

Diocese of St. Augustine



**DIOCESAN PASTORAL PLAN
FOR THE HISPANIC MINISTRY
2022 - 2032**

Diocesan Pastoral plan For Hispanic Ministry

Diocese of St. Augustine

Multicultural Office
May 2022



DIOCESE OF ST. AUGUSTINE

Office of the Bishop

April 14, 2022

To the faithful of the Diocese of St. Augustine,

Saint Paul tells us that God wants everyone to be saved and reach the fullness of life in Jesus.

The Church has the mission of giving us all the means so that we all can be saved by the paschal mystery of Our Lord Jesus Christ.

Therefore, the Church exists to evangelize and be the universal sacrament of salvation. Pope Francis gives us an image: a Church is like a field hospital with wounded.

I give thanks for the gigantic effort to the Hispanic ministry pastoral agents on their development of a pastoral plan to achieve a true pastoral ministry. His vision is to look for unity in diversity. His goal is the same as Jesus left us: "Go and make disciples of all nations." And the means to achieve it: promote greater formation, achieve greater belonging as missionary disciples, promoting the works of mercy without any exclusion.

Pope Saint John Paul II guided us with a spirituality of communion. The Eucharist is the soul of every apostolate and is the goal of all our activity. And it is what animates our apostolic action.

Bless them in the name of the Lord,

F. J. Estévez

Bishop Felipe de Jesus Estévez
Bishop of San Agustín

Catholic Center – 11625 Old St. Augustine Rd. – Jacksonville, Florida 32258-2050
Phone: 904-262-3200 – Fax 904-260-8736 – e-mail: bishopsoffice@dosaf.com

Index / Content

	Page
Bishop's Letter	3
Content	4
I Hispanic Ministry History	5-6
II Hispanic Population	7
A- Map	8
III Hispanic Pastoral Ministry: Agents and their Functions	9
A- Diocesan Commission for Hispanic Pastoral Ministry	
B- The Office	
IV. Pastoral Plan Update Process	9-10
V. Mission Statement	10
VI. Prioritized Ministerial Areas	
A. Family	11-12
B. Formation	12-13
C. Mission and Accompaniment	14-16
D. Youth and Vocations	16-19
VII Conclusions	19

I. HISTORY OF THE HISPANIC MINISTRY IN THE DIOCESE OF SAN AGUSTIN

The Diocese of St. Augustine was officially founded on March 11, 1870, but its history began in the 16th century. On September 8, 1565, a group of Spaniards celebrated the first Mass on the shores of North Florida. They named it St. Augustine in honor of the saint of the day their Atlantic expedition first sighted land; on August 28.

St. Augustine is the oldest city in the United States and its Cathedral Basilica serves the oldest parish. Documents dating from 1594 are preserved in the archives of the Diocese. The Diocese of St. Augustine consists of 17 counties, located in northeast Florida, from the Gulf of Mexico to the Atlantic Ocean; covering 11,032 square miles and serving 163,525 registered Catholics.

From October 1979 to August 21, 2001, this Diocese was directed by Bishop John Joseph Snyder, who from the beginning expressed his concern for the Hispanic community. After the II National Hispanic Encounter and with the collaboration of Rev. Mario Vizcaíno and Rev. Antonio León, the Hispanic Ministry began to be organized in this diocese.

In 1983 Bishop Snyder opened an office in the Catholic Center to serve the Hispanic community; At the same time, he created a Hispanic commission to coordinate and plan services and spiritual and social activities for Hispanics who come to the diocese.

The first director of the Hispanic apostolate was the Spanish-born priest Rev. Antonio León, who was the pastor of the Basilica of the Immaculate Conception in Jacksonville. The first director of the office was Mrs. Nancy Valdivieso, who initially served as a volunteer for one year. At the beginning, the Office of Hispanic Ministry did not have an assigned budget. In 1985 Bishop Snyder appointed Rev. Luis F. Florez, diocesan director of the Hispanic Ministry, full time until April 2004. It should be noted that many apostolic movements and groups were emerging and gave impetus to the "Hispanic Pastoral Ministry" in the Diocese of Saint Augustine. The first Cursillo de Cristiandad in Spanish was held in 1980; this movement was the primary source for so many leaders serving in Hispanic ministry.

