

## INSIDE

Interns & Seasonal Staff to Meet Key Staffing Needs . 3
MLC Assumes Responsibility for Youth Programs ..... 4
Leadership Schools at The Mountain ..... 5



*The Mountain Matters*  
published bimonthly by

THE MOUNTAIN  
RETREAT & LEARNING CENTERS, INC.  
P. O. Box 1299  
Highlands, NC 28741  
(828) 526-5838  
fax (828) 526-2511  
info@mountaincenters.org  
www.mountaincenters.org

Tom Warth, President  
Carol Hamilton, Editor  
Walita Olson, Production

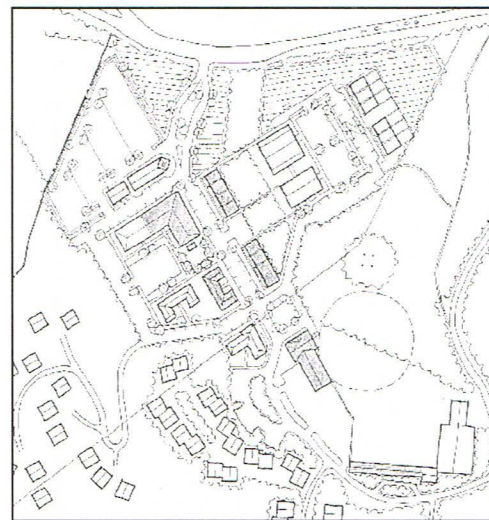
Printed by  
Cashiers Printing



## Construction to Begin in The Mountain's Residential Community

**T**he first two cluster homes in the village will be built this year in the Residential Community at the base of The Mountain.

**Tom Warth** (President, MR&LCs) and his wife **Jane** will build one, and **Elinor Artman**, retired minister from Heritage Church in Cincinnati, Ohio and currently a Mountain staff member, will build the other. Architectural plans, in line with the overall concept for the village, are being developed by The Mountain's land-use architect and board member, **Richard Rothman**. Elinor and the Warth's plan to break ground in March and move into their new homes by Thanksgiving. When you visit The Mountain, stop at the base and see the construction.



*Architect's sketch of the Community.*

### Committee Appointed to Plan Community

These homes will be designed in conjunction with the Residential Community's overall implementation plan and will serve as models for future construction. The plan will be developed by a committee of staff, trustees and subject-matter-experts, appointed by The Board of Trustees at their December 2001 meeting. All of the issues of ownership, infrastructure, building design, land-use, costs and financing will be addressed by this committee. The issues of occupant profile and community expectations will also be addressed. Updates on the work of this committee will be featured in future editions of *The Mountain Matters* and on The Mountain's web pages ([www.mountaincenters.org](http://www.mountaincenters.org)). If you are interested in learning more about this community, please contact **Jim Short** at [jim.short@mountaincenters.org](mailto:jim.short@mountaincenters.org).

## Two Learning Center for Leadership Projects Receive UU Funding Program Money

**T**he Fund for Unitarian Universalism, a panel of the Unitarian Universalist Funding Program, is extending support to two Learning Center for Leadership (LCL) programs. The first of these projects will train facilitators from many UUA districts to offer "Working Together: Human Resources in UU Congregations," a curriculum to help congregational lay and professional leadership teams explore ways of making their working relationships—and, thereby, their congregations—stronger and healthier. "Working Together" was developed by LCL Director Helen Bishop and has been offered in 14 districts since 1998. Program evaluations

Continued on page 5



## About The Mountain

Located high in the Southern Appalachian Mountains, The Mountain Retreat & Learning Centers is a place to expand your horizons. Surrounded by the Nantahala National Forest, our home is Little Scaly Mountain near Highlands, North Carolina. At 4200', nestled in an ancient dwarf white oak forest, our site is spectacular. Open year-round, The Mountain is composed of four program centers: the Retreat Center, the Milestone Learning Center, the Learning Center for Leadership and the Residential Community.

