



2022 COMMUNITY BENEFIT REPORT

Since 1905, Three Pillars Senior Living Communities has served thousands upon thousands of families and residents.

Our dedication to a storied history of mission-based services exists as strongly today as it did back then. For us, it's always mission first — we measure our success by the satisfaction of our residents, not the size of our bottom line. Three Pillars' proceeds are reinvested into the organization — not distributed to shareholders.

We value our team members as individuals — recognizing the integral role they play in providing residents with a lifestyle they deserve, at an exceptional value, from people they can trust.

As we look to the future, we consistently seek ways to provide our current and future residents with industry-leading, high-quality care, programming, and accommodations.

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 Masonic Principles in all we do, 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 VALUES

We're proud of our culture. It's driven by our values and modeled by our staff.

The respect and commitment we demonstrate to our residents and each other leads to a fulfilled life with a mindset of fun as a habit, and empathy as a decision.

Our five organizational values are:

- Respect
- Commitment
- Fulfillment
- Empathy
- Fun



A Life Plan Community

Located in Wisconsin's beautiful Lake Country, Three Pillars Senior Living Communities is **a life plan community offering a full continuum of care for older adults**. Our wooded, 300-acre campus features beautiful winding paths and gorgeous views of the Bark River, which allows residents the ability to enjoy the beauty of nature.

The care levels provided at Three Pillars range from independent living options all the way to 24/7 skilled nursing care. An older adult's needs can change at a moment's notice. At Three Pillars, we can meet most needs right here on one campus, even as they change. This versatility means residents and their families enjoy assurance of future care, familiarity, and consistency.

The benefit of a full continuum is it allows us to meet resident needs now and in the future. Every older adult exploring senior living has unique needs, so understanding the differences between care levels is critical. From cost to levels of hands-on care, the four common levels of senior living cater to different audiences. Our experienced team members will guide you to find the perfect option.

At Three Pillars, we are renowned and top-ranked in the nation for the quality of our specialized care, and the personal relationships our staff builds with residents.



Independent Living

Provides an active lifestyle for individuals age 55+ while focusing on socialization and peace of mind for the future.



Assisted Living

Designed to combine the benefits of living as independently as possible with needed support for activities of daily living. We offer a range of services and care levels, from basic support to high-level assistance.



Memory Care

Specialized assisted living with support for those who experience memory loss or a cognitive impairment.



Skilled Nursing

Offers 24/7 care from nurses to meet a person's health care needs on a daily basis, often until the end of life.



Short-Term Rehabilitation

Provides around-the-clock nursing care and therapy services to help someone heal after an illness, injury, or post-surgery.





Mark and Jean on their 2022 Buddy Walk.

A Welcoming 2022

One of my favorite memories at Three Pillars in 2022 is our Buddy Walk. It was a special day when our wooded pathway is filled with campus-wide staff, and enjoy a walk with a resident buddy. It's precious time spent talking about the weather, telling stories, and simply enjoying the beautiful grounds.

We also had several important projects completed in 2022! We welcomed the first residents to our higher-level assisted living at Riverside Lodge, which includes a new community room our residents gather in daily for a range of activities.

The modernization of our Health Care Center was also completed, and all of our residents have private rooms. We are continuing our growth and expansion in 2023 with the addition of nine new village homes and a variety of independent living residencies. We are extremely excited about our continued growth, both for our residents, and our Lake Country community!

As we continued to navigate the pandemic, we were able to update some of our COVID-19 guidelines and invite the community back for events such as Lunch & Learn, which have been extremely well attended.

As always, we remain grateful for the generous residents, families, and community who support us each day.

We look forward to another successful year and look forward to sharing more updates, celebrations, and incredible Three Pillars stories - even if they're just pictures of our walks together.

Mark Strautman
President & CEO
Three Pillars Senior Living Communities

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Board Member

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& Junior Grand Warden

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Board Member

Tom Stevens
Board Member
& Senior Grand Warden

Paul Tourville
Board Member & Grand Master

Sharon Tourville
Board Vice Chair,
Governance Committee Chair

Thank you to our dedicated Board Members. We appreciate your time, talents, and dedication to our mission!

2022

A SNAPSHOT



Two Golden Group celebrations

289
Total employees

105
Employees from
Oconomowoc
& Dousman areas

EMPLOYEE SERVICE MILESTONES

- 5+ Years: **38**
- 10+ Years: **26**
- 20+ Years: **11**
- 30+ Years: **2**

High school students working on campus: 18 in Dining Services

Sponsorship dollars shared to help other nonprofits: \$22,373

Santa Run for Eras Senior Network donation: \$250

Crafts for a Cause Resident Group: 14 residents made and donated over 90 items to 11 organizations

Donations given to ERAs Giving Tree Initiative: \$790

Riverside Lodge: First residents welcomed to higher-level assisted living at Riverside Lodge

100 Volunteers

2,900 Hours Of Service



Crocheting and Knitting Group:
Resident volunteers created and filled 28 boxes worth of winter clothing and accessories, which were donated to five local organizations

Kettle Moraine Food Pantry Donations:
Village on the Square residents contributed \$7,437.50

Three Pillars Outreach Program:
Assisted 20 people from 17 lodges

Spiritual Wellness:
47 "Journeying Through Grief" book sets sent to grieving family members

Rehabilitation:
• **196 Patients Served:** Short-Term Rehabilitation Stay
• **20.91 Days:** Average Length of Stay
• **260:** Received Outpatient Therapy

