



TEAM CULTURE ESSENTIALS
VIDEO SERIES

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EXPLORE YOUR GENOGRAM

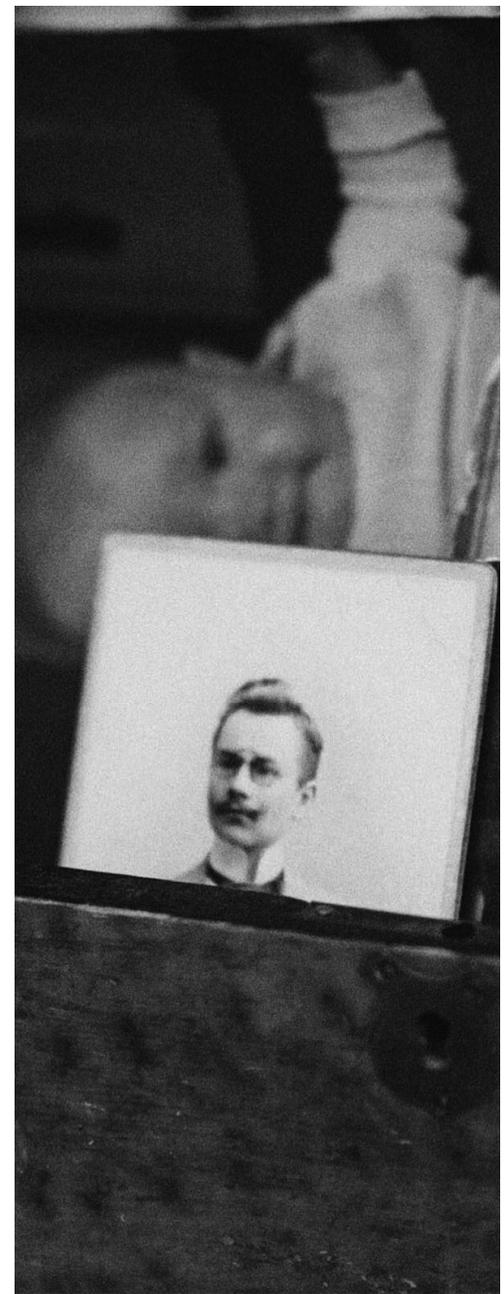
Become Leaders who
Go Back to Go Forward

A Genogram Experience to
Build a Deeply Changed Church

EXPLORE YOUR GENOGRAM

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INTRODUCTION: Team Culture Essentials

Shallow Christianity is Hurting Churches and Leaders All Over.

And it's affecting us more than we know. It is now normal to see that...

- Pastors are hurried, unable to slow down and be with Jesus.
- Leaders pretend to be something on the outside that they are not on the inside.
- Devoted Christians remain emotionally and spiritually immature.
- Churches rarely multiply deeply changed disciples.

But the Future Doesn't Have to Stay this Way.

Over 25 years in the making, Emotionally Healthy Discipleship was developed for this very purpose.

Imagine churches where...

- Staff Members serve out of a deep love for Jesus, rather than to keep the church running.
- Leaders prioritize maturity and health over activity.
- Pastors live out of their relationship with Jesus at work and home.
- Entire teams learn the tools needed to multiply mature disciples.

As Goes the Leader, so Goes the Church.

Lasting transformation always begins with leaders and leadership teams, and like a ripple effect, expands into the entire church.

We created the Team Culture Essentials so that your staff and team can begin to experience transformation together, leading to a deeply changed church culture.

This video series will allow your team to:

- Become unified in language and practice
- Cultivate spiritual health and longevity
- Get “beneath the surface” of your jobs and roles
- Stimulate life-changing conversations
- Better lead your church or ministry

Ways to Use the Team Culture Essentials.

There are many ways you can use this team development video series:

- During your weekly staff meetings
- At an offsite leadership retreat
- As part of a volunteer development day
- With your entire elder board
- As an annual team culture checkup

Getting Started is Simple.

1. Watch each video as a team
2. Prayerfully discuss & integrate each practice
3. Transform your culture from the inside out

My prayer is that these Team Culture Essentials will provide your team a powerful next step to transform your entire church culture and multiply deeply changed disciples.

Pete Scazzero

Leaders that Go Back to Go Forward

i: GENOGRAM YOUR FAMILY

A.

A Theological Framework

i.
The Blessing and Sins of Our Families Have Impact Lasting for at Least Three to Four Generations.

ii.
Becoming a Christian Is to Be Birthed into a New Family.

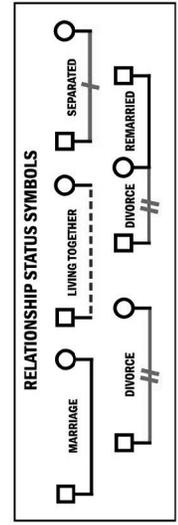
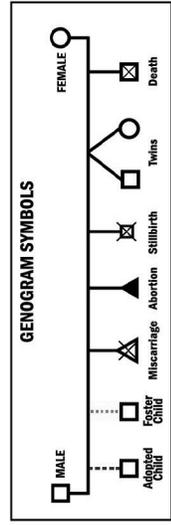
iii.
Discipleship Is the Process of Putting Off the Sinful Patterns of Our Family of Origin and Culture.

B.

Jesus May Be _____, but Grandpa _____.



| RELATIONSHIP | RELATIONAL DYNAMICS | SYMBOL |
|---------------------|--|--------|
| Conflicted | A consistent pattern where issues do not get resolved between people. | |
| Cut Offs | People in the family stop talking to one another or avoid contact. | |
| Distant/Poor | Low or minimal emotional connection between family members. | |
| Enmeshment | Pressure is created for family members to think, feel and act alike. There is low tolerance for people to be separate, to disagree, or be different. | |
| Abuse | A severe crossing of personal boundaries - whether it be sexual, emotional, or physical, severely injuring the dignity and humanity of another. | |



EARTHQUAKE EVENTS

THEMES

Genogram Worksheet

We look at our families, not to find fault, but to get a realistic picture of what unhealthy patterns might be blocking our growth and maturing in Christ. We are not focusing on our positive legacies in this exercise due to the limits of time.

