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HOMEonthe



March 2011

OFFICIAL NEWSLETTER OF THE AVERY RANCH HOA

Volume 5, Issue 3

# CALENDAR

#### HOA MONTHLY BOARD MEETING Next meeting - Monday, March 14th

Board Meetings are held on the 2nd Monday of each month at 7pm, except for holidays. Board members will meet on these dates to discuss issues related to Avery Ranch. If you have an item you would like discussed during one of these meetings, please contact Alliance Association Management, Inc. at 347-2888. The location for meetings is at the Glenfield Amenity Center.

#### UPCOMING EVENTS:

#### • Neighborhood Garage Sale

#### Saturday, April 2nd from 7 a.m. to 1 p.m.

Time for spring cleaning! This event will be published in the Austin Statesman and on Craigslist.

#### • Spring Bazaar and Egg Hunt

#### Saturday, April 23rd at the Main Amenity Center, Morningside

Mark your calendars for these spring events that will be conducted simultaneously. If you're a vendor interested to rent a bazaar booth, send an email to ssy@ goodietwoshoesproductions.com You may download the Vendor Application Form using this URL:

http://bit.ly/f5MKQD See article in this issue for details

#### • Avery Ranch Garden Tour Saturday, May 21st from 10 a.m. to 1 p.m. See article in this issue for details

(Continued on Page 3)



Main Amenity Center

At the Bazaar, we expect to have over 100 local vendors! Vendor Booths (10 x 10) are available for retail / crafters with priority allocated to Avery Ranch resident business owners. However, vendor booths will be assigned on a first-come, first-served basis. The vendor application is available online at http://bit.ly/f5MKQD Please clearly mark your application "Avery Ranch Resident" for priority consideration.

Shopping is just the beginning, we will have activities for the whole family that include moon bounces, face painting, balloon art, laser tag, a hamster ball, train ride and food vendors. We have invited the Round Rock Art Cooperative to do crafts with the children. Live music will be playing the whole day. But what's a Spring Event without an Egg Hunt? So we're having two Easter Egg hunts for different age groups at the same time. The first egg hunt will be at 11 a.m. and the second egg hunt at 1 p.m. Come in costume and join the Easter Bonnet Hat Contest! Dress up the children and your pets too for a chance to win a gift package from our vendors. Then visit the Family Photo Studio and pose with the Easter Bunny!

This Spring Bazaar and Egg Hunts require a lot of hands to stage. The Avery Ranch Social Committee is in need of volunteers to help on the day of the event. Please contact Joyce Shalkowski, Spring Bazaar Chairperson, at joyce@yourlocalcity.com or Jean Mayo, Easter Egg Hunt Chairperson, at jmayo002@austin.rr.com if you are able to help serve our community for a few hours on April 23rd.

### **IMPORTANT NUMBERS**

#### **EMERGENCY NUMBERS**

EMERGENCY	
Fire	911
Ambulance	911
Sheriff – Non-Emergency	

#### SCHOOLS

#### ROUND ROCK ISD

Patsy Sommer Elementary	
	16200 Avery Ranch Blvd.
Cedar Valley Middle School	
·	
McNeil High School	

#### LEANDER ISD

Rutledge Elementary	
	11501 Staked Plains Dr.
Henry Middle School	
· · · · · · · · · · · · · · · · · · ·	100 N. Vista Ridge Dr.
Vista Ridge High School	
	200 S. Vista Ridge Dr.

#### UTILITIES

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#### PUBLISHER

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<b>AVERY RANCH HOA WEBSITE</b> Visit the Avery Ranch HOA website at www.AveryRanchHOA.com
FOR QUESTIONS OR CONCERNS Contact our Property Manager & HOA Board for any questions/concerns about your neighborhood at

GetHelp@AveryRanchHOA.com

#### DON'T WANT TO WAIT FOR THE MAIL?

View the current issue of Home on the Ranch on the 1st day of each month at www.PEELinc.com

### **Neighborhood News**

The TCC (Texas Cave Conservancy) gives the tours of their cave, which is located near Morningside. The cave tour schedule can be found at: http://www.texascaves.org, click the Cave Day link.

