



Oklahoma Baptist Homes for Children (OBHC) is the largest provider of private, not-for-profit, residential childcare in the state, serving more than 200 at-risk youth and families at four campus locations. Additionally, six Hope Pregnancy Centers (HPC) offer caring, non-judgmental support to those who find themselves in an unplanned pregnancy.

OBHC Mission Statement: The mission of Oklahoma Baptist Homes for Children is to demonstrate God’s love by providing hope through empowering children and their families to follow Christ.

Statement of Faith: Oklahoma Baptist Homes for Children declares the Bible as the foundation for its faith and practice, and affirms as its confession of faith, the Baptist Faith and Message, as revised and adopted in 2000 by the Southern Baptist Convention.

Housefather

Tim, age 14, at Boys Ranch Town said,

“The best thing about my Housefather is that I get to have a dad.”

Job Description Summary: The Housefather will be responsible for the performance of his duties and will be appraised by implementation, consistency, quality and performance of his assigned duties toward empowering children and their families to follow Christ.

In order to respond at all hours to the needs of children in the cottage, this is a full-time exempt position. Oklahoma Baptist Homes for Children offers full-time personnel a compensation package which includes health insurance, life insurance, retirement and much more. Houseparents are required to live on campus in one of our on-campus cottages and is responsible for the day-to-day care, guidance and development of the children in their home.

In accordance with Oklahoma Medical Marijuana and Patient Protection Act, this job is designated as safety-sensitive because of its requirement of *‘the operation of a motor vehicle, other vehicle, equipment, machinery or power tools’* as well as *‘direct patient care or direct childcare’* and is therefore exempt from the anti-discrimination prohibitions of the Oklahoma Medical Marijuana Act.

Location: Boys Ranch Town

Reports to: The Housefather reports to the campus Administrator.

Supervises: The Housefather oversees the children in the cottage and campus where he is assigned. As in the biblical model of fatherhood, Housefathers are to lead children in a Christ-like manner (Eph. 6:4).

Requirements: *“For an overseer, as God's steward, must be above reproach.” Titus 1:7a, ESV*

1. Profess that Jesus Christ is Lord and that Jesus is only one true God, acknowledging that there is no salvation from sins apart from Jesus’ death, burial and resurrection (Jn. 14:6).
2. Believe the Bible is the inspired and inerrant Word of God (2 Tim. 3:16).
3. Mature, Christian man who is actively involved in a Southern Baptist Church. (Heb. 10:25).
4. Believe and follow the 2000 Baptist Faith and Message as summarized in the OBHC Statement of Belief.
5. A firm commitment to the sanctity of human life (Ps. 139:13, 14) and biblical sexual purity in all circumstances (1 Cor. 7).
6. Concern for God’s kingdom (Mt. 6:33), love for those served (Mt. 22:37-39) and a calling to OBHC (Ps. 90:16, 17).
7. Houseparent couples shall possess a valid marriage license and have a stable relationship to model a harmonious marriage to the children in their care (Heb. 13:4). That model obviously impacts the children. *Seth, age 12, at Boys Ranch Town, said his houseparents “lift each other up.” Tim, age 14, at Boys Ranch Town said, “The way my houseparents talk to each other makes me feel safe.” Nikki, age 15, at OKC said, “I kind of envy my houseparents’ marriage. I want it. It sets a really good example. I’ve been a lot of different places and their relationship is really healthy and pure compared to what I’ve seen.”*
8. No more than two dependent children in residence in order to adequately care for the cottage children. Any exception must be approved in writing by the OBHC President.
9. Shall be at least 21 years of age (Job 12:12).
10. Shall possess a valid Oklahoma driver’s license. May hire with an out of state driver’s license but must have an Oklahoma license within 30 days of hiring (Rom. 13:1-7).
11. Shall have a driving record that demonstrates safety, following speed limits and meet the qualifications of OBHC insurance (Rom. 13:1-7).
12. Shall be able to lift a minimum of 50 lbs. and be able to do usual and customary household chores and maintenance (Gal. 6:5).
13. Shall be able to communicate clearly and have the ability to tutor/mentor children in care and to work cooperatively with others (Prov. 25:11).
14. Shall have the mental and/or emotional condition that may not interfere with the ability to complete the essential functions of the job (Phil. 4:6-7). *Torren, age 18, at Boys Ranch Town said, “You have to be calm to work here.”*
 - a. This includes but is not limited to deadlines; professionally handle the stress of the job.
 - b. Be flexible in meeting the needs of the children in care and other special request projects.
15. Shall meet all licensing requirements as set by the State of Oklahoma.

