

Liberty Youth Ranch

Houseparents

Job Description

Location: Bonita Springs, Florida

Division/Department: Residential Care

Position Type: Full-Time, Exempt, Live-In

Reports To: Director of Programs

Work Location: In Person

Salary Range: \$55,000 - \$65,000/annually

Benefits: Health, Dental, Vision, 401K, Company Vehicle, and Two Weeks of Established PTO in the Summer Months. 1 Weekend Off a Month.

About Liberty Youth Ranch

Liberty Youth Ranch (LYR) is a Christ-centered nonprofit organization dedicated to providing vulnerable children with a loving, stable home and the opportunity to build a successful future.

Established in Bonita Springs, Florida in 2003, Liberty Youth Ranch provides residential care for boys and girls in need of a safe, nurturing, and family-centered environment. The Ranch serves children holistically, addressing their physical, educational, emotional, social, and spiritual needs while helping them develop the skills, relationships, character, and confidence necessary for long-term independence and success.

Liberty Youth Ranch operates a 156-acre campus in Bonita Springs and provides children with a peaceful, stable environment where they can experience family, faith, hope, healing, and opportunity. LYR is privately funded and has maintained a strong commitment to responsible financial stewardship, balanced budgets, and debt-free operations.

LYR also operates the Liberty Youth Ranch Upscale Shop, a social enterprise that generates financial support for the ongoing operating costs of the Ranch while providing an additional connection between Liberty Youth Ranch and the surrounding community.

At the center of Liberty Youth Ranch is an unwavering faith in Jesus Christ and the belief that every child possesses God-given uniqueness, dignity, and inherent worth.

Position Overview

Liberty Youth Ranch is seeking a mature, committed Christian married couple to serve together as **Houseparents** within its residential care program.

Houseparents live on the Liberty Youth Ranch campus and make their assigned residence a home for the children entrusted to their care. They provide children with the daily

consistency, relationships, structure, guidance, encouragement, accountability, and Christian example that are central to the Liberty Youth Ranch model.

This position is much more than supervising children or managing a residence. Houseparents model healthy family relationships and create an environment in which children know they are valued, cared for, protected, heard, encouraged, and expected to grow.

Houseparents are responsible for the daily life of the home, including caring for children, maintaining appropriate routines, supporting education, preparing meals, coordinating activities, teaching life skills, providing transportation, maintaining appropriate documentation, supervising household responsibilities, participating in children's care plans, and creating meaningful family experiences.

Houseparents work closely with the Director of Programs, counselors, educational personnel, other Houseparents, relief caregivers, volunteers, and other members of the Liberty Youth Ranch team.

Houseparents are not expected to serve as therapists or clinical professionals. Rather, they are trained caregivers who develop meaningful relationships with children and work in partnership with counseling and program professionals to help each child make progress toward established goals.

The successful Houseparent couple will understand that their marriage, Christian faith, personal example, home environment, relationships, consistency, and everyday interactions with children are central to their ministry.

Christ-Centered Family Leadership

Houseparents will model a healthy Christian marriage and family environment characterized by love, patience, forgiveness, respect, integrity, responsibility, appropriate boundaries, healthy communication, and faith in Jesus Christ.

Houseparents will demonstrate Christian attitudes and conduct in their interactions with children, one another, employees, families, volunteers, churches, schools, and the community.

Houseparents will actively participate in a local approved Christian church and encourage appropriate participation by the children in worship, church activities, youth programs, and other opportunities for spiritual development.

Houseparents will incorporate appropriate family devotions, prayer, biblical teaching, spiritual conversations, and Christian values into the normal rhythm of home life.

Houseparents will encourage children in their individual spiritual development while treating each child with dignity and respect.

Houseparents will understand that some children may arrive at Liberty Youth Ranch with difficult experiences involving family, authority, relationships, faith, trust, or other areas of life. Houseparents will approach children with patience, compassion, consistency, wisdom, and appropriate expectations.

Child Care & Emotional Development

Houseparents will develop meaningful, appropriate, and caring relationships with each child assigned to their home.

They will become familiar with each child's background, needs, strengths, challenges, goals, developmental level, and individualized plan of care to better understand and support the child.

Houseparents will create an environment in which children feel safe expressing appropriate thoughts, questions, concerns, frustrations, hopes, and emotions.

They will provide children with individual attention, encouragement, guidance, and appropriate affection while maintaining healthy professional and relational boundaries.

Houseparents will recognize and affirm children's strengths, accomplishments, progress, talents, and positive choices.

They will establish clear and consistent expectations and help children understand the relationship between choices, responsibilities, consequences, and progress.

