

March 2024
Issue 3

2024 LHPOA BOARD ELECTIONS

SUBMIT YOUR VOTE BY
5:00PM MARCH 15, 2024

The
Lake Heritage
breeze

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Stay informed with Lake Heritage through AppFolio App, the LH Website, and Official Facebook Page!

AppFolio is an app that can be downloaded onto your phone. You can use the app to pay your dues, view the calendar, view upcoming events, log maintenance requests and access the current and past newsletters. Go to the link lakeheritage.appfolio.com/connect or contact the office for more information. **The most up to date calendar is on AppFolio.**

Lake Heritage Website

www.lakeheritage.org is the Lake Heritage website. You can access and download any forms you may need such as building permits, pool pass request form and club recognition forms, just to name a few. There is access to the members online portal, too.

Official Facebook Page

Please join the [Lake Heritage - The Official Page](#). Here you will find important updates for the community as they happen.

Meeting Dates to Remember :

Pool Committee Meeting

Thursday, March 7 | 6:00pm

Lake and Dam Committee Meeting

Wednesday, March 13 | 6:00pm

Board Workshop

Thursday, March 14 | 6:00pm

Board Meeting

Thursday, March 14 | 7:00pm

Board Elections Ballot Submission Deadline

Friday, March 15 | 5:00pm

Board Elections Ballot Counting

Friday, March 15 | 6:00pm

Operations Committee Meeting

Thursday, March 21 | 6:00

Rec Area Improvement Committee Meeting

Monday, March 25 | 7:00pm

Reorganization Meeting

Thursday, March 28 | 7:00pm

March Calendar

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
					FUN N FITNESS 10:00 AM MAHJONG 2:00PM BRIDGE CLUB 6:00PM	MEMBER PRIVATE EVENT SM RM - ALL DAY
3	4	5	6	7	8	9
FUN N FITNESS LINE DANCING 2:00-5:00PM MEMBER PRIVATE EVENT SM RM - ALL DAY	FUN N FITNESS 10:00 AM	TAI CHI BO 9:00 AM MAHJONG 7:00PM	TRASH FUN N FITNESS 10:00 AM	TAI CHI BO 9:00 AM POOL COMMITTEE MEETING 6:00 PM	FUN N FITNESS 10:00 AM MAHJONG 2:00PM FISHING CLUB 6:30 PM	
10	11	12	13	14	15	16
	FUN N FITNESS 10:00 AM	TAI CHI BO 9:00 AM WOMEN'S CLUB 10:00 AM MAHJONG 7:00PM	TRASH & RECYCLE FUN N FITNESS 10:00 AM LAKE AND DAM COMMITTEE MEETING 6:00 PM	TAI CHI BO 9:00 AM BOARD WORKSHOP 6:00 PM BOARD MEETING 7:00 PM	FUN N FITNESS 10:00 AM MAHJONG 2:00PM KIDS CLUB LG RM - 5:00PM BRIDGE CLUB 6:00PM	MEMBER PRIVATE EVENT LG RM - ALL DAY MEMBER PRIVATE EVENT SM RM - ALL DAY
17	18	19	20	21	22	23
SKI CLUB	FUN N FITNESS 10:00 AM	TAI CHI BO 9:00 AM CREATIVITY CLUB 6:30 PM MAHJONG 7:00PM	TRASH FUN N FITNESS 10:00 AM	TAI CHI BO 9:00 AM OPERATIONS COMMITTEE MEETING 6:00 PM	FUN N FITNESS 10:00 AM MAHJONG 2:00PM	MEMBER PRIVATE EVENT LG RM - ALL DAY
24	25	26	27	28	29	30
KIDS CLUB	FUN N FITNESS 10:00 AM REC AREA IMPROVEMENT COMMITTEE MEETING 7:00 PM	TAI CHI BO 9:00 AM MAHJONG 7:00PM	TRASH & RECYCLE FUN N FITNESS 10:00 AM	TAI CHI BO 9:00 AM KID'S CLUB NATURE TRAIL PLAYDATE REORGANIZATION MEETING 7:00 PM	FUN N FITNESS 10:00 AM MAHJONG 2:00PM MEMBER PRIVATE EVENT LG RM - ALL DAY	
31						
MEMBER PRIVATE EVENT LG RM - ALL DAY						

Candidate 1: Candidate 2: Candidate 3: Candidate 4: Candidate 5:

**Ernest
Clevinger**

**Donna
Spicer**

**Steven
Dwyer**

**Phyllis
French**

**Matthew
Verdirame**



**VVO
THE**

March 15
Ballots due by 5:00pm

CANDIDATE 1: ERNEST CLEVINGER

What do you see as the primary responsibilities of the Board of Directors?

In my opinion, the primary function of the Board of Directors is to serve the residents of our community. This is done by following and enforcing the By-laws.

What would you like our community to know about you?

My wife and I have been residents of this community for 18 years. Eleven of these years, I served on the Board. My primary job on the Board was the Chairperson of the Maintenance Committee. I have been a member of the Fishing Club for the past 18 years where I served as President for 4 years and I am currently the Treasurer. My hobbies are golfing, fishing, bowling, and hunting. I served in the U.S Army for 4 years. I am a member of the American Legion Honor Guard. I am the Vice President of the BOD at the American Legion Post 202. I am responsible for maintaining the Veterans Hall of Fame display in the Community Center. I serve on the unofficial committee for coordinating our Memorial Day program.

What skills or experience will you bring to the Board of Directors, if elected?

Like I said, I have served on the Board of Directors for 11 years as the Chairperson of the Maintenance Committee. I consider myself a “handy-man” in plumbing, carpentry, electrical, machine and landscaping.

If elected, what improvements do you hope to see the Board of Directors accomplish during your 3-year term?

I will work to ensure our dues are used to serve in the best interest possible for our residents, and to increase our capital reserves. I think we all know our lake is our number one asset. We need a plan to monitor the ecology of our lake. I would like to see more maintenance work performed in cleaning out the coves and shore lines of the lake. A plan must be in place to maintain our roads. In general, I would work to improve our community to make it a better place to live, play, and raise a family.

CANDIDATE 2: DONNA SPICER

What do you see as the primary responsibilities of the Board of Directors?

The primary responsibilities of the Board of Directors are to protect the financial assets of its membership. One of several ways includes hiring qualified staff that only need training for a season to fulfill the duties as stated in their job application the way that LHPOA delegates for it to be executed. On the job training of the position itself is not helpful to the Association or its' members. Hire well, pay them wages fitting their duties, and treat them well. The result is likely to be a stationed office staff the Board of Directors evolve every three years. Another primary responsibility is to create policies in response to changes in PA HOA Statutes and the economy since it directly affects the assets of the Association's members. Maintaining our greatest asset, the lake itself, needs to have a professional keep check on it in steady increments as suggested by the professional, and approved by the LHPOA President. Another primary responsibility is to avoid liability against the Association by becoming very familiar with PA State Laws for HOA's, the LHPOA By-Laws, and the LHPOA Rules and Regulations. For the By-Laws are outdated, unclear, or deemed not fair by the majority of the members, through every communication means available, the Board of Directors should strongly encourage the members to gather 51% or more members as one voice to begin the process that will lead to positive changes. To update the R&R, the membership feedback has been done. Now is time to hire a professional to come alongside the Board and/or Governance Committee to clean up the verbiage and any modifications to the current document.

What would you like our community to know about you?

