the mountain
HIGHLANDS CAMP AND CONFERENCE CENTER

841 Highway 106 Highlands, NC 28741 704/526-5838

Vol. VII, No. 4

FALL NEWSLETTER

August 1987

BOARD OF TRUSTEES ADOPTS 2001 PLAN FOR THE MOUNTAIN



The Mountain Board of Trustees are all smiles over the 2001 Plan. Front: (left to right) Margaret Evans, Jake Haun, Gary Blaine, Juanita Polk; Back: Ed Heath, Gary Landrum, Paul Clipp, Anne Robison, Walt Hodges, Elis[illegible] Allen, Walt Pirie.

Memorial Day Life Members weekend was the culmination of the long range planning committee's monumental effort . . . the 2001 Plan for The Mountain. Walt Pirie, chairman of the committee, submitted the plan to the board for approval and it was unanimously accepted.

Pirie gave a summary presentation to life members and The Mountain staff that outlined proposed changes. "The plan has been accepted," he said, "and now the exciting part begins . . . going after funding and watching the Mountain evolve as the plan is put into action."

Following is a brief summary of the 2001 Plan for The Mountain. If you would like to know more or would like to help the plan become a reality, send us the form below.

The 2001 Plan . . . a view of The Mountain's future

This year we'll celebrate The Mountain's seventh year as a Unitarian Universalist camp and conference center with solid funding and programs that appeal to UUs of all ages. The 2001 Plan, a product of the long range planning committee, takes The Mountain 15 years into the future - to the year 2001. It is based on a set of principles that allow transformation and expansion of facilities according to need, with careful consideration of The Mountain's fragile ecology and unique aesthetics.

A phased approach

The plan's proposed changes for The Mountain are divided into three developmental phases. Phase 1 includes strategic expansion that will improve operations and stimulate growth of programs.

The first step is construction of a major new guest lodge with private, comfortable accommodations, to be funded through the Mountainshare concept . . . an innovative loan program with benefit to participants as well as to The Mountain. Successful funding of this project will allow installation of a new waste-water treatment facility (a prerequisite for any development at The Mountain).

Concurrently, the youth camp, now called "Mountaincamp," will be moved gradually to the base of The Mountain where new cluster cabins and more appropriate facilities are planned to meet the expanding needs of our active, vibrant youth program.

As a result of movement of the youth camp, facilities at the top will be available during prime summer vacation months for more adult and family lodging and activities. Improvements will be made to the "bald" during Phase 1 that create a "commons" area for casual meeting and enjoyment of its natural beauty.

Changes at the top

The second phase of the plan will be carried out more gradually. It includes development of a Conference Center focused around the central commons area created in Phase 1. A new office/reception facility, new staff housing and a second guest lodge will be built. Improvements and additions will be made to the dining hall, and some of the existing structures will be removed. The tower will be preserved as an historical focal point. The current road system will be rerouted to minimize traffic within the Conference Center.

And there's more . . .

The third phase will include important additions to both the Conference Center and to Mountaincamp. A spacious assembly hall, a chapel and library will be added at the top of The Mountain as funds become available. Dining facilities for Mountaincamp and a maintenance building will be constructed at the base.

The plan recommends formation of a special committee, separate from but reporting to the board of trustees, to study the impact of each change made at The Mountain, both before and after its implementation. The committee will review suggestions from the membership, examine environmental and aesthetic considerations and prepare a report for each project.

Here's how to find out more!

The 2001 Plan for The Mountain is a detailed, 50 page document that is available to all members and guests. It gives detail and rationale for all projects, discusses implementation of each phase, provides financing options and all supporting information including site plans. The 2001 Plan is available by request for $4.50 through the office, or by mail.