The Retreat Center hosts diverse groups and provides programming for all ages. Focused on social justice issues, the Milestone Learning Center sponsors participant-driven programs designed to facilitate leadership development of youth. The Learning Center for Leadership provides programs and resources that enhance skills for transformational leadership in congregations. The Residential Community will promote intentional community that models committed environmental stewardship.

### Board of Trustees: 2001-2002

#### EXECUTIVE COMMITTEE

Tony Stringer	Chair
Ivan Cotman	Retreat Center
Gini Courter	Milestone Learning Center
Jean Findley	Financial Advisor
Hildegard Gray	Secretary/Planning
Ed Mangiafico	Board Leadership
Dorrie Senghas	Learning Cntr. for Leadership
Tom Warth	President

#### AT LARGE

John Blevins	Missouri
John Bohstedt	Tennessee
Rosemary Bray McNatt	New York
Lanie Damon	Georgia
Jewel Graham	Ohio
Adam Griffith	Texas
Janice Marie Johnson	New York
Claire Keane	Georgia
Bruce Parrish	Georgia
Richard Rothman	Georgia
Tom Russell	Missouri
Jeanne Shirly	Arizona

## FROM THE PRESIDENT

*Happy New Year!* A common greeting this time year, one that conveys a sense of hope, excitement and optimism about a fresh start. We often begin the new calendar year, having taken "inventory" of the previous year, re-energized to do things differently, do things better. Coming off a most difficult year for the world's community, we may be making more resolutions this January, taking them more seriously than in previous years.

My resolution for The Mountain is serious and simple—to make available the resources (staff, dollars, vision) that are necessary for this community to continue the very important, transformative work it does. The stories are unending—people depend on The Mountain and we will continue to be there for them. Duane Elgin writes, "The character of a society is the cumulative result of the countless small actions, day in and day out, of millions of people." His quote is on the cover of the discussion guide *Choices for Sustainable Living* published by the Northwest Earth Institute. The character of The Mountain community is also the cumulative result of countless small actions, day in and day out, of the staff, volunteers and guests. It's the countless, small actions that we will be paying attention to as we go about making choices to sustain this vibrant community.

In subsequent issues of *The Mountain Matters*, we'll be sharing a number of initiatives that we will be pursuing this year that speak to the choices we are making to sustain this community for years to come. These initiatives will be centered on staff, programs, facilities, finances, alliance building and the environment. I'd like to hear from you in response to these initiatives, sharing with me what you like, what you are concerned about and what you will do to be a part of it all. E-mail me at [tom.warth@mountaincenters.org](mailto:tom.warth@mountaincenters.org). Come and be a part of the year 2002 at The Mountain!

*Tom*

## Investment Opportunity: Houses for Sale

The Mountain is offering for sale four homes across the street from The Mountain. The close proximity to The Mountain will enable you to be part of our community. The prices range from the \$150,000s to the lower \$200,000s. We are making this offer first to our Mountain supporters. We are asking the purchaser to agree to lease property back to The Mountain for affordable staff housing for a minimum of five years and no more than ten years. This will give you a strong financial investment in the Highlands area, as well as further supporting The Mountain staff. If you are interested and would like more details, please contact Jim Short at (828) 526-5838, ext. 217. [jim.short@mountaincenters.org](mailto:jim.short@mountaincenters.org).





## RETREAT CENTER

*Tom Tyre has taken over the responsibilities for The Mountain Retreat Center as highlighted in last December's The Mountain Matters. After a brief introductory period, Tom will have responsibility for sales, registration office, housekeeping, food service and the program staff. We are very fortunate to have someone with Tom's skills, experiences and passion about our mission, leading our Retreat Center staff.*

Even though we've had some cold and snowy winter weather recently at The Mountain, we're not hibernating with the bears. No, sir, we're busy getting ready for a great new year. And if the new year's celebration is any indication of the year to come, we're in for a spirited time.

