

THE EFFECT OF SPONSORING A CHURCH PLANT ON THE SPONSOR CHURCH

C. Peter Wagner often stated that “the single most effective evangelistic methodology under heaven is planting new churches.”¹ This quote has been met by some pastors with fear and trepidation, and by others with excitement and enthusiasm. For some pastors, the fear of competition may cause them to refuse to plant a church. For other pastors, the realization that they are not able to reach everyone in their community may cause them to plant churches.

A statistic that is frequently quoted in regard to churches today is that 70% of Southern Baptist Churches are plateaued or declining. This discouraging fact has motivated a number of people to search for ways to turn that trend around. There are basically three positions for revitalizing the church. One position is that the church should focus on church planting. The second position is that church revitalization should be emphasized. The third position believes that both church planting and revitalization should be emphasized.

In the debate over the issue of planting churches, the question that is frequently asked is, “what effect does planting churches have on the existing church?” Sometimes this question is posed as an objection, as in, “if we sponsor a church plant, we will lose people and money.” Often the pastor is more concerned with revitalizing the church before agreeing to sponsor a church plant.

The question is valid. Proponents of church planting seek to answer the question by stating that churches which sponsor a church plant are often revitalized in the process. This idea sounds wonderful, but does it have any merit?

The problem of this study was to identify trends in Sunday morning worship attendance, Sunday School attendance, and total baptisms for Southern Baptist churches throughout the United States which sponsored a church plant in 1997. This study was undertaken in order to quantitatively answer the question, “does the sponsorship of a church plant have a positive effect on the sponsor church?”²

There were three hypotheses for this study. The first hypothesis was that sponsor churches of church plants would experience significant growth in Sunday morning worship attendance up to five years after planting a church. The second hypothesis was that sponsor churches of church plants would experience significant growth in baptisms per year up to five years after planting a church. Finally, the third hypothesis was that sponsor churches of church plants would experience significant growth in Sunday School attendance up to five years after planting a church.

This study was limited to examining the effect of sponsorship of a church plant on the sponsor church. The researcher did not attempt to identify all causes of growth in the sponsor church. Rather, the study sought to identify specific trends in church growth associated with sponsoring a church plant. Also, this study was limited to a selection of Southern Baptist churches that sponsored a church plant in 1997. Finally, this study did not seek to examine types of sponsorship or types of church plants and the effects of those types on the sponsor church.

Review of the Literature

The concern of revitalizing local churches has prompted many scholars and church growth practitioners to offer a number of suggestions. Many focus on improving the evangelism of the local church. Many notable church growth experts placed a high emphasis on evangelism³ Unfortunately, a large number of churches appear to have lost their purpose. Win Arn has stated, “in the years following World War II thousands of new churches were established. Today, of the approximately 350,000 churches in America, four out of the five are either plateaued or declining.”⁴ This fact has led many to consider church planting as a means of reaching the lost in the community.

Despite the inability of the established church to reach the lost, there remains a debate over church planting and church revitalization. Malphurs, an advocate for church planting, states, “while some churches will change, undergo a transition period, and renew themselves, the future lies with church planting. As someone once said, ‘it is easier to have babies than raise the dead!’”⁵ Of course, the retort among pastors focused on revitalizing established churches is to ask, “which is the greater miracle, birth or raising from the dead?” Charles Chaney points out that “there has been and continues to be an aversion to church planting on the part of many pastors, elders, deacons, and other local church leaders.”⁶

Many factors contributed to this aversion. Chaney noted that “the advocates of ecumenical cooperation have interpreted the multiplication of churches as a denial of the unity of the Church. Church planting is seen as obvious, irrefutable, empirical evidence of the schism of the body.” Also, he identified technology as a factor to the aversion in that “modern transportation has greatly extended the effective radius of strong, exciting churches. People can travel farther, quicker. There is no need for new congregations, church leaders allege, when large,

well-staffed, well-housed, full-programmed churches can be reached with no serious time problems.”⁷

Church planting involves a great deal of risk for the established church. Kevin Mannoia surmised that “it takes risk to keep the mission paramount — to witness for Christ and to plant new churches. Yet if we are serious about growth and making Him known, there is no more effective way to do so than to start new churches.”⁸ C. Peter Wagner gave five reasons why planting new churches is so important. These five reasons are:

