

# **FIVE YEAR PLAN**

## **Hide-A-Way Hills Club**

**Years 2019 through 2023**

**Prepared by the Long-Range Planning Committee**



*It's your community.....get involved and make it better!!!*

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# INTRODUCTION

It is the purpose of the Long Range Planning Committee (LRPC) to serve as an advisory committee, charged with reviewing all operations of Hide-A-Way Hills Club and how those operations need to be adjusted to meet changing requirements and to assist with planning of our community's future. A Five Year Plan is an important tool in that planning by providing a formal review of the needs and issues effecting the Club. During its development we asked the Board of Trustees and all committees to provide input to insure its accuracy.

A Five Year Plan is not a plan of improvements to our community, but a comprehensive regular review of its amenities, common properties and operations. The Board of Trustees, Management Committee, and HAH committees may see the need to change, replace, or add new actions. However, since they all had input into this plan, any changes should be from changing needs or other relevant factors.

This edition of the Five Year Plan includes demographic data for the Hide-A-Way Hills Club, from official records and the LRPC 2015 and 2019 Member Surveys. The previous edition of the Five Year Plan included much committee information that has been expanded upon and developed into a Committee Guide. This guide will include a list of all committees along with their scope, duties, activities, contact person and meeting information. We feel this will be informative to the membership and a valuable tool for recruitment of committee members and we are working to have it available by 2020.

The financial status of the club as well as financial factors we face going forward are included in this edition along with conclusions and recommendations to issues impacting our community. A detailed review of the Club amenities, including important information about the amenity's status, recent improvements, required maintenance and greatest needs. Roads and maintenance issues, a review of Club Lots and a review of the results from the 2019 Member Survey are included. It is the LRPC's hope that this Five Year Plan will be a valuable guide for the Board of Trustees, Management Committee and the membership as we move forward.

This document would not be possible without the cooperation of the Committees, General Manager, Board of Directors and the members of the Hide-A-Way Hills Club. Thank You

Long Range Planning Committee  
Ken Yost – Chairman  
Ray Wine  
Rich Rudawslly  
Ed Winters

Special Thanks to Ginger Reed for editing

## **SECTION 1      Hide-A-Way Hills Club Demographics**

*Hide-A-Way Hills Resort Club is a 1,650-acre private resort community nestled in the rolling wooded hills of Hocking County in southeastern Ohio. We are less than a one-hour drive from Columbus, Ohio. In 2011, our community celebrated the 50th anniversary of its founding in 1961. Established as a recreational community, it now has more than 700 homes. About half of our members live here full time.*

The above statements may serve as a fair and official description of Hide-A-Way Hills, the place; however, it says little of the members that live here. Census records recognize the communities in Fairfield and Hocking Counties that Hide-A-Way Hills straddles, but this is not a typical community and is not even listed as a place name on the Fairfield County highway map, so little demographic information is available.

The Club office only tracks memberships not population and has indicated that there are approximately 740 memberships in the Club. The only demographic information about us comes from the 2015 Member Survey and the recently completed 2019 Member Survey.

The LRPC conducts surveys of members to gain some insight into the Club's demographics, use of amenities, activities attended and comments to questions asked in the survey. The detailed results of the 2019 Member Survey can be found on the Club website under the Member Information/Long Range Planning page. <https://www.hideawayhillsclub.com/>

We wanted to include results of the 2015 survey for comparison. Below are some highlights of the demographic information gained from those surveys of members.

When asked, *Is Hide-A-Way Hills your primary residence?*

2015 survey - 52% said No while 48% said Yes

2019 survey - 43% said No while 57% said Yes

The answers to this question illustrate what we are actually seeing, which is more members choosing to live here full time. This can have both positive and negative effects on the Club. Full timers are more likely to volunteer for the Club but will use the roads and amenities more.

When asked, *Do you plan to make Hide-A-Way Hills your primary residence?*

2015 survey - 72% said No and 28% said Yes

2019 survey - 80% said No and 20% said Yes

The answers suggest that less part time members are choosing to live here full time. Combined with the previous question, it also suggests that new members are choosing to make HAH their full-time residence.

The 2019 survey indicated that 26% of us have been here more than 15 years vs 34% for the 2015 survey. The 2019 survey said 66% have only 1-2 people residing in the household vs 85% in the 2015 survey.

This indicates that the demographic of the Club is getting younger while the answers to the next question indicates the size of the households are getting larger.

The final questions asked part-time residents how often they come to Hide-A-Way Hills. The highest response was, Most Weekends, up slightly from the 2015 survey at 40.3%. Second was Most Summer Weekends with 27.8% also up from the 2015 survey. Close behind was, Once a Month with 27.4% again higher than the previous survey. All indicating that part-time members use of the roads and amenities is also growing.

Due to the resort or recreational nature of our community, useful demographic information can be hard to obtain. The Board and Management need this type of information to help plan for the Club's future. The Long Range Planning Committee recommends regular surveys of our membership to learn more about their changing needs. We would like to thank and remember Board member Dennis Aubrey for making the 2019 Member survey a reality.

## **SECTION 2      Financial Status of Hide-A-Way Hills Club**

Hide-A-Way Hills Club is a unique community that cannot be economically duplicated in today's environment. Efforts to protect our community from financial troubles are a constant concern. The volunteerism that flourishes here has saved the Club thousands of dollars and solved many problems.

The Club has grown and made progress on several urgent issues over the past five years that impact our Club. The Lake of Four Seasons has a new dam which is on track to be paid off in 2021. A new silt basin was constructed at the north end of the LOFS, a new boat storage area was created, Moto Paving was introduced, the Sheets Road property was purchased and the new Harcum Park created, septic was replaced for the front gate restrooms, security has much needed storage space for member deliveries, and a couple of new amenities were developed and committees formed.

The hope however, that an annual increase in assessments tied to the CPI (consumer price index) would be a hedge against increased costs associated with operating the Club has not been realized. Management is trying its best to just keep everything operational but sees costs rising faster than the CPI. The Club has proposed an increase in assessments twice in the past two years but has come up short in the votes needed to pass. Any future attempt must properly communicate the needs to the members who are still paying off the last special dam assessment.

The Management Committee is charged with preparing a balanced budget every year for approval by the Board of Trustees. For 2019, the Club has a budget of \$2.7 million dollars with the majority of that coming from monthly assessments, the road assessment and restaurant and clubhouse income. The majority of the Club's expenses go toward payroll and taxes totaling \$1.2 million for the Club's 21 full time and many part time employees. Other major expenses include insurance, professional fees, subcontractor's and food and beverage expenses.

Late payments or nonpayment of monthly or annual road assessments is another element of our financial status that our Management Committee and office staff work diligently to minimize. Recent figures show approximately \$25,000 for the monthly assessment and \$2,400 for the road's assessment are outstanding.

A review of the Club's financial status would not be complete without a mention of the financial performance of the Lodge and Club House. The Club House routinely makes a small profit while the Lodge still struggles to break even despite several changes to staff, procedures and menu. Food operations with a captive audience typically lose money and it

is difficult to attract customers from the area under strict security procedures with little advertising. If the prices of the menu items, quality of the food and service is not what the members expect, their support will be lost as well.

The Club utilizes several funds designated for specific purposes:

**AMENITIES FUNDS** – These funds come directly from the New Member Fee and are collected throughout the year for maintenance and improvements to amenities. These have been a salvation for our finances and support many of the committee activities and projects. Fifty percent of the new member fees are shared among the committees based on a project's priority submitted by the committee chairs.

**DEPRECIATION FUNDS** – Funds set aside to repair or replace equipment and facilities at the end of their serviceable life. Formulas for the money are based on costs divided by the number of months from purchase to end of the serviceable life cycle. At the end of 2018 the Depreciation Fund had a balance of approximately \$89,000.

**CAPITAL FUNDS** – Funds set aside to be used for major new expenses such as new construction, new amenities, and replacement costs for losses not covered by insurance. Each month 5% of assessments are put into the Capital Fund. Occasionally excess revenue is added to the fund. Currently the Club has a Capital Fund balance of less than \$150,000.

**OPERATING FUNDS** - These funds are provided through the budget from assessments to cover day to day operating expenses. The fund balance fluctuates daily as income is received and expenses are paid.

## **SECTION 3      Financial Factors Going Forward**

Some significant issues are confronting the Hide-A-Way Hills Club as it enters 2020. These issues will impact our Club not just over the next five years, but for decades to come. We share the most pressing needs with the membership so that all members will understand these issues as they are discussed over the coming years.

