Campus Tree Care Plan | 2025-2026

Prepared By: Three Pillars' Facilities and Grounds Department & Tree Advisory Committee

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Introduction

Purpose

This plan is designed to provide policies to be used in the maintenance of the trees in the Three Pillars Campus landscape.

It will:

- Outline the practices and procedures to be used in this effort.
- Identify tree care policies, maintenance, safety, and removal practice and plan enforcement.
- Ensure proper species selection, high quality nursery stock procurement, and industry approved planting procedures.
- Promote species diversity and tree health best practices.
- Protect high-value Three Pillars campus trees during construction and renovation projects.
- Ensure that trees are reasonably replaced when there is mortality due to weather, pest infestations, injury, or construction displacement.

Responsibilities

Three Pillars' Facilities and Grounds Department will be responsible for monitoring and operating the campus' arboricultural program. The Landscape Lead will conduct the day-to-day operations of the tree care program.

Three Pillars Tree Advisory Committee

The tree advisory committee is comprised of department heads and Grounds Employees. The Tree Advisory Committee meets quarterly to provide important input in the care and improvement of the Masonic campus landscape.

Campus Tree Care Statement

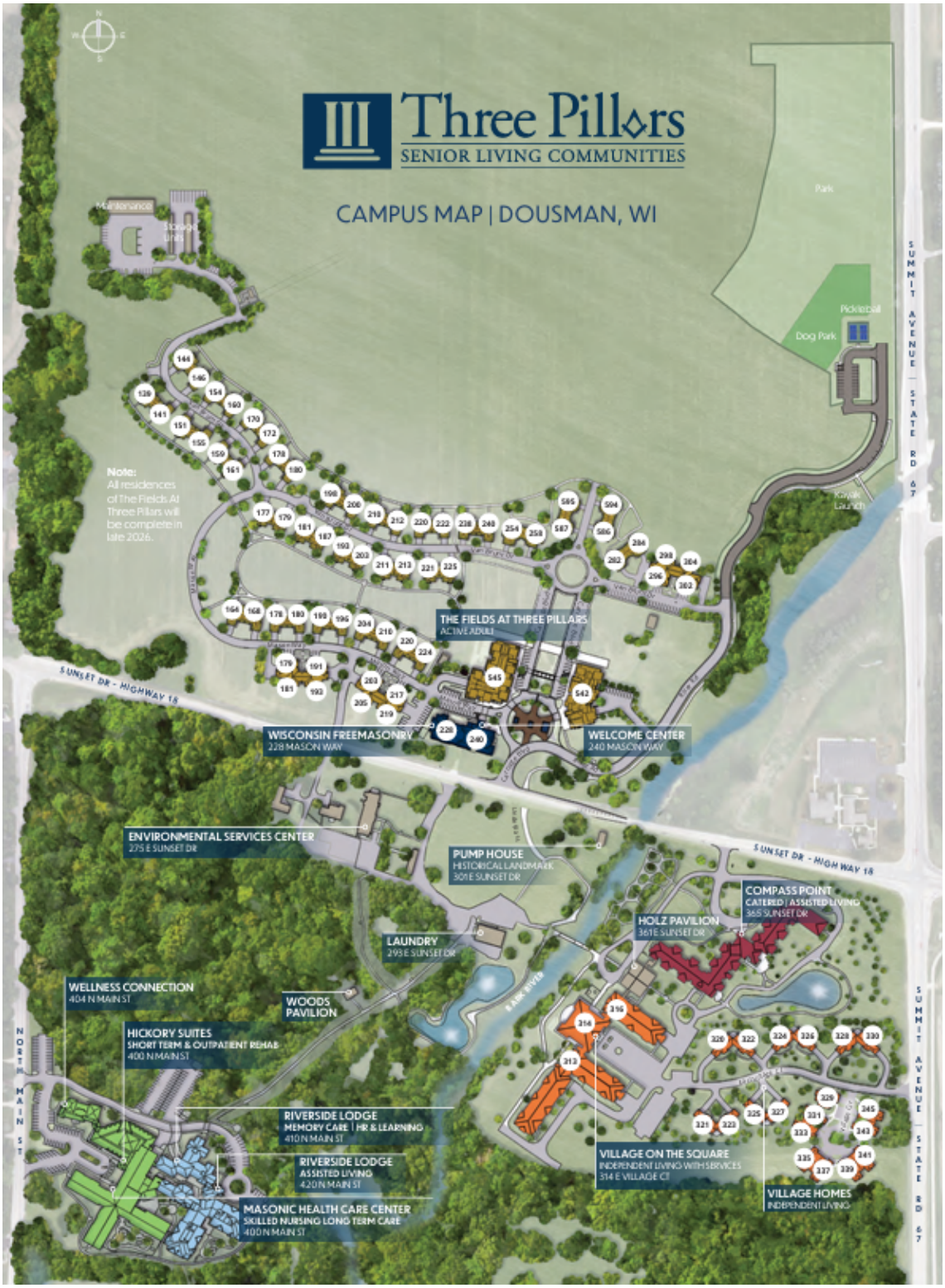
Three Pillars' tree care practices and procedures will be conducted pursuant to the guidelines of tree-care best practices established by the International Society of Arboriculture (ISA) and the American Standard Institute (ANSI) for Tree Care Operations.

