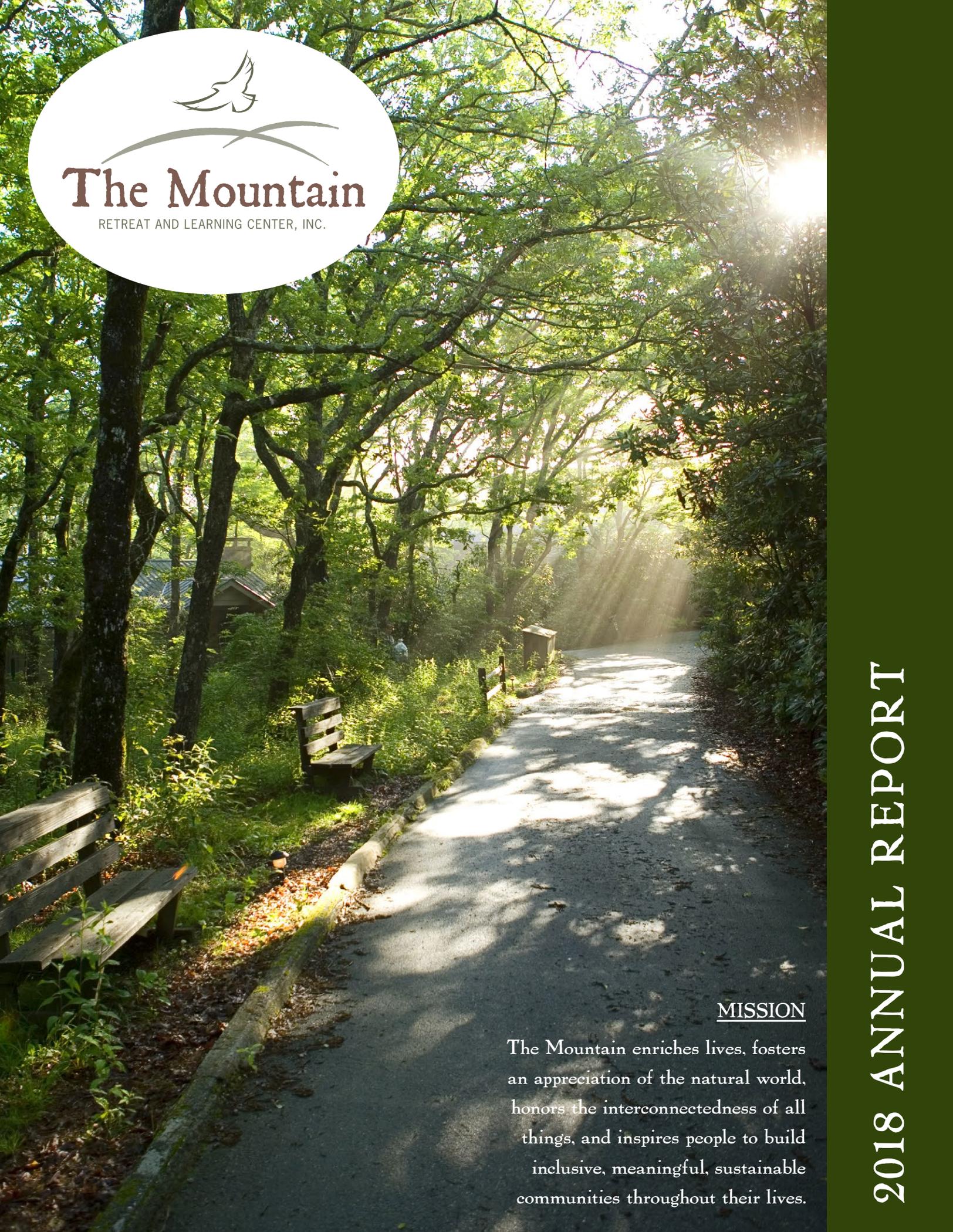




The Mountain

RETREAT AND LEARNING CENTER, INC.



MISSION

The Mountain enriches lives, fosters an appreciation of the natural world, honors the interconnectedness of all things, and inspires people to build inclusive, meaningful, sustainable communities throughout their lives.

