Hispanic Ministry Pastoral Plan
Diocese of Madison

Plan Pastoral de Ministerio Hispano
Diócesis de Madison
In the near future, the majority of Catholics in the United States will be of Hispanic origin. Hispanics’ rich culture, deep spirituality, respect for life and love of family are tremendous gifts by which millions of parishioners throughout our country contribute to the vitality of the local Church. Here, in our diocese of Madison, we have recently opened a Hispanic Ministry Office and hired its first director of Hispanic Ministry, Lorianne Aubut.

Some of the goals for Hispanic ministry in this first year include the formulation of an advisory council (already accomplished), regional pastoral visits led by the director and myself with Mass, fellowship and conversation around opportunities and needs, an inclusive understanding of the numbers, location and participation of Hispanics in our parishes, and the beginnings of a comprehensive Hispanic pastoral plan for the diocese of Madison.

Many of our Hispanic brothers and sisters are immigrants with limited knowledge of English; many live in relative poverty, struggling to raise their children and also help relatives back home; like everyone else, many need greater catechesis and encouragement to be active in their parish as true missionary disciples. Recent arrivals to our country may feel like second-class citizens and need to be graciously welcomed in our communities, so that they feel at home in our local Church.

Hispanic Catholics are not simply the object of our pastoral concern. As mentioned above, they bring mighty gifts to our parishes: a deep faith, a joyful spirituality, a strong work ethic, an integral commitment to the values of life and family. They are collaborators with the broader Church, as are all the baptized, to build up the Body of Christ and to evangelize the world. As we continue to implement our Go Make Disciples initiative, seeking to evangelize our local communities, I count on our Hispanic brothers and sisters to join in this effort to transform hearts and minds in the abundant life of the Gospel. With great hope and gratitude, I pray for rich spiritual fruit to come of the varied efforts established for this year and the years to come!

Yours Faithfully in Christ,

+Donald J. Hying
Bishop of Madison
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Our Vision and Mission

The Diocese of Madison and the Office of Hispanic Ministry envisions to deeply and more faithfully integrate the Hispanic community of the diocese into the life of the Church within the different diocesan and pastoral ministerial areas of Vocations, Liturgy and Sacraments, Evangelization, Catechesis, Family Life, Catholic Education, Social Justice, among others. We desire the Hispanic community to have a personal encounter with Jesus Christ, a lived experience within their own community and within the wider community of the parish. By providing guidance, support, resources, and attention to the Hispanic community and the pastors who attend the needs of this particular community, we hope to bring unity among the different parishes with Hispanic Ministry, creating bridges between communities. It is our goal to revive the fire of their faith and foster their God given talents so they can feel and be empowered to serve courageously within the life of the Church. We hope for clearer communication between the diocese and the Hispanic community as we provide opportunities for conversation, networking, and relationship building in prayerful and joyful environments.
Hispanics in the Diocese of Madison

The following data and the Appendix I section provide a brief description of the demographic of Hispanics and Catholic Hispanics in the Diocese of Madison. Chart distributions are based on data obtained from 2012 to 2015 on age, gender, language, residency and citizenship, family life, children, household, health insurance, education attainment, and school enrollment.

See Appendix I on pages 23-25 for full breakdown of the data.
V Encuentro National Process

THE ENCUENTROS NACIONALES HISPANOS

The process of Encuentro for Hispanic/Latino ministry has been deeply ecclesial. It is motivated by reading the signs of the times and convened by the bishops, who call the Hispanic/Latino community to raise their voices.

In the context of this dialogue among the bishops and the community, we live a spirit of pastoral ministry illuminated by an ecclesiological communion and missionary vocation that seeks to reach out to those who find themselves estranged from the life and vision of the Church.

The main objective of the process of the Encuentro is to discern the way in which Hispanics/Latinos respond as a Church.

THE HISTORY OF THE ENCUENTROS

1972 - I Encuentro

The I Encuentro (1972) allowed us to come out of the shadows and to express our needs, aspirations, and contributions as baptized persons livening the Church in the United States.

1977 - II Encuentro

In the II Encuentro (1977), we identified ourselves as a community of Hispanic Catholics that is diverse yet united in faith, history, culture, and language. We also discerned a way of being a Church based in the ecclesiology of communion and a preferential option for the estranged and those who live in poverty.