☐ **Send me a copy of the 2001 Plan. Enclosed is my check for $4.50.**

☐ **I want more information about the Mountainshare concept.**

☐ **I'd like more information about being a volunteer to help make the 2001 Plan become a reality.**

☐ **I would like to become a member:**

- ☐ Annual Member (minimum) . . . . $35 enclosed
- ☐ Contributing Member . . . . . $100 enclosed
- ☐ Supporting Member . . . . . $200 enclosed
- ☐ Life Member. I'll pay $1600 within 12 months. I enclose my first payment of $_____
- ☐ A Life Member. I'll pay $400 a year for 5 years. I enclose my first payment of $_____
- ☐ A Patron Member. I'll pay $5000 over 10 years. Payment will be $500 per year in _____ (mo.), or ☐ $41.66 per month, or ☐ $125 per quarter

Name _____

Address _____

City/State/Zip _____

Phone (home) _____ (office) _____

THE DIRECTOR'S CORNER

by Dr. Gary Blaine

The carpenter's tools were holding a conference. The Hammer presided but several suggested that he leave the meeting because he was too noisy. Replied the Hammer, "If I have to leave this shop Brother Screw must go also. You have to turn him around again and again to get him to accomplish anything."

Brother Screw then spoke up. "If you wish, I will leave. But Sister Plane must leave too. All her work is on the surface. Her efforts have no depth."

To this Sister Plane responded, "Sister Rule will also have to withdraw, for she is always measuring folks as though she were the only one who is right." Sister Rule then complained against Brother Sandpaper, "You ought to leave too because you're so rough and always rubbing people the wrong way."

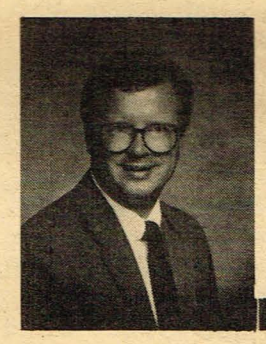
Into the midst of all this discussion walked the carpenter. He had arrived to start his day's work. Putting on his apron he went to the bench to make a table. He employed the hammer, screw, plane, rule, sandpaper, and many other tools. After the day's work, when the table was finished, Sister Saw remarked, "Brothers and sisters, I observe that all of us are necessary for the work of the carpenter."

So it is with The Mountain. Everyone at the Mountain is essential to its success. To strengthen the role each one plays, I have implemented a shift in administration toward a shared managment style. This has meant that roles and job descriptions have had to be revised. We have had to clarify our communication process. And, we have all had to share and expand the power base. All of this recognizes that we have intelligent and capable staff; and this new managment style for The Mountain is proving itself. Team leaders are assuming a pride and thoroughness in their work as they assume responsibility for their teams. Responsibility and the necessary authority to do a job are the best motivators I know of. Creative problem solving is evident in every aspect of The Mountain's operations. Morale is high. Services to our guests improve each week. Just ask them!

Personnel changes have also been implemented in this process. Louis Bregger has been employed as our Director of Guest Relations. Anne Heath will continue her work as Elderhostel Director, with new responsibility in special programming. The program she developed on the "History of Highlands" is superb. Our new Office Manager will be Pat Prout, who has been office manager for Paralyzed Veterans of America. Pat will begin August 1. Karla Blaine has taken a position with a C.P.A. firm in Highlands. We came to the conclusion several months ago that living and working in the same building 24 hours a day is not in the best interests of marriage, mental health, or physical safety. We have hired Pat Gnagey as our part time Housekeeper, to insure a clean facility throughout the week.

Guest service is a charge which I am laying on every team leader and employee. I often think of the story of the hobo who knocked on the door of an English inn called "George and The Dragon." A woman opened the door. He asked, "Could I have a bite to eat?-- The woman screamed at him, cursed and maligned him, and finally slammed the door in his face. The hobo knocked again and the woman opened the door. "Now could I have a few words with George?", he asked. To the best of our ability The Mountain staff is committed to delicious food, clean facilities, engaging programs, and a hearty welcome. We hope you will give us the opportunity to make you feel welcome.