2018 ANNUAL REPORT

CORE VALUES:

The Inherent Worth and Dignity of
Every Individual

Justice, Equity and Compassion in
Human Relations

Acceptance of One Another and
Encouragement to Spiritual Growth

A Free and Responsible Search for
Truth and Meaning

The Right of Conscience and the
Use of Democratic Process

The Goal of World Community with
Peace, Liberty and Justice for All

Respect for the Interdependent Web of All
Existence of which we are a part

VISION

An exemplary retreat, camp & learning center that celebrates
Unitarian Universalist principles, inspires people of all ages,
transforms lives, and builds a more compassionate world.

About The Mountain

The Mountain was founded by Unitarian Universalists in 1979 as a nonprofit camp and conference center. This is an ecologically conscious retreat and learning center serving congregations, businesses, schools, and other Unitarian Universalist and community groups.

Located on 4,200 foot-high granite cliffs of the Southern Blue Ridge Mountains, we offer a very unique opportunity - come refresh your spirit in the natural beauty of this magical place we call The Mountain.

The Mountain offers a full range of dining, lodging and meeting facilities which supporting Mountain programs hosted throughout the year. In addition, a wide array of other groups and organizations rent our facilities for their retreats and events.



www.themountainrlc.org

648
youth stayed
3,727
nights

2,340
adults stayed
6,625
nights

2,988
people stayed
10,352
nights

3.5
nights
average stay

www.themountainrlc.org/retreats

MountainCamps & Programs for Families

The Mountain's largest and strongest program is its summer MountainCamp. From mid-June to late-July our mountaintop is filled with children and youth from 1st to 12th grades. Our camp program is designed to instill in children an appreciation of the natural world, while learning, experiencing community, and having as much fun possible. Many of our summer campers return year after year as campers and camp staff, now spanning several generations. Our Intergenerational Family Camp is held at the end of July.

Whether you are attending one of our Mountain programs or a retreat program hosted by a congregation or other organization, our doors are open to all. Regardless of your religious background, gender, ethnicity, age, ability, sexual orientation or gender expression, want to share the magic of our mountaintop sanctuary to all who desire the experience.



“Meeting a whole new group of people enabled me to truly be myself and start fresh in a new community, especially one so accepting and encouraging. I appreciated the opportunity I had with MountainCamps, which provide such healthy and challenging experiences for learning and fun.”

~ Aaron Bourgeois, Camp Staff



“I love The Mountain. It’s beautiful, especially Meditation Rock. I had fun at MountainCamp and met a lot of new friends - some I consider to be my best friends. I hope to someday be a Counselor-In-Training.”

~ Jonah, Intermediate Camper



2018 MOUNTAIN PROGRAMS

MARCH ■ Easter Work Weekend –over 40 participants the best attendance in recent history, 10 guests attended both the work weekend and Music week which immediately followed each other

APRIL ■ Music week – An excellent program which met expectations with both attendance and revenue.

MAY ■ Climate Justice – first year of a program that reflects our commitment to environmental sustainability

MAY ■ Homecoming /Memorial Day weekend

JULY ■ Intergenerational Family Camp

JULY ■ Pre and Post SUUSI B&B Stays

OCTOBER ■ Southeast UU Fall Institute (SUUFI)

NOVEMBER ■ Thanksgiving - This program continued its strong showing with a sellout crowd and serving over 150 for Thanksgiving dinner.

DECEMBER ■ New Year Celebration Weekend

Executive Director's Message

The Mountain reached its 40th anniversary on October 15, 2018, marking the point of being on this site longer than all the previous camps located here on Little Scaly Mountain combined. What an unbelievable accomplishment!

The resilience and strength of thousands of people--our founders and Charter Members, decades of committed staff, program supporters and current stakeholders—all playing a role in creating this significant and special place.

It's been a turbulent 40 years, with countless ups and downs. No matter how dismal things seemed, time and time again our community has been determined and resourceful in working through the crises and ensuring The Mountain would succeed. You, our supporters, have devoted your energy and resources to move us from a place of surviving to achieving a tender stability.

Nine years after restructuring, we are now guided by a Strategic Plan, and endeavoring to be a place of love, hope, and renewal for generations to come.

Remembering and valuing The Mountain's past 40 years, we now stand confidently in the present, and focus our vision on what The Mountain will become over the next decade.



