



Lionheart Total Rewards, Benefits, and More

At Lionheart, we are Christ-followers passionate about reaching children and families with the Gospel. Lionheart employees believe we are all here on mission, with a calling to see lives transformed. We are committed to excellence in early childhood education and are passionate about equipping kids to be world changers. Our goal is to support hard working parents who need quality, affordable care and education for their children while also providing them with hope that can only come from Jesus.

Our vision is to see children's and families' lives transformed by the power of the Gospel through Christ-centered child care centers across the country.

Our mission is to partner with local churches to operate quality Christian preschool, after school, and summer programs to reach unchurched children and their families who may never step foot on a church campus otherwise.

CORE VALUES

Lionheart hires employees that exemplify three core values:

Intentional Relationships: We focus on cultivating relationships and encouraging others.

"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples if you love one another."

John 13:34-35

"Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace." **Ephesians 4:2-3**

Tenacity: We are brave, resilient, and work with all out heart.

"Let us not become weary in doing good, for at the proper time, we will reap a harvest if we do not give up." **Galatians 6:9**



*“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.” **Colossians 3:23-24***

Heart to Serve: We joyfully serve other with humility and strength.

“Do nothing out of selfish ambition or vain conceit. Rather, in humility value other above yourselves, not looking to your own interests but each of you to the interests of others.

Philippians 2:3-4

“If anyone serves, they should do with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.”

1 Peter 4:11b

SO, WHY LIONHEART?

Team members join Lionheart because of our mission. We want to see God’s kingdom grow, and we want to join Him where He is at work. Finding purpose and calling in our professions is what draws people in to this incredible ministry. While your purpose and calling are a key part of working at Lionheart, we also desire for you as an individual to flourish. We want to enable your wellbeing in all aspects of life – including your financial, your health, your personal life and family, your spiritual wellbeing, and all in a positive and healthy workplace culture.

BENEFITS

At Lionheart, your work makes an impact for eternity! We believe every employee is here with a calling and on mission with us. This requires tenacity, humility, and service. With all you give to Lionheart, here’s what we give to you:

FINANCIAL

When determining compensation, we value your experience, education, performance, and longevity with Lionheart. We target fair pay versus others doing similar work at other child care organizations in the same geographical area. We give pay increases, at least, annually to our team.



We care about your long-term future as well as your wellbeing today. That's why we offer a 403b retirement plan. If you contribute at least 6% of your pay to this savings plan, Lionheart will contribute an additional 3% of your pay. This money then grows tax-free until retirement. As an example, if you're a teacher, 25 years old, contributing 6%, you can expect to have more than half a million dollars in your account when you retire. You can start contributing as soon as you join Lionheart.

Additionally, we can help you set up a Flexible Spending Account or Dependent Care Flexible Spending account to minimize your tax burden. Also, if you have federal student loans, we can help you complete forms for the federal Public Service Loan Forgiveness program to seek cancellation of your loans for work in our nonprofit organization.

Even still, with these great benefits, we know managing personal finances isn't easy. That's why we offer free subscriptions to Ramsey+. This tool helps you learn and plan to meet your financial goals and even includes features like free tax filing via SmartTax.

HEALTH

We offer a valuable medical plan that is unmatched by any of our competitors in the child care industry. This incredible medical plan provides comprehensive coverage for you and your dependents at a low cost. You pay one low monthly fee to access all the parts of this plan, which includes a Christian Share Ministry plan, a Lionheart-paid Health Reimbursement Account, pharmacy coverage, and emergency medical transport. In this plan, your preventative care is fully covered. You can choose your medical provider, or you can access a robust network of teledocs for free. The maximum annual out of pocket for medical expenses is \$1500 for an individual with most medical emergencies or surgeries being covered at 100% before dipping into your out of pocket maximum.

Lionheart covers most of the cost of this plan. You pay between 12 and 19% of the total monthly premium and Lionheart pay the rest. That's how much we value your wellbeing!

Christian Healthcare Ministries (CHM):

- Covers medical events over \$500 including preventative and wellness visits.
- If multiple appointments/charges are incurred over a period of time for one incident, the coverage will go back and pay everything from the first dollar spent.



- You can submit bills and claims an unlimited amount of times.

Health Reimbursement Account (HRA):

- The Health Reimbursement Account is funded by Lionheart
- The HRA is administered through “The Difference Card” – a debit card provided to you.
- You can use these funds for all medical events/charges under \$500.

Maximum Out-Of-Pocket:

- The maximum out-of-pocket is the employee’s responsibility to pay after:
 - The medical event is not covered by Christian Healthcare Ministries
 - The employee’s HRS funds have been exhausted.

Ministry Fund:

- The Ministry Fund is funded by Lionheart
- Preventative care under \$500 are paid for by the Ministry Fund.
- When expenses are not covered by CHM, HRA funds are exhausted, and the maximum out-of-pocket has been met the Ministry Fund covers additional costs.

FSA:

- The Medical Care FSA plan is available to employees enrolled in Lionheart’s medical plan.
- The FSA allows pre-tax deductions for premiums on medical, dental, and vision as well as the option to set aside pre-tax dollars for medical, dental, vision, hearing, and prescription expenses.

DENTAL AND VISION INSURANCE

Dental and vision insurance are also available to you. Dental covers all your preventative services and a portion of other services and orthodontics. Vision covers an annual eye exam, your prescription lenses, and a portion of your glasses and frames or contacts.



Dental:

- Dental Insurance is provided through Mutual of Omaha and is available to full-time employees
- Two dental plans are available.
 - The Low 90/60 plan has a network of dentists to select from.
 - The High 80/50 plan allows for you to use the dental provider you choose without having to select an in-network provider.

