



Three Pillars
SENIOR LIVING COMMUNITIES

Culture



of Giving

2014 - 2015 Community Benefit Report

OUR MISSION

Three Pillars Senior Living Communities, sponsored by the Masonic Fraternity, takes pride in meeting the social, physical, and spiritual needs of older adults through high quality housing and services.

OUR VISION

We will be the Senior Living Community of choice in Wisconsin, grounded in all we do on Masonic Principles, for residents and other customers who will live lives of fully achieved personal satisfaction, and whose support is uniquely crafted to maintain the highest level of vibrant health and independence.

OUR DIFFERENCE

For over 100 years we have served thousands upon thousands of families and residents. Our dedication to our rich history of mission-based services exists as strongly today as it did in 1905. In fact, as a not-for-profit organization, we look at things a bit differently. For us it's mission first. Our proceeds are reinvested into the organization – not distributed to stockholders.

We measure our success by the satisfaction of our residents – not the size of our bottom line. We value our staff as individuals, recognizing the important role they play in providing our residents with a quality lifestyle. However, most importantly, we are always guided by what is right – not by what is profitable.

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A MESSAGE FROM MARK STRAUTMAN, PRESIDENT | CEO

Dear Friends and Neighbors,

At Three Pillars Senior Living Communities, our culture of giving shapes and supports our mission to fulfill the social, physical, and spiritual needs of the older adults we serve. It is by giving that we are able to strengthen our ties in the community, support our employees in reaching their goals, and most importantly, enhance the lives of our residents who choose to call us “home”.

We're proud that, together with our vibrant residents, dedicated staff, and cherished community partnerships, we are able to carry on our rich traditions of being a sound steward of our dollars, a valued resource, and an organization that gives back and is well-respected in our community. We applaud our hundreds of residents who tirelessly continue to give of their time, talent, and treasure during their golden years, and we want you to know how much we value our community relationships.

Thank you for your steadfast support as we continue to be a friend and neighbor that you can be proud of.

Warm regards,



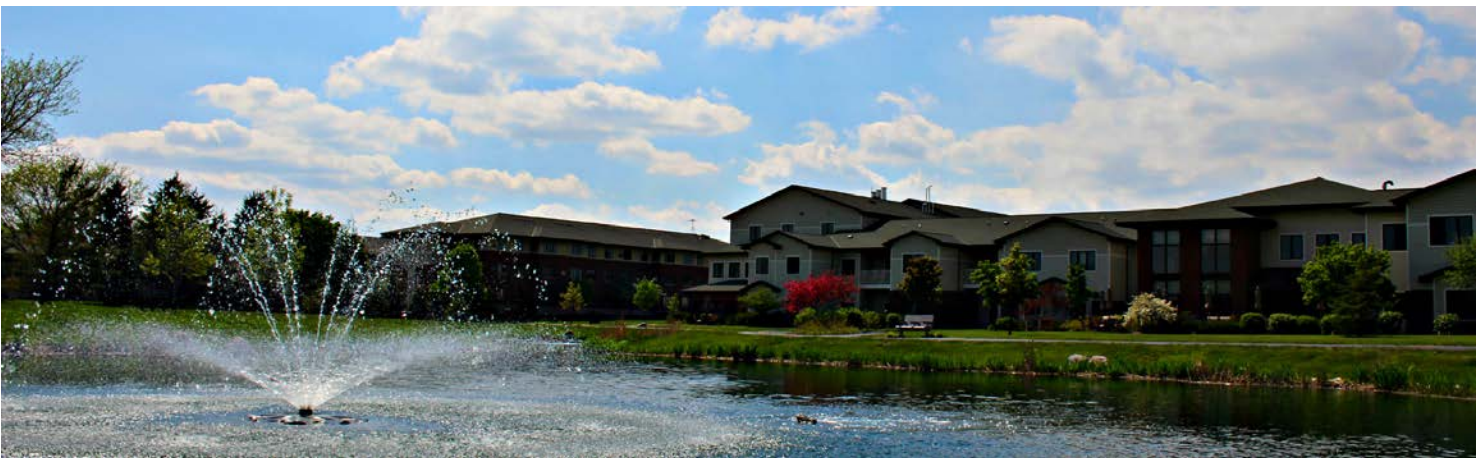
President & CEO



CONTINUUM OF CARE

Three Pillars Senior Living Communities offers a full continuum of care for seniors, from independent living to catered | assisted living, skilled nursing, memory care, rehabilitation, and wellness. With this vast offering of services, we are able to provide just what our residents need in care and lifestyle options. The people we serve, as well as their families, experience stability and peace of mind from our continuum of care model.

