



Committee on Cultural Diversity in the Church
SUBCOMMITTEE ON HISPANIC AFFAIRS
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Template to Enhance an Existing Pastoral Plan for Hispanic/Latino Ministry

***Instructions:** The structure of the National Pastoral Plan for Hispanic/Latino Ministry may differ from your own plan. The following can be incorporated into the existing structure of your plan.*

PART 1: MESSAGE FROM THE BISHOP, PASTOR, HEAD OF ORGANIZATION OR INSTITUTION

Ensure that your plan includes a message from the bishop, pastor or head of the organization, or institution acknowledging and expressing gratitude for the Hispanic/Latino people in your region, dioceses, parishes, or organizations/institutions and recognize the valuable contributions Hispanics/Latinos bring to the Church and society. *Refer to Part I of the National Pastoral Plan for ideas. Recommended length 1-2 pages.*

PART 2: MISSION AND VISION FOR HISPANIC/LATINO MINISTRY

Include a mission and vision for Hispanic/Latino ministry that highlights the need to be more intentional about Hispanic/Latino ministry. You can incorporate the National Pastoral Guidelines to implement the vision at the local level in your region, diocese, parish, or Catholic organization/institution. Remember to consider your local reality. *Refer to Part II of the Plan.*
Recommended length: 1-2 pages.

Mission for Hispanic/Latino Ministry

A mission is a concise and inspiring declaration that outlines who the group/organization is, the purpose of the organization, and what the ministry seeks to accomplish.

Vision Statement for Hispanic/Latino Ministry

A vision statement is a concise and inspiring declaration that outlines the desired future state or direction for Hispanic/Latino ministry. It describes the long-term goals, aspirations, and values that guide and shape the work of the ministry.

PART 3: CONSIDERATIONS FOR DIOCESES, PARISHES, REGIONS AND CATHOLIC ORGANIZATIONS AND INSTITUTIONS

Include important considerations for your diocese, parish, region or Catholic organization/institution regarding the organization, structure and resources of Hispanic/Latino ministry in the future. *Dioceses, parishes, and regions should refer to Part III of the Plan, while Catholic organizations and institutions should develop their own plans based on their specific realities. Recommended length: 2-5 pages.*

PART 4: PASTORAL PRIORITIES

Considering your reality, what changes or adaptations to your pastoral priorities for your region, diocese, parish, Catholic organization, or institution need to be included? Identify objectives and pastoral approaches based on the 10 priorities presented in the National Plan. If applicable, revisit pastoral priorities established during the V Encuentro process and ensure to incorporate/adapt them in this part of the plan. *Refer to Part IV for ideas, and make sure to consider your own situation by developing/adapting your own priorities or adapting those in the National Plan. Recommended length: 4-7 pages.*

To develop this section:

- List your top priorities for Hispanic/Latino ministry
- For each priority
 - develop an introductory paragraph.
 - write an objective.
 - list your pastoral approaches.

PART 5: PROJECTS AND INITIATIVES

Re-asses your current projects/initiatives in your plan and determine if new ones need to be included in your plan. Check that each one has an objective set forth by the region, diocese, parish, or Catholic organization/institution. *Refer to Part V of the Plan for examples.*

Recommended length: 5-10 pages.

Consider using the following format.

- List your projects and initiatives. Write the objective of each project or initiative. Projects/initiatives can be existing or new.
- Complete the information in the table for each project/initiative.

Project/Initiative Name:

Objective:

Activity		Timeline
Activity 1:	<i>Describe the activity</i>	<i>Include a timeframe that fits within the duration of the Plan. Timeframes can be a projected completion date or a range.</i>
Activity 2:		
Activity 3:		
Collaborators	<i>Include any internal and external ministries, departments, outside organizations, or partners that will assist with this project/initiative.</i>	

Note: *There can be more than 3 activities.*

APPENDIX A

Regional, Diocesan, Parish, Organizational, or Institutional Statistics

*Include the most current statistics related to Hispanic/Latino ministry in your region, diocese, parish, or organization/institution. A report titled [U.S. Catholic Population by Race/Ethnicity: Summary of National, Regional, and Diocesan Estimates](#) which is based on 2021 survey and Census data is available on the *V Encuentro* website. [More detailed reports](#) are available with regional and diocesan statistics by region on the same page. Parishes, organizations, and institutions will need to develop their own estimations.*