



2022

Big Region Pulse Check Report



**GLOBAL SPORT
MOVEMENT**

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Introduction

The purpose of this Pulse Check is to assess the health of leaders and teams in the global sport movement and provide data/feedback that will inform the work teams gathering in Orlando at the end of October. Over the last several years, the sport movement has developed many great resources and trainings, but now our focus is on making sure we have mature leaders to utilize those resources and trainings. This Pulse Check will give us an indication of what's already working well and some areas where we can improve.

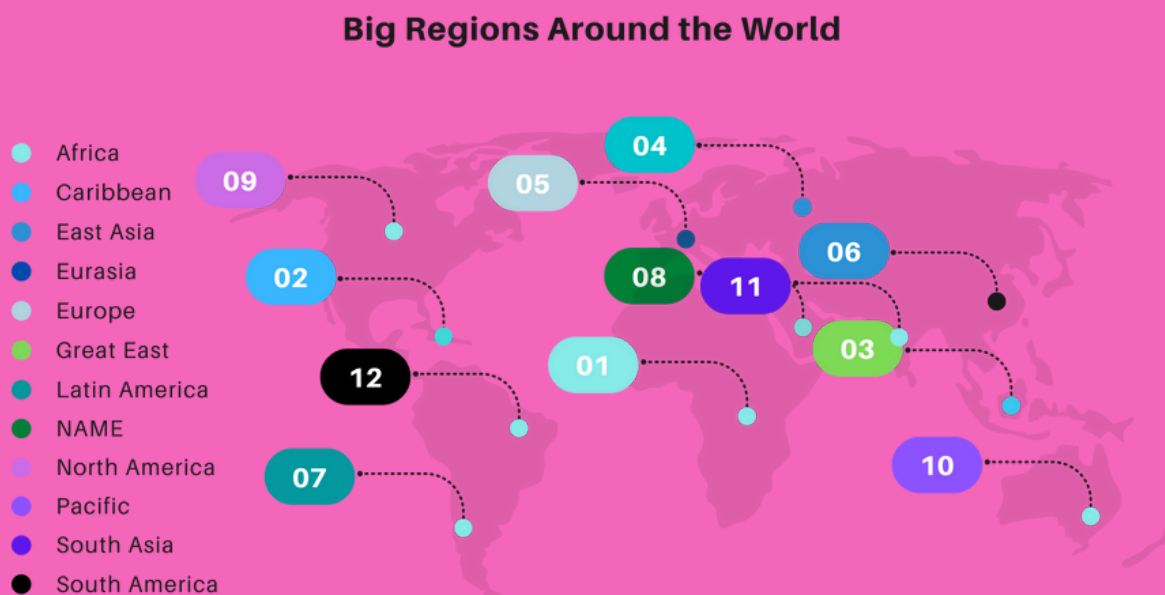
During the process, we made a realization that due to our time constraints before Orlando, we can only do a "Pulse Check" right now. A deeper Health Assessment could be done after Orlando to continue to inform the next phase when specific meal plans will be created. This initial Pulse Check was only administered to leaders who serve at the Big Region level. In order to do a deep-dive assessment at the regional and local level, it will have to be much more contextualized. We don't want to impose a Western mindset or narrow standard of success on everyone across the world. It's also important to note that the information gathered through these assessments are simply a snapshot of one moment in time.

With that said, we've made a lot of progress on the Pulse Check and believe these results provide helpful takeaways for work teams charged with the task of providing the sports nutrition to help leaders in our movement grow to maturity. **Over 150 leaders** (74.3% male and 25.7% female) from Big Region teams in **all 12 Big Regions** completed an individual survey that focused on **Character, Competencies, and Teams**. Also, we organized Zoom calls in which 10 out of the 12 Big Region Teams (including **82 team members**) participated in an interactive assessment to evaluate their health as a Big Region Team. The data in this report is derived from these sources.

When you do a Pulse Check like this, there can also be an implied message that the expectation is for everyone to be strong. These tools measure strength. But Jesus says His strength is made perfect in our weakness. We don't want to imply that leaders should not have weaknesses or must hide their weaknesses. God works powerfully through our weaknesses. As we work through the results, it's important to remember that data is not king. **Jesus is King**. The data can inform our decision-making after we've prayed.

Understanding Big Region Teams

This Pulse Check was completed by members from Big Region Teams. Big Region teams are formed to help facilitate the sport movement in each of the 12 Big Regions around the world:



Big Region team members are high-capacity leaders and practitioners who, generally speaking, are serving on multiple teams at the same time such as: local church, local community, regional/national team, organization/agency, Big Region team, and Global Strategic Team. Some Big Region teams are as small as 3 members and others have 20+ members. Typically, Big Region teams meet regularly via Zoom or video chat due to their lack of physical proximity; however, most Big Region teams are also intentional to gather in person a couple of times per year.

TWO TYPES OF ASSESSMENTS

The Big Region Pulse Check consisted of two types of assessments:

01. Individual Assessment

Individual leaders answered 23 questions anonymously and on their own.

02. Teams Assessment

Each Big Region team schedule a Zoom call to discuss 9 questions together as a team and individually answered polls.

INDIVIDUAL SUMMARY



01. Character of the Leader

We can celebrate that the majority are disciple-makers, their disciples are also starting to make other disciples, and that most are working very hard to accomplish the Great Commission. A concern here, as shown in the results, might be that individuals tend to over-exert themselves, leading to other problems. The data shows that most are overworked, struggle with anxiety and spend less than 1 hour a day in meaningful silence and solitude with the Lord with the danger of trying to do things out of their own strength.



02. Competencies of the Leader

Once again, it's encouraging to see that most are disciple-makers and movement mentors. The results show that support raising as well as time and capacity management are struggles and confirm that most leaders might overexert themselves. There are clear Go Strategies that are strong throughout the movement, which we can celebrate, but also some that need more exposure throughout the movement.



03. Health of Our Teams

We can celebrate that most teams are healthy and growing with a clear, united vision and good communication channels. The data shows apparent issues regarding strategic planning and the implementation of plans. We don't want to waste too much time in strategic planning, and half of the time, plans are not implemented. Team roles, expectation management, and money issues are regular issues of conflict within our teams.

TEAMS SUMMARY



01. Biggest Gap = Spiritual Formation

When asked about the biggest gap in leadership development in the sport movement, over and over again we heard Big Region Teams say it's spiritual formation.



02. Focused on Team Development

Despite challenges, Big Region teams are highly motivated and engaged in building and multiplying teams (4.0 out of 5).



03. Communication and Conflict

Almost every team seems to avoid conflict and agrees this is an area they need to work on. Other common themes included maintaining open and honest communication when there are differences of opinion and timely response to messages.



#1 Strength:

**Reviewing & implementing
strategic plans**



#1 Weakness:

**Studying & applying
Scripture together**

Overall Health of Big Region Teams = 3.6 out of 5

SUMMARY HIGHLIGHTS – INDIVIDUAL ASSESSMENT

CHARACTER OF THE LEADER

The vision of the movement	80% are disciple-makers.	With 69% of disciples are making other disciples.
Heart Values	Our Top 3 Heart Values: We work in teams. As servants. In Sport and Play.	Our weakest values: Partnering. We make disciples. In every city and every community.
Spiritual disciplines		64% of individuals spend less than 1 hour per day engaging the Lord in quiet time.
Spiritual disciplines	Our Top 3 disciplines: Prayer Study of Scripture Service	Our weakest 3 disciplines: Fasting. Celebration. Solitude.
Personal Health	Our Top 2 Health Categories: Relational health. Spiritual health.	Our weakest 3 categories: Financial. Physical. Emotional.
Mentoring	68% Have a mentor and mentee.	
Support and accountability	Where individuals get their support: Friends – 65% Mentors – 58.6% Spouse – 53.9%	
Top 4 Character issues		Overworked. Lack of discipline. Anxiety. Lack of patience

SUMMARY HIGHLIGHTS – INDIVIDUAL ASSESSMENT

COMPETENCIES OF THE LEADER

Disciple-making Roles	59.9% are disciple-makers. 41.4% are mentors. 35.3% are movement Mentors.	
What are the current gaps in our leadership development?	Support Raising – 50.7%. Prophecy – 49.3% Praying for healing – 39.5% Managing time – 27% Building Teams – 26.3%.	
Go Strategies	Our top 3 GO Strategies: Whole life coaching. Sports Camps. Clubs and Teams.	Our weakest GO Strategies: Esports. All Abilities. Action Sports.
Funding & Sustainability	48% are fully funded.	45.4% are not fully funded. 6.6% said that they don't operate with a budget.

SUMMARY HIGHLIGHTS – INDIVIDUAL ASSESSMENT

HEALTH OF OUR TEAMS

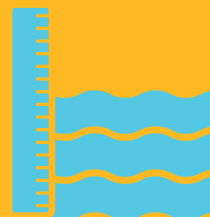
Phase of the team development	34.9% of local teams are in the growing team phase.	29.6% of local teams are in the multiplying team phase. 24.3% of local teams are in the starting team phase.
Clear, united vision	59.9% of teams do have a clear, united vision.	38.2% said their vision is somewhat clear. 2% of teams do not have a clear, united vision.
Does your team implement strategic plans?	49.3% of teams implement plans.	43% of teams somewhat implement plans.
Conflict Issues		Top 4 conflict issues in teams: 1. Clarity of team roles. 2. Unspoken expectations. 3. Team members not showing up for meetings. 4. Money.
The biggest frustration in teams		The top 3 biggest frustrations on teams: 1. We struggle to have enough time and capacity to fulfill our vision and plans. 2. We struggle to find the right people to serve in key roles on our team. 3. We struggle with a team members who lack commitment.
How is the communication in your teams?	Good – 71.1%.	Poor – 28.9%.

Biggest Gaps for Teams

We asked Big Region teams to share what they see as the biggest gaps in the global sport movement's development of leaders, and this is what they said:



Spiritual Formation
(7 out of 10)



Depth of Training
(5 out of 10)



Too Much Focus on Resources
(5 out of 10)



Mentoring
(4 out of 10)

in their own words

- How can we identify and mentor emerging leaders and bridge the gap between older and younger leaders?
- Not enough practical help to apply resources and develop as a leader -- need to link from theory to putting into practice.
- There is a lack of mentors and disciplers within the sport movement.
- There is a lack of focus on whole life health and going deeper to heal wounds.
- There is a low theological or biblical training in some of the leaders.
- Leaders need to know that in the sport movement, leadership development includes understanding what a movement is. People don't really understand what a movement is because they're looking for an organization to belong to or work with.
- We need more focus on spiritual disciplines.
- We need to train more sports leaders who catch the vision and understand the mission.
- Leaders' spiritual health and emotional health is always the key and can impact the whole team.

Roadblocks to Multiplying Leaders and Teams



01. Capacity of Leaders

Time commitments, personal circumstances, lack of commitment and availability and lack of financial sustainability are limiting factors



02. Followup/Mentoring

Effective follow up after training events and programs and transitioning key relationships into a long term mentoring and coaching relationship



03. Lack of Unity & Collaboration

Causes include division and conflict and having a different mindset (addition vs. multiplication, promoting their own brand, experts who don't multiply or empower others, etc.). These create barriers to partnership.



03. Maintaining the Right DNA

Conflict and division, external circumstances, or lack of mentoring make it challenging to pass on the right DNA to the 3rd and 4th generations.

Support & Accountability

Most Big Region leaders seem to have strong support and accountability, though a few leaders/teams expressed this was still a big need.

Question to wrestle with:

As a sport movement, are we positioned to provide frontline support and accountability? Or is this the responsibility of the local church?



