



MISSION / VISION / VALUES

Our Mission: Why We Exist

Our mission is to bring joy into the lives of those we serve by helping them move better, feel better, and live better. We believe that physical health is foundational to a life of purpose and fulfillment.

Our Vision: Where We're Going

We envision a thriving wellness community where people feel empowered to take control of their health and well-being. Our goal is to be the leading resource for physical therapy and fitness for adults over 50 in our region, known not only for exceptional care but for the positive impact we make on the lives of our clients and the broader community.

Our Core Values: Who We Are

1. Love God and Love Others

We seek to honor God by loving and serving others with compassion, dignity, and respect. This principle shapes how we treat our clients, coworkers, and community—prioritizing kindness, honesty, dignity, and grace.

2. Do Excellent Work That Benefits Others

We are committed to excellence in everything we do, from patient care to fitness instruction. Our focus is on work that truly improves lives, and we measure results to ensure we are fulfilling our purpose.

3. Prioritize Quality of Life

Our success is measured by how well we help people live fuller, healthier lives. Whether recovering from injury or building strength for the future, we strive to make a meaningful difference in each person's well-being.

4. Fairness and Shared Success

We believe in rewarding those who invest their time, talents, and treasure into our shared mission. Our long-term goal includes employee ownership, ensuring that everyone who contributes meaningfully to our success shares in the rewards.

5. Pursue Growth and Learning

We are committed to continuous personal and professional development, encouraging our team and clients to strive for better health, knowledge, and personal achievement.

6. Serve the Broader Community

Our work extends beyond our walls. We aim to strengthen our entire community by promoting health, wellness education, and opportunities for connection.

Operating Principles: How We Work

Greet Everyone by Name:

- Personal connections matter. We take the time to know our clients and make them feel valued.

Measure Outcomes:

- Whether through physical therapy progress or fitness improvements, we track results to ensure our services are effective and impactful.

Educate and Empower:

- Knowledge is power. We equip our clients with the tools they need to maintain lifelong wellness.

Support Work-Life Balance:

- Our team thrives when we care for ourselves and one another.
- We prioritize fair treatment, recognition, and a positive work environment.

Collaborate:

- Physical therapy and wellness are team efforts. We work together, sharing knowledge and skills for the benefit of those we serve.

Goals: What We're Working Toward

- Employee Ownership: Building a structure where those who invest in our success share fairly in its rewards.
- Expanded Impact: Increasing our reach through training others in physical therapy and fitness to touch more lives.
- Excellence in Care: Continuously improving the quality and effectiveness of our physical therapy and fitness services.
- Stronger Community Connections: Becoming a cornerstone of health and wellness in Pine Mountain and the surrounding areas.



Impact: The Difference We Make

At Spine Mountain, we've seen lives transformed—whether it's the client who returned to hiking after knee surgery or the fitness participant who reclaimed their strength and confidence to travel and enjoy their dream of an active retirement. Our work extends beyond physical healing; it's about restoring hope, joy, and the ability to fully engage in life.

Join Us: For Clients, Employees, and Investors

For Clients:

Experience care that's personal, professional, and proven to help you move, feel, and live better. Join a wellness community where you're known, supported, and valued.

For Prospective Employees:

Be part of a team committed to personal growth, professional excellence, and shared success. At Spine Mountain, your work has lasting impact, and your contributions will be recognized and rewarded.

For Investors and Partners:

We believe in doing good work that transforms lives. When you invest in Spine Mountain, you're not just supporting a business—you're contributing to a healthier, stronger community.

Our Invitation to You:

If you believe in compassionate care, excellence, fairness, and making a positive difference in people's lives, we invite you to join us—whether as a client, a team member, or a partner in our shared vision for better health and a stronger community.

Move Better, Feel Better, Live Better!