

Short Term Rehab \cdot Assisted Living \cdot Skilled Nursing Care

20 Impact24 Report



A Message From Our CEO Paul Treffert

Greetings, SSC Friends and FamiliesWelcome to the 2024 SSC Annual Impact Report.... Here are some of the things that made 2024 a very memorable year:

Shane Ley, RN, joined our leadership team as our Director of Nursing. Shane's experience includes 20+ years of military service before starting his second career with a nursing degree and working in acute care, primarily in the Emergency Dept. Early on there was a lot to learn about the unique aspects of long term care but his strong clinical background, engaged leadership style, and emphasis on continuous process improvement has definitely made a tremendous impact on the entire organization.

In order to continue developing our beautiful campus, Isabel Mueller was selected as our first-ever Land Manager (More about Isabel and her work later.) And in September we welcomed The Goats to clear thick weeds and fertilize the soil in preparation for future gardens. With their quiet efficiency and calming presence, The Goats had a huge impact on everyone they encountered so we're negotiating with their representation for a return engagement this fall.

On a more poignant note, in 2024 Team SSC became Team Amber, providing care and support to Amber Averkamp, who proudly served our Hickory residents for over 8 years. She was diagnosed with a terminal illness late December, 2023, with no family nearby, so a small group of SSC staff provided support for her appointments, groceries, finances, transportation, etc., until she finally moved to SSC for a few weeks before passing. It was a remarkable display of compassion and selflessness by remarkable people. During one conversation that Amber and I were having last July, she casually mentioned that she was giving her house to SSC 'because we're her family.' In that moment I knew immediately that this was by far the largest donation that we have ever received, thus extending Amber's impact in perpetuity. (More about Amber's time at SSC and her hometown of Sheboygan Falls also later in the report).



'24 was also the year that we passed the rigorous financial review from our current lender- the USDA Rural Development Program- that allows us to move forward in the application process to expand our assisted living services by an additional 35 apartments. (The USDA-RD program provides favorable borrowing terms to qualifying nonprofits like SSC and colleges such as Lakeland University that aren't eligible for traditional bank lending, thus allowing us to expand our mission and increase the impact we have on those we serve and the local communities that we call home.)

But...even with low USDA interest rates, for the expansion project to be financially viable we need to fundraise at least 10% of the project cost, currently estimated at \$1.3M. Even in a community as generous and well-off as Sheboygan County, raising that amount will truly be a Herculean task, so we asked Jackie Erdman to join our team. Jackie brings with her an entire toolbox worth of fundraising skills and experience and is well-known in the local philanthropic community, so she's uniquely qualified to lead the capital campaign that we are calling "Embrace the Next Chapter". Under Jackie's guidance we have already raised more money than I thought possible, but we still have a long way to go. So if you have not donated to us recently, please consider joining the list of benefactors who support current operations as well as our future success.

The impact of gifts large and small can't be overstated.

With deepest regards and sincere appreciation-

Paul



Caring for Seniors, Enriching Lives

Sheboygan Senior Community (SSC) is dedicated to providing compassionate, person-centered care for seniors in a warm and supportive environment. As a nonprofit organization, SSC offers a full continuum of care, including assisted living, skilled nursing, rehabilitation, respite, and end of life care, ensuring that residents receive the support they need atevery stage of aging.

With a strong commitment to enhancing quality of life, SSC fosters a sense of community through engaging activities, personalized care, and a welcoming atmosphere that feels like home.











