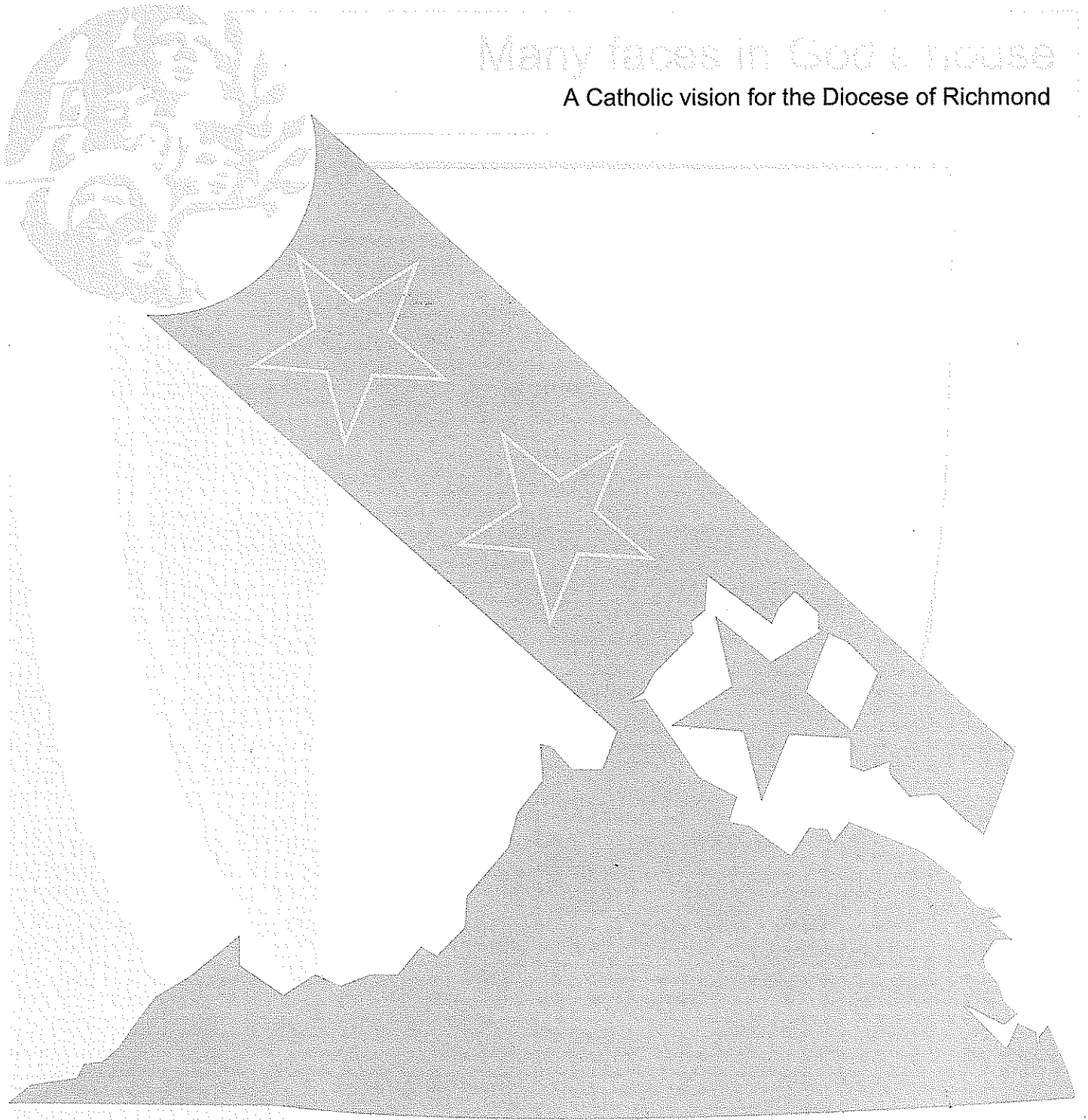


Many faces in God's house

A Catholic vision for the Diocese of Richmond



# Diocesan Pastoral Plan for Hispanic Ministry

Office for the Hispanic Apostolate

# Letter from the Bishop

June 6, 1999

To the Priests and People of the Diocese of Richmond:

It gives me great pleasure to endorse and affirm the Diocesan Pastoral Plan for Hispanic Ministry. All of us in the diocese welcome and embrace our Hispanic brothers and sisters. The Pastoral Plan is not just for the benefit of Hispanic families but for all people of the diocese.