1985 - III Encuentro

The III Encuentro (1985) allowed us to raise our voice to articulate a clear direction of the Church’s response to the Hispanic presence and our response as Church. This vision was recorded in the Plan Pastoral Nacional del Ministerio Hispano (1987) and in a model of a Church that is evangelizing, communal, and missionary.

2000 - Encuentro 2000

The Encuentro 2000 allowed us to host and to share an experience of Encuentro with all of the cultures and races that make up the Church in the United States. The vision of a Church where all are welcome emerges from our most profound identity like a community of mestizos and mulattos that are pilgrims in this land and called to be wings of solidarity with the many faces in God’s house.
2006 - Primer Encuentro Nacional Hispano de Pastoral Juvenil

The Primer Encuentro Nacional Hispano de Pastoral Juvenil (2006) allowed us to listen to the voices of Hispanic/Latino youth and to discern the best ways to respond to their needs and aspirations, as well as to recognize their contributions as privileged protagonists of the present and future Church in the United States.

2018 – V Encuentro

The V National Encuentro of Hispanic Ministry encouraged us to continue our walk as God’s people, to raise our voice once more, and to discern our pastoral priorities and strategies that are most appropriate at the present time.

V ENCUENTRO VISION AND OBJECTIVES

On June 9, 2013 in San Diego, CA, The USCCB’s Subcommittee on Hispanic Affairs convened pastoral leaders of the Hispanic/Latino community to engage again in the process of Encuentro. The V Encuentro was convened in the context of the New Evangelization and emphasized the importance of involving young, second and third generation Hispanics/Latinos. Bishops Arturo Cepeda, Gerald Barnes, Nelson Pérez and Archbishop Gustavo Garcia-Siller were elected by the Subcommittee to lead the Encuentro process.

Vision and Theme:

During the meeting in Baltimore, “missionary discipleship” emerged as a central theme of a V Encuentro. In addition, they defined the spirituality of Encuentro and accompaniment as an illustration of the Bible passage of The Road to Emmaus, which ends with the Disciples joyfully walking toward Jerusalem. Moreover, they emphasized the necessity for a continual pastoral conversation that allows the Church, consistent with its missionary nature, to respond with more fidelity and enthusiasm to the Hispanic/Latino presence in parishes and dioceses. The Church will empower the Hispanic/Latino people to live their vocation more fully as joyful missionaries to the whole Church.

Objectives:

1. Call all Catholics in the United States to be true and joyful missionaries
2. Provide a renewed Ecclesial Vision
3. Invite all Catholic leaders to find and accompany Hispanics Catholics
4. Identify and promote opportunities for Hispanic Catholic Pastoral Leaders
5. Stimulate a new wave of formation in faith and leadership development initiatives
V ENCUENTRO PROCESS CHART

Spring of 2018
Diocesan V Encuentro
(March 11th, 2018 at SMG)

Summer-Fall 2017
Preparation (Diocesan Core Team and Parish teams) for Parish Encuentros

2017-2018
Parish and Diocesan Encuentros

June of 2018
Regional V Encuentro
(June 8-10 in South Bend, IN)
Region VII

September of 2018
National V Encuentro
(Sept. 20-23 in Grapevine, Texas)

Completed Diocesan Encuentros

2019
Production and Distribution of V Encuentro Concluding Document

2020-2021
Implementation of Diocesan Strategies and Recommendations
V Encuentro in our Diocese

TIMELINE:

June of 2017 – meetings of V Encuentro started and we developed a diocesan core team of 16 members

Summer-Fall of 2017 – Preparation (Diocesan Core Team and Parish teams) for Parish Encuentros

- Weekly prep meetings with parish facilitators and leaders
- Small Encuentro sessions with participants (5 weeks/sessions)

Fall of 2017 – Parish V Encuentros

- 13 parishes/communities participated in the Diocese of Madison
- With 446 total participants from the diocese
  - 445 Hispanics; 1 Anglo in the process
  - 86 youth/young adults
- 602 people in the periphery were visited/encountered as part of the missionary work (workplace, homes, social events, stores, church)
  - 400 adults
  - 116 youth/young adults
  - 86 families

2018: Episcopal Regional Encuentros & V Encuentro National Event

- Spring of 2018 – Diocesan V Encuentro (March 11th, 2018 at St. Maria Goretti Church)
  13 parishes/communities participated
- June of 2018 – Regional V Encuentro (June 8-10 in South Bend, IN) Region VII
  10 delegates participated
- September of 2018 – National V Encuentro (Sept. 20-23 in Grapevine, Texas)
  3 delegates from our diocesan core team

