Archdiocese of Detroit	12,500
Archdiocese of Milwaukee	50,000
Diocese of Belleville	
Diocese of Cleveland	1,500
Diocese of Fort Wayne/South Bend	16,450
Diocese of Gaylord	
Diocese of Grand Rapids	7,000
Diocese of Green Bay	2,420
Diocese of Joliet	7,200
Diocese of Kalamazoo	41,846
Diocese of Lansing	5,000
Diocese of Peoria	6,500
Diocese of Rockford	2,500
Diocese of Saginaw	3,000
Diocese of Toledo	560

10.) Number of parishes that have an established Hispanic Ministry: 317

Archdiocese of Chicago	140
Archdiocese of Detroit	16

Archdiocese of Milwaukee	29
Diocese of Belleville	
Diocese of Cleveland	7
Diocese of Fort Wayne/South Bend	13
Diocese of Gaylord	1
Diocese of Grand Rapids	14
Diocese of Green Bay	10
Diocese of Joliet	17
Diocese of Kalamazoo	9
Diocese of Lansing	5
Diocese of Peoria	17
Diocese of Rockford	23
Diocese of Saginaw	6
Diocese of Toledo	10

11.) Number of Spanish-speaking priests serving in the parishes mentioned above: 315

Note: The Archdiocese of Chicago also has the ministry of 105 Hispanic deacons for sacramental needs and for the pastoral accompaniment of the Hispanic community.

12.) How many of the parishes with Hispanic Ministry have a Director of Religious Education? 250
 Salaried 229 Volunteers 18 Stipend 3

Note: Approximately 5% of the Directors of Religious Education are Hispanics. The Majority of parishes with Hispanic Ministry have Directors; catechesis of the Hispanic community is done by part-time salaried Coordinators of Catechesis or volunteers.

13.) How many Youth Ministry Directors are there at the parish level in parishes with Hispanic Ministry? Total: 105 Salaried 89 Volunteers 16

Note: There are directors for Youth Ministry in English programs. Hispanic Youth and Young Adult Ministry is conducted by volunteer coordinators.

14.) How many music directors are there for liturgy at the parish level in parishes with Hispanic Ministry? Total: 199 Salaried: 174 Volunteers 25

Note: There are music directors for liturgy in English programs. The majority of music in Spanish liturgy is conducted by volunteer coordinators.

15.) What other ministries exist at the parish level in parishes where there is Hispanic Ministry?

Support groups for alcoholics, food banks, evangelization, social justice, ministry for immigrants, adult formation, small base communities, apostolic movements, societies and organizations, committees, Guadalupanos, RCIA, Support for married couples, sacramental preparation, Quinceañeras, ecumenical movement for social justice, ministry of "superación" and social justice, family ministry, ministry for adolescents, migrant ministry, liturgy of the word for children, Bible classes, ministry of administering communion to the sick, bilingual catechesis, hospitality, catechesis for adults and children, prevention of domestic violence, etc.

16.) Does the Office of Hispanic Ministry receive collaboration from different departments and offices of your archdiocese or diocese to create, promote and coordinate Hispanic Ministry?

Yes 15 No

If your answer is "no". please explain:

COLLABORATION OF SPECIFIC DEPARTMENTS AND OFFICES

17.) As a resource to establish Hispanic Ministry in parishes where the Hispanic population is increasing:

Yes 15 No

18.) Do you collaborate with the following Diocesan Departments to establish Hispanic Ministry?

19.) Office for Assignment of Priests including the Board of Directors and the Bishop

Yes 10 No 4

20.) Office of Religious Education for Catechists

Yes 13 No 3

21.) Youth Ministry Department

Yes 13 No 3

22.) Prayer and Worship Office (Liturgy and Sacraments)

Yes 13 No 1

23.) Office for Service to Families

Yes 13 No 1

24.) Department for Social Justice Affairs

Yes 12 No 2

25.) Department for Catholic Charities

Yes 13 No 1

26.) What other Departments or Offices collaborate with the Office of Hispanic Ministry?

