

## **Position Opening: Director of Development**

**Location:** Little Rock, AR (Hybrid: On-site 1–2 days/week)

**Status:** Full-Time, Exempt

**Compensation:** \$70,000–\$85,000 + Full Benefits

**Reports to:** Executive Director

**Apply to:** [jgill@ferncliff.org](mailto:jgill@ferncliff.org) with subject line: Director of Development

Ferncliff is seeking a visionary, relational, and mission-aligned Director of Development to lead our fundraising efforts and deepen support for our work in faith, service, and sustainability. This position is responsible for our entire fundraising operation, including appeals, grants, major gifts, planned giving, donor engagement, church partnerships, and events.

The right candidate will be both strategic and personable—someone who builds long-term relationships, enjoys faith-based settings, and brings energy and creativity to donor cultivation. If you love helping people give to something they believe in, feel at home at a potluck or at a pulpit, and want to make a lasting impact in the world, we'd love to meet you.

### **Key Responsibilities**

- Design and lead Ferncliff's comprehensive fundraising strategy, including annual giving, appeals, grants, major gifts, planned giving, and monthly giving.
- Cultivate, solicit, and steward donors directly through calls, visits, events, and personalized communication.
- Build strong relationships with churches, faith communities, and foundations, including outreach, event participation, and follow-up.
- Work closely with the Executive Director to prepare for and schedule meetings, calls, and major gift asks.
- Oversee all aspects of donor tracking, acknowledgment, and segmentation (using Bloomerang).
- Plan and support donor and community engagement events, including weekends and evenings as needed.
- Write and manage grant applications and reports, and develop new funding relationships with foundations and corporations.
- Evaluate fundraising performance and provide regular reports to leadership.

- Lay the groundwork to grow Ferncliff's development team as fundraising capacity increases.

### **What We're Looking For**

- 5+ years of nonprofit fundraising experience, preferably with comprehensive development responsibilities.
- Proven success in donor cultivation, gift solicitation, and relationship building.
- Strong written and verbal communication skills; a confident, warm presence in meetings, phone calls, and donor visits.
- Highly organized and outgoing, with a natural ability to connect with others and build rapport.
- Ability to work independently and follow through on plans with strong organizational skills.
- Comfort and fluency in Presbyterian, Methodist, Episcopal, or other Reformed faith communities.
- A flexible schedule and joyful spirit around events and nontraditional hours.
- Tech fluency with donor management systems and digital communication tools.
- A deep belief in Ferncliff's mission and the power of generosity to transform lives.

### **Our Core Values**

At Ferncliff, we seek people who don't just do their jobs—they live out our values:

#### **Carry Your Corner**

We take personal accountability for our jobs and strive to do our best for Ferncliff and our shared mission. We help each other out, work outside our job descriptions when needed, and foster a culture of teamwork.

Do your job and help others. Ask for help when you need it. Work together to make Ferncliff better for all.

#### **Create Paths, Not Obstacles (Yes, And!)**

We believe in possibility. We say yes to challenges, remain flexible, and find ways to make things happen.

Be flexible and excited. Embrace discovery and reaching beyond comfort zones. Be open to change and learning through new experiences.

**Set a Place at the Table for Others**

Radical hospitality is at our core. We welcome everyone with open arms and create a sense of belonging.

Serve the underserved. Make space for everyone to feel at home. Look for opportunities to connect with guests personally and make their experience meaningful.

**Connect People to Nature**

You'll support a mission rooted in creation care, where time in nature offers healing and renewal, and caring for the gift of the earth is embraced as a joyful act of faith.

**Cultivate Curiosity and Wonder**

Learning never stops. We encourage exploration, creativity, and an openness to growth. We actively share ideas to improve the way we work, both within our job duties and beyond.

Encourage discovery and wonder. Be curious about how to do things better and explore possibilities. Share ideas that could improve Ferncliff as a whole.

**Be Someone Other People Will Remember**

Every interaction matters. We strive to leave a lasting impact by showing kindness, generosity, and care.

Extend God's love through service and hospitality. Lead with joy, wit, and whimsy. Recognize and celebrate staff who try new things and make a positive impact.

**Why Ferncliff?**

Ferncliff is a 1,200-acre camp and conference center near Little Rock, Arkansas. We've spent the last 80+ years helping people of all ages grow in faith, explore creation, and serve the world. We're progressive, playful, and deeply rooted in the Christian tradition—and we believe that generosity is spiritual work.

This is a hybrid position based in Central Arkansas. We expect the Director of Development to work on-site 1–2 days per week, especially for collaboration, events, and key meetings. The rest of the time may be remote, especially once fully oriented to the role and organization.

Candidates should live within reasonable driving distance to Ferncliff or be willing to relocate.

We offer competitive pay, full benefits (health, dental, vision, retirement), paid time off, and a supportive, flexible work environment.

**How to Apply**

Apply through our [ADP hiring portal](#)

Be prepared to provide your resume, cover letter, and three references. In your cover letter, tell us why this mission matters to you—and how your experience reflects Ferncliff's values and vision for the future.