Skilled Nursing & Short-Term Rehabilitation

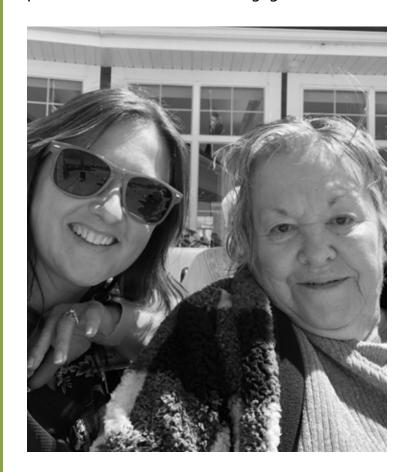
We provided essential rehabilitation and skilled nursing services to **98 individuals in 2024**, ensuring they received high-quality care to recover and regain independence. We saw an increase in discharges, demonstrating our success in transitioning residents back to their homes or assisted living settings.

Our top admitting hospitals included **Columbia St. Mary's, Froedtert, Holy Family, and Aurora locations**, with the most common diagnoses being orthopedic recoveries and post-surgical rehabilitation.



Assisted Living Growth

Our assisted living community saw 12 new admissions this year, with residents transitioning from various care settings, including Hickory, Pine Haven, and Rocky Knoll. With a 96% average occupancy rate, we continue to provide a warm, supportive environment for seniors seeking personalized care and social engagement.



Human Resources & Workforce Development

We are proud to directly employ all of our staff—including housekeeping and therapy—making us the only organization in the county, and one of the few in the state, to do so. Our dedicated team is the backbone of SSC, with 78 full-time, 53 part-time, and 33 casual employees delivering compassionate, high-quality care every day.

In July of last year, we proudly hosted clinical hours for CNA and RNA students in our building, furthering our commitment to education and workforce development. Through strong partnerships with Concordia University and Lakeshore College, we continue to support the next generation of caregivers.

We celebrated low staff turnover while welcoming **49 new hires**, reinforcing our focus on employee satisfaction and retention. Continued investments in tuition reimbursement, childcare support, and staff events have fostered a culture of growth, connection, and long-term commitment.





Dining & Hospitality

With 93,075 resident meals served and 17,155 staff meals prepared, our dining team ensured nutritious and delicious options for all. The introduction of new menu options and themed meals enhanced the overall dining experience.





Life Enrichment & Resident Engagement

This year, we hosted over **35 themed happy hours**, **243 bingo** games, and **98 live music events**, creating a vibrant atmosphere for our residents. Volunteers contributed **1,950 hours**, helping us enrich the lives of those we serve. Special outings included trips to Bookworm Gardens, Sheboygan Theatre Company, and seasonal festivities like Making Spirits Bright.

Fundraising & Community Support

Thanks to our generous donors, we raised \$14,525 in our annual Christmas campaign and received \$5,020 in memorial gifts. Our support extended to 31 local nonprofits, including the Sheboygan County Food Bank, Kiwanis Club, Alzheimer's Association, and Safe Harbor.





Amber Averkamp

A True SSC Treasure October 17, 1961 - December 14, 2024

Amber's generous spirit and deep dedication touched countless lives. She brought joy to SSC and the Hickory Hills Household, where she poured her heart into creating a warm, welcoming space for residents, staff, and visitors.

Since joining SSC in 2015, Amber quickly transitioned from a Universal Care Worker to leading dining services at Hickory Hills—a role she embraced as her own. Her passion for community extended beyond our walls, from decades spent at Ryan of Falls to her beloved role as "Miss Ducky" at Ducktona and SSC's popular Ducky Bingo events.

Her creativity shone through in the treasures she used to decorate the household for every season. In 2024, SSC honored her legacy by dedicating "Miss Ducky's Kitchen" in her name.

Even through her battle with cancer, Amber remained a constant light—visiting Hickory, sharing smiles, and staying connected. Staff formed "Team Amber" to walk beside her, celebrating moments big and small, from birthdays to naming ducklings hatched onsite.

Amber's kindness, resilience, and vibrant spirit left a lasting mark. Her final gift, a home donated to SSC, is a beautiful reflection of the love she shared and the legacy she leaves behind.