Order (Highest to Lowest)

Mentor, Organization, or Local Church
Friend
Spouse or Family
Pastor



Strongest Areas

#1 Reviewing and Implementing Strategic Plans

- Caring for each other
- Praying together
- Having fun together

Weakest Areas



#1 Studying and applying Scripture together

- Holding each other accountable



Ideas for Growth

- Monthly prayer call
- 21-day Daniel Fast
- Plan strategy day for future goals
- DISC Analysis
- 9:38 Prayer
- Need to care for each other more
- Spend more time together
- Study a book of the Bible together
- Plan physical gatherings at least two times per year

Communication & Conflict

The most common communication Issues were responding to emails/messages in a timely manner and maintaining open and honest communication when there are differences of opinion.

Here's how Big Region Teams rated their communication:

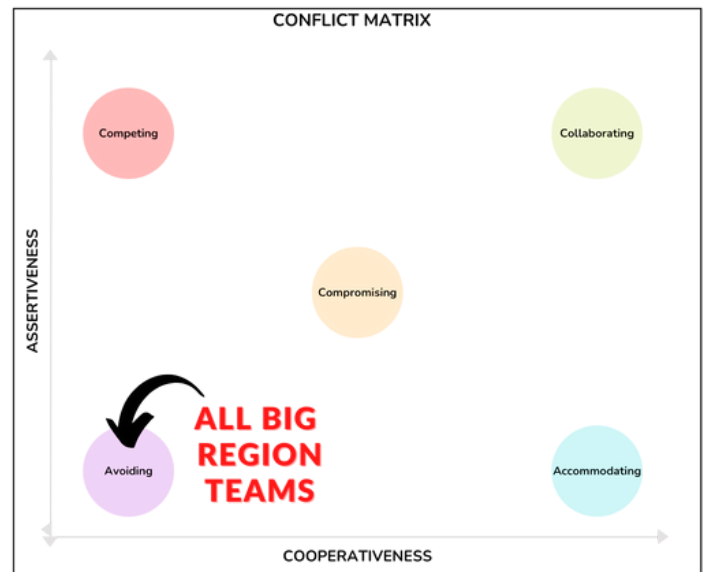


Further insights:

- Access to technology and internet availability is a huge challenge.
- In the past, differences in opinions sometimes led to people leaving the team. Need more open and honest communication.
- Cultural differences within the same Big Region
- Big personalities where sometimes a person feels talked over. Sometimes the team just goes with the "loud" suggestion rather than talking through it.
- Communication is very good in F2F meetings but need to improve on online communications (WhatsApp, email, Telegram)

in their own words

- We mostly shy away from effective conflict and don't feel comfortable to address this openly.
- Conflict gets addressed and discussed but sometimes individuals avoid confrontation and prefer to leave
- Everyone works remotely. Not enough time together to get into conflict.
- Because we are not meeting together as often as we'd like to, we never seem to get to a place where there's conflict. If we did meet more regularly, maybe then we will have more conflicts happening all the time.
- Sometimes age and culture of team members plays a part in how the conversations in the team flow as the younger members give respect to the older members with their ideas and opinions and tend to go along with their decisions.
- There are two kinds of people: the one that takes information fast and the one that needs more time. Because we always ask for immediate feedback, it can block the second person from disagreeing. So usually what happens is that every idea gets through too easy. The team accepts the ideas too fast.



100%

of Big Region Teams tend to **AVOID** conflict rather than confront it collaboratively.

Vision & Strategy



We have a clear, united vision -- but not fully. The focus of the team's vision is discipleship, but not all of us seem to have the same interpretation as to what that really looks like in practice.

We don't have a clear vision for our BR. This is something we need to focus on doing in the near future.

There is a clear vision of what we want to do but don't necessarily have a clear vision of who is going to do it.

Most of our teams lack time together to build relationship and unite the vision.

Thanks to a recent BR strategic meeting we were able to verbalize a clear vision and set goals for the next 5 years.

We have good ideas, but less than half of them come to completion. We also feel like they could be doing even more than what they have planned.

Sometimes it appears that our teams are far down the road before we see anything implemented.

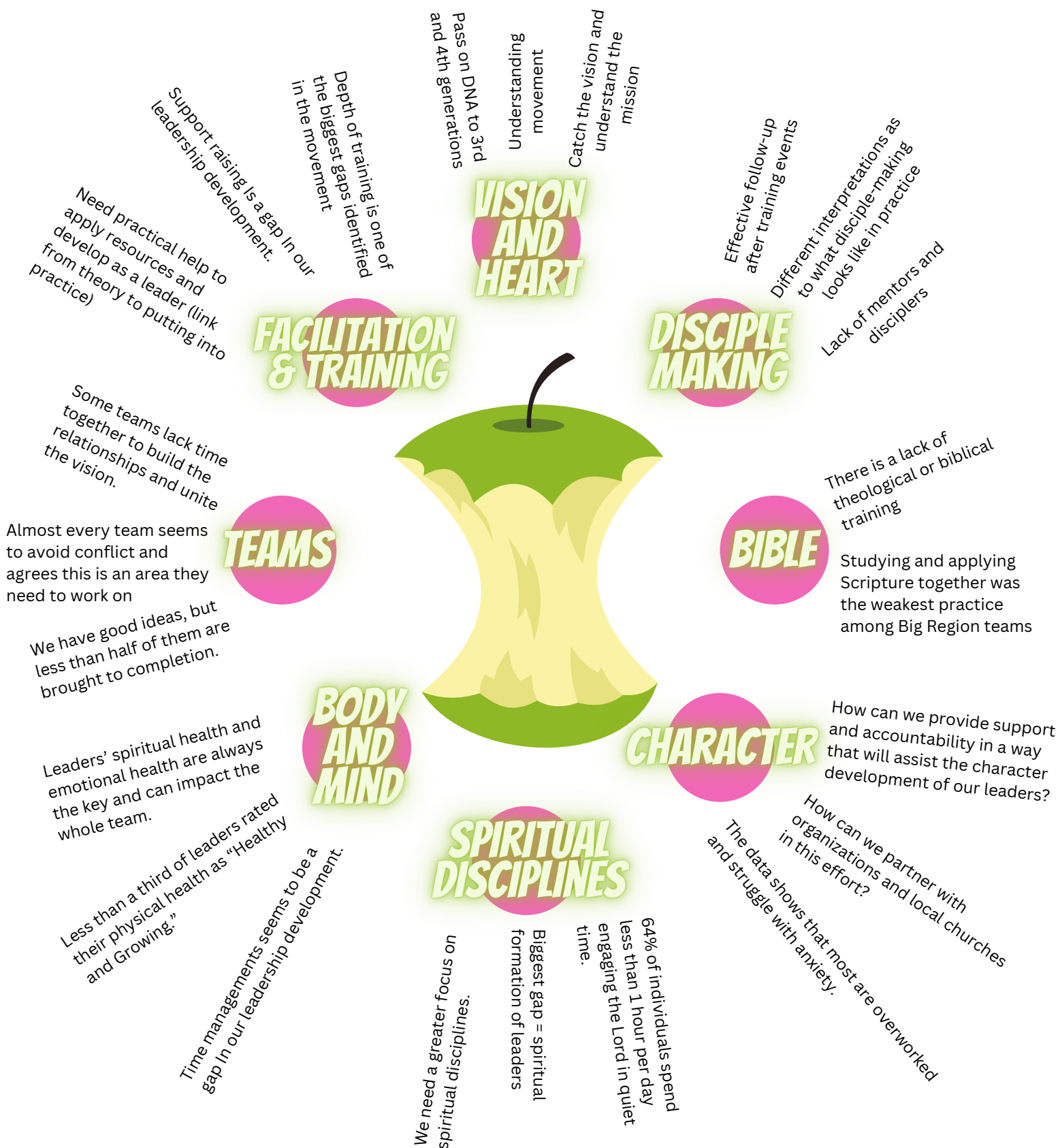
We need to be more consistent & effective.

We haven't had any strategic planning for our BR for a while.

Our Big Region is so big, we need to build city teams one by one.



CONNECTING TO THE CORE

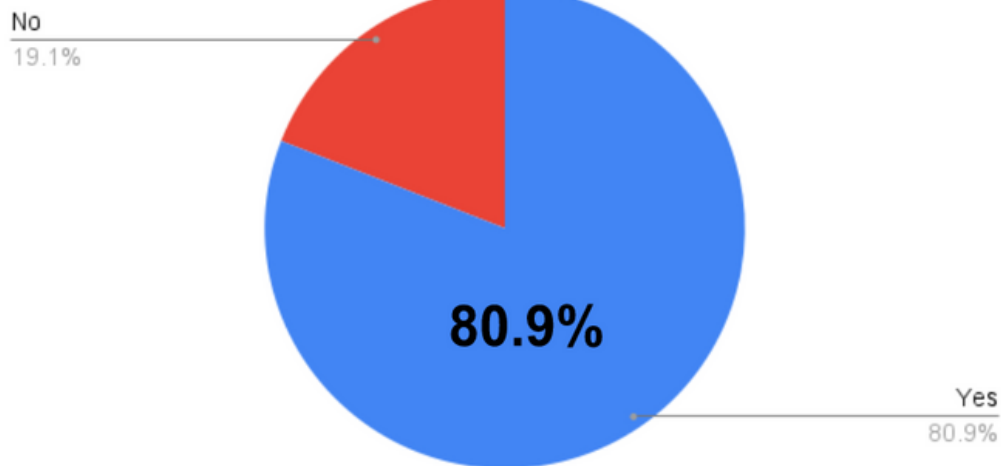


DETAILED RESULTS

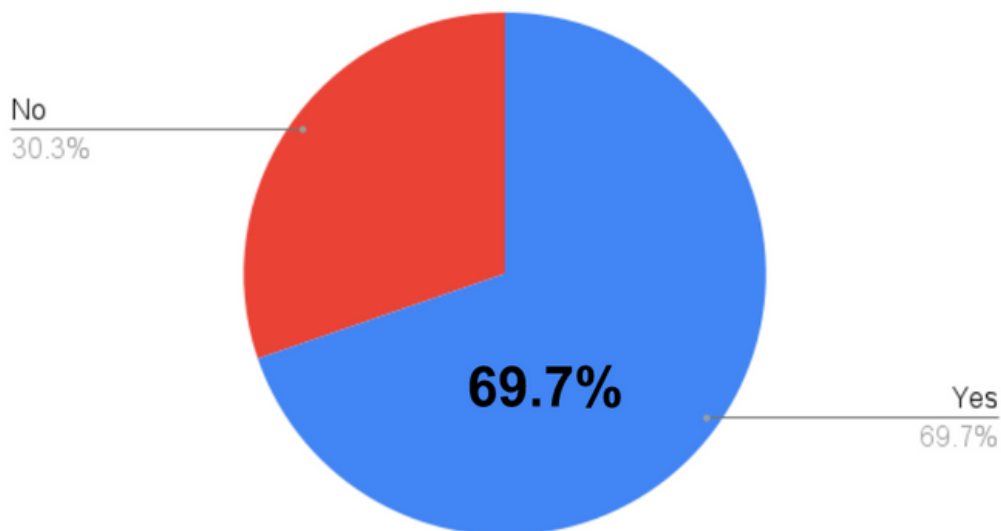
CHARACTER OF THE LEADER

Vision - Disciple-making

Are you currently in an intentional disciple-making relationship with someone you are discipling?