#### Calendar - (Continued from Cover)

#### • Avery Ranch Swim & Water Aerobics Lessons June 6, Monday: Start of 1st Swim Lesson Session at MAC Pool June 7, Tuesday: Start of 1st Water Aerobics Swim Session at MAC Pool

- See article in this issue for details
- YMCA member registration will start on March 5th and non-member registration begins on April 16th
- Swim Lesson Schedule & Registration Form URL: http://bit.ly/gHpUmn
- Water Aerobics Schedule & Registration Form URL: http://bit.ly/f1m4MO

We want to hear from you....what events would you like to have in Avery Ranch? Let us know. Contact our Avery Ranch Social Committee Chairperson Jean Mayo at jmayo002@austin.rr.com

## **GET INVOLVED** IN YOUR COMMUNITY

Are you an organizer? Maybe a person who has an eye for detail? Do you like creating checklists? Are you an arts & crafts person? Your community needs you. JOIN THE AVERY RANCH SOCIAL COMMITTEE!

The Social Committee meets every 1st Thursday at 7p.m. at the Meeting Room located by the pool of the Main Activity Center (Morningside). For queries, contact Jean Mayo at jmayo002@austin.rr.com.



The Event Calendar for February to May 2011 is posted on the HOA website under the Social Committee Forum or at Avery Ranch Neighborhood Events on FaceBook

http://www.facebook.com/pages/Austin-TX/Avery-Ranch-Neighborhood-Events/132212366794767

*Playtime for kids... Adult time for parents!* Become a part of the Avery Ranch Playgroup! To know more about it, contact April Aguren at april.aguren@ averyranchhoa.com



### 2011 Avery Ranch Swim & Water Aerobics Lessons Pool Location: Avery Ranch MAC Pool (Morningside)

Last summer, the Avery Ranch Swim lesson program had over 180 Avery Ranch children participating. Some kids learned how to swim for the first time and others expanded on their current skills. The water aerobics sessions were all full. With the very positive response we had, we're doing them again!

In partnership with Twin Lakes YMCA, the following lessons are being offered for this summer:

• Beginner to Advanced Swimming Lessons (Age 3 - 12) 8 classes per session (2 weeks), with each class lasting for 50 minutes. Classes are from Monday to Thursday First Session begins on June 2nd. Complete Swim Program session schedules and Form URL: http://bit.ly/gHpUmn

#### • Shallow and Deep Water Aerobics

8 classes per session, first session starts on June 7th with classes held Tuesday and Thursday morning Water Aerobics Schedule and Registration Form URL: http://bit.ly/f1m4MO

YMCA member registration will start on March 5th and non-member registration begins on April 16th. You must be an Avery Ranch resident to register and must show proof at the time of registration to sign up for any of the swim and water aerobics lesson sessions. Registration will take place at the Twin Lakes Family YMCA, space is limited. You do not have to be a member of the YMCA to register.

Remember to refer to the registration sheets for dates, times, and price. Information on the Avery Ranch Swim and Water Aerobics lessons can also be found at www.ymcagwc.org located under the Twin Lakes location tab under Aquatics.

YMCA swim program has been teaching people to swim for more than a century. In YMCA aquatics programs, children learn to be safe around water and they feel the sense of accomplishment that comes with learning something new. It uses a problem-solving, guided-discovery teaching approach in a positive, caring environment. Kids can develop lifelong skills that can help them stay healthy. All instructors are YMCA swim lesson certified as well as CPR & AED trained.

> We look forward to seeing you this summer for another great aquatic season!



### What Swim Class Should I Sign My Child Up For?

All sessions consist of eight 50-minute classes. Monday thru Thursday for 2 weeks Please refer to the session schedule with the list of dates and times. \*\*Note: Your child must be the age required by the start of the class-no exceptions\*\* \*\*Note: Not all classes are offered at Avery Ranch Pool\*\* You will be charged a \$10 processing fee for

canceling or changing a lesson.

#### INDIVIDUAL CLASS DESCRIPTIONS AND **REGISTRATION PREREQUISITES GUIDE:**

6months-35months: The parent/child aquatic program promotes water enrichment and aquatic readiness. Parents or a trusted adult accompany their child in the pool. (Swim diapers required)

· Parent-Child: An instructor provides guidance in how to help your child become acquainted with the water, develop coordination, balance, and social skills in the water. No class prerequisites. Note this class will be 35 minutes long with a 10 minute play time.

