

THE Mountain matters

THE MOUNTAIN RETREAT & LEARNING CENTERS, INC.

November 2002

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The Mountain Matters
published bimonthly by

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Powerful Speakers Challenge Board and Staff to Deepen The Mountain's Mission

Tony Stringer, Chair of The Mountain Retreat & Learning Centers' Board of Trustees, opened the August 16-18, 2002, joint meeting of board and staff by acknowledging that, "the context for this particular board meeting is not defined by center reports,



Denny Davidoff and Welton Gaddy answer questions from board and staff members.

financial summaries or governance issues. As grandiose as it sounds, the world is our context this weekend." Indeed, with each of three powerful speakers—Denny Davidoff, former Moderator of the Unitarian Universalist Association; the Reverend Dr. C. Welton Gaddy, the Executive Director of The Interfaith Alliance; and Steve Baumgartner, the Executive Director of Pendle Hill, a Quaker Center for Study and Contemplation—addressing the weekend's theme, *Deepening the Mission: Imaging the Possibilities*, the context truly was the world. Each speaker artfully lead the

group to consider a deeper interpretation of The Mountain's mission *"to embrace the diversity of life, creating an environment to energize people to work for positive change."*

Transformation

Denny Davidoff facilitated the weekend's discussions, beginning with her Friday night address. She challenged The Mountain board and staff to engage the organization in transformation: "I don't think we can do transformational work if we're not at the same time transforming ourselves. So I want you to be in a discipline of transformation. Transformation is something that is not currently possible in your reality."

Interfaith Work

The Reverend Dr. C. Welton Gaddy, Executive Director of The Interfaith Alliance, delivered the keynote address, "Pluralism and Diversity: the challenges of doing interfaith work." He spoke of interfaith work taking place at the intersection of religion and politics, saying that "Interfaith work is the hardest – but we have to do it. Our reactions to these issues will shape our future, our own and our country's.... Interfaith work is non-negotiable."

"Interfaith work is the hardest – but we have to do it. Our reactions to these issues will shape our future, our own and our country's.... Interfaith work is non-negotiable."

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About The Mountain

Located high in the Blue Ridge of the Southern Appalachian Mountains, The Mountain Retreat & Learning Centers is a place to expand your horizons—explore new ideas, meet new people and re-connect with yourself, community and the natural world.

Surrounded by the Nantahala National Forest, our home is Little Scaly Mountain—four miles southwest of Highlands, North Carolina. At 4200' elevation, perched atop striking granite cliffs and nestled in an ancient dwarf white oak wind forest, our site is spectacular.

Open year-round, The Mountain offers excellent programming for all ages. Inspiration mixes with renewal as you challenge yourself to grow and learn.

Board of Trustees: 2002-2003

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FROM THE PRESIDENT

CEO Report – The Mountain is . . .

"I now pronounce you husband and wife, wife and husband," With these words former Mountain staffer and currently UU minister in Augusta, Georgia, Dan King concluded the wedding service for former youth campers and camp staff members Michelle Frost and K.C. Boyce. These two young adults who met at The Mountain in youth camp,



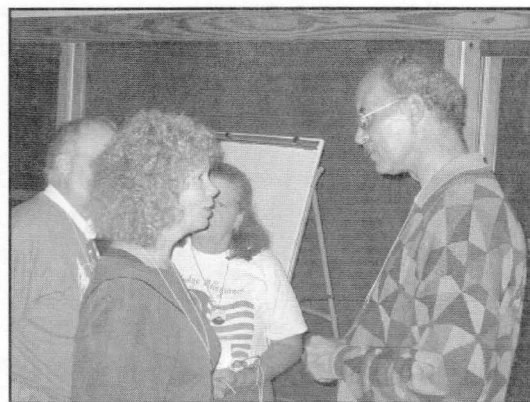
Michelle Frost and K.C. Boyce tying the knot on Meditation Rock.

brought family and friends together at The Mountain to give public witness to their life-long commitment to each other. The Mountain is about relationships: friends and families meeting at and coming back to The Mountain year in and year out to renew commitments to one another and to this place.

