



**Committee on Cultural Diversity in the Church**  
SUBCOMMITTEE ON HISPANIC AFFAIRS  
3211 FOURTH STREET NE + WASHINGTON, DC 20017-1194



## **Structure and Ongoing Development of Hispanic/Latino Ministry in the Diocese**

### **Diocesan Coordinators/Directors of Hispanic/Latino Ministry**

1. In which department is Hispanic/Latino ministry located within the structure of the diocese? How could it be further strengthened?
2. Is there representation of Hispanics/Latinos in the consultative councils and in the diocesan staff? How could it be further strengthened?
3. Does the person responsible for Hispanic/Latino ministry have direct access to the bishop or the ordinary? How does this impact Hispanic/Latino ministry?
4. Does the Office of Hispanic/Latino Ministry have a dedicated budget for specific projects, initiatives, or programs for Hispanic/Latino ministry? Is this budget adequate for the needs of Hispanic/Latino Ministry? How does it compare with other ministries? What can you do to improve it? Who can support you to obtain or have an adequate budget for your ministry (finance council, bishop, supervisor, staff, grants, sponsors)?
5. How does your department advocate on behalf of and with the Hispanic/Latino community to obtain the necessary resources?
6. How do you collaborate with other offices and ministries? What other diocesan offices/parish ministries are responding to the Hispanic/Latino reality? How can collaboration be improved?



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## **Structure and Ongoing Development of Hispanic/Latino Ministry in the Diocese**

### *Directors of other Diocesan Departments*

1. In which department or ministry is Hispanic/Latino ministry located in the structure of the diocese?
2. How could it be further strengthened?
3. Is there representation of Hispanics/Latinos in consultative councils and parish/diocesan staff? How could this be further strengthened?
4. How much access does Hispanic/Latino ministry have to your bishop or ordinary?
5. How does your office respond to the Hispanic/Latino presence in your diocese? How does it collaborate with the Office of Hispanic/Latino Ministry? Does your ministry have the ability to respond to the needs and aspirations of the Hispanic/Latino community?
6. Do you have a dedicated budget for your projects, initiatives, or specific programs for the Hispanic/Latino community? Is this budget adequate for the needs of the Hispanic/Latino community? How does it compare with the rest of your budget? What can you do to improve it? Who can support you in obtaining or having an adequate budget so that your ministry can serve the Hispanic/Latino community (finance council, bishop, staff, grants, sponsors)?



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## ***Structure and Ongoing Development of Hispanic/Latino Ministry in the Parish***

### *Pastors*

1. Under which ministry is Hispanic/Latino ministry located within the structure of the parish? How could it be further strengthened?
2. Is there representation of Hispanics/Latinos in consultative councils and parish staff? How could it be further strengthened?
3. Does the person or people responsible for Hispanic/Latino ministry have direct access to you? How does this impact the ministry?
4. Does Hispanic/Latino ministry have a dedicated budget for specific projects, initiatives or programs for the Hispanic/Latino community? Is this budget adequate for the needs of the Hispanic/Latino community? How does it compare with other ministries? What can you do to improve it? Who can support you in obtaining or having an adequate budget for this ministry (finance council, staff, grants, sponsors)?
5. How do you advocate for the Hispanic/Latino community to obtain the necessary resources?
6. How do you collaborate with the diocese, organizations, and ecclesial movements to serve the Hispanic/Latino community?
7. What other parish ministries are responding to the Hispanic/Latino reality? How can collaboration be improved?



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## **Structure and Ongoing Development of Hispanic/Latino Ministry in the Movement**

### *Coordinators/Directors of Ecclesial Movements*

1. In which ministry/position is Hispanic/Latino ministry located within the structure of the movement? How could it be further strengthened?
2. Is there representation of Hispanics/Latinos on boards and on staff of the movement? How could it be further strengthened?
3. Does the person responsible for Hispanic/Latino ministry within the movement have direct access to the director or the person in charge of the movement? How does this impact the ministry or the mission of your movement?
4. Does Hispanic/Latino ministry have a dedicated budget for specific projects, initiatives or programs within the movement? Is this budget adequate for the needs of the Hispanic/Latino community? How does it compare with other ministries or groups? What can you do to improve it? Who can support you in obtaining or having an adequate budget for the ministry (finance council, bishop, supervisor, staff, grants, sponsors)?
5. How does your movement advocate on behalf of and with the Hispanic/Latino community to obtain necessary resources?
6. How do you collaborate with offices and ministries in the diocese? How can collaboration be improved?



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## **Structure and Ongoing Development of Hispanic/Latino Ministry in the Organization**

### *Academic Organizations and Institutions*

1. Where is Hispanic/Latino ministry located in the structure of your organization? How could it be further strengthened?
2. Is there representation of Hispanics/Latinos on the boards and staff of the organization? How could this be further strengthened?
3. Does the person responsible for Hispanic/Latino ministry within your organization have direct access to the director or the person in charge in your organization? How does this impact Hispanic/Latino ministry or the mission of the organization?
4. Does Hispanic/Latino ministry have a dedicated budget for specific projects, initiatives, or programs within your organization? Is this budget adequate for the needs of the Hispanic/Latino community? How does it compare with the budgets of other departments or ministries? What can you do to improve it? Who can support you in obtaining or having an adequate budget for the ministry (Finance boards, supervisor, staff, grants, sponsors)?
5. How does your organization advocate on behalf and with the Hispanic/Latino community to obtain the necessary resources?
6. How do you collaborate with offices and ministries in the diocese? How can collaboration be improved?



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## **Structure and Ongoing Development of Hispanic/Latino Ministry in the Parish**

### *Parish Leaders*

1. In what ministry is Hispanic/Latino ministry located in the parish structure? How could it be further strengthened?
2. Is there representation of Hispanics/Latinos on consultative councils and parish staff? How could it be further strengthened?
3. Does the person or people responsible for Hispanic/Latino Ministry have direct access to the pastor? How does this impact the ministry?
4. Does Hispanic/Latino Ministry have a dedicated budget for projects, initiatives, or specific programs for the Hispanic/Latino community? Is this budget adequate for the needs of the Hispanic/Latino community? How does it compare with other ministries? What can you do to improve it? Who can support you in obtaining or having an adequate budget for your ministry (finance council, pastor, grants, sponsors)?
5. How do you advocate for the Hispanic/Latino community to obtain the necessary resources?
6. What other parish ministries are responding to the Hispanic/Latino reality? How can collaboration be improved?
7. How do you collaborate with other ministries in the parish and diocese, organizations, ecclesial movements to serve the Hispanic/Latino community? How can collaboration be improved?