During my 25 years as bishop I have seen the number of Hispanic Catholics grow in Southern Virginia. During the past few years, because of the Office for the Hispanic Apostolate, under Elisa Montalvo, and thanks to the great leadership of Monsignor Michael Schmied, Hispanic Ministry has become a reality in our diocese. The number of masses in Spanish on weekends has multiplied in a very short period of time.

The Pastoral Plan provides a vehicle for the development of lay leadership. I call upon our Hispanic communities to raise up pastoral leaders who will provide invaluable help to me as bishop. I welcome this Pastoral Plan because I know it will provide a guideline and direction for Hispanic Ministry and will insure quality outreach to all our Hispanic brothers and sisters.


May God bless all abundantly as we prepare for Jubilee 2000.

Yours sincerely,

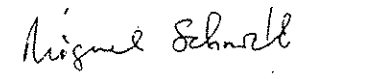


Walter F. Sullivan  
Bishop of Richmond


*This plan was promulgated at the  
Cathedral of the Sacred Heart on  
June 6, 1999*




*Most Rev. Walter F. Sullivan  
Bishop of Richmond*



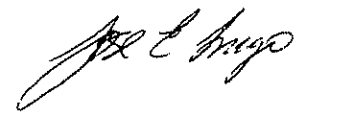
*Msgr. Michael Schmied  
Vicar for the Hispanic Apostolate*



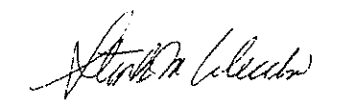
*Msgr. Charles A. Kelly  
Vicar General*



*Elisa Montalvo  
Director, Office for the  
Hispanic Apostolate*



*José Lugo  
Chair, Hispanic Commission*



*Dr. Stephen Colecchi  
Special Assistant to the Bishop*

# Pastoral Plan for Hispanic Ministry

## Preface

by the Vicar for the  
Hispanic Apostolate,  
Msgr. Michael Schmied

With the publication and implementation of the Diocesan Pastoral Plan for Hispanic Ministry, our Diocese of Richmond is joining a powerful and beautiful historic movement that well fits a pilgrim Catholic people on journey into the 21st century:

"Historically, the Church in the United States has been an "immigrant Church" whose outstanding record of care for countless European immigrants remains unmatched. Today that same tradition must inspire in the Church's approach to the recent Hispanic immigrants and migrants a similar authority, compassion and decisiveness... Although many pastoral challenges face the Church as a result of their presence, we are pleased to hear Hispanic Catholics voicing their desire for more opportunities to share their historical, cultural and religious gifts with the Church they see as their home and heritage. Let us hear their voices...

"Let us work closely together in creating pastoral visions and strategies which, drawing upon a memorable past, are made anew by the creative hands of the present." (Pastoral letter by the Catholic Bishops of the United States states: "The Hispanic Presence: Challenge and Commitment", 1983).