On August 21, 2001, Monsignor Victor B. Galeone was ordained and installed Bishop of the Diocese of St. Augustine in succession to Bishop Snyder. Responding to the dramatic increase in the Hispanic population in North Florida and the needs of the ever-growing Hispanic community, it was agreed to bring in the help of Spanish-speaking nuns and priests. In 2002, Monsignor Galeone invited the Religious of Mary Immaculate, Claretian Missionaries and established a mission in the west of the Diocese.

At the end of 2004 the Diocese acquired an old Baptist temple in the center of the city of Mayo. That temple was converted into the Catholic Mission Our Lady of Guadalupe, to serve the communities of the area, under the pastoral care of the Claretian Missionaries. The first Hispanic seminarian also arrived from Colombia to our diocese, today the Rev. Jhon Fredy Guarnizo, who was the first Hispanic priest ordained in this diocese.

In 2004, responding to the challenge of the cultural diversity of our diocese and following a new model of ministerial structure, the office of African American Ministry was unified with the Office of Hispanic Ministry, forming the office of Multicultural Ministry. Fathers James R. Boddie and Rev. Rodolfo Godinez were the first moderators appointed by Bishop Galeone for this new ministry. In 1998, Mrs. Alba Orozco began directing the Hispanic Ministry, and later she was appointed Coordinator of the Multicultural Office until today.

On April 27, 2011, H.H. Pope Benedict XVI appointed Monsignor Felipe de Jesús Estévez as Bishop of the Diocese of St. Augustine, who took office on June 2 of the same year.

The Office of Multicultural Ministry was located in the Providence Center until December 2019; it was later moved to 3100 University Blvd Suite 220, Jacksonville FL 32216.

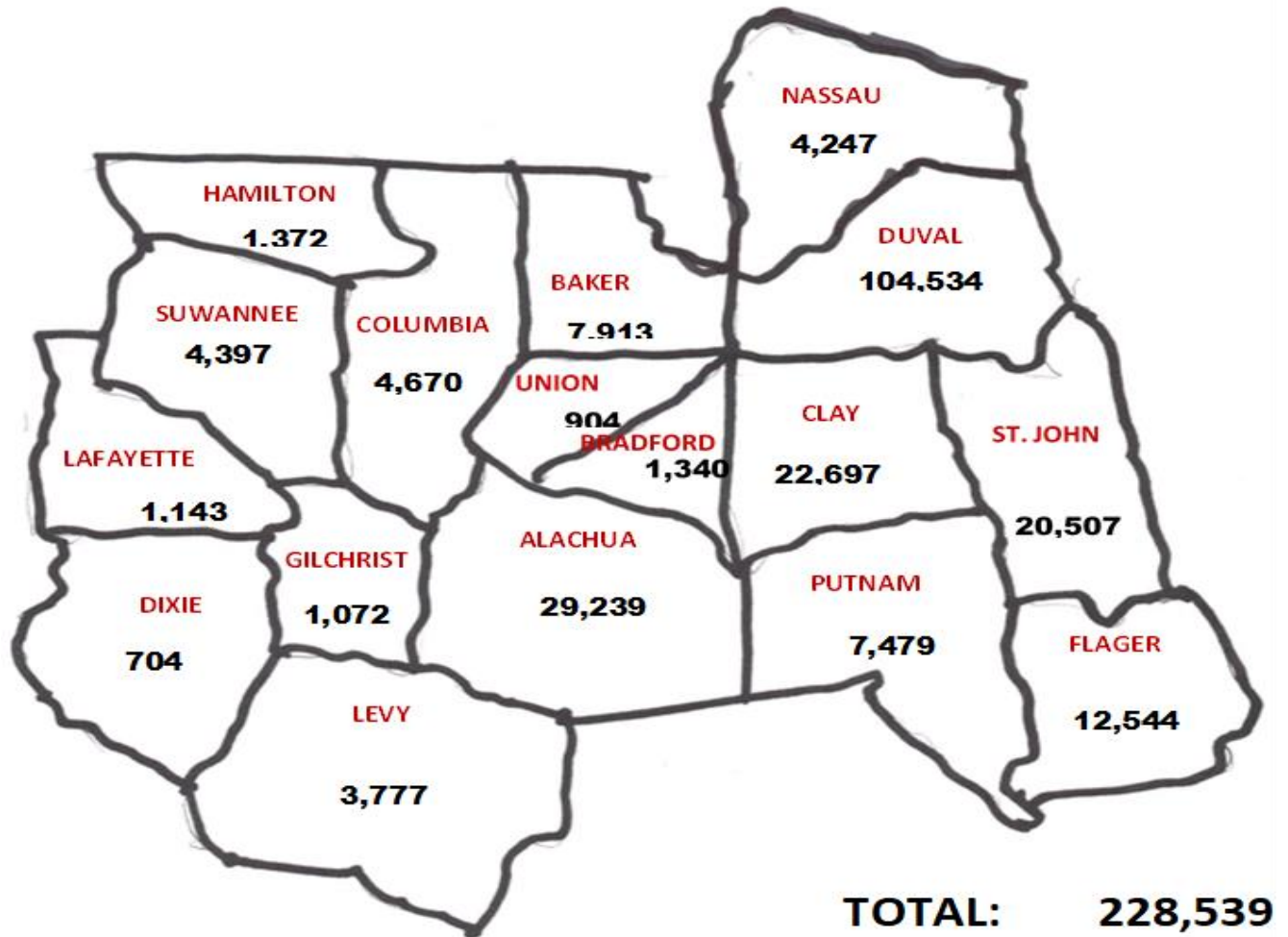
**II - HISPANIC POPULATION IN THE UNITED STATES OF AMERICA
ACCORDING TO THE 2020 CENSUS.**