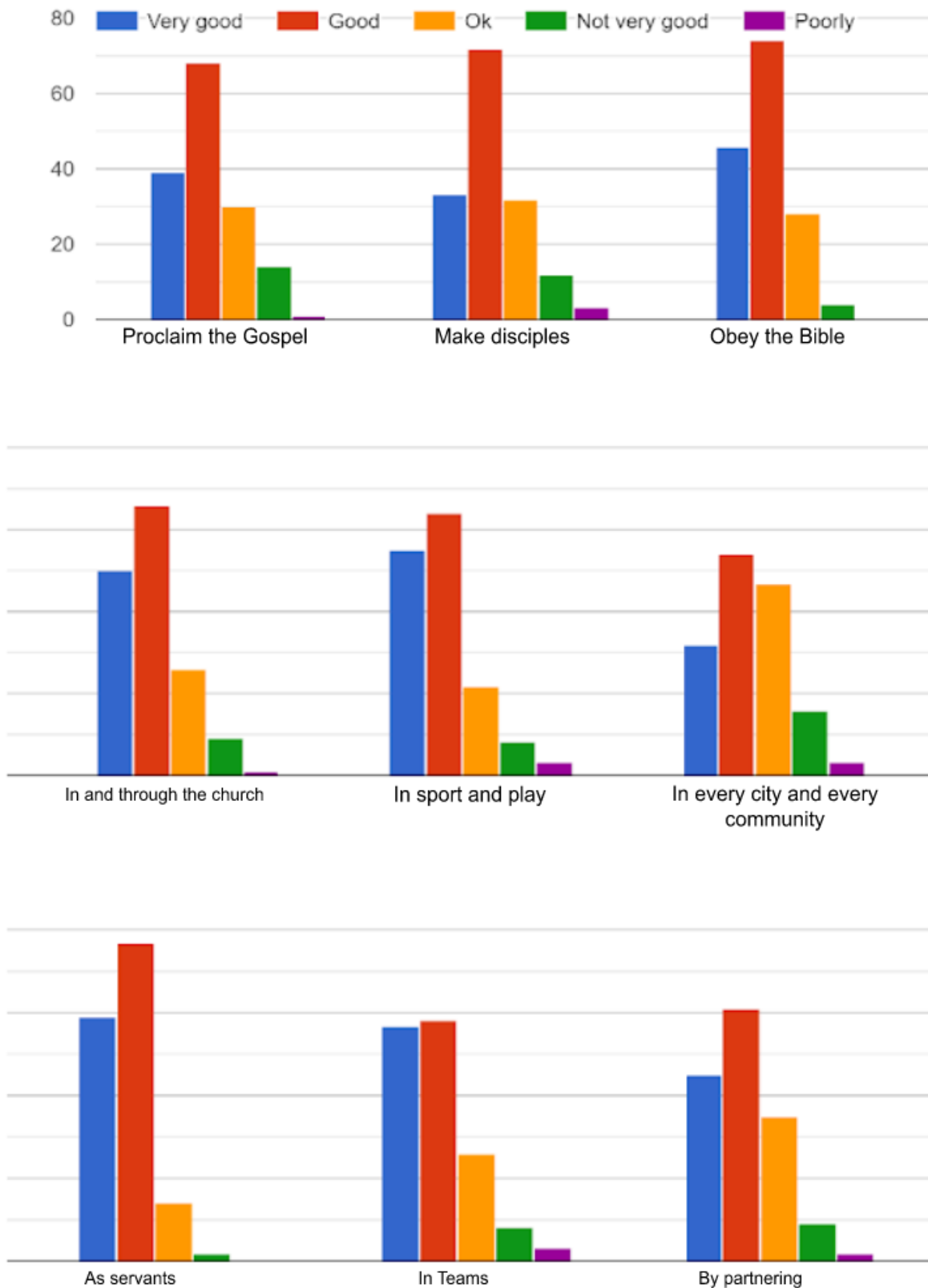


Are your disciples making other disciples?



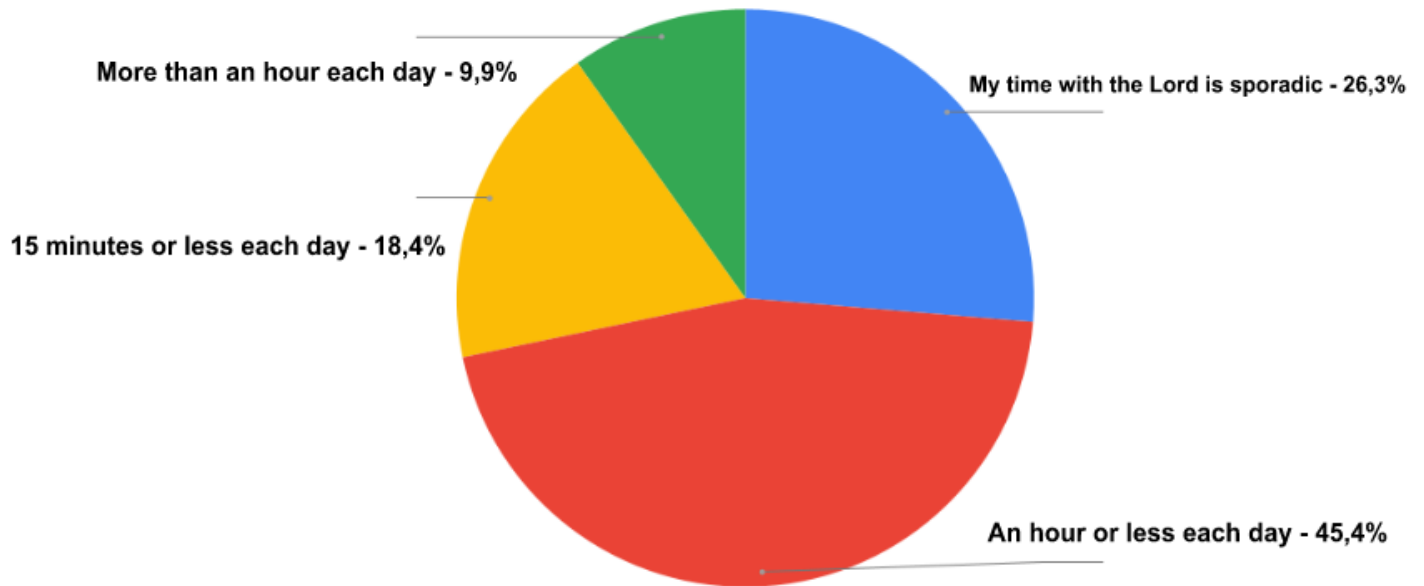
Heart Values

How would you rate your consistency in living out each of the sport movement's heart values:



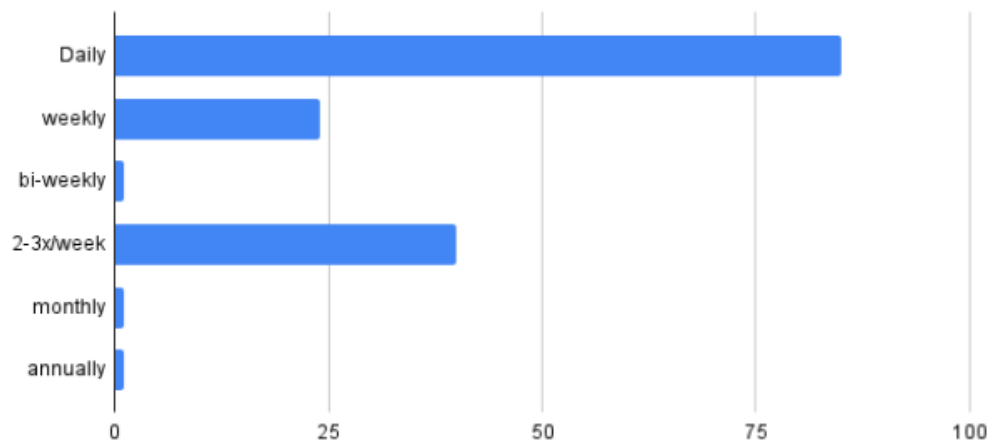
Spiritual Disciplines

How much time do I spend engaging the Lord in meaningful personal quiet time?



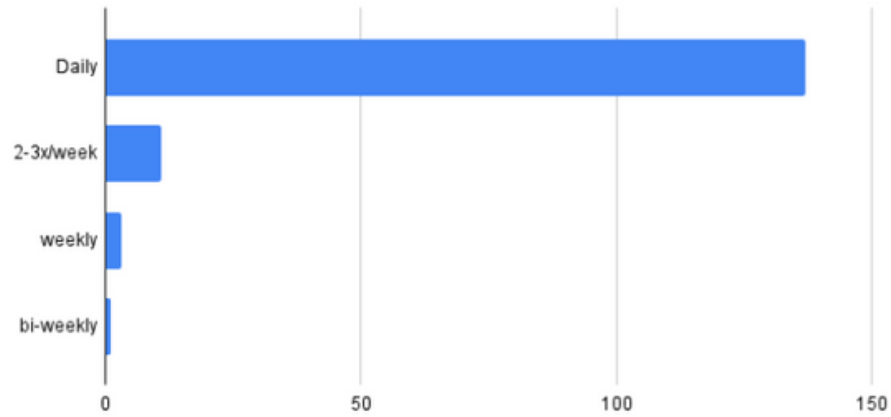
How often do you practise the following spiritual disciplines?

How often do you study scripture?



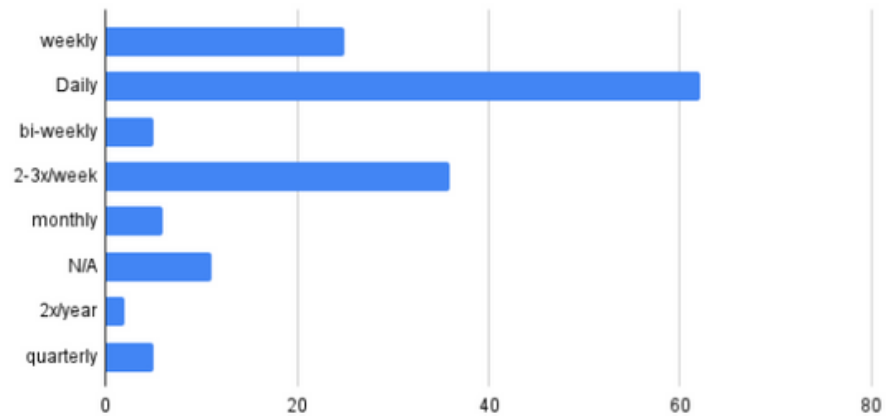
How often do you practice the following spiritual disciplines? [Study of Scripture]

How often do you practice Prayer?



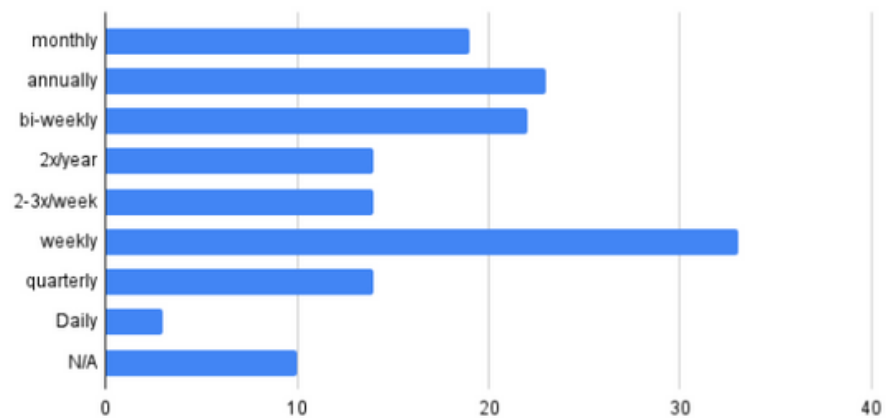
How often do you practice the following spiritual disciplines? [Prayer]

How often do you practice meditation?



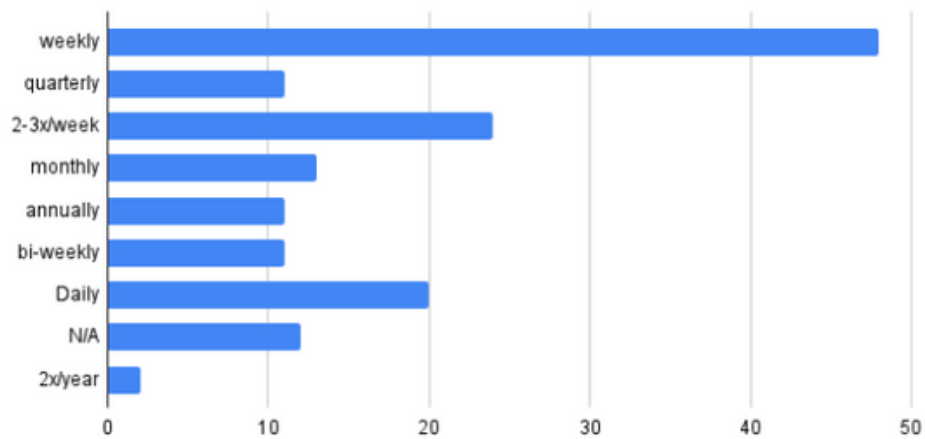
How often do you practice the following spiritual disciplines? [Meditation]

How often do you practice Fasting?