Ages 3-5 years (Instructor/student Ratios 6:1): The preschool Aquatics program teaches water adjustment and basic swimming skills. These classes are held without the parent and children are placed into groups based on their abilities. Some of the instruction is done on the pool deck.

- Pike (Beginner): This class is designed for the true beginner who has little or no water experience. The emphasis is on basic swimming skills/being safe in the water/and being comfortable. No class prerequisites.
- Pike/Eel (Beginner 2): Children who are almost ready for Eel who still need further skill work to reach Eel level. The child must be comfortable putting his/her face in the water/can kick holding side of pool with horizontal body. Prerequisites: Be able to swim the width of the pool with IFD
- Eel (Intermediate): Children will learn more advanced swimming skills. Prerequisites: completion of Pike or the ability to front and back float assisted w/out a float belt/can swim in forward motion. This child is not afraid of the water and can jump from the side assisted
- Ray (Advanced): Children will learn more advanced swimming skills. Prerequisites: completion of Eel or the ability to front and back float and swim 15 ft assisted w/out a float belt, basic front crawl 15 ft. assisted w/out float belt/show knowledge of breast stroke & scissor kick. (OFFERED AT AVERY RANCH POOL ONLY) .....

Ages 6-12 years (Instructor/student Ratios 8:1): These classes are held without parents and children are placed into groups based on their abilities. Some of the instruction is done on the pool deck.

(Continued on Page 7)



# Time and Again, **Our Heart Program Comes in First.**

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#### What Swimming Class - (Continued from Page 5)

- **Polliwog (Beginner):** Gradual water orientation, basic swimming, personal safety, survival float, back float, front paddle stroke, and water confidence building. No Prerequisites.
- **Guppy (Beginner 2):** Water adjustment skills, front crawl with rhythmic breathing, introduction to backstroke, prone float and recovery, prone glide with kicking, changing directions, turning over and jumping into the deep end. Prerequisites: completion of Polliwog or be able to swim the width of the pool without assistance.
- **Minnow (Intermediate):** Mastering freestyle with rotary breathing. Increase endurance of backstroke, freestyle, and survival floats. Introduce standing dive and breaststroke. Prerequisite: completion of Guppy or be able to swim freestyle with rhythmic breathing the length of the pool without assistance. (OFFERED AT AVERY RANCH POOL ONLY)
- Fish (Advanced -AGE 6-12): Refine the crawl stroke with rotary breathing, the breaststroke, elemtary backstroke, back crawl stroke, sidestroke, and butterfly. Master standing dive, headfirst & feet first surface dive. Learn more rescue and helping with first aid. Prerequisites: Completion of Minnow or be able to swim the length of the pool free style or backstroke no assistance. (OFFERED AT AVERY RANCH POOL ONLY)

# Sommer Elementary



Saturday, May 14th • 3:00pm - 7:00pm, Rain or Shine • 16200 Avery Ranch Blvd

Sommer Elementary School invites all Avery Ranch residents out on Saturday, May 14th to a fun-filled family entertainment afternoon. The Sommer PTA has been hard at work preparing for this event and is sure that you and your family will enjoy all the activities that have been planned.

Included in the day's festivities are 6 inflatables, Foam Pit, Gyroscope, Bumper Balls, Games 2 U Trailer, Laser Tag, Water Balloon Battle Stations, GaGa Ball, Hamster Ball, several local food vendors like Kona Ice and Kettle Corn, Etc, and many more goodies, and you can even send a loved one to the fake jail and see how long it takes for them to be released. We will also have cake walks, stuffed animal spins, a barrel train to ride, our very own balloon sculptor, over 20 game booths, and much, much more!!!

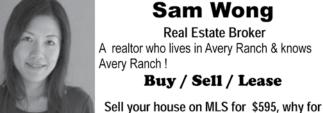
We hope that everyone in our community comes out to support Sommer Elementary. There will be plenty of activities for toddler/pre-school aged children all the way to grown ups that haven't ever grown up! If you have a business (big or small) that you would like to promote, please contact Jana Buis, Carnival Chair, at janabuis@sbcglobal.net to learn about our Advertising, Sponsor and Booth opportunities. See you there!!!