I have given a lot of thought about my new role as the Retreat Center Director and am feeling a little philosophical about it. Author Stephen Cope suggests in *The Quest for the True Self* that people need a place that serves as a personal transformational place. People need a place to renew, refresh, and remember what's important. We need a place where we feel nurtured and encouraged to grow into our true selves.

Cope describes some qualities that a transformational place has: It is a place of refuge, a temporary safe haven from our ordinary demands. It will encourage creativity and experimentation. It's a place that provides a way of finding out who we really are. It is open to and supports different paths of development. Certainly the mission statement of The Mountain speaks directly to Cope's ideas.

People who come to The Mountain are people who care about the world, its people, and its physical well-being. People who come to The Mountain are people who want to make a positive change in the world. We honor and support your good work in the world. We, the people who live and work at The Mountain want to provide and care for this kind of transformational place. Make The Mountain part of your 2002. Come let The Mountain be the transformational place where you capture new

ideas, reformulate old ideas and where you re-new your commitment to be your best.

## Mountain to Use Interns and Seasonal Staff to Meet Key Staffing Needs

"Our success in the future will depend on making greater use of seasonal staff and interns to support critical staff functions," Robert E. Smith stated. "We have already been very successful with our volunteers, and recognize how much they help us to accomplish. We can provide even more support to year-round staff by using student interns who need to gain work experience and hiring seasonal help when our programs increase significantly in numbers."

You can help us by letting us know of internship programs you are familiar with in fields pertinent to Mountain operations. These include, but aren't limited to, Parks and Recreation or Leisure Studies, Food and Nutrition, Hospitality Management, Youth Development and Social Justice Leadership Development. Also, if you know of individuals who may want to work here for a limited time, especially during our busy time (March–October), let Robert E. know. He can be reached at [roberte.smith@mountaincenters.org](mailto:roberte.smith@mountaincenters.org) or (828) 526-5838, ext. 227.

### WANTED! MOUNTAINCAMP COUNSELORS

(Modern day heroes and heroines)

#### WHEN:

June to August 2002

#### WHERE:

The Mountain!

#### WHY:

Huge rewards like making a difference in children's lives, having a leadership experience and a great community. Plus a small stipend!

#### HOW?

Look up our website at [www.mountaincenters.org/mountaincamp.html](http://www.mountaincenters.org/mountaincamp.html) for job descriptions, application and contact information. Or send an e-mail to [youth.programs@mountaincenters.org](mailto:youth.programs@mountaincenters.org).



## MILESTONE LEARNING CENTER

### MLC Assumes Responsibility for Youth Programs

**M**ilestone Learning Center has assumed responsibility for all Mountain youth programs. This brings MountainCamp, weekend youth conferences, youth leadership schools and the LEAP program under one umbrella. The Mountain was founded in 1979 in large part to offer positive community experiences for children and youth that provided clear boundaries, exciting adventures and opportunities to explore oneself in relation to others. Having Youth Programs under one umbrella will allow us to maintain continuity of values, processes, and a justice and leadership focus across all youth programs. The potential for growth in numbers and quality of our Milestone youth program offerings is significant.

To provide a smooth transition, we convened a Visioning Committee on October 10, 2001. The Visioning committee included **Shelley Denham** (Milestone Learning Center Director), **Kirstin Maanum** (Program Coordinator, Milestone), **Samantha Ellis** (Program Coordinator, Milestone), **Mike Hodapp** (Program Coordinator, Milestone), **Laurel Amabile** (TJ RE Program Consultant and LCL staff), **Mike Stein** (Youth Programs Director 1999-2001), **Susanne Walker** who experienced camp as a participant, counselor, coordinator, and **Tom Warth** (President, MR&LCs). Together we articulated a vision, which states in part:

*"Youth Programs of MR&LCs are designed to empower youth, deepening their understanding of all people's inher-*

*ent worth and their potential influence (both negative and positive) on one another and their communities. Programs are based upon the framework of community building, participatory education, leadership, social justice, focus on a sense of purpose and self in relation to community, creative expression – and fun."*

