



**Clement
Manor**
Life Enriched

COMMUNITY IMPACT REPORT 2024



Franciscan Sisters of Christian Charity
Sponsored Ministries, Inc.

ABOUT CLEMENT MANOR

Clement Manor is a non-profit organization sponsored by the Franciscan Sisters of Christian Charity Ministries and is deeply rooted in the Franciscan value system. Our retirement community offers a full continuum of services to promote the healthy aging of clients in our community. Since 1982, we have stood by our values of Respect, Collaboration, and Quality Service, maintaining a tradition of service excellence and the pursuit of quality. Clement Manor's staff and administration are dedicated to the clients we serve, always keeping the facility at the forefront of improvements in the long-term care industry to ensure the best care possible.

● Mission

Clement Manor is a healthcare organization Sponsored by the Franciscan Sisters of Christian Charity Ministries committed to providing a continuum of care and fostering the highest potential for well being of each individual on our campuses and in our communities through the **values of respect, collaboration and quality service.**

● Values

- **Respect** – manifesting in all activities, and attitudes a profound regard for residents, employees, families, and visitors.
- **Collaboration** – encouraging all persons to work together as partners, sharing the ongoing discernment and responsibility to create a just and caring community.
- **Quality Service** – encouraging participation by all levels within the organization to combine their strengths to provide outstanding service.



A MESSAGE FROM THE CEO

Dear Friends of Clement Manor,

As we reflect on the year 2024, it is clear that this has been a year of positive change and growth for our community. At Clement Manor, we have embraced opportunities that strengthen our mission and position us for a vibrant future.



One of the most significant changes this year was our transition in sponsorship from the School Sisters of St. Francis to the Franciscan Sisters of Christian Charity Ministries (FSCCM). This partnership reflects a shared Catholic vision and mission, opening doors to greater collaboration and growth. We are deeply grateful for the FSCCM's support as we continue to provide compassionate care and services rooted in faith.

This year has also been a time of celebration and recognition. As an exceptional senior living community, Clement Manor has been honored by publications, including the Milwaukee Journal Sentinel, Milwaukee Biz Times, Milwaukee Business Journal, and Shepherd Express. These accolades are a testament to our staff's dedication, our residents' vibrancy, and our community's strength.

Our residents continue to live enriching lives through engaging activities and programs that nurture the mind, body, and spirit. The Center for Enrichment, our hub for lifelong learning, has experienced remarkable growth, welcoming new members and offering diverse programming that inspires curiosity and connection.

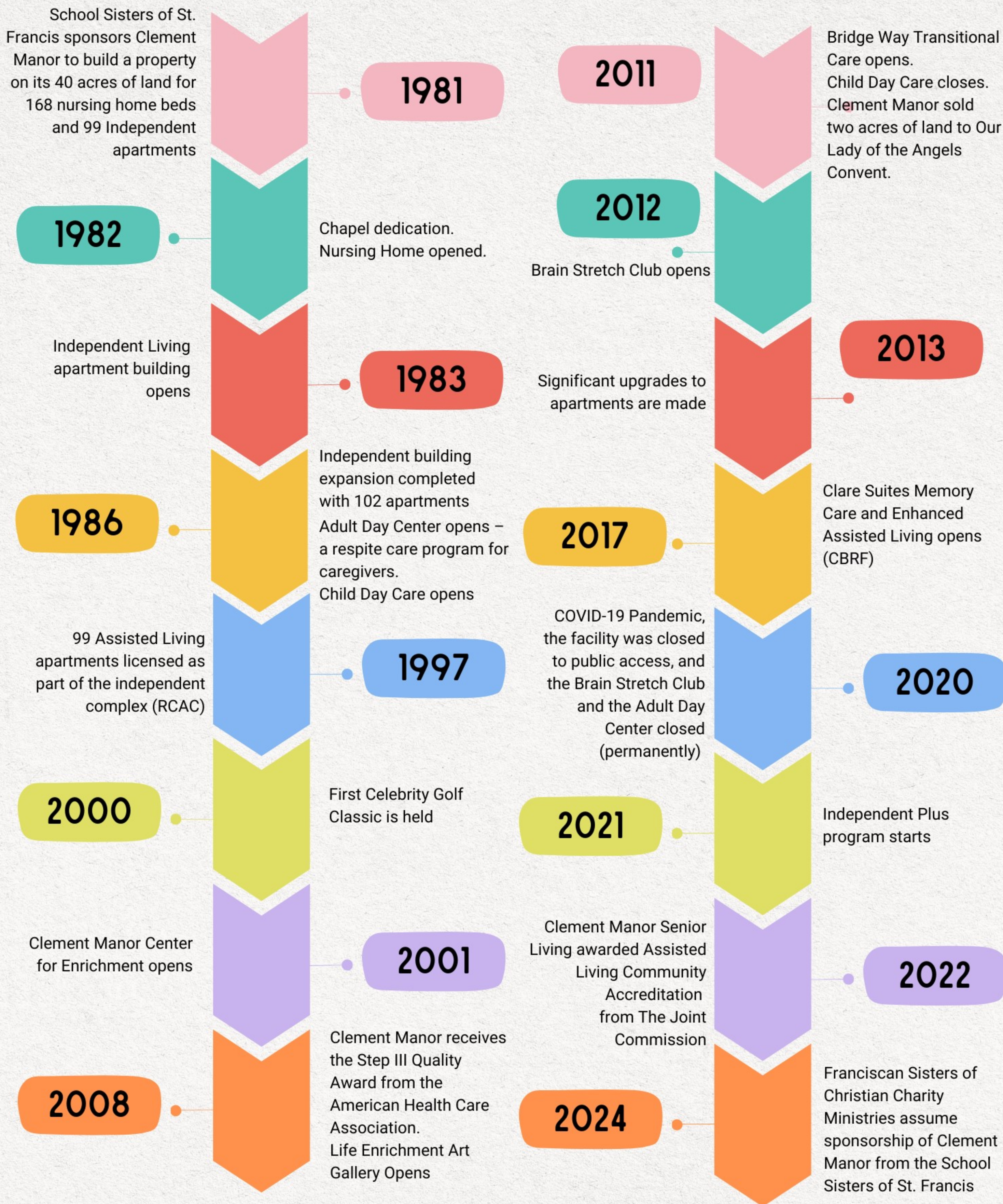
As we look ahead to 2025, we are filled with hope and anticipation. Our goals include growing our census, deepening collaborations with other organizations, and continuing to enrich the lives of all who call Clement Manor home. None of this would be possible without our dedicated staff who are the backbone of our mission and values.