Office of Peace and Justice, Office of Racial Justice, Evangelization Office, Research and Planning Office, Office for the Protection of Children (VIRTUS training), Diaconate Office, Formation Office, Pastoral Leadership Institute, Formation and Religious Education Office, Training of Leaders, Vocations, Social Justice, Migrant Ministry, Youth with special needs, Office for Women, Interfaith Commission, Office for Continuing Education, Schools Office, Ecclesiastic Tribunal, African-American Office, Prism Ministry, Office for Young Adults and University Students, Vocations Office, Office for

Families, Office of Liturgy and Worship, Office for Hispanic Communication, Family Life, Finances, Promoting Health, Catholic Charities, Adult Religious Education, Christian Outreach.

Note: In some dioceses there is a good collaboration regarding communication and a good relationship, but economic resources are not shared because of budgets (this is untouchable)

IN YOUR DIOCESE / ARQUIDIOCESIS DOES THERE EXIST:

- | | | |
|-----------------------------------------------------------------------------------------------------------|---------------|------------------------------|
| 27.) Evangelization Programs | Yes <u>15</u> | No <u> </u> |
| 28.) Formation for Hispanic Deacons | Yes <u>7</u> | No <u>7</u> Process <u>1</u> |
| 29.) Diocesan Certification for Catechists | Yes <u>14</u> | No <u>2</u> |
| 30.) Family Ministry | Yes <u>15</u> | No <u> </u> |
| 31.) Social Ministry | Yes <u>12</u> | No <u>3</u> |
| 32.) Ministry related to Popular Religiosity | Yes <u>8</u> | No <u>7</u> |
| 33.) <i>V. gr.</i> Pilgrimage Processions | Yes <u>11</u> | No <u>4</u> |
| 34.) Guadalupe Celebration etc. | Yes <u>16</u> | No <u> </u> |
| 35.) Ministry Coordinated with the Apostolic Movements <i>v. gr.</i> <i>Cursillo</i> , Charisma tics etc. | Yes <u>10</u> | No <u>5</u> |

PASTORAL PLAN

- 36.) Does your Diocese / Archdiocese have a Pastoral Plan for service to Hispanics?
Yes 12 No 3

- 37.) What are the priorities, on which *v. gr.*, Encuentros, Diocesan Consultations, Conferences etc. are based?

Chicago: Pastoral de Conjunto, New Evangelization, Formation, Missions Option – Social Justice, Missions Option – Family, Missions Option – Youth.

Detroit: Pastoral de Conjunto. To this end pastoral groups have formed a consultancy at various levels to constantly evaluate the progress of the plan.

Gaylord: Integration of the Hispanic community into the parish community. Keep the presence of the Church in the migrant camps.

Grand Rapids: Evangelization, Social Justice, Stewardship, Respect to Cultures, Youth, Vocations, Leadership Formation. Based on surveys, as well as demand, demographic data and diocesan priorities for the community in general. Budget is also based on the National Plan and other documents about Hispanic ministry.

Cleveland: Formation of Adults and young People, Vocational Courses, Leadership Training
 Kalamazoo: Pastoral formation for Hispanic leaders, integration and active participation of Hispanics in the parishes, pastoral formation of children, adolescents, and youth and young adult, and Migrant Ministry in the 300 camps of migrant farm workers in the Diocese.
 Lansing: Pastoral Formation.
 Saginaw: Family, Youth, Formation, Evangelization, Social Justice, Attention to migrant workers in the camps.
 Toledo: None
 Green Bay: Development and support of leadership, Liturgy, Education, Pastoral Care, Ministry of Charity, Communication, Parish help and support, Education and Action in Social Justice.
 Milwaukee: Evangelization, Pastoral Formation, Youth and Family
 Peoria: Planning and organization
 Rockford: Education, Formation of Leaders and Vocational Promotion.

38.) How frequently is your Diocesan / Archdiocesan pastoral plan evaluated?

Chicago: The Archdiocesan Pastoral Plan has not been evaluated on the Archdiocesan level since its approval in 1997, but the work of implementation at the Vicariate level requires an annual evaluation of the Archdiocesan Plan to plan for the year's work.
 Detroit: The last formal evaluation, with the help of Ron Cruz, was done in 1995. Other kinds of evaluations are done constantly with consultancy groups.
 Gaylord: Four times a year.
 Grand Rapids: Partial annual evaluation and evaluation in depth about every eight years.
 Cleveland: Not enough – once in a while.
 Lansing: In process
 Saginaw: Every 5 years
 Toledo: Every 5 years
 Green Bay: Every 5 years
 Milwaukee: Every 3 years

PASTORAL DE CONJUNTO

(Briefly explain, but using as much space as necessary)

39.) According to your viewpoint, what are the essential elements to be able to work in Pastoral de Conjunto?

