



# FROM MAINTENANCE TO MULTIPLICATION

The Leadership Shift In Changing Seasons

Dr. Mario Hood





# THE GIDEON PRINCIPLE

Future-Present and  
The Reduction That Multiplies

# THE COUNTERINTUITIVE CALL

**God's Greeting: "The Lord is with you,  
mighty warrior."**

# THE SCENE:

- Gideon is hiding in a winepress
- Threshing wheat in secret (normally done on hilltops to catch wind)
- Living in survival mode, gripped by fear
- Sees himself as: least in his family, weakest tribe, hiding from enemies

# LEADERSHIP PRINCIPLE

**We Define Ourselves by Calling,  
Not Current Capacity**

# LEADERSHIP PRINCIPLE

Stop organizing around current reality.  
**Start organizing around called identity.**

# THE REDUCTION

- **32,000 → 10,000:** Removed those operating in fear
- **10,000 → 300:** Kept those who stayed alert while refreshing themselves
- **The 300 weren't "better"**—they were **aligned** with what the mission required

# LEADERSHIP PRINCIPLE

God did not choose the strongest, the most skilled, or the most numerous.

**He chose those whose posture matched the mission.**



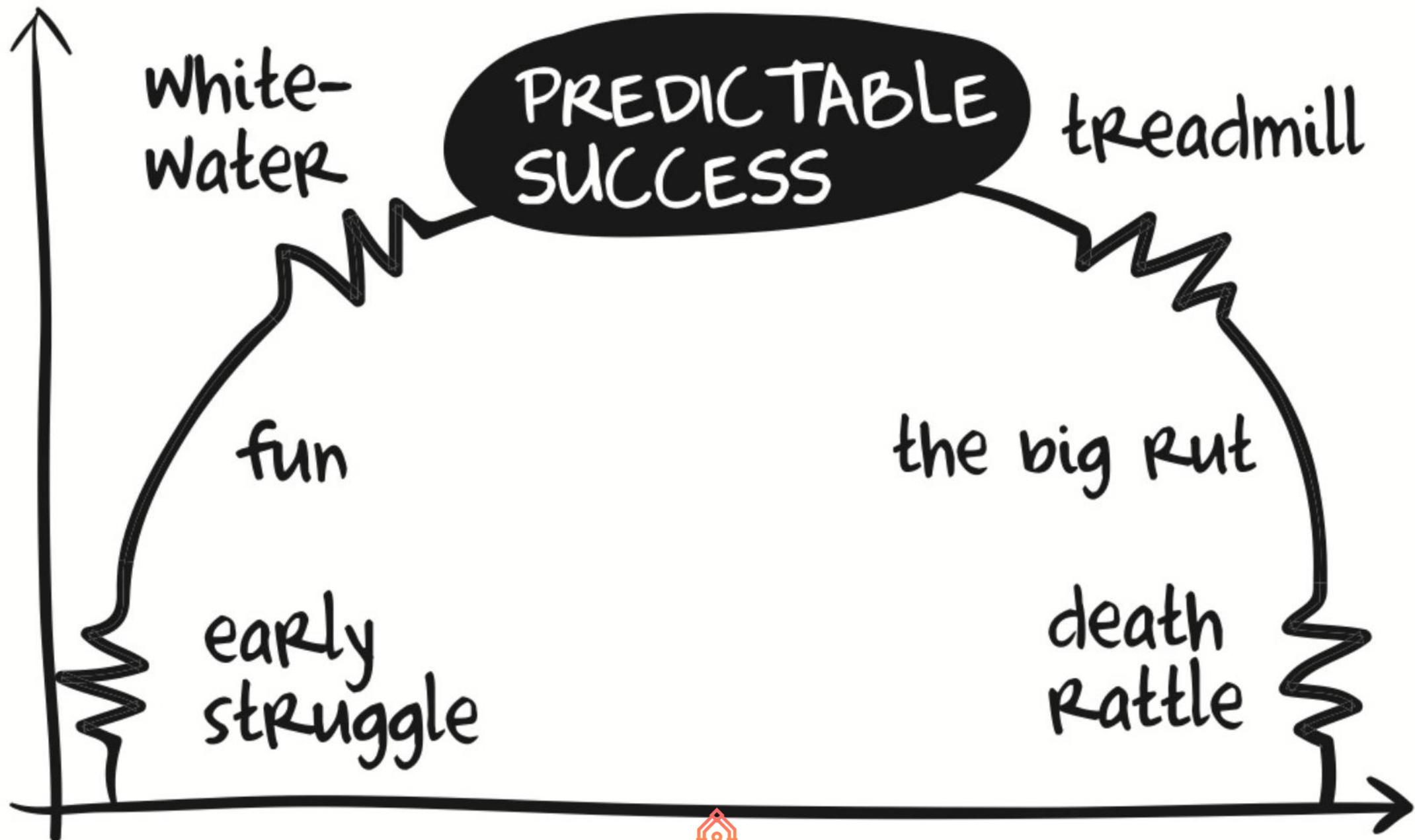
# THE DISTRIBUTES THAT MULTIPLY

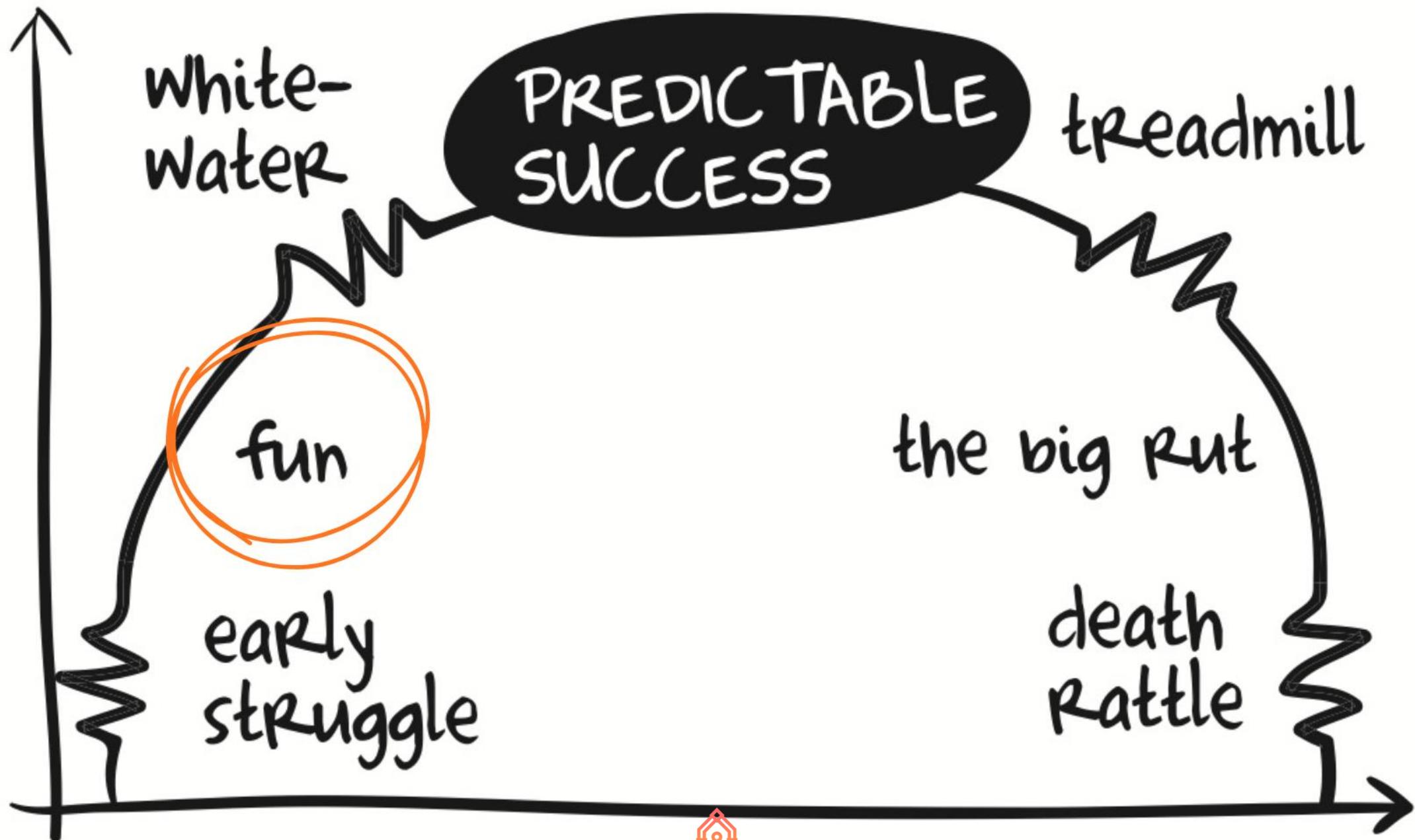
- Gideon didn't lead all 300 **as one unit.**
- He divided them into three companies (Judges 7:16)
- **Each person: trumpet, torch, empty jar**
- Everyone had **a role, a tool, and timing**
- Victory came through coordinated, **distributed action—not one hero**

