

DIOCESAN PASTORAL PLAN FOR

HISPANIC MINISTRY

OFFICE FOR CULTURAL DIVERSITY
DEPARTMENT OF PARISH AND
CLERGY SERVICES



Roman Catholic
Diocese of Rochester

TABLE OF CONTENTS

Diocesan Support Letters2

Introduction

Hispanic Ministry in the Diocese.....4

Data on Hispanics in the Rochester Diocese.....6

Present-Day Challenges8

How is Hispanic Ministry Organized?10

Action Plan

Mission Statement.....11

Formation..... 12

Missionary Option..... 13

Pastoral de Conjunto (Communion in Mission) 14

Liturgy and Prayer..... 15

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ROMAN CATHOLIC
DIOCESE OF ROCHESTER

November 1, 2012
Solemnity of All Saints

Dear Sisters and Brothers in Christ:

I am pleased to present this Diocesan Pastoral Plan for Hispanic Ministry in the Diocese of Rochester. With this pastoral plan, the Diocese addresses the specific hopes and needs of the local Hispanic community.

Pastoral leaders sometimes find it challenging to undertake this ministry, often due to cultural and linguistic differences. This plan promotes the integration of Hispanic Catholics into the life and mission of the local Church and provides pastoral planning tools that will make it easier to engage Hispanic Catholics.

Ecclesial integration implies change, a movement toward unity in diversity. Such unity comes from the Holy Spirit, whose breath of life renews our local Church. Whether through a formation program, an advocacy strategy, or a liturgical celebration; this pastoral plan, guided by God's Spirit, will promote stronger human relationships and a truly Christian experience of community within the Hispanic people and across all cultures.

I am grateful to all those who shared their time, gifts and insights in the process that led to the development of this plan. Many people participated in making this document a reality. They gave their input, experience and held significant discussion on how to proceed with information-gathering that would lead to healing and focusing on the mission of the Church.

I ask our clergy, pastoral administrators, and lay ecclesial ministers to review this document with an open heart and mind. This plan offers excellent insights that come from the community.

The staff of the Office for Cultural Diversity is ready and willing to assist you in implementing this plan. I ask for your cooperation and participation for the successful implementation of this Diocesan Pastoral Plan for Hispanic Ministry.

Fraternally yours in Christ,

Most Rev. Robert J. Cunningham
Apostolic Administrator of the
Diocese of Rochester



ROMAN CATHOLIC
DIOCESE OF ROCHESTER

November 1, 2012
Solemnity of All Saints

Dear Sisters and Brothers in Christ:

We are grateful for the contributions of so many individuals in formulating this Diocesan Pastoral Plan for Hispanic Ministry in the Diocese of Rochester.

It is our sincere hope that the *Office for Cultural Diversity* of the Diocese of Rochester's department of **Parish & Clergy Services**, together with the *Instituto Pastoral Hispano* of **St. Bernard's School of Theology and Ministry**, will be helpful resources to assist pastoral leaders in our diocese in implementing this plan.

We invite you to take the time to thoroughly review the plan and seek out concrete ways you might allow the plan to support you in carrying out the mission and core values described in the document.

In collaboration with all those who are charged with this implementation, we are putting ourselves at your service as we begin the process of working on each of the action steps contained in the plan. We ask for your cooperation and support as we work to move our diocesan Church toward closer unity in our diversity.

The staff of the Office for Cultural Diversity is ready and willing to assist you in implementing this plan. I am asking for your cooperation and participation for the successful implementation of this Diocesan Pastoral Plan for Hispanic Ministry.

Peace and Blessings,

Bernard Grizard
Diocesan Director
Parish & Clergy Services
Diocese of Rochester

Sr. Patricia Schoelles, SSI
President
St. Bernard's School of
Theology and Ministry

Lynette Saenz, Director
Office for Cultural Diversity
Instituto Pastoral Hispano

INTRODUCTION

This plan was developed in a consultation process with the diocesan department of Parish & Clergy Services, St. Bernard’s School of Theology and Ministry, the *Instituto Pastoral Hispano*, parish staff, lay ministry leaders and parishioners.

