

**Diocesan Pastoral Plan for Hispanic/Latino Ministry
Diocese of Kalamazoo
2007 - 2011**



Artwork: By Artist Chris Moran © 2004

**Our Lady of Guadalupe, Empress of all America
"A Culture of Love"**

The cover page has the picture of the painting of Our Lady of Guadalupe that is located in the Cathedral of St. Augustine, Kalamazoo, painted by artist Chris Moran. Bishop James A. Murray requested the painting and dedicated it on December 11, 2004.

This plan was developed by the Office of Hispanic/Latino Ministry of the Diocese of Kalamazoo. Approved by Most Reverend James A. Murray, Bishop of Kalamazoo on November 2006.

First edition, December 12, 2006, Feast of Our Lady of Guadalupe

This pastoral plan is dedicated to:

All whom throughout the years have served in Hispanic/Latino Ministry

To all the Hispanics/Latinos of the Diocese of Kalamazoo past and present, especially the poor who have inspired the Church with their spirituality.

December 12, 2006
Feast of Our Lady of Guadalupe

Dear Brothers and Sisters in Christ,

The Diocese of Kalamazoo is blessed and enriched by the presence of a diverse, vibrant and growing Hispanic/Latino community both resident and migrant. Their presence among us is a great source of hope as well as a challenge. We embrace this challenge with a renewed apostolic zeal and a missionary spirit as we seek ways to promote and facilitate your full participation into the life and mission of the Church which is also your Church.

The document you have in your hands is a five-year pastoral plan to help us respond to the growing Hispanic/Latino Catholic presence in our diocese in a more systematic, intentional and collaborative way. This plan is the Diocese's pastoral response to the needs, aspirations and contributions of the Hispanics/Latinos in our parishes and communities. It is also the fruit of a consultation process and a collaborative effort involving diocesan personnel, pastors and parish leaders over the past year. Our commitment to implementing this pastoral plan will bring abundant benefits not only for our Hispanic/Latino brothers and sisters but for all Catholics and people of good will. The vision of the pastoral plan is rooted in the Gospel values and the mission of the Church. As such, it leads us to further build relationships, deepen mutual understanding and increase collaboration in our parishes and communities.

I want to express my sincerest gratitude to all who collaborated in the articulation of our Pastoral Plan for Hispanic/Latino Ministry. We place ourselves under the maternal protection of Our Lady of Guadalupe, Patroness of all America, as we implement our plan in a spirit of unity in diversity.

Sincerely Yours in Christ,

James A. Murray
Bishop of Kalamazoo

Diocese of Kalamazoo
Diocesan Pastoral Plan for Hispanic/Latino Ministry 2007-2011

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Introduction

This plan offers a vision and directions for Hispanics/Latinos to participate as full members of the Church, the people of God. This plan has been a result of a marvelous process of consultation and vision for the present and for the future.

The Hispanic/Latino population in the United States is over 42.0 million according to the US Census. Since the 1990 census the Hispanic population has increased 58%. According to a recent study, 72.6% of Hispanics/Latinos living in the United States, close to 30 million, are Catholic (*United States Conference of Catholic Bishops, Secretariat for Hispanic Affairs*).

In the nine counties of the Diocese of Kalamazoo, there are about 20,000 migrant farmworkers, who come to work each planting/growing/harvesting season (May to November). The number of Hispanic/Latino residents living in the diocese is over 39,130 persons (2005 census estimates) for a total Hispanic/Latino population of 59,130 people.

The Hispanic presence in the United States and in our Diocese is a blessing from God. It brings us great hope for the future but also presents challenges that require newly creative pastoral responses. The Diocese of Kalamazoo has made a great effort to serve the Hispanic/Latino residents and migrant communities; and many parishes have committed themselves to provide services to the Hispanic/Latino community. Many Hispanics/Latinos feel part of the parish community and are participating in the parochial structures. Now, however, there is a need to develop a five year plan that will help us to further develop ministry structures and network to further build relationships and collaboration in ministry. The pastoral plan will be our guide in serving the Hispanic/Latino community for the next five years.

The planning process began on November 1, 2005. A Core-Team was created by Bishop James A. Murray to oversee the development of the Diocesan Pastoral Plan for Hispanic/Latino Ministry. The Core-Team was composed of members from the Diocesan Staff, Catholic agencies, and leaders from parishes actively involved in Hispanic Ministry. The Office of Hispanic Ministry was the lead agent in developing the plan. This is a plan of all the parishes, of the whole Diocese, to make real and visible the Reign of God today in the Church of the Diocese of Kalamazoo.

This plan requires an implementation and pertinent follow-up in order to guarantee its initiatives and goals. It will be evaluated in 2011.

We hope that this document serves as a guide for all parishes and for the Diocese to offer pastoral and spiritual support to the Hispanic/Latino community. We hope that it will be a tool for all to respond to the challenges and opportunities presented to the Diocese of Kalamazoo and the Church in the United States by the diversity of cultures in our faith communities.

Outline of the Pastoral Planning Process

Process for the Development of a Hispanic/Latino/ Pastoral Plan, Diocese of Kalamazoo

Mandated by	Bishop James A. Murray
Lead agent:	Diocesan Office of Hispanic Ministry: Fanny Tabares, Director; Rev. Robert Flickinger, Associate Director; Veronica Rodriguez, Secretary
Co-lead agent:	Diocesan staff

Vehicle: Core-Team
Consultant: Alejandro Aguilera-Titus, Associate Director of the Secretariat for Hispanic Affairs of the United States Conference of Catholic Bishops

Process:

1. Research was conducted and on October 1, 2005 a presentation on the Hispanic/Latino presence and the status of Hispanic/Latino ministry in the United States and in the Diocese of Kalamazoo was given.
2. On November 1, 2005, Bishop James A. Murray appointed twenty-three members to the Core-Team responsible to oversee the development of the Diocesan Pastoral Plan for Hispanic/Latino Ministry. Members included diocesan department heads, diocesan directors, representatives from Catholic agencies & institutions, pastors, and key Hispanic/Latino leaders.
3. A half day in-service with diocesan staff, pastors, diocesan leaders and representatives of Catholic organizations and institutions took place on November 3, 2005. This half day in-service was on the history, present status, vision and mission of Hispanic/Latino ministry in the United States and in the Diocese of Kalamazoo.
4. A presentation and discussion with the Core-Team on the process to develop the Diocesan Pastoral Plan took place on November 3, 2005.
5. A presentation and discussion with the Hispanic Ministry Diocesan Pastoral Committee and other key Hispanic/Latino leaders on the process to develop the Diocesan Pastoral Plan was held on November 3, 2005.
6. Letters to the pastors/parish coordinators inviting them to conduct a listening session with the leadership of the Hispanic/Latino community and other parish leaders were mailed on November 15, 2005. The consultation took the form of a listening session using a one-page questionnaire based on the specific dimensions for Hispanic Ministry as outlined in *Encuentro & Mission: A Renewed Pastoral Framework for Hispanic Ministry*. The form accompanied the letter.
7. In each parish with active Hispanic/Latino ministry listening sessions were conducted in either December, 2005 or January, 2006 and in parishes where there is a significant Hispanic/Latino presence and ministry among them is expected to be developed in the near future.
8. Each parish sent the data gathered during the listening sessions to the Office of Hispanic Ministry by January 31, 2006.
9. A working document containing the data generated during the parish listening sessions was prepared on March 16, 2006.
10. A one-day Diocesan Encuentro took place on May 6, 2006, with representatives from the parishes engaged in the pastoral planning process. The purpose of this gathering was to provide parish and diocesan leaders with an opportunity to process the outcome of the consultations and to identify priorities in Hispanic/Latino ministry over the next three to five years. Facilitator was Mr. Alejandro Aguilera-Titus. The gathering covered the

following aspects:

- a. Presentation and dialogue on the history, present status, vision and mission of Hispanic ministry in the United States and in the Diocese of Kalamazoo
 - b. A sharing with the delegates the data generated during the parish listening sessions and conduct a process to identify priorities and initiatives for the next three to five years
 - c. Celebration of the Hispanic presence in the diocese with a Eucharistic liturgy
11. The writing of the working document including presentations and information generated during the Diocesan Encuentro began on June 16, 2006. Table of contents included:
 - a. History of Hispanic Ministry in the Diocese of Kalamazoo
 - b. The Hispanic presence in the Diocese
 - c. Present status of Hispanic Ministry
 - d. Principles, mission and vision for Hispanic Ministry
 - e. Priorities and major initiatives in Hispanic Ministry
 12. A three-hour session was held on July 20, 2006 to share the working document with diocesan offices, institutions and agencies. A process was facilitated to assist them in generating pastoral responses to the identified priorities and major initiatives within their own ministerial areas.
 13. Diocesan offices, agencies and institutions developed goals, action steps and budget to respond to the priorities and major initiatives generated during the consultation process. All pastoral responses were sent to the Office of Hispanic ministry by August 31, 2006.
 14. The data gathered in the working document was presented to the Priests of the Diocese at the Convocation of Priests from September 18-21, 2006.
 15. The first draft of the Diocesan Pastoral Plan for Hispanic Ministry was written and submitted for review to Bishop Murray and his cabinet on October 19, 2006.
 16. Second draft was prepared for final review and approval by Bishop Murray on November 9, 2006.
 17. Final document was translated into Spanish, formatted and printed by November 30, 2006.
 18. The Plan was promulgated during the Diocesan celebration of the Feast of Our Lady of Guadalupe on December 12, 2006 at the St. Augustine Cathedral, Kalamazoo, Most Reverend James A. Murray, Bishop of Kalamazoo, presiding.

**Part I. The Hispanic Presence and Ministry
in the Diocese of Kalamazoo**

1. Hispanic/Latino Presence at a Glance
2. Overview Diocese of Kalamazoo
3. Hispanic/Latino Ministry
 3. 1 Historical Memory of Hispanic Ministry
 3. 2 Present Status of Hispanic Ministry
 3. 3 Who are the Hispanic/Latino Catholics?

Part I. The Hispanic Presence and Ministry in the Diocese of Kalamazoo

1. Hispanic/Latino Presence at a Glance

The resident Hispanic/Latino population of the diocese is growing faster than any other group in our nine counties. Since 1990 the number of Hispanic residents has more than doubled and 2005 US Census Estimates list a resident population of 39,130. Hispanic/Latino residents are living throughout the nine counties. Many are very active in their local parishes and in our migrant ministry.

Michigan has the fifth-largest migrant farmworker population in the United States. Of the seven dioceses in Michigan, the Diocese of Kalamazoo has the largest migrant farmworker population. Each planting/growing/harvesting season from May through November, 20,000 migrants come to work in the Diocese of Kalamazoo. Of these, 90-95% are Spanish-speaking. There are 285 licensed camps in the nine counties of the Diocese of Kalamazoo. Most of the camps are located in Allegan, Berrien and Van Buren counties. There are some camps that are not licensed because of their size (they only have one or two families living there). Of all the migrant camps licensed by the Michigan Department of Agriculture, 35% are in the Diocese of Kalamazoo. The number of migrant farmworkers coming to our diocese has remained constant for many years. Total of Hispanic/Latino population is 59,130 (39,130 resident and 20,000 migrants).

The US Census Bureau reports that between 1990 and 2000 the Hispanic/Latino population in the United States has increased more than 22 million to 35.2 million people. The 2004 Hispanic/Latino population was estimated to be 40.45 million people.

The population is composed of:

- Hispanics/Latinos of origin, or people born in the United States with ancestry of Hispanics/Latinos cultural heritage.
- Hispanics/Latinos born abroad that may or may not have United States citizenship.

Countries of Origin:

Argentina, Bolivia, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, Spain, Uruguay and Venezuela (Spanish is the principal language of these countries). Brazil, Latin-American country where Portuguese is spoken.

Census:

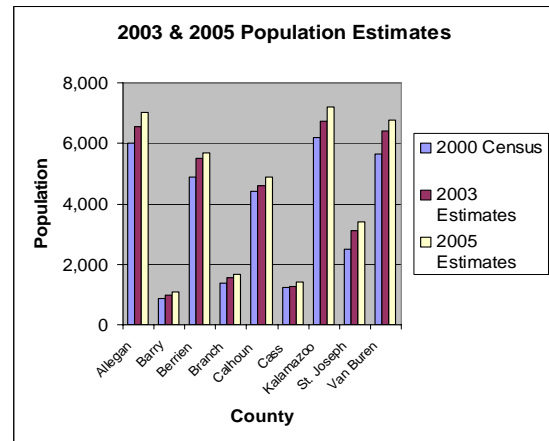
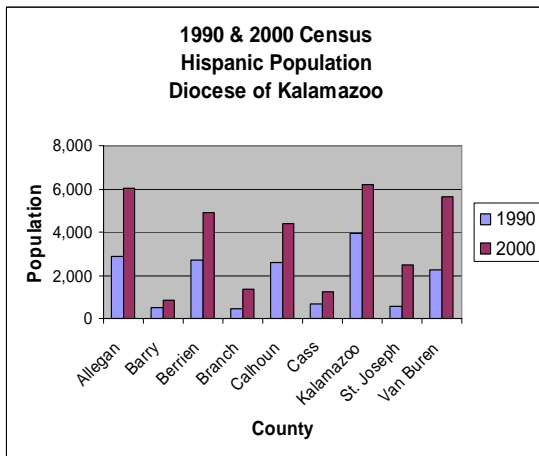
According to the US Census reports, between 1990 and 2000, the Hispanic/Latino population in Kalamazoo county increased from 3,950, to 6,204, based on the 2000 Census of the United States. In that same time period, the Hispanic/Latino population of Allegan county increased from 2,895 to 6,023, and that of Van Buren county from 2,254 to 5,634.