Know that I am fallible. Know that I am a straight shooter. When wrong, know that I will own the mistake, and do what I can within my means to make it right. Know that I do not gossip. Know that I am the same 24/7 in regard to my character. Know that transparency to the membership is paramount to me without my becoming a vigilante. The latter just makes me attempt to look better than I really am at the expense of making my fellow Board Members look bad. Know that I am a team player; give me my lane to help the community with skills that I possess as needed, and I will stay in my lane for the good of the whole. Know that my opinions in regard to Board business will be shared with the Board alone as to my part to present the Board in one accord before the membership, yet without compromise of good moral and ethics. My opinion will be shared before the membership and the Board at the monthly Board meetings, and during any closed Board Meetings. They will not be shared on social media. I believe that dicies the Directors, and this makes the members insecure and betrayed by the Board of Directors as a whole. Dissension and a dysfunctional Board of Directors is the only outcome of such actions. Know that if there are any hidden agendas among Board Members, it will be addressed one on one first. If that fails, the proper, professional, steps will be taken to expose it to the needed person(s). If being intolerant of hidden agendas means that I lose my seat on the Board of Directors, so be it. Honesty and integrity are integral components needed in each Director's character in order to serve the Association and its members well. Even more so than an impressive skill set.

What skills or experience will you bring to the Board of Directors, if elected?

With a degree in Small Business Management, I founded and directed a local performing arts business for 22 years. That taught me how to hire well, actively listen to hired Instructors, and Manager, parents and students. I know how to effectively organize events, delegate authority, implement time management, lead and follow others well. I am self-motivated and a conscientious worker. Problem solving in general comes easy to me. Creating steps for the solution to come to fruition is exercised daily in my personal and professional life. This I will carry over to the Board, if elected. As a Real Estate Agent, it is imperative to be an active listener and great communicator with each prospective client. This asset will be carried over as a Director of the Board, if elected. Listening to one another, and being slow to speak is necessary for effective communication among the Directors, and between the Board of Directors and the membership. Most importantly, showing that a person has been heard through the following actions of the listener of any given topic. This does not mean that a meeting of the minds has occurred. But noted that it was genuinely valued. Not condescending nor patronizing. This shows respect toward another human being that took the time to share their thoughts. Recognize with actions that each of us have something of value to offer to our community. I am respectful toward others and their position. This does not negate possibly losing respect for a person for abusing their position. In this case, it goes back to question number 2: following the protocol in place to make it right. This helps the function and reputation of the Board of Directors, and by default the building of trust between the Board of Directors and the membership.

If elected, what improvements do you hope to see the Board of Directors accomplish during your 3-year term?

If elected, I promise to do my part to support a qualified office staff by communication Board business effectively with each employee, and to help make their work environment function and pleasant. While a Director is only positioned for three years, it is vital that office staff positions are stabilized. I would like to be instrumental in improving the relationship between the Board of Directors and each committee, and to support them. Help develop policies so that each Committee is clear of their mission statement, and their relationship between them and the Board of Directors. I hope to see improvement for the membership to be able to use all in and outdoor common areas that the member's dues finances. Using our community center when it is vacant does not take away revenue to the Association, but enhances the quality of life to its' members. Sign in and out sheets takes care of accountability.

CANDIDATE 3: STEVE DWYER

What do you see as the primary responsibilities of the Board of Directors?

Fiduciary responsibility is the top priority. We are responsible for all assets of the community and should act as good stewards on their behalf. To work with the management of the community to be certain it is being looked after and maintained properly.

What would you like our community to know about you?

I care about the community I live in. I have lived here since June of 2021. Since moving here, I have attended 90% of the monthly Board meetings. I have also been part of several different committees. There has been tremendous turnover of Board Members as well as employees for the last two and a half years, the chaos needs to end. Things need to change. The Board as well as management need to put the Association back on track. I feel with my experience I may be able to help.

What skills or experience will you bring to the Board of Directors, if elected?

I served on three different HOA Boards in Connecticut. One of the Boards I was a member for almost twenty years. I have served as every officer position. I served on a Board for a franchise council that acted as a liaison between franchisor and franchisee for five years. Having represented three HOA communities I have the understanding of what it takes to run a community properly and efficiently. Having been self-employed for over twenty years I understand what it takes to run a business.

If elected, what improvements do you hope to see the Board of Directors accomplish during your 3-year term?

I hope to improve the management of the community. This would trickle down to all aspects of the community so things would run more efficient and effective. Board members should not have the responsibility of running day-to-day operations.

CANDIDATE 4: PHYLLIS FRENCH

What do you see as the primary responsibilities of the Board of Directors?

A Board of Directors is a group of people who lead the community with the same objective, to make the community the best that it can be. The neighborhood needs to function, so all residents' needs are met.

What would you like our community to know about you?

I am a “people person”. I ask questions and strive to understand varying points of view and to show respect with everyone I meet.

What skills or experience will you bring to the Board of Directors, if elected?

1. Past President of the Lake Heritage Women's Club (4 years)
2. Chairman of Scholarship program (8 years)
3. Past President of the Board of Directors in my previous community (8 years)
4. Organizer of a student foreign exchange program (9 years)
5. Teacher – Harford County, Maryland (33 years)

If elected, what improvements do you hope to see the Board of Directors accomplish during your 3-year term?

I would like upgrades to the community center and upgrades to the front gate. To foster a more cooperative and respectful relationship among Board members and with the residents.

CANDIDATE 5: MATTHEW VERDIRAME

What do you see as the primary responsibilities of the Board of Directors?

I believe that the people who live here at Lake Heritage expect a few basic responsibilities from the Board of Directors. We expect the Board of Directors to provide a safe and well maintained community following the established regulations and By-Laws. We expect the Board of Directors will provide this while being fiscally responsible so as to reduce costs and keep HOA fees down. It is not the Board of Directors responsibility to control every aspect of life at the lake. The less the Board of Directors governs, the better it is. The most important quality of a Board member is probably the ability to get along and work with others and to be collegial and non-confrontational in dealing with other Board members, community members, and staff. The ability to meet fiduciary responsibilities, ability to read and understand financial statements is important.

What would you like our community to know about you?

I would like the community to know that I have lived at the Lake Heritage community for over 22 years and during that time I have been active in the community. I served on the Board of Directors for 9 years during which I was primarily Chair of the Lake and Dam Committee. But in addition I was also Vice-President for 2 years. When not a Board of Directors member, I continued to be active by serving on the Lake and Dam, Maintenance and Security committees. Being active in the community, I am currently President of the Fishing Club and I lead the Tai Chi Bo group twice a week. I have served on the Regatta Committee, and was Admiral for 2 years and I have also been active with volunteer groups. I am passionate about providing a safe, friendly and affordable community to all who live at Lake Heritage.

What skills or experience will you bring to the Board of Directors, if elected?

As previously stated, I have had many years of leadership and service while living at the lake. In addition to this I have skills and experiences developed during my working years as a Health and Physical Education teacher in the Gettysburg Area School District. I have a Masters Degree in School Administration from McDaniel College and have used that knowledge to serve as the Gettysburg Teachers Association President and Chief Negotiator for 15+ years. I was active in the Pennsylvania State Education Association, and National Education Associations during that time, and I am currently an active retired member. During summer breaks and after retirement, I ran a small building contractor and maintenance company. I have attended four PA Lake Management Society conferences while I served on the Board of Directors.

If elected, what improvements do you hope to see the Board of Directors accomplish during your 3-year term?

If elected, I would strive to establish a functional committee structure. I believe a strong and vibrant committee structure will provide an avenue for any member of the community, who desires to have input to the functioning of the LHPOA. We have many people here who have the backgrounds and experience possessed by individuals is what makes for a dynamic, effective community. Furthermore, I would like to reestablish the road maintenance and repair schedule. A functioning road maintenance schedule will help keep roads in top condition and save money in the long run.

