



The Highland Lakes Newsette

A publication of Highland Lake Country Club and Community Association at Highland Lakes, New Jersey © 2020
"All the News That Fits We Print"



Volume 2020 | Issue Number 4 | May 9, 2020

From the President's Desk

MICHAEL GELFAND, PRESIDENT

I hope this note finds you, your family, friends and neighbors all in good health and spirits. I want to share my perspective with you regarding Club operations and management during this global health and financial crisis.

As discussed in my previous letter to members, meetings, events, and activities have been cancelled since mid-March, and most Club facilities have been closed as well, in keeping with guidance from our local, state and federal governments to encourage self-distancing. As the weather grows warmer and we move closer to the traditional time of year that outdoor activities in our community kick into gear, members will be asking what type of Highland Lakes summer should be expected.

The answer is complicated and multi-faceted, so I apologize in advance for this note being long and dense, but it's important to get into the details, and I hope you'll stay with me all the way through. Will the Club operate the beaches? What about Clubhouse activities? Sports programs? Entertainment? Sailing races? The Annual Meeting? The honest—and only truthful—answer to give right now is that no one knows. What I hope for and what I expect are two different outcomes, and each one will be partially right, and partially wrong.

No one knows how long the stay-at-home and social distancing guidance will remain in place, and you should know that the Club is resolute in its obligation to abide by these directives. No matter how glorious the weather may be in May and June, and though there is a chance that our traditional summer programs will be unaffected, we must be prepared that they will be partially affected, and recognize the possibility that they'll be completely cancelled. Clearly, as I write this in late April we know that nothing is certain, and for this reason the Club continues to assess the possibilities and plan for every outcome.

The Club remains acutely aware that the social distancing requirements and the abrupt closure of businesses have posed a significant financial challenge to our country, our state, and our members, some of whom have had their jobs furloughed and earnings decimated during this crisis. Recognizing these developments and financial pressures, the Voting Board signaled to our members-in-good-standing on March 23 that it was prepared to act swiftly to allay financial concerns some members have regarding their financial obligations to the Club by:

- Suspending monthly late payment charges for the months of April, May, and June for those who were not currently eligible for the Late Payment Charge Grace Period.
- Extending through the end of June the Late Payment Charge Grace Period for those members who had already qualified for the Grace Period through the end of May.
- Qualifying lot owners, whose only obligation to the Club is the 2020 dues and assessments, for the Late Payment Charge Grace Period with payments not due until June 30.
- Additionally, qualifying seniors and the permanently disabled received an additional two months to apply for the discount of \$510.

Closed facilities and canceled activities means that planned expenses in this year's budget will not be incurred. Additional

President's Desk continued on page 3

Be On The Lookout

SUE ROSS, CHAIRPERSON, COMMUNICATIONS COMMITTEE



Garlic Mustard

Scenes like the tree noted in this picture can be found on properties and open lots throughout our community. It all looks so natural that you could easily miss the fact that the English Ivy encircling this tree will eventually do it harm. This plant, although not listed on New Jersey's invasive species list, is just one example of growth that can surreptitiously take hold and, if left unchecked, will lead to the loss of an otherwise healthy tree. (Insert photo of tree with ivy)

The definition of an invasive species as noted in the Presidential Executive Order 13112 (February 1999) is as follows: An invasive species is defined as a species that is 1) non-native (or alien) to the ecosystem under consideration and 2) whose introduction causes or is likely to cause economic or environmental harm or harm to human health.

In this edition of the Newsette, we have pictured a number of the more common invasive species that can easily be found in our community, unfortunately almost at every turn. If you have plants like this in your yard that are strangling trees or shadowing native plants, please cut them, bag them and put them in your garbage can. If you just dispose of them in a wooded area or compost pile, they are likely to take root there. An easy way to stop vines from strangling a tree is simply to cut them at the base of the tree. One word of warning, very often poison ivy grows with other vines so be very careful when removing vines of any kind.

Unfortunately, many landscapers and garden centers will plant/sell species that are not indigenous to our area. Before you plant, or hire someone to do the planting for you, make sure that the plant is a species that is natural to our area.