Resident Hispanic/Latino Population

Counties	1990 Census	2000 Census	Difference	% Increase
Allegan	2,895	6,023	3,128	108%
Barry	521	851	330	63%
Berrien	2,683	4,874	2,191	82%
Branch	468	1,374	906	194%
Calhoun	2,583	4,416	1,833	71%
Cass	651	1,226	575	88%
Kalamazoo	3,950	6,204	2,254	57%
St. Joseph	546	2,497	1,951	357%
Van Buren	2,254	5,643	3,389	150%
Total:	16,551	33,108	16,557	100%

Counties	2000 Census	2003 Estimates	2005 Estimates
Allegan	6,023	6,552	7,017
Barry	851	989	1,078
Berrien	4,874	5,486	5,691
Branch	1,374	1,557	1,673
Calhoun	4,416	4,612	4,872
Cass	1,226	1,251	1,404
Kalamazoo	6,204	6,718	7,216
St. Joseph	2,497	3,097	3,401
Van Buren	5,643	6,420	6,778
Total:	33,108	36,682	39,130

2003 Source: Division for Vital Records & Health Statistics, MI
 Department of Community Health
 2005 Source: 2000 US Census (Total Population 2005 Estimates)



Hispanic/Latino Migrant Population

State Licensed Migrant Camps by county

County	Camps
Allegan	37
Barry	1
Berrien	112
Branch	8
Calhoun	1
Cass	9
Kalamazoo	0
St. Joseph	7
Van Buren	110
Total	285

2004 Licensed Migrant Camps in the Diocese of Kalamazoo

Total # of camps licensed by the State of Michigan: 824
 35% of these are in the Diocese of Kalamazoo (285).

Note: Only camps with 5 or more workers (working or available to work) need to be licensed. A worker is someone who is 12 or older. 20-30% of camps do not fall under licensing requirements.

Resource: Michigan Department of Agriculture, 2004 Licensed Agricultural Labor Camp List.

2. Overview of the Diocese of Kalamazoo

The Catholic Diocese of Kalamazoo was founded on July 21, 1971.

The Second Vatican Council (1963-1965) called for the creation of smaller dioceses so that bishops could be more available to the people they serve. Five Michigan bishops, collaborating with the National Council of Catholic Bishops and the Holy Father, made a three-year study of existing boundaries and suggested realignment of existing diocesan boundaries or development of new dioceses in Michigan. This resulted in the creation of two new dioceses in Michigan: The Diocese of Gaylord and the Diocese of Kalamazoo. There was a Diocesan Ministry for migrant farmworkers long before the Diocese of Kalamazoo and its Hispanic Ministry were officially established. The Hispanic Ministry of the Diocese of Kalamazoo was officially established in April of 1979 by Bishop Paul V. Donovan, out of his concern for the Hispanic Community of the Diocese of Kalamazoo.

Mission Statement of the Diocese of Kalamazoo

Essence of the Mission of the Diocese of Kalamazoo: As Christian faithful we are called to further the Kingdom of God as the light and presence of Christ through worship, community and service in solidarity with the Church throughout the world and the Vicar of Christ.

2006 Statistical Overview (taken from the 2006 Catholic Directory):

The Diocese of Kalamazoo comprises the following nine counties in the State of Michigan: Allegan, Barry, Berrien, Branch, Calhoun, Cass, Kalamazoo, St. Joseph, and Van Buren

Diocese Established: July 21, 1971
 Total Square Miles: 5,337

Personnel:

Bishop	1
Retired Bishops	1
Priests: Diocesan Active in Diocese	41
Priests: Active Outside Diocese	2
Priests: Retired, sick or absent	15
Number of Diocesan Priests	58
Religious Priests in Diocese	10
Total Priests in Diocese	68
Extern Priests in Diocese	6
Ordinations:	
Diocesan Priests	3
Transitional Deacons	4
Permanent Deacons in Diocese	25
Total Brothers	1
Total Sisters	150

Parishes:

Parishes	46
With Resident Pastor:	
Resident Diocesan Priests	35
Resident Religious Priests	6
Without Resident Pastor:	
Administered by Priests	3

Parishes (continued):

Administered by Deacons	1
Administered by Religious Women	1
Missions	13
Pastoral Centers	1
Professional Ministry Personnel:	
Brothers	1
Sisters	8
Lay Ministers	32

Welfare:

Catholic Hospitals	3
Total Assisted	620,428
Homes for the aged	5
Total Assisted	426
Day Care Centers	14
Total Assisted	452
Specialized Homes	1
Total Assisted	256
Special Centers for Social Services	5
Total Assisted	53,776

Diocesan Students in Seminaries Outside the Diocese	18
Total Seminarians	18

**Mass attendance and Sacraments
Hispanic/Latino Community for the year 2005**

Parishes	Spanish Mass Attendants (Estimates)	Baptisms	1st Communion	Confirmations	Marriages	Staff that speaks Spanish	Observations
St. Joseph, Battle Creek	100-150	40	27	3	2	1 Bilingual Parochial Vicar	Spanish Services year round
St. Gabriel, Berrien Springs	150-160	10	15	16	0	1 Bilingual Pastor	Spanish Services year round
St. Charles Borromeo, Coldwater	100-120	12	11	2	1		Spanish Services year round
SS Cyril & Methodius, Gun Lake	35	5	10	1	1		Spanish Services summer only
Immaculate Conception, Hartford	400-450	98	39	33	7	1 Bilingual Pastor 1 Bilingual Secretary 1 Bilingual Director of Religious Education	Spanish Services year round
St. Joseph, Kalamazoo	250	52	16	5	33	1 Bilingual Pastor 1 Bilingual Receptionist	Spanish Services year round
San Felipe de Jesús, Pearl	100-125	41	43	37	7	1 Associate Pastor 1 Deacon	Spanish Services year round
Holy Angels, Sturgis	400-500	188	40	3	8		Spanish Services year round
Total:	~1,535 (low estimate)	446	201	100	59	9	
Note: If you wish to compare this information with the years 1990 & 2000, see Appendix A.							

Statistics of Parishes that serve the Hispanic/Latino Community

Counties	Resident Hisp./Latino Population 1990	Resident Hisp./Latino Population 2000	% Increase (from 1990 to 2000)	Migrant Hisp./Latino Population	# of Licensed Migrant Camps	Parishes with services in Spanish Year Round	Parishes with services in Spanish Summer Only	# of Spanish-Speaking Priests
Allegan	2,895	6,023	108%	830	38	1	1	1
Barry	521	851	63%	10	1	0	0	0
Berrien	2,683	4,874	82%	2,759	115	1	0	1
Branch	468	1,374	194%	212	9	1	0	0
Calhoun	2,583	4,416	71%	0	0	1	0	1
Cass	651	1,226	88%	623	15	0	0	0
Kalamazoo	3,950	6,204	57%	80	1	1	0	1
St. Joseph	546	2,497	357%	47	3	1	0	0
Van Buren	2,254	5,643	150%	3,491	106	1	0	1
Total:	16,551	33,108	100%	8,052	288	7	1	•5
Note: Population based on the 1990 & 2000 Census and 2000 Michigan Department of Agriculture.								
• Of these 5 Spanish-Speaking priests, 3 are Hispanic/Latino Priests.								

For more detailed statistics, See Appendix A

3. Hispanic/Latino Ministry

3.1 Historical Memory of Hispanic/Latino Ministry

General

An essential part of the history of this area is the presence of Native Americans, with over 4,350 living in the nine counties of the Diocese. The Potawatomi, Ottawa, and Chippewa are the main three of the fifteen different tribes represented.

The Catholic presence in this part of the peninsula goes back to the missionaries, first Jesuit, then Franciscan, who accompanied French explorers from New France (Canada). These missionaries, serving under the Bishop of Quebec, brought the Good News of Jesus Christ to the Northwest Territory, including the Michigan Territory. After the American Revolution, all Catholics in this new country came under the See of Baltimore with its first American bishop, John Carroll.

The first official mission of the Catholic Church in this corner of Michigan was established on the shores of Lake Michigan in the settlement of St. Joseph in 1690. It was named the parish of St. Joseph in 1720.

St. Mary, Marshall (1832), St. Charles, Coldwater (1849), and St. Augustine, Kalamazoo (1856) (with the first Catholic School) are only a few of the twenty-five Church communities that were established before 1900 in this part of Michigan.

French missionaries in the early 1700s brought the Good News of Jesus to the Potawatomi Tribe. Potawatomi Chief Leopold Pokagon deeded forty acres of land to the Bishop of Detroit and then built a log church on the property. The present Sacred Heart of Mary Church in Silver Creek, which became a parish in 1844, now stands on this land. Twice in 1833 the Chief himself walked to Detroit, a distance of 200 miles, to beg the bishop to send a priest, which he finally did.

By the time the diocese of Kalamazoo was formed in 1971, a number of middle sized cities and lively small towns existed. It included 45 Catholic parishes and 18 missions served by 58 Diocesan priests and 19 Religious priests. The Diocese also included the Community of the Sisters of St. Joseph; Catholic hospitals in Kalamazoo, Battle Creek, and Dowagiac; and Catholic high schools and elementary schools. The St. Agnes Foundling Home and Catholic Social Services were already established in Kalamazoo. Many organizations and movements such as the St. Vincent de Paul Society, the Council of Catholic Women, Cursillo, the Knights of Columbus, Scouting, Right to Life, Birthright, and many other Catholic groups were also in Southwestern Michigan.

Hispanic/Latino Ministry

The Hispanic/Latino presence in the Catholic Church of the United States has been present since 1593 in St. Augustine, Florida. In Michigan, we have data from 1880 when the

Detroit Census registered 600 Hispanics/Latinos of different Latin American countries. Although it is impossible to date accurately the beginnings of the immigration of Spanish-speaking persons to this area, by the 1940s a number of Hispanic/Latino families had moved into Southwest Michigan to work in the fields and factories. Many men and women came during the Bracero Program (1942-1964) to work in the fields. Ministry with/and to these people began with priests from Mexico coming to celebrate Mass in the camps and at a small chapel that was built on an onion farm south of Fennville. The Bracero Program was an agreement between the United States and Mexico that permitted Mexican nationals to come to work in the United States for temporary periods. It was expected to be a temporary effort, lasting presumably for the duration of the war. However, many continued to come and work even without documentation and a great number began to stay in the area due to the economic benefits that began to thrive. So with about 12,000 Hispanic/Latino residents and over 20,000 migrants coming each year to the area, an outreach program to them began. Many concerned priests, religious and lay people visited, took food and clothing to the camps during these years.

With the founding of the Kalamazoo Diocese and the appointment of Bishop Paul V. Donovan, the concern for these people intensified. At the request of Bishop Donovan, priests, sisters and lay representatives participated in the Second Hispanic Encounter in Chicago in 1972. Soon after, the Bishop created the Hispanic Diocesan Advisory Committee with lay representatives from Albion, Marshall, Battle Creek, Kalamazoo, Hartford, and Fennville and the Hispanic/Latino priests and religious who met with him monthly to study and respond to the needs of the Hispanics/Latinos. It was this group together with the bishop who saw the need for Spanish-speaking deacons; and the diaconate program was begun under the direction of Rogelio Manrique and Tom Bissonnette from the Mid-west Hispanic Ministry office. The men were called forth by their respective communities to study for the diaconate. Nine Spanish-speaking deacons were ordained by Bishop Donovan on July, 1977. Deacon Maximino Rodriguez is part of this group of pioneers. At the present time Deacon Maximino serves the community of San Felipe de Jesus, Pearl.

A Hispanic Ministry team composed of Vincentian priests and a Sister of St. Joseph was formed in April, 1979 by Bishop Paul Donovan out of his concern to better serve the Hispanic/Latino community of the Diocese. The team was to care for both the resident and migrant people. The team depended a great deal on the deacons and lay people to guide them in their response. The team was expanded to include the deacons and their wives and in the summer months to include other priests, religious and lay volunteers who came to serve the people. Groups of lay volunteers from various parishes began to be formed to help with the migrant ministry. Leadership training programs were begun to help these resident leaders and migrant visitors be better prepared to do their outreach.

In 1980 there were some 240 migrant camps in the Diocese of Kalamazoo with some 15,000 temporary workers. At this time a migrant's life expectancy was about 45 years as compared to the national norm of about 73. This was due to exposure to pesticides, lack of adequate housing, and job and wage insecurity.

At present, the Hispanic/Latino Ministry structure allows a more effective evangelizing action. It is composed of a Director, one Priest as Associate Director, and one secretary. During the summer, Vincentian and Diocesan priests, seminarians and religious sisters from different places, from Mexico and other countries, form part of the team that come to help with Migrant Ministry. In 2000, along with Bishop James Murray, a group of 26 lay persons from different parishes of the Diocese participated in Encuentro 2000. This was a marvelous experience of the diversity of the Church. Bishop James Murray has continued strengthening and supporting the Hispanic/Latino Ministry with the migrants and residents.

The diocesan Immigration Assistance Program (IAP) under the direction of an attorney began in September, 2001. Not all its clients are Spanish-speaking, but since the majority are, IAP provides assistance in English and Spanish with immigration forms, processes and procedures. As necessary, clients are referred to attorneys. In addition, IAP has educational seminars for migrant farmworkers, residents, community groups, attorneys, and service providers.

