

Stop Dumping Tasks on Volunteers

Build a handoff that develops a person - not just an empty inbox.

THE HANDOFF TEST

If the volunteer only receives the task, you delegated work. If they receive the clarity, judgment, and heart to lead it well, you developed a person.

01

DUMP

Pressure moves off your plate. Context, support, and success remain unclear.

RESULT: CONFUSION

02

DELEGATE

Responsibility moves with an outcome, boundaries, authority, examples, and check-ins.

RESULT: CLARITY

03

DISCIPLE

The person learns how you think, why the ministry matters, and how to develop someone else.

RESULT: MULTIPLICATION

BUILD YOUR NEXT HEALTHY HANDOFF

Choose one real responsibility. Make the invisible parts of the handoff visible.

1. OUTCOME: WHAT MUST BE TRUE WHEN THIS IS DONE?

2. NON-NEGOTIABLES: WHAT MUST STAY CONSISTENT?

3. FREEDOM: WHAT CAN THEY DECIDE OR DO DIFFERENTLY?

4. FIRST CHECKPOINT: WHEN WILL WE DEBRIEF?

THE DEVELOPMENT PATH

- 1 Watch me
- 2 Help me
- 3 Do it with me
- 4 I watch you
- 5 You own it
- 6 Train another

My next move: I will stop dumping _____ and begin developing _____.