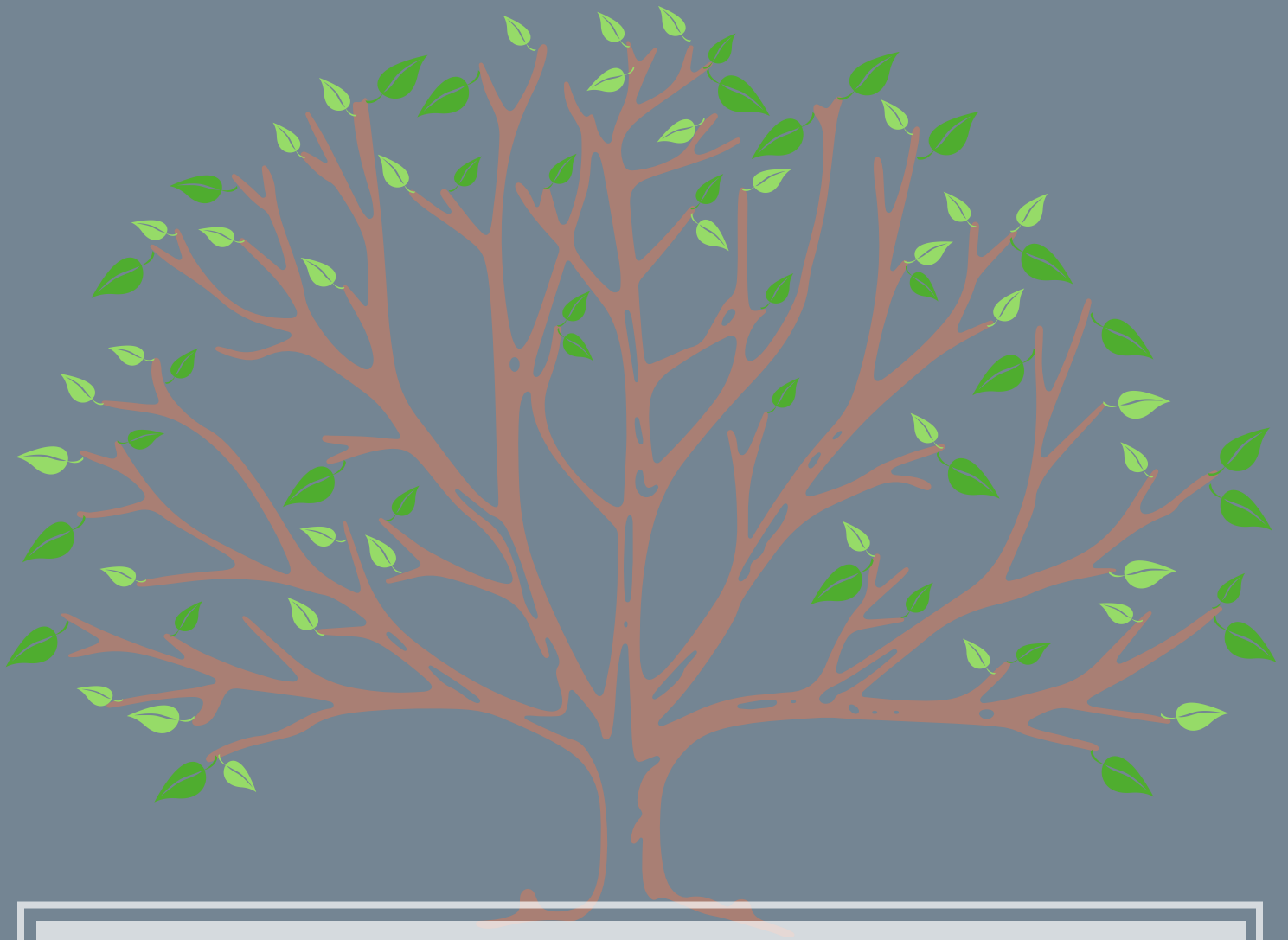




Three Pillars  
SENIOR LIVING COMMUNITIES



# *Rooted in Community*

2015 - 2016 Community Benefit Report

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## A Message from Mark Strautman, President & CEO

Dear Friends and Neighbors,

Three Pillars Senior Living Communities is honored to be rooted in the Lake Country community. With over 100 years of non-profit mission-driven traditions, our connection to this community is stronger than ever. We're proud to be a place where our residents and staff members are valued as integral members of the community, and where their contributions are appreciated and encouraged to grow.