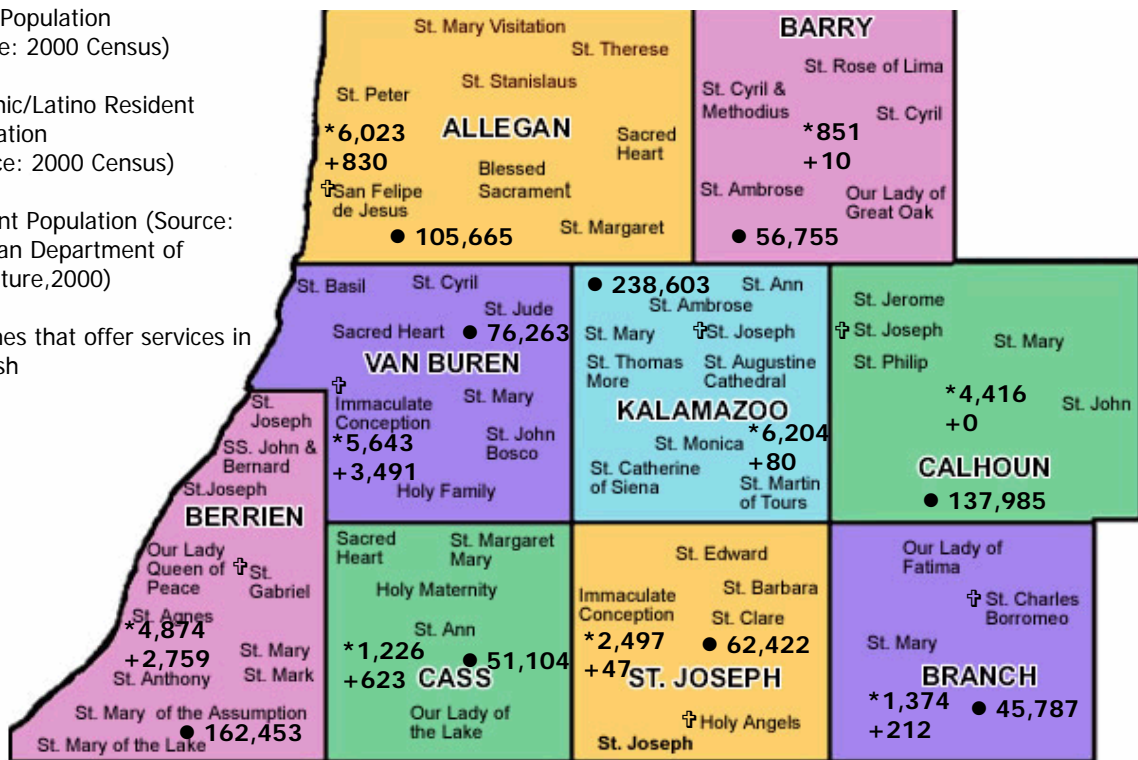
3. 2 Present status of Hispanic Ministry

Hispanic/Latino Ministry Mission Statement (before the Pastoral Plan):

The mission of the Hispanic/Latino Ministry is to proclaim the Reign of God. As members of the Church in the Diocese of Kalamazoo, we proclaim that God is present when we recognize ourselves as brothers and sisters in Christ. We demonstrate our love by welcoming and serving Catholic migrants, residents and citizens as full members of the Church. Hospitality and solidarity are gifts which the Hispanics/Latinos bring to our diocese and to the Catholic Church in the United States. All Hispanic/Latino Catholics are encouraged to be hosts to newcomers and to participate as full members of the Church in parish life and in other Catholic institutions, organizations and in the diocese as a whole.

Map of the Diocese with population data and parishes

- Total Population
(Source: 2000 Census)
- * Hispanic/Latino Resident
Population
(source: 2000 Census)
- + Migrant Population (Source:
Michigan Department of
Agriculture,2000)
- ✠ Parishes that offer services in
Spanish



Office of Hispanic/Latino Ministry

- 1 Full time person – Fanny Tabares, Director of Hispanic Ministry
- 1 Volunteer – Fr. Robert Flickinger, Associate Director of Hispanic Ministry
- 1 Volunteer – Fr. Fabio Garzon, ministry with the youth
- 30 hour Support Staff – Veronica Rodriguez, Secretary

The Office of Hispanic/Latino Ministry coordinates and/or provides the following:

- Migrant Ministry with assistance from parish volunteers, priests who visit and provide pastoral formation in the migrant camps,
- Information through the Aleman Center (in Hartford, MI) and visits to the camps,
- Leadership formation in coordination with the Instituto Cultural de Liderazgo en el Medio-Oeste (ICLM) (20 people so far have graduated from the three-year program),
- Summer theology courses in coordination with ICLM and the University of Notre Dame,
- Information about publications and material in Spanish for the parishes,
- Retreats for adolescents and youth and young adults,
- Formation for youth, young adults, e.g., participation in the process for the First National Encuentro for Hispanic Youth and Young Adults which was held from June 8-11, 2006, including our Diocesan Encuentro on September 25, 2005, where 150 youth participated. This process was a cooperative effort with the Pastors.
- Workshops for Marriage Formation (4 each year),

- Diocesan Retreats for Quinceañeras, youth and their family (4 each year),
- Diocesan Women’s Retreat,
- Diocesan Men’s Retreat,
- Diocesan VIRTUS Training Program in Spanish,
- Spanish page in the “Good News” Diocesan Newspaper,
- Relations with other institutions.

The Office of Hispanic/Latino Ministry also

- Participates in statewide meetings of Hispanic/Latino Ministry,
- Participates in Midwest Regional meetings of Hispanic Ministry (5 states),
- Is a member of the National Catholic Association of Diocesan Directors for Hispanic Ministry (NCADDHM) and participates in the board as a representative of the Episcopal region VI,
- Collaborates with the Secretariat for Hispanic Affairs of the USCCB,
- Is a member of Southwest Michigan Migrant Resource Council,
- Participates in the Westside Immigration Advocate of Michigan (WIAM),
- Is represented on the Advisory Board Committee of Farmworker Legal Services.
- Participates in the Board of the National Catholic Network for Hispanic Youth and Young Adults.

3.3 Who are the Hispanic/Latino Catholics?

We find our roots in South America, Central America, North America, the Caribbean and Spain. We are a harmonious blend of different cultures and ethnicities; and the beauty and blood of the Native American, European, African and Asian peoples run in our veins. We are new immigrants and we have lived here in the Diocese of Kalamazoo for generations. We are a bilingual people. For some of us English is our first language and for some of us Spanish is our mother tongue. Most of us are bilingual and some of us also speak Indian dialects from our native lands.

Some of us have immigrated to the Diocese of Kalamazoo in recent years and some of our families have been here for generations. We are professionals and non professionals, rich and poor, urban and rural, entrepreneurs and employees, residents and migrants, computer-savvy and with little awareness of new technologies.

For many of us the road north was something we never imagined, a virtual “Calvary” for which we were ill prepared. Like most of the immigrants who have arrived to this land of opportunity over three centuries, many of us arrive poor, with little or no academic formation, some of us unable to read or write and without legal status which makes us even more vulnerable. When we arrive, we are obligated to take two or three jobs to pay our debts, maintain ourselves, and support our families in our countries of origin, leaving us little time for personal development or family relations.

We are children facing a hard time in our schools. Stereotypes, language barriers and poverty get in the way of our academic success. Often, we feel isolated from teachers and administrators who don't recognize our ability to learn and easily give up on us. We struggle to define our identity as Hispanic-Americans and feel caught in the middle between those who see us as not Mexican or Latin American enough and those who see us as not American enough.

We are a people of faith who persevere and work hard. Amid overwhelming adversity we are a people with a profound faith in God and in His divine providence. We face life's challenges as part of God's family and find consolation and love in the maternal arms of the Mother of God who is also our mother. Our homes have blessed *altarcitos* (home altars) as visible signs that God and our Blessed Mother live among us. There we place flowers and candles and pictures of saints and loved ones as we pray every day for protection and give thanks for the blessings received. We seek to encounter the Living Jesus Christ in the Sacraments and in our daily lives, and believe in his friendship and protection during our journey. With God's favor and the support of our faith community our families grow stronger and achieve a dignifying way of life as we become better educated, more skilled and more involved in our neighborhoods and communities.

We are a people with marvelous experiences of church and social justice and a people with very little catechetical formation as we have grown up in areas where priests were present barely once a year. We bring with us profound respect for human dignity, a sense of solidarity, a willingness to share, gospel hospitality, and high moral and social ethics. We are a people who love the Church and are hungry to partake at the Lord's Table. We are eager to engage in formal education and develop the ability to utilize theoretical concepts of church, sacraments and dogma to better understand our faith. We want to be a vibrant presence in our parish communities. Our lack of familiarity, here, with the structures of the Catholic Church and our inability to speak English without an accent makes us no less worthy to be active participants in the life and mission of our beloved Catholic Church.

We are catechists, ushers, extraordinary ministers of Holy Communion and we sing in the choir. We proclaim the Word of God in the liturgy and pray with the Word of God in our homes and prayer groups. We are ministers among the migrants and we are volunteers in different activities of the parish. We are young people actively participating in parish life and reaching out to other young people through youth group activities, retreats and events. We organize in apostolic movements and seek to bring the Good News of Christ to others in the parish and beyond. We dream of a more joyful Church and world, of stronger communities and families filled with love and solidarity with one another. We dream of being embraced fully in our faith communities as equals, as brothers and sisters in the Lord. We work hard to develop a sense of belonging and ownership in our parishes and in the broader community. We, as gracious hosts in the Lord, want to prepare ourselves spiritually and personally to be leaven for the Reign of God in the Diocese of Kalamazoo and to welcome others who may come after us.

Part II. A Pastoral-Theological Framework for Hispanic Ministry

1. Mission, Pastoral Guidelines, Values, and Vision for Hispanic Ministry
2. Major Initiatives and Goals in Hispanic Ministry
3. Pastoral Action to Further Develop Hispanic Ministry Over the Next Five Years (2007-2011)

Part II. A Pastoral-Theological Framework for Hispanic/Latino Ministry

1. Mission, Pastoral Guidelines, Values and Vision

New Mission Statement

The mission of Hispanic/Latino ministry in the Diocese of Kalamazoo is to welcome, accompany and empower Hispanics/Latinos in encountering and following the Living Jesus Christ, so that they become more active participants in the life of the Church and its evangelizing mission.

Expected Outcome

Hispanic/Latino migrants, residents, and U. S. citizens are recognized for who they are as full members of the Church. They feel welcome and participate as active members, as they affirm their Catholic identity and develop a sense of belonging to the faith community that, over time, fosters their sense of ownership and stewardship in the parishes and in the diocese.

Pastoral Guidelines

This mission takes to heart the pastoral guidelines outlined in the *National Pastoral Plan for Hispanic Ministry* (NPPHM, 1987) and reaffirmed by the U.S. Bishops in their statement *Encuentro & Mission: A Renewed Pastoral Framework for Hispanic Ministry* (Encuentro & Mission 2002), which calls the Catholic Church to:

- Respond to the Hispanic/Latino presence with reference to their own cultural context and lived experience while strengthening the unity of the One Body of Christ, in a spirit of Communion in Mission (Pastoral de Conjunto)
- Bring the Good News of Christ in word and deed to the lives of inactive Hispanic/Latino Catholics and those with no church affiliation, in the spirit of the New Evangelization
- Build community among Hispanics/Latinos from different countries of origin and among all Catholics in the parishes and in the diocese, in a spirit of Catholic identity and fraternal relationships
- Reach out to particular Hispanic/Latino populations including migrants, youth and young adults, single parents, young families and the incarcerated
- Celebrate the sacraments and promote a prayerful life style that embraces various faith expressions, traditions and symbols in a spirit of inculturation of the Gospel
- Promote and be an example of justice by responding to the needs and aspirations of the poor and vulnerable, and advocating on their behalf in a spirit of solidarity
- Provide catechesis and faith formation, and promote academic achievement and faithful citizenship among Hispanics/Latinos of all ages and vocations
- Promote the family as domestic Church.

Values

The fruitful history of Hispanic/Latino ministry in the Diocese of Kalamazoo and in the United States identifies the following values as essential for ministry among Hispanics/Latinos:

- **Human diversity is a gift from God:** Culture is integral to the human person. Every Catholic community is to be welcomed and embraced by the Church as a blessing from

God in all their cultural and ethnic uniqueness. The Church, rooted in God's love, is called to offer all Catholics the sense of identity, purpose and community they seek.

- **Unity in diversity is possible and desirable:** Hispanics/Latinos and any other Catholic community have been claimed by Christ and baptized into the Holy Spirit. All Catholics from all generations, immigration status or social situations are full members of the Church, worthy of the love, the respect and the support of the entire Christian community.
- **The Church is called to solidarity and justice:** The evangelizing and sanctifying mission of the Church is at its best when it brings good news to the poor and vulnerable among its members and in the broader community. The Church also experiences conversion and renewal as a pilgrim Church as the gifts of simplicity and dependence on God's providence are exhibited by the migrant and the poor.
- **Catholic life includes the whole person:** Hispanics/Latinos and all Catholic communities are called to experience these four dimensions of Christian life:
 1. liturgy and prayer life,
 2. faith formation,
 3. advocacy and service, and
 4. community building in the context of the New Evangelizationand promote ministries to serve them.
- **All Catholics are called to leadership:** Ministers of the Church are to be empowered to respond to the Hispanic/Latino presence in their midst. Hispanics are to be empowered to provide leadership within Hispanic/Latino ministry and encouraged, in the broader faith community, to exercise their responsibility to contribute their unique gifts and talents to build and strengthen the one Body of Christ.

