



Lionheart<sup>TM</sup>  
Children's Academy

A Work of Heart  
2023-2024

# We're More Than Child Care

Lionheart is a non-profit Christian organization committed to excellence in early childhood education. We are passionate about equipping kids to be world changers; and supporting working parents who need quality, affordable care, and education for their children.

## A WORK OF HEART

*Imagine a workplace that's more than just a job – a vibrant and fulfilling mission where you can thrive!*

What sets us apart is our unique culture that blends business with ministry, giving your work a meaningful purpose that goes beyond the bottom line. At Lionheart, every position has an eternal purpose.

We believe in the power of intentional relationships, having hearts to serve, and embracing tenacity. These core values are not just words on a wall – they are embodied by our incredible team and those we are eager to welcome to our family. We want our team members to genuinely love what they do, cherish the connections they make with their colleagues, and have a deep passion for serving children and families.

Every year since 2015, our workplace has been recognized as a “Best Christian Workplace” – a testament to our commitment to creating a flourishing culture.

So, if you're seeking a place to grow your career while growing God's kingdom, look no further! Join us and become part of a spiritual community that's dedicated to making an eternal difference.





## Our Vision and Mission

Lionheart Children's Academy is committed to partnering with parents to give their child the best possible start. With an emphasis on children's educational and spiritual growth, we address the needs of the whole child—the reason why our staff selection is based not only on qualifications, but also on a passion for teaching and our abiding love for children. This purposeful and holistic approach to early care and education ensures that every child will have a strong and healthy foundation for learning and for life.

Our **VISION** is to see children's and families' lives transformed by the Gospel through Christ-centered childcare 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.

*At Lionheart, we are Christ-followers passionate about reaching children and families with the Gospel. You are all here on mission, with a calling to see lives transformed.*

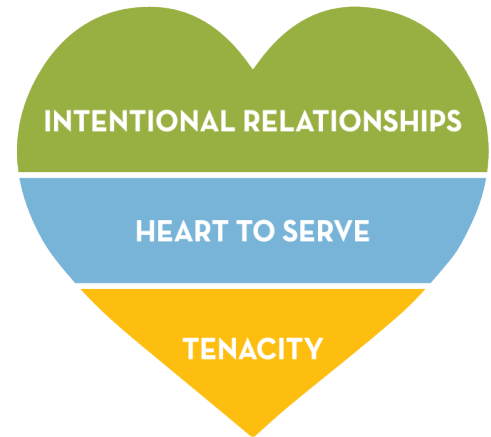


## More Than A Job

Our team joins us because of our mission! We want to see God's kingdom grow, and we want to join Him where He is at work. Purpose and calling are what draws people in. And while that's a key part of working at Lionheart, we also want 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 in a positive and healthy workplace culture.

# At Lionheart, We're Family

Our core values flow from our calling to reach children and families with the Gospel.



## 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 our 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 others with humility and strength.*

“Do nothing out of selfish ambition or vain conceit. Rather, in humility value others 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 so 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**



## We Care About You

At Lionheart, we understand that life is a journey, and we're here to walk alongside you every step of the way. Our Total Rewards and Benefits program is designed with your needs in mind, offering comprehensive support and assistance throughout all stages of your life. From nurturing your health to enhancing your overall well-being, we want to help every incredible individual in our Lionheart family thrive.

# FINANCIAL BENEFITS

## ***Competitive Compensation***

- We are committed to providing competitive compensation, ensuring that you are fairly rewarded compared to others in similar roles within child care organizations in your area.
- Your experience and education are highly valued, and we take them into consideration when determining your compensation.
- We provide annual pay increases for all team members.
- With us, you can confidently pursue your professional goals knowing that you'll be fairly compensated and have opportunities for growth.

## ***Building a Strong Future: 403(b) / Roth Retirement Savings Plan***

- As part of our commitment to your financial well-being, all employees at Lionheart are eligible to participate in our 403(b) / Roth IRA plan.
- From the moment you join our Lionheart family, you have the opportunity to start contributing and securing your financial future.
- With our retirement savings plan, we empower you to take control of your financial journey and build a solid foundation for the years ahead.

