



The Mountain Matters

THE MOUNTAIN RETREAT & LEARNING CENTERS, INC.

February 2001



Greetings and Happy New Year! We begin this, the 22nd year of **The Mountain**, energized by our visions and opportunities and grateful for our successes in 2000. Guests turned out in record numbers, operating revenue was the highest ever and development gifts continued at the record pace of 1999. Make plans now to attend our Annual Meeting May 26, 2001, to hear more about the year 2000.

As **The Mountain** developed this past year, including exciting programs in Milestone Learning Center, the beginning of Learning Center for Leadership, architectural and engineering plans for the newly acquired land at the base, we realized that much is expected of the Retreat Center itself. Our guests and members made it very clear that while they are excited by and financially support the development of our other centers, they want the Retreat Center to flourish. And the staff couldn't agree more.

Therefore, this year we are committing significant time and money to visioning and developing the Retreat Center for the 21st century. We will be deepening our commitments to

President's Report

service, program excellence, environmental consciousness and action, accessibility, spirituality and community. We have great opportunities to enhance **The Mountain** experience in our youth programs, Elderhostels, congregational retreats, Gay Spirit Vision and Womenspirit conferences, family programs and camps, and all other programs throughout the year.

However, as often happens with a change of organizational emphasis and/or direction, staff changes are made. In this regard, Retreat Center Director **Bob MacDicken** is moving on to other ventures. He and his wife **Eileen** are currently looking for new career and community opportunities in the Hendersonville/Asheville area of North Carolina. All of the staff and trustees of **The Mountain** wish them well in their new endeavors.

To find the new Mountain Retreat Center Director, a search committee has been created, their role being to recruit and screen possible candidates for the position. This committee is chaired by Mountain Trustee **Lanie Damon**

Continued on page 2

Governance Changes Under Consideration

The Board of Trustees of The Mountain Retreat & Learning Centers, Inc. voted at their last meeting, December 2, 2000, to explore the feasibility of expanding the governing board from eleven (11) to twenty-two (22) voting members. After considering the significant growth that **The Mountain** is experiencing in the Retreat Center, Milestone Learning Center, and Learning Center for Leadership, as well as the opportunities for developing the base and the new residential community, the board realized that more people need to be involved in governance. This expansion would allow MR&LCs to attract talented, skill-specific individuals from across the country who reflect the diversity we are committed to while

bringing added resources of time and money to the work required.

The full board would meet once a year for the following purposes:

- Review and approve strategic plans for all operating centers;
- Review and approve all operating budgets (revenue, expense, capital and development);
- Develop specific plans to support the staff in the execution of the upcoming year's strategic plans and budget commitments;
- Appoint 8 members to serve as the board's governing committee for the following year;

Continued on page 2

SEE INSIDE FOR 2001 PROGRAM CALENDAR!

(GA) with members **Neal Andreae** (NC), **Sue Boyce** (MI), **Carole Light** (NC), **Bruce Parrish** (GA), **Linda Plummer** (FL), **R. K. Whitehead** (GA) and Mountain Youth Programs Director, **Mike Stein**. This is a strong committee, with many members having a long history with **The Mountain** and all sharing a deep commitment to its Mission and values.

The committee will be looking for candidates who embrace the mission, vision and values of **The Mountain**, will make a long-term commitment to serve (more than 5 years), has significant experiences supervising people at all levels within an organization, proven experience developing and managing revenue/expense budgets, good public speaking skills and likes to be with people. The committee will screen all candidate inquiries and interview as many as appropriate. Their task is to ultimately invite 2 to 3 candidates to **The Mountain** for extensive interviews with the staff and based upon those interviews, the CEO will be charged with making

the final selection with the advice and consent of **The Mountain's** Executive Staff.

If you are personally interested and qualified or you know someone who might be, please see the complete job description on page 4 and send your resume to ldamon@mindspring.com.

In addition to the director search process, we are actively developing multi-year strategic plans for all of **The Mountain's** centers, budgets to support those plans and building the infrastructure to carry them out. This year looks to be one of the truly exciting, transformative years for **The Mountain**.

And finally, as we begin this new year, we want to reaffirm to you the staff and trustees' commitment "to embrace the diversity of life, creating an environment to energize people to work for positive change" in all that we do here and in our local communities. We encourage you to visit, attend a program, and stay in touch.



Governance Changes — Continued from page 1

- Throughout the year, each member would work with appropriate staff members in line with their assigned portfolios (see below).