### **Financial Factors Going Forward include:**

- **Roads and Ditches**
- **Lake Eagle Claw Dam**
- **Lake Tomahawk Dam**
- **Other Dam Concerns**
- **Maintaining our Equipment**
- **Payroll for Employees**
- **Rear Gates Entry System upgrade**
- **Maintenance building**

### **Roads and Ditches**

The roads in Hide-A-Way were constructed with gravel over a clay base layer. Only through repeated chip and seal applications over many years are these roads serviceable at all. This process does not add the needed strength for heavy loads, hence the load limits in the winter. The Moto Pave process builds strength to the roadway, uniform crown and width and is cheaper than asphalt.

While the budget does not allow for this treatment on all roadways the Club is working to Moto Pave the main roads. Three sections of Moto Paving have been completed from the front gate to the Lodge and to the Bremen gate. Additional sections, including the front entrance and parking lot and pool parking area, are planned but unfunded.

The current Roads Assessment brings in just over \$150,000 while our need for road repairs is \$200,000 per year. Recent asphalt patching has helped but the Chip and Seal process will need to continue as the only means of periodic roadway maintenance unless other or additional funding becomes available.



Last year, 2018, was officially the wettest year on record. This condition has greatly accelerated the erosion of the roadside ditches which is compromising the roadways and culverts. Management estimates 5 miles of ditches are in need of repair particularly along roadways that have already been Moto Paved. The ditches will need to be restored and lined with asphalt in order to prevent further erosion. This additional strain on our budget means these repairs have to be deferred until additional funding is found.

### **Lake Eagle Claw Dam**

This Dam needs a siphon relief valve and the top of the Dam needs to be leveled. There are leakage issues but the Ohio Department of Natural Resources is happy with current monitoring activities. Suggestions have been made for the fixes but nothing is currently being designed to fix the problem. Repairs to this dam will be another significant expense the Club will incur over the next five years.

### **Lake Tomahawk Dam**

The Lakes Committee researched the unsightly low level of water in Lake Tomahawk (Leaky Lake). The cause of the leakage is bedrock cracks and the principle pipe leaks. The principle pipe needs to be replaced due to corrosion. Betonite has been applied to the suspected roadside leak area in the past. A prior estimate for a clay liner and new pipe would be in excess of \$200,000. The committee intends to continue researching remedies with the aid of an engineering firm and contractor if and when funds are available.

### **Other Dam Concerns**

It is important to know that the Club is liable for any downstream damage or impact of a dam failure. Therefore, constant monitoring, maintenance and conformity with regulations are imperative. The Club needs to continue to keep the membership informed as the monitoring continues and as concerns are identified.

### **Maintaining our Equipment**

The Capital and Depreciation Fund is still recovering from being depleted with the Lake-of-Four-Seasons dam repair in 2016. The Club's equipment has continued to age with little funds available for replacements. Equipment needs could average \$100,000 per year over the next four years. This equipment includes dump trucks, mowers, tractors, blowers, trailers and any tools and vehicles that our maintenance team needs to just maintain our facilities and roadways at current levels.

## **Payroll for Employees**

The 2019 Budget indicates the Total Payroll Expenses to be \$991,300, not to mention the \$257,000 in payroll taxes. The Club's by far biggest budget item is the salary we pay our 21 full time employees and deservedly so. These are the people that keep our community running including maintenance, office, Security, Lodge and Clubhouse staff. Increases in payroll, taxes and insurance every year means that some other budget items need to take a cut to maintain a balanced budget.

## **Rear Gates Entry System Upgrade**

The Club has evidence that the rear-gates entry system is compromised and has been for years. The garage door opener system is 1960's technology and can be easily copied. The office may have a number or record of the ones that were issued over the years but there are many more out there.

The Management Committee is working with vendors to get some costs and a good scope for the project. Early estimates could be tens of thousands of dollars for a Radio Frequency system that again, the Club does not have the funds to support.

## **Maintenance Building**

The maintenance building is critical for the operation and maintenance of Hide-A-Way Hills Club. It stores our equipment and houses our maintenance staff, but just barely. Despite the recent construction of a crude bunk room there is still no working restroom or shower. During the winter, we may require the staff to sleep there to be available if needed. A well will need to be dug, a restroom constructed and a septic system installed. This cost could be \$20,000 but could also provide a wash-out area, but, again, there are little funds in the budget to accommodate this Capital Expense.

The Management Committee works hard to provide a balanced budget every year and has to make tough decisions about where to place valuable resources. The budget is focused on our most pressing needs just to keep what we have now operational. It is anticipated that the Club will be voting a third attempt for an assessment increase in 2020. The Club must be open to new revenue streams and continue to build reserves to maintain what we have now for decades to come.

## **SECTION 4      Conclusions and Recommendations**

It is a pleasure to live in Southeast Ohio's best kept secret, but there are a lot of issues facing our community. This document is a comprehensive look at Hide-A-Way Hills Club, amenities and operations. The following is the Long Range Planning Committee's conclusions and recommendations to the Club as we move forward.

### **Financial Factors Going Forward**

While Management provides a balanced budget every year, it is apparent that the Club's income is not keeping pace with expenses. A review of this Five-Year Plan reveals that there are many critical needs of the Club that cannot be met without another source of income or assessment increase. Attempts in 2018 and 2019 to get an assessment increase failed.

**The Club should continue their efforts and place an assessment increase on the ballot but should limit future special assessments or major assessment increases to five years.**

The Board of Trustees governs our Club but the Management Committee operates it. While the Board meetings can be viewed on line, Management simply posting meeting agendas by emailing the membership is insufficient communication of important discussions of planned operations issues and projects.

**Management needs to better communicate with the membership on their planned meeting topics, operations and projects**

**Members need to support Management and be part of the discussion.**

Trying to find factual information about the status of all the Club's dams was difficult during the development of this document. These dams have a huge impact on our funding needs for the future and the Club needs to be open about all potential or anticipated issues and costs.

**The Club needs to provide a complete accounting of all issues affecting the dams including cost before we can plan for their future.**

In this Go-Fund-Me age many members have asked why Hide-A-Way Hills Club does not set up a means to accept donations from current and former members. Our community has a long history of donating money for various things we enjoy. Many reasons have been offered and no effort is being made to pursue it.

## **The Club needs to be open to new revenue streams and should re-investigate a Legacy Fund for the Club**

### **Amenities**

Hide-A-Way Hills Club members are blessed to live in such a wonderful community with so many amenities. All those amenities have been developed over years and some are starting to show their age.

Of the Club's 26 amenities only 19 are associated with a committee who request funding for their maintenance and upkeep. Management Committee's charge is to, *guide and control the operations, maintenance and improvement of Club's properties.*, They have somehow been excluded from participating in the Amenities Fund Disbursement process and has not budgeted any money in the General Fund for amenities in years.

#### **Management Committee should have a place at the table when amenities funds are available**

The horse shoe pits are not a big amenity but their current location renders them useless. With a little grading at a more convenient location, close to the shelter house this amenity as well as other yard games could have a useful home.

#### **Management should relocate the horse shoe pits closer to available parking and other recreations facilities**

Management was proposing to replace the guard shack at the front entrance to provide more space for package delivery. Plans for a new 1200 square foot building have yet to be developed and may not even happen.

#### **The Club should commit to a development plan for the Entrance and Front Green before any further structures are built**

#### **The Club needs to provide more detail on a new entrance structure before member support for funding is requested**

The Lodge is an amenity that we can all be proud of whether we have food operations or not. The restaurant has struggled to break even in revenue for many years despite changes in personnel, equipment and menu.

#### **The Board of Trustees and Management need to evaluate the best financial options for continued food service at the Lodge**

The Club has an abundance of green space that is not being utilized or accessible. A development plan for these areas could help guide the Club to maximize their current or future use.

**The Club should develop a plan for development of its largest green spaces over the next five years**

## **Roads and Maintenance**

The \$200 we pay every year for the Roads Assessment is and has been insufficient to pay for the actual work that needs to be done on our roads every year. As cost go up, we are having to cut back on the amount of work performed.

**The Club needs to increase the road assessment or reduce maintenance until additional money can be found**

The Club's plan to Moto Pave additional roadways is welcome, however there are sections of these roadways that need to be widened and ditches repaired before any further Moto Pave operations commence.