COUNTY	HISPANIC OR LATINO 2010	HISPANIC OR LATINO 2020	Percent Increase
ALACHUA	20,750	29,239	41 %
BAKER	520	7,913	522 %
BRADFORD	1,020	1,340	31 %
CLAY	14,609	22,697	55 %
COLUMBIA	3,276	4,670	43 %
DIXIE	512	704	38 %
DUVAL	65,398	104,534	60 %
FLAGLER	8,251	12,544	52 %
GILCHRIST	845	1,072	27 %
HAMILTON	1,306	1,372	5 %
LAFAYETTE	1,076	1,143	6 %
LEVI	3,047	3,777	24 %
NASSAU	2,380	4,247	78 %
PUTNAM	6,706	7,479	72 %
ST. JOHN	9,972	20,507	106 %
SUWANNEE	3,596	4,397	59 %
UNION	743	904	22 %
TOTAL	144,009	228,539	

A. MAP

The following map of the Diocese of St. Augustine shows the 17 counties and the total number of the “Hispanic population” that was counted according to the 2020 US Census. Conferring to the studies carried out by CARA (Center for Applied Research in the Apostolate) on the Hispanic population and immigration to the United States, these reveal that 65% to 70% of the Hispanic population are Catholic, considering the statistics for the year 2020, they indicate that 228,539 Hispanic Catholics live in the 17 counties of the diocese. We also recognize that most Hispanics do not register in the parishes they attend.

Diocese of St. Augustine
Hispanic Population per County - Year 2020



III – Hispanic Pastoral Ministry: Agents and their Functions

A. Diocesan Commission for Hispanic Pastoral Ministry

Since the opening of the Office for Hispanic Ministry, "The Hispanic Commission" was created, which it's composed of priests, deacons and religious who serve Hispanics, representatives of the Apostolic Movements and Catholic organizations that serve Hispanics, Campesino (Farmer) Ministry and the Legalization Office of Catholic Charities.

The Hispanic Commission meetings are held in a "Synodality" spirit, where different situations are analyzed and discerned and decisions are made that benefit the Hispanic Community, relationships are cared for and integration with other existing cultures in the Diocese is promoted. .