In love and peace,



Gary

Gary



Board member Walt Hodges (center) wishes the Donovans a fond farewell. Harry and Leslie, active life members at The Mountain, have moved to Texas. Their new address is 4629 Courtyard Trail, Plano, TX 75024. "Please write," says Leslie, "and we'll see you all on The Mountain for Thanksgiving!"

Meet Louis Bregger . . .

A friendly smile, a warm greeting and even a hug if you want it . . . that's what awaits you from The Mountain's new guest relations coordinator, Louis Bregger.

Louis joined The Mountain staff in June and his main function is to make you feel welcome and comfortable during your stay at The Mountain.

"We were waiting for just the right person for this position," says director Gary Blaine. "When Louis appeared we knew we had a perfect match."

Louis, a life member of The Mountain, holds a degree in international relations from University of North Carolina at Chapel Hill, and his list of Unitarian "credentials" is impressive. He has held nearly every office at the Clemson UU Fellowship . . . from president to by-law re-write committee member. He has been a delegate to General Assembly ("And bartender at the hospitality suite," he adds).

Louis has served as staff member and workshop leader at SUUSI for seven years and will be the 1988 SUUSI director.

"This position at The Mountain is a natural one for me," says Louis. "I grew up as a Unitarian in the Southeast, and The Mountain exemplifies everything Unitarian. I've been involved here ever since we first looked at the site."



Louis has a long-range goal in clear sight. "I'd lide to help make the 2001 Plan a reality, and that can happen when every guest space during the year is filled," he explains. "I hope to help guests appreciate the incredible opportunity they have here for personal growth, furthering their UU connection and adding vitality to their local societies through development of leadership skills."

"But," he adds, "first they must feel welcome and have a good time here at The Mountain, and that's where I will start."

Fellow staff members have joked that Louis has a deadly spike on the volleyball court . . . just say the word and he's ready for a game. He enjoys bicycling, and is an expert on gourmet beer. "We're offering a tasting session for eight German beers during Oktoberfest weekend," he says. His favorite domestic beer? "Point Beer from Stevens Point, Wisconsin."

"I'm really glad to be here and I hope my enthusiasm for The Mountain will be contagious," says Louis. And it is . . . come on up and get a hug!

FALL ON THE MOUNTAIN

Special week-long event

October 11 - 16

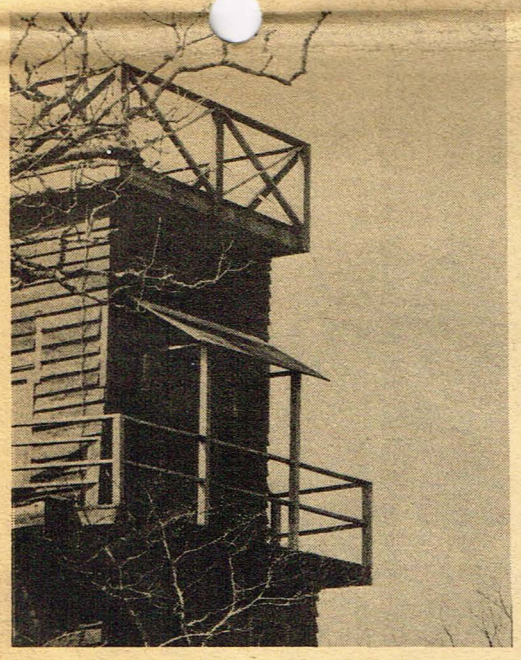
Convocation on Unitarian Universalism
Rev. Kenneth Patton

Here's an opportunity to spend a week of exploration with one of the most articulate and respected ministers in our denomination, Rev. Kenneth Patton. You can explore Unitarian Universalism in his program "Seeing is Believing" at The Mountain during the height of fall's colorful splendor.

Rev. Patton has served our denomination for more that 30 years and has written numerous books, poetry and hymns.

The Rev. Alice Blair Wesley will offer a workshop entitled "Practical Theology for Unitarian Universalists." One of our denomination's keenest minds, Alice has been giving a great deal of thought to the existential ramifications of our theological assumptions.