Lake Heritage Board President, Renee Trybula's Remarks

Hello Lake Heritage,

I don't know about you, but I'm looking forward to some warmer weather. With that being said, please watch out for neighbors walking, running, and riding bikes. The speed limit is 25 in most areas with the occasional 15 speed limit around the Marina and on curves that are blind spots. I have had reports of pets being struck and left for dead, bikers being pushed off the road and walkers that have been brushed by vehicles or so close to being hit they were unexpectedly forced off the pavement. Reminder- there is no walking lane on any Lake Heritage road. Urgent caution and much slower speeds are needed around pedestrians, bikers and animals. My own pet was hit and killed, but what frightened me was the time at which he was hit. It was 6:40 in the morning, students were walking to bus stops. Please be careful and slow down.

On a lighter note, the Board has been very busy this month. The last of the policies and procedures are getting looked at and organized so that we can vote on them in the March meeting. We are still looking at job descriptions and evaluations for all employees. The Board has been working to have all the procedures and policies in place before the 2024 Election so that there is a good foundation to build upon for the next Board. The Board is also looking forward to the elections. Remember to get your votes in before March 15th at 5:00 pm.

Thank you to all the lake residents that have reached out to me with questions, suggestions or being supportive. If you have any questions or suggestions, please feel free to contact me at president@lakeheritage.org.

I'm looking forward to a great March.