Learn more about invasive plants by reading about them on NJ Department of Environmental Protection website <https://www.nj.gov/dep/njisc/>



Mile-a-Minute Vine

Factsheets/index.htm. There you will find fact sheets on Garlic Mustard https://www.nj.gov/dep/njisc/Factsheets/garlic_m.pdf; Mile-a-Minute <https://www.nj.gov/dep/njisc/Factsheets/mile.pdf>; and several more.

Help Wanted Athletics Director

JACK MCLAUGHLIN, GENERAL MANAGER

Recruitment is underway for the position of Athletics Director for the 2020 summer season. The ideal candidate will be an enthusiastic leader of the Club's athletics programs, and be highly organized in planning and conducting the summer athletics activities. The Director must have a generalized knowledge of competitive sports, rules and equipment requirements, and be able to solicit advice from various participants regarding rules, procedures and equipment needs. The ability to successfully interact with children and their parents, adult and youth volunteers, and Club officials and staff is essential.

- Duties include but are not limited to the following:
- Plans and implements program and activity schedules.
 - Develops and publishes program highlights, schedules, rules, rosters, etc. for the Highland Lakes Newsette on a weekly basis.
 - Arranges for the inspection of Club athletic facilities during late April with the Maintenance Superintendent; issues work order requests to rectify any issues identified during the walk-through.
 - Develops activity sign-up books for placement at the Activity Center; identifies volunteers from the sign-ups; communicates with parents and children as to scheduling.
 - Ensures that all participants are members in good standing of Highland Lakes by working with the Club Office, and that all participants have submitted satisfactorily-completed Parent Permission Forms prior to participation.
 - Conducts, where appropriate, drafts of players to ensure the proportionate assignment of skilled players to various teams; prevents the manipulation of rosters for competitive advantage.
 - Conducts inventory of uniforms and equipment in late April; prepares order for approval by the General Manager; continually reviews uniform and equipment needs based on sign-ups and enrollments; ensures sufficient stock for late enrollments.
 - Maintains the Athletics Hotline, leaving up-to-date messages on scheduling, schedule changes, and rain-outs.
 - Ensures appropriate team discipline; instructs coaches and volunteers on procedures to clear litter from areas at the conclusion of activities.

Throughout the summer, the Athletics Director can be expected to follow a 35-40 hour weekly work schedule involving daytime, evening and weekend hours, including activities and events in the evening.

Resumes, references and a letter of interest should be immediately submitted to Jack McLaughlin, General Manager, Highland Lakes Country Club and Community Association, PO Box 578, Highland Lakes, New Jersey 07422, or by email to hlcc@warwick.net. The position will be filled as soon as possible.

Upcoming Meetings

All meetings are temporarily postponed due to the current COVID-19 social distancing situation.

Help Wanted – Clubhouse Director

JACK MCLAUGHLIN, GENERAL MANAGER

Recruitment is underway for the position of Clubhouse Director for the 2020 summer season. The ideal candidate works well with parents and children, is energetic and creative, and preferably has demonstrated experience in developing and supervising recreational programs.

Duties include but are not limited to the following:

- Hiring, training, scheduling and supervising Clubhouse recreation and Beach Hut staff;
- Gathering continual input from parents and children leading to enhanced programs and activities during the summer;
- Planning, organizing and conducting Clubhouse activities for all ages, including arts and crafts, story-time, dances, movies, contests and field trips;
- Recruiting volunteers to conduct and assist in Clubhouse activities;

- Serves as coordinator for Family Day events and activities;
- Purchasing vending supplies for sale and maintaining inventory at the Activities Center and Beach Hut;
- Publicizing Clubhouse activities and writing articles about upcoming events in the Newsette on the Club's Facebook page.

Throughout the summer, the Clubhouse Director can be expected to follow a 35-40 hour weekly work schedule involving daytime, evening and weekend hours, including activities and events in the evening.