The Mountain is about opportunity. As mentioned in our lead article on page 1, the August board meeting was truly invigorating for the board and staff. Board Chair Tony Stringer challenged us to view our work in the context of the world. And Denny Davidoff challenged us to think about tradition, "Tradition involves not only what is handed over but also those to whom it is handed. Tradition is a living thing because it is being received. It entails discovery, surprise, nuance, and interrogation and above all, struggle."

Welton Gaddy said, "Personal faith, rather than being weakened, is honed and strengthened by interfaith work." And Steve Baumgartner – "People are responding to more than personal growth, they are responding to our commitment to being a ... serious people of peace...."

Later the same month, when UUA President, Bill Sinkford, was a keynote speaker for a conference at The Mountain, I talked with him about future



Bill Sinkford talking with CU2C2 conference participants in the Tree House.

plans for both of our organizations. As a result of all these conversations and meetings, we have concluded that it would be helpful to our strategic planning process to conduct a more comprehensive study of the opportunities that are presenting themselves and how The Mountain can position itself to deepen and widen

Continued on page 4

Mountain Magic Memories at Thanksgiving

The Mountain — it is the simple things we do that make such a difference here ... to/for us and to/for our guests. It is the work ... it is creating an environment to energize people to work for positive change ... in themselves, their families, their congregations, and communities. Let me tell you about Thanksgiving 2000 and just a few of the gifts it brought us:

- A widow told us about the anger in her that is only just now emerging a year after the death of her husband. She had to be here for Thanksgiving — on The Mountain they both loved and often experienced — because she knew that here, in this safe and nurturing environment, she could begin to really deal with her loss and better learn to move through it. What a gift to us!
- This Thanksgiving, for whatever reason, a family that has been part of The Mountain for years and years decided to bring their profoundly disabled 20-year-old daughter to Thanksgiving. None of us had known she existed. They told us her story; they taught us how to be in relationship with her; they allowed us to face our own fears; and they demonstrated pragmatism, love and joy in the truest, deepest sense. What a gift they gave us!
- Seven ministers chose to be here Thanksgiving with their families. They deepened relationships with one another; expanded their circle to include other guests here; they experienced relationships out of context of congregation or neighborhood; and they went back excited by the possibilities of The Mountain and what it can be for themselves and their local communities.
- It is the environment, the community, which has done much to teach us about the power of music ... and how important it is to know some of the stories behind the music. After the Meditation concert, this was affirmed in the acknowledgment of our historical perspective on "Berkeley Square" ... what it meant to people during WWII.



A group of kids enjoying being together during Thanksgiving.

And we gained a new knowledge of the hymn "We Gather Together." Once, we heard the moving story Dori told us about her creation of the text in the hymnbook — the weekend that Kennedy was assassinated. And last Friday,

we learned the shadow side of the power of music, for it was that very hymn that the Nazis used to glorify their cause, to give them inspiration, to march their victims into concentration camps. Will we ever sing that hymn again? Not without acknowledging that history, and allowing us to continue to give the message of justice that sometimes only history can bring home. A simple, pain-filled gift to us!

- Thanksgiving ... What a demonstration of hope, gratitude, reality, transformation. Think of it! There was a Memorial Service on Friday for our beloved Sally Bellamy, where we were reminded that here she would never be again, and would nonetheless never leave us either. There was a wedding Saturday afternoon of the daughter of one of our ministers — complete with blue jeans and tuxedo and lace! And, of course, there was the birth the next evening of our newest staff member, Siler Joseph Stein. The wheel of life ... the simple, sacred gifts it brings as it turns.

It IS the work of this Mountain that transcends PLACE as it lives and breathes the inherent worth and dignity of all. From the power of music ... to the spirituality of nature and community. Year by year, day by day, and even hour by hour, we see it — The Mountain — it IS the work; it IS the experience, the difference, the potential; it IS creating an environment to energize people to work for positive change ... in themselves, their families, their congregations, their communities ... the world.

The Mountain is a vision of the REAL world as it can be. We choose our vision. We make our vision happen. And yes, we BECOME our vision. What a gift ... to be simply here for each other in this world.

Continued from page 1

In addition to being the immediate past Moderator and Chair of the Board of Trustees of the Unitarian Universalist Association of Congregations, Denny Davidoff is a Director of the Unitarian Universalist Church of the Larger Fellowship, a Trustee of the World Conference on Religion & Peace and a board member of The Interfaith Alliance. Her work as a volunteer was preceded by four decades as an advertising, promotion, and public relations professional.

