



ARCHDIOCESE OF SEATTLE
CATHOLIC SCHOOLS

Parent Ambassador Model

A Family and Community Engagement Program



Training and Resources

The Parent Ambassador Model (PAM) program is intended to help local schools welcome, train, mentor, and serve cultural communities, especially the growing Hispanic/Latino families throughout the Archdiocese of Seattle.

Office for Catholic Schools and
Society of St. Vincent de Paul
2018 – 2019

Version 1.0

Mission Statement of the Archdiocese of Seattle

The Ministries of the Archdiocese of Seattle continue the work of Evangelization for encounter with Christ who calls and sends missionary disciples and who himself provides lifelong formation and nourishment in the Church.

Acknowledgements

In May 2014, the Archdiocese of Seattle, Office for Catholic Schools received a grant, funded by the Catholic Campaign for Human Development (CCHD), seeking to increase recruitment and enrollment of Hispanic/Latino students in Catholic Schools.

The Parent Ambassador Model Program for Catholic Schools would not have been possible without the generous support and vision of the United States Conference of Catholic Bishops to strengthen Latino/Hispanic engagement in Catholic Schools in the Archdiocese of Seattle.

We want to thank the Office for Catholic Schools Superintendent, Kristin Dixon, who works tirelessly in engaging partnerships with Hispanic/Latino families to bless and strengthen our school and parish communities throughout western Washington.

We also want to thank Ned Delmore, Executive Director for The Society of St. Vincent de Paul of Seattle | King County, for his leadership in the founding of Centro Rendu, a special works program of the Society that focuses on protecting, serving, empowering, and advancing Hispanic/Latino leadership in service to the social mission of the Church.

TABLE OF CONTENTS

Mission of the Office for Catholic Schools	4
Patron Saint of Centro Rendu <i>of</i> St. Vincent de Paul	5
Cultural Diversity in Catholic Schools	6
PAM Program and Training Resources	7
Program Overview and Components	7
Sample of Offerings through Centro Rendu	7
Activating the PAM Program	8
Determining School Readiness	8
Five Key Categories	9
Outreach	9
Engagement	10
Roles within PAM Teams	10-11
Four Key Engagement Strategies	11
Implementation	12
Celebrating the Good News	13
School Website Content Suggestions	14
Living in Relationship	15
EXTENSIONS... Going Deeper	16
Community Resources	17-18
Contact Information	19
Important Terms and Cited Sources	20-23
Appendices A & B	24
SAMPLE INVITATION LETTERS (<i>English/Spanish</i>)	25-26
PAM Readiness Assessment - <i>Rubric</i>	27

MISSION OF THE OFFICE FOR CATHOLIC SCHOOLS IN THE ARCHDIOCESE OF SEATTLE

The schools of the Archdiocese of Seattle, in communion with the Archbishop, in collaboration with parents, parish leadership, and the community, and in the service of teaching Gospel values and the faith of the Catholic Church, educate students in grades Pre-K to 12 for leadership and service to the church and society through excellent religious, academic, and co-curricular programs that strive to be accessible to all.

For the past ten years, the Archdiocese of Seattle in collaboration with the Fulcrum Foundation, has engaged in efforts to reach, engage, and enroll more Hispanic/Latino families into Catholic schools by sponsoring initiatives to provide a more welcoming atmosphere. These initiatives have included: hiring bilingual school staff, reviewing and adjusting tuition requirements, and offering tuition assistance as needed.

More recently, the Office for Catholic Schools (OCS) in the Archdiocese of Seattle and St. Vincent de Paul of Seattle | King County (SVdP) have formed a partnership to advance Catholic schools' mission in the Archdiocese of Seattle and position them as accessible and welcoming to Latino/Hispanic families. The PAM program and trainings for Catholic schools is a response to the Archdiocesan Pastoral Plan for Hispanic Ministry "*From Guest to Host*". It leads with the understanding that supporting leadership opportunities for members of the Hispanic/Latino Catholic community is vital to the health, wellbeing, and propagation of our faith in the Pacific Northwest. PAM supports the work of strengthening the Hispanic/Latino community and Catholic Schools' relationship in the Archdiocese of Seattle.

PAM is driven by SVdP's Centro Rendu special works program initiated in 2013 that exists to protect, support, and defend Hispanic/Latino immigrant families through education, social services, and leadership development that empowers and strengthens healthier communities and future generations.

SVdP is further committed to liaison with the Archdiocese of Seattle Mission's Office and Maryknoll to coordinate opportunities to advance the Missionary Discipleship Institute (MDI) initiatives and adapt MDI resources to advance the Catholic identity mission. Each entity has agreed that all Catholic school communities are included and invited to participate in the SVdP/OCS partnership, including those with whom the OCS has already established a PAM Program.

**PATRON SAINT OF
CENTRO RENDU OF ST. VINCENT DE PAUL**



“Hunt down poverty! ... in order to give humanity its dignity”

In these words from Blessed Rosalie Rendu, we find our inspiration and commissioning. At Centro Rendu we believe that this command from Sister Rosalie Rendu, a daughter of Charity, we are summoned to a Catholic collaboration that works together to dismantle the systems that perpetuate inequity and maintain individuals and families living in poverty.

Centro Rendu takes its name from Blessed Rosalie Rendu, a daughter of Charity. She was a worker, teacher, organizer, and advocate for justice. Rosalie Rendu provided adequate care for her brothers and sisters living in poverty in 19th-century Paris, France during the Industrial Revolution.

