



## **Pastoral Plan for Hispanic Ministry**

*Reverend Richard Zanotti, CS  
Hispanic Ministry Coordinator*

### *Matthew 25*

*“For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you made me welcome, lacking clothes and you clothed me, sick and you visited me in prison and you came to see me.” Then the upright will say to him in reply, “Lord, when did we see you hungry and feed you, or thirsty and give you drink? When did we see you a stranger and make you welcome, lacking clothes and clothe you? When did we find you sick or in prison and go to see you? And the King will answer, “In truth, I tell you, in so far as you did this to one of the least of these brothers of mine, you did it to me.”*

*Special thanks to the following contributors:*

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**Presentation Letter of Most Rev. J. Michael Miller, CSB,  
Archbishop of Vancouver**

St. Catherine of Sienna

April 29, 2016

Dear Brothers and Sisters:

It is my pleasure to present to you this Pastoral Plan for Hispanic Ministry in the Archdiocese of Vancouver.

Serving the Hispanic communities in the Lower Mainland has been a pastoral priority for our Archdiocese for some time now. As the Spanish-speaking population continues to grow, the time has come to enhance this endeavour with an intentional plan that brings clarity to the mission and prioritizes the areas where we should focus our efforts.

This Plan has been developed in consultation not only with those ministering among the Hispanic community, but also with our Hispanic brothers and sisters, who are such a great blessing in our midst. While concerned with a particular language group of the faithful, the Plan contains guidance on integration and community in diversity that has application on a much wider scale in the Archdiocese of Vancouver – making it an important resource for our local Church.

As we seek to achieve these objectives through the Pastoral Plan for Hispanic Ministry, special place must be given to the increasing number of seasonal workers, because of their particular circumstances and challenges.

Allow me to extend my profound gratitude to all those who have been involved in Hispanic Ministry over the years. To all those who give freely of their time and resources to care for and minister to our Hispanic brothers and sisters, I am deeply grateful.

With cordial best wishes and the assurance of my prayers for the fruitful implementation of this Pastoral Plan for Hispanic Ministry, I remain

Sincerely yours in Christ,

† J. Michael Miller, CSB  
Archbishop of Vancouver



## **Introduction Letter of Reverend Richard Zanotti, CS Coordinator of Hispanic Ministry**

My life as a religious and priest has been intertwined with Hispanic migrants. I feel that they have enriched my life a hundred fold and I hope that I have been of service to them.

Archbishop J. Michael Miller, CSB on appointing me to be coordinator of Hispanic Ministry wisely asked that with time a pastoral plan be prepared for the sake of efficiency and sustainability. The pastoral plan would also bring Hispanic Ministry in line with the directives and orientations of the Archdiocese of Vancouver.

I understand and appreciate that I am not beginning a ministry but that many have served the Hispanic immigrants and migrants before me. I will do everything I can to learn from their experience and wisdom.

I also know that this ministry involves many people and communities. I have and will continue to consult with them. This pastoral plan allows us to work as a team and as a Church in ministry to migrants and immigrants in the Archdiocese of Vancouver.

“Every expression of Christian commitment must be rooted in a growing knowledge and deeper appreciation of the biblical call to conversion. This is expressed as concern for the migrant and articulated in various ways in the social teaching of the Church. In addition, the faith witness of so many persons from such varied ethnic backgrounds has become an extraordinary grace in the renewal of the life of the Church in Canada.

It is extremely important that the Christian community be a model of acceptance and appreciation for the migrants in our society. This openness should be shown to persons of all cultures and origins, no matter their immigration status. Christians are to be among those who refuse to let injustice toward migrants continue, let alone increase. Migrants and refugees are a reminder that all of us before God are ‘aliens and transients’. Their presence among us is a source of mutual enrichment for humanity as well as an encouragement toward dialogue and unity. [St. John Paul II, *Ergo Migrantes Caritas Christi*] Moreover, their presence is a sign of the Risen Christ. When people of different origins are welcomed, God is revealed: ‘I was a stranger and you welcomed me’ [Mt. 25:35].”<sup>1</sup>

Recognizing Christ in the migrant should be the foundation of our ministry and pastoral plan. This encounter can be mutually enriching and a witness to the catholicity of the Church.

It is my hope that those who have experienced migration in the past can now welcome those who are arriving.

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<sup>1</sup> Canadian Conference of Catholic Bishops, Episcopal Commission for Social Affairs, Pastoral Letter on Immigration and the Protection of Refugees (15 January 2006, World Day for Migrants and Refugees), nn. 17, 21, 22.



It is important for all offices and ministries in the Archdiocese to recognize that even though we may have a particular focus in our ministry we are called to serve the people of God as a whole.

Rev. Richard Zanotti, CS  
Coordinator for Hispanic Ministry  
Archdiocese of Vancouver



## A. Introduction

“Every human being is a child of God! He or she bears the image of Christ! We ourselves need to see, and then enable others to see, that migrants and refugees do not only represent a problem to be solved, but are brothers and sisters to be welcomed, respected and loved.

They are an occasion that Providence gives us to help build a more just society, a more perfect democracy, a more united country, a more fraternal world and a more open and evangelical Christian community.”

- Pope Francis, August 5, 2013  
*“Migrants and Refugees: Toward a Better World”*

### ***Overview of Immigration in the Archdiocese***

Vancouver welcomes almost 31,000 new immigrants each year. Others who come to work in our greater Vancouver area include over 34,000 temporary foreign workers who stay in Canada for as little as five months a year or as long as four years. Additionally, many foreign students study in the Lower Mainland on a temporary basis, some of whom will apply for permanent residence, while others will return home.

Vancouver is home to many different immigrant groups. Chinese, Indian and Filipino have been the largest growing immigrant population in British Columbia in recent years. Other countries representative of the many that arrive are Hong Kong, United Kingdom, South Korea, Iran, United States and Viet Nam. The Archdiocese has long paid special attention to the growing immigrant population of the Lower Mainland.

To accommodate both recent arrivals and long term immigrants, Mass is currently offered in 21 languages, including one parish that offers Mass in sign language for the deaf. Many priests throughout the Archdiocese speak the languages of our immigrant population. More than 60% of priests who serve in our Archdiocese are here as immigrants themselves. Parishes, where required for the critical transition period, offer support and pastoral care in the language of the newcomers.

In addition to the celebration of the Eucharist, other pastoral services are offered. This includes catechesis for children and adults, youth and young adult ministry, and the celebration of other sacraments. Parishes host celebrations for special feast days such as Our Lady of Guadalupe, St Andrew Kim, the Chinese Martyrs and the Vietnamese Martyrs, and foster popular piety such as Simbang Gabi, novenas, and Way of the Cross for Migrants.

An increasing number of people are coming from Spanish speaking countries, including most of the seasonal farm workers. A priest has been assigned as coordinator of Hispanic Ministry to ensure all Hispanics can easily be connected to the Catholic community and continue to celebrate the sacraments, have the Word of God preached to them and receive faith formation.

For all Catholic immigrants, integration into a parish community is encouraged. They are invited and welcomed to attend the ethnic parish which speaks their language, as well as celebrates their popular piety, feast days and other cultural events. It is the ultimate goal of the Archdiocese to ensure that all cultures eventually integrate into the greater church.



Migrant seasonal farm workers from Mexico, Guatemala, Philippines, Jamaica and other countries have traveled to Canada under the federal Seasonal Agricultural Workers Program since 1966 and to British Columbia since 2007. They are considered “migrants” since their stay in Canada is neither of long duration nor is it permanent.

Most farm workers are Roman Catholic. The Archdiocese has six parishes currently active in ministering to these seasonal farm workers. They are invited to a monthly Spanish Mass and provided with the sacraments as well as offered spiritual and practical support.

Temporary foreign workers are those migrants who come to Canada on a temporary basis to work in hospitality, food service, housekeeping and care for children and the elderly. They find themselves alone having left their families in their country of origin in order to come to Canada. They are vulnerable to the perils of secular society and often risk losing the practice of their faith. Couples for Christ, Handmaids, St Mary’s Migrant Ministry, St Joseph’s Migrant Ministry and other parish groups host regular workshops to include practical and spiritual support to the temporary foreign workers in our Archdiocese.

The use of temporary foreign workers in Canada has increased significantly to where there are now over 330,000 arrivals each year. To put this number into perspective, the temporary foreign workers program has surpassed planned immigration and landings of permanent residents. In 2013, more than 257,000 permanent immigrants landed in Canada of which 30,874 made their home in metro Vancouver.

Recently a number of cases of abuse in the temporary worker program have been highlighted in the media and the government has reacted by reducing the number of visas granted to temporary foreign workers.