2019: Production and Distribution of V Encuentro Concluding Document titled Memories and Conclusions

2020-2021: Implementation of Diocesan Strategies and Recommendations

- September of 2020: Virtual Regional Gathering
- October of 2020: National Platform for Diocesan-Virtual In-Services
- Spring of 2021: Conclusion and Implementation Period
Recommendations and Accomplishments

RECOMMENDATIONS* FROM THE HISPANIC COMMUNITY TO THE DIOCESE

Church vocations
- We need more Hispanic priests in parishes
- We need more Anglo priests learning Spanish

Evangelization
- Bring evangelizing presenters
- Create programs to evangelize Hispanics

Adult and youth
- Provide retreats for youth and young adults in Spanish; spiritual material for children, youth, and adults
- The diocese should plan diocesan events for Hispanics

Faith Formation
- Offer Sacramental preparation and bible studies for young people
- Formation of new lay leaders

Administration
- Open an Office of Hispanic Ministry
- Need of a person in the diocese to help plan events and support Latinos in parishes

Worship
- Hispanic seminarians and deacons who can help non-English speaking priests at the parish
- More events with the bishop and Hispanic events

Marriage and Family
- Provide classes for marriage preparation
- Utilize more the marriage Encounter program for Hispanic couples

Social Justice
- If possible, provide/direct people in need to legal immigration services
- Provide Psychological therapy for families, youth, children, adults in need

*Only top two recommendations provided per ministerial area. For full list contact the Office of Hispanic Ministry.
DIOCESAN ACCOMPLISHMENTS (Since the V Encuentro and as of August 2021)

Seat of Wisdom Diocesan Institute launched in 2018 theological courses in Spanish.
  • *Trono de Sabiduría* theological courses, with currently five Spanish speaking instructors, offer catechetical formation in Scripture and Catholic Doctrine to Hispanic parish leaders.

Two faithful Hispanic leaders, representing the Hispanic community, welcomed Bishop Hying, Fifth Bishop of Madison, at the Installation Mass in 2019.

One faithful Hispanic leader is on the permanent diaconate formation.
  • The Diocese has provided guidance and support as a new Hispanic leader begins his studies to the diaconate formation in collaboration with the Diocese of La Crosse.

Five engaged and faithful Hispanics leaders became members of the Diocesan Pastoral Council.
  • Two new faithful Hispanics became members of the Diocesan Pastoral Council in 2019-20 and three more Hispanic members were added for 2021-22.

The Diocese opened an Office of Hispanic Ministry with a Coordinator of Hispanic Ministry.
  • In the summer of 2021, the Diocese of Madison opened an Office of Hispanic Ministry with a part-time Coordinator of Hispanic Ministry to lead, coordinate, and direct the efforts of the diocese and attend the needs of the Hispanic Community in the diocese.

The Office of Hispanic Ministry created a Hispanic Ministry Advisory Council.
  • Five priests and nine Hispanic lay leaders were nominated and accepted to become members of the new Hispanic Ministry Office with the active participate of the Bishop and the Vicar General.

The Office of Hispanic Ministry to integrate the Hispanic Community with “Go Make Disciples.”
  • The Bishop introduced a new evangelization initiative focused on providing guidance, support, and tools for parishes to create their own evangelization plan. The Office of Hispanic Ministry will assure that Hispanics leaders participate in this new initiative.

The Office of Hispanic Ministry has created a Hispanic Ministry page on the diocesan website, *Ministerio Hispano*: [https://madisondiocese.org/ministerio-hispano](https://madisondiocese.org/ministerio-hispano)
  • Upgrades and additions have been done to the diocesan website in order to facilitating communication and ensure resources in Spanish our available to the Hispanic Community.

The Office of Hispanic Ministry is developing a Hispanic Ministry Pastoral Plan.
  • This pastoral plan, which will be revised every year, will provide the vision, mission, a report, and an action plan according to the needs of the diocese and the Hispanic Community.
Action Plan for Year One

Following the events of the V Encuentro, our diocese has been fruitful with the growth and union of Hispanic leaders, the development of diocesan theological courses offered in Spanish, and most recently the creation of a new Office of Hispanic Ministry that opened this July 1, 2021.