Our mission focuses on fulfilling the social, physical, and spiritual needs of the older adults we serve, and being connected in the community is a key factor in nurturing those aspects of their lives. We're so grateful for the many gifts of time, talent, and treasure that so many groups and individuals give to us every day, and we're pleased to return the favor by giving back. The combined contributions that our organization, vibrant residents, and dedicated staff members joyfully give to this community make us proud, and we're honored to share about them with you in this report.

Thank you for your support of our community and for affording us valued partnerships with opportunities to give back. It's our promise to continue being good stewards of our dollars, a trusted resource, and a thriving organization that you are proud to have as a neighbor in this community.

Warm regards,

President & CEO



At Three Pillars Senior Living Communities, our roots are the non-profit, mission-driven values that provide the foundation for all that we do. We measure our success by the satisfaction of our residents—not the size of our bottom line. We value our staff as individuals, who play an unparalleled role in providing our residents with the quality of life they deserve. Above all, we are always guided by what is right—not by what is profitable, and that hasn't changed since 1905.

## **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 Thriving Communities:**

**Village on the Square** – Independent living apartments and duplex homes with all the amenities of comfortable retirement living.

**Mason Woods** – Independent living apartments and duplex homes located in Cecil, Wisconsin, overlooking Shawano Lake.

**Compass Point** – Catered / assisted living apartments featuring various levels of assistance, all catered to individual needs.

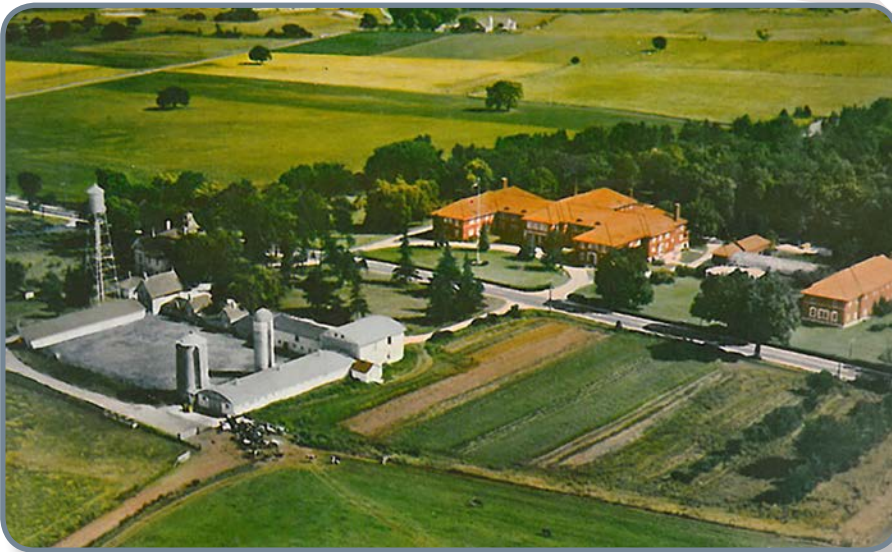
**Riverside Lodge** – Memory care community offering private suites and a supportive, stimulating environment for individuals with dementia.

**Masonic Center for Health and Rehabilitation** – Skilled nursing setting with 24/7 nursing care, including Hickory Suites Rehabilitation, a separate unit featuring short-term rehabilitation services for community members and residents.

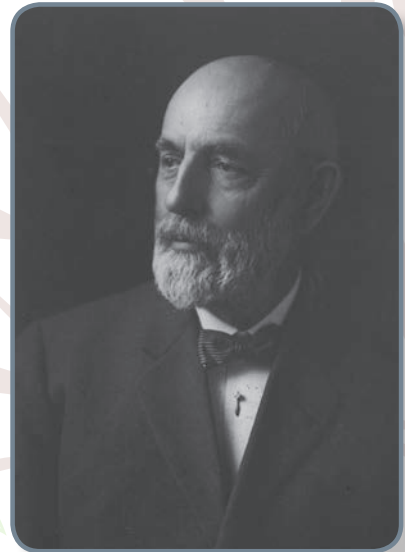
**Wellness Connection** – A 4,700 square foot holistic wellness facility open to adult community members.

## OUR HISTORY:

Our mission roots us in the community and creates the foundation for who we are today. Our history plays a role in our rich traditions of providing high quality care.



Farm and Van Brunt Hall



Mr. Van Brunt

1982

The Masonic Health Care Center, a state-of-the-art 84 bed skilled nursing facility, was opened.