The Commission is governed by statutes developed by the Commission itself and approved by the Bishop. The statutes must reflect and define the functioning and responsibilities of the Diocesan Hispanic Pastoral Commission.

The Hispanic Commission also host quarterly meetings across the dioceses and the same are open to all who wish to attend, with voice, but without vote.

B. The Office Staff

The office is made up of a Coordinator and two part-time volunteers who work daily, along with a group of volunteers who serve when requested. This Office is the bridge between the Diocese and the different Spanish-speaking communities, facilitating communication and integration with these communities. Activities and events approved at the Hispanic Commission meetings are coordinated from the office. It also promotes and facilitates training in Spanish and the development of Hispanic leadership. In also promotes professional services of legal, educational, psychological counseling, employment bank and other social services. It openly receives those who are immigrating to the Diocese, information is provided on the different agencies and local services. The bi-monthly bulletin "La Comunidad" is published, for the Hispanic community and connecting and informing newcomers about existing services in Spanish. This newsletter reaches 2,700 Spanish-speaking families.

The Multicultural Ministry office is located at 3100 University Boulevard South, Jacksonville Florida 32216. Its telephone number is (904) 353-3243.

IV. PROCESS FOR UPDATING THE DIOCESAN PASTORAL PLAN FOR THE HISPANIC MINISTRY.

After having lived the process of the "V Encuentro" with its 5 moments:

- Called to an Encounter with Jesus in the Church
- With works and gestures, dare
- Walking together with Jesus
- Bearing fruit of new life
- Celebrating the joy of being missionary disciples

Using the well-known methodology of "See-Judge-Act", which prepared us for the mission, as "Missionary Disciples; Witnesses of the Love of God"; it was a call to review ourselves as a diocese, parish, and mission leaders. All dioceses were called to update the "Diocesan Pastoral Plan for Hispanic Ministry."

In this Diocese, guided by Our Bishop Monsignor Felipe de Jesús Estévez, who was the Bishop Leader of Region XIV at the V Encuentro, it is a call to begin the process of updating the Pastoral Plan.

A. At the meeting of the Hispanic Commission on November 21, 2020, a group of 11 people coordinated by Rev. Cesar A. Torres was selected, to discern the ministerial areas in which this Diocese would concentrate, having as guiding documents the "Conclusions of the V Encuentro" and the "Strategic Plan of the Diocese of St. Augustine "

B. On February 20, 2021, Rev. Cesar Torres, as coordinator of the group, presented the Bishop with the working document for discern throughout the Diocese with selected "Ministry Areas" and questions, to discern in parishes and in groups. After two revisions it was approved. This work material was taken to the parishes and groups for discernment and work.

C. Bishop Felipe Estévez approved the work material which was taken to the parishes and groups for their discernment.

D. On August 21, 2021, Monsignor Felipe de Jesús Estévez together with his priests, nuns, and selected leaders, and with Dr. Olga Villar, director of SEPI, as moderator, held the Diocesan Assembly to finalize and specify the priorities and action plan which will be outlined below.

E. The group chosen and guided by Rev. Cesar Torres Pinzón reviews, writes, and translates the conclusions.

F. Bishop Felipe de Jesús Estévez approves the Diocesan Pastoral Plan for Hispanic Ministry.

V. Mission Statement

We, the parishioners of the Diocese of St. Augustine, are called to share the good news of the kingdom of God. Through the sacrament of Baptism God sent us to be Priests, prophets, and kings, that is why we as Baptized have the responsibility to evangelize our brothers and thus fulfill the mandate of Jesus "Go and make disciples of all". The easiest and simplest way is our testimony and our example of life. We must be true servants of the word of God, be strong in our convictions of faith, and be meek and humble of heart, so that we can fulfill the task of the Gospel reaching out to the peripheries, in a synodality spirit, to be one in Christ which is our head. May our Mother, the Most Holy Virgin, under the invocation of Our Lady of Milk, be our light, be our faithful companion on this path, may we be like her and as the angel told her, do not be afraid, because the work of God will take place.