Renee Trybula

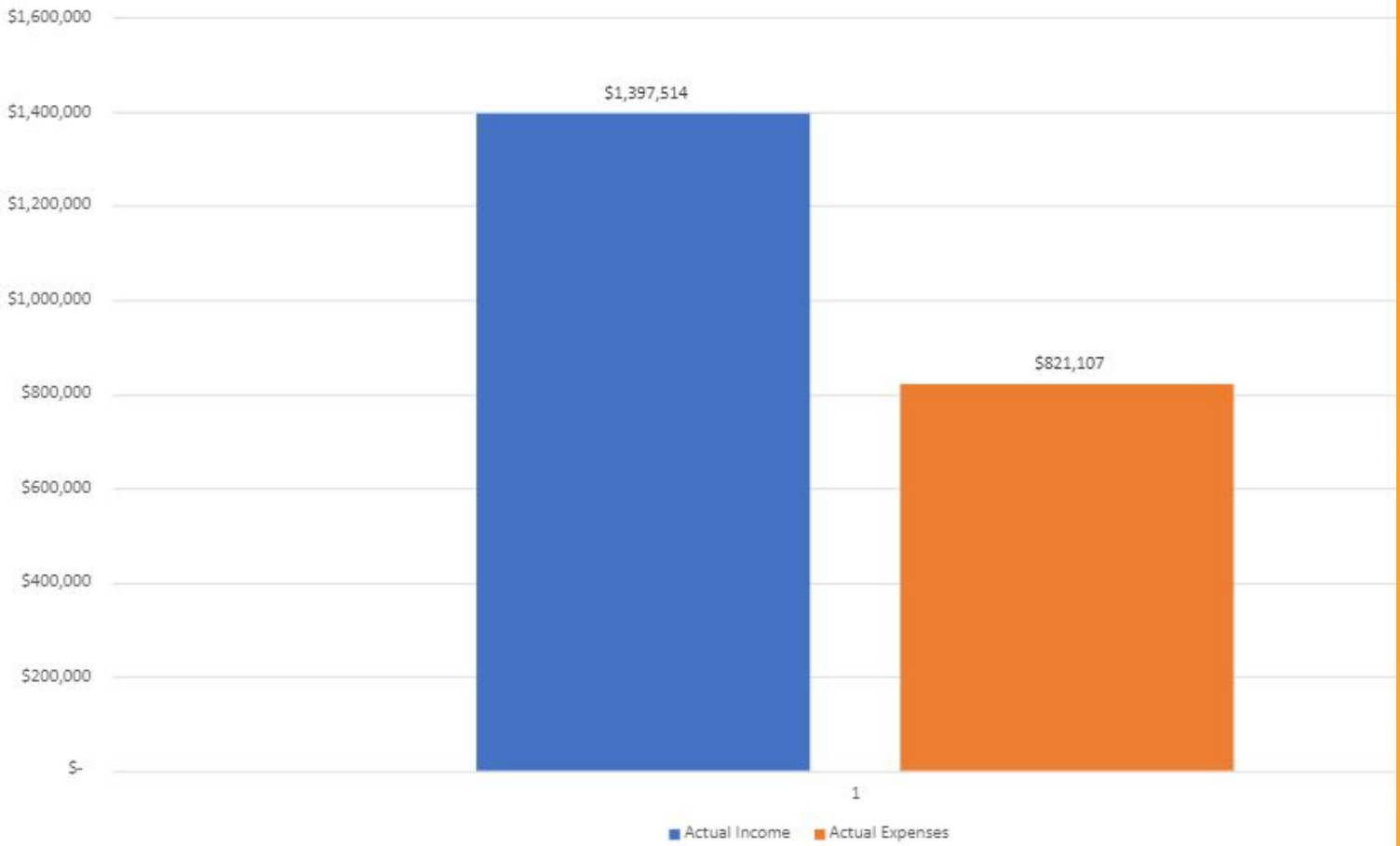
Renee Trybula
LHPOA Board President



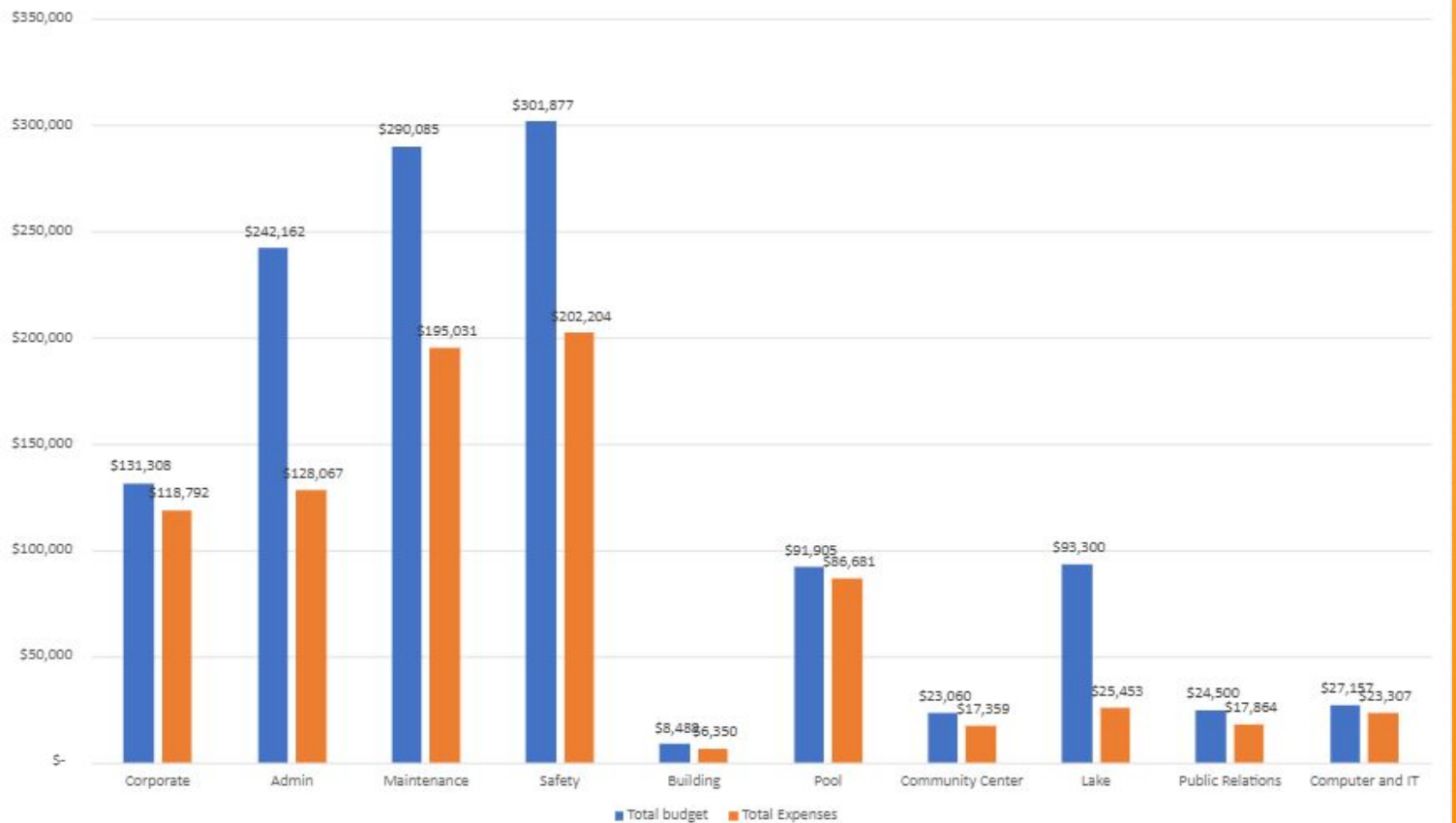
**LAKE HERITAGE
BOARD OF
DIRECTORS MEETING
MINUTES**

Lake Heritage Property Owners Association Treasurer's Report January 2024

Actual Income v Actual Expenses



Total budget v Total Expenses



Community Manager Report

Hello, Lake Heritage!

As we enter into March we are coming to the end of our 2023/2024 Fiscal Year; below are important dates to remember as we begin to make this transition:

- March 14, 2024: 7:00pm in the Community Center - March Board Meeting
- March 15, 2024: 5:00pm Ballot Submission Deadline; 6:00pm Ballot Counting (Hosted live on Zoom)
- March 28, 2024: 7:00pm in the Community Center - 2024 Reorganization Meeting
- April 1, 2024: Beginning of 2024/2025 Fiscal Year
- April 12, 2024: 7:00pm in the Community Center - 2024 Annual Membership Meeting

The Office is currently accepting Dues and Assessments as well as 2024 Election Ballots. Office Hours are Monday-Friday 7:30am-5:30pm. We will also be open every other Saturday from 10:00am-2:00pm in the months of March and April. Below is the list for Saturday Office Hours.

We are looking to begin hiring our seasonal Lifeguard staff. If you are or know someone interested in working at the Pool the position's duties are to oversee and maintain the safety of all swimmers while monitoring all pool facilities. Job Requirements are:

- Must be 16 years of age or older.
- Must have a current Red Cross Advanced Lifesaving Certificate including First Aid/CPR/AED Certification.
- Able to obtain a work permit to be kept on file in the LHPOA Office.
- Ability to become familiar with and enforce LHPOA Pool Rules and Procedures.
- Ability to supervise both children and adults in a courteous and effect manner.

Until next month,

Taylor Eiker

Taylor Eiker
Community Manager

Lake Heritage
SATURDAY
OFFICE HOURS
10:00_{AM} - 2:00_{PM}

MARCH 2ND
MARCH 16TH
MARCH 30TH
APRIL 13TH
APRIL 27TH

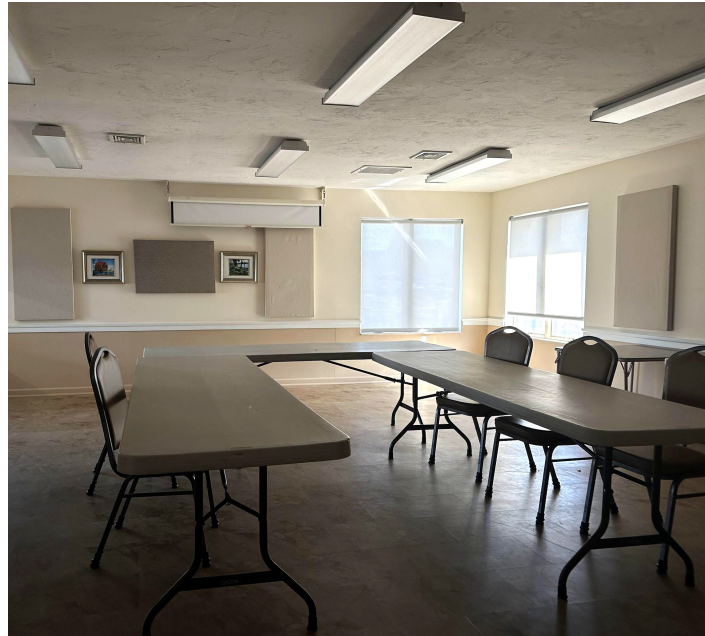
Operations Report

February saw the Lake receive more snow than the area has had in quite a while. The weather events were fast and hard hitting to the area. The Maintenance team worked hard to keep equipment working properly and to plan accordingly to stay ahead of the storms. The blinds in the Community Center have been replaced in the large and small room, just in time for our upcoming sunny days!

Spring is right around the corner and prep has begun for the upcoming season. Repairs and maintenance will give the Pool restrooms a much needed facelift and ensure completed functionality. New blinds will be installed in the Community Center small and large rooms. The pool preparations for the upcoming season will begin. Rec area work will begin to include paint, repair and preventive maintenance of tables, kayak racks, equipment, etc.

On the Access and Patrol side, the return of warm weather will bring more pedestrian foot traffic. Drivers and pedestrians alike are encouraged to be safe, courteous and mindful as more and more members go outside for walks to enjoy the upcoming season. Drivers should make all attempts to slow down to ensure safety for those out walking. Likewise, walkers are encouraged to walk facing traffic and be mindful during busy times. We want everyone, walkers and drivers, to enjoy the days and be able to return home safe.

Chris Archambault
Operations Supervisor



February Access and Patrol Report

Abandoned/Unregistered Vehicles	-	Fire Calls	-	Property Damage	-
Animal Related	3	Grass Growth Violations	-	Vandalism	-
Assists	6	Hazardous Condition	-	Radar /Traffic Monitoring Details	86
Boat/Lake Incidents & Violations	-	Law Enforcement Responses	5	Sign Violations	-
Boat Inspections	-	Assist Medical Calls	-	Suspicious Vehicle/Person/Event	5
Fireworks Complaints	-	Miscellaneous Incidents	-	Curfew Violation	-
Noise Complaints	-	Motor Vehicle Incidents	16	Total Patrol Mileage	1,791



2024 LHPOA Pool Rules

The following policies are for the health and safety of all swimmers. Please read and initial each.

Section 1: Membership & Guests

1. The Lake Heritage Pool Facility is available for the enjoyment of all LHPOA dues paying members, their immediate family (defined in the Rules and Regulations as their spouses and members of their immediate family who live permanently, on a full-time basis at the same address as the dues paying member), and their guests (a fee is associated with a guest use of the pool). Members also acknowledge they have read, understand, and will comply with the Lake Heritage Pool Facility Rules.
2. Members acknowledge they are responsible for their conduct and the conduct of their guests. Members and guests hereby hold harmless, indemnify, and agree to defend LHPOA, its officers, and employees from any and all claims, losses, damages, and expenses arising from the use of the pool facility and/or the actions of the employees whether or not those claims, losses, damages, and expenses arise from acts, negligence, or omissions of LHPOA.
3. All members must present their pool membership card to the attendant at the pool office whenever entering the pool area.
4. Guests: ALL guests must be registered and paid for upon entry.
 - a. Members must accompany and be responsible for the conduct of their guests at all times. There is a limit of 6 guests per household at any one time (with the exception of special events as described in Section 1, #5).
 - b. Children under age 12 years of age do not have guest privileges with the exception of an accompanied adult/caregiver (age 16 or older and as described in Section 4, #1).
 - c. Multiple guest passes and season passes are available for purchase at the pool office during business hours.

