



The Mountain Matters

THE MOUNTAIN RETREAT & LEARNING CENTER, INC.



February 1999



Mountain Views

Greetings and happy new year! As we begin this, **the mountain's 20th year** and the last year of the century, we are energized by the programs and events that we have planned to celebrate these two significant events (see related articles). These programs will highlight the pride we all take in the evolution of **the mountain** and the excitement we have about the coming new **Millennium** as it impacts **the mountain** and each of us individually.

As we have prepared for the new year, one of the issues we have spent considerable time on is that of **price**. Over the years we have worked very hard to find the right balance between affordability for as many as possible and charging enough to cover the costs of providing worthwhile programs. For example, the price of youth camp has gone up 19% over the last six years, less than 3% per year. And yet we have continuously upgraded our camps each year by providing better living space (upgraded cabins), expanded programming and maintaining our ratio of 1 counselor to every 4 campers. To attract the number of counselors we need each year, of the caliber we require, we have also increased counselor wages (and we need to do more). All of these costs far exceed 19% over the last 6 years.

Another example. We are often reminded by guests that one of the features of **the mountain** that makes us special, is the interactions guests have with our staff. But to do this, with a growing **mountain**, we have had to add staff so that the ongoing, day to day business gets done at the same time we are spending time with guests. And another comment we hear often is how guests hope to see the same staff each time they return. To retain the good people that we have, we have invested more in staff wages and benefits. Again, more cost. Thus it seems like the right time to take a serious, long-term look at our pricing structures and begin to make adjustments as appropriate.

Based upon our analysis, the first three initiatives we are taking for 1999 are as follows:

- 1) We have established **two different seasons** with different housing rates for each season. **High season** is from March 1 through October 31 and **low season** is November 1 through February 28/29.
- 2) To make our **family programs** affordable to more people, all children through the age of 11 will be able to

attend any of our family programs for no room charge and only a small program fees when applicable. Children from the ages of 12 through 17 will sleep for free, pay \$5 for breakfast, \$6 for lunch and \$7 for dinner and a program fee if applicable. Those 18 and up will pay adult rates for lodging, food and programs.

- 3) For **Drop-ins** (people not attending a specific program), we have reduced the per night lodging cost for multiple nights visits. For example, if a person "dropped in" for 3 nights in "low season" and stayed in a cabin with a private bath, instead of paying \$28 per night (the one night rate) they would pay \$54 for the three nights or \$18/night.

By pricing this way we hope to encourage our drop-in guests to spend more than one night with us during a visit. Of course all of these rates qualify for the added discounts afforded **Life Members**.

To offset these price discounts and to better cover our costs, all other housing, food and program fees will increase an average of 5% to 7%. We believe that these fees are in line with the quality of the programs, food and housing that **the mountain** offers every day.

And lastly, in addition to these price changes, we are committed to growing our **scholarship fund** so that those in need of assistance will be able to receive it. One dollar of every guest billing, all of our store profits and all of the offerings taken during our worship services will continue to be allocated to our scholarship fund. If you are interested in receiving a scholarship, please write a letter to **Larry Wheeler**, Director of Development. And of course, gifts to the scholarship fund are blantly and enthusiastically encouraged.

1999 promises to be an exciting, transformative and celebratory year on **the mountain**. We'd love to see you here for one or more of our programs. And when you're here, be sure to pick up a **20th Anniversary memento**.

Tom



2 Accept the Challenge

This spring the challenge course at the bottom of **the mountain** will be upgraded and expanded. This \$15,000 investment will provide program opportunities for community building through an experiential medium.

the mountain's current challenge course consists of approximately 6 low elements. The expansion will add 4-5 low elements and build a new high challenge course on telephone poles, about 30-40 feet off the ground. The uniqueness of the new high challenge course is that it consists of tandem elements, requiring two people to work together toward success.

If you are part of a group coming to **the moun-**



HIGH WILD WOOSY

tain, consider utilizing the challenge course. It will offer your group a chance to "learn by doing" in a setting and situation different than a classroom, church or work place.

Activities utilize a network of ropes, beams, cables, swings, pulleys, and initiative games to enable participants to visualize the strengths and weaknesses of their group. People of all ages, shapes and sizes will find the activity a rewarding, growth experience.

the mountain is still seeking funding for the upgrade and expansion. If you are interested in "accepting the challenge" to help us help build communities, please call Larry Wheeler, Ext. 230.