VI. A - FAMILY MINISTRY (Pastoral Familiar)

1	Recommended Strategy	Strengthen our faith principles thru a systemic and integral formation for the family.
	Action Steps	<ul style="list-style-type: none"> Conform a Family Ministry commission compose from the following professionals, psychologist, educator, accountant, attorney-paralegal, and doctor, to offer: A systemic and continuous Formation Program with resources to the family such as retreats and physical and virtual talks.
	Accountable Person	<ul style="list-style-type: none"> Family Ministry commission in collaboration with the Diocesan Hispanic Ministry office Pastors and Vicars Diocesan Family Life office Diocesan Formation office
	Required resources	<ul style="list-style-type: none"> Family Life commission appointed by the Bishop Budget (materials, training, etc.) Family Ministry Formation Programs offered by institutes such as SEPI, Por tu Matrimonio (USCC) and others Mentoring couples
	Possible barriers to success	<ul style="list-style-type: none"> Lack of budget Lack of resources (Family Ministry) Lack of meeting space
	Collaborators	<ul style="list-style-type: none"> Family Life commission in collaboration with the Diocesan Hispanic Ministry Office Diocesan Family Life office Diocesan Formation office Pastors, vicars, deacons, religious and lay ministry leaders
	Deadline to meet strategy	<ul style="list-style-type: none"> 6 months to one year after releasing and socializing Pastoral Plan

2	Recommended Strategy	Integrate fully couples and families into the community of believers.
	Action Steps	<ul style="list-style-type: none"> Organize hospitality committees in parishes Invitation to participate in apostolic movements in parishes.
	Accountable Person	<ul style="list-style-type: none"> Family Ministry commission at the parish level
	Required resources	<ul style="list-style-type: none"> Family Ministry Formation Programs offered by institutes such as SEPI, "Por tu Matrimonio" (USCC) and others
	Possible barriers to success	<ul style="list-style-type: none"> Lack of interest (shyness, lack of formation, meeting space availability)
	Collaborators	<ul style="list-style-type: none"> Diocesan Family Life office Diocesan Formation office Pastors, vicars, deacons, religious and lay ministry leaders
	Deadline to meet strategy	<ul style="list-style-type: none"> Continuous

3	Recommended Strategy	Create a Marriage Mentoring that offers whole human skillset preparation (intellectual, spiritual, psychological and moral)
	Action Steps	<ul style="list-style-type: none"> • Appoint, form, and accompaniment of mentoring couples in the parishes
	Accountable Person	<ul style="list-style-type: none"> • Family Life commission in collaboration with the Diocesan Hispanic Ministry Office
	Required resources	<ul style="list-style-type: none"> • Budget (materials, training, etc.) • Family Ministry Formation Programs offered by institutes such as SEPI, “Por tu Matrimonio” (USCC) and others
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of budget • Lack of resources • Lack of commitment
	Collaborators	<ul style="list-style-type: none"> • Family Life commission delegated by the Bishop

B - FORMATION

1	Recommended Strategy	Update and promote pastoral, spiritual and theological formation courses that include the Social Doctrine of the Church (DSI), for all parish leaders of the different ministries
	Action Steps	<ul style="list-style-type: none"> • Create a Diocesan Formation Team that offers ongoing formation for trainers at the parish level on: <ul style="list-style-type: none"> • Social doctrine of the church • Liturgical Formation • Catechist Formation
	Accountable Person	<ul style="list-style-type: none"> • Diocesan Formation team
	Required resources	<ul style="list-style-type: none"> • Budget • Availability of priests, religious, deacons and trained lay persons • Meeting space
	Possible barriers to success	<ul style="list-style-type: none"> • Budget • Lack of interest and commitment to collaborate
	Collaborators	<ul style="list-style-type: none"> • Office of Hispanic Ministry, Pastors, Vicars, deacons, religious and Diocesan Formation Office, SEPI and other institutions
	Deadline to meet strategy	<ul style="list-style-type: none"> • Continuous

