

Pastoral principles to further develop Hispanic ministry

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These pastoral principles are offered to further develop Hispanic ministry in parish life and in other Catholic institutions and organizations. The principles follow a developmental sequence that bring Hispanic Catholics, and other groups, from new comers to stewards of the faith community. It also transforms parishes into missionary and evangelizing faith communities that embrace all the baptized in their God given human diversity.

- 1. Meet the people where they are.** Hispanic Catholics rejoice when other Catholics visit them with good news, affirm their gifts and invite them to the faith community to be at home away from home.
- 2. Make people feel at home.** Hispanics feel welcomed when they have the room to be themselves and to strengthen their own sense of identity as they adapt to a different culture from a position of strength.
- 3. Develop ministries and ministers.** Hispanics are empowered when parish staff and leaders of the community work with them to develop and provide a comprehensive Hispanic ministry that includes the four dimensions of Christian life modeled in the first Christian communities (Acts 2:42-47) and included in *Encuentro and Mission*.
- 4. Build relationships across cultures and ministries.** Hispanics are willing to share their stories, celebrate together and build relationships between Hispanics from different countries of origin and with the other communities and ministries of the parish.
- 5. Champion leadership development and formation.** Hispanic leaders are eager to learn and seek opportunities for ongoing faith formation and training for ministry, including certificate and degree programs that are accessible.
- 6. View and manage crisis as opportunities for growth.** Hispanics who have developed a sense of belonging to the parish seek more meaningful ways to be involved in the life of the faith community, and for the parish to be more involved in the life of their families and communities.
- 7. Open wide the doors to the decision making process.** Hispanics want to have a space at the table where decisions are made on the life and direction of Hispanic ministry and of the faith community as a whole. This includes having a space in the parish council, the parish staff and other decision making groups.
- 8. Sow and reap full ownership and stewardship.** As disciples of Christ, Hispanics seek to contribute time, talent and treasure to build a culturally diverse faith community that is their own. A community of faith in which all cultures are constantly transformed by Gospel values in order to be leaven for the reign of God in society.
- 9. Achieve full commitment to the life and mission of the parish.** Hispanics commit to strengthen the unity of the parish while honoring its diversity, to be alert and ready to invite and welcome new comers in their midst and to become *gente-puente* by ministering with Catholics of all cultural backgrounds.