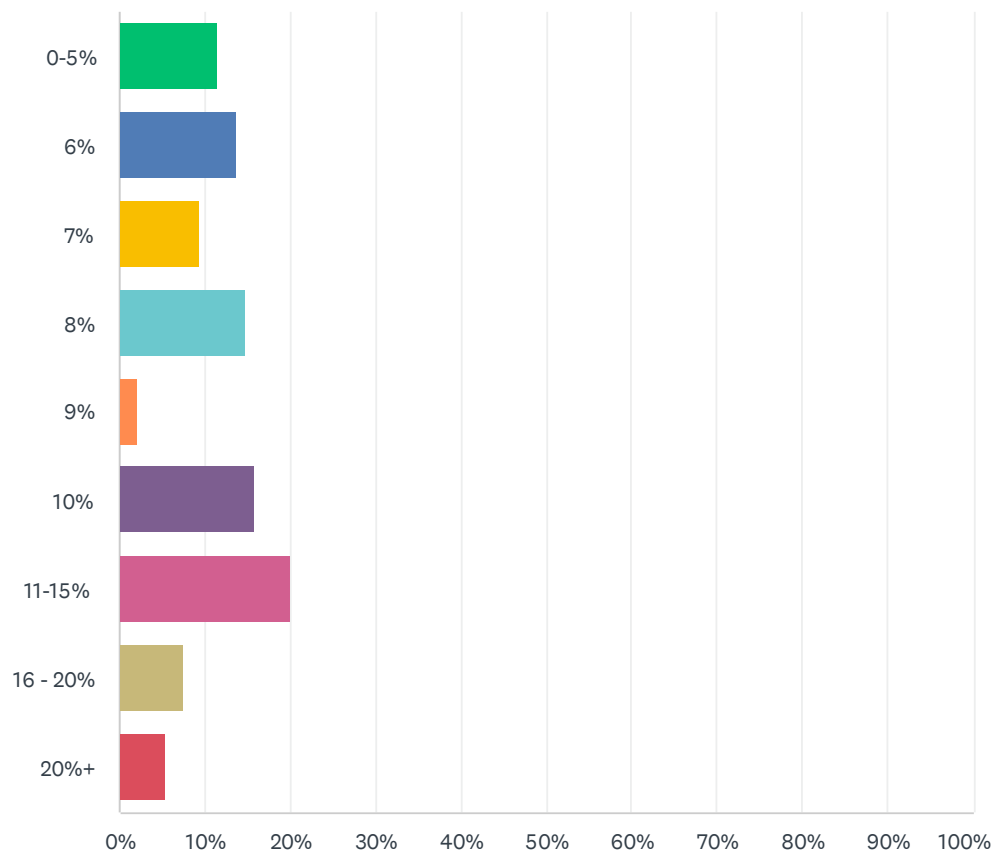


Q1 What was or do you expect your 2023 dues increase will be?