- § Common Vision, Organization, Coordination, Communication and Communion.
- § To know what, how, with whom and for whom.
- § Collaboration, Open and Effective Communication, distribution of resources and a desire to work together.
- § Participation of the parish pastors.
- § A common vision, a diocesan facilitator, salaried staff, an Ecclesiology promoter of communion and community, good will.
- § Openness, commitment, share skills and capabilities, conviction.
- § Parish integration, assuming one's responsibility to attend to their community – much has been achieved.
- § Education, Formation, Transformation, Communion in collaboration with the people and Church.
- § Common vision, share resources, mutual support, projects together.

- § This terminology is used at the Hispanic Ministry level
- § Prepare teams and designate training places to serve an extensive population.
- § Unity in vision and action
- § Continual communication of the parishes and the diocesan office, and full participation of pastoral ministers in diocesan, state and regional meetings, sharing about their everyday experiences in the care of Hispanics. Plan the work, encouraging parish pastors to work with the Hispanic community. Participating in everything in the Diocese. Inviting to actively participate as members of one Church. Integration and participation of Hispanics in parish and diocesan structures. As part of diocesan integration, the Diocesan Committee of Hispanic Ministry is very important. Unity and communion with all sectors of church life. Without this it is impossible. We cannot work as islands.

40.) What is the advantage of having a pastoral de conjunto at the Diocesan / Archdiocesan level?

- § The advantage of pastoral de conjunto at the Archdiocesan level is that all ministries in a harmonious way are coordinated, and in collaboration they are all responsible for Hispanic Ministry.
- § To develop evangelization.
- § To operate as a unit, as members of the same body. To be informed of what is happening in a Catholic community that is beyond our parish surroundings. To bring the “showers of ideas” from the strategic to the practical, conscious of the diversity of needs even within the same diocese.
- § Having it allows us to reach more people, the work is more efficient and the community is more integrated.
- § A sense of ministerial community is created. There are clear and common objectives. There is a testimony of community and communion. Cuts costs and work isn't duplicated.
- § Sharing and better use of resources. Diversity of expression. Better clarification and communication.
- § Possibility of listen to each other. To value the gifts of every culture. We feel like Church.
- § A process is developed of knowing the needs of the people.
- § Resources are better used. A process of human, cultural, social and ecclesial integration is achieved. We are mutually educated.
- § We don't have one.
- § Helps to coordinate our Catholicism and to proclaim the Word according to the teachings of the Church.
- § Better use of resources, participation of pastoral ministers, and better results.
- § With balance and stability, knowing that the people are not going to be “shopping around” when it is time for sacraments, of... “Whoever has less requirements and who yields to my demands”...!
- § We work in teams and ideas and efforts aren't scattered to achieve something. We work for only one Church.
- § The pastoral in itself is a Conjunto. You can't speak of advantages because it is its very essence.

41.) What are the challenges that it presents?

- § The challenges presented are to work in collaboration and share resources, and the prejudices of the dominant culture in parishes where they still believe that the Church is only for those who speak English and that Catholic people of other cultures have no claim to their temples, budget, resources, staff, etc.
- § The growing number of the Hispanic population.
- § The decreasing number of priests who know the language, customs and ethnic characteristics.