Educational Requirements: *“Do you see a man skillful in his work? He will stand before kings. He will not stand before obscure men.” Proverbs 22:29, ESV*

1. High school diploma or equivalent
2. Minimum three years childcare experience is preferred.

We are a religious employer and we reserve the right to hire based upon religious preference pursuant to Section 702 of Title VII Civil Rights Act 1964.

Job Responsibilities: *“Whatever you do, work heartily, as for the Lord and not for men.” Colossians 3:23, ESV* **Just as it is when being a parent in your own home there are many responsibilities and assignments that are unexpected, but the core responsibilities of a House Parent include:**

1. Provide an Appropriate Christian Spiritual Environment.

“You shall teach them diligently to your children and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.” Deut. 6:7, ESV

- A. Models Christ-like behavior in word and deed (Titus 2:6-7).
- B. Promotes church attendance and activities (Heb. 10:25). In the OBHC Student Opinion Survey, 88.10% of children said, *“Here at OBHC I like going to church.”*
- C. Builds and responds to appropriate spiritual relationships with each resident according to the child’s needs, growth and interest (Prov. 22:6).
- D. Facilitates daily devotions (Jn. 15:4).
- E. Intentionally engages in follow-up and reporting on children’s spiritual decisions, recognizing the importance of discipleship, baptism and glorifying God (2 Cor. 9:13). In the OBHC Student Opinion Survey, 88.10% of children reported, *“I am taking personal steps to grow in the Lord.”*
- F. Models a Christian husband/father and encourages the children in his care to develop a strong family unit when they are married (Eph. 5:29-33). Boys in OBHC’s care expressed the importance of having a dad. *Seth, age 12, at Boys Ranch Town said, “I can talk to my housedad about anything.” Seth also said, “My housemom really lifts me up, but it’s not the same as talking to my dad.” Torren, age 18, at Boys Ranch Town said, “You can ask your housedad questions that you can’t ask anyone else.”* Housefathers met different needs for girls, but they also expressed their importance. *Nikki, age 15, from OKC said, “I look at my housedad like a dad because I didn’t really have a dad in my life. I know I can depend on him.”*

2. Provide Appropriate and Biblical Emotional Support, Stability, and Care to the Children. *“Older men are to be sober-minded, dignified, self-controlled, sound in faith, in love, and steadfastness.” Titus 2:2, ESV*

- A. Initiates the establishment of rapport and appropriate relationships with the children (Eph. 6:4).

- B. Works with their spouse to provide support and stability in the child's orientation and adjustment to group living (Prov. 12:25).
 - C. Properly plans for the arrival of the new resident to make them feel loved and accepted (Heb. 13:2).
 - D. Completes daily orientation form for new residents (Ecc. 2:24).
 - E. Lovingly reviews strengths as well as areas needing improvement with the resident during the orientation stage, acknowledging personal areas needing improvement as well (Matt. 7:12).
 - F. Introduces the resident to other staff and residents as well as orienting them to the campus community (Rom. 15:7).
 - G. Works with their spouse in establishing an appropriate emotionally stable environment in the cottage and model a Christian husband/father role before the children (Isa. 61:1-4).
 - H. Works with their spouse in appropriate modeling of an emotionally stable personal and family environment within the cottage (1 Cor. 11:8-12). *Torren, age 18, at Boys Ranch Town said, "Having a housemom helps me know that all moms aren't crazy."*
 - I. Exercises Christ-like discernment and insight concerning the children's daily or ongoing emotional issues and their associated behaviors (Prov. 9:11).
 - J. Supports and cooperates with the children's plan of care in the area of emotional counseling and support (Ps. 113:1-3).
 - K. Responsible for advising, listening to, and encouraging children in their cottage in order to develop a solid system of appropriate communication skills, emotional responses, personal values and healthy relationships in each child (Prov. 13:10). *Seth, age 12, from Boys Ranch Town said, "I can just talk to my housedad" and "my housemom helps me solve problems in a different way."*
- 3. Provide Appropriate Training and Resources to Meet Physical Needs of the Children.** *"I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship." Romans 12:1, ESV*
- A. Provide appropriate medical/dental care; and encourage, model, and teach good physical/dental hygiene, viewing the body as a gift from God.
 - B. Provide and teach children the value of a clean and healthy environment, demonstrating proper stewardship and care.
 - C. Provide gender appropriate supervision for adequate clothing for children within the campus guidelines in regard to size, style, fit and quantity.
 - D. Teach children to care for personal clothing, cleanliness and appropriateness, preparing children to become capable, caring, Christian adults. According to the OBHC Student Opinion Survey, 90.48% of children reported, *"I like the clothes OBHC provides for me."*
 - E. Exercise discernment and insight concerning the child's physical condition and appearance issues along with their associated behaviors (1 Cor. 6:19).