Our local Church also includes many earlier migrant populations: Italians, Portuguese, Croatians and others. Together with newer migrant groups of Vietnamese, Hungarians,

Chinese, Koreans, Latin Americans and others they celebrate the “World Day of Migrants and Refugees” with a special Mass presided by the Archbishop. This has been the practice for the past several years and has included fourteen different ethnic parishes that gather together for the Mass and a celebration with displays of popular piety, food and entertainment with over 600 in attendance.

The Archdiocesan Refugee Sponsorship Program is coordinated through the Service and Justice office which is the Archdiocesan liaison between parishes and Immigration, Refugees and Citizenship Canada (IRCC).

The Private Sponsorship Refugee Program includes one hundred organizations who have signed an agreement with IRCC that facilitates sponsoring refugees in camps abroad. The Archdiocese has sponsored refugees for more than twenty years. The demand has increased significantly in the past six years with the crises in the Middle East, Burma, Viet Nam and Africa. The Archdiocese’s agreement with IRCC has recently been extended, through a Memorandum of Understanding, to include the Dioceses of Victoria, Prince George, Kamloops and Whitehorse.

In 2016, the Archdiocesan Refugee Sponsorship Program has welcomed 132 people as of April – of which 67 are from Syria. A further 292 submitted files involve 652 refugees awaiting



resettlement. The Archdiocese also welcomed just over 140 refugees in 2015, more than 60 in 2014, and 550 in 2013. More than 95% were Iraqis of the Chaldean or Melkite Rite. As a result of the war in Syria, many have sought asylum. They are Catholics who were being persecuted and threatened with annihilation. To date, we have landed more than two thousand people, many of whom are actively serving in their respective parishes.

The majority of the refugees are family reunification cases. However, since the Syrian crisis began in 2015, twelve parishes that were not previously involved have begun sponsorship of refugee families, many with no family links in Vancouver. As of 2016, the Archdiocese now has thirty-four parishes that have undertaken sponsorships. Participating parishes feel blessed with the opportunity to help in this way, and in essence become an extension of support and hope for these families.

The Private Sponsorship Refugee Program facilitates the application process, provides various resettlement programs and works closely with individual parishes who accept responsibility for the resettlement and integration of refugees in their communities. Successful settlement for the newly arrived refugees is of prime importance. To provide them with access to English before coming to Canada, the Archdiocese of Vancouver has a webpage on its website to acquaint them with what to expect upon their arrival to Canada. It includes links to learning English with audio and graphics from very basic words to intermediate conversation. Offering this as an option provides refugees with an opportunity to learn the language and orientate themselves even while still overseas awaiting the approval of their visas to Canada, which can sometimes take from two to five years.

The Private Sponsorship Refugee Program builds community in parishes. As parishioners learn of the needs, they come forward to fundraise for them, assist in employment resources, donate and transport furniture and clothing to new arrivals, and more. These works have inspired and affected ministries in other parishes who would otherwise not have known of the existence of this Babylonian people in our midst. They have brought out the inherent generosity and kindness of fellow Catholics.

The Archdiocese offers regular retreats for those who minister to migrants and refugees hosted by the Service and Justice Office and the Scalabrinian priests who serve in our Archdiocese. Information and development workshops, led by the Scalabrinian priests, aid in creating strong leadership teams in the parishes.

Various groups and movements in the Church have reached out to welcome immigrants and migrants. Groups such as Catholic Christian Outreach, Marriage Encounter, Charismatic Renewal and Couples for Christ are some examples. Some have also translated their materials into the language of the immigrants and migrants.

The concern of the Archdiocese of Vancouver for immigrant and migrant populations is reflected in this pastoral plan for Hispanic Ministry.



### ***Brief History of Hispanic Ministry in the Archdiocese***

- 1973** Fr. Donald Campbell, pastor of Holy Name Church, started a Mass in Spanish, celebrated by the Franciscan Fr. Leonard Puesh. Sr. Adrienne Peak, SCH, started apostolic work with Hispanics, especially with the recently arrived Chilean refugees.
- 1975** The Hispanic community moves to the Portuguese Parish of Our Lady of Fatima, Vancouver, where a Mass in Spanish was celebrated by Father Joaquin Micheletto, C.S., from Brazil.
- 1976** Fr. Antonio Tapparello, C.S., also from Brazil, continues with the Mass in Spanish at Our Lady of Fatima, Vancouver.
- 1978** Fr. Claudio Llopis, from Spain, begins to serve the community and starts the Hispanic Catholic Mission. The community during this year takes residence at St. Patrick's. Catechism classes begin, first Communion is celebrated with the community, and a charismatic prayer group is started as well as a youth group. Food is distributed to the newly arrived.
- 1983** For a brief period of time the Hispanic Mission returns to Holy Name Church.
- 1984** The Hispanic Mission moves to St. Joseph's Parish, Vancouver.
- 1985** Fr. Vicente Osca, a Capuchin from Colombia, together with Sr. Betty Lou Knox, CSJ, works with the Catholic Latin American Welcoming Service (CLAWS) from 1985-1995. The main focus of the CLAWS program is to offer social services and English classes to refugee claimants who have very limited rights in Canada.
- 1986** Fr. Terence Larkin takes charge of the Hispanic Mission together with his regular commitment as pastor of the English-speaking parish of St. Joseph. Many refugees from Central America arrive at this time.
- 1987** Fr. Eduardo Diaz, from Colombia, arrives to care for the Hispanic Mission. The Mission continues to organize itself to offer spiritual and social services.
- 1988** The Hispanic Catholic Mission moves to St. Anthony's Parish. Formation programs are established for all age groups and the community begins to participate in "Project Advance".
- 1989** The Religious Community of the Teresian Carmelite Missionaries: Sr. Pilar Berenguer, Sr. Teresa Rosas, Sr. Rosa Jara, and Sr. Maria Pilar Espizua arrive at the Mission and begin to work with Hispanic Community at all levels.
- 1991** The first Marriage Encounter in Spanish takes place.
- 1992** More attention is given to the youth, and activities are organized for parents.
- 1993** The promotion of "sectors" begins with the celebration of a monthly Mass.
- 1994** Fr. Salvador Ahumada, Hispanic, joins the pastoral staff of the Mission.
- 1995** The location of the office of the Mission moves to St. Patrick's Convent and for this reason some activities of the Mission will take place in different locations: St. Helen's



- and Holy Family. The Teresian Carmelite Missionaries continue to provide formation and social assistance to the community. The sisters set up sectors throughout the Archdiocese to provide services to the wide-spread Hispanic community. They reach out to Surrey, Abbotsford, Chilliwack, Port Coquitlam, and Coquitlam and eventually to Langley, Maple Ridge and Cloverdale.
- 1996** With the departure of Fr. Eduardo Diaz the Hispanic Catholic Mission is staffed by the Missionaries of the Holy Spirit with Fr. Domenico Di Raimondo as pastor, and Fr. Jose Ortega as associate pastor.
- 1997** Father Enrique Cardena and Fr. Jose Luis Ortega are assigned by their religious community to the Hispanic Mission.
- 1998** The Teresian Carmelite Missionaries move into the new convent at 4865 Beatrice St. in Vancouver built by the Hispanic community with help from Project Advance. The Mission moved its office to a former school located next to Holy Family Parish. Sacraments are celebrated at Holy Family Church. Masses are also celebrated weekly at Our Lady of Good Counsel in Surrey and Our Lady of the Assumption in Port Coquitlam as well as monthly at Holy Trinity in North Vancouver and St. Ann's in Abbotsford. At Our Lady of Good Council a catechetical program is initiated as well as other types of formation. Fr. Hilario Cisnero arrives to continue the work at the Mission until the Missionaries of the Holy Spirit leave the Mission in 1999.
- 1999** The Missionaries of St. Charles, Scalabrinians, are entrusted with the leadership of the Hispanic Catholic Mission. The two Fathers who took over are Fr. Raniero Alessandrini, C.S. as Pastor and Fr. Riccardo Bezzegato, C.S. as Associate. They carry on the work of the Mission with the numerous activities and apostolic work.
- 2001** The Hispanic Catholic Mission is incorporated into Our Lady of Sorrows Parish according to the mandate of Archbishop Adam Exner, OMI for all Catholic missions to be integrated into territorial parishes. The transition is not without its challenges but with time both the Hispanic community and the community at Our Lady of Sorrows see the wisdom of such a move.
- 2002** The Hispanic Mission continues its work now through the auspices of Our Lady of Sorrows Parish with the Missionaries of St. Charles, Scalabrinians, and the Teresian Carmelite Missionaries.
- 2010** Fr. Juan Luis Carbajal, CS, associate pastor at Our Lady of Sorrows, organizes a group of Lay Scalabrinians to reach out to the many seasonal farm workers in the Fraser Valley. Apostolic and social services are provided. They work in cooperation with lay leaders who have begun ministry with the seasonal farm workers in places such as St. Joseph in Langley and St. Ann in Abbotsford.
- 2012** Fr. Richard Zanotti, CS is assigned as pastor of Our Lady of Sorrows and continues to serve those Hispanics attending the parish as well as reaching out to the different sectors that had been set up to serve the Hispanic community in the Archdiocese of Vancouver.