**Management needs to perform select roadway widening before any further Moto Pave applications occur west of the main gate**

The maintenance staff does a great job of clearing our roadways of 8 inches of snow, unless you pass someone or need to turn around. Our roads are narrow and during heavy snow events seem even more narrow but were designed with wide spots or teardrop areas on the inside of curves as well as intersections.

**Maintenance staff should be directed to plow these areas once the roads are clear to facilitate better passing and turning**

The Club receives numerous complaints each year about the dust from the roads due to the grits used during snow operations. These same grits also create hazardous conditions on dry pavement. Management recent purchase of a sweeper is a good first step.

**Management should reduce the extent and duration of dust causing grits on the roads**

The employees of Hide-A-Way Hills Club are what keep this place livable and while they are truly appreciated, we are at risk of losing valuable staff due to low pay and benefits.

**Management needs to provide our employees with wages, benefits sufficient to hire and retain valuable staff**

The screening of the maintenance area has appeared in the Five Year Plans in the past but no action was taken despite available resources. Now home to the recycling bins, the trash in this area has increased and therefore some screening is needed.

**The Club should support any efforts to make screening of maintenance a reality**

The maintenance building has never had a working restroom. In addition to livable wages and benefits we need to provide our employees with safe working conditions. The expense of a bathroom, well and septic system is not beyond our means.

**The Board should recognize that healthy facilities are a priority for our employees**

## **Club Lots**

Growth is upon us whether we like it or not. Club lots are a valuable asset and the sale or retaining of these assets is an important decision that should not be handled casually.

**Management and the Board need to formalize the review, evaluation, retainage and sale of Club lots**

## **Member Surveys**

The Long Range Planning Committee conducted a survey of members in 2015 and 2019. With the influx of new members in the past 4 years the Club should commit to continue this effort to learn about our members and their wants and needs.

**The Long Range Planning Committee should conduct a survey of members every five years**

## **Other Important Issues**

It is not the responsibility of the LRPC to review the Code of Regulations for the Club. The Constitution Committee was formed for that purpose. Code Changes require a formal review and vote of the members. Rule changes however, are formed and implemented with little input from the membership. With the proliferation of rules in the past few years the Club needs to review their rule making procedures.

**The LRPC should review the procedures on how and why rule changes are formed, communicated and implemented by the Club.**

There has been a lot of complaints and discussion lately about offensive lighting from residential properties. The biggest offender of our own Building Code is the Club itself. The Club operates over 40 pole lights at various places, some in areas that are closed at night. Some recently installed Club lighting are a direct violation to the Club's own Building Code.

**The Board and Management need to look at our current lighting needs and eliminate offensive and unnecessary lighting from the Hide-A-Way Hills Club**

With the availability of LED lights members are placing unnecessary and offensively bright lighting on their house, garage and parking areas.

**Members also need to review their own existing or proposed exterior lighting needs**

The map of the Hide-A-Way Hills Club is as old as the hills and has been cut and pasted for years by member volunteers to reflect new properties, amenities and roads. While this is satisfactory for a general use map of the community, the Club should have a more accurate useable and versatile mapping system. Interactive mapping could be linked to existing databases and provide an important management tool. Better mapping could also aid in getting emergency services to our homes.

**The Club should investigate and consider a better mapping system for the Club.**

The Club has improved communication with the membership over the past few years with the advent of videos for our Board meetings and email blasts. Social media has also played a role in notifications of events, power outages and committee meetings. However, we know that few people visit the Club's web site, view or attend Board or Management meetings or read their newsletter, The Echo. This apparent lack of attention should not discourage our leadership from continuing to improve communication with the members.

**The Club, committees and members need to strive to continuously improve communication and coordination of Club issues and projects.**

The Club has a Building Code that the Architectural Control Committee, General Manager, Management and the Board of Trustees work to enforce. It is the standard that we hold all members to for construction projects. Projects initiated by the Club and committees however, skip the formal review and permitting process and proceed to construction without much oversight.

**Any new construction of Club facilities, structures or improvements to existing structures built for and by the Club should adhere to the Building Code**

The Long Range Planning Committee appreciates your comments. Please direct any comments to Ken Yost, Chairman at [kyost1@columbus.rr.com](mailto:kyost1@columbus.rr.com)



## **Section 5      Supporting Information**

### **Club Amenities**

Amenities can be defined as “*something that serves as a comfort or convenience*”. Not something we need, but something we want. Amenities are an important part of resort living and most resorts are measured by the amenities they offer. Hide-A-Way Hills is lucky to have so many and varied amenities.

The LRPC has further defined an amenity as, *a place, facility or structure, designated or constructed by the membership for their comfort and convenience*. As part of the LRPC review of HAH operations, we described each amenity along with statements on its condition, capacity for growth, recent improvements, required maintenance and the greatest needs.

The LRPC has compiled the accompanying list of 26 Club amenities. Most are familiar like the lodge and shooting range, while some are new like, the amphitheater and disc golf course. Others we may not think of as an amenity as in security and green space.

It is important to note that six of the amenities that are used on a daily basis need to be staffed in order to operate. The lodge, clubhouse, microbrewery, security and swimming pool need to be staffed with paid employees. The shooting range is staffed with volunteers only.

During the development of this document, improvements and expansions of existing amenities are planned or under development. These will be covered in the amenity they are associated with.

It is our hope that this review of amenities will be informative to the membership and a tool for management and the Board going forward.

### **Airport**

The Hide-A-Way Hills airstrip, located in the south green is a private natural turf runway provided for members use. The field elevation of this strip is 780 feet above sea level; the grass landing strip is 100 feet wide and 2,350 feet long. The airport offers a tie-down area adjacent to the airport. The adjacent hangers are on private property. The airport is a daylight strip or Visual Flight Rules only.

The airstrip is not heavily used by members but has been used for life flight landings in the past. Access roads to the east and west of the airport limit is length. It needs to be cut, rolled and inspected regularly to keep it operational.

**Recent Improvements:** None

**Required Maintenance:** Seasonal mowing and rolling

**Greatest Need:**

- Guard against unauthorized off-road vehicle crossings.
- Replace Wind Sock

## **Amphitheater**

Located below the lodge on the site of the old swimming pool is another one of the Club's newest amenities. The amphitheater was used for several years as a concert venue and event area featuring grilling and chili contests before the wood structure was constructed over the stage area. Temporarily home of the Dam Jam, the hillside was terraced in 2017 and additional stairs build to better accommodate concert goers. The Social Committee who has developed this amenity, sponsors the concerts and has additional projects planned for the facility.

**Recent Improvements:**

- Stage shelter built
- Electric improvements
- Hillside terraced
- Improved area for Port-o-John's

**Required Maintenance:**

- Cleaning and staining shelter
- Mowing of hillside and grass area

**Greatest Need:**

- Improved lighting
- More stairs

## **Barn**

Hide-A-Way Hills oldest facility, the horse barn. Given the timber construction techniques used, experts believe the barn was built in the early 1800's. The bank run barn was originally part of a farm on a Hocking Country Road which is now Maya Lane. The barn offers 9 stalls at no cost to its members who must maintain and feed their own horses. The barn is at capacity with limited space for additional pastures or stalls.

**Recent Improvements:** Patched leaking roof

**Required Maintenance:** unknown

**Greatest Need:** unknown

## **Basketball Court**

The basketball court is located between the playground and shelter house on the front green and is one of the oldest amenities in the Club. Its dimensions of 79' by 50' are short for high school level play (junior high courts are even smaller at 74' and play with a width of 42') but it provides a favorite facility for youth of all ages and general family play.

The playing surface is in fair condition with some cracking, one of the poles is leaning and the nets need to be replaced. The court has been seal coated many times over the years but there does not appear to have been any lines painted on the court which would enhance play. The court should be resurfaced within the next five years.

**Recent Improvements:** Court seal coated in the past 3 years

**Required Maintenance:**

- Resurface court
- Replace netting as needed

**Greatest Need:**

- Replace Netting
- Straighten Pole
- Resurface Court
- Paint free throw lines on court

## **Beach**

The 200 foot sand beach area includes 3 picnic tables, a grill, 8 temporary boat docks, trash receptacles and a port-o-john during the summer. The beach experiences heavy use during warm weekends and especially holiday weekends between May and September. There is no Club property available for expansion of the beach area. Parking has been a problem in the past so Management posted signs to give priority to member vehicles. The Club owns three lots across the road for future parking and silt trap access.

