

Benefits *at a glance*



Last Updated: May 29, 2025

Lutheran Settlement House is part of a movement rooted in radical compassion and focused on making lasting, meaningful change in people's lives and in our community. The voices of our clients guide our work, telling us what supports they need and what needs to change in our city. Our staff shares deeply held values that make us a welcoming, responsive, and reliable safe haven for some of Philadelphia's most vulnerable populations. We accompany our clients in times of crisis, we are catalysts for building community, and we joyfully celebrate the strength of those we serve. If this sounds like you, if you're looking for a workplace where you can live out your values and a workplace that values your growth and development, we invite you to apply.

Our Benefits Include



Full-time staff receive low-cost medical and free dental and vision insurance, as well as agency-funded life and disability insurance starting Day One.



We offer **8-weeks paid parental leave** for full-time staff (eligible after 1 year of service) who give birth, adopt, or foster a new child in their home.



Full-time staff receive **3-4 weeks** of vacation, **12 days** of paid sick time, and **5 personal days** annually. Part-time staff receive Philadelphia sick time.



We observe **17 paid organization-wide holidays**, and an **early close on Fridays** during the Summer.

Our Benefits Include (cont.)



Our **401k retirement savings program** offers a 1% match after 90-days.



We partner with **AmeriFlex** for pre-tax flexible spending accounts for health, travel, and dependent care.



We partner with Aflac for **supplemental insurance**: cancer, life insurance, indemnity, hospital, accident, disability, etc.



We value growth and learning and offer trainings and conference participation whenever possible. We value the voices of our staff, and we offer **mini-grants** for staff to pilot new ideas in their work.



We offer **flexibility** for classes, internship possibilities within our organization, and the availability for social work licensure supervision.



We understand that employees are people first, and are committed to an overall **supportive and flexible organizational culture**.



Our work is critical but we know it's not easy, so we aim to **infuse joy** wherever possible. Whether we are offering **free yoga** and **exercise classes**, ending all-staff meetings with Karaoke or Bingo, or committing steadfast to a snack-based meeting culture – we aim to balance the weight of our work with **laughter and levity** as often as we can.

LSH is committed to creating an inclusive experience for all and we firmly believe that we serve our communities best when everyone feels free to be their most authentic self.

We value diversity and are committed to promoting it! We are an equal opportunity employer and applicants from diverse backgrounds are strongly encouraged to apply.