REFUEL Students Move On

The fall '98 REFUEL students graduated in December and have all moved on to pursue their professional goals. It is a challenging transition to leave the close-knit community of **the mountain**; the students were ready to move on and yet unsure of what lies ahead.

Keith McCreary is spending some time in his hometown of Auburn, AL before he attends recording school in Boston. Keith solidified this career choice while he was here by doing research on different schools and spending time thinking about his next step without distractions. Grace Vitza will be entering a JobCorps program in Brevard, NC for one to two years to study both culinary arts and brick masonry. After spending many apprenticeship hours with KJ and the kitchen crew, she was even more sure that she wants to pursue cooking as a career. Joshua Clinard also plans on participating in JobCorps in Raleigh, NC to enhance his computer skills. Josh sees this as his first step toward making his mark in the computer industry.

These three students have made a deep impression on the REFUEL program, Milestone Learning Center and **the mountain** community. We wish them well as they continue to work toward their potential.

For more information about REFUEL, please call Sarah Walls at ext. 241.

Fall REFUEL Program
August 29-December 18
for 8-12 students 18 years or older
CALL US!!!

Milestone Learning Center Journal to Debut this Spring!

Milestone Learning Center is an organization focused on ethics, leadership development and empowering people of all ages to work for social change. Its latest initiative is a publication, a journal that will include personal perspectives, highlights of community organizing, research articles and editorials. Although still on the drawing board, the purpose of this publication is to incite action! Contributors will be encouraged to "push the envelope" in their approach and share the risks they take as activists, educators and citizens. The Journal itself will not only contain innovative articles, but also tools that readers can utilize to make a difference in their own community.

Don't miss this opportunity to hear about what's happening within Milestone Learning Center and the larger community on a regular basis! If you are interested in receiving the first complimentary *Milestone Journal* later this Spring, please call, write, or e-mail a Milestone staff member.



Heard on the Today Show on December 30, 1998 - "85% of Americans have not yet made plans for New Year's Eve, 1999 but 95% say they plan to do something special."

An advertisement in the New York Times - "For New Year's Eve 1999, rent the ... Hotel in Times Square for \$12 Million Dollars and invite all of your friends for a one-of-a-kind New Years celebration." And this, "For just \$75,000/person fly on the Concorde around the world New Year's weekend 1999 and with stops in 7 of the world's most beautiful cities."

And in the February Issue 1999 of *The Mountain Matters*, "Come join us for a unique, Mountain-top experience where with friends you can ring in the new Millennium in a 'one-of-a-kind experience' overlooking one of the 'world's most beautiful' valleys, the Blue Valley of North Carolina, for a very affordable price." Also, **the mountains** is Y2K PROOF!

The weekend program will focus on what the Millennium means for each one of us, individually and collectively. We will consider some of the ethical issues facing our world as we enter the new century by examining and discussing philosophical, theological and spiritual perspectives on new beginnings.

The weekend will include workshops, star gazing, spiritual and recreational hikes, music, worship, great food and stimulating community. Prior to the weekend, for those who have registered and are interested, we will send you writings and recommended reading lists about subjects relevant to the Millennium change (including the Y2K problem) so that we might be better prepared to engage in spirited conversations during the weekend.

As the news reports, people are looking for unique locations all over the world in which to spend this most memorable weekend. We offer as unique a location as anywhere but more importantly, we will form a special community like no other, in which to experience the first hours of the new Millennium. As Robert Theobald, economist and futurist writes, "The Y2K bug (and the beginning of the 21st Century) provides us with an extraordinary opportunity to ask ourselves the profound questions which have been buried by our wealth and our technology. It is a time for us to ask what we really value and how we can preserve the ecological systems on which all life depends. It is a wonderful time to be alive."

This WILL BE an exciting time, at a unique place with interesting people to do some real values clarification. And its a great time to have fun together. Register early.

Call soon for more information and pricing details!

Call for Volunteers



Over 300 Volunteers made a great contribution to **the mountains** in 1998, serving over 3000 hours doing all kinds of things from construction, trail clearing, view cutting to helping Program Staff, becoming expert Office assistants, and working in the Kitchen.



Terry Beale and Anne Staley sort
gives.