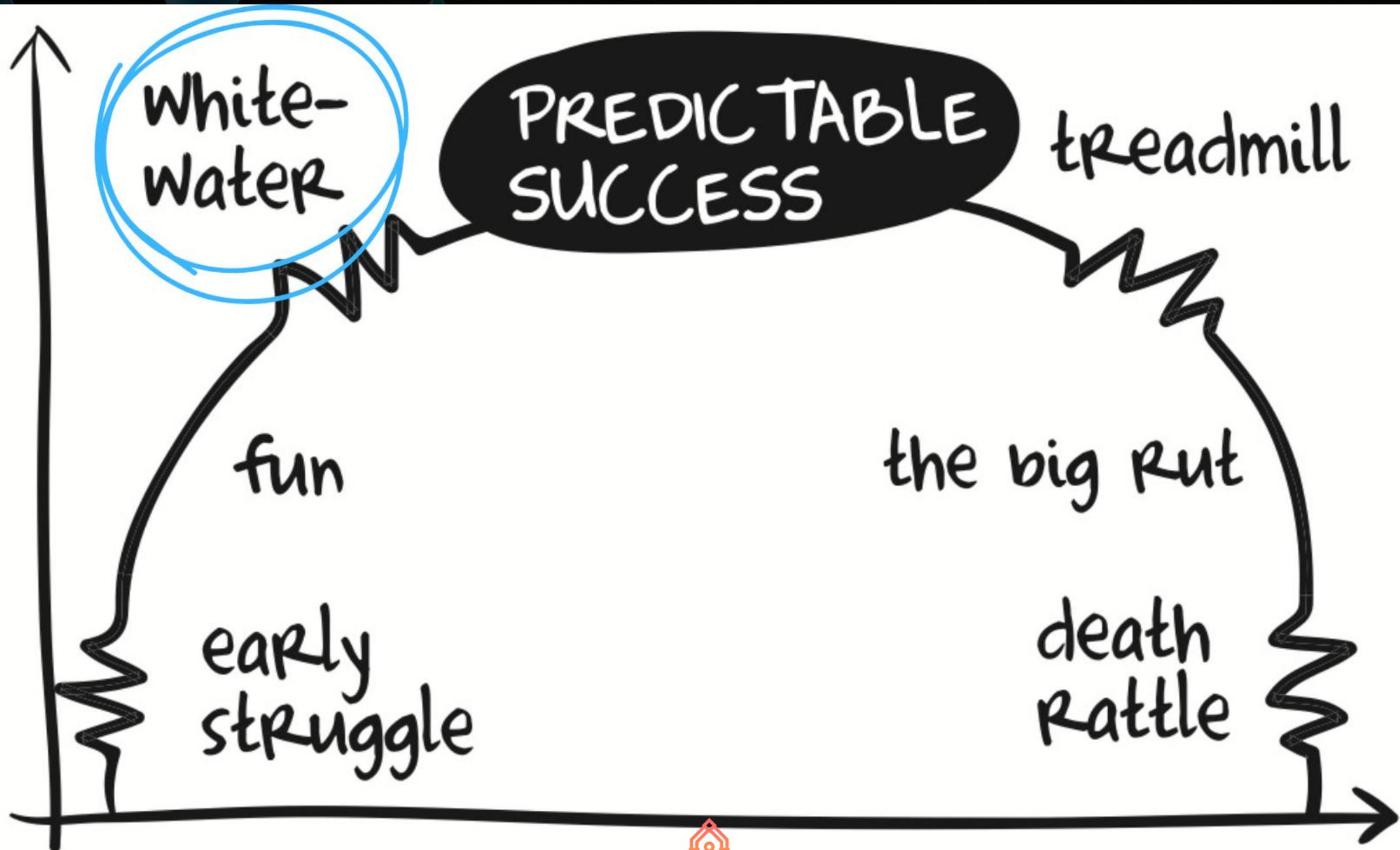
# LEADERSHIP SHIFT

Gideon didn't win by being **the best warrior**.  
He won by **empowering 300 people** to know  
**exactly what to do at exactly the right time.**

# THE GROWTH CYCLE







White-water

PREDICTABLE SUCCESS

treadmill

fun

the big rut

early struggle

death Rattle

# LEADERSHIP PRINCIPLE

When leaders **fail to adjust to complexity**,  
organizations slide toward:

**Treadmill** (busy, exhausted, but not progressing)

Or **Predictable Failure**

# LEADERSHIP SHIFT

From "How We've Always Done It"  
→ "What the Church Needs Now"

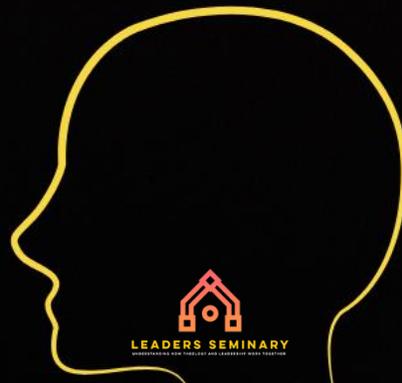
# LEADERSHIP SHIFT

From **Heads** → **Hats**



# HEADS-BASED

- **Ministry stalls** when a person leaves.
- Knowledge stays **trapped in individuals**.
- Leaders/volunteers feel **indispensable—and eventually exhausted**.
- **Development is slow** because replacement feels like loss.



# HATS-BASED

- Roles can be **taught, shared, and handed off.**
- The church **grows beyond** the capacity of any one leader.
- People are **developed** without being **consumed.**
- **Multiplication becomes normal rather than disruptive.**



# LEADERSHIP PRINCIPLE

This is not a **downgrade of people**—it's an  
**upgrade of stewardship.**

# OLD MINDSET

## Performance-Based Church Identity:

- We'll pursue vision when we're bigger
- We'll launch that when we have more resources
- We need more staff/budget/people before we act
- We'll prove ourselves viable, then God will use us
- **Result: Church identity = what we currently do/have**

# NEW MINDSET

## Identity-Based Church Performance:

- God has named our mission —**now we organize to live into it**
- **We step forward because God called**, not because we **feel ready**
- God **reduces to refine**, and that's actually **His blessing to us**
- Our **identity is settled**—now we **build systems** that serve the mission
- **Result: Church identity = what God called us to become**



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