Vision

In response to the question: What do you see in your vision for the Church in the Diocese of Kalamazoo in 5 years, the following vision statements were generated during the Diocesan Encuentro for Hispanic/Latino Ministry which took place in May, 2006. They form the basis for the major initiatives that constitute the pastoral responses and goals of the Diocesan Pastoral Plan.

We see the doors of more parishes open to welcome Hispanics/Latinos,
more lay and ordained ministers
able to speak their language, understand their culture and able to minister among them,
including more bilingual Hispanic/Latino ministers serving as staff in the parishes.

We see a growing number of Hispanics/Latinos in
vibrant culturally diverse parish communities
that know how to share their stories, dreams and cultural perspectives,
worship and pray together, work as a team and take care of one another as
one community united by one faith.

We see many more Hispanics/Latinos
with a strong sense of belonging to their parishes and to the diocese
participating in the decision-making process in their faith community
and contributing generously their time, talent and treasure in the different ministries.

We see an increase in the number of Hispanic/Latino vocations
to the priesthood, permanent diaconate and consecrated life,
and an increase in the number of clergy and
religious embracing Hispanics as their own people.

We see Hispanic/Latino young people
being welcomed and supported by their parish communities with a comprehensive
Hispanic/Latino youth and young adult ministry that helps them to
become active participants in the parish,
discern and prepare for their vocation
and live more healthy lives.

We see many Hispanics/Latinos of all ages
receiving faith formation in Spanish in parish and diocesan programs
and a growing number of well formed and organized Hispanic/Latino catechists ministering
among children, young people and adults from different cultures.

We see migrants
being reached by more parishes
and Catholic organizations and institutions
with creative, pastorally sensitive and culturally relevant programs and resources.

We see diocesan and parish staffs
promoting Catholic Social Teaching and advocating for the rights and dignity of the human
person, particularly for migrants and the poor,
and for a just immigration reform.

We see Catholic institutions and organizations
equipped to provide services and resources to
young people at risk, single parents, broken families and the incarcerated
in the areas of
housing, education, health, immigration and legal issues, family counseling,
alcoholism and substance abuse.

We see Hispanics/Latinos more involved
in school boards, civic organizations and state agencies,
more active in advocacy efforts and in the political process locally and nationally.

2. Major Initiatives

(Based on the mission, pastoral guidelines, values and vision)

Initiative A

To invite and welcome Hispanic/Latino Catholics in more parishes and expand ministries in parishes where Hispanic ministry is already established by increasing the number of ordained and lay ministers able to minister among Hispanics/Latinos.

Initiative B

To increase the number of Hispanic/Latino Catholics actively participating in the life and mission of their parishes, including Hispanics/Latinos in leadership positions as bridge builders.

Initiative C

To strengthen the sense of belonging and stewardship among Hispanic/Latino Catholics and include them at the table where decisions are made.

Initiative D

To increase the number of Hispanic/Latino vocations to the priesthood, permanent diaconate and consecrated life, and strengthen the readiness of all ordained and religious to minister in a culturally diverse context.

Initiative E

To welcome and support Hispanic/Latino youth and young adults in the parishes through a comprehensive ministry that responds to their cultural context and lived experience.

Initiative F

To encourage and support the faith formation of Hispanics/Latinos of all ages, including an increase in the number of Hispanic/Latino children in Catholic schools and the development of young people and adults as volunteers and lay ecclesial ministers.

Initiative G

To increase outreach to migrants with creative programs and projects that are pastorally sensitive and culturally relevant.

Initiative H

To strengthen the promotion of Catholic Social Teaching in parishes and Catholic organizations and the advocacy efforts on behalf of migrants and the poor, with emphasis on Immigration Reform.

Initiative I

Develop a pastoral outreach to families, to young people at risk, single parents, broken families and the incarcerated needing services in the area of housing, education, health, immigration and legal issues, family counseling and alcoholism and drug abuse.

Initiative J

To empower Hispanics/Latinos to get more involved in school boards, church and civic organizations and community projects, and be more active in advocacy efforts on behalf of Hispanics/Latinos and other disadvantaged groups.

Initiative K

To unify and stabilize families by ensuring, through legal representation, that immigrants obtain the immigration benefits for which they qualify.

Initiative L

To strengthen Hispanic/Latino families and increase the number of Catholic marriages by developing a parish-based ministry that promotes the family as domestic Church and its members as stewards of the faith community.

3. Pastoral Action to Further Develop Hispanic Ministry Over the Next Five Years (2007-2011)

Initiatives: The following initiatives are based on the mission, pastoral guidelines, values and vision as a result of the consultation with Catholics from the whole Diocese:

Initiative A:

To invite and welcome Hispanic/Latino Catholics in more parishes and expand ministries in parishes where Hispanic ministry is already established by increasing the number of ordained and lay ministers able to minister among Hispanics/Latinos.

Goal 1:

To increase the number of Hispanic/Latino Catholic lay liturgical ministers.

Lead Agent:

The Office of Christian Worship

Objective 1.1:

Assist parishes that have an established Hispanic/Latino ministry with the recruitment and formation of Hispanic Catholic lay liturgical ministers.

Action Step:

Identify leaders within the Hispanic/Latino community willing to collaborate with parish leadership to do the following:

- Determine which parishes will commit to participate
- Determine which liturgical ministries are to be included in a plan
- Develop a plan for the recruitment of Hispanic/Latino Catholic lay liturgical ministers in these parishes
- Develop a liturgically based retreat to use with their formation
- Utilize an adult learning methodology and liturgical catechesis in their formation
- Ensure that the recruitment plan and formation model are sensitive to the social, cultural and religious needs of the Hispanic/Latino community
- Arrange for Bishop Murray to speak to and commission Hispanic/Latino Catholic lay liturgical ministers who complete the formation requirements
- Determine a way to retain lay liturgical ministers by providing for their ongoing renewal.

Performance Measures:

1. To be reviewed twice yearly by the Office of Christian Worship
2. To be reviewed annually by the Diocesan Worship Commission.

Objective 1.2:

Assist parishes that do not have a Hispanic/Latino ministry with the recruitment and formation of Hispanic/Latino Catholic lay liturgical ministers.

Action Step:

Identify leaders within the Hispanic/Latino community willing to collaborate with parish leadership to do the following:

- Recruit at least one parish without Hispanic/Latino ministry willing to commit to participate
- Develop catechesis for the parish to prepare them for Hispanic/Latino lay liturgical ministers
- Determine which liturgical ministries are to be included in a plan
- Develop a plan for the recruitment of Hispanic/Latino Catholic lay liturgical ministers
- Develop a liturgically based retreat model to use with their formation
- Utilize an adult learning methodology and liturgical catechesis in their formation
- Ensure that the recruitment plan and formation model are sensitive to the social, cultural and religious needs of the Hispanic/Latino community
- Arrange for Bishop Murray to speak to and commission Hispanic/Latino Catholic lay liturgical ministers who complete the formation requirements
- Determine a way to retain lay liturgical ministers by providing for their ongoing renewal
- Invite other parishes that do not have a Hispanic/Latino ministry to welcome Hispanics/Latinos into parish liturgical ministry.

Performance Measures:

1. To be reviewed twice yearly by the Office of Christian Worship.
2. To be reviewed annually by the Diocesan Worship Commission.

Goal 2:

Continue offering and integrating formation that includes the Hispanic/Latino culture, their values, traditions, language and expressions of faith.

Lead Agent:

Office of Hispanic Ministry

Objective 2.1:

Increase the number of Spanish-speaking lay leaders in pastoral and leadership formation, as seminarians, and in the permanent diaconate formation

Action Steps:

1. Continue collaborating with Instituto Cultural de Liderazgo del Medio-oeste (ICLM) and nearby dioceses in the three-year Pastoral Leadership Formation Program to increase the number of Hispanic/Latino lay leaders and Hispanic/Latino deacon

- candidates to actively serve their parish.
2. Continue to form relationships with the ICLM team and nearby dioceses for the participation of people from our own diocese.
 3. Collaborate with the Office of Vocations and Office of the Diaconate in the programs for seminarians and to promote the Diaconate Program within the Hispanic/Latino community.
 4. Motivate the pastors and parish coordinators to promote the formation program in their parish and suggest that all their Hispanic/Latino ministers be formed through the ICLM Program.
 5. Suggest to the Office of Vocations to assign seminarians to work with the parishes that have a Migrant Ministry during the summer.

Performance Measures:

1. Review the number of Hispanics/Latinos in the vocational programs.
2. Regular review of the progress of the programs.
3. Increase of lay ministry leaders, deacons and seminarians, and religious vocations in the Hispanic/Latino community.
4. The newly ordained priests and the permanent deacons will be more willing to offer their pastoral services to the Hispanic/Latino community in the parishes.

Initiative B:

To increase the number of Hispanic/Latino Catholics actively participating in the life and mission of their parishes including Hispanics/Latinos in leadership positions as bridge builders.

Goal 1:

Increase the number of Hispanics/Latinos who participate in their parish and encourage employment of bilingual pastoral staff.

Lead Agent:

Office of Hispanic Ministry and Parishes with Hispanic/Latino Population.

Objective 1.1:

To support parishes in their mission to involve more Hispanics/Latinos in the activities of the Parish.

Action Steps:

1. Meet with the parishes to suggest ways to get the Hispanic/Latino community involved.
2. Offer conferences in English at the Diocesan level about the Hispanic/Latino culture.
3. Urge the parishes with a Hispanic/Latino community to have a paid bilingual pastoral staff person.
4. Work with the parishes to design a program that offers more preparation for the sacraments and that includes significant elements of Hispanic/Latino culture.

Performance Measures:

1. Two Follow-up meetings to see how the Hispanic/Latino community is participating in parish activities.
2. One Hispanic/Latino cultural conference per year.

Goal 2:

Empower parishes to integrate the Hispanics/Latinos as full members of the Church.

Lead Agent:

Office of Hispanic Ministry and Parishes in collaboration with the diocesan offices.

Objective 2.1:

Recognize in practice that Hispanics/Latinos by baptism are full members of the faith community of the parish.

Action Steps:

1. The Office of Hispanic Ministry will lead the way and offer perspectives, vision and direction.
2. The parishes will offer the means for the Hispanics/Latinos to fully participate in all programs of the parishes.

3. Pastoral attention will not be denied to those Hispanics/Latinos who are baptized but not registered in the parishes.
4. The Hispanics/Latinos will be invited to participate in the decision making process of the parishes.

Performance Measure:

1. More Hispanics/Latinos in the parish programs.

Initiative C:

To strengthen the sense of belonging and stewardship among Hispanic/Latino Catholics and include them at the table where decisions are made.

Goal 1:

Include representation from the Hispanic/Latino community on the Diocesan Worship Commission.

Lead Agent:

The Diocesan Worship Commission

Objective 1.1:

Recruit a representative from the Hispanic/Latino community during the annual membership drive held in March and April.

Action Steps:

1. Invite parish leaders to recommend a representative from the Hispanic/Latino community for membership on the Commission.
2. Invite the recommended person to apply for membership by May 1st.
3. Recommend that Bishop Murray appoint new members by June 1st of each year.

Performance Measures:

1. Contact with parish leaders will take place in March of each year.
2. Appointments will be made by June 1st of each year.
3. Diocesan Worship Commission will review recruitment process yearly.

Goal 2:

Include representatives from the Hispanic/Latino community in decisions affecting parish liturgy, music, art and the worship environment.

Lead Agent:

The Office of Christian Worship

Objective 2.1:

To promote representation from the Hispanic/Latino community within the parish structure where decisions are made affecting the worship life of the church.

Action Steps:

1. Collaborate with parish leaders to advocate on behalf of the Hispanic/Latino community to invite representation on the parish liturgy committee, music committee and the church building/renovation committee when a new church or renovation is being planned.
2. Collaborate with parish leaders to advocate on behalf of the Hispanic/Latino community to invite representation to work with individuals charged with the responsibility for decisions in liturgy, music, art and the worship environment.

Performance Measures:

1. Annual review by the Office of Christian Worship.
2. Annual review by the Diocesan Worship Commission.

Goal 3:

Increase the number of Hispanics/Latinos who are part of the Pastoral Council and Finance Council at the Parish and Diocesan levels.

Lead Agent:

Office of Hispanic Ministry in collaboration with the Parishes and the Diocese.

Objective 3.1:

To support parishes in their mission to involve more Hispanics/Latinos in the Parish life.

Action Steps:

1. Meet with the parishes to suggest ways to get the Hispanic/Latino community involved.
2. Design a bilingual pamphlet about stewardship from the Hispanic/Latino perspective and explain the benefits of registering.
3. Offer workshops on stewardship.
4. Continue to support the Hispanic Ministry Diocesan Pastoral Committee.
5. Motivate the parishes to offer information in Spanish about the parish expenses so that the Hispanic community is motivated to a greater commitment.
6. Motivate the parishes to have Hispanic/Latino Pastoral Committees.
7. Continue with the Ministry of Hospitality Retreats (Women's retreat, men's retreat, youth and young adult retreats).