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### **Avery Ranch** Street Sign Replacement

By Steve Roebuck and April Aguren

By now, you may have noticed the white street signs that have been installed in the Granite Shoals area. What you are seeing is the first stage of the sign replacement for all of Avery Ranch that was mandated by the City of Austin several years ago. Our signs, as nice as they look, evidently are not safe and are not meeting the City requirements. Admittedly, the Granite signs are extremely heavy and would cause massive damage if they were to fall onto a car or person. Also the sign lettering does not have the reflective paint that is important to Emergency Personnel when locating street addresses at night. The signposts are required to break away if struck by an automobile.

The AROA has worked with DR Horton and the City to find posts and signs that will be acceptable both to the city and the AROA. DR Horton is taking care of the expense for this project. While they will not be as attractive as the Granite, they will be brown and safe. Please bear with us while the signs and posts are replaced and remember that the white ones you see are only temporary. For further history on the changing of the street signs, please refer back to the 2008 and 2009 HOA Annual Meeting minutes.

#### For Reference

2008 - Annual meeting minutes

• Our street signs are changing whether we like it or not. The current granite signs are very heavy and could cause serious injury if they fell on anyone. A new prototype street sign to replace the granite signs has been installed at Post Trail and Staked Plains Drive in Glenfield.

#### 2009 - Annual meeting minutes

• DR Horton is also working on getting new street signs approved. This has been an ongoing item with the City for the past 3-4 years. We are trying to get the City to accept the street signs, so they can sign off on accepting the streets. Currently, the way they are installed, the poles do not breakaway in the event of an accident and the heavy granite sign blades are seen as a safety hazard. We are working on adapting the design and trying to get the City to accept it. We did a prototype of a sign and pole at the intersection of Staked Plains and Post Trail in Glenfield. It has a TX DoT approved breakaway base. DR Horton is working on another prototype that hopefully is not as expensive. We need to get all of this done before we can get a license agreement with the City of Austin.



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### **CLASSIFIED ADS**

**BUSINESS CLASSIFIEDS** (offering a service or product line for profit) are \$50, limit 40 words, please contact Peel, Inc. Sales Office @ 512-263-9181 or advertising@PEELinc.com.

**PERSONAL CLASSIFIEDS** (one time sell items, such as a used bike...) run at no charge to Avery Ranch residents, limit 30 words, please e-mail arnewsletter@hotmail.com.



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### **Think Spring - Then Think Avery Ranch Garden Tour**

Even though old man winter has already taken its toll on our gardens this winter, they will rebound. Don't let that discourage you. As we look forward to spring, it is time to dream about renovating and improving our gardens and landscaping in 2011 and one of the best ways to get fresh ideas is to visit other gardens in Avery Ranch, talk to the garden hosts, share experiences, get imaginative ideas, and as a pleasant fringe benefit – get to know your neighbors better.

Our annual Garden Tour in Avery Ranch, a sponsored activity of your Social Committee, will be Saturday, May 21st beginning at 10 AM. This will be the Tour's fifth year. The Tour is free and open to all Avery Ranch residents and guests. This year's theme will be "The Joy and Diversity of Home Gardening", to include gardens of all types, vegetable or ornamental. We can take up to ten gardens maximum. The Garden Tour is NOT a competition and all it takes to be on it is your willingness. We hope to get a wide variety of gardens from as many different By Bob Beyer, AR Garden Tour Coordinator

Native plants like Wheelers Sotol are totally winter hardy and not damaged in mid-teen temperatures.



neighborhoods as possible on the Tour.

All that is required is to open your yard and garden to your neighbors from 10 AM until 3 PM on Tour day be present to talk to them about it and your gardening experiences in Avery Ranch, and be prepared to have a lot of fun doing it! It's a toss-up as to who enjoys the Tour most, the visitors or the hosts. We also could use a few volunteers to help with the operation of the Tour, so if your yard isn't part of it, you can still be. Volunteers enjoy the benefit of a private pre-Tour and a celebratory after-party.

Take a look at the Avery Ranch Garden Tour web page at www.centraltexasgardening. info/artour.htm and see yards that have been on past Tours. You'll want to mark it on your calendar and be sure not miss it. Please call Bob Beyer, Tour Coordinator at 238-6732 for more information or to place your yard on the Tour. You can also email to txbeyer@austin.rr.com. The Tour includes informational booths by Master Gardeners and other organizations promoting environmentally friendly gardening who can offer advice and answer questions. We will have drawings for door prizes (nice donated plants and garden items), and a great opportunity to meet other residents interested in gardening in Avery Ranch.

