# The Mountain

RETREAT AND LEARNING CENTER, INC.

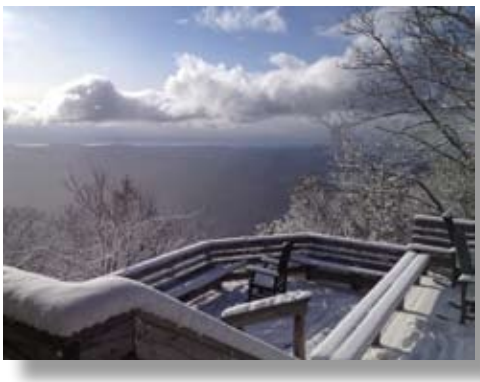
A place. An experience.
A way forward for all ages.

2013

# ANNUAL REPORT

# HIGHLIGHTS of 2013

- 2,818 guests participated in programs at The Mountain.
- 72 volunteers provided just shy of 5,000 hours of service.
- 660 young people participated in Youth Programs in 2013.
- 200 guests participated in Mountain-designed programs.
- 15 Unitarian Universalist groups and congregations chose to hold their retreats at The Mountain.
- $43,989 was awarded in MountainCamp scholarships.



- The Mountain underwent a successful leadership change as Lee Reading retired and Ted Wisniewski took over the Interim Director position. The Board of Directors honored both Ted and Lee with a celebratory dinner and the first annual staff appreciation event in February.
- Ted has paid particular attention to staffing needs and infrastructure during his first year, attracting some wonderful new talent while controlling costs. Some of his many successes include operating on budget during the 2013 fiscal year, and instituting a formal performance evaluation process.
- Matt Velker was hired as Director of Facilities. His specialization in water systems has already proved invaluable in solving The Mountain's well and water treatment issues. After a successful 3 month internship, Alex Willocks was offered a job at The Mountain to start in 2014. Alex will be working with the Development, Marketing, and Housekeeping departments.
- Heaters in Bunkhouse cabins 13-20 were replaced and are now up to NC codes, thanks to a $5,000 donation.
- Pledges of $100,000 were made from two separate donors to use on water issues and road issues. This level of generosity answers some critical areas of need for The Mountain.
- Many Hands Peace Farm had an outstanding year. Volunteers contributed 1530 hours of work, and the garden was able to yield $4,475 worth of produce, which was enjoyed in our dining hall.
- The Mountain continues to build connections with the Highlands community. Summer program counselors from the Highlands Recreation Center attended a leadership experience at The Mountain. Highlands School Kindergarten classes came to The Mountain for a day of games and a farm tour, and even helped plant onions!
- MountainCamp proudly participated in the Empty Bowl Project with The Bascom and Highlands' Food Pantry. Counselors and campers made ceramic bowls that were donated to Highlands' Food Pantry as part of a fundraiser to raise awareness for worldwide hunger.
- MountainCamp workshops exposed campers to the sustainable food movement. The campers learned about different wild edibles to eat, about the environmental risks of industrial agriculture and meat production and alternatives to industrially produced food. With the help of Many Hands Peace Farm, campers were able to get an education on locally grown food and the farm to table process.
- The Explorers Program (which doubled in size from last year) enjoyed base camping at Pisgah and Nantahala National Forests. The Service and Adventure Program transitioned to a more outdoor-based activities and skill building focus. Both groups of campers enjoyed hikes at Yellow Mountain, Rabun Bald, Three Forks, and more. Skill building activities included planning and preparing meals, setting up camp, building fires, knot tying, and Leave No Trace ethics.
- Volunteer work weekend in April 2013 was a success, with a total of 33 attendees. Some of our earliest leaders partnered with several first-time visitors to paint The Commons, perform trail maintenance, and pressure wash the cabin decks. A record high of SIX past and current Board Presidents took part: Jake Haun, Jr., Jim Littlefield, Carole Light, Walt Pirie, Lewis Walker, and Marty Beech.
- Southeast Unitarian Universalist Fall Institute (SUUFI) at The Mountain was a great success, showing tremendous growth and new programming. In its second year, SUUFI's participant numbers leapt from 22 guests to 62 guests.
- Other Mountain programs included Homecoming Weekend and the Annual Meeting, Family Camp, and Thanksgiving. Thanksgiving experienced the most growth, with 22 additional attendees in 2013.
- New groups came to The Mountain including Riverstone Montessori, UUA Board Southern District, Schulmen/Russev Yoga Group, and BotanoLogos. BotanoLogos became the first multi-class contract with 8 visits over 12 months.
- Launch of the Mountain Mover program – an outreach program connecting people with The Mountain – reached about 7000 people in 2013. While Mountain Movers invites any and all to join, the program is mainly targeted to members of UU congregations. Many of the efforts in 2013 were about organizing and recruiting for the program, with big initiatives at The Mountain's booths at General Assembly in Louisville, KY and MSD Annual Assembly.
- Overall debt has been reduced to approximately $200,000, a reduction of over $500,000 in the past year. Over the past 4 years, The Mountain's debt has been decreased by over $1,000,000!
- Technological improvements included improved capacity and linkage between Mountain offices and facilities, an upgrade from Windows 2000 to Windows 2008, and a new Tower-mounted web camera that sends images to The Mountain's website, making virtual "Mountain moments" possible everywhere!

