

MODULE 14

Peer Support Team Development

Building Effective, Sustainable Teams

A peer support program is only as strong as the team behind it, and building that team well takes more than good intentions. This module is about the practical work of recruiting, training, and sustaining a peer support team that lasts.

Why This Module Matters

A lot of peer support programs start strong and fade within a couple of years, usually because nobody planned for sustainability from the beginning. This module is about building something that holds up over time.

What You'll Walk Away With

You'll leave with a practical understanding of how to recruit the right people for peer support, not just the most willing, but the most suited. You'll learn what ongoing training and support a team actually needs to stay effective instead of burning out.

What's Inside

Guidance on recruitment, training structure, and team sustainability. Honest discussion of common pitfalls that cause peer support programs to stall. Practical planning tools for coordinators and supervisors.

PRESENCE™ and ATTUNE™ in Practice

A sustainable team is what allows PRESENCE™ and ATTUNE™ to keep showing up for an organization over years, not just during an initial rollout. This module is about protecting that long-term capacity.

A Story You Might Recognize

A department launches a peer support team with a lot of enthusiasm, but two years later, half the original members have quietly stopped participating. Nobody built in ongoing training, check-ins, or a way to prevent burnout among the supporters themselves. This module is built to prevent that story from repeating.

Who This Is For

Peer support coordinators and supervisors. Department and organizational leaders building or expanding a program. Chaplains involved in program development. Anyone tasked with keeping a peer support team functioning over the long term.

How We Ground This Work

This module draws on established peer support program development practices, along with organizational sustainability principles that keep volunteer-based programs functioning over time.

Scope and Safety

This module addresses program structure and development. It doesn't replace formal peer support certification requirements where they apply, and local or state standards should always be followed.

Where This Leads

This module connects directly into organizational wellness culture, since a well-built peer support team is one of the clearest signs of a department that takes its people seriously.

Learn the skill. Practice the encounter. Become the presence your people can trust.