Don't hesitate to get involved! Remember, there are two opportunities to help; volunteer your garden to be on the Tour, and volunteer to help with the Tour. Thanks to everyone in Avery Ranch for supporting this annual event.



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## **Avery Ranch – Violation Report**

Since making this violation report including photos of covenant violations to the homeowner, we have seen a dramatic decrease in the number of violations that proceed to the fining stage. It is our hope to raise awareness of exactly what constitutes a violation with this series of articles. In many cases, residents aren't aware of what needs to be maintained, or if permission must be obtained to install that shed, playscape, trampoline or even to paint their home. If you have any questions regarding what you may need before undertaking a project, you can always submit them via E-mail to gethelp@ AveryRanchHOA.com, or you can post them in the Architectural forum at www. AveryRanchHOA.com. ADRC request forms are located under the FILES forum at www. AveryRanchHOA.com

### Covenant Violations written in January 2011

- Animals: Typically these are excessive barking complaints. Easily remedied by owner attention. Homes are allowed 4 pets, 2 of which may be dogs.
- Architectural: Typically these are improvements that have no ADRC request on file, out of compliance sheds, shingles etc. Sheds can be no larger than 80 sq. ft. and no taller than 6 ft. They must be located within the building line setbacks on the plat. Shingles must be Weatherwood color or similar.
- Improper Use: Parking in the yard, or

use of home as other than single family residence

- Fencing: Broken boards or age causing the fence to fall into disrepair
- Landscaping: Bushes should remain trimmed, weeds taken care of and sidewalks free of overgrown grass
- **Rubbish & Debris**: Trash and Recycle bins must be stored out of street view.
- **Signs:** No commercial signage is allowed.
- **Unsightly:** Anything that appears to detract from the appearance of the neighborhood. Swings hanging from trees should be

removed when not in use.

- **Sports Equipment:** Permanently installed in-ground goals are allowed, portables are not. Please submit an ADRC request prior to purchase and installation. Back yard trampolines should be well-kept so as not to be unsightly to neighbors.
- Vehicle Parking: Overnight street parking is not permitted. Additionally, blocking a sidewalk while parking in the driveway is a city code violation that can result in a City of Austin citation.





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### A Winter Garden Needn't Be Boring

by Bob Beyer, Travis County Master Gardener

The lawn has turned brown, the perennials are sleeping underground, trees have lost their leaves, nothing is blooming, and garden activity has come to a winter halt. What could be more depressing to a gardener! Well, that's one way of looking at it, but let me offer another perspective. Winter has its own unique show and advantages. You just need to stroll the yard and take a closer look.

Those features that come into prominence during winter include the predominance of evergreen plants, exfoliating bark, contorted twigs and branching structure, visually interesting bark, special winter colorations, persistent berries and seed pods, ornamental grass plumage, and prominent buds. In fact, these features are not seen in the warmer weather prime time garden, are actually photogenic, and can keep the excitement of gardening going all year round.

Evergreen plants such as hollies, hardy palms and cycads, conifers, loropetatum, TX Mountain Laurel, hardy agaves and yuccas, viburnum, abelia, eleagnus, hardy citrus, just to name a few, add color to the winter garden, especially if variegated. Some plants are semi-evergreen depending on how low temperatures fall, such as roses, dwarf pomegranite, barbados cherry. Green is a color to be enjoyed during the winter months.

Exfoliating bark can be very intriguing such as that seen on varieties of Crepe Myrtles, Chinese Elm, and Sycamore as good examples. Exfoliating means a peeling away of a layer of smooth bark to reveal a deeper color beneath.

Contorted twigs and unusual branching structures are eye catching in winter and not well seen during growth season when leaves hide these features. Examples are the contorted varieties of Mulberry, Hazelnut and Willow.

In central Texas, you need not go far to see unusual bark. Just look at our native and local Bur Oak with its rugged and craggy bark. Branching patterns seen on "naked" trees range from the rigid, rough look of the Bur Oak to the fine textured, compact, smooth look of the Mexican Plum. Some trees and shrubs have winged bark. Bark on a tree is definitely an ornamental feature not to be overlooked.

