



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 in 1905. 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 scenic, 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.

Life at Three Pillars means you have choices. We are a community offering options to live the lifestyle you choose. One of the many benefits of our continuum of living model is we can offer what our residents want and need, with a forward-looking approach for today, tomorrow, and the future.

What is the value of offering several different living options on one gorgeous, 300-acre campus? It allows our vibrant residents and families to maintain continuity as needs change. If a move is necessary, it's rarely further than down the hall or to the next building over, and familiar faces bring comfort to residents and families.

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

We offer two independent living options for individuals age 55+, each with a choice of residence options and bursting at the seams with lifestyle amenities. The Fields at Three Pillars and Village on the Square offer an active lifestyle and maintenance-free living.

● Assisted Living

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

● Memory Care & Cognitive Health

We're committed to innovative Cognitive Health initiatives at our residential community, Riverside Lodge Memory Care, as well as across our entire campus and in the broader community. Our comprehensive approach to programs and support groups provides resources and empowerment to individuals across the entire cognitive health spectrum.

● Skilled Nursing & Rehabilitation

Whether it's a short stay full of therapy and nursing services to heal after a setback, or a long-term residency with 24/7 care from nurses – we're proud to meet a vast array of needs at the Masonic Center for Health & Rehab.



Move-in day for residents of The Fields At Three Pillars!

The Keys To Our Success

Success is measured many ways, especially when numbers can be supplied in the blink of an eye. While we certainly value a plethora of data, we like to keep our eyes on the most important stat in the world: happiness. It may not be the easiest sum to quantify, but it's really what we're all about. When you stroll through our beautiful campus and talk to residents, families, and staff, you see it in their smiles and hear it in their stories. Happiness and satisfaction with where they live, visit, and work permeates every building, every acre. Awards and top national ratings are just the icing on a wonderful cake.

THE FIELDS AT THREE PILLARS

We broke ground in April of 2024 on our one-of-a-kind active adult community — The Fields At Three Pillars. By July of 2025, we were proud to welcome our first residents. There's nothing quite like handing over the keys to a dream and watching people step into their next adventure — smiling from ear to ear.

U.S. NEWS & WORLD REPORT RATINGS

Three Pillars was again honored as a nationally-recognized, top-rated Continuing Care Retirement Community by U.S. News & World Report. Three Pillars also received “Best” designations — the highest possible scores — in Independent Living and Assisted Living, and earned a “Best” Skilled Nursing facility in two of two possible categories: long-term care and short-term rehabilitation.

GREAT PLACE TO WORK

We all know the biggest piece to any organization's success is the people working to make it tick day in and day out. Obtaining Great Place to Work certification for the third straight year is a significant accolade we're proud of. It demonstrates we're an employer of choice where people matter.

ARBOR DAY DAY FOUNDATION

In 2025, the Arbor Day Foundation named Three Pillars a National Tree Campus. This designation is reserved for just five senior living communities and 54 other healthcare organizations across the U.S. that demonstrated impressive dedication to enhancing wellness through trees in 2024. Three Pillars is the only senior living Tree Campus in Wisconsin.

As we prepare for a year full of events and happenings, we look forward to sharing more smiles — and happiness — 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 Duke
Board Member

Brian Dennis
Board Member

David Grinder
Board Member

Earl Gunderson
Board Member & Senior Grand Warden

A. William Huelsman
Board Chair, Compensation Committee Chair

Matt Ivens
Board Member & Junior Grand Warden

Don Jensen
Board Member

Tom Kapke
Board Member, Planning Committee Chair

James McLeer
Board Member, Oversight Committee Chair

Ron Montgomery
Board Member

Robert Roth
Board Vice Chair, Governance Committee Chair

Jeff Schoenfeldt
Board Member & Grand Master

Robert Skaradzinski
Board Member

Joe Thompson
Board Member & Deputy Grand Master

Paul Tourville
Board Chair, Compensation Committee Chair,
Finance & Audit Committee Chair

Sharon Tourville
Board Member

60

High school students
working on campus

57 in Dining Services;
2 CNAs



354

Total employees

112

Employees from
the Dousman and
Oconomowoc areas

EMPLOYEE SERVICE MILESTONES

- 5+ Years: **82**
- 10+ Years: **32**
- 20+ Years: **5**
- 30+ Years: **2**

189

volunteers

14,139 Hours of Service



Knitting and Crocheting Group:

Made and donated **33 boxes of hats, mittens, and scarves** delivered to local non-profit organizations: Hebron Housing Services - Waukesha, Hope Center Inc., Oconomowoc and Kettle Moraine Food Pantry, and Lake Area Free Clinic.