Vision:

- Vision Insurance is provided through EyeMed and is available to eligible employees.
- The vision plan allows for one exam every 12 months with a copay of \$20.
- Lenses are covered at 100% plus the copay.

MENTAL HEALTH

We know that mental health is also an important factor in your wellbeing. We offer mental health coverage for you and your dependents at no charge to you. You and your dependents are eligible for up to five mental health visits per incident, per year. If you need continuing care after that and are enrolled in the medical plan, you and your dependents are also covered for ongoing needs with low co-pays.

You are eligible to enroll in health-related benefits on the first of the month following 60 days of employment.

VOLUNTARY SUPPLEMENTAL BENEFITS

We also offer voluntary supplemental benefits through Colonial including coverage for accidents, hospital confinement, critical care, disability, and term life. Our rates are at a significant discount compared with individual coverage.

PERSONAL AND FAMILY

Your personal time and family time are important to you. To support that, we offer Paid Time Off (PTO) as well as 10 paid holidays per year. Your amount of PTO is based on your length of service with



Lionheart. For full-time employees, it starts with 10 days in your first year and goes up to 26 days the longer you are employed with us. Part-time employees are eligible as well. This gives you time to rest, recharge, and covers when you're sick.

Lionheart loves for children of our staff to be part of our child care programs! Children in your direct custody or guardianship are eligible for discounts on Lionheart tuition. Teachers and Heart Hub employees receive a 50% discount.

All employees can sign up for a free subscription to RightNow Media, a platform with over 20,000 videos and other resources for spiritual, personal, and leadership development. Your whole family can use these resources, including your children who will love the kids' media.

As educators, we value ongoing excellence and growth of all the members of our team. When working in the academy, you'll have monthly staff meetings for professional training and connection. Twice each year, we close all academies for in-service days during which you'll focus on professional, spiritual and team development. You'll be trained on child safety – our most important priority for the sake of the children in our care.

Programs are also available for you to earn your Child Development Associate (CDA) and even higher degrees at little to no charge.

Your supervisor is actively partnering with you on your growth. After one month, two months, and at regular intervals afterward you'll talk with your supervisor about your progress and growth.

As Lionheart continues to grow, we promote from within as much as we can. Many of our leaders and those in lead roles have been promoted into their positions during their time with Lionheart. Your supervisor will discuss your career goals with you and help you understand how to achieve those goals.

We love to recognize excellence among our team. From teacher appreciation days to core values recognition, you'll have opportunities for your above-and-beyond contributions to be recognized.



SPIRITUAL

Lionheart would not exist if not for our commitment to spiritual outcomes. When you join us, you join a mission to see the world transformed through child care. Your leaders are committed to nurture your calling and walk with you on your journey with the Lord.

All our locations operate in partnership with a local church. Your service will go hand-in-hand with the ministries of the local church, furthering the church's efforts while they support you in turn. You'll have opportunities unique to your church, like community outreach, service projects, retreats, and more.

You'll teach children that God made them, God loves them, and Jesus wants to be their friend forever. As you embed these concepts into your classrooms, you'll learn them more deeply yourself. Often when we simplify concepts to the level of a child, the Holy Spirit allows them to fall fresh on us, thereby growing our faith.

Serving on a team made up of committed followers of Jesus means you have a built-in spiritual community. During staff meetings, you'll have time for corporate prayer and worship. Many academies pray together daily through in classroom intercoms and walkie-talkies. We hear from many of our teachers that their colleagues become true sisters and brothers, spurring them on in their faith.

For our new team members, we provide a Lionheart-specific month-long devotional book. We love to pray for our new team members and encourage you on your journey with us. During in-service and other times throughout the year, you'll have the opportunity for spiritual training and development. These are purpose-built for our Lionheart staff, and meet you where you are in your daily work.

Our academies strive to serve the community, involving children and parents in these activities. You can participate in events like Trunk or Treat, Fall Festivals, Christmas Presentations, Easter Egg Hunts and more that invite families in our community into our host churches to reach them with the Gospel.

As a spiritual community, we help each other out. Lionheart offers a Helping Hands fund – a fund specifically designed to help our staff through hard times. You can voluntarily contribute to this to help your brothers and sisters in need, and can ask for help when you need it too.



WORKPLACE CULTURE

Lionheart strives to build a flourishing culture that values and uplifts every member of our team. At least once per year, you'll be asked to participate in an anonymous employee survey to help us know where we are on track and where we have opportunities for growth and change. The results of this survey are reviewed and prayerfully considered by all levels of Lionheart leadership, all the way to the CEO. Each team then plans actions to continue to grow the culture.

Our leadership seeks feedback every chance we get — through the annual CEO listening tour, academy visits from senior leaders, quick surveys throughout the year, and an open-door policy. We take every idea and suggestion seriously and greatly value when employees speak up.

As a result of your feedback, we've been certified as a Best Christian Workplace every year since 2015.

Our core values describe how we operate together:

- Intentional relationships: We focus on cultivating relationships and encouraging others.
- Heart to serve: We joyfully serve others with humility and strength.
- Tenacity: We are brave, resilient, and work with all our hearts.

We work hard to maintain a healthy culture, built on unity we have in Christ. We seek together to love God, love others, and live a life aligned with Christ and Biblical standards. Our Commitment to Biblical Living is a standard we all agree to uphold.

We hold each other to a high standard of excellence in how we conduct ourselves:

- Lionheart employees vigilantly focus on the safety of children in our care, reporting on any areas of concern as mandated reporters.
- Lionheart employees are present and engaged on time, as scheduled, in the position and location assigned.
- Lionheart employees are respectful, courteous, prompt, and professional when interacting with each other, children and families, church partners, and the general public.



- Lionheart employees maintain highly ethical behavior, fulfilling all applicable laws and policies in support of our mission and vision.