



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

**A Work of Heart**

UPDATED 2025



# 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.

Our team members don't just work here—they feel called here. Over and over, we hear two things from our team: they want to work in a Christ-centered environment where they can grow in their faith, and they want to share their faith freely while making an impact on children and families. They see their role as a mission field, a place where they can serve God daily while building up the next generation. And of course, they love children!

We believe in the power of intentional relationships, having hearts to serve, and embracing tenacity. These core values aren't just words on a wall—they are lived out every day by our incredible team.

So, if you're looking for a place to grow in your career while living out your faith, 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 the lives of children and families transformed by the Gospel through Christ-centered child care academies.

Our **MISSION** is to partner with local churches to operate quality Christian preschool, after-school, and summer programs to reach 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 is here because of the mission—we want to see God’s Kingdom grow and be part of the work He is doing. Purpose and calling draw people to Lionheart, but we also want you to flourish in every aspect of life. That means supporting not just your spiritual growth, but also your financial well-being, physical health, personal life, family, and workplace culture. When you thrive, you’re better equipped to pour into the children and families we serve.

## 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**

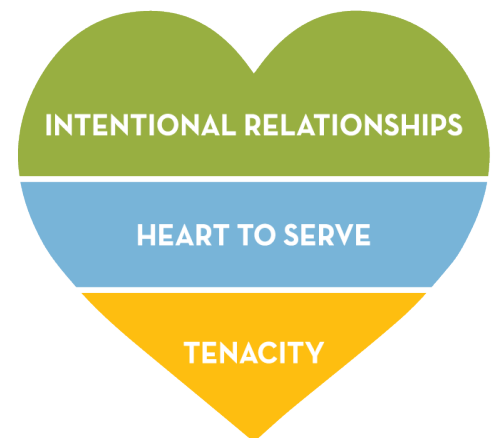
“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.” **Colossians 3:23-24**

### *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 Pay That Grows With You

*At Lionheart, we believe in rewarding your hard work, experience, and dedication.*

- **Fair & Competitive Pay** – We offer pay that is aligned with the child care industry, ensuring you are fairly compensated for your work and expertise.
- **Experience & Education Matter** – Your background and expertise are valued here. We take both into account when determining your pay, because we know they make a difference in the lives of the children you serve.
- **Annual Pay Increases** – We invest in our team's long-term success, providing annual pay increases for all team members.
- **Opportunities to Grow** – Whether you're looking to advance your career in early education or grow within Lionheart, you'll have pathways for development and leadership.
- When you join Lionheart, you're stepping into a career that values your impact—not just a paycheck.

### Invest in Your Future: 403(b) / Roth Retirement Savings Plan

- **A Rare Benefit in Child Care** – Most child care employers don't offer a retirement plan, but at Lionheart, we want to help you prepare for the future.
- **Easy, Flexible Savings** – You can set aside money from your paycheck for retirement, either before taxes (403(b)) or after taxes (Roth), so your savings grow in a way that works for you.

- **Extra Money Toward Your Retirement** – Lionheart helps you build your savings by adding to what you put in, so your retirement fund grows even faster.
- **Plan Ahead With Confidence** – Whether you're just starting out or thinking long-term, this benefit gives you a simple and effective way to invest in your future while you focus on making an impact today.

### Save on Healthcare & Childcare with an FSA

A Flexible Spending Account (FSA) helps you save money on everyday expenses by using pre-tax dollars for:

- **Medical FSA** – Covers medical, dental, vision, prescriptions, and hearing costs.
- **Dependent Care FSA** – Helps pay for child care while you work, including for Lionheart tuition.
- With an FSA, you keep more of your paycheck by lowering your taxable income—putting more money back in your pocket for the things that matter.

### Student Loan Forgiveness Opportunity

As a nonprofit employee, you may qualify for Public Service Loan Forgiveness (PSLF), which can help cancel your federal student loans over time.

**Need help?** Our team can assist with the paperwork so you can take full advantage of this program.

# HEALTH BENEFITS

Your health matters, and we are committed to providing quality, affordable healthcare for our full-time employees. After 60 days of employment, you and your eligible dependents can enroll in our medical plan and start accessing care.

## Medical Coverage Through Curative

Unlike most childcare employers, Lionheart offers a true medical insurance plan—giving you access to high-quality, affordable healthcare for you and your family.