## ***Maximize Your Savings with Flexible Spending Account (FSA) Plans***

- We understand the importance of flexibility when it comes to managing your healthcare expenses. That's why we offer FSA plans to our eligible employees.
- Our Medical Flexible Spending Account and Dependent Care Flexible Spending Account are designed to help you minimize your tax burden, giving you more control over your hard-earned money.
- With our FSA plans, you can enjoy pre-tax deductions for premiums on medical, dental, and vision, as well as the option to set aside pre-tax dollars for various eligible healthcare expenses, including medical, prescription, dental, vision, and hearing costs.
- We believe in empowering you to make the most of your financial resources while taking care of your well-being, and our FSA plans provide the flexibility and tax advantages you deserve.





## ***Easing the Path to Student Loan Relief: Federal Public Service Loan Forgiveness Program***

- We understand the burden of student loans, and we're here to support you. Our team can assist you in completing the necessary forms for the Federal Public Service Loan Forgiveness program.
- By working in our non-profit organization, you may be eligible to seek loan cancellation through this program, providing you with a pathway to greater financial freedom.
- We believe that your dedication to serving others should be recognized, and we're committed to helping you navigate the process of loan forgiveness, making your journey towards debt relief smoother and more attainable.

## ***Unlock Your Financial Potential with Comprehensive Planning Tools***

- We understand that managing personal finances can be challenging, even with the incredible benefits we offer. That's why we provide free subscriptions to Ramsey+, an invaluable resource to help you navigate your financial journey.
- With Ramsey+, you'll gain access to a wide range of tools and educational materials designed to empower you in meeting your financial goals.
- From budgeting and debt management to investment strategies and retirement planning, Ramsey+ equips you with the knowledge and guidance to make informed financial decisions.
- Additionally, you can take advantage of features like free tax filing through SmartTax, streamlining the process and maximizing your savings.



## HEALTH BENEFITS

### *Tailored for You*

Your well-being is important to us, so we provide comprehensive health benefits for full-time employees. You and your eligible dependents can access these benefits starting on the first of the month following 60 days of employment.

Our Lionheart Medical Plan offers extensive coverage without the constraints of a network, giving you the freedom to choose your own providers (except for prescriptions). We truly invest in your health by covering most of the cost of this plan: you're only responsible for 12 to 19% of the total monthly cost. You have the flexibility to select your preferred medical provider or utilize the convenient Telehealth service at no additional cost.

This plan consists of four integrated parts working together to ensure you receive comprehensive medical coverage.

- Christian Healthcare Ministries (CHM) covers medical events over \$1000 including preventative and wellness visits. Rest assured, your medical expenses will be covered starting from the first dollar, and you can submit bills up to an unlimited amount.
- We provide a Health Reimbursement Account (HRA), funded by us, and administered through a convenient debit card for easy access. These funds can be used for qualifying expenses under \$1000, further enhancing your coverage.
- Last year, 96% of our employees had no out-of-pocket costs with our plan! If you do have out-of-pocket costs, after reaching the maximum Lionheart covers additional costs through our Ministry Fund. While you are responsible for the Maximum Out-Of-Pocket (MOOP) expenses after any medical event not covered by CHM and once your HRA funds have been exhausted, our Ministry Fund, also funded by Lionheart, steps in to cover additional costs beyond your MOOP.

*With our comprehensive health benefits we ensure you have peace of mind and the necessary support to prioritize your well-being and that of your loved ones.*



## **Prioritized Mental Well-being**

- Mental health is a vital aspect of your overall well-being. That's why we provide comprehensive mental health services, ensuring that you and your dependents have access to the care you need.
- Our Employee Assistance Program mental health coverage comes at no cost to you!
- You and your dependents are eligible for up to five mental health visits per incident, per year, giving you the opportunity to seek the necessary support and guidance when you need it most.
- If you need ongoing care beyond the initial visits and are enrolled in our medical plan, rest assured that you and your dependents will continue to receive coverage for your ongoing mental health needs, with low co-pays, emphasizing our commitment to your sustained well-being.