The retaining wall is generally sound but shows signs of infiltration of water from the picnic area above. Minor grading and reseeding should be performed to alleviate this problem. The tables are beginning to sag and are rotting and should be scheduled for replacement within three years. The old light pole is severely leaning and the two lights are not functioning properly and should be replaced. Some minor clearing would provide space for kayak racks but most importantly the beach needs to be raked on a seasonal basis.

### **Recent Improvements:**

- Installation of boat docks
- Installation of benches and hocks for towels
- Grading and safety improvements
- Replaced top rail of retaining wall

### **Required Maintenance:**

- Grass cutting in picnic area as needed
- Replenishment of sand annually
- Power washing boat docks annually
- Raking sand monthly during the summer

### **Greatest Need:**

- Lighting replaced
- Picnic tables replaced
- Grading of picnic area
- Installation of kayak racks
- Raking sand on beach

## **Boat Docks**

The Club operates 192 docks for member use on the Lake of Four Seasons, at the main dock along the dam and the north docks at the end of Beaver Lane. There is no fee to members to reserve a dock but there is a waiting list and members have to apply each year for dock usage.

The docks are mostly wood but the Club has been replacing bad boards with composite boards to extend the docks life. Due to the elements these facilities are subjected to their useful life is short and the current docks are scheduled for replacement in 2023.

**Recent Improvements:** Replaced boards

**Required Maintenance:** Replace bad or broken boards as needed

**Greatest Need:** Docks will need to be replaced within five years

## **Boat Storage**

The Club has offered boat storage for many years, both on the dam parking area and the old bone yard along the airport. Reconstruction of the dam eliminated the dam parking area and the little-used ballfield was developed as the new site for seasonal boat storage. The Lakes Committee leads the effort to pull boats from the water and store them for the winter and puts them back into the water in the spring for a small fee. There is currently room for 100 boats in this gravel storage area. Any additional capacity would require some drainage and grading. Members are free to pull their own boats which can be stored along the airport.

**Recent Improvements:** Recently constructed amenity

**Required Maintenance:** Addition of gravel as needed

**Greatest Need:** Landscape screening of area

## **Chapel in the Pines**

The Chapel in the Pines is a beautiful outdoor chapel tucked in among pine trees and deciduous trees next to the pool and tennis courts. It consists of a small stage under a newly constructed pergola with numerous wood pews. In the summer months, colorful, flower-filled boxes and pots add to the beauty of the location. The chapel services are non-denominational, Christ-centered, open to all, and feature a variety of speakers. Summer services are from June through August at 10:30 a.m. The live music is a mix of traditional and contemporary, combined with a great sound system and a large screen tv for song lyrics and videos.

The chapel facilities are in good condition due to the close oversight of the Chapel Committee. Strong winds in 2017 damaged or destroyed several trees around the chapel that have are or scheduled to be replaced.

### **Recent Improvements:**

- Pergola installed over stage
- Asphalt paving of handicap parking area
- Installed TV and cabinet for services

## **Required Maintenance:**

- Cleaning and staining all wood surfaces
- Cleaning fallen debris regularly during service season

**Greatest Need:** Plant replacement trees

## **Club House/Shelter**

The Club House is another hub of activity serving a limited menu and legal beverages. Built by donations from volunteers who formed the Century Club decades ago. The Club House has seen many improvements over the past five years, thanks to the 2<sup>nd</sup> Century Club, a group of members who donated money to improve the bar, bathrooms flooring and other improvements.

The structure is in good condition with the exception of the lower level concrete slab which is cracking and being undermined. The kitchen is undergoing a major renovation in 2019. The large, adjacent and lighted shelter house built several years ago with donated money and volunteer labor is a nice extension of the Club House and hosts large gatherings for OSU games, golf events and concert or cooking events.

## **Recent Improvements:**

- Bath rooms renovated
- Bar and flooring replaced
- Installation of Dart Boards for league and recreational use
- New tables, chairs and bar stools.
- New liquor counter and work area cabinet
- New TV in bar area with old TV serving as a “menu” board.
- Stained glass golfer moved and window replaced. Stained glass was repaired during the move. Night light also provided on window.
- New windows installed.

## **Required Maintenance:**

- Landscaping
- Operating the food service operations
- Cleaning
- Power wash pavilion – Committee does this at least twice a year
- Stain when needed – done in 2018

### **Greatest Need:**

- Connect pavilion with clubhouse
- Standby generator
- Remove stairs and asphalt cart path – dangerous stairs and cart path needs rerouted

### **Disc Golf Course**

The Activities for Youth Committee volunteers constructed the 9-hole disc golf course in 2014. The course is located in the south woods of Area 54 and is accessed via the walking trail west of the small parking area. The course consists of nine galvanized steel posts and baskets. The total length of the course is 2,507 feet, with four par 3's and five par 4 holes. Tee boxes are unimproved and marked with a sign and ground flags. There are long and short tees for each hole. The fairways and baskets are marked with pink flagging to aid in following the course.

The course is one of the club's newest amenities so little is known about the number of users. Heavy storms in 2017 downed many trees effectively closing two holes. The golf course clubhouse has a couple of discs and score cards/course maps available for those who do not have a disc to use. The committee has three more baskets on hand for the future expansion of the course or placed elsewhere in the Hills.

### **Recent Improvements:**

- Installed signs directing players to course
- Installed signs for each hole
- Removal of tree falls

### **Required Maintenance:**

- Minor mowing and trail maintenance

### **Greatest Need:**

- Improved parking
- Improved Tee pads
- Next Tee Signs

### **Golf Course**

The Club's challenging 9-hole executive golf course has been a fixture of the Club from its formation. The course begins and ends at the Clubhouse on Hide-A-Way Hills Lane and serves men's and women's golf leagues. The course includes 5-par 4's, 3-par 3's and a par 5 on #9 and a men's and women's restroom at the end of #2 hole. Tees are marked for all skill levels with sand traps and a water hazard on hole #4 and #6. The Golf Committee has

led the effort to make many improvements to the course over the years and continues to improve playing conditions.

The course conditions have also improved due to extensions of the sprinkler systems. The Club is removing dead Ash trees and tree falls as they are able. Additional paving of the cart paths was completed in 2018.

### **Recent Improvements:**

- Dead trees removed
- Sprinkler system installed on #9 – final one
- Painted restrooms on course
- Repaired protection screening on the course
- Rebuilt #3 shelter & painted

### **Required Maintenance:**

- Weekly mowing of fairways, greens, rough
- Clean up sand traps and refill if needed
- Trash pickup and bathrooms cleaned

### **Greatest Need:**

- To make our cart path complete by adding a path to #6
- Plug fairways and fill with sand where needed. This is needed on every hole but the expense will prevent accomplishing this all at once. The plan is to focus on one or two fairways and work on the approach areas.
- Safe access from Clubhouse to Pavilion and from #9 green to pavilion.

### **Great Room**

Located in the lower level of the Lodge the Great Room, with a capacity of 70 people, is home for all Board, Management and some committee meetings. It also serves receptions, celebrations and any number of group activities. The room includes a men's and women's restroom, a full kitchen with bar, coat rack, a non-working gas fire place, dance floor, tables and chairs and access to the patio.

While free for member use for Club committees and Club business, there is a small deposit required for group activities. Water damage from the Lodge fire required the replacement of the carpet and ceiling tiles. The restrooms need updated, and the bar needs to be replaced. The kitchen appliances are in good condition but some new tables are needed.

### **Recent Improvements:**

- Carpet replaced



- Blinds added to windows

### **Required Maintenance:**

- Clean carpet
- Clean kitchen and baths
- Refinish dance floor

### **Greatest Need:**

- Upgrades to bath rooms
- Replace bar top
- New tables

## **Green Space, Parks and Trails**

Hide-A-Way Hills Club was planned with an abundance of green space. Additionally, large tracks of adjacent property have been acquired for member use in recent years. Together these common properties consist of over 530 acres and contain all of the Club's amenities. These areas can be found in almost all sections of the Club and range from half acre parks to the 80 plus acre tracks of land.

The LRPC looked at all available green space to see how it is being used, its maintenance requirements, and opportunities for expansion and improvement of recreational areas and club amenities.

**Area 54** – Purchased in 2004, this now approximately 51-acre site just north of the Clubhouse is primarily woods and hill top farm field. It laid mostly unused save for a perimeter grass trail until 2011 when the newly formed Organic Garden Club carved out a 1-acre site for a garden. In 2014, a 9-hole disc golf course was built in the woods along the south side of the property. Most recently the field served as a convenient location to spread the material dredged from the Lake of the Four Seasons.