Campus Tree Program Goal

Our goal is to provide a beautiful and sustainable tree canopy for the Three Pillars Campus through the preservation and aesthetic enhancement of campus trees. We will preserve historic campus trees and build upon the collection to reinforce the character of the new and old, artificial and natural environments of the Wisconsin Masonic Home, the 300-acre Willard Van Brunt property, and now the Three Pillars campus.

Three Pillars
SENIOR LIVING COMMUNITIES

Campus Map



Campus Tree Care Standards & Best Practices

Pruning

Three Pillars' Tree pruning schedule will be dictated by each tree's species, age, size, functionality and placement. Three Pillars' pruning best practices are to encourage the development of a strong, healthy tree.

Age Guidelines:

- Trees less than 7 years old should receive structural pruning on an annual or biennial basis.
- Trees 7-20 years old should receive structural pruning every two to five years.
- Trees 20 years or older receive maintenance pruning every five to seven years to clean, and remove dead, diseased, dying, and defective branches from the crown.

Crown Cleaning/Dead Wooding: done to remove one or more of the following non-beneficial parts: dead, diseased, and/or broken branches.

Crown Elevation/Raise Canopy: selective pruning to provide vertical clearance.

Crown Reduction: selective pruning to decrease height and/or spread.

Restoration: selective pruning to redevelop structure, form, and appearance of severely damaged trees-weather from storm, disease, vandalism, etc.

Thinning: selective pruning to reduce density of live branches.

View/Line of Sight: utilizing one or more pruning methods for the purpose of enhancing a specific line of sight.

Pruning Priorities:

- *Safety:* Dead, dying, structurally unstable branches will be removed to reduce the likelihood of personal injury and/or property damage. Trees adjacent to roadways, walkways, signs, and streetlights are annually inspected for safety and clearance issues and pruned as necessary.
- *Security*: live foliage that can be used as cover or aid criminal activity will be removed.

- *Maintenance:* the pruning methods outlined above will be employed on an as needed basis to encourage proper structure, provide adequate clearance, minimize disease and insect impact and reduce potential damage from storm events
- *Storm response and recovery*: performed in-house by the Three Pillars grounds crew. First priority will be to remove tree debris from Three Pillars campus thoroughfares or any that disrupts campus operations or poses a danger to the campus community persons, buildings, and property. An outside contractor will be utilized in situations of hazardous tree removals and trees requiring specialized or high-reaching equipment.

Tree Removals

Trees will generally only be designated for removal when required to protect public safety, accommodate necessary development, or improve the overall quality of the landscape. Trees may be removed only after consultation with Three Pillars' Facilities and Grounds staff.

Designated trees will be removed in a controlled manner utilizing one of the following methods:

- Climbing and rigging
- Aerial lift assist
- Crane assist
- Directional felling

All tree wood and debris will be cleaned up and hauled away to designated compost or yard waste container, or offsite. Unless directed by the Landscape Lead, all stumps are to be ground to 6-8" below grade. Stump chips will be removed, composted, or removed off site, and replaced with quality topsoil and area will be reseeded with grass where appropriate.

Fertilization

NPK fertilizer will be applied to select trees to maintain optimal nutrient levels within the tree's critical root zone when determined as needed. Fertilizers will be delivered utilizing "deep root feed" liquid injection or fertilizer tree stakes soil inserts along tree's drip line.\

Mulching

Tree ring mulching-will be constantly monitored for encroaching weeds/turf and removed. Mulch will be replaced or added as needed, or within every 2 years. Tree ring size will increase in accordance with the size of the tree to protect the root zone and trunk of the tree. Mulch will be used to keep uniformity with the entire campus. Pine needle mulch may be used on White pines. Recycled wood chips may be used in areas along fence lines and outer perimeter trees such as those used for property boundaries or screening.

Irrigation & Watering

Three Pillars' 300-acre campus has limited irrigation systems. In areas where trees fall within irrigated turf areas or landscape beds, tree watering will be monitored to make sure trees are receiving the proper amount of water and/or not overwatered. In areas of Three Pillars campus where there is no irrigation or there are mature historical trees, Gator Bags will be used on smaller caliper trees and supplemental watering with hand watering, sprinklers, or soaker hoses will be provided as deemed necessary - this will reduce stress and promote health and vigor in times of dry weather conditions.