# A Message from the Interim Director

## Ted Wisniewski

Just over a year ago I was entrusted with taking care of this amazing place. At that time I made one promise to the Mountain community, to communicate honestly with you about The Mountain. In my effort to fulfill my promise I am pleased to tell you that 2013 was a successful year at The Mountain: we met our budget goals, reduced debt, and improved our guest service. Our success can be attributed to every member, guest, and friend of the Mountain. The love, care, and support you give The Mountain continues to inspire, motivate and encourage us all.

The Mountain's history has been filled with success, hardship, change, opportunity, and hope. 2013 was no different. We felt the disappointment of our proposed Shelter Rock grant being awarded elsewhere, the elation of receiving large donations to help resolve infrastructure needs from Bob and Carolyn Hargrove, Joni Winston, and others. Our emotions were stirred by the loss of beloved employees. We said goodbye to Lee Reading, Bill Posey and Christy Kelly and hello to new employees, Alexandria Willocks and Matthew Velker. Yet through it all, The Mountain remains constant, enduring, and sacred. It is a binding force where we have found friends, felt love, experienced compassion and were allowed be ourselves without fear.

Some of our notable accomplishments for the year are strengthening our local relationships with The Bascom- (Empty Bowl project), Highlands School, and Highlands Recreation department. We took steps towards long term financial stability by selling the Turtle Pond house, forgiveness of debt, and increasing participation in our Mountain programs like SUUFI. We booked our first full year multi-class contract with BotanoLogos. The rekindling of support from Unitarian Universalists who are returning to The Mountain for congregational retreats, Mountain programs, district and regional leadership conferences and MountainCamp, has refocused staff on our mission and the importance of our success.

An evaluation of 2013 would not be complete without looking back at the November 2011 Visions for The Mountain report. The data was gathered in small group meetings at Homecoming and through an electronic survey of members. The report highlighted the view of The Mountain as a stimulating, positive, and welcoming environment where people are accepted for who they are and find inspiration. We continue to provide a family-oriented atmosphere that supports our Unitarian Universalist principles and values. We have a caring staff and serve great food with vegan and vegetarian options.

Here's a summary of how we have addressed the suggestions made in the report for a successful and sustainable future:

■ **Establish a sound fiscal operation with an adequate endowment and reserve funds, while maintaining a solid physical plant and facilities**. Since 2011 we have reduced expenses and increased revenue. In 2013, we ended the year with a balanced budget for the first time. Using donated funds, we improved many aspects of our physical plant, wells, and wastewater systems, and cabin heating units, but there is plenty more to do. We have begun to restore the Endowment fund and still need to build a cash reserve.

■ **Offer midweek programs for seniors and other groups through offering intergenerational family camps, programs in expressive arts, healing arts, and Appalachian culture.** We have made great strides in this area. In 2012 and 2013 we had two mid-week Mountain programs: Family Camp and Southeast Unitarian Universalist Fall Institute (SUUFI). In 2014 we will offer five mid-week Mountain programs, including Appalachian Spring, Mountain Health and Wellness, Fun and Adventure Week, Family Camp, and the 3rd annual SUUFI.

■ **Strengthen and advertise our connections to UUA, SUUSI, & Districts and focus on outreach to members and UU congregations.** This is an area in which we are both proud and grateful for the growth we've demonstrated. In 2013 The Mountain hosted seven congregational retreats in addition to Southeast Unitarian Universalist Minister's Association (SEUUMA) in spring and fall, the Mid-South Presidents Convocational Retreat, and the UUA Regional Board /District manager meeting.

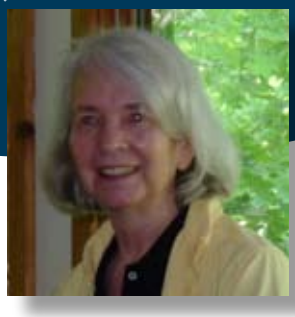
■ **Continue youth camps and CONs—expand programming to include adventure camps, service camps, etc.** Our numbers of youth attending MountainCamp have remained the same the last two years; our 2014 goal is 235 youth attending. We offer an Explorers Camp (ages 12-14) and Outdoor Skills and Adventure Camp (ages 15-17). At least 1/3 of our campers attend with financial assistance from a Mountain scholarship. This means many Unitarian Universalist children have an opportunity to experience the nurturing environment MountainCamp offers.

■ **Continue Member gatherings, such as Thanksgiving, Homecoming (Annual Meeting), and Work Weekends.** We had fantastic success with Thanksgiving in 2013, but the other Member gatherings were less well-attended. An effort to improve this will need to include ways to honor our Members and ensure these gatherings are affordable for families.

In conclusion, we built on the efforts of the previous years making 2013 one of the most successful in recent memory. We have learned from our history and are growing from our mistakes. Our tasks for 2014 are tough and challenging, but with the strength and support of our Mountain community everything is possible.

# A Message from the Board of Trustees

Marty Beech



## 2013 Board of Trustees

**Marty Beech**
*Board Chair*

**Jim Becker**
*Recording Secretary*

**Ed Mangiafico, Jr.**
*Corporate Secretary*

**Planning and Finance Team**
Ed Mangiafico, Jr.
*Acting Chair*
Cathlean Utzig,
*Financial Advisor to Board*
Shane McGee

**Institutional Advancement Team**
Beverly Cree
*Chair*
Mani Subramanian
Lem Arnold
*Liaison to Endowment Board*
Chris Breivogel

**Institutional Performance Team**
Erin Thompson
*Chair*
Linda Sterner
Bennette Sherman

**Leadership Development Team**
Colin Kirkman
*Chair*
Eunice Benton
Rev. Chris Buice

Thank you so much Mountain Camp! I love that place, it's like my second home and it always will be. I can't wait till next year to see what you guys have planned.

