

Executive Director

Back Door Mission for the Relief of Poverty

66 Simcoe St S, Oshawa, ON L1H 4G3

Application Open: April 15th, 2026

Start Date: Immediate

Apply to: andersoncounselling@gmail.com

Salary range: \$90,000-\$120,000

About Back Door Mission

Back Door Mission is a frontline community organization serving individuals experiencing homelessness, poverty, mental health challenges, and addiction in Oshawa and the Durham Region.

Through **Mission United**, our collaborative social and health services hub, we provide **low-barrier, wrap-around supports using a point-in-time model**, ensuring individuals can access multiple essential services through a single entry point.

Our work is rooted in dignity, inclusion, and harm reduction—meeting people where they are and supporting long-term stabilization and recovery.

Our Services

Back Door Mission provides a wide range of essential supports, including:

- Meals Program
- Food Pantry
- Washrooms and Hygiene Access
- Showers

Mission United Hub Services

(Delivered in partnership with Back Door Mission)

- Safe Sleep Area
- Medical Clinic

- Addiction Counselling Supports
- Housing Supports & Shelter Referrals
- Mental Health Supports
- Harm Reduction Services and Supplies
- Peer Support and Outreach
- Financial and Social Assistance

Mission United operates as a collaborative hub within Back Door Mission, bringing together partner agencies that deliver specialized services while maintaining operational independence.

Community Programs

Back Door Mission is expanding its programming to foster connection, growth, and belonging:

- Chair Yoga
- Foundations of Recovery
- Good Vibes Group
- Crafts & Chat
- Women's Group
- Men's Group
- Pride Connect
- Cooking Class
- Games Club

And this is just the beginning—we continue to grow as staff capacity and funding allow.

Who We Serve

We support a diverse and often marginalized population, including:

- Individuals experiencing homelessness or unstable housing
 - People on limited or fixed incomes
 - Individuals facing addiction, mental health challenges, or medical barriers
 - Those transitioning from institutional settings
 - Individuals with low literacy or limited employment opportunities
 - Transient workers and those without stable employment
 - People from all cultural backgrounds, including Indigenous and LGBTQ+ communities
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Position Overview

The Executive Director provides overall leadership, strategic direction, and operational oversight of Back Door Mission. Reporting to the Board of Directors, this role is responsible for implementing the organization's strategic plan, managing day-to-day operations, and ensuring sustainability and growth.

Key Responsibilities

Leadership & Governance

- Carry out the Board of Directors' strategic plan and action priorities
- Work closely with the Board, staff, and volunteers to grow funding streams and develop the organization
- Provide regular operational and strategic updates to the Board
- Foster a strong, inclusive, and mission-driven organizational culture

Operations & Program Oversight

- Oversee all organizational operations and service delivery
- Provide leadership to the **Mission United Access Hub**
- Ensure services reflect best practices in harm reduction, inclusion, and social equity
- Maintain a safe, low-barrier, and welcoming environment

Partnerships & Community Relations

- Maintain strong working relationships with local governments, funders, and stakeholders
- Strengthen partnerships with health, housing, and social service providers
- Represent the organization in community meetings, collaborations, and sector initiatives

Funding & Organizational Development

- Oversee funding agreements, contracts, and partner MOUs
- Ensure timely and accurate reporting to funders and stakeholders
- Identify, develop, and expand sustainable funding streams
- Support long-term organizational growth and sustainability

Financial Oversight & Budget Management

- Develop, manage, and monitor the organization's annual budget
- Ensure financial accountability and compliance with funding requirements

- Oversee financial reporting, forecasting, and resource allocation
- Work with the Board to ensure strong financial governance

Communications & Public Engagement

- Participate in media and public speaking engagements when required
 - Act as a spokesperson for Back Door Mission
 - Promote awareness, advocacy, and community engagement
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Qualifications & Experience

- Proven leadership experience in the non-profit, health, or social services sector
 - Strong understanding of homelessness, addiction, poverty, and mental health
 - Experience working with Boards of Directors and governance structures
 - Demonstrated success in partnership building and fundraising
 - Strong financial and budget management experience
 - Excellent communication and public engagement skills
 - **Lived experience is considered a strong asset**
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Why Work Here

- Make a direct, meaningful impact in your community every day
 - Be part of an innovative, collaborative hub model (Mission United)
 - Work alongside passionate staff, volunteers, and community partners
 - Lead an organization grounded in compassion, dignity, and real-world impact
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Equity & Inclusion Statement

Back Door Mission is committed to fostering an inclusive, equitable, and anti-oppressive environment. We welcome applicants from all backgrounds, including those with lived experience and individuals from marginalized communities such as Indigenous peoples, racialized persons, LGBTQ+ individuals, and people with disabilities.

We believe in meeting people where they are—with respect, dignity, and care.

Growth Opportunity

This is a unique opportunity to:

- **Shape the future of service delivery in Oshawa and Durham Region**
 - Strengthen and expand an already thriving organization
 - Build sustainable funding models and strategic partnerships
 - Lead innovation in integrated, community-based care
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The Opportunity

This role offers the chance to **drive real change in Oshawa and help shape the next chapter of a growing, impactful organization serving those who need it most.**

Additional Information

- Full-time leadership role with flexibility, including evenings and weekends as required
 - This is a management position requiring a high level of commitment and accountability
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How to Apply

Please submit your resume to:

[✉ andersoncounselling@gmail.com](mailto:andersoncounselling@gmail.com)