

Frontier Lodge



Director of Development & Partnerships

Frontier Lodge – Christian Outdoor Adventure Centre

Location: Flexible (remote with regular on-site presence)

Position Type: Full-time, permanent (with an initial 3-month probationary period)

Our Mission

Founded in 1959, Frontier Lodge exists to glorify God by creating Christ-centered outdoor experiences that form faith, build character, and develop servant leaders.

Through adventure, challenge, community, and time in God’s creation, we invite people to encounter Christ and grow in relationship with Him.

As Frontier Lodge looks toward the future, we are seeking a **Director of Development & Partnerships** who views development as **ministry, relationship, and shared calling**, and who is eager to partner with leadership and the Board to help build a sustainable and faithful future for Frontier Lodge.

Role Overview – A Calling to Build and Cultivate Partnerships

This is a senior, foundational leadership role responsible for shaping and leading Frontier Lodge’s **development and partnership efforts**.

The Director of Development & Partnerships will lead the strategy, systems, and execution of how Frontier Lodge invites others into meaningful partnership with its mission. Rather than stepping into an established department, this individual will help build the **development “playbook”** — establishing processes, cultivating relationships, and taking ownership of outcomes.

At the core of this role is the responsibility to **manage and grow a portfolio of donors, partners, and prospective supporters**, cultivating long-term, mission-aligned relationships that sustain and expand Frontier Lodge’s impact.

This role is deeply relational and collaborative. Reporting directly to the Executive Director, the Director of Development & Partnerships will work closely with the Board of Directors and the Development Committee, equipping and engaging Board members as **ambassadors, connectors, and champions** of Frontier Lodge’s mission.

The role requires a willingness to be present — on site, in churches, and in the broader community — while offering flexibility in how and where the work is carried out.



Objectives of the Role

- Grow Frontier Lodge's monthly and annual partner base
 - Strengthen relationships with existing donors and ministry partners
 - Develop and execute effective development and partnership initiatives
 - Expand financial and mission-aligned partnerships (individuals, churches, organizations, grants)
 - Build a positive, mission-centered culture of generosity and partnership
 - Increase long-term financial sustainability and predictability
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Key Responsibilities

- Manage and grow a portfolio of donors, partners, and prospective supporters
 - Lead partner care, stewardship, and appreciation efforts
 - Communicate Frontier Lodge's mission, vision, programs, and impact clearly and compellingly
 - Develop and implement development campaigns and partnership initiatives
 - Identify and pursue new partnership opportunities and funding sources (individuals, churches, corporations, schools, government, foundations, etc.)
 - Maintain donor and partner records and CRM/database systems in an organized and reliable manner
 - Provide regular development and partnership updates and reporting to the Executive Director, Board, and Development Committee
 - Collaborate with staff across programs, marketing, and operations to ensure partnership efforts align with mission and impact
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Skills & Qualifications

Required

- A growing, active faith and personal relationship with Jesus Christ
- Strong alignment with Frontier Lodge's mission and values
- Exceptional relationship-building and communication skills
- Proven initiative, self-direction, and ownership mindset
- Strong organizational and leadership abilities
- Willingness and ability to travel and meet with donors and partners
- Valid driver's license
- Ability to collaborate effectively with Frontier Lodge staff and volunteers



Preferred / Assets

- Experience in development, partnership building, or donor-based ministry
 - CFRE designation or progress toward it
 - Grant writing experience
 - Experience working with boards in a development or partnership capacity
 - Comfort with donor databases/CRMs and basic development metrics
 - Ability to collaborate closely with Marketing on communications and campaigns
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Compensation & Contract Structure

This role is offered as a full-time, permanent position, with an initial three-month probationary period intended to prayerfully discern long-term fit.

Expected monthly compensation during this probationary period is **\$5,000–\$7,000**, depending on experience and availability.

Subject to mutual discernment, satisfactory performance, partnership growth, and successful completion of the probationary period, the long-term role is anticipated to carry an annual compensation range of **\$60,000–\$85,000**.

Why This Role Matters

This position represents an investment in **people, relationships, and long-term ministry impact**.

The Director of Development & Partnerships will play a key role in ensuring Frontier Lodge can continue to serve, grow, and faithfully steward the opportunities God places before it.

If you believe development is about **trust, calling, and shared mission** — and you are excited by the opportunity to help build something lasting — we would love to hear from you.

Please direct any questions to our Executive Director, Mac Vidal, at macv@frontierlodge.ca. To apply, please submit a cover letter and resume to the same email address.