

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



OPPORTUNITY INVITATION  
*Vice President,  
Lionheart Pride Program*





## Who We Are

**Lionheart Children's Academy** is a powerful vision to take leadership of the childcare industry for Christ. We partner with local churches to launch and operate academies in church facilities, offering full-time preschool, afterschool and summer programs for ages birth to 12 years. Reaching more children is the key strategy to significant incremental advance of the gospel because the vast majority of people accept Christ before their 13th birthday. The childcare industry offers direct access to millions of children (and families) during these most spiritually sensitive years.

Currently, Lionheart has six locations in the DFW metroplex and an aggressive growth plan. The power of the vision lies in its spiritual effectiveness, rapid scalability and sustainability via integrated business model.

[View Lionheart's Strategic Plan](#)





*Reach a person for Christ by their 13<sup>th</sup> birthday or the chances are slim that you ever will.*

## The Lionheart Pride Strategy

### Afterschool and Summer Programs for Elementary Age Children

Lionheart's ultimate vision is to take leadership of the childcare industry for Christ. This vision is rooted in the understanding that the ages from birth to 12 years old are foundational for the future of the Gospel. Multiple studies show that the vast majority of Christians come to faith during these years. Barna concludes simply - reach a person for Christ by their 13th birthday or the chances are slim that you ever will.

These critical years divide nicely into two phases: the preschool years (ages birth-5) and the elementary school years (ages 6-12). The preschool years are when early concepts of God are shaped and prepare a person for understanding and receiving the Gospel in the years ahead. The elementary years are truly "prime time" for the Gospel, and the Church must expend every effort to reach children during this season in life.

Lionheart is well positioned to make significant Gospel advances during these years through preschool, afterschool, and summer programs targeting unreached families. The afterschool and summer programs are particularly strategic as they provide two portals into the broader population of children during that pivotal time.

[Watch this video about the Lionheart Vision](#)





## The Opportunity

**The Pride** is Lionheart's current elementary age program for afterschool and summer and is offered at all Lionheart locations. While adequate by childcare industry standards we believe it can be developed into an industry-leading program by incorporating the best practices from leading summer camp models like Pine Cove and others. The popularity of Pine Cove's Camp in the City and other roaming camp models provide a glimpse into the church and public appetite for high quality summer programs. We envision providing working families in the city the best-in-class afterschool and summer programs that combine great staff, spiritual richness, academics and fun at an affordable price.

Lionheart Children's Academy is seeking an extraordinary leader to serve as Vice President of the Pride Program. The Vice President will develop, implement and oversee all elementary age programs and prepare Lionheart to scale the summer program rapidly as a stand-alone offering to reach even more for Christ.

As a committed follower of Christ, this leader will have passion for the Lionheart vision and an entrepreneurial heart and gifting to bring the vision to life.



## Responsibilities

### Program Development and Implementation

- Research leading programs, price points, and needs of target families.
- Develop all program and curriculum plans that are engaging, spiritually rich, academically enriching and fun, making LCA activities and culture the “place to be.”
- Develop strategies to cultivate relationships with parents and maximize opportunities to share the gospel and connect them into the local church.
- Work in partnership with the Community Directors to track and measure spiritual outcomes to ensure spiritual goals are met.
- Work with Academy Directors to ensure compliance with all licensing requirements and health and safety procedures.

### Staff Recruiting, Support, and Development

- Work with People Team to develop and implement recruiting strategies to attract and retain the highest quality staff
- Work with onsite leadership to support the spiritual and professional development of staff.
- Be available to academy leaders, School Age Program staff, parents and church leaders for resourcing and/or problem-solving.



## Responsibilities, continued

### **Church and Community Relationships**

- Develop strategies and systems to foster positive relationships with academy staff, key host church staff, parents, students, schools, and other key partners in the local community.

### **Program Marketing and Enrollment**

- Work with Marketing Team to develop effective marketing plans to achieve enrollment goals.

# Key Candidate Characteristics

## Success Factors and Competencies

One of our organizational principles is to define corporate, academy, and individual goals to maintain a united focus on the vision and mission of Lionheart and to ensure all employees have a clear picture of success for their specific position. The critical success factors for this role include:

- A meaningful spiritual impact as demonstrated by children knowing and growing in Christ and the number of parents connecting to a host church.
- A record of meeting or exceeding enrollment growth targets.
- Overall growth/increase in locations and scale of the Program.
- Commitment to maintaining Lionheart's culture as defined by Best Christian Workplace surveys.
- A record of achieving the program's financial targets.

The skills necessary to execute the requirements of this role are:

- An entrepreneurial/visionary leadership style.
- Organization and time management.
- Excellent project management skills.
- Professionalism.
- People/networking and relationship management skills internally as well as among the broader community (churches, schools, outside programs).
- Excellent written and verbal communication.
- Customer service skills.
- Extensive knowledge and experience in education or children's ministry.
- A track record of successful program design and implementation.
- Personality and a fun attitude!

## Qualifications

### Background, Experience, and Education:

Associates degree in an education or ministry-related field or CDA preferred. Experience in school-age programs in a licensed childcare facility a plus. Experience in Christian camping also strongly preferred. Ministry experience with youth ages 5-12 years essential. Experience with Microsoft Office products with proficiency in Outlook, Excel, and/or other database management or CRM systems.

*For more information or to apply for this position, please contact:*

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