- MasonWoods – Independent living community located in Cecil, Wisconsin
- Village on the Square – Independent living community
- Compass Point – Catered | assisted living community
- Riverside Lodge – Memory care facility
- Hickory Suites – Short-term rehabilitation facility
- Masonic Center for Health & Rehabilitation – Skilled nursing facility with onsite physician-directed services and 24-hour nursing supervision
- Wellness Connection – A 4,700 square foot wellness facility open to adult community members



Compass Point



The view at MasonWoods



Hickory Suites

OUR IMPACT

Promoting Wellness

Because wellness is about more than just working out, our Wellness Connection emphasizes a holistic approach with a focus on physical, emotional, social, spiritual, environmental, and intellectual wellness. With programming and equipment designed exclusively for mature adults to enhance these six dimensions of wellness, there is something for everyone. Membership is available to residents, staff, and community members.



Qigong instructor Maria Sprecher, of the ShaoLin Center, leads her class in exercises that focus on attaining better balance through mindful movements.



Steve from Honey Valley Farms presents the start-to-finish process of bee keeping for an entire season, as well as his story of getting into the business and some of the many health benefits of honey.

>> 170

Local community residents are members and/or participants in our weekly fitness classes.

>> 50 Residents & 110 Employees

Take advantage of membership.

>> 330

People are directly impacted by the Wellness Connection.

>> 434

Fitness classes or workshops were held. These range from yoga to boot camp gold to cooking demonstrations and more.

OUR IMPACT

Hickory Suites Rehabilitation

We are passionate about being a resource for the community. At Hickory Suites, our goal is simple: we want to help people get well and get back home. We are pleased to serve as a pinnacle for this community to guide people safely through the path of recovery while encouraging and challenging them to achieve their highest potential.



Hickory Suites Accommodations



Hickory Suites Therapy Gym

We provided inpatient rehabilitation services to **226** individuals as they recovered from an illness, surgery, or other health setback.

Average length of stay was **22** days with our interdisciplinary team of nurses, therapists, social workers, dietitians, and recreation therapists.

88% of patients returned back to their home in the community or an assisted living setting.

Sharing Resources, Opening Our Doors



We feel strongly about sharing the beautiful spaces on our campus so that they may be appreciated by all. That's why we've opened our doors to over 25 groups and organizations and donated hundreds of hours of event and meeting space.

Opening Our Doors for Community Events

We are committed to carrying on beloved local community events – rich traditions that continue to foster the bond we share as neighbors. This year, as in years past, we hosted several events, including:

Friends & Family Chicken Barbecue – Hundreds of people enjoyed this annual event, including delicious spit-roasted chicken dinners, live music, entertainment, raffles, and loads of free activities for children on our gorgeous park-like campus.

Halloween Haunted Woods – 2014 marked our 22nd year of offering this heartwarming free trick-or-treat event, and **1,234 people** were welcomed to our campus! By asking for a food donation in lieu of event admission, we raised enough food for the Kettle Moraine Food Pantry to feed **60 local families**.

Lunch & Learns – We hosted eight Lunch & Learn enrichment programs this year, which covered a variety of topics from the history of Pabst Farms to the lives of important historical figures to tips for brain health (and everything in between!).

MasonWoods Corn Roast – A beloved tradition at MasonWoods for 16 years, the annual Corn Roast brought residents, staff, and guests together for a hearty summer meal. This special community event is made possible largely by generous resident volunteers.

Riverside Lodge Memory Care and Masonic Center for Health & Rehab Family Nights – These special evenings were opportunities for loved ones to spend time together at our community and enjoy refreshments and entertainment.

Conversation Café for Interfaith Senior Programs – The caregivers of seniors were invited to hear from a panel of social workers, senior living consultants, and home health care directors. Three of our own campus experts spoke on the panel as a way of sharing our resources.



OUR IMPACT

Out in the Community

We realize the importance of supporting our community. We sponsor a number of organizations and causes each year. This year, we were proud to support the following:

Dousman & Oconomowoc Chambers of Commerce –

We sponsored chamber-hosted runs, golf outings, and special events for both of our surrounding community Chambers of Commerce.

Interfaith Senior Programs – We were a sponsor of the Annual Fish Fry Fundraiser and also participated in the Christmas Giving Tree program. Thanks to residents, staff, and community contributions, we brightened the holidays for local seniors in need with **77 donated gift cards**.