- § Participation at the commitment level of people is always problematic. There cannot be consistency, coherence or advancement if the pastoral nucleus isn't constant or disciplined.
- § The nationality differences of our Hispanic people also presents a very particular challenge, because our Catholic heritage and Hispanic tradition in experiences in multiple ways and people always want to implement things that they are familiar with and value in their hearts. It is our obligation and responsibility to help the Hispanic parishioners to adopt a better and more open attitude regarding the diocesan structures for the functioning of the Church in this country. In this way we will be able to understand that even though our religious and cultural heritage is an important element that we contribute toward the implementation of a good ministry, our presence in this country next to so many brothers and sisters of different Hispanic nationalities has formed a reality that is unique, distinct, diverse and immeasurably rich.
- § Difficult for the organization and work of "conjunto".
- § To be prepared to accept the wisdom of the community.
- § Takes more time, involves laying aside your "ego", clear communication, requires follow-up.
- § Inequality of resources on the part of the Hispanic community.
- § That the problem is Hispanic, a Cold Church
- § The biggest challenge is to have a mind and heart that are open to listen, learn and respect.
- § Multicultural dialogue.
- § Our community extends to 16 communities with only 10 places where Mass is offered in Spanish, 3 of which only have it monthly. Only 7 places have preparation for parish ministers.
- § To work in unity with a variety of ideas and personalities has always been a challenge; pastoral ministers constantly arrive who do not know the Pastoral Plan.
- § Perseverance and constancy of pastoral ministers in the parishes. Also to be able to maintain the staff for the time that it takes to implement the pastoral de conjunto and it becomes a natural, regular, common procedure in practice.
- § Planning, organization and communication.
- § Difficulty for priests who arrive temporarily from Latin America to integrate the pastoral. One gets the impression that they are more concerned about taking advantage of them at a personal level. They don't think there is a need for them to learn Hispanic pastoral ministry because they are already Hispanics.

REGIONAL STRUCTURE OF PASTORAL DE CONJUNTO

42.) Regarding our new regional structure, what has been achieved?

- § Hispanic Ministry is now recognized as an asset of this archdiocese
- § Establishment of the Advisory Council and the group of Pastoral Ministers at the regional level.
- § Incorporation of the programs of ICLM with diocesan accreditation
- § Establishment of the initiative of Regional Coordination with the intention of creating a model of Pastoral de Conjunto at the diocesan and regional levels.
- § Support, the sharing of information and ideas. Solidarity in state and national movements. Seeking to improve the conditions and structures of the neediest Hispanics.
- § Maintain the group's voice at the national level. Develop models of communication.
- § Annual regional conference.
- § Excellent conferences. Work as a team. New people participating. Website.
- § Possibility of knowing each other. Study themes. Deepening of reflection and analysis.

- § An Opening.
- § One of the achievements is to be able to meet together each year.
- § Promotion of a pastoral de conjunto among ministerial leadership. Opening and participation of minority ethnic groups even though not on a great scale. Bring inactive Catholics to participation in the Church and to an integral faith. The connection with the National Pastoral of Hispanic Ministry.
- § Share, support, spend time together, learn
- § Increase in diocesan representation to the region. Establishment of a fixed structure. Representation on a state, regional and national level. Recognition of this structure at the diocesan level and participation on all levels.
- § Create accessibility to masses and pastoral services in Spanish in the most populated areas of the diocese. Bring priests from Latin America to serve the Hispanics of the area. Implement pastoral education programs in Spanish. Create leadership programs that will prepare them on the basis of their cultural and religious experience.
- § One can see a great progress in the structure, but we need more.
- § The annual Encuentros of the Midwest Catholic Association for Hispanic Ministry.

43.) What should we continue to do?

- § Meetings for participation, planning and orientation.
- § Create regional links and form a true incorporation of Hispanic ministry into parish life in this archdiocese through the awareness and diffusion of the Archdiocesan Pastoral Plan.
- § Regional Meetings
- § Promoting state meetings
- § Good conferences. Have a presence on the Bishops Committee on Hispanic Affairs. Hispanic Bishops. Website. Dialogue among states.
- § Themes of reflection and analysis. Work more with adolescents, youth and young adults.
- § Challenge the people and the hierarchical Church.
- § Conduct state and regional meeting with confidence and conviction
- § Attend to Hispanic brothers and sisters to integrate them into the life of the Church as the first step to an integral faith. Evangelizing and supporting the formation of lay people in an integral human and spiritual formation. Promote faith and friendship in the parishes and community life.
- § Share, support, get together, learn about the regional pastoral de conjunto
- § Everything. Have a session that is only for directors and coordinators before the annual regional meeting; we can arrive ahead of time.
- § Maintain open communication and be open to new ideas. Share achievements, for example in the different dioceses or in different parishes to continue helping to give ideas of new ways to serve our Latino brothers. Periodic meetings to help us better realize what is happening within and outside of our region.
- § Communicate and continue to support each other in Hispanic Ministry
- § Promote these conferences of the Midwest Catholic Association for Hispanic Ministry.