1. Church planting is biblical. Church planting is the New Testament way of extending the gospel.
2. Church planting means denominational survival. One of the absolutely essential ingredients for reversing the decline is vigorously planting new churches.
3. Church planting develops new leadership. New churches open wide the doors of leadership and ministry challenges and the entire body of Christ subsequently benefits.
4. Church planting stimulates existing churches. In more cases than not, a new church in the community tends to raise the religious interest of the people in general and, if handled properly, can be of benefit to existing churches. That which blesses the Kingdom of God as a whole, also blesses the churches that truly are a part of the Kingdom.
5. Church planting is efficient. There is no more practical or cost-effective way of bringing unbelievers to Christ in a given geographical area than planting new churches.⁹

In this list of reasons for church planting Wagner identified three key factors for how church planting aids in church revitalization. These factors are: (1) planting churches is biblical and obedience results in blessings, (2) planting churches raises the spiritual watertable of the community, and (3) planting churches stimulates existing churches toward evangelistic growth.

The first of the key factors for how church planting aids in church revitalization is that planting churches is biblical and obedience results in blessings. Church planting provides the

opportunity for a church to exercise faithfulness and obedience to the missional call of Christ. This faithfulness often is rewarded.

In Luke 6:38 NASB, Jesus stated, “Give, and it will be given to you. They will pour into your lap a good measure—pressed down, shaken together, and running over. For by your standard of measure it will be measured to you in return.” This principal can be applied to planting churches. If a church will give faithfully of its resources (people, money, physical resources, etc.) to plant new churches, God will bless their congregation in a similar manner.

Jack Redford reported that “local churches which involve themselves in church planting often have great revivals break out in their own congregations as a result of the spiritual blessings of being involved in mission outreach work.”¹⁰ God abundantly blesses his children who faithfully and obediently obey his call to reach the nations with the gospel.

The second key factor for how church planting aids in church revitalization was that church planting raises the spiritual watertable of the community. Ted Haggard noted that “in the same way that water levels in a reservoir change according to the time of year or amount of rainfall, so cities and regions experience varying levels of the Holy Spirit’s activity.”¹¹ This rise in the spiritual watertable referred to the spheres of influence of the churches in the area. Wagner concurred by stating that “in any given geographical area, the Christian community will grow or decline according to the degree of effort given to planting new churches.”¹² This heightened sensitivity to spiritual matters reveals the importance of new churches for the revitalization of existing churches.

The third key factor for how church planting aids in church revitalization is that church planting stimulates existing churches toward evangelistic growth. J. Ted Holstein conducted a

study of church growth in the Nazarene Church in Wisconsin by studying Sunday School attendance. His analysis revealed that attendance declined by about 500 (from about 2,500 to about 2,050) from the years 1973 to 1979. His findings caused him to emphasize church planting and in 1985, the attendance rose to 2,250. Holstein's study was based on the overall Sunday School attendance for the Nazarene Church's Wisconsin district.¹³

Dean Merrill likened the growth process to gardening. He explained in the following quote:

Thus, when a church has not see recent growth, it may be a signal that it is time to prune — by planting a daughter church. Such a move is likely to stimulate the church to new heights by breaking in on established relationships and patterns in a positive way. Growth will be spurred again by the recent memories of how the sanctuary used to be full. Everyone will know that these pews are now empty because the church selflessly gave people to the daughter church. A holy dissatisfaction will engender enthusiasm to fill those places once again. The new-found momentum may take the mother church to the next plateau that previously seemed out of reach.¹⁴

This poignant view of church life reveals an organic nature to church life and church growth. It reveals the necessity of reproduction for continued growth. As Mannoia stated, “The Dead Sea is dead because it’s not flowing into anything. Species die because they don’t reproduce. Seeds rot if they’re not planted. Churches and districts stagnate if there is no new life.”¹⁵

Methodology

This study was undertaken in order that trends in Sunday morning worship attendance, Sunday School attendance, and baptisms may be identified for Southern Baptist churches throughout the United States which sponsored a church plant in 1997. The sample of sponsor churches was obtained by means of an emailed request to the Evangelism or Church Planting departments of each state convention. Once the state conventions returned a list of sponsor

churches and their addresses, these individual lists were compiled into a larger list. Not every state was able to provide a list of sponsor churches. The sample of sponsor churches was comprised of churches in the following states: Alabama, Arkansas, Iowa, Louisiana, Maryland, Michigan, Missouri, Ohio, South Carolina, Texas, Utah, Virginia, and West Virginia.