Kettle Moraine Food Pantry – Our staff and residents came together for a summer food drive, where approximately **300 food items and \$400** were donated. Additionally, our resident-run committee conducted a food drive each month, collecting food and cash donations to provide ongoing support to the local pantry.

Lakeland Homeless Animal Shelter – When our blankets and towels become worn out, our Housekeeping Department looks to donate them to an organization that can repurpose them and continue their useful life. This year we were pleased to donate to the animal shelter to keep our furry friends cozy and comfortable.

Meals on Wheels – We served an average of 15 people per month, totaling approximately **3,221 meals this year**.

Crafts for a Cause

Our resident group gathers on a monthly basis to create hand-made crafts to donate to a good cause. Over the past year, more than 600 from-the-heart items were gifted to 11 worthy organizations, including:

- Area police, fire, and EMT workers
- Delafield Library
- Kettle Moraine Food Pantry
- Lad Lake students
- Local clergy members
- Pink Heals Lake Country
- Salvation Army
- St. Bruno teachers
- Veteran's Hospital
- Waukesha Dog Shelter
- Waukesha Women's Center





Mitten Tree – Our resident knitting club works year-round to knit hats, mittens, scarves, and more so that they can make a large donation to area shelters during the holiday season. This year was no exception, with **hundreds of items** going to local organizations for them to distribute to people in need.

Older Americans Month Music Video – Residents and staff collaborated with student volunteers from Kettle Moraine's KM Perform School for Arts & Performance to release a lip-syncing music video in celebration of Older American's Month. The video, featuring residents and employees lip syncing and dancing to a cover version of David Bowie's "Golden Years," celebrates and shares the vibrancy of our residents and staff. It can be viewed on our YouTube channel here:

<http://www.youtube.com/ThreePillarsSenior>.



Pink Heals Lake Country – We hosted the Pink Heals Lake Country pink fire truck on our campus to raise awareness about breast cancer, and our generous residents and staff contributed nearly **\$300 in cash donations** to the organization.

Santa's Visit to Dousman – Our chefs prepared **10 dozen freshly baked cookies** for children who waited in line at Dousman's visit from Santa.

Shawano County Fair - In Partnership with the Shawano Area Agricultural Society, Inc. – We sponsored this vibrant community's County Fair.



Additional Sponsorships:

- Alzheimer's Association Walk to End Alzheimer's
- Kettle Moraine School District Robotics Club & Trivia Night
- Oconomowoc Rotary

- Shawano Annual Fireworks Show
- Scimitar Sportsman's Night
- Toys for Tots
- Village of Wales | Wales Area Business Group's Christmas in Wales

OUR IMPACT

Giving of Our Time

Our staff and residents are always willing to lend a hand, and looking back on this year shows their strong commitment to bettering our community. Our staff could be found volunteering their time at numerous organizations:

BloodCenter of Wisconsin – We hosted **five blood drives** and collected **60 successful blood donations** at Three Pillars – enough to impact the lives of up to **180 patients**. Our staff and residents have been key donors, ensuring each drive is a success.

Cambridge EMS – Our Pastor has served as volunteer chaplain, totaling **30 hours** this year.

Committees & Boards – Our staff is enthusiastic about sharing their skills in various settings. Over the past year, staff served on the WCTC Human Resources Advisory Committee, Interfaith Senior Programs Board of Directors and sub-committees, the Aging & Disability Resource Center's Caregivers Coalition, Wisconsin Director of Nursing Council, Dousman Chamber of Commerce, and more.

Dousman Derby Days – Staff and resident volunteers organized a float and participated in the annual parade.

Food Pantries – From Waukesha to Cecil, both residents and staff volunteer at our local food pantries on an ongoing basis – either weekly or monthly to help with routine operations.

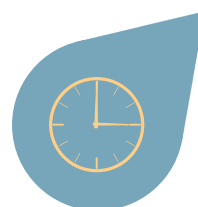
Salvation Army – Our staff contributed a total of **34 hours** of bell ringing (and a bit of Christmas caroling as well!) at Pabst Farms Pick 'n Save to raise funds for the Salvation Army.





Our volunteers helped with countless tasks, including registering participants for classes and events at the Wellness Connection, attending group outings, visiting with residents, distributing campus handouts, and much more.

All of our volunteers are invaluable to us, and as our way of saying “thank you,” we hosted a delicious chef-prepared Appreciation Dinner for them, served by Three Pillars’ Leadership staff.



Volunteers from the community generously contributed **2,880** hours of their time to Three Pillars, and our own residents gave **3,900** hours.