1972

The Wisconsin Masonic Home was incorporated as a separate entity from the Grand Lodge. The facility and land were then leased back to WMH for \$1 per year.

1963

A dormitory was completed adjacent to the WMH for staff living quarters.

1923

Wisconsin Masonic Home (Van Brunt Hall) opened and provided service with many improvements and renovations until 2006.

1905

Willard Van Brunt donated over 300 acres of farm property, a mansion, and buildings to the Masons for provision of a Home for "a large family of Masons."

1898

Discussions began for the establishment of a Masonic/Eastern Star Home.





**Masonic Center for Health and Rehabilitation**



**Village on the Square**



**Mason Woods**

**1991**

Village on the Square independent living opened. The name “Three Pillars” was coined to describe the three levels of retirement living on campus.

**1995**

Riverside Lodge, a 20 bed assisted living facility, opened. Administrative Offices were created on the second floor.

**1996**

Mason Woods independent living opened in Cecil, WI, on a property which had been acquired a few years earlier.

**2006**

Compass Point, a catered living facility, opened to replace the outdated Van Brunt Hall (Wisconsin Masonic Home).

**2010**

Hickory Suites Rehabilitation opened 14 suites as part of the Masonic Center for Health and Rehabilitation to provide inpatient and outpatient short-term rehabilitation.

**2011**

The Wellness Connection opened, offering community-based wellness opportunities for older adults. Riverside Lodge converted to Memory Care.

# TREASURED ANNUAL COMMUNITY EVENTS

In all that we do, we're rooted in our local community, which supports and sustains us. We're happy to do our part by giving back through sponsorships and donations, helping others flourish.

## SHARING OUR SPACES

- We opened our doors to over *25 groups and organizations* and donated hundreds of hours of event, meeting, and private party space.
- *Professional groups* such as area clergy and the Residential Community Activity Directors made use of our spaces.
- *Nonprofit organizations* such as Big Brothers Big Sisters of Northeastern Wisconsin, Masonic groups, and Interfaith Senior Programs held numerous events and meetings at our campuses.
- *Four local artists* displayed and sold pieces in our gallery space at the Wellness Connection.

294 people were provided jobs by Three Pillars.  
116 of those employees were from Dousman or Oconomowoc.



Dousman Derby Days Parade



Friends & Family Chicken Barbecue



Mason Woods Corn Roast



Halloween Haunted Woods



## SPONSORSHIPS & DONATIONS

*Food for 8 families plus monthly donations* to the Kettle Moraine Food Pantry and St. Martin of Tours Catholic Parish Food Pantry through Halloween Haunted Woods, Village on the Square, and Mason Woods residents

*Three Blood Drives* amounted to *40 blood donations* to support the BloodCenter of Wisconsin and impact *120 individuals in need*

*2,700 hot meals* provided to local community members through the Meals on Wheels program

Over *400 DVDs and cases* donated to Abundant Life Christian Childcare and the Delafield Public Library



**Nearly \$4,500  
in sponsorships**

- Dousman Area Chamber of Commerce
- Interfaith Senior Programs
- Jerusalem Presbyterian Church
- Kettle Moraine Educational Foundation
- Oconomowoc Chamber of Commerce
- Oconomowoc / Hartland Masonic Lodge
- Oconomowoc Rotary Club
- Shawano Fireworks
- St. Bruno Parish
- SummerStage at Lapham Peak
- Wales Area Business Group (Christmas in Wales)
- Wisconsin Grand Chapter Order of the Eastern Star



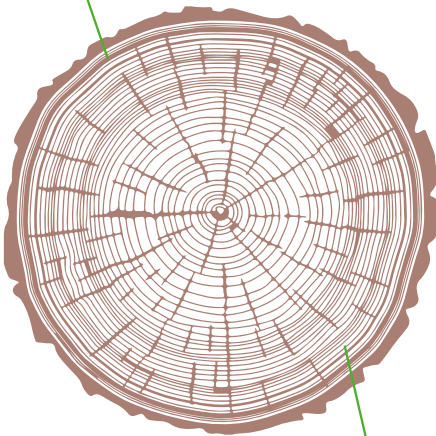


## EDUCATION THROUGH HANDS ON EXPERIENCE

We believe it's important to invest in education for the young and the old, because knowledge is a treasure to be shared. Encouraging our staff to grow in knowledge in turn makes a better experience for our residents, and sharing education with our residents and community members strengthens our community.

