

Ladder of Engagement

Adapted from trainings.350.org

1.	Make a list of garden maintenance tasks that need to happen in your garden on a regular basis.
2.	Make a list of administrative tasks that need to happen in your garden on a regular basis.
	w the two lists above. Place a star next to items that YOU do, and underline items that beople in your garden or core group do.
3.	Think of things that could be delegated to newer members. For example, what work do you do but could easily give away?



4. Order this list based on what is "more challenging" and "less challenging." Look for tasks that might be "in between"— for example there's a number of steps between bringing snacks to a meeting and agreeing to facilitate the next meeting. Consider your volunteers — what tasks have they already done? What might be next for them?



Face any anxiety or fears you have about giving away more leadership and responsibility. Make a plan to address these. Give away tasks — and get more engaged, powerful leaders!