- 2013** After a meeting with priests of the Archdiocese, either working with or hosting Hispanic Ministry, Fr. Richard Zanotti, CS was appointed Coordinator of Hispanic Ministry by Archbishop J. Michael Miller, CSB to care for all the Hispanics of the Archdiocese both permanent residents and temporary workers. Part of the coordinator's responsibilities is to form a pastoral plan for Hispanic Ministry by 2016. Priests working in or hosting Hispanic Ministry and leaders in seasonal farm worker ministry are gathered together and begin to organize themselves for efficiency and sustainability. The Missionaries of St. Charles, Scalabrinians, and the Teresian Carmelite Missionaries continue to have a leadership role in Hispanic Ministry. The Ministry to seasonal farm workers expands to St. Luke in Maple Ridge and Sacred Heart in Delta.
- 2014** Ministry to seasonal farm workers begins at Precious Blood in Cloverdale where Mass was already being celebrated in Spanish once per month.
- 2015** Ministry to Seasonal farm workers is expanded by the introduction of faith formation programs such as the Discovery series of Catholic Christian Outreach (CCO).



## **B. Hispanic Immigrants and Seasonal Farm Workers: Background and Current Situation**

“We left Mexico because my husband’s company transferred him to Canada. All of our family and support system is still back home. We searched for a church and found Our Lady of Sorrows parish that welcomed us into its community. It was just before the Feast of Our Lady of Guadalupe and we were so happy to know we would be celebrating this special day in our new country.”

- Anonymous New Immigrant

### ***Hispanic Immigrants***

“Latin America is the fourth-largest source of immigration to Canada,” said Fabiola Sicard. The Toronto-based director of Latin markets for the Bank of Nova Scotia told a meeting of the Toronto Hispanic Chamber of Commerce that the number of immigrants from Latin American countries jumped by 121 per cent from the five-year periods of 1996-2000 to 2001-2006.<sup>2</sup>

“The majority of Latin Americans in Canada are Catholics. Roughly 64% of the Latin American community report being Catholic, 16% described themselves as Protestant, and 12% said they had no religious affiliation.”<sup>3</sup> As is presented in the table below, the Latin American population is increasing year after year. Of the 381,000 persons who currently live in Canada, 35,500 reside in British Columbia.

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<sup>2</sup> <http://www.theglobeandmail.com/report-on-business/industry-news/marketing/targeting-canadas-invisible-hispanic-community/article554684/>

<sup>3</sup> <http://www.thecanadianencyclopedia.ca/en/article/latin-americans/>



### Latin American population of Canada by census year<sup>4</sup>

Census	Latin American Population (incl. Brazil)	Change from Previous Census	Total Canadian Population	Change from Previous Census	Latin American Population (%)
1996*	176,970	N/A	28,528,125	N/A	0.6%
2001*	216,980	22.6%	29,639,303	3.9%	0.7%
2006*	304,245	40.2%	31,241,030	5.4%	1.0%
2011*	381,280	25.3%	32,852,325	5.2%	1.2%

\* [https://en.wikipedia.org/wiki/Census\\_in\\_Canada](https://en.wikipedia.org/wiki/Census_in_Canada)

Citizenship and Immigration Canada, which plans immigration based on economic and humanitarian needs, welcomes more 250,000 immigrants as permanent residents each year. The table below shows that in the past five years, Spanish has been reported in the top six languages for newly arriving permanent residents.

### Canada – Permanent residents by top languages reported as mother tongue<sup>5</sup>

Mother Tongue	2010	2011	2012	2013	2014
Tagalog	34,622	32,707	29,961	24,891	32,724
English	25,924	22,843	30,249	24,557	26,096
Punjabi	16,855	12,800	14,324	16,486	17,401
Chinese	4,497	4,939	11,156	16,754	15,856
Spanish	16,344	15,115	14,192	14,164	14,094
Arabic	29,394	24,968	17,782	15,004	12,822

Some Hispanics came to Canada and continue to arrive in Canada as permanent residents and will eventually apply to become citizens. They bring their families and make this country their own with the benefits and responsibilities that this entails. The local Church wants to accompany them by offering ministry in Spanish and allowing them to practice the faith traditions they are familiar with.

<sup>4</sup> [https://en.wikipedia.org/wiki/Latin\\_American\\_Canadian#Immigration](https://en.wikipedia.org/wiki/Latin_American_Canadian#Immigration)

<sup>5</sup> <http://www.cic.gc.ca/english/resources/statistics/facts2014/permanent/21.asp>

### ***Seasonal Farm Workers***

Migrant seasonal farm workers from Mexico, Guatemala, Philippines, Jamaica and other countries have traveled to Canada under the federal Seasonal Agricultural Workers Program since 1966 and to British Columbia since 2007.

Seasonal farm workers are predominantly Spanish-speaking men. They come to Canada to work in fields and greenhouses; and while some stay for as little as four months, some stay for up to fourteen months. They leave their families behind and come to Canada to provide a better future for them. In doing so they miss births and deaths of family members as well as celebrations of baptisms and weddings.

They live in farm housing, often sharing living space with many other migrant farm workers.

As illustrated in the chart below, the total number of temporary foreign worker positions under the Agricultural Occupations category 1, in British Columbia increases year after year. Farms predominantly located in the Fraser Valley, Tri Cities and Delta rely heavily on seasonal workers to maintain production. It has been noted that prior to the SAWP program it was difficult to maintain sufficient staffing to successfully complete the harvest each year.

<b>Agricultural Occupations</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Seasonal Agricultural Worker Program (SAWP)	855	1,605	2,890	3,795	3,695	3,535	3,985	4,980
Agricultural Stream	0	0	0	0	0	0	380	880
Higher-Skilled	25	35	80	60	30	50	50	70
Lower-skilled	10	100	405	1,040	425	410	285	110
<b>British Columbia Total</b>	<b>895</b>	<b>1,735</b>	<b>3,375</b>	<b>4,900</b>	<b>4,150</b>	<b>4,000</b>	<b>4,710</b>	<b>6,045</b>



## C. Response of the Archdiocese of Vancouver to Hispanic Immigrants and Seasonal Farm Workers

“In migrants the Church has always contemplated the image of Christ who said, ‘I was a stranger and you made me welcome’ (Mt 25:35). Their condition is, therefore, a challenge to the faith and love of believers, who are called on to heal the evils caused by migration and discover the plan God pursues through it even when caused by obvious injustices.”

*Erga migrantes caritas Christi* –  
“The love of Christ towards migrants,” n. 12

### ***Pastoral Response and Principles in Hispanic Ministry***

#### **Theological Foundation**

“*Pro Emigratis Catholicis*” of Blessed John Baptist Scalabrini was a pivotal document in the Church’s approach to ministry to migrants. Blessed John Baptist Scalabrini, known as “Father to the Migrants”, advocated on behalf of migrants at the end of the 19<sup>th</sup> and beginning of the 20<sup>th</sup> centuries. The congregations he founded continue this mission.

**1912** Pope St Pius X formed the first office for migration issues

**1952** “*Exsul Familia*,” a post-war document promulgated by Pope Pius XII, laid down guides for the church in ministering to migrants. The document is considered the “Magisterial Magna Carta” of Church teaching and first major official document of the Holy See regarding ministry to migrants.

“*Exsul Familia*” stated that assistance should be provided to migrants by priests of the same nationality/language, and that pastors must show the same concern for migrants as others in their local community.

Implementation of “*Exsul Familia*” was not always widespread but formed the basis for ministry with migrants.

**1960** With Vatican II and the increase of international migration, the movement from underdeveloped to developed countries, as well as the many movements of refugees, the Church saw a need to address the issue of migration and to respond to the needs of migrants. This would be a pastoral response as well as a response that directed itself to the promotion of the rights of every person to a life worthy of dignity. An emphasis on integration over assimilation was promoted.

**1969** With “*Pastoralis Migratorum Cura*” Pope Paul VI encouraged newly formed Bishops conferences to provide pastoral care for people on the move. It stated that migrants must be allowed to maintain cultural, social and religious practices.