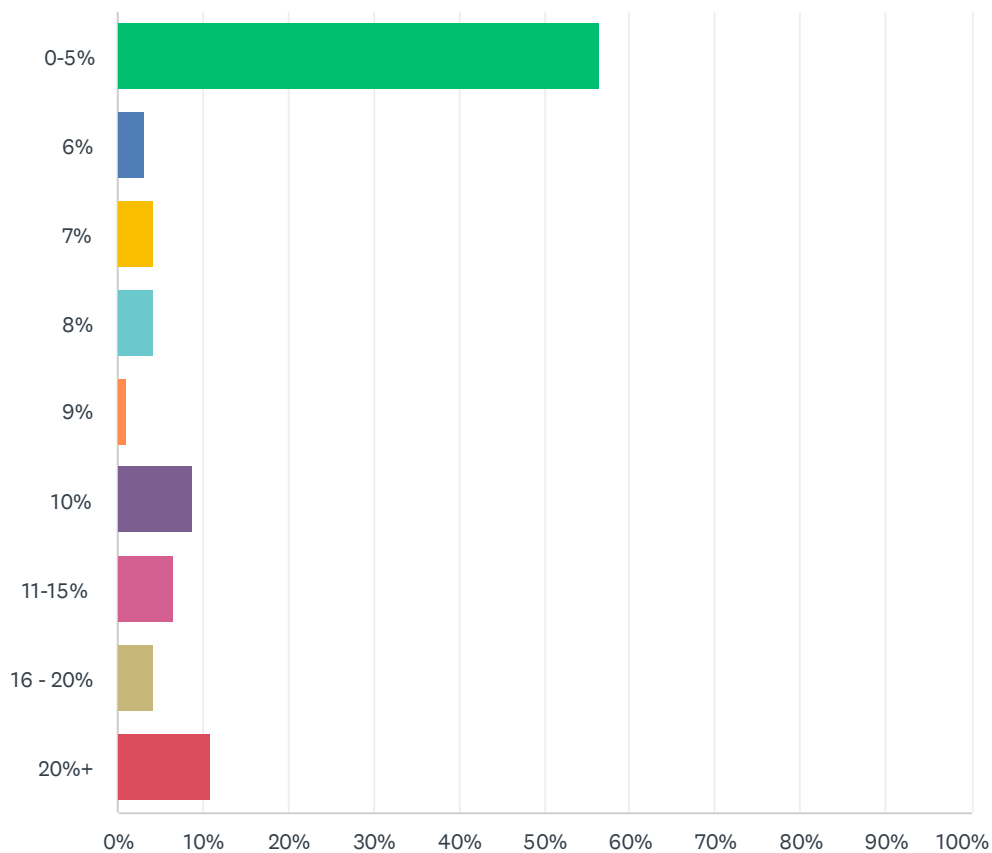
Answered: 95 Skipped: 1



ANSWER CHOICES	RESPONSES	
0-5%	11.58%	11
6%	13.68%	13
7%	9.47%	9
8%	14.74%	14
9%	2.11%	2
10%	15.79%	15
11-15%	20.00%	19
16 - 20%	7.37%	7
20%+	5.26%	5
TOTAL		95

Q2 Annual Capital Charge?

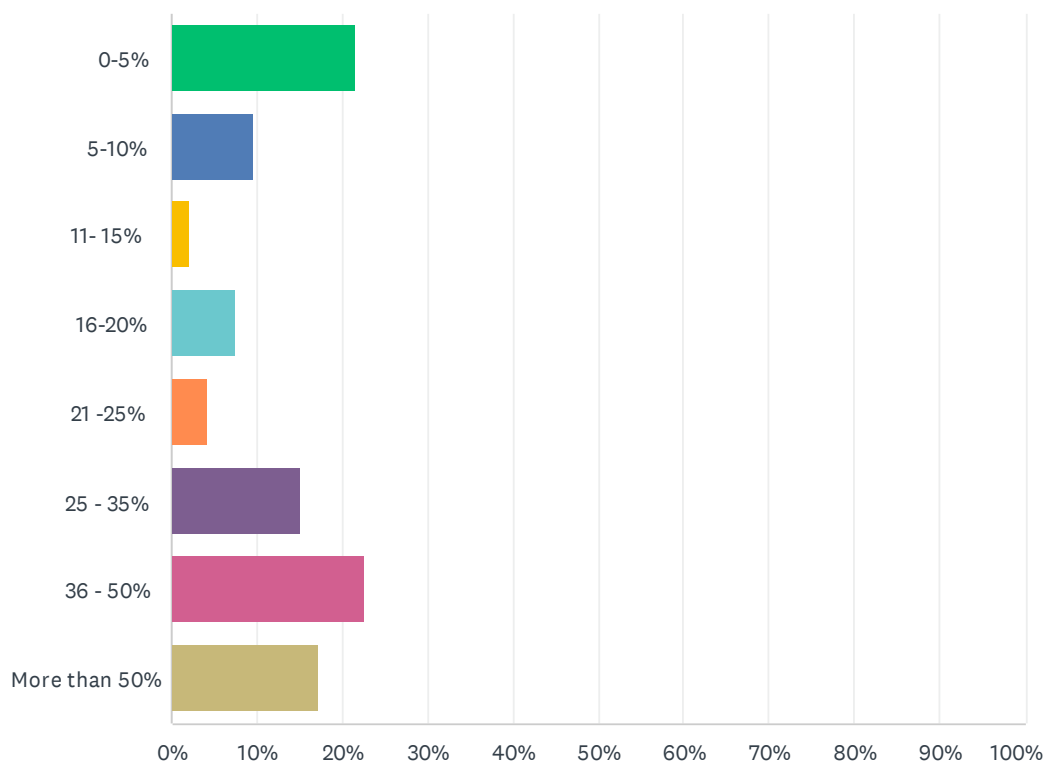
Answered: 92 Skipped: 4



ANSWER CHOICES	RESPONSES	
0-5%	56.52%	52
6%	3.26%	3
7%	4.35%	4
8%	4.35%	4
9%	1.09%	1
10%	8.70%	8
11-15%	6.52%	6
16 - 20%	4.35%	4
20%+	10.87%	10
TOTAL		92

Q3 Have you had an increase in Initiation Fees in the last two years?