Student working towards her Master's in social work at the University of Minnesota spent approximately 60 hours one on one with residents, learning professional skills at Riverside Lodge Memory Care.

60 hours



15 hours per month

Students from Kettle Moraine, Woodland Academy, and St. Bruno's volunteer weekly and monthly at Riverside Lodge Memory Care, totaling approximately 15 hours per month of valuable service experience.

Along with talented student volunteers from Kettle Moraine's KM Perform School for Arts & Performance, we released our second annual music video, which was created in celebration of Older Americans Month (May). The national theme of the annual observance was *Blaze a Trail* - and the video project did just that.

"We had so much fun working on this video project," said Ali Connell, KM Perform student volunteer who edited this year's video. "Spending time with the residents was really special, and seeing their faces light up with smiles at the thought of being part of a fun video made me smile. I'm already looking forward to next year's project!"

The student volunteers were an integral part of the planning, filming, editing, and production of the video, which features residents and employees lip syncing and dancing to James Brown's "I Feel Good." It's a vibrant inspiration for others to blaze trails of their own. From the impressive saxophone riff acted out by Mark Strautman, Three Pillars' President & CEO, to a 96-year old bicycling through a finish line banner, the video showcases the vitality of our community and the special ways in which each individual contributes to the community in their own way. [Watch it online at www.youtube.com/threepillarssenior](http://www.youtube.com/threepillarssenior).



KM Perform Students Emily, Holly, and Ali





## Learning From an Internship Experience at the Wellness Connection

After meeting Dawn Mans, Three Pillars' Wellness Connection Coordinator at a volleyball match, Lauren Pfeifer, a UW Whitewater student, became interested in what the Wellness Connection had to offer. She was working towards her degree in Corporate and Health Communication, and the mission and offerings of the Wellness Connection were right in line with her career interests. Dawn offered Lauren the opportunity to come job shadow for a day, and she says, "I immediately fell in love with the facility and the culture."

Her job shadowing experience got her thinking. Her academic program required she complete an internship, and she couldn't help but picture herself continuing to learn and build her skills at the Wellness Connection. After further discussion, a formal internship program was set up, and Lauren began her experience in May. She spent approximately three months overseeing fitness classes and schedules, helping members with the new orientation processes, managing memberships, and creating a proposal for the corporate wellness plan for the campus.

Lauren says that the best part about being at Three Pillars was being able to interact with the wonderful members. "They came because they wanted to be there, working towards enhancing their own personal wellness. I was surrounded by positive attitudes and people putting in time that they knew was well-spent," she commented.

"They all wanted to be there because they knew it was good for them and they wanted help becoming a better them. I really enjoyed that mentality and my time at Three Pillars."



Lauren, left, with Wellness Connection members and volunteers

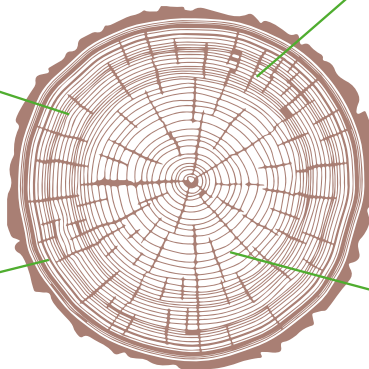
### *Endless Opportunities to Learn:*

#### 723 Residents and Community Guests

Attended nine formal "Lunch and Learn" programs.

**\$6,500**

Awarded in twelve scholarships by the Glenn L. Humphrey Masonic Lodge #364, Wisconsin Masonic Charities Endowment, and the Dr. Howard & Shari Cook Fund.



#### 423 hours

Put in by members of Three Pillars' Executive and Leadership teams during an accelerated Leadership Development course, led by Waukesha County Technical College's Center for Business Performance Solutions.

**\$10,860**

Gifted in tuition reimbursement for our staff to continue their educational journeys and become greater contributors to the community.

Living well and helping others do so are among our top priorities. Through a holistic approach to wellness, we're proud to have contributed towards enhanced wellness on many levels.

