



NEW SONG MISSION, INC.
HOUSEPARENT JOB DESCRIPTION
(Revised, 8-26)

Employment Type: Full-time (one spouse could potentially have secondary employment)

Employment Status: Exempt

Salary: \$50,000-\$60,000 per couple, depending on capabilities and experience (+ housing and other benefits; houseparents can also raise missionary financial support outside of the salary New Song provides)

Mission Statement: The purpose of New Song Mission is to equip children for life, through the love of Christ Jesus.

Ministry Overview: New Song Mission, Inc. is a 501 (c)(3) nonprofit Christian ministry that provides transformational growth opportunities for vulnerable children through holistic, compassionate care on a 100-acre children's home campus, by the grace of God. We offer safe, loving homes, a tailored education, biblical discipleship, and enriching experiences to disadvantaged boys and girls so that they will grow and thrive in life. Through this holistic care, significant mentoring relationships, and the transforming love of Jesus, children will become fully equipped to fulfill God's wonderful purpose for their lives. New Song's educational campus community is located in beautiful Brown County, Indiana where children live in a family-like, Christian environment, to the glory of God.

Houseparenting Overview: Houseparents at New Song are devoted followers of Christ who are called to care for and disciple vulnerable boys and girls. Houseparents provide care, guidance, and stability to children within a safe, joyful, and loving family environment. In certain circumstances, one spouse may maintain outside employment.

As married husband-and-wife teams, New Song houseparents model Christ-centered living through their words, actions, and relationships. They intentionally cultivate a home marked by love, joy, patience, consistency, encouragement, and other biblical values—demonstrating godly character and a daily walk with Jesus. Through the love of Houseparents, children experience a positive family-like atmosphere and the hope found in Jesus Christ!

Houseparenting at New Song offers several wonderful blessings, including:

- Utilizing one's unique gifts and abilities for the glory of God and the good of children
- Providing transformative, Christ-centered care with a supportive group of like-minded believers
- Making a life-changing, eternal impact on K-8 grade boys and girls
- Helping children become a positive influence on their families and communities
- Serving together as a husband and wife in full-time ministry
- Joining a growing ministry with plans of future expansion
- Having most weekends and school breaks off, and also three weeks during the summer months
- A relatively short, one-year commitment (with hopes of a multi-year houseparenting)
- Growing in your Christian faith
- Receiving training that enhances your ability to biblically disciple others
- Living on a scenic campus setting in a beautiful, spacious home
- Generous compensation package that includes a salary, free room and board, and health care contributions (if needed and within the ministry's financial capacity)

At New Song, children become equipped for life through compassionate, comprehensive, holistic care. The boys and girls at New Song thrive through biblical discipleship, caring relationships, and academic instruction, leadership training,

and other opportunities, by God's grace. As a ministry team, our staff works together to provide the education, experiential learning, social/emotional growth opportunities, recreational experiences, and spiritual mentoring that kids need in order to grow and thrive. Houseparents must have a close walk with Jesus in order to successfully carry out their responsibilities and work in unity with fellow team members.

Collaboration: Houseparents are a part of a broader ministry team, and as such, they must be exceptional team players who will gladly support others on campus when the need arises. Houseparents assist with the ministry's marketing, communications, and fundraising efforts in various ways, while also serving in the classroom on a limited basis

Duties and Responsibilities: Children at New Song thrive best in an encouraging, structured environment that is safe and predictable. They grow through relationships, and so houseparents must be able to connect with the children in a personal way. The primary duties and responsibilities of houseparents are listed below. These duties and responsibilities must be carried out in compliance with New Song's Policies, Best Practices, and Houseparent Success Indicators, while seeking to achieve Student Success Indicator goals we have for our students' personal holistic growth and transformation.

New Song houseparents' primary duties are to:

1. Provide a safe, structured, joyful, fun, positive home environment for children
2. Demonstrate unconditional love for the children in their home and on campus
3. Biblically disciple, correct, and teach children consistent with New Song best practices and training
4. Compassionately care for and nurture children, showing them their value and empathizing with their feelings
5. Help children grow and develop in all aspects of their lives: socially, emotionally, spiritually, intellectually, and physically
6. Support the educational growth of our students serving as tutors both in the classroom
7. Provide and participate in recreational activities with students on a daily basis
8. Give children opportunities to practice the leadership traits that the ministry is emphasizing in the classroom
9. Manage the household and keep the home and its yard clean and well kept
10. Perform routine home maintenance tasks
11. Help with campus groundskeeping and the maintenance of vehicles and equipment as needed
12. Support marketing and community relations, and participate in fundraising activities
13. Support the overall campus community and contribute to a healthy community culture
14. Provide daily reports to supervisors through an online childcare software management system
15. Perform other responsibilities and duties as requested

While there is a lot of autonomy in the home, there are also policies and best practices that houseparents must follow while performing their responsibilities. New Song seeks to fully support its houseparents and provide them with the all of the training and guidance needed for them to be successful.

Qualifications

- Christian Faith and Development: Has received Jesus Christ as their personal Lord and Savior and are committed to having Him be the Lord of their lives; are spiritually developing in their walk with the Lord
- Resiliency: Having the capacity to be resilient in light of the stress and emotional ups and downs that working with vulnerable kids who have behavioral problems can create
- Emotional Stability: Is able to maintain emotional strength, health, and vitality by abiding in Christ
- Unconditional Love: Loves children unconditionally and demonstrates this love appropriately
- Enthusiasm and Joy: Is an enthusiastic, joyful, and encouraging person
- Coachable: Is open to training, mentoring, and coaching
- Discipline and Discipleship: Has the ability to generate the respect of children who have behavioral difficulties and the desire and capacity to learn how to disciple them in the Lord
- Student Conflict: Can manage student conflict in appropriate ways and has the ability and desire to learn and grow in child management through training and mentoring
- Educational Requirements: College diploma or trade school certification is preferred

- Experience: Experience working with children is preferred; having knowledge of the unique challenges emotionally impaired children pose is helpful
- Statement of Faith: Is in strong agreement with New Song's Statement of Faith
- Marriage: Married at least two years to one another and no more than two children living at home
- Culture, Guiding Principles, & Core Values: Commitment to New Song's Culture, Guiding Principles, & Core Values Statement
- Physical Capacity: Has the physical capacity to fulfill each of the duties and responsibilities listed, as well as physical activities such as general lifting, light athletics, and family outings such as hiking and camping. While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel and reach with hands and arms. The employee is frequently required to stoop, kneel, crouch, or crawl; talk or hear and taste or smell. The employee must regularly lift and /or move up to 40 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus
- Valid Driver's License: Has and maintains a valid driver's license and be able to operate a ministry vehicle to transport children without restrictions
- Vehicle and Driving Skills: Has a dependable motor vehicle; has demonstrated good driving skills and has a clean driving history
- Background Check: Passes the criminal background check and other possible background checks
- Other Abilities: Has the abilities to fulfill each of the duties and responsibilities listed above
- General Qualifications: Meets the general qualifications for employment as outlined in the personnel policies

Conclusion: Each item referenced in this houseparent job description is included among the roles, responsibilities, and duties of New Song houseparents. Other roles, responsibilities, and duties may be assigned by houseparent supervisors from time to time in order to meet the needs of the ministry. We highly value each of our staff members, including houseparents, and we seek to work together in a healthy ministry atmosphere that blesses each other and glorifies the Lord!