A total of 160 churches were examined in this study. These churches made up nearly 5% of the total number of churches that sponsored a church plant in 1997.¹⁶ Sample size is critical because it provides a basis for the assessment of statistical significance.¹⁷ After consulting with Dr. Bill Day of New Orleans Baptist Theological Seminary, the sample size was determined to be adequate for the purposes of this study.

Data for the study was collected by means of accessing the Annual Church Profiles (ACP)¹⁸ for each of the sponsor churches in the sample. The ACP data reported the number of baptisms and the average attendance for Sunday morning worship services and Sunday School for the years, 1992 through 2002. These eleven years represent the five years before sponsorship of the church plant (1992 - 1996), the year of the church plant (1997), and the five years after the sponsorship of the church plant (1998 - 2002).

Statistical Package for the Social Sciences (SPSS)¹⁹ software was used for all analyses. As Hair, Anderson, Tatham, and Black pointed out,²⁰ there is no method of dealing with missing data that is free of disadvantages. Missing data in this study would have been comprised of non-reported information for a specific year of the ACP report. Missing data was handled by the imputation technique of Mean Substitution. This technique “replaces the missing values for a variable with the mean value of that variable based on all valid responses.”²¹

Descriptive statistics were run on each of the variables in order to determine general trends. Testing for a normal curve was accomplished by means of a bar graph depicting the means of each variable.

Analysis of the variables related to attendance utilized the paired samples T-Tests. These tests analyzed the annual attendance in morning worship service five years before the sponsorship of the church plant, the year of the church plant, and five years after the church plant, and tested these variables for statistical significance. Paired samples correlations were also utilized in order to establish statistical significance.

Analysis of the variables related to baptisms also utilized the paired samples T-Tests. These tests compared the annual attendance in morning worship service five years before the sponsorship of the church plant, the year of the church plant, and five years after the church plant, and tested these variables for statistical significance. Paired samples correlations were also utilized in order to establish statistical significance.

Results

The purpose of this study was to identify trends in Sunday morning worship attendance, Sunday School attendance, and total baptisms for Southern Baptist churches throughout the United States which sponsored a church plant in 1997. A sample of 160 SBC churches was studied. Information about these 160 churches provided the data used in this analysis.

The 160 churches used in the study were taken from thirteen states. Michigan was the largest state represented in the study with thirty-nine churches. Texas and Ohio were the smallest states represented in the study with one church per state. A complete listing of each state can be found on the next page, in table 1.

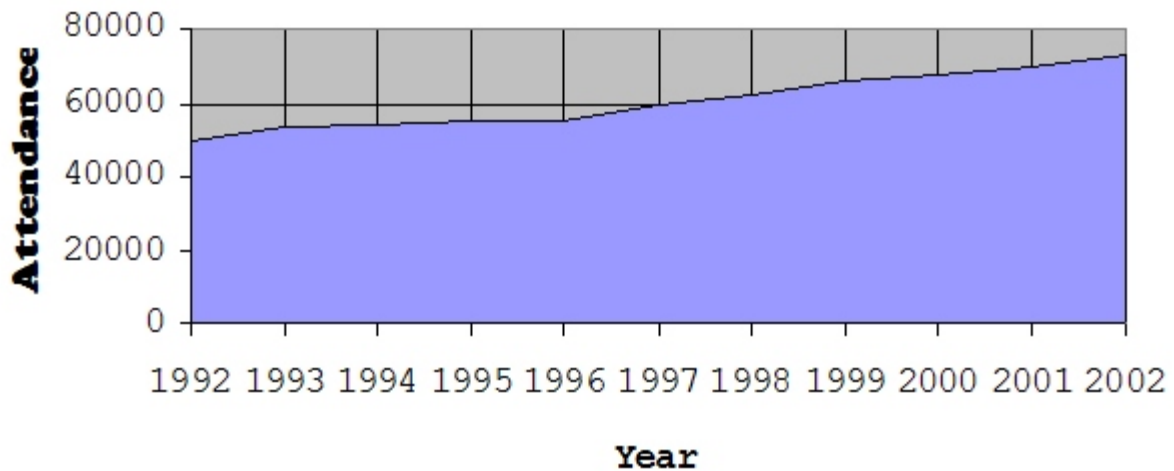
The first hypothesis was that sponsor churches of church plants would experience significant growth in Sunday morning worship attendance up to five years after planting a church. As the area graph in table 2 revealed, there was definitely growth in morning worship attendance for the years 1992-2002.