2	Recommended Strategy	Participation of different cultures in the Hispanic Parish Council with representation in the Pastoral Council of the Parish.
	Action Steps	<ul style="list-style-type: none"> • Promote intercultural dialogue that provides consultation spaces between the different cultures of the parish and encourage a missionary projection.
	Accountable Person	<ul style="list-style-type: none"> • Diocesan Formation team
	Recursos requeridos	<ul style="list-style-type: none"> • Meeting space
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of communication between the different cultures of the parish • Lack of knowledge about intercultural relations
	Collaborators	<ul style="list-style-type: none"> • Parish priest • Hispanic Pastoral Committee • Representatives of the different cultures of the parish
	Deadline to meet strategy	<ul style="list-style-type: none"> • 6 months after Pastoral Plan is put into action

3	Recommended Strategy	Opening to physical spaces in the parishes where the formation of the Hispanic community can take place.
	Action Steps	<ul style="list-style-type: none"> • Prepare a calendar of activities for the different Hispanic ministries of the Parish and send it to the Parish office.
	Accountable Person	<ul style="list-style-type: none"> • Hispanic Parish Committee
	Required resources	<ul style="list-style-type: none"> • Meeting spaces
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of openness to search for spaces for training • Lack of awareness of the importance of inculturation and continuous training. • Conflicts with other parish activities
	Collaborators	<ul style="list-style-type: none"> • Pastors, Vicars, deacons and religious • Office of Hispanic Ministry • Parish Councils • Hispanic Parish Committee
	Deadline to meet strategy	<ul style="list-style-type: none"> • 6 months after Pastoral Plan is put into action

C - MISSION AND ACCOMPANIMENT

1	Recommended Strategy	Promote the missionary spirit in the families of the parish
	Action Steps	<p>The Family Pastoral Commission offers missionary opportunities to the family as part of its formation program through:</p> <ul style="list-style-type: none"> • Conferences • Existing parish and diocesan activities (i.e. Eucharistic Congress). • Promote new missionary initiatives with the family • Collaborate with the Ministry of Hospitality of the Parish
	Accountable Person	<ul style="list-style-type: none"> • Family Pastoral Commission of the Parish
	Required resources	<ul style="list-style-type: none"> • Budget (materials, training, etc.) • Missionary Disciples Formation Program (SEPI) • (USCCB)
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of budget • Lack of resources at parish
	Collaborators	<ul style="list-style-type: none"> • Pastoral Family commission in collaboration with the Diocesan Hispanic Ministry office
	Deadline to meet strategy	<ul style="list-style-type: none"> • 6 months to one year after pastoral plan approval

2	Recommended Strategy	Prioritize the accompaniment of the community at the parish level
	Action Steps	<ul style="list-style-type: none"> • Create a Ministry of Hospitality that truly greets, welcomes, and listens to those who come to the parish • Establish home visits and / or workplaces within the perimeter of the parish
	Accountable Person	<ul style="list-style-type: none"> • Hospitality Ministry

	Required resources	<ul style="list-style-type: none"> • Human Resources • Bilingual material • Budget
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of human resources • Refusal of business owners to visit them.
	Collaborators	<ul style="list-style-type: none"> • Catechist and trainers • Hospitality Ministers
	Deadline to meet strategy	<ul style="list-style-type: none"> • 12 months after Pastoral Plan approval

3	Recommended Strategy	Train more non-Hispanic priests for Hispanic / Latino ministry with language studies, cultural awareness, devotions, and effective practices for evangelization and pastoral accompaniment.
	Action Steps	<ul style="list-style-type: none"> • Provide training on intercultural competencies to priests, religious and lay ministers • Offer foreign priests courses in in-culturation and Hispanic Ministry in the United States • Offer seminarians opportunities for intercultural immersion in the summers
	Accountable Person	<ul style="list-style-type: none"> • Diocesan Director of Vocations • Diocesan Hispanic Ministry Office
	Required resources	<ul style="list-style-type: none"> • Budget
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of budget • Lack of vision about intercultural competencies as essential to build church in the United States in the 21st century
	Collaborators	<ul style="list-style-type: none"> • Diocesan Hispanic Ministry Office • Diocesan Director of Vocations • SEPI • USSCB Multicultural Office
	Deadline to meet strategy	<ul style="list-style-type: none"> • Before 24 months

