



CREATING CARING COMMUNITIES

OUR PHILOSOPHY

As Doug grew more in his own understanding of himself and in his walk with God, his desire to run a business that reflected not only the principles of God, but also His presence, became a key focus in the development of The Hignell Companies and the choices they made. Doug's desire was to work in partnership with other talented professionals who could run the company as a team. In 2004 Doug hired Phil Larios to be the President of The Hignell Companies and take on the day to day operations of the company, eventually taking on the role of CEO. As Phil took on that role, Doug became the Chairman of the Board, allowing him to step back somewhat, but still be able to focus time and attention on how the business needs to be operated.

Doug came to the conclusion that God doesn't just need another profitable company. While profit allows you to do more things, being profit driven only will never allow for God's best. In God's economy, it is about multiplying talents and loving people, and profit is a by-product of that. Doing business in God's system allows success to come, but it comes out of a right focus on people, loving and honoring them. The purpose statement of The Hignell Companies is "Creating Caring Communities that Transform Lives" and the executive team of the company is committed to this in every area of business, with employees, clients, vendors and competitors in the local area.

The core values of the company rest in these five areas: a) Relationship with God and others; b) Honor and encourage; c) Unwavering Integrity; d) Sacrificial generosity (give away 10% of profit) and e) Growth and Innovation. Every person on the Executive Team is fully committed to living out these values within the company and evaluating each decision based on these values.

In addition to these core values, the guiding principles of the company are:

1. Living in His presence
2. Resting in His provision
3. Demonstrating His Kingdom

These principles, (see Guiding Principles document for a fuller explanation), are the basis for how The Hignell Companies moves forward with every opportunity or challenge that comes their way. God's economy and truth have to take precedence over the circumstances because ultimately He is in control of the company.

In 2009 The Hignell Companies launched a program called "Dream Chasers" that comes alongside employees to help them dream again and try to reach those dreams. The program provides the employees with an executive coach who works with them to uncover more of who they are destined to be, and to create a plan to get there. All of this is during work hours and funded by the company.

Also in 2009 The Hignell Companies created a non-profit arm of the company that is focused entirely on helping tenants who live in their apartment complexes to be well cared for. Creating Caring Communities is about placing a care team in each apartment complex that works 15-20 hours a week to create community in those complexes and address the real needs of people for relationship and connection. Currently, almost one year from its inception, teams have been placed in five of the complexes and the program is expanding all the time. This is just one tangible way that they are Creating Caring Communities ...that transform lives!