And this is exactly what our Diocesan Pastoral Plan for Hispanic Ministry hopes to do: to place into the creative hands and generous hearts of the pastoral ministers and people of our Diocese a vision of an evangelizing, justice seeking and inclusive Catholic Church for the Third Christian Millennium. The plan's content that comes from the hearts and voices of our fast growing Hispanic communities includes many practical steps and strategies involving all of our diocesan and parochial pastoral offices and agents. Through a concerted, collaborative effort (pastoral de conjunto) we will fulfill the vision! Our plan is thoroughly imbued with the spirit and methodology of the National Pastoral Plan for Hispanic Ministry, about which our bishops wrote in 1990:

"... although the pastoral plan is primarily designed for Hispanic Catholics, its faithful implementation will require the cooperation of the entire Church and will enrich the whole Church. The implementation of the Pastoral Plan will be a work of renewal for the whole Church in the United States." Surely this will be the sweet fruit of our own Diocesan Plan too as we "Open wide the doors to Christ" --as He is vividly revealed to us in the richly faith laden Hispanic members of our diocese. What an exciting, enriching, intercultural and spiritual experience we shall have as we grow and renew the Church in our midst! With the great evangelizing apostle to the gentiles, St. Paul, we shall proclaim and live in the Spirit of Jubilee: "There are strangers and aliens no longer. We are fellow citizens of the saints and members of the household of God."

With our bishops "...we affirm that the Hispanic presence in our Church constitutes a providential gift from the Lord in our commitment to that New Evangelization to which we are called at this moment of history". (The Hispanic Presence in the New Evangelization in the United States, 1995). And with our Holy Father Pope John Paul II we gratefully acknowledge that the 500 year old living Hispanic heritage will "continue to be a source of enrichment for the Church in the United States as it faces the challenge of proclaiming the Good News of our Salvation and of building up the Body of Christ in the context of an ethnically diverse society". Indeed, the Spirit of the Lord is upon us; throughout the Diocese of Richmond, and even unto the ends of the earth, let us announce the Good News!

# Framework of Hispanic Reality

## History

*The fields are shining for harvest! The reaper already collects his wages and gathers a yield for eternal life, that sower and reaper may rejoice together. (John 4:36)*

The Hispanic presence in Virginia started with the settlement of Catholic missionaries of Hispanic origin in the early 1600's.

In modern history it would not be until the 1960's that the Hispanic presence became evident when several Cuban families settled in Richmond. Other areas of Virginia also received an influx of Hispanic migrant workers that labored the corridors of the Eastern Shore, the southern border of Virginia, and the Shenandoah Valley. Because of the military installations, the Hampton Roads area also experienced a growing Hispanic community.

The first mass in Spanish in the Diocese of Richmond was celebrated in 1972 at St. Paul's in Richmond, presided by Father Robert Gloisten. In 1973, Father Ricardo Seidel began celebrating mass regularly in Spanish both in Richmond and Tidewater. A few years later Father Daniel Kelly started doing the same in the Shenandoah Valley. In the following twenty years a few more parishes started celebrating mass in Spanish on a regular basis. Some of them started out of the need to serve the settled out migrant workers.

In 1996 the first diocesan Hispanic Commission was formed, Msgr. Michael Schmied was appointed Vicar for the Hispanic Apostolate, and the Office for the Hispanic Apostolate was established at the Chancery. Their efforts towards raising the awareness of the growing Hispanic presence in our diocese and the initiative of several pastors have resulted in the establishment of masses in Spanish in additional communities throughout the diocese. More than 20 exist today.

In 1997, after holding town meetings with the Hispanic population of several parishes, the diocesan Hispanic Commission and Hispanics representing 11 of the parishes with Hispanic ministry began the effort to identify the needs of the diocesan Hispanic community to be incorporated into a Diocesan Pastoral Plan, modelled after the vision of Hispanic ministry formulated in the NCCB's National Pastoral Plan for Hispanic Ministry. The process started with the training of parish facilitators by personnel of the South East Pastoral Institute (SEPI), one of several institutes sponsored by the US Bishops to develop Hispanic ministry. Back in their parishes these facilitators conducted community meetings following the guidelines provided by SEPI.

A diocesan coordinating committee used the results from the community meetings to serve as the foundation for this Pastoral Plan. Before presenting the final document to the Bishop of Richmond for his approval, a draft was reviewed for input by an assembly of diocesan Hispanic leaders, the Christian Formation Commission, the Campus and Young Adult Ministry Commission, the Chancery Staff, the Diocesan Pastoral Council, the Presbyteral Council, and pastors, parish staff and members of pastoral councils of parishes with Hispanic ministry.