## SIX DIMENSIONS OF WELLNESS:



## WELLNESS-FOCUSED OFFERINGS:

- *17 individuals received fresh organic produce* to share with their family from Turtle Creek Gardens through a CSA program and FarmMatch partnership.
- *New hiking map handouts* for self-guided physical wellness
- *45 residents, staff, and community members participated in healthy cooking demonstrations* offered three times throughout the year
- *Fresh squeezed juice sales* for staff and residents across the Dousman campus
- *Protein challenge* in partnership with wellness classes
- *Regular massage therapist services* for staff, residents, and community members
- *Wii game days*, building towards a game club



Offsite hiking program



Programs about various healthy topics, from kombucha to juicing



Two game days for staff to enhance occupational wellness

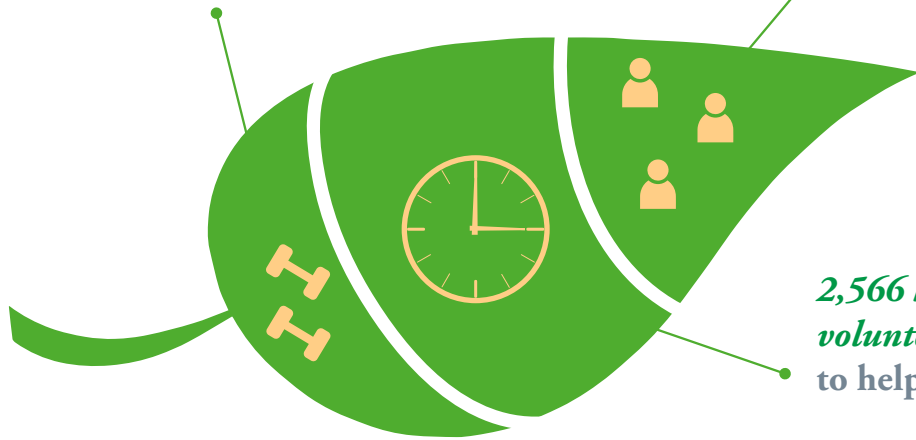




# THRIVING THROUGH WELLNESS

*Over 300 participants* engaged in one of *47 eight-week fitness classes* offered throughout the year at the Wellness Connection, totaling nearly *400 classes attended*.

*331 community members* focused on physical, occupational, and speech therapy goals at Hickory Suites Rehabilitation.



*2,566 hours contributed by 14 volunteers* at the Wellness Connection to help maintain wellness offerings.

## Health or wellness-focused seminars hosted on Dousman and Cecil campuses:

- Dementia Education and Safe Driving  
*AARP*
- Diabetes and Diabetic Shoe Fitting  
*Ace Medical Supply*
- Hearing Loss Prevention  
*Costco Hearing Specialist*
- Knowing and Loving: The Keys to Real Happiness  
*Robert Beezat*
- Learning About Memory Loss  
*Verkuilen Chiropractic and Wellness Center*
- Outsmarting the Scammers  
*Karen Arenz of Edward Jones, Jessica Zuber of Ixonia Bank, and Michael Hartert, Chief of Summit Police*
- Powerful Tools for Caregivers Workshop  
*Aging and Disability Resource Center*
- Safety Enhancing Ideas  
*Miller Mobility*
- Safety in Your Home  
*Home Instead*
- Senior Self Defense  
*Nick Elliott of Family Tae Kwon Do Champions in Delafield*
- Understanding Your Medicare Insurance Benefits  
*Platinum Health*



Wellness Connection volunteers  
Ginni and Suzanne



Tina, Lifestyles Manager, with Outsmarting Scammers panelists Jessica, Michael, and Karen



While our roots are firm in the foundation of history, traditions, and our mission, our staff and residents are our many branches. They flourish and reach out to touch the lives of others, even beyond what's done collectively as an organization.

#### Residents branching out in the community:

**Mitten tree** – The resident-run knitting and crocheting group worked year round to make over 500 knit items, including hats, mittens, scarves, booties, and more to donate to local non-profit organizations.

**School supply donation** – Funds raised by the Village on the Square's Coffee Group, along with generous individual contributions, totaled over \$200 for deserving families at Dousman Elementary School to purchase needed school supplies.

**Interfaith Giving Tree** – Staff, residents, and family members provided Interfaith Senior Programs with 368 items valued at over \$850 to give as Christmas gifts to low income seniors and persons with disabilities in Waukesha County.

**Volunteer hours** – Residents shared 3,200 hours of their time in on-campus volunteer roles.

#### Staff branching out through volunteer service:

- Interfaith Senior Programs Board of Directors and Marketing Committee
- The Caregiver Connection
- Lake Area Free Clinic Fundraising Committee
- Waukesha Food Pantry
- Cystic Fibrosis Foundation
- Cambridge EMS Chaplain
- Big Brothers Big Sisters of Metro Milwaukee

## CRAFTS FOR A CAUSE



Each month, a group of residents at the Village on the Square gathers to create handmade crafts to be donated to a worthy cause or organization. Greeting cards, treat bags, key chains, you name it – they work tirelessly every month to create something that'll brighten another person's day.