Rosalie Rendu was both a teacher and mentor to the young Catholic student Frederic Ozanam, founder of the Society of Saint Vincent de Paul. She was a proponent of education as a way out of poverty and of systemic change as a logic response to our baptismal call. In her words:

“We must aspire to a more complete and longer lasting benefit; study their abilities, their level of education and try to get them work to help them out of their difficulties.”

For More Information on Centro Rendu of St. Vincent de Paul please Visit:
www.svdpsattle.org/centrorendu

CULTURAL DIVERSITY IN CATHOLIC SCHOOLS

ALL ARE WELCOME!

This is a commitment to cultural diversity that begins with a focused effort on the growing Hispanic/Latino Communities in the US.



As **missionary disciples*** we are called to serve our brothers and sisters on the margins in ways that encourages us to leave our comfort zone and redirect our efforts to support the journey of Hispanic/Latino students in our schools.

In a national study conducted by Boston College, **Hispanics account for 71% of the growth of the Catholic population in the United States since 1960****

According to the Final Roundtable Analysis from *The National Summit on Catholic Schools and Hispanic Families*, we need a “shared sense of urgency to identify and promote opportunities for Hispanic Catholic leaders to exercise their agency while assuming more positions of leadership in faith communities and Catholic schools in the United States. Creating collaboration and intercultural competency are essential for these efforts to be successful***

* <http://www.ocsw.org/site/content.php?r=5018-Join-us-for-Missionary-Discipleship-Institute-2018-2019-school-year!>

** www.bccatholiceds Summit.org

***www.bc.edu/content/dam/files/schools/stm/pdf/2014/HispanicMinistryinCatholicParishes_2.pdf

PAM PROGRAM AND TRAINING RESOURCES

Program Overview

Parent Ambassador Model Program (PAM) seeks to support and train parents to become ambassadors for Catholic education. Parent Ambassadors join school support structures that help develop action plans for community engagement and increase student enrollment for Hispanic/Latino and other cultural and ethnic communities.

PAM Program Components:

1. Provide a framework for school and parish leadership on how to invite and engage underrepresented cultural or ethnic communities into our Catholic schools.
2. Promote and strengthen culturally responsive strategies for Catholic school members to partner with underrepresented populations, especially the Hispanic/Latino community.
3. Develop PAM teams to promote enrollment initiatives in Catholic schools established by the school and support all new families.
4. PAM trainings to help develop and strengthen literacy and parenting skills as well as support the development of servant leadership in PAM teams and for families. Trainings may also include a series of local workshops developed in collaboration with community members.

Sample chart of possible offerings through Centro Rendu of SVdP

Core Courses	Parenting Skills	Servant Leader
<ul style="list-style-type: none"> - Literacy/ABE (INEA) - Skills for work & Life - Financial/Budgeting - GED and 21+ HS - Know Your Rights - Citizenship classes - Computer (web/email/apps) - Cultural Humility - STEM for parents 	<ul style="list-style-type: none"> - Positive Parenting - Kindergarten readiness - Bullying/Gang Behavior - Navigating Catholic Education (<i>Registration & financial aid schedule and application</i>) - Brain Development - Socio-Emotional Learning - Where to go in schools to seek help and support 	<ul style="list-style-type: none"> - Leadership Institute (<i>community organizing</i>) - Boards and Committees - Racial Equity Institute - Reflective Listening - Ozanam Orientation, Home Visit Training, Vincentian Spirituality - Community Resources - Multicultural event planning and coordination - Public Speaking

Determining School Readiness

The Principal plans a brainstorming session(s) with school leadership (including school office personnel, faculty and staff, school mission members, parent organizations, etc.) prior to starting the PAM program. This initial session can start with suggested guiding questions discussed in small groups.

- How large and diverse is our school community?
- How important is it for the school to increase Latino enrollment?
- What do Latino families and staff need to know?
- What will be the focus of engagement activities during the school year?
- What assets do the families and staff have that can be leveraged?
- Who will be involved in planning the engagement activities?
- What needs to be developed or strengthened for families and staff to improve the impact for community engagement efforts?
- What resources are allocated for engagement efforts?
- What is the impact of engagement activities?
- How will the impact be measured?

Based on the responses to these questions, the Principal will want to:

1. Plan a brainstorming session with faculty and staff to review the responses and identify themes that define areas of strength, needs, concerns, and opportunities that would be important components as the school designs their own local Parent Ambassador program.
2. Engage in a process of evaluation and identification of opportunities for learning the principles of ***cultural humility*** to assist in creating a welcoming environment at your school.
3. Review the **PAM Readiness Assessment** provided for further detail and guidance (*Find Sample PAM Readiness Assessment Rubric – Appendix B*)
4. Identify and invite potential school/parish members who would be open and willing to join a PAM team at your school, clarify roles, and begin building your team.

ACTIVATING THE PAM PROGRAM (CONTINUED)

Five Key Categories

THE FIVE KEY CATEGORIES INCLUDE: *Outreach, Engagement, Implementation, Celebrating the Good News, Living in Relationship*. EACH CATEGORY AND CORRESPONDING DOCUMENTS CORRELATE WITH SPECIFIC STRATEGIES ADAPTED WITHIN EACH SCHOOL.