44.) What do we need to change to continue to support, inform and form each other, etc.?

- § Eliminate the sense of competition among groups, instilling a better pastoral of collaboration and harmony. Get a better understanding of the reality of the local communities to better assist them.

- § Promote a more serious and committed participation. Make the link between the archdioceses, dioceses and parishes more obvious and palpable by means of regional coordination, distribution of resources and availability of services and training programs.
- § Control time for the sharing of actions/events. More time for discussions.
- § Don't stop meeting once a year.
- § Each state ought to have another person prepared ahead of time to assume the representation on the Executive Committee of the Midwest Region. Better contact with bishops for an annual contribution. Distribute an E-mail list.
- § Train new participants in the Regional Conference so they will understand the dynamics, and in that way avoid always having to explain the "memoria histórica" of Hispanic Ministry at the local, regional and national levels (This training should be offered by those who invite new participants).
- § Do not assign places of responsibility to new people who don't know what is going on.
- § State of mind. Conversion.
- § Themes of the annual regional meetings should be discussed with directors and pastoral teams. Also with the presenters.
- § Change the vision of the Church from attendee to one who empowers and is a leader for the gospel (especially in the Midwest).
- § More communication among and within the regions.
- § Have time for dialogue only among directors and diocesan coordinators.
- § We need to begin to communicate with other dioceses to obtain new ideas and suggestions.
- § Our meeting shouldn't emphasize negative aspects. I think 90% is positive and this is what we need to focus on.

NATIONAL STRUCTURE

(Whatever your answer, explain why and offer recommendations.)

45.) Do you think that the national structure of representatives – regional directors or NCADDHM where there are no regional directors – are making an impact for Hispanic ministry at the national level? Yes 13 No

- § There is a good connection between the Office for Hispanic Affairs of the USCCB and local diocesan offices thanks to the regional representation.
- § Our ideas and efforts are transmitted to the USCCB.
- § Yes, though more should take place. I can't imagine how Hispanics are going to take the helm of the Catholic Church if there is still much discrimination and racism and they aren't allowed to assume leadership positions in all levels of the Church.
- § At the national level it helps us to feel more a part of the more extended Church in the United States.
- § For example, in the Midwest, an annual conference is being held that brings information and formation to pastoral ministers concerning what is presently happening at the national level.
- § There isn't a sufficient impact, but they are essential structures for a national pastoral de conjunto. So those of us who are directors need to continue focused on those structures.
- § We have very good representation; the problem is that the decisions of this body many times are not implemented because of the bureaucracy that is over the NCADDHM
- § The experience of Chicago has been positive; at the national level there has been a formal Hispanic ministerial president for several decades. Moreover there is a serious consciousness on

the part of the leadership, and on the part of the directors and regional representatives. There is much devotion and dedication.

- § For me it is very valuable and much to contribute as a sign of unity and cohesion with our bishops.
- § It is through the regions that the national structure is felt by the dioceses and through them national projects are implemented.
- § As a national structure it is necessary that they develop a place to strengthen the regions and that it be made public.
- § The success of national organizations depends on the success of the dioceses and the regions, because they are interdependent and that is what we call pastoral de conjunto.
- § Some suggestions:
 - 1) That directors have their meetings alone
 - 2) A second meeting with pastoral teams
 - 3) A workshop or Project that Hill help us in our work and we can obtain a vision together.

NCADDHM

(Whatever your answer, explain why and offer recommendations.)

- 46.) Do you think that NCADDHM is making a good impact or helping the Pastoral de conjunto at the National Level? Yes 13 No ___

- § Through promotion and as spokespersons, their work is very good and they make efforts for improvement in each member.
- § It is reorganizing itself as an organization and is moving in a good direction.
- § They definitely have developed leaders on the national level. At each level of the Church there should be a link connecting with the nation and local church at the same time.
- § Thanks because they have worked well. Nevertheless I would like them to deal with themes on a more advanced and deeper level.
- § Because there is a network connected to NCADDHM there is a good relationship between the states.
- § They play an important role in the existence of the Diocesan Offices. It ought to influence more in diocesan changes and make better know its national role.
- § By this means we have a voice and, although many times those who listen to us pretend they can't hear, we need to continue expressing our decisions, our disillusion and our desires. It is very important to have a voice, even though it is sometimes ignored.