Special winter colorations can be seen on many yuccas, junipers, arborvitae, and other conifers. This is usually a bronze, pinkish, or reddening coloration brought about by cold temperatures, which, in effect, reduces photosynthesis during this dormant period of the year.

Persistent berries and seed pods are common among many central Texas plants. The Yaupon Holly, although evergreen also, holds its bright red berries throughout the winter to provide food for many of our local birds, and the deciduous Possomhaw holly does the same - red berries lining bare branches throughout the winter. The Crepe Myrtles cling to their seed pods throughout the winter, even after the open and disperse the seed. Roses going dormant display colorful seed pods known as hips.

Grass plumage can be very beautiful adding a unique texture to the winter garden, so don't be too quick to prune back those dead clumps of grass. That can be done in early spring. Enjoy the seed plumage while it lasts. Muhlenbergias and Miscanthus are particularly beautiful and maintain their plumage well into winter.

Prominent pubescent buds can be seen on deciduous Magnolias during winter. They form during fall, persist during winter and remind us that spring won't be far away. The plants in the Magnolia family, whether evergreen or deciduous display this feature well.

Winter sometimes produces unusual happenings in the garden. Often a bulbous plant will get confused by changing weather patterns and pop up unexpectedly or a flower bud will open in warm weather thinking it is spring already. A walk through the yard and garden in winter can be interesting. Like any other time of the year, there can always be unexpected surprises.

If you plan your garden and landscape to provide for seasonal variations and ensure that there will be plantings to inspire you regardless of the season, your gardening joy will be never ending. Every season has its rewards including the dormant season of winter.





# NOT AVAILABLE ONLINE



### **COMMUNITY NEWS** Cycling from Austin to Alaska to Fight Cancer

My name is Will Ragan and this summer I am cycling from Austin, Texas to Anchorage, Alaska to fight cancer.

Yes, you read that correctly. I am not crazy, but I am a member of the 2011 LiveSTRONG Texas 4000 for Cancer cycling team. We are a group of fifty-six students from the University of Texas at Austin who is working hard to raise money and awareness for the fight against cancer. My team and I will embark upon a 4,500 mile trek across North America in hopes of inspiring communities across the nation to help in the battle against cancer. Starting June 4th, 2011, we will cycle through various communities, make cancer awareness presentations, and educate people on cancer prevention and early detection. By sharing our experiences and enthusiasm, we will work to foster hope among those who are personally suffering from this disease. Additionally, we hope to contribute over \$400,000 to cancer research with the American Cancer Society and MD Anderson Cancer Center.

Each rider is responsible for raising \$4,500. Please consider being a part of our group and sharing in our enthusiasm by making a much appreciated donation. Besides helping in a meaningful cause, your donation will be entirely tax-deductible as we are a registered 501(c)(3) non-profit organization. The proceeds from our event will go towards research for finding a cure for our nation's second leading cause of death. If you would lik to make a monetary contribution to support our cause, please write a check payable Texas 4000 with my name (Will Ragan) on the "payment for" line and send it to 901 S. Mopac Expressway, Barton Oaks Plaza One, Suite 300, Austin, Texas 78746. Our website, www.texas4000. org, contains more information or contact me with any questions that you may have. If you prefer to donate online, you can do so from our team website by clicking on "Donate" and then the "Make a Donation" button and through PayPal, you can make a donation with your credit card. Don't forget: Put "Will Ragan" in the "Purpose" field, so I can receive credit for your donation. Anything you decide to donate will be greatly appreciated - no amount is too small.



### ROUND ROCK New Neighbors Meeting

March 9th, 10:15 AM at the Fern Bluff Community Center 7320 Wyoming Springs Drive, Round Rock.

- Following a business meeting and a catered lunch, a member of the club, Jennifer Lucas will speak on the topic of Container Gardening 101. Come and join us for food, fun and fresh ideas. You will want to come back again. For further information, visit our website. www.rrnewneighbors.org
- For Lunch reservations (\$12) call Jackie Waldecker: 255-7519 by Friday, March 4th.



What's on your to-do list this month?