Answered: 93 Skipped: 3



ANSWER CHOICES	RESPONSES	
0-5%	21.51%	20
5-10%	9.68%	9
11- 15%	2.15%	2
16-20%	7.53%	7
21 -25%	4.30%	4
25 - 35%	15.05%	14
36 - 50%	22.58%	21
More than 50%	17.20%	16
TOTAL		93

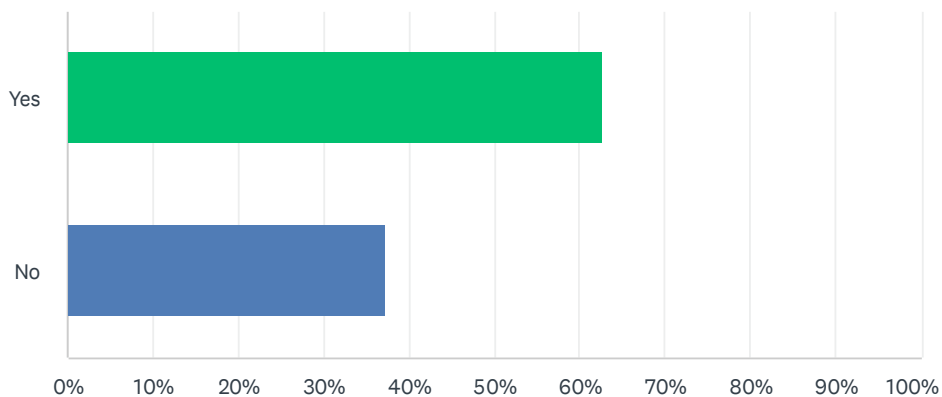
Q4 Are there any other major increases worth mentioning?

Answered: 54 Skipped: 42

\$14,000 assessment for an amenities project
 we are a bundled community so #'s 3,5, and 6 do not apply to us"
 10-15% increase in Carts and Guest fees and 10% on Annual Service Fee.
 50%+ increase to the one-time Capital Contribution on home sales (\$3000 to \$5000)
 All club membership fees went up 10%, across the board
 Capital Assessment Increases as a result of inflation and economy
 capital project assessment \$2100/annually
 Dock slip rates - 64% increase
 F&B pricing
 Fuel, Supplies, Payroll, Fertilizer.
 Insurance
 Additional operating expenses due to opening of new facility"
 Insurance
 Security
 Lease equipment
 Payroll
 Insurance, Food and Bev product costs, Fuel costs, Labor retention costs,
 labor costs for kitchen, golf maintenance, and housekeeping - our lowest compensation positions - have gone up
 nearly 50%
 Liquor and wines pricing
 Member Fees - Cart Fees etc
 Monthly Service Charge increase from 20% to 23%
 One time Special Assessment Fee
 P&C insurance increasing 30%, health insurance increasing 15%.
 payroll and insurance have gone up dramatically.
 Renovation impacts, inflation, wages.
 Security
 Slip Fees
 Special Events and Private Party pricing has increased about 20%
 The overall percentage operating costs increase is highly dependant on compensation changes. We are awaiting
 data from market surveys to better assess the potential impact to next year's.
 Wage increases for food & beverage along with golf course maintenance

Q5 Does your club have a Membership Waitlist

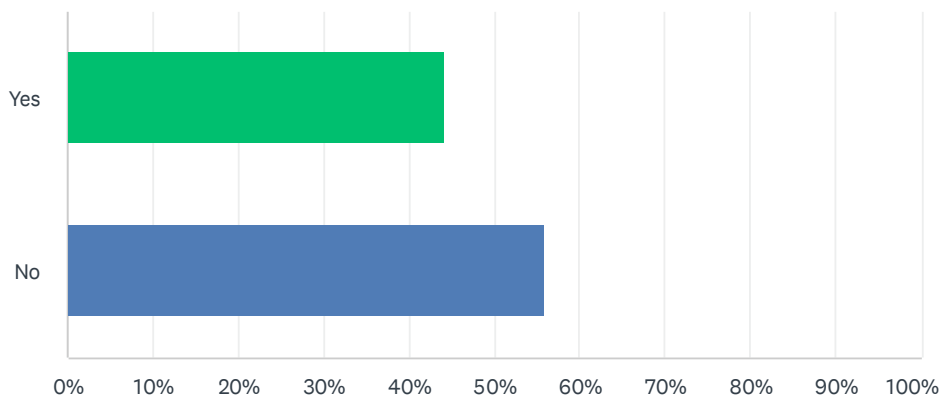
Answered: 91 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	62.64%	57
No	37.36%	34
TOTAL		91

Q6 Did your Club have a waitlist 12 months ago?