Welton Gaddy is Executive Director of The Interfaith Alliance (TIA). Founded in 1994, TIA has grown into a national grassroots organization of people of faith and good will drawn from over 50 different faith traditions with a membership of 130,000, a cyber-network of 10,000 activists and local clergy-led Alliances in 38 states. Dedicated to promoting mutual respect, cooperation and civility, TIA strives to promote religion as a positive and healing force in the life of the nation.

Steve Baumgartner retired from a 25-year career in international business in 1999. About 15 years ago, as an avocation, he also began consulting on mission with non-profits and educational institutions. In this capacity he has worked with organizations ranging from universities to public service agencies for welfare recipients. This work, including his first two years at Pendle Hill, focuses on reinventing an organization's "reason for being" and then redeveloping the culture, systems and fund-raising networks of these organizations.

A Voice for Social Change

Steve Baumgartner, the Executive Director of Pendle Hill, a Quaker Center for Study and Contemplation in Pennsylvania, offered the group the case study of Pendle Hill, an organization that has undertaken an 18-month process to transform the 70-year-old organization. Through this process of intensive introspection and a survey of a broad spectrum of individuals and focus groups, Pendle Hill found that people responded to more than personal growth; they responded to the organization's commitment to being a voice for social change. "When people realize that we are serious people of peace, they invest their money in us."

The weekend concluded with formation of a mutually agreed upon operating covenant which will drive a larger planning process that board and staff are undertaking to examine The Mountain's mission, vision, programs and future direction.

Continued from page 2

our mission. Using surveys, focus groups and personal interviews, the objective of this study will be to gather information from people across the country about their fears, hopes and dreams relative to the issues of today. We will gather feedback about how we might be a coalescing force for social justice in the world.

The Mountain is about challenges. The most immediate is financial. How do we fulfill our visions and embrace new opportunities with today's financial realities? From the *Foundation Directory Newsletter*: "Many nonprofit organizations worry that charitable giving in 2002 will decline for the second year in a row as the uncertain economic climate and falling stock market values continue to take a toll on their fundraising efforts. The endowments of nine of the nation's top ten private foundations lost a combined \$8.3 billion over the first six months of 2002. Individuals who account for 75% of all charitable giving in the United States are also giving less due to stagnant wages, reduced savings and lost jobs." We have seen it in a drop-off in guests, donations and payments on pledges. It is a challenge for The Mountain to stay true to its mission, create its future and take care of the business at hand.

And lastly, The Mountain is about responsibility. We have a responsibility to continue our work of embracing the diversity of life, creating an environment to energize people to work for positive change. Thomas Friedman writing in the Sunday, October 13th *New York Times*: "Our government has lost touch with the real anxieties of many Americans. They want to rally the nation to impose gun control on Baghdad but won't lift a finger to impose gun control on Bethesda, six miles from the White House I want to hear that my president and my Congress are taking the real steps needed in this country – starting with sane gun control and sane economic policy – to stop this slide into over here becoming like over there." As a Mountain community, we have a responsibility to lift up our collective voices for peace, for fairness, for justice.

The Mountain is about relationships, opportunity, challenge and responsibility. The Mountain is important to the world. We will stay the course!



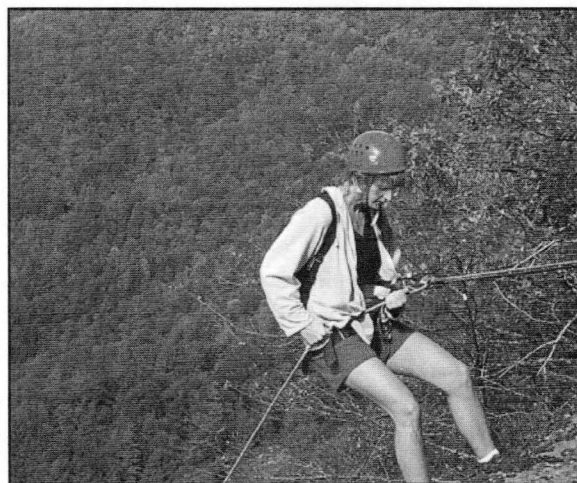
Faith Wins Out Over Fear at MountainScape Rock Climbing Weekend