Why the dedication? Diane Marshall, Community Events Coordinator says, "They love to give back. They're talented at working with their hands to make something special, and they work as a team to divide tasks and get many crafts done, usually in one sitting every month."

This year, the Crafts for a Cause group produced over 700 handmade crafts that were donated to 12 different local organizations and worthy causes.

- Delafield Library
- Dousman EMS
- Family Promise of Western Waukesha County
- Hickoryview Commons Low Income Senior Apartments
- Interfaith Senior Programs, Inc.
- Kettle Moraine School District Teachers
- Meals on Wheels
- Operation Christmas Child
- ProHealth
- Oconomowoc Memorial Breast Care Center
- Ronald McDonald House
- The Caring Place
- Waukesha Senior Group





## Maria's Story: Staff Member, Volunteer, and Community Participant

Maria Torres worked at Three Pillars for 26 years prior to retiring in 2014. In her 26 years, she worked as a Certified Nursing Assistant at the Masonic Health Care Center for 10, Resident Assistant at Van Brunt Hall for eight, and finally Compass Point and later Riverside Lodge as a Service Associate. To round out her experience, she also spent some part time days at the Village on the Square reception desk, and thus has worked at every building on campus.

During her employment, she was never one to “just do her job.” She served on the Safety Committee, dreamed up wonderful ideas like putting on a circus for the residents, and led many Lifestyles programs to make the residents’ days. “I’ve always loved my job, being able to make residents laugh, getting them engaged, and doing fun things for them.” She looks back fondly on the memories and all that she’s learned.

It wasn't just Maria who held a special place in their heart for Three Pillars, either. Her husband, Rico, her son and daughter, and later, her granddaughters grew to love the place, too. They all have happy memories of many Halloween Haunted Woods events, volunteering at special activities, and just spending time on the campus visiting with their second family.

Maria felt so thankful for her time at Three Pillars, which truly became her home. After 26 years of employment, she decided it was time to retire. Her first month of retirement had her thinking, “This is it!” She felt an empty spot in her life after years of waking up every day to go to a fulfilling job. Even her seven year old granddaughter was befuddled, asking if this meant she wasn’t going to get to visit Three Pillars again. Maria knew she was meant to remain involved with the community she loved so much, so two months after retirement, she began participating in a few opportunities that were open to all, like Bible Study and educational programs.

“I missed the residents a lot,” she recalls. “I missed being involved on the campus, making people smile, visiting with co-workers and the residents. Getting involved again was just what I needed, and I was so thankful they were happy to have me back!”

She bumped into an old friend, Mary Ann, who was also a previous Three Pillars employee and now resident, director of the choir, and Resident Council representative for volunteers. Mary Ann invited Maria to join the choir, and she also reminded her there were plenty of other opportunities to spend time on the campus in volunteer capacities, too.

Maria joined the volunteer program and began helping out with nails during spa day, which led to more opportunities. To this day, she can be found singing in the choir, helping out a various events, and everything in between.