The worship attendance for the 160 churches in 1992 was 49,198. In 1997, the attendance was 59,716, and the attendance was 73,328 in 2002. There was a slight decline in attendance from 1995 to 1996 (from 55,237 in 1995 to 55,059 in 1996). This was an interesting fact considering the next year, 1997, was the year of the church plant. The growth rate from 1992 to 1997 was approximately 20%, while the growth rate from 1997 to 2002 was 24%. Overall, the growth rate from 1992 to 2002 was 49%.

The second hypothesis was that sponsor churches of church plants would experience significant growth in baptisms per year

Table 1. Sponsor Churches by State

		Frequency	Percent	Cumulative Percent
Valid	AL	14	8.8	8.8
	AR	27	16.9	25.6
	IA	2	1.3	26.9
	LA	30	18.8	45.6
	MD	4	2.5	48.1
	MI	39	24.4	72.5
	MO	8	5.0	77.5
	OH	1	.6	78.1
	SC	4	2.5	80.6
	TX	1	.6	81.3
	UT	3	1.9	83.1
	VA	4	2.5	85.6
	WV	23	14.4	100.0
	Total	160	100.0	

Table 2. Sunday Morning Worship Attendance
for the Years 1992-2002

up to five years after planting a church. Baptisms tended to fluctuate from year to year (refer to table 3 on the next page for a visual representation of the trends in total baptisms). In 1992, total baptisms for the 160 sponsor churches equaled 4,054. There was a brief rise in baptisms in 1993 and 1994 (4,770 and 4,800 respectively) and then a drop to 4,445 in 1995. In 1997, the year of the church plant, total baptisms were at 4,618. Baptisms reached a high of 5,501 in 1999, and were at 5,179 in 2002. The percentage increase in baptisms for the years, 1992-1997, was 14%; for the years, 1997-2002, 12%; and for the years, 1992-2002, 28%. At its peak in 1999, baptisms increased over the plant year at a rate of 19% (merely two years after the church plant sponsorship).

The third hypothesis was that sponsor churches of church plants would experience significant growth in Sunday School attendance up to five years after planting a church. As represented in table 4 on the next page, Sunday School attendance was in a period of decline for much of the 1990's. In 1992, attendance was at 49,085 and Sunday school attendance saw a slight increase in 1993 (49,609). However, the next five years showed that Sunday School attendance was below 48,000 (with 46,847, 47,960, 45,727, 47,668 and 47,959 respectively). In 1999, attendance jumped to 49,166 and peaked at 53,637 in 2001 before dropping again to 51,627 in 2002. Sunday School attendance