The Office of Hispanic Ministry has the main goal of coordinating and organizing services to all Hispanics in the areas of the liturgy, catechesis, and the sacraments, in addition to offering guidance to the pastoral life of the Hispanic community. Hispanics in our diocese are very important in our diocese and they are part of our Local Church. It is the Bishop’s desire that the Hispanic community is able to offer their talents, their voices, and their presence in all aspects of the diocese.

In addition to the list of accomplishments, as listed above, the Hispanic Ministry Plan established with the approval of Bishop Donald Hying includes these other responsibilities, activities, and events that the Office of Hispanic Ministry will coordinate.

Offer a Parish Mission of Advent or Lent for the Hispanic community.

- Seeking to spiritually unite the Hispanic community through a mission experience in Spanish that provides space for a prayerful encounter with the Lord.

Pilgrimage to Our Lady of Guadalupe Shrine in La Crosse, WI.

- Seeking to physically unite the community in a journey of faith as we celebrate the devotion of Our Lady of Guadalupe.

Creation of videos "A Moment with the Bishop" in Spanish.

- Seeking to share Bishop’s wisdom and knowledge of our Catholic Faith in Spanish.

Regional Visits with the Bishop and the Coordinator of Hispanic Ministry.

- Seeking to unite our Hispanic communities with Holy Mass in Spanish and a presentation on the new Hispanic Ministry Pastoral Plan for the diocese.

Visit parishes and priests with Hispanic communities.

- Seeking to do formal introductions with leaders and priests, and to get inventory of programs and event happening at each parish by having regular parish visits from the Coordinator of Hispanic Ministry.

Publish articles on evangelization in Spanish for the Catholic Herald diocesan newspaper.

- Seeking to share more Spanish articles in the diocesan newspaper that are focused on Bishop’s evangelization efforts.
Monthly Communication with Hispanic leaders via interactive emails.

- Seeking to develop a more direct and clear way of communicating with the Hispanic Community, priests, and Hispanic lay leaders.

Regular communication with chancery staff whose work deal with Hispanics in the diocese.

- Seeking to partner with other diocesan offices to better serve the Hispanic Community.

Creation of translation team to support the diocesan efforts for Hispanic Ministry.

- Seeking to create a team of bilingual professionals who can provide live and written translations to the different diocesan offices.

Participation in state, regional, and national in Hispanic Catholic organizations.

- Seeking to continue active participation or start new connections with Hispanic Catholic organizations.
“Go Make Disciples”
Evangelization Initiative

"I sense that the moment has come to commit all of the Church’s energies to a new evangelization and to the mission ad gentes. No believer in Christ, no institution of the Church can avoid this supreme duty: to proclaim Christ to all peoples."

- Pope St. John Paul II, Redemptoris Missio

The Vision (as written in 2020)

Bishop Hying is embracing the occasion of the 75th Anniversary of the Diocese of Madison in the year 2021, to launch a bold, robust evangelizing initiative. When we ponder the mission of the Church, it’s clear that Jesus commands us to proclaim the Gospel to every creature—to be disciples ourselves and to make disciples of others. And that is what the Church has been about for 2,000 years. There is a special urgency to that task in this present moment, when we ponder the fact that, in any diocese in our country, roughly 70% of our baptized Catholics are not at church on any given Sunday. There’s a myriad of reasons for that, but the bottom-line is, we need to do something about it. The task of evangelization is to proclaim in a fresh way and with a bold impulse the good news of Jesus Christ, of God’s love for us, of the offer of salvation and forgiveness won for us by Jesus through his death and resurrection; to speak of Jesus as if people have never heard of him, because in many cases they really haven’t, and so the Good News is both “Good” and really “New” for us.

The Timeline

It is essential to remember that this initiative is not a “program” which is gone through once and then comes to an end but rather is intended to light a fire within us that will not only change what we do but who we are. Nonetheless, lighting a fire is itself a process, and this one is envisioned in these major phases:

I. Leadership Formation: Beginning Pentecost 2020
II. Seeking Holiness: Beginning Advent 2021
III. Preaching the Gospel: Beginning Advent 2022
PREACHING THE GOSPEL
begins ADVENT 2022
Planning Begins Pentecost 2022

SEEKING HOLINESS
begins ADVENT 2021
Planning Begins Pentecost 2021

FORMING LEADERSHIP
PENTECOST 2020

IDENTIFY “the 72”
EQUIP “the 72”

STAFF + LEADERSHIP
“The 12”

THE PARISH COMMUNITY
Who is on the margins?

