Kane St. Smokehouse Culture Overview

Vision, Mission, and #1 Core Values

Our Vision

“To make quality barbeque readily available to the entire Appalachian region and beyond.”

Our vision is the long-term direction of Kane St. Smokehouse. It reminds us that we are building something bigger than a restaurant-we are building a regional legacy of quality, hospitality, and community impact.

Our Mission

“To SERVE quality barbeque by HONORING tradition, while CARING for customers by CREATING an atmosphere of hospitality.”

Our mission is what we do every single day. It guides how we work, how we treat people, and how we represent Kane St. Smokehouse. Every task-from trimming meat to wiping a table-connects back to serving, honoring, caring, and creating.

Our #1 Core Values

At Kane St. Smokehouse, every core value is **#1** because they are all equally important. We live these values daily, and they shape our culture, our decisions, and our expectations.

#1 Do Your Work as Unto the Lord

Colossians 3:23-24 - We work with purpose, integrity, and excellence.

#1 Be the Example, Not the Problem

We lead through actions, not titles. We choose solutions over excuses even when no one is looking.

#1 Stewardship

We take care of what we’ve been given-equipment, ingredients, time, and each other.

#1 Intentionality

Small things matter. Details matter. Every choice impacts the guest experience.

#1 Customer Experience

We brighten someone’s day with every interaction.

#1 No Drama Llama

We protect our culture by choosing professionalism, respect, and teamwork.

#1 A Clean Kitchen Is a Happy Kitchen

Cleanliness is safety, quality, and pride.

#1 Love Discipline and Correction

Proverbs 12:1 - Feedback helps us grow. We stay coachable.

#1 Apply Knowledge

Learning is only valuable when we use it.

#1 Love Your Neighbor

Mark 12:30-31 - We take care of customers and each other like family.

#1 Inspect What You Expect

We take ownership by checking the details, following up, and ensuring the standards we set are the standards we keep. Leaders and team members alike commit to inspecting their work, their stations, and their responsibilities.

How These Principles Work Together

Our vision, mission, and core values are not separate ideas-they are woven into everything we do.

- **Our vision** gives us purpose.
- **Our mission** gives us direction.
- **Our core values** give us the daily standards to live out that purpose.

Every shift, every task, and every interaction is an opportunity to reflect who we are:

- When we clean as we go, we show that a clean kitchen is a happy kitchen.
- When we handle kitchen equipment with care, we demonstrate stewardship.
- When we greet customers with warmth, we live out our core value of caring.
- When we answer the phone with a happy attitude, we honor our mission of hospitality.
- When we take initiative, we demonstrate being the example, not the problem.
- When we support teammates, we demonstrate “love your neighbor.”
- When we double-check our work, we live out “inspect what you expect.”

This is what makes Kane St. Smokehouse special. You’re not just joining a workplace-you’re joining a culture built on purpose, excellence, and genuine care.

We’re excited you’ve taken an interest in joining our team! Your role matters, your attitude matters, and your growth matters. When you live out our mission, vision, and #1 core values, you help us create something truly meaningful for our community and beyond.