**1970** Pope Paul VI instituted the Pontifical Commission for the Pastoral Care of Migrants and of Tourism.



- 1989** The Commission was renamed becoming the Pontifical Council for the Pastoral Care of Migrants & Itinerant People (people who travel from place to place). Its role was to animate and offer pastoral encouragement to individual conferences.
- 2004** The Pontifical Council for the Pastoral Care of Migrants and Itinerant People published an instruction "*Erga Migrantes Caritas Christi*" (the love of Christ towards migrants) as a response of the Church to the migration phenomenon of the day.
- In n. 15 of "*Erga Migrantes Caritas Christi*" we read: "In the foreigner a Christian sees not simply a neighbour, but the face of Christ Himself, who was born in a manger and fled into Egypt, where he was a foreigner, summing up and repeating in His own life the basic experience of His people (cf. Mt 2:13ff)...So Christians are followers of a man on the move 'who has nowhere to lay his head' (Mt 8:20; Lk 9:58) Born away from home and coming from another land (cf. Lk 2:4-7), 'he came to dwell among us' (cf. Jn 1:11,14) and spent His public life on the move, going through towns and villages (cf. Lk 13:22; Mt 9:35). After His resurrection, still a foreigner and unknown, He appeared on the way to Emmaus to two of His disciples, who only recognised Him at the breaking of the bread (cf. Lk 24:35). So Christians are followers of a man on the move 'who has nowhere to lay his head' (Mt 8:20; Lk 9:58)...In the same way Mary, the Mother of Jesus, can be equally well contemplated as a living symbol of the woman emigrant. She gave birth to her Son away from home (cf. Lk 2:1-7) and was compelled to flee to Egypt (cf. Mt 2:13-14). Popular devotion is right to consider Mary as the Madonna of the Way."
- 2006** Canadian Conference of Catholic Bishops, Episcopal Commission for Social Affairs, Pastoral Letter on Immigration and the Protection of Refugees was published on the occasion of the World Day for Migrants and Refugees. In its conclusion the letter states: "Migrants and refugees are a reminder that all of us before God are 'aliens and transients'. Their presence among us is a source of mutual enrichment for humanity as well as an encouragement toward dialogue and unity. Moreover, their presence is a sign of the Risen Christ. When people of different origins are welcomed, God is revealed: 'I was a stranger and you welcomed me' (Mt. 25:35)."
- 2007** CELAM met at Aparecida, Brazil and addressed the issue of immigration. "One of the most important phenomena in our countries is the process of human mobility, in its twofold expression of migration and itinerancy, in which millions of people migrate or find themselves forced to migrate inside or beyond their respective countries." The bishops mention several causes and consequences. "The causes are diverse and are related to the economic situation, violence in its various forms, the poverty affecting people, and lack of opportunities for research and professional development. In many cases the consequences are extremely serious at the personal, family, and cultural level. The loss of the human capital of millions of people, trained professionals, researchers, and extensive small farming sectors, is impoverishing us more every day. In some instances, exploitation of labor actually creates conditions of real slavery. There is also a shameful trafficking in persons, including prostitution, even of minors. The plight of refugees merits special mention, and challenges the



capacity for hospitality of society and the churches. One positive economic consequence of some migration is the money sent back to families from abroad, often referred to as remittances. Remittances in foreign currency from emigrants to their countries of origin have become an important and sometimes irreplaceable source of resources for various countries in the region, promoting the welfare and increased social mobility of those who are able to participate successfully in this process.”

**2015** Message of Pope Francis for the World Day of Migrants and Refugees states that the Church, responding to Christ’s command to “go and make disciples of all nations”, is called to be the People of God which embraces all peoples and brings to them the proclamation of the Gospel, for the face of each person bears the mark of the face of Christ! We ourselves need to see, and then to enable others to see, that migrants and refugees do not only represent a problem to be solved, but are brothers and sisters to be welcomed, respected and loved. They are an occasion that Providence gives us to help build a more just society, a more perfect democracy, a more united country, a more fraternal world and a more open and evangelical Christian community. “Dear migrants and refugees! You have a special place in the heart of the Church, and you help her to enlarge her heart and to manifest her motherhood towards the entire human family. Do not lose your faith and hope!”

**2015** J. Michael Miller, CSB Archbishop of Vancouver in his homily on the occasion of the World Day of Migrants and Refugees shares, “I think here of the many blessings that migrants and refugees bring to our local Church: your deep faith in God, often tried by persecution or situations of hardship in your homelands; your religious fervour expressed in the different popular devotions that enrich our religious life with your traditions; and your willing generosity to help others who are still in the process of migrating”.

## ***Vision and Mission***

### **Vision**

Provide pastoral care for Hispanics in our Archdiocese with a special focus on temporary seasonal farm workers.

### **Mission**

Our missionary mandate is to continue to serve and expand the ministry to the Hispanic immigrants and intentionally create and sustain a parish-based pastoral care program for temporary seasonal farm workers. This ministry is shepherded by the Hispanic Ministry coordinator, Father Richard Zanotti, CS who will be supported by the following leadership team:

- Pastor/Associate pastors from the parishes where Mass is celebrated in Spanish and are participating in seasonal farm worker ministry
- Teresian Carmelite Missionaries
- Missionaries of St. Charles, Scalabrinians, and Lay Scalabrinians



- Representatives from the parishes participating in seasonal farm worker ministry
- Director, Service & Justice Office of the Archdiocese of Vancouver

### ***Values***

**Hospitality:** To welcome Christ in the migrant.

**Humility:** To work in a spirit of fraternity and obedience.

**Service:** To respond to the call of God.

**Respect:** To promote the dignity of every human being in our service to the Church.

**Accountability:** To document and record the activities of the ministry to ensure it is intentional and sustainable.

**Joy:** To celebrate our faith with a joy that testifies the depth of our commitment.

### ***Roles in Hispanic Ministry***

#### **Archbishop**

The Archbishop is the chief shepherd of the local Church in Vancouver and responds to the needs of his flock by delegating those who will serve, on his behalf, in the various ministries of the Archdiocese including the ministry to Hispanics. The Archbishop's presence and participation through presentations to the community and the celebration of the sacraments, including the celebration of Masses with the seasonal farm workers, shows the importance of the ministry in the pastoral life of the Archdiocese and allows those being served to know that the ministry is not of individuals but of the whole local Church.

#### **Coordinator of Hispanic Ministry**

The coordinator has been assigned by the Archbishop and reports directly to the Archbishop. The coordinator has been given the following responsibilities:

1. To oversee the sacramental and adult catechetical aspects pertaining to Hispanic Ministry, especially, but not exclusively, migrant workers.
2. To co-ordinate the pastoral ministry to the Hispanic migrant community in the Archdiocese of Vancouver with the clergy, Religious, and lay faithful.
3. To work in co-operation with the Director of the Service and Justice Office on issues of mutual concern.
4. To meet on a regular basis with pastors and associates to share their experience of Hispanic Ministry and make recommendations to improve this ministry.
5. To meet with Religious sisters and laity to foster cooperation among all those engaged in Hispanic Ministry.
6. To ensure before beginning any pastoral commitments, especially the offering of Mass, that it can be sustained.



7. To foster the training of laity who wish to minister with migrants.
8. To develop, within three years (by June 30, 2016), a comprehensive Pastoral Plan for Hispanic Ministry for the Archdiocese of Vancouver.

### **Priests involved in Hispanic Ministry and priests hosting Hispanic Ministry**

Priests in the Archdiocese who speak Spanish are, or could be, involved in Hispanic Ministry especially with the celebration of the sacraments. Other priests although they might not be fluent in Spanish have welcomed Hispanic Ministry in their parish and have encouraged parishioners to be involved in this ministry. Priests serve those who are permanently here and those who are here temporarily. Any outreach in Hispanic Ministry must always take into consideration these priests, and once ministry has been initiated ongoing communication with them is important.

### **Teresian Carmelite Missionaries**

The Teresian Carmelite Missionaries continue to play an important role in Hispanic Ministry. They have ministered to the immigrants, those who have come to stay in Canada, and now they minister to the seasonal farm workers. They support Hispanics as a community and provide formation to the community as well as its leaders. They visit farms where seasonal farm workers receive formation in the faith. Their pastoral involvement goes beyond the parish to which they have now been assigned. They are a vital contact with the sectors where ministry is carried out among the immigrants who speak Spanish.

### **Missionaries of St. Charles, Scalabrinians, and Lay Scalabrinians**

The charism of the Missionaries of St. Charles, Scalabrinians and Lay Scalabrinians is to serve migrants. Through ongoing formation, both Scalabrinians and Lay Scalabrinians deepen their understanding of what service to migrants means. Under the authority of the Coordinator for Hispanic Ministry they are to take a leadership role in Hispanic Ministry. Scalabrinians reach out especially where the sacraments need to be celebrated. They coordinate with the Lay Scalabrinians who assess the need to form new ministry groups in parishes. They provide ongoing support and formation to parish-based groups.