Performance Measures:

1. Number of Parishes with a Hispanic/Latino Pastoral Committee.
2. Number of Parishes with Hispanics/Latinos on their Pastoral and Finance Councils.
3. Hold follow-up meeting regarding ways the Hispanic/Latino community is getting more involved and evaluate progress.
4. Increase in the number from the Hispanic/Latino community who make a stewardship commitment.
5. The number of instances where people are denied sacraments/pastoral services is decreased even where registration is not apparent.

Initiative D:

To increase the number of Hispanic/Latino vocations to the priesthood, permanent diaconate and consecrated life, and strengthen the readiness of all ordained and religious to minister in a culturally diverse context.

Goal 1:

Increase the number of Hispanic/Latino persons in the priesthood and to increase the awareness of the Hispanic/Latino culture among all ordained.

Lead Agent:

Office of Vocations

Objective 1.1:

Strengthen the collaboration with the Office of Hispanic/Latino Ministry to increase the number of Hispanic/Latino persons in the priesthood, as well to develop and increase awareness about the Hispanic/Latino culture.

Action Steps:

1. Collaborate with the Office of Hispanic/Latino Ministry to increase awareness about the Hispanic/Latino culture and for an increase in the number of Hispanics/Latinos to the priesthood.
2. Collaborate with the Office of Hispanic/Latino Ministry to offer a formation program on the Hispanic/Latino culture that helps future priests to serve the Hispanic/Latino community.
3. Continue contact with the parishes so that special attention is given to those Hispanics/Latinos who have expressed an interest in Priesthood.
4. Facilitate a Vocation retreat once a year in cooperation with the Office of Hispanic/Latino Ministry for those discerning the priesthood or religious life with special sessions for those from the Hispanic/Latino communities"
5. Include Spanish language classes for the seminarians in the formation requirements, and send some seminarians to programs of immersion to learn Spanish and the Hispanic/Latino culture.
6. Name an Assistant Director of Vocation to help the Director in vocation promotion.

Performance Measures:

1. Increase in the number of seminarians that understand the Hispanic/Latino culture and are able to pastorally serve the Hispanic/Latino community.
2. Increase in Hispanic/Latino vocations to the Priesthood.
3. Success of vocational retreat.
4. Naming of an Assistant Director of Vocation.

Goal 2:

Increase awareness and Hispanic/Latino participation in the permanent diaconate community

Lead Agent:

Office of the Diaconate

Objective 2.1:

Strengthen the ability of ordained deacons to minister to the Hispanic/Latino community

Action Steps:

1. Include a module in the candidates' formation on cultural awareness
2. Include a workshop on understanding Hispanic/Latino faith and culture
3. Offer on-going Spanish language courses

Performance Measure:

1. Ordained deacons assigned to serve the Hispanic/Latino community

Objective 2.2:

Increase the number of vocations to the permanent Diaconate that come from the Hispanic/Latino community

Action Steps:

1. Increase the participation of Spanish-speaking deacons in the Hispanic/Latino community
2. Include information concerning the permanent diaconate within the existing Hispanic/Latino adult faith formation opportunities
3. Provide information through the Spanish portion of *The Good News*

Performance Measure:

1. Increased number of Hispanic/Latino men preparing for ordination as permanent deacons.

Initiative E:

To welcome and support Hispanic/Latino youth and young adults in the parishes through a comprehensive ministry that responds to their cultural context and lived experience.

Goal 1:

Foster the participation of Hispanic/Latino youth and young adults in ministry and the life of the Church.

Lead Agent:

Office of Evangelization, Catechesis and Initiation

Objective 1.1:

Develop programs of theology for Hispanic/Latino young adults that are appropriate to their culture.

Action Steps:

1. Bring together an advisory committee of Hispanic/Latino young adults that would work together to develop and implement this program.
2. Collaborate with past participants in diocesan and regional programs involving youth and young adults.

Performance Measures:

1. Within one year offer a diocesan theology program for Hispanic/Latino young people.
2. Within three years establish regional theology program series or event(s).

Objective 1.2:

Establish a process to certify Hispanic/Latino youth and young adult leaders.

Action Steps:

1. Establish a diocesan catechist and school teacher certification process for Spanish-speaking catechists.
2. Offer Spanish-language workshops and presentations at diocesan conferences.
3. Include offerings and opportunities for Spanish-speaking catechists to become certified.

Performance Measures:

1. An increased number of parishes offering catechist certification in Spanish.
2. All catechists will be certified at Level I within two years.

Objective 1.3:

Create opportunities for increased Hispanic/Latino participation in currently existing young adult programs.

Action Steps:

1. Ensure Hispanic/Latino young adults and groups are included in the contact database and thus invited to all events offered by the ECI office.
2. Offer Spanish-language workshops and presentations at diocesan conferences.

Performance Measures:

1. Regular increase in the number of Hispanic/Latino persons included in the mailing database.
2. Increase in Hispanic/Latino presence at all diocesan workshops/programs.

Goal 2:

Equip the diocese with the capability to assist parishes in the development of a vibrant ministry among Hispanic/Latino youth and young adults, new immigrants as well as U.S.-born.

Lead Agent:

Office of Hispanic Ministry

Objective 2.1:

Hire a bilingual youth and young adult minister at the diocesan level to help parishes develop ministries for Hispanic/Latino youth and young adults, including ministries in migrant camps.

Action Steps:

1. Develop job description and requirements.
2. Conduct a national search.
3. Hire a professional youth minister.

Performance Measure:

1. Staff person is hired.

Goal 3:

As a resource office, equip parishes with the necessary information to respond to the Hispanic/Latino Catholic youth & young adult population of the Diocese of Kalamazoo.

Lead Agent:

Office of Hispanic Ministry

Objective 3.1:

Identify the parishes that have a growing number of young Hispanic/Latino youth and young adults and the programs established to meet their needs.

Action Steps:

1. Identify the counties and parishes with a young Hispanic/Latino population.
2. Make parishes aware of their youth and young adult Catholic population that is in the

area.

3. Conduct a survey of the counties to find out what services are offered to the young Hispanic/Latino Catholic population.
4. Along with the parish, identify the needs of the Hispanic/Latino youth that are being met and not met.
5. Continue with the diocesan Quinceañera retreats which compliment the formation that is already given in the parishes.
6. Motivate the parishes to provide bilingual coordinators of the parish youth ministry.
7. Integrate into the diocesan youth ministry the Diocesan Hispanic/Latino youth group that has already been formed.
8. Offer ministerial formation to the Hispanic/Latino youth so that they can participate as liturgical ministers.
9. Suggest to the parishes to have a youth and young adult Mass once a month.

Performance Measures:

1. Increase number of services/activities for the Hispanic/Latino youth and young adults.
2. Increase in the participation of the Hispanic/Latino youth and young adults in these services/activities.
3. Produce reports on the status of the Hispanic/Latino youth and young adults of the Diocese.

Initiative F:

To encourage and support the faith formation of Hispanics/Latinos of all ages, including an increase in the number of Hispanic/Latino children in Catholic schools and the development of young people and adults as volunteers and lay ecclesial ministers.

Goal 1:

To increase awareness of the value of Catholic school education among the Hispanic/Latino population.

Lead Agent:

Diocesan Office of Schools in cooperation with Diocesan Office of Hispanic Ministry and parish and regional school administrators.

Objective 1.1:

To increase the number of Hispanic/Latino students in our parish schools.

Action Steps:

1. Encourage and assist parish schools in creating Spanish language brochures to publicize their schools.
2. Collect and share information from the parish schools regarding current strategies to reach out to Hispanic/Latino families.
3. Create a Spanish language application for the Bishop's Scholarship Program.
4. Encourage the identification of Spanish-speaking school liaison persons (school staff or community members) for Catholic schools in areas with large or growing Hispanic/Latino populations.
5. Investigate and analyze current perceptions and reasons why Hispanic/Latino families do not enroll their children in Catholic schools.

Some current perceptions:

- Catholic schools are only for the wealthy.
 - Public schools offer more opportunities for family and educational support, such as: bi-lingual classes, remedial academic assistance, social and health workers, free education, etc.
 - The Kalamazoo Promise offers free college tuition to qualified graduates from the Kalamazoo public schools.
6. Encourage the parish school or school liaison person to conduct meetings with Hispanic families during open enrollment times.

Performance Measures:

1. Action Steps # 1-3, completed by January 27, 2007.
2. Action Steps # 4-6, completed by May 15, 2007.

Goal 2:

Hire a bilingual, professional catechetical leader at the diocesan level.

Lead Agent:

Director of Evangelization, Catechesis and Initiation

Objective 2.1:

Increase the diocesan ability to respond professionally to the faith formation needs of Spanish-speaking students and catechists.

Action Steps:

1. Research and prepare a job description.
2. Conduct a local and regional candidate search.
3. Hire professional staff person.

Performance Measure:

1. Staff person hired.

Goal 3:

Increase parish catechetical leaders' awareness of Hispanic/Latino spirituality and religious practices/devotions.

Lead Agent:

Office of Evangelization, Catechesis and Initiation

Objective 3.1:

All parish faith formation programs will understand and welcome specific Hispanic/Latino family/parish celebrations (e.g., Quinceaneras).

Action Steps:

1. Invite parish catechetical leaders to Hispanic/Latino celebrations.
2. Provide in-service opportunities to all parish leaders.

Performance Measures:

1. Over the next three years over half of all parish catechetical leaders will attend a Hispanic/Latino liturgical/cultural celebration.
2. Over the next two years all parish catechetical leaders will be provided an in-service covering Hispanic/Latino liturgical/cultural celebrations.

Objective 3.2:

Parish catechetical leaders will understand the way faith is passed on in Hispanic/Latino communities.

Action Steps:

1. Provide in-service opportunities to all parish leaders.
2. Provide information and materials to all parishes which facilitate the faith formation of Hispanic/Latino children, youth and adults.

Performance Measure:

1. An increase in the number of parishes offering faith formation to Hispanic/Latino children, youth and adults.

Goal 4:

Establish a process to certify all Hispanic/Latino catechetical leaders, catechists, and volunteers

Lead Agent:

Office of Evangelization, Catechesis and Initiation

Action Steps:

1. Establish a diocesan catechist and school teacher certification process for Spanish-speaking catechists.
2. Offer Spanish-language workshops and presentations at diocesan conferences.
3. Include offerings and opportunities for Spanish-speaking catechists to become certified.
4. Offer methodology workshops to compliment the formation that already exists through the Office of Hispanic Ministry, ICLM Program.

Performance Measures:

1. An increased number of parishes offering catechists certification in Spanish.
2. All catechists will be certified at Level I within two years.

Goal 5:

To offer information about the education in the Natural Methods of Family Planning and Catholic Church teaching regarding marital love, family planning, and responsible parenthood.

Lead Agent:

Natural Family Planning Office

Objective 5.1:

Expand NFP (Natural Family Planning) services to Spanish-speaking communities.

Action Steps:

1. Consult with persons in the Diocesan Hispanic Ministry for leads to find NFP instructors.
2. Identify and recruit bilingual persons/couples who are NFP advocates. NFP teachers ideally would be NFP method users.

3. Recruit bilingual persons/couples who are willing to be trained to teach NFP (willing and able to attend a necessary training program.).
- ***NFP teacher training programs and materials in Spanish already exist – we just need to find people who will be reliable and will commit to the training program and to providing the instruction.

Goal 6:

Work with the Catholic movements and organizations so that they can be integrated in a “Pastoral de Conjunto” with the parishes and the Diocese.

Lead Agent:

Office of Hispanic Ministry and parishes

Objective 6.1:

Use the existing structures such as the meeting with priests who have a Hispanic/Latino community and with the Hispanic Ministry Diocesan Pastoral Committee to inform or integrate delegates from these organizations and movements into parish life.

Action Steps:

1. The movements must inform the pastor and Parish Council of their existence and programs.
2. The movements inform the Hispanic Ministry Diocesan Pastoral Committee and pastor about programs that they are developing and will contribute to the pastoral reflection.

Performance Measures:

1. Recognize that the movements are not obligations for all and respect the diversity of gifts.
2. Harmony in a “pastoral de conjunto.”

Goal 7:

Supply programs and materials that are sensitive to the culture of the participants and their language-needs.

Lead Agent:

Office of Hispanic Ministry, Office of Evangelization, Catechesis and Initiation, and parishes with a Hispanic/Latino community

Objective 7.1:

Offer a bilingual catechesis that maintains the cultural values and reinforces the moral authority of the parents.

Action Steps:

1. Use bilingual texts where the child is able to read in the language that he/she wishes and the parents can support and be informed of the catechesis that their children are receiving.
2. Offer meetings in Spanish for the parents.
3. Possible bilingual texts for the faith formation of children, youth and adults: Claretian Publications, Paulinas, Resources for Christian Living, Sadlier, Harcourt and others.
4. That the catechesis directors and the youth leaders be bilingual or have a bilingual

- assistant.
5. Offer a bilingual Mass for Children.

Performance Measures:

1. More Hispanic/Latino children participating in the catechesis program.
2. More Hispanic/Latino parents helping in the catechesis of their children.
3. Increase of the children's self-esteem by being bilingual.

Initiative G:

To increase outreach to migrants with creative programs and projects that are pastorally sensitive and culturally relevant.

Goal 1:

Promote a sense of belonging to the Diocese and their nearby parishes and develop a pastoral leadership within the migrant community.