I. Outreach

Centro Rendu of SVdP will support efforts by the school aimed at overcoming challenges with Hispanic/Latino family engagement, enrollment, tuition assistance, volunteerism and service, access to community resources, and support for cultural events during the school year.

PAM teams are not limited to parents of current students or parish members. The principal has the opportunity to reach out to alumni and parents of alumni. An invitation letter is provided for recruiting current Latino families to participate in your PAM. *(See sample invitation letters – Appendix A)*

This program can be tailored to all demographics and schools. Generally, an outreach program runs ten to twelve weeks from planning to completion.

Each principal will benefit from understanding the parish and school community demographics and learning ways to build bridges to invite and collaborate with new parents. Hispanic/Latino families are intrinsically attached to their faith, so it is important to reach out to them from the pulpit as well. For this task, collaborating with Hispanic Ministry (if applicable) would be invaluable.

The following are recommendations for launching a PAM program:

Identify families in your school: Individuals who are passionate about the school, credible among parents in the school community, and willing to advocate and become servant leaders to lift up all families.

Invite parents to a launch meeting: Send a letter home with students and follow up with a phone call to personally invite parents to attend this initial meeting (consider times to better accommodate working parents' schedules).

Discover unique strengths of the participants: Identify participants' strengths to build an effective action plan. Some parents can help you reach out to other Catholic schools, neighborhoods, churches, community organizations, and other key places. Begin to identify your PAM talent pool and activate PAM members' strengths. Once a local PAM team is developed, Centro Rendu of SVdP will provide a series of local workshops for building parent capacity to support family engagement initiatives as well as enrollment efforts.

II. Engagement

To engage parents as leaders, your school will develop a network of trained advocates ready to engage families to grow the mission of the local school-parish community.

Key Strategy

Form a PAM team and assign (based on strengths) roles and responsibilities to help create access to various entities for effective communication and collaboration with the school office, school leadership/faculty, contact person at the parish, and other key people in the community.

Forming a local PAM team is the next step to establishing a cohesive structure of support for the PAM in your Catholic school. The PAM develops specific roles such as: *President or Chair, Hospitality Coordinator, Centro Rendu Liaison, Parent Mentors, and Animator*. All positions work through the *President or Chair* who serves as point person for the PAM.

Roles within the PAM team:

1. **Parent Ambassador President/Chair**, is the parent ambassador “point-person” and *servant leader* willing and ready to serve as liaison between parents, school staff, and parish. Primary connector to school principal or principal’s delegate. This person helps to facilitate a close working relationship between Hispanic/Latino families, parish, and school and also represents the school PAM at a regional PAM Advisory board.

2. **Hospitality Coordinator**, is the parent ambassador willing and able to provide support to school office in welcoming and engaging with Hispanic/Latino families. This servant leader also organizes opportunities for fellowship and relationship building.

3. **Centro Rendu Liaison**, is the parent ambassador trained to offer support to families using community resources available in the area. This parent ambassador further serves as the **primary person** when communicating with SVdP’s Centro Rendu Latino Education and Resource Center for greater access to community resources and the mission of SVdP. Additional training is provided to equip this servant leader to better serve families in need.

4. **Parent Mentors** will provide support and guidance to new and existing families about the Catholic school system, tuition assistance, and school/parish events.

5. **Animators** are parents with the ability to talk to large audience for presentations, testimonials, etc.

NOTE: We recommend that any written documentation longer and more complex than a simple event flyer be professionally translated for content accuracy. Google translate does not do an effective job.

In addition to the recruitment and development of an action plan for the first year, a special blessing at Mass is effective in communicating the effort, as this offers an excellent way to welcome and to set the tone for the work ahead.

Engagement strategies help each family feel empowered and safe to participate in volunteer-service, decision-making, and community collaboration.

Opportunities for family engagement and interaction are directly linked to student academic success. A strong collaboration with your local PAM will ensure a successful program. We recommend a monthly meeting with the PAM that includes the volunteers as well as a designated school support staff.

Four Key Engagement Strategies to be used by PAM

Registration Assistance & Financial Aid Form	Capacity Building	Communication Strategy	Continuous Improvement
<ul style="list-style-type: none"> - Prepare current Spanish speaking families to assist with welcoming, registration, and financial aid application - Learning opportunities - Listening sessions - Provide information about Federal programs to qualified families 	<ul style="list-style-type: none"> - Learn how to use welcome kit package (in Spanish preferably) - Welcome kit to include school info, handbook, schedules, contact info, and event calendar - Create a mentorship program with existing families - Training on filling out documents 	<ul style="list-style-type: none"> - Newsletters in Spanish - Spanish page in the school website - Focus groups for input on decision making processes & to collect concerns, questions, and ideas from new Latino families - Surveys - Annual calendar for school and financial aid 	<ul style="list-style-type: none"> - Cultural events during school year - On - going family engagement strategies - Promote cross-cultural volunteer opportunities - Partnership with community based organizations in your neighborhood - Connections with regional resources

III. Implementation

The PAM is now ready to develop an action plan with priorities and strategies to achieve their goals for the school year.

A well-developed timeline of activities tied to the school and/or parish academic calendar will increase effectiveness and keep everyone on track! Evaluate each event or activity; set next goals.

Following are some examples of ways PAM members can take the lead to engage with potential families within the community:

Example 1 - Create congratulation cards by students participating in the Missionary Discipleship Institute (MDI) or in other community service programs for middle school students, in order to celebrate Hispanic/Latino families that recently baptized their children or whose children received the Sacrament of First Communion within the parish community.