There are no facilities at this site, though there is a gravel road to the east toward Durbin Run Road and a newly installed well and picnic tables at the garden. Many suggestions have been proposed for the site over the years but its best use would seem to be a natural area, which the Board has so designated.

Additional trails through the North woods, expansion of the disc golf course, a dog park, a pollinator garden and small tree farm are all possibilities in this large area. The site is also home to the annual Garden, Arts and Craft Festival. The hilltop motorized trail is popular with dog walkers and, when it's not wet, the perimeter trail is an easy and pleasant walk. There are several small farm dumps and many tree falls on the trails that need to be cleaned up. This beautiful area has potential for expansion of recreational activities and

would benefit from a development plan including additional and larger parking areas as well as a new name.

### **Beach** – See Above

**Cheadle Park** – Created by long time maintenance employee Roy Cheadle in the 1980's, this 5+acre park is located next to the maintenance area along the north and east side of Lake Deerfoot. This grassy area includes a grill, two picnic tables, a fishing pier on Lake Deerfoot and a small pond. The park sees occasional use and provides good member access to the lake. The park is not large enough for most activities and there is little available parking. The parks proximity to the dumpsters and recycling area has increased the litter often found in the park and along the water's edge. Additional evergreen trees need to be planted around the park to screen it from maintenance and the recycling area. Maintenance materials are also quickly encroaching into the park.

**Front Green** – This area is a hub of activity in HAH and the first area you see when you arrive at the main entrance to HAH. The green stretches from the west side of Lake Deerfoot to the green gate on Kato Lane and contains approximately 9 acres. The Front Green area includes the Security entrance, playground, shelter house, boat storage area, basketball court, post office, restrooms and parking areas all overshadowed by the new and larger dam for the Lake of the Four Seasons. There was a plan to better develop this area in the past but it was never implemented. The parking below the dam was reconfigured and paved after dam construction in 2016 to better improve car parking but it eliminated the boat storage area which was relocated to the old, rarely used ball field. A new septic system was installed for the restrooms in 2017, a new swing set was installed at the playground in 2018, and the guard shack is scheduled for expansion to better accommodate package delivery. Annually, the Adopt-An-Area Committee does a great job of planting flowers at the entrance.

Many families and group gatherings take place at the Shelter House, which gives this area great potential for expansion of facilities. This green space would benefit from a development plan, the horse shoe pits need to be relocated, the entrance driveway and parking areas need to be paved, and there are drainage issues at the post office.

### **Golf Course** – See Below

**Lake Eagle Claw** – The only access to Lake Eagle Claw is by the dock at the north end of the lake. This ½ acre access point off of Aztec Lane includes a dock and canoe/kayak storage racks. There is little room for expansion as the gravel drive and parking takes up what little space is left. Recent dredging and channeling of the adjacent feeder stream has helped to improve this area featuring a good view of the lake. The boat racks; however, are

overflowing and recent storms have downed a lot of trees in and around the area that need to be cleaned up.

**Lake Tomahawk** – A nearly 1 acre ravine lies at the north end of Lake Tomahawk at the intersection of Seneca Lane and Hide-A-Way Hills Lane. The current low water level, combined with the lack of access, makes this wooded ravine unrecognizable as a useful space. The Club's plans to repair the dam in the future, combined with a small parking area, would make this area more attractive for use and access to the lake.

**Lodge Green** – The Lodge Green is dominated by the Lodge which houses the restaurant and lounge, Club office, Great Room and brewery. The pool, Chapel, tennis courts, barn and pastures, amphitheater, small playground, post office and large gravel parking lot also occupy the area. The area contains approximately 30 acres but nearly 10 natural acres have been left unimproved and includes the Lodge pond, Lake Ski and the Lake Ski trail. The parking lots were MOTO paved in 2016, the amphitheater received improved electric connection and Port-O-John area in 2018. The Lodge is scheduled to get additional decking in 2019 and there is a series of improvements scheduled for the pool area once funding and donations are in place. The area sees a lot of activity from the concerts at the amphitheater and was home to the Dam Jan for several years. The trail to Lake Ski is washed out in places and has numerous tree falls. This trail should be restored to gain access to Lake Ski and open this area up for recreation. The Lodge pond, a small pond barely noticeable below the lodge, is overgrown and the area littered with abandoned piping. Vegetation control around the pond would enhance the Lodge area.

**North Docks** – The North Docks located at the end of Beaver Lane, provide twenty docks at the North end of the Lake of the Four Seasons. This lighted area has a gravel turn-around and port-o-john during the boating season. The Reserve "A" as shown on the map of the Club is just under an acre of grass and has no other facilities. This area, while not large enough for most activities, would benefit from a gravel parking area and shelter house.

**North Park** – One of the Club's oldest parks, at nearly 4 acres including two adjoining Club lots, has undergone a transformation following the extensive dredging and silt basin construction project. The grass park lies at the very North end of the Lake of the Four Seasons and accessed by Yana Lane. The park has been locked during wet times to better establish grass coverage but is open to vehicular traffic most days. The lighted but closed at sunset park includes a gravel drive and parking area, a canoe rack, a recently installed concrete picnic table, and a dock to launch canoes. The grass is still coming in so additional amenities have not been established. The park has a good view of the lake and once had a nature trail along the east edge of the lake. Reestablishing the trail, a shelter house, and having a Port-O-John during the summer would make this park complete. Any additional facilities; however, would have to be sited to not interfere with future silt basin cleaning.

**Park between the Lakes** – This grass park lies between Lake Tomahawk and Lake Arrowhead and is bisected by Anoka Lane. This approximately 2 acre site features a picnic table on the south side with a good view of Lake Arrowhead. This side underwent a transformation when the Club performed some dredging and channeling of the feeder stream and planting of trees. The North side serves as a parking area with additional grass and Lake Tomahawk dam. Several storm drains bisect this section of park and with the future repairs to Lake Tomahawk, it is not anticipated that this section of the park will see any changes to improve its use.

**South Green** – This 80 plus acre site south of Hide-A-Way Hills Road backs up to Rush Creek to the south and Kessler Swamp to the west. The site is primarily occupied by the airport, ORV track and shooting range. There is the old boat storage area along the access road which has not been maintained. The area between the track and shooting range was excavated for use on the dam reconstruction. This not only cleaned up a Club dump that existed but provided a proper buffer between the shooting range and track. The airport and shooting range occupy a defined area and little further expansion is anticipated. The ORV track; however, has been free to grow and change over time. Due to the proximity of the ORV track to the swamp, the Board should provide a buffer between these areas to be left in a natural state. The boat storage area needs to be cleared of vegetation annually to make this a desirable storage area. Security fencing of some kind is being proposed to help with security.

**The Reserve** – The Club purchased this 30 acre mixed-use site in 2014. It's located at the end of Maya Lane and accessed by a small gravel parking area and gate. The area includes several grass and wooded hiking trails, a small overgrown pond and a large hilltop grass park. Harcum Park features a newly constructed timber shelter and picnic tables. The trails in the Reserve are for hiking and horseback riding. The road/trail to Harcum Park is steep and rough, best done with 4-wheel drive vehicles; and, members need to obtain a gate key from Security to drive up to the park. Despite the Reserve's proximity to adjacent property owners, the park is not well mapped and the trails and property lines are not marked. The trails have not been maintained and the parking area is too small. As the newest addition to the Club, The Reserve at Hide-A-Way Hills is a great asset despite these minor deficiencies.

## **Horse Shoe Pits**

The Club has two horse shoe pits and a grill located in the front green across the road from the boat storage. There is not much that can be said of the horse shoe pits except it may be one of the least used Club amenities.

The pits are covered with rubber mats and the area is low and wet most of the time. The timbers are deteriorating and fresh sand would be needed to make them playable. Their condition and location may be the reason for its lack of use.

**Recent Improvements:** NONE

**Required maintenance:** NONE

**Greatest Need:** Facility should be relocated to a more central location and closer to available parking.

## **Lakes**

Despite being counted as one amenity the Club actually contains six Lakes and three small ponds all with member access. Lakes are an important part of Hide-A-Way life as well as a potential financial strain on the Club. While the required maintenance is similar, the LRPC wanted to communicate to the membership the condition, status and greatest need for each of our lakes.

The Ohio Department of Natural Resources inspects our lakes every five years and issues a report to the Club. The Office maintains a file for each of the Club lakes where these reports can be found. The Lake Committee also monitors the lakes and annually stocks fish in each of the larger lakes.