The governing committee would meet 3 additional times throughout the year for the following purposes:

- Review, assess and modify financial performance within the constraints of the approved budget as appropriate;
- Review, assess and modify strategic direction within the constraints of the approved plans as appropriate;
- Assess the institution's ongoing achievement of its mission, values and visions and prepare reports for the full board as appropriate;
- Annually assess the CEO's performance and make compensation recommendations to the full board for their annual consideration; and
- Support the CEO on an ongoing basis on issues of direction, budgets and general institutional administration.

The 22-person board would be assigned portfolios as follows:

Governing Committee (8)

- Chair – of the Board and of the Governing Committee
- Chair – Board Leadership and Strategic Planning
- Financial Advisor and Corporate Secretary
- Chair – Development
- Chair – The Retreat Center
- Chair – Milestone Learning Center

- Chair – Learning Center for Leadership
- Chair – Residential Community

The remaining trustees (14) would be appointed to the following portfolios:

- Board Leadership and Strategic Planning – 1 member
- Finance – 1 member
- Development – 3 members
- Retreat Center – 3 members
- Milestone Learning Center – 2 members
- Learning Center for Leadership – 2 members
- Residential Community – 2 members

As for cost, the increase will be minimal in that today we have 11 members coming four times a year (44 visitations) versus the new model of 22 once per year (22 visitations) and 8 three times per year (24 visitations).

The board believes that this change in governance has the potential to allow future boards the opportunity to give careful, thoughtful consideration to all the growth opportunities confronting **The Mountain** while at the same time ensuring that the uniqueness, character, values and the mission are in no way compromised.

If the board decides to pursue this change, it will present a recommended change in the Bylaws to **The Mountain** membership this coming May in advance of the Annual Meeting. Please watch for an update in the next issue of **The Mountain Matters**. In the meantime, if any of you have questions about this proposal, please call **Tom Warth** at **The Mountain**.

Dining Hall Update

Although we anticipated beginning work last December on the remodeling of the dining hall, we decided to take more time to “test” our design. We wanted to share the preliminary plans with members and guests during the holiday programs, encouraging their feedback and recognizing that based upon such input, adjustments may have to be made. And that is what happened. We realized quickly that we were developing a real traffic flow problem with the planned entrance near the kitchen. We also heard lots of interest in a design that would keep people lined up for food out of the middle of the dining hall where others are eating. Additionally, because of the weather we quickly realized we hadn't planned enough coat storage space. So our delay, our “survey,” was very beneficial.

As a result our architects, Bill Pulgram (Mountain Visonholder Member) and Bill Martin of Martin Associates/Architects went “back to the drawing board” and are working to complete the redesign by the end of January. The plan now is for the main entrance to the dining hall to be at the east end (closest to the REC Hall) entering along a corridor that runs the length of Heritage Hall and the dining hall on the north-window side of the current building. This will allow guests the opportunity to be inside the building while waiting to go through the service line but not be in the middle of the room where other guests are eating. In addition, the corridor will have sufficient space for coats as well as serving as the entry point to the bathrooms. To make this end of the dining hall accessible, we are planning on building a new ramp and new pathway approaching the dining hall from the REC Hall and the ring road. Hopefully the

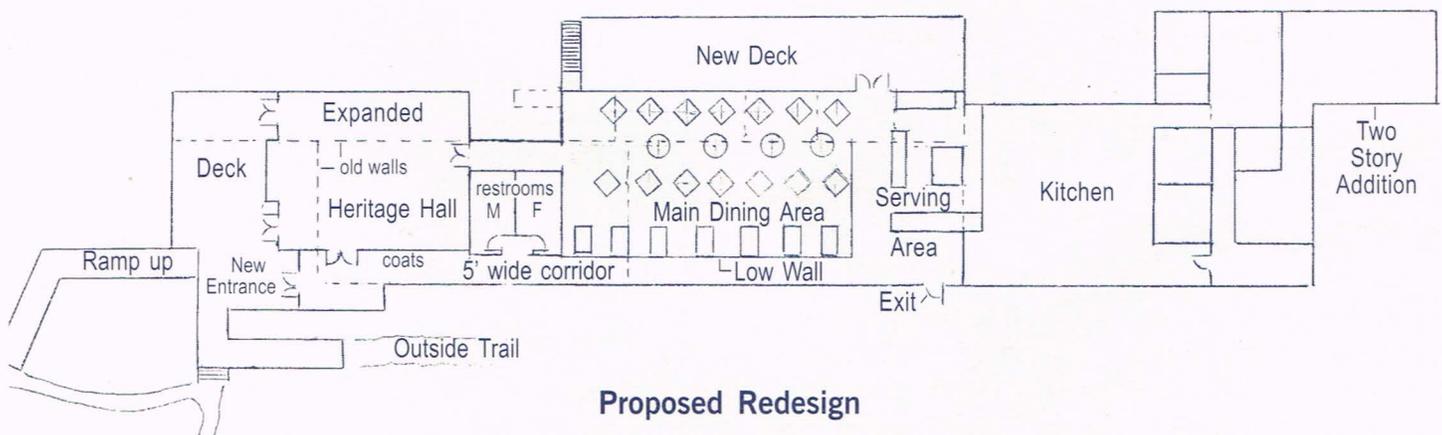
sketch below will give you an appreciation for what we are describing.