### **Lay leaders in parishes**

Lay leaders in parishes coordinate the ministry in parishes and are the liaisons between the parish and the Coordinator for Hispanic Ministry. They work with the pastor or priest involved in, or hosting, Hispanic Ministry. They participate in periodic meetings with those involved in the ministry to better coordinate the services. The Scalabrinians and Lay Scalabrinians help to form and continue to support these leaders in their ministry. They promote the ministry and seek volunteers among service groups of the parish and the community like the Knights of Columbus, the Catholic Women's League and the Society of St. Vincent de Paul. One does not need to be fluent in Spanish to serve in this ministry. These leaders are to ensure that all volunteers who have a direct contact with seasonal farm workers have criminal background checks and have signed the Safe Environment code of conduct. The seasonal farm workers are considered vulnerable adults.



### Director of the Service and Justice Office

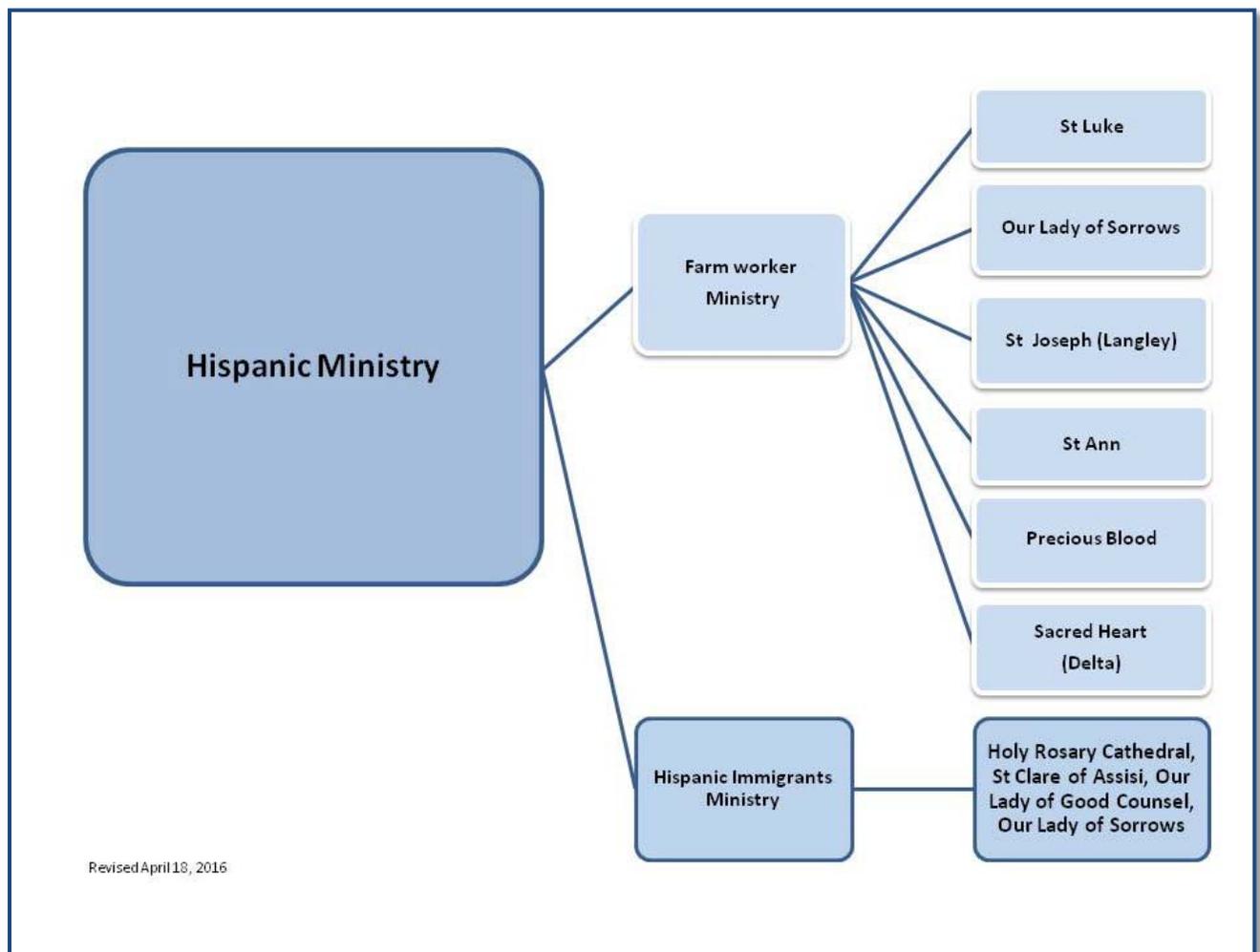
The coordinator of Hispanic Ministry is to work in cooperation with the Director in matters of common concern. The Director supports the ministry in providing formation and tools for efficiency and the sustainability of the ministry.

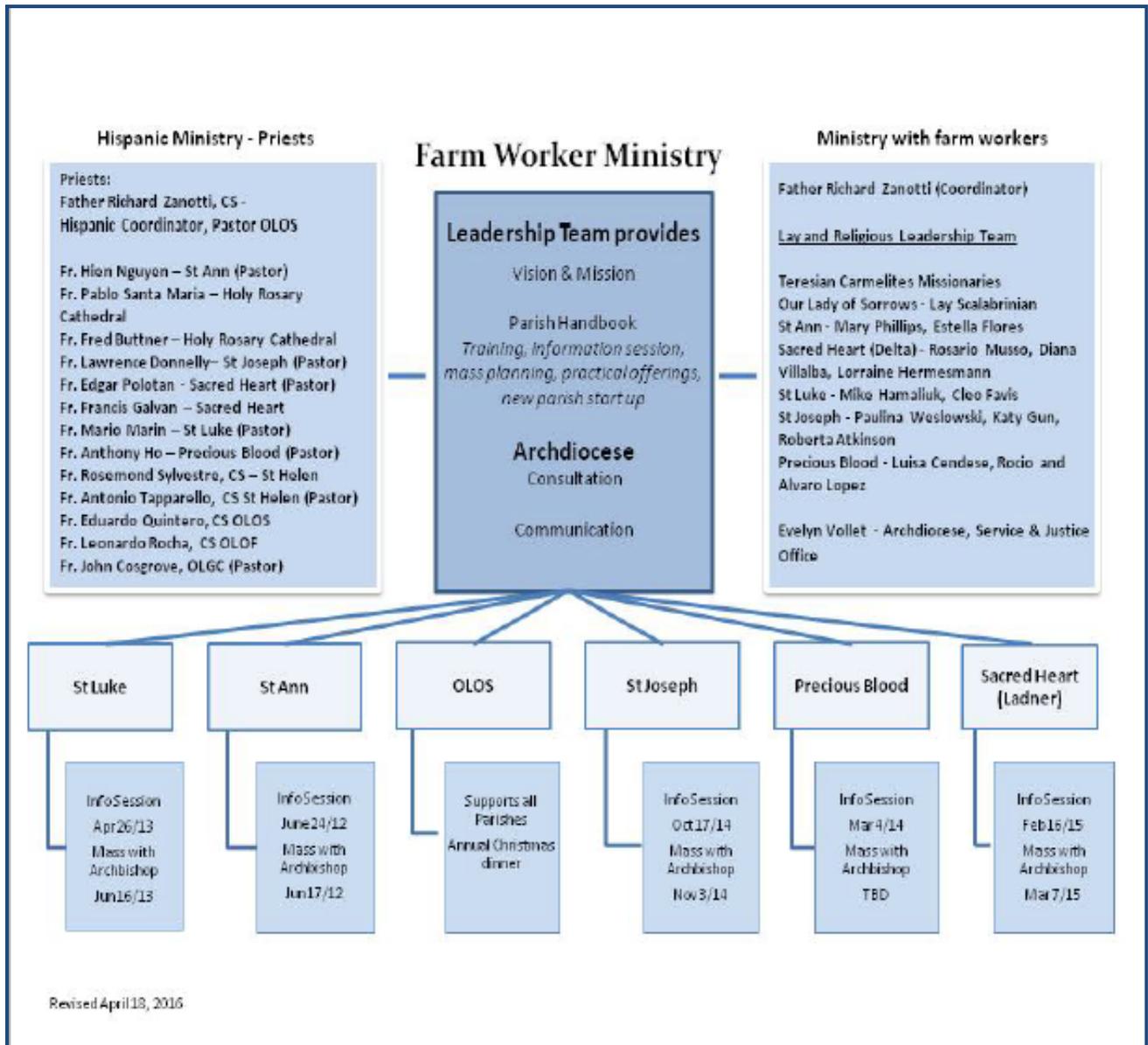
### Offices of the Archdiocese

Hispanic Ministry should not be an isolated entity and should avail itself of the expertise of the different offices of the Archdiocese, enabling these offices to recognize that Hispanic Ministry is their concern as well.