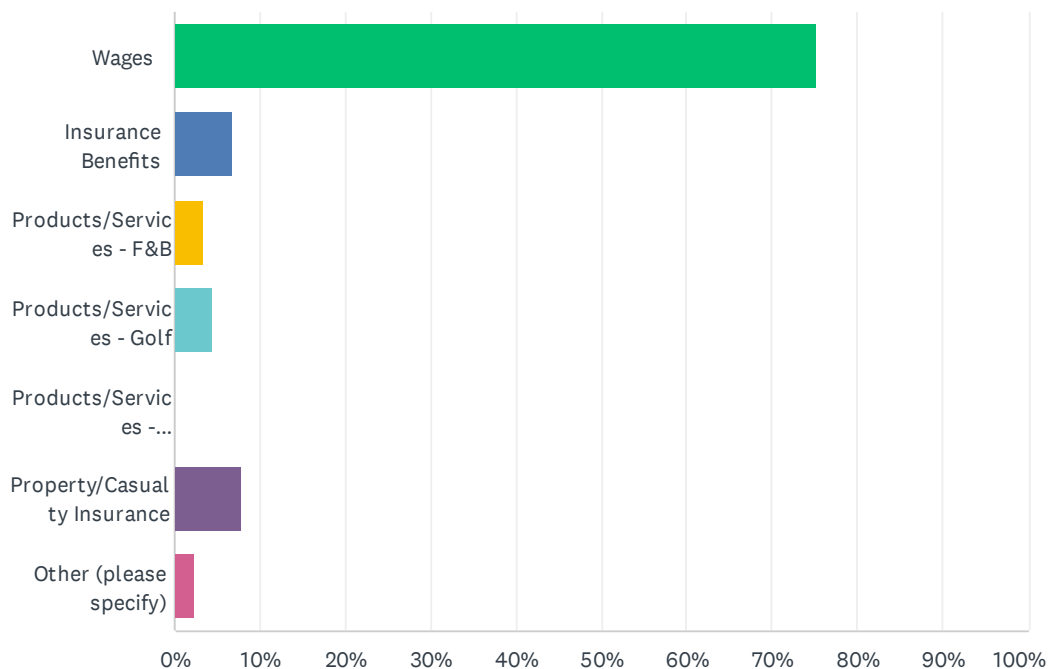
Answered: 84 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	44.05%	37
No	55.95%	47
TOTAL		84

Q7 What parts of your 2023 budget have the largest increases

Answered: 89 Skipped: 7



ANSWER CHOICES	RESPONSES	
Wages	75.28%	67
Insurance Benefits	6.74%	6
Products/Services - F&B	3.37%	3
Products/Services - Golf	4.49%	4
Products/Services - Sports/Fitness	0.00%	0
Property/Casualty Insurance	7.87%	7
Other (please specify)	2.25%	2
TOTAL		89

Q8 What are your greatest increases in Golf Course Maintenance?

Answered: 76 Skipped: 20

Salaries/Wages	fuel, fertilizer, wages
Gas	fuel, fertilizers, equipment maintenance, wages
Fertilizer/Herbicides	Gas and Fertilizer
All fuel related line items and wages.	Gasoline and the resulting increase in chemicals
"Chemical/Fertilizer	gasoline, chemicals and fertilizers
Fuel"	Labor
Chemicals	Labor
chemicals & fertilizers	"Labor (6% increase plus additional benefits)
Chemicals, Fertilizer	Supplies - fuel surcharge added plus cost of materials & labor"
Chemicals, Fertilizers, and Gas	labor and material costs
chemicals, labor	Labor, fertilizer, chemicals
Competitive wages and fertilizer increases	Labor, Fertilizer, fuel
Equipment, Parts, Chemicals, Fertilizer.	Labor, Fuel
"Everything :)	Labor, Fuel, Fertilizer
Fertilizer, Chemicals, Fuel, Sand"	"Lease equipment
Fert&Chem	Gas
Fertilizer	Fertilizer
Fertilizer	Chemicals"
Fertilizer	Materials and chemicals
fertilizer	Personnel
Fertilizer and chemicals	Petroleum based products
fertilizer and chemicals	Product Costs example being Fertilizer
Fertilizer and equipment	"wages
fertilizer, chemicals and fuel	fertilizer
fertilizer, chemicals and pesticides	fuel"
Fertilizer, fuel and labor	
Fuel and Fertilizer	Wages and any fuel based products
Fuel related	
Fuel related products including gas, diesel and fertilizer	Wages and chemicals
fuel up over 100%	
Fuel, Chemicals, Fertilizer, Labor	Wages and operating supplies.
Fuel, Fertilizer and Chemicals	
Fuel, fertilizer, chemicals up 30+%	wages, fertilizers, chemicals
fuel, fertilizer, chemicals, sand (freight costs), wages	Wages, fuel and fertilizer

