

MIRACLE FARM
Position Description
RESIDENT CARE DIRECTOR

POSITION ASSIGNMENT

Position Title: Resident Care Director

Company: Miracle Farm

Status: Full-Time

Reports to: Vice President of Programs and Services

Miracle Farm's Mission: *Miracle Farm Boys Ranch joins Christ in forging broken and hurting boys into men of character and purpose.*

Three Key Results for Miracle Farm:

1. Best-in-class client outcomes
2. Securing a shared future
3. Being the employer of choice

POSITION SUMMARY

The Resident Care Director provides leadership and oversight for the individual care, growth, discipleship, and development of each young man at Miracle Farm. This position serves as a primary advocate, goal coach, and discipler for residents, working closely with house parents, families, school personnel, counselors, and other staff to ensure each boy receives intentional, individualized care.

The Resident Care Director oversees each resident's progress through Miracle Farm's **Forge Process**, helping identify needs, establish meaningful goals, coordinate resources, and provide consistent accountability and encouragement. This role combines relationship-based ministry, case management leadership, crisis response, family engagement, and community outreach.

KEY RESPONSIBILITIES

SKILL BASED COMPETENCIES

Resident Care & Development

- Serve as a lead discipler, advocate, and goal coach in the lives of Miracle Farm residents.
- Assess each resident's individual needs, strengths, challenges, and opportunities for growth.
- Develop meaningful goals and coordinate appropriate resources to support each resident's spiritual, emotional, relational, educational, and personal development.
- Track and coach each resident's progress through Miracle Farm's **Forge Process**.
- Facilitate regular **Forge Meetings/Plans of Service** to evaluate progress, establish goals, and coordinate care.
- Work closely with house parents and other program staff to maintain consistency in each resident's care and development.
- Provide individual counseling and support within the scope of the position and connect residents with qualified professional counselors or other resources when additional care is needed.

- Participate in family counseling, family meetings, and other efforts designed to strengthen relationships between residents and their families.

Admissions & Intake

- Lead the resident interview and intake process.
- Assess prospective residents and families to determine whether Miracle Farm can appropriately meet their needs.
- Work with the Program Administrative Coordinator and other staff to ensure admissions are completed thoroughly and efficiently.
- Help families understand Miracle Farm's program, expectations, philosophy of care, and Forge Process.
- Be available to travel when appropriate to meet with prospective residents and families experiencing crisis.

Aftercare & Alumni Engagement

- Develop and oversee Miracle Farm's aftercare program to provide continued encouragement, counseling, and support for residents who have left the program.
- Plan and coordinate an annual alumni event to strengthen relationships and maintain connections with former residents.
- Continue to advocate for and serve former residents, helping them access resources and support after leaving Miracle Farm.
- Connect graduates with healthy local churches that provide opportunities for spiritual growth, community, and ongoing mentorship.
- Develop and track success metrics for graduates to evaluate long-term progress and guide improvements to the aftercare program.

Crisis Response & Safety

- Respond to resident crises, disciplinary situations, and conflicts.
- Provide leadership in conflict resolution and restorative conversations.
- Facilitate suicide risk assessments in accordance with Miracle Farm policy, applicable minimum standards, training requirements, and professional protocols.
- Coordinate appropriate outside professional or emergency services when a resident's needs exceed the scope of Miracle Farm staff.
- Immediately report any suspected child abuse or neglect and any reportable serious occurrences as required by applicable minimum standards and Miracle Farm policy.
- Keep the President informed of deficiencies or concerns related to minimum standards, resident safety, or quality of care.

Discipleship & Campus Life

- Help lead weekly Miracle Farm chapel services.
- Oversee and support discipleship groups across campus.
- Provide spiritual encouragement, mentorship, and biblical guidance to residents consistent with Miracle Farm's mission.
- Be intentionally present in the daily lives of residents through meals, activities, conversations, recreation, and special events.
- Participate actively in afternoon horse, ranch, and vocational-technical programs as appropriate.
- Create opportunities for positive, fun, relationship-building experiences with residents.

Community & Family Engagement

- Develop strong working relationships with parents, guardians, schools, counselors, churches, community organizations, and other partners involved in resident care.

- Regularly visit schools, community organizations, county officials, churches, and other community partners to communicate the services and mission of Miracle Farm.
- Represent Miracle Farm professionally and help develop referral relationships within the community.
- Maintain regular and constructive communication with residents' families regarding progress, needs, and goals.

The Resident Care Director may perform additional duties as assigned by the President in support of Miracle Farm's mission and the care and development of its residents.

BEHAVIOR BASED COMPETENCIES

- Christian, biblical behavior is expected at all times and includes, but is not limited to, the following:
 - Honors God by lifestyle and is a positive Christian role model both personally and professionally. This person must agree with and personify Miracle Farm's Mission, Vision, and Core Values.
- Must have good written and verbal communication skills.
- Must be computer literate.
- Able to listen and communicate with staff, residents, and community groups.
- Must be insurable by the agency's vehicle insurance company.
- Capable of maintaining a flexible work schedule.
- Capable of working in high stress situations.
- Must be self-motivated with good organization and time management skills.
- Must demonstrate professionalism, respect, and civility when working with boys and their families.

Core Competencies

- Relationship Building
- Discipleship & Mentorship
- Goal Coaching
- Resident Advocacy
- Crisis Response
- Conflict Resolution
- Family Engagement
- Case Coordination
- Communication
- Documentation & Accountability
- Team Leadership
- Sound Judgment

KEY REQUIREMENTS

QUALIFICATIONS

- Strong commitment to the mission, values, and Christian ministry of Miracle Farm.
- A degree in pastoral ministry, social work, or counseling is a plus.
- Demonstrated ability to build healthy, appropriate relationships with adolescent boys.

- Experience in residential care, youth ministry, counseling, social services, case management, education, or a related field preferred.
- Strong leadership, communication, conflict-resolution, and organizational skills.
- Ability to remain calm and exercise sound judgment during crisis situations.
- Ability to collaborate effectively with families, house parents, counselors, educators, and other professionals.
- Willingness to work a flexible schedule, including occasional evenings, weekends, travel, and crisis response.
- Ability and willingness to meet all applicable licensing, training, background-check, and minimum-standard requirements.

PHYSICAL REQUIREMENTS

- Normal office work. Note: Miracle Farm is a working ranch, so expect to spend some time outdoors.

ACCOUNTABILITIES

- Reports to the President of Miracle Farm.

I understand that this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required for this position. This document does not create an employment contract, nor does it modify the at-will employment status of all employees. I have reviewed the job description for the position of Resident Care Director of Miracle Farm and can perform the essential functions required. I have received a copy for my records.

Received by: _____
Signature

Date

Print Name