Houseparents will work closely with counselors and other program professionals when children experience emotional, behavioral, relational, or developmental challenges.

They will communicate significant observations, changes, concerns, incidents, behaviors, and progress through required documentation and direct communication with appropriate program personnel.

Houseparents will maintain confidentiality regarding children and their families and share sensitive information only with appropriate individuals for legitimate professional or program purposes.

Healthy Boundaries & Behavioral Support

Houseparents will provide children with clear, predictable, age-appropriate expectations and consistent behavioral guidance.

Behavioral support will be designed to help children develop self-control, personal responsibility, decision-making skills, emotional regulation, healthy relationships, and an understanding of natural and logical consequences.

Houseparents will consider each child's age, developmental level, background, emotional needs, previous experiences, and individualized care plan when responding to behavior.

Discipline or behavioral intervention must never demean, humiliate, threaten, intimidate, or intentionally damage the dignity or self-worth of a child.

Corporal punishment is prohibited.

Children will never be permitted or encouraged to discipline other children.

Serious behavioral concerns, including suspected drug use, sexualized behavior, criminal activity, violence, threats, running away or missing-child incidents, self-harm concerns, abuse allegations, or other significant incidents must be immediately reported according to Liberty Youth Ranch policies.

Houseparents will receive training and support regarding appropriate behavioral interventions, crisis response, trauma-responsive care, de-escalation, conflict resolution, and other practices necessary to serve children effectively.

Child Safety & Safeguarding

The safety, dignity, and well-being of every child entrusted to Liberty Youth Ranch are paramount.

Houseparents must understand and consistently follow all Liberty Youth Ranch child-protection and safeguarding policies.

Houseparents must immediately report suspected or alleged abuse, neglect, exploitation, inappropriate conduct, boundary violations, or other child-safety concerns according to Liberty Youth Ranch policies and applicable mandatory-reporting requirements.

Information concerning suspected child abuse or neglect may never be withheld because a child requests confidentiality.

Houseparents will maintain appropriate physical, emotional, relational, digital, and social-media boundaries with children.

Houseparents will maintain appropriate supervision of children and follow established procedures regarding transportation, recreation, overnight activities, visitors, medications, healthcare, internet and technology use, emergency response, missing or runaway children, and other areas affecting child safety.

Houseparents will complete all required incident reports and immediately communicate significant child-safety concerns to the Director of Programs and other appropriate individuals.

Education & Intellectual Development

Houseparents will encourage children to develop a healthy, responsible, and constructive attitude toward education.

They will establish appropriate routines and structured time for homework, studying, reading, and other educational responsibilities.

Houseparents will help ensure that children have the materials, resources, transportation, technology, and support necessary to participate successfully in school.

They will work collaboratively with teachers, tutors, educational personnel, counselors, and the Director of Programs to support each child's academic progress.

Houseparents may participate in parent-teacher conferences, review academic progress, respond appropriately to school communications, and advocate for children when necessary.

They will encourage children to participate in appropriate extracurricular activities, athletics, clubs, music, arts, and other opportunities that support healthy development.

Social Development & Relationships

Houseparents will help children develop healthy interpersonal relationships, communication skills, social awareness, appropriate behavior, personal responsibility, and respect for others.

They will create opportunities for children to participate in appropriate family, church, school, recreational, and community activities.

Houseparents will provide children with meaningful individual attention while also helping them learn to function successfully within a family and group environment.

Houseparents will speak respectfully about children's parents, guardians, relatives, and family circumstances and will never make derogatory or demeaning comments about a child's family.

They will support appropriate communication and relationships between children and their families or caregivers consistent with each child's individualized plan and Liberty Youth Ranch policies.

Recreation & Family Experiences

Houseparents will provide children with regular opportunities for recreation, hobbies, sports, outdoor activities, creative activities, church youth programs, family outings, games, and other healthy experiences.

Activities will be appropriate to the children's ages, abilities, developmental needs, safety requirements, schedules, and individualized plans.

Houseparents will coordinate significant activities with the Director of Programs and other appropriate personnel.

Required approvals will be obtained before overnight or out-of-state activities.

Houseparents will ensure that recreational activities do not unnecessarily interfere with school responsibilities, family visits, counseling, healthcare, or other priorities established in a child's care plan.

Children will also receive appropriate opportunities for privacy, rest, individual interests, and unstructured personal time.

Health & Physical Well-Being

Houseparents will help children develop healthy habits related to personal hygiene, grooming, nutrition, exercise, sleep, clothing, and personal responsibility.

They will ensure children have appropriate clothing and personal necessities.

Houseparents will understand the significant health needs, allergies, medications, dietary requirements, and other medical considerations of children assigned to their home.