*Koral Perez,* MountainCamper

This year marked the 35th anniversary of the founding of The Mountain in 1978. The heritage established by the founders of The Mountain always inspires me. The amount of vision, courage, and hard work that it took to get things started is still necessary today. It is my honor to share some highlights of the work accomplished by the Board of Trustees in 2013.

The Board has worked hard to support the transition of leadership and maintain the forward momentum begun a few years ago. The Institutional Performance Teamworked with the Planning and Finance Team to set goals and expectations for our new Interim Director. The team also helped us look back at the groups and programs that have consistently brought the largest numbers of people to The Mountain. The group at the top of that list is Gay Spirit Visions, who has sponsored gatherings at The Mountain for the last 25 years.Our Mountain Thanksgiving and Homecoming programs have continued for many years. In 2013, we had nearly 100 guests at our Thanksgiving table. We hosted 27 different UU congregational groups over the past six years and many UU and non-UU regional networking and training groups.

The Leadership Development Team piloted the use of aNominating Committee to secure nominees for election to the Board of Trustees of The Mountain Retreat and Learning Center. The purpose of the committee was to broaden the input and involvement of Mountain members into the governance process. The Nominating Committee includes up to three members not currently serving on the Board as well as representation from the Board. This year Nancy Heath and Gayle Sphar served with Colin Kirkman, Eunice Benton, and Chris Buice. The success of this committee is reflected in the slate of Trustees nominated for election in 2014. The Board will review the pilot efforts and move forward to incorporate this into Board processes.

The work of the Institutional Advancement Team has successfully focused their attention on fundraising and development, including the annual campaign, special donations, and debt reduction. We are pleased that this year's annual campaign exceeded our goal and brought in over $227,000. We also received special designated gifts for infrastructure improvements and debt reduction, which included donations that allowed The Mountain to repay some notes and to motivate some note holders to forgive the principal and interest owed.

The Board is proud to support the initiation of Mountain Movers, a grassroots effort, led by Eunice Benton and Mani Subramanian. Mountain Movers has rebranded and reinvigorated the Mountain Ambassador Program. A Mountain Mover is simply someone who loves and values The Mountain and elects to be known as a Mountain Mover. A Congregation Mountain Mover promotes the concept and activities of The Mountain to the local congregation and actively recruits Mountain Movers. The Congregation Mountain Mover works with the Cluster Mountain Mover in the joint activities of the Cluster Mountain Congregations. We look forward working with Mountain Movers to spread the word about The Mountain and its programs.

Sustaining The Mountain, it's programs, facilities, and staff, is worthwhile. The Mountain can inspire, challenge, and renew all who take part.

*"If you suddenly and unexpectedly feel joy, don't hesitate. Give in to it."*
-Mary Oliver

# Report of the Financial Advisor of the Board

Cathlean Utzig

## STATEMENTS OF FINANCIAL POSITION

As financial advisor, I am thrilled to report that our balance sheet improved a great deal this past year, with many thanks to a diligent Board of Trustees and staff and some very good friends, both old and new. With gifts specifically earmarked for debt reduction and with some donors forgiving loans and with the sale of the Turtle Pond houses, we have reduced our liabilities by over $500,000 in the past year. Total liabilities for The Mountain at the end of 2013 equal $209,322 (See Chart 1 Below). Our current assets exceed current liabilities by $32,045. I believe that this is the first time in over 20 years that our current assets have exceeded our current liabilities.

## STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS

Summary of Ordinary Revenues

Charts 2 and 3 show that, overall, our revenues, unrestricted contributions and expenses have stabilized dramatically over the last 3-4 years. As can be seen by looking at the net results in Chart 2, we are now realizing our goal of breaking even on a yearly basis. This has not been an easy transformation and The Mountain still struggles with day-to-day cash flow. Chart 3 shows that, as we have stabilized, we are controlling expenses to match our revenue. Our unrestricted contributions have remained stable for several years, and now sufficiently cover the gap between operating revenue and expense.

Extra-Ordinary Revenue and Expense

The staff and Board of Trustees, with the support of our members and friends, have done a very good job of reducing our debts to a sustainable level and focusing efforts and funds on much needed facilities needs such as water supply and waste management, roads and infrastructure, kitchen, gardens, and housing. In 2013, The Mountain received designated donations of $125,000 for infrastructure improvements to our water system and for our road. The Mountain also received Forgiveness of Debt of $295,933.

Additionally, we sold the "Turtle Pond" property. Although we ultimately had to sell for a substantial loss, the inflow of cash was critical this year, and the reduction in debt (and therefore mortgage payments) allowed The Mountain more flexibility with our limited resources.

Our interest expense for 2013 was only $28,723. This is truly extra-ordinary because just 5 years ago, this one expense was 10 times as much - $283,681 - far exceeding the contributions that The Mountain received. This means that just 5 years ago, your contributions to The Mountain did not even cover the interest expenses incurred. Now, the vast majority of your contribution dollars go directly toward The Mountain's operations!