Example 2 - The school principal, designated school staff, or member of the school commission attends Spanish Mass periodically to invite Hispanic/Latino families to tour the school facility and be available to answer questions.

School staff need to set a timeline to follow-up with each family after any school tours or walk-in visits. PAM can assist with follow up calls in English and/or Spanish.

Example 3 - Encourage current Hispanic/Latino school families (with their children wearing uniform) to offer testimonies during Spanish Mass on how important it is for their children to receive the gift of Catholic education. These testimonies and experiences would also be very important to share with the Catholic school community.

Example 4 - At least three times during the school year, promote school life in the parish bulleting by highlighting various events and holy moments by developing an insert in Spanish for the Hispanic/Latino families.

Example 5 - Commit to ongoing mentorship of new families. This initiative will include phone calls, invitation to PAM meetings, and recruitment of the members.

Example 6 - Parent Ambassadors will plan an annual Multicultural School/Parish Dinner event to celebrate the beauty of the diversity within the Catholic Church and raise funds for local scholarships available for low income Hispanic/Latino families.

IV: Celebrating the Good News

Every Catholic school understands the importance of celebrating and living our Catholic identity. Being intentional about celebrating the good news will help to inform, inspire, and promote the Catholic Schools' mission in the community. A best practice for the school website would be to have a landing page dedicated to the PAM. The web page would contain current and relevant content and resources in Spanish to support current and future Hispanic/Latino school families. This page could also have a video or photo gallery to highlight the events, celebrations, devotions, and other activities that have occurred throughout the year. This will show the community and school how your staff and families are engaging in a culturally responsive manner.

Additional ideas include:

Showcase your programs: Add to your school website information on special programs such as your school PAM program to provide the parish and school community the opportunity to recognize these efforts.

Parent Ambassador Involvement: Encourage PAM members to contribute content to school marketing efforts with ideas, reports on events, videos with testimonies, blog posts, and more.

Social Media strategy: Encourage the formation of a group within PAM to help spread messages on Facebook, Instagram, and any other social media platform celebrating the good news of PAM in their school and parish.

Participation in annual Latino Community Resource Fair: Create a local or regional opportunity for the Latino community to connect and access resources and services provided by community-based organizations and other agencies. A Hispanic/Latino Community Resource Fair is an opportunity for Catholic Schools to promote and celebrate their academic programs while strengthening relationships and partnership among Hispanic/Latino community members.