Our challenge is to stay competitive with other camps and retreat centers as we strive to maintain a healthy balance in adult and youth programming. We must meet our revenue margins while excelling at our mission and modeling our core values. We can embrace our rustic roots while providing for a quality guest experience and protecting our environment and natural beauty.

In the six years I have been here as Executive Director, I feel fortunate you have trusted me with the care of The Mountain. It's been a gift—a gift of renewal, a gift of hope, and a gift of friendship. Thank you for taking this journey with me. I invite you to continue the journey with all of us at The Mountain on our journey forward.

- Ted Wisniewski



BOARD OF TRUSTEES

*Linda Sterner, Chair
Nathalie Bigord, Chair
Chris Breivogel, Recording Secretary
KC Boyce
Kit Hamblen, Liaison to the Endowment Board
Zoe Hansen-Burnet
David Hudson
Peter Kandis
Kerry Keys
Charles Lee
Rob Marcy, Financial Adviser
DeAnn Peterson
Lee Reading
Gail Sphar

*Term ended in May 2018

Many Hands Peace Farm

The Many Hands Peace Farm is part of The Mountain's commitment to environmental sustainability and expression of its core values. The Farm teaches the concepts and strategies of regenerative agriculture through its Farm Apprenticeship, farm and foraging tours, and other educational experiences offered to guests of all ages.

2018 HIGHLIGHTS

- Added turkeys and ducks to our poultry flock
- Began work on converting one of the old stables into a classroom
- Grew 300+lbs of Stropharia mushrooms in wood chips
- Added 40 logs to our Shiitake mushroom log operation
- Began selling wild mushrooms at local farmers markets and using them in meals for guests of The Mountain
- Planted Pears, Cranberries, Blueberries, Wineberries, Paw Paws, Juneberries, Rosa Rugosa, Gooseberry, Grapes, Hazelnuts, Chickasaw Plums in the Food Forest
- Hosted a Yoga & Foraging event and 3 Farm & Foraging dinners for local visitors
- Expanded our product line to include 3 new teas, pork rinds, and a new salve
- Harvested 300+lbs of Jerusalem Artichokes
- Donated Black Locust posts to the Highlands Greenway
- Dried herbs, berries, salve ingredients in our farm dehydrator
- Hosted an EcoForum on wild spring edibles at the Franklin, NC UU Fellowship
- Sequestered over 50% of the cardboard and paper waste produced onsite with mushrooms, worms, and sheet-mulching

145

volunteers

4,615

hours

VOLUNTEER SERVICE

We were fortunate to have 145 volunteers devoting over 4,615 hours in 2018 in service to The Mountain. These hours are primarily for those engaged in work onsite--around the property, in Housekeeping, the Kitchen, Many Hands Peace Farm, and the Office--assisting staff with core tasks of property and facilities maintenance and guest services. Countless additional hours of service were provided by Board Trustees and Program Leaders, as well as those serving as Stewards, Mountain Movers in Congregations, Youth Advisors and Peer Advocate Leaders (PALs), and on Committees.

Thank you, Mountain Volunteers!



“The future is completely open,
and we are writing it moment to moment.”

- Pema Chödrön

Why Your Gift Matters

CHILDREN & YOUTH

At the heart of The Mountain's annual programming are our summer MountainCamps and the series of Youth Conferences hosted each fall and winter. The Mountain places a strong emphasis on being an inclusive, non-competitive environment where youth can develop a deeper understanding of themselves and form lifelong friendships.

WELCOMING COMMUNITY

Magic occurs when people come together at The Mountain. This is a special place where children, youth, and adults experience the joys of connecting with one another and the natural world. We offer summer camps, leadership retreats, environmental programs, and outdoor activities galore to engage and inspire people of all ages. People are the heart, hands, and spirit of The Mountain. Our members, volunteers, donors, campers and guests have loved and worked and supported this special place into being.

ENVIRONMENTAL SUSTAINABILITY

The Mountain's Energy Initiative

The 2018 Southern Unitarian Universalist Fall Institute (SUUFI) theme was “Aging to Saging.” Some participants were considering their legacy as people who care deeply about the long-term sustainability of The Mountain. Concerned about the Mountain's high energy costs and a larger carbon footprint than desired, a few people were inspired to do something to reduce expenses, provide more comfortable spaces for guests and staff, and act upon our core value of demonstrating *respect for the Interdependent Web of All Existence of which we are a part*. Just over \$20,000 was raised through donations and pledges and the project was launched, making this vision a reality. Additional funding will be provided by The Mountain Endowment Fund.

