

The Highlands Food & Beverage Renovation has been approved to start in May.

At the February 26 Board of Directors Meeting the BOD approved the revised budget for the F&B Renovation of \$1.75 million, authorized the Community Manager to sign the construction agreement with Barker Contracting, place the order for the new furniture with Core and direct WSM Architecture to submit the construction plans to the Town of Marana. After three years of resident input, discussion, planning, design and vendor negotiations, we are now on track to begin this renovation.

Mark Oswald will be leading this construction project and will communicate regularly by way of the Week Ahead, The Highlander and the website. There is a

special tab on the left hand side of the Resident Home page titled 2020 Food & Beverage Renovation. This page will be updated regularly with new information and pictures as the renovation begins. In the Clubhouse Lobby, you will find two displays that show the updated floor plan, color palate and furnishings selected.

Renovation Progress:

Furniture has been ordered and the construction plans are submitted to the Town of Marana, Pima County Health Department and Northwest Fire Department for approval. Mark is working with Barker Construction on timelines and work zone areas, this will be updated in the May Highlander. Claudette and



Mark are developing the F&B Service Plan that will be used while the Bar & Grill will be shut down. Food & Beverage will be served in the Ball Room during the construction process. The May Highlander will detail summer dining hours in the Ball Room. Preston and Mark are developing the impact the construction will have on the Golf Operations. This plan will be detailed in the May Highlander.

Stay tuned for more information in the May Highlander and on the website.





The Highlander
is a publication of

The Highlands at Dove Mountain

4949 W. Heritage Club Blvd.
Marana, AZ 85658

www.theHighlandsatDoveMountain.com

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- John Holzemer, Vice-President
- David Rogers, Treasurer
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- | | |
|-------------------------------------|---------------------|
| Community Manager | Mark Oswald |
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| Landscape Supervisor | Bill Bernhart |
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| Executive Assistant | Judy Graydon |
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| Human Resources Director | Betsi Farrell |
| Accounting Specialist | Jim Hale |
| Member Services | Jeri Morris |

CONTACT

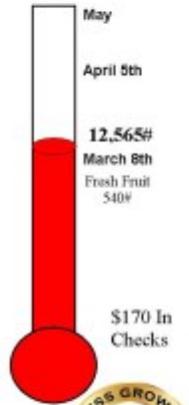
- | | |
|--------------------|-----------------|
| Emergencies | Call 911 |
| Front Desk | 579-9574 |
| Golf Shop | 579-7000 |
| Highlands Grill | 579-9583 |
| Banquets | 579-8881 |
| Gate House | 579-2458 |
| Fax | 579-9591 |

We welcome your submissions.

Please note that the content of all article submissions may be edited for length or brevity at the sole discretion of the editor; your submission indicates your agreement with this policy. Not all submissions are guaranteed a place in a given issue, due to space and time constraints. **Deadline is the 10th for all items.** To submit an article, reserve advertising or a flyer insert, please email the editor at

highlander@thehighlandsatdovemountain.com

Goal is 16,000 #



Actual size.

ATTENTION
All Highlands Residents
Last 2 Months to Meet Our Goal!!
Snowbirds-Leave Us Your Extras!
REMEMBER ITS EASTER THIS MONTH

Marana Food Bank Collection
SUNDAY, April 5th

Please set out a donation at the end of your driveway by 9am!!

Needs Include Fresh & Canned Fruits, Pasta, Canned Vegetables, Peanut Butter, Cereals, Soups, Rice, Holiday Foods
Your efforts mean a lot to Needy Families
If your items are not picked up by noon, please Call Barb Thelen, 579-9088

To win a great prize, find the Highlands Golf Ball hidden somewhere in our pages! Email your name, lot #, address, and phone number, and tell us where you found it. The lucky winner will be selected via random drawing and announced in our February issue. **FEBRUARY WINNER: Shelley Morgado**
Please submit your entry by March 10 at 4pm via email to: Highlander@thehighlandsatdovemountain.com, or drop it by the Front Desk. *Contest open to Highlands residents only. One entry per person.*

Thank you to The Manning Group for Sponsoring our Reader Contest!

Highlands Committees Calendar

Architectoral Landscape	April 9 & 23	8:30am
Board Study Session	April 16	9:00am
Board of Directors	April 22	3:00pm
Common Area Committee	April 2	2:00pm
Election & Volunteer	April 1	3:00pm
Financial Affairs	April 16	8:00am
Governance Committee	April 7	8:30am
Infrastructure & Facilities	April 7 & 28	9am
Strategic Planning	April 1	3pm

PUZZLER OF THE MONTH

By: Frank Morgano

A club member knocked on the door and the doorman said "twelve." The member replied, "six" and was let into the club. A second member came to the door and the doorman said, "six." The member replied, "three" and was let in. Being good at puzzles, I heard enough and walked up to the door, the doorman said, "ten" and I replied, "five." I was not let in.

What should I have said?

If you know the number e-mail frankruth39@gmail.com, text or call 860-222-5949.

Solution to the March puzzle:

What word did not belong in this group of words - UNCLE; ASPHALT; LEAVE; DELIGHT

You can have a DUTCH UNCLE;

You can take a FRENCH LEAVE

You can eat or have a TURKISH DELIGHT

Rosemary Steffes; Carol Milton; and Jeff Vincent are correct, ASPHALT does not belong in this group.

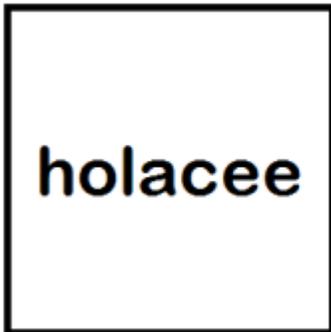
SUDOKU PUZZLE- Level: Moderate

	5	6						
		9	6					
				2	8			
8					5	9		
1	2						5	3
		7	4					2
			3	1				
					6	4		
						8	2	



REBUS PUZZLE

Solve the hidden meanings in the pictograms below! (answers on page 19)



- Snakes can help predict earthquakes. They are able to sense a coming earthquake from 75 miles (121KM) away, up to five days before it happens.
- Bananas are curved because they grow towards the sun. The process is called "negative geotropism". Instead of growing towards the ground, the banana grows against gravity causing the familiar curved shape.
- Tennis players are not allowed to swear when they are playing in Wimbledon. Because of this, line judges have to learn curse words in every language so they know when a player has violated the rules.
- A lions roar can be heard from five miles away. To be more specific, a lion can roar as loud as 114 decibels, which is roughly 25 times louder than a gas-powered lawn mower!
- A baby octopus is about the size of a flea when it is born. You would think this would make them hard to spot, however since the eggs are laid by the tens of thousands, it would be hard to miss a massive cluster of pea-sized octopuses!
- In 2000, ABBA was offered \$1 Billion to reunite for 100 shows. \$250 million per member. They turned it down as it "wasn't for them".