Table 3. Total Baptisms for Years 1992-2002

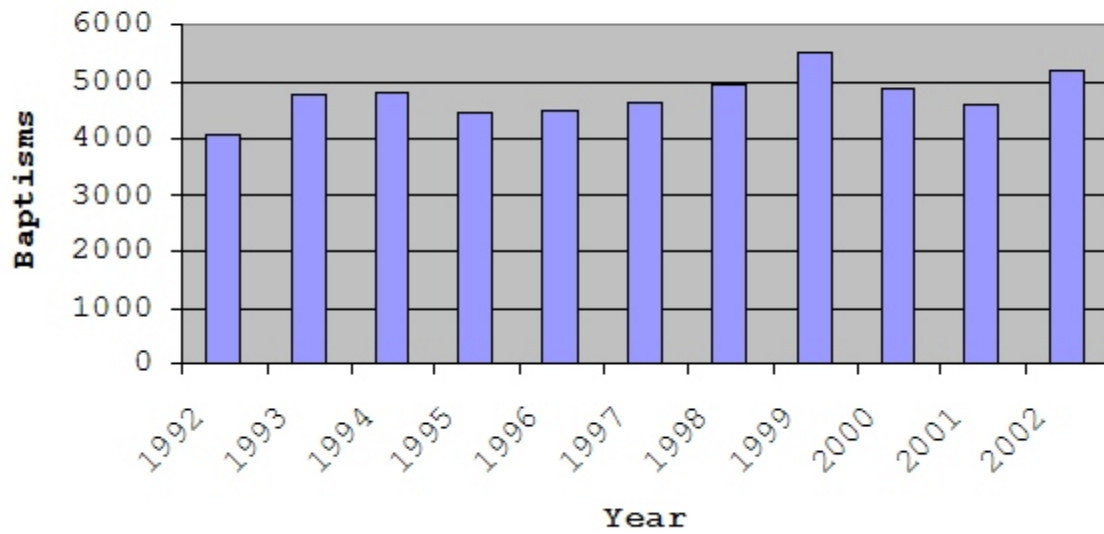
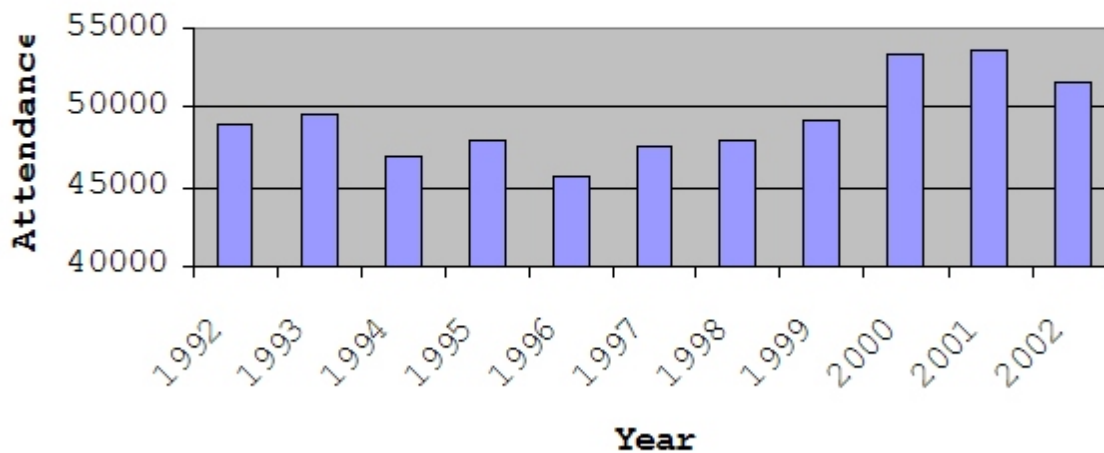


Table 4. Total Sunday School Attendance for Years 1992-2002



realized a 3% loss for the years, 1992-1997, and a gain of 8% from 1997-2002. At its peak in 2001, Sunday School attendance recorded a 13% gain over the attendance in 1997. Overall, a gain of 5% was recorded for the years, 1992-2002.

As indicated in the preceding paragraphs, the data reflected growth in all three areas of study: Sunday morning worship attendance, baptisms and Sunday School attendance. While this appeared to support the hypotheses, further testing was conducted to establish statistical significance. The following sections present the findings of those tests.

Sunday Morning Worship Attendance

Data for Sunday morning worship attendance was examined to determine whether a growth trend existed amongst the sponsor churches. Attendance records were compiled for the eleven years in the study, 1992-2002, and a paired samples T-test was conducted for the following variables: Before Plant attendance, 5 years (1992) and Plant Year attendance (1997); Before Plant attendance, 5 years (1992) and After Plant attendance, 5 years (2002).

For the paired samples T-test comparing Before Plant attendance, 5 years and Plant Year attendance, Before Plant attendance, 5 years had a mean value of 307.49 and Plant year attendance had a mean value of 373.23. These means indicated an increase ($M = 65.738$, $SD = 334.180$) in Sunday Morning worship attendance. This increase was statistically significant, $t(159) = -2.488$, $p = 0.014$.

For the paired samples T-test comparing Before Plant attendance, 5 years and After Plant attendance, 5 years, Before Plant attendance, 5 years had a mean value of 307.49 and After Plant year attendance, 5 years had a mean value of 458.30. These means indicated an increase ($M =$

150.813, SD = 568.44)in Sunday Morning worship attendance. This increase was statistically significant, $t(159) = -3.356$, $p = 0.001$.

For the paired samples T-test comparing Plant Year attendance and After Plant attendance, 5 years, Plant Year attendance had a mean value of 373.23 and After Plant year attendance, 5 years had a mean value of 458.30. These means indicated an increase ($M = 85.075$, $SD = 291.565$)in Sunday Morning worship attendance. This increase was statistically significant, $t(159) = -3.691$, $p = 0.000$.

Baptisms

Data for total baptisms was examined to determine whether a growth trend existed amongst the sponsor churches. Annual baptism records were compiled for the eleven years in the study, 1992-2002, and a paired samples T-test was conducted for the following variables: Before Plant Baptisms, 5 years (1992) and Plant Year Baptisms (1997), Before Plant Baptisms, 5 years (1992) and After Plant Baptisms, 5 years (2002), and Plant Year Baptisms (1997) and After Plant Baptisms, 5 years(2002).