I am confident that the blood, sweat and equity from 2013 has positioned The Mountain as a stronger, more viable entity. From these improvements, we should be able to turn our focus successfully toward growing our revenues to a point where we are truly a thriving community.

CHART 1

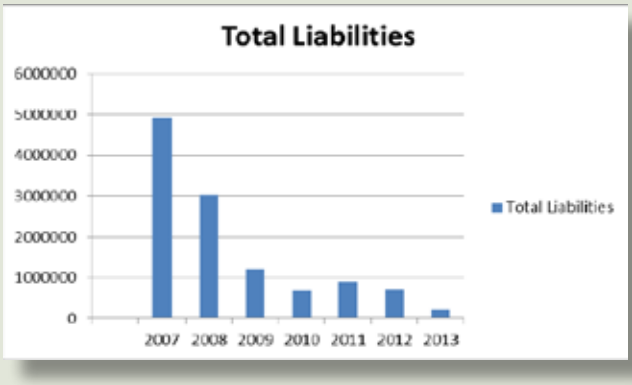



CHART 2

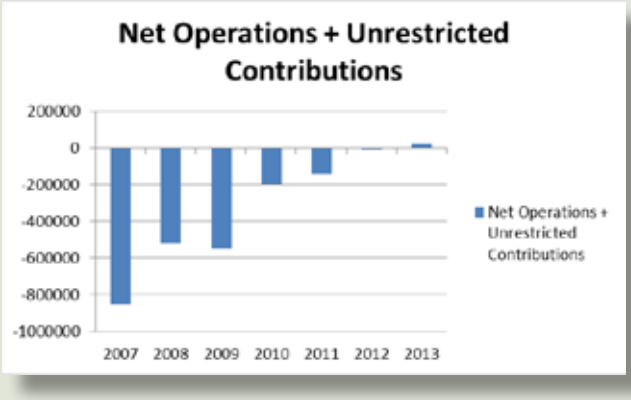
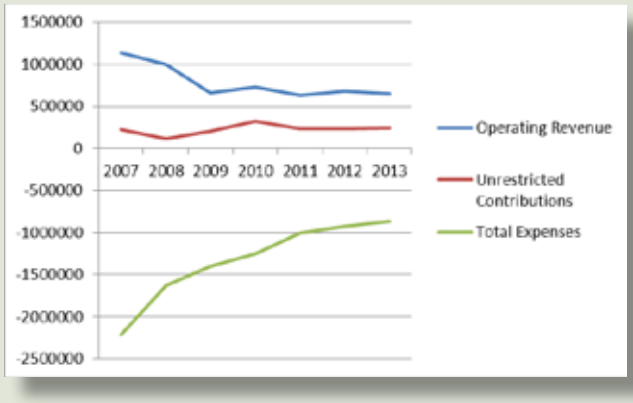



CHART 3



# A Year at The Mountain...

## JANUARY

UUC Atlanta Choir

The Bascom Staff Retreat

## FEBRUARY

Women's Weekend Retreat

Americorps

Atlanta Knitters

Gay Spirit Visions Winter Meditation

Emerson UU Choir

## MARCH

Intermediate CON

High School CON

Elementary CON

Yoga & Breathwork

Volunteer Work Weekend

## APRIL

SEUUMA

BotanoLogos

David Ebert Memorial Celebration & Service

UU Charleston Church

Stillness Yoga

Tennessee Valley UU

UUC Columbia, South Carolina

Blue Throat Yoga

Photography Workshop

## MAY

Smoky Mountain Knitting Guild

Curvy Yogini

UUTC- Brevard Spring Mystery Experience

UU Womenspirit Institute & Gathering

Homecoming 2013

Spiritual Healing Traditions

Pat Underwood Art Retreat

Mid South District – UUA Presidents Conference

## JUNE

Performing Artists Group

Elementary Camp

Beginning Camp

BotanoLogos

UUCA 2013 Board Retreat

ASCENDERs

## JULY

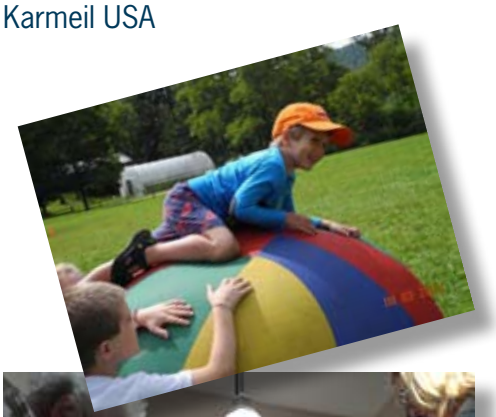
Intermediate Camp
Explorers
Senior High Camp
Service and Adventure
Riverstone Montessori Academy
BotanoLogos

## AUGUST

Family Camp
Carr/Beck Wedding
Raleigh UU
BotanoLogos
Je Tsongkhapa Lamrin Retreat
Riverstone Montessori Academy
Karmeil USA

## SEPTEMBER

Ancient Scouts
Qollasuyu
UUTC – Brevard Fall Retreat
Atlanta Unity Men's Group
Alpha Group
Gay Spirit Visions Fall Retreat
Stillness Yoga
South Region UU District



## NOVEMBER

Asheville UU
Elementary CON
Smoky Mountain Knitting Guild
SEUUMA
BotanoLogos
Native Voices
Intermediate CON
Thanksgiving