Q9 What are your greatest increases in Food and Beverage?

Answered: 84 Skipped: 12

Meat and Produce	wages, COGS
Cost of Goods, Wages, Paper Goods, Linens, Entertainment	labor + food
Labor	Wages
Wages and cost of products	Food
Wages and Cost of food	"Labor (6% increase plus additional benefits)
wages and food cost	Supplies - fuel surcharges plus cost of goods"
Chicken, Steak, and Fish	Wages
Wages	wages, then food cost
Overall cost of food.	payroll
Food cost and labor	Food Cost - as a result we have to raise prices
Food costs and payroll costs	COG and payroll
food cost and paper goods	payroll
Food cost	food costs, wages
Wages and Cost of Goods	Labor, Cost of goods sold
Wages	Wages and cogs
Wages, H2B housing and wages	Food cost and labor shortage so huge increase in payroll to attract staff
seafood and beef	Food cost
Wages and adding positions	Labor and cost
Labor	Food Cost
"wages	reduction in revenues from non-member events
cost of goods "	Wages
Labor, Employee Health, Food Costs	Payroll
labor and cgs	Labor
wages	cost of goods
Food coast	Labor and cost of sales/food cost
food product	Besides payroll paper plastic
Wages	food cost
Paper, plastic, food, supplies, staffing rates	Wages, then food. But wages for sure
wages	Linens, entertainment, food obviously
Labor	Labor
Wages	international staffing
Payroll	Wages, Food Costs
food prices and kitchen wages	Cost of food, supplies, and starting wages
Wages and food	Labor
Payroll. COGS.	Labor
"1. Salaries/Wages	
2. Cost of Food"	
Payroll	
Wages	
Wages, and COGS Food	
Labor, Consumables, COGS	
Consumables and Payroll	
Payroll, especially starting wages, beef, seafood, produce (COGS)	
wages	
Wages, health insurance and food cost	
labor and expenses	
Personnel	
wages	
Cost of goods, wages	
Meat/beef	
Wages	
labor and COS	

Q10 What other areas are you concerned about financially in 2023?

Answered: 71 Skipped: 25

Significant increases in renovation costs.

Insurance

All areas

Revenues decreasing due to overall inflation and markets fluctuations.

benefits increases

Reduction in business due to recession

"Significant Increases in benefits insurance as well as property and casualty. Increases in contracted

Services such as security and others."

Ownership providing ROI after multiple years of positive growth and bottom line profit.

Staffing, payroll and food cost

general property insurance increases

"Maintenance costs

Ad Hoc Projects

Food costs

Payroll"

Maintenance Cost

I have kept the H2B wages lower than area clubs and I am subsidizing 50% of housing which still

\ leaves me higher than area clubs; thus having to go out of country. i hope the other clubs know they have to match US wages with H2B wages year-round.

overall inflation

All increased expenses

Just balancing the budget with the money we are given to work with

"payroll & benefits

insurance increases

utility increases

"

Repairs & Maintenance across the board

Insurance costs

the concern is that all areas are impacted

paying competitively enough to attract staff

Increased cost is supplies

yes...401K still dropping at an all time high

inflation and supply chain

Economic impact

payroll

Expenses

retaining staff. bigger clubs can outbid us for our best leaders.

Insurance

Credit card processing.

Food cost, labor cost, utilities

Insurance Renewals

Staffing

Slow down in rounds due to a reduction in the amount of work from home. Shrinking margins on P/E's due to labor and cogs pressures. Reduction in demand for memberships.

Overall concern of the cost required to maintain the standards we have delivered to our members.