For the paired samples T-test comparing Before Plant Baptisms, 5 years and Plant Year Baptisms, Before Plant Baptisms, 5 years had a mean of 25.34 and Plant Year Baptisms had a mean of 28.86. These means indicated an increase ($M = 3.525$, $SD = 27.387$)in total baptisms per year. This increase was not statistically significant, $t(159) = -1.628$, $p = 0.105$.

For the paired samples T-test comparing Before Plant Baptisms, 5 years and After Plant Baptisms, 5 years, Before Plant Baptisms, 5 years had a mean of 25.34 and After Plant Baptisms, 5 years had a mean of 32.37. These means indicated an increase ($M = 7.031$, $SD = 36.026$)in total baptisms per year. This increase was statistically significant, $t(159) = -2.469$, $p = 0.015$.

For the paired samples T-test comparing Plant Year Baptisms and After Plant Baptisms, 5 years, Plant Year Baptisms had a mean of 28.86 and After Plant Baptisms, 5 years had a mean of 32.37. These means indicated an increase ($M = 3.506$, $SD = 19.651$) in total baptisms per year. This increase was statistically significant, $t(159) = -2.257$, $p = 0.025$.

Sunday School Attendance

Data for Sunday School Attendance was examined to determine whether a growth trend existed amongst the sponsor churches. Sunday School attendance records were compiled for the eleven years in the study, 1992-2002, and a paired samples T-test was conducted for the following variables: Before Plant Sunday School attendance, 5 years (1992) and Plant Year Sunday School attendance (1997), Before Plant Sunday School attendance, 5 years (1992) and After Plant Sunday School attendance, 5 years (2002), and Plant Year Sunday School attendance (1997) and After Plant Sunday School attendance, 5 years (2002).

For the paired samples T-test comparing Before Plant Sunday School attendance, 5 years and Plant Year Sunday School attendance, Before Plant Sunday School attendance, 5 years had a mean of 306.78 and Plant Year Sunday School attendance had a mean of 297.93. These means indicated an decrease ($M = 8.856$, $SD = 292.768$) in Sunday School attendance per year. This decrease was not statistically significant, $t(159) = 0.383$, $p = 0.703$.

For the paired samples T-test comparing Before Plant Sunday School attendance, 5 years and After Plant Sunday School attendance, 5 years, Before Plant Sunday School attendance, 5 years had a mean of 306.78 and After Plant Sunday School attendance, 5 years had a mean of 322.67. These means indicated an increase ($M = 15.887$, $SD = 334.587$) in Sunday School attendance per year. This increase was not statistically significant, $t(159) = -0.601$, $p = 0.549$.

For the paired samples T-test comparing Plant Year Sunday School attendance and After Plant Sunday School attendance, 5 years, Plant Year Sunday School attendance had a mean of 297.93 and After Plant Sunday School attendance, 5 years had a mean of 322.67. These means indicated an increase ($M = 24.744$, $SD = 139.373$) in Sunday School attendance per year. This increase was statistically significant, $t(159) = -2.246$, $p = 0.026$.

Discussion

This study sought to identify trends in Sunday morning worship attendance, Sunday School attendance, and total baptisms for Southern Baptist churches throughout the United States which sponsored a church plant in 1997 in order to identify the effect of church planting sponsorship on the sponsor church. In order to accomplish this task, data was collected and tested by means of Paired Samples T-tests.

Sunday Morning Worship Attendance

The first hypothesis was that sponsor churches of church plants would experience significant growth in Sunday morning worship attendance up to five years after planting a church. Paired Samples T-tests were conducted and reported.

The results indicated that there was significant growth from 1992 till 2002. While the data indicates that growth did occur, the fact that the growth took place before and after church sponsorship of the church plant decreases the likelihood that church sponsorship had an impact on Sunday Morning Worship attendance. However, the strength of the statistical significance indicated that there was greater growth in worship attendance for the five years after the church

planting sponsorship than there was for the five years before the church planting sponsorship.

The data supported the hypothesis in this study.

Baptisms

The second hypothesis was that sponsor churches of church plants would experience significant growth in baptisms per year up to five years after planting a church. After conducting the Paired Samples T-tests on the variables, it was determined that the data supported the hypothesis.

