

Join the PeerWorks Board of Directors

Applications close Friday, September 11, 2026

Two vacancies. New Directors will be elected by our members at our Annual General Meeting on November 19, 2026.

About PeerWorks

PeerWorks is a not-for-profit membership-based organization committed to supporting Peer Support Organizations, Consumer/Survivor Initiatives and individual Peer Supporters across Ontario. We provide training, advocacy, and resources to strengthen the impact of Peer Support.

Our Board is made up of people with lived and living experience. This isn't simply a nice-to-have for our organization, it's fundamental to who we are. It is embedded in our values, reflected in our leadership, and written in our by-laws.

Why Two Vacancies?

One opens up as a Director's term comes to an end. The second is brand new. In strengthening our governance foundations, PeerWorks recently changed the by-laws to grow the Board, and we're doing that in steps rather than all at once. This is the first of those new spots.

Why This Year Matters

We're in the early years of our [10-Year Strategic Plan, Our Strength is Each Other](#). It sets three priorities:

- **Being Loud.** Speaking up for peer support with government and across the sector.
- **Being Sustainable.** Growing our own revenue through training and accreditation.
- **Being Strong.** Good governance, and real support for our member organizations.

Directors help shape that direction. As a Board member, you'll help make decisions that influence the future of peer support across Ontario for years to come.

Who We're Looking For This Year

Every year our Board looks at the skills and experience already around the table and formally assesses where the gaps are. The Board approves those priorities. Then our Nominations Committee goes looking.

For this cycle, we especially want to hear from:

- **People who live outside the Greater Toronto Area**, particularly in Northern, Eastern, and Southwestern Ontario.
- **People whose lived or living experience includes addiction and substance use.**
- **First Nations, Inuit, and Métis people.**
- **Black, racialized, and newcomer communities.**
- **To support greater gender diversity on our Board, we particularly encourage applications from men and people of diverse gender identities, including trans and non-binary people.**

Two Vacancies, Four Priorities

We have two vacancies this year and four things we're focused on, so we won't be able to cover all four. That's why skills come first. These priorities help us decide when applicants are otherwise evenly matched.

Please don't count yourself out because you only fit one of them, or none of them. If you bring something our Board needs, we want to read your application!

And if more than one describes you, please share that with us. People rarely fit in one box, and PeerWorks would not ask you to.

Skills and Strengths That Help

This is a long list, and no one person brings all of it. Just tell us about the two or three that are really your strengths.

Running the Organization Well	Speaking Up and Being Seen	Knowing the Work
Board or committee experience	Advocacy and government relations	Direct peer support work
Reading and understanding financial statements	Communications, media, or marketing	Leading a peer support program or organization
Legal, risk, or insurance knowledge	Fundraising and building relationships with funders	Training, education, or accreditation
Human resources and supporting an Executive Director	Equity, diversity, inclusion, and anti-racism work	Knowing your local mental health, addictions and substance use system
Strategic planning		

What the Role Asks of You

What	How Much
Board meetings	About six a year, mostly virtual, often Saturday mornings. Some may be in person.
Committee work	At least one Board committee or working group.
Reading	Board materials come to you ahead of each meeting. Please read them before you arrive.
Annual General Meeting	Once a year, in the fall.
Term length	Two years. You can stand for re-election after that, up to three terms.
Pay	None. Directors are volunteers.

What	How Much
Your costs	PeerWorks covers reasonable expenses directly related to attending Board meetings, such as mileage, parking, and meals.

What You Get From Us

- A full orientation before your first meeting, and a plan for your first 90 days.
- A Board Buddy. An experienced Director who checks in with you, answers the questions you'd rather not ask in a meeting, and debriefs with you afterward.
- A Board Governance Binder written in plain language, with a glossary for every term that comes up.
- Board education every year. We invest in Directors growing while they serve.
- Your expenses covered, so cost isn't the reason you should have to say no.

What Won't Rule You Out

We know some of this stops people from applying. So we want to be clear.

- **You don't need board experience.** Some of our strongest Directors started here with none.
- **You don't need a degree.**
- **A criminal record won't rule you out.**
- **Being in recovery won't rule you out.** Our Board is made up of people with lived and living experience. That's the point.
- **You don't have to be working right now.**
- **Hard periods happen.** Our Board has a written agreement on how we handle absences with care. You won't be the first person who needed it.

Who Can Serve

Our by-laws set a few rules. To be a Director you must:

- Be 18 or older.
- Live in Canada.
- Self-identify as a consumer/survivor, or as someone with lived or living experience.
- Be connected to a PeerWorks member organization, or be an Individual Peer Support Member. Not sure if this is you? Ask us. We'll help you figure it out.
- Not have been a PeerWorks employee in the last two years.
- Not be an undischarged bankrupt, and not have been declared incapable.

How to Apply

Send us an email to info@peerworks.ca by Friday, September 11, 2026, with the subject line "Your Name Board Application 2026." In it, please tell us:

- 1. A bit about you.** Your name, where in Ontario you live, if you are involved with a PeerWorks member organization and how to reach you.
- 2. Why you want to join the PeerWorks Board.** A few sentences is plenty.
- 3. What you'd bring.** Name two or three of the skills or strengths from the list above that are really yours, and how you'd use them here.
- 4. Your experience, in whatever form you have it.** A resume, a list, or a short write-up. Whatever's easiest for you.
- 5. Two references.** Names, phone numbers, and how they know you. We won't contact them without asking you first.

Don't worry about making it polished. We care about what you say, not how it looks.

If you require accommodation to participate in the nomination process please contact Allyson Theodorou, Executive Director at allyson@peerworks.ca.

You'll receive a confirmation of your application from us within two business days. If you don't hear from us, please give us a call. We'd rather track down your application than risk missing the opportunity to connect with you.

What Happens Next

When	What Happens
September 11	Applications close.
Week of September 14	Our Nominations Committee reviews every application. We'll let you know either way.
Week of September 21	Interviews. About an hour, by video or phone, whichever works for you.
Late September	Reference checks, only for people we've interviewed, and only with your say-so.
Early October	The full Board approves the slate going forward to our members.
November 19, 2026	Our members vote at the Annual General Meeting. If elected, your term starts right away.

If You're Not Selected

You'll hear from us directly. We will be open and transparent about how the decision was made. Not being selected this year usually means your strengths didn't match the specific gaps the Board set for this cycle. Those gaps change every year. We'd be glad to stay in touch about committee work in the meantime, and you can apply again.

Support and Accommodation

Tell us what you need and we'll sort it out. Some examples of things we can do:

- Give you the interview questions ahead of time.
- Do the interview by phone instead of video.
- Take a break partway through, or split the interview across two shorter calls.
- Have someone you trust sit in with you.
- Help you fill out the application, if writing is a barrier.

Ask by email or by phone. You don't need to explain why.

Questions Before You Apply?

We're happy to talk it through with no commitment. Reach out and we'll set up a short call with someone on the Nominations Committee.

Email: info@peerworks.ca Phone: 416-484-8785 ext. 2

We Want to Hear from You!

If you've read this far and you're wondering whether you're the right kind of person for a board, that question is exactly why we'd like to hear from you.

We're building a Board that looks like the province we serve. Come help us do it!