In addition to intellectual stimulation, you'll be well fed and have plenty of time for nature trips and outdoor activities, and Alicia Hodges will lead international folk dancing. Be sure to sign up right away. A $75 deposit will hold your space; total cost for the week is $268 per adult.



Weekend Events

Labor Day Weekend
September 4 - 7

Enjoy the last few days of summer weather at The Mountain. You can go hiking and white-water rafting, pig out at the pig roast and dance the night away. Come and bring a group for this fun-filled annual event.

Applefest
September 18 - 20

Bring the whole family for an apple-filled weekend . . . apple cider, apple pie, apple brown betty. Add hikes, local craft fairs, the first chill of fall and plenty of UU friends and you have a perfect weekend at The Mountain.

Early Fall Color Weekend
September 25 - 27

Spectacular mountain color, hikes to waterfalls, relaxed conversation and the world's finest camp food. Don't miss it . . . bring some friends! The Mountain Board of Trustees will be meeting this weekend.

Elders Circle of the American Indian Council
October 2 - 4

A unique opportunity to talk and share concerns with Indian elders. During this special weekend elders from Six Nations, Hopi, Pueblo, the Cherokee Nation of Oklahoma and the Eastern Band of the Cherokee will discuss their lore, concerns for the earth and their truths. A special program fee of $25 per person is necessary for this weekend.

Oktoberfest
October 9 - 11

German beer tasting, bratwurst, liverwurst, knockwurst, saurkraut, polkas! This is our most favorite weekend. Come join lots of other UUs to enjoy lively festivities and the beauty of fall on The Mountain.

Junior High "Everything" Weekend
October 23 - 25

Meet new friends and old camp buddies and share the fun of crafts, hikes, initiatives course, sports and lots more. There will be music, singing and plenty of UU spirit. Get a group of friends together or come on up and see who's here.

A Spooky Mountain Halloween
October 30 - November 1

An old-fashioned weekend filled with spooky fun . . . pumpkin carving, hayride, costume contest and apple-bobbing. There may even be a visit from the Great Pumpkin! Kids of all ages welcome!

Financial Planning Seminar
November 13 - 15

Here's a unique opportunity to do some careful planning for the future in a relaxed, friendly atmosphere. Legal and financial experts will provide information and advice on how to take care of yourself financially, with some emphasis on including The Mountain in your plan.

Senior High "Everything" Weekend
November 20 - 22

Bring your friends, your favorite tapes and your hiking shoes. This is a great chance to enjoy old and new friends, sports, crafts, rappelling, rock climbing . . . Mountaincamp revisited!

REGISTRATION FORM

Name _____ Address _____

_____ _____

Youth _____ Age Sex Phone _____
_____ Age Sex
_____ Age Sex

Program _____
Anticipated Arrival Date _____

For First Meal _____
Anticipated Departure Date _____ Last Meal _____

Rooming Preferences (Give First, Second, and Third Choices):

Category I	Category II	Category III
___ Double Occupancy/Lodge	___ Lodge Dorm Style	___ Unheated Space
___ Bedroom - 2 BR Cabin	___ Living Area - 2 BR Cabin	
___ 1 Bedroom Cabin	___ 1 Bedroom Cabin (Shared)	
	___ Program Center or Staff Cabin	