## OCTOBER

Northwest UUC Fall Retreat
UUCA Men's Fall Retreat
SUUFI
Bartram Trail Society Conference
UU Womenspirit Institute & Gathering
Audubon Society
BotonoLogos

## DECEMBER

High School CON
BotanoLogos

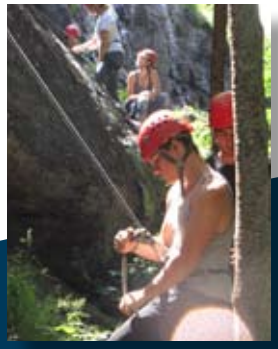
2013

# Statements of Financial Position

December 31, 2013 and 2012

| | 2013 | 2012 |
|---|---|---|
| **Assets** | | |
| Current assets: | | |
| Cash | $155,505 | $ 32,930 |
| Accounts receivable | 800 | - |
| Sales tax receivable | 5,059 | - |
| Inventory, net | 3,131 | 6,303 |
| Prepaids | 6,646 | 9,397 |
| Total current assets | 171,141 | 48,630 |
| Other assets: | | |
| Property and equipment, net | 601,321 | 615,005 |
| Property held for resale | - | 350,000 |
| Total other assets | 601,321 | 965,005 |
| **Total assets** | **$ 772,462** | **$ 1,013,635** |
| **Liabilities and Net Assets** | | |
| **Current liabilities:** | | |
| Current portion of long-term debt | $ 55,000 | $ 351,669 |
| Current portion of long-term gift annuities | 13,662 | 13,662 |
| Accounts payable | 39,135 | 34,272 |
| Accrued expenses | 12,985 | 24,282 |
| Accrued interest | - | 30,159 |
| Deferred revenues | 18,314 | 25,307 |
| Total current liabilities | 139,096 | 479,351 |
| Long-term debt, less current portion | - | 157,747 |
| Long-term gift annuities, less current portion | 70,226 | 83,898 |
| Total liabilities | 209,322 | 720,996 |
| **Net assets:** | | |
| Unrestricted | 563,140 | 292,639 |
| Temporarily restricted | - | - |
| Total net assets | 563,140 | 292,639 |
| **Total liabilities and net assets** | **$ 772,462** | **$ 1,013,635** |

These pages are from an independent Report prepared on April 29, 2014 by Goldsmith Molis & Gray, PLLC, PA.



# Statements of Activities & Changes in Net Assets

For the Years Ended December 31, 2013 and 2012

| | 2013 | | | 2012 | | |
|---|---|---|---|---|---|---|
| | Unrestricted | Temporarily Restricted | Total | Unrestricted | Temporarily Restricted | Total |
| **REVENUES AND SUPPORT:** | | | | | | |
| Retreats & conferences | $ 357,769 | | $ 357,769 | $ 397,598 | | $ 397,598 |
| Youth programs | 212,906 | | 212,906 | 210,861 | | 210,861 |
| Mountain design programs | 58,039 | | 58,039 | 48,951 | | 48,951 |
| Personal retreat guests | 8,813 | | 8,813 | 11,606 | | 18,841 |
| Store revenue, net of expenses | 1,756 | | 1,756 | 5,410 | | 5,410 |
| Contributions | 240,675 | 125,000 | 365,675 | 235,332 | | 235,332 |
| Forgiveness of debt, including accrued interest | 295,933 | | 295,933 | 167,088 | | 167,088 |
| Interest income | 39 | | 39 | 34 | | 34 |
| Other | 5,932 | | 5,932 | 3,204 | | 3,204 |
| Loss on sale of property | (172,000) | | (172,000) | - | | - |
| Net assets released from restrictions | 125,000 | (125,000) | | 24,900 | (24,900) | |
| **Total revenues & support** | **1,134,862** | | **1,134,862** | **1,104,984** | **(24,900)** | **1,080,084** |
| **EXPENSES:** | | | | | | |
| **Programs:** | | | | | | |
| Retreats & conferences | 169,207 | | 169,207 | 258,467 | | 258,467 |
| Youth programs | 197,291 | | 197,291 | 213,890 | | 213,890 |
| Mountain design programs | 59,035 | | 59,035 | 48,094 | | 48,094 |
| Personal retreat guests | 26,914 | | 26,914 | 11,740 | | 11,740 |
| **Support services:** | | | | | | |
| Administration & board | 312,188 | | 312,188 | 315,362 | | 315,362 |
| Development | 44,912 | | 44,912 | 3,765 | | 3,765 |
| Interest expense | 28,723 | | 28,723 | 50,117 | | 50,117 |
| Depreciation, excluding vehicles | 26,091 | | 26,091 | 23,623 | | 23,623 |
| **Total expenses** | **864,361** | | **864,361** | **925,058** | | **925,058** |
| Change in net assets | 270,501 | | 270,501 | 179,926 | (24,900) | 155,026) |
| Net assets, beginning of year | 292,639 | | 292,639 | 112,713 | 24,900 | 137,613 |
| **Net assets, end of year** | **$ 563,140** | | **$ 563,140** | **$ 292,639** | | **$ 292,639** |

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# 2013 Donors

## Endowment

The Mountain Endowment Fund (MEF) continued a "soft sell" approach as related to annual gifts in 2013, believing that the emphasis needed to stay focused on helping The Mountain's Operating Fund to be strengthened by giving to The Mountain's Annual Fund Drive. It was wonderful to see the 2013 operating results showing an "in the black" finish for the first time in many, many years!

