

## Keys to Raising Up The Next Generation of Messianic Believers

The Torah portion leading up to our Conference was *Parashat Toldot*.

Genesis 25:19: “These are the generations of Isaac...”

The Hebrew for generations is *toldot*.

There are 10 *toldot* in Genesis, conveniently outlining the book into 11 parts,  
with Genesis 1 being the first section plus 10 *toldot*.

Scholars have arrived at a consensus that *toldot* is better understood as  
This is what became of...

Today we’re speaking of generations, ours and the next.

What became of us will be evident in the next generation.

How well did we do in our present generation will determine  
the challenges and advantages the next generation will either enjoy or have to overcome.

The question is, is it too late to do things well?

As our movement focuses on passing the baton  
from the first generation of the modern Messianic Jewish movement  
to the next generation,  
is it too late to pass down a healthy movement?

I don’t know about you, but a tactic the enemy uses with me at times is  
to lie to me about time.

More often than I care to admit, I have found myself,  
thinking that I am in the bottom of the 9th, with 2 out and 2 strikes, losing the World Series.  
Without enough time to make up for lost ground, much less to turn around the game.

Granted, we’re not in the first inning of the first generation,  
and maybe not even in the third inning.

But we’re definitely not in the 9th!

So what can be done to ensure that the next generation inherits a movement that is healthy?

This isn’t time to mope, resign ourselves, and kind of patch things up for the next generation.

We have work to do! We have time to turn this game around!

We have time to make this movement a healthy one. How, though?

I have a thesis for you today, a basic assumption, and it is this:

A successful Messianic Movement is one that is thriving.

What does thriving mean?

One definition says it means to develop vigorously, speaking of plants, animals and humans.

Another says thriving means to realize a goal despite or because of circumstances.

Thriving has to do with life.

Thriving happens when there is abundant life.

A healthy and successful messianic movement then, is one filled with life,  
one that realizes the right goals,  
and develops with strength.

Thriving is the opposite of diminishing, remaining weak, and lack of organization.

Life is always accompanied by structure and growing complexity

Take for instance the circulatory system

Blood flows through arteries and veins, that’s life and structure

The more the body grows, the more complex, the more layered the system gets

What are the keys to a thriving Messianic movement?

1. You've gotta have life
2. Flowing through structure
3. Growing in complexity

**1. The first key to a thriving Messianic movement is that life must flow**

What is life according to Scripture?

Life is light

John 1:4 In Him was life, and the life was the Light of men.

Life is love

1 John 2:9-10 The one who says he is in the Light and yet hates his brother is in the darkness until now. The one who loves his brother abides in the Light and there is no cause for stumbling in him.

Life is revelation

John 1:9 There was the true Light which, coming into the world, enlightens every man.

In every Messianic synagogue and ministry there should be life flowing, that is, Yeshua (the Light), love and revelation.

At Sukkat Shalom our vision statement is:

Our vision is to see a community of Jewish and Gentile believers experiencing Yeshua, Torah and revelation for the end times.

What does it mean to experience Yeshua?

Yeshua was anointed to save, heal, set free, disciple, equip, empower and launch Israel and the nations. Likewise, we want to see people experiencing Him as Savior and Healer, receiving freedom, being disciplined to observe His teachings, equipped to serve, living empowered by the Spirit, and being launched in their calling.

In every Messianic synagogue and ministry three liquids should flow freely

The water of the Word, cleansing people, infusing with life

The blood of Yeshua should flow freely,

His atoning power to set people free from all types of bondage

And the oil of the Spirit's anointing should flow freely,

to empower for victory, fruitfulness and service

But if you look closely, this life that should flow has it's own need for structure built in

You need structure to win the lost, to minister spiritual and physical healing, to minister freedom

To disciple people, to equip the saints, to help them be filled with the Spirit,

and to help them discover their calling and launch them into it

If spiritual life flows through structure

Like blood through veins

What should structure look like in our movement so that it can thrive?

