

Appendix 1

Readers Guide: The Multiplier's Mindset

Chapter 1: STRUGGLE—A little league team trying to win the World Series

Scripture: *Hope deferred makes the heart sick, but desire fulfilled is a tree of life.* —Proverbs 13: 12, NASB

Key Concepts:

- God loves to work through ordinary people whom others would often discredit.
- Without a disciple and church multiplication approach, population growth among the unreached will outdistance church growth.
- Changing your thinking changes your actions, which changes your results.

Questions to Consider:

1. Can you identify with the author's struggle to believe for something far beyond her own ability? In what way?
2. What made the difference for Anderson and gave her courage to believe God for greater things?
3. What old patterns or ways of thinking are you already curious about or already doing some soul searching on? How has God begun to bring change in your beliefs or mindsets?

Suggested Action Steps:

- Take ten-to-fifteen minutes to journal about an impossible dream you held at one time but discarded, possibly because you felt unworthy or unable to fulfill it. Write down your thoughts, feelings, and anything God might be speaking to you about it.
- Do a quick internet scan to see which unreached people or immigrant groups are located in your city, state, or region. What is their population now?
- What is their growth rate? Compare that to the church growth rate in your area or nation.

Chapter 2: CHANGE—How God shifts us toward His purposes

Scripture: *Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind.* —Romans 12:2

Key Concepts:

- Provocative questions asked by key mentors spark change in our lives. Crisis, hopelessness, and “dark nights of the soul” make us willing and ready to be transformed.
- Peter Went through multiple mindset shifts as Jesus formed and shaped him.

- Encounters with God in Scripture play a key role in bringing about change in us.

Questions to Consider:

1. What shifts of thinking took place in Peter's life? How did those come about? What impact did they have?
2. Dr. Victor Choudhrie also experienced some major changes in his thinking about church planting. How did those happen? What do we learn from his process?
3. What hope or expectation caused you to read this book? Take time to submit those hopes or expectations to the Lord, and ask Him to use what you are about to read to bring about the changes He desires in order to release His full purposes through you.

Suggested Action Steps:

- Take time to prayerfully evaluate your readiness for transformation. Pray and ask God to help you be ready to embrace new mindsets and actions as you read this book.
- Talk with a friend, spouse, or team member about some of your current thinking and ways of doing discipleship. Share with them where you feel open for change and hungry to find more effective ways of thinking and doing the task of disciple-making.

Part 1: How We Think About God and Ourselves—F.E.E.D.

Chapter 3: FAITH—God can do it here. God can do it through me.

Scripture: *You will receive power after the Holy Spirit comes upon you; and you will be my witnesses in Jerusalem, and in Judea, and Samaria, and to the ends of the earth. —Acts 1:8*

Key Concepts:

- God can do it here. God can do it through me.
- Intellectual assent to God's desire to reach the nations is not enough. Many do not fulfill the Great Commission because they do not know about it or understand that it involves them.
- Scripture affirms God's ability to do extraordinary things through ordinary people.

Questions to Consider:

1. In what ways have you struggled to believe God could use you to see disciples multiply rapidly? How does this chapter speak to those struggles?
2. On a scale of 1 to 5, how would you rate your level of faith in believing God could multiply many new disciples or start a movement through you and those you train?

3. chapter gives several suggestions for ways to grow faith for the multiplication of disciples in your area. Which one makes the most sense to you? When will you begin to do those things?

Suggested Action Steps:

Talk with a trusted friend or take time to journal about what reasons, or excuses, have been in your life for why your impact as a disciple is not what you'd hoped.

Memorize one of the Scripture verses given in this chapter or another verse of your choice that encourages your faith to believe in God for greater things.

Chapter 4: EXPAND—Don't ask for schoolbooks when God can give you a Tata truck.

Scripture: *The LORD answered me, and said, Write the Vision, and make it plain upon tables, that he may run that readeth it.* —Habbakuk 2:2, KJV.