## Social Reality

The Hispanic presence in Virginia includes people with all levels of education and economic status. The largest presence is noticed in metropolitan areas and in counties that have labor intensive industries. This presence can be divided into three main groups: settled Hispanics with year round employment, transient migrant workers with seasonal employment and military personnel with diverse tour of duty lengths.

A large influx of Hispanic newcomers continues to come to the Diocese of Richmond. Most of them face a variety of problems including: frequent mobility, poor education, and limited economic life. They fall into the category of the working poor, working long hours for low wages to support not only their families in Virginia but also family members left behind in their native countries.

Although Hispanic laborers sustain several industries in Virginia like agriculture, lumber, poultry, fishery, furniture, construction, landscaping, restaurant, many of them work without appropriate documentation. They live in fear of anything that can risk their continued presence in the US. This prevents them from becoming part of the mainstream society.

Because of all those factors there is not much opportunity to learn English, and language continues to be a barrier to improving their economic and social outlook. Second and later generation Hispanics normally do not have this limitation. In the political arena, Hispanic participation is low or non-existent.

The majority of the Hispanic population is comprised of young adults, and increasing at a faster rate than any other population group. It is expected to increase from 11% in 1990 to 25% of the population of the United States by 2010.

## Culture

Throughout the Diocese of Richmond Hispanics from every single national origin can be found. In Western, Central and Southside Virginia, and in the Eastern Shore, the main groups are Mexicans and Central Americans, especially Salvadorans and Guatemalans. In the Hampton Roads area Puerto Ricans are the largest group. There also considerable numbers of Cubans, Colombians, Ecuadorians, Peruvians, Panamenians and Spaniards mainly in the Richmond and Hampton Roads areas.

Despite cultural and financial differences certain similarities identify Hispanics such as the Spanish language... deep and reverential love for family life... a marvelous sense of community... and an authentic and consistent devotion to Mary.

More than 70 percent of Hispanics call themselves Catholics, are interested in knowing more about the Bible and have a strong presence of popular religious practices in their life. Despite this they have marginal participation in the Church. This can be attributed to the social reality, the sense of being a lower class and the language and culture barriers that exist.

These barriers are normally broken by the recognition and accommodation of their popular religious practices in the church and the opportunity to live their faith in their native language and cultural reality.

Because of its youth and growth, this community will continue to be a significant presence in the future. It is estimated that approximately 30% of Catholics in the Diocese of Richmond are Hispanic.

## Principles for Hispanic Ministry

*Go, therefore, and make disciples of all the nations. Baptize them in the name of the Father, and of the Son, and of the Holy Spirit. Teach them to carry out everything I have commanded you. And know that I am with you always, until the end of the world.*  
(Matthew 28:19-20)

The following principles are offered as a guide for the development of effective ministry with Hispanics. They can be useful for parishes that have existing programs for Hispanics and for those that are in the process of developing ways of reaching out to the increasing Hispanic population.

Hispanics live their faith within a supportive community (Familia). Hispanics seek opportunities for relationships with others and experiences that are part of their cultural background.

Hispanics understand both the message of faith and the traditions of the Church when these are communicated through words, symbols, and activities that relate to life experiences.

Hispanics respond positively when the Church invites their participation and engages them in the planning of activities that incorporate their values and traditions.

The Church can best meet Hispanics where they are present: the workplace, the home, the market, and at cultural gatherings.

Effective ministry acknowledges, understands, respects, and celebrates the cultural diversity of individuals and communities.

Effective ministry includes the commitment of necessary resources for the evangelization, catechesis, and pastoral care of Hispanics

Effective ministry with Hispanics engages them in peer ministry, as well as family ministry.

Effective pastoral planning acknowledges the danger of designing a single approach in the expectation that it can respond adequately to all needs.

Recognizing the presence of Hispanics or of people from other cultures can serve as a calling for their participation.