Fill in 1 - 3 through the eyes of your childhood (8 to 12 years old):

1.

Next to each family member (parents, grandparents, siblings, and children) write down 2-3 adjectives describing them.

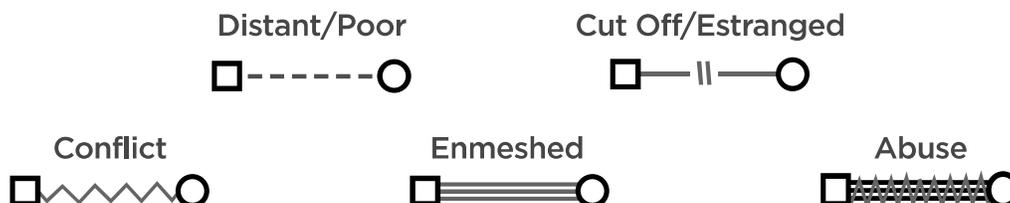
2.

On the lines between your parents describe their marriage(s). Describe your grandparent's marriages, and then your own marriage (in 2-3 words).

3.

Use the symbols from the chart below to describe the relationships between your family members.

Emotional Relationships Legend



Distant/Poor: Low or minimal emotional connection between family members.

Cutoff/Estranged: Family members avoid communication or contact.

Conflict: Issues don't get resolved.

Enmeshed: Pressure is created for family members to think, feel, and act alike. For example, you are expected to attend a family event and you do so in order not to deal with someone else's disapproval.

Abuse: Severe crossing of personal boundaries, injuring the dignity and humanity of another—whether it be sexual, emotional, or physical.

4.

On the right side of your paper, note generational themes. (For example, addictions, affairs, losses, abuse, divorces, depression, mental illness, abortions, children born out of wedlock, etc.).

5.

Beneath that note “earthquake events” in your family history, i.e. events that significantly impacted the family. *(For example, premature deaths, abuse, suicide, war, cancer, business collapse, affairs, immigration from another country, etc.).*

Take a step back and consider your genogram:

6.

What might be one or two insights you are becoming aware of in terms of how your family (or any earthquake events) impacted who you are today?

7.

What are one or two specific ways this may be impacting your leadership in the church?

Leaders that Go Back to Go Forward

ii: APPLICATIONS FOR LEADERSHIP

The Israelites came out of Egypt after four hundred years of slavery. They had other gods, lied, stole, coveted, and worked seven days a week. While God delivered them out of Egypt by grace, Egypt was still deep in them. They now had to learn how to do life as God's new family. So God gave them new commandments, the Ten Commandments, to reshape them as his people.

Key principle: We can only change what we are aware of.

Examples of Unbiblical Family Commandments

1. MONEY

- Money is the best source of security.
- The more money you have, the more important you are.
- Make lots of money to prove you "made" it.

2. CONFLICT

- Avoid conflict at all costs.
- Don't get people mad at you.
- Loud, angry, constant fighting is normal.

3. SEX

- Sex is not to be spoken about openly.
- Men can be promiscuous; women must be chaste.

4. GRIEF AND LOSS

- Sadness is a sign of weakness.
- You are not allowed to be depressed.
- Get over losses quickly and move on.

5. EXPRESSING ANGER

- Anger is dangerous and bad.
- Explode in anger to make a point.
- Sarcasm is an acceptable way to release anger.

6. FAMILY

- You owe your parents for all they've done for you.
- Don't speak of your family's "dirty laundry" in public.
- Duty to family and culture comes before everything.

7. RELATIONSHIPS

- Don't trust people. They will let you down.
- Don't ever let anyone hurt you.
- Don't show vulnerability.

8. ATTITUDES TOWARD OTHER CULTURES

- Only be close friends with people who are like you.
- Do not marry a person of another race or culture.
- Certain cultures/races are not as good as ours.

9. SUCCESS

- Is getting into the "best schools."
- Is making lots of money.
- Is getting married and having children.

10. FEELINGS AND EMOTIONS

- You are not allowed to have certain feelings.
- Your feelings are not important.
- Reacting with your feelings without thinking is okay.

Leaders that Go Back to Go Forward

iii: APPLICATIONS

A.

Take Responsibility: The Past May Not Be Your Fault, but It is Your Responsibility to Get a Good Future Out of It

But Joseph said to them, "Don't be afraid. Am I in the place of God? You intended to harm me, but God intended it for good to accomplish what is now being done, the saving of many lives. So then, don't be afraid. I will provide for you and your children." And he reassured them and spoke kindly to them.

Genesis 50:19-21

B.

Reframe Discipleship as Learning to Live in the New Family of Jesus

C.

Do the Hard Work of Growing in Differentiation

D.

Remember Your Church, Your Movement, and the Global Church has a Genogram

What's Next for Your Team and Church?

Hopefully, by now you can see how powerful these practices are when shared as a team.

Now imagine the rest of your church having the same experience.

These practices are part of the Emotionally Healthy Discipleship Course that was created with the whole church in mind.

Out of 21-years of development, we offer this core discipleship course in 2-Parts: *The EH Spirituality Course* to deeply change your relationship with God, and *The EH Relationships Course* to deeply change your relationships with others.



To discover more about how this course can revolutionize discipleship in your church, download a free course sample.

We pray these resources will help you revolutionize discipleship in your team, your church, and the entire world!

Blessings,

Pete Scazzero