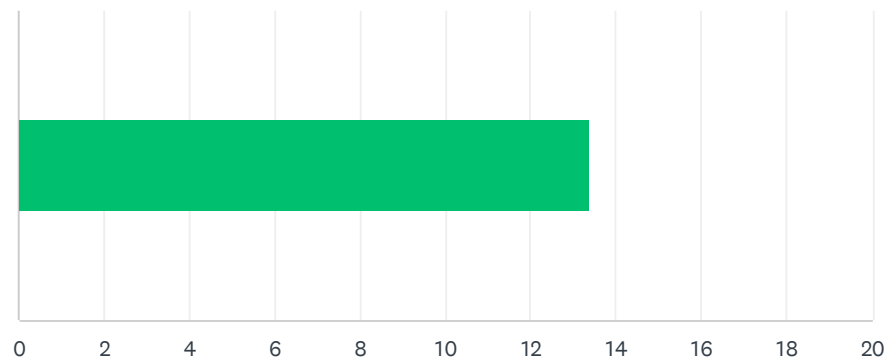
How will members respond to unprecedented increases in dues, fees, services.

Finding and retaining staff, bith hourly and salaried

Keeping and paying our Team.
Capital Costs in addition to Personnel Costs.
Membership Dues and Capital Dues increase, Insurance/Benefits
property and liability insurance really increased in 2022
Staffing
health insurance costs
staff retention
Insurance
Payroll across the board
Insufficient Capital Reserve assessments - inflation variable not enough, costs skyrocketing, while availability decreasing.
Aspirational Capital
Wages, wages, wages
The recession may impact our wedding business. Concerned about the cost of rent for our H2B staff housing
F&B operational losses
Everywhere. I see memberships slowing down
Primarily inflationary pressures
N/A
insurance
Attrition in membership. Inflationary costs are already reflecting members using club less. When dues increase we are concerned we will lose members and not be able to replace tj due to the economy
Labor - Lack of
long term effects from the slump in the economy.
Inflation. Increased cost of goods. High cost of insurance.
property/Casualty
Inflation and housing for labor
Inflation unknowns
Wages in general. Also insurance both property and health are having impactful increases
Members are demanding longer hours of operation in the F&B department.
Everything has gone up from styrofoam cups to the highest salaries. We are coming out of 2 years of reduced service and now we are saying the same thing due to increased costs and looking to save money. Brutal
Attrition
bringing local staff in and supply shortages
Appropriate Staffing Levels to avoid burnout and provide a sustainable organizational model.
Construction volatility
Labor
Wages and staff retention
Availability of products

Q11 What percentage do you think you will increase your payroll across the board

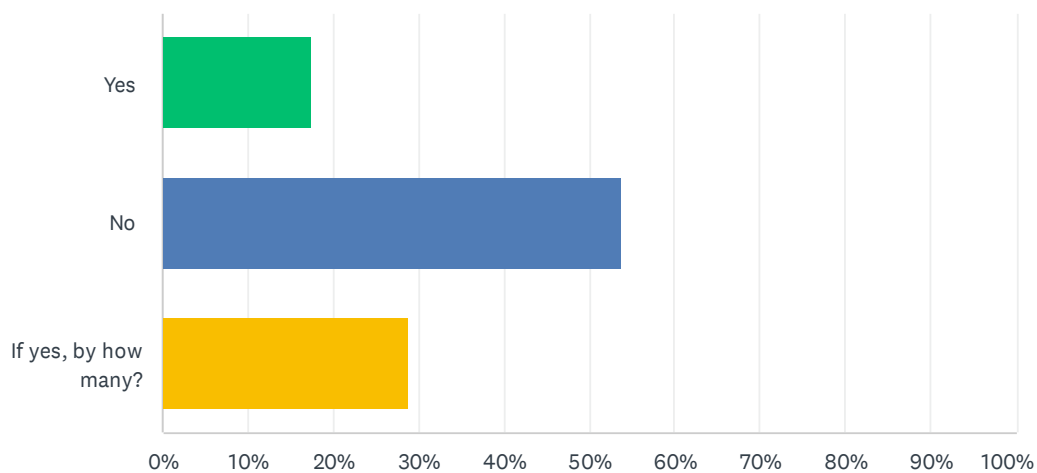
Answered: 84 Skipped: 12



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	1,124	84
Total Respondents: 84			

Q12 Have you increased the number of H2B's from last year?

