



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.





Cheers to a very busy 2023!

They say life goes by in the blink of an eye and they're right! It seems like we blinked and 2023 was gone, but not before we packed it with amazing events and achievements. The following are just three headlines from a year packed with incredible stories.

The Fields At Three Pillars

We started taking reservations in March for our one-of-a-kind active adult community and had 70 reservations by fall! With no model to walk through, our future residents reserved their new homes based, in large part, on the incredible quality of our existing residences and services. This new community, featuring a community park and amenities open to the public, will be an immense resource to Dousman and surrounding areas for many, many years to come.

Three Pillars Fest

Wow, what a treat it was to see over 800 people fill our woods and parking lots for our first-ever Three Pillars Fest! We had a car show, resident-managed scavenger hunt, live music, food trucks, bounce houses, fishing, food and beverages, rock wall, Lion's Club grill AND the Oscar Meyer Wienermobile! We can't wait to bring our community together and do it all again this fall!

MCSA Conference

Three Pillars hosted the Masonic Communities & Services Association's (MCSA) annual national conference in Lake Geneva. The best part of the conference was bringing busloads of the group to tour our campus and dine in our woods pavilion. Attendees left in awe of our community and its people - residents, staff, and volunteers. We could not have been more proud to watch Three Pillars shine for such an important event.

As we ramp up for another busy summer and fall full of events and happenings, we look forward to sharing more shining moments with you.

Mark Strautman, President & CEO
Three Pillars Senior Living Communities

Board of Directors

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

Stephen Dake
Board Member

A. William Huelsman
Board Chair,
Compensation Committee Chair

Don Jensen
Board Member

Tom Kapke
Board Member,
Planning Committee Chair

James McLeer
Board Member,
Oversight Committee Chair

Ron Montgomery
Board Member

Scott Pedley
Board Member

Jerry Reick
Board Member

David Ritchie
Board Member & Grand Master

Robert Roth
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Governance Committee Chair

Jeff Schoenfeldt
Board Member &
Senior Grand Warden

Tom Stevens
Board Member &
Deputy Grand Master

Joe Thompson
Board Member &
Junior Grand Warden

Sharon Tourville
Board Member

2023

A SNAPSHOT

354
Total employees

129
Employees from
Oconomowoc
& Dousman areas

**EMPLOYEE
SERVICE
MILESTONES**

- 5+ Years: **48**
- 10+ Years: **36**
- 20+ Years: **12**
- 30+ Years: **2**

- Santa Run for Eras Senior Network donation: **\$250**
- Crafts for a Cause Resident Group: **Over 20 residents made and donated over 1,200 items to 11 organizations**
- Donations given via Eras Giving Tree Initiative: **\$1,200**

60

High school students working on campus

50 in Dining Services;
10 CNAs

140 Volunteers (Like Dianne Thayer!)

10,160 Hours Of Service



Crocheting and Knitting Group:
Resident volunteers created and filled 24 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 \$3,300

Flu vaccines given:
357

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

Rehabilitation:

- **227 Patients Served:** Short-Term Rehabilitation Stay
- **19 Days:** Average Length of Stay
- **209:** Received Outpatient Therapy

Scholarships Given Through Masonic Partnership:
Two at \$1,000 each and seven at \$750 each – total \$7,250

Tuition Reimbursement Paid to Staff: \$3,000



Future residents joined us for Oktoberfest

77 The Fields
AT THREE PILLARS III
RESIDENCES RESERVED

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Lifestyle Value Trust

Education:

- WCTC: three CNA clinical sections; Herzing three LPN/RN clinical sections
- Three CNA Classes with nine students
- Community-Based Resident Facility (CBRF) training: 47 classes with 99 total students

