



TITLE: THE GIFT OF DISTRIBUTED POWER

SUBTITLE: Building a Scalable Team

SCRIPTURE: Numbers 11:25–30

THE BIBLICAL PRINCIPLE

In Numbers 11, Moses hits a leadership wall. He is the ultimate bottleneck for an entire nation. God's solution isn't to give Moses more strength, but to **distribute the Spirit** that was on him onto seventy other elders. The turning point occurs when two "unauthorized" men, Eldad and Medad, begin leading in the camp. Joshua, fearing a loss of hierarchy, begs Moses to stop them. Moses's response is a masterclass for every modern founder: *"Are you jealous for my sake? I wish that all the Lord's people were prophets!"*

THE BUSINESS REALITY

Most business owners suffer from the **"Joshua Complex."** We protect our "tent"—our processes, our authority, and our brand—so fiercely that we accidentally stifle growth. We view team initiative as a threat to our control rather than a sign of health. To scale, you must stop being the **Hero** and start being the **Architect**. A Hero saves the day; an Architect builds a system where others can save the day. When you distribute power, you aren't losing your seat at the table; you are building a bigger table.



PRACTICAL OUTCOMES

- **The 70% Hand-off:** Identify one high-level task. If a team member can do it 70% as well as you, delegate it today. Accept the 30% gap as the price of freedom.
- **Define the "Spirit," Not the Steps:** Instead of a checklist, give your team the "Commander's Intent." Tell them the *why* behind the task and let them figure out the *how*.
- **Reward Unauthorized Initiative:** This week, find someone who solved a problem without asking for permission. Publicly praise them to signal that ownership is the new standard.

Faith Declarations for Business

- I declare that I am a leader who multiplies, building systems where others can thrive.
- I declare that the vision God gave me is bigger than my personal capacity. I joyfully share my authority, trusting that as I distribute power, my business gains the strength to scale.
- I declare that I am free from the spirit of jealousy and the need for constant control. Like Moses, I celebrate when my team takes initiative, and I rejoice when "Eldad and Medad" lead from the edges.
- I declare that my team is filled with the "Spirit" of this company. They carry our values, understand our mission, and have the wisdom to make high-level decisions without me.
- I declare that my business is no longer capped by my own hours, energy, or intelligence. By empowering others, I am breaking every bottleneck and entering a season of exponential growth.
- I declare that I am gaining my freedom to focus on the highest call for this enterprise.