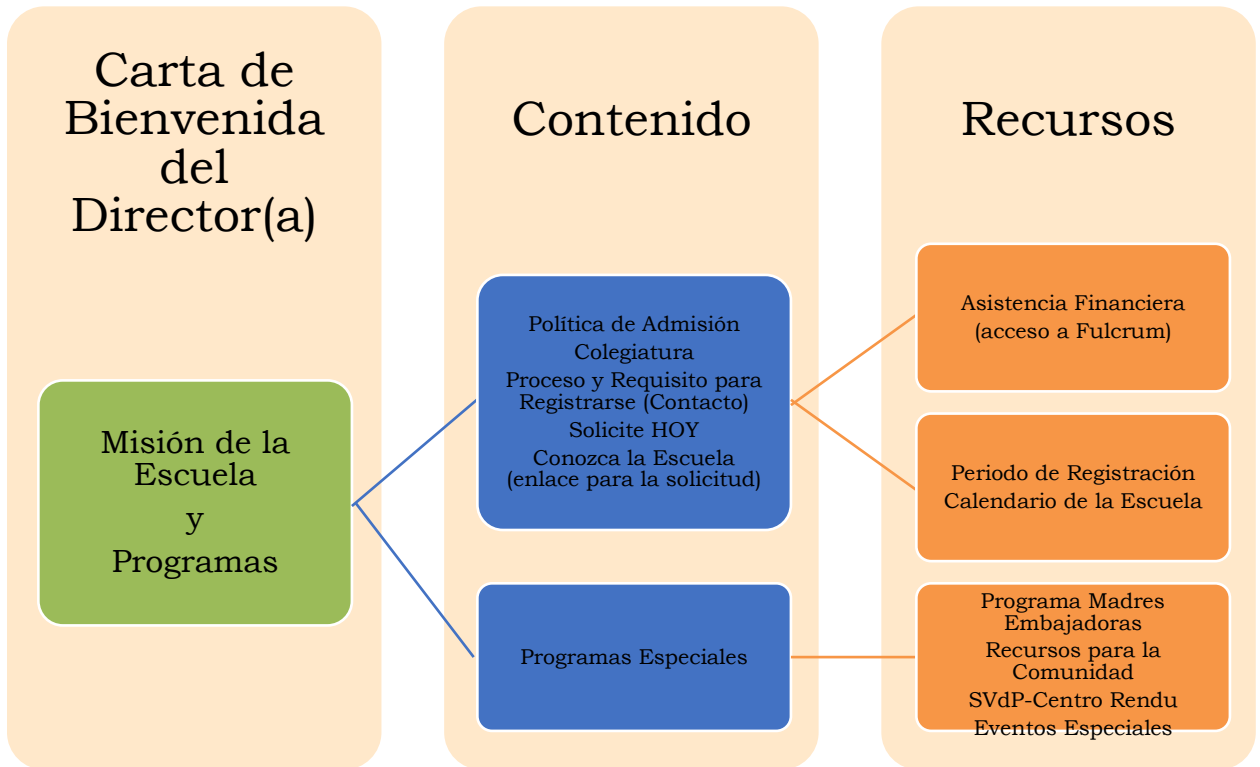
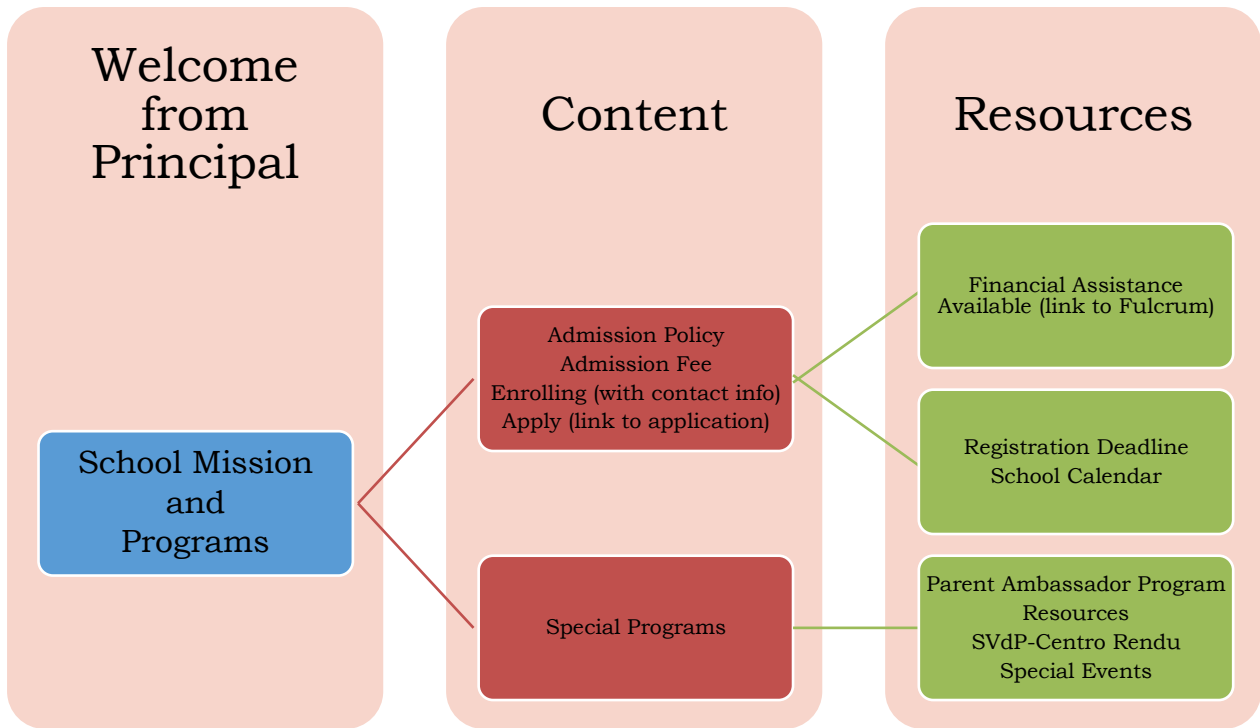
We will be collecting best practices of website and social media promotional efforts to share with the growing number of Catholic schools with a strong and active PAM.

Please follow the link(s) for examples of PAM efforts:

<https://holyfamilybilingual.org/espanol/nuestras-familias/>

<https://www.twin-cs.org/blog/celebrating-susi-holy-family-bilingual-seattle-experiences-a-surge-of-students>

School Website Content Suggestions



V. Living in Relationship (next year planning)

St. Pope John Paul II proclaimed that the Catholic Church's moral vision with regards to Catholic Social Teaching (CST) principles: 'rests on *the threefold cornerstone of human dignity, solidarity and subsidiarity*'... which aims to encourage governments, institutions and private organizations to shape a future consonant with the dignity of every person" ([John Paul 1999](#), no. 55). In examining the interrelationships between the threefold cornerstone principle of CST and the principle of the common good, Pope Benedict offers us a concise and clear definition of each when he stated:

- "*Human dignity* is the intrinsic value of a person created in the image and likeness of God and redeemed by Christ"
- "*Solidarity* refers to the virtue enabling the human family to share fully the treasure of material and spiritual goods"
- "*Subsidiarity* is the coordination of society's activities in a way that supports the internal life of the local communities"
- The *common good* is "the totality of social conditions allowing persons to achieve their communal and individual fulfillment" ([Benedict XVI 2008](#)).
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5375653/>

Taking these principles in mind, your school will find in time that the greater value of a PAM is its ability to create access and opportunities for meaningful cross-cultural relationships that can help enhance your school's Catholic identity as well as your school's intentional approach to Catholic Social Teaching.

We encourage your teams to engage in annual evaluations of the PAM to learn and to grow along with each other (parents and staff) so that your PAM lives and grows to its full potential in the *Spirit of Encuentro* and our baptismal call to be *Missionary Disciples* that go out of their comfort zones, to the peripheries, to be transformed by an encounter with the suffering Jesus.

SET NEW GOALS FOR NEXT YEAR:

Pre and Post surveys found in the OCS website under PAM program and can be administered as an **Evaluation Tool** along with the use of the **PAM Readiness Assessment**. This process will help your school measure how your community is becoming more welcoming, inclusive and integrated as well as help plan for continue program development, adaptation, and implementation for years to come.