Houseparents will administer or supervise medications only in accordance with Liberty Youth Ranch policies, applicable requirements, and appropriate medical instructions.

They will coordinate and ensure attendance at medical, dental, counseling, and other appointments as assigned.

Houseparents will promptly communicate significant health or medical concerns to appropriate Liberty Youth Ranch personnel.

Life Skills & Preparation for Adulthood

Houseparents will intentionally use everyday family life to help children develop practical skills necessary for successful adulthood.

Depending upon each child's age and ability, this may include meal planning and preparation, budgeting, household responsibilities, laundry, clothing care, personal organization, time management, decision-making, communication, work ethic, personal hygiene, transportation awareness, and other independent-living skills.

Children will be assigned household responsibilities appropriate to their age, abilities, developmental needs, and individualized care plan.

Household chores and Ranch-related activities will be used as opportunities to develop responsibility, confidence, teamwork, perseverance, and healthy work habits.

Children will never be treated as unpaid labor or assigned work primarily for the operational benefit of Liberty Youth Ranch.

Home & Household Management

Houseparents are responsible for creating and maintaining a safe, clean, welcoming, organized, and family-centered home environment.

They will plan, prepare, and serve nutritionally balanced meals and seek to create regular opportunities for the household to eat together as a family.

Houseparents will help children learn appropriate household responsibilities such as cooking, cleaning, laundry, organization, and care of personal belongings.

They will maintain the residence and furnishings in appropriate condition and promptly report significant repairs or maintenance needs through established Liberty Youth Ranch procedures.

Houseparents will appropriately care for assigned vehicles and promptly report maintenance, safety, or repair concerns.

Facilities repairs, grounds maintenance, infrastructure, and other technical facilities responsibilities are managed through Liberty Youth Ranch's facilities function. Houseparents are responsible for reasonable household care and for teaching children age-appropriate responsibility within the home.

Team Collaboration

Houseparents are members of a larger professional and ministry team committed to serving the children of Liberty Youth Ranch.

They will work collaboratively with the Director of Programs, counselors, educational personnel, other Houseparents, relief caregivers, administrative staff, volunteers, and other appropriate individuals.

Houseparents will participate in required staff meetings, training sessions, case discussions, and other program activities.

They will communicate openly and professionally regarding children's needs, progress, challenges, significant incidents, and other information necessary for coordinated care.

Houseparents will support organizational decisions and work constructively through disagreements or concerns with appropriate leadership.

Houseparents will provide relief caregivers with appropriate information regarding household routines, children's needs, medications, schedules, behavioral concerns, safety considerations, and other information necessary to provide continuity of care.

Houseparents may participate in interviews or meetings regarding prospective children being considered for placement in their home.

Documentation & Accountability

Houseparents will complete all required program documentation accurately, professionally, confidentially, and within established timelines.

Documentation may include progress notes, incident or accident reports, medication records, activity information, household financial records, menus, fire-drill documentation, educational information, and other required records.

Houseparents will understand that accurate documentation is an important part of protecting children, coordinating care, evaluating progress, maintaining regulatory compliance, and ensuring organizational accountability.

Schedule, Housing & Houseparent Lifestyle

The Houseparent Couple position is a unique, full-time, live-in residential ministry position.

Houseparents reside in a Liberty Youth Ranch home on the Ranch campus as a condition of employment and provide daily care and supervision for the children assigned to their home.

Because Liberty Youth Ranch provides residential care 24 hours a day, 365 days a year, Houseparents should understand that the position does not follow a traditional Monday-through-Friday work schedule.

At the same time, Liberty Youth Ranch recognizes the importance of rest, healthy marriages, personal time, church involvement, and sustainable ministry.

Houseparents will receive scheduled relief and time away from direct residential responsibilities according to Liberty Youth Ranch's established Houseparent rotation, leave policies, and relief-care arrangements.

Specific information regarding scheduled weekends off, weekly relief periods, vacation or paid time off, holidays, overnight coverage, and other scheduling arrangements will be provided to candidates during the interview process and maintained in Liberty Youth Ranch's Houseparent policies.

Because this position integrates employment, ministry, marriage, and home life in a unique way, candidates should carefully consider the lifestyle implications of Houseparenting before accepting the position.

Required Qualifications

Houseparent candidates must meet all age and eligibility requirements established by Liberty Youth Ranch and applicable regulations.

Candidates must be a married husband-and-wife couple committed to serving together in the Houseparent role.

The couple must have been married for at least two years.

Candidates must possess at least a high school diploma or equivalent.

Both Houseparents must demonstrate excellent interpersonal, communication, organizational, and relationship-building skills.