Our tentative construction schedule is now as follows:

- Complete design and engineering drawings by February 1, 2001
- Consider building/remodeling in phases:
 - The new two-story storage and office addition
 - Build the new entrance with ramping, new bathrooms and remodel Heritage Hall
 - Remodel the kitchen
 - Remodel the dining hall and food serving area
 - Build the new outside dining deck
- Put the drawings and the phases out for construction bids to contractors in the area – complete process by March 1, 2001
- Based upon costs, guest requirements for food service, the availability of cash and contractor work schedules, develop a detailed construction plan – plan to be completed March 18, 2001
- Construction to begin in accordance with the plan

Although this is going slower than we would like, we believe we are doing it the right way and that when completed we will have a dining hall building that will meet our needs long into the future. All of the staff believe in the importance of this project and are eager to begin construction, but all realize the necessity for good planning.

We need your support. Please make a pledge now to help fund this major Mountain initiative. You will be proud of the final product and glad that you helped it become a reality.



Proposed Redesign

The Retreat Center Director – Job Description

Reporting Relationships:

- Reports directly to the President of The Mountain Retreat & Learning Centers, Inc.
- Is a member of the Executive Staff of The MR&LCs
- Is a member of the Retreat Center Advisory Committee (includes the President of The MR&LCs and four MR&LCs Trustees)

Supervisory Responsibilities:

This position has overall supervisory responsibilities, including hiring (within budget constraints), compensating (within guidelines of The MR&LCs), training, coaching, appraising and terminating (if required) all employees within the following departments:

- Program
- Front Office
- Food Service
- Housekeeping

Guest Experience:

Serves as a major resource for enhancing the guest experience through:

- Interacting regularly with guests
- Expressing and explaining the Retreat Center's & The MR&LCs' mission, values and visions
- Promoting upcoming programs of the Retreat Center, Milestone Learning Center and the Learning Center for Leadership
- Serving as a source of knowledge about The MR&LCs' history and fund-raising opportunities
- Gathering data to be used for evaluation of current Retreat Center guest experiences as a source of information for improving all services and/or future program designs

Other Responsibilities

Strategic Planning:

In collaboration with the Retreat Center Staff, the Executive Staff and the Retreat Center Advisory Committee, develop and annually update the strategic plans for the Retreat Center. Manage within the constraints of the strategic plans of each department of the Retreat Center as they relate to all operations of the Retreat Center and as they support the other MR&LCs' program divisions.

Budgets:

In collaboration with the CEO and the Finance Director, prepare budgets and manage within approved constraints in line with annual and mid-year adjustment requirements of the Retreat Center and The MR&LCs including all Retreat Center operating revenue forecasts and departmental expenses (wages and non-wages).

Annual Objectives:

- Develop service levels, program initiatives, budgets, staff development and outreach goals in line with the Retreat Center's and The MR&LCs' strategic plans.
- Acquire the necessary resources (trained staff, equipment, materials, etc.) to ensure accomplishment of all annual objectives.

Outreach:

- Participate in appropriate outreach activities required to support sales & promotion efforts of the Retreat Center and fund-raising objectives of The MR&LCs.
- Play a major role in working with The MR&LCs' members – to be developed in concert with the Development Director of The MR&LCs.

Executive Staff:

As a member of the Executive Staff, it is expected that this director will actively participate in the following:

- The development of strategic plans as appropriate for the Retreat Center, Milestone Learning Center, Learning Center for Leadership and the Retirement Community
- Ensure that the Retreat Center's operations actively contribute to the success of all other operating divisions
- Participates as an active team member in executive staff meetings
- Personally supports the initiatives and actions of other executive staff members

Compensation:

The Retreat Center Director will be compensated at a rate within the salary range of all other executive staff members.

LEARNING CENTER FOR LEADERSHIP

Frequently Asked Questions about Leadership School

By Dr. Helen Bishop, Acting Director

I've heard that Leadership School is a wonderful experience, but very intense. Why isn't there more free time to relax at Leadership School?