- F. Encourage, teach and model Christian modesty, proper clothing requirements for specific situations, and respect for their physical body (1 Tim. 2:9-10). *Terin, age 13, at OKC said, "My housemom helps me with style. She helps me know what to wear."*
- G. Encourage and teach Christian principles concerning sexual roles, purity and abstinence (1 Cor. 7).
- H. Recognize and respond to the child's need for physical activities, in the form of organized sports, school and other cottage activities, remembering a child's God-given energy and need for play. *Tim, age 14, from Boys Ranch Town said, "I like that I get to go fishing and play baseball with my housefather."*
- I. Responsible for the planning, preparation, serving, storage and consistency of meals served in the cottage, acknowledging God's provision. *Seth, age 12, from Boys Ranch Town said that his housemother is "a really good cook." Torren, age 18, from Boys Ranch Town said that he likes that his Housefather taught him "how to grill."* Additionally, 95.24% of students in the OBHC Student Opinion Survey reported, *"The food in my cottage tastes good and is good for me."*
- J. Responsible for supervision and training the children in the cottage chores, laundry, house cleaning, food preparation and financial responsibilities in an age-appropriate manner. In addition, begin preparation for the children's transition to becoming capable, caring, Christian adults (Prov. 19:18).

4. Provide and Promote an Educational Environment and Opportunities.

"For the Lord gives wisdom; from His mouth come knowledge and understanding."
Proverbs 2:6, ESV

- A. Understand and support the educational needs as outlined in the plan of care, trusting that the Lord will use that for the child's good (Jas. 3:13).
- B. Be actively involved in the child's educational process with regard to homework, tutoring and communication with school personnel, modeling Christ-like sacrifice and intercession (Phil. 2:17). According to the OBHC Student Opinion Survey, 93.45% of children strongly agreed with the statement, *"My houseparents help me with school."* Over ninety percent of these students also strongly agreed that *"with help, I think I can do better in school."* Houseparents play a vital role in this process.
- C. Encourage active participation and support the children in their school activities (Lk. 2:52). In the OBHC Student Opinion Survey, 80.95% of the children said, *"Now that I live at OBHC, I enjoy school."* Houseparents can help the children want to learn and engage.
- D. Promote and model an educational environment in the cottage by reflecting a positive attitude toward learning and the education process, reflecting humility and gratefulness to the children. For example, by demonstrating and teaching the value of reading, enhanced communication skills, technology and computer literacy and for self-improvement and personal growth (Prov. 11:2).

5. Provide the Child with Social Activities and Training. *“Train up a child in the way he should go; even when he is old he will not depart from it.” Proverbs 22:6, ESV*

- A. Encourage age-appropriate involvement in church and school activities. In addition to helping them make friends, houseparents can use this to teach children to be a light in their schools and to practice meeting with other believers (Heb. 10:25).
- B. Demonstrate and teach the value of positive social skills in interpersonal relationships, remembering that Christ encouraged these kind of relations (Gal. 6:1-18).
- C. Teach age and gender appropriate activities with the opposite gender such as appropriate communication, physical behavior, interaction and dating (1 Thess. 4:3-5).
- D. Instruct and encourage appropriate manners, behaviors, and responsibilities in an effort to make mealtimes pleasant social experiences for children and guests in addition to helping children learn how to set “an example to the believers in speech, in conduct, in love, in faith, in purity” (1 Tim. 4:12, HCSB).