Lead Agent:

Office of Hispanic Ministry

Objective 1.1:

To equip parishes with Migrant Ministry to respond to the need of the migrant community within their area.

Action Steps:

1. Identify the parishes that have migrant camps in their area.
2. Make the necessary contacts to establish an outreach to the migrant community.
3. Involve the pastors/parish coordinators and volunteers interested in serving the migrant community in both our annual beginning-of-the-summer and end-of-the-summer meetings to explain and distribute information regarding migrant ministry and to evaluate the program.
4. Continue visiting the Migrant Summer Schools to develop children programs of community values.
5. Continue to participate in the Migrant Resource Council formed by agencies/organizations that offer services to the migrant community.
6. Continue to invite missionary teams during the summer to support migrant ministry.
7. Take new volunteers to meet and talk with migrants. Establish a relationship/partnership with one of the other parishes that already have an established migrant ministry (as a resource).
8. Identify the services (catechesis, formation, etc.) that volunteers are able to provide.
9. Respond to emergency, food and clothing needs through the Aleman Center.
10. Strengthen leadership within the migrant community.
11. Develop small Christian communities within the migrant community.

Performance Measures:

1. Conduct a beginning-of-the-summer and an end of the summer meeting to prepare for the migrant ministry season and to discuss the success, failure or future improvement of the outreach to the migrant community.
2. Survey of services provided and services that are still needed in pertinent parishes.
3. Meeting with the affected migrant community.

Initiative H:

To strengthen the promotion of Catholic social teaching in parishes and Catholic organizations and the advocacy efforts on behalf of migrants and the poor, with emphasis on immigration reform.

Goal 1:

Provide education on Catholic social teaching and promote advocacy by sending out legislative alerts on immigration reform.

Lead Agent:

Office of Christian Service

Objective 1.1:

1. Educate whenever possible on Catholic social teaching and immigration reform.
2. Explain and distribute English and Spanish parish kits on Justice for Immigrants
3. Regularly send out Justice for Immigrants, Michigan Organizing Project, legislative alerts.
4. Keep Justice for Immigrants Campaign before our constituency.

Action Steps:

1. At all presentations on Catholic social teaching, e.g. to Diocesan Council of Catholic Women, Rite of Christian Initiation of Adults, Teachers, Directors of Religious Education, Coordinators of Youth Ministry, high school youth, explain and distribute information on Justice for Immigrants.
2. Immigration Reform Committee planning 5 Regional meetings in October or November for pastors, parish coordinators, parish representatives to explain and distribute Justice for Immigrants Parish Kits.
3. E-mail Justice for Immigrants (national) and Michigan Organizing Project (MOP) legislative alerts to diocesan staff, pastors/parish coordinators, deacons, Advocates for Charity and Justice, Catholic high schools.
4. a) Feature Catholic social teaching in Charity and Justice Newsletter (September – June) which is in VARIA on Diocesan website and sent to Advocates for Charity and Justice, and all Catholic Schools.
b) In Charity and Justice Newsletter, periodically feature Justice for Immigrants campaign.
c) Write and/or provide articles for Justice for Immigrants for the *Diocesan Good News* for the Diocese of Kalamazoo.

Performance Measures:

1. Keep a record of presentations, attendance, and names and addresses, E-mails of those who attend.
2. Record and get attendance, names/addresses, E-mails of all who attend Regional meetings.
3. Keep record of legislative alerts sent and number of recipients.
4. Keep copies of *Charity and Justice Newsletter* and *Good News* articles for action step #4 a), b), and c).

Initiative I:

Develop a pastoral outreach to families, to young people at risk, single parents, broken families and the incarcerated needing services in the area of housing, education, health, immigration and legal issues, family counseling and alcoholism and drug abuse.

Goal 1:

Provide training for the prevention of child sexual abuse (VIRTUS) in Spanish to the Hispanic/Latino community with materials in Spanish.

Lead Agent:

Safe Environment Office

Objective 1.1:

1. Train 1 to 2 more Spanish facilitators
2. Hold regular Spanish training sessions
3. Get non-English reading participants registered on-line.
4. Work with Spanish-speaking parishes to get them more involved with safe environment programs.

Performance Measures:

1. Number of sessions held in Spanish.
2. Number of Hispanics registered.
3. Number of parish audits completed.

Goal 2:

Increase the number of bilingual volunteers in the Jail Ministry and increase volunteer contacts with incarcerated Hispanics/Latinos

Lead Agent:

Coordinator of Jail/Prison Ministry

Objective 2.1:

1. Recruit 3 new bilingual Jail Ministry Volunteers in 2007.
2. Promote contacts between families of the incarcerated Hispanics/Latinos and the Jail Ministry volunteers so that the volunteers can encourage the incarcerated Hispanics/Latinos to attend religious services.

Action Steps:

1. Promote Jail Ministry Volunteer opportunities via “*Good News*,” Jail Ministry website, parish publications and speaking engagements, and mailings.
2. Inform Hispanic/Latino families to contact the Jail/Prison Ministry Coordinator or parish priest if a relative becomes incarcerated.

Performance Measures:

1. Number of bilingual Jail Ministry volunteers.
2. Number of contacts made to Jail/Prison Ministry Coordinator.

Goal 3:

To make disability services available to all.

Lead Agent:

Ministry with Persons with Disabilities

Objective 3.1:

Provide information and catechetical materials in Spanish and help facilitate the provisions of mental health and substance abuse services to the Hispanic/Latino population.

Action Steps:

1. Continue to provide materials as they become available
2. Advocate with local providers and advocacy groups for services in Spanish and oriented to Hispanic/Latino population.

Performance Measures:

1. Questions are answered.
2. Needs are met.

Goal 4:

Strengthen the family and individual based programs that reach out to the Hispanic/Latino community.

Lead Agent:

Office of Hispanic Ministry

Objective 4.1:

Strengthen the couples' formation program at the Diocesan level and motivate the parishes to establish an outreach to young couples and persons needing services.

Action Steps:

1. Continue with the marriage and small Christian communities programs.
2. Continue helping with the Safe Environment program in Spanish.
3. Continue with the diocesan Pre-marriage Encounters.
4. Continue to provide support to the small Christian communities.
5. Motivate the parishes to select couples to receive formation so that they can help young couples.
6. Motivate the pastors/parish coordinators to offer the program of Alcoholics Anonymous (AA) and Al Anon in Spanish.

Performance Measures:

1. Number of bilingual leaders helping.
2. Number of Small Christian Communities formed.
3. Number of couples helping the young couples.
4. Number of AA and Al Anon programs established.

Goal 5:

Increase the number of bilingual volunteers at the Caring Network and increase volunteer contacts with the Hispanic/Latino community.

Lead Agent:

Volunteer Coordinator at Caring Network

Objective 5.1:

1. Recruit 3 new bilingual volunteers in 2007.
2. Promote contacts between families of the Hispanic/Latino community and Caring Network that the volunteers can encourage the Hispanics/Latinos to get involved in the services.

Action Steps:

1. Promote Caring Network volunteer opportunities via “*Good News*,” parish publications and speaking engagements, and mailings.
2. Encourage Hispanic/Latino families to contact the Volunteer Coordinator at Caring Network.

Performance Measures:

1. Number of bilingual volunteers.
2. Number of contacts made to Volunteer Coordinator at Caring Network.

Initiative J:

To empower Hispanics/Latinos to get more involved in school boards, church and civic organizations, community projects, and be more active in advocacy efforts on behalf of Hispanics and other disadvantaged groups

Goal 1:

Advocacy efforts at the diocesan and parish levels so that the resources and programs reach the Hispanic/Latino community.

Lead Agent:

Office of Hispanic Ministry

Objective 1.1:

Supply information about civil rights and advocacy needs to the Hispanic/Latino community and about advocacy efforts within their respective community as well as the diocese as a whole.

Action Steps:

1. Provide information about their civil rights through the formation courses.
2. Inform through the Spanish page of the *Good News*.
3. Participate in meetings/conferences with the community and governmental organizations.

Performance Measures:

1. Information is readily available to the Hispanic/Latino community.
2. Increased number of Hispanics/Latinos participating in meetings being held in regards to civil rights.

Goal 2:

Increase number of Hispanic/Latino persons who serve on governance and advisory boards of local charitable entities.

Lead Agent:

Catholic Family Services

Objective 2.1:

Explore the opportunities.

Action Steps:

1. Develop a small task force to carry out this objective.
2. Identify Hispanic/Latino persons who have good leadership potential.
3. Identify organizations that provide services needed by Hispanic/Latino persons.
4. Partner with entity such as Chamber of Commerce or Volunteer Center to help with training for those who are identified and express interest in training for roles of governance or advising.
5. Write a proposal for a grant to fund this project.

Objective 2.2:

Train a group of Hispanic/Latino persons for these roles.

Action Steps:

1. Develop a task force of adult educators to develop a curriculum for a course of 6-10 hours.
2. Partner with representatives of select entities for various aspects of training.
3. Graduate a class of persons prepared to serve the communities in governance or advisory roles.

Objective 2.3:

Propose trained persons for desired roles in selected entities.

Action Step:

1. Graduates achieve placement in community entities within 3 months of completion of training.

Initiative K:

To unify and stabilize families by ensuring, through legal representation, that immigrants obtain the immigration benefits for which they qualify.

Goal 1:

To unify families who are separated or assist families who are at risk of separation due to immigration laws.

Lead Agent:

Immigration Assistance Program

Objective 1.1:

Provide free and low-cost legal immigration representation to the immigrant community in the Diocese of Kalamazoo.

Action Steps:

1. Provide bilingual legal services to low-income clients.
2. Participate in and coordinate bilingual community legal education seminars.
3. Distribute bilingual information on rights and immigration law within the Hispanic/Latino community.
4. Increase awareness of the work of the Immigration Assistance Program's services within the parishes.

Performance Measures:

1. Immigration Assistance Program participates in an increase number of community legal education programs.
2. There is an increase in the number of participants in the community legal education programs.
3. There is an increase in the number of clients directly referred to the Immigration Assistance Program from the Diocese of Kalamazoo parishes.

Initiative L:

To strengthen Hispanic/Latino families and increase the number of Catholic marriages by developing a parish-based ministry that promotes the family as domestic Church and its members as stewards of the faith community.

Goal 1:

Present each year a wide range of family life programs for all parishes, focusing on family life enrichment and how to create the home as a domestic church.

Lead Agent:

Office of Marriage and Family

Objective 1.1:

Include programs each year on parenting, adult education in human sexuality and chastity.

Action Steps:

1. Identify and coordinate presenters each year for the various programs.
2. Work with parishes to develop their own enrichment activities for the whole family.
3. Model, in Spanish, nationally recognized programs that promote teen chastity and the role of mother and father in the family.

Performance Measures:

1. Compile and continually update a list of accomplished presenters in the above areas.
2. Keep statistical records on the number of diocesan programs held and the number of participants in each program.
3. Include participant evaluation in all programs.
4. Work to increase for each year the number of parish-based programs in the above areas.

Objective 1.2:

Help parents educate their children in the faith by being more involved in the learning process.

Action Steps:

1. Coordinate parenting classes on a regular basis
2. Promote spiritually-healthy habits in the family (e.g. a weekly night of family prayer, "Friday night at the movies," etc.)
3. Identify and refer parents to appropriate agencies to provide social service and school assistance with English classes, school tutoring, after-school programs, etc.

Performance Measures:

1. Track participation in each program.
2. Develop an effective community awareness program.

Goal 2:

Working with the Office of Hispanic Ministry, we will offer opportunities for marriage enrichment for Hispanic/Latino Couples.

Lead Agent:

Office of Marriage and Family

Objective 2.1:

Have a diocesan marriage enrichment series in place that addresses the various cultural and social difficulties of Hispanic/Latino couples.

Action Steps:

1. Research and find best practice programs that are in place.
2. Identify potential presenters for this series.
3. Train couples to provide the series in their own parishes.
4. Involve other apostolate (e.g. Marriage Encounter) and /or social service agencies to provide socio-cultural resources to the families.

Performance Measure:

1. Have at least one series running by Spring of 2008.

Objective 2.2:

Train couples to provide marriage enrichment in their own parishes.

Action Steps:

1. Identify qualified couples in the different parishes of the Diocese who could facilitate whatever program is decided upon.
2. Develop an initial training as well as ongoing training for these facilitating couples.

Performance Measure:

1. Have at least 3 qualified couples trained by Spring of 2008.

Goal 3:

Provide pastoral assistance to couples that are experiencing marital difficulties.

Lead Agent:

Office of Marriage and Family

Objective 3.1:

Develop a referral list of Spanish-speaking Christian counselors in the various areas of the diocese.

Action Steps:

1. Identify well-qualified counselors who are committed Catholics or at least have a solid understanding of the Catholic Faith.
2. Compile a directory of available programs and counselors to be shared with the priests of the Diocese.

Performance Measure:

1. Directory ready for distribution by December 31, 2007.

Objective 3.2:

Offer Spanish-language programs for couples experiencing marital difficulties in our own diocese.

Action Steps:

1. Identify best-practice programs of a peer ministry format that are being held currently in other dioceses.
2. Identify qualified leader couples.
3. Hold a training for the leader couples.
4. Assist, monitor, support and supervise these parish-based programs.

Performance Measure:

1. Have the program up and running by fall of 2010.

Goal 4:

Support and strengthen existing marriage preparation programs offered by the Office of Hispanic Ministry.

Lead Agent:

Office of Marriage and Family

Objective 4.1

To be a resource and support to the Office of Hispanic Ministry in relationship to family life and marriage preparation.