THE WIDER COMMUNITY

FLOWING from communion
with Our Lord and his Church.

Made more effective by
witnesses of the faithful.

PLANNING
In 2021 and 2022 on Pentecost, planning will begin for the coming phase and to reassess efforts in ongoing phases.
PHASE 1: Leadership Formation

Desired Outcome
Our hope for this phase of leadership formation is that our priests and other parish and school leadership will grow in their understanding of and zeal for the work of evangelization, embracing this as the primary mission of the parish: to preach the Gospel with courage and confidence, with fidelity to the teachings of Christ and his Church, with Spirit-inspired creativity, with generosity and self-sacrifice, being continually transformed and renewed in heart and mind (cf. Rom 12:2).

For our priests in particular, our hope is that they would dedicate themselves with new energy to the formation of their parish and school staff and other parish leadership; that they would know their staff and leadership personally, and each person’s progress on the path of Christian discipleship; that they would work to create a sense of community among their staff and parish leadership, helping them to rediscover the gifts and calling of their baptism and confirmation. Above all, we hope that all our priests and deacons will be re-invigorated and renewed in their prioritization of the interior life through their daily routine of holy Mass, holy hour, and praying the breviary. For the more our clergy are filled with the indwelling love of Jesus Christ, the more they will be able to communicate his love to their parishes and beyond.

For the lay leadership in our parishes and schools, our hope is that all would become ever more ardent to deepen their prayer lives and to participate frequently and devoutly in the sacraments of the Church; that they would not only cultivate their own interior lives, but become more enthusiastic promoters of growth in the interior life for others; that they would become ever more aware of their own gifts and callings so as to enter more whole-heartedly into the work of their own apostolates; that they would be authentic witnesses to Jesus Christ, living joyfully in accord with the teaching of the Church; that they would be active seekers of life-long spiritual growth and conversion; and finally, that they would take co-responsibility with their pastors for making the work of evangelization the primary mission of the parish.

May our priests and lay leaders in parishes and schools strive always to serve as good models for the broader parish and school community, and indeed for the world, of authentic Christian living: of prayer and holiness, of fidelity to Christ and evangelistic zeal for the salvation of souls.

Goals and Objectives:
Goal 1: For priests and other parish and school leadership to understand and embrace the Catholic Church’s vision for evangelization.

Principal Objectives: Priests and other parish and school leadership will:
- Understand the necessity and urgency of evangelization.
- Understand and be able to articulate what evangelization is.
- Understand the particular roles of priests and laity in the shared work of evangelization.
Goal 2: For priests and other parish and school leadership to grow together in holiness through a deepening of their interior lives by more intense prayer and mortification.

Principal Objectives: Priests and other parish and school leadership will:

- Prioritize Sunday as the Lord’s Day in their personal and professional lives.
- Commit to spending at least 15 minutes per day in prayer, ideally with the Sacred Scriptures.
- Make asceticism (voluntary practices of self-denial) a regular part of their daily lives, beginning with at least the mandatory observance of Fridays as penitential days throughout the year.
- Develop or strengthen a habit of going to confession regularly, ideally at least once per month.

Monthly Formation Newsletters:

Easter 2020 - The Paschal Mystery | El Misterio Pascual
June 2020 - Evangelization | Evangelización
July 2020 - Discipleship | Discipulado
August 2020 - Baptism & Confirmation | Bautismo y Confirmación
September 2020 - Reclaiming Sunday | Recuperando el Domingo
October 2020 - Interior Life: Prayer | Oración
November 2020 - Interior Life: Mortification | Mortificación
December 2020 - Confession | Confesión
January 2021 - Goodness | Bondad
February 2021 - Beauty | Belleza
March 2021 - Truth | Verdad
April 2021 - The Personal Apostolate | El Apostolado Personal

Phase 2: Seeking Holiness

To equip the active and engaged members of our parishes for the work of missionary discipleship by growing in holiness for the sake of being authentic witnesses of the transforming power of the Gospel. Growth in holiness will be encouraged through daily prayer, Sunday Eucharist, monthly Confession, and Friday penance. Disciples will acquire the confidence and competence to speak to others about Jesus Christ through building authentic Christian relationships, sharing the story of the Gospel, giving testimony to the life-changing power of the Gospel, and inviting others to encounter the person of Jesus Christ, especially in the Eucharist and the Mass.