This year we are planning to use Volunteers in much greater numbers and in expanded roles, particularly in Program support. We are looking for many Volunteers who can fill a variety of roles such as:

sweep on a hike	kitchen helpers	window washers
driver/program staffer	cleaner	uppers/housekeepers
Social Time assistants		painters

Some volunteers like to be busy every second they're here, and others want to do a specific job and be free to enjoy some personal time. Either works for us. Lodging at no fee is provided for 4 hours of volunteer work in a day. In addition, meals are free for full 8 hour day workers.

If you are interested in being a **mountains** Volunteer in 1999 please get in touch with us. The sooner we know, the easier it is to fit your schedule with our needs. Use any communication modality to reach Robert E. Smith (Ext 227). Give us your name and how/when to contact you plus any special skills. This will help us to start you on the way to becoming a **mountains** volunteer!



Would you like to own a house near the mountain?



MR&LC currently owns two homes which are for sale - both about 1/4 mile from **the mountain** entrance. The **Riley House** is on Hwy 106 while the **Haun House** is on Turtle Pond Road. Descriptions are listed below. For more information, contact **Neal Resch** at ext. 204 or **Tom Warth** at ext. 218:

Riley House
1.07 ac, 2BR, 2B,
1300 sq. ft. - \$125,000

Haun House
.24 ac, 2BR, 2B,
1000 sq. ft. - \$75,000

HELP!!
the mountain needs
new or used:
4 wheel drive pick-up
truck
and a
12-15 passenger van
Can you help?
Contact Larry
at Ext. 210



Development Gifts Exceed \$450,000 In 1998

For the 12 months ending 12/31/98, **the mountain** received more than \$450,000 in gifts and pledges from members and friends. This is an all time high, an increase of 50% over last year's \$305,000, which was the previous record. Included in these numbers were 36 new **Life Members**, 20 new **Patron Members**, 7 new **Memorial Members**, and 8 members whose gifts reached the \$10,000 level during the year. Add to these the gifts for cabin renovation, the scholarship fund, improving the bottom of **the mountain**, **MIS**, **REFUEL**, **Milestone Learning Center**, **Memorial Garden**, equipment, supplies, vehicles, and furniture; rocking chairs and the like, and we've had quite a year. These gifts are already having an impact on **the mountain** and you'll see even more as 1999 rolls on. **THANK YOU!**

New Vision Holder Categories Announced

During Thanksgiving Weekend, three more **Vision Holder** categories were announced -

Fraser's Magnolia - \$50,000 to \$74,999,
Tulip Poplar - \$75,000 to \$99,000
Trillium - \$100,000+.

The growing levels of support from **mountain** members has necessitated these new categories, in addition to the five already established in 1998.

Fraser's Magnolia \$50,000 to \$74,999
Sally Bellamy - Tallahassee, FL
Jake Haun, Jr - Woodstock, VA
Carole Light & Alex Redmountain -
Atlanta, GA
Myrtle Lockwood - Stuart, FL
Ed & Marge Riley - Ft Myers, FL
Tom & Jane Warth - Highlands, NC

Tulip Poplar - \$75,000 to \$99,999
Elinor Artman - Cincinnati, OH

Trillium - \$100,000+
June Cravens Sholin - Marietta, GA

These eight join 48 others in the first five **Vision Holder** Categories, making a total of 56 members who have committed more than \$10,000 to **the mountain**.

Thank you one and all!!

Our profound thanks to . . .

gifts since
last issue

5

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

Bill & Lucia Pulgram, Atlanta, GA

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

Dan & Sue Boyce, Bloomfield Hills, MI

Hildegard Gray & John Yacher, Atlanta, GA

Betty & Phil Green, Ormond Beach, FL

Charlyn & David Jackson, Cincinnati, OH

New Patron Members - (\$5,000+)

Bob & Diane Baum, Lakeland, FL

Ian & Shelley Denham, Highlands, NC

Jean & Roger Johnson, Atlanta, GA

John Karon & Kate Killebrew, Atlanta, GA

Kirsten Krone, Cincinnati, OH

Jerolyn & Paul Lowry, Atlanta, GA

Jeannette Manning, Charlotte, NC

Bill & Mary Nelson, Knoxville, TN

Betty & Milton Rahn, Savannah, GA

Neal Resch & Don Smith, Sky Valley, GA

Chase Robinson, San Antonio, TX

Margaret Schmidt, Spartanburg, SC

Fred & Phyllis Sweeton, Oak Ridge, TN

Dorothy & Richard Wertaler, Highlands, NC

New Life Members - (\$1,600 - \$2,000)