**Lake of the Four Seasons** – The Club’s largest lake at 100+ acres is in good condition after a major reconstruction of the dam. With the dam reconstruction complete we will enjoy many years of useful life out of it.

**Recent Improvements:** Dam reconstruction and silt basin construction

**Required Maintenance:** Mowing of dam as needed, exercise valve twice annually, cleaning silt basis

**Greatest Need:** Another silt basin is needed for the feeder stream on the beach cove.

**Lake Deerfoot** – At 3.9 acres this lake also received dam improvements several years ago and is in good condition. The lake has an aerator and there are some vegetation issues.

**Recent Improvements:** Reconstruct dam and spillway

**Required Maintenance:** Mowing of dam as needed

**Greatest Need:** removing trash from the lake due to its proximity to recycling area.

**Lake Arrowhead** – This 4.6-acre lake also received improvements several years ago to the emergency spillway. The north end of the lake also received some drainage improvements along with tree planting. This lake has an aerator as well and good fishing access.

**Recent Improvements:** Spillway reconstructed, upstream drainage improvements

**Required Maintenance:** Minor mowing as needed

**Greatest Need:** Principle pipe has a leak and needs repaired

**Lake Tomohawk** – Better referred to as “Leaky Lake” this 1.8-acre lake has several issues. The lake is leaking even at low water levels from a fracture in the rocks underlying the lake. The principle spillway also needs repaired. Mowing of the dam is problematic due to its steep slope.

**Recent Improvements:** None

**Required Maintenance:** Mowing as best they can on an annual basis.

**Greatest Need:** Principle siphon pipe needs repaired and seal the leak

**Lake Eagle Claw** – At 11.8 acres this lake has some issues of its own. Evidence of leaking have developed around the lake, the principle pipe does not drain, siphon valve needs replaced and the top of the dam needs leveled.

**Recent Improvements:** Drainage improvements to the feeder stream and access area

**Required Maintenance:** Mowing as needed

**Greatest Need:** Identify the leaking, replace or reline siphon pipe and level the top of the dam.

**Lake Ski** – Only a few hundred yards east of the tennis courts is the neglected remnants of Lake Ski. The Club’s smallest lake has serious condition problems that may render it beyond repair. A breach in the old spillway on the south end of the dam is eroding unchecked and 20-year-old trees are growing out of the top and face of the dam. Silting of the lake has also continued to decrease the size of the lake. The Club recently sold a portion of the lot that contains Lake Ski, or at least the dam. This lack of access and neglect is why the lake has continued to deteriorate and will be the reason this lake is lost to history.

**Recent Improvements:** None

**Required Maintenance:** Is probably beyond any maintenance efforts

**Greatest Need:** An accessible and maintainable trail would help to evaluate if anything can be done to save the lake, which can still serve as a secluded natural area.

**Lodge Pond** – This small pond just below and barley visible from the lodge is hardly worthy of mention if not for its proximity to the lodge. Yet another body of water that is being lost to the forest. A little clearing, and picking up trash would make this area a destination worthy of the short walk from the lodge and amphitheater.

## **Lodge/Lounge**

The largest structure and focal point of the Club, the Lodge is home of Kornmiller Lounge, the microbrewery, the Great Room and Club offices. The structure has undergone some repairs and renovations over the years. The stone chimney is gone and fire places were retrofitted with gas, which are rarely working. A fire in the kitchen three years ago required the replacement of all carpeting, painting, lighting and kitchen renovations.

While the food service operations at the lodge is not making the profits, members think it should be, the lodge itself is one of our best amenities whether it has food service operations or not. Parking and access to the lodge was improved. The HVAC is new and a new deck that will wrap around the Lodge, overlooking the amphitheater is being developed. The project, supported with volunteer dollars is planned for construction in 2019.

### **Recent Improvements:**

- Kitchen equipment/ovens
- Dance floor renovation
- New doors

### **Required Maintenance:**

- Landscaping
- Operating food service operations

### **Greatest Need:**

- Upgrade security and fire system
- Standby Generator

## **Microbrewery**

Opened in 1993 the Club's microbrewery can produce 900 gallons of Pale Ale and Lager per month from the four stainless steel vats. Located at the south end of the lodge the microbrewery is operated by a member master brewer and is the reason we have a liquor

license at all. A recent Health inspection identified some issues with the brewery area that need corrected and keg cleaning equipment is needed.

**Recent Improvements:** None

**Required Maintenance:** Keep up with Health inspections

**Greatest Need:**

- Maintain continuous production
- Keg cleaning equipment

**Organic Garden**

Started in 2011 and located at the east end of Area 54 is the Organic Garden. Enclosed in a deer-proof fence and featuring a greenhouse, shed and water tower. Members garden as a team and plant in wide-row beds using organic methods.

**Recent Improvements:**

- Installed well in 2016
- Purchased generator to run well pump
- Purchased a new riding mower in 2019

**Required Maintenance:**

- Maintaining the fence and structures
- Cutting grass
- Maintenance moves bark chips and brings manure from the Barn

**Greatest Need:**

- Electric service

**ORV Track**

A fixture on the south green for many years is the Club's upgraded mile long ORV track. The ORV Committee and other volunteers grades the track, installs safety features, built a small shelter house and provided a Pot-O-John. Members need to obtain a key at the guard shack for access.



Additional trails have been carved through the woods to Rush Creek. Located next to the Shooting Range, management and the two committees are working to provide safe separation for each amenity. Due to the track's proximity to Kessler Swamp, the Club should provide a buffer to this state protected property.

**Recent Improvements:** The ORV track was re-constructed in the spring of 2017 after a good size section of the track was closed and used for the borrow area for the dam reconstruction.

**Required Maintenance:** The track itself needs to have serviced by having the club's tractor and disc go over the track and smooth out the ruts and washed out areas. The general area around the track needs to have trash cleaned up on occasion. In addition, the shelter house needs periodic maintenance.

**Greatest Need:** More committee members or club members willing to donate time to help with track and shelter maintenance.

## **Play Grounds**

The Cub has two play ground areas maintained by the Activities for Youth Committee. The main play ground is located at the Front Green and includes three sets of equipment including jungle gums, swings and a slide. The second and newest playground is located at the ampatheater and includes a swing set and slide and has become a popular play area during concerts and events at the amphitheater.

All equipment is in good condition with mulch beds surrounding the play area. A donated swing set was recently installed at the front playground area with planned painting in the next year.

**Recent Improvements:** Mulched play area

**Required Maintenance:** Monitor equipment for damage and deterioration

**Greatest Need:** Paint swing set

## **Security**

Security is the amenity that our members say they appreciate the most. Operating 24-7, our security staff secures our entrances, patrols our community, receives our packages, monitors our roads and ensures a safer place in which to live. The 8 full time and 2 part time security staff work in pairs on 8-hour shifts manning the front entry gate and

patrolling our community. Security also includes five motorized access gates, security cameras and the vehicles and equipment needed to provide the security members want.

The proliferation of internet sales has created a burden on our security for all the packages and deliveries they have to sign in, store and arrange for pick up. Management attached a shed to the existing guard shack as a stop-gap measure to handle the overflow. Plans are being developed to replace or enlarge the existing guard shack but the Club does not have the available funding.

The back-gate opener system is obsolete and has been compromised. Plans to replace the system with a radio frequency system are being evaluated but again, there is no funding available to replace the system. Security reports, once a fixture in the Echo are no longer published but are available at the Club Office for review.

### **Recent Improvements:**

- Replaced security vehicle
- Installed shed to gatehouse to increase package storage space

### **Required Maintenance:**

- Hiring and retaining qualified security personnel
- Maintaining and repairing entry gates

### **Greatest Need:**

- Replace temporary shed and enlarge existing gatehouse
- Replace the back-gate opener system
- Find any means available to slow people down on our roads

## **Shooting Range**

The Club's shooting range is located on the South Green at the east end of the airport. Access is by an unmarked gravel drive just before you get to the Lutheran Church. The area is gated and only available when a Range Officer is present or during shooting events. The Range Committee has made many improvements over the years and now has a range building and facilities for rifle, pistol and shot gun shooting by members.

**Recent Improvements:** Recent improvements to shelter and range area including installation of fence and gate, safety training for Range Officers, parking area, ballistic board and improvements to safety and comfort of shooters.