6. Demonstrates Christ-like Interpersonal Skills.

“Only let your manner of life be worthy of all the gospel of Christ, so that whether I come and see you or am absent, I may hear of you that you are standing firm in one spirit, with one mind striving side by side for the faith of the gospel.” Philippians 1:27, ESV

- A. Models Christ-like behavior in word and deed in relationships with staff, donors, trustees, volunteers, men, women, children and families (1 Tim. 4:12).
- B. Responsible for exercising Christ-like confrontational skills (as they arise) while engaging in interpersonal relationships, beginning with one-on-one confrontation utilizing the D.I.S.C. profile as a guide for this confrontation (Mt. 18:15-17).
- C. Recognize and respond humbly to the differences in learning and communication styles, as well as cultural and philosophical perspectives of residents, families and staff while utilizing D.I.S.C. to better understand who they are and how to communicate to them (Gal. 3:28).
- D. Demonstrate biblical conflict resolution skills with residents, staff and family members, beginning with confession of personal responsibility in the conflict being addressed (1 Jn. 1:9).
- E. Actively pursues opportunities for fellowship, friendship and community-building with other staff members, remembering that each staff person is a brother or sister in Christ (Heb. 10:24).
- F. Recognize the emotional needs, family dynamics and other personal difficulties of the other staff members and respond with love and prayer (Jn. 15:12-14).
- G. Demonstrate Christian husband/father roles to help the children identify and define those traits to assist them in developing their own Christian family (Eph. 5:25-30).

- 7. Development and Implementation of the Plan of Care** *“And the King will answer them, ‘Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.’” Matthew 25:40, ESV*
- A. Demonstrate active participation in the admissions process in cooperation with the caseworker and Social Services in pursuing appropriate children for placement, knowing the importance of wisely taking care of children (Jas. 1:27).
 - B. In conjunction with the child and Caseworker, wisely and prayerfully assist in the initial development and implementation of children’s Plan of Care (POC) (Jas. 5:13-16).
 - C. Be responsible, in conjunction with the children and Caseworker, for the timely review, development, implementation of each child’s POC—making sure to “test all things” and “hold on to what is good” (1 Thess. 5:21, HCSB).
 - D. Graciously implement the child’s POC into the daily routine, recognizing God’s call to help in the healing process (Mt. 10:8).
 - E. Keep timely, accurate, and consistent records or logs on the medical, children in their discipline, activities, progress and any other significant incidents of the cottage—keeping a record of the work God has done (Ps. 66:5) and acting in a manner that is above reproach (Titus 1:7).
 - F. Control the tongue by respecting the confidentiality of information concerning the child’s (or family’s) physical, mental and social background (James 3:1-12).
 - G. Develop and maintain positive working relationships with the child’s parent(s), (and/or relative or managing conservators), along with service providers such as schools, doctors and counselors. Use these relationships to be a witness for the Lord, advocate for the child and representative of OBHC (2 Cor. 9:13).
- 8. Responsible for Reporting to Proper Authority with Christ-Like Submission.** *“Let every person be subject to the governing authorities. For there is no authority except from God, and those that exist have been instituted by God.” Romans 13:1, ESV*
- A. Humbly be responsible to and under the supervision of the campus Administrator for the quality of care provided to children and for efficient and appropriate operation of the cottage (Prov. 25:6).
 - B. Be responsible to and under the supervision of the Administrator for certain situations, special projects and programs and other general campus duties and responsibilities as assigned—demonstrating flexibility and respect to the authority God placed on campus (Titus 3:1).
 - C. Out of Christ-like respect for authority and regard for the safety of the children, provide immediate notification to the campus Administrator of any serious illness, accident, hospitalization or alleged abuse of an OBHC child (Heb. 13:17).
 - D. Report any on-the-job injuries to the campus Worker’s Compensation Coordinator as soon as possible, glorifying God by maintaining physical health and respecting job requirements (1 Cor. 10:31).

9. Team Relationships

“Iron sharpens iron, and one man sharpens another.” Proverbs 27:17, ESV

- A. Demonstrate a positive team-building attitude toward/with Associate Houseparents, Caseworkers and other campus personnel, recognizing them as co-laborers with Christ (1 Cor. 3:9).
- B. Work with Associate Houseparents, Caseworkers and other campus personnel in providing a positive, consistent lifestyle for the children, remembering that “God is not a God of disorder but of peace” (1 Cor. 14:33, HCSB).
- C. Work harmoniously with Associate Houseparents in change over, family conferences and other necessary meetings (1 Pet. 3:8-9).
- D. Voice opinions and participates in discussion but supports the team decisions even if you do not agree with it (1 Cor. 1:10).
- E. Works at resolving differences of opinions expediently and graciously as Jesus modeled (Prov. 12:18).