\$13,202

Gifts Given From Staff Appreciation Fund

2,245
MEALS ON WHEELS

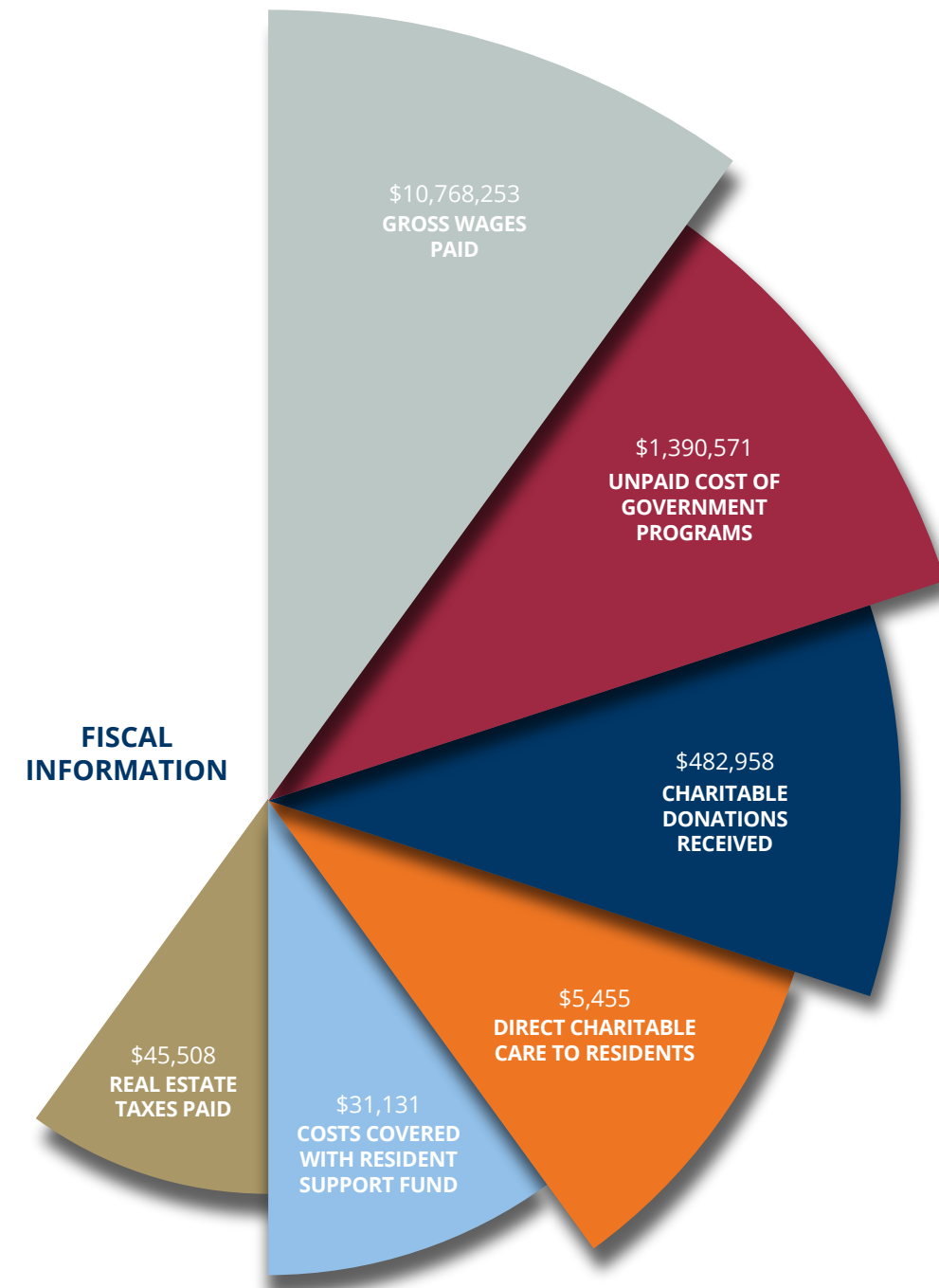


\$31,696
Continuing Education Dollars Allocated

403B
Match Dollars
\$189,658

\$22,693

Sponsorship dollars shared to help other nonprofits



Three Pillars' residents enjoy the ribbon-cutting at Three Pillars Tennis Complex



\$108,747

**Funds raised at our
2023 Music & Memories Gala!**



410 N Main St, Dousman, WI 53118 | ThreePillars.org | 800.848.5306