At The Mountain's recent Rock Climbing weekend, eight people bravely took the giant step into space from the top of the cliffs behind Cabin 15 and rappelled down the 200-foot drop into the waiting forest. It was a nicely mixed group of people with three of the eight climbers in their 50s, a father and his son and four women. For each, there was a moment of truth when one could go or decide to stay put and play it safe. Playing it safe would have meant this particular opportunity had passed and you would have go back home knowing that you didn't yet do what you had come to do.

What If

Rock climbing is not a sport for the faint of heart and even the strongest people are tested. The instructors, Paul Meinersmann and Becky Moore, were patient beyond belief and taught all the students how to climb and rappel safely. Yet, when it's time for you step out onto the cliff, feel the wind at your back and see the fog sweeping over the hills below, doubt creeps in, and for a moment all the crazy self-talk takes over; "What if this rope breaks? What if

That's why people do such crazy things as stepping out into space with just a rope to keep them tethered to their familiar world – to show that faith can win out over fear.



Jody Smith challenging fear.

Randy lets go of my safety rope? What if I slip and no one holds the belay? What if lightening should strike right now and I'm dangling on this stupid rope? What if space aliens see me and capture me for some kind of scientific experiment?" At moments like these, our minds are out to get us. Yet, one by one, these intrepid spider men and spider women overcame their fears and

took the step. Once again, faith won out over fear.

That's why people do such crazy things as stepping out into space with just a rope to keep them tethered to their familiar world – to show that faith can win out over fear. All of the participants encouraged, coached and cheered the others. There was a special bond between them. It was delightful and exciting that The Mountain was able to provide this kind of opportunity for personal growth. Give yourself the chance to prove that faith can win out over fear by participating in a Mountain program in the next year.



Fog pockets nestling in among the rolling hills of Blue Valley.

MILESTONE LEARNING CENTER

Wayside Pulpits

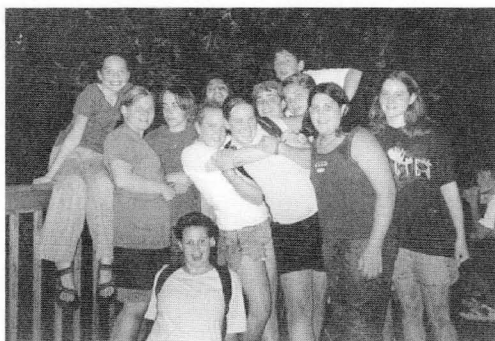
By Shelley Denham

A Christian church, about 15 miles from The Mountain, recently used the message on its wayside pulpit to proclaim "Our God's name is Jehovah not Allah." It was a wrenching reminder of the fear that seems to be paralyzing love, compassion and civility in our country and the world.

What does that wayside pulpit have to do with the programs that Milestone is offering this season? How does it relate to weekend youth conferences, to leadership schools for GLBTQ youth and their allies, to adults and teens experiencing New Year's together?

These are frightening, tragic times. We live with domestic and international terrorism, looming war, economic uncertainty; our nation owns responsibility for much of the global gap between the have's and have-nots. Milestone provides a context in which participants and staff together can safely challenge each other to explore personal values, accept others' opinions and take responsibility for our lives through social witness. Much of Milestone is about working with people to create personal, living, breathing behavioral "wayside pulpits" that speak to the world of our beliefs and values. In such times as these, programs at The Mountain allow us to experience emotional and physical safety so that we can model our "personal wayside pulpits," expressing our belief in peace, liberty and justice for all.

Extra 2002 MountainCamp Photos Available



Do you want to cherish all of those camp memories forever? Well, you're in luck! The Mountain has extra camp photos from the summer that are available to be purchased for \$6.00 apiece plus postage. If you are interested, please call Kim Ingram at 828-526-5838, ext. 234 or email her at kim.ingram@mountaincenters.org.