HISPANIC MINISTRY IN THE DIOCESE

...this is a history of Latin Americans who left their homelands and journeyed to live in a place and among a people that at once tested their faith and challenged them to grow in it. It is also a history of the Church of Rochester and its response to the presence of this new faith community growing in its midst. ¹

Hispanic Ministry in the Diocese of Rochester has always been and continues to be the site where people of two very different cultures seek to find common ground through a common faith. Seeking such ground is not easy. But it is a mission their faith calls them to, and over the years their labors have often been rewarded, and their hopes renewed by their mutual openness and creativity, and their trust in God’s desire that “the two of us may become one” (Ephesians 2:14).

Immigration has been the driving force behind this meeting of cultures, the Hispanic and the Anglo.

Hispanics arrived in large numbers in the Diocese of Rochester beginning in the late 40’s, the majority coming from Puerto Rico, where unemployment forced people to leave their homeland in search of better lives for themselves and their children— the same need that motivates immigrants from other Spanish speaking countries today. Yet the fact that Puerto Ricans are US citizens migrating within the US national borders establishes a key cultural difference even within Hispanic ministry itself. Today’s immigrants from Mexico and farther south cannot easily establish themselves safely and legally in the US. Their struggle gives Hispanic Ministry a different focus and a new urgency.





Beginning in the 60's other groups besides Puerto Ricans began arriving in the Rochester diocese, notably Cubans, Dominicans, and Salvadorans, many of them fleeing their homelands for political reasons. In the last two decades, the great majority of Hispanic immigrants consist of economic refugees from Mexico as well as from Honduras and Guatemala. Most of these new immigrants are located in rural areas, rather than in the city of Rochester itself.

Ministry to these newcomers, beginning with immigrants from Puerto Rico, was slow in forming, but by the 1950's their pastoral and sacramental needs began to be recognized, and in a sense are still in the process of being recognized today.

As the history of Rochester's Hispanic faith community unfolds, its periods of growth and loss, its victories and failures, its successes and mistakes, reveal a part of the Church of Rochester under duress because it remains a "stranger in a foreign land" (1 Peter 1:17), and yet a Church which is alive: a vital sign for all of our calling to be truly Catholic— a Church of many members of one body, many branches of one vine.²

DATA ON HISPANICS IN THE ROCHESTER DIOCESE

Approximate total number of Hispanics in the twelve-county diocesan area³ : 75,000

| By County | |
|--|--------|
| Cayuga | 1,896 |
| Chemung | 2,240 |
| Livingston | 1,802 |
| Monroe | 54,005 |
| Ontario | 3,679 |
| Schuyler, Seneca, Steuben, Tioga, Yates* | 3,672 |
| Tompkins | 4,264 |
| Wayne | 3,476 |

**Approximate total*

As illustrated in the table above, the largest population of Hispanics in our diocese is concentrated in Monroe County. Seven percent of Monroe County residents identify themselves as Hispanic.⁴ The majority of Latinos are living in the City of Rochester (34,456), followed by Greece (4,625), Irondequoit (3,220), and Henrietta (1,827).⁵ Gates, Webster, and Brighton closely follow.

Listed below are ten (10) key findings from a recent study conducted in 2012 by the Center for Governmental Research on the Hispanic community in Monroe County.⁶

- Between 2000 and 2010, there has been a 29% increase in the Hispanic population in Monroe County.
- The number of Hispanics living in the suburbs grew 77% between 2000 and 2010.
- The majority of the Hispanic population in Monroe County identify themselves as Puerto Rican (72%) and most of them live in the City of Rochester, although the number of Puerto Ricans living in the suburbs has doubled since 2000 from 5,600 to 10,800.
- The population is young with approximately 42% of Hispanics under the age of 20.
- A majority of the Hispanic population (62%) speaks a language other than English.
- One of every three Hispanic families is headed by a single mother with children under the age of 18.
- In the City of Rochester, the high school graduation rate for Hispanic students is 44%.
- The five primary sources of employment for Hispanics in 2010 are: office and administrative support, production and repair, transportation and material moving, maintenance, and sales.
- Even though there was an increase in Hispanic household income since 2000, 57% reported incomes under \$35,000.
- 33% of Hispanic Monroe County residents are living below poverty.