Primary Goal and Main Objectives
To equip the active and engaged members of our parishes for the work of missionary discipleship by:
1. Growing in holiness for the sake of being authentic witnesses of the transforming power of the Gospel by:
   - Daily prayer
   - Sunday Eucharist
   - Monthly confession
   - Friday penance

2. Acquiring the confidence and competence to speak to others about Jesus Christ through:
   - Building authentic Christian relationships
   - Sharing the story of the Gospel
   - Giving testimony to the life-changing power of the Gospel
   - Inviting others to encounter the person of Jesus Christ, especially in the Eucharist and the Mass

GUIDING QUESTIONS FOR PLANNING BETWEEN PENTECOST AND ADVENT 2021:

**The 72** *(concept taken from Luke 10: 1-2)*
   - How do we identify “the 72” who are already disciples?
   - How do we equip “the 72” with confidence and competence to preach the gospel?
   - How can “the 72” reach out to those on the margins of our parish?

**The Mission Field**
   - Who is at the margins of our parish communities?
   - What is currently happening in our parish that has great evangelizing potential?
   - How do we invite back to Mass those we haven’t seen since early 2020?

**Monthly Formation Newsletters**

May 2021 - The Mission | La Mision
June 2021 - Missionary Discipleship | Discipulado Misionero
July 2021 - Evangelization | Evangelización
August 2021 - How to Evangelize | Cómo evangelizar
September 2021 - Jesus + The Story | Faith
October 2021 - Our Baptismal Call | Courage
November 2021 - Holy Mass | Charity
December 2021 - Reclaiming Sunday | Piety
January 2022 - Daily Prayer | Hope
February 2022 - Praying with Scripture | Wisdom
March 2022 - Self-Denial | Moderation
April 2022 - Monthly Confession | Humility
**Phase 3: Preaching the Gospel**

Beginning at Pentecost 2022, parish priests and their evangelization team, consulting with other parish and school leadership, should prayerfully invest in working together to design an individual evangelization plan that is bold, ambitious, and adapted to the concrete needs and possibilities of their unique communities.

These plans should be clearly focused around joyfully proclaiming the basic Gospel message of salvation in Jesus Christ. They should encompass outreach to fallen away Catholics and non-Catholics as well as the formation of practicing Catholics, motivating and equipping them to share the Gospel confidently and courageously in their own circles of influence.

Parish evangelization plans should reflect the importance of the interior life; the central role of the sacraments and growth in knowledge of and appreciation for Sacred Scripture; the universal appeal of truth, goodness, and beauty, especially in the sacred liturgy; the witness of good works, especially the works of mercy; the central role of the family; an effective use of new media and technology; and a clear perspective on the parish as a missionary society, not waiting to serve only the people who come to the parish, but looking beyond the parish for people to serve.

**Desired outcome**

Our hope for this phase, which is intended to last indefinitely, is that local parish evangelization plans would be implemented not merely as another parish program but as a way of life for the parish in fulfilling its primary mission for the salvation of souls, with faith, enthusiasm, generosity, and sacrificial love.

For all practicing Catholics, we hope that they will feel equipped and confident to actively reach out to fallen away Catholics and non-Catholics to share the love of Jesus with them and to invite them into personal relationship with him; that they would live as intentional disciples of Jesus Christ and make disciples of others; that they would go to Mass every Sunday, pray at least 15 minutes every day, go to confession at least once a month, and contribute to the life of the parish by their stewardship of time, talent, and treasure. If all practicing Catholics did these few things faithfully, the whole world would be profoundly transformed.

We also hope to see an increase in numbers of people attending Mass and going to confession; an increase in marriages and baptisms celebrated in our parishes; an increase in vocations to the priesthood and religious life coming from our parishes; an increase in enrollment in our Catholic schools and parish religious formation programs; and an increase in adults entering the Church every Easter through RCIA.

**Goals and Objectives**

**Primary Goal:** For all parishes in the diocese to implement local evangelization plans with great courage and conviction, relying on the grace and gifts of the Holy Spirit.
Principal Objectives:
- Every parish will begin to implement its own local evangelization plan on the first Sunday of Advent 2022.
- Parish priests will conduct ongoing assessment and evaluation of their parish plan with the help of their staff, pastoral council, and other parish and school leadership.
- Every parish will submit a revised and updated plan to the bishop each year at Pentecost.

