

# Mission, Goals & Principles

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# South Mountain Company, Inc.

## Mission, Goals & Principles

### Mission

- To enrich our community by designing and building for the future.

### Goals

- To make places that draw from past intelligence and anticipate future needs;
- To craft buildings and settings that will be loved and admired for generations;
- To create lifelong, stable, meaningful jobs with living wages and good benefits;
- To further our understanding of employee ownership and workplace democracy;
- To create affordable housing opportunities which help to preserve community;
- To extend the use of renewable energy in our work and our region;
- To develop new business opportunities that extend our primary endeavors;
- To practice the best level of environmental stewardship we can;
- To share what we learn;
- To continue our work for generations.

### Guiding Principles

Our mission and goals are living expressions of our will as a company. They spring directly from these guiding principles:

- Create enduring and respectful relationships;
- Encourage individual creativity, health, and fulfillment in the workplace;
- Ensure opportunity for all;
- Honor craft and those who practice it;
- Embrace new ideas with a bold and flexible approach;
- Use reclaimed, renewable and energy efficient materials and systems as much as we can;
- Accept only projects that are consistent with our values;
- Practice design / build to create buildings, landscapes, and neighborhoods;
- Produce lasting value for our clients;
- Grow only with purpose;
- Use our financial resources to support our mission and our goals;
- Limit our endeavors primarily to Martha's Vineyard, except educational work;
- Cultivate a spirit of co-operation, teamwork, and fun!