VISITOR POOL PASSES: Punch card pool passes for non-members are available for purchase at the pool gates:

\$25 for a 10 punch pass

\$40 for a 20 punch pass

*Passes do not expire, and unused punches can be used the following season.

Also available are season passes for non-members and are available for purchase at the pool gate:

\$75 for one non-member for the entire pool season. *These passes do expire at the end of the season for which they are purchased. The name of the person will be on the card and can only be used by said person for the current pool season in which purchased.

5. Members may sponsor special events at the pool by making prior arrangements with the Lake Office. Arrangements must be made at least two weeks in advance for groups greater than to allow for proper preparation and staff coverage.

Section 2: Pool Operation

1. Pool hours – Full use of the Pool Facility is available from 10 am – 8 pm. All hours are subject to appropriate staffing.
2. Pool closure occurs with the loss of electricity, weather conditions that create an obstructed view of the pool bottom, thunder, lightning, and equipment malfunction that results in unsafe conditions at the discretion of the Pool Manager, Assistant Pool Manager, Head Lifeguard, or Community Manager.
3. Everyone must obey the pool staff at all times. The Pool Manager, Assistant Pool Manager, and lifeguards, at their sole discretion, are authorized to expel any individuals from the pool area who decline to obey instructions for the safety of others or for their behavior. Parents should inform their children of this authority.
4. In the event of an emergency, the lifeguard will sound 3 loud whistle blasts. Exit the pool immediately and listen for instructions.

Section 3: Health Considerations

1. Per CDC recommendations, shower before entering the pool, ESPECIALLY when coming to the pool after being in the lake.
2. Admission to the pool will be refused to anyone with open sores; eye, ear, or nose infections; or with bandages/adhesive tape on the body.
3. Spitting, spouting water from the mouth, and blowing the nose in the water are prohibited.
4. Report all injuries to a lifeguard for immediate first aid.
5. Clothing and diaper changing must be done in the locker rooms regardless of age.
6. To help reduce bacteria in the pool, children who are non-potty-trained must wear both a swim diaper and tight-fitting waterproof latex/rubber pants in the wading pool and the big pool.
7. Do not use items such as water shoes, flotation devices, life jackets, etc. that have been used outside of Lake Heritage pool facility to avoid cross contamination of bacteria.

Section 4: Age Requirements, Activities, Responsibilities, and Safety

1. PARENTS - WATCH YOUR CHILDREN. Children under age 12, regardless of swimming ability, must be accompanied by an adult or CAREGIVER (AGE 16 OR OLDER) at all times. If the child cannot touch the bottom or swim 25 meters independently*, the CAREGIVER must be in the water and within arm's reach of the child at all times.
*Children will be required to pass a swimming test to enter deep water independently. This test will consist of swimming one length of the pool.
2. ALL NON-SWIMMERS WHO CAN NOT TOUCH THE BOTTOM SHOULD WEAR A LIFEJACKET OR COAST GUARD APPROVED FLOATATION DEVICE.
Swimsuits with floatation inserts are also permitted.
 - a. All children using a lifejacket or Coast Guard floatation device must be directly supervised by an adult who is in the water and within arm's reach at all times.
 - b. All children using a lifejacket or Coast Guard floatation device must always enter the water feet first.
3. Proper bathing attire must be worn. Street clothes, compression shorts, and sports bras are not permitted.
4. The use of rafts, inner tubes, Swimmies™, and floating boats are prohibited unless they are being used for a special event.
5. NO HYPERVENTILATING, EXTENDED UNDERWATER SWIMMING, OR EXTENDED BREATH HOLDING.
6. NO DIVING IN WATER THAT IS LESS THAN 6 FEET DEEP.
7. NO running, pushing, dunking, horseplay, wrestling, climbing on, or throwing people within the pool facility.
8. NO hanging or sitting on the ladders or steps. They must be kept clear except when in use for entering or exiting the pool.
9. Toy and pool noodle use in the main pool is at the discretion of the Pool Manager, Assistant Pool Manager, or the Head Lifeguard on duty.
10. Managers and lifeguards have full discretion to allow, modify or curtail games involving throwing a ball or flying object. Some examples are (but not limited to) games of "catch", water polo, bombardment etc.
11. Diving Board Rules:
 - a. One person on the diving board at a time.
 - b. Go straight off the end of the board.
 - c. One bounce on the board per jump or dive.
 - d. All dives must enter hands or feet first.
 - e. Swim immediately to the closest ladder after going off the board.
 - f. Wait until the previous person reaches the pool ladder before getting on the board and taking your turn.
12. Sliding Board Rules:
 - a. Rider must be at least 48" tall.
 - b. One person on the slide at a time.
 - c. Rider must remain in the upright seated position at all times and enter the pool feet-first.
 - d. Swim immediately away from the end of the slide upon entering the water.
 - e. Wait until the previous person clears the area at the bottom of the slide before climbing the ladder to take your turn.
13. Wading Pool Rules:
 - a. The wading pool is for young children under 48" tall and their parents or caregivers (age 16 or older).
 - b. Parental or caregiver supervision is required at all times.
14. Lap lanes are reserved for lap swimming only. Hanging on the lane lines or swimming through the lanes is prohibited.

Section 5: General Restrictions

1. All food and drinks must be consumed on the grass or at any of the various tables available on the patios or in the pavilion.
2. The following are prohibited within the pool enclosure:
 - Chewing Gum
 - Alcoholic Beverages
 - Smoking or Vaping (including E-cigarettes)
 - Abusive, foul or offensive language
 - Inappropriate displays of affection
 - Glass of any sort
 - Pets
 - Bikes
 - Scooters

Notice:
Creativity Club
will begin
meeting on the
THIRD Tuesday
each month

See you March 19!

LHPOA Shoe Drive

Gettysburg's Lincoln Elementary School is hosting their first Shoe Drive. They will be placing a donation box at the Lake Heritage Community Center, outside the Office. If anyone would like to donate, they are accepting new or used gently worn shoes. They accept any shape and size shoe with the exception of roller skates/blades.

Collection will occur from
February 1st through March 31st.



The Lake Heritage Kids Club and Girl Scout Troop 80769 are cosponsoring a collection to benefit Forever Love Animal Rescue. Please drop off donations to the bin located in the Community Center, outside of the Office. Donations accepted through March.

Items needed include:

- Dog and/or Cat Food
- Dog and/or Cat Treats
- Dog and/or Cat Toys
- Puppy Pads
- Clumping Cat Litter
- KMR (Kitten Milk Replacer)
- Miracle Nipples
- Snuggle Safe Pads
- Paper Towels
- Drawstring Kitchen Bags
- New/Used Beach Towels
- Cleaning Supplies



Thank you in advance for donating to this worthy cause, and in the process supporting the Kids Club and Girl Scouts!