Holiday Programs at The Mountain

Singing Moving & Dancing in the New Year!
December 29, 2002 – January 1, 2003



We'll "Breathe Life into a New Year" through singing and movement, service projects, worship, outdoor meditation and play. We're honored to bring extraordinary guest artists and friends, Ken Nafziger

and Robin Becker, to help us all create a remarkable experience together.

Singin' & Movin' Our Way into a New Year - Teen Style
December 29, 2002 – January 1, 2003



The first annual Teen New Year's program is an event the teens in your family

won't want to miss! It will provide a safe, spiritual and adventurous experience for youth ages 14-17. Teens will have workshops and space of their own. Rituals and reflection will be an important part of the experience we'll create together. And, of course, there'll be plenty of hang out time. *Re-connect with your CON, Camp and Leadership School friends – and make new friends too!*

For full descriptions of program, check our website at www.mountaincenters.org. To register, call 828-526-5838.

LEARNING CENTER FOR LEADERSHIP

Learning Center for Leadership Offers Organizations Solutions to Issues

By Helen Bishop

Questions which have appeared recently on various electronic bulletin boards and lists:

- "Our board has decided to try using the policy governance model described by John Carver. Do we have to eliminate the Director of Religious Education's support committee?"
- "We want to respect the inherent worth and dignity of every person, including the woman who joined the choir last year, sings noticeably off-key, and wants to try out for a solo part for the holiday services. She's also a major donor in our congregation. What should we do?"
- "The volunteer who edits the newsletter for our Unitarian Universalist affiliate organization recently decided to change the number of times it's produced from quarterly to twice a year. Shouldn't the board be involved in a decision like that?"
- "Our congregation decided to add a second Sunday service when the sanctuary was so crowded there wasn't room to turn around. We set up full religious education offerings at both services, but it turns out that only a few of the families with children want to come to the early service, and we've got volunteers sitting around twiddling their thumbs some Sundays and overwhelmed with numbers of children on others. They're telling us they're not going to teach any more. What's the solution?"
- "We have fourteen trustees on our district board, and we all want to help the district function better, but we never seem to get anything done. Our plans to fund a campus ministry are on hold again because we couldn't come up with the money to support the program. Should we bring in a fundraising consultant?"

These and other situations may sound as if they came from your congregation, affiliate group, district or group planning an event at The Mountain. Actually, they're representative of the kinds of issues and concerns that most groups face at some point. Questions like these are often dealt with in Leadership Schools, and The Mountain is currently offering two such schools: the Mountain School for

Congregational Leadership, which will be offered at The Mountain July 20-26, 2003, and Leadership School for Religious Educators, scheduled for August 3-9, 2003 at Walker Creek Ranch in northern California. In addition, the Learning Center for Leadership's trained consultants can offer individual consultations on these issues. Often, a consultant can offer just the kinds of insights and facilitation you need.

Consultants Offer a Different Perspective

As people from outside your organization, consultants can provide a different perspective, view things from a different angle than the folks who've been wrestling with a particular issue for months. They can help you look at where your group really shines, and where it has some work to do in relation to current or future concerns.

Learning Center for Leadership consultants can come and lead board or committee retreats, offer face to face or telephone consultations, plan and offer programs, help with strategic and long-range planning, and get you headed in the right direction again. Consults can consist of a one-hour session on the phone, a week-long residential program, a year-long process involving visits, email assistance, reports and evaluations, and anything in between. Every LCL consultant has gone through a rigorous training program designed to enhance the skills you're looking for.

Leadership Matters

Learning Center for Leadership also publishes a quarterly newsletter, *Leadership Matters*, designed to provide insights and information about how a congregation, organization or district can work towards becoming a learning community and looks at questions like these from a systems perspective. Plans are also in the works to offer web-based courses, bringing learning resources to you through your computer at your convenience.

Through residential programs like Leadership Schools, consulting services, publications such as *Leadership Matters* and *The ABCs of Church Administration*, and web-based courses, the Learning Center for Leadership is here to help you. Contact me at helen.bishop@mountaincenters.org to learn how Learning Center for Leadership can help your organization.

GIVING

GIFTS SINCE LAST ISSUE

Our profound thanks to . . .