**Required Maintenance:** Unknown

**Greatest Need:** Unknown

## **Shelter House**

The timber shelter house located on the front green has been a fixture in Hide-A-Way Hills for decades and the host of many of the Club's events throughout the years. The structure is 28' by 32' with a concrete floor, lighting, 8 picnic tables, a grill, water, parking, and it's centrally located near the playground, fire pit and bathrooms.

The recent reconstruction of the dam improved parking and drainage around the area. The structure and roof are sound but the inside needs a good cleaning as birds have nested in the rafters for years. A few of the picnic tables are showing signs of wear. Some minor grading around the shelter would provide a level place for horse shoe pits, volley ball court or other lawn games.

### **Recent Improvements:**

- Grading to improve drainage
- Paving of parking area

### **Required Maintenance:**

- Power washing of concrete and structure annually

### **Greatest Need:**

- Electric improvements
- Detailed cleaning
- Grading for recreational area

## **Swimming Pool**

Constructed in 2002, the Club's pool is conveniently located between the Chapel and tennis courts. The 35' by 70' concrete pool includes a low dive and ranges from 3' to 10' deep. Facilities include a separate kiddy pool, shower/changing rooms, drink machine, large lounge area and adjacent picnic area all surrounded by an 8' chain link fence. The pool is open between Memorial Day and Labor Day and is home to the water aerobics classes.

The pool is in good condition but will need sealed in the near future. The Pool Committee was formed to improve the pool area and has completed and proposed a long range plan of improvements to include a sand volley ball court and additional grass lounge areas. Parking has been a problem on busy days particularly when the tennis courts are in use. Members have suggested a concession stand be included in future improvements but the logistics of such an operation has not been evaluated.

### **Recent Improvements:**

- Installed pergola and picnic area
- Added 6 new cantilever umbrellas
- Landscaping and vehicle access improvements

### **Required Maintenance:**

- Water monitoring
- Regular Cleaning
- Seasonal maintenance

### **Greatest Need:**

- 2019 a sand volleyball court will be added beside the pool
- 2020 shade trees to be planted between pool and lodge
- 2021 ATV parking and sheltered picnic areas added near volleyball court
- 2022 Update landscaping area and install additional picnic shelters

### **Tennis Courts**

The Club has 2 regulation tennis and pickle ball courts located next to the swimming pool. The courts are lighted and provide a practice board, ball machine, and small shelter for tennis parties.

**Recent Improvements:**            Repaired fence from storm damage

**Required Maintenance:**        Seal and paint courts every 5-7 years

**Greatest Need:**    To protect the asphalt court surface, it must be painted and Sealed and re-stripped every seven years at the approximate cost of \$12,000.

### **Wellness Center**

The Wellness Center, the vision of the Health and Wellness Committee is the Club's newest amenity or will be once complete. Formerly the home of Paniccia Realty located conveniently across the street from the main entrance, the structure is little more than a pole barn. The building is undergoing a transformation which will take several years to complete but will include weight machines and exercise areas.

### **Recent Improvements:**

- Water supply improvements

- Electrical improvements
- Roof and siding repairs

**Required Maintenance:**

It is to soon to determine the extent of required maintenance until all improvements have been completed, but it is anticipated that like similar metal structures required maintenance will be minimal.

**Greatest Need:**

The needs are considerable based on the condition of the facility. Amenity Funds as well as private donations are needed to make the facility operational.

## **Roads and Maintenance**

### **Roads**

Previous editions of the Five Year Plan looked at the ability of our facilities to accommodate members into the future. While there is and has been a waiting list for boat docks and horse stalls, and while the pool, beach and golf course may get crowded, it is our 31 miles of roads that is most impacted on busy weekends.

Roads and maintenance are two of the core services provided by the Club and account for a large part of our budget; therefore, serious consideration needs to be made about improvements to the function and safety of our roads. Safety issues arise concerning the narrowness of the roads at blind curves. Management needs to look at how we can improve these restricted areas by widening roads or make restrictions regarding parking on blind curves. Other areas of restrictive road width including intersections should be looked at and discussed prior to future Moto Pave operations.

The Club receives the most road complaints about the dust that is left over from the snow operations. This is a result of the grits used to provide traction during snow events and lingers until the spring rains wash it from the roadways. It is a seasonal nuisance as well a safety issue as these same grits prevent good traction on dry roads. There are tools available to maintenance to reduce the extent and duration of the dust producing grits on the roads. Management's recent purchase of a broom to help alleviate this problem is a good first step.

Snow plow operations are another concern of members in past years. There are certainly areas of the Hills that require more attention than others. Delivery vehicles and guests have a particularly hard time when the turnarounds and intersections are not plowed. Maintenance should plow these areas after normal plowing operations are completed.

The recent Moto paving of the main road from the entrance to the Lodge has been a great improvement, adding uniform crown, width and strength to the roadway and providing a smoother and more serviceable surface. This method is more expensive than our normal chip and seal process but less expensive than asphalt. The Moto pave areas, with available funds, will eventually include the Long-awaited front entrance and parking areas, and west to the beach.

Recent heavy rains have eroded the ditches along our roads which are threatening to compromise sections of the roadways particularly in the Moto Pave areas. The Management Committee is looking into alternatives to provide serviceable ditches at a reasonable cost but there are some 5 miles of ditches to repair.

The number of speed bumps has increased in recent years to try to reduce speeds on our roads. The much-hated yellow speed bumps have been replaced with newer, more numerous and more comfortable black speed bumps. Enforcing the speed limit is a continual problem compounded by the many new members and younger drivers. The Club has developed a training class for golf cart and ATV drivers under the legal driving age to curb accidents, increase awareness and reduce speeds.

## **Maintenance**

The Club employs 10 full time maintenance staff. They clear the roads of snow and fallen trees, repair washed out ditches, or just about anything in the Club, cuts grass on all the common properties, maintain the golf course, chip and seal the roads and many, many other duties as assigned. These employees are what keep Hide-A-Way Hills Club operational. While they are truly appreciated by the membership, the Club is at risk of losing valuable staff due to low pay and benefits.

The maintenance facility has been a source of concern for many years. A continuing recommendation from the LRPC of planting trees around the facility to screen it from view has never been implemented despite the available resources.

The idea of moving the maintenance facility to another location in the Hills to free up vital lake front lots or create a better esthetic is not financially feasible. The maintenance facility is less than 2 acres, so few lots would become available. The existence of the dumpster and now recycling bins at this location further restricts use of the site. There is not another convenient site, (other than somewhere in the South Green) for a new maintenance facility without incurring considerable cost.

There was discussion for years about improvements to the maintenance area including a shower and bunk room for maintenance staff use during heavy snow or other events. To date only the bunk room has been completed. A restroom will require a well and septic system but could also include a washout area for vehicles and equipment, if funding was available.

## **Club Lots**

An often-overlooked valuable resource is the approximately 150 Club-owned lots totaling almost 80 acres. These wooded lots vary in size and are located throughout the Club. Sixty-three of these lots are currently being offered for sale totaling over 34 acres.

Management and member volunteers have reviewed the Club lots in the past to evaluate and map which ones should be listed for sale or kept in reserve. Reserved lots adjacent to lakes are considered watershed lots and are held for drainage and maintenance needs, while green space lots can be found throughout the Club and are not offered for sale. The lots listed for sale include a suggestion that the lots are buildable and non-buildable.

The Club has sold 28 lots over the past three years. While this has brought in thousands of dollars to the Club, there are a limited number of lots. Management also encourages the sale of lots to adjacent property owners as a means to bring in money to the club and keep these lots in their natural state, thereby preserving green space.

The issue of lot sales goes back many years and centers on the question of growth or no growth. Accelerated lot sales will bring in new member fees and increased assessment income. Not selling lots will help preserve green space, reduce increasing population density, not add more congestion to our amenities and roads, or increase demands to our well and septic capacity.

The list of Club lots has not been maintained and lots have been offered for sale despite their reserve status. The Board of Trustees and Management should formalize this review and evaluation of Club lots as this land bank is a valuable Club asset that needs to be properly managed.



## **2019 Member Survey Responses**

The LRPC conducted a survey of members in 2019 to gain some insight into the Club's demographics, use of amenities and activities attended. The survey also included questions about the Lodge, Clubhouse, Roads, Security, package delivery and assessments as well as three comment sections about funding, package handling and the Club's greatest needs. The survey was successful in receiving 597 responses representing 69.46 percent of households.