Sam Rahn Bignault, Savannah, GA

Libby & Tim Ehle, Isle of Palms, SC

Dan & Judy Ford, Mt. Pleasant, SC

Mike Gilbert, Conway, SC

Catherine & Steve Jones, Nashville, TN

Maureen Killoran & Peter Hyatt, Asheville, NC

Jerolyn & Paul Lowry, Atlanta, GA

Tonya Moering, Reston, VA

Deborah Schillo, Asheville, NC

Memorial Memberships

Jim Hooper, Cocoa, FL (1927-1998)

Dorothy Wertaler, Highlands, NC

Richard Wertaler, Highlands, NC

Lillian Wheeler, Clifton Park, NY

Special Gifts

Gary & Terry Beale, Atlanta, GA - \$500 play structure

James Lawrence, Atlanta, GA - \$1,000 1/3 generator

Mike & Linda Plummer, Jacksonville, FL - computer

Dave Savage, Atlanta, GA - computer desks, monitors

Robert E. & Susan Smith, Highlands - furniture, van

Mountain Information System (Gifts of \$250+)

Claire Keane, Charleston, GA - \$500

John Lantz & Jane Royall, Ascondale Estates, GA - \$1000

Mary Katherine Morn/John Rakestraw, Nashville - \$250

Tom & Jane Warth, Highlands, NC - \$1200

Cabin Upgrades (Gifts of \$250+)

Cabin 7 - Larry Wheeler & Nancy Heath - \$500

Cabin 8 - Bill & Lucia Pulgram - \$15,000

Cabin 9 - Dan & Sue Boyce - \$5,000

Cabin 17 - James Lawrence & Betty Ellis - \$2,000

Cabin 17 - Gay Spirit Visions - \$5,000

Bottom of The Mountain (Gifts of \$250+)

Virginia Carver & Hank Raichle, Athens, GA - \$1,000

Joe & Jean Chulak, Tallahassee, FL - \$500

Bob & Trudy Deyle, Tallahassee, FL - \$250

Missy James, Jacksonville Beach, FL - \$250

Linda & Mike Plummer, Jacksonville, FL - \$500

Sonya Prestridge, Graham, NC - \$1,000

Phil & Linda Sterner, Winston-Salem, NC - \$250

Melanie Morel Sullivan, Chattanooga, TN - \$250

End of the Year Donations (Gifts of \$250+)

Chris & Marilyn Christoffersen, Seely Mtn, NC - \$500

Carl & Pat Clements, Northport, AL - \$300

Oddy Curtiss, Oak Ridge, TN - \$300

Merrill & Virginia Dillon, Athens, GA - \$500

Kay Giese & David Sweat, Athens, GA - \$250

Bob & Carolyn Hargrove, Macon, GA - \$250

Ernie & Jan Hoffman, Bloomington, IL - \$350

Margaret & Harold Johnson, Asheville, NC - \$2,000

Marian Kern & John Beck, Livingston, TX - \$500

Avery & Rosy Leiserson, Nashville, TN - \$1,000

Bob Madden, Georgetown, SC - \$500

Martha McDonough, Decatur, GA - \$250

Jim Mooney, Lithonia, GA - \$250

Joan & Joe Moore, Nashville, TN - \$250

Walt Pirie, Blacksburg, VA - \$250

Hank & Ginny Sayles, Black Mountain, NC - \$500

Ellen Stewart, Lithonia, GA - \$2,000

Bob & Sue Whitney, Decatur, GA - \$1,000

Thank you for the additional short-term loans to help us maintain the momentum...