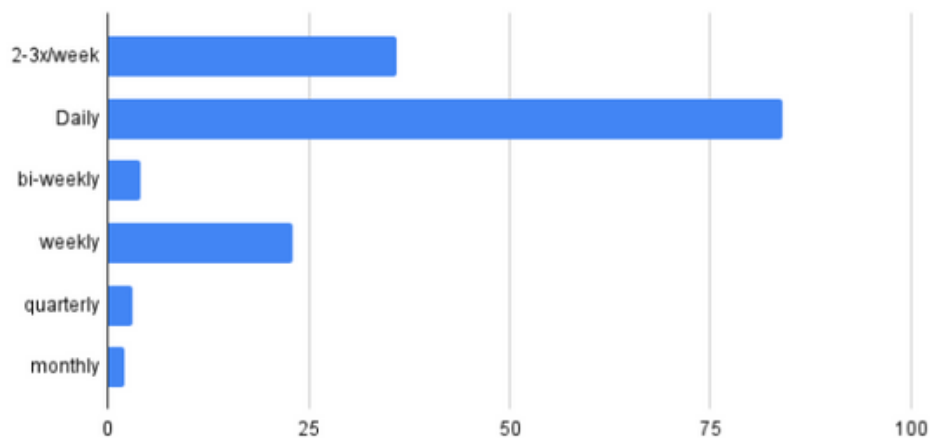
How often do you practice the following spiritual disciplines? [Fasting]

How often do you practice solitude?



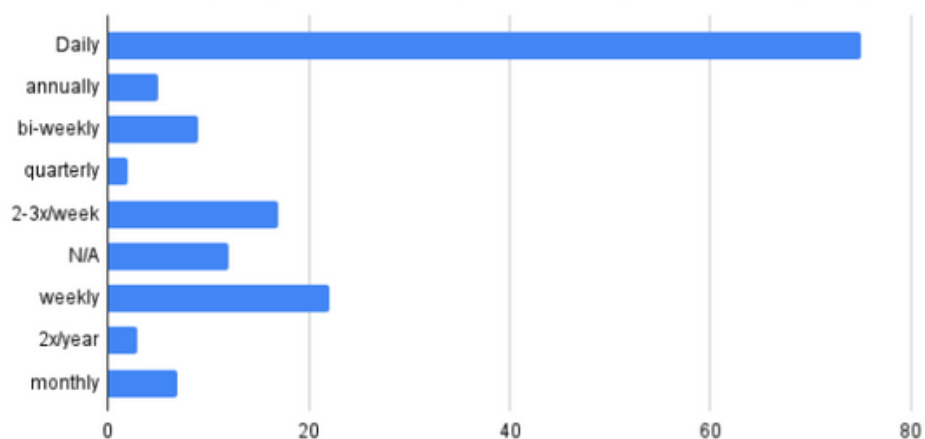
How often do you practice the following spiritual disciplines? [Solitude]

How often do you practice the spiritual discipline of service?



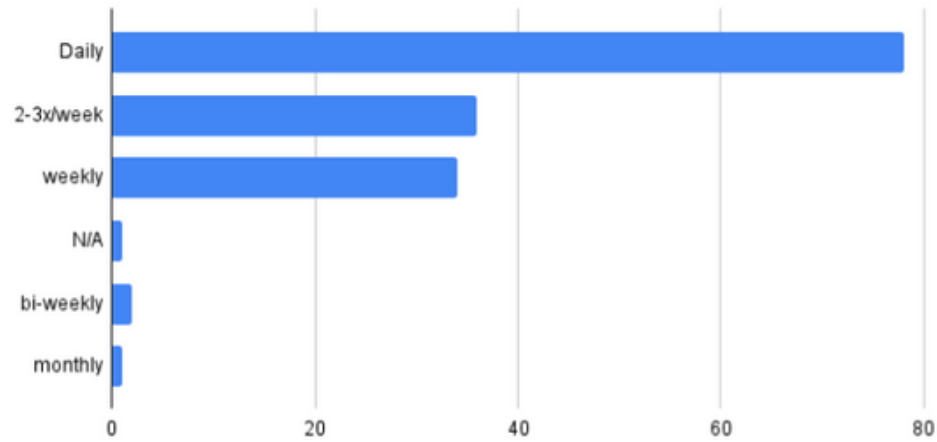
How often do you practice the following spiritual disciplines? [Service]

How often do you practice the spiritual disciplines of simplicity?



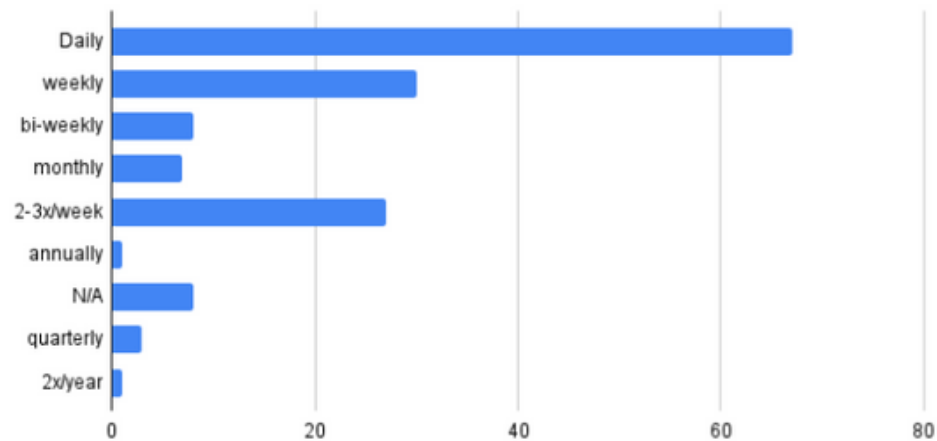
How often do you practice the following spiritual disciplines? [Simplicity]

How often do you practice the spiritual discipline of worship?



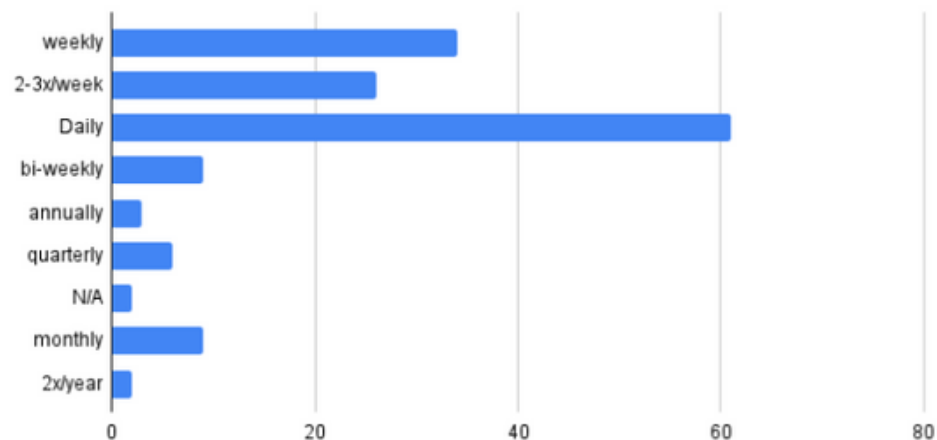
How often do you practice the following spiritual disciplines? [Worship]

How often do you practice the spiritual discipline of submission?



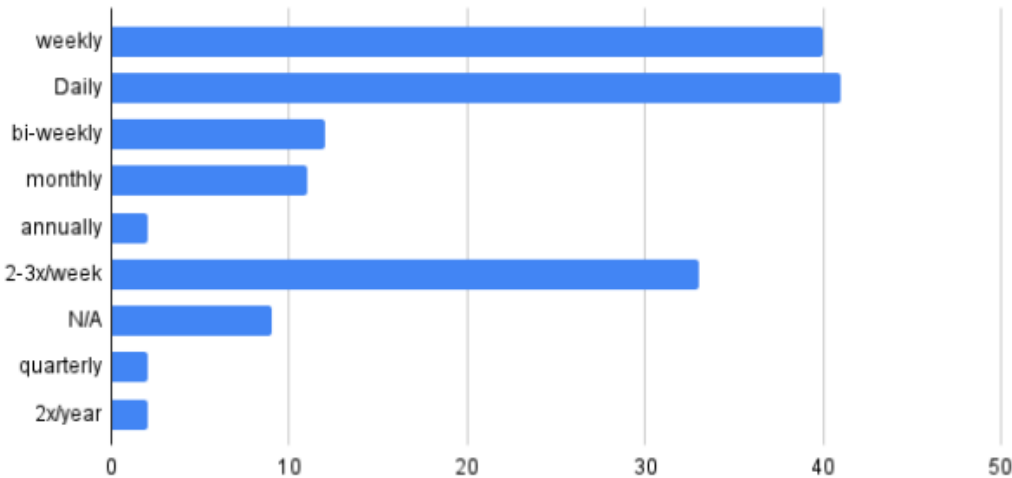
How often do you practice the following spiritual disciplines? [Submission]

How often do you practice the spiritual discipline of confession?



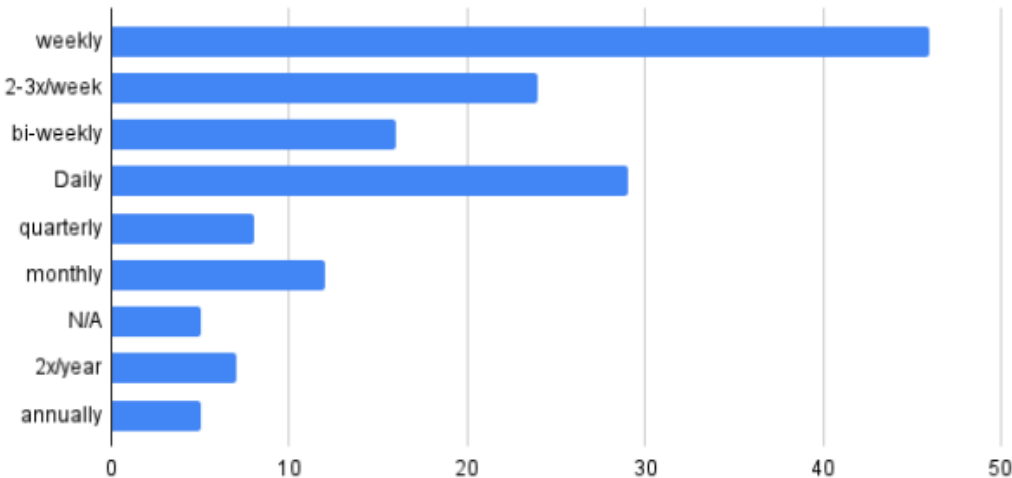
How often do you practice the following spiritual disciplines? [Confession]

How often do you practice the spiritual discipline of guidance?



How often do you practice the following spiritual disciplines? [Guidance]

How often do you practice the discipline of celebration?