## **Dental Coverage**

- We offer dental insurance through Mutual of Omaha to our Full-Time Employees and dependents, including preventative services and partial coverage for other dental services and orthodontics.
- Choose between our Low 90/60 plan with a scheduled network or our High 80/50 plan with an unscheduled network.





## HEALTH BENEFITS CONTINUED

### ***Dental Benefits Continued***

- We want you and your dependents to have a confident smile, so we provide comprehensive dental benefits to support your oral health needs.

### ***Vision Benefits***

- We provide vision insurance through EyeMed to our Full-Time Employees and dependents.
- Coverage encompasses an annual eye exam, prescription lenses, and a portion of the cost for glasses frames or contacts, ensuring that your visual needs are well taken care of.

### ***Enhance Your Coverage with Supplemental Insurance***

- We offer supplemental benefits through Colonial, allowing you to customize your coverage according to your preferences.
- These voluntary plans, including Accident, Hospital Confinement, Critical Care, Disability, and Term Life, provide additional protection for unexpected situations.
- While these supplemental benefits are fully paid by the employee, we've negotiated group rates that offer significant discounts compared to individual coverage, ensuring affordability and peace of mind.

## **BENEFITS FOR A BALANCED LIFE**

### ***Paid Time Off and Holidays for Part- and Full-Time Employees***

- Enjoy work-life balance with PTO (Paid Time Off) benefits: Full-Time Employees start with 10 days per year and Part-Time Employees with 5 days per year. This amount increases the longer you stay with Lionheart.
- Lionheart offers 11 paid holidays per year, starting from your first day of employment, allowing you to enjoy special moments and recharge.

### ***Discounts on Lionheart Tuition***

- Children in your direct custody or guardianship can benefit from tuition discounts at Lionheart.
- As teachers and Heart Hub employees, you'll enjoy an exclusive 50% discount, making a Lionheart education even more accessible for your family.

### ***Access to RightNow Media***

- To help with your personal and spiritual growth, all employees have a free subscription to RightNow Media.
- Immerse yourself in a vast library of over 20,000 videos and resources for spiritual, personal, and leadership development.
- Your entire family can also utilize these enriching resources, including content your children will love.

### ***Helping Hands Fund***

- As a close-knit spiritual community, we support one another through life's challenges. Lionheart offers the Helping Hands fund, a dedicated resource to assist our staff during difficult times.
- You have the opportunity to contribute voluntarily to this fund, extending a helping hand to your fellow colleagues in need.
- Likewise, when you encounter hardships, you can seek assistance from the fund, following 90 days of employment, knowing that we stand together as a compassionate community.





## ***Higher Education Discounts***

- We've partnered with Dallas Baptist University (DBU) to offer a 25% discount on tuition for select DBU bachelor's, master's, or doctoral programs.
- As an employee aged 25 or older, you can take advantage of this program tailored specifically for working adults, providing you with the opportunity to save both time and money.
- DBU recognizes the value of your work experience, allowing you to earn up to 30 hours of college credit for eligible work experience as part of this program

# INVEST IN YOUR FUTURE

## ***New Hire Training***

- When you join our team, you'll spend the first two days training on Lionheart's culture, how we safely care for children, and other foundational topics that will start you off with confidence.
- You'll meet members of the executive team virtually and learn more about Lionheart's purpose during your first week.
- Once you're working with children, academy leaders and mentors are there to help you every step of the way.
- At milestones on your journey, you'll have the opportunity for feedback from your leaders to keep you growing.

## ***Child Care Focused Training***

- Lionheart provides you with a subscription to the ChildCare Education Institute (CCEI), the premier provider of online child care training, certificates, and administrative solutions for the early care and education industry.
- You can access over 200 online child care training courses in English and Spanish to meet training requirements and to work toward national credentials like the Child Development Associate (CDA) and Director Credentials.

## ***On-the-Job Training***

- When you work with Lionheart, you help you meet your required annual training hours.
- Depending on your state, your training hours may all be completed during your regular work hours, monthly staff meetings, and twice per year in service days.
- If your state requires additional training hours, you'll be compensated for the time you spend on achieving these hours.