Endowment Directors

2018-2019

Beverly Cree
President

Dick Fencil
Vice President

Robert E. Smith
Treasurer

Nancy DeLux
Secretary

DIRECTORS

Lem Arnold

Kim Brievogel

Margi Milburn

Penny Raney

Steve Hollingsworth
[term ended May 2018]

Wayne Morris
[term ended May 2018]

Kit Hamblen
MRLC Trustee Liaison

Ex-Officio

Ted Wisniewski,
Executive Director MRLC

Laurel Amabile,
Development Director
MRLC

Report of the Financial Advisor

Overview Of Financial Position

As the Board's Financial Advisor, I'm pleased to once again report that The Mountain's financial health remains strong. Net Assets increased \$22,163 to \$1,466,166 (see Chart) and other than usual operating payables we remain debt free!

Summary Of Revenue And Expense

Total revenue of \$1,117,799 was down \$109,878 from the prior year, which was anticipated due to a large one-time bequest of \$142,200 received in 2017. Overall total revenue beat budget by approximately \$50,000.

Program revenue of \$785,185 was essentially flat to the prior year's \$787,467. Year-over-year growth was expected to be challenging due to the income benefit of the special Eclipse program in 2017 which brought in \$32,312 in program revenue. Retreat and Youth program income ended the year essentially flat to 2017. Mountain Design program income, excluding income from the Eclipse event, increased by approximately 25% evidencing increased interest in our own Mountain programming such as Music week, SUUFI and Family Camp!

Contribution income of \$332,614 was down \$107,596 over the prior year. This decrease was due to the significant bequest income received in 2017 - excluding the impact of the bequest donations grew by approximately 12%.

Total expense of \$1,095,636 increased \$70,491 from 2017 but ended the year essentially on budget. The higher expenditures were primarily due to increased personnel expense, utility costs, infrastructure improvements and higher depreciation expense.

Overall Observations

The Mountain's 2018 financial results continue to remain strong despite the revenue decline and expense increases reflected in the year-end financials. Net Income has now been positive for the 7th consecutive year and Net Assets have grown by almost \$1.2MM during that period. The continually increasing popularity of Mountain Design programs is a significant achievement toward The Mountain's mission, a highlight that is easily lost in the overall financial report.

Although our financial position remains strong, we must grow all of our program and retreat revenue to ensure a revenue flow that will allow us to continue to improve our infrastructure and remain debt free. We've made much progress over the past several years, and there's so much more that our Staff, Board and Members want to do to improve our facilities and strengthen The Mountain experience for our guests. To do this we all need to continue to bring our energy, enthusiasm, fellowship and financial resources to this magical, transformative place we call The Mountain.

Rob Marcy



Nearly 20 years ago, we joined as Mountain Life Members without ever setting foot here. We had little inkling of the tortuous and difficult journey that lay ahead. Today The Mountain is so many things. A nucleus of our family of choice, 'workshop of our common endeavor,' the place we center the hopes of an enduring legacy. Here we

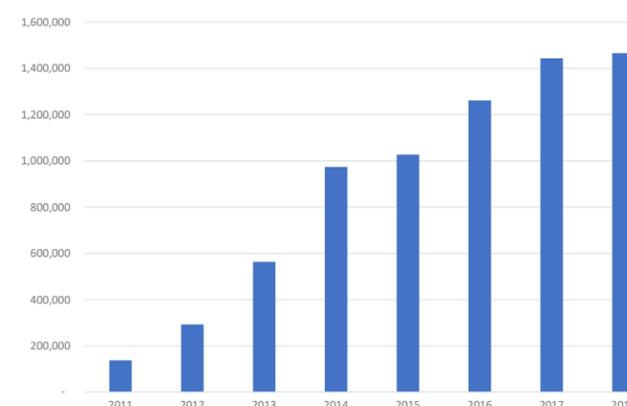


build a community of stewardship for Earth, learn best practices, and strive for right relations at all times. It is a lifelong joy to remember those I knew, to celebrate

the ongoing friendships I have now, to anticipate friends I have yet to meet, and to imagine generations hence who remember us and contributions we made.