Coronavirus Precautions

The HOA staff has taken several precautions to help reduce the risk of any virus spreading around the community. Our housekeeping staff upgraded some of our cleaning chemicals and enhanced our sanitation practices to help reduce the spreading of germs. We are wiping down all door handles, electrical switches, tables, chairs, drinking fountains, etc. daily with hospital grade germ killing sanitizers. These improved products kill the germs quicker than our existing products. We have also added seven hand sanitizers in the Clubhouse, one at the Front Entry, one near the drinking fountain at the Main Lobby restrooms, one in the Administration Office, one at the Golf Shop Entrance, one at the Hostess Station and two in the Fitness Center. What you can do to protect yourself from this and other flu type viruses.

- Wash your hands with soap and water for at least 20 seconds.
- Use sanitizers in addition to washing with soap.
- Avoid touching your eyes, nose and mouth.
- Cover your mouth and nose when coughing or sneezing.
- Clean and disinfect frequently.
- Stay home and away from contacting others when you are sick.

Symptoms of coronavirus include a fever, cough, shortness of breath or difficulty in breathing. If you are experiencing any of these symptoms, not feeling well or have any symptoms of the flu or cold, please stay home and do not expose others to your illness.

Below is the website from The Center for Disease Control and Prevention that will provide you many more facts and updates about the coronavirus disease :

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>



Leave Baby Wildlife Alone

It is human nature to want to help baby wildlife that we think are orphaned or injured. Unfortunately, “helping” or “rescuing” wildlife can often have unintended consequences for the animal - including death. In most cases, the best thing we can do is to leave it alone.

As an example, mother rabbits usually feed their baby’s only a few times a day - usually at dawn and dusk. While you may stumble upon a nest, they have not been abandoned. Leave them alone and re-cover the nest if necessary.

Fledgling birds found on the ground are another common example. If you find a fledgling out of the nest and it cannot be returned, it should be left alone. They should only be moved if they are in immediate risk of injury or death. If so, place them on nearby vegetation as near to the nest as possible. The parents will usually continue to care for the baby if people and pets stay away.

For ground nesting birds, like quail, if you find a nest with eggs, leave it alone and avoid the area. The parents are likely to return if the nest is left undisturbed.

The last thing you want to do is to remove the baby from its habitat. Though it may seem more humane to “rescue” an animal, wildlife reared in captivity, or babies reared without the benefit of learning from their parents, have a greatly reduced chance of survival when and if they are released back into the wild.

For more information on this and other subjects regarding our habitat, visit The Highlands library and pick up a pamphlet.





April 2020



Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2 CANCELLED One of these Nights- Eagles 3pm & 7pm	3	4
5 CANCELLED Jim Black and Pat Kaltenberger Concert 7pm	6 CANCELLED Casino Del Sol Outing	7 CANCELLED Trivia 4pm	8 CANCELLED Man in Black- Johnny Cash 7pm	9	10	11 Shred-A-Thon 9am
12 CANCELLED Easter Sunrise Service 6:30am	13 CANCELLED Bingo 3pm	14	15	16	17	18
19	20	21 Trivia 4pm	22	23 Crosby, Stills, Nash & Young 7pm	24	25
26 Ellington Jazz Concert	27	28	29	30		

Thank You

We appreciate your patience and support as we work through these extraordinary circumstances. Your well being is important to us.

**TICKETS
ON SALE NOW**

The 2020 HIGHLANDS CONCERT SERIES

Don't miss out on these great **NEW** concerts coming up!

Tickets are available for purchase now at

www.thehighlands.showare.com

Wednesday April 8

MAN IN BLACK
STARRING
ROBERT SHAW
AND THE LONGHORNS
THE TRIBUTE TO JOHNNY CASH

Showtime at
7:00pm

\$25 resident rate | \$30 non-resident

Purchase tickets at thehighlands.showare.com

Thursday April 23

Showtime: 7pm

LOVE THE ONE YOU'RE WITH
A Salute to Crosby, Stills, Nash & Young
starring
FIVE WAY STREET
David Crosby, Stephen Stills, Graham Nash, and Neil Young are each unbelievable songwriters and solo artists in their own right, but when their voices came together they created legendary harmonies and songs that have come to define a generation.
Five Way Street has been compared to CSNY "at the height of their game." Performing an audience-pleasing mix of iconic CSNY favorites, such as "Our House," "Woodstock," and "Ohio," you'll want to follow this Five Way Street all the way to the end!

\$25 residents / \$30 non-resident

Purchase tickets at thehighlands.showare.com

\$25
Resident rate

ONE OF THESE NIGHTS
THE ULTIMATE TRIBUTE TO AMERICA'S FAVORITE BAND, THE EAGLES

\$30
Non-Resident rate

Thursday April 2, 2020

2 shows, 1 day!

3pm Matinee Show | 7pm Evening Show

UPCOMING EVENTS



COME SEE THEIR LIVE PERFORMANCE RIGHT
HERE AT THE HIGHLANDS!

ELLINGTON JAZZ BAND CONCERT
SUNDAY, APRIL 26 AT 3PM

\$15 PER PERSON
TICKETS AT THE FRONT DESK
520-579-9574



Sunday, April 12

6:30am

Clubhouse Patio

JIM BLACK AND PAT KALTENBERGER CONCERT



The Highlands' talented students will perform a varied program
featuring violinist Jim Black and pianist Pat Kaltenberger.

FREE ADMISSION - PLEASE RSVP AT THE FRONT DESK

APRIL 5, 2020 7pm in The Highlands Ballroom

April 2020

Grille Weekly Features

Homestyle Monday
4:30 - 7:30pm
Chefs Variety of Traditional Home Style Entrées

Tuesday
10:30am - 7:30pm
All Day Regular Menu

BBQ and Wine Down Wednesday
4:30 - 7:30pm
Chef's Smoking BBQ Dishes
1/2 Off Bottles of Select Wine with Purchase of an Entrée

Southwest Thursday
4:30 - 7:30pm
Chef's Southwest Inspired Plated Special

Seafood Friday
4:30 - 7:30pm
New Appetizer and Entrée Specials every week!

Saturday
10:30am - 6:00pm

Sunday Brunch
8:00am-2:00pm
Regular Menu 2:00-6:00pm

**Highlands Easter
Ala Carte Brunch
Sunday April 12, 2020**

10:00am - 2:00pm

**Check the Week Ahead for
Menu Details**

Reserve a Seat

Happy Easter!



**curbside
pickup**

Curb Side To Go Specials

Chef's Featured Meals

Pick Up - Ballroom Patio

**Designated Order Times
& Pick Up Times**

Check your email for details!

**Questions? Call
520.579.0520**

Bar & Grille Hours

**Monday - Friday
10:30am - 7:30pm**

**Saturday
10:30am - 6:00pm
Chefs Feature Night when Available
Check the Week Ahead**

**Sunday
Brunch | 8:00am - 2:00pm
Regular Menu | 2:00pm - 6:00pm**



Oldies but Goodies

April 21, 2020

3:30pm in the Ballroom

**Lisa Glick will be performing vocal hits from the 60's & 70's!
Songs featuring Motown, Supremes, Groovy and Doo wop.**

Performance benefiting the Marana Food Bank.