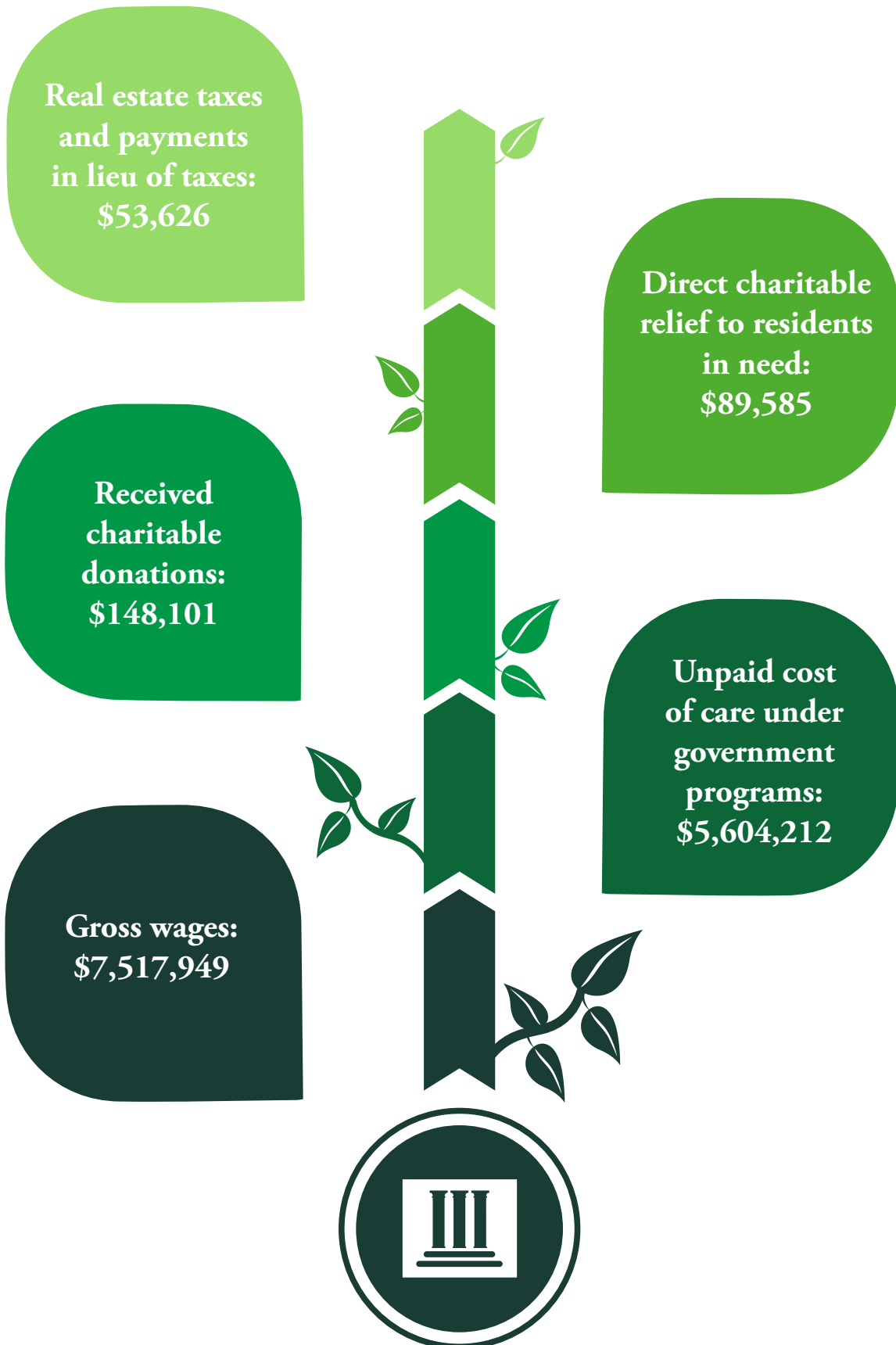
“I love the residents - they all have stories to tell, and everyone treats me so nice. The music in the choir is so wonderful, too – it’s good for me. I’m glad to have that and be so involved. You can see the residents all love to be there.”

A Dousman resident, she delights in spreading the word about how great Three Pillars is. She’ll hear a friend or acquaintance saying that they’ve heard it’s a good place, and she eagerly jumps in to say, “It is! It really is!”

Maria is proud to have been a part of Three Pillars and continue to be connected. “It’s been so fun to watch it grow over the years. The people I’ve met - the residents, staff, families - I can’t tell you how special it is.”