2024 Holiday Schedule:

New Year's Day - Monday, January 1:
Memorial Day - Monday, May 27:
Independence Day - Thursday, July 4:
Labor Day - Monday, September 2:
Thanksgiving Day - Thursday, November 28:
Christmas Day - Wednesday, December 25:

Delay - Pick Up Thursday, January 4
Delay - Pick Up Thursday, May 30
No Delay - Pick Up Wednesday, July 3
Delay - Pick Up Thursday, September 5
No Delay - Pick Up Wednesday, November 27
Delay - Pick Up Thursday, December 26

BRUSH DROP OFF 2024 SCHEDULE

Drop Off Time: 7:30am-1:30pm
Drop Off Location: Maintenance Area

April 6	April 20
May 4	May 18
June 1	June 15
July 6	July 20
August 17	September 21
October 5	October 19
November 2	November 16

NOT Accepted:
LIMBS LARGER THAN 3 INCHES IN DIAMETER
GRASS CLIPPINGS, LEAVES OR GARDEN CUTTINGS (MUST BE WOOD)
LUMBER OR PLYWOOD
ROOT CLUMPS



EMERGENCY TRAVEL KIT...DON'T LEAVE HOME WITHOUT IT!



Also remember to include warm clothing and gloves, blanket, ice scraper, sand, non-perishable food and anything else you may need to accommodate family traveling with you (special medication, baby supplies, pet food, etc.)

NOTARY SERVICES AVAILABLE AT LH OFFICE

CONTACT OFFICE TO
SCHEDULE AN
APPOINTMENT!



NO FUSS, NO CHARGE, ALL FUN!

LINE DANCING AT THE COMMUNITY CENTER

WITH
Southern Boy Dancing

SUNDAY, MARCH 3RD
2:00PM-5:00PM

FAMILY FRIENDLY AND BYOB
DONATIONS GLADLY ACCEPTED

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Into Lake Heritage
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For One Week
Before You Can Put
Them In the Lake!**

***This Is to Protect Our
Lake From Harmful
Organisms!***

Free Native Tree and Shrub Seedlings by Request from Adams County Planting Partnership

The Adams County Planting Partnership—an initiative of the Adams County Conservation District and the Watershed Alliance of Adams County—has partnered with the Chesapeake Bay Foundation's Keystone 10 Million Trees Partnership to distribute more than 8,000 free native tree and shrub seedlings this Spring to Adams County residents who request them.

Once planted, the seedlings will grow into trees and shrubs that capture stormwater runoff that can pollute our Lake Heritage, streams and drinking water, as well as remove carbon dioxide and other greenhouse gases from the atmosphere.

A 501(c)(3) nonprofit organization, the Watershed Alliance of Adams County is dedicated to enhancing and protecting the water resources of Adams County. For more information about the Watershed Alliance, visit AdamsWatersheds.org.

The Adams County Conservation District works to promote voluntary conservation and good stewardship of Adams County's natural resources. For more information about the Adams County Conservation District, visit AdamsCountyPA.gov/Departments/ConservationDistrict.

Seedling request forms will be open from 9 a.m. on Saturday, March 2 through 5 p.m. on Sunday, March 17

Seedlings will be available for pickup at the Adams County Agricultural and Natural Resources Center (the "Ag Center"), 670 Old Harrisburg Road, Gettysburg, at these dates and times (tentatively):

- Thursday, April 11, 2-7 p.m.
- Friday, April 12, 9 a.m.-4 p.m.
- Saturday, April 13, 9 a.m.-12 p.m.

There will be a "Tree-for-All" at the end of the distribution to find homes for any seedlings that haven't yet been picked up on Saturday, April 13, from 12-3 p.m.

For more information on this initiative follow the link below:

[Adams County Planting Partnership](#)

Lake Heritage Volunteers Keep Mud College History Alive

By LH Women's Club President,
Liz Habermann

Lake Heritage Women's Club President, Liz Habermann, recently published a book titled "A Whole School Fits in One Room?" about the Pleasant Grove Schoolhouse. The school was built in 1869 and is known locally as Mud College. With the cooperation of Assistant Principal Trinh Sudak (who was formerly their art teacher), Advanced Placement art students from

Littlestown High School illustrated the book. On January 18th, Liz hosted a reception for the students in the historical one-room schoolhouse, located just a few miles southeast from Lake Heritage on Baltimore Pike. Assisting Liz during the reception was fellow volunteer docent teacher and former Women's Club President, Phyllis French. Like Phyllis, another Women's Club member and docent teacher, Anne Ratay, was instrumental in teaching Liz the ropes of the Living History Program conducted at the school.

Since 2003, the Living History Program has introduced scores of local third through fifth grade students to what school was like in 1896, when a young woman named Lizzie Horner taught there. Period-dressed docent teachers, armed with actual historical curriculum materials, offer a full day's immersive experience for their young scholars. Liz's book strives to teach the history of the school through the antics of eight fictionalized 19th Century children and their teacher, as well as relate some other local history along the way.

Profits from the book are being donated to benefit the Living History program. Although the book is children's historical fiction, the stories can be enjoyed by anyone interested in Mount Joy History or what it was like to attend a one room schoolhouse. The book is available through Amazon.com, the Adams County Historical Society's Beyond the Battle Museum, or lizhaberman@verizon.net.





Lake Heritage Women's Club
Presents

Wine, Cheese and History Talk

Join us for a night with

Dan Orr

who will share letters
between a father and son
during the Civil War

Civil War Music by

**Tom Moran, Susan Fidler
& Mark Notich**

Thursday, April 25, 2024

7 to 9 pm

Community Center

Free will donations to the Lake Heritage
Student Scholarship Program
are appreciated.

The Community Meets the '24 BOD Candidates

At Sunday, February 4 Event

Article and Photos by Dawn Levickas

Members of the Lake Heritage Property Owners Association convened in the large room of The Community Center on Sunday, February 4, to formally meet the five candidates who are running for the 2024 Board of Directors positions and listen intently to their personal views, declarations, and plans to achieve intense goals set for Lake Heritage Community's future.

LHPOA Vice President 2, Richard Ginnever, who is overseeing this year's election processes, emceed the event, offering thorough and concise explanation of all election details. BOD Kelly Schultz, Nominating Committee Chairperson, organized and managed election arrangements and Q/A session. Attending LHPOA members were allowed to submit a written question which was answered live at the event.

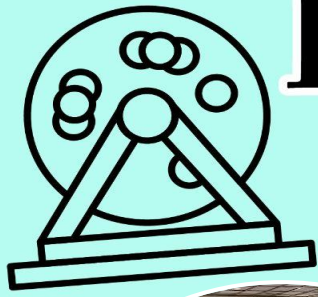
Candidates – Steve Dwyer, Ernie Clevinger, and Donna Spicer - were in the room to provide their platforms. The remaining two of the five candidates - Phyllis French and Matthew Verdirame - provided their answers and information via live Zoom. The solid two-hour event extended an additional half hour to allow those attending live to interact.



Soup and Salad

Family Dinner

Bingo Night



Hosted by the LH Fishing Club

2024 Lake Heritage Scholarship Competition

**Sponsored by the Lake Heritage
Fishing and Women's Clubs**

**Open to all Lake Heritage High School
Seniors, Home Schoolers, and GED
Graduates who will attend a College or
Tech-School in 2024/2025. Applications may
be picked up from your school's Guidance
Office or the Lake Heritage Office.**

**Applications must be submitted to
LH Office by April 10, 2024.**



2024 Scholarship Amount: \$1,500.00

Lake Heritage Scholarship Winners History

Lake Heritage Scholarship Fund, a combined effort of The Fishing Club and The Women's Club, is proud to recognize Scholarship Winners from previous years.

Many thanks to Ila Verdirame, Ernie Clevinger, Liz Habermann, Linda Griffin, and Phyllis French for history research, compiling records, and retrieving photos of previous winners.