HISPANIC MIGRANT MINISTRY

Because of their transitory nature, the actual number of migrant farmworkers is difficult to calculate. It is estimated that in our 12-county diocese resides a migrant population of 15,000 to 20,000 people. In Wayne County alone, there are 121 camps with capacity for 2,600 workers not including individuals who rent housing and groups that share a home.⁷

PRESENT-DAY CHALLENGES

DEMOGRAPHIC

The considerable diversity of the diocese's Hispanic population in cultural background as affected by

- country of origin (i.e. Puerto Rico, Mexico, Guatemala, etc.)
- by race
- by generation (the difference between those born in countries of origin and their US-born children)
- by social class (the difference between impoverished farm workers, many without documentation, and educated persons of Hispanic background living in the suburbs, with much of the Hispanic population occupying positions between these extremes)

SOCIAL

The continuing pressure of racial discrimination as it affects the great majority of the Hispanic population, but especially young people and families and the migrant population, where uncertainty of legal status makes life a source of constant anxiety

- at work, in school, at church (if the poorest are not too afraid or exhausted to attend)
- in securing medical care, transportation, funds for higher education, help in learning English, assistance in understanding and coping with US immigration law and with Immigration and Customs Enforcement (ICE)

ECONOMIC

The US's current economic downturn and high unemployment as they affect a population already struggling to find and keep jobs and to avoid falling into poverty

- as contrasted with the large number of Hispanic professionals who could help if solidarity between these two groups could be established

POLITICAL

Minimal Hispanic political participation because of the pressures of poverty, discrimination, social alienation, discomfort with the English language and with Anglo customs

- met by a corresponding need for the instilling of self-esteem in the disadvantaged populations and the support and advocacy of other Hispanics more fortunate

ECCLESIAL

Building up of the People of God in Hispanic communities by

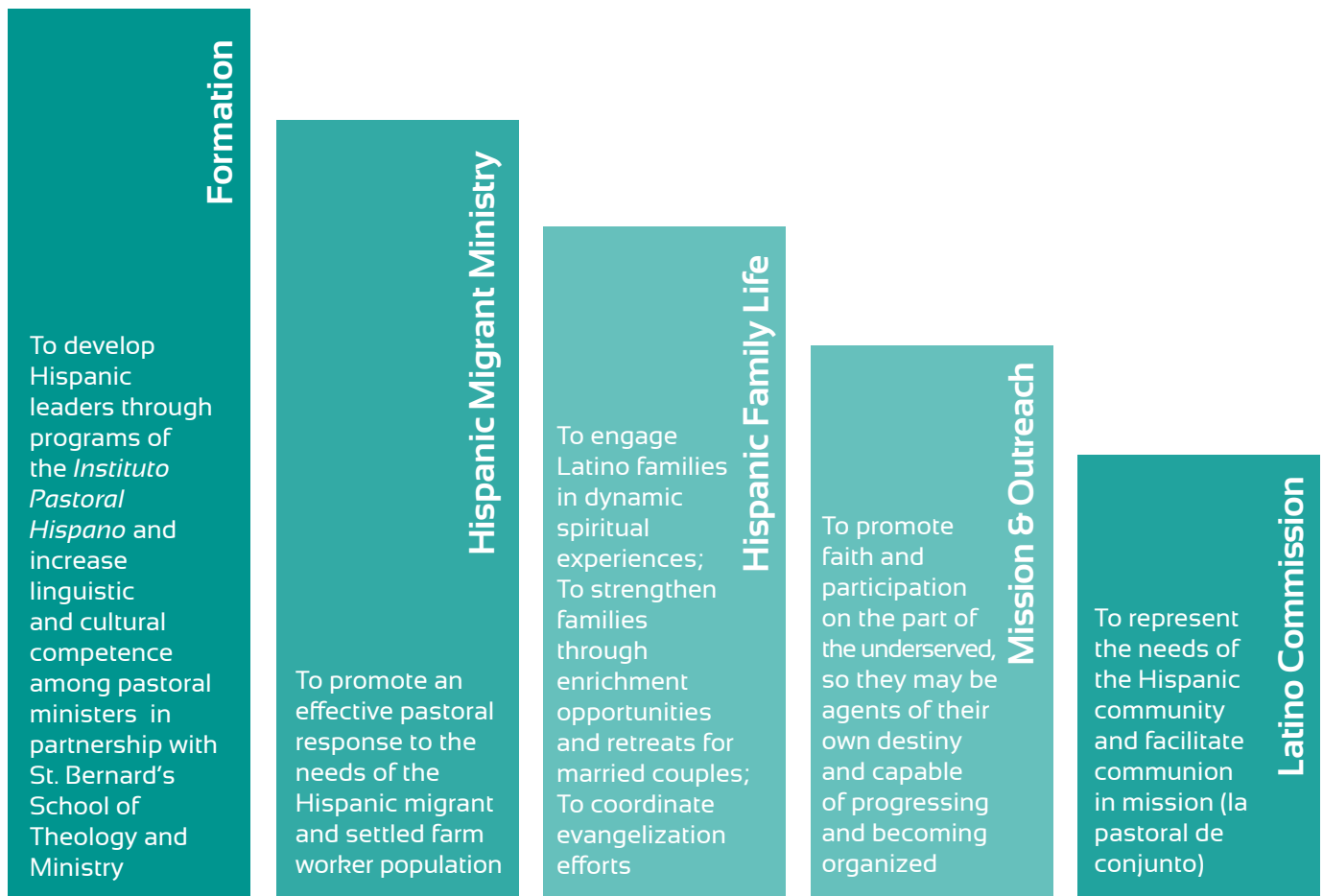
- giving Hispanic parishioners a voice in the Church at all levels, including the diocesan level
- cultivating solidarity between Hispanic and Anglo parishes and communities, so that each can learn to appreciate the cultural strengths of the other (greater emphasis by Hispanics on family and community, greater emphasis by Anglos on individual initiative)
- strengthening the Latino identity of US-born youth with the popular religiosity of their parents, while helping the older generation cope with the demands of an alien culture
- stronger catechesis for all age groups, with emphasis on the strengths to be found in the Eucharistic community (as contrasted with rampant individualism and commercialism of the surrounding culture)
- increasing and strengthening the participation of lay ecclesial ministers in the different levels of church so they may act as protagonists in the building of the People of God
- recognizing and empowering the migrant population as an ecclesial community from their own experience of faith