We also defined Core Values for Youth Programs:

- The traditional "Big Four" commitments – an environment free of violence; weapons; sex; illegal drugs, alcohol and tobacco products
- Safe Space – physical, spiritual and emotional
- Programs are driven by the recognition of and respect for youth voice and interests, and reflect the widely varying needs of young people to every extent possible
- Programs shall be financially accessible to all who wish to participate



*A group of happy 2001 youth campers!*

Youth programs are about the joy of being together in community, experiencing the way people CAN and MUST learn to be together in this world. Our programs always have been about children learning who they are and how they impact the world. Here we give youth the tools to make that impact positive and rewarding. It is a thrill to create the interdependent web of vibrant camps, CONS and the dynamic, young Milestone programs. Now, watch us grow together!

### The Mountain Seeking Youth Camps & CON Coordinator

**Job Responsibilities:** Design, implement and ensure quality of all Mountain summer youth camps and year-round weekend youth conferences (CONS); recruit counselors, faculty and volunteers for Summer Camps and weekend youth CONferences; assure training of all youth staff and volunteers; coordinate and supervise Camp and CON staff and volunteers; assure emotional and physical safety of youth staff, volunteers and program participants; manage Camp and CON revenue and expense budgets; serve as a resource for other Milestone programs (design, implementation, marketing); and serve as a resource for MR&LCs staff as needed.

**Desired Qualifications:** Experience working in youth camp settings; commitment to working with youth of all ages and backgrounds; teaching, child development, experiential education, social work, young adult leadership training experience and skills.

**Additional Qualifications:** First Aid / CPR certification; arts experience (music, drama, writing, visual arts, etc.); high and/or low ropes certification; and commitment to and knowledge of current social justice issues.

**To Apply:** Send cover letter and resume to **Jim Short**, [jim.short@mountaincenters.org](mailto:jim.short@mountaincenters.org).



## LEARNING CENTER FOR LEADERSHIP

### Leadership Schools at The Mountain

Participants agree—Leadership Schools at The Mountain provide excellent faculty, program and materials for acquiring the skills needed to serve as leaders in UU congregations and programs. They reported:

- “The entire arc of the experience was a work of art — all the components are well done and immensely valuable. The content, sequencing, the skilled staff and obvious dedication of the faculty were a gift and a blessing.”
- “The relationships I built with the people were something truly joyful and unexpected. GREAT FOLKS!”
- “I believe I will use everything I learned in one way or another. I believe I learned the most about myself in small group time. Extremely valuable. All the coursework was valuable, too.”
- “Models of presentation: engaging, collaborative, connecting us with each other and the content.”



*Laurel Amabile leading a 2001 LCL class.*

Of course, it's not just the wonderful program itself that people think so highly of. The Mountain's setting of superb natural beauty adds immeasurably to the experience. Since Leadership Schools are based on Unitarian Universalist principles and values, you'll also have the opportunity to deepen your understanding of theology and what it means to lead within the faith community of Unitarian Universalism.

If you already know you'll be serving in a leadership position next year, or are considering it, make this your growth opportunity as a Unitarian Universalist. **Leadership**

#### **School for Religious Educators**

runs from July 7 to July 13. If you're involved in religious education as a minister, director, committee chair, board liaison or volunteer, come and learn how religious education fits into UU congregations, and how to lead through RE. **The Mountain School for Congregational Leadership** runs from July 21 to July 27, and is intended for lay members and chairs of boards,

committees, and task groups. Join us in July! To learn more, check out our website [www.mountaincenters.org/lcl](http://www.mountaincenters.org/lcl) or call The Mountain Office (828-526-5838) for a brochure.

#### UU Funding Program Money – Continued from page 1

from districts offering the program showed that participants were highly satisfied with the program, both in process and in content. Through this grant, the Fund demonstrates its agreement that The Mountain, through LCL, is well positioned to respond to the demand from district leaders for this quality congregational resource.