## Fiscal Year July 1, 2015 - June 30, 2016







## **Fiscal Year 2015 - 2016**

### **Wisconsin Masonic Home, Inc.**

**Gary Beier**  
New Berlin, WI

**Arby Humphrey**  
Oversight Committee Chair  
Poplar, WI

**John Benedict**  
Oregon, WI

**Al Iding**  
Wauwatosa, WI

**Terry Brown**  
Outreach Committee Chair  
Wales, WI

**Tom Kapke**  
Brookfield, WI

**Jeff Bryden**  
Board Chair  
Brookfield, WI

**Larry Nines**  
Finance and Audit Committee Chair  
Waukesha, WI

**William Frazier**  
Planning Committee Chair  
Mequon, WI

**Scott Pedley**  
Shullsburg, WI

**Frank Glowinski**  
Oak Creek, WI

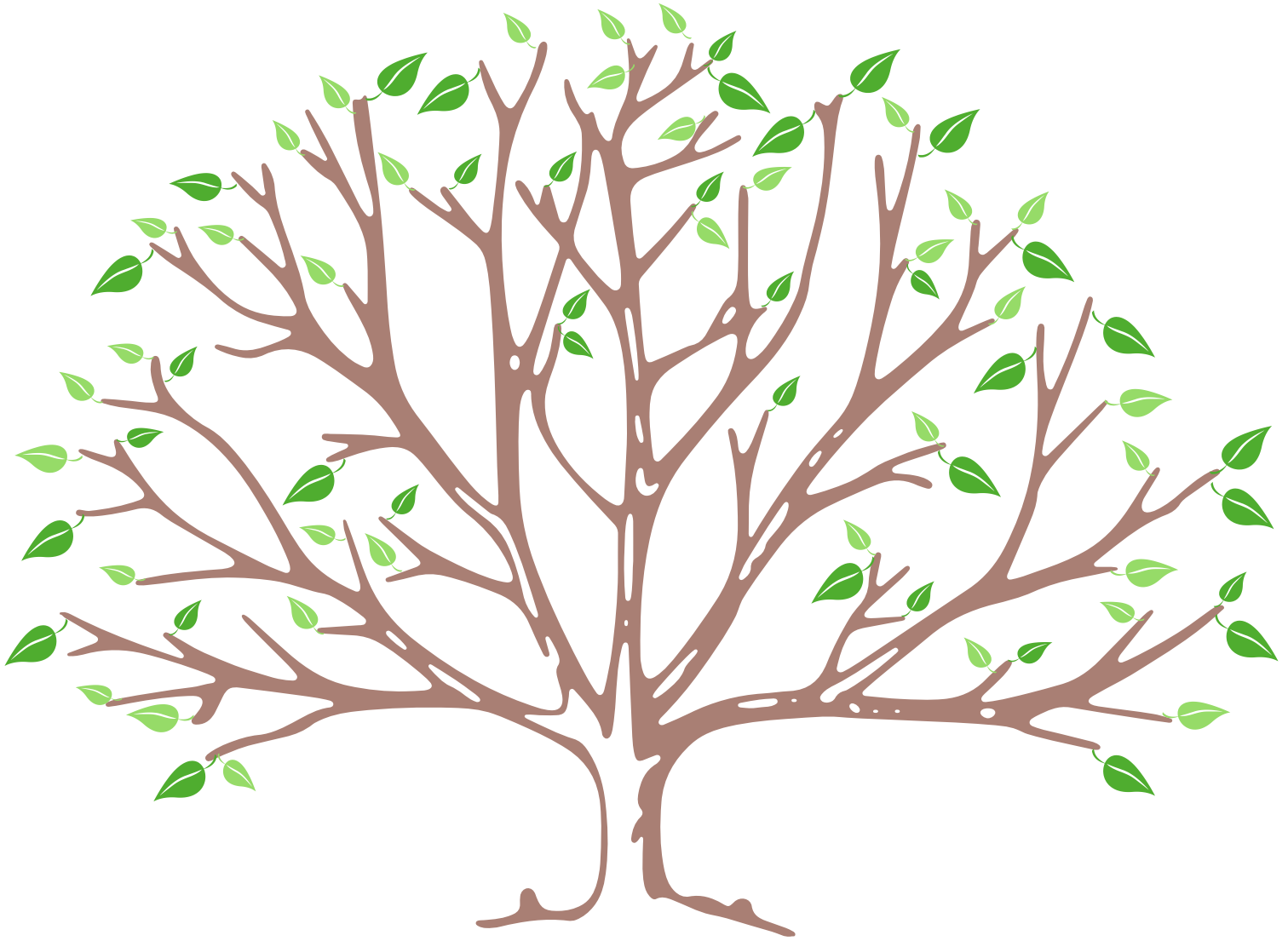
**Barbara Ritchie**  
Board Vice Chair  
Darlington, WI

**Robert Haggarty III**  
Kenosha, WI

**Frank Struble**  
Most Worshipful Grand Master  
Chetek, WI

**Don Hensiak**  
Deputy Grand Master  
Muskego, WI

**Paul Tourville**  
Development Committee Chair  
Hartland, WI



Three Pillars is an Equal Opportunity Employer. We do not discriminate in employment or service provision based on any protected characteristic.

We are pledged to the letter and spirit of U.S. policy for the achievement of equal housing opportunity throughout the Nation. We encourage and support an affirmative advertising and marketing program in which there are no barriers to obtaining housing because of race, color, religion, sex, handicap, familial status, or national origin.