Donations of non-perishable goods is optional

Marana Food Bank wish list:

Pasta, sauces, peanut butter, canned meat or fish.

All non-perishables welcome!

Please RSVP with the front desk.

Thank you for making this event fragrance free!

February 2020

Consolidated Operating Income Statement vs. Budget (000)

favorable (unfavorable)

	Monthly Information				Year to Date Information			
	Actual	Budget	Variance	2019	Actual	Budget	Variance	2019
Golf								
Net Revenue-Golf Operations	205.7	192.2	13.5	187.6	402.2	385.0	17.2	372.4
+HOA Dues Allocation to Golf (1)	5.8	5.8	0.0	6.6	11.6	11.6	0.0	13.2
Net Revenue-Golf Operations	211.5	197.9	13.5	194.2	413.8	396.6	17.2	385.6
-Total Expense	130.6	132.2	1.6	113.2	263.4	270.5	7.1	234.0
Net Revenue/ (Cost)	80.9	65.7	15.1	81.0	150.4	126.1	24.3	151.6
Food & Beverage (F&B)								
Net Revenue- F&B	116.9	82.4	34.5	80.3	196.5	159.8	36.6	152.7
+HOA Dues Allocation to F&B (2)	7.6	7.6	0.0	9.2	15.2	15.2	0.0	18.4
Net Revenue-F&B	124.5	90.0	34.5	89.5	211.6	175.0	36.6	171.1
-Total Expense	107.3	86.3	(20.9)	78.8	189.3	174.1	(15.2)	160.3
Net Revenue/ (Cost)	17.2	3.6	13.6	10.7	22.3	0.9	21.4	10.8
Administration								
Net Revenue-Admin	32.7	35.2	(2.5)	38.4	74.4	75.6	(1.2)	70.1
+HOA Dues Allocation to Admin (3)	172.3	172.3	0.0	165.5	344.6	344.6	0.0	331.0
Net Revenue-Admin	205.0	207.5	(2.5)	203.9	419.0	420.2	(1.2)	401.1
-Total Expense	207.9	208.0	0.1	211.7	418.1	417.1	(1.0)	389.5
Net Revenue/ (Cost)	(2.9)	(0.5)	(2.4)	(7.8)	0.9	3.1	(2.2)	11.6
Total Net Revenue/ (Cost)	95.2	68.9	26.3	83.9	173.7	130.2	43.5	174.0

2020 Dues Allocation (per month/per house) for 1297 houses

	2020	2019
(1) Golf	4.47	5.12
(2) F&B	5.85	7.06
(3) Admin	132.86	127.60
Operating Total	143.18	139.78
AIF	7.71	7.71
Reserve	59.11	56.51
Total HOA	210.00	204.00

Monthly Operating Dues Collected: \$ 185,704
2019 Monthly Operating Dues Collected: \$ 181,295



Neighbor to Neighbor

The Highlands Neighbor to Neighbor lending program is available to assist all Highlands residents. It only takes an email to lend or borrow a piece of medical equipment or item for visiting grandchildren. Loaned equipment is available for a limit of four weeks. To borrow or loan equipment contact Ann Freeman at kenannf@comcast.net or Bertie Loose at gnbloose@gmail.com. Please do not call us as we may be out of town, but we can always receive and send email. This is a strictly neighbor to neighbor act of sharing. It is not an HHOA committee.

Alcoholics Anonymous

An Alcoholics Anonymous (AA) meeting is held weekly on Wednesdays at 7pm in the Catalina II Room. This is a one-hour "Open" meeting, held each week for the past four years. An AA "Open" meeting means that alcoholics, their spouses, relatives, friends, visitors and persons who want information about AA are all welcome.

Al-Anon at The Highlands

Al-Anon is a fellowship of relatives and friends of alcoholics who share their experience, strength and hope in order to solve their common problems. The one purpose of Al-Anon is to help families of alcoholics. Meetings are every Monday at 4:15-5:15pm in the Catalina II Room.

Euchre

Where—Clubhouse Card Rooms

When: Every other Thursday

6:00pm—8:00pm No Fee

Euchre is known as "the queen of all card games" Euchre is an excellent social card game, simple in concept but, with a high degree of subtlety in the play. All levels are welcome.

Meeting on: 3/26, 4/9, 4/23, 5/7 and 5/21

Book Club

The Highlands Book Club will meet on April 22 at 4:15 at the clubhouse. Our April discussion book is Salt to the Sea by Ruta Sepetys. There will be no book club meetings May through September. We will meet again in October. Please contact Sharon King at waynesharonking@gmail.com for more information.

The Highlands Singers

To all potential singers:

Once again, it is time to gather and sing to our heart's content. This year will be a bit different because we shall be learning a few pieces that will test our ability but bring joy. We shall not give up our "fun" pieces, but we need to challenge ourselves. I look forward to hearing your voices in song. Start Date: October 16 at 3:30 in the fitness center. For questions call Pat Kaltenberger, 520-820-1572.

The Highlands' Parkinson's Support Group

The Support Group meets the first Tuesday of the month, generally in Catalina II, at 4:00pm. All those with Parkinson's Disease and their Caregivers are invited to attend. It is a time to share experiences and learn from others who have the disease, as well as hear from experts who practice in the field of neurological diseases or who aid in helping those with the disease. If you have questions, please call Suzanne Walsh (Pepper), 651-230-8721, or Doreen Hunnicut, 520-331-1088. Note: If you are not on our mailing list, please call as dates may vary on occasion.



"No act of kindness, no matter how small, is ever wasted." AESOP

In the spirit of kindness and outreach to those in their time of need, a meal train is being organized for the Highlands. Residents who, due to illness or injury, find meal preparation difficult will be provided with easy, nutritious, re-heatable meals by volunteers in our community. We are currently seeking women and men willing to be placed on our volunteer list to prepare meals upon request. We're- striving for a bank of 30 or more volunteers. If you are interested, please contact Barb Belknap at 520-850-8254 or bbelknap52@yahoo.com

Deadline is the 10th for all items.

To submit an article, reserve advertising or a flyer insert, please email the editor at highlander@thehighlandsatdovemountain.com

Did you know The Highlands has over fifty different clubs and activities to choose from? On any given day, you can find organized activities or events to stimulate your mind, exercise your body, reward your spirit, and more! Visit the Clubs and Activities section of the website under the Lifestyle Section to get started, grab a flyer from the library, or stop by the Fitness Center for some inspiration. Try something new and meet some of your neighbors!

Democratic Club

Join us for an informative session with Holly Lyon, a 2018 candidate for the Arizona House in LD 11 and retired Air Force Colonel. Colonel Lyon will give an overview of Arizona legislative bills, growth in this area and the impact on agriculture and the water supply. Social time is at 6:30 with the meeting starting at 7:00 p.m. on Monday, April 6 in Catalina II.