EXTENSIONS... GOING DEEPER

Living as a Missionary Disciple - Embracing the Vincentian Way

As our students grow, mature spiritually, and begin to discern when and how to respond to their baptismal call to serve as Missionary Disciples, St. Vincent de Paul invites 7th graders as well as high school students and families to join in mission with those at the margins.

Concrete steps to achieve this goal:

1. High school students may serve at one of SVdP's service locations:
 - a. **SVdP Georgetown Food Bank**
 - b. **Warehouse Production Center**
 - c. **Various SVdP's Thrift stores**
 - d. **Centro Rendu *Latino Services program.***

For available service learning opportunities, please visit the SVdP website at:
svdpseattle.org/volunteer

2. High school students and families are invited to join forces to coordinate fundraising events for SVdP/Centro Rendu program services.
3. Students are invited to engage other students in clothing and food drives.
4. An **SVdP youth conference** may be started at the high school. Formation opportunities are provided by council staff to support service activities and spiritual growth through Vincentian spiritually and mission driven service opportunities. Conference members can participate in corporal works of mercy, reflection and formation opportunities as well as in national and international SVdP gatherings.

Read: How to start a Youth Conference:

<http://www.svdpusa.org/LinkClick.aspx?fileticket=TcNrVEdJpfg%3d&tabid=503&portalid=6&mid=1690&forcedownload=true>

CHECK OUT THIS VIDEO!

<https://vimeo.com/65735631>

COMMUNITY RESOURCES BY REGION

Following the *Spirit of Encuentro*, the Society of St. Vincent de Paul across the Archdiocese of Seattle works to form and train Vincentians to respond to the call of the poor Christ dwelling in the midst of those who are impoverished.

“Vincentians serve the poor cheerfully, listening to them and respecting their wishes, helping them to feel and recover their own dignity, for we are all created in God’s image. In the poor, they see the suffering Christ.” The Rule: Part 1, 1.8

In light of this, we invite you to build relationships with Vincentians across Catholic schools and parishes! To support efforts for cross collaboration, you are welcome to reach out to the various SVdP contacts provided by region.

Centro Rendu *Spanish* information line can offer additional workshops for capacity building, resources and connections across the Archdiocese.

SVdP King County

206.767.6449

www.svdpsattle.org

CENTRO RENDU: 253.394.1433

CentroRendu@svdpseattle.org

SVdP Snohomish County

425.355.3504

<http://www.svdpwa.com/contact-us/>

SVdP Vashon Island Conference

Hotline: 206.450.7577

SVdP Pierce County

253.474.0519

<https://sites.google.com/a/svdptacoma.org/main/services/help-line>

SVdP Vancouver, WA

360.694.5388

<https://www.svdpvancouverusa.org/>

SVdP Bremerton, WA

360.377.2929

<https://svdpbremerton.com/>

Washington Information Network and Crisis Line

DIAL 2-1-1 or visit their website:

<http://www.211.org/services/crisis-and-emergency>

LEGAL

Northwest Immigrant Rights Project

Helpline 1.800.445.5771

<https://www.nwirp.org/get-help/>

Northwest Justice Project

Clear Hotline 1.888.201.1014

<https://nwjustice.org/get-legal-help>

MEDICAL/DENTAL/MENTAL HEALTH

DEPT. OF SOCIAL & HEALTH SVS (MEDICAID)	800.756.5437
FAMILY HELPLINE PARENT TRUST	800.932.4673
HEALTH POINT	253.852.2866
DENTAL	253.796.4071
SOCIAL SECURITY (MEDICARE & SSI)	800.772.1213
VALLEY MEDICAL CENTER	425.228.3450
VALLEY CITIES COUNSELING	253.939.4055 (King County)

**DOMESTIC ADVOCACY WOMEN'S NETWORK (DAWN)
CRISIS LINE**

SUPPORT LINE: 425.656.7567

<http://dawnrising.org/>

HOUSING & RENT ASSISTANCE

CATHOLIC COMMUNITY SVCS	253.850.2523
COMMUNITY HOME OWNERSHIP	800.317.2918
CRISIS CLINIC	206.461.3200
HABITAT FOR HUMANITY	425.869.6007
HOME SIGHT	888.749.4663
HOUSING JUSTICE PROJECT	206.464.5936
INTECOMMUNITY MERCY HOUSING	206.838.5700
KING COUNTY HOUSING AUTHORITY	206.574.1100

Our contact information:

Mirya Muñoz-Roach, MA, LEM

Associate Director

St. Vincent de Paul of Seattle | King County

5950 Fourth Avenue South | Seattle, WA 98108

Phone: 253.394.1433

MiryaM@svdpseattle.org

Centro Rendu: 253.499.4245

Jackie Lloyd-Evans

Education Programs and Data Manager

St. Vincent de Paul of Seattle | King County

5950 Fourth Avenue South | Seattle, WA 98108

Phone: 206.686.5281

Centro Rendu: 253.499.4245

Jacqualinel@svdpseattle.org

Sandra Barton Smith, M. Ed.

Office for Catholic Schools, Archdiocese of Seattle

Assistant Superintendent of Catholic Identity and Essential Services

sandra.smith@seattlearch.org

Phone: 206.382.4842

Important Terms and Cited Sources

VINCENTIAN SPIRITUALITY

Vincentian spirituality is centered on an encounter with the poor Christ who is present among those men and women who are living in poverty and who are excluded from society.