Key Concepts:

- Those who see movements embrace a God-sized vision. Their mindset shifts from what they can do to what God can do through them and the many others whom they mobilize.
- Writing down an End Vision statement about the future will help one take action now that leads to multiplication later.
- God wants to bring about transformation, not only multiply Christians or churches.

Questions to Consider:

1. How big is your current dream? Is it God-sized, or something you and your church can accomplish? How might God want to stretch it further?
2. As you set goals and establish the vision, are you considering the great needs of the lost or thinking about what you want to see happen? How could you make an adjustment in your mindset with regard to this?
3. Reflect on the story of the farmer and the three sons. Which son do you most identify with? Why?

Suggested Action Steps:

- Take a prayer drive through your area, and ask God what is on His heart to do there'. Jot down your notes in a journal. Draw a simple diagram of what it might look like if you saw disciple multiplication begin that was not confined to any one church.
- Get out a calculator and do the math. What would happen if you and your team started five groups that started to multiply? How many would there be by the time it reached fourth generation? What about tenth?

Chapter 5: ENOUGH—I don't need more stuff. Dr. Victor Choudhrie also experienced some major I already have enough.

Scripture: His divine power has given us everything we need for life and godliness through our knowledge of Him who called us by His own glory and goodness. —2 Peter 1 :3

Key Concepts:

- I don't need more stuff. I already have enough.
- God knows what we need—even before we do, and better than we do!
- More people, money, expertise, equipment, etc. do not automatically equal greater fruitfulness.
- If we want to see greater results, we may need to do things differently.

Questions to Consider:

1. How might your childhood experiences be influencing your understanding of God as an able and generous provider?
2. In what area do you struggle to believe that you have enough to accomplish what God is calling you to do?
3. How might God be prompting you to use differently what He has already given you?

Suggested Action Steps:

- Make a list of all the things you have a tendency to think you need in order to fulfill the vision God has placed on your heart. Prayerfully submit it to God, and let Him know you trust Him to work through you even without those things. Listen silently to the Holy Spirit's whisper as He speaks reassurance to you about your sufficiency in God.
- Now, make a second list of what you already have in your hands to use for God's glory. How could you multiply those things or use them differently to see greater fruit? Again, listen to the Holy Spirit's voice and guidance.

Chapter 6: DISCOVER—Don't bring the gospel to save the lost, discover the gospel at work in the lost.

Scripture: *My Father is always working, and now I am working too.* —John 5:17

Key Concepts:

- Don't bring the gospel to save the lost. Discover the gospel at work in the lost. God is already at work in your area and people group. He is actively revealing Himself and drawing people towards a knowledge of His love.
- A savior mentality (we are there to bring salvation to others) gets in the way of discovering what God is already doing in hearts and lives.

Questions to Consider:

1. Do you ever see yourself as the one who is “bringing the gospel” to people, rather than looking for where God is already actively working? If so, what would a change in mindset mean for you practically?
2. Think of a time when you’ve seen God at work in someone’s life. How did you partner with God as you noticed this?
3. Are there things you see (or suspect) God may be doing now in your neighborhood or community? Think about how you could focus attention and energy there rather than starting something in your own strength.

Suggested Action Steps:

- Read through a newspaper or web-based news source. Where might God be at work in what is happening around you or in the world at large?
- What opportunities for ministry could He be orchestrating that you’d never noticed before?
- Keenly observe situations and people throughout the day. Where do you see God’s kindness or love at work behind the scenes? Ask Him to show you how to partner with what He is doing around you.

Part 2: How We Think About Others —G.L.O.B.AL

Chapter 7: GROW—Grow the gospel through new and pre-believers.

Scripture: Come, see a man who told me everything I ever did. Could this be the Messiah? —John 4:29

Key Concepts:

- Followers must become fishermen. Church members come and sit. Disciples go and do.
- Fruit can become fruitful. Change religion, change a person. Change allegiance, change a community.