Roommate Preference _____
Any Special requests or needs _____

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THE MOUNTAIN

HIGHLANDS CAMPS & CONFERENCE CENTER

15 YEAR MASTER PLAN - NOVEMBER, 1986

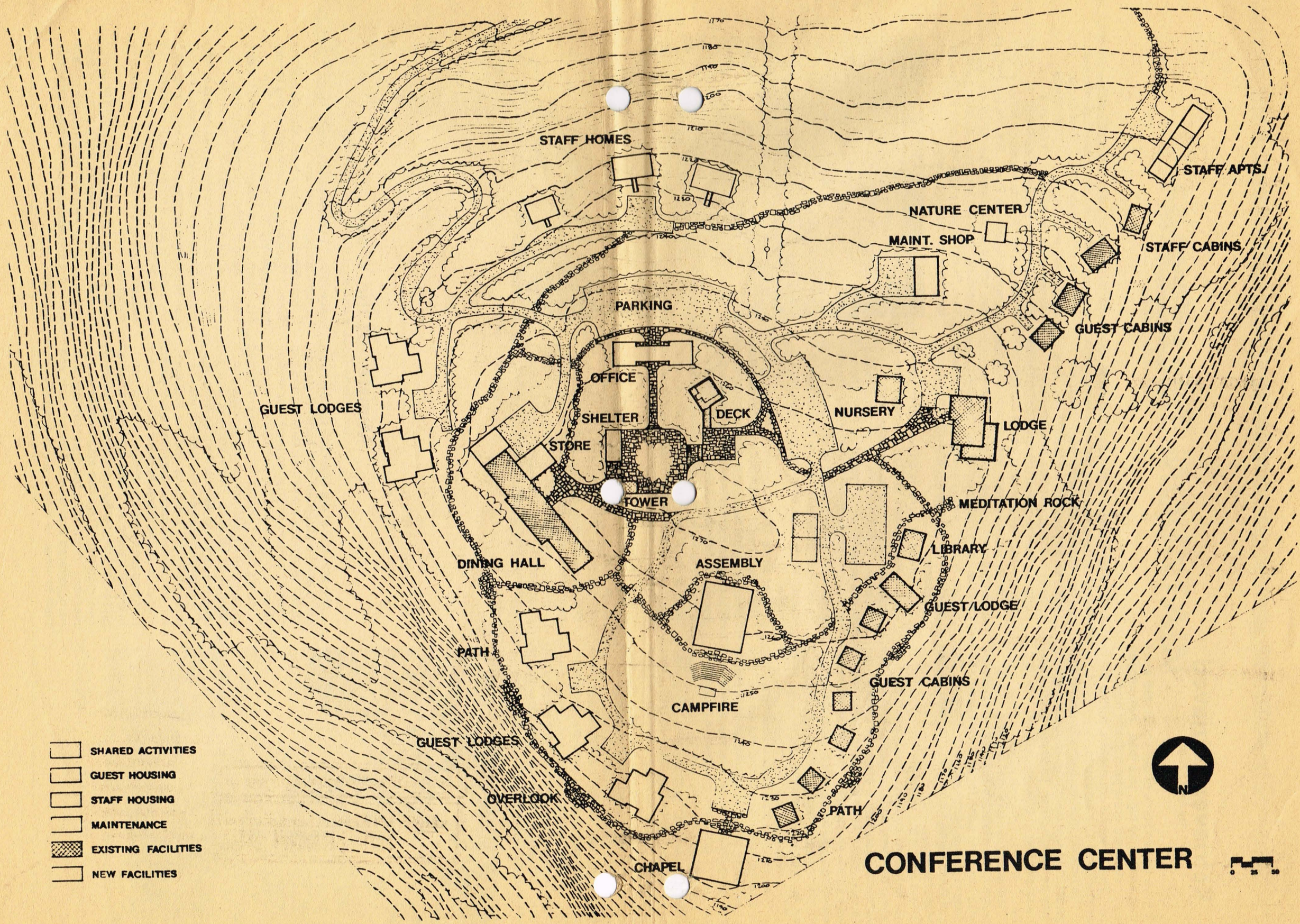
SHARED ACTIVITIES
GUEST HOUSING
STAFF HOUSING
MAINTENANCE
EXISTING FACILITIES
NEW FACILITIES