At Leadership School, you have the opportunity to meet with other Unitarian

Universalist leaders, hear about how small groups and congregations function, and practice new leadership skills such as facilitation, conflict management, strategic planning, and running effective meetings. Faculty and staff of Leadership School work hard to provide state-of-the-art information about governance and structure, volunteer management, working with professional staff, conflict management, and other topics of importance to you in your role as a congregational leader. But with only a week, lots of material has to be fitted in. We do our best to balance participants' needs with a great deal of content, and intensity is the result.

But doesn't that intensity take away from the experience?

Congregational leaders wear many hats, from cheerleader to supervisor to financial planner. The intensity of the experience at Leadership School helps participants acquire the invaluable art of being a non-anxious presence while things are roiling around in the system. Intensity is a key part of the process.

Will I have to do things I don't want to do?

You know yourself and your limits better than anyone else. You're always free to participate in a way that meets your own needs, and will be encouraged to try things that may be new to you.

Like what?

Participants plan and prepare worship experiences, even though that may not be a part of your leadership role in your own UU congregation. You're really practicing small group skills, learning more about how to work with people with a variety of backgrounds and interests, and that is part of your congregational role. Every experience is designed to

help you acquire leadership skills you'll use again and again in your congregation.

Why is there a special Leadership School for Religious Educators this year?

Religious education programs are the engine for growth in most UU congregations, with young families seeking high-quality RE programs for themselves and their children. Of course, the School for Congregational Leadership will include information on religious education, along with other key elements of congregational life. However, professional religious educators have special interests and concerns of their own, and LSRE is designed to meet their needs among their colleagues. Select the School that's right for you!

Is anything else new this year?

The Mountain's Learning Center for Leadership is seeking certification in order to be able to award Continuing Education Units for its programs. Once the LCL is certified, you'll be able to apply for CEUs for the Leadership Schools offered by LCL. Many professionals need to earn CEUs to maintain professional standing, and certification will enable you to earn them through LCL programs.

We're also setting up a web site for every LCL program, so people can post their biographies and share their goals before they arrive. You'll find getting to know one another easier when you know something about other participants before the School. You can also debrief and do some critical reflection on your experiences through the web site, which will remain open for a few weeks after the School.

Do people have fun at Leadership School?

Participants routinely describe their experiences at Leadership School as "transformational," "the best program I've ever attended," "invaluable." People have a wonderful time doing it, too! Come be a part of an LCL Leadership School this summer, and see for yourself.

I have special needs — can I still attend a School at The Mountain?

The Mountain is committed to increasing accessibility for people with all kinds of special needs. Let us know what your needs are, and we'll do our best to meet them.

***Hope to see you at The Mountain for a Leadership School in July, 2001!
See Program Calendar insert for dates
and registration information.***

MILESTONE LEARNING CENTER



Perspective

By: Shelley Denham, Director

In the movie “The Power of One” there is a statement at the end that says in part:

“Changes can come from the many, but only when the many come together to form that which is invincible . . . the power of one.”

The power of one. Somehow, this is what comes to mind in thinking about Milestone Staff members **Kirstin Maanum** and **Anne Mayher** as they’ve participated in recent marches and protests. Kirstin “crossed the line” at the School of the Americas protest, and was arrested with over two thousand others. Anne and sev-

eral hundred citizens marched together in Asheville on Martin Luther King day, and the banner Anne helped carry said much about the diversity of civil rights issues: “American Indians are a living people, NOT mascots!”

The issues of social justice can seem overwhelming. But if we choose the issues we deeply care about, and believe in ourselves—the power each of us has as individuals—we can and will be agents of positive change. As Audre Lorde said, “When I dare to be powerful—to use my strength in the service of my vision—then it becomes less and less important whether I am afraid.” That’s what Milestone is about—‘creating an environment to energize people to work for positive change’ . . . one by one.

FLASH! Asheville LEAP Group Nominated for Martin Luther King, Jr. Honor

Monroe Gilmour, community organizer in the Asheville community and invaluable resource to Milestone, recently nominated the Asheville LEAP group for a prestigious honor awarded annually by the Martin Luther King, Jr. Association of Asheville-Buncombe County. Although our group didn’t receive the award itself, we are proud and excited that their achievements were recognized publicly with a framed certificate at the ceremony, January 12, 2001.

In his nomination, Monroe said, “This nomination is for the impressive and important work of **Christine Amabile** (group spokesperson) and 17 other high school students who conceived, organized and implemented the “Come-Unity Asheville” festival held at City-County Plaza on June 2, 2000. The goal of the festival was, in their words, “to bring the people of Asheville together to celebrate diversity and to reduce different kinds of prejudices.” The students were part of the Leadership Ethical Action Project of the Milestone Learning Center at The Mountain Retreat & Learning Centers.