~Steve Hollingsworth,
Chattanooga, TN
(quoting Ken Patton)

The Mountain Retreat & Learning Center
Net Assets



The Mountain Endowment - Embracing Our Future

- The Endowment has grown to \$245,000, providing for an annual gift of \$7,400.
- Working with The Mountain staff and board, selected projects have

included: chairs for the Tree House, dishes, mattresses, automatic doors for main buildings, and the “Greening of The Mountain” project to reduce our carbon footprint.

- Endowment funds are invested with the Unitarian Universalist Congregational Endowment Fund (ucef.org), honoring socially responsible investing goals.

www.themountainrlc.org/mountain-endowment-fund

Statements of Financial Position

December 31, 2018 and 2017

unaudited
2017

	2018	2017
Assets		
Current assets:		
Cash	\$ 731,222	\$666,437
Accounts receivable	1,055	5,920
Bequest receivables	10,850	-
Sales tax receivable	2,665	5,283
Inventory, net	7,916	8,665
Prepays	<u>11,052</u>	<u>10,082</u>
Total current assets	<u>764,760</u>	<u>696,387</u>
Other assets:		
Property and equipment, net	<u>819,190</u>	<u>828,319</u>
Total other assets	<u>819,190</u>	<u>828,319</u>
Total assets	<u>\$ 1,583,950</u>	<u>\$ 1,524,706</u>
Liabilities and Net Assets		
Current liabilities:		
Current portion of long-term gift annuities	\$6,273	6,273
Accounts payable	12,439	13,538
Accrued expenses	25,834	40,469
Deferred revenues	<u>59,088</u>	-
Total current liabilities	<u>103,634</u>	<u>60,280</u>
Long-term gift annuities, less current portion	<u>14,150</u>	<u>20,423</u>
Total liabilities	<u>117,784</u>	<u>80,703</u>
Net assets:		
Without donor restrictions	1,285,039	1,293,637
With donor restrictions	<u>181,127</u>	<u>150,366</u>
Total net assets	<u>1,466,166</u>	<u>1,444,003</u>
Total liabilities and net assets	<u>\$ 1,583,950</u>	<u>\$ 1,524,706</u>

Statements of Activities & Changes in Net Assets

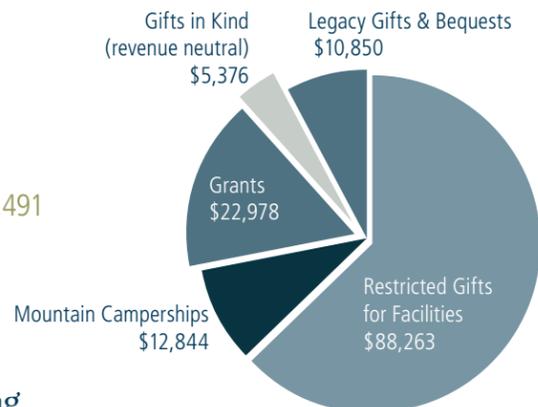
For the Years Ended December 31, 2018 and 2017

			2018			unaudited 2017
	Unrestricted	with Donor Restrictions	TOTAL	Unrestricted	with Donor Restrictions	TOTAL
REVENUES AND SUPPORT:						
Retreats & conferences	\$ 389,550	-	\$ 389,550	\$ 390,362	-	\$ 390,362
Youth programs	253,227	-	253,227	253,229	-	253,229
Mountain design programs	110,486	-	110,486	120,692	-	120,692
Personal retreat guests	9,179	-	9,179	11,112	-	11,112
Store revenue, net of expenses	4,615	-	4,615	3,302	-	3,302
Contributions	236,619	83,544	320,163	291,958	124,687	416,645
Memberships	7,076	-	7,076	-	-	-
Interest income	1,191	-	1,191	1,001	-	1,001
Other	16,937	-	16,937	31,334	-	31,334
Gifts in kind	5,375	-	5,375	-	-	-
Net assets released from restrictions	52,783	(52,783)	-	-	-	-
Total revenues & support	1,087,038	30,761	1,117,799	1,102,990	124,687	1,227,677
EXPENSES:						
Program and services	572,760	-	572,760	547,941	-	547,941
Management and general	464,385	-	464,385	423,100	-	423,100
Fundraising	58,491	-	58,491	54,104	-	54,104
Total expenses	1,095,636	-	1,095,636	1,025,145	-	1,025,145
Change in net assets	(8,598)	30,761	22,163	77,845	124,687	202,532
Net assets, beginning of year	1,293,637	150,366	1,444,003	1,215,792	25,679	1,241,471
Net assets, end of year	\$ 1,285,039	181,127	\$ 1,466,166	\$ 1,293,637	150,366	\$ 1,444,003