Any questions please contact Pat Johnson 608-345-7105 bayesnana@gmail.com or Loyce Pickett 443-799-5334 highlandsdemocrats2018@gmail.com

Adventures in Dining



KOREAN BBQ - MEN'S NIGHT

Saturday, April 18th at 6:00pm

Ladies, sit back, relax and be ready to be treated to an evening of fun and wonderful Korean foods served by our menfolk. This is an opportunity for the men in our lives to experiment with their inner chef and delight us with their culinary expertise.

Korean cuisine is known for its stunning balance of texture, heat and flavor, paired with tangy, sour or spicy accompaniments.

Sign-up by Friday, April 3, by responding to eVite or by email to tom.buchta@yahoo.com

Recipes are assigned and all food and beverage costs are shared equally. All are welcome!

MEDITATION PRACTICE

"Be Here Now"

The fast pace of our lives diverts us from spending moments in silence and stillness. Moments spent in meditation reduce stress, promote healing and center us in peace. The sessions will explore the various kinds of meditation, breath work and the process of adapting to silence and meditation practice.

Take the time to be with your best friend...YOU.

Our practice of mediation draws from various practices.

There is no one size fits all. So, this class offers you an opportunity to choose what works for you. Bring a mat, blanket and/or small pillow. Chairs will be provided if you have difficulty sitting on a mat.

Mondays 3PM to 3:45PM

Highlands Grapevine Grazers

Tuesday, April 28, 2020

It is time for this season's final get-together. We will resume in the fall. Grapevine Grazers is a great way to meet new people and share fun food. Our next get-together will be Tuesday, April 28, at 6 p.m. Join us and enjoy a relaxing, delicious, and stimulating evening in the home of one of our members with 10 to 14 other Highlands residents. Both singles and couples are encouraged to attend.



It is easy. Each guest brings a heavy hors d'oeuvre to share with the group and your beverage of choice (wine, cocktail, beer or non-alcoholic.) You may sign up by email to grapevinegrazers@yahoo.com. Include the names of all who will be attending, your email address and phone number. April 12 is the last day to sign up for this month. Guests are divided at random between the host homes; your host will contact you with their address. The only membership requirement is to have fun and to offer to host after attending 3 or 4 times. When you do host, remember this is a very casual event. However you like to host is perfect; paper and plastic are just fine, and there is no need to have a table large enough to seat your guests. No fee.

I look forward to adding you to our fun group.

Questions? Contact Bonnie Katt (928-899-4311)

LEARN ABOUT AND EXPERIENCE REIKI

Please join me to experience the healing energies of Reiki at Reiki Circles I hold on the fourth Monday of each month from 6:00 – 7:30 pm in Room B.

Reiki is a medically studied and documented method of energy transfer and healing that promotes stress reduction and relaxation, the fundamentals of recovery and wellbeing. Its results are reflected on hospital monitoring equipment and is in more than a third of U.S. hospitals.

Please check my MeetUp "Energy Healing and Spiritual Growth" for any changes or contact me judyferrig@comcast.net or (520) 245-4214.

I hope to see you there.

Environmental Meet-up at The Highlands

Environmental Meet-up at The Highlands

We are very fortunate to live here at The Highlands, surrounded by the Sonoran desert with all its varied wildlife. Unfortunately, development on the hill over the last few years has brought significantly more people and traffic which has increased the environmental pressure on our native plants and animals – who, like us, call this home. Our Mission is to work within our community to encourage, educate and support the coexistence of people, wildlife and habitat.

Our Vision is for The Highlands community to be a model of good stewardship of its natural resources and to work proactively to preserve and protect our natural habitat. We believe that we can live, together with nature's partners, without being detrimental to the co-existence of each other. We are interested in connecting with a group of like-minded people here at The Highlands who want to discuss these issues and what we can do to slow down this environmental pressure. At the same time we want, through our advocacy and educational opportunities, to increase people's awareness of environmental issues and how we can deal with them through our own individual actions.

We meet the last Wednesday of every month – from 3-5pm. If you are interested in becoming part of our meet-up group, please contact Cindi Miller at:

Call/Voicemail: 971-237-2512 or
Email: webfootmac@comcast.net

Third annual Introduction To Water Volleyball

Join us on Tuesday April 28. Orientation 1:30-2:00pm
Play time 2:00-4:00pm. Summer time is coming. What a better time to come down and start playing water volleyball. Any questions, contact Cindy Robertson at cindytree@comcast.net or Pdlworth@aol.com



Come volunteer and help clean up the community with us!



This winter we have received quite a bit of rain. This results in a heavy growing spring.

During the month of April, I would like to ask if any green vest volunteers would like to help us clean up the roadways. We plan on meeting every Monday between the times of 7am to 11am. We ask the volunteers to work with the crew and do things like rake, broom, scoop, pull weeds and do light scale trimming. We also could use people to help clean up the nefarious gopher holes that tend to spring up in our gravel. Spend an hour or spend four hours. Any help will be appreciated. We can provide hand tools or feel free to bring your favorite rake!

Sign up with Tracy Humbert at the administration office by calling 520-572-6083 or at thumbert@thehighlandsatdovemountain.com.

Or contact me

BBernhart@thehighlandsatdovemountain.com

Photo Club

Photo Club will hold its monthly meeting Wednesday, April 8, from 4:00 pm to 5:30 pm in Catalina II. Themes for April are "Street Scenes" and the color "Yellow." The May meeting is on Wednesday, May 13, from 4:00 pm to 5:30 pm in Catalina II. Themes for May are "Sports" and "Movement." In addition to its regular monthly meetings on the second Wednesday of the month, Photo Club holds classes, and members go on photo shoots. Photo Club welcomes members with all levels of expertise from novice to professional. For more information, contact club president Gordon P. Hanson (gordonphanson@gmail.com), check out the club's page on the Highlands web site, pick up an info sheet from the Photo Club box in the Library, or just come to a meeting. Member dues are \$10.00 per calendar year.

2020 Highlands Photo Contest Results

The 2020 Highlands Photo Contest has come to a close. Sponsored by the Highlands Photography Club, this contest is open to all residents and held annually in January and February. This year a total of 151 pictures were submitted. Each resident was invited to submit up to a total of three pictures in any of five categories. Flora/Fauna, Landscape, People, Hand of Man, and Elements of Design.

Each picture was judged twice, once by a professional photographer, and once by the residents of the Highlands. The results are displayed below. The winner of "Best of Show," was picture #7 by Marsha Cummings. Carole Dade's photo #163 received the most residents' votes of any picture in the contest.

Congratulations to all of the winners listed below, and a huge THANK YOU to all the Highlands residents who participated in the contest and to the Photo Club members who lent a hand to make it all happen.