Change Your World sundays @ 10 am

### THE RADIANT CHURCH WATCH LIVE services Sunday mornings or view any time at www.ghbc.org

#### Sunday Morning Schedule 10:00 - Worship 8:30 & 11:30 - Bible Life Groups (all ages)

#### **Great Hills Baptist Church**

10500 Jollyville Road . Austin, Texas 78759 512.343.7763

### Austin Newcomers Club March Luncheon

Austin Newcomers is a social organization dedicated to introducing residents to the Austin Community and giving them the opportunity to meet and make new friends. Join us at our monthly luncheon as well as take the opportunity to learn about and become involved in many varied fun Interest groups.

Time: 11:00 AM Social - 12 Noon Luncheon
Date: March 16th
For Luncheon Reservations email: LuncheonDirector@ AustinNewcomers.com or Diane Israelson 512-467-4979
For other Newcomers information visit www.austinnewcomers.com or call 512-314-5100

### Leadership Austin

Central Texas is rapidly changing. Austin is doubling in size every 20 years and the demographics of the City are shifting. As the City grows and changes, there is a need for qualified, engaged leaders who can help solve the challenging problems facing the City.

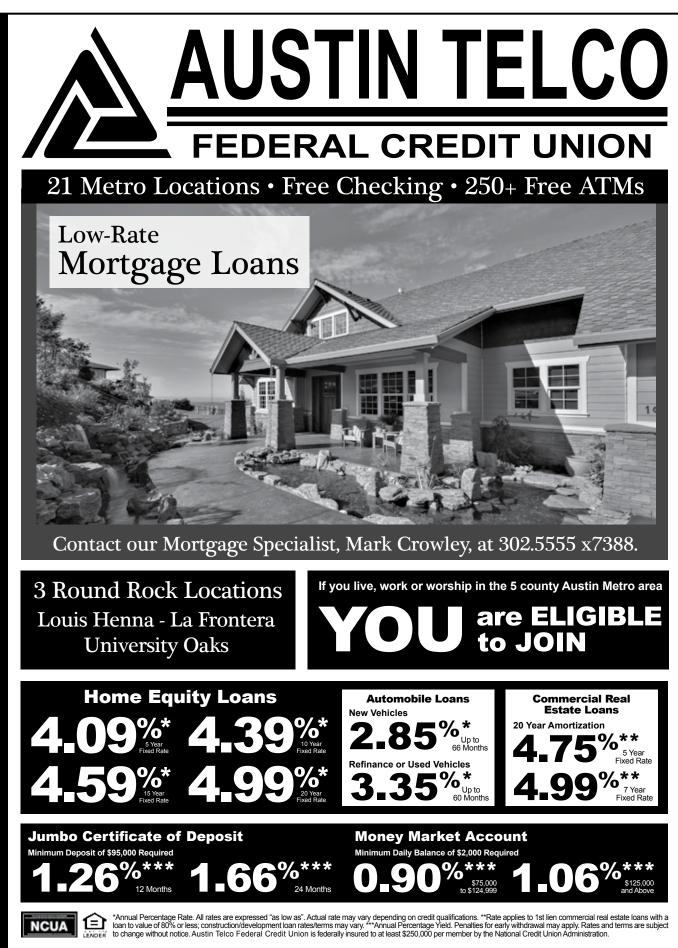
Leadership Austin is a non-profit organization where people of diverse backgrounds and experience come together to learn about civic leadership; engage in meaningful dialogue about important public issues; and, collaborate to make a difference in Central Texas. It seeks out and prepares leaders for positions of public and private decision-making and fosters community involvement and the exercise of civic responsibility. Since 1979, thousands of individuals have graduated from its programs enhancing their leadership skills.

Of the many programs offered by this non-profit, one named Experience Austin specifically deals with Austin. It provides an interactive orientation to the City and introduces participants to Austin's issues, icons and institutions, and also to the people actively involved in creating solutions. The program includes behind the scenes tours and introductions to leaders in local government, as well as economic, education, health care and the arts and entertainment communities. This program is geared to those who are new to Austin or want to become more deeply engaged with all that Austin has to offer.

Heather McKissick, President & CEO of Leadership Austin will speak to us about the organization's programs and will highlight key issues impacting the City. She will also tell us how we can become more involved. Heather is an organizational development and communication specialist with specific expertise in leadership development, change management and workgroup facilitation.

She has extensive experience in a variety of inter-related fields including, organizational development (former Director, Organizational Development and Education, Seton Healthcare Network); communication and employee relations in a public utility (Lower Colorado River Authority); global communications in the private sector (Motorola); and, education and curriculum development (former Assistant Dean, St. Edward's University).