Peggy Beard - Decatur, GA

Peg Collison - San Mateo, CA

Dan & Judy Ford - Mt. Pleasant, SC

Abby & Steve Fowler - Duncan, SC

Libba Green - Tallahassee, FL

Alan Hutchinson - Evans, GA

Jean & Roger Johnson - Atlanta, GA

Don & Sue Male - Murfreesboro, TN

Elizabeth Norval - Gainesville, FL

Kay Ohannesson - Evans, GA

Maggie Schmidt - Spartanburg, SC

Joan Staple - Williamsville, NY

Barbara Stenstrom - Augusta, GA

Lilo Strauss - Atlanta, GA

Tom & Jane Warth - Highlands, NC

Larry Wheeler & Nancy Heath - Sky Valley, GA

Jerri & John Wood, Sky Valley, GA

Jean & Roger Johnson - Atlanta, GA

A few more will still be helpful - we're paying 6% APR and are looking for loans of at least \$5,000 between now and Fall 1999. Questions? Call Larry Wheeler at ext. 230



20 years ago this month UUs first set foot on the property which has become **The Mountain Retreat & Learning Center** - 20 years! This issue of *The Mountain Matters* begins a year of celebration of those 20 years of community (as our logo now shows). You'll hear from people who were here at the beginning, some that came in the late 80's and ones that are just finding us in the late 90's. We hope you'll plan to be a part of the many celebrations which will take place this year. Mark your calendar with these:

- ✦ **May 28-31 - Memorial Day Members and Donors Weekend** (20th Annual Meeting) - Trustee Reunion
- ✦ **July 2-4 - July 4th Weekend** and **July 4-9 Family Week** - make a long stay by combining the two
- ✦ **September 3-6 - Labor Day Weekend** - the official 20th Anniversary celebration - Staff Reunion

For each of the 1999 issues of *The Mountain Matters* we will highlight stories from 3 people who have been involved with *the mountain* for varying periods of time in the twenty years of our existence. The first story is from **Mo Wheeler**, who, along with then husband, **Larry**, became the first Directors of *the mountain*. She writes about her impressions of her visit to this property in February, 1979. She and Larry, along with **Ben & Shirlee Edwards**, comprised the Site Selection Committee for the Camp and Conference Center Project of The Southeast UU Summer Institute (SUUSI) Board - yes, **SUUSI** was the organization which begot *the mountain*! Mo's words:

'79

We used a Feasibility Study to help us determine what property to look for and where to locate our camp and conference center.

It suggested that if at all possible we should buy an existing facility that we could start using immediately. Location-wise the target area was between Brevard, NC and Blue Ridge, GA. The realtor, who specialized in camp properties, set up visits to a facility in Bat Cave, NC and here in Highlands. The Bat Cave property was a disap-

pointment - a very bare-bones summer camp with no winterized space. We then drove to Highlands. I don't recall the drive to the top of *the mountain* but I do remember that it seemed a long, long way UP! I do remember feeling as if we must be headed for the clouds, and, indeed, we were! The top of the mountain was cold, windy, and wet with the mist of a heavy fog. The realtor was disappointed, and kept reassuring us that there was an incredible view. The drive up *the mountain* spoke for itself - there HAD to be a view from that high up.

We started our tour at the home built for **Ben Wax**, a previous owner (which later became our "Lodge"). The realtor told us about how Ben had built most of the cabins and had wanted to die in that building on this mountain that was his home ... and he did. The realtor was proud of this modern, winterized building with its six bedrooms and three huge picture windows overlooking ... the fog. I noticed the mildew on the cupboards. I noticed the furniture wasn't worth much.

We went on to Meditation Rock, where the realtor took a deep sigh and reassured us again that there really was a beautiful view out there. Then to cabin 5 (our current office), which had a tree fallen in on it, taking up most of the interior. He explained that the camp had been vacant for a few years and just needed a little upkeep.

Then to the Recreation Building ... well, we could certainly turn a lot of children loose in there and not worry about the damage. But there was something about the huge open room that drew us into the past ... maybe the fireplace, or the uneven floor, or the dilapidated wooden shutters, that let in the fog ... something spoke to us of laughter and joy in days gone by.

I especially remember walking into the Dining Hall. It seemed very large to me, and that impressed me. But it was cold and very empty. Over in a far corner was a pile of turquoise plastic plates. That's all. No tables or chairs, no interior walls, no curtains ... just a huge, barren room. At first glance, the kitchen seemed to have everything a kitchen needed to serve meals: stoves, refrigerators, dishwasher ... but ... wait a minute ... no pots, pans, no serving trays, no big spoons or knives ... nothing with which to prepare a meal. Again, the realtor apologized, mumbling something about the fact that it was

supposed to be fully equipped.