Professional Photographer

Flora/Fauna

- 1st -- Marsha Cummings #7
- 2nd -- Joni Lehman #27
- 3rd -- Marsha Cummings #6

Landscape/Seascape

- 1st -- Phil Billings #51
- 2nd -- Max Talbot #87
- 3rd -- Frank Goudy #64

People

- 1st -- Joni Lehman #111
- 2nd -- Karl Klimek #109
- 3rd -- Frank Goudy #106

Hand of Man

- 1st -- Shirley Larsen #143
- 2nd -- Jim Robison #146
- 3rd -- Bobette Williamson #149

Elements of Design

- 1st -- Carole Dade #163
- 2nd -- Terry Gasser #169
- 3rd -- Terry Gasser #168

BEST OF SHOW

Marsha Cummings #7

Popular Vote

Flora/Fauna

- 1st -- Beth Crowley #3
- 2nd -- Les Williams #39
- 3rd -- Sherry Blandin #2

Landscape/Seascape

- 1st -- Greg Jehlik #87
- 2nd -- Barbara Horst #68
- 3rd -- Teresa Ponder #122

People

- 1st -- Joni Lehman #111
- 2nd -- David Staples #118
- 3rd -- Jim Robison #116

Hand of Man

- 1st tie -- Jim Robison #146;- Beth Crowley #133
- 2nd tie -- Peter Pfeiffer #145 & Bill Mitchell #144
- 3rd -- Sherry Blandin #131

Elements of Design

- 1st -- Carole Dade #163
- 2nd -- Linda Dunn #166
- 3rd -- Delores Morgano #183

MOST POPULAR PICTURE VOTED ON

Carole Dade #163



Would you like to play golf but don't know anyone who plays? The "Fore O' Clockers" play on Wednesday, Friday and Sunday afternoon between 4:30pm and 5pm. Everyone is welcome and handicaps are not required or expected. This is a group of individuals who wish to play with no pressure and no expectations. Only requirement is knowledge of the game and a desire to have fun! Play will begin on the first of May. There is no sign-up, just a requirement to check in at the Proshop prior to 4:45pm each day you wish to play. We assemble in the cart parking lot behind the Proshop. Please drive your cart if you have one. You can play as often or as seldom as you wish.

For questions, please contact Mary Lou Hawkins at 520-979-3264. Hope to see you on the first of May!

Highlands Lady Niner's Golf

WOW, IT'S ALMOST TIME FOR THE EASTER BUNNY ONCE AGAIN! THE DESERT IS SO LOVELY THIS TIME OF YEAR, AMAZING HOW GREEN EVERYTHING IS FROM MOUNTAIN TOPS TO DESERT FLOOR THEN BREAKING OUT WITH COLOR. THE NINERS HAD A BUSY MONTH IN MARCH; "PUTT NOW, WINE LATER TOURNAMENT" WAS A BIG SUCCESS AND EVEN THE WEATHER COOPERATED. SEVENTY-TWO PLAYERS, AN "A" CO-ED FLIGHT AND A "B" ALL LADIES FLIGHT, COMPETED FOR FIRST AND SECOND PLACE PRIZES. MANY GREAT RAFFLE PRIZES INCLUDING THREE \$50.00 GIFT CERTIFICATES TO SULLIVAN'S STEAK HOUSES, (A HUGE THANKS TO NICK MANNING FOR THAT DONATION). FIVE \$ 40.00 HIGHLANDS GIFT CERTIFICATES, LOTS OF GOLF BALLS, HATS, GLOVES AND OTHER GOLF PARAPHERNALIA. THE GRAND PRIZE, A PING PUTTER WAS WON BY MARY ALLEN. THANKS TO CATHIE MUSSATTO, MARY NELLE ZANETT, ULLA OLSSON, BOBBI WISEMAN, CARROLL BUTTOLPH, AND KATHI LINDBERG FOR ALL THE HARD WORK TO MAKE THIS SUCH A BIG SUCCESS. AS WE GO TO PRESS, FINAL ARRANGEMENTS ARE FALLING INTO PLACE FOR OUR ANNUAL INVITATIONAL WHICH PROMISES TO BE OVER THE TOP IN FUN.....NOW IF WE CAN GET THE WEATHER TO COOPERATE! MORE ON RESULTS NEXT MONTH.

MARK YOUR CALENDARS FOR THE ANNUAL MEETING APRIL 14. AFTER GOLF, AN APPETIZER BUFFET WILL BE SERVED, COMPLIMENTS OF THE NINERS. PLEASE SIGN UP AT FRONT DESK. LAST DATE TO SIGN UP IS FRIDAY, APRIL 10. THERE WILL BE A NO-HOST BAR AVAILABLE AS WELL. ELECTION OF OFFICERS FOR THE NEW BOARD WILL TAKE PLACE AT THIS MEETING AS WELL AS AWARDING THE CLUB CHAMPIONSHIP.

THE CLUB CHAMPIONSHIP GAMES WILL BE MARCH 31 AND APRIL 7. YOU MUST PLAY IN BOTH GAMES AND HAVE PLAYED WITH THE NINERS SIX TIMES THIS YEAR IN ORDER TO QUALIFY FOR THE CHAMPIONSHIP. GOOD SPORTSMANSHIP IS ENCOURAGED.

Here are some of the winners of birdies and chip-ins;

Birdies- Jo-Li Sellin, Ulla Olsson (2) Ann Tuthill

Chipins – Barb Wakefield, Peggie Parker; Ulla Olsson; Maureen O'Hare



Highlands COUPLES GOLF ASSOCIATION

Our Highlands Couples Golf Association has had a very successful winter season with full fields for all of our November-March events and membership now over 300 players. With our April Snow Bird Send-Off Event on Sunday April 5 we say goodbye to our seasonal members as they head north again.



We return to our morning play with an 8:00 shotgun on April 5. Our format for the event will be the Modified Chapman with 2 person teams. Both players tee off and then switch balls for the second shots. They will then choose one ball to play to the hole.

HCGA's goal is to promote golf events that permit couples to play together in an organized manner and to meet other couples having similar golf interests. Events are flighted by the Pro Shop based on team handicap.

Signup is done on Chelsea.

HCGA memberships are available for \$5. Please contact Susan Keating to join.

Highlands Men's Golf Association (HMGA)

The month of April begins with an HMGA major event, the Club Championship. Four tournament scores are required and two tournament scores count for qualification in the two-day event. The first round on March 31 is an 8 am shotgun start, with snacks and drinks afterwards. The final round is a 12:30 pm shotgun start on April 1 followed by dinner and awards in the ballroom. This year there will be five flights; Championship, Coyote, Coyote/Roadrunner Combo, Roadrunner, and Hummingbird.

On April 15 we have a Play with the Pro's Charity event scheduled. The format is a four-man Stableford with an 8 am shotgun start followed by lunch and awards in the ballroom. We also have two Pro Shop events scheduled for the 22 and 29 both with 7am start times. The event on the 22 is a 4-man team Odd/Even (1BB on odd/2BB on Even). A 2-man team quote game is the format for the 29th.

The Putting League is back on the new Practice Green. Come for practice at noon and competition at 1:00 PM. You must be a member of the HMGA and the cost is \$2. Divots and Donuts happens every Thursday, meeting at 7:45 on the Pro Shop patio.