Resumes, references and a letter of interest should be immediately submitted to Jack McLaughlin, General Manager, Highland Lakes Country Club and Community Association, PO Box 578, Highland Lakes, New Jersey 07422, or by email to hlcc@warwick.net. The position will be filled as soon as possible.

2020 Badges and Permits

JACK MCLAUGHLIN, GENERAL MANAGER

To Be Mailed

The April 13, 2020, date for pickup of badges and permits has been cancelled. Until further notice, once you have paid your dues and assessments in full for 2020, your badges, garbage permit, and boating and parking permits will be mailed to your address on file with the Club. Please expect delivery on or after May 1, 2020.

If you want the badge and permit package mailed to a different address, or if you need to add/delete a vehicle, send the change of address and/or updated vehicle information by fax to 974-764-7401 or email to hlcc@warwick.net. Don't forget to include a copy of the vehicle's registration.

Voting Board Highland Lakes Country Club and Community Association October 1, 2019 - September 30, 2020

Officer	Name	Telephone	E-Mail
President	Michael Gelfand	973-764-8758	president@hlcc.org
First Vice President	Judith Norton	973-764-2495	firstvp@hlcc.org
Second Vice President	Raymond Zimmerman	973-766-3359	secondvp@hlcc.org
Treasurer	Michael Gillooley	973-764-4366	hltreasurer@hlcc.org
Secretary	Climeen Wikoff	973-764-5604	secretary@hlcc.org
Section	Trustee	Telephone	E-Mail
1	Louis Iannucci	973-764-7042	trustee1@hlcc.org
2	William Beardsley	973-764-7730	trustee2@hlcc.org
3	Patricia Thompson	973-271-9566	thompsonpatty208@gmail.com
4	Lisa Entwistle	201-281-6262	trustee4@hlcc.org
5	James Kensek	973-764-6835	hlcc@warwick.net
6	Melissa Hardin	973-764-1433	trustee6@hlcc.org
7	Lee Eisenberg	973-764-4366	trustee7@hlcc.org
8	Dominick Beninati	917-566-3136	trustee8@hlcc.org
9	Thomas Castiglione	973-764-4366	trustee9@comcast.net
10	Chris Kaas	-----	section10hlcc@gmail.com
11	David Cartier	973-534-2039	trustee11@hlcc.org
12	Len Bogdon	973-764-7136	trustee12@hlcc.org

Office Hours

The Club Office is closed until further notice. If you have any questions, please contact us at 973-764-4366 or email the Club Office. Staff is working remotely and telephone messages are being monitored between the hours of 9 am to 4 pm, Monday through Friday. The office is closed on Saturday. You may also contact the Club Office by email to hlcc@warwick.net.



2020 BADGES AND PERMITS

President's Desk from page 1

expenses related to securing our facilities to comply with various executive orders from Governor Murphy, and requirements imposed by the Sussex County Division of Health, cannot be anticipated at this time. Reduced revenues from the suspension of late payment charges for three months already have an impact. Additional revenue shortfalls from reduced dues payments will not be known for some time. These items and more are the unknowns challenging the Voting Board at this moment.

The Voting Board is accountable to the membership for guiding our community through this crisis, and it would not be fulfilling its responsibilities if it did not recognize the economic damage suffered by some of our residents, plan for the reduction of activities and operations that may take place, and manage the impact of this crisis in ways that meet the needs of the membership and the Club. The Voting Board's obligation is to take a pragmatic view of the situation, and we recognize that some well-intentioned inquiries and suggestions from members may help inform our decision-making process. Right now, though, acting quickly when so much is unknown would be impulsive and premature. The end of this crisis and its economic damages are moving targets, and we hope you recognize that we don't have enough facts right now to make fundamental financial decisions about our future.

As you can see from the chart above, relatively speaking summer activities (beaches, athletics, Clubhouse events and activities) account for a small portion (approximately 11%) of our total budget, but carry a disproportionate weight in our hearts because they are so important to the spirit of our community, the friendships that they spawn, and the generational memories that have been created through them.