HOW IS HISPANIC MINISTRY ORGANIZED?

Beginning July 1, 2012, the Spanish Apostolate and the other cultural offices were integrated to form the new Office for Cultural Diversity. The Cultural Diversity staff will work together to provide advocacy and appropriate pastoral care to the various ethnic / cultural groups within the Diocese of Rochester. This coordinated approach will help break down functional barriers among previously existing multicultural offices and create a more effective relationship for promoting unity in diversity in the Diocese of Rochester.

Below is a description of the new organizational structure with respect to Hispanic Ministry.



In addition to these Hispanic ministry efforts, we have established a commission for Black Ministry and for ministry with Asian and Pacific Islanders. We will also be promoting ministry efforts among refugees through advocacy and education.

ACTION PLAN

MISSION STATEMENT

We, the Hispanic community of the Diocese of Rochester, commit ourselves to:

proclaim the Good News of the Kingdom of God;

*celebrate the Eucharist which call us together in community,
nurtures our faith, and sends us in mission;*

*actively participate in civic and ecclesial life by sharing
our traditions, gifts, and values.*

CORE VALUES

COMMUNITY

We form communities that live in fraternity and foster the dignity of the family and a passion for life.

TRADITION

We live a deep experience of faith and an authentic spirituality, inspired by the witness of our Catholic Hispanic culture.

SERVICE

In the spirit of mission, we seek to reach out to those who are alienated, poor and marginalized.

UNITY IN DIVERSITY

We value the great and rich diversity of our local church, working together in shaping an inclusive Church.

EUCCHARIST

The Eucharist nurtures us and strengthens our vocation to be leaven of the Kingdom of God.

FORMATION

Within the dimension of Formation, the following priorities were recommended during the Diocesan Encuentro:

1. Offer Hispanic youth opportunities for faith formation, human development and leadership development so that they can participate actively in religious and civic life.
2. Develop Hispanic leaders able to minister in the context of a culturally diverse and pluralistic society while strengthening their Hispanic cultural and ministerial identity.
3. Develop catechetical, pastoral and theological formation programs for Hispanics, to encourage a process of personal maturity and spiritual growth.
4. The Hispanic Pastoral Institute should create a certification program to develop parish leaders who can train those who serve in the different parish ministries, such as catechesis, liturgy, etc.