#### **Lay Leader Certificate Program in Development**

Lay leaders have long expressed a need for further development of their skills through educational opportunities not necessarily directed toward professional ministry. Through a second grant from the UU Funding Program, **Starr King School for the Ministry (SKSM)** and The Mountain's Learning Center for Leadership will work with an advisory commit-

tee to develop a certificate program. The curricula will combine online and site-based education for volunteer and professional lay leaders. The program will be designed so that residential courses can be completed at both The Mountain and SKSM in Berkeley, California. Program designers and faculty will take care to build a sense of community among participants taking these courses, particularly with regard to the on-line portion of the program. Participants will be able to earn continuing education units as well as a Certificate in Lay Leadership.

Our thanks to the UU Funding Program for their generous support of these valuable programs. For information about these and other LCL programs, contact **Helen Bishop** at 510-758-6065, [helen.bishop@mountaincenters.org](mailto:helen.bishop@mountaincenters.org).



# GIVING

GIFTS SINCE LAST ISSUE

*Our profound thanks to . . .*

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

Harry & Rene Donavon, McKinney, TX

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

Bill & Lucia Pulgram, Atlanta, GA

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

Raymond Scott & James Pierce, Verona, KY

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

Anonymous

Lanie Damon & Bruce Kitchell, Atlanta, GA

Margo Smith Dixon, Atlanta, GA

Kay Giese & David Sweat, Athens, GA

Tom Larson & Janine Leland, Schererville, IN

Chase Robinson, Sylva, NC

Dianne Seville & Dick Britton, Mt. Pleasant, SC

Mary Spivey Teslow & Dan Teslow, Plantation, FL

Anne & Gene Todd, Charlotte, NC

Randy & Barbara Whitt, Charlotte, NC

## Patron Members (\$5,000 - \$9,999)

Afesa Adams, Jacksonville, FL

Sharon Beecher, Norcross, GA

Roberta Jordan & Carl Mott, Asheville, NC

Alan & Anna Belle Leiserson, Nashville, TN

Don & Mary Miles, Somerville, MA

George Miller, Atlanta, GA

Bill & Nancy Perkins, Nashville, TN

Hilda Ratner, Nashville, TN

Raymond Scott & James Pierce, Verona, KY

Mary Spivey Teslow & Dan Teslow, Plantation, FL

Anne & Gene Todd, Charlotte, NC

Savie Underhill, Hendersonville, NC

David Ward Vosper, Germantown, MD

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

Robin Canady & Berry Howard, Scaly Mountain, NC

Jewel & Paul Graham, Yellow Springs, OH

Danielle Jordan-Baile, Asheville, NC

Bill Kroesser & Anne Fishkin, South Charleston, WV

Raymond Scott & James Pierce, Verona, KY

Sandra Stimpson, Peachtree City, GA

Mary Spivey Teslow & Dan Teslow, Plantation, FL

Robb Trippsmith, Jacksonville Beach, FL

Lisa Van Divender & Tim Kloth, Cincinnati, OH

Greg Ward, Alpharetta, GA

## Memorial Memberships (\$1,500)

Rebecca Calhoun Dillard, Tucker, GA

Wilkes Suttle Hall, Charlotte, NC

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

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

Emily Adler, Atlanta, GA

David Auburn, New York, NY \*\*