NATIONAL OFFICE OF THE SECRETARIAT FOR HISPANIC AFFAIRS OF THE NATIONAL CONFERENCE OF CATHOLIC BISHOPS OF THE UNITED STATES

(Whatever your answer, explain why and offer recommendations.)

- 47.) Do you think that the National Office of the Secretariat for Hispanic Affairs of the Conference of Catholic Bishops of the United States is really influencing the revitalizing of the structures of offices at the regional and diocesan levels for the benefit of a Pastoral de Conjunto from the base to the national level?

Yes 13 No 2

- § The USCCB document *Encuentro & Mission* is an effective and instructive tool for the successful incorporation of Hispanic Ministry into parish life in this country. Beyond initiatives and documents, the National Office works arduously to keep the bishops informed about the different and challenging needs of the Hispanic Catholic community that exists in the United States.
- § At the national level, yes, but there is a lack of follow-up in other levels.
- § The documents Publisher during Encuentro 2000 were very helpful and the whole process was very energizing and strengthening for the whole Church.
- § Yes, I believe that they enjoy great respect in the dioceses and have always received the support that they have requested. It encourages us in our ministry to know that we are well represented in the conference of the bishops.
- § It isn't well known.
- § I believe that the office is a permanent resource at any level.
- § I believe that we have many brother directors who are suffering personnel and financial reductions and are not receiving support and help by the national structure. Many dioceses don't even know that the Secretariat for Hispanic Affairs exists.
- § The National Office of the Secretariat for Hispanic Affairs is the voice of Hispanic ministry before the Conference of Catholic Bishops of the United States; without this office everything in the national structure would disappear.
- § This office plays a very important role in the National Pastoral Plan for Hispanic Ministry.
- § It could be, but I haven't seen those results. I believe that the strengthening of our regions and states is to be found in our representatives and our pastoral de conjunto. I sincerely don't think that the Secretariat is effective in taking the message to the local bases.
- § The Secretariat for Hispanic Ministry needs to be more visible within existent structures (not Latinos). This voice is of great importance, because the national level should respond to the local reality and the local ought to reflect the national parameters and recommendations.
- § The documents of the USCCB regarding [Hispanic Ministry] seek to reaffirm the structures and those documents are possible mostly due to the leadership that has been placed in that office.

48.) What changes would you recommend should be made in the National Office of the Secretariat for Hispanic Affairs of the National Conference of Catholic Bishops to achieve a true Pastoral de Conjunto in all levels of the Church?

- § Better Communication
- § None, for the moment.
- § Promote work with the base.
- § Visit every diocese in the nation and meet with all those who work in Hispanic ministry in each diocese to seriously evaluate this matter that many don't take seriously.
- § Add to those who are already there. A National Director of Hispanic Youth Ministry. A National Director of Children's and Adolescent's Ministry (not catechesis). National Director of Family Ministry. Note: Not fear to have representatives of these ministries on the national level. We have increased in number and in specific needs.
- § Much more visible.
- § Become involved more in regional challenges and be a bridge to connect.
- § I don't suggest changes, but that they continue to arduously advocate before the hierarchical powers so that we don't take any steps backward; on the contrary, we will back away with another vision and focus in Hispanic Ministry in the United States.

- § There should be participation of members of the secretariat in each annual regional meeting.
- § Communication about the Hispanic reality in all the different levels of the ministry – diocese, state, regional – is essential for a true Pastoral de Conjunto.
- § Continue with the work.
- § I don't believe we can answer this question, because for a long time we haven't had any report from the Executive Committee about these two entities and I don't want to judge if I don't have the elements that would help me to make an analysis.

URGENCIES

- § Where are we in relation to the implementation of the National Pastoral Plan for the Ministry?
- § Is there need for a national evaluation or National Encuentro to identify and reaffirm the priorities for Hispanic Ministry at this time of changes in the history of Hispanics in the United States?
- § How can we help so that there will be continuity of commitment and the vision of the Hispanic people in unity with the bishops of the States during the 3rd National Encuentro of August 23-24, 1985 – National Pastoral Plan for Hispanic Ministry