As a "Supporting Organization" of the MRLC, the MEF helped with those results as it followed the IRS guidelines by making quarterly contributions out of earnings that totaled $1500 for the year.

All monies, except for a small amount of operating funds in a checking account, are invested in the Unitarian Universalist Common Endowment Fund of the Unitarian Universalist Association. As of December 31, 2013, the invested funds value was $35,469.

During 2013 the MEF brochure was revised to encourage more people to consider donating either cash contributions or by making provisions in their estate plans to include either The Mountain or the Mountain Endowment Fund. Either form of support qualifies for inclusion as a member of The Tower Society. The updated Tower Society Plaque has been hung in the Dining Hall. To learn more about any of this, check out this link: www.mountaincenters.org/pages/support/other-ways-to-give.php

Once at that site click on the underlined Endowment Board of Directors to learn who is currently serving on the Board and how to contact them to talk about supporting the MEF.

2013-14 Endowment Board Members have included – Lem Arnold (Mountain Trustee representative), Steve Hollingsworth, Nancy Mitchell, Wayne Morris, Robert E. Smith, Mary Teslow and Larry Wheeler.

## Galaxy Level - $10,000+

Anonymous
Lem Arnold & Pat Boyle
Beverly Cree & Charlie West
Trudy & Robert Deyle
Bob & Carolyn Hargrove
Bruce & Sandy Kirkman
June Cravens Sholin
Laura and R.K. Whitehead
Joni Winston

## Tower Level - $5000 - $9999

Marty Beech
Lenny Blackwood
*Benji Fry & Erin Thompson
Guerry McConnell
Nancy & Lyle Nichols
*Mani and Ruth Subramanian
*Larry Wheeler and Nancy Heath

## Meditation Rock- $2000-$4999

*Eunice Benton
Pritindra & Sharon Chowdhuri
Harry & Rene Donavon
Jennifer & Chuck Elfert
Don & Betty Hostetler
Roger & Jean Johnson
Colin Kirkman
Lyn Klarman
Wayne Morris
Laird & Shawna Parry
Lee & Ann Reading
Daidee Springer & Steve Hollingsworth
Phil & Linda Sterner
Nancy Wylie & Larry Kloet

## Ancient Oak Forest $1000-$1999

Neal Andreae & Nancy Mitchell
*Bobby and Diane Baum
Terri Beech
Sue Boone
*Marcia Bystrom
*Robin Canady & Berry Howard
Paul Clipp
Bill & Susie Fry
Ken Jasnau
*Charles & Lois Lee
Michael & Emilie McGee
Walt Pirie
Steve & Linda Pohl
Hank Raichle & Virginia Carver
Judy Shaklee
Robert E & Susan Smith
Jane Upshur
Carter and Cathlean Utzig

## Switchback - $500-$999

David Auburn
Barbara Burnham
Brian Buckley
*Nancy DeLux
Dick & Carol Fencl
Stuart & Kay Fors
Ben Gerhardstein & Kathy Love
Craig & Barbra Harbold
Teresa Hayes
Linton & Priscilla Hopkins
*Tony James
Claire Keane
Bill & Margaret Kleiber
Tom Larson & Janine Leland
Harriet Lawrence
Carole Light
Larry & Juana Mae Long
Paul & Jerolyn Lowry
Ed Mangiafico Jr.
Robert Martin
Tom McMurrain
Don & Mary Miles
Mary Mohr
Matt & Elizabeth Montgomery
Bernard Morin
Sue & Jim Null
Patrick & Mary Pohl
Bill & Lucia Pulgram
*Roy Reynolds & Jean Lamer
Gerald Robison & Emilu Bailes
Robert Spencer
*Sandra Stimpson
Ken & Jeannine Suda
Fred Wagner & Mary Williams
Lewis Walker & Christine Lucas
Brian & Jean Wheeler
Randy & Barbara Whitt

## Labyrinth - $250-$499

Elinor Artman
*John & Kathy Bohstedt
*Chris & Kim Breivogel
Lucinda Brogden
Carl & Pat Clements
Richard & Cathryn DuBow
Stephen Farthing
Kay Giese & David Sweat
*Bonnie and Mark Gramlich
Erick Gallun
Jorgen & Esther Jensen
Dot Jervis
*Pat & Richard Kahn
Heather & Scott Kleiner
Keith Kreycik
*Joseph LeBlanc
Howard & Stephanie Lewis
Sven Lovegren
Nestor & Dana Narcelles
Margaret Norris
Penny Raney
Carla Rood
Harry & Joy Schomberg
Joan & Peter Staple
*Mary Spivey & Dan Teslow
*Joe Tomczyk
Susan Ullmann
*Michael & Fran Vavrek
Fred Vermillion
Carolyn & Evan West
Alan Wilcox
Ernest Wilson