Highlands Women's Golf Association (HWGA)

We had 130 participants in our "Cheers to the Next 20 Years" Invitational on March 2 and March 3. The rain stayed away and we had two days filled with golf, horse race, putting and chipping contest, raffle prizes and great food. A BIG THANK YOU to Fran Terrill, Jean Bender, Barb Vanier and their amazing committee for a job well done! Congratulations to the Overall Low Gross Winners, Bonnie Catalano/Chris Nelson with a score of 148 and Overall Low Net Winners, Kay Behrens/Janet Morse with a score of 124. Our Horse Race Winners for the Derby Flight were Leslie Sabey/Sue Paradise and for the Belmont Flight Bobbie Prochazka/Mo Conroyd. The HWGA League Championship is April 7 – 8 with 8:00 am shotguns on both days with lunch following play on Wednesday. Sign up on Chelsea. Interclub play for April: Catalina cup at SaddleBrooke on April 6 and at El Conquistador on April 20; Kachina at Arizona National on April 20. Sign ups are on the bulletin board in the pro shop. Our final day for points will be April 21. We will Close the season on April 28 with a fun play day, luncheon, annual meeting and the turning over of the gavel to the new president board.



The Highlands Tennis Association (HTA)



The Highlands Tennis Association (HTA) offers organized scheduled doubles play for both Tennis and POP Tennis throughout the year. Current times are posted

at the courts on the tennis bulletin board. Several social events are hosted throughout the year for both sports. A membership to the HTA is \$15 a year and is open to all owners and renters living at the Highlands. Cranky joints? No problem, our courts are Nova Pro XP artificial grass courts. Want to play in the evening? No problem, we have four lighted courts. Need a bit of practice? No problem, we have a 100-ball practice ball machine and ball retriever.

What is POP Tennis? - POP Tennis is the new POPular type of tennis with a twist on paddle tennis dating back to 1898. POP Tennis is played on shorter tennis courts with shorter solid racquets, lower compression tennis balls and the same scoring and rules as tennis— except for one underhand serve. Check it out at:

<https://www.youtube.com/watch?v=eu5RZgbaRhg&t=4s>

We look forward to introducing you to our association and seeing you on the courts!

Carol Cullivan, HTA President

Carroll Buttolph, HTA Vice-President

Paul Olstad, HTA Treasurer

Etta Hensler, HTA Secretary/Sign Up Genius Administrator

tennishighlands@gmail.com

www.thehighlandsatdovemountain.com

Resident Log In: Tennis/POP Tennis Tennis Association

HIGHLANDS RESIDENT RUNNING FOR MARANA TOWN COUNCIL

One of our Highlands residents, **Jackie Craig**, is running for the Marana Town Council in the election of **August 4**, although early voting by mail-in ballot will begin **July 9**. She decided to run because the recent threat to the Tortolita Preserve underscored the importance of local government in our lives and the fact that we had no Council representation in the entire north-eastern part of Marana.

Jackie’s largest areas of concern for Marana’s continued success are retaining a sustainable clean water supply and ensuring the Marana of the future still resembles the beautiful Marana of today. She wants balanced growth that leaves abundant open space, viable wildlife corridors and plenty of neighborhood parks. Since our tax base is sales tax, she advocates increasing incentives to attract commercial development, instead of the current focus on high-density housing.



Jackie was a Foreign Service Officer in the U.S. Diplomatic Service for 25 years, where she directed management operations at embassies overseas, supervising many hundreds of employees, managing multi-million dollar budgets and carrying out strategic planning for a diverse group of U.S. Government agencies. A Tucson native, she threw herself into community involvement upon retirement in 2013, and is currently the President of the Highlands Board of Directors.

For further information about Jackie, the issues, and how to get involved or donate, visit the campaign website www.Jackie4Marana.com.

CRITICAL VOTING INFORMATION - MARANA TOWN COUNCIL

The Town Council election is **August 4, 2020**. Early Voting by mail is **July 9 - 25**. The Town Council makes important decisions that affect our lives here in the Highlands: local sales tax, police, roads, zoning and the character of town growth.

Two categories of voters are in danger of being **disenfranchised** from Town Council Voting - **Independents** and **those traveling in July/August**.

Independents

Unless you specifically request a ballot, you will not get one in the mail since this is a Primary. **After May 4**, you must request a municipal-only ballot by contacting the Pima County Recorder.

Those Away for Summer

You must ask for your ballot to be mailed to a temporary address. **After May 4**, you must contact either the Pima County Recorder or servicearizona.com. If you receive the Pima County Recorder voter verification card, sent around May 1, you may respond to that with your temporary address.

Pima County Recorders Office (520) 724-4330 or www.recorder.pima.gov.

Servicearizona is an online service that lets you register to vote and make registration changes online. You can also sign up for the Permanent Early Voter List to always get your ballots by mail. servicearizona.com



RESPONSES TO RESIDENT QUESTION @ THE FEBRUARY 3 ANNUAL MEETING

1. Large areas of desert landscape are being removed threatening our Sonora Desert atmosphere.

Response: The Association controls more than 140 acres of Common Area populated by plants, trees and cacti native to the surrounding desert. Common Area Standards of Care (CASC) were established to control the use and abuse of these areas that traverse the community. Association staff and the Common Area Committee (CAC) work hard to maintain these Standards and manage our distinctive Sonora Desert environment by balancing factors such scenic views, natural areas and Common Area management. The CASC's do not allow unfettered growth or clear cutting but promote a healthy and diverse Common Area. Residents who attend our annual program to educate them about our Standards of Care are allowed to work in common areas adjacent to their lots but must wear the "special vests" showing they have permission to do so. No Member has ownership of or jurisdiction over any Common Area. If you feel any of these areas are being violated, please report them to the Board or the Community Manager.

2. Firewise USA just starting. What is being done to keep residents informed?

Response: The Firewise USA Program is underway at The Highlands. The Firewise Team meets for the first time on Monday, February 24 @ 2 p.m. at the Clubhouse. The NW Fire Dept and AZ Dept of Forestry and Fire Management will provide advice and educational activities in the near future. The Board has committed as one of its 2020 goals to "Educate ourselves and residents to our area-specific fire dangers and establish "best practice" wildfire prevention for the Highlands".

3. Request to keep residents informed on Ballroom Use procedures.

Response: At its Study Session of February 20, the Board discussed the procedures controlling free use of the Ballroom by residents, and provided input to Community Manager Mark Oswald. It is the responsibility of the Community Manager to allocate and manage room use in the entire clubhouse. As our rooms see greater and greater usage, rules do need to be formulated to give all residents a fair opportunity to use our facilities. However, the Board and Community Manager welcome input from residents and have used such input in the past to refine our policies.

4. Request to do something special for our volunteers.

Response: We strongly agree that our volunteers need to be recognized. We could not be the wonderful community we are without them. We hold a Volunteer Recognition Event each year for all of our volunteers. The event this year is Monday, February 24.

5. Is the design finalized for the F&B Project?

Response: Yes, the design was finalized on February 17, 2020. The story boards with all the selected flooring, fabrics, tiles, etc., are currently displayed in the clubhouse lobby.

