

Hispanic Lay Leadership Initiative

Program Overview and Guidelines

Catholic Extension offers funding to help create salaried positions for Latino leaders in Hispanic Ministry. With the Hispanic Lay Leadership Initiative, Catholic Extension will provide 3 years of funding to support 62.5% of the total salary and benefits of new Latino lay leadership positions in Hispanic Ministry. After the 3-year grant period concludes, Catholic communities are expected to maintain the leadership positions entirely with local funding.

Contributions & Main Areas of Support

I. CATHOLIC EXTENSION:

1. Will grant 3 years of support to fund 62.5% of salary and benefits of the new leadership position.
2. Will offer educational and professional development opportunities through our partnerships with education institutions like Jesuit School of Theology – Santa Clara University and the Mexican American Catholic College.
3. Will organize and host an annual gathering for all lay leaders funded through the Initiative.
4. Will provide opportunity for networking.

II. DIOCESES:

1. Will contribute the remaining 37.5% of salary and benefits of the new leadership position.
2. Will pay 100% of program expenses related to new position (estimated \$10,000/year).
3. Will develop a funding plan to maintain the position locally after the grant period concludes.
4. Will conduct candidate search, interviews, and will select qualified Hispanic lay leaders, according to diocesan Human Resource policies.
5. Will communicate progress and report measurable results to Catholic Extension.

III. HISPANIC LAY LEADERS:

Latino lay leaders will be natural "bridge-builders" who have been selected based on their demonstrated commitment to the Church, their strong history of service, and their active community involvement. Dioceses and local parishes will develop a job description based on their own pastoral needs. As faith formation leaders, youth and family ministers, and religious education coordinators, these leaders will develop and implement programs and ministries that help engage more Catholics and build capacity within the Church.

Candidate Guidelines:

- All selected Latino Lay Leaders must be approved by local bishop.
- Bilingual (Spanish/English) and of Hispanic origin.
- No formal education requirement, but Bachelor's or Master's degree strongly preferred.
- Knowledgeable of the Church, its beliefs, and teachings.
- Superior leadership qualities and community faith-building experience.
- Willingness and desire to work in poor or isolated communities.



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Lay Leadership Position Guidelines:

- Funding is to support the development of NEW positions in Hispanic pastoral ministry. Existing positions, as well as those that were recently cut due to budgetary restrictions are not eligible. Positions at the parish level are not eligible for funding.
- Leadership positions must focus on faith-building and active, “hands-on” pastoral ministry with the Hispanic community. Secretarial and administrative positions are not eligible.
- Funding is reserved for full-time positions only.
- Depending on the local community’s unique needs and priorities, positions can support a variety of different ministries serving the Hispanic Catholic community, including Youth and Young Adult, Family Life, Adult Faith Formation, New Evangelization, Leadership Education and Training, Migrant Ministry, etc.

Expectations and Desired Outcomes for Hispanic Lay Leaders:

- Will develop a strategic plan of action for their pastoral ministry.
- Will attend the annual gathering organized by Catholic Extension.
- Will engage in continuing education through Catholic Extension’s partnerships with various pastoral institutes and universities.

Contact:

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