## Stable - $50-$249

Gregory Aiello
Terry Allen
Harriet and David Altman
Bonnie Arbuckle
Harriet and William Ball
Peggy Beard
John Beech
John & Jean Bleyle
Joan Bliss
Cecelia Bonfils
Judy Bonner
Jack Bornemann
Nancy Brockerman
*Evelyn Brow
Stanley Burford
Susan Burgess
*David Cable
Rebecca Cabral & Mark Livezey
Larry Camp & Clare Fallon
Terry Carpenter
Elizabeth Carter
Evelyn Carter
John Cavallero
Donald Chery & Ginger Luke
Stephanie & Robert Clement
Shirley Collins
Rose Coon
Ivan & Jeanetta Cotman
Michael & Maria Dangerfield
Ted & Priscilla Danielson
Jane Darby
Terry Davis
Barbara Degen
Robert Devereaux
Mary DeWolf
Ed Dobmeyer
Bob & Nancy Duggan
Barbara Eck
Elinor Elfner
Laura Elliott
Heather & Donald Emerick
Arnold Feinstein
Ian & Debbie Fischer
Bob & Connie Fletcher
Pete Fontneau
Abby & Stephen Fowler
Ted & Carolyn Fredley
Maurie Freed
Jim Frost
Ruth Fuller
Joe Gallagher
Bruce & Mary Ann Gaunt
Judy & Gordon Gibson
Bill & Fran Gimby
Ruth Gogel
Matt & Allie Gooding
Liz Goodson
Carol Graves & John Collins
Patricia Greear
Monika Gross & Tom Dessereau
Priscilla Gulliver

Cheryl Harper
Charles Harris
*Walt & Alicia Hodges
Margaret & Richard Hogue
Diantha & Bill Horton
Jean & John Iaderosa
Helene Johnson
Randy Johnson
Irv & Millie Kagan
Michael Katz
Gary Kaupman
Joyce King
Jana & David Kirkman
Karen Kleiber & Andrew Hunter
George Knight
Glenn & Karen Koller
Sandy Kurtz
David & Kate Lambeth
Peter Langlois
Bruce & Jean Larson
Joelle Liedtke
Margaret Ann Link
Bob Linsenmayer & Mary Anne Heim
Claire & Chris Little
Virginia MacDonald
Lisa Macy
Oreon Mann
Jeannette Manning & John Fox
Barbara Masson
Dean Mattox
Boyd McKeown
Eve Miller

George Miller
Simon & Sandy Miller
Jeri Moulder & Paul Murray
Gary Mullen
Lucy Neel
Irv Nickerson
Chad Neilson
Joye Norris
Leonard & Nancy Nowak
Timothy O'Donnell
Yvonne Pennington & Art Wickman
*Katrin Plankenhorn
Wayne Poe
Peter Raoul
Andy & Alice Reese
Warren Riley & Marge Abel
Betsy Rivard
Melanie Roberts
Susan Robinson
Dan & Janet Rosemergy
Conrad & Janice Ross
Jean & Lackey Rowe
Michael Rupert
Sandra Sanderson
Carol Sandiford
Ephraim & Jacquelyn Schechter
Barbara Smalley
Charles Sterner
Rem & Lee Stokes
Tom & Molly Tami
Albert Taylor

Jane Tessier
Jennifer Thilo
Rodney & Mary Alice Thompson
Gene & Anne Todd
Candy Toler
Alissa Tran
Mary Alice Walker
John & Sylvia Wallace
Julie Weisburg & Howard Rees
Robert & Trudy Wendt
Herb & Myrna West
Pamela & Jeffery Whistler
Barry White
Bob & Sue Whitney
Edwin & Kathleen Wilde
Diane Wildman
William & Anne Wilkie
Dave Williams
Karen Woolhouse
William & Diana Wright
Sharon Zens
Dean Zuch & Virginia Talbot

*Recurring Gift Program

## Organizations

Bank of America Matching Gifts
Unitarian Universalist Church of Augusta, GA
UU Congregation of Columbia, SC
Emerson UU Choir, Marietta, GA
First UU Church of Nashville, TN
UU Congregation of Gwinnett, GA
Lakeside Restaurant
Microsoft Matching Gifts Program
Northwest UU Congregation, GA
Stillness Yoga
Takeda Pharmaceuticals U.S.A., Inc.
UU Church of Tallahassee, FL
Tennessee Valley UU Church, TN
The Mountain Endowment Fund
The Bascom
UU of Transylvania County, NC
UU Church of Sarasota, FL
UU Congregation of Atlanta, GA
UU Fellowship of Columbus, GA
UUC Atlanta Adult Choir, GA

# 2013 Vision Holders

Mountain Vision Holders are people who have a lifetime giving total of at least $10,000.00. The following 2013 Donors have achieved this distinction, and we thank them for their continued support.

### Chestnut Oak $300,000+

June Cravens Sholin

### Galax $200,000+

Bruce & Sandy Kirkman
Margaret Schilling

### Trillium $100,000+

Elinor Artman
Beverly Cree & Charlie West
Robert and Trudy Deyle

### Tulip Poplar $75,000+

Lem Arnold & Pat Boyle
Bob and Carolyn Hargrove
Carole Light
Laura and R.K. Whitehead
Joni Winston

### Frasier Magnolia - $50,000+

Marty Beech
Harry & Rene Donavon
Margaret Norris
Bob & Sue Whitney

### White Oak $35,000+

Neal Andreae and Nancy Mitchell
Carl & Pat Clements
Paul Clipp
Jorgen & Esther Jensen
Irv & Millie Kagan
Claire Keane
Laird & Shawna Parry
Bill & Lucia Pulgram
Robert E & Susan Smith
Daidee Springer & Steve Hollingsworth
Phil & Linda Sterner
Larry Wheeler & Nancy Heath