Marcia Bystrom, Muscle Shoals, AL

Ann & Joe Creech, Roswell, GA \*\*

Paul Crockett, Miami, FL

Shirley & Roger Cunningham, Peoria, IL

Mary Ann Ely, Huntsville, AL

Arnold & Marjorie Gelbin, Winston-Salem, NC \*\*

Paul Howard & Barbara James, Sanford, NC

Stephen & Caryl Kaplan, Oak Ridge Ridge, TN

Jane & Dick Kenan, Dunwoody, GA

John Lantz & Jane Royall, Avondale Estates, GA\*\*

Jack Lawrence, Whispering Pines, NC

Al & Carol Lee, Rochester, MI

Carole Light & Alex Redmountain, Scaly Mountain, NC \*\*

Nilsa Lobdell, Pisgah Forest, NC

Jeri Moulder, Santa Barbara, CA

Virginia & William Nickerson, Atlanta, GA

John & Margaret Norris, Nashville, TN \*\*

Northwest Unitarian Universalist Congregation, Atlanta, GA

Charlotte & Merrill Palmer, Clemson, SC

Sarah & Ernest Palmore, Tuscaloosa, AL

Bill & Lucia Pulgram, Atlanta, GA \*\*

Penne Raney, Dunwoody, GA

Hilda Ratner, Nashville, TN

Harry Savage, Knoxville, TN

Alice & Chuck Schneider, Cincinnati, OH

Molly & Tom Tami, Cincinnati, OH

Jane & Bill Upshur, Johns Island, SC

UU Fellowship of Clemson, SC

John & Sylvia Wallace, Lincolnton, NC

Alan & Janis Wilcox, Atlanta, GA\*\*

## MountainCamp Scholarship Fund (Gifts of \$200+)

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

Anonymous

Stephen & Caryl Kaplan, Oak Ridge, TN

June Cravens Sholin, Apache Junction, AZ (Milestone) \*\*

## Building Our Vision-Step1/Dining Hall Remodeling (Gifts of \$250+) (Note: All gifts of \$1,000+ shown with \*\*)

Lenny Blackwood, Richmond, VA

Kay Giese & David Sweat, Athens, GA

Gladys Light, Miami Beach, FL \*\*

Alice Noggle, Oak Ridge, TN

Boris Silberberg & Frances Williams, Troy, MI \*\*

Anne & Gene Todd, Charlotte, NC \*\*

Jerri & John Wood, Hellertown, PA

## Endowment Fund Contributions (Gifts of \$250+)

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

Jonathan Black, King of Prussia, PA \*\*

Ann & Joe Creech, Roswell, GA

Hal Reed & Terry Morales, Orlando, FL



## New or Renewed Short-Term Loans or Promissory Notes

Ruth Christie, Asheville, NC  
 Ed & Jean Findley, Baton Rouge, LA  
 Gay Spirit Visions, Atlanta, GA  
 Bonnie & Mark Gramlich, Atlanta, GA  
 Harold Johnson, Black Mountain, NC  
 Roy Reynolds & Jean Lamer, Atlanta, GA  
 Howard Tolley, Jr, Cincinnati, OH  
 Marge Wakefield, Tega Cay, SC  
 Chris & Nancy Welles, Brooklyn, NY  
 Alan & Janis Wilcox, Atlanta, GA



## In Memoriam

Myra Bregger, Clemson, South Carolina  
 Mildred Higgins, Yarmouth, Maine  
 Bob Shaklee, Norcross, GA  
 Roger Weinstein, Atlanta, Georgia

## Volunteers Wanted for Mountain Stories Project

Many of you have wonderful stories to tell of your involvement in social justice work, Unitarian Universalism and/or The Mountain. We want to document these for future generations. The keys to having this happen are; 1) we need to hear from you if you are willing to tell us your stories; and 2) we need volunteers who can interview, transcribe the spoken record and then edit the text into a readable and informative narrative. Many of you probably have skills and/or interests to help with this project. Please let us hear from you right away. Write or email Volunteer Coordinator, **Robert E. Smith**, robert.e.smith@mountaincenters.org, or call (828) 526-5838, ext. 227.