Donations Through ERAs Giving Tree: \$768

Crafts for a Cause Crafts Made: 720

Kindness Cards for Valentine Project: 200

Samaritan's Purse Christmas Boxes: 120 boxes packed by 40 Village on the Square residents, who totaled over 100 volunteer hours

Flu and COVID-19 Vaccines Given: 536

Wellness Connection members: 306

Spiritual Wellness: 51 "Journeying Through Grief" book sets sent to grieving family members

Rehabilitation:

- **Short-Term Rehab Patients Served: 211**
- **Average Length of Rehab Stay: 31 days**
- **Outpatient Therapy Recipients: 243**

Tuition Reimbursement Paid to Staff: \$3,000

Education:

- **WCTC CNA/LPN clinical sections: 5**
- **CNA Class: One class with two students**
- **Community-Based Residential Facility (CBRF) Training: 29 classes with 107 total students**

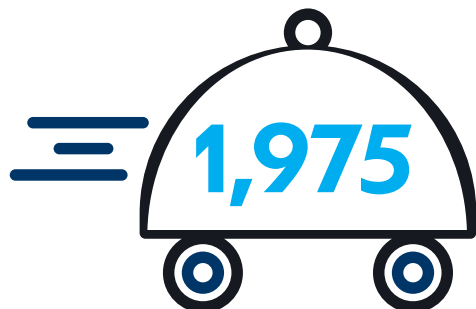


\$6,500

in scholarships given via Masonic partnerships:
Three at \$1,000; five at \$700.

\$38,424

Gifts Given From Staff
Appreciation Fund



MEALS ON WHEELS



\$40,342

Continuing
Education Dollars
Allocated

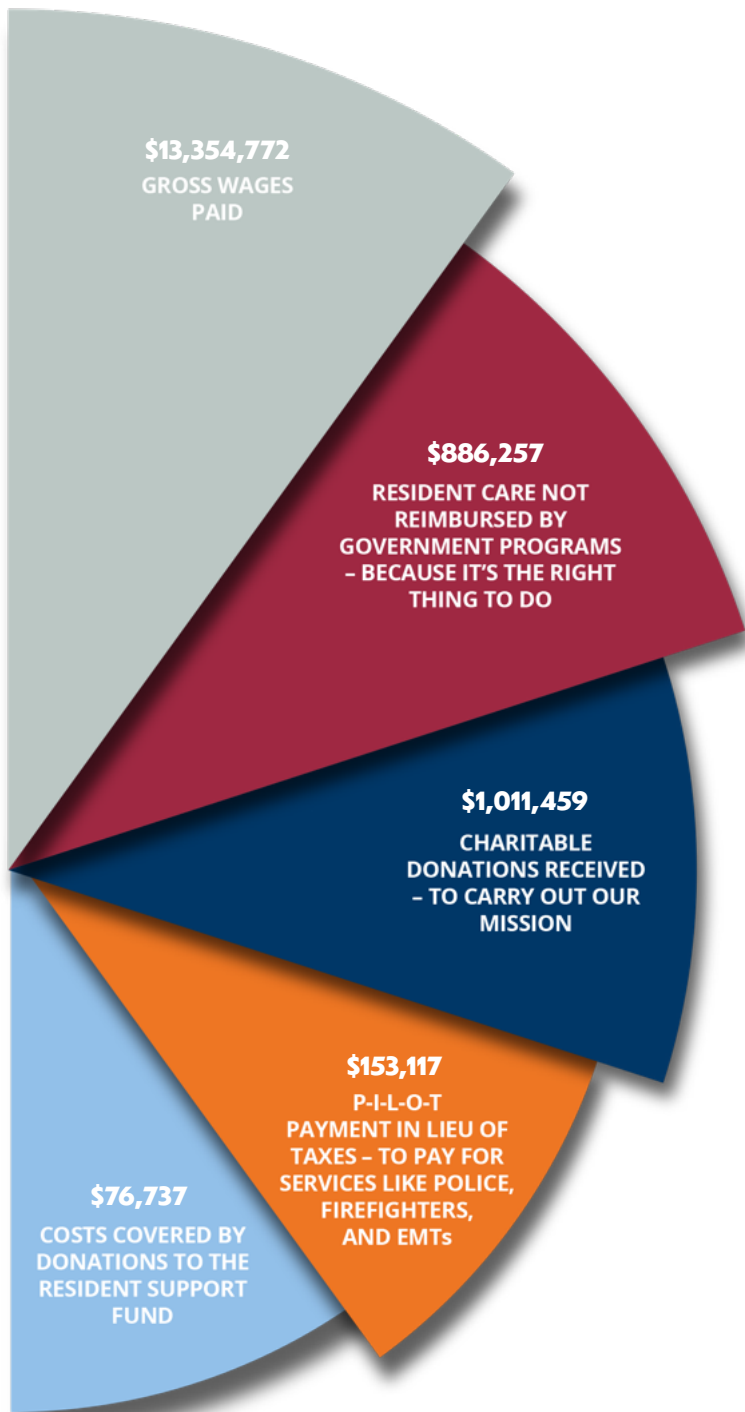
\$227,964

403B
Match Dollars

\$73,119

Sponsorship dollars shared
to help other nonprofits

FISCAL INFORMATION



Three Pillars' staff enjoyed a food truck lunch courtesy of the Staff Appreciation Fund.



**Funds raised at our
2025 Music & Memories Gala!**



Three Pillars
SENIOR LIVING COMMUNITIES