10. Honor God’s Provision by Keeping OBHC Property and Vehicles Clean and Well Maintained

“So then each of us will give an account of himself to God.” Romans 14:12 ESV

- A. Display biblical characteristics of truthfulness and integrity by reporting all damage and accidents to the administration (Prov. 28:18).
- B. Demonstrate stewardship and ownership by keeping allotted office space, office equipment, grounds, facilities, buildings, and other resources clean and well maintained (Gal. 6:4, 5).
- C. Be proficient and use integrity in use of computer and other office equipment (1 Cor. 15:58).

11. Honor God by Keeping the Cottage Attractive, Clean and Well-maintained

“The earth is the Lord’s and the fullness thereof, the world and those who dwell therein,” Psalm 24:1, ESV

- A. Responsible for treating the cottage yard and grounds as a gift from God. This includes mowing, edging, trimming, cleaning and keeping flower beds and gardens nice and well-maintained (Jn. 3:27).
- B. Responsible for overall cleanliness and appearance of the cottage. This includes adherence to all health department and licensing requirements concerning cleanliness, food preparation and storage—remembering the weight of this stewardship responsibility (Lk. 16:11). According to the OBHC Student Opinion Surveys, 95.83% of children report, “My cottage is a comfortable and good place to live.”
- C. Responsible for the overall cottage’s curb appeal. For example, cottage yard picked up, bicycles stored in appropriate places, sidewalks cleaned and the general maintenance and appearance of the cottage porches, garage/carport, patios, etc.—modeling good stewardship for the children and respect for possessions (Rom. 12:9-11).

- D. Follow campus procedures regarding reporting, accomplishing and oversight of scheduled and unscheduled cottage maintenance, knowing the importance of taking care of that which God has given (Jas. 1:17).
- E. Follow campus procedure regarding cottage monthly inspections for fire, safety and security issues, trusting the Lord's appointment of those establishing those rules (Rom. 13:2).
- F. Honor authority by following campus procedures regarding the completion, documentation and reporting of fire and tornado drills (1 Pet. 2:17).

12. Honor God by Keeping the Campus Attractive, Clean, and Well-Maintained.

"The LORD God took the man and put him in the garden of Eden to work it and keep it."
Genesis 2:15, ESV

- A. Honor Jesus' provision of the campus by demonstrating and teaching stewardship and ownership on campus by keeping the grounds, facilities and buildings clean, picked up and attractive (1 Chron. 29:12).
- B. Demonstrate a spirit of cooperation and community with all the staff as opportunities arise (1 Thess. 5:12-13).
- C. Respectfully adhere to campus procedures regarding the care and use of commissary, shop buildings, activity center, barns and other buildings (Phil. 2:3).

13. Additional Responsibilities

"And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through Him." *Colossians 3:17, ESV*

- A. Maintains appropriate attire as dictated by biblical commitment to modesty (1 Tim. 2:9, 10), specific circumstances, activities and office procedures.
- B. Out of respect for the Lord and OBHC, maintain punctuality to office hours as scheduled by assigned supervisor (Phil. 2:3).
- C. Time off for personal needs or requests of any type of leave must be arranged in advance with the immediate supervisor, demonstrating Christ-like respect for authority (1 Pet. 2:17).
- D. Be available to represent OBHC in public meetings as per administrative request or by permission (1 Cor. 14:40).
- E. Seeks proper administrative approval on all VISA and charge accounts when purchasing items needed on the campus/in the office (Rom. 12:10).
- F. Make prayerful and wise financial decisions on purchases approved by administration. For example, purchase items on sale, in proper quantity, and only necessary items (Prov. 21:20).
- G. Upon receiving OBHC employee VISA statement, compile all receipts, documentation and information to submit within time designated by supervisor.
- H. Complete appropriate tasks as assigned by supervisor (Phil. 4:13).
- I. Practice proper safety measures, recognizing the prudence of wise choices (Prov. 28:26).
- J. Wears seat belt and will not leave campus without children properly buckled in their seats, honoring secular law and biblical wisdom (Prov. 28:18).

- K. Practices proper conservation of utilities in cottage and on campus, demonstrating Christ-like shrewdness (Prov. 8:11-14).
- L. Be able to meet all the qualifications and expectations as outlined in *OBHC Policies* section (VI., K) unless otherwise specified by the qualifications listed in this job description (Prov. 18:9).