



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!*