The Club is governed by compassionate Voting Board members elected by you to assess each unique situation that affects our community with fact-based observations to determine the right course of action to take, both short- and long-term. We take our responsibilities seriously and always with the best interests of our community. Every Voting Board member is a member just as you are—we each have the same stake in our community as you.

So you've read this far and may be wondering why I gave you such a long explanation without something concrete to offer. The answer is that I believe it's important for you

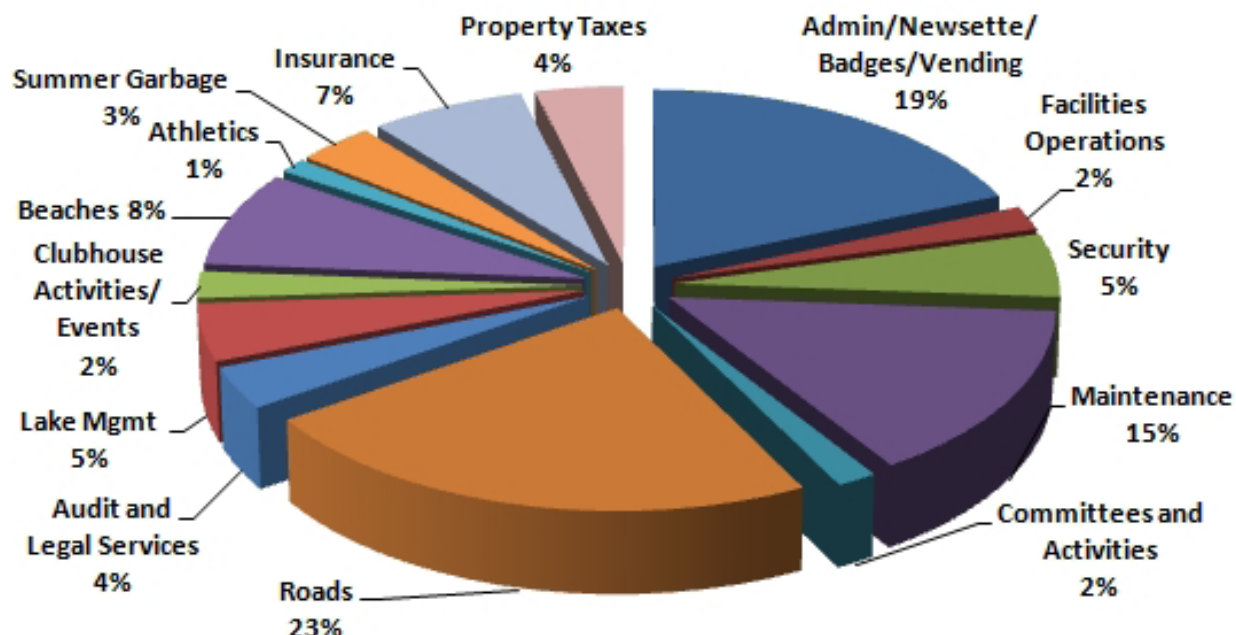
to know that the Club is aware of and sympathetic to the difficulties that many members like you may be facing right now, whether physical, mental, social, spiritual and/or financial.

We count on our members to understand the intricate and dynamic challenges we face, and appreciate the weight of the responsibilities that come with making them. This process may not satisfy everyone, and may take longer than some would prefer, but deliberate decision-making practices like these ensure our community operates in the interest of all of its members. By providing context around the issues we face and by sharing the challenges inherent in our decision-making process, it is my hope that members are reassured that the Voting Board is—as always—acting in the best interest of the entire community.

In the meantime, I thank you for your continued cooperation following health guidelines, and appreciate your patience and faith as we navigate through this crisis together.

On behalf of the Voting Board,
Sincerely,
Michael Gelfand, President

Operating Fund Expenses October 1, 2019 - September 30, 2020



The Highland Lakes Newsette

Highland Lakes Country Club
and Community Association

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Special Thanks to the

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all of our contributors

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Easter Bunny Rides Fire Truck



Thanks to Alicia Chase for these photos of the HL Fire Department showing the Easter Bunny around Highland Lakes on April 11



The Pink Moon (“fire”) on the lake on April 7



PHOTO COURTESY OF BRIAN KLOZA

The Goodwill Fund

When life takes an unexpected turn through death, illness, or another personal catastrophic event, financial hardship and serious financial jeopardy can follow close on its heels. When such events befall a member family in Highland Lakes, that family can anonymously turn to the Goodwill Fund to appeal for assistance with the payment of their dues and assessments for one year, helping to maintain their membership in good standing. Since its inception, over \$75,000 has been awarded, helping 65 families.

