



COMMUNITY BENEFIT REPORT



Three Pillars
SENIOR LIVING COMMUNITIES

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 **offers 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 wonder of nature.

The living options provided at Three Pillars range from active adult independent living 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 has unique needs, so each living option and care level is critical.

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 our 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.





The dirt is turned to mark the start of construction at The Fields At Three Pillars!

Starting the Next Phase

While you should never look too far ahead and miss out on the present, the future does take an enormous amount of thought and preparation. Years and years of planning came to fruition in 2024 as we began Three Pillars' "next phase" with the groundbreaking of The Fields At Three Pillars. It was one huge moment in a year packed with many amazing people and stories.

The Fields At Three Pillars

We began taking reservations in March of 2023 for our one-of-a-kind active adult community and celebrated the start of construction in April of 2024. We cannot wait to say "welcome home" to our first residents in the summer of 2025 as we continue to build toward project completion in late 2026.

Three Pillars Fest

Our second annual fest was bigger and better than the first! Over 1,000 attendees of all ages filled our woods and parking lots for an amazing Three Pillars Fest. Returning features included a car show, resident-managed scavenger hunt, live music, food trucks, bounce houses, fishing, food and beverages, rock wall, Lion's Club grill, AND a special appearance by the Batmobile! We look forward to bringing our community together to do it all again this fall.

Great Place To Work

We are especially proud to have been certified as a Great Place to Work for the second consecutive year. The certification process involved surveying 100 percent of employees on Three Pillars' campus and evaluating more than 60 elements of team members' experiences on the job. Elements included employee pride in the organization's community impact, belief their work makes a difference, and feeling their work has special meaning. Rankings are based on employees' experiences, no matter who they are or what they do.

As we prepare for another busy summer and fall full of incredible events and shared moments, we look forward to it all, while enjoying each day on our beautiful campus.

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 of meeting the social, physical, and spiritual needs of older adults through high-quality housing and services.

Stephen Dake

Board Member

Earl Gunderson

Board Member & Junior Grand Warden

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

Robert Roth

Board Vice Chair, Governance Committee Chair

Jeff Schoenfeldt

Board Member & Deputy Grand Master

Tom Stevens

Board Member & Grand Master

Joe Thompson

Board Member & Senior Grand Warden

Paul Tourville

Board Member, Finance & Audit Committee Chair

Sharon Tourville

Board Member

2024 SNAP SHOT

179 Volunteers

Up from 140 in 2023

(Like Tripoli Shriners Don P. Jensen, Sr. and Gerry Arnholt!)

15,902 Hours Of Service

Up from 10,160 in 2023

336

Total employees

227

Employees from
Oconomowoc
& Dousman areas

SERVICE MILESTONES

- 5+ Years: **48**
- 10+ Years: **30**
- 20+ Years: **10**
- 30+ Years: **3**

- Samaritan's Purse Christmas boxes: **80** valued at **\$1,010**
- Crafts for a Cause Resident Group: **Over a dozen residents made and donated over 835 items to 11 organizations**
- Donations given via Eras Giving Tree Initiative: **\$1,155**

45

HIGH SCHOOL STUDENTS WORKING ON CAMPUS

41 in Dining Services;
4 CNAs



Crocheting and Knitting Group:
Resident volunteers created and filled **29 boxes** of winter accessories, which were donated to five local organizations.

Kettle Moraine Food Pantry donations:
Village on the Square residents contributed **\$4,173**

Flu and COVID vaccines given to staff and residents: **645**

Spiritual wellness: 43 "Journeying Through Grief" book sets sent to grieving family members

Rehabilitation:
• **234 patients served:** Short-term stay
• **19.65 days:** Average length of stay

\$6,000 in scholarships given through Masonic partnerships: Four at \$1,000 each; two at \$750 each; one at \$500

Tuition reimbursement paid to staff: **\$3,500**

Wellness Connection:
• Community members: **140**
• Resident members: **69**



Future Fields residents joined us for Octoberfest

89 *The Fields*
AT THREE PILLARS
RESIDENCES RESERVED



EDUCATION WE HOSTED:

- Herzing; three LPN clinical sections with 21 students
- One CNA class with six students
- Community-Based Residential Facility (CBRF) training: 52 classes with 101 students
- Dementia training: 48 Virtual Dementia Training certifications

\$18,702

Gifts Given From Staff Appreciation Fund



MEALS ON WHEELS



\$26,629

Continuing Education Dollars Allocated

403B

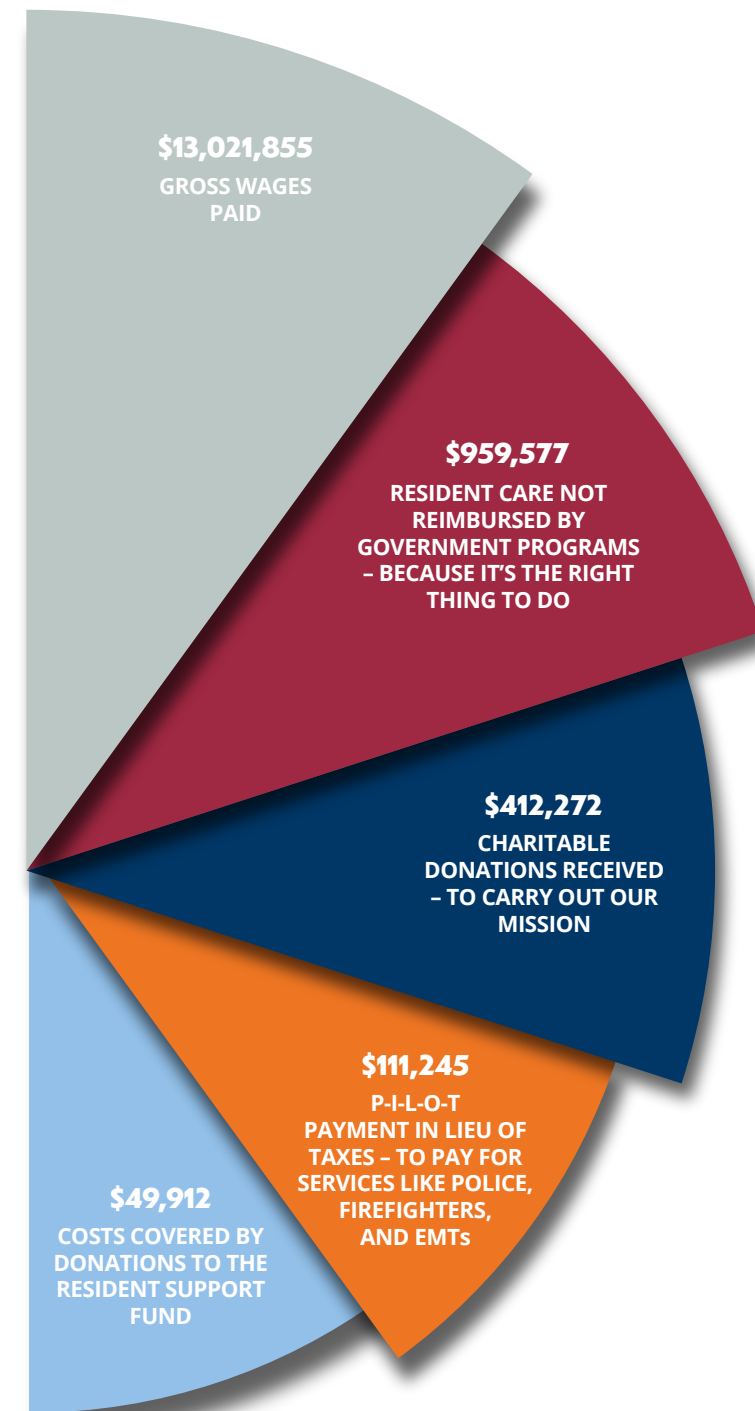
Match Dollars

\$203,490

\$69,829

Sponsorship dollars shared to help other nonprofits

2024 FINANCIAL HIGHLIGHTS



Three Pillars' staff enjoyed food trucks, thanks to the Staff Appreciation Fund



Funds raised at our 2024 Music & Memories Gala!