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

Carl Bretz & Rosemary Burns, Oak Ridge, TN

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

Don Chery & Ginger Luke, Bethesda, MD
Dorothy Conlon, Sarasota, FL

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

Dorothy Conlon, Sarasota, FL
Elinor Elfner, Tallahassee, FL
Bonnie & Phil Irwin, Newtown Square, PA
Irene K. Ratner, Nashville, TN
Molly and Tom Tami, Cincinnati, OH

Memorial Memberships (\$1,500)

Marjorie M. Bronson - 1918-2001
(Donated by her husband, John Bronson)

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

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

Anonymous **
Bob & Trudy Deyle, Tallahassee, FL **
Elinor Elfner, Tallahassee, FL
Mark Forsyth, Santa Fe, NM **
Arnold & Marjorie Gelbin, Winston-Salem, NC
Hilary Hamlin, Bristol, RI
Maureen Killoran, Hendersonville, NC
Charlotte & Merrill Palmer, Clemson, SC
Bell & Tom Pierce, Scaly Mountain, NC **
Time Shares of Sky Valley, Sky Valley, GA **
Mary Walter, Harper Woods, MI **

MountainCamp Scholarship Fund (Gifts of \$200+)

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

Anne & Gene Todd, Charlotte, NC

New or Renewed Short-Term Loans or Promissory Notes

Lynn and Rey Baumel, Miami, FL
Susan Bloomfield, Augusta, GA
Mary Ann Ely, Huntsville, AL
Sarah Hargrove, Raleigh, NC
Anne Heath, Duluth, GA
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Maureen Killoran, Hendersonville, NC
Bruce Parrish, Atlanta, GA
Bobbi Stenstrom, Augusta, GA
Joan Wiley & Charlie Stehman, Wilmington, NC
Larry Wheeler & Nancy Heath, Sky Valley, GA



In Memoriam

Joe DiBona, Nashville, TN
Grace Gray, St. Paul, MN

Volunteer Opportunities at The Mountain

The Mountain is always looking for volunteers to supplement the work of the staff and can offer a variety of experiences for people. Some examples include shifts in the kitchen, housekeeping, administrative tasks, maintenance, and helping with programming. A four-hour work stint earns you your night's stay, and for eight hours you will get your night's stay plus meals.



It's easy to make folks happy when you host Mountain Social Time.

Train to be a Volunteer Host

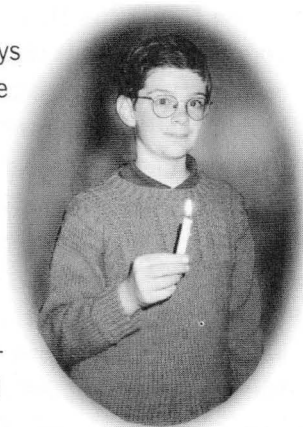
This January we will be once again training people to be volunteer hosts. These folks agree to spend at least one weekend or week at The Mountain yearly and their tasks include: greeting guests and escorting them to their rooms, completing meeting room set-ups, driving a van, driving a golf cart, hosting social time, being a "go-fer," and helping with evening programs. The next Volunteer Host Training is scheduled for January 17-19, 2003. There is no cost for the weekend, however, you must complete an application form and be invited to participate. An application is available on our website at www.mountaincenters.org or we can mail one to you.

If you are interested in any kind of volunteering opportunity, contact Larry Wheeler at (828) 526-5838, ext. 230 or email him at larry.wheeler@mountaincenters.org.

More Holiday Programs at The Mountain

Gifts of the Solstice — Sources of Light
December 20-22, 2002

Most Western religious holidays in December have at least one thing in common: they all celebrate the light. We will celebrate and bask in the light, too, during our observance of "the birth of the sun" from Friday to Sunday, December 20-22. All are welcome at this intergenerational circle.



Christmas on The Mountain
December 23-26, 2002

Join us for a quiet, spiritual noncommercial Christmas.



We'll pursue Christmas crafts for all ages as well as caroling at a local nursing home. Enjoy a candlelight dinner followed by a meditation service with The Mountain Quartet Christmas Eve. Christmas day

have fun with a "Yankee Gift Exchange." Plus plenty of free time to relax.