Special Contributions

Unrestricted Funding

Annual Fund Donations \$157,000
 Corporate Gifts \$6,567
 Event Revenue \$4,988
 Congregations & Group donations \$9,491
 Endowment Fund Support \$4,577
 Annual Memberships \$7,076



www.themountainrlc.org/giving



THE MOUNTAIN STAFF

Executive Director

Ted Wisniewski

Program Staff

Megan Quattlebaum, Director
Justin Perry, Excursion Director
Sam Dobbmeyer & Brennan Cain-Nuccio,
Associate Camp Directors

Finance Director

Teresa Falzone
Miriam Witzl (until May)

Facilities & Maintenance

Russell Hunnewell, Director
Kerry Kennedy, Facilities Maintenance
Ian Carson & Bob Fox,
Facilities Volunteers

Housekeeping

Mary Beth Buck, Wendy Wisniewski

Guest Services

Julia Jamieson & Rachel Kinback
Harriet Lawrence, Office Volunteer

Technology

Mark Gramlich

Many Hands Peace Farm

Ben Galindo & Joey Kyle,
Farm co-Managers
Anna Beaver, Farm staff
Rayne Hawkins, Tanner Csonka &
Hannah Ellison, Farm Apprentices

Kitchen

Matt Wright, Manager
Jenn Tuft, Kofi Kikelomo,
Andrew Martin, John Mumford,
Sterling Bigler, Margaret McClain,
Jess Williams, Alexander Arnold,
Anne Brown

Group Sales & Marketing

Nancy Plate

Development

Laurel Amabile, Director
Alyssa Fuller, Administrative Assistant



We had a fantastic and skilled staff working with Program Director, Megan Quattlebaum, run our 2018 MountainCamps:

Sam Dobbmeyer, and Brennan Cain-Nuccio served as Associate Directors.

Charles Sterner and Keara Hudley are the ASCENDER Mentors

Meg Engler and Aaron Bourgeois, Counselors in Training Mentors

Nora Krall and Jess Williams, Mentor Cabin Counselors

Tristan Emma Bigler, Camp Promotions via photography, videos and social media

Theresa Feiner, Health Coordinator, with Rin Willocks, Health Assistant

MountainCamp Program leaders:

Chris Purcell, Arts & Crafts; Erin Finn, Religious Education & Social Justice;

Luke Jobe, Appalachian Studies & Outdoor Education; Joe Adams, Aquatics & Athletics; Sydney Donohue, STEM; with Justin Perry as Excursions Director, and Yuri Zarus as part of the Outdoor Adventure program.

The 2018 Camp Cabin Counselors:

Christian George, Thomas Kizzar, Tye Rothberg, Kwaiden Duncan, Jake Maida, Owen Schriber, Ginevra Walker, Sadira Austin, Owen Kirk-Whitman, April Lane, Lauren Modic Doyle, Ivy Breivogal, Isobel Horak, Linlee Franklin, Miles Simpson, Sophia Gettings, Helen Abbott, Kira Young, Omie Coyme, and Sterling Bigler.

My gift supports my values through Mountain programs and MountainCamp

Membership fees:

\$50 for individuals age 25+ ■ \$20 for those ages 16 to 25

\$1+ voluntary contribution for Junior Members (non-voting memberships)

Household Membership: \$85 (2+ people 16 and older sharing a household, each receiving one vote)

"I would like my gift to be applied as follows:"

\$1,000 \$500 \$250 \$100

Annual Membership Monthly Gift Other \$ _____

Name _____ UU Congregation Affiliation _____

Mailing Address _____

City _____ State _____ Zip _____

Telephone (H) (Cell) _____ Email _____

Card# _____ Amount \$ _____

Exp. Date: ____ / ____ (CVC#) _____ Signature _____

*It is in GIVING that we
RECEIVE... Thank You!*



P.O. Box 1299
3872 Dillard Road
Highlands, NC 28741

828.526.5838

www.TheMountainRLC.org