Goodwill Fund eligibility requirements and application guidelines:

Financial hardship alone does not qualify a member to be considered for assistance. Regrettably there are many families who have suffered job losses and/or layoffs that place serious financial burdens on the family. While the situation is difficult, an “economic” event alone does not make one eligible for a Goodwill Fund award.

If, however, you are a member in good standing and have lost a significant amount of your family income due to the death or serious illness of a family member and you are unable to pay your annual Club dues, you may qualify. Have a friend or neighbor in Highland Lakes who you believe

may qualify? Please reach out to them and encourage them to file an application. Your request will be confidentially considered by a designated member of the Goodwill Fund and presented anonymously to other committee members.

Goodwill Fund committee members evaluate every request with respect to the established criteria and forward their recommendation to the Voting Board who make the final decision (process remains anonymous) in a meeting that is closed to the public. Once a decision is made, the committee coordinator notifies the applicant.

If you believe you have experienced a qualifying personal event and that your ability to maintain your membership in good standing has been compromised, you may qualify for assistance from the Goodwill Fund. Please drop a note by mail, email, or through the mail slot at the Club Office asking to be contacted by the Goodwill Fund. You may also call the office at 973-764-4366 and leave a message for a Goodwill Fund representative to contact you.

The application deadline for the Goodwill Fund is July 31 each year so please do not wait. All inquiries and all applications are kept completely confidential.

Some Neighborly Advice

Quality of life issues can be easily resolved with our actions.

Now that it’s spring, the bears have returned. We must be mindful of securing our trash cans. Bear proof cans can be purchased at the Highland Lakes General Store or local hardware stores.

Curbing and picking up after your dog is the responsibility of all owners. Let’s make an effort to keeping our roads and waterways clean.

This is our community, it’s up to us to keep it beautiful!



Reflections of a sunset along Island Road

PHOTO COURTESY OF BRIAN KLOZA



Randy Mowry took this picture on Monday April 20 about 2 pm, while he was returning from walking from the Post Office, heading south on Lakeside Drive East. It's called an annular rainbow because it circles the sun



First sailboat on the lake April 8

PHOTO COURTESY OF BRIAN KLOZA

HL Club Apparel 2020

SUE BURUCHIAN ONLINE IMPRINTS, LLC

OnLine Imprints, LLC (formally OnLine Embroidery) is still the official company for your HL apparel. (Yes, we've changed our name but all else is the same, serving HL customized needs since 1997) Highland Lakes Club apparel will be stocked at the Activities Center when the Club opens up. In the meantime, call us for your

HLCC T-shirts, onzies, sweats or order up your special requests! Sizing Youth to 3XL.

We thank you in advance for supporting the HL Apparel program which helps our members via the Goodwill Fund. Custom orders always accepted. Call 973-271-0227 or best, email at onlineimprints@ptd.net



Native Plants

SUE ROSS, CHAIRPERSON, COMMUNICATION COMMITTEE

When planting season arrives do you wonder what plants are hardy, lovely and blend in with the lakes’ natural beauty? Think native plants. They have lived here for hundreds of years because they grow best in our environment. The following commentary and lists of native plants were written by George Waffle, a former Highland Lakes resident, for Ecology Day 2005. The article contains a wealth of information and answers a lot of our questions about what to plant in our yards and along our lakes and streams.