### Organizational Structure

Hispanic Ministry Coordinator – Father Richard Zanotti, CS





## Parishes Currently Serving Seasonal Farm Workers

The welcome of the parish is crucial for the seasonal farm workers so that they can continue to have a sense of belonging to community and to Church. The sense of isolation from family and community can cause an emotional and psychological crisis but also a spiritual one. It is important that those ministering to seasonal farm workers be intimately tied to a parish so that this sense of community can always be there for those being ministered to.

Parish	Location	Description	Day	Time	Comment
Our Lady of Sorrows	Vancouver	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Seasoned Farm Worker Ministry through outreach in the Archdiocese by the Lay Scalabrinians</li> <li>• Yearly Christmas Mass and dinner</li> </ul>			According to need
Precious Blood	Surrey/ Cloverdale	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Seasoned Farm Worker Ministry</li> </ul>	3 <sup>rd</sup> Sunday	4:00pm	Scalabrinian Priest
St. Joseph	Langley	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Seasoned Farm Worker Ministry</li> </ul>	1 <sup>st</sup> Sunday	5:30pm	Holy Rosary Cathedral celebrant
St. Ann	Abbotsford	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Seasoned Farm Worker Ministry</li> <li>• Rosary</li> </ul>	2 <sup>nd</sup> Saturday	7:00pm	Scalabrinian Priest
St. Luke	Maple Ridge	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Seasoned Farm Worker Ministry</li> </ul>	4 <sup>th</sup> Sunday	3:00pm	Holy Rosary Cathedral celebrant
Sacred Heart	Delta	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Seasoned Farm Worker Ministry</li> </ul>	1 <sup>st</sup> Saturday (No Mass June/July)	7:00pm	Scalabrinian Priest
		<ul style="list-style-type: none"> <li>• Rosary</li> </ul>	Tuesday	7:00pm	
		<ul style="list-style-type: none"> <li>• Charismatic Prayer Group</li> </ul>	Wednesday	7:30pm	English with Spanish translation
		<ul style="list-style-type: none"> <li>• Discovery Program (CCO)</li> </ul>		Dependent on schedule of workers	



### Parishes Currently Serving Hispanic Immigrants

Parish	Location	Description	Day	Time	Comment
Our Lady of Sorrows	Vancouver	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Adult Catechesis</li> <li>• Bodas de Cana</li> <li>• Charismatic Prayer Group</li> <li>• Charitable Works</li> <li>• Choir</li> <li>• Lay Scalabrinians</li> <li>• Liturgical Ministries</li> <li>• Marriage Encounter</li> <li>• Project Timothy</li> <li>• Seasoned Farm Worker Ministry</li> <li>• Vocation Committee</li> <li>• Young Adult</li> </ul>	Tuesday	6:30pm	
			Friday	6:30pm	
			Sunday	1:00pm	
			Sunday	7:00pm	English/Spanish
Our Lady of Good Counsel	Surrey	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• AA Meetings in Spanish</li> <li>• Adult Catechesis</li> <li>• Bible Study</li> <li>• Charismatic Prayer Group</li> <li>• Charitable Works</li> <li>• Choir</li> <li>• Marriage Encounter</li> <li>• Project Timothy</li> </ul>	Saturday	5:30pm	Scalabrinian Priest
St. Clare of Assisi	Coquitlam	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Charismatic Prayer Group</li> <li>• Charitable Works</li> <li>• Project Timothy</li> </ul>	Sunday	6:30pm	Scalabrinian Priest
Holy Rosary Cathedral	Vancouver	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Charitable Works</li> <li>• Young Adult</li> </ul>	Sunday	6:30pm	
Precious Blood	Surrey/ Cloverdale	<ul style="list-style-type: none"> <li>• Mass in Spanish</li> <li>• Reconciliation</li> <li>• Charitable Works</li> <li>• Seasoned Farm Worker Ministry</li> </ul>	3 <sup>rd</sup> Sunday	4:00pm	Scalabrinian Priest



Parish	Location	Description	Day	Time	Comment
St. Joseph	Langley	<ul style="list-style-type: none"><li>• Mass in Spanish</li><li>• Reconciliation</li><li>• Charitable Works</li><li>• Seasoned Farm Worker Ministry</li></ul>	1 <sup>st</sup> Sunday	5:30pm	Holy Rosary Cathedral celebrant
St. Ann	Abbotsford	<ul style="list-style-type: none"><li>• Mass in Spanish</li><li>• Reconciliation</li><li>• Charitable Works</li><li>• Rosary</li><li>• Seasoned Farm Worker Ministry</li></ul>	2 <sup>nd</sup> Saturday	7:00pm	Scalabrinian Priest



## **D. Evangelization and Catechesis**

“Standing outside of the Superstore we encountered a wonderful lady from St Joseph parish in Langley. They help us get to Mass and Confession and offer us a wonderful meal where we can talk to our fellow brothers and new friends.”

- Anonymous Seasonal Farm Worker

### ***Introduction***

Both evangelization and catechesis are the concern of those working in Hispanic Ministry. People are at different places with regard to their faith life. Some need the kerygma proclaimed; that is, the initial encounter with the Lord so as to build a relationship with Him. Others have already begun that relationship and need to grow in it through a structured catechesis. Some need to be reacquainted with the Lord that they already know but have not kept in touch with. Hispanic Ministry needs to be concerned about all these instances and begin to minister to people where they are at in their faith growth. Through the Coordinator of Hispanic Ministry different programs will be chosen and adapted for the purpose of evangelization and catechesis. The coordinator will work closely with those offices of the Archdiocese that are responsible for catechesis.

### ***Multicultural Parishes***

Multicultural parishes are parishes where different ethnic communities or cultural groups use the same facilities. Scheduling can be challenging and involves each group having time and space for its ministry. A central coordinating group such as a pastoral council gives leadership but, except for some celebrations together, each group remains separate.

The multicultural parish has its benefits in that facilities are shared which eliminate the need to erect structures for each group. The difficulty comes in the inability to form an integrated community. Multicultural parishes should eventually transform into intercultural parishes where a true and united community is formed from different groups. This is where ethnic and cultural traditions and ways of celebrating one's faith are absorbed into the community and become part of the life of the whole community. There are certainly many more multicultural parishes than intercultural ones but the latter offer a greater witness to a truly Catholic Church.

It is understood that all Hispanics can avail themselves of the services of those parishes that are involved in Hispanic Ministry. They would enjoy the rights and be responsible for the duties that this would entail according to canon law.

### ***Hispanic Ministry Using Facilities of Parishes for Mass and Other Activities***

Hispanic Ministry in the Archdiocese of Vancouver has been using the facilities of parishes for Mass and other activities as a guest and continues to do so. Hispanic Ministry has also been able to integrate into multicultural parishes. It is hoped that at some point Hispanics will be integrated in true intercultural parishes. At the same time, it is understood that integration is a slow process and different structures are needed for different moments of that integration. At this particular time, an important focus in Hispanic Ministry is the ministry to seasonal farm



workers. Hispanic Ministry in the Archdiocese of Vancouver has been using the facilities of parishes for Mass and other activities as a guest and continues to do so. Hispanic Ministry has also been able to integrate into multicultural parishes. It is hoped that at some point Hispanics will be integrated in true intercultural parishes. At the same time, it is understood that integration is a slow process and different structures are needed for different moments of that integration. At this particular time, an important focus in Hispanic Ministry is the ministry to seasonal farm workers. Parishes have to be places of welcome for people who are temporarily living in the area.

### ***Seasonal Farm Worker Ministry***

Migrant worker ministries had already been established in Abbotsford and Langley through the generous work of priests and laity. Scalabrinian Priests and lay Scalabrinians together with the Service and Justice office of the Archdiocese along with lay leaders in the parishes identified the need to renew and expand the seasonal farm worker ministry to include more parishes in the Fraser Valley and south of the Fraser River.

The group has had many discussions about how the Catholic Church could provide greater support and expand the ministry to more migrant seasonal farm workers. Moreover, they recognized that our absence provided an opportunity for other denominations to seek out migrant workers offering them spiritual support and hospitality.

“Migrants are often victims of illegal recruitment and of short-term contracts providing poor working and living conditions. This is because they often have to suffer physical, verbal and even sexual abuse, work long hours, often without the benefits of medical care and the usual forms of social security” (*Erga Migrantes Caritas Christi*, n. 6).