Questions to Consider:

1. What is the difference between a convert and a disciple? Why is a mindset shift in this area so important if we want to see multiplication?
2. In your context, do you normally see people making converts or disciples? What examples can you give of each?
3. How could immediate baptism as part of the process of calling people to follow Christ make a difference in your context? How practical or impractical does this sound to you and why?

Suggested Action Steps:

- Discuss with a friend the difference between making disciples and making converts. Evaluate which of these you are currently doing and pray together about what might need to change.
- Pray for those in your church or group who seem to be converts, not disciples. Ask God to help you bring about a change in the percentage of people around you so many more will become fishermen, not only followers.

Chapter 8: LEADERS—Train leaders, not pew-sitters.

Scripture: *“Come, follow me, “Jesus said, “and I will send you out to fish for people.”—Matthew 4:19*

Key Concepts:

- Train leaders, not seat-fillers. There is a great difference between a convert and a disciple. Make disciples.
- The word conversion has negative implications having to do with leaving your family and community.
- There are three important callings for the person choosing to follow Christ.
 - 1) to faith, repentance and total surrender to Christ,
 - 2) to baptism,
 - 3) to start or join a community of disciple-makers.

Questions to Consider:

1. What is the difference between a convert and a disciple? Why is a mindset shift in this area so important if we want to see multiplication?
2. In your context, do you normally see people making converts or disciples? Training leaders or only pew-sitters? What examples can you give of each?
3. How could immediate baptism as part of the process of calling people to follow Christ make a difference in your context? How practical or impractical does this sound to you and why?

Suggested Action Steps:

- Think about the last time you led someone to Christ. How did you give the invitation? Write out notes as to how you would invite someone to become a disciple today.
- Consider the three callings for those we are sharing good news with. Journal your thoughts about these. Practice sharing a gospel invitation with these in mind.
- Talk to those you are discipling, influencing, or leading about baptism and its meaning. Baptize those who haven't yet taken that step of obedience and public declaration of faith.

Chapter 9: OPEN—The harvest was ripe in Jesus' day, and it's still ripe now.

Scripture: Don't you have a saying, "It's still four months until harvest"? I tell you, open your eyes and look at the fields! They are ripe for harvest. —John 4:35

Key Concepts:

- The harvest was ripe in Jesus' time, and it's still ripe now.
- Untested assumptions about someone's openness prevent us from attempting to share the gospel.
- If God is the same, yesterday, today, and forever, then God is the same here where we live too.

Questions to Consider:

1. What assumptions do you make about lost people around you? Are there any ethnic groups or classes of people you tend to assume are not ripe for the gospel? If so, have you tested those assumptions by sharing with them?
2. Think about your past experiences and what others have told you about the lost in your area. Do these experiences make you more hopeful or doubtful about the readiness of people to become disciples?
3. What is God speaking to you about the harvest? Read the passage from John 4 once again. Ask God for help to understand what He is saying to you from these verses.

Suggested Action Steps:

- Repent of untested assumptions about the openness of your neighbors to the good news you have to share.
- For one week, pray daily and specifically for the people around you whom you have considered closed or resistant to your message.
- Be watchful for opportunities to show kindness, to offer prayer, or to share your story with people around you, believing that God has prepared some of them to listen and believe.

Chapter 10: BAPTISM—Baptism for everyone. Baptism by everyone.

Scripture: *As they traveled along the road, they came to some water and the eunuch said, "Look, here is water. What can stand in the way of my being baptized?"* —Acts 8:36

Key Concepts:

- Baptism for all, baptism by all.
- In the New Testament, we find many examples of ordinary people baptizing others.

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- Clergy control through restrictions related to church ordinances, like baptism, hinders rather than advances the multiplication of disciples in a region.