Integration of Hispanic Community to GMD initiative

This section will provide the objectives and methods to integrate the Hispanic Community to the evangelization plan. Upon the consultation of the Bishop, the Office of Hispanic Ministry and the Hispanic Ministry Advisory Council. At this moment, a list of suggested initial steps has been created in order to initiate the dialog and consultation process.

Suggested Initial Steps:
1. Visit parishes with Hispanic ministry and/or communities
2. Introduce the evangelization initiative Go Make Disciples to Hispanic leaders
3. Evaluate the currently participation of leaders
4. Create a potential “Plan de Rescate” or “Rescue Plan” as part of this evangelization effort to bring back to Mass and to parishes the Hispanic leaders that have not return after Covid-19.
5. Create an evangelization plan tailored to the Hispanic community using a similar format and tools as provided by the diocese, but with specific methods.
Conclusion

The Diocese of Madison and the Office of Hispanic Ministry expects that with the findings and data of the V Encuentro, the action plan for the coming year, and the integration of the evangelization initiative, the Hispanic Community will flourish and continue answering their call to serve the Church and exalt in their talents and faith life as we are all called to do. We hope to foster more holy and missionary disciples utilizing the existing missionary zeal in the community, which is a gift to our Catholic Church in the United States. By forming leaders, creating more vocations, growing in relationship, and living the sacramental life of the Church, the Hispanic community will be able to lead the path back to holiness and to discipleship.
Appendix I: Demographics of Hispanics in the Diocese of Madison

- Hispanic/Latino Household Language, 2012 to 2015
- Hispanics/Latinos Who Do Not Speak English "Very Well" from 2012 to 2015, by Age
- Household Income as a Percentage of Poverty Level, 2012 to 2015
- Median Hispanic Household Income: $40,500
- Median White Household Income: $71,000
- Hispanic Family Size, 2012 to 2015
- White, Non-Hispanic Family Size
  - Average Family Size: 4.4
  - Average Family Size: 3.2
Appendix II: Listing of Masses in Spanish in the Diocese of Madison

WEEKEND MASSES IN SPANISH IN THE DIOCESE OF MADISON
Revised on August 6, 2021

Beloit:
Sundays 11:00 am – St. Jude Parish, 737 Hackett St.

Darlington:
Sundays 6:00 pm – Our Lady of Fatima Parish, (Holy Rosary Church), 104 E. Harriet St.

Janesville:
Sundays 12:00 pm (noon) - St. Patrick Parish, 315 Cherry St.

Jefferson:
Sundays 12:30 pm – St. Francis of Assisi Parish (St. John the Baptist Church), 324 East North St.

Madison:
Saturdays 6:30 pm - Cathedral Parish of St. Raphael, (Holy Redeemer), 120 W. Johnson St.
Saturdays 6:30 pm – St. Thomas Aquinas Parish, 602 Everglade Dr.
Sundays 11:00 am - Cathedral Parish of St. Raphael, (Holy Redeemer), 120 W. Johnson St.
Sundays 11:45 am - St. Peter Parish, 5001 N. Sherman Ave.
Sundays 1:30 pm - Good Shepherd Parish, (St. Joseph Church), 1905 W. Beltline Hwy.
Sundays 6:45 pm - Cathedral Parish of St. Raphael, (Holy Redeemer Church), 120 W. Johnson St.
Sundays 7:00 pm - Good Shepherd Parish, (St. Joseph Church), 1905 W. Beltline Hwy.
Marshall:
Sundays 12:30 pm – Holy Family Parish, (St. Mary of the Nativity Church), 120 S. Beebe St.

Monroe:
4th of Saturday, 7:00 pm – St. Clare of Assisi Parish, (St. Victor Church), 1760 14th St.

Muscoda:
Sundays 2:00 pm – Corpus Christi Parish (St. John the Baptist Church), 341 N Wisconsin Ave

Platteville:
Sundays 12:00 pm (noon) - St. Mary Parish, 130 W. Cedar St.

Reedsburg:
Sundays 1:30 pm – Sacred Heart Parish, 624 North Willow St.

Sauk City:
Sundays 12:30 pm - Divine Mercy Parish, (St. Aloysius Church), 115 Madison St.

Watertown:
Sundays 1:00 pm – St. Henry Parish, 412 N. Fourth St.

Waunakee:
Sundays 1:00 pm – St. John the Baptist Parish, 209 South St

Wisconsin Dells:
Sundays, 6:30 pm – St. Cecilia Parish, 603 Oak St.