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

### Apply my contribution to:

☐ Life Member    ☐ Dining Hall Remodeling    ☐ Scholarship Fund    ☐ General Fund  
☐ \$50    ☐ \$100    ☐ \$250    ☐ \$500    ☐ \$1,000    ☐ \$2,000    ☐ \$5,000    ☐ \$\_\_\_\_\_

Pay By: ☐ Check    ☐ VISA/Master Card    Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Name: \_\_\_\_\_ Signature on Card: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (day) \_\_\_\_\_ (evening) \_\_\_\_\_

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

## President's Society Honors Mountain Legacies

Have you included **The Mountain** in your will or other estate plans? Are you thinking about it? If your estate plans do include **The Mountain**, we'd like to know so we can acknowledge and thank you as a charter member of the **President's Society**. The **President's Society** has been established to recognize those who have made a planned gift commitment to **The Mountain** through a bequest, trust, life insurance or retirement plan designation, or other estate planning instrument. In addition, those who have made a financial contribution to the Endowment Fund of **The Mountain** also qualify as members of the **President's Society**.

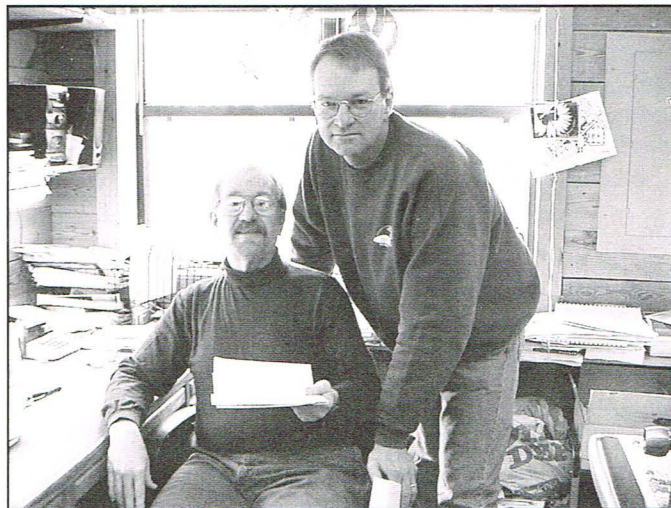
Besides making sure that planned gift donors are thanked for their commitment to **The Mountain**, an important purpose of your letting us know about your bequest or other commitment is to encourage others to do the same. So please don't be hesitant about telling us you've included **The Mountain** in your estate plans; your doing so may be an important step in helping someone else commit to the long-term mission of **The Mountain** through a similar type of gift.

Everyone who commits to a planned gift or contributes to the Endowment Fund in this initial stage of the **President's Society** will be recognized as a charter member of the society. In addition to continuing recognition as a member of the **President's Society**, charter members will be honored at a special event scheduled to be held on Memorial Day weekend in 2003. To let us know about your bequest or other planned gift, or to learn more about how you can help **The Mountain** with this type of gift, contact **Larry Wheeler** in the Development Office at (828) 526-5838, ext. 230, larry.wheeler@mountaincenters.org. He can provide you with assistance and information at no obligation.

# The Mountain Bids Farewell to Neal Resch and Welcomes Robin Canady

**H**aving completed six very successful years as the Chief Financial Officer of The MR&LCs, **Neal Resch** is moving on from The Mountain to pursue work in the nonprofit sector in a larger metropolitan area. During his time here, Neal has significantly improved the quality of our financial reporting. The two "clean opinion" independent audits during the last five years are a testament to the integrity of our financial organization under Neal's leadership. He has also significantly improved staff benefits, always balancing the needs of our employees with the financial realities of our business. Neal will be missed, but we all wish him the best as he pursues his visions. Neal, thanks for a job well done!

We are fortunate to have already found a very qualified successor for Neal—**Robin Canady**. Robin started with The Mountain in October 2001 in the Accounting Department. He has experience in all facets of financial management including payables and receivables, inventory controls, budgets and supervision. Robin worked in finance in the United States Air Force and for the Internal Revenue Service in Atlanta, Georgia. We are lucky to have someone of Robin's background and skills.



*Neal Resch (seated) and Robin Canady.*

**THE MOUNTAIN** RETREAT & LEARNING CENTERS, INC.

P. O. Box 1299  
Highlands, NC 28741

Presorted  
Non-Profit  
US Postage  
**PAID**  
Highlands, NC  
Permit No. 46

**Address Service Requested**