TENTATIVE POOL
HORSE RIDING
BALL FIELD
STABLE
TENNIS
CRAFTS
EQUIP. STOR.
VEHICLE MAINT
PARKING
PASTURE
ADMIN.
DIRECTOR
STAFF
BASKETBALL
DINING
REC. BLDG.
NURSE
VOLLEYBALL
INITIATIVES COURSE
CABIN CLUSTERS
ASCENDER HOME

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MOUNTIANCAMP



CONFERENCE CENTER

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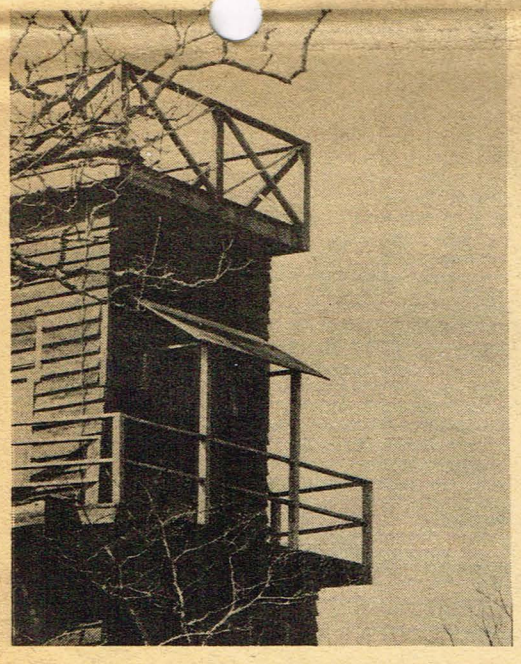
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Retriever Retrieved

by Lee Knight

I have known some of our youth staff since they were knee high to a toad. I've enjoyed watching them grow from junior high campers to senior counselors during the existence of The Mountain.

I've noticed that increasingly during their orientation and training period each spring, they train each other. This spring I got a first-hand glimpse of how resourceful they can be.

Many of you have met my dog, Jesse. Jesse is 12, a Chesapeake Bay Retriever, who has been blind for about six years. She doesn't let her blindness get in her way. She still takes hikes (usually in the lead), swims and plays ball.

This spring our youth staff was training on our initiatives course. Jesse heard the fun going on there and decided to join in. She wandered across the drive and onto an old service road. At one point the road is on a wall above an old lake. Jesse fell into the water and couldn't get out. The staffers found her there and put their training to work. "Here is a problem, how do we solve it?"

They tried several ideas, including putting in a ramp, but Jesse would not go up. She doesn't like being lifted (that usually means she is going onto a vet's table), so they decided to put her on a sheet to lift her out. It worked!

But the staff didn't stop there. Now they had a scared, wet dog. What to do? They soothed her with friendly words and pats and brought her to our room. Knowing she was still scared, they even had the presence of mind to find a tape of my singing and put that on to sooth her. When I got home later in the day, there was Jesse, calmly wagging her tail, glad to see me.

I've always been proud of our youth staff and I value our friendships. This story is just one example of why I do.



Pam's a Winner!

by Paula Heusinkveld,
Life Member

Dr. Pam Phelps, Youth Camp Director at The Mountain, has won national recognition for her outstanding work with Unitarian Universalist youth in the Southeast. At a special ceremony at The Mountain on June 12, Pam received the coveted Unitarian Universalist Religion and Youth medal, which is awarded each year to one or more individuals who have made significant contributions nation-wide to "the spiritual, social, and physical development of young people through church and community programs."

Hundreds of parents and children who known Pam's work at SUUSI and at The Mountain would agree that she is an excellent choice for this prestigious award. in the seven or eight years that Pam directed the youth program at SUUSI, the Institute grew from an enrollment of about 400 to well over 1000, in large measure due to Pam's outstanding work with the children and teens.

Ever since The Mountain's beginning in 1980, Pam has been a key figure in the youth camp program here. In the words of Dr. Gary Blaine, who nominated Pam for the award on behalf of The Mountain, "Pam's faithful commitment has had profound impact on the lives of many young people. She has been a trustworthy friend, wise counselor, and nurturing guide through the web of adolescence."