TEAM AMBER





Local Nonprofits Supported

In 2024, Sheboygan Senior Community proudly supported a diverse group of local nonprofits, strengthening the fabric of our community through collaboration, care, and compassion. From youth mentorship and environmental stewardship to health advocacy and cultural enrichment, our contributions reached organizations including the:

- Food Bank Community Café
- Camp Evergreen
- CASA of East Central Wisconsin
- Kiwanis Club of Greater Sheboygan
- Sheboygan Falls Kiwanis Club 5k Walk/Run for Autism
- Weill Center
- Toys for Tots
- Uptown Social
- Alzheimer's Association Walk to End Alzheimer's Largest Senior Care Team
- Dementia Network
- Adopt-a-Highway
- Bookworm Gardens
- Sheboygan County Pay it Forward
- Love INC
- The Slavatorian Mission

- Richardson Hospice Resale Store
- Sheboygan County Warming Center
- INSPIRE Sheboygan County
- Big Brothers Big Sisters WI Shoreline, Inc
- Town of Sheboygan Fire Department Tunnel to Towers Walk/Run
- YMCA Camp Y-Koda Scarecrow Contest
- Sheboygan Falls High School Girls Soccer Program
- RENEW Wisconsin
- Leading Age Wisconsin
- Making Spirits Bright Sheboygan County Rotary Clubs
- Sheboygan County Fair Association Tractor Pull
- HSHS St. Nicholas Foundation Gala
- Sheboygan County Chamber of Commerce
- Safe Harbor of Sheboygan County
- St. Luke's United Methodist Church Church on Air

Our Supporters

At Sheboygan Senior Community, we are deeply grateful for the individuals, families, businesses, and organizations who have invested in our mission. The following supporters have made generous contributions this past year, helping us provide compassionate care and enriching experiences for our residents.

Rather than listing by giving level, we recognize all donors alphabetically—because every gift, no matter the size, plays a meaningful role in strengthening our community and advancing our mission.

A Glenn Lemmenes

Alexandra Roth

Amy and Randall Steinbruecker

Andy Kuper

Anne Wingate

Ashley Harms

Barbara Walker

Bob and Debbie OKeefe

Bonnie Paplham

Bonnie Reinemann

Carla Duket

Carol Carriveau

Carolyn Miesfield

Cathy Locklear

Charlene & Richard Offenbecher

Charles and Kathleen Gehrig

Cheryl Gerstner
Curtis Roberts

Dale and Patricia Te Stroete

Damon Wenig

Dennis and Kathy Kalthenbrun

Donna Rusch
Donna Webb

Dorothy Bevans

Edward Wodach Jr.