Action Steps:

1. Visit with their committee on an annual basis to ascertain their needs and concerns.
2. Maintain our good relationship with the office through ongoing communication and collaboration on the above goals.
3. Develop strategies, in cooperation with others, on how the Office of Marriage and Family Life can further strengthen existing programs and/or trainings.
4. Visit with appropriate pastors and lay leaders to garner their thoughts on these strategies.
5. When appropriate add an “Hispanic Corner” to our *Family Life News* and all Hispanic/Latino leaders to our circulation list.

Performance Measure:

1. Create a record and update it annually of all the times our offices have collaborated.

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Glossary

ICLM – Instituto Cultural de Liderazgo en el Medio-oeste

Pastoral de Conjunto – sincere and effective collaboration in ministry

Bilingual – in this document it means English & Spanish

IAP – Immigration Assistance Program

ECI – Office of Evangelization, Catechesis and Initiation

Resident – Person who permanently lives in one place (without regards to his/her legal status)

Migrant – Person who temporarily lives in different places. Generally, this concept refers to farmworkers who temporarily come to work each planting/growing/harvesting season.

Appendix: Additional Information and Parish Consultations

A. Statistics of the Hispanic/Latino Population in the
Diocese of Kalamazoo and Maps

B. Questionnaire Used for the Consultation with
Parishes

C. Summary of the Results of the Parish Consultations

A. Statistics of the Hispanic/Latino Population in the Diocese of Kalamazoo and Maps

Sex (2000)

County	Men	Women
1. Allegan	3225	2815
2. Barry	412	419
3. Berrien	2679	2209
4. Branch	870	495
5. Calhoun	2277	2074
6. Cass	656	577
7. Kalamazoo	3226	3085
8. St. Joseph	1394	1094
9. Van Buren	3075	2559
Total	17,814	15,327

Age (2000)

County	Median	- 5 yrs	18 & + yrs	65 & + yrs
1. Allegan	22	825	3519	155
2. Barry	24	102	489	41
3. Berrien	23	566	3030	158
4. Branch	25	155	943	29
5. Calhoun	23	562	2594	182
6. Cass	20	178	670	32
7. Kalamazoo	22	800	3864	160
8. St. Joseph	22	407	1488	42
9. Van Buren	20	747	3024	122
Total		4,343	19,621	921

Marital Status (2000)

Population age 15 years or more.

	Men	Women
1. Allegan	968	1094
2. Barry	45	104
3. Berrien	858	800
4. Branch	338	158
5. Calhoun	677	752
6. Cass	296	180
7. Kalamazoo	932	910
8. St. Joseph	482	356
9. Van Buren	1093	947
Total	5,689	5,301

Schooling (2000)

County	Grad. High School or +	Grad.Univ. or +
1. Allegan	1512	173
2. Barry	241	55
3. Berrien	1228	402
4. Branch	278	27
5. Calhoun	1514	236
6. Cass	240	27
7. Kalamazoo	1855	489
8. St. Joseph	451	62
9. Van Buren	1008	98
Total	8,327	1,569

In 2002, of ten Hispanic/Latinos age 25 years or more, less than six graduated from high school and only one out of nine graduated from college. In 2003, the majority of the Hispanics/Latinos worked in service occupations. Only 16.8% worked as a professional or manager in the United States.

Language

2000 Spanish & English (5 or + yrs.)

1. Allegan	4027
2. Barry	164
3. Berrien	3019
4. Branch	798
5. Calhoun	1767
6. Cass	548
7. Kalamazoo	3276
8. St. Joseph	1681
9. Van Buren	4056
Total	19,336

In the United States 69% of the Hispanics/Latinos spoke English at home. Of these 50% spoke Spanish and English very well.

Income

In 2002, one in five Hispanic families lived below the poverty level. According to Henry J. Kaiser Family Foundation, the majority of Hispanics/Latinos, especially the poor Hispanics/Latinos, lack health care. In 2003 the median income of the Hispanic/Latinos in the United States was \$ 32,997.

County	Median Income per family in 1999 (dollars) (Hispanics/Latinos)	Median Income per family in 1999 (dollars) (White Alone)	Median Income per family in 1999(dollars) (of Total Population)
1. Allegan	36,231	52,673	51,908
2. Barry	45,714	51,804	51,794
3. Berrien	34,819	50,230	46,548
4. Branch	31,736	44,913	44,777
5. Calhoun	42,716	48,992	47,167
6. Cass	39,688	47,995	46,901
7. Kalamazoo	43,803	56,435	53,953
8. St. Joseph	34,130	46,975	46,391
9. Van Buren	31,861	47,372	45,824

Counties

San Felipe de Jesus, Pearl (Spanish Mission)

	1990	2000	2004
Baptisms	15	54	41
1st Communion	19	5	43
Confirmation	0	0	37
Marriages	0	0	7

Staff:

- 1 Associate Pastor that speaks Spanish (Fr. Juan Chavarria)
- 1 Deacon that speaks Spanish (Deacon Maximino Rodriguez)
- No bilingual staff

Sunday Mass in Spanish:
 Began June 1986
 100-125 people attend



Hispanic/Latino Population (based on the 2000 Census and 2000 Michigan Department of Agriculture):

- Residents: 6,023
- Migrants: 830
- Licensed Camps: 38

St. Cyril & Methodius, Gun Lake

	<u>1990</u>	<u>2000</u>	<u>2005</u>
Baptisms	0	0	5
1st Communion	0	0	10
Confirmation	0	0	1
Marriages	0	0	1

Staff:

- 1 Pastor (Fr. Christian Johnston)
- 1 Manager (Deb Nardin)

Sunday Mass in Spanish (summers only):

Began in Summer of 2004
35 people attend

Hispanic/Latino Population (based on the 2000 Census & 2000 Michigan Department of Agriculture):

- Residents: 851
- Migrants: 10
- Licensed Camps: 1



St. Gabriel, Berrien Springs

	<u>1990</u>	<u>2000</u>	<u>2005</u>
Baptisms	4	3	10
1st Communion	0	14	15
Confirmation	0	0	16
Marriages	0	0	0

Staff:

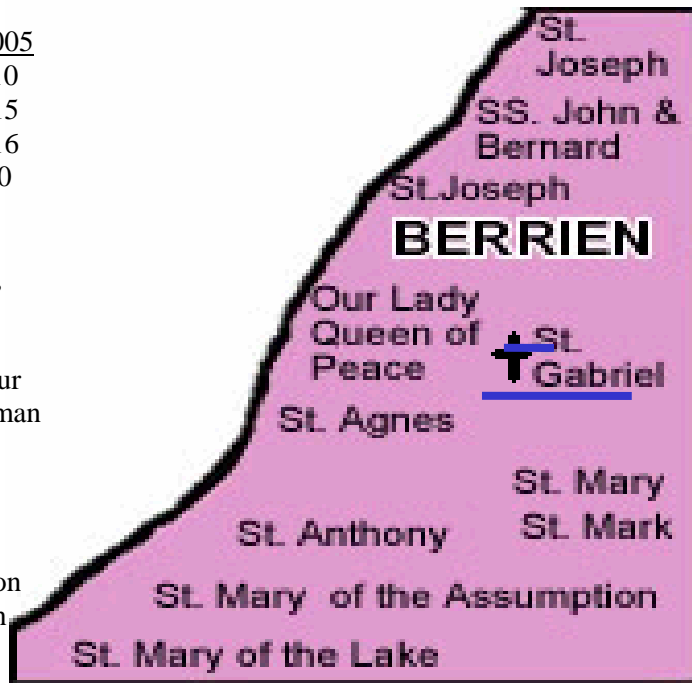
St. Gabriel is a Mission of St. Mary, Niles, Pastor: Fr. David Otto

Fr. German Perez-Diaz, pastor of Our Lady Queen of Peace Parish, Bridgman

Sunday Mass in Spanish:
150-160 people attend

Hispanic/Latino Population (based on the 2000 Census and 2000 Michigan Department of Agriculture):

- Residents: 4,874
- Migrants: 2,759
- Licensed Camps: 115



St. Charles Borromeo, Coldwater

	<u>1990</u>	<u>2000</u>	<u>2005</u>
Baptisms	0	0	12
1st Communion	0	0	11
Confirmation	0	0	2
Marriages	0	0	1

Staff:

- 1 Pastor (Fr. Brian Stanley)
- 1 Resident Priest (Fr. Leon Pohl)
- 1 Secretary (Pat Jackson)

Sunday Mass in Spanish:
 Began in June 2003
 100-120 people attend

Hispanic/Latino Population (based on the
 2000 Census and 2000 Michigan
 Department of Agriculture):

Residents: 1,374
 Migrants: 212
 Licensed Camps: 9



St. Joseph, Battle Creek

	<u>1990</u>	<u>2000</u>	<u>2005</u>
Baptisms	4	30	40
1st Communion	2	5	27
Confirmation	0	3	3
Marriages	0	2	2

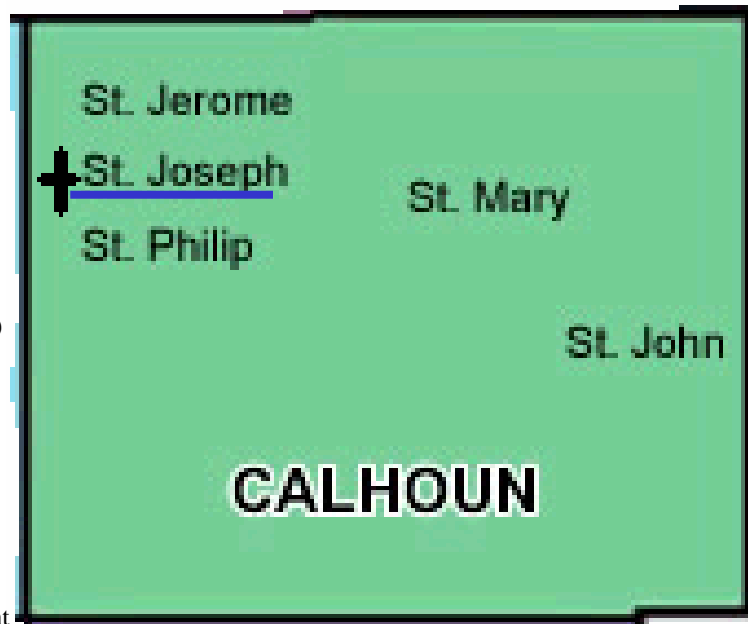
Staff:

- 1 Pastor (English speaking)
 (Fr. John Fleckenstein)
- 1 Parochial Vicar (Bilingual)
 (Fr. Fabio Garzon)
- 2 Deacons that speak English
 (Deacons Al Radford & Michael Moreno)
- 2 Secretaries that speak English
 (Shirley Springer & Ellen Tipton)
- 1 Part-time bookkeeper
 (Dave Rohr)

Saturday Mass in Spanish:
 100-150 people attend

Hispanic/Latino Population (based on the
 2000 Census and 2000 Michigan Department
 of Agriculture):

Residents: 4,416
 Migrants: 0
 Licensed Camps: 0



Hispanic/Latino Population (based on the 2000 Census and 2000 Michigan Department of Agriculture):

Residents: 1,226
 Migrants: 623
 Licensed Camps: 15



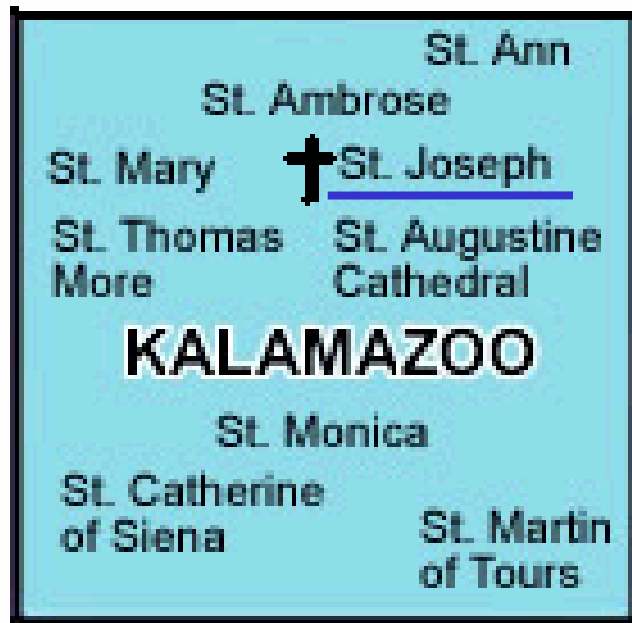
St. Joseph, Kalamazoo

	<u>1990</u>	<u>2000</u>	<u>2005</u>
Baptisms	14	37	52
1st Communion	3	6	16
Confirmation	12	5	5
Marriages	3	7	33

Staff:

- 1 Bilingual Pastor
(Msgr. Mike Hazard)
- 1 Associate Pastor
(Fr. John Peter Ambrose)
- 1 Office Manager
(Lynn North)
- 1 Bilingual receptionist
(Graciela Valdez)
- 1 Christian Service
(Gloria Copeland)
- 1 Pastoral Associate
(Sr. Mary Catherine Fodrocy, OP)
- 1 Religious Ed Coordinator
(Patty Haley)
- 1 RCIA
(Sr. Mary Catherine Fodrocy, OP)
- 1 Music Liturgy
(Beth McElhone)