OUR IMPACT

Bestowing Knowledge

Our staff and friends of our organization possess an abundance of knowledge spanning a diverse spectrum, and we make it a top priority to share this expertise with our residents, staff, and neighbors when we can.

Intellectual Programs – We offer numerous educational programs year-round for our residents, staff, and community members to continue their lifelong learning journey. We've partnered with organizations like ProHealth, AARP, the Waukesha County Museum, Oconomowoc Library, and others to enhance intellectual wellness in a variety of knowledge areas.



Residents show off their artistic masterpieces, made with guidance by “Our Arts Desire by CKKS.”



Resident Donna Lilly smiles with her sister, Rebecca, who performed on folk guitar for all to enjoy.



Resident George Wallis tries his hand in a drum circle with “Rhythm for Unity.”



Three Pillars provided an internship experience totaling **240** hours for a Nashotah House Theological Seminary student as he worked toward completing his education.

Our therapy department welcomed two aspiring rehab therapist students as they completed a total of **80** hours of clinical experience.

Supporting our Team

We are proud to employ 274 individuals who are dedicated to meeting the needs of our residents. More than 100 of our staff are from the Dousman or Oconomowoc community. We value the opportunity to give people the chance to do fulfilling work that truly matters.

Their unending dedication ensures that our residents experience the lifestyle they deserve, and that commitment doesn't go unnoticed. In addition to various special events, recognitions, fun days, and prizes for our staff, we're also serious about our support of their academic journeys.



»» 274 Employees

»» 103 from Dousman or
Oconomowoc

OUR IMPACT

Supporting Our Team

This year we awarded **\$9,521** in tuition reimbursement to staff.



Along with the Glenn L. Humphrey Masonic Lodge #364 and Dr. and Mrs. Howard Cook, we presented **12** employees each with a \$500.00 scholarship to continue their education, totaling \$12,000 in scholarship dollars dispersed this year.



The *Glenn L. Humphrey Lodge Scholarship* program originated in 1992 when a donation was made to benefit the staff at Three Pillars. A staff scholarship fund was established, and funding for the program continues today with donations from residents, families, friends, and the Glenn L. Humphrey Lodge. Employees have been awarded **69** scholarships totaling **\$36,600** over the past 21 years.

The *Dr. & Mrs. Howard Cook Scholarship* originated in 2013 when the Cooks, residents of Three Pillars, made a generous donation to create an additional Three Pillars' staff scholarship fund. It was established specifically for employees of the Dining Services Department as they continue their educational journeys. This year, **7** students were recipients of a Cook Dining Services Scholarship. This award has been presented to nine recipients over the past two years, totaling **\$4,500**.

"We are so very fortunate for the gracious contributions to our staff through the Glenn L. Humphrey Lodge and Dr. & Mrs. Cook scholarship funds. Scholarship opportunities are critical to our success in recruiting and retaining employees, and they help us show our support for the educational aspirations of our employees."

-Kathy Bernaden, Chief Human Resources & Compliance Officer

ECONOMIC SNAPSHOT

Fiscal year July 1, 2014 - June 30, 2015

Direct charitable relief to residents in need:	\$29,500
Unpaid cost of care under government programs:	\$5,600,000
Amount of real estate taxes paid:	\$58,300
Payment in lieu of taxes to Village of Dousman for support of emergency services:	\$30,000
Received charitable donations:	\$91,900
Gross wages:	\$7,140,000

Fiscal Year 2014 - 2015

Wisconsin Masonic Home, Inc. Board Members

Gary Beier
New Berlin, WI

Don Hensiak
Muskego, WI

Scott Paulson
Hudson, WI

John Benedict
Oregon, WI

Arby Humphrey
Oversight Committee Chair
Poplar, WI

Ronald Pete
Superior, WI

Terry Brown
Outreach Committee Chair
Wales, WI

Allan Iding
Wauwatosa, WI

Barbara Ritchie
Board Vice Chair,
Governance Committee Chair
Darlington, WI

Jeff Bryden
Board Chair
Brookfield, WI

Keith Krinke
Waunakee, WI

Frank Struble
Chetek, WI

William Frazier
Planning Committee Chair
Milwaukee, WI

Larry Nines
Finance and Audit Committee Chair
Waukesha, WI

Paul Tourville
Development Committee Chair
Hartland, WI

Three Pillars is an Equal Opportunity Employer. We consider all applicants for employment without regard to age, race, color, handicap, nationality, religion, sex, sexual orientation, veteran status or any other issues of unlawful discrimination. We are committed to the fair treatment of all persons, and this practice is demonstrated in all of our hiring, employment, training and compensation practices.