



Izzy Avraham here, the founding teacher. Congratulations on your interest in volunteering with Holy Language Institute! Working with us is fun, inspiring, and meaningful. Along the way you'll be challenged, grow, and learn new things. You'll also make some amazing new friends and feel great knowing you're changing the world for the Messiah.

I'm sure you have questions about volunteering and how it works. Look at this as if we were going out for coffee and having a conversation. After you've read this and sent in your application we'll send you the second half of this orientation explaining how our system works. We expect you to have thoughts and questions, so before going any further please get a notebook or open a document so you can jot those down as you go.

Action points are in red. This doesn't mean you have to do all these things right now; they're more just items I'd like you to keep in mind.

Why do people volunteer with you?

For some, our focus on "following Yeshua in a Hebrew way together" resonates profoundly and they want to be part of something great. For others, our teaching changed their lives and they want to give back and pay it forward. Some of our volunteers were lonely until they joined our circle and found their best friends. Still others want to see how our crazy innovative organization works, learn some new skills, and get pushed to a new level. Or maybe they're building their resume and they know we give fantastic recommendations! We also have volunteers who have more time than money, and a little volunteer work in exchange for a near-free membership is an attractive offer.

How about you, what's your motivation? What are you hoping to get out of the experience? You can be honest. I want this to be a symbiotic relationship, one where we're all giving *and* getting. I see our volunteers as my closest friends and comrades and I'm willing to do almost anything to help you succeed in your personal calling and dreams.

As a side note, we did experiment with paying some of our volunteers and it killed the experience. I've discovered that the unstoppable energy behind our movement springs from the fact that we're in this because we're crazy passionate. Because we believe. Because it makes us feel so good. The experiences we have working together are rewarding in ways that money can't buy.

So what would this look like?

After the initial time investment of applying and getting a hang of our system most of our volunteers spend just an hour or two a week, doing something that really clicks with them. Some really get into it and take on more things.

Some are really creative and make up new things to do.

Others haven't found their niche yet, or are waiting for the right opportunity to come up. So they're not really doing anything yet.

All of these are great! In terms of what volunteering looks like on a practical level, it's really simple. At the beginning of each month I make a video post with a summary of what's going on. You watch that, make your own short written or video report, and take a couple minutes to read or watch the reports of other volunteers. Through that brief monthly round of communication a need could come up that sparks with you. Or you might have a creative idea. When that happens you can try it on for size and if it's a fit, away you go!

That's the simple version. I'll explain more about how we work later on in this conversation.

How will this help me grow?

I've had the joy of working with many volunteers over the years. Some of them came through heroically and became a legendary part of our circle. Others slowly faded, or dramatically bailed out. So before I go any further it would probably be best if I started by telling you about four qualities that our best volunteers have had, and that our worst volunteers have lacked. This is by no means comprehensive, but four qualities you'll need if you want to have fun with us over the long-term are **commitment**, responsible **self-management**, mature **conflict resolution**, and spiritual **grit**. In saying this, I'm not suggesting that if you feel you're lacking in any of these areas you can't work with us. What I am saying is that if you want to grow in these areas, you'll have opportunities to do so. Remember, nobody's born with these qualities. They're developed!

Firstly, I request a half-year **commitment** from you. That means, at the very least, watching my monthly reports and showing you're willing to help for at least 6 months. It takes time and energy to integrate new volunteers, and we get attached to each other. If you're going to work with us I need to know that you're serious, that you really believe in this cause, and that you're not just doing it on a whim or for flimsy reasons.

Secondly, our system is based on **self-management**. That means no one is going to babysit you, tell you what to do, or hound you if you slack off. We'll expect you to come through on your commitments, take initiative when you see stuff that needs doing, and be proactive in problem-solving and communication. Of course we'll be happy to show you the ropes and help you with any questions you may have, but ultimately you'll be managing yourself. So if you have responsibility or consistency issues you should probably work on those before applying, or be open to growing past those issues through your time with us. I need people I can count on.

Thirdly, you need to be comfortable with disagreements and have some basic **conflict resolution** skills. Nothing fancy. It just means you're going to stay positive, communicate through things, and guard the peace and unity of our circle. That means you won't take stuff personally. It means you'll go directly to the person you're having issues with instead of talking behind their backs and creating drama. It means you won't jump ship the moment there's tension or things don't go your way. I am human and I am not perfect. Sometimes I suck as a leader. I will let you down. I will step on your toes. I will do things differently than you would. And so will the other

volunteers. I hate to say this but somewhere along the way your feelings are probably going to get hurt. If you're comfortable with that fact we'll get along great. Maturity is the keyword here.