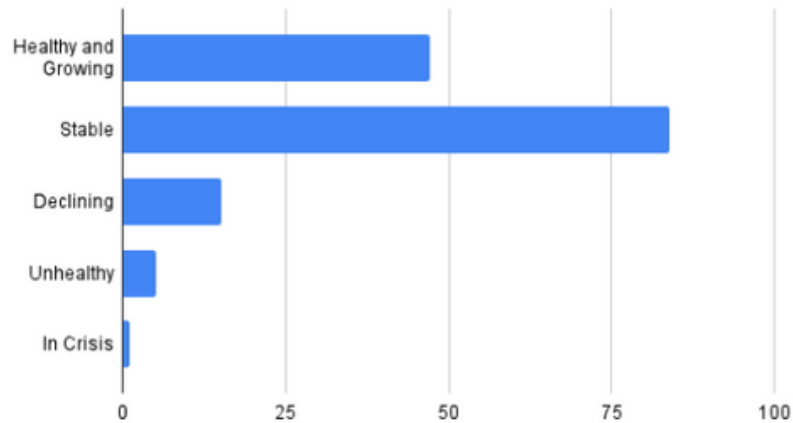


How often do you practice the following spiritual disciplines? [Celebration]

Personal Health

Rate your health in the following category: [Emotional health]

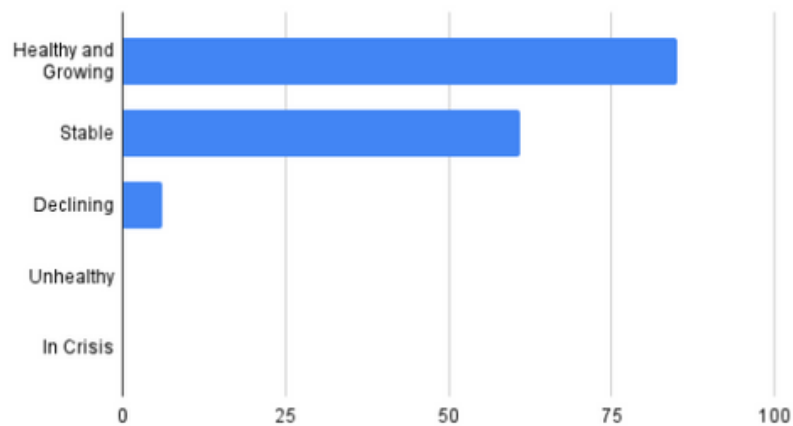
6. Rate your health in the following categories:



Rate your health in the following categories: [Emotional health]

Rate your health in the following category: [Spiritual health]

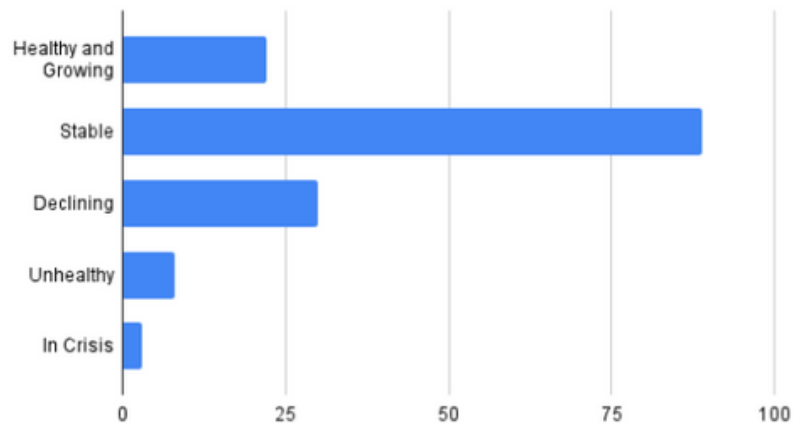
6. Rate your health in the following categories:



Rate your health in the following categories: [Spiritual health]

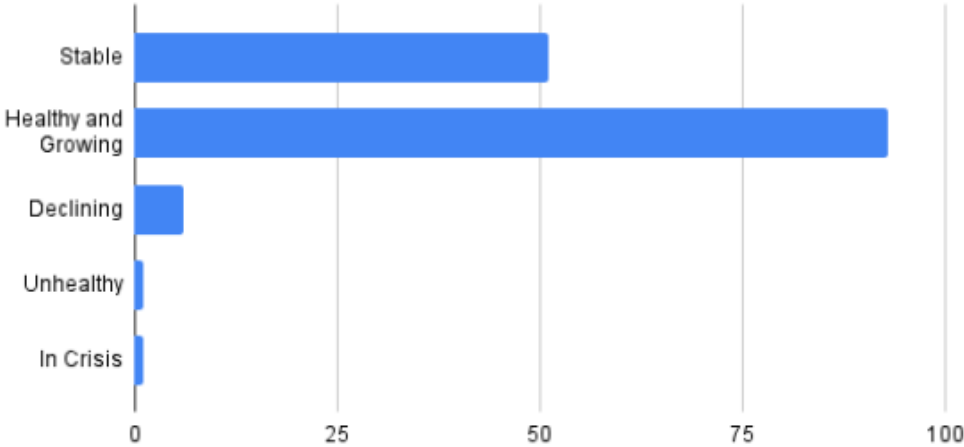
Rate your health in the following category: [Financial health]

6. Rate your health in the following categories:



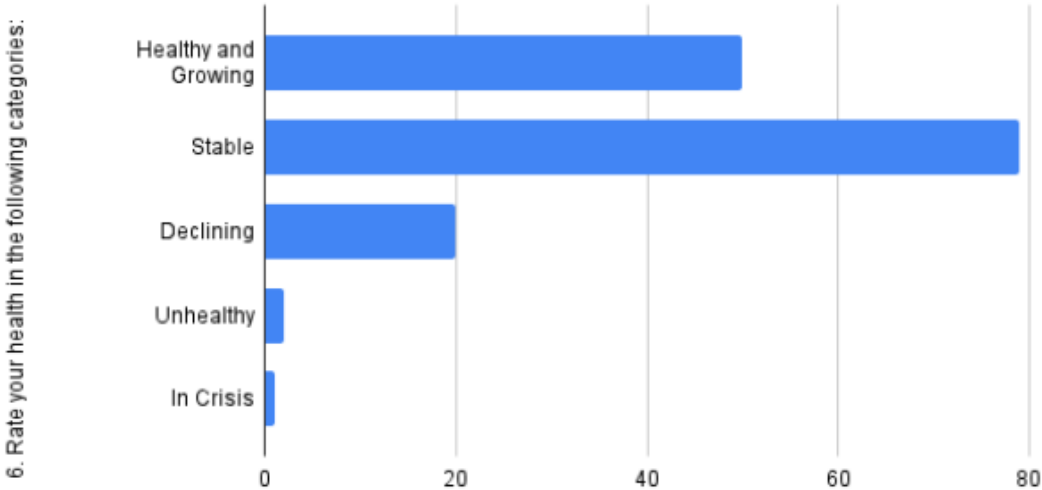
Rate your health in the following categories: [Financial health]

Rate your health in the following category: [Relational health (marriage/family)]



Rate your health in the following categories: [Relational health (marriage/family)]

Rate your health in the following category: [Physical health]



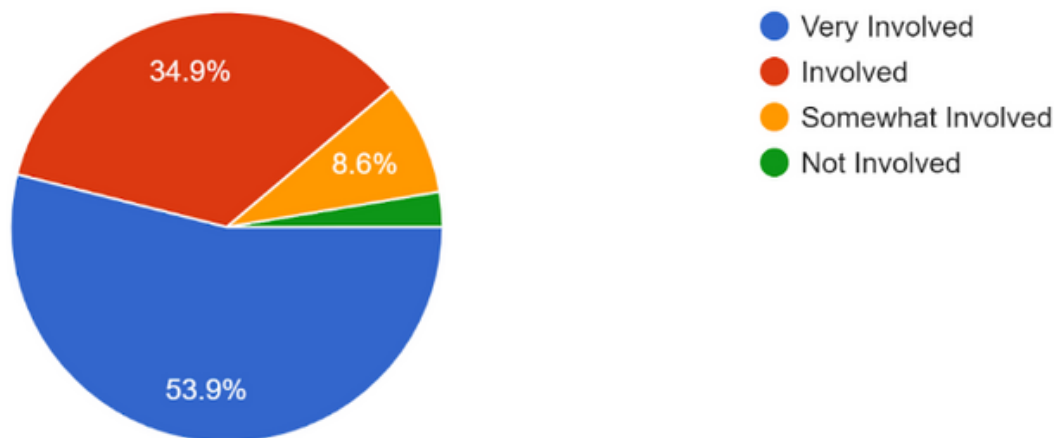
Rate your health in the following categories: [Physical health]

Personal Support

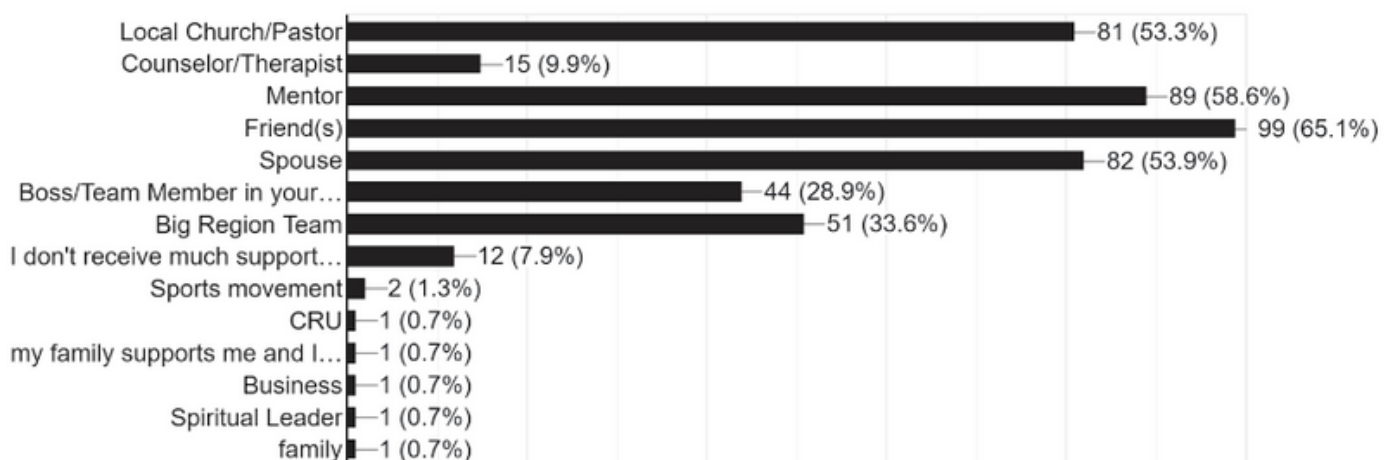
In terms of Mentoring, where are you in the last 12-18 months?