Thank you for being a part of our journey. Your support inspires us to continue to build a community where residents thrive and where the spirit of care and service shines brightly.

With gratitude,
Dennis Ferger, CEO
Clement Manor



Blessings from the School Sisters of St. Francis to the Franciscan Sisters of Christian Charity



Leadership Team



Dennis Ferger

CEO



Teresa Gatto

COO



Carly Loewus

Campus Administrator



Kwasi Ofori-Tano

Controller



Jennifer Cantu

Director of Human Resources



Anne Geutersohn

Director of Plant Operations



Natalie Strade

Director of Marketing &
Community Engagement



Tom Brefka

Director of Pastoral Care



Trisha Atkinson

Director of Nursing



Scott Genke

Director of Technology &
Education

Board of Directors

Philip Dougherty, Chair

Dennis Ferger, CEO

Ann Maher, Husch Blackwell LLP

Krista Pankop, Baker Tilly LLP

S. Judeen Schulte, School

Sisters of St. Francis

John Heindel

Cathleen Kelling, Sacred Heart Center

David Niles, Productive Knowledge Inc.

S. Julie Ann Sheahan, Holy Family Convent

S. Anne Turba, Chiara Convent



Students from St. John's the Evangelist Catholic School help with our intergenerational planting day

COMMUNITY ENGAGEMENT

Clement Manor staff and residents actively engage in various community programs to enrich the lives of both residents and community members. These efforts foster meaningful connections and community involvement.



Staff and residents donating food to the Basilica of St. Josaphat Food Pantry



Residents participate in the Greenfield 4th of July Parade



The resident choir sings to the residents at Our Lady of the Angels convent



Students from Cristo Rey Jesuit High School participate in a work study mentor program at Clement Manor



Community members participate in lifelong learning programs in our Center for Enrichment



Administrative Intern from UW-Eau Claire welcomes new residents with a VIP red carpet experience



The Clement Manor Golf Classic raises about \$60,000 annually for the greatest needs fund



Clement Manor hosts a free Music Under the Stars Outdoor Music Concert Series for all residents and community members

COMMUNITY ENGAGEMENT



The Franciscan Sisters of Christian Charity volunteered at Eras Senior Network Holiday Gift Giving Day



Clement Manor sponsors the City of Greenfield Senior Lunch and Learn events, including a Veteran's Day Tribute



Clare Suites Memory Care residents and the FSCC Sisters pack survival kits for the homeless. Milwaukee Police District One distribute the items throughout winter



Clement Manor sponsors the VJS Community Foundation 5K Run/Walk benefiting local nonprofit organizations each year

Community Benefit Report



Charitable Fund

Clement Manor is called to meet the needs of residents who seek care regardless of their ability to pay for services provided. Should a resident meet certain criteria, Charity Care is provided without expectation of partial or full payment of services.

\$16,483

Tuition Reimbursement

In addition to on-the-job training and in-service education opportunities, staff working half-time or more are encouraged to reach their highest potential through continuing education and receive reimbursement for tuition related to their job.

\$7,402

Donations

Generous donations are memorials, tributes, planned gifts, sponsorships and proceeds from the Clement Manor Golf Classic to help our mission to enrich the lives of residents across campus.

