



LionheartTM
Children's Academy

A Work of Heart
2024-2025

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.

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.

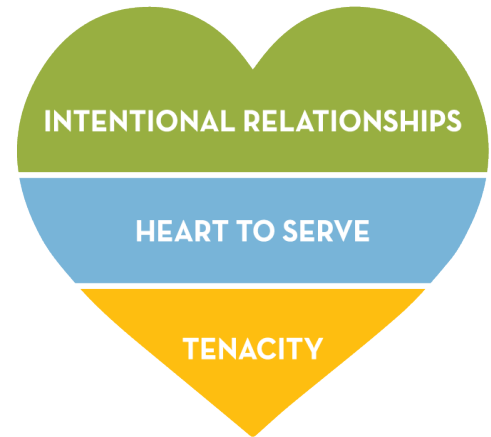


More Than A Job

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.