Pest Management

Trees are treated for pest problems as needed. Larger trees over 10" caliper and above 20' in height will be treated by trunk injection techniques. Smaller trees will be sprayed, or soil drenches are used where appropriate.

Integrated Pest Management (IPM):

An integrated pest management (IPM) approach will be used to manage insect and disease problems in the tree canopy. IPM uses information on the life cycles of pests and their interaction with the environment to determine the most economical and environmentally effective way to employ pest control methods.

Set Action thresholds: Determination of what level of the pest population or environmental conditions that will require pest control action to be taken to prevent a serious aesthetic or economic threat to the tree canopy.

Pest Monitoring: Not all tree pests require control measures to be taken. By monitoring the tree canopy identification of pests and population levels that can pose a serious threat can be identified and the appropriate control decisions can be made.

Prevention: Cultural methods employed to the tree canopy landscape in relation to irrigation, fertilization, understory growth, soil compaction etc. These cultural practices can help prevent the buildup of threatening pest and/or disease within the tree canopy.

Control: Once monitoring, pest identification and cultural methods have been employed and there still threatening pest populations within the tree canopy, a targeted pesticide application will be made utilizing the best effective and least hazardous chemical pesticide.

Tree Planting

Balled and burlapped trees, container, or bare root trees are all to be planted according to the ANSI A300 standards - part 6.

Tree diversity and selection will be a high priority when choosing which trees to purchase and plant. Species and varieties closest in availability to native (or improved varieties) will have priority. Non-native, ornamental, and trees best suited for a purpose, beauty, or interest will be considered on an as needed basis.

Preservation During Construction

To ensure minimal impact upon tree growth and development and to protect the integrity of the tree canopy, tree preservation methods will be employed to trees that are within the boundaries of construction projects.

Root pruning: based upon site specifications, root pruning should be performed to cleanly sever roots around trees whose critical root zone will be affected by construction activities. This root pruning should be done at, or just inside the tree's drip-line.

Fertilization: trees that will be affected by construction activities should receive deep-root feed fertilization within their root zone. In addition, if deemed necessary, additional nutrients, mycorrhizae, bio-char, etc. may be added to tree root zone.

Protective fencing: Trees to be impacted by construction activity will receive perimeter fencing around the tree(s) drip-line prior to any work starting in the area. No vehicles, equipment, supplies, or workers are to be inside the tree protection zone. Fines against the Contractor may be levied if found in violation.

Mulch: a 4" layer of mulch will be added along tree fence lines and adjoining site areas to help decrease soil compaction resulting from construction activities. This mulch should be removed at end of project work.

Other: In the event areas may have to be accessed by equipment and workers within a tree's root zone-Heavy layers of mulching material, pallets, or matting will be laid down in-order to spread the weight of equipment and traffic over the root zone.

Other Practices

Due to a high deer population in our environment, when male deer rub activity is noticed, young trees are protected with a wire mesh cage or plastic tube sleeves around the trunks up to the lowest limbs.

Prohibited Tree Practices

- Topping of trees (only permitted in emergency crown reduction)
- Painting of tree trunks and limbs
- Attachment of any unapproved rope, nails, screws, cable, brace, or support to any tree
- Attachment of any unapproved item to tree wood utilizing any fastener.
- Any high impact activity within the drip-line of a tree canopy
- Unapproved removal or pruning of any Three Pillars Campus tree
- Any unapproved excavation within the drip-line of a Three Pillars Campus tree *Fines may be assessed.
- No fireworks, grills, or open flames of any kind are allowed inside the canopy drip-line of any Three Pillars campus trees, with the exception of grills being permitted in designated areas around the Woods Pavilion.

Campus Tree Audit

An audit of tree diversity on our campus was completed in conjunction with our local partner, Kettle Moraine High School. For their capstone project in KM Earth Institute's Environmental Science program, students evaluated all trees outside of the primary environmental corridor. Findings showed 77 different species and more than 1,000 trees. Top species present are Shagbark Hickory, Black Oak, Norway Spruce, Green Ash, and White Oak.

For future plantings, we will consider diversity in species and the locations of our various forest types and ecosystems.

Plan Accessibility

This plan will be made accessible to the Three Pillars campus community, employees, residents, vendors, and contractors via the Three Pillars website and printed on request from the Three Pillars Environmental Services Office.

This Tree Care Plan is to be a “working” document that can change and evolve as needed to accommodate changes to Three Pillars’ policies and procedures.