| ACTION STEPS | RESPONSIBILITY |
|---|--|
| Develop strategies to help increase the accessibility and attendance of Hispanic children and adolescents to the Catholic schools | Office for Cultural Diversity, Catholic Schools Office |
| Offer training program on Pastoral Juvenil Hispana for adult advisers and young adult leaders working with Hispanic youth and young adults | Office for Cultural Diversity, Youth Ministry, and Young Adult & Campus Ministry |
| Establish a committee for Pastoral Juvenil Hispana at the diocesan level that will support and coordinate ministries by and for Hispanic youth and young adults | Office for Cultural Diversity |
| Implement the parish and diocesan recommendations of the Encuentro for Hispanic youth & young adults | Office for Cultural Diversity, Youth Ministry, and Young Adult & Campus Ministry, Parishes |
| Offer days of reflection for parish staffs and lay leaders on pastoral care in multicultural communities | Office for Cultural Diversity, St. Bernard’s School of Theology and Ministry |
| Offer a diocesan retreat for married couples once a year to help couples live out the sacrament of marriage more abundantly | Hispanic Family Life |
| Offer continuing education courses and workshops for adults in basic pastoral and theological studies as part of their faith formation | <i>Instituto Pastoral Hispano</i> , Parishes |
| Establish a basic certification program in designated ministries in order to bring parish leaders who already are working in ministry in the Hispanic community up-to-date and for those who are just getting started in ministry | <i>Instituto Pastoral Hispano</i> |
| Establish an advanced certification program for parish leaders that will equip them to train and support volunteers serving in the various parish ministries | <i>Instituto Pastoral Hispano</i> |

MISSIONARY OPTION

Within the dimension of Missionary Option, the following priorities were recommended during the Diocesan Encuentro:

1. Offer outreach programs to reach inactive Catholics and those who don't belong to any church.
2. Promote the family as domestic church and develop programs for family catechesis, spiritual direction, and human development.
3. Intensify advocacy efforts on behalf of new immigrants, poor families, disadvantaged young people, and those who suffer discrimination and abuse.
4. Utilize modern technology to inform all Spanish-speaking people in the Diocese about programs and services being offered to Hispanics.

| ACTION STEPS | RESPONSIBILITY |
|---|--|
| Form parish evangelization teams implementing the strategies and actions outlined in <i>Go and Make Disciples</i> | Hispanic Family Life, Parishes |
| Form small Christian communities for prayer, study and service | Parishes |
| Offer retreats and workshops for adults, young people, and families (intergenerational) to strengthen their personal relationship with Jesus Christ | Hispanic Family Life, Hispanic Migrant Ministry, Parishes |
| Establish and promote apostolic movements for Hispanics | Hispanic Family Life |
| Develop strategies to support parents as the first and primary teachers of their children | Office for Cultural Diversity, Diocesan Dept. of Evangelization & Catechesis, Parishes |
| Create a resource guide of social services available in Spanish | Mission & Outreach |
| Provide special pastoral attention to Hispanic families affected by divorce, single parenting, domestic violence, and the isolation of the elderly and people with disabilities | Mission & Outreach, Parishes |
| Offer public policy workshops in order to work more closely with advocacy groups for immigrants, low-income families, and youth, and with the state catholic conferences | Mission & Outreach |
| Provide pastoral care to migrant families affected by the separation of the family, fear of deportation, discrimination, and violence | Mission & Outreach, Hispanic Migrant Ministry, Parishes |
| Create a Facebook page or e-newsletter to disseminate information about programs and services for Hispanics in the diocese and promotional materials | Office for Cultural Diversity |

PASTORAL DE CONJUNTO (COMMUNION IN MISSION)

Within the dimension of Pastoral de Conjunto, the following priorities were recommended during the Diocesan Encuentro:

1. Promote the understanding that Hispanic Catholics are full members of Christ’s Body and are a blessing to the entire Church, and that Hispanic ministry is integral to its mission.
2. Establish formal channels of communication and create ongoing opportunities for dialogue with diocesan offices, pastors, and other parish leaders.
3. Create a place for Hispanics and other ethnic and cultural communities at the table where decisions are made.
4. Promote the involvement of Hispanic professionals within the Church as leaders and experts in different ministries and disciplines, not only in Hispanic ministry issues.