We wandered around from cabin to cabin, with the realtor warning us about the cliffs which we couldn't see in the fog. We bid the realtor and Ben and Shirlee goodbye then drove towards Highlands following the signs to Glen Falls . . . it was the first of many trips to this wonderful cascading waterfall. From there we headed back to Atlanta, stopping in Rabun County at the Dillard House, where Larry, our son Brian, and I had dinner. "Larry," I said, "it's too big a project." "Mo," he replied, "If it is meant to happen, it will happen. And I KNOW it is meant to happen."

*Just eight months later, in October, 1979 Southeastern Unitarian Universalists bought their camp and conference center and started to create the place that today we know as **The Mountain Retreat and Learning Center**. The second person to contribute is **Jeri Moulder** of Santa Barbara, CA, a current member of **The Mountain's Board of Trustees**.*

'85 Although I was not to really connect with **the mountain** till some years later, the seeds were sown with my first visit in 1985 as Director of Religious Education of my church in New Orleans. I came for a week-long renaissance module with a group of DREs from all over the southeast. I still remember being warmly greeted and shown to my cabin by **Larry Wheeler**, then Co-Director of **the mountain**. It was such a beautiful place. As a native Californian, transplanted to New Orleans I was sorely missing the mountains. So, to sit on the top of this one was like coming home!

It wasn't until 1989 that I came back to **the mountain** to go to Leadership School as vice president of my congregation. What an amazing experience that was! A chance to work with other church leaders on organizational development and leadership skills, to learn something of UU history, to spend some time thinking about my own spiritual journey in Credo groups and to learn to plan and lead worship services. All this in the magnificent environment of **The Mountain**. It truly was a life-changing experience. So much so, that I came back for the following two years to be on the staff. I think Leadership School is one of our most vital programs here at **the mountain**. I came away from this experience not only a stronger UU and a stronger leader in my

church but also with an abounding love of and **commitment to the mountain.** 7

So when I was asked if I was interested in being on the Board of Trustees in 1994, there was no hesitation to say, "Yes!" I'm now back in California but refuse to give up my connection to this magical place. As I begin my second term on the board my sense of awe in **the mountain** grows . . . for the beauty of the place for the warmth, love and commitment of the people who live and work here. I'm in awe of what this place has been to so many of us in our life journeys and I'm in awe of the possibilities for the future, for ourselves and those who are to follow.

*The last contribution is from Patron member, **Robbin Ryan** of Lithonia, Ga. who first came here in 1994.*

'94 Expecting a typical weekend getaway, I was looking forward to spending some quiet and relaxing time with my family. Nothing had adequately prepared me for my first experience and the many offerings of **the mountain**, from the breathtaking beauty of the ancient oaks rising in the mist to the warmth and dedication of the staff as they shared their many talents. I arrived that weekend as a guest and left as a Life Member with a sense of belonging and of ownership. **the mountain's** continuation was clearly important to me.

I have never regretted my commitment to **the mountain** and my enthusiasm has remained. There has been a sense of continual growth as new programs have been implemented and facilities improvements made. **the mountain** has been a place to forge friendships, enjoy quality programming, and to see UU principles in action. It has been a safe and fun place for my children to grow and to experience community. **the mountain** has offered a retreat from the stress of daily living and a place to enjoy the majesty of nature.

As I think about all the hard work, energy, and finances that have been required, I feel a debt of gratitude to those whose contributions and visions have made **the mountain** possible. My hope is to do my part to help assure the existence of this place that is to me, so much more than a mere physical location.



Meaningful Work in a Wonderful Place



the mountain is a unique place, a program center and state of mind. Participants in our programs leave changed in small and large ways—**the mountain** is truly making a difference, one life at a time. And for this to happen, we need good staff—**caring, dedicated, skilled people**—who want to be part of an organization that is **committed** to its mission:

"embracing the diversity of life, creating an environment to energize people to work for positive change."