- **Low-Cost Coverage** – Employees pay just \$43.85 per paycheck (\$95/month) for full medical benefits—an unheard-of value in childcare!
- **\$0 Deductible & \$0 Out-of-Pocket Costs** – Complete a Baseline Visit within 120 days of enrollment, and you won't pay anything out-of-pocket for in-network medical care all year.
- **Extensive Provider Network** – Find in-network doctors and specialists near you, and if your preferred provider isn't in-network, you can nominate them to join the plan.
- **Almost All Prescriptions at No Cost** – Most medications are covered 100% with no copay when filled at an in-network pharmacy.
- **Additional Wellness Support** – Curative includes special programs for weight loss, nutrition, and chronic condition management, so you can take charge of your health with expert guidance.
- **Virtual Medicine & Telehealth** – Get 24/7 access to virtual visits for urgent care and ongoing medical needs.

This is a rare and valuable benefit—giving you real health coverage at an affordable price, so you can focus on what matters most.

## Prioritized Mental Health Support

Mental well-being is just as important as physical health. That's why we provide multiple ways to access care:

- **For Employees Enrolled in Curative** – Mental health services are fully integrated into your medical plan, with access to counseling, therapy, and psychiatric care at little to no cost.
- **For Employees Without Medical Benefits** – You can still access support through our Employee Assistance Program (EAP), which offers free, confidential counseling for work-life stress, family challenges, and more.

## Affordable Dental Coverage

Lionheart offers comprehensive dental insurance through Guardian for full-time employees and their dependents.

- **Preventive Care Covered 100%** – Routine cleanings, exams, and X-rays are fully covered to help keep your smile healthy.
- **Coverage for Major & Minor Services** – Includes fillings, crowns, root canals, dentures, and more at reduced costs.
- **Orthodontic Benefits** – Dependent children receive 50% coverage for braces (up to a lifetime max of \$2,000).
- **Lower Costs In-Network** – While you can visit any dentist, staying in-network helps you save more on care.

Taking care of your oral health is essential, and with affordable premiums and strong coverage, you can smile with confidence knowing you're covered!

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.



## Clear Vision, Low-Cost Coverage

Lionheart offers affordable vision insurance through Guardian for full-time employees and their dependents.

- **Annual Eye Exam** – Covered with a low copay.
- **Lenses & Contacts** – Includes coverage for prescription lenses and allowances for frames or contact lenses.
- **In-Network Savings** – Get the best value by using EyeMed network providers.

See the world more clearly with vision benefits designed to keep your eye health a top priority!

## Extra Protection When You Need It Most

Life is unpredictable, but you don't have to face it alone. Lionheart offers optional supplemental insurance through Guardian, helping you prepare for life's unexpected moments:

- **Short-Term Disability** – Essential for maternity leave and other short-term medical needs, replacing a portion of your income while you recover.
- **Accident & Critical Illness Coverage** – Helps with unexpected medical costs from injuries, hospital stays, or serious illnesses like heart attacks or cancer.
- **Hospital Indemnity Insurance** – Pays cash directly to you for hospital admissions, helping cover out-of-pocket costs like deductibles or lost wages.
- For you and your loved ones in case of the unexpected.

These voluntary plans are affordable, flexible, and available at discounted group rates, so you can focus on what matters most—your health and your family.





# BENEFITS FOR A BALANCED LIFE

## ***Peace of Mind with Employer-Paid Life Insurance***

- Lionheart provides \$10,000 in life insurance at no cost to you, ensuring financial protection for your loved ones in case of the unexpected.
- You also have the option to purchase additional coverage for yourself, your spouse, and your children at discounted group rates.
- This benefit is just one more way we invest in your security, peace of mind, and future.

## ***Paid Time Off & Holidays: Generous Time to Rest & Recharge***

At Lionheart, we know that rest is essential—for you and the children you serve. That's why we offer one of the most generous PTO programs in the childcare industry.

- **10 Days of PTO Annually** – Full-time employees start with 10 days of paid time off per year, with more time earned as you grow with us.
- **11 Paid Holidays** – Enjoy paid holidays from day one, giving you time to celebrate, rest, and be with loved ones.

We believe in creating a workplace where you can serve with excellence and still have the time you need to refresh and refuel.

## ***Discounted Tuition for Your Family***

- As a Lionheart team member, your children can benefit from a 50% tuition discount—making high-quality, Christ-centered care more affordable for your family.
- This discount applies to children in your direct custody or guardianship, allowing you to invest in their future while serving in your calling.