<https://vinformation.org/en/vincentian-spirituality/>

ST. VINCENT DE PAUL OF SEATTLE COUNCIL MISSION STATEMENT

Compelled to action by the convictions of our founders, St. Vincent de Paul of Seattle | King County joins the community to listen, engage, and build relationships that assist and advocate for individuals and families to meet basic needs and to achieve stability and self-sufficiency.

www.svdpsattle.org

CENTRO RENDU PROGRAM MISSION STATEMENT

Centro Rendu exists to create support systems for Latino immigrant families through education, legal services, leadership development and opportunities that promote and strengthen healthier communities and future generations.

To receive a copy of the Centro Rendu toolkit please email:

centrorendu@svdpseattle.org

CULTURE

"God does not reveal himself in the abstract, but by using languages, imagery and expressions that are bound to different cultures. This relationship has proved fruitful, as the history of the Church abundantly testifies. Today it is entering a new phase due to the spread of the Gospel and its taking root within different cultures, as well as more recent developments in the culture of the West. It calls in the first place for a recognition of the importance of culture as such for the life of every man and woman. The phenomenon of culture is, in its various aspects, an essential datum of human experience." -- Pope Benedict XVI, Verbum Domini, 2010

<http://www.usccb.org/issues-and-action/cultural-diversity/cultural-diversity-mandate.cfm>

CULTURAL HUMILITY

Cultural humility is the “ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person].”

<https://culturallyconnected.ca/cultural-humility/>

EQUITY IN EDUCATION

Equity in education requires putting systems in place to ensure that every child has an equal chance for success.

<https://www.thinkingmaps.com/equity-education-matters/>

INCLUSION

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and policy making in a way that shares power.

SOURCE: [OpenSource Leadership Strategies, Some Working Definitions](#)

INTERCULTURAL COMPETENCE

Intercultural competence is the capacity to communicate, relate, and work across cultural boundaries. It involves developing capacity in three areas: Knowledge, skills, and attitudes.

https://www.gcu.ac.uk/media/gcalwebv2/theuniversity/centresprojects/globalperspectives/Definition_of_Intercultural_competence.pdf

SERVANT LEADER

The servant – leader is one who has captured a vision drawn from the collective dreams and aspirations of people, with a passion to give oneself even at the cost of one’s life for others. The servant leader is called from the community in order to serve the community through leadership. “It is the Christian approach to organizational tasks, interpersonal relationships, formation and community building.” (Catholic Church Management, 5)

http://serviamccc.org/slspeakers/day1/Gerry_Santos_Handout.pdf

Other valuable links, videos, and relevant documents:

V ENCUESTRO

<https://vencuentro.org/>

ARCHDIOCESE OF SEATTLE

Hispanic Ministry information and resources

<http://www.seattlearchdiocese.org/Ethnic/Hispano/default.aspx>

Pastoral Plan for Hispanic Ministry “From Guest to Host”

<http://www.seattlearchdiocese.org/Ethnic/Hispano/plan.aspx>

MISSIONARY DISCIPLESHIP INSTITUTE

<https://www.maryknoll.us/home/teacher-mission-partners/missionary-discipleship-institute>

YouTube Videos:

TARGETED UNIVERSALISM

<https://www.youtube.com/watch?v=wgGcftWpwUQ>

LITURGICAL CELEBRATION

Madre de Las Americas

<https://www.youtube.com/watch?v=nUGQvqmoRdk>

Articles:

“The Treasure of Hispanic Catholicism Spiritual beauty of the Latino Culture”

“At this moment of grace we recognize the Hispanic community among us as a blessing from God.” With this declaration we began our pastoral letter on the Hispanic presence in our church 12 years ago [USCCB, The Hispanic Presence: Challenge and Commitment, 1984]. Today, at the dawn of a third millennium of Christian history, we wish to reaffirm and expand on this conviction. We affirm that the Hispanic presence in our Church constitutes a providential gift from the Lord in our commitment to that new evangelization to which we are called at this moment of history. We see the present moment as a time of great opportunity. www.bc.edu/content/dam/files/top/church21/pdf/BC-Share/C21%20SPRING%202016%20Resources_%20The%20Treasure%20of%20Hispanic%20Catholicism.pdf

“Cultural Diversity”

www.usccb.org/issues-and-action/cultural-diversity/resources/upload/SCDC-Spring-Summer-2018-newsletter-for-web3.pdf

NOTES...



APPENDICES

A & B

SAMPLE INVITATION LETTERS

AND

PAM READINESS ASSESSMENT

SAMPLE INVITATION LETTER FOR PARENTS

Dear Parents,

Our school (school name) is launching a new program for Hispanic/Latino families sponsored by the Archdiocese of Seattle. The program is called PAM - Parent Ambassador Model for Catholic Education. We are inviting you to become one of our Parent Ambassadors at (school name) .

By becoming a part of this program, you will have the opportunity to provide outreach and support to other Hispanic/Latino families, as well as help attract new families to our school. This commitment will help fulfill parent volunteer hours required annually by the school. The Office for Catholic Schools, under the direction of St. Vincent de Paul – through its Centro Rendu special works program, provides training for the Parent Ambassador Model (PAM) program. You are invited to come and learn more about this program on _____.

We hope that you will consider becoming a Parent Ambassador for our school. Please contact (name of the contact person) in the school office for additional information. Thank you for your consideration.