Effective pastoral planning recognizes that the Church is a community of communities and that one can not be selective on which to minister.

Pastoral care with Hispanics requires that parishes be a Home (Familia) for Hispanics where they are personally touched in their faith journey.

Parish leaders need an awareness of the life patterns, transience, and mobility of Hispanics in their communities.

Effective ministry with Hispanics starts with recognizing their presence and providing the opportunities and/or services that encourage them to participate in the Church's community life.

Those who preach should always bear in mind that the ability to hear is linked to the hearer's language, culture and real life situation. In proclaiming the gospel message they should strive to make these realities their own, so that their words will transmit the gospel's truly liberating content.

# A Catholic Vision for the Diocese of Richmond

Based on the National Pastoral Plan for Hispanic Ministry

## General Objective

To live and promote by means of a *pastoral de conjunto* a model of church that is: communitarian, evangelizing, and missionary; incarnate in the reality of the Hispanic people and open to the diversity

of cultures; a promoter and example of justice; active in developing leadership through integral education; leaven for the Kingdom of God in society.

## Specific Dimensions

### **Pastoral de conjunto**

From Fragmentation to Coordination

To develop a *pastoral de conjunto*, which through pastoral agents and structures manifests communion in integration, coordination, inservicing, and communication of the Church's pastoral action, in keeping with the general objective of this plan.

### **Evangelization**

From a Place to a Home

To recognize, develop, accompany, and support small ecclesial communities and other church groups which in union with the bishop are effective instruments of evangelization for the Hispanic people.

### **Missionary option**

From Pews to Shoes

To promote faith and effective participation in Church and societal structures on the part of these priority groups (the poor, women, families, youth) so that they may be agents of their own destiny (self-determination) and capable of progressing and becoming organized.

### **Formation**

From Good Will to Skills

To provide leadership formation adapted to the Hispanic culture in the United States that will help people to live and promote a style of Church that will be leaven of the Kingdom of God in society.

Two concepts central to the implementation of this plan are "pastoral de conjunto" and integration. "Pastoral de conjunto" is defined as a coresponsible, collaborative ministry involving coordination among pastoral agents of all of the elements of pastoral life and the structures of the same in view of a common goal: the Kingdom of God.

Integration is the process by which an immigrant tries to fully participate in the new country's way of life but the native culture is also maintained. This posture of integration adds to the dominant culture the specific richness of the newcomer's own culture. Hispanic partici-

pation in the institutions, programs, and activities of the Church is to be constantly encouraged and appreciated. Their language, cultural values and religious traditions are to be respected.

Integration is not to be confused with assimilation. Through the policy of assimilation, new immigrants are forced to give up their language, culture, values, and traditions and adopt a form of life and worship foreign to them in order to be accepted as parish members. This attitude alienates new Catholic immigrants from the Church and makes them vulnerable to sects and other denominations.

# Diocesan Strategies

This Plan contains diocesan and parish level actions directed at addressing the identified main needs of the Hispanic community. It is intended to guide the Hispanic ministry of the Diocese of Richmond during the fiscal years 1999-2003.

## Formation of Pastoral Ministers

*Create and promote opportunities for training in Spanish language and Hispanic culture.*

**How:** Provide diocesan workshops and promote available outside programs in the United States and overseas.

**Responsible Agents:** Office for the Hispanic Apostolate, Diocesan Social and Pastoral Services, Presbyteral Council and parishes.

*Train seminarians to minister to Hispanics.*

**How:** Include courses in Spanish language and Hispanic culture, as well as pastoral experiences in their formation.

**Responsible Agents:** Office for Vocations and Office for the Hispanic Apostolate.

*Promote vocations to priesthood, diaconate and religious life among Hispanics.*

**How:** Constantly identify possible candidates and use the personal invitation approach. Encourage Hispanic families to nurture vocations.