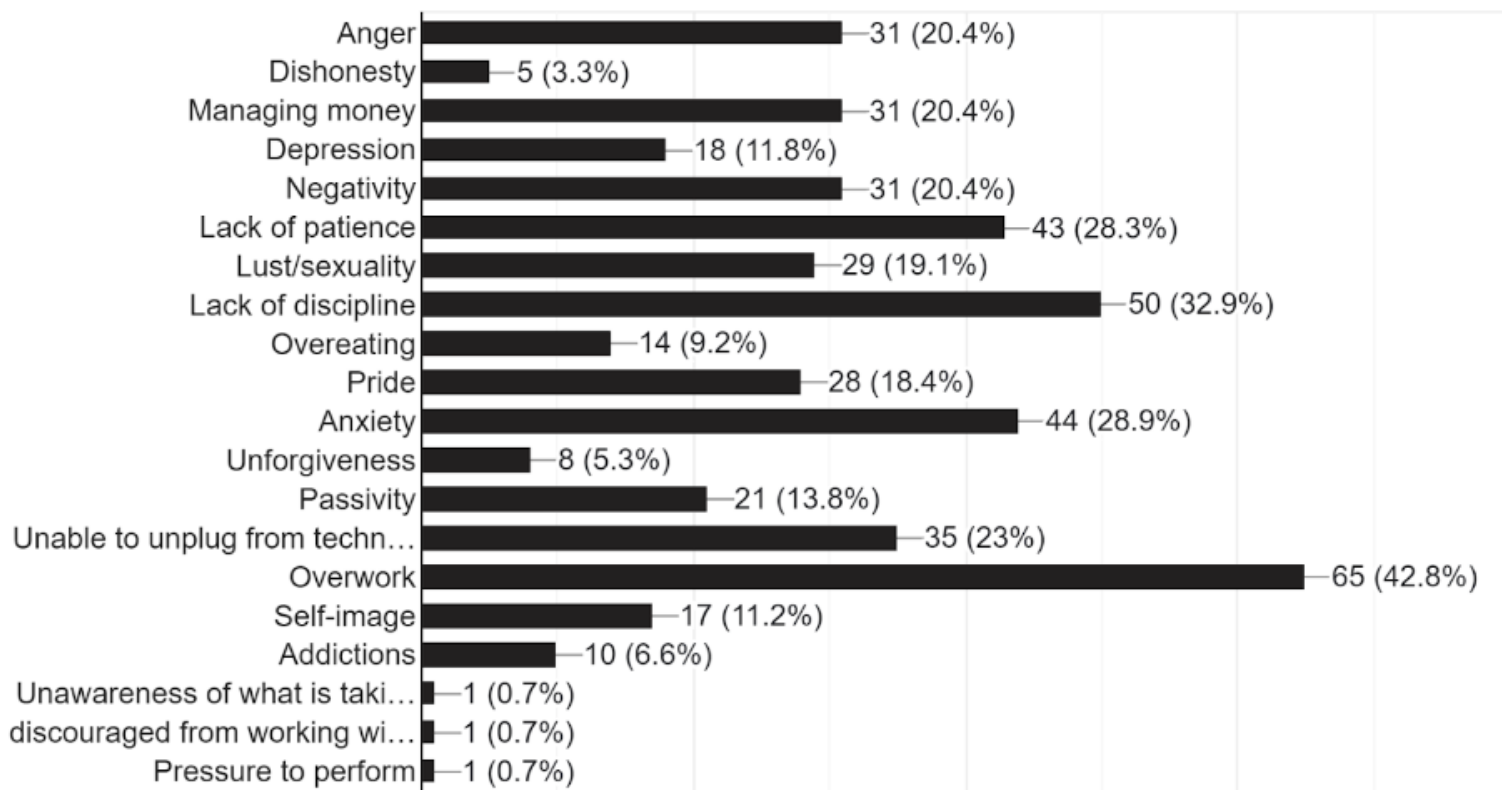
What statement best describes your involvement in the local church/faith community?



Where do you receive support and accountability from?



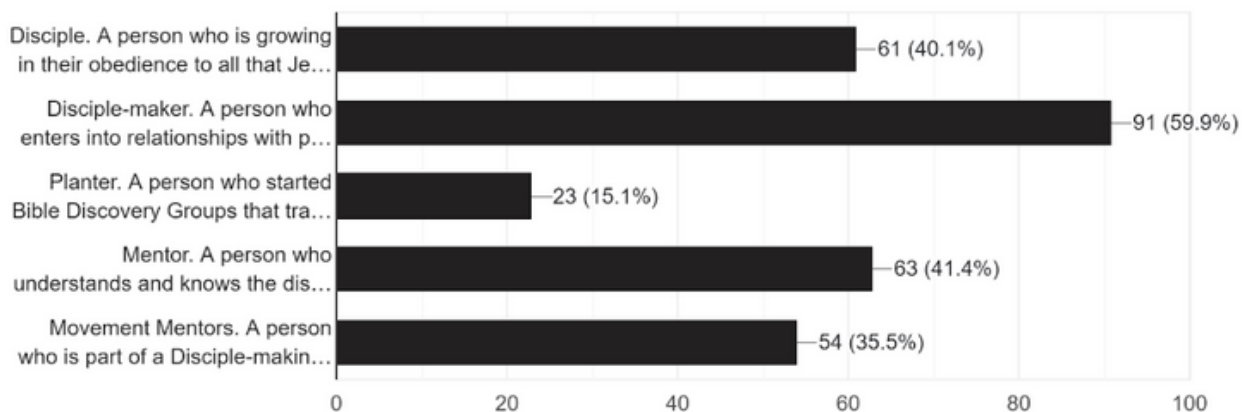
Which of the following character issues are you currently struggling with?



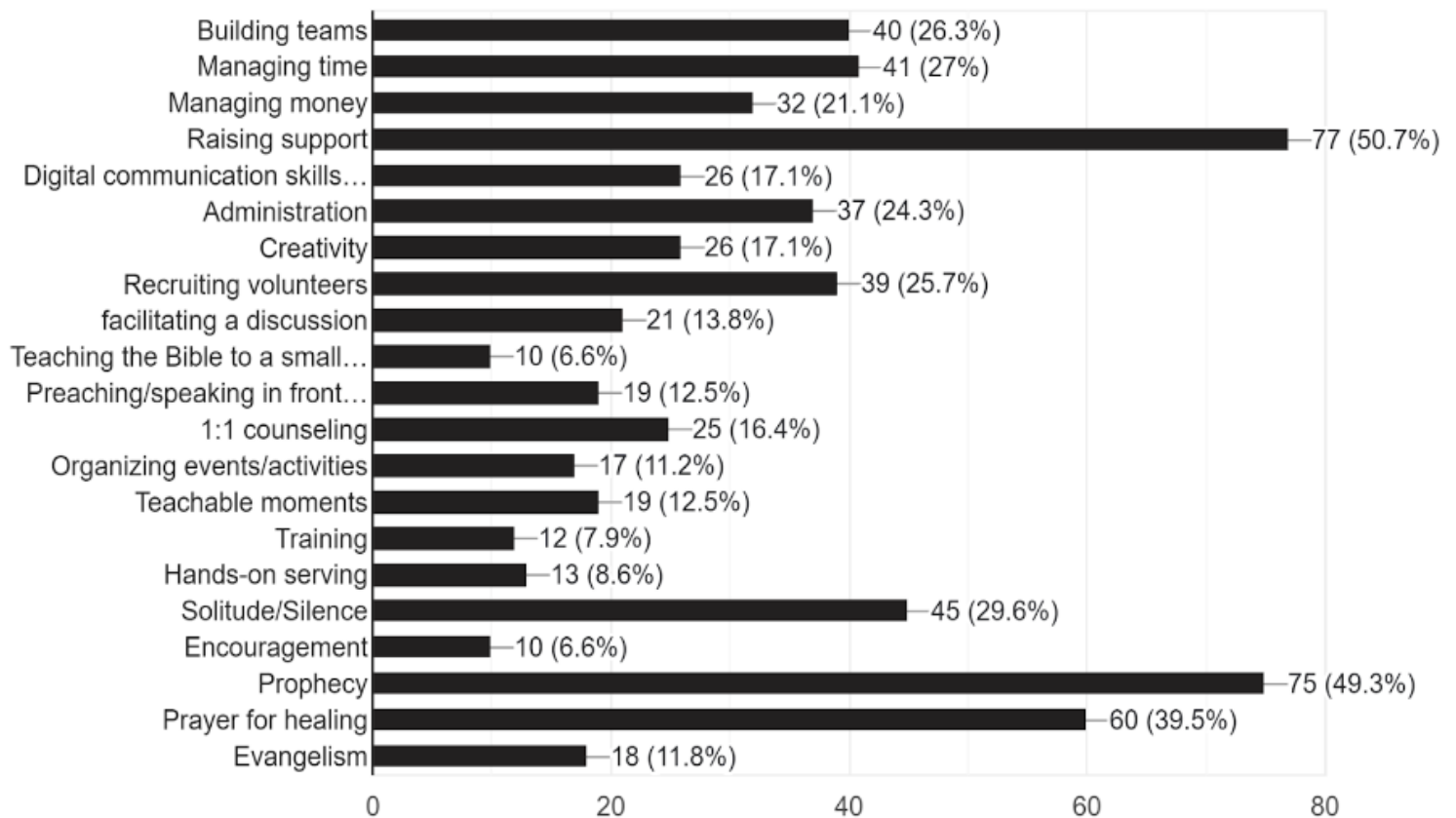
DETAILED RESULTS

COMPETENCIES OF THE LEADER

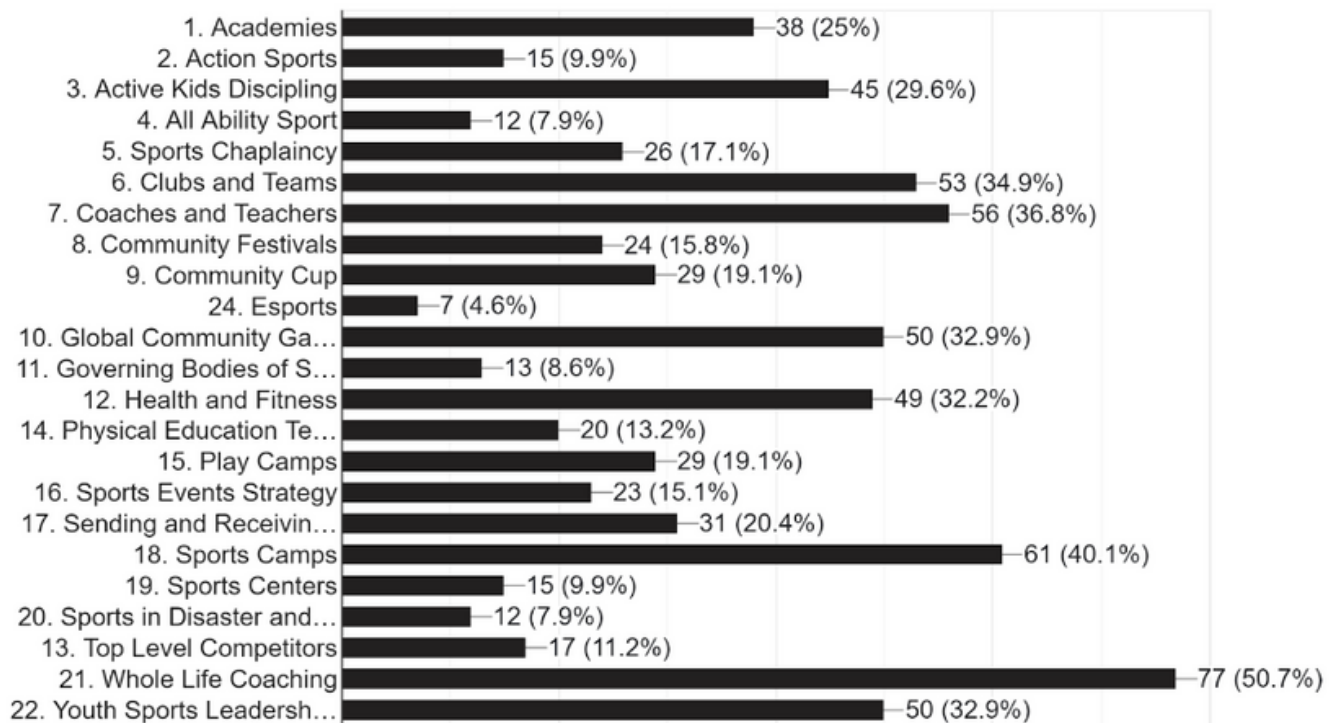
Identify your current disciple-making role:



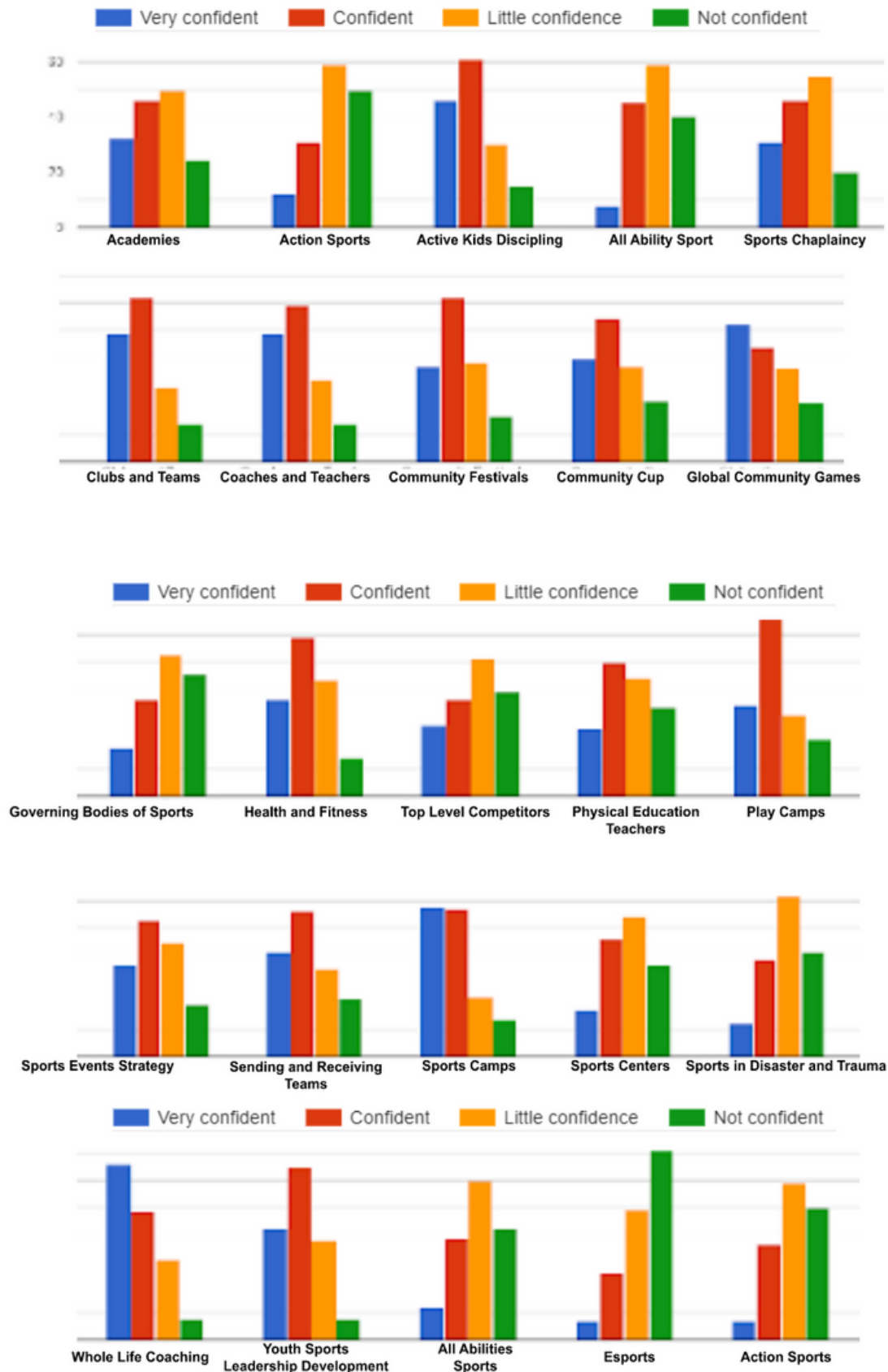
Identify the gaps in your leadership development:



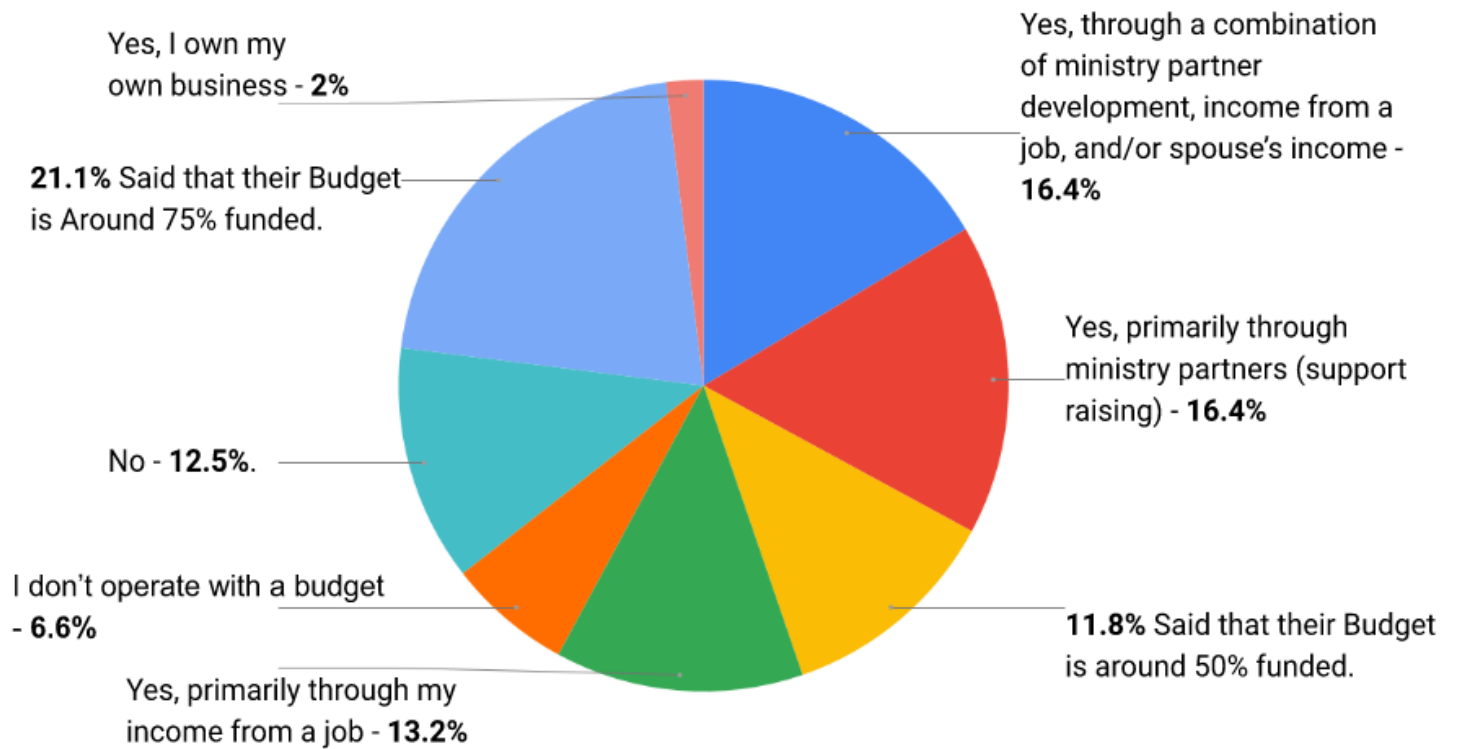
Which Go Strategies do you use most often?



How would you rate your confidence in using these Go Strategies?

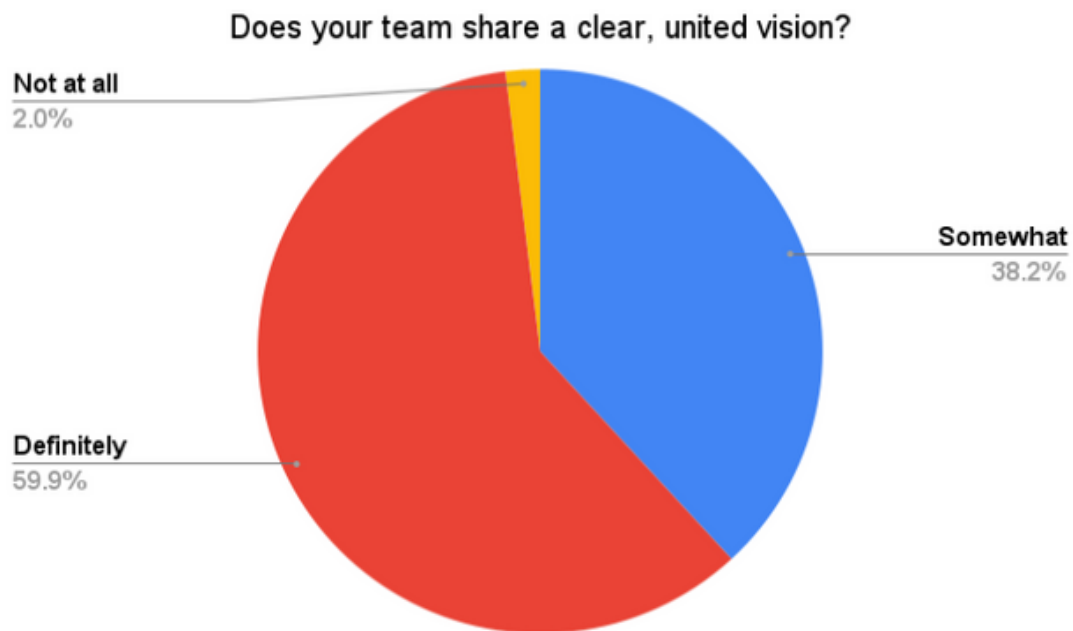


Is your budget fully funded and sustainable?