Fourthly and lastly, if you're going to last with us, it's going to bring out the **spiritual grit** in you. I don't say this lightly. We're on the front lines of a cosmic war and are a prophetic voice for something the enemy hates. Remember Elijah and Jezebel? If you work with us, you are going to experience spiritual attacks to a degree you haven't before, especially if there are chinks in your armour. It comes with the territory. You wouldn't believe the stories of demonic warfare I've encountered over the years if I told you. So if you have hidden sin, addictions, pride, bitterness, or anything else in your life that dark spirits could use to access you, I encourage you to deal with it first and ensure those doors are closed. If you don't you'll probably crumble and you could be a serious liability to us. What if in the past you've just been lazy and undisciplined? We can work with that, but be aware this ain't no cake walk. We are soldiers, this is a battle, and you are going to see action and maybe some casualties, so to speak. If you're prone to giving up or running away, this isn't for you. If you're tough, or willing to be toughened, we're your gang.

So that's a little about working with us, what it'll look like and what it'll take. Let's talk a little more about you and us!

Tell me a little more about HLI.

When you volunteer you become a part of what we're doing in a much closer way. It's like our stories start overlapping. So I can understand why you'd want to know what we're all about. I know for myself, I've noticed that some people make me feel more alive. Like they make me feel more like myself and bring out the best in me. I really like being around those people! And then there are other people who drain me and make me feel like I have to be somebody I'm not. If you're going to hang out with us you wanna make sure we're going to make your life better and that we can really be friends. I get that. So first I'll tell you a little more about us, and then I'll also give you a snapshot of my story.

Our focus as a community is on ***following Yeshua of Nazareth, in a Hebrew way, together.*** I know that sounds simple, and it is. But it's also a very big and powerful vision. The original call was to follow Rabbi Yeshua as a disciple, to know him, to become like him. For us, part of that discipleship is reading the Hebrew Bible he read and learning about its original Jewish context. And not just doing that as individuals, either - walking the path together as friends, as a tribe. Growing in love. Each of us are growing in our own discipleship, and then together we're helping each other on our journey, and helping new people too! That's how we're changing the world. (You can read more about our focus on the home page [here](#).)

Basically, everything at holylanguage.com goes back to that focus. And everything we do as volunteers goes back to it. It's our big "why". Now that I think of it, that's pretty much my story too. God called me in a personal and powerful way in my mid-teens, and my life since then has been dedicated to answering that call. It's definitely taken me in a direction I didn't think it would! I'm obsessed with Yeshua, and my greatest desire is to know him better. Really, all my teaching, and how I lead our tribe...it's an outflow of my own romance with the Messiah. (You can read a little more of my story [here](#).)

So that's our biggest distinctive - that we're ***Yeshua-centered***. It's something that really sets us apart from most of the other big Hebrew programs and schools out there. There's little to no mention of Yeshua in their materials, and little focus on the deeper spiritual element of the language. I think that leaves people's souls

thirsty and dry because their original interest in Hebrew was because of their relationship with Messiah and their desire for *him*.

So that's a little about us. Let's talk about you now...well actually let me say one more thing about us. I love working relationships and how people get to know each other when they end up the same mission. It's also neat how people come to understand themselves better when they go on adventures. Our volunteers can definitely say they've experienced these dynamics through working with us.

Technical requirements

After you apply we'll send you the second half of this orientation introducing you to our system and explaining how we work. At this point you should know three things.

Firstly, we use Signal for written communication and Marco Polo for spoken communication so we'll need you to get on these if you're not already.

Secondly, our whole system is on Google Drive. You'll need to either be familiar with how Google products like Drive and Docs work, or be ready to learn about them. Don't worry, Google has lots of helpful tutorials so it shouldn't be hard. As it is said, "Google and thou shalt find!"

And then thirdly, we all work remotely by internet so it probably goes without saying but you'll need to have regular internet access with decent download and upload speeds.

If all that works for you, read on and I'll tell you two small things we do to get to know our potential new volunteers better!

Just for fun

This is one of the fun little things about working with Language. **Pick an animal that you like or that displays one of your strengths, character qualities, or quirks** - it could be a bird, an insect, a mammal, a species of dog, whatever. So, for instance, I chose the pitbull because I'm happy and fun-loving, but I'm also tenacious and will fight for what's important to me. Don't worry, this isn't a public thing. And don't worry, we won't call you by that animal, although in some cases our volunteers pick an animal and it ends up becoming their nickname!

Your personality type

We have found the Myers Briggs system to be invaluable for understanding different personality types and working styles. Please **do [this test](#) to discover which four letters you are, and copy and paste or screenshot your results in your application, including those percentages**. Please answer the questions in the test as honestly as possible, even if you think it might make you look bad. Every weakness has a strength and vice versa, and the point of this test is to help us understand your strengths and weaknesses. So it's not like your answers will reflect positively or negatively on you. They're all neutral.

If you want you can read a description of your type [here](#) and if you're really into it you could also read [this description](#). Does it accurately describe you? If not you may want to take another test and see if you get different results. I recommend [this really short test](#) or [this longer one](#).

And In case you're curious, I'm an ENFJ. They call that type "the teacher". Imagine that!

Onward!

So! Now that you finished this introduction, [send in your application here](#). From there if your application is approved we'll get back to you with the other half of this introduction which explains the nuts and bolts of how our system works.