## ***Feedback and Advancement***

- We value growth and learning - that's why your leaders periodically give feedback and help you set goals for your professional growth.
- You can apply for more senior roles within Lionheart as you grow with us! We love to see our team members grow, and many of our current leaders were promoted internally.

# Work Culture Matters

## FOSTER A FLOURISHING CULTURE

- We believe in creating a flourishing culture that cherishes and uplifts every member of our team.
- Your voice matters! Once a year, we invite you to participate in an anonymous employee survey. Your valuable insights will guide us in recognizing our achievements and identifying areas for improvement.
- The results of this survey hold great significance. They are thoughtfully reviewed and prayerfully considered by our leadership team, including our CEO, ensuring that your feedback resonates at every level of our organization.
- Using these insights, each team at Lionheart collaboratively devises actionable plans to further nurture our vibrant culture and foster continuous growth.

***Join us in shaping an environment where everyone thrives. Your input fuels our commitment to cultivating a workplace where we all can flourish.***

## EMBRACE VIBRANT SPIRITUAL COMMUNITY

- Experience the joy of serving alongside a local church, where your work becomes a meaningful act of worship.
- Engage in corporate prayer and worship with your Academy team, creating a space where we come together to seek and honor God.
- Our leaders are dedicated to nurturing your spiritual growth, providing guidance and support along your journey.
- Access exclusive spiritual resources tailored for our staff, including a Lionheart-exclusive 31-day devotional that accompanies you during your first month with us.
- Join us in monthly service opportunities, where our academies collaborate with families and the church to make a positive impact in our local community.
- Experience authentic spiritual growth as you connect and grow alongside like-minded individuals who share your values and faith.



*At Lionheart, we celebrate the beauty of a thriving spiritual community. Here, you'll find a place where your faith is honored, your spiritual journey is encouraged, and you have the opportunity to make a difference alongside a community that shares your values.*



## SHARE THE MISSION

- We've been certified as a Best Christian Workplace every year since 2015, a testament to our commitment to fostering an exceptional work environment.
- Join a team that is truly one-of-a-kind, characterized by their tenacity, intentional relationships, and genuine heart to serve others.
- At Lionheart, we celebrate diversity and provide a place where you can truly belong.
- Experience the perfect blend of excellence in childcare and an atmosphere of joy and fun, ensuring that each day is filled with laughter and growth.
- Embark on a fulfilling mission alongside fellow like-minded individuals who share your calling to ministry and your deep love for children.

*At Lionheart, you'll discover a workplace that goes beyond the ordinary. With our longstanding recognition as a Best Christian Workplace, an extraordinary team that embodies the values of tenacity, intentional relationships, and heart to serve, and an environment that celebrates diversity and joy, Lionheart is where you can truly thrive. Come join us in fulfilling our shared mission, making a lasting impact on the lives of children and families, and finding fulfillment in the extraordinary work we do together.*



# Ready to Make a Difference?

## DISCOVER A PURPOSEFUL CAREER

If you're looking for more than just a job, Lionheart is the place for you. Join our team and be part of a powerful vision that glorifies God while investing in the lives of children and parents. As a successful professional, you'll have the opportunity to make a real impact and experience personal growth like never before.

## WHY CHOOSE LIONHEART?

- **A Culture of Excellence:** We've been certified as the Best Christian Workplace since 2015, reflecting our commitment to creating a flourishing work environment.
- **Meaningful Purpose:** Our vision is to see the lives of children and families transformed by the Gospel. Join us in caring for children and their families, and let your work be a life-changing experience.
- **A Team That Cares:** At Lionheart, you'll belong to a diverse and dedicated team that shares your passion for serving others. We work hard and have fun together, fostering authentic relationships along the way.

## READY TO JOIN OUR EXTRAORDINARY TEAM?

At Lionheart, we value quality over quantity. Our hiring process is rigorous to ensure we select the best candidates who are truly passionate about early education and caring for children. When you work with us, parents will notice the immediate difference in the care and attention their children receive.

*Are you ready to embark on a rewarding career at Lionheart Children's Academy? Apply now and become part of a team that is transforming lives every day.*



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