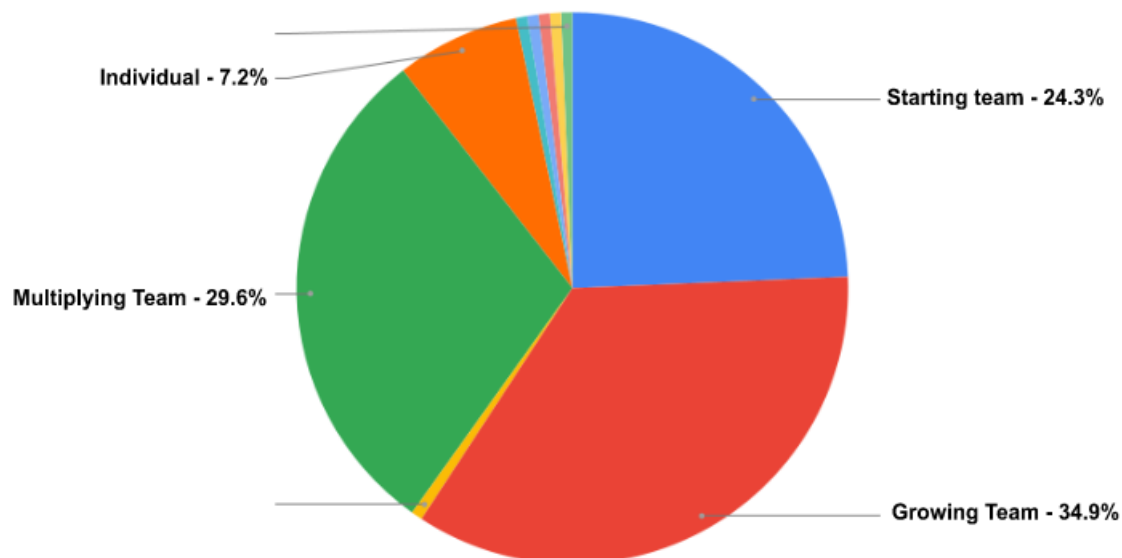


DETAILED RESULTS

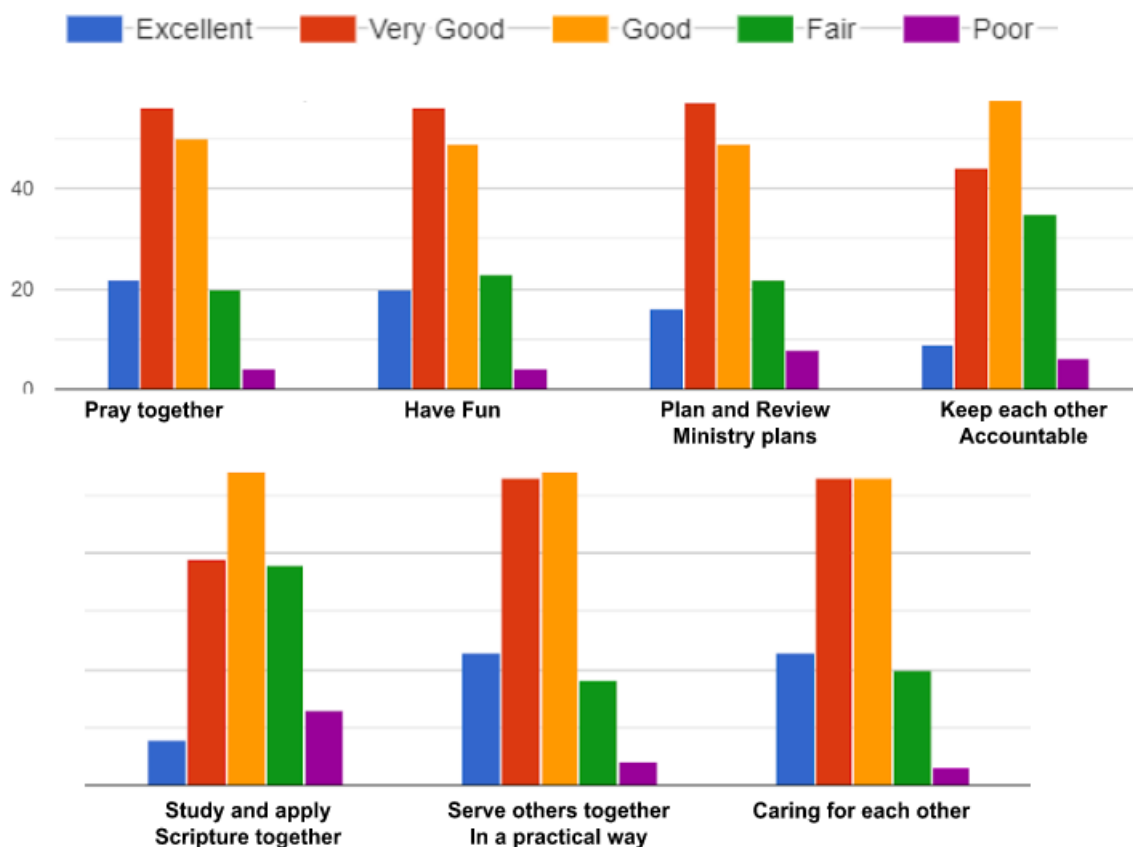
HEALTH OF OUR TEAMS



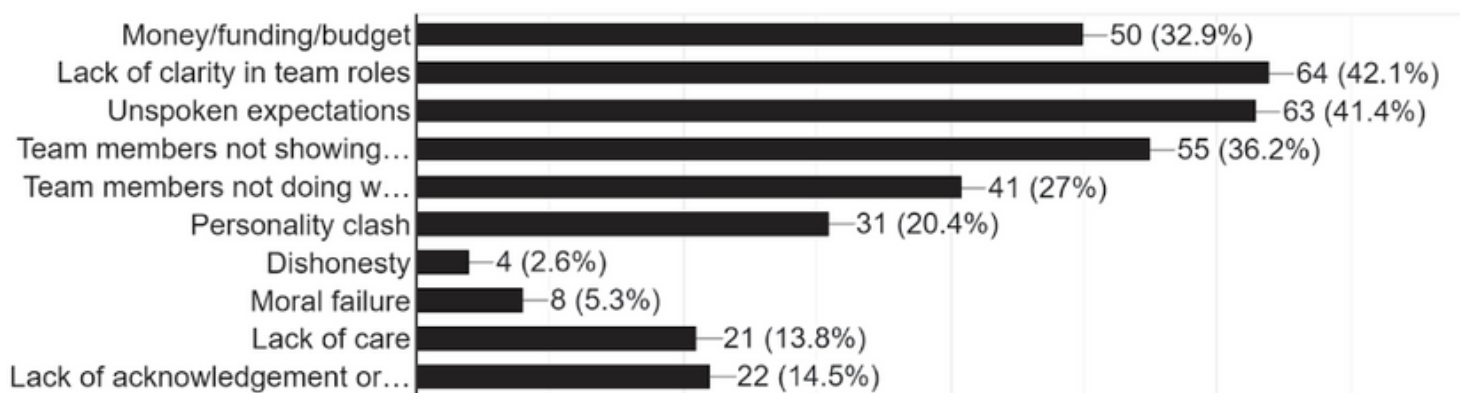
In which phase of the team development process are your local/organisation?



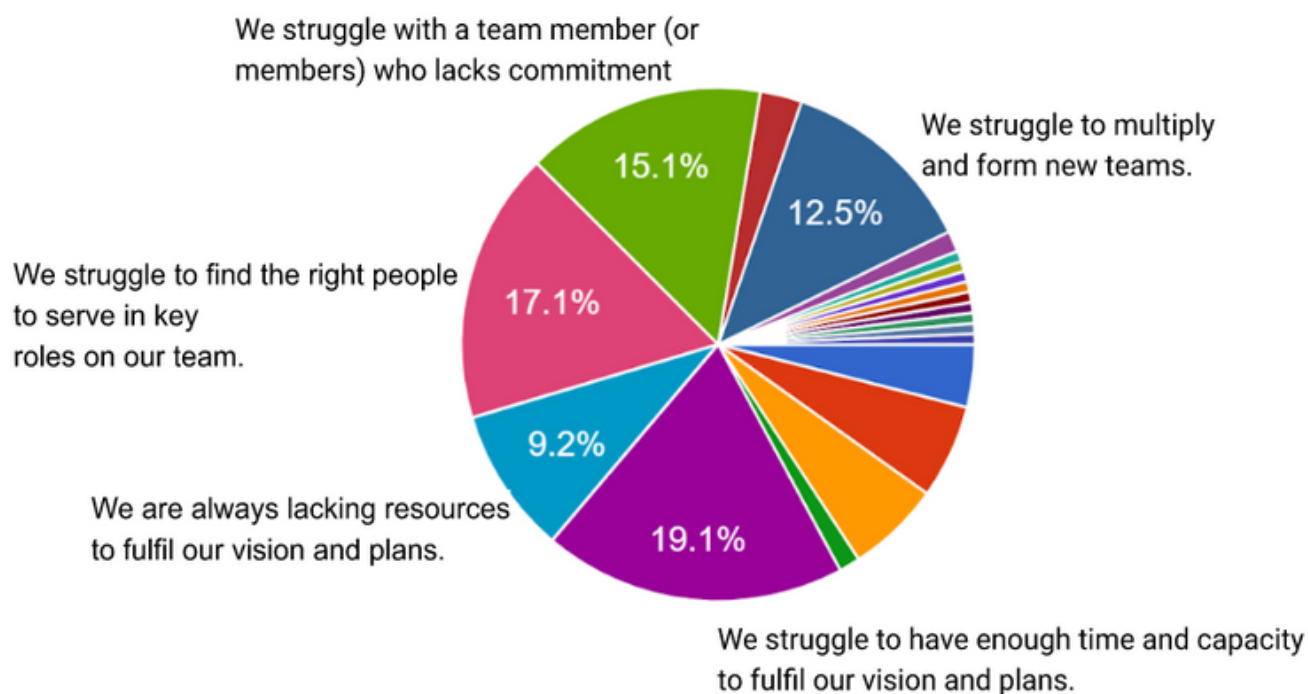
Rate how well we practice the following as a team:



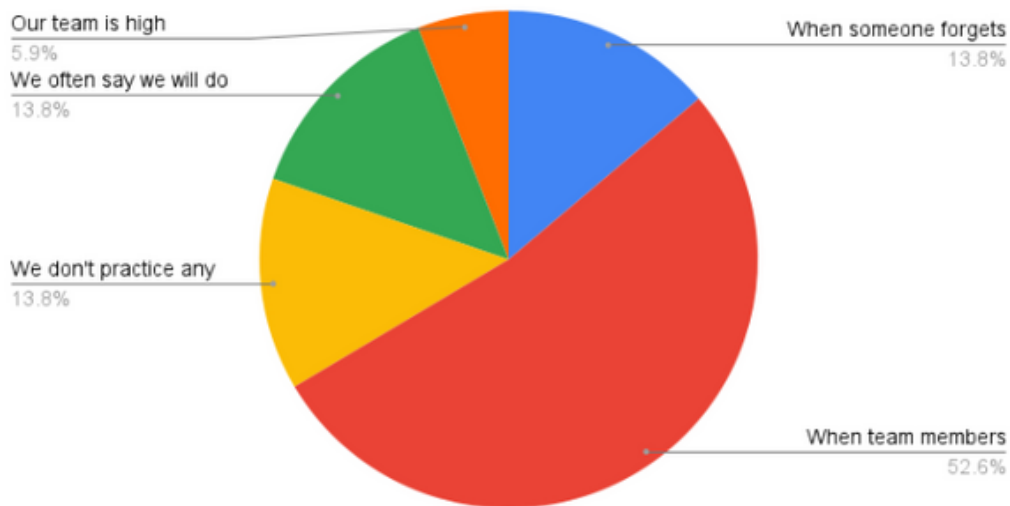
Issues that your team has experienced conflict around in the last 6 months:



The biggest frustration I feel in my team is...

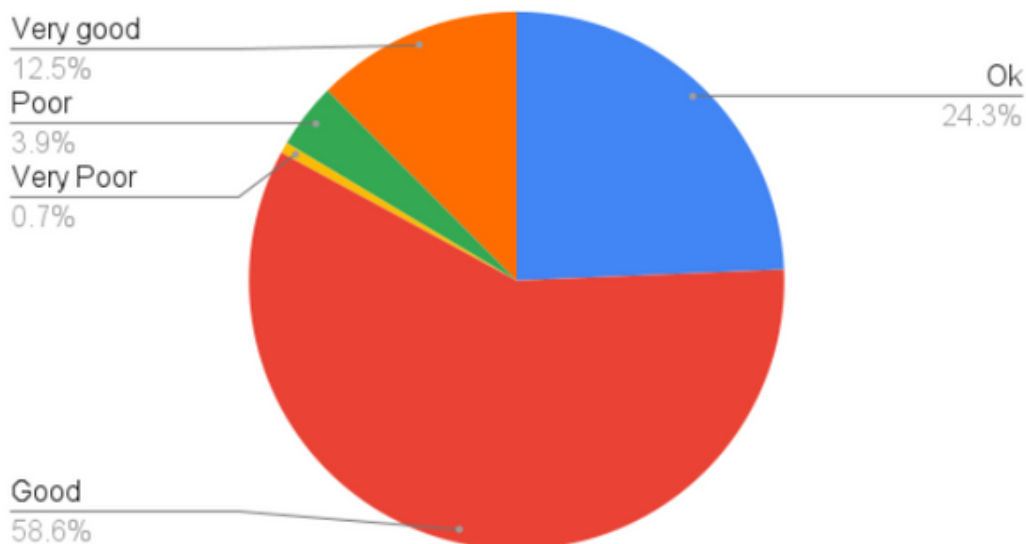


How does your team keep each other accountable to team goals and responsibilities?



- When team members commit to doing something, we always follow up and ask them to report back. Positive peer pressure creates healthy accountability. - **52.6%**
- We don't practice any meaningful accountability - **13.8%**
- We often say we will do something but fail to follow through - **13.8%**.
- When someone forgets or fails to do what they said they would do, the team tells them it's not a big deal and moves on - **13.8%**
- Our team has high accountability but low support. People feel discouraged and incapable of living up to the expectations - **5.9%**

How is the communication in your team?



What We Learned

A wonderful team that included 2 representatives from each Big Region was formed to help us develop this assessment tool. In the process, we learned several things that can help us with future assessments.



01. Need More Time

Teams discovered they needed at least 90 minutes in order to have enough time for thorough discussion of all 9 questions.



02. Outside Facilitators

Teams got the best Insights when they had 2 leaders from a different Big Region facilitate their call.



03. Regular Rhythm

Many teams commented that the health check assessment was very useful and should be done regularly to analyze the health of our teams and to help them continue to grow and mature.