**Responsible Agents:** Office for Vocations, Office for the Hispanic Apostolate and parishes.

*Include the Hispanic perspective in the formation of ministers of religious education and catechists.*

**How:** Enhancement of already available formation programs, workshops and conferences.

**Responsible Agents:** Office of Christian Formation, Office for the Hispanic Apostolate and parishes.

## Formation of Hispanic Leaders

*Provide a systematic formation and training program in Spanish for Hispanic leaders.*

**How:** Implement a school of ministries program at the diocesan level.

**Responsible Agents:** Office for the Hispanic Apostolate, Office of Christian Formation and parishes.

*Promote the formation of small Christian communities in Spanish at parishes.*

**How:** Create a program to train facilitators at the local level.

**Responsible Agents:** Office for the Hispanic Apostolate, Office of Christian Formation and parishes.

*Continue to encourage Hispanics to become involved in their parishes.*

**How:** Hold evangelization retreats in Spanish at the regional level.

**Responsible Agents:** Office for the Hispanic Apostolate, Office of Christian Formation and parishes.

*Encourage Hispanics to participate in parish pastoral councils and committees, diocesan advisory bodies, and diocesan formation programs and events.*

**How;** Constantly identify potential candidates and use of personal invitation approach.

**Responsible Agents:** Office for the Hispanic Apostolate, diocesan agencies and parishes.

## Pastoral de Conjunto

*Ensure that the needs of Hispanics are being taken into account at the diocesan and parish levels.*

**How:** Include Hispanics in planning at the diocesan and parish levels. Determine appropriate parish personnel assignments and actively recruit Spanish speaking staff.

**Responsible Agents:** Social and Pastoral Services, Office of Personnel, Personnel Board, Presbyteral Council, Catholic Charities, Office for the Hispanic Apostolate and parishes.

## Youth / Young Adults

*There are different gifts but the same Spirit; there are different ministries but the same Lord; there are different works but the same God who accomplishes all of them in everyone.*

*(I Corinthians 12:4-6)*

*Encourage Hispanic youth and young adults to participate in parish and diocesan committees, formation programs and events.*

**How:** Promote activities among the Hispanic community. Use the personal invitation approach to recruit participants.

**Responsible Agents:** Office of Christian Formation, Office of Campus and Young Adult Ministry, Office for the Hispanic Apostolate and parishes.

*Provide formation opportunities for Hispanic youth and young adults.*

**How :** Yearly youth and young adult encounters. Summer Theologica sessions. Use the personal invitation approach to recruit participants.

**Responsible Agents:** Office of Christian Formation, Office of Campus and Young Adult Ministry, Office for the Hispanic Apostolate and parishes.

## Social Justice

*The Spirit of the Lord... has annointed me. He has sent me to bring glad tidings to the poor, to proclaim liberty to captives, recovery of sight to the blind and release to prisoners, to announce a year of favor from the Lord*  
*(Luke 4:18-19)*

*Transform social structures that create unjust living conditions for Hispanics and other marginalized groups.*

**How:** Promote legislation that provides fair wages, adequate healthcare and just immigration laws.

**Responsible Agents:** Office of Justice and Peace, Office of Migrant Ministry, Office for the Hispanic Apostolate and parishes.

*Promote the enhancement of immigration services provided by the Diocese of Richmond.*

**How:** Hire and train Spanish speaking staff and volunteers.

**Responsible Agents:** Refugee and Immigration Services, Office for the Hispanic Apostolate and parishes.

*Use resources available in the community to meet social justice needs of Hispanics.*

**How:** Network with local professionals, universities, hospitals, service organizations.

**Responsible Agents:** Office for the Hispanic Apostolate, Office of Justice and Peace, Catholic Charities and parishes.

*Promote ESL programs in parishes.*

**How:** Network with local organizations to provide training to parishioners that are willing to be mentors.

**Responsible Agents:** Office for the Hispanic Apostolate, Refugee and Immigration Services and parishes.

## Evangelization

*The New Evangelization must be based on a dialogue engaging all segments of our Catholic community, seeking the contribution of their experiences of faith, and learning from the witness of all. It is in the area of the relation between faith and culture, where the contribution of our Hispanic faithful can be truly prophetic and providential.*

The Hispanic Presence in the New Evangelization in the United States, Pastoral Letter of the U. S. Catholic Bishops, 1995.