About Native Plants

A spectacular array of native plants grace our landscapes. Together these plants form the basis for the many diverse communities and ecosystems that directly support our economic prosperity and quality of life. No matter how small, all plants play a valuable role in our lives. What is a native plant? Native plants are those plants that grew in a defined region prior to European settlement. Non-native plants are those plants that were brought to the area by human activity, whether accidentally or purposefully. Many of the flowers and vegetables typically grown in home gardens are non-native, such as zinnias and cabbage. Throughout the settlement of our region, people brought the seeds of plants from their homelands, some of which have since spread into the wild. These plants are considered naturalized non-natives. Queen-Anne’s lace is an example of a naturalized non-native plant. Invasive non-native plants are those plants that have escaped into the wild and are destroying the native plants and ecosystems around them. Japanese honeysuckle, purple loosestrife and garlic mustard are examples of invasive non-native plants in our region. Why are native plants important?

Ecological Values

Native plants convert the sun’s energy into food; thus they are the initial source of all energy in the food chain. Plants filter and purify fresh water upon which all terrestrial life depends. Plants build soil, prevent erosion and ensure soil stability for the landscape. Plants store carbon dioxide and produce oxygen that all animals, including humans, require.

Economic Values

Native plant biodiversity allows for the opportunity to discover new medicines to cure human ailments. Plants are sources of genetic and raw materials that are used to diversify agricultural and industrial products. For the

HIGHLAND LAKES NATIVE PLANTS FOR WOODLAND AND WOODLAND EDGE	
Botanical Name	Common Name
Herbaceous Plants	
<i>Actaea alba</i>	Dolls eyes
<i>Allium cernuum</i>	Nodding onion
<i>Allium tricoccum</i>	Wild leek (Ramp)
<i>Aquilegia Canadensis</i>	Columbine
<i>Arisaema triphyllum</i>	Jack-in-the-pulpit
<i>Asarum Canadensis</i>	Wild ginger
<i>Aster divaricatus</i>	White wood aster
<i>Aster cordifolius</i>	Heart-leaved aster
<i>Dicentra cucullaria</i>	Dutchman’s-breeches
<i>Erythronium americanum</i>	Yellow trout lily
<i>Geranium maculatum</i>	Wild geranium
<i>Maianthemum canadense</i>	Canada mayflower
<i>Mertensia virginica</i>	Virginia bluebells
<i>Mitchella repens</i>	Partridgeberry
<i>Parthenocissus quinquefolia</i>	Virginia creeper
<i>Podophyllum peltatum</i>	Mayapple
<i>Polygonatum biflorum</i>	Solomon’s seal
<i>Sanguinaria Canadensis</i>	Bloodroot
<i>Smilacina racemosa</i> False	Solomon’s seal
<i>Solidago caesia</i>	Blue-stem goldenrod
<i>Trillium spp</i>	Trillium
<i>Viola sp</i>	Violets
Fern and Fern allies	
<i>Asplenium platyneuron</i>	Ebony spleenwort
<i>Athyrium filix-femina</i>	Lady fern
<i>Dennstaedtia punctilobula</i>	Hay-scented fern
<i>Dryopteris marginalis</i>	Marginal wood fern
<i>Onoclea sensibilis</i>	Sensitive fern
<i>Osmunda cinnamomea</i>	Cinnamon fern
<i>Osmunda claytonia</i>	Interrupted fern
<i>Osmunda regalis</i>	Royal fern
<i>Polystichum acrostichoides</i>	Christmas fern
<i>Pteridium aquilinum</i>	Bracken fern
<i>Thelypteris noveboracensis</i>	New York fern