Scholarships Given Through Masonic Partnership:
Three \$1,000 scholarships for KMHS and three \$1,000 for staff

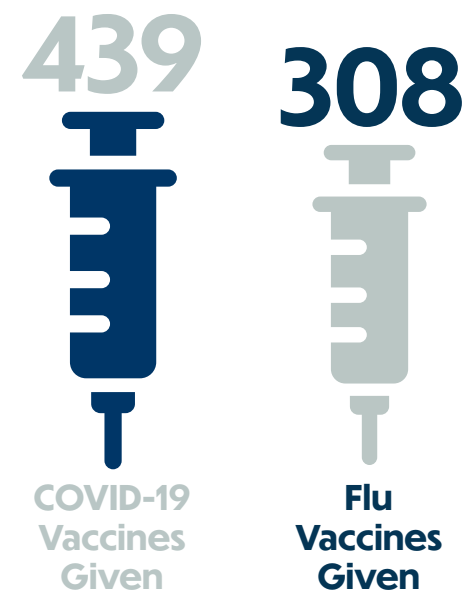
Tuition Reimbursement Paid to Staff: \$7,027



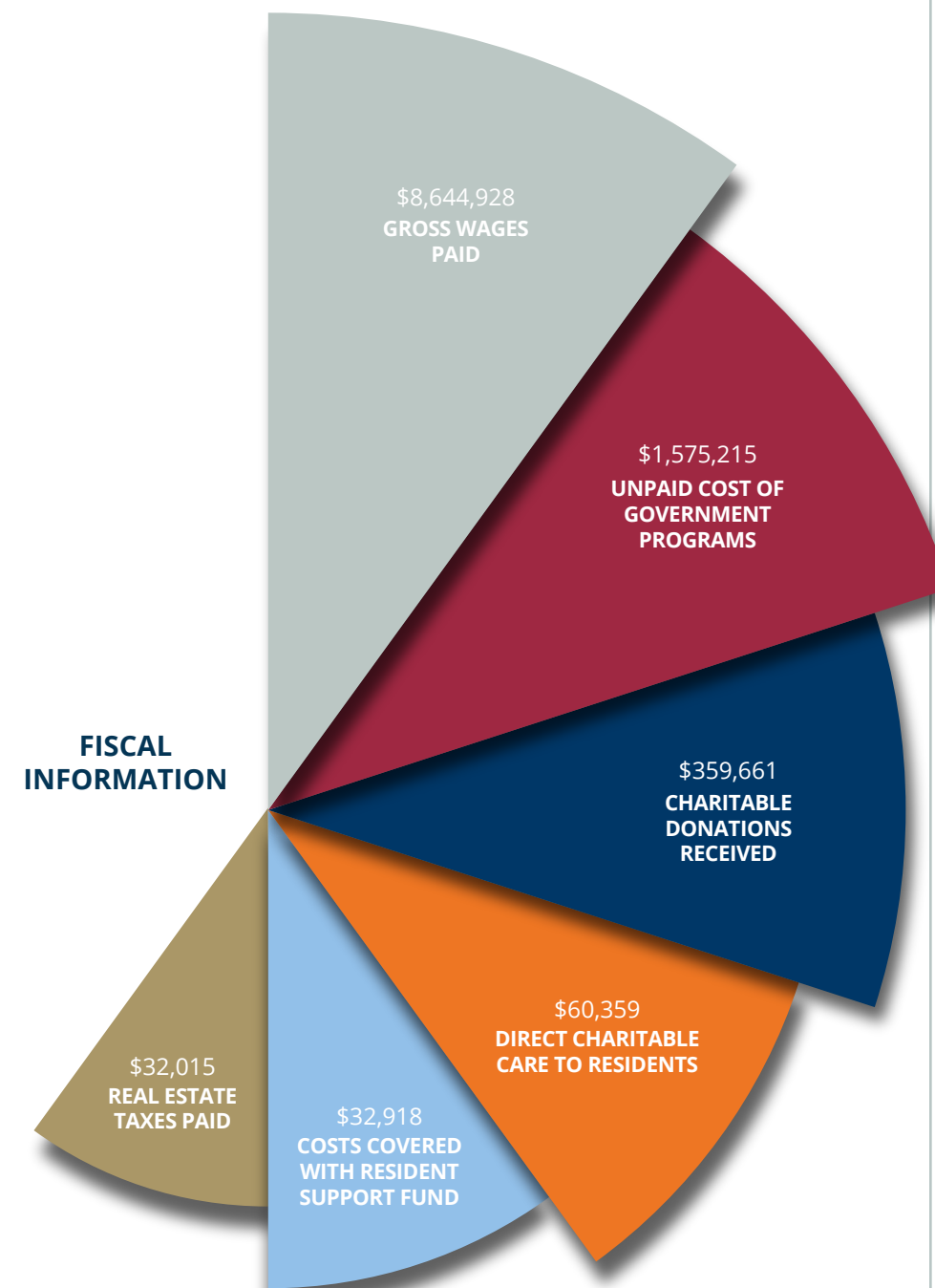
CBRF TRAINING 41 classes | 95 students



Education:
• WCTC: seven CNA clinical sections; Herzing three LPN/RN clinical sections
• Three CNA Classes with 10 students
• Community-Based Resident Facility (CBRF) training: 41 classes with 95 total students



FISCAL INFORMATION



\$36,370 Gifts Given From Staff Appreciation Fund





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