The Festival received front-page coverage in the *Asheville Citizen-Times* in which the students’ efforts were praised by Asheville Branch NAACP President, John Hayes.

For young people to take on a project of this scope not only speaks to their initiative, energy and motivation, but also speaks to their commitment to make this community (and indeed the world) a better place, the place Dr. King envisioned in his “I Have a Dream” speech. It is important for us, as a community, to celebrate this effort by young people to build bridges in our community. They are the leaders of tomorrow giving important leadership even today. Each of these students brings unique life experiences to the table that have given her or him an understanding beyond their years of the importance of celebrating diversity and ensuring equal opportunity and justice for everyone in the community.”

Thanks, Monroe—and congratulations to our Asheville LEAP participants!

LEAP Update

“At the closing, it seemed as if the brick wall that had been built was torn down and there was a sense of love and kindness being distributed to everyone. The two groups had become one and that’s what my main goal was in coming on this trip—getting rid of segregation, even between same races.”

This is one of the evaluation comments from a LEAP participant as the Raleigh-Durham group completed their first weekend event. Seventeen senior high students from the YMCA Teen Achievers and Youth on a Mission—both of

which are leadership programs—participated in this LEAP start-up. The teens represented various religious and socio-economic backgrounds. Saturday started off with the challenge course, which the youth said “broke the ice” between the two groups. In the afternoon they learned about their leadership styles with the Celtic Wheel of Leadership, developed by **George Lakey**.

Then the youth participated in an exercise designed to stimulate discussion about labeling and stereotyping. The ensuing discussion covered topics around class, race, age, and differences among people of the same race. Several youth complimented the group for being able to discuss these issues openly and honestly and expressed their thankfulness about having such a forum.

We at Milestone felt truly privileged to facilitate and witness such a discussion. Throughout the weekend, these young people moved from being two separate groups that

previously had not spent time together, to one community committed to working together for positive social change. Their next weekend at **The Mountain** will take place in February or March.



Raleigh-Durham, NC, LEAP group during their first weekend in December 2000.

Our St. Joseph, Missouri LEAP group had their inaugural weekend in November at the Heartland Presbyterian Center outside of Kansas City, Missouri. These youth came together from 5 different downtown churches, representing the Presbyterian, Disciples of Christ, Episcopal, and Lutheran faiths. The program consisted of activities such as challenge course

initiatives, creative representations of social injustice and possible solutions, and discussions about the state of our world. Two ministers and one associate minister served as chaperones and were just as energized as the youth about the possibilities for what they all can do together for their community. We all finished the weekend feeling very excited about the next phases of LEAP! The next weekend is set for January 26-28, 2001.

Stay tuned!
LEAP youth are “jumping” into action!

Hey all of you LSSJ Graduates! Are You Ready for the Next Step?

We are in the process of bringing together many of the Leadership School Alumni for a Graduates Conference. This will be an opportunity to fine tune your leadership skills, strengthen your commitment to social action, reconnect with other young leaders, and meet new friends. The plans are in the works— but **WE NEED YOUR HELP** to organize, plan, and recruit. If you are interested in being part of the Steering Committee, please contact **Kirstin Maanum** for more information at **(828) 526-5838, ext. 226**; info@mountaincenters.org (subject line: Kirstin). Stay tuned for specifics in the next **Mountain Matters!**

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THANKS To All Our MVPs! (Most Valuable Persons = Mountain Volunteers Program) 2000—A Great Year for Mountain Volunteers

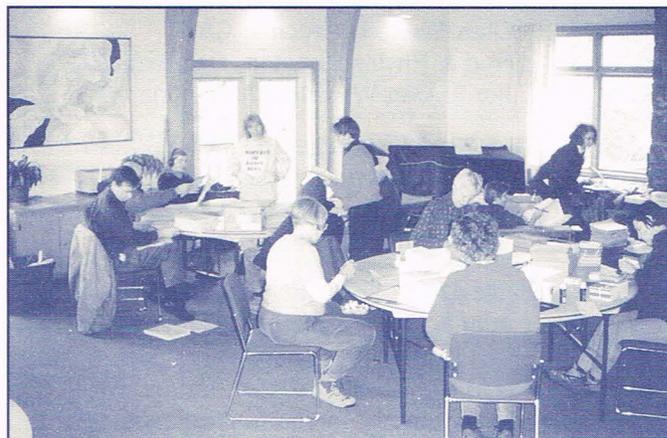
Volunteer hours for those who worked directly in support of daily operations and capital improvements was recorded at 6,056, which is a 238% increase over 1999. There were several major projects including the remodeling of Cabins 8 and 9, and we relied much more on volunteer support than ever before to do these. It certainly paid off with Cabin 8 being ready in time for Elderhostel last spring, and Cabin 9 being ready at Thanksgiving. We couldn't have done Cabin 9 in 4 weeks without all the work that was done on the first weekend by the UU Congregation of Gwinnett in Lawrenceville, Georgia. They did their work in honor of **Steve Soloway** who died earlier in the year and who was a great supporter and volunteer at **The Mountain**.