Sunday Mass in Spanish:
 Began in the 1970's
 250 or more people attend



Hispanic/Latino Population (based on the 2000 Census and 2000 Michigan Department of Agriculture):

Residents: 6,204
 Migrants: 80
 Licensed Camps: 1

Holy Angels, Sturgis

	<u>1990</u>	<u>2000</u>	<u>2005</u>
Baptisms	0	136	188
1st Communion	0	2	40
Confirmation	0	2	3
Marriages	0	9	8

Staff:

1 Pastor (English speaking)
(Fr. Richard Altine)

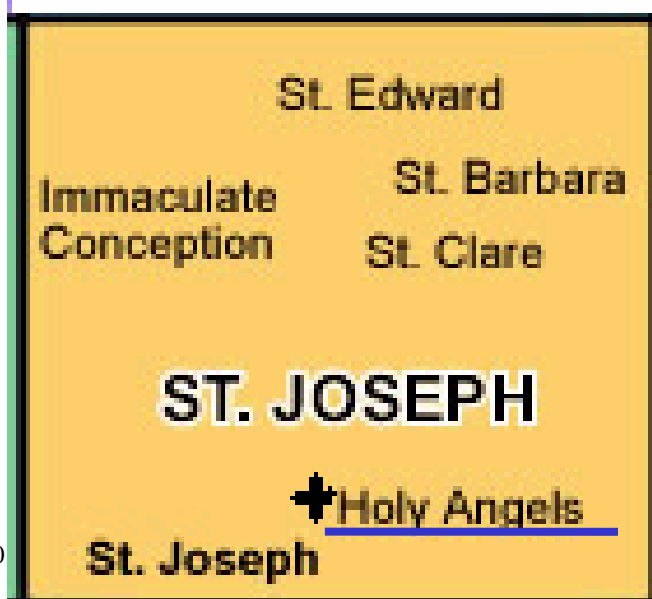
3 Secretaries

[Carrie Schaufele, Dina Schlack
(speaks a little spanish), and Norma
Cuellar (bilingual)]

Sunday Mass in Spanish:
400-500 people attend

Hispanic/Latino Population (based on the 2000
Census and 2000 Michigan Department of
Agriculture):

Residents: 2,497
Migrants: 47
Licensed Camps: 3



Immaculate Conception, Hartford

	<u>1990</u>	<u>2000</u>	<u>2005</u>
Baptisms	37	111	98
1st Communion	17	55	39
Confirmation	0	3	33
Marriages	3	10	7

Staff:

1 Bilingual Pastor
(Fr. Robert Flickinger)

1 Deacon (English speaking only)
(Deacon Art Morsaw)

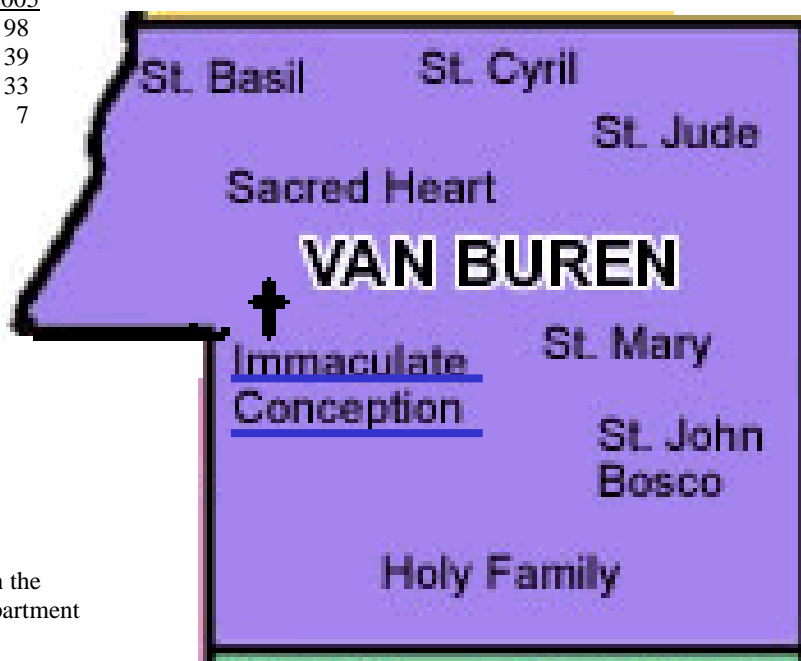
1 Bilingual Director of Religious Ed
(Joseph Marble)

1 Bilingual Secretary
(Carmen Mancera)

Sunday Mass in Spanish:
Began in the 1980's
400-450 people attend

Hispanic/Latino Population (based on the
2000 Census and 2000 Michigan Department
of Agriculture):

Residents: 5,643
Migrants: 3,491
Licensed Camps: 106



B. Questionnaire Used for the Consultation with Parishes

Questionnaire for Parish Consultation on Hispanic Ministry

1. When was Hispanic ministry established in your parish? _____
2. What percentage of your parishioners are Hispanic/Latino? _____
3. What percentage of Catholics living in your Parish boundary are Hispanic/Latino? _____
4. What are the strengths of Hispanic ministry in your parish in the following areas?

Community building and collaboration: _____

New Evangelization: _____

Religious education and faith formation: _____

Liturgy and prayer life: _____

Service to the community and advocacy: _____

5. What are the most urgent needs and aspirations of Hispanic/Latino residents & migrants in your parish?

Community building and collaboration: _____

New Evangelization: _____

Religious education and faith formation: _____

Liturgy and prayer life: _____

Service to the community and advocacy: _____

6. What resources, programs or services are most needed to better respond to Hispanic Catholics and their full incorporation in the life of the parish and the broader community?

C. Summary of the Results of the Parish Consultations

Community Building and Collaboration

Strong Points:

- Collaboration in projects of the community in general,
- Get-togethers after the Sunday Mass,
- Bilingual Masses for the special feasts of the liturgical calendar,
- Membership of both communities in the Parish Council,
- Bilingual pastor with experience in Hispanic/Latino Ministry,
- Collaboration in working projects and social events,
- Diverse activities such as religious feasts and cultural events,
- Increase of religious celebrations and services in Spanish,
- Increase in youth groups for Hispanics/Latinos,
- Priests that speak Spanish,
- Creation of small Christian communities.

Most Urgent Needs:

- Meet together more frequently so that we can get to know each other better and share,
- Obtain more collaboration in each community and between the communities,
- More people actively participate in ministries,
- The community support more with their time, talents and treasures,
- More visits to people in their homes, witnessing to our faith,
- More participation of people at events, projects and parish programs,
- More collaboration of Hispanics/Latinos
- More openness toward Hispanics/Latinos who are not Mexican,
- Sunday Mass in the morning so that many more people can attend,
- More openness on the part of the parish council to the needs, aspirations and contributions of the Hispanic/Latino community,
- Adequate housing for priests,
- More contact with the community via newspaper, letter, phone, media, and personal contact,
- Forming of Leadership Formation in direction, delegation of responsibilities and team work,
- Involving the Hispanics/Latinos that are bilingual in the ministry,
- Better relationships and communication between pastors and leaders of the Hispanic/Latino community,
- More access to the buildings of the parish,
- More of the Hispanic/Latinos having the opportunity to form part of the decision making table,
- More generosity and commitment with the economic needs of the parish and the community – Stewardship.

Most Important and Urgent Resources and Programs:

- Be more inclusive when defining the Hispanic/Latino community in our programs and ministries. Not all are Mexicans.
- Stewardship program in Spanish so that the Hispanic/Latino community assumes better responsibility in sharing their time, talent and treasure.
- Expansion of the parish buildings wherever needed.

- Programs of language and culture that inform the priests, parish and diocesan staff, and Catholic leaders in general about the needs and contributions of the Hispanic/Latino Community,
- Priests, staff, and volunteers who are bilingual in parishes where a lot of the Hispanics/Latinos live.

New Evangelization

Strong Points:

- Visitation of the camps and people at their homes,
- Bilingual classes directed by lay people,
- Increase participation of the Hispanic/Latino community in the life of the Church,
- Welcoming of the Hispanic/Latino community in the parish,
- Promotion of the sacraments, devotional practices and experiences of faith,
- Evangelizing by using small Christian communities,
- More unity as brothers and sisters and more opportunities to live and share our faith,
- Sacraments and ministries in the language and the reality of the people,
- The children inherit the faith of their parents and practice it,
- Parishes that serve the community in their own language (Spanish) and their cultural context,
- Enthusiasm and missionary activity in the youth,
- Priests that speak Spanish,
- More parishes with Hispanic/Latino pastoral ministry.

Most Urgent Needs:

- Connecting our faith with working for more justice,
- Formation of more adult catechists who will do an evangelizing catechesis for different ages,
- Creative ways to involve the Catholics who only come for Ash Wednesday and to the Feast of Our Lady of Guadalupe,
- Reach out with the Word of God to the many Hispanics/Latinos who do not practice their faith,
- Teaching about the significance of the Holy Mass, Lent, the Sacraments, etc.,
- Obtain more unity in the Church and increase the faith of the people,
- More youthful celebrations and activities,
- Formation and guidance for the parents in different areas, humanitarian and religious,
- Reaching out to more youth by way of pre-adolescent groups (12 – 14) and adolescent groups (15-18)
- Promotion of vocations to the priesthood and religious life,
- More unity and understanding between the Hispanics/Latinos,
- Spanish classes for First Communion and Confirmation,
- Visits to the camps, to the sick and to those who are in need.

Most Important and Urgent Resources and Programs:

- Hispanic/Latino pastoral team that develops ministries

Religious Education and Faith Formation

Strong Points:

- Faith formation program of two years,
- Catechesis for First Communion in Spanish,
- Catechesis for the Quinceañeras,
- Catechesis program well organized,
- Good participation of the Hispanic/Latino children in First Communion and Confirmation catechesis,
- Some Hispanics/Latinos in the RCIA Program,
- Bilingual Religious Education Director and catechists for Hispanics/Latinos as well as English Speaking community,
- Sacramental catechesis for parents and sponsors,
- Formation of small Christian communities and Bible study groups,
- Adults participating in the diocesan formation program,
- Ministry to the youth with diocesan support and weekly formation for the youth,
- Constant increase in catechesis programs and in efforts to reach out to more people so that they can mature in their faith in God,
- Leadership classes and popular religious practices,
- Bilingual formation for children.

Most Urgent Needs:

- More support from the parents, more commitment in the formation and witnessing to their Catholic faith,
- Religious education for adults,
- More Hispanic/Latino catechists formed and committed,
- Offer a catechesis program that does not cost so much,
- Adequate space for formation programs,
- Awareness and formation so that there is punctuality in coming to Mass and respect during Mass,
- More Hispanic/Latino deacons and catechists, especially men,
- Catechists for marriage vocation and the Sacrament of Marriage.

Most Important and Urgent Resources and Programs:

- Formation programs to form Bible study groups,
- Additional resources to form lay ministers,
- Social justice workshops about problems that affect the Hispanic/Latino community.

Liturgy and Prayer Life

Strong Points:

- Sunday Masses and celebrations of other sacraments in Spanish,
- Special celebrations in Spanish during Lent and Advent and other feasts of the Church,
- Religious practices and traditions such as novenas and posadas,
- Priests that speak Spanish,
- Good choirs
- Bilingual missals and music books,
- Retreats and prayer formation,
- Participation in liturgical ministry, as extraordinary ministers of Holy Communion,

proclaimers of the Word of God, servers, welcoming.

Most Urgent Needs:

- More priests who can perform their ministry in Spanish and are committed to serve the Hispanic/Latino community,
- More participation and support from the community,
- More space to celebrate the Eucharist,
- Formation in liturgical ministries, especially all about music,
- Bilingual choirs, especially youth choirs,
- More participation from the youth as liturgical ministers,
- Formation in different kinds of prayer.

Most Important and Urgent Recourses and Programs:

- Young children's program during the Mass, or at least during the Proclamation of the Word,
- Programs about the religious practices that are common in the different communities of the parish,
- Programs for priests to have the skills in the area of Hispanic/Latino ministry, especially sacramental

Service to the Community and Advocacy

Strong Points:

- Cooperation with the schools, health clinics and legal services for the agricultural workers,
- The Aleman Center dedicated to support the migrants with clothing, food and other material needs,
- Participation of the parishes with the Michigan Organizing Project which advocates in favor of the Hispanic/Latino community in issues that affect the community,
- Constant preaching about social justice during Mass,
- Support the youth groups and their activities,
- Information available in Spanish about the different agencies that provide services,
- Pamphlets in Spanish about the schools and about the laws that affect the community,
- Assistance from the diocese in heating costs,
- Food bank and help from the nurse in the Parish,
- Visits and help to the migrants at their working camps,
- Services in interpreting in the court and other instances

Most Urgent Needs:

- Classes about the laws of this country, the rights of the community, and the laws and functions of the Church,
- Recruit and train more volunteers for the Aleman Center, especially Hispanic/Latino,
- More unity and collaboration of the Hispanic/Latino community in social issues of importance and training to defend the rights of the Hispanic community,
- Citizenship classes,
- Classes to read and write in Spanish, as well as in English,
- Legal services, including attorneys,
- More bilingual Hispanic/Latino volunteers in social services

Most Important and Urgent Resources and Programs:

- A good Alcoholics Anonymous program in Spanish, family counseling, civic education about rights and responsibilities of citizens,
- Continue and improve the services of assistance and advocacy to the poor and the immigrants in our communities



www.dioceseofkalamazoo.org