The Mountain is for People on The GROW

Transformation – "something that is not currently possible in your reality." People of all ages are seeking transformation, and not finding it in their current realities. The Mountain has been, is and will continue to be an experience, outside of one's current reality, that allows for transformation. Consider this from a participant in The Mountain's Leadership School for Religious Educators: "I'm finding it's great to have new skills, awareness and confidence. I just had an infuriating situation and resolved it peacefully all in a morning. I feel I owe it to LSRE. I'm quite sure I would not have handled it nearly as well pre-LSRE. The challenge is actually kind of fun." And from a recent participant in a Milestone program: "I understand now that justice and change take commitment and time even if we feel like we failed at something; or even though we may not know if we contributed, we can't give up. It's a good feeling knowing that justice can be a way of life and not just an action now and then."

But The Mountain's current reality is that we need your financial support to continue this work. In the most direct way I can, I am asking you for your financial support at this year-end – The Mountain's needs you to step forward. I ask that you make your first donation ever, or an additional donation if you've already been supportive, or a pledge that commits you to be in relationship with the organization in an ongoing way. The Mountain is for people on the GROW. Please play your part.

Tom

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

Apply my contribution to:

☐ Life Member ☐ Matching Funds ☐ Youth Programming ☐ 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) _____ (e-mail) _____

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

Two Simple and Effective Ways to Include The Mountain in Your Estate Plans

Wouldn't it give you a sense of satisfaction to know you could do something to help The Mountain every year for the next hundred – or thousand – years? With some simple estate planning you can. The Mountain Endowment Fund, Inc., has been established to create an endowment to assist and support The Mountain Retreat & Learning Centers on a perpetual basis. You can play an important role in the future of The Mountain by making a gift to this endowment fund through your estate planning. It's easy and the gift commitment usually costs you nothing now. And it qualifies you as a member of the President's Society, which recognizes those who have made a current gift or planned gift commitment to The Mountain Endowment Fund, Inc.

Two simple and effective ways to include The Mountain's future in your estate plans are a bequest in your will or a life insurance beneficiary designation. If you don't have a will or haven't updated yours in a while, just mention to your attorney that you'd like to help The Mountain build its endowment through a bequest provision for The Mountain Endowment Fund, Inc. Your attorney will help you fashion the exact type of bequest that will meet your

needs. The Mountain's Development Office can also help you and your attorney in this regard.

Hardly any aspect of estate planning is easier than naming The Mountain Endowment Fund, Inc., as a beneficiary or partial beneficiary of a life insurance policy. Just obtain a beneficiary designation form from the company and make the necessary changes. For example, you could name your spouse or other loved one as a 75% beneficiary of a policy, with us as a 25% beneficiary. Again, our development office can help if you need assistance.

The proper naming designation for the endowment fund is as follows: The Mountain Endowment Fund, Inc., Highlands, NC. If you notify us of your planned gift commitment by June 30, 2003, you'll become a charter member of the President's Society. Please consider joining more than 50 others who love The Mountain and are currently charter members of the society. Charter members will be honored at a special inaugural recognition event over Memorial Day weekend 2003. For more information or assistance, please contact Larry Wheeler at (828) 526-5838, ext. 230 (larry.wheeler@mountaincenters.org), or Phil Irwin, ext. 250 (phil.irwin@mountaincenters.org).

Have you ever . . .

- Considered bringing your group (personal or work) to The Mountain for a retreat or specific program?
- Do you know of anyone needing a sabbatical or quiet time and space to write that dissertation or book?
- Do you need some quiet time to renew body, mind and spirit?
- Do you know of a group or organization that is looking for a place to host a conference or training program?

If so, please contact Jim Short, Director of Marketing & Sales, at 828-526-5838, ext 217, or email him at jim.short@mountaincenters.org. We have space available this winter and spring and would be delighted to reserve a space for you, your group, or your business or organization.




The Mountain's
Holiday Gift
 to You and Your Family

25% off

Sunday night - Thursday night
 non-program guest rates at The Mountain.

Offer good
 November 1, 2002 - March 31, 2003.






MM1102

Save a Tree! Fill out this Mini Survey!

We are in the process of updating our mailing list and are looking for ways to cut back on the amount of paper we use in communicating with our guests and members. Please take a few moments to fill out this mini survey. We want to hear from you.