6. Request for action by management or the Board to persuade Dove Mountain HOA to allow trimming for view along Dove Mountain Blvd.

Response: All of Dove Mountain, excluding only The Highlands, is still under the control of the Developer. The Dove Mountain HOA does not support trimming for view and will not authorize their management service Associa to trim for view along Dove Mountain Blvd.

Prepared February 20, 2020





KINDNESS INITIATIVE



Live in such a way that if someone spoke badly of you,
no one would believe it!

The 1st Annual “Music on The Mountain” Sing Along
“A Celebration of the Highlands Community”

Clubhouse Patio lawn - Sunday, April 26 - 6:30 pm to 7:30 pm



The Highlands is a kind community! To celebrate with the joy of singing, bring your family and friends to the lawn and watch the sun set with your neighbors. Or, come and enjoy the sense of community while listening and experiencing the ambience!

Bring blankets and lawn chairs and enjoy a beverage from the Grille’s cash bar.

Do you like to cook? Join the Meal Train at The Highlands! The Meal Train will provide reheatable meals for those who have experienced injuries/surgeries, extended illnesses or a loss in the family. Women and men willing to prepare meals upon request are needed. To sign up or for more information, contact Barb Belknap at 520-850-8254 or bbelknap52@yahoo.com.

Help promote kindness at the Highlands. The Core Group of the Kindness Initiative helps promote kindness in The Highlands. Everyone is welcome to participate. The Core Group gathers on the fourth Wednesday of each month at 10:00am in Catalina II. For information, call or text Rich Markham at 614-477-1133 or email at Rich-Markham8@gmail.com.

Subscribe to the monthly Kindness Initiative Newsletter by emailing HighlandsKindness@gmail.com. Your comments, suggestions and questions are welcome at that email address.

Coming Kind Events and Activities by Residents

Kindness Coin Workshop – Sunday, April 5, 2 to 4 pm, in the Crafts Room. Workshops to make Coins for Ben’s Bells on first Sunday of every month. Register at HighlandsKindness@gmail.com.

Marana Food Bank – Next pickup will be April 5.

Aging Gracefully at The Highlands, Kindness Speaker Series – Monday, April 13, 7:00 pm in the Tortolita Room.

Music on the Mountain: Sing Along to Celebrate the Highlands Community – Sunday, April 26, 6:30 pm to 7:30 pm on the Clubhouse Patio Lawn

Architectural Landscape Committee (ALC)

Our Packrat Neighbors

This article will hopefully increase your knowledge of pack rats, and how to “manage” the constant, ever growing pack rat issue around The Highlands.

To refresh your memory, pack rats are rat sized mammals with large ears, large dark eyes and a relatively long tail. The head and body length are seven to eight inches. They can live in pretty much any climate from hot, dry places to cold forests. Pack rats are attracted to small, bright, shiny objects, citrus fruit, fecal matter from other animals, pet food, Cholla cacti, Prickly Pear debris, Mesquite tree beans, fiberglass insulation and trash. They gather these items and form nests usually under cacti and or landscaping debris. Thus, giving them their common names, 'pack' rats.



Pack rats can climb readily up structures made of stucco, brick and concrete. Pack rats are active at night, searching for food and nesting material. They can damage everything from landscaping, outdoor furniture, roofing material, attic insulation, stored items in garages and storage bins. They may take up residence in parked vehicles, gnawing on wires and other mechanical components causing hundreds to thousands of dollars in damage.

Our HOA rules stipulate you may have one bird feeder in your rear yard, and none in the front. All feeder blocks are prohibited. Arizona Wildlife prohibits feeding ANY wild animals. If you put any kind of food in the common area, it doesn't just feed birds... it attracts pack rats, snakes, javelinas, mice and other pests.

Like any rodent type, the most effective rat control begins with prevention. Maintaining your property including clean-up of dead cacti, debris fallen from cacti, removing growth that touches the ground, heavy overgrown vegetation and wood piles. When pack rats become a pest problem in and around structures, extermination services are the next method to use. Openings in the home's foundation, water and wire conduits, sewer pipes, drain spouts and vents should be sealed.

Lastly, reducing pack rat populations around your home can be controlled by using traps. Using standard rat traps and humane cage traps are effective, but often undesirable to service. If your do-it-yourself means become no match for a large pack rat infestation, your local pest control professional should be your next call to help tackle the problem.

Information sources for this article include the Arizona Daily Star and Truly Nolen Pest Control (Tommy Gee)

2020 MEETING DATES

ALC meetings are scheduled for the second and fourth Thursday of each month through May. Application and paperwork deadlines are one week prior to the meeting date.

April 9 and 23

May 14 and 28

REBUS PUZZLE ANSWERS

- A piece of cake
- Stay Back
- Put him on the back foot
- Ace in the hole

COMMON AREA COMMITTEE (CAC)

The next meeting of the CAC will be April 2, 2020, at which time applications for Holes 16, 17, 18 and miscellaneous common areas will be reviewed for completeness. After the review period of April 2 through May 7, approval or denial of the applications will be decided at the May 7 CAC meeting.

To view applications submitted for Holes 16, 17, 18 and miscellaneous common areas that involve tree removal, please go to the website to view Documents under Board Committees Teams>Committees>Common Area>Common Area Information>Common Area Applications or review the application notebook in the library. Resident comments on view management applications for Holes 16, 17, 18 and miscellaneous common areas should be submitted in writing to the CAC no later than April 15, 2019. The CAC will make a decision on these applications on May 7.

The Common Area Committee and Association staff are responsible for supporting these Association Core Values:

Maintain community standards to safeguard property values

Manage our distinctive Sonoran Desert environment by balancing factors such as scenic views, natural areas and managed Common Areas

Common Area Trained Homeowner Program

Those homeowners that have taken the Resident Training class are allowed to work in the Common Areas 7 days a week, between the hours of 7am and 5pm. Trained Residents must wear their green vest and follow the guidelines set forth in the Common Area Standards of Care.

Residents are reminded that while working in the Common Areas, proper personal protective gear should be worn, and residents should be mindful of golfers and maintenance staff in the immediate area. Residents are also reminded of the importance of only LIGHT raking in the Common Area, as any disturbance of the desert soil promotes the germination of dormant seeds, particularly invasive grasses.

As we have reduced garbage pick up to once per week, this may have an impact on the accumulation of debris or clippings, which should be minimized at all times and, if possible, removed entirely. We ask all trained residents to strive to keep the Common Areas adjacent to their respective properties as orderly as possible. Remember that accumulation of debris invites pack rats and snakes.

Once again, we extend thanks to our trained residents who volunteer their time to assist in the maintenance of the Common Areas and keep our community looking beautiful.