There were many other highlights, too. Among these are **Diane** and **Bob Baum** who were here throughout the summer, a record number of Life and Patron Members who attended Thanksgiving and worked despite some severe

weather, and a strong response all through the year from new and old volunteers.

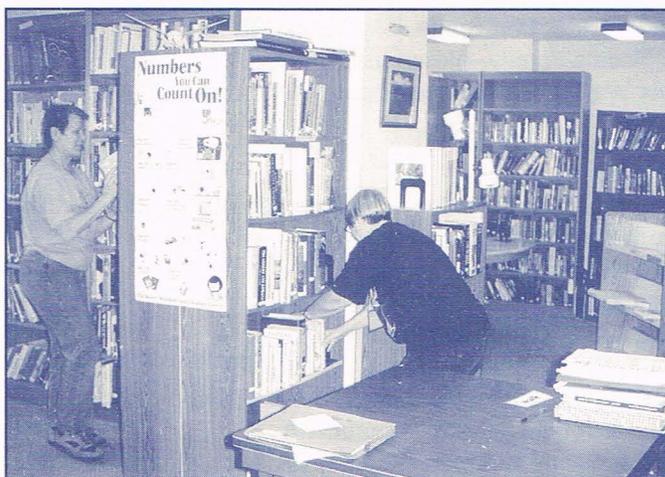
The total number of recorded hours is 7,700, which includes faculty who worked in Religious Educators Week, the Leadership School for Social Justice (LSSJ) and the Mountain School for Congregational Leadership (MSCL). The 1,644 hours worked in support of these programs is double what we had in 1999. A large part of the increase was the work our MSCL faculty did in redesigning this program, and we also had volunteer faculty who worked with LSSJ for the first time.

In addition to the above, I also include an estimate of the hours that our Board members and Mountain Ambassadors work. There are many avenues of service to **The Mountain** and, WE THANK YOU ALL for what you do to make it happen and share in the work.



Volunteers in Action – Thanksgiving 2000!

Above **Anne Staley** and **Juliet Araujo** clean the Lodge windows after they were painted. Above right, many folks found working around the fire in the Great Room preferable to braving the cold. Right, **Robbin Ryan-Mooney** and **Daidee Springer** shelve books in the ever-expanding Library.



GIVING

FOCUS

Our profound thanks to...
gifts since last issue

Trillium Vision Holders (\$100,000+)

Anne Staley, Marietta, GA

Tulip Poplar Vision Holders (\$75,000 - \$99,999)

Harold & Charlotte Johnson, Black Mountain, NC
Tom & Jane Warth, Highlands, NC

Fraser Magnolia Vision Holders (\$50,000 - \$74,999)

Anonymous

White Oak Vision Holders (\$35,000 - \$49,999)

Neal Andreae, Brevard, NC
James Lawrence & Betsy Ellis, Atlanta, GA
Laura & R.K. Whitehead, Gainesville, GA

Chinquapin Vision Holders (\$25,000 - \$34,999)

Hildegard Gray & John Vacher, Atlanta, GA

Rhododendron Vision Holders (\$20,000 - \$24,999)

Virginia Carver & Hank Raichle, Athens, GA
Ann & Joe Creech, Roswell, GA
Pat Gnagey, Franklin, NC
Anne & Bob Hornberger, Gainesville, FL
Irv & Millie Kagan, Atlanta, GA
Bruce & Sandy Kirkman, Atlanta, GA
Bob & Judy Shaklee, Norcross, GA
Ellen Stewart, Lithonia, GA
Fred & Phyllis Sweeton, Oak Ridge, TN
Jim & Joan Wamsley, Alexandria, VA

Mountain Laurel Vision Holders (\$15,000 - \$19,999)

Marcia Bystrom, Muscle Shoals, AL
Ed & Jean Mangiafico, Chatham, MA
Mike & Linda Plummer, Jacksonville, FL

Flame Azalea Vision Holders (\$10,000 - \$14,999)