HIGHLAND LAKES NATIVE PLANTS FOR WET SOIL CONDITIONS*	
Botanical Name	Common Name
Herbaceous Plants	
<i>Anemonella thalictroides</i>	Rue anemone
<i>Asclepias incarnate</i>	Swamp milkweed
<i>Aster novae-angliae</i>	New England aster
<i>Caltha palustris</i>	Marsh marigold
<i>Chelone glabra</i>	Turtlehead
<i>Iris versicolor</i>	Blue flag
<i>Lilium canadense</i>	Canada lily
<i>Lobelia siphilitica</i>	Great blue lobelia
<i>Lobelia cardinalis</i>	Cardinal flower
<i>Matteuccia struthiopteris</i>	Ostrich fern
<i>Mertensia virginica</i>	Virginia bluebells
<i>Onoclea sensibilis</i>	Sensitive fern
<i>Osmunda regalis</i>	Royal fern
<i>Rosa palustris</i>	Swamp rose
<i>Symplocarpus foetidus</i>	Skunk cabbage
<i>Typha latifolia</i>	Cattail
Trees and Shrubs	
<i>Acer rubrum</i>	Red maple
<i>Aronia arbutifolia</i>	Red chokeberry
<i>Betula nigra</i>	River birch
<i>Betula populifolia</i>	Gray birch
<i>Cephalanthus occidentalis</i>	Buttonbush
<i>Clethra alnifolia</i>	Sweet pepperbush
<i>Cornus sericea</i>	Red-osier dogwood
<i>Cornus racemosa</i>	Swamp dogwood
<i>Ilex verticillata</i>	Winterberry
<i>Kalmia latifolia</i>	Mountain Laurel
<i>Lindera benzoin</i>	Spicebush
<i>Rhododendron maximum</i>	Great rosebay rhododendron
<i>Rhododendron periclymenoides</i>	Pinxterbloom azalea
<i>Sambucus Canadensis</i>	American elder

HIGHLAND LAKES NATIVE PLANTS FOR MEADOWS (BEDS AND BORDERS)	
Botanical Name	Common Name
Herbaceous Plants	
<i>Asclepias syriaca</i>	Common milkweed
<i>Eupatorium purpureum</i>	Joe Pye weed
<i>Monarda fistulosum</i>	Wild bergamot
<i>Oenothera biennis</i>	Common evening primrose
<i>Rosa Carolina</i>	Pasture rose
<i>Rudbeckia hirta</i>	Black-eyed susan
<i>Solidago Canadensis</i>	Tall goldenrod
<i>Solidago flexicaulis</i>	Zig-zag goldenrod
<i>Verbena hastata</i>	Blue vervain
<i>Vernonia noveboracensis</i>	New York ironweed
Highland Lakes Native Trees	
<i>Acer rubrum</i>	Red maple
<i>Acer saccharum</i>	Sugar maple
<i>Carya ovata</i>	Shagbark hickory
<i>Fagus grandifolia</i>	American beech
<i>Juniperis virginiana</i>	Easter red cedar
<i>Liriodendron tulipifera</i>	Tuliptree
<i>Pinus strobes</i>	White pine
<i>Platanus occidentalis</i>	American sycamore
<i>Quercus alba</i>	White oak
<i>Quercus prinus</i>	Chestnut oak
<i>Quercus rubra</i>	Red oak
<i>Tsuga Canadensis</i>	Eastern hemlock



The native azalea has beautiful soft pink flowers in spring.

homeowner, native plants are adapted to local conditions and thus require less fertilizer, pesticides, maintenance and watering than non-native landscape plants. Native plants have a greater survivability than non-native ornamentals.

Aesthetic Values

The presence of plants in their native habitats and in cultivation gives us a “sense of place.” Native plant communities and natural areas provide opportunities for people to experience and appreciate New Jersey’s rich natural heritage. Why should I garden with native plants? Native plants make beautiful, functional and environmentally smart additions to any type of garden. For starters, native plants and animals are part of a region’s web of life. All living organisms are interdependent and a part of this complex system. For more information on native plants and invasive species in our area, visit <http://www.npsnj.org>.

For comprehensive information on New Jersey invasives, visit <https://www.fohvos.info/invasive-species-strike-team/>.

Native white wood aster and blue-stem goldenrod along with ferns, rocks and leaf mulch form a beautiful woodland scene. Natural moss and lichen are an integral part of a woodland environment and should not be removed.

Native Plants Web Resources

Native Plant Society of N.J.—www.npsnj.org
Lady Bird Johnson Wildflower Center—www.wildflower.org
Bowmans Hill(PA) Wildflower Preserve—www.bhwp.org
N.E. Wild Flower Society—www.newenglandwild.org
Wild Ones (Native Landscapers organization)—www.for-wild.org



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