This group has intentionally focused on the seasonal farm worker community to ensure pastoral care is provided while farm workers live and work in the Lower Mainland. St Joseph’s

Parish in Langley, St Ann’s Parish in Abbotsford and Sacred Heart Parish in Delta have offered a monthly Mass in Spanish, in addition to practical support, for many years. St Luke’s parish in Maple Ridge and Precious Blood in Cloverdale recently initiated this ministry. It is the desire of the Seasonal Farm Worker Ministry group to provide more opportunities for the sacrament of reconciliation, bible study, prayer groups and other opportunities that would accommodate the seasonal farm workers busy work schedules.

All programs must be sustained through the building of capacity with volunteers at the parish level. This ministry must be a parish based ministry.

### ***Formation of Leaders in Ministry***

An important responsibility of the Coordinator for Hispanic Ministry is the formation of those involved. This becomes even more important for those who minister to seasonal farm workers since this ministry is not the ordinary pastoral ministry carried out within a parish. It involves certain sensibilities which need to be addressed. Together with the Lay Scalabrinians, the Teresian Carmelite Missionaries and the director of Service and Justice Office, the Coordinator



of Hispanic Ministry will organize formation sessions that can serve to prepare beginners in the ministry and serve as ongoing formation for those already involved.

Ministry teams in the parish need to be formed as they begin ministry especially with the seasonal farm workers, since these migrant workers are considered a vulnerable population.

Essential to formation should be training in “Cautious Advocacy.” As ministers experience the sometimes precarious living and working conditions of seasonal farm workers they will be moved to act on their behalf, to be a voice for the voiceless, but this must be done with great caution so that the individual workers, or their jobs, are not at risk.

The Hispanic Ministry Handbook includes training and development guidelines required to serve the seasonal farm workers.

The coordinator will also be responsible to:

1. Host quarterly leadership meetings each year for training and development and networking.
2. Continue to provide information sessions to parishes that currently minister to migrants for the purpose of ongoing training and recruitment.
3. Host an annual retreat for those who Minister to Migrants.



## **E. Goals and Objectives**

“The Spirit of the Lord is upon me, because he has anointed me to bring glad tidings to the poor. He has sent me to proclaim liberty to captives and recovery of sight to the blind, to let the oppressed go free, and to proclaim a year acceptable to the Lord.”

Luke 4:18-19

### ***Ministry to Hispanic Immigrants***

1. To promote worship (i.e. Mass, Communion Service, Reconciliation and other prayer experiences) and programs (Bible study, Discovery and others) especially through the support of the Scalabrinian priests, Teresian Carmelite Missionaries, Lay Scalabrinians and those involved in Hispanic Ministry in the parishes.
  - a. To continue the ministry already in place in a number of parishes.
  - b. To assess the needs of the Hispanic immigrant community in the Archdiocese of Vancouver and create an action plan to best address these needs by December 31, 2016. This would involve discussions between the Hispanic Ministry coordinator, pastors of parishes where Hispanic immigrants reside, and the Hispanic immigrants themselves (focus groups as an example).
2. To form leaders among the Hispanic immigrants who will participate in the ministry.
3. To continue to work with the different organizations/movements: Marriage Encounter, Charismatic Renewal, Bodas de Cana and others. This involvement must include building a sense of belonging to and support of the parish community.
4. To continue to have Scalabrinians and Lay Scalabrinians provide leadership with running the Catholic Christian Outreach “Discovery” series and continue forming leaders who will extend the program to parishes and sectors where ministry to Hispanic immigrants is being carried out.
5. To convoke a general assembly of all those involved in ministry to Hispanic immigrants to be scheduled for the fall of 2016. This convocation will involve formation, evaluation and planning for the future of the ministry. This gathering will be held at the JP II Pastoral Centre so as to impress on the participants that this ministry is a work of the Archdiocese of Vancouver.

### ***Ministry to Seasonal Farm Workers (Migrants)***

1. To recruit new parishes with a high concentration of seasonal farm workers in their community.
  - a. The Hispanic Ministry coordinator will contact the pastor to begin discussions regarding seasonal farm worker ministry.
  - b. The two potential parishes identified for 2016 and 2017 are St Mary’s in Chilliwack and St Joseph in Mission.



2. To recruit Lay Scalabrinians to lead and support existing seasonal farm worker ministries and aid in the expansion of the ministry.
  - a. Offer the Scalabrinian Lay Associate teaching units, in order to prepare possible candidates for the Lay Scalabrinians, beginning at St Helen's parish in the fall of 2015 and, thereafter, at least once per year.
  - b. Provide specific formation for the new Lay Scalabrinians in ministry to seasonal farm workers.
3. To connect with other parish groups and the community to grow capacity in this ministry.
  - a. Each parish based ministry will connect with their Pastor, Pastoral Council, Catholic Women's league, Knights of Columbus, Society of St Vincent de Paul and others in the parish to provide education and awareness in order to attract volunteers who will support the ministry.
  - b. At the request of the parish based ministry, the Lay Scalabrinian Migrant Leadership Team will provide information sessions which outline the specifics of ministry to seasonal farm workers for new ministries or as required.
4. To promote worship (i.e. Mass, Communion Service, Reconciliation, Rosary, Way of the Cross and other prayer experiences) and programs (Bible Study, Discovery and others) through the support of the Scalabrinian priests, Lay Scalabrinians and ministry leaders in the parishes.
  - a. The seasonal workers themselves are seeking this. Together with the pastor those involved in the ministry will organize opportunities for worship as well as formation compatible with the work schedule of the seasonal farm workers.
  - b. Scalabrinians and Lay Scalabrinian Migrant Leadership Team will provide leadership in the delivery of the Catholic Christian Outreach "Discovery" series at selected farms and continue forming leaders who will extend the program to more farms.
  - c. Attend triannual leadership training and development meetings.
5. To continue the annual Christmas Mass and dinner for migrants to be held at Our Lady of Sorrows Parish, which approximately 300 seasonal farm workers attend, with the help of generous donors both from parishes and commercial entities.

### ***Develop Structure and Sustainability Planning for Immigrant and Migrant Ministry***

1. Documenting the roles and responsibilities of staff, advisory committee and volunteers for succession planning and training purposes will help to develop structure and improve the sustainability of the ministry.
2. Templates for reporting ministry activities will be prepared by the Coordinator of Hispanic Ministry in cooperation with the Service and Justice Office.



3. All information regarding ministry, with immigrants will be kept at our Lady of Sorrows parish.
4. All information regarding seasonal farm worker ministry is presently kept with the Service and Justice office and will eventually, once the framework and process(es) is in place, be kept by the secretary of the Lay Scalabrinians at our Lady of Sorrows Parish.

### ***Financial Stability***

1. To date Ministry expenses both to immigrants and migrants have been covered by Our Lady of Sorrows, Scalabrinians, Lay Scalabrinians, the Service and Justice Office and Ministry groups in each parish.
2. Financial resources have come from collections at Masses celebrated with immigrants, fund raising carried out by the Lay Scalabrinians and the ministry groups in the parishes, the budget of the Service and Justice Office and the generosity of parishes in contributing funds and allowing the ministry the use of their facilities.
3. Human resources include the many volunteers throughout the Archdiocese that give of their time and talents to the ministry. We need to increase this generous work force so as to expand our ministry especially to the many farm workers that we have not yet reached.
4. Budget items for ministry to Hispanic immigrants are included in the parish ministry budget of Our Lady of Sorrows. A collection is taken at the Masses celebrated with immigrants and a weekly donation is given to the parishes for the use of their facilities. Those immigrants participating in these weekly Masses are considered parishioners of Our Lady of Sorrows even though some are members of the local parish when they send their children to the parochial school. They have the option of continuing as members of Our Lady of Sorrows at which time the parish of Our Lady of Sorrows pays the subsidy to the school.
5. Items included in a budget for ministry to the seasonal farm workers: stipends for priests and religious working in the ministry; transportation expenses since this ministry involves traveling long distances; food for socials after Mass and sessions held at individual farms; bibles, books and other catechetical materials; emergency expenses such as help with food, clothing, blankets, medicine, etc.; welcome and first aid kits.



## **F. Reporting and Evaluation**

“The apostles gathered together with Jesus and reported all they had done and taught.”

Mark 6:30

### ***Reporting***

Migrant Leadership team members send monthly reports using the template provided (Appendix C) and submit to a centralized administrator for the purpose of creating a “dashboard” (Appendix E) to be reviewed by the Hispanic coordinator.

The reports provide information which allows the Hispanic coordinator and all involved parties to refine programming as required.

Triannual meetings are hosted for sharing information and for further training and development of the ministries.