Pam's resume is long and impressive. She holds a Ph.D. in Early Child Education from Florida State University, and she has published several articles and presented numerous workshops on child development.

But for the hundreds of young people who have had the good fortune to know Pam, academic credentials mean little. What matters most to them is that all Pam's work is infused with love. When one Mountain staff member commented that "Pam loves absolutely everybody!", another staffer immediately responded, "Yes, and absolutely everybody loves Pam!"

We at The Mountain extend warm congratulations to Pam. We are happy that she now wears a beautiful medal as testimony to what we knew all along - that Pam Phelps is very special, and that we are fortunate to have her here.



Minister of the Week

by Bobbie Root, summer staffer

The Minister of the Week is a summer program at The Mountain that benefits guests, staff, the ministers and their families and has been a tradition of The Mountain for several years.

Here's how it works: Ministers are invited to come to The Mountain for a week and bring their families. They arrive in time to lead the worship service Sunday morning. They perform vesper services Monday through Friday evenings and are available for ministerial counseling. Since the guests and staff at The Mountain are a "new congregation" for the ministers, they can bring with them sermons and talks they've given before so they don't have to prepare new material. They can also choose a message to enhance the program that is being offered that week. The minsters and their families, in return, enjoy a week's vacation at The Mountain, with complimentary room and board.

Bob Swain, who has been Minister of the Week twice said, "It's very refreshing for me and my family to spend a week at The Mountain. It's so beautiful here and for one week I have a different congregation."

Gary Blaine pointed out, "We invite ministers to participate in this program who can relate to The Mountain setting and who can touch and inspire guests and campers." Dr. Blaine is also a minister, but with over 150 people at The Mountain during the summer season, having another minister on hand is beneficial.

On a personal note: My church in Phoenix, Arizona, closes down for the months of July and August, so it's a real threat for me to have ministers and worship services available this summer.

Elegant Dining at the Top

by Carol Graves, charter life member

A Sunday champagne brunch with eggs benedict, fresh marinated asparagus, warm danish and mimosas . . . you'd expect that at your favorite fine restaurant . . . but at The Mountain?

Something wonderful is happening in the dining hall. Meals are a culinary experience that those of us who have visited The Mountain since March 1 are raving about.

Frances and Eddie Pierce, our new food service directors, have made some major changes - not only in the menus, but also in the general ambiance of the camp.

You never know where their art will appear next . . . a beautifully presented caviar, avacado and egg spread at social hour on the deck; a heaping tray of fresh strawberries with creamy dip at a Saturday night dance; and if you're really, really hungry after a hike, Frances usually can be talked into a homemade chocolate chip cookie or two. (Rumor has it that the Hamiltons from Atlanta are planning to celebrate their anniversary with dinner at The Mountain.)

There's more! Butter or margarine on each table; flounder, broiled to perfection; homemade mustard, mayonnaise, spicy chutney; Eddie's brown bread; antipasto with Vidalia onions and marinated artichoke hearts; Frances's down-home Southern special; the list goes on but the price hasn't gone up.

Why The Mountain?

Frances and Eddie came to The Mountain at the request of Gary Blaine, our director (Thanks, Gary!). They gave up a successful catering business in Alexandria, Virginia because they considered The Mountain opportunity an "overwhelming challenge."

"We were ready for a change," explains Frances. And it's change they're providing. Public relations is not listed in their job descriptions, but before and after meals you'll find them in the dining hall adding to the spirit of the day with lively, interesting



conversation and delightful humor. They've even been known to throw a smashing party in their residence at the base of The Mountain . . . a mobile home furnished in elegant antiques and fine art.

During off-hours they enjoy all The Mountain has to offer. "We love our birds," explains Frances. "We have three feeders and this spring we even entertained a covey of quail. A piliated woodpecker has taken up residence in the back corner of our lot."