Eleanor A Jung

Emily Rendall-Araujo

Eric Stuart

Fay and Charles Wingrove

Fidelity Charitable

Gail Marco

Gary and Jane Plate

George Balassi

Gloria and Orville Valenstein

Gloria Valenstein

Grover Family Foundation
Guy and Katherine Miller

Harold and Marilyn Averkamp

Henry Lipman

James & Heidi Testwuide

James and Patricia Houwers

James Hoppe

James Loersch

Jane and Ron Horness
Jane Lukas

Jane Plate
Janice Brandt
Jean Felker

Jean Schott-Wagner

Jeanne Maersch

Jeff and Donna Moser

Joan and Kirk Evans
John and Kristine Esch

Joseph Gathman

JOYCE GASS

Julianne Ehlert

Justin Naidl

Karen Christopherson

Katharine and Anthony Mudra

Kathryn Russell Keith Garnett

Kelli M Golembeski Kenneth A Leibham

Kenneth Schmeling
Kerry and Joan Harder

Kevin Willer

Kieth and Carol Striggow

Kirk Evans Kit Hardie

Kohler Company
Kohler Foundation

Konrad & Mary Jo Testwuide Foundation Inc

Kurt Reinhold & Kristine Beck Langan Family Fund of Lakeshore

Community Foundation

Larry Samet

Lin Wilterdink

Linda Pierce

Lynn Maass Margaret Smies

Marilyn Van Der Puy

Mark Dingel

Marlys Kleckner

Martin and Jill Crneckiy

Martin and Lucinda Kummer

Mary Boll

Mary S Rohde Living Trust of 1996

Mary VanWyk

Meg and Bill Trager

Mia and Robert McMillan

Michael and Sherry Basch

Michael Krase

Michael Wandschneider

Nanci Enders

Natalie Black

Natural Resources Foundation of WI Inc

Nsighttel Wireless, LL DBA Cellcom

Ozzie Ohl

Paul Callan

Phillip Zimmermann

Qgiv Test

Ray Diekmann

Renaissance Charitable Foundation

Rich Miesfeld

Richard & Kathleen McKay

Robert and Nan Minster

Robert and Susan Nolte

Robert Gorges

Robert W Baird & Co

Roger and Janice Clapp

Roger and Nancy Gosse

Ronald and Susan Dexheimer

Sandra Fischer

Sara Larson

Shannon Kleist

Shelly and Peter Strain

Stacy Harriott

Steve Hamer

Steven Schueffner

Steven Shircel

Susan Neef

Taylor Kaboord

Terry and June Vreeke

Terry and Susan Martin

Thomas and Donna Laack

Thomas Brickley

Thomas Miles
Thomas Wiegand

Thorne Family Foundation

Tim and Kathleen George

Viking Masek Packaging Technologies LLC

Walter and Mary Grasse

Wayne and Barb Vetsch

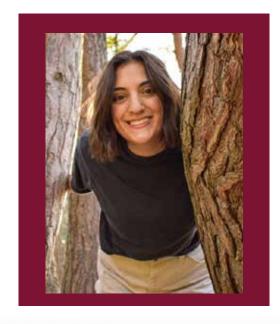
William and Walaiporn Morh

Willow Creek Condominium Association Inc



MEET ISABEL!

Isabel Mueller, SSC's new Land Manager, is passionate about taking our property to the next level for our residents, staff, and wildlife. She graduated from Northern Michigan University with a Bachelor of Science in Environmental and Sustainability Studies. Her passion for preserving and restoring land to promote biological diversity and system health in her hometown of Sheboygan has been her priority since graduation. Isabel is eager to transform the SSC grounds by adding pollinator prairie, interactive outdoor space, diverse native tree lines and so much more!







48 Ducklings born in the courtyards



60 Goats helped clear 2 acres of invasive plants totaling 336lbs

Pond Stocked

- Fathead Minnows 1-3" 150 lbs
- Black Crappie 3-5" 150
- Bluegill 4-6"- 100
- Golden Shiners 2-5"- 40 lbs
- Walleye 5-8"- 50
- Yellow Perch 4-6" 200
- Largemouth Bass 4-6" 50

New Dock

Offers 600 sq ft ADA Accessibility



Looking Ahead

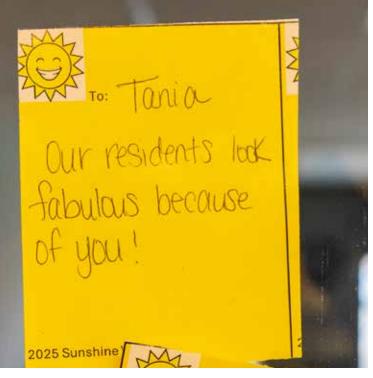
Sheboygan Senior Community (SSC) has always been dedicated to providing compassionate, faith-based care that prioritizes dignity, safety, and comfort. As our community's needs evolve, so do we. Through the Embrace the Next Chapter campaign, we are expanding our services to ensure seniors continue to receive the highest quality care, connection, and support. The first phase includes 35 new assisted living apartments—designed for those who need extra care while maintaining independence—helping meet the rising demand for senior living in Sheboygan County.