| ACTION STEPS | RESPONSIBILITY |
|---|--|
| Celebrate Hispanic Heritage Month each year with a program/event that increases awareness in the diocese that Hispanic Catholics are full members of the Church | Office for Cultural Diversity, Parishes |
| Organize multicultural events to promote interaction and interchange between Hispanic and non-Hispanics by participating in social and religious activities and cultural events (not necessarily liturgical celebrations) | Office for Cultural Diversity, Parishes |
| Initiate conversations with diocesan offices, pastors, pastoral administrators, and parish leaders in order to facilitate ongoing dialogue and coordinate pastoral work | Diocesan Dept. of Parish & Clergy Services |
| Establish a diocesan commission for each ministry: Hispanic, African American, and Asian/Pacific Islander | Office for Cultural Diversity |
| Include representation of Hispanics and other ethnic/cultural groups on parish councils and committees that reflects the multicultural reality of the parish | Parishes |
| Develop networks with organizations for Hispanic professionals to foster collaborative relationships and strengthen community efforts | Office for Cultural Diversity |

LITURGY AND PRAYER

Within the dimension of Liturgy and Prayer, the following priorities were recommended during the Diocesan Encuentro:

1. Provide opportunities for formation and immersion experiences that serve to foster better understanding of popular religiosity among different Hispanic Catholic communities.
2. Develop and provide training to the ordained and other liturgical ministers in Spanish, particularly in the areas of preaching and selection of liturgical music.
3. Increase opportunities to celebrate liturgy in Spanish, especially the celebration of the Sunday Eucharist.
4. To place more emphasis on the Rite of Christian Initiation for Adults (RCIA) among Hispanics.

| ACTION STEPS | RESPONSIBILITY |
|--|---|
| Identify the various Hispanic nationalities within the parish and invite them to coordinate patron feast days and other expressions of popular religiosity | Parishes |
| Include representation of Hispanics, and other ethnic/cultural groups, on parish liturgy committees that reflect the multicultural reality of the parish | Parishes |
| Offer a workshop for liturgy committees to better understand liturgies in a culturally diverse community | Office for Cultural Diversity, Office of Liturgy |
| Offer one workshop each year on preaching techniques for priests and deacons working with the Hispanic community | <i>Instituto Pastoral Hispano</i> , Deacon Personnel & Formation, St. Bernard's School of Theology and Ministry |
| Offer one workshop each year on liturgical music for parish choirs | <i>Instituto Pastoral Hispano</i> , Office of Liturgy |
| Work with parishes in the rural regions of the diocese to incorporate cultural elements in liturgies and provide a space for the migrant community to gather | Office of Liturgy, Parishes |
| Initiate dialogue with pastors and pastoral administrators in urban parishes with masses in Spanish on possible alternatives that would include a Saturday evening mass, an early mass on Sunday, and a Sunday mass later in the morning | Office of Pastoral Planning |
| Establish a committee to evaluate the RCIA process in the Hispanic community and develop a plan of action | Diocesan Dept. of Evangelization & Catechesis, Office for Cultural Diversity, Parishes |

Notes

1. Rev. Laurence Tracy, *Unpublished Essay on the History of Hispanic Ministry in the Diocese of Rochester* (Rochester, New York, n.d.).
2. Ibid.
3. United States Census Bureau, "Data Sets for New York," U.S. Census Bureau [State & County Quick Facts page on-line]; available from <http://quickfacts.census.gov/qfd/states/36000.html>; accessed on 25 October 2012.
4. United States Census Bureau, "Comparison of 2000 and 2010 Populations by Race and Ethnicity: New York State, Labor Market Regions, and counties," New York State Department of Labor [Labor Statistics page on-line]; available from <http://www.labor.ny.gov/stats/nys/statewide-population-data.shtm>; accessed on 25 October 2012.
5. United States Census Bureau, "Total Populations by Race and Hispanic Origin," Monroe County Department of Planning and Development [Planning page on-line]; available from http://www2.monroecounty.gov/files/planning/2010Table3POP_Race.pdf; accessed on 25 October 2012.
6. Erika Rosenberg. Profile of the Hispanic Community in Monroe County: How Are We Doing? (Rochester, New York: Center for Governmental Research, 2012), 3-13.
7. Bernard Grizard, *Migrant Report for Director's Meeting* (Rochester, New York: Diocese of Rochester), 23 January 2006.