Sincerely,

Principal's name

SAMPLE INVITATION LETTER FOR PARENTS

Estimado (Madre/Padre) de Familia,

Nuestra escuela (nombre de la escuela) está lanzando un nuevo programa para familias hispanas/latinas en las escuelas católicas patrocinado por la Arquidiócesis de Seattle. El programa se llama PAM – Parent Ambassador Model – (Padres Embajadores) por la Educación Católica. Le estamos invitando a convertirse en un(a) “Embajador(a)” de (nombre de la escuela).

Al formar parte de este programa usted tendrá la oportunidad de brindar apoyo a otras familias hispanas/Latinas dentro de la escuela, así como ayudar a atraer nuevas familias a nuestra escuela. Este compromiso le ayudará a cumplir con horas de voluntariado requeridas por la escuela anualmente. La Oficina de Escuelas Católicas, bajo la dirección de San Vicente de Paúl - y su programa especial Centro Rendu, se provee entrenamiento para el programa Padres y Madres Embajadoras. Usted está invitado(a) a venir y aprender más sobre este programa el día

_____.

Esperamos que usted considere convertirse en una madre embajadora, padre embajador (o abuelita embajadora!) para nuestra escuela (nombre de la escuela). Por favor, póngase en contacto con el nombre de la persona de contacto en la oficina de la escuela para obtener información adicional. Gracias por su consideración.

Sinceramente,

Nombre del Director(a)

PAM READINESS ASSESSMENT

Rubric for Hispanic/Latino *Parent Ambassador Model (PAM)* Program in Catholic Schools
A Catholic Community Impact Model – based on CST* Principles

	<i>My School Vision</i>			<i>Our Church's Vision</i>
Mission	<p>Have you reviewed the demographic data in the school and parish community you serve?</p> <p>Identify your school's level of diversity as it relates to your parish community.</p>	<p>Have you started a conversation with your pastoral leadership after reviewing the data? What are the implications of this analysis?</p>	<p>Are you currently working on an action plan in partnership with your Pastoral Leadership?</p>	<p>"We are one all one family in the world. Building a community that empowers everyone to attain their full potential through each of us respecting each other's dignity, rights and responsibilities makes the world a better place to live." Sollicitudo rei socialis – 'On Social Concern" (1987) *CST- Solidarity</p>
Sharing the Journey with Hispanic/Latino families	<p>Do you have knowledge about Hispanic/Latino community barriers?</p>	<p>Have you learned and created awareness in your parish and school community about services and resources available for Hispanic/Latino families?</p>	<p>Are you collaborating with SVdP and other organizations that will serve and provide resources to Hispanic/Latino families in your parish and school community?</p>	<p>Participate in prayer services. Accompany and advocate for Hispanic/Latino family programs and services. Participate in Vincentian Ministry through Home Visits. *CST- Option for the Poor and Vulnerable</p>
Partnership with Parish and Archdiocesan Hispanic/Latino Ministry	<p>Do you know about Hispanic/Latino Ministry mission and their work at your Parish (if applicable) and at the Archdiocesan level?</p>	<p>Have you contacted the office of Hispanic/Latino Ministry to learn about resources and materials in Spanish? Is your staff informed of the Archdiocesan Pastoral Plan for Hispanic Ministry "From Guest to Host"?</p>	<p>-Does your school collaborate, participate and support spiritual and cultural celebrations? -Does your school calendar include and help promote cultural community events?</p>	<p>Collaborate with Hispanic/Latino Ministry to find and create together opportunities for active participation in school and community events and to build relationships of trust. *CST- Community and Participation</p>
Inclusive of Hispanic/Latino families in decision making committees	<p>Do you have any Latino family member in your committees?</p>	<p>Do you use non-traditional methods to invite Latino families to participate in decision-making committees?</p>	<p>Have you informed Hispanic/Latino families about existing opportunities and invited them to be part of decision-making committees?</p>	<p>Open and inviting of Latino community members, welcoming their ideas and recommendations *CST- Rights and Responsibilities</p>
Professional Development in Cultural Humility to School Staff	<p>-Are you aware of workshops available in your area on Hispanic/Latino family and community engagement? -Have you or your staff attended one or more of these workshops?</p>	<p>-Have you provided learning experiences of Hispanic/Latino community engagement for your staff and school leadership? -Participation in Cultural Competency Trainings?</p>	<p>-Have you incorporated Latino student-family centered strategies in the classroom and school environment? -School participates in Mission Discipleship Institute (MDI)</p>	<p>Self-awareness on how cultures differ beneath the surface and work to go beyond boundaries and broaden horizons to find Christ in the other and approach differences in culture as a learner, with a sense of wonder and respect. *CST- Life and Dignity of the Human Person</p>
Open to Parent Leadership Programs	<p>Do you have Hispanic/Latino families that might be ready to participate in OCS' Parent Ambassador Model (PAM) Program and Trainings?</p>	<p>Aware of the collaboration of the Office for Catholic Schools and St. Vincent de Paul to welcome, engage and support Hispanic/Latino families?</p>	<p>-Does your school have funding available to start and to sustain Parent Leadership Development opportunities? - My school has identified key staff to support PAM initiatives</p>	<p>In Partnership with the SVdP to continue strengthening Hispanic/Latino leadership for service, advocacy and community engagement through Vincentian formation and Centro Rendu leadership PAM trainings. *CST- Dignity of Work and Rights of Workers</p>