4	Recommended Strategy	Identify and train lay leaders to go out to the peripheries, promote social action and create welcoming communities
	Action Steps	<ul style="list-style-type: none"> • Offer training for missionary groups willing to be outwardly dynamic (going out to the peripheries) and inward (creating welcoming communities) • Promote and organize social actions in the peripheries
	Accountable Person	<ul style="list-style-type: none"> • Missionary groups in the Parish
	Required resources	<ul style="list-style-type: none"> • Personnel to offer formation training to missionary groups • Availability of missionary leaders • Formation • Materials
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of compromise
	Collaborators	<ul style="list-style-type: none"> • Parish missionary groups
	Deadline to meet strategy	<ul style="list-style-type: none"> • Continuous

5	Recommended Strategy	Create small ecclesial communities for mutual support, spiritual enrichment, and faith development, opening spaces and paths and providing formation to Hispanic / Latino adolescents in the church
	Action Steps	<ul style="list-style-type: none"> • Provide training on small Base Ecclesial Communities • Create Small Grassroots Communities • Accompany the Small Base Communities
	Accountable Person	<ul style="list-style-type: none"> • Pastor, Vicars, deacons, religious, Ministers of Hospitality, in collaboration with the Hispanic Ministry Office
	Required resources	<ul style="list-style-type: none"> • Budget • Availability • Materials • Human Resources
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of knowledge about what small Base Ecclesial Communities are • Lack of Availability • Lack of Human Resources

	Collaborators	<ul style="list-style-type: none"> Pastors, vicars, deacons, religious, and Hospitality ministers
	Deadline to meet strategy	<ul style="list-style-type: none"> Before 24 months (after Pastoral Plan approval)

D - PASTORAL YOUTH (GROUPS) and VOCATIONS

1	Recommended Strategy	Formation of Hispanic youth groups at the parish level.
	Action Steps	<ul style="list-style-type: none"> Appoint Youth Ministry Coordinator in the parishes. Create activities to bring young people closer to the Church (concerts, parties, sports, etc.).
	Accountable Person	<ul style="list-style-type: none"> Coordinator of Parish Hispanic Youth Ministry
	Required resources	<ul style="list-style-type: none"> Budget Meeting space
	Possible barriers to success	<ul style="list-style-type: none"> Lack of creativity Commitment of the Parish Youth Ministry Coordinator.
	Collaborators	<ul style="list-style-type: none"> Pastors, vicars, Hispanic priests, deacon, religious
	Deadline to meet strategy	<ul style="list-style-type: none"> Continuous

2	Recommended Strategy	Encourage the development of a comprehensive youth ministry for young Hispanics at a physical, spiritual and formative level, where promoters of vocations, seminarians and religious in formation, can periodically present the topic of vocations in different group settings and / or workshops.
	Action Steps	<ul style="list-style-type: none"> Promote the vocational element on formation programs, spirituality programs for families, adults, and youth.
	Accountable Person	<ul style="list-style-type: none"> Vocational Promoters for the priesthood and religious life in collaboration with the Youth Ministry Coordinator.
	Required resources	<ul style="list-style-type: none"> Regular information with workshops, training materials on vocational topics.
	Possible barriers to success	<ul style="list-style-type: none"> No youth ministry group in the parish No youth group coordinator

	Collaborators	<ul style="list-style-type: none"> • Vocational promoters • Youth group coordinators • Priests, religious and deacons
	Deadline to meet strategy	<ul style="list-style-type: none"> • Three months after Pastoral Plan is approved