Enhancing their innate creativity is their 15-foot shelf of cookbooks. They're always willing to share ideas and recipes (Frances and Eddie met years ago over the cookbooks in a wine and cheese shop). Eddie's favorites are those by Elizabeth David, the English equivalent of Julia Childs.

Starting with this issue, you'll find one of the Pierce's favorite recipes in each newsletter. Please come on up to The Mountain and see for yourself . . . introduce yourself to Frances and Eddie . . . they're just waiting to meet you!

Eddie's Brown Bread Recipe

(from *Beard on Bread*)

3¾ cup whole-wheat flour,
preferably stone ground
1½ packages active dry yeast
2 cups warm water (100° to 115°, approx.)
2 tablespoons molasses
½ tablespoon salt

Put the whole-wheat flour in a large mixing bowl and place a warm oven (a gas oven with the pilot light on or an electric oven set as low as possible). Both the flour and the bowl should be warm when you make the bread.

Dissolve the yeast in ½ cup of the warm water, and blend in the molasses. Let proof. Add another ½ cup of water. Combine the flour, yeast mixture, and salt. Add enough warm water to make a wet, sticky dough (about 1 cup or more according to the flour). Put directly into a buttered 9 x 5 x 3-inch bread tin. Cover, set in a warm spot, allow to rise by one-third its original size. Preheat the oven and bake at 450° for 50 minutes., or until the crust is nicely browned and the loaf sounds hollow when tapped. Remove from the pan and leave on the rack in the turned-off oven for 20 minutes more to give a crustier finish.

LRY Reunion

Remember Ashley Hall? Would you like to get together for a weekend on The Mountain with LRYers from those wonderful days at the Blueridge Assembly? If so, contact Louis Bregger at The Mountain. Call (704) 526-5838, or send your name, address and phone number by mail.

DEVELOPMENT CORNER

by Jake Haun

We are excited about the brisk sales of our new bonds, available to members and friends of The Mountain since late May. By purchasing one or more of these $5,000 bonds, you can make a sound 8% investment for yourself and help The Mountain at the same time.

Following are answers to the most frequently asked questions about our bonds.

- There is only one denomination - $5,000.
- The interest rate is 8%.
- The term is five years.
- After the expiration of the five year term, as soon as you write a letter requesting the money, you will get a check within 60 days.
- You may continue your bond past five years and continue to earn 8% interest.
- You may purchase more than one bond.
- The bond could be paid off in less than 5 years under two circumstances: 1) If it is in the best interest of The Mountain, the bonds may be redeemed prior to maturity, without penalty. 2) If you, the bondholder, have a personal emergency and need your money, The Mountain, unlike a bank, would not turn a deaf ear. This means an emergency - not if you simply decide you want to invest your money elsewhere.
- The interest from these bonds is not tax exempt. (The IRS code grants this privilege only to municipalities and other governments.)
- You have two choices on how to get your interest. You may elect to be paid quarterly ($100 per quarter), or you may elect to leave your interest with The Mountain and receive it when your bond is redeemed at maturity. In this case interest is compounded quarterly and your yield is slightly higher than 8%.

With the money from these bonds, The Mountain plans to pay off more expensive loans maturing in 1987 and to winterize and duplex cabins 8 through 12. Further monies raised will be used to retire (early) long term debts on which we pay 10-12% interest.

If you are interested in purchasing one or more bond, please call or write me at The Mountain development office. We look forward to hearing from you!

Bobbie Root from Phoenix is now working half time in the development office with Jake and Barbara as well as working in the main office and spending time in outdoor programs. She also publishes The Mountain's weekly staff newsletter, "BOXER SHORTS." Bobbie is Secretary of CU2C2, the Conference of UU Camps and Conference Centers, Secretary-Treasurer of SAWUURA, Sierra Ancha Wilderness UU Religious Association (in Arizona). She's run her own mail order and secretarial businesses, and she's such an asset we'd do anything to keep her; but, alas, when the summer is over she's off to China to start another new business!

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