2020 PRE-QUALIFIED LANDSCAPING FIRMS

The following landscapers have been pre-qualified for working within the Common Areas at The Highlands:

CHERRY LANDSCAPING

Eddie Roddeck
520-292-9776
1875 W. Prince Road
Tucson, AZ 85705
contactus@cherrylandscape.com

DOUBLE E LANDSCAPING

Edgardo Esquer
520-818-3306
35135 S. Twin Hawk Lane
Marana, AZ 85658
info@doubleelandscaping.com

EASY PAR LANDSCAPING

George Berg, Certified Arborist
520-954-3789
6671 N. Guthrie Road
Tucson, AZ 85743
Azberg2003@gmail.com

LACHOLLA LANDSCAPING

Gabriel Lobato, Certified Arborist
520-272-1094
1850 W. Price Street
Tucson, AZ 85705
info@landscapingintucson.com

RELIABLE LANDSCAPE SERVICES

Len and Linda Robbins
520-742-7733
6955 N. Camino Martin, Ste. 101
Tucson, AZ 85741
Focused@ReliableLandscapeServices.com

CLASSIFIED ADS

- Elderly couple looking to rent a two bedroom home for one year (with option of a second year). Ready to move in now. Please reach me at 520-954-4477.
- For Sale: Paired home (Aurora/Wrangler Model) overlooking 2nd fairway. All tiled with a flexible floor plan that's been updated. \$295,000. Call for more info and online photos at 520-240-3647.
- Would like to know if there are rentals in the Highlands for Jan and Feb of 2021. We would love to see your property online if possible. Please call 701 567-4466 or 701-567-3015
- Mens Golf shoes for sale, brand new in box. \$50.00 each, Please call; Steve- 561 374 0255
 1. FootJoy Contour, Medium size 11. Blk
 2. FootJoy Superlites, Medium size 11.5 Wht
 3. FootJoy Superlite, Medium size 11. Blk
 4. FootJoy Contour, Medium size 11. Wht/Tan
- WANT TO RENT– 2BR 2BA unfurnished home. Yearly lease starting June 2020. Call Elaine at 520-638-8181
- Moving Sale!!! Lots of good stuff– Lots of good prices. Golf equipment, home goods, tools, furniture, etc. Friday April 17 8am to 2pm 13124 N. Desert Flora Ln 572-9531 Russ & Joan
- 12 frosted glass mugs and dessert cups all match. 520-579-6728 Sandy
- Golf Clubs for sale. Titleist Iron set Model 718 AP1 S300 shaft, # 4 thru P. Brand New in box \$700 Steve- 561 374 0255

As an active resident of The Highlands, selling my "hood" is second nature. Call me for a free evaluation of your home.

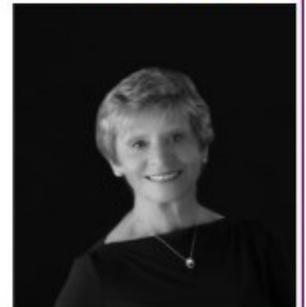


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Mary Meredith

Assoc. Broker, GRI, CRS
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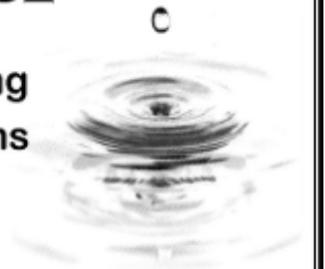
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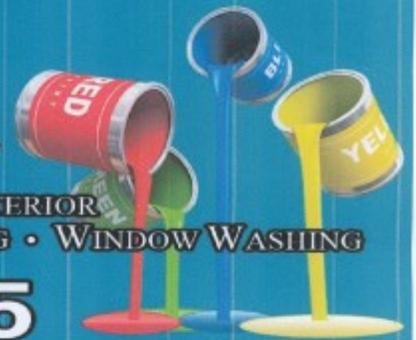
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Have a business? Want to get more clients? Try placing an ad in our Service Directory, email Highlander@thehighlandsatdovemountain.com. Ads start at just \$10!

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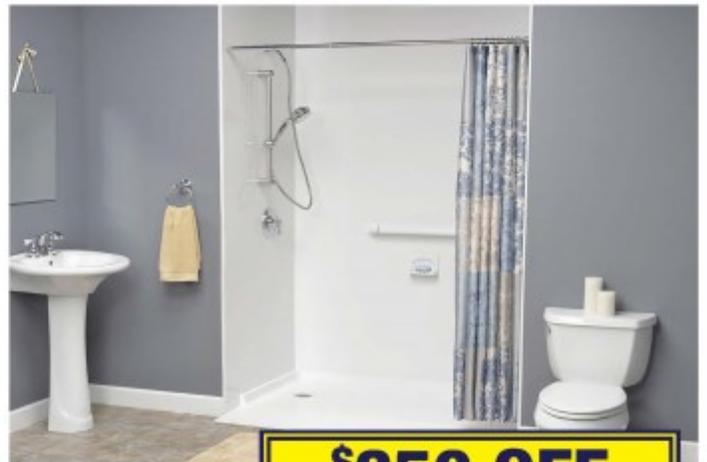
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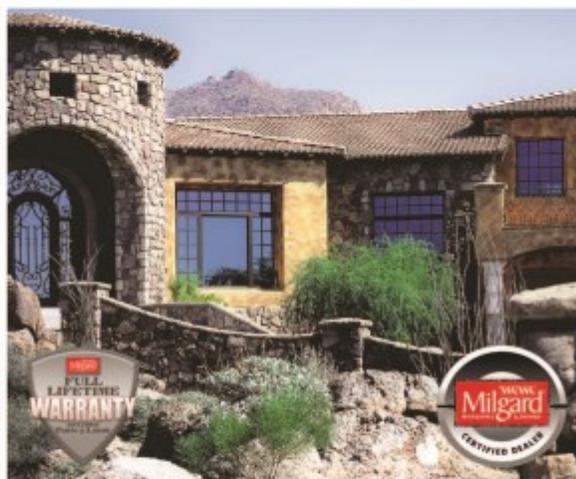
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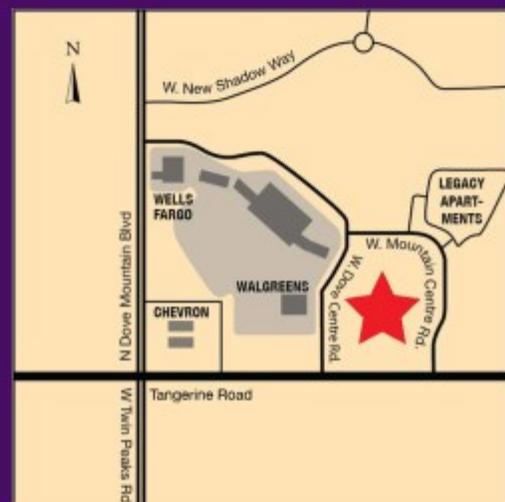
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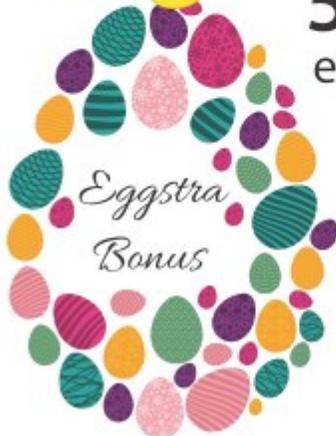
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