\$133,492

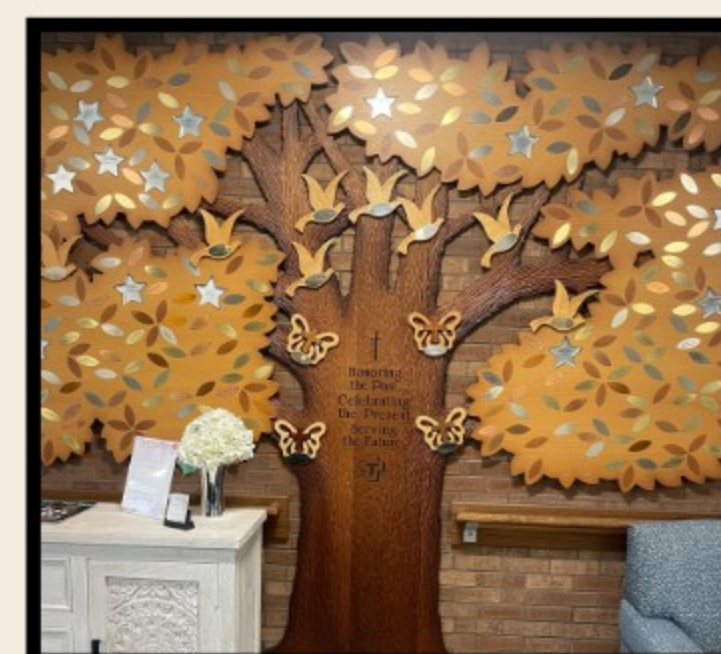
Medicaid and Family Care Shortfall

Medicaid is a program funded jointly by states and the federal government for eligible low-income and elderly adults. Family Care is a Medicaid long-term program for seniors with physical, developmental or intellectual disabilities to receive services to help them live in their own home whenever possible. Clement Manor receives reimbursement for both programs for services provided. The amount of reimbursement for services is less than the cost of care resulting in a shortfall.

\$1,851,656

Fruitful Giving

If you are interested in making a donation to a Clement Manor fund, please visit our website at clementmanor.com/donate-now, or call 414-546-7358.



AWARDS

& Accolades



BizTimesMedia NOTABLE HEALTH CARE LEADERS



Notable Health Care Leaders: Carly Loewus

Class of 2024

Dec 9, 2024 2:04 am



The role as a campus administrator, part of the Clement Manor executive team, is typically occupied by someone with more than 30 years of experience. But at just 28 years old, Carly Loewus monitors census status and CDC policies, provides input to the strategic plan and budget and fills in for shifts when staffing is needed at the Greenfield senior living community.

She leads the regulatory inspection process, preparing staff and all related policies and procedures, leading Clement Manor to a deficiency-free survey result. She also spent a year preparing the facility for a Joint Commission accreditation for the assisted living area.

After only the first visit from The Joint Commission, Clement Manor received the Gold Seal Accreditation, one of the first facilities to do so in Wisconsin, and one of the highest-rated facilities in Wisconsin, according to Natalie Strade, director of marketing at Clement Manor.

Loewus also created a staff training program for all new employees, designed to help them understand the world of dementia. She uses a virtual reality experience, in which employees have tunnel vision with goggles, hearing impairments with headphones and dexterity problems using their hands.



CLEMENT MANOR

Life Enriched

Providing a continuum of housing and healthcare since 1982.

A lifelong learning program where people age 50 and better gather to stay socially, physically and mentally active through lectures, demonstrations, hands-on learning and interactive courses.

CENTER FOR ENRICHMENT
400 members

Total freedom with access to other seniors. Many amenities are included with an apartment lease including utilities and scheduled activities.

HEALTH CENTER: SHORT-TERM AND LONG-TERM CARE, PALLIATIVE CARE

licensed to serve
50 people

Rehabilitation and 24-hour supervision by skilled nursing staff.

INDEPENDENT LIVING APARTMENTS
102 apartments

We also offer Independent Plus, for those who want to stay independent, but need extra care.

Clement Manor

All levels of care in one location.

VOLUNTEERING

CLARE SUITES MEMORY CARE AND ENHANCED ASSISTED LIVING

licensed to serve
47 people

Community-Based Retirement Facility
Private suites with memory care and higher level of assistance with daily living.

ASSISTED LIVING APARTMENTS

licensed to serve
99 people

Help with activities of daily living, meals, and additional care based on level of need.

OUR VISION: To be a Life Enriched Community

OUR MISSION: Clement Manor is a healthcare organization, sponsored by the Franciscan Sisters of Christian Charity Ministries, that is committed to providing a continuum of care and fostering the highest potential for the well being of each individual on our campus and in our community through the values of respect, collaboration and quality service.

Clement Manor

Sponsored by the
Franciscan Sisters of Christian Charity

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