3	Recommended Strategy	Communicate clearly and coherently the vision and mission of the Hispanic Youth Ministry to the leaders of the Church. Never tire of advocating for that often misunderstood part of the Body of Christ.
	Action Steps	<ul style="list-style-type: none"> • Encourage collaboration between the Diocesan Youth Ministry Office, the Vocations Office and the parishes. • Make known through the meetings of vicariates and spaces for the formation of the clergy the meaning of Youth Ministry within the Youth Ministry Office. • Invite local clergy to participate in youth retreats and other opportunities.
	Accountable Person	<ul style="list-style-type: none"> • Youth Ministry Office, Youth Ministry Coordinator
	Required resources	<ul style="list-style-type: none"> • Availability of the Youth Ministry Office, Youth Ministry Coordinator
	Possible barriers to success	
	Collaborators	<ul style="list-style-type: none"> • Youth Ministry Office, Youth Ministry Coordinator, Pastors and Vicars
	Deadline to meet strategy	<ul style="list-style-type: none"> • 6 months after the Pastoral Plan approval

4	Recommended Strategy	Involve Hispanic / Latino youth in intentional efforts to build unity in diversity.
---	----------------------	---

	Action Steps	<ul style="list-style-type: none"> • Encourage among adult advisors the knowledge of Building Intercultural competencies prepared by USCCB to strengthen multicultural ties. • Take advantage of the various celebrations of Marian events and other patron saint festivities to be moments of parish celebration. • Promote the integration of Hispanic youth at the parish level in the different fields.
	Accountable Person	<ul style="list-style-type: none"> • Coordinator of the Hispanic Youth Ministry with parish leaders, movement leaders.
	Required resources	<ul style="list-style-type: none"> • Workshops on "Developing Intercultural Competence".
	Possible barriers to success	
	Collaborators	<ul style="list-style-type: none"> • Coordinator of the Hispanic Youth Ministry with parish leaders, movement leaders.
	Deadline to meet strategy	<ul style="list-style-type: none"> • 6 months after Pastoral Plan approval

VOCATIONS

1	Recommended Strategy	Arouse interest in consecrated life in youth groups.
	Action Steps	<ul style="list-style-type: none"> • Promote vocational elements during Formation and Spirituality programs for families and adults
	Accountable Person	<ul style="list-style-type: none"> • Parish pastoral youth group coordinator
	Required resources	<ul style="list-style-type: none"> • Vocational themes information in workshops and formation materials
	Possible barriers to success	<ul style="list-style-type: none"> • Lack of interest in the group • Negative focus regarding consecrated life
	Collaborators	<ul style="list-style-type: none"> • Vocational promoters • Youth group coordinators • Priests, religious, and deacons
	Deadline to meet strategy	<ul style="list-style-type: none"> • 3 months after Pastoral Plan approval

2	Recommended Strategy	Create Pastoral Vocational Youth groups to guide at a parish level and be a liaison between youth and vocational offices.
	Action Steps	<ul style="list-style-type: none"> • Create a Vocational Animation team. This team should be headed by Hispanic vocation leader, and youth and adult advisers represented by different diocesan youth groups. • Annual retreat • Create a follow up group after annual retreat
	Accountable Person	<ul style="list-style-type: none"> • Diocesan Vocational promoter • Pastoral Youth ministry coordinator
	Required resources	<ul style="list-style-type: none"> • Budget • Materials
	Possible barriers to success	
	Collaborators	<ul style="list-style-type: none"> • Pastors • Adult Advisers to youth • Diocesan Hispanic Ministry office
	Deadline to meet strategy	<ul style="list-style-type: none"> • Review during the first 12 months after Pastoral Plan approval

VI. CONCLUSION

The Diocesan Pastoral Plan for Hispanic Ministry of the Diocese of St. Augustine, has been renewed after a deep discernment, with the participation of the parish communities and apostolic movements of our diocese, we were challenged to concrete actions to be carried out in a Synodality spirit.

Our intention and recommendation is that when you receive this Pastoral Plan, it will serve as a guide, without forgetting that each one is called by God to continue the mission of Jesus and to renew the commitment of baptism, working in the construction of the Kingdom of God and for a fairer society, imbued with evangelical values, where everyone makes their contribution; don't forget the young and the vulnerable; that everyone feels an evangelizing, missionary, welcoming church with open doors. Where we are doing our part of the challenge that Pope Francis asks of us, when he invites us to live the Synod and Synodality.



*Vayan por todo el
mundo
y anuncien la buena
Buena Nueva a toda
La Creación
Mc. 16:15*