Candidates must demonstrate successful experience working with, parenting, teaching, coaching, mentoring, or serving children.

Both individuals must possess the maturity, patience, resilience, flexibility, judgment, and emotional self-control necessary to work with children who may have experienced significant instability, adversity, trauma, family disruption, abuse, neglect, loss, or other difficult circumstances.

Candidates must be able to work effectively as members of a professional child-care team and receive supervision, training, feedback, and correction appropriately.

Candidates must possess valid driver's licenses and meet Liberty Youth Ranch's driving requirements.

Candidates must be willing to live on the Liberty Youth Ranch campus and embrace the unique schedule and lifestyle associated with residential Houseparenting.

Candidates must successfully complete all background checks, screening requirements, references, driving-record reviews, drug screening, and other employment or regulatory requirements established by Liberty Youth Ranch.

Liberty Youth Ranch seeks couples who are prepared to make a meaningful commitment to the children and residential community. Candidates should be willing to commit to serving as Houseparents for at least two years.

Preferred Qualifications

Previous experience with children from difficult or challenging backgrounds is strongly preferred.

Experience in residential childcare, foster care, children's homes, youth ministry, education, counseling, coaching, children's ministry, social services, behavioral health, camp ministry, or a related environment is beneficial.

Previous parenting or foster-parenting experience may be particularly valuable.

Postsecondary education in education, ministry, counseling, psychology, social work, child development, human services, or a related discipline is beneficial but not required.

Experience working within a Christian ministry or faith-based organization is preferred.

Christian Faith & Mission Alignment

Houseparenting at Liberty Youth Ranch is a distinctly Christian ministry responsibility.

Both spouses must demonstrate a mature Christian faith, actively participate in a local Christian church, profess faith in Jesus Christ, and be willing to read, support, and operate consistently with Liberty Youth Ranch's Statement of Faith and Core Values.

Houseparents should demonstrate an active personal relationship with Christ and a desire to model Christian character in everyday life.

Candidates should view caring for the children entrusted to Liberty Youth Ranch as more than employment. They should possess a genuine sense of calling to serve children and a willingness to use their marriage, home, gifts, experiences, and faith to help children experience stability, hope, belonging, and the love of Christ.

The Ideal Houseparent Couple

The ideal Houseparent couple has a healthy, mature marriage and understands that children learn as much from what adults model as from what adults teach.

They are warm and relational without being permissive. They are structured and consistent without being harsh. They are compassionate without removing accountability.

They do not expect children from difficult backgrounds to immediately trust them, respond perfectly to authority, or understand healthy family relationships. They possess the patience and maturity to build trust over time.

They understand how to establish healthy boundaries and do not take challenging behavior personally.

They communicate well with one another and with other members of the Liberty Youth Ranch team. They are willing to ask for help, receive coaching, participate in training, and continue developing as caregivers.

They are organized enough to manage the practical responsibilities of a busy household while remaining relationally present with the children.

They enjoy spending time with children and teenagers and are willing to participate in the everyday experiences of family life, including meals, homework, school events, church, recreation, celebrations, difficult conversations, appointments, chores, setbacks, achievements, and ordinary evenings at home.

They recognize that some of the most meaningful moments of Houseparenting will not occur during formal programs. They will happen around the dinner table, driving to school, working through a disagreement, helping with homework, attending a game, praying together, celebrating progress, or simply being consistently present.

Above all, the ideal Houseparent couple desires to create a home in which children experience safety, stability, healthy relationships, appropriate accountability, Christian faith, unconditional care, and genuine hope for their future.

Physical & Employment Requirements

Houseparents must be able to perform the essential functions of the position, with or without reasonable accommodation, consistent with applicable requirements.

The position involves regular activity throughout the home and Ranch campus, transportation of children, participation in appropriate family and recreational activities, and response to child-care situations.

Any specific physical requirements related to emergency response, approved behavioral interventions, recreation, transportation, or other essential functions will be established by Liberty Youth Ranch based upon actual job responsibilities and applicable requirements.

Employment is contingent upon successful completion of all required screenings, background checks, driving-record reviews, references, and other employment requirements.

Performance & Supervision

Houseparents report directly to the Director of Programs.

Performance evaluations will be conducted according to Liberty Youth Ranch's established performance-management process.

Houseparents are responsible for the care and supervision of the children assigned to their home and for carrying out the responsibilities of the position consistent with Liberty Youth Ranch's mission, policies, residential-care standards, and direction from the Director of Programs.

Houseparents may perform other reasonable residential-care responsibilities assigned by the Director of Programs that are consistent with the purpose and nature of the Houseparent position.

Revised 9.4.26