### Chinquapin $25,000+

Bobby & Diane Baum
Marcia Bystrom
Hank Raichle & Virginia Carver
Judy Shaklee
Mani and Ruth Subramanian
Rem & Lee Stokes
Mary Spivey & Dan Teslow

### Rhododendrun $20,000+

Tom Larson and Janine Leland
Nancy Wylie & Larry Kloet
Alan Wilcox

### Mountain Laurel $15,000+

Lenny Blackwood
Walt & Alicia Hodges
Don & Betty Hostetler
Roger & Jean Johnson
Jeannette Manning & John Fox
Randy & Barbara Whitt

### Flame Azalea $10,000+

John & Kathy Bohstedt
Pritindra & Sharon Chowdhuri
Ivan & Jeanetta Cotman
Elinor Elfner
Matt & Allie Gooding
Liz Goodson
Bonnie & Mark Gramlich
Claire & Chris Little
Larry & Juana Mae Long
Paul & Jerolyn Lowry
Guerry McConnell
Jeri Moulder & Paul Murray
Wayne Morris
Patrick & Mary Pohl
Roy Reynolds & Jean Lamer
Gerald Robison & Emilu Bailes
Gene & Anne Todd
Joe Tomczyk
Lewis Walker & Christine Lucas

We apologize for any error or ommission on this report. Please notify The Mountain with any corrections!

When we talk volunteers, we're talking about some special people – ones who will give us incredible amounts of their time so that The Mountain can prosper.

35 years ago a group of volunteers founded The Mountain and volunteered many hours to get it up and running. This tradition has continued through today. Volunteers are The Mountain's past, present, and future.

In 2013, we had 4,981 hours of recorded volunteer time, not counting youth volunteers, board member and Mountain staff volunteer time. Each year, Volunteers of Note are selected based on their service hours, projects completed, and the evaluations of their work. This year The Mountain has been privileged with 11 Volunteers of Note!

Volunteer dedication and commitment to The Mountain will be what helps us into the future. Let me ask each of you to think about your own potential for volunteering or that of people you know. We can use people in all areas including construction, painting, housekeeping, office duties, kitchen, garden, office work, programming, hosting – you name it. We can use the support year round.

Thanks to all these wonderful volunteers and many others who have made The Mountain thrive in 2013.

## Volunteers do not necessarily have the time; they have the heart.

*~ Elizabeth Andrew*

# What our guests are saying...

I can't wait to go back! I'm going to be a PAL this year for the high school CON in April and I'm going up to The Mountain for training for it in about 2 weeks and 3 days it's gonna be so awesome! I love The Mountain! *Adam Donovan*

My kids and I just registered for our second Elementary CON. When I told them that I was registering they got VERY excited. We cannot wait! *Steve Hommel*

Thank you for a wonderful Con this weekend. It was my first time there, but it is definitely NOT my last. The Oak Ridge UU Middle School kids had a blast, as did their chaperones.. *Angie John Palan*

What an honor and treat to be here & have the blessing to enjoy such great food. It was wonderful, the staff was exceptional! Thank you with such gratitude & love to you all.

My husband and I love The Mountain! It's a great place to enjoy God's beautiful creation and to "retank"! Wonderful!

This was my first visit to The Mountain and I had no expectations. It has been a wonderful experience to be here. Excellent views, comfortable accommodations and delicious cuisine. Thank you!

# 2013 Volunteers

**Volunteer work weekend 2013**

Abel, Margery
Akerhielm, Valerie
Barrett, Joe
Beech, John
Beech, Marty
Bennett, Eddas
Bigler, Elizabeth
Delux, Nancy
Dickerson, Magdalane
Fry, Benjamin
Green, Dorothy
Green, James
Haun Jr., Jacob
Heath, Nancy
Kushmaul, Lois
Kushmaul, Richard
Lawrence, Martha
Littlefield, Jim
Lomotey-Nakon, Leah
Lovegren, Sven
Lucas, Christine
McArthur, Julia
McArthur, Robert
Mitchell, Nancy
Morrissey, Elllen
Pirie, Walter
Reading, Lee
Riley, Warren
Andreae, Neal
Beech, Marty
Linda Sterner
Sterner, Phil
Thompson, Erin
Walker, Lewis
Wheeler, Larry

**Volunteers 2013**

Alexander, Tayna
Arend Connie
Baumerste, Dayna
Beech, Marty
Buffum, Carol
Eckert, Megan
Eddas Bennett
Fry, Benjy *
Hadaway, Brynan
Heath, Nancy
Jones, Alexis
Jones, Jeff
Lawrence, Harriet *
Lagle, Robert *
Lomotey-Nakon, Leah *
Lovegren, Sven
Mantay, Shawn *
Mitchell, Spark
Mohr, Alex *
Morrison, Don *
Morrison, Jean *
Nystrom, Pat
Rasmussen, Rachel
Rider, Nate *
Robinson, Michael *
Roper, Lizzie
Rose, Lisa
Ross, Michael
Singer, Sam
Smith, Robert E
Smith, Susan
Spaid, Brian
Sterner, Phil
Thacker, Robert
Waterson, Jonathan
Wheeler, Larry
Williams, Kathee
Willocks, Alex *

**Volunteer of Note*