John & Kathy Bohstedt, Knoxville, TN
Carl Bretz & Rosemary Burns, Oak Ridge, TN
Ivan & Jeanetta Cotman, Detroit, MI
Ian & Shelley Denham, Highlands, NC
Steve Hollingsworth & Daidee Springer, Chattanooga, TN
Paul Howard & Barbara James, Sanford, NC
Avery & Roxy Leiserson, Nashville, TN
Neal Resch & Don Smith, Sky Valley, GA
The Tisdale Family, Alexandria, LA
Lewis Walker & Christine Lucas, Richmond, VA

Patron Members (\$5,000+)

Anonymous
Wayne Arnason & Kathleen Rolenz, Cleveland, OH
Terry & Gary Beale, Atlanta, GA
Bob & Connie Booth, Cincinnati, OH
Nancy & Tom DeLux, Mooresville, NC
Bob & Trudy Deyle, Tallahassee, FL
Elvin & Nancy Hilyer, Atlanta, GA
Paul Howard & Barbara James, Sanford, NC
Esther & Jorgen Jensen, Atlanta, GA
Bruce & Sandy Kirkman, Atlanta, GA

Dee Medley, Augusta, GA

Joe Watterson & Nancy Maseng, Columbia, SC
Richard & Michelene Rothman, Rising Fawn, GA
Bob & Trudy Wendt, West Brandywine, PA

Life Members (\$2,000 - \$2,500)

David Auburn, Brooklyn, NY
Kim & Mark Berry, Corvallis, OR
Adam & I-Shuan Hargrove, Middletown, NY
Sarah Hargrove, Macon, GA
Alan & Anna Belle Leiserson, Nashville, TN
Daniel McCormick, Memphis, TN
Audrey & Donald Micklewright, Lakeland, FL
Carlton Mott, Asheville, NC
Isaac Smith & JoAnn Stokes-Smith, Mt. Pleasant, SC
Bob Wall & Nancy Granat, Madison, NC
Reid Zimmerman, Raleigh, NC

Memorial Memberships (\$1,500)

Ellen Heath, 1905 - 1997
Ed Heath, 1935 - 1996

Irv & Millie Kagan Scholarship Fund for Underprivileged Youth (Gifts of \$250+)

(Note: All gifts of \$1,000+ shown with **)
Irv & Millie Kagan, Atlanta, GA **

Special Gifts/Gifts-In-Kind/General Fund (Gifts of \$250+)

(Note: All gifts of \$1,000+ shown with **)
Sharon Beecher, Norcross, GA
Helen Bishop & Susan Grider, El Sobrante, CA **
Cathy & Hal Breidenbach, West Bloomfield, MI
Faith & Roger Comstock, Yarmouth, ME
Libby & Tim Eble, Mt. Pleasant, SC
McGregor & Louisa Gray, Brunswick, ME
Kim Hackett, Nashville, TN
Ernie & Jan Hoffman, Bloomington, IL
Jean & Roger Johnson, Atlanta, GA **
Dick & Jane Kenan, Dunwoody, GA
Bill & Margaret Kleiber, Yonkers, NY **
John Lantz & Jane Royall, Avondale Estates, GA **
Carole Light & Alex Redmountain, Scaly Mountain, NC **
George & Virginia Love, Black Mountain, NC **
John & Margaret Norris, Nashville, TN **
Don & Jan Osgood, Doraville, GA
Sarah Palmore, Tuscaloosa, AL
Walt Pirie, Blacksburg, VA **
Mike & Linda Plummer, Jacksonville, FL
Bruce Parrish, Atlanta, GA
Linda & Phil Sterner, Winston-Salem, NC
Ellen Stewart, Lithonia, GA **
Rem & Lee Stokes, Inverness, IL **
The Tisdale Family, Alexandria, LA **
UU Fellowship, Clemson, SC
Mo Wheeler, Highlands, NC **

Fall Projects (Gifts of \$250+)

(Note: All gifts of \$1,000+ shown with **)

- Shirley Cunningham, Peoria, IL
- Esther & Jorgen Jensen, Atlanta, GA **

Building Our Vision – Step1/Dining Hall Remodeling

(Gifts of \$250+) (Note: All gifts of \$1,000+ shown with **)