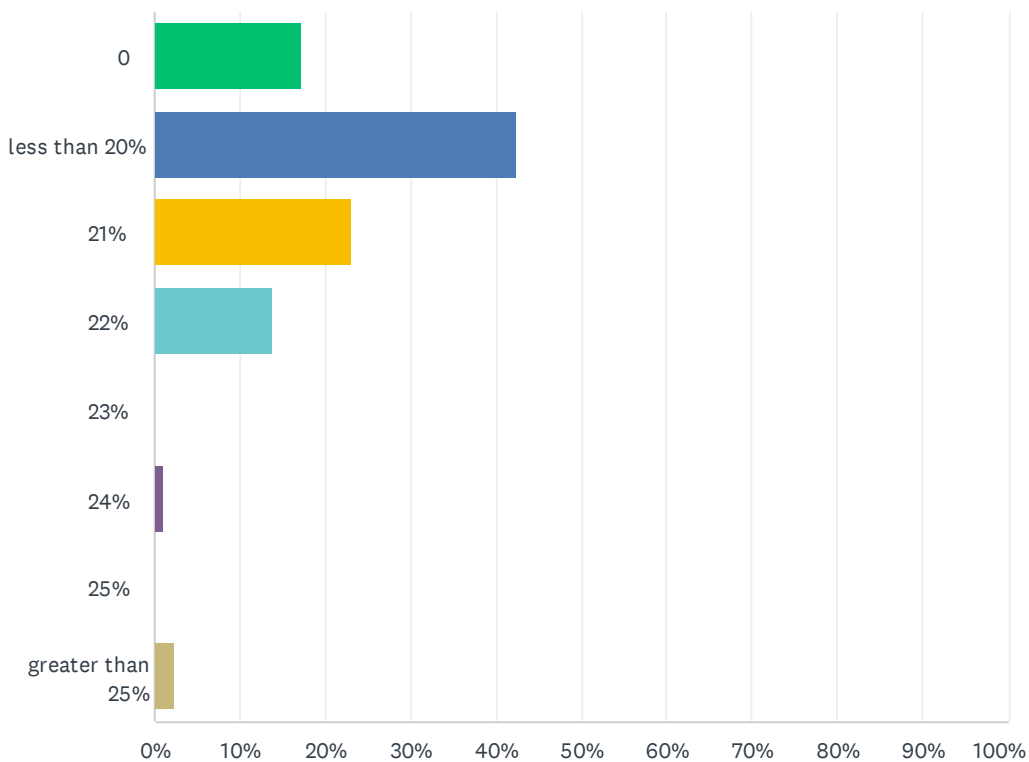
Answered: 80 Skipped: 16



ANSWER CHOICES		RESPONSES	
Yes		17.50%	14
No		53.75%	43
If yes, by how many?		28.75%	23
TOTAL			80

Q13 What is your current Food & Beverage Gratuity

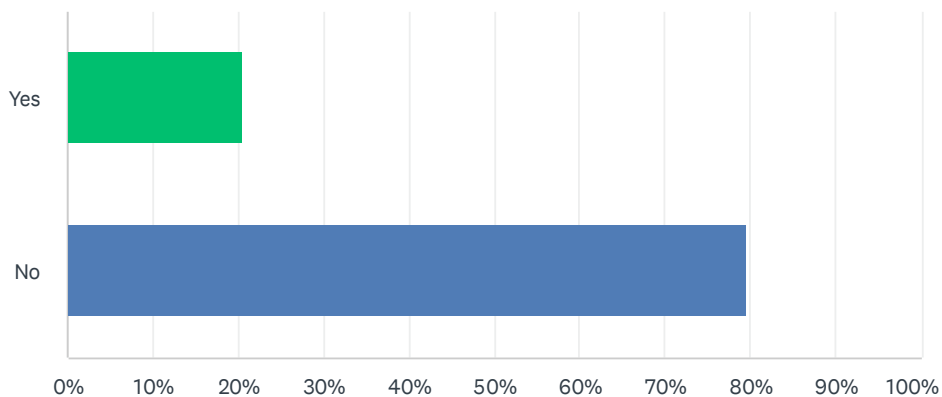
Answered: 87 Skipped: 9



ANSWER CHOICES	RESPONSES	
0	17.24%	15
less than 20%	42.53%	37
21%	22.99%	20
22%	13.79%	12
23%	0.00%	0
24%	1.15%	1
25%	0.00%	0
greater than 25%	2.30%	2
TOTAL		87

Q14 Are you planning on raising your gratuity for the next fiscal year?