We are currently looking for people who have these qualities and the skills described below for the following positions:

1. **Office Staff** – Personal computer skills and experience with Windows 95 and Microsoft Word; willing and able to respond to multiple tasks/guest interactions while maintaining poise and positive responses; careful attention to detail; efficient in accomplishing tasks.
2. **Housekeeper** – Must demonstrate commitment to total guest comfort through meticulous cleaning accomplished in an efficient manner; able to do trash collection, furniture moving, routine minor repairs; ability to adjust personal work schedule to meet time-sensitive requirements.
3. **Cook** – Proven experience in preparing meals for 50 to 150 guests and staff per sitting; special emphasis on vegetarian/vegan meal preparation, including knowledge of a wide variety of nutritious entrees; knowledge of ordering and inventory management preferable.
4. **Dishwasher** – No experience necessary, we will train. Position includes general dishwashing and cleaning, some food preparation. A good strong back is helpful for this physically demanding work.
5. **Program Staff** – Part of a team which designs and manages all mountain programs, involving all ages in either intergenerational or age specific activities; ability to instruct and lead adventure skills such as day hikes, backpacking trips, whitewater activities, rock climbing, canoeing, rafting, initiatives (high and low elements), crafts, dance, field games, cooperative games, waterfront, backpacking, day hiking and environmental education.
6. **Other part or full time skills needed:** Desktop publishing (using PageMaker and PhotoShop); Grant Writing – experience and demonstrated success in obtaining grant funding for programs and environmental initiatives.



Please consider carefully the opportunities listed above; if you are at all interested, call Executive Director, **Tom Warth**, on 828-526-5838 ext. 218 for more details about the positions, the staff community, the mountain's vision, and our competitive compensation/benefit plans.

**Don't miss this opportunity
to become a member of
a dynamic organization that is
truly making a difference!**

The Mountain Ambassador Program - be a MAP!

The Mountain Ambassador Program, which was initiated at the end of 1997, has completed a successful year. Mountain Ambassador Coordinator **Susan Smith** was joined in mid-'98 by **Larry Wheeler**, who adds his own areas of expertise to the program. Susan and Larry work together enthusiastically, with Larry responsible for recruiting new Ambassadors, and Susan for planning Congregational Retreats. Together, they provide whatever assistance is needed to help Ambassadors be knowledgeable and energetic. Ambassadors also receive a Handbook of information and suggestions, complete with **the mountain** video, and 3 or 4 mailings a year providing program flyers, helpful hints, and items for newsletters.

Ambassadors represent **the mountain** in their congregations in many ways:

- introducing new members to **the mountain**
- answering questions (How do I get there? What are the cabins like?)
- announcing and promoting **mountain** programs
- working as liaison between **mountain** staff and their congregation to plan retreats.

In 1998, Ambassadors attended two complimentary weekends to learn about and share new ways of promoting **the mountain**, and to see first hand the latest Mountain developments and changes.

At present, there are 58 congregations with a Mountain contact person. Do you know who yours is? If your congregation does not have one, and you or someone you know is a **mountain** lover, get in touch with **Larry or Susan** about becoming an Ambassador. The next **MAP Weekend** is **March 26 - 28** — a great time to be introduced and trained as a new **mountain** Ambassador.

Memorial Garden Dedicated

9

On Sunday of Thanksgiving weekend - a stunning day with unbelievable warmth - staff and **mountain** members participated in the **Dedication of the Memorial Garden**. We couldn't have asked for a more beautiful or meaningful experience. The Dedication Service included an affirmation of our right to claim sacred space and our responsibility to keep it sacred as we consecrate our pledge of trust. Earth, which had been gathered from many places on **the mountain** by Thanksgiving guests was mixed together and then redistributed to participants. During a reflective time in the Memorial Garden this earth was cast from deck symbolizing the sacredness of this place and it's important purpose.

This beautiful Memorial Garden is the result of very hard work by volunteers under the leadership and artistic guidance of **Christine Lucas** and **Jim Mooney**. (See the October Edition of *The Mountain Matters* for more about this.) Our thoughts and thanks went out to these folks during this very heartfelt and touching dedication service.

For the year 2000, **the mountain's** very own Calendar

We want to celebrate! We've completed 20 years as an organization! So - we're planning a calendar that does just that. We need color prints or slides which show your experiences at **the mountain** in each season. If you have any worthy of consideration, please send them to **Larry Wheeler's** attention - they'll be returned if you wish. More about our plans for the calendar in later issues, but don't delay in searching through your **mountain** prints or slides. We hope to have the calendar available by late summer.

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

Apply my contribution to:

☐ Information Systems

☐ Bottom of The Mountain

☐ Cabins

☐ General Fund

☐ \$ _____ ☐ \$5000 ☐ \$1000 ☐ \$750 ☐ \$500 ☐ \$250 ☐ \$100 ☐ \$50

Name: _____

Address: _____

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