- Anonymous **
- Bob & Diane Baum, Lakeland, FL **
- Carl Bretz & Rosemary Burns, Oak Ridge, TN **
- Paul & Sandra Clipp, Clemson, SC
- Ivor & Shirley Collins, Chapel Hill, NC **
- Faith & Roger Comstock, Yarmouth, ME **
- Ann & Joe Creech, Roswell, GA **
- Bob & Trudy Deyle, Tallahassee, FL
- Wayne Duckworth, Dillard, GA
- Steve & Caryl Kaplan, Oak Ridge, TN
- Joyce Fleming & Carlton King, Atlanta, GA
- Bonnie & Mark Gramlich, Scaly Mountain, NC **
- Anne & Bob Hornberger, Gainesville, FL **
- Sally Ann Meyer, Atlanta, GA
- John & Ruth Tori, West Palm Beach, FL
- Jim & Joan Wamsley, Alexandria, VA **
- Barbara & Randy Whitt, Charlotte, NC
- Bill & Ruth Yag, Naples, FL

Endowment Fund Contributions (Gifts of \$250+)

(Note: All gifts of \$1,000+ shown with **)

- Faith & Roger Comstock, Yarmouth, ME
- June Sholin, Apache Junction, AZ **
- Donna Zurcher, Lilburn, GA **

In Memoriam
Peg Vanderveer, Charlotte, NC

New or Renewed Short-Term Loans or Promissory Notes

- Caryl Kaplan, Oak Ridge, TN
- Steve Kaplan, Oak Ridge, TN

Become a Member of the President's Society

and Leave a Continuing Legacy to The Mountain

The Mountain has established the **President's Society** as a way to recognize and honor those who have made or committed to planned gifts to benefit **The Mountain** and its programs. What is a "planned gift" (also sometimes referred to as a "deferred gift")? Such gifts include *will bequests, trusts, life insurance and retirement plan/IRA beneficiary designations* and similar types of gifts to benefit **The Mountain**.

Most planned gifts will help build the endowment fund recently established at **The Mountain**. Bequests and other planned gifts provide a superb opportunity to "endow" the gifts we now make annually. For example, if you currently make a gift of \$500 each year, a bequest or other planned gift valued at \$10,000 will allow your annual gift to continue after your death, through distributions from the endowment.

To build **The Mountain** into the type of retreat and learning center now envisioned, a healthy endowment will create the kind of important extra revenue that will make our hopes and dreams a reality over the years.

How do you become a member of the President's Society?

*Just let us know that you have included **The Mountain** in your estate plans (will, trust, life insurance, etc.) and we'll place you on the roster of the President's Society. Special recognition will be given to all members and, if you become a member by June 30, 2002, you'll be honored as a Charter Member of the Society and receive an invitation to a special event at **The Mountain** honoring these first members. For more information on exactly how to include **The Mountain** in your estate plans, contact the Development Office at **The Mountain**.*



YES! I want to make a donation to support The Mountain's Vision!

Apply my contribution to:

- Life Member
- Dining Hall Remodeling
- Scholarship Fund
- General Fund
- \$50
- \$100
- \$250
- \$500
- \$750
- \$1,000
- \$5,000
- \$ _____

Pay By: Check VISA/Master Card Card #: _____ Exp. Date: _____

Name: _____ Signature on Card: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: (day) _____ (evening) _____

The Mountain Retreat & Learning Centers, Inc., P. O. Box 1299, Highlands, NC 28741-1299

A Few Good Women and Men Needed as Program Volunteers

Come to **The Mountain** more often! If you like being with **Mountain** guests and helping them have a good experience at **The Mountain**, you are invited to apply as a Mountain Volunteer in programming. Volunteers are needed for weekend and weeklong programs. Your work (depending on your skills) might include:

- > Hosting Social Time
- > Setting up and maintaining meeting spaces
- > Reporting housekeeping and maintenance needs
- > Assisting with hiking, canoeing, lifeguarding
- > Helping with crafts
- > Driving a Mountain van on field trips
- > Being the evening on-call person
- > Providing evening programs that might include vesper services, campfires, music, dancing, games

As a volunteer, you will receive free meals and housing, and be able to participate in the programming as appropri-

ate. You may also be assigned to other teams to assist in those areas if needed.

The Program Team will be hosting two weekends during the year for the training of Program Volunteers. If you are interested in supporting **The Mountain** as a Program volunteer, please call **Jenny Stein** or **Robert E. Smith** at **(828) 526-5838**, or email them at info@mountaincenters.org, putting their names in the subject line.

TAG (Technical Applications Group) Needs Volunteers!

Volunteers with computer repair/maintenance skills are needed to help the TAG team update and maintain desktop workstations. Knowledge of Windows 95/98, Microsoft Office 97 and Outlook 98 is necessary. PC and printer troubleshooting experience would also be helpful. For more information, call **Mark Gramlich** on ext. 261.


20+ YEARS OF COMMUNITY **THE MOUNTAIN**
RETREAT & LEARNING CENTERS, INC.
P.O. Box 1299
Highlands, NC 28741

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