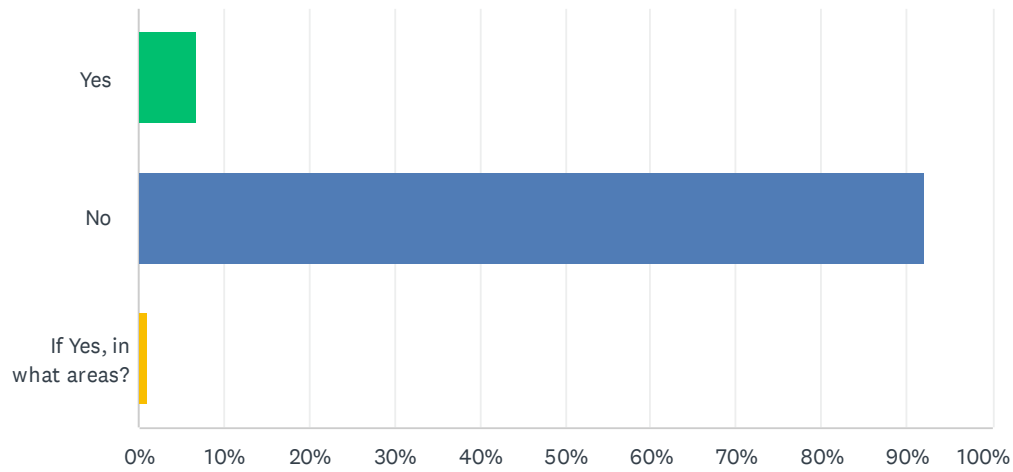
Answered: 78 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	20.51%	16
No	79.49%	62
TOTAL		78

Q15 Have you cut back on Capital Spending in the upcoming year?

Answered: 88 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	6.82%	6
No	92.05%	81
If Yes, in what areas?	1.14%	1
TOTAL		88

Q16 What does your Board feel as the biggest challenge for 2023?

Answered: 79 Skipped: 17

Hiring Employees

Completing a significant renovation due to significant inflation.

Inflation and controlling expenses

Staffing and expenses

Need for Capital improvements during the upcoming years and members' willingness to pay for these.

Increasing business and revenues

Planning renovation

Wages, insurance, benefits, contracted services.

Capital project looming from 2020 and prior.

Payroll and staffing

Insurance costs and payroll costs/attracting/retaining staff

Dealing with the challenging labor market and retaining staff

Overall club expenses

Getting accurate information to make informed decisions.

Keeping employees happy and healthy

Inflation and labor market

inflation and staffing

Staffing

Maintaining high levels of service without raising costs too much

They basically have their heads in the sand and "want to hold the line on dues increase"... Even when I point out to them that the inflation rate when we did last year's budget was 2.5ish% and is now 8.6% with food inflation rate at 10.1% - 14.5%.

rising operational costs

Staffing

"Attraction and retention of quality personnel

Our gratuity is 20% considering 22%

Thank you for doing this - just need NA for some of the questions since we are bundled"

amount of dues increase

Balancing the budget

we dont have aboard - but management feels staffing biggest challenge

We had a major membership loss due to necessary dues increase and the membership voted down initial vote on needed renovation. Also, the club was not run in a financially sound manner for many years so they are paying for the past sins of previous boards.

The explanation of the large overall increase as it is coming from all areas of operations

Keeping the dues affordable

aging infrastructure

Staffing

further expansion of the club facilities and master planning for the next 20 years.

Wages / Payroll. Recruitment of staff. Inflation budget.

Indoor/Outdoor Bar Construction/supply chain issues

Opening and Staffing a new Outdoor Dining Facility

Staffing and providing a consistent quality product

Staffing so that we can have multiple locations open for F&B

Corporately owned

Inflation

Acquiring and retaining adequate number of employees

minimizing dues

Retaining team members

Kitchen renovations - labor force

Staffing and Staffing Quality

staffing and dues increase

long range planning for upcoming capital improvements-how to fund-how to pass member assessment to finance the project

Dues increase

staffing

Labor

retaining department heads

Generational \$hift\$ for infrastructure inve\$tments

Economic pressures.

"Insufficient Reserve Fund balance

Declining Membership"

Housing market

Inflation versus what we can truly spend as a Club

Inflation

raising sufficient capital funds to continue Master Planning schedule

staffing

managing costs and keeping dues at a palatable point.

Inflationary pressures

consistency of member experience with a full membership

Retaining members with a 15% dues increase.

Cost and labor

How the inevitable recession will effect costs and Membership.

membership and revenues associated with their spending

Funding Capital Projects

Operational costs continue to increase/labor competition

Staffing

Securing labor

Staffing costs and retaining staff

Member satisfaction. Employee burnout

Capital Improvements, Clubhouse

achieving unity amongst all members

Generating capital

Low wage retention

Labor and managing raising cost

Labor

Retaining talent

Wages, staff retention, and product costs