Questions to Consider:

1. Which of the three Scripture verses given did you find most helpful in understanding this issue? Are there any other passages that come to mind?
2. Consider the example of the believers in the high mountains of Nepal. What would you do in this kind of situation to help people be able to obey Jesus and follow Him in baptism?
3. What questions do you still have concerning this issue? What would hold you back or propel you forward toward releasing ordinary, non-ordained people to baptize others?

Suggested Action Steps:

- Prayerfully consider this issue and the concerns or fears you may have related to it. Talk with your team or spouse about it and search the Scripture verses related to the topic of baptism.
- Survey friends and family and ask what baptism means to them. Also ask who they think should be able to baptize others, and why. Baptize new believers who haven't yet taken this step of obedience to Christ's command.

Chapter 11: ALL—All appointed to accomplish all activities.

Scripture: *You are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light.* —1 Peter 2:9

Key Concepts:

- All are appointed to accomplish all activities.
- Failure to equip and release the laity to do the work of the ministry is a major cause of church decline that we cannot afford to ignore.
- According to Ephesians 4: 11—12, the role of apostles, prophets, evangelists, pastors, and teachers is to equip the saints to do the work of the ministry.
- Embracing a new mindset about the priesthood of all believers is critical for disciple multiplication to take place.

Questions to Consider:

1. What is your understanding of the priesthood of all believers as described in 1 Peter? What steps could be taken to help local believers flow in their gifts and calling as royal priests of God?
2. If you are a professional missionary or pastor, what percentage of your time do you give to equipping, mentoring, modeling, and raising up others? How could you increase that in the coming year?
3. How could you make greater space for every disciple to recognize, activate and grow in using their spiritual gifts both in the church and in their community?

Suggested Action Steps:

- Write a note of encouragement or make a phone call to a layperson affirming their identity and value as a minister in the Kingdom.
- Actively look for creative ways to make space for ordinary believers to develop and utilize their spiritual gifts.

Chapter 12: LADIES—“Not empowering women is stupidity at the highest level.” —Uncle V.

Scripture: “When Priscilla and Aquilla heard him [Apollos], they invited him to their home and explained to him the way of God more adequately.” —Acts 18:26

Key Concepts:

- Not empowering women is stupidity at the highest level. —Victor Choudhrie
- In Scripture and historically, we find abundant evidence of God using women to disciple and influence many.
- Women can be effective disciple multipliers. Not mobilizing and empowering them is a costly and ineffective strategy.

Questions to Consider:

1. How have you opened doors for women in your circle of influence to serve as trainers, coaches, or disciple-makers?
2. What stood out to you from the life of Mabel Lossing Jones or Henrietta Mears?
3. What will you do to ensure that women feel empowered and released to use their God-given talents to multiply disciples? How can you further equip women with disciple-making and leadership skills?

Suggested Action Steps:

- Open doors for women in your life to use their gifts.
- Create a platform for them to speak, and make space at your table of influence for their voice and ideas.
- Most women juggle many responsibilities at home, work, and church. Find a young mom who enjoys ministry, and offer to assist with kids or some other task so they can be more involved in disciple-making and active ministry roles.
- Take time to thank the women in your life who have been a Barnabas (encourager) to you.

Part 3: How We Believe About How to Make Disciples

Chapter 13: PRAYER—Prayer is ministry, not a prelude to ministry.

Scripture: *Jesus told his disciples ... that they should always pray and never give up.* —Luke 18:1

Key Concepts:

- Prayer is ministry, not a prelude to ministry. Wherever there is evidence of a significant move of God, we find behind it those who faithfully devoted themselves to prayer.
- Prayer walking, using a Lost & Saved list, and many other means can be used to cultivate extraordinary prayer for the lost of your area.

Questions to Consider:

1. How extraordinary would you say your prayer life is today? What would you like to see it become in the next few months or year?
2. What do you most enjoy about prayer? What do you find most difficult in living a life of faithful prayer?
3. Have you ever used a prayer system or structure to help you develop a regular prayer habit? How did it help or hinder your prayer life?