**2. The second key to a thriving Messianic movement is that structure must be implemented**

At Sukkat Shalom, our mission is

*To make Jewish and non-Jewish disciples of Yeshua*

But in order to disciple people you need to

Attract and retain followers long enough

How do we do this? With two types of structures:

Strategic structure, and organizational structure

Strategic structure looks like this:

Mission  
 Vision  
 Assumptions | Beliefs | Values | Relationships | Teams | Org Culture (climate,  
 Strategy brand, environment)  
 Job Descriptions  
 Policies  
 Procedures  
 Evaluations

The following are Sukkat Shalom's Core Values:

1. We relate to all as sons and daughters
2. We worship G-d in His manifest presence
3. We minister healing and freedom
4. We hear G-d and minister prophetically
5. We teach Spirit-revealed biblical truth for maturity
6. We give generously to G-d, His people and His kingdom
7. We develop everyone's identity, destiny and calling
8. We influence across generations
9. We impact people globally, to the Jew first

Our strategy is to express who we are (our core values), in all that we do (our mission).

Our core values become our major areas of ministry.

Everything I preach falls under one of these core values

This way our core values are lived out every time we meet

This is how you become a consistent congregation

Where identity is important, it is clear, and fulfilled consistently and continually

Life flows through strategic structure

Life also flows through organizational structure

Developing an organizational structure is growing in complexity

That's our third key

### **3. The third key to a thriving Messianic movement is that complexity must be developed**

What do I mean by complexity?

In order for life to flow farther, more effectively, with growing impact, stronger

The structure that allows the flow of life needs to become more and more complex

By complex I don't mean more difficult,

I mean we add a multi-layered organizational structure

Organizational structure has to do with two things

First, the personnel that will execute the strategy

By strategy I mean the ministries that accomplish the mission, fulfilling the vision

And second, the coordination of the portion of the strategy each one is responsible for

Let's take these one at a time

A thriving messianic congregation and ministry is one growing in the number of staff

And growing its personnel

Recruiting qualified people and developing them strategically

This is how we add layers to our organizational structure, complexity

In order to increase our impact, effectiveness:

How many people we love (width), and how well we love them (depth)

When I staff positions of ministry my #1 tool is hearing G-d  
 Gen 24:21 Meanwhile, the man was gazing at her in silence, to know whether the LORD had made his journey successful or not.

Hearing G-d makes room for counsel, character to be revealed, for prophetic connection

What is the most important staffing move a leader can make?  
 Is she or he himself the right person for the job!  
 If not, are you developing you as a staff?  
 Who is the right person for each staffing need we have?  
 Someone that already exemplifies to a high degree your core values  
 Why? Your core values are the life the needs to flow, is the same life flowing through them  
 If they restrict the flow they're not ready to be part of the structure  
 Can you develop them? Yes, so long as they don't suck away life!  
 There is one thing worse than ministering without the amount of staff you need...  
 Ministering with the wrong staff! Undoing that will cost you.  
 Bring in staff who are entering their season of favor and blooming  
 People who would do it for free because they love your culture that much  
 That's personnel staffing as part of a growing organizational complexity  
 Let's talk about the coordination of the ministry tasks they will perform

First, decide which ministries does your core values call for  
 Decide the order in which they should be staffed  
 A congregation's priorities for growth are:  
 Knock-your-socks-off teaching and preaching for maturity  
 Worship that encounters the presence of G-d for transformation  
 Children and youth ministry that is safe, fun and sticky  
 After these three, staff alternatively  
 First to attract, then to retain, and repeat

Second, write a job description for each ministry position  
 Both, paid and volunteer... all volunteers!  
 See Job Description sample

Onboard your staff, train them, equip them, launch them, and evaluate them  
 Onboarding: Immerse them in the Strategic Plan (Core Values)  
 Staff evaluation: Communicate clearly their job description, policies and procedures  
 "The key to making evaluations effective is to collect data correctly  
 and interpret the findings objectively." (Management Essentials for Christian Ministries)  
 What data? Attendance, how many serve, giving  
 Interpretation: Visitors attracted and retained, staff morale (oversuse? underserved?)

What to evaluate?  
 Personnel. The performance of both employees and volunteers.  
 Programs. The effectiveness of activities in light of the mission of the organization.  
 Protocols. The efficiency and effectiveness of polices and procedures.  
 Outcomes. The results of ministry in lives transformed: Healing, freedom, equipping, launched

These are the three keys that are causing Sukkat Shalom to grow  
 We are making sure life is flowing, removing obstacles, doing the right things  
 We are putting in place structure that causes the flow of life to be exciting and contagious  
 We are developing complexity, adding ministries, developing ministers, and coordinating tasks

The only way to ensure that the we pass down a thriving movement to the Next Gen is to be one now!