### ***Evaluation***

In June of each year the Coordinator of Hispanic Ministry together with priests, sisters and lay leaders in the ministry will make a thorough evaluation of all aspects of Hispanic Ministry, both immigrant (permanent) and migrant (temporary). The evaluation will lead to recommendations for the upcoming year of ministry. Special attention will be given to the goals and objectives set forth in the pastoral plan. At this time, monthly reports submitted by each of the parish groups, regarding monthly Masses as well as farm visits, will be assessed. These reports will be collated by a centralized administrator after each event. Templates have already been created to ensure consistency throughout the Archdiocese.

1. In addition to the general annual meeting the Coordinator of Hispanic Ministry will meet once a year with the priests who minister to Hispanics or those hosting ministry to Hispanics.
2. The coordinator of Hispanic Ministry will meet with the Archbishop on a bimonthly basis. He will apprise the Archbishop of the activities of Hispanic Ministry for both immigrants and migrants. The Archbishop will provide input and suggestions with regard to the ministry and verify that the pastoral plan is being implemented.
3. The plan is established for five years after which a new plan will be submitted to the Archbishop for his approval.
4. The Pastoral Plan for Hispanic Ministry will be evaluated on an annual basis, and can be adapted as needed. Such adaptations will be proposed by the Coordinator of Hispanic Ministry and approved by the Archbishop.



**Appendix I: Handbook for Migrant Ministry**

<http://rcav.org/migrant-farmworker-ministry-handbook/>

# HISPANIC MINISTRY

*"I was a stranger and you welcomed me."*

*Matthew 25:35*



## A HANDBOOK FOR MIGRANT FARM WORKER MINISTRY (Diverse Cultural Groups)

**COORDINATOR FOR HISPANIC MINISTRY  
(INCLUDES LATINO MINISTRY AND MIGRANT FARM WORKER MINISTRY)**

**FATHER RICHARD ZANOTTI, CS  
PASTOR, OUR LADY OF SORROWS  
555 SLOCAN STREET, VANCOUVER BC V5K3X5**



Archdiocese of Vancouver  
SERVICE AND JUSTICE OFFICE

Revised October 16, 2015



## Appendix II: Info Session and Agenda Template Sample

7:00 pm	Fr. Pablo Santa Maria Watson St. Joseph's Parish, Langley	Welcomes Everyone Introduces MC: Ana Paula Almeida, Lay Scalabrini, Our Lady of Fatima, Vancouver	3 mins
7:03 pm 7:08 pm	MC introduces: Evelyn Vollet, Office of Service & Justice, RCAV	Overview of the Farm Workers Ministry	5 mins
7:09 pm 7:39 pm	MC introduces: Father Francesco D'Agostino, CS. Our Lady of Sorrows Parish, VCR	Spiritual Session	30 mins
7:40 pm 7:50 pm	MC introduces: Agnes Wong, Lay Scalabrini, Our Lady of Sorrows Parish, VCR	Practical Session begins with Fundraising and Donations	10 mins
7:51 pm 7:56 pm	MC introduces: Rosa Jurado and Ana Maravilla, Lay Scalabrinians, Our Lady of Sorrows Parish, VCR	First Aid Kit Supplies and Donations	5 mins
7:57 pm 8:07 pm	MC: Break for Refreshments	Intermission Break	10 mins
8:08 pm 8:13 pm	MC introduces: Mike Hamaliuk, Migrant Workers Ministry St. Luke's Parish, Maple Ridge	Sharing a story about the Migrant Workers Ministry in Maple Ridge	5 mins
8:14 pm 8:17 pm	MC introduces: Daisy Peccorini, Lay Scalabrini, Our Lady of Sorrows Parish, VCR	Reading a letter prepared by Grace Rees about her Migrant Ministry in Langley	3 mins
8:18 pm 8:23 pm	MC introduces: Paulina Weslowski, (Name of Group) St. Joseph's Parish, Langley	Sharing a story about the Migrant Workers Ministry in Langley today	5 mins
8:24 pm 8:29 pm	MC introduces: Octavio Jurado, Lay Scalabrini, Our Lady of Sorrows Parish, VCR	Sharing a story about supporting the mission of the Migrant Workers Ministry in Maple Ridge	5 mins
8:30 pm 8:40 pm	MC introduces: Connie Fabian, Lay Scalabrini, Our Lady of Sorrows Parish, VCR	Sharing a story about supporting the mission of the Migrant Workers Ministry in Langley	5 mins
8:41 pm 8:46 pm	MC introduces: Juan Miranda, Lay Scalabrini, Our Lady of Sorrows Parish, VCR	The Migrant Workers Ministry Call to Action	5 mins
8:47 pm 9:00 pm	MC Questions & Answers	Followed by Closing Invitation to Meet and Greet	3 mins



Archdiocese  
of Vancouver

MINISTRIES & OUTREACH  
Hispanic Ministry  
2016-April-16



### Appendix III: Template of Monthly Ministry Reports

<b>Parish</b>		
<b>Coordinator</b>		
<b>Date</b>		
<b>Time</b>		
<b>Mass</b>		
Celebrant		
Con Celebrant(s)		
Sisters present		
<b>Reconciliation</b>		
Approximate number participated		
<b>Migrant Workers</b>		
Approximate number of workers	In attendance	
	Requesting rides	
	Unable to attend due to shortage of drivers/seats	
<b>Farms</b>		
Approximate number of farms	In attendance	
	Requesting rides	
	Unable to attend due to shortage of drivers/seats	
<b>Volunteers</b>		
Approximate number of volunteers	Providing rides	
	Hosting dinner	
	other	
<b>Meal</b>		
Details	Snack	
	Dinner	
	Other	
	Donated by	
<b>Other information to share</b>		



Archdiocese  
of Vancouver

MINISTRIES & OUTREACH  
Hispanic Ministry  
2016-April-16



## Appendix IV: Mass Planning Template

Description	In Charge	Day/Time	Status
<b>PRE MASS PLANNING &amp; DISCUSSION</b>			
<b>Communication:</b> in RCAF events promotion (Archdiocesan Calendar, The BC Catholic Event Listing, Tuesday Update (Bulletin), rcav.org website)			
<b>Communication at Parish Level and all Invitations</b> Create poster Invite nearby parishes			
<b>Prepare Budget</b> Food, posters, other costs			
<b>Lectionary and Sacramentary (Spanish)</b>			
<b>Name tags for planning team</b>			
<b>Prayers for the Faithful:</b> prepare the prayers and translate in Spanish			
<b>Choir:</b> invite choir; identify will they sing all Mass parts			
<b>Media:</b> identify in house photographer and journalist who will capture the day (inaugural Mass)			
<b>Invite The BC Catholic:</b> journalist and photographer (inaugural Mass)			
<b>Arrange rides for Migrant Workers</b>			
<b>THE DAY OF MASS</b>			
<b>Reserve pews:</b> Lecturers, offertory, ...			
<b>Greeters</b>			
<b>Ushers (collection)</b>			
<b>Training for Altar Servers</b> ( <i>if required</i> )			
<b>Flowers, altar preparations</b>			
<b>Pastors - Greet Archbishop</b>			
<b>Identify commentator:</b> someone who will talk for 2 minutes prior to the Mass and welcome, turn off cell phones, remind people of the celebration following and introduce a Migrant worker for a testimonial (1 minute). Must be in Spanish/English.			
<b>Identify farm workers for:</b> Lectors, Psalm, Prayers for the Faithful, Bring up the Offertory gifts			
<b>Thank you to Archbishop - after Communion</b>			
<b>CELEBRATION</b>			
Dinner - set up tables, prepare for meal (hot, cold, tbd), clean up			
Entertainment (optional)			
Mobile Umbrella Clinic will be on site			
Testimony from Farm worker after dinner (optional)			



### Appendix V: Dashboard

RCAV Migrant Ministry Dashboard: Farm Worker Monthly Mass						<Date>
Parish	Coordinator	Date	Time	Celebrant	Concelebrant	Sisters Present

**Umbrella Mobile Clinic**

**Estimates**

Farms represented

Farms requesting rides

Farms unable to attend

No. of migrant workers

Migrant workers requesting rides

No. of confessions

No. of volunteers

**St. Ann's Monthly Rosary and Meal**

**Meals**

**Notables**



## Glossary

<b>Hispanics</b>	This term is used to mean “Spanish” speaking persons.
<b>Immigrant</b>	This term is used for persons who have migrated to Canada and reside here on a permanent basis.
<b>Latin American</b>	All Hispanics who arrive are from Central America, South America (including Brazil) and Mexico.
<b>Migrant</b>	This term is used to differentiate the “seasonal farm workers” from the general immigrant population.