2023 - Max Ma, Eden Brown, and Lily Shriner

2022 - Chase O'Malley, Garrett Crowner, and Andrew Cole

2021 - Kassidy Oussoren, Lily Crowner, Leanna Myers, Jared Townsend

2020 - Jack Herkowski, Stephanie Grasmick, Andrew Scherer and Rachael Hundley

2019 - Julia Geesaman, Joshua Topper, and Brooke Perkins

2018 - Nicholas Wallace, Samantha Rudisill, and Joseph Pecaitis

2017 - Daniel Ziegler, Caroline Dudenhoeffer, and Jason Nichols

2016 - Levy Baker, Mike Krause and Victoria Skillman

2015 - Logan Barrick and Brandon Smith

2014 - Garrett Trout and Austin Markey

2013 - Larry Griffin and Kelly Combs

2012 - Kimberly Kasper and Samantha Markley

2011 - Joel Wagner and Matthew Smith

2010 - Heather Kraus

2009 - Cory Wargo

2008 - Arielle Sargent

2007 - Veronica Keefer

2006 - Allie Ackerman

2005 - Kyle Clarke

2004 - Allison Baugher

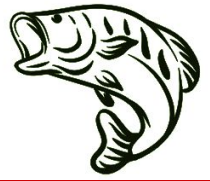
2003 - Laura Beard





TAILS FROM THE FISHING CLUB

FEBRUARY 9, 2023 MEETING



Seventy-nine members and guests turned out to celebrate our "Valentine's Day Italian Dinner" theme for the February 9th club meeting. The Community Center was a sea of red - from the sweaters and outfits many wore, to the hearts, flowers, placemats and other decorations which created a relaxing atmosphere. Our potluck had many plentiful delicious pasta-based meals - including lasagna, spaghetti and meatballs, ziti, and stuffed shells - as well as salads, breads and more. Both pre-dinner hors d'oeuvres and desserts were plentiful and tasty. Thanks to all for making February's meeting one of the most well-attended and enjoyable in recent memory.

President Steve Oakes ran the business meeting. Treasurer Ernie Clevinger presented the end of January 2024 financial status (spreadsheets were at each table). He reported \$7,266.18 in funds on hand, including \$863.95 earmarked for the Club's Veterans Initiative. The Treasurer's report was approved by the members. Ernie then reviewed the highlights of the Club's Annual Report for 2023 (copies were at each table), which covers the Club's finances and activities. The Report, which is submitted to the LHPOA Board of Directors at the start of the calendar year, was accepted by the Members. Finally, Ernie reminded all of our dues collection status. Please get yours paid before Ernie has to reach out to you in person! Also, welcome and thanks to the 6 new members who joined this month.

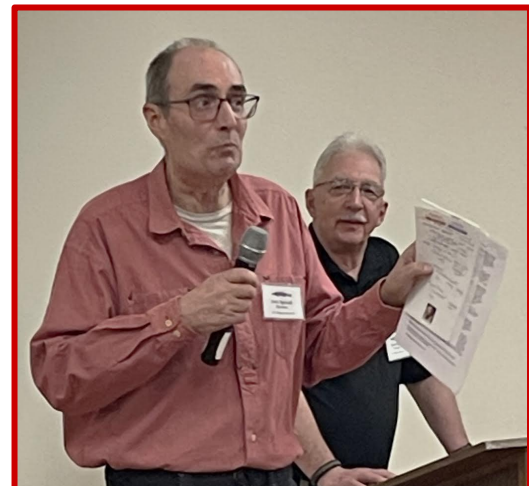
The Secretary's report of the January 12th meeting was approved by the members. The latest LHPOA Newsletter mistakenly re-published the December report, so copies of the correct report were available at each table to review. We celebrated numerous February birthdays. Our youngest and "most experienced" celebrants were each treated to dark chocolate covered marshmallow hearts. We had one couple celebrating a February anniversary (69 years!). The couple received boxes of conversation hearts candy.

In old business: (1) Steve reminded all to pay their member dues. There was nothing significant to report on our Veterans Initiative. (2) Steve asked Charlotte Gary to report on the informal audit she completed on our Club finances. She summarized her findings and noted no discrepancies. The members accepted her report.

In new business: (1) Beth Bauer reviewed planning details on the upcoming Family Bingo event to be held Friday, February 23rd. (2) Steve noted the Women's and Fishing Clubs continue planning for this year's scholarship selections. A motion was made to increase this year's Fishing Club award contribution, as well as the future contribution level, to \$2,500. The motion was accepted by the members. (3) Ernie noted the Club will sponsor the Emerson-Greenhold Fishing Marathon again this year. It will be held Saturday, June 1st, and will include catfish and perch. (4) Steve reminded all that the Club is still looking for a volunteer to lead the July 4th Pancake Breakfast Fundraiser Event. (5) Steve reviewed an offer by Lake Heritage resident John Baniszewski to provide a presentation to the club on military action at Lake Heritage during the Civil War's Battle of Gettysburg. Members offered their feedback. More to follow on this gracious offer.

The next Fishing Club meeting is Friday, March 8th. Hosts are Leslie and John Baker, Terri and Scott Zimmerer, and Carolyn and John Yodonise.

The meeting was adjourned at 7:50 p.m.



Due to a publication error, below are the official minutes of the January Fishing Club Meeting



TAILS FROM THE FISHING CLUB

JANUARY 12, 2024 MEETING



Fifty-seven members and guests attended our first potluck and club meeting of 2024 on January 12th. Our hosts transformed the Community Center into a "Let It Snow" winter wonderland with beautiful centerpieces, table settings, and special lighting featuring snowmen and snow. Club members didn't hold back on bringing plentiful and tasty hors d'oeuvres, including deviled eggs, meatballs, and meat/cheese plates. Fried chicken, meatballs, sweet potatoes and green beans/ham were among the flavorful main dish choices. Pies, cookies, cobbler, brownies, and chocolate candy rounded out the meal. Thanks to all for contributing.

President Steve Oakes ran the business meeting. He began by reviewing Beth Bauer's notes on the upcoming Family Bingo event on Friday, February 23rd. A signup sheet for duties that day was passed around. Volunteers are needed for desserts, and bingo prizes are still being sought (will be collected at the next club meeting, or can be dropped off at Beth's house). Those setting up or preparing food are to be there at 2:00pm. Serving food begins at 5:15pm.

Treasurer Ernie Clevinger presented the end of December 2023 financial status (spreadsheets were at each table). He reported \$6,948.18 in funds on hand, including \$764.95 earmarked for the Club's Veterans Initiative. The Treasurer's report was approved by the members. Ernie then presented a summary of the Club's 2023 income and expenditures (a copy was at each table). He reviewed major budget areas, and noted that overall income exceeded expenses. Ernie also pointed out the great year our Veterans Initiative had, assisting 2 veterans in need as well as donating twice to a local veterans support organization. A total of \$1,850 in this special fund was distributed in 2023. The 2023 report was approved by the members.

The Secretary's report of the December 8th meeting was approved by the members. We celebrated four January birthdays (one in absentia due to illness) and one anniversary. Birthday celebrants were treated to Hostess Snowball cakes and our anniversary couple received mini-marshmallows as a "snow" treat.

In old business: (1) Steve thanked all for supporting hosting duties - the 2024 signup roster covers all meetings. He again thanked all for last month's food donations to SCCAP (South Central Community Action Programs) and Toys For Tots. (2) Steve reminded members that near the end of the year, we will establish a nominating committee and select Club Officers for 2025. He asked all to consider getting involved in this opportunity to support the Club.