WWW.ATFCU.ORG

### Align Your Work Values with Your Career

By Amy Wolfgang, M.Ed.

What is your ideal job? How do you make that determination? Many people are unhappy with their current career but are unsure what will make them happy. When individuals want to understand why they are unhappy in their current career the first area to examine is their work values.

Work values are characteristics of the activities and opportunities in a job that help make performing the job a satisfying experience. Examples of work values include: variety in work tasks, job security, ability to travel, recognition, etc. When you are evaluating your own career or making a decision on a new career, it is important for you to assess how your work values align with the career you are considering.

#### Action Steps Identify Your Work Values

Before you can begin evaluating your work values, first you must identify them. What are the top 5 - 10 work values that are important to your career satisfaction? Sometimes it is hard to think of what we need, although it can be easy to identify what we do not like in a career. Think back to those times that you may have been upset

about your career situation. For example, the time when you did a lot of work on a project and no one recognized it. This could mean that recognition is an important work value to you. What if you are unhappy in your current career because every day you complete the same tasks as you did the week before? This could mean that variety is an important work value for you.

> To get you started, here are samples of some work values that might be important to you:

- Variety of Work
- Autonomy
- Flexible Hours
- Education/Training Opportunities
- Workplace Environment
- Status of Job
- Pay/Salary
- Recognition/Praise
- Opportunities for Advancement
- Socialization/Interaction

(Continued on Page 19)

# TIME TO SELL YOUR HOME?

Tried To Sell Your Home?

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#### Align Your Work Values with Your Career -

(Continued from Page 18)

#### Rank Your Work Values

Now that you have identified the items that are important to you in a career, you will need to rank them in order of importance. No one job may be able to meet all of your work values, however, a job that is a good match for you should be able to meet your most important ones.

#### **Evaluate Your Current Job**

Now that you know which values are the most important, ask yourself this question: Is your current job meeting your work values? If it's not, don't worry. It does not mean that this isn't the right career for you. It does mean that some things need to change in your job for you to achieve greater satisfaction. This may provide a great opportunity for you to speak with your supervisor about ways some of your work values can be met.

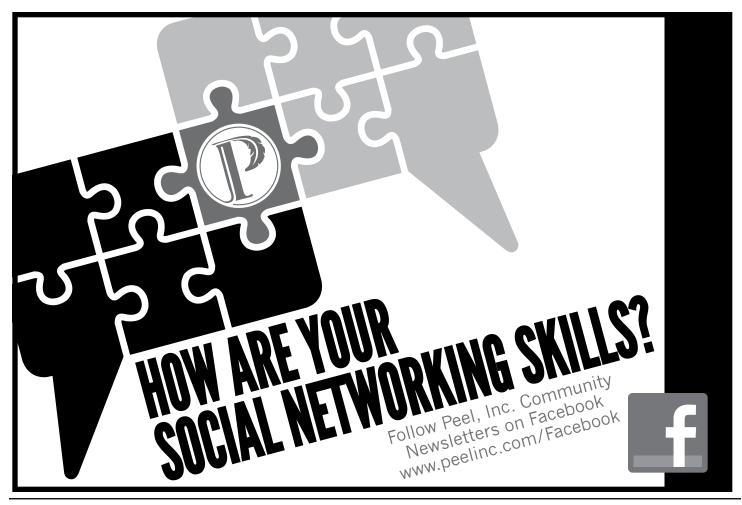
For example, if you value creativity, but always seem to be completing the tasks rather than helping to develop the solutions, talk to your supervisor about potential projects you can assist with on the creative side. If you value learning, then identify areas that seem interesting to you and ask your supervisor about helping in those areas so you can learn new skills. These tactics are also a great way to show your company that you are committed and capable. At no time will any source be allowed to use the Home on The Ranch Newsletter contents, or loan said contents, to others in anyway, shape or form, nor in any media, website, print, film, e-mail, electrostatic copy, fax, or etc. for the purpose of solicitation, commercial use, or any use for profit, political campaigns, or other self amplification, under penalty of law without written or expressed permission from Peel, Inc. The information in the newsletter is exclusively for the private use of Peel, Inc. and the Avery Ranch Homeowners Association.

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