This campaign goes beyond adding living space. With new community areas and enriching programs that foster connection and engagement, every step is focused on enhancing the resident experience and strengthening our ties to the greater community. As we look ahead, we're grateful for the support of our staff, volunteers, and donors. Your involvement helps us build a future where seniors not only live but thrive.









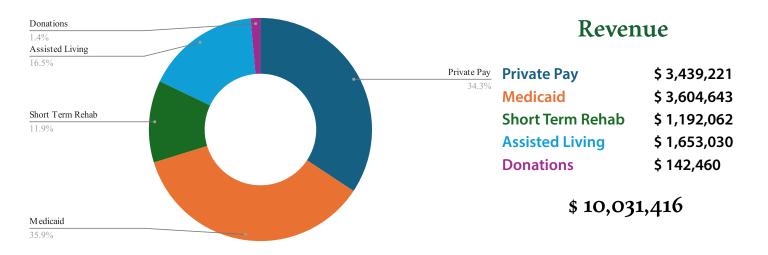


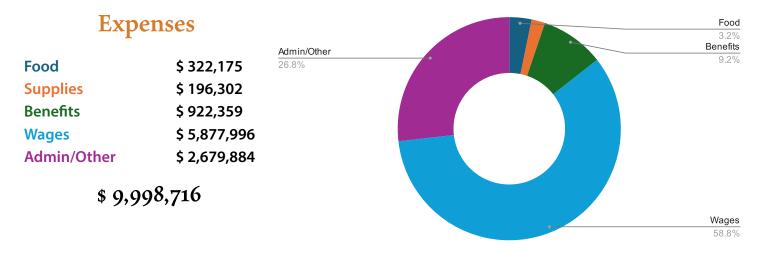




Financial Report

Fiscal year ending December 31, 2024. All figures in thousands.





SSC Board of Directors

Our dedicated leadership team continues to drive our mission forward, ensuring high-quality care and services for our residents. We extend our gratitude to our Board of Directors for their expertise and commitment. This year, we welcomed two new board members and strengthened our governance to better serve our community.

Eric Stuart, Chair - Church Mutual Insurance

Larry Samet, Vice Chair - Retired, Sheboygan Area School District

Tom Brickley, Treasurer - Summit Credit Union

Connie Meyer - Retired, Eastern Shores

Damon Wenig - Wenig Funeral Homes

Emily Rendall-Araujo - Uptown Social, City of Sheboygan

Matthew Hall - Prevea Health

Santino Laster - City of Sheboygan

Ruth Hallstead - St. Luke United Methodist Church



SSC Leadership Team

Your commitment, collaboration, and steady guidance are the heart of SSC's progress. Thank you for leading with purpose and continuing to elevate the care and community we're proud to provide.

STEPHANIE GOETZ - DIRECTOR OF OPERATIONS

HEATHER SUNAGEL- DIRECTOR OF SOCIAL SERVICES

TARA HOLZEM- BUSINESS OFFICE MANAGER

SHANE LEY - DIRECTOR OF NURSING

SHAWN RICHARDS - ASSISTED LIVING ADMINISTRATOR

KIM CAMPBELL - HEALTH INFORMATION/UNIT COORDINATOR

TOM LAWRY - HEALTH UNIT COORDINATOR

JOAN HARDER - DIRECTOR OF ENVIRONMENTAL SERVICES

MELISSA THIEL - DIRECTOR OF LIFE ENRICHMENT

ASHLEY ALLARD - DIRECTOR OF HUMAN RESOURCES

Val Dittrich - DINING SERVICES MANAGER

Bridget Boy - DIRECTOR OF THERAPY

Tina Kramer - NURSING SCHEDULER

Jackie Erdman - DIRECTOR OF DEVELOPMENT

Katy Knowles - ASSISTED LIVING SOCIAL WORKER

20 Impact24 Report

ONCE YOU'RE HERE YOU'RE HOME



3505 Co Rd Y, Sheboygan, WI 53083 sscnonprofit.org