Suggested Action Steps:

- Consider developing a new individual or corporate prayer habit or rhythm during the next few months.
- Download a prayer app on your phone that will remind you to pray for the unreached people around you (<https://joshuaproject.net/pray/unreachedoftheday/app>) or to spend time in contemplative prayer.
- Attend a prayer meeting you normally don't go to.

Chapter 14: IN GROUPS—Individuals → Addition / Groups → Multiplication

Scripture: *As for me and my household, we will serve the LORD.* -Joshua 24: 15

Key Concepts:

- Individuals → Addition, Groups → Multiplication
- American individualism is not necessarily in line with Scripture.

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- Extraction versus entry evangelism.
- Oikos (households) coming to faith together is the primary biblical model.

Questions to Consider:

1. How does your cultural worldview or your own discipleship experience influence you in relationship to making disciples individually or in groups?
2. Which of the benefits of discipling in groups stands out to you as being most important? Why?
3. What is extraction evangelism, and how is it a barrier to the multiplication of disciples?

Suggested Action Steps:

- Reflect on how you were discipled or invited to follow Jesus. Was it an individual decision or invitation? Think about any models for evangelism you've used or been taught in the past. Journal your thoughts and feelings about this.
- Make a relationship chart. On a large piece of paper draw stick figures of your network of relationships and how people are connected to each other. How might the gospel spread along those lines and through those groups of people?

Chapter 15: ONGOING—It's a process, not a program.

Scripture: *When the apostles returned, they reported to Jesus what they had done. Then he took them with him and they withdrew by themselves to a town called Bethsaida. —Luke 9:10*

Key Concepts:

- Training disciples is a process, not a program or event.
- Develop life-on-life relationships, going deeper than a meeting or a one-hour call.
- Making disciples is an ongoing process of teaching, skill training, practicing, modeling in the field, debriefing, training again, sending out again, and also of eating, playing, and worshiping together.

Questions to Consider:

1. When have you been tempted to think that your work as a disciple-maker was complete if you took people through a class or program? How does this chapter challenge your thinking about that?
2. Who are three to five people you are investing your life in training to become disciples who make disciples? How can you be more observant about their lives and “listen for the chickens” as you work with them?
3. If you do not have anyone you are training life-on-life, what step will you take to move forward in this area?

Suggested Action Steps:

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- Consider the last discipleship class or small group you led (or attended). Who was there? Did the relationships go beyond the meeting? If not, what could be changed to encourage this? Next time you are in the group, intentionally “listen for the chickens.”
- Take someone with you to do a disciple-making activity this week. Go for a prayer walk in your area, go initiate spiritual conversations at a shopping mall, or go “treasure hunting” for a new Person of Peace in your area.

Chapter 16: NEEDS—Ownership above offers.

Scripture: *In the midst of a very severe trial, their overflowing joy and their extreme poverty welled up in rich generosity.* —2 Corinthians 8:2

Key Concepts:

- Ownership above offers. Build ownership to solve problems, rather than bringing in outside offers of help.
- Look for local resources in the harvest itself. This encourages dignity and the sustainability of the future movement.
- Tentmaking is a legitimate and biblical alternative to raising support from outside. The best way to destroy poverty is through teaching the poor to give generously.

Questions to Consider:

1. Read Luke 9:3 and Luke 10. How does this inform your thinking about disciple-making and missions? In what ways can we apply this in modern times?
2. What is the difference between relief and development? What did you learn from what Jean Johnson shared with the Indian group of church planters?
3. Why could it be dangerous to bring money from outside the movement to build buildings or to pay salaries?

Suggested Action Steps:

- Make a list of the local assets in the harvest around you. How could the things people already possess be utilized to spread the gospel rather than looking externally? Discuss this with a friend or team member.
- Host a giving time in your disciple-making group, church, or friends group. Instead of giving money, encourage people to bring something to give to someone else. In place the items in the middle and let people pray, then take one thing and give it to someone else in the group.

Chapter 17: EASY—Keep discipleship easy and actionable.

