Pastoral Plan for Hispanic Ministry
Archdiocese of Seattle

From Guests to Hosts
In 2005, Archbishop Alexander J. Brunett promulgated a guiding vision of *encuentro* and *communio* in his pastoral statement, *A Future Full of Hope*. This vision calls the Church to acknowledge and embrace the cultural, ethnic and linguistic diversity of all its members while strengthening the unity of the One Body of Christ. It is this vision that sets the foundation for our current efforts to empower Hispanic Catholics into a more enthusiastic participation in the life and mission of the Church.
In August of that year, Archbishop Brunett convoked a historic Summit on Hispanic Ministry. His desire was to infuse his vision of *encuentro* and *communio* into a dynamic vision for Hispanic ministry, thus strengthening the Church’s response and commitment to the growing Hispanic presence in the Archdiocese.
Proposal and Goals to Move Forward with Hispanic Ministry

- Make real the Archdiocesan Pastoral Council vision of Communio and Encuentro as articulated in *A Future Full of Hope*;
- Provide a strategic plan for an archdiocesan Hispanic ministry in response to the priorities identified at the August 2005 Summit;
- Enable and support individual deanery plans for Hispanic ministry;
- Assist Chancery leadership, departments and programs in to adapt and enhance their services to better support Hispanic ministry in the Archdiocese;
- Provide parishes and faith communities with comprehensive resources for Hispanic ministry.
Part I - Foundations of Hispanic Ministry

Section responds to question: “Who are we and where are we now?”

A Diverse Hispanic People

Historical Memory

Present & Future Challenges as Life Giving Opportunities
Part II - Pastoral-Theological Reflection: A Transforming Hospitality

Section responds to question: Where do we want to go in light of the Scriptures and the Church’s documents?

Vision & Mission of Hispanic Ministry

Ecclesial Integration vs. Cultural Assimilation

A Way of Being Church, Modeled by the Living Jesus: Multiplication of the Fish & the Loaves
Part III - Archdiocesan Priorities, Goals, Objectives & Action Steps

• Section responds to question: How are we going to get there?
• Basic Questions on the Implementation of the Pastoral Plan
• Pastoral Priorities
• Comprehensive Hispanic Ministry at a Glance
• Formation, Solidarity, Communion in Mission and Liturgy & Prayer Life
Comprehensive Hispanic Ministry at a Glance

The following snapshot glance presents what a comprehensive Hispanic ministry looks like under the vision of “a transforming hospitality” with the respective priorities for development.

The Multiplication of the Fish and the Loaves
(Luke 9:10-17)

- **Formation**
  - Luke 9:11
- **Solidarity**
  - Luke 9:12
- **Communion in Mission**
- **Liturgy & Prayer Life**
  - Luke 9:16-17

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I - Hispanic Vocations & Continuing Education for Clergy

II - Hispanic Youth

III - Catholic Education & Faith Formation

IV - Catechesis

V - Sacramental Preparation

VI - Social Justice & Human Dignity

VII - Forming Hispanics into Leadership

VIII - Stewardship

IX - Building Relationships Across Cultures

X - Sacraments, Worship, & Celebration
Part IV - Parish Pastoral Planning Tool for the Development of Hispanic Ministry

1st Phase: Strengthening the Catholic Identity of the Hispanic Faithful

2nd Phase: Fostering a Sense of Belonging in a New and Diverse Community

3rd Phase: Achieving Ownership and Stewardship among Hispanic Faithful
Stewardship among Hispanics does not happen in a vacuum... Experiences in Hispanic ministry have shown that stewardship is the result of a process of discipleship that moves through the stages of

- inviting,
- welcoming,
- building relationships,
- building a sense of belonging,
- sharing decision making,
- taking ownership,
- and finally arriving at stewardship.
Part IV - Parish Pastoral Planning Tool as a Roadmap for Developing HM

1st Phase: Strengthening the Catholic Identity of the Hispanic Faithful

1. Meet Hispanic where they are at (outreach)
2. Make people feel at home (hospitality and welcome)
3. Develop and form ministries and ministers (organizing)
Part IV - Parish Pastoral Planning Tool as a Roadmap for Developing HM

2nd Phase: Fostering as Sense of Belonging in a New and Diverse Community

4. **Build relationships across cultures and ministries**

5. **Champion leadership development and formation for Hispanic children, youth and adults**

6. **Open wide the doors to the decision making process**
Part IV - Parish Pastoral Planning Tool as a Roadmap for Developing HM

3rd Phase: Achieving Ownership and Stewardship among Hispanic Faithful

7. Affirm sense of ownership for the Hispanic community to strengthen communio in the wider parish community

8. Promote ownership and stewardship by putting gifts of the Hispanic community to work for the wider parish community

9. Achieve full commitment to the life and mission of the parish
Work by Parish Groups

- Gather by parish
- Use part IV to identify at which phase and step of development your parish is at in the development of Hispanic ministry
- Share insights
- Have someone ready to report
Plenary Session
Implementation of From Guests to Hosts
Making Sense of the Plan
Overview of Different Levels of Implementation
Archdiocesan Implementation

- Focus is on:
  - Adapting existing ministries
  - Enhancing services
  - Developing resources
  - Providing/coordinating priest personnel with deaneries
  - Implementing priorities to move forward with Hispanic ministry
Deanery Implementation

- Focus is on:
  - Establishing ministry structures in support of Hispanic ministry
  - Assess ministry of parishes within the deanery
  - Explore ways of clustering services
  - Request priest personnel
  - Implementing Priorities to move forward with Hispanic ministry
Parish Implementation

• Focus is on:
  – Assessing existing Hispanic ministry
  – Identifying financial and personnel resources in support of Hispanic ministry
  – Collaborating with Deanery to support Hispanic ministry as a regional ministry
  – Implementing Priorities to move forward with Hispanic ministry
Two Types of Parish Level Implementation

a) Parishes who don’t have Hispanic Ministry and would like to consider engaging this ministry

b) Parishes who currently have Hispanic Ministry and would like to further develop what they have in place