The Long Range Planning Committee is providing a summary review of the data contained in the survey. Demographic information was included in Section 1 of this document. Detailed survey results of the 2019 Member Survey can be found on the Club website under the Member Information/Long Range Planning page. <https://www.hideawayhillsclub.com/>

### **Amenities**

The Amenities section of the survey included four questions on use of water craft, use of vehicles, use of amenities and events attended.

Highest response for use of water craft was kayak with 46% of responders followed by pontoon boat with 41% of responders. Highest response for vehicles was by far golf cart with 51% of responders, ATV/ORV came in a distant second with 37% of responders. Responders overwhelming thought the Lake of the Four Seasons was very important followed by the Lodge and Clubhouse. The concerts were the highest attended event with 74% of responders followed by the Dam Jam with 55% and the Garden Arts and Craft Fest. At 42%.

### **Hide-A-Way Hills Lodge**

The Lodge section of the survey included ten questions about restaurant use, features, food options, price and hours of operation.

The highest response for use of the Lodge was surprisingly 1-2 times per month at 34% followed closely by less than 1 time per month at 26%. Most rated the menu variety, quality, service and ambience as good. The vast majority wanted to see family dining options, \$10-\$15 meals, extended weekend hours and encourage outside customers to patronize the lodge.

### **Clubhouse**

The Clubhouse section asked three similar questions as in the Lodge section. The majority, 52%, use the Clubhouse two times per month or less. Most are there for the food at 60%

and gave the Clubhouse similar but lower ratings for menu, quality of service and ambience.

## **Roads**

The Roads section asked members to rate the roads in HAH by road quality, maintenance and winter maintenance. Most rated the roads as good to fair with winter maintenance receiving an excellent rating. Most responders also see the condition of the roadside ditches as a safety problem.

## **Security**

The survey asked members to rate the Security in Hide-A-Way Hills. While front gate security was rated excellent, rear gate security was only fair, responsiveness was also rated excellent. Overwhelmingly, at 75%, members thought it was a problem for non-HAH autos to follow members through the back gates. An even greater majority, 79%, thought the proliferation of unauthorized gate entry remote controllers to be a security problem. Finally, 73% of responders believe that Hide-A-Way Hills should invest in an upgraded gate security system for the back gates.

## **Mail & Packages**

The majority of responders, 66%, are aware of the different addressing conventions between the Postal Service, Fed Ex and UPS while a third did not know or were not sure. The majority, 56%, think their future usage of package delivery will be about the same rate while almost 30% thought theirs would increase. The vast majority, 65%, would like to receive a text from Security on package delivery and 25% thought a phone call was sufficient.

The Mail and Packages section included the first of three comment questions asked in the survey for suggestions on how to improve package handling for the Club. The shed placed behind the guard shack was always planned to be a temporary fix to a growing problem with packages. We were surprised to hear from so many responders about their appreciation for Security's efforts or think the current system is fine. Some top suggestions would be problematic to implement and others relatively easy.

Most responses to this comment question include:

Appreciate Security's Efforts	11
Fine as Is	8
Text Notifications	6
Volunteers do Packages	6
Deliver to the Door	5
More Modern System	5

Bigger Package Area	5
Publicize/Fix Address Problems	3
Additional Hired does Packages	3
Use Lot Number as Address	2

Other suggestions included:

Second Method of Contact	Place roof over Borah Hill Boxes
Purchasers Track Packages	Password Lock Box
Package Service Fee	Deliver to Locked Building
More/Bigger Mail Boxes	Amazon Notifies Deliveries
Better Notifications	Administrative staff does packages

### **Complaints & Concerns**

Members were asked to rate the complaints received by the Board and Management including speeding, unaccompanied minor drivers, speeding on the Lake of the Four Seasons, property theft, littering, public intoxication and dogs running loose. Property theft was the most significant problem with over 300 responses, followed by speeding and unaccompanied minor drivers.

The majority of responders, 56%, did not think that the deer population is a serious concern; however, the majority, 43%, thought the Canadian Geese was a problem. Only a third of responders thought that water snakes were a concern and only 40% said that invasive plant species was a serious concern.

### **Assessments**

The Assessment section asked members to rate the value of current lot and roads assessments. The majority thought the assessments were about the right amount, while a quarter thought they were a good value. When asked if the assessments were sufficient to meet the critical infrastructure needs, the results were equally split between Yes, No and Don't know.

### **Assessment Planning**

This section asked members to characterize how Management should try to address the shortfall. The majority, 55%, said to determine cost of meeting the critical needs and reserve and raise assessments accordingly. Small assessment increases and special assessments were close behind with 33%.

The second comment question asking for suggestions for addressing the funding shortfall which received over 70 responses in the survey, and it is no surprise that *Increase Assessments* received the most responses with 16. The top responses also identified long

held differences between user fees vs. no user fees as well as long standing issues with the Lodge. Grants and a monthly fee for the Lodge and Clubhouse are relatively new ideas for consideration.

Most responses to this comment question include:

Increase Assessments	16
Projects List with Costs	5
Reduce Delinquencies	5
Monthly Fee for Lodge/Clubhouse	4
Use Assessments Wisely	3
HOA Grants	3
Increase Road Assessment	3
User Fees	3
No User Fees	2
Fix Lodge Short Falls	2

Other responses included:

Special Assessment vs. Permanent Assessment	Cost of Living and 5 Year Increase as needed
Associate Memberships	Full Timers Pay More
Bigger Fines	Marketing of Lodge and Golf Course
Educate Members of Needs	Better Management
Put Money in Reserve	Lake Front Owners Pay More
Assessment Based on Property Value	Create a Foundation
Notify Members of Annual Short Falls	Decrease Capital Spending
Fix Existing Infrastructure only	

When asked, what is the best way to deal with unplanned critical or emergency expenses the majority 54% said to pass a special assessment and 41% said to draw on strategic reserves.

### **Management & Volunteerism**

Volunteerism is the lifeblood of our community and when asked if anyone in the household volunteered for the Club the majority, 47%, said, never, 27% said currently volunteering and 25% said they did in the past. When asked if members were willing to volunteer almost 70% said yes.

Communication from Management and the Board of Trustees saw similar numbers with the majority, over 80%, said that communication is very good or acceptable and a small

number saying it is poor. The majority also said that their responsiveness is very good or acceptable. Office staff also received good responses for helpfulness.

The final comment question in the survey asked the question that most members wanted to know. *What is the greatest need at HAH?* We received over 400 responses with Security, Roads/Ditches and Lodge Losses receiving by far the most responses.

Most responses to this comment question include:

Security	72
Roads/Ditches	61
Fixing Lodge Losses	39
Better Financial Management	15
Back Gate Security	14
Assessment Increase	12
Long Term Budget/Plan	10
Infrastructure Needs	10
Property Maintenance	8
Workout Facility/Fitness Center	8

Other responses included:

Safety	7	Speeding & Reckless Driving	3
Transparency and Communications	5	Improved Technology	2
Respect for the Rules	5	Reliable Utilities	2
Crime Rate	4	Walking Trails	2
Culverts	4	Fiscal Stability	2
Enforce Rules/Regulations	4	Homeowner Restrictions	2
Main Entrance Improvements	4	Full Timers Stressing Facilities	2
Outside Company Run Lodge	3	Maintain the Lakes	2
Better Fiscal Outline of Needs	3	Consistency in Rule Enforcement	2
Work Within Budget	3	Replace Board Members	2
Convenience Store In HAH	2	More Advertisement of HAH	
Non-Member Entry/Use of Facilities	2	Neighborhood Watch	
Remove Fallen Trees	2	Creation of a Foundation	
Additional Revenue	2	Greens Fee	
Increase New Member Fees		Guests Purchase Entrance Bracelet	
Key Fobs for Main Gate		Better Customer Service	
Beach Area		Official Face Book Page	
Noise		Rent Pool for Parties	
Proactive Board and Management			

## **Survey Summary**

The survey was successful in providing a forum for members to voice their comments and concerns. The Club also learned something about themselves, where we want to go and what we care about. There have been improvements made in the four years since the 2015 survey. Recycling is here, a workout facility is in the works, a Lodge deck is being planned, and some of the security, road and maintenance issues are planned or under development. While the Club still struggles with long-standing issues with the Lodge, Clubhouse, Security and the lakes, progress is being made with available funding.

The LRPC would like to thank the members that took the time to participate in the survey. The Club has received an influx of new members in the past four years so it is the LRPC's hope to do a survey every 5 years.