



AIM STRATEGIC PLAN

OUR VISION:

To be a highly valued Catholic retreat ministry for individuals with physical disabilities through which its participants—retreatants and volunteers alike—gain a closer relationship with a loving God and with a loving community.

OUR MISSION:

To provide joyful, Catholic spiritual retreats for individuals with physical disabilities.

OUR GOALS:

1. Inspiring and Joyful Spiritual Retreats
2. Faithfulness to Catholic Beliefs and Practices
3. Loving, Practical Service to Individuals with Physical Disabilities
4. Dedicated, Well-Trained Team of Volunteers
5. Sustained Ministry

HOW WE ACHIEVE OUR GOALS:

1. Inspiring and Joyful Spiritual Retreats

- a. Maintain a joyful atmosphere throughout
- b. Provide loving, inspiring, and substantial spiritual content for each retreat
- c. Foster an informal, nurturing, family-like environment while maintaining a reverent mood during appropriate times
- d. Provide clear explanation and meaning of each retreat activity before it takes place
- e. Celebrate Mass every day
- f. Ensure other sacraments are available during retreat
- g. Expose the Blessed Sacrament
- h. Provide uplifting, varied music

2. Faithfulness to Catholic Beliefs and Practices

- a. Pray to the Holy Spirit for discernment and faithfulness as to what is good and meaningful for all participants, including those of other faith affiliations
- b. Ensure that the person directing the retreat is Catholic and well grounded in Catholic beliefs and teachings, and has some familiarity and sensitivity regarding individuals with physical disabilities
- c. Select themes that are of critical importance to the candidates and in synch with important current themes of the Church; the topics may include: those that arise out of the human condition, those that catechize, those that are part of a Catholic series, those that reflect specifically the spiritual needs of individuals with physical disabilities
- d. Secure religious resources from both dioceses—the Diocese of Palm Beach and the Archdiocese of Miami
- e. Secure the Bishop’s or Archbishop’s participation whenever possible
- f. Explain preparation to receive communion before each retreat Liturgy
- g. Engage Seminary resources, including the participation of seminarians

3. Loving, Practical Service to Individuals with Physical Disabilities

- a. Provide an accommodating, friendly, spacious, accessible retreat facility with a friendly staff that has first-floor accommodations and nutritious, good tasting food
- b. Provide assistive communications resources to the participants with the necessary applications
- c. Maintain a human touch when accepting retreatants who may have issues other than physical disabilities, but ensure that the ministry remains principally for individuals with physical disabilities
- d. Set and announce retreat and team meeting dates as soon as possible

4. Dedicated, Well-Trained Team of Volunteers

- a. Nurture an established team of volunteers, while encouraging others to join who are drawn to AIM’s calling
- b. Involve established team of volunteers more fully in the life of the ministry
- c. Ensure all volunteers are well trained on how to effectively carry out their roles during retreats, educating them about key issues pertaining to individuals with disabilities and on how to interact appropriately with them
- d. Ensure all volunteers are fingerprinted and trained to minister to vulnerable adults in accordance with the Diocese of Palm Beach Safe Environments guidelines.
- e. Conduct team meetings to provide continued spiritual development for the team members, to build community, and to train team members regarding their work during retreats and on how to interact effectively with individuals with disabilities

- f. Provide professional resources on pertinent subjects at team meetings for the continued development of team members
- g. Provide a periodic mini-retreat for team members

5. Sustained Ministry

- a. Promote the ministry effectively to attract enough attendees
- b. Develop resources to promote the ministry effectively and secure the necessary funding
- c. Develop strategic contacts that can assist in the recruitment of individuals with disabilities, volunteers, and donors
- d. Establish and implement an on-going fundraising plan
- e. Establish and implement an on-going marketing plan
- f. Establish and implement an on-going recruitment plan for retreatants and volunteers
- g. Develop an effective database of participants, resources, volunteers, funders, etc.
- h. Increase the participation of seminarians, volunteers, and candidates
- i. Secure coverage in local media and the Florida Catholic
- j. Seek assistance from parish, diocesan, and secular groups that attend to individuals with disabilities
- k. Develop contacts with multiple Catholic sources
- l. Develop contacts with non-Catholic sources such as the Veteran's Administration, non-profit organizations serving individuals with disabilities, etc.
- m. Develop the flexibility to adapt retreats to changing conditions and the needs of retreatants

AIM Strategic Plan: Revised October 2021