Name : _____

Gender: Male ☐ Female ☐

Age Range: 18-35 ☐ 36-50 ☐ 51-65 ☐ 66-80 ☐ 81-95 ☐ 96+ ☐

Spouse/partner's name: _____

Gender: Male ☐ Female ☐

Age Range: 18-35 ☐ 36-50 ☐ 51-65 ☐ 66-80 ☐ 81-95 ☐ 96+ ☐

Child's name: _____ Birthdate (month/day/year) _____

Gender: Male ☐ Female ☐

Child's name: _____ Birthdate (month/day/year) _____

Gender: Male ☐ Female ☐

Child's name: _____ Birthdate (month/day/year) _____

Gender: Male ☐ Female ☐

Email: _____ Spouse/partner's email: _____

☐ We would be willing to receive Mountain updates via email.

I am interested in the following types of programs (please check all that apply):

- | | |
|--|--|
| <input type="checkbox"/> Adult Programs | <input type="checkbox"/> Music/Dance programs |
| <input type="checkbox"/> Young adult programs | <input type="checkbox"/> Arts programs |
| <input type="checkbox"/> Youth programs & camps | <input type="checkbox"/> Outdoor adventure programs |
| <input type="checkbox"/> Spiritual programs | <input type="checkbox"/> Elderhostel programs |
| <input type="checkbox"/> Leadership training programs | <input type="checkbox"/> Holiday programs (Christmas, New Years, Solstice) |
| <input type="checkbox"/> GLBTQ programs | <input type="checkbox"/> Social justice programs |
| <input type="checkbox"/> Intergenerational/family programs | <input type="checkbox"/> Other, please specify _____ |

Do you feel well informed about The Mountain today? Yes ☐ No ☐

Do you read the materials sent to you?	Mountain Matters	Program Calendar	Other Brochures
	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>

Is the material informative and/or useful? Yes ☐ No ☐

Comments: _____

I would like to see more information about: _____

☐ I am receiving duplicate copies of *Mountain Matters*.

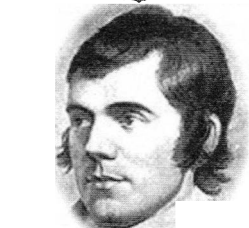
☐ Please remove me from your mailing list.

Please mail to: The Mountain Retreat & Learning Centers, Inc.
P. O. Box 1299
Highlands, NC 28741

Or go to www.mountaincenters.org/mmsurvey.html to save an envelope and postage.

Winter Programs at The Mountain

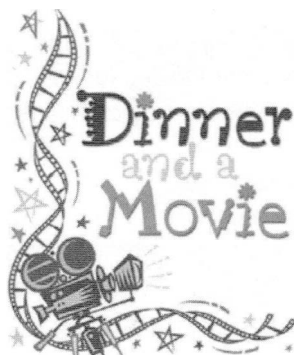
Robert Burns



Scottish WEEKEND

with a ceilidh, pronounced "kay-lee," the Gaelic word for a party. Saturday you have time to visit the Scottish Tartan Museum in Franklin, watch a Scottish movie, go hiking or join in the cooking class. Later we'll join the local Scottish Heritage Society for a Traditional Burns Night Supper.

Robert Burns
Scottish
Weekend
January
24-26, 2003
Come to The Mountain for celebration of all things Scottish. We'll start the weekend



Dinner & A Movie

January 29-February 2, 2003

Feast yourself to a weekend of Indian film and cooking classes. Watch and discuss films of meaning and depth that intersect with the cuisine of the films. Then spend time with the chef in cooking class preparing a special dinner that your group will enjoy that evening.

MountainScape Hardy Hikers Weekend
February 7-9, 2003



Come join The Mountain Outdoor Staff on a winter wonderland tour. We'll strap on our boots (and maybe steel crampons* for walking on ice) and hit local trails to experience the beauty of winter hiking in the Appalachian Mountains. When Mother Nature drops the leaves from the trees, she opens up incredible sweeping vistas. In the evening, you'll relax by the fire with hot beverages and share stories.

*These will be provided if needed.

For full description of programs, check out our website www.mountaincenters.org. To register, call (828) 526-5838.

THE MOUNTAIN RETREAT & LEARNING CENTERS, INC.

P. O. Box 1299
Highlands, NC 28741

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