Scripture: *The Advocate, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.* —John 14:26

Key Concepts:

- Keep discipleship easy and actionable.
- It isn't about how many truths you make people understand, it is about how far one truth will spread to others.
- Short, bite-sized, just-in-time, skill-based, and practical training is most effective for disciple multiplication.
- We must be willing to ruthlessly evaluate training methods in light of fruit and impact on disciple making and the lost.

Questions to Consider:

1. Is there a particular training model you feel emotionally connected to or a particular loyalty to? We often feel sentimental about the ways we were trained due to the impact those things had on our lives.
2. How open are you to a new way of thinking and working when it comes to equipping workers for the harvest?
3. Pause a moment and ask God for help. Ask Him to shine His light on things you are overly loyal to, things that may need to change. What changes will you make in how you train disciples?

Suggested Action Steps:

- Rethink your discipleship training programs in light of the truths in this chapter. What could you do differently to make them more field-based, practical and just-in-time? Pray about creating a lighter, easier training for new disciples, which they themselves could immediately use to train those they lead to faith.
- Visit a kids church program or elementary school classroom. What can you learn about how teachers keep things simple and practical for children? Think about how you can apply that to training adults as well.
- Pray about your emotional connection to a particular way of discipleship training and surrender it to God. Let Him know you are open to doing things differently if it causes disciples to multiply more quickly.

Chapter 18: EQUIPPERS—Equip equippers. Disciple disciple-makers.

Scripture: *Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up.* —Ephesians 4:11—12

Key Concepts:

- Equip equippers. Disciple disciple-makers.
- Our most important task is to train others until they can do what we do.
- Ephesians 4: 11—12 teaches us to equip the saints for the work of service, not to do all the work ourselves.

Questions to Consider:

1. How has this chapter challenged your understanding of the role of those with ministerial gifts and responsibilities? What new insights have you gained?
2. Who can you take steps to equip and train this week? How can you become a trainer of trainers?
3. What questions does Fred's example bring to mind? In what ways can you relate to his story? What could you apply to your situation?

Suggested Action Steps:

- Consider your primary spiritual gifting. Who are you training to also develop that gift? Think of one person you could encourage, mentor, or train to do what you do. Reach out to them and invite them to share your ministry platform or role in some way.
- Give away at least one responsibility (with the authority to do it) to someone this month. Commit to follow up with them and encourage them in that new role. Equip an equipper.

Chapter 19: RELEVANT—Participatory, culturally relevant worship spreads far.

Scripture: *Speak to one another with psalms, hymns and spiritual songs. Sing and make music in your hearts to the Lord.* —Ephesians 5:19, BSB

Key Concepts:

- Participatory, culturally relevant worship spreads far. Every disciple needs to grow as an active worshiper both personally and corporately.
- Indigenous worship touches and transforms the heart more deeply than translated or imported Western songs do.
- There are many different non-musical ways to encourage participatory worship in a group.

Questions to Consider:

1. Are there ways this chapter has expanded your understanding of worship? What was a new idea for you?
2. Evaluate your church or small group's current worship times. How simple and reproducible are they? What could you experiment with that would be more so?
3. Think of one new and creative way you could try to worship God either corporately or individually. Share it with the group or write it down in your journal.

Suggested Action Steps:

- Try worshipping in a new way that is outside your norm. For example, write a poem, paint a picture, compose your own song, create a flower arrangement, carve a Bible verse on wood, etc. Even better, do this with a friend or two.
- Experiment with a fill-in-the-blank, non-musical worship time. Go around the circle of your group with each person filling in the blank to the phrase, "The thing I love most about Jesus is . How about you?" then go on to the next person.

Conclusion

What are the most important new insights have you gained from this book?

- 1.
- 2.
- 3.

What action steps will you take to put what you learned into practice this coming month or year?

- 1.
- 2.
- 3.

Who will you share these ideas and actions with?

- 1.
- 2.
- 3.