## Parish Pastoral Plan

*Continue to raise awareness as to the presence, needs and gifts of the Hispanic community.*

**How:** Infusion of Hispanic issues in parish and diocesan formation programs and events. Media coverage.

**Responsible Agents:** Social and Pastoral Services, Office of Communications; The Catholic Virginian, Office for the Hispanic Apostolate and parishes.

*Promote a multicultural Church that values diversity.*

**How:** Teach to value diversity in parish and diocesan programs, including different liturgical and leadership styles.

**Responsible Agents:** All diocesan agencies and parishes.

*Reach out to Hispanic Catholics that are not attending Church.*

**How:** Home and worksite visits, flyers, newspapers, radio programs. Welcoming parishes.

**Responsible Agents:** Office for the Hispanic Apostolate, The Catholic Virginian, Office of Communications and parishes.

*Provide catechesis in Spanish when needed.*

**How:** Train persons that can provide such catechesis.

**Responsible Agents:** Office for the Hispanic Apostolate, Office of Christian Formation and parishes.

The value of any diocesan plan depends on the ability of the local community to implement its strategies. This section will help communities to develop their own Parish Pastoral Plan for Hispanic Ministry. The following are suggested steps:

Form a core team to undertake the necessary assessment, planning and implementation.

Assess the local situation.

Complete an inventory of what is already taking place.

Educate and provide formation.

Improve involvement, participation and integration.

Invite and welcome.

Offer new activities, organizations and programs.

Identify specific initiatives and activities that address the goals and objectives of the Pastoral Plan.

Establish a local implementation or growth plan.

Keep the Mission (Evangelization) in the forefront.

## Evaluation of the Plan

Progress on the implementation of the plan at the diocesan level will be documented. Modifications based on actual experiences and changing realities will be made when necessary. Flexibility is one of the gifts that Hispanics have to offer to the larger Church.

**Responsible Agents** Office for the Hispanic Apostolate and Hispanic Commission.

## References

*The Hispanic Presence: Challenge and Commitment*, National Conference of Catholic Bishops, 1983

*Prophetic Voices: Document on the Process of the "Tercer Encuentro Nacional Hispano de Pastoral"*, USCC, 1985

*National Pastoral Plan for Hispanic Ministry*, National Conference of Catholic Bishops, 1987

*Sons and Daughters of the Light: A Pastoral Plan for Ministry with Young Adults*, National Conference of Catholic Bishops, 1997

*The Hispanic Presence in the New Evangelization in the United States*, Pastoral Letter of the U. S. Catholic Bishops, 1995.

## Parishes with weekly mass in Spanish

*May God, the source of all patience and encouragement, enable you to live in perfect harmony with one another according to the spirit of Christ Jesus.*  
(Romans 15:5)

Blessed Sacrament, Harrisonburg  
Federal Correctional Institution, Hopewell  
Holy Angels, Portsmouth  
Sacred Heart, Richmond  
St. Augustine, Richmond  
St. Gerard, Roanoke  
St. Joseph, Hampton  
St. Joseph, Martinsville

St. Joseph, Woodlawn  
St. Luke, Virginia Beach  
St. Mary, Lovingson  
St. Peter, Onley

## Parishes with monthly mass in Spanish

Christ the King, Abingdon  
Good Shepherd, South Hill  
Holy Cross, Lynchburg  
Mary Queen of Peace, Fort Lee  
Sacred Heart, Danville  
St. Jerome, Newport News

St. John the Evangelist, Waynesboro  
St. Joseph, Petersburg  
St. Mary, Ladysmith  
St. Thomas Aquinas, Charlottesville

## Parishes with seasonal mass in Spanish

St. Catherine of Siena, Clarksville  
St. Charles, Cape Charles