In new business: (1) Ernie noted that with 2023 complete, he is prepared to have the Club's financial records audited. Anyone with experience in this area is welcome to do the review. He will reach out to Charlotte Gary, who did last year's review, if necessary. (2) Steve noted Linda Griffin is expected to coordinate this year's scholarship selections. Stand by for more details. (3) Ernie noted the Club will sponsor the Emerson-Greenhold Fishing Marathon again this year. He hopes to announce the date at the next meeting. (4) Steve reminded all that the Club is still looking for a volunteer to lead the July 4th Pancake Breakfast Fundraiser Event. (5) Steve noted our Vice President (and Summer President) Matt Verdirame intends to run for the LHPOA Board of Directors.

Member input included mention of two new small businesses at the Gettysburg Outlets.

The next Fishing Club meeting is Friday, February 9th. Hosts are Anne and Joe MacSorley, Linda and Jeff Savoie, and Liz Habermann.

The meeting was adjourned at 7:39 p.m.

FUN N FITNESS

Here comes March -
and finally Spring!!

Submitted by President, Kathy Miller



The Fun N Fitness Club is still moving every Monday, Wednesday, and Friday morning. We conduct FREE classes from 10 AM to 11AM in the Community Center. We provide an assortment of aerobic workouts as well as seated exercises with resistance bands. Participants work at their own level, and we have fun moving for the full hour. You are always invited to come and observe and see if you want to join us - we would love to meet you!

Creativity Club

Join the Creativity Club March 19th(*Note new Meeting Date) at the Community Center @ 6:30.

We will make these adorable bunnies. We have all the supplies - bring anything you want to add to your bunny wreaths, and if you have a glue gun that would be helpful.

Non-members are welcome to join in for a \$10 fee. Any questions email baskets217@gmail.com or call 703-999-5130. Join us for a fun Creative evening!



The Creativity Club met in February and completed hearts ❤️ "to heart someone" as a random act of kindness for Valentine's Day and finished out the evening by making cards



Lake Heritage Women's Club February Report

*Submitted by Club
President, Liz Habermann*

Despite February's reputation as a cold, dark winter month, there is still much to celebrate in February. Good old Punxsutawney Phil forecasted an early spring. Presidents were given birthday wishes. Lunar New Year was celebrated and Valentine's Day cards were exchanged. Helping us celebrate were the yummy treats provided by Cindalee Notich, Agnes Reuter and Samatha Richards.



Liz Habermann shared the draft annual report going to the Board highlighting the past year's accomplishments. Among the highlights during 2023 were the 114 units of blood collected during four Red Cross Blood Drives, scholarship aide to three students, contributions to fire departments serving the community, Gettysburg Food Kitchen and the Labor Day Fireworks.

In other business, the minutes and treasurer's report were approved and committee reports were made. Proposed changes to membership provisions in the bylaws were covered. Mahjong has really exploded. Thirty people were trained and 2 to 4 tables of players show up twice a week to challenge each other. Betsy Meyers coordinated a successful blood drive on January 31st with 43 pints of blood collected. Martha Boyd reported that we are now in the "black" but still have plenty of cookbooks available. Plans for upcoming programs such as the Plant Sale on May 4th and History Talk on April 25 (7pm in the community room) were discussed. The History Talk will feature Dan Orr reading letters between a father and son during the Civil War. Civil Warriors, a group of talented Lake Heritage residents will provide Civil War period music.

Thanks to Ginger Soulé, the members heard from Maria Coster, Development Director of Shining Star's Therapeutic Riding Center who showed a video about their program for children with special needs, followed by a talk about their equine therapy program and plans for a new facility. Their services are available to children and adults (including veterans and the elderly) with special needs in order to improve physical, mental, emotional and social areas of their lives. According to Ms. Coster, nine percent of Adams County residents have a disability and they are looking to expand their program. Shining Stars is hosting a fundraising dinner and Silent Auction on Friday, May 22, 2024 at 5:00 pm at the McSherrystown Fire House, 5865 Hanover Road, Hanover, PA. Members suggested that the Women's Club go as a group. Four cookbooks were donated for their silent auction baskets.



At the next month's meeting we will learn how seeing eye dogs help people with limited sight navigate the world. Women's Club will meet at 10am on March 12, 2024 in the community Center. We hope you join us.

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2022



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2024	Phil Gomer	Vice President 1	pgomer@lakeheritage.org
2025	Richard Ginnever	Vice President 2	rginnever@lakeheritage.org
2026	Alan Kwiatkowski	Treasurer	aski@lakeheritage.org
2026	Tom Reidenbach	Board Member	treidenbach@lakeheriage.org
2024	Donna Scherer	Board Member	dscherer@lakeheritage.org
2024	Pete Vogel	Board Member	pvogel@lakeheritage.org
2025	Kelly Schultz	Board Member	kschultz@lakeheritage.org
2026	Rich Dooley	Board Member	rdooley@lakeheritage.org

LHPOA Departments

Gatehouse		24/7	717-334-7242
Maintenance	Courtney Pratt	M-F 7:00am-3:00pm	717-334-7242 maintenance@lakeheritage.org
Pool	Rachel Glover	Seasonal	717-334-7242 pool@lakeheritage.org
LHPOA Office	Mallory Uber	M-F 7:30am-5:30pm	717-334-7242 admin@lakeheritage.org
Operations Supervisor	Chris Archambault	M-F 7:00am-3:00pm	717--334-7242 operations@lakeheritage.org
Community Manager	Taylor Eiker	M-F 8:30am-5:30pm	717-334-7242 communitymanager@lakeheritage.org

LHPOA Clubs

Bridge Club	Roy & Linda Fauth	717-334-9417	lindafauth@gmail.com
Fishing Club	Steve Oakes	717-549-3334	soakes1949@gmail.com
Women's Club	Liz Habermann	443-864-7569	lizhabermann@verizon.net
Ski Club	Jeff Bristol	908-391-6084	jeffrey.bristol@gmail.com
Land & Water Fitness	Kathy Miller	717-334-9443	klm167_17077@msn.com
Creativity Club	Samantha Richards	703-999-5130	baskets217@gmail.com
Kid's Club	Lisa Heisey	301-908-1413	lisa.heisey24@gmail.com

Local Services

Pennsylvania State Police	Emergency Services	911 or 717-334-8111
Adams County Dog Warden	Dog Control	717-762-9794
PA-American Water Co.	Water Company	800-565-7292
White Run Regional Municipal Authority	Sewer/Emergency Number	717-334-7476
Parks Garbage Service, Inc.	Refuse Collection	800-486-4490
Adams Electric Cooperative (East Side)	Electric	717-334-2171
Met-Ed (West Side)	Electric	800-545-7741
Comcast	Cable, Internet, Phone	800-934-6489
Brightspeed	Phone, Internet	833-693-7773

The Breeze Submissions Policy

Important New Submission Detail: If a Club/Committee would like the Office Staff to develop a creative for an event which is to be published in The Breeze, the request must be put in writing and sent to news@lakeheritage.org by normal publication deadline of the 15th of the month.

Submissions received after the News Team compiles The Breeze for publication are subject to appear in a subsequent issue. All news submissions must be emailed to...news@lakeheritage.org. Please do not send content to any other email address.

Article/Content/Photo Rules

News@lakeheritage.org is an email portal site which allows The Breeze News Team to view articles, photos, and other content. If an emailed submission needs to be changed in any way, please send a separate new message to cancel the original information. Then send the new, correct article/information plus all original photos and any other attachments. This step will help to alleviate as much confusion as possible. Word Documents are required for articles. Maximum of 6 clear, relevant JPG photos (300 DPI minimum) with appropriate captions, full names, etc. per article please.

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Email Advertising submissions and information to: admin@lakeheritage.org.

Advertising Rates per issue: Full or Half Back Page - \$125; Half Inside Page-\$85; Quarter Page-\$53; One Eighth Page-\$25. Discounts: 12 Months-25%; 6 Months-15%; 3 Months – 5%.

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