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

- Lionheart employees receive free access to *RightNow Media*, a digital library with thousands of videos on faith, personal growth, and leadership.
- This resource is available for you and your family, providing encouragement and inspiration wherever you are.

## ***Helping Hands Fund: Support When You Need It***

- At Lionheart, we care for each other like family. The Helping Hands Fund provides financial assistance to team members facing unexpected hardships.
- **Give or Receive Help** – Employees can voluntarily contribute to support colleagues in need.
- **Assistance Available** – After 90 days of employment, you can apply for aid during difficult times.
- We're in this together—standing with you in both joyful and challenging seasons.

## ***Save on Higher Education***

Lionheart employees 25 and older can receive a 25% tuition discount on select bachelor's, master's, and doctoral programs at Dallas Baptist University (DBU).

DBU also values your experience—you may earn up to 30 hours of college credit for eligible work experience, saving you both time and money.



# INVEST IN YOUR FUTURE

*At Lionheart, we equip you with the training, support, and growth opportunities to help you thrive in your role and beyond.*

## Comprehensive Training & Support

- **New Hire Training** – Your first two days focus on Lionheart’s culture, child safety, and foundational skills to set you up for success.
- **Mentorship & Ongoing Support** – Academy leaders and mentors guide you every step of the way as you grow in your role.
- **Regular Feedback & Development** – Leaders provide coaching and goal-setting to help you advance in your career.
- Child Care & Professional Training
- **Access to 200+ Online Courses** – Through ChildCare Education Institute (CCEI), you can complete training requirements and work toward credentials like the CDA and Director Certification.
- **On-the-Job Learning** – Many training hours can be completed during your workday, staff meetings, or dedicated training days.

## Pathways for Growth

- **Advance Your Career** – Many of our leaders started as teachers—we love to promote from within!
- **Get Paid for Required Training** – If additional state-required training is needed, you’ll be compensated for your time.

We believe in investing in our people, because when you grow, our children and families thrive.





# A KINGDOM CULTURE WHERE FAITH AND WORK ALIGN



At Lionheart, we are more than coworkers—we are a community of believers, united in a Kingdom culture where our work is an extension of our faith.

## A Christ-Centered Workplace

- **Work as Worship** – Serving alongside a local church makes your daily work a meaningful act of ministry.
- **Prayer & Worship** – Join corporate prayer and worship with your Academy team as we seek and honor God together.
- **Spiritual Growth** – Leaders provide guidance and encouragement for your faith journey.
- **Exclusive Resources** – Enjoy Lionheart's 31-day devotional, plus access to additional faith-based tools.
- **Community Impact** – Participate in monthly service projects that make a difference in the lives of children and families.

## A Culture Where You Are Valued

We are committed to creating a flourishing workplace where everyone feels supported, encouraged, and heard.

- **Your Voice Matters** – We welcome feedback through surveys, team discussions, and one-on-one conversations with your leaders.
- **A Place to Grow** – We actively seek ways to strengthen our culture and ensure every team member thrives.

At Lionheart, you'll find a workplace where your faith is honored, your impact is valued, and your calling is lived out daily.



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.



## Join the Mission. Make a Difference.

At Lionheart, your work is more than a job—it's a calling. We are a community of believers passionate about glorifying God through Christ-centered childcare. Every day, you'll have the opportunity to invest in the lives of children and families, making an eternal impact while growing personally and professionally.

### Why Choose Lionheart?

- **Kingdom Culture** - We serve with excellence, joy, and purpose, creating a workplace where faith and work align.
- **A Life-Changing Mission** - Our vision is to see lives transformed by the Gospel, one child and family at a time.
- **Exceptional Benefits** - We invest in your well-being with affordable healthcare, retirement plans, generous PTO, and more—a rare offering in childcare.
- **A Team That Cares** - You'll belong to a Christ-centered community that values relationships, hard work, and service.

*WE SEEK DEDICATED, PASSIONATE PROFESSIONALS WHO ARE READY TO BRING THEIR GIFTS, FAITH, AND HEART FOR CHILDREN TO THIS MISSION. IF THAT SOUNDS LIKE YOU, APPLY TODAY AND JOIN US IN SHAPING THE NEXT GENERATION FOR CHRIST.*



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