The results of the paired samples T-tests for total baptisms indicate a strong relationship between church planting sponsorship and baptisms. The fact that there was no statistical significance for the five years prior to the church planting sponsorship year while significance does exist for the five years after sponsorship supports the hypothesis that sponsorship of church plants has a positive impact on baptisms.

Sunday School Attendance

The third hypothesis was that sponsor churches of church plants would experience significant growth in Sunday School attendance up to five years after planting a church. Upon completion of the statistical tests, it became evident that the data supported the hypothesis.

The results of the paired samples T-tests for Sunday School attendance provided perhaps the strongest support for the hypothesis that sponsorship of a church plant has a positive effect on the sponsoring church. While there was no statistical significance between the attendance means for five years before the church planting year and the planting year, or for the five years before and the five years after, there was a statistical significance for the year of the church plant and

five years after. This fact was attributed to the decrease in attendance in Sunday School for the five years leading up to the church planting year.

Conclusions

Upon completion of the statistical tests, it became evident that all three hypotheses were supported by the data. It would appear that churches which sponsor church plants are positively affected in Sunday morning worship attendance, baptisms, and Sunday School attendance. The trends for baptisms and Sunday School attendance indicated a decrease in the fifth year after the church plant sponsorship. It would appear that churches which sponsor church plants every three to four years would counteract the decrease.

Further study should be conducted to include the effect of church planting sponsorship on finances (annual giving, missions giving, etc.). Also, the type of sponsorship would be useful to study in order to determine the degree to which churches are impacted based on the degree of involvement in the church plant. Finally, further study on other factors affecting church growth in sponsor churches would be extremely useful in order to isolate the degree to which church sponsorship affects church growth.

ENDNOTES

1. C. Peter Wagner, *Church Planting for a Greater Harvest* (Ventura, CA: Regal Books, 1990), 10.
2. A sponsor church is an established church that commits to starting a new church. Although there are many types of involvement for sponsoring a church plant, this study did not differentiate between types of sponsorship. A church plant is simply a new church work. There are many types of churches that can be planted. This study utilized a broad definition of church planting in order to accommodate a wide variety of church planting options.
3. Aubrey Malphurs stated, "a church that isn't reaching lost people has lost its purpose!" in his book, *Planting Growing Churches for the 21st Century* (Grand Rapids: Baker Book House, 1992), 41. Southern Baptists are not immune to this trend despite the perception that Southern Baptists are evangelistic. C. Kirk Hadaway said, "Southern Baptists talk more about evangelism than they do evangelism. Evangelism is part of Southern Baptist mythology." in his book, *Church Growth Principles: Separating Fact from Fiction* (Nashville: Broadman Press, 1991), 20.
4. Win Arn, *The Pastor's Manual for Effective Ministry* (Monrovia, CA: Church Growth, 1988) 41. Malphurs agreed with this statement and added that most churches are not aware they are no longer relevant, and "those who are, in general, aren't willing or able to make the changes necessary to influence their communities." (Malphurs, 343).
5. Malphurs, 28.
6. Charles L. Chaney, *Church Planting at the end of the twentieth century* (Wheaton: Tyndale House Publishers, 1982) 64.
7. Chaney noted these factors in his book on pages 64 - 65, from which these quotes were taken.
8. Kevin Mannoia, *Church Planting The Next Generation* (Indianapolis: Light and Life Press, 1994), 18.
9. Wagner, 19-21.
10. Jack Redford, *Planting New Churches* (Nashville: Broadman Press, 1978) 23.

11. Ted Haggard, *Primary Purpose: Making It Hard for People to Go to Hell From Your City* (Orlando, FL: Creation House, 1995), 76.
12. Wagner, 12. Furthermore, Wagner stated on page 20 that "a new church in the community tends to raise the religious interest of the people in general and if handled properly can be a benefit to existing churches."
13. Wagner reported on Holstein's study in his book, *Church Planting for a Greater Harvest*, 13-14. Holstein's research has not been formally published for general distribution.
14. Dean Merrill, "Mothering a New Church," *Leadership*, Winter 1985, p. 103.
15. Mannoia, 18.
16. Richie Stanley of the North American Mission Board reported that 3,212 congregations reported on the 1997 Annual Church Profile, either that they were the primary sponsor of a church-type mission or that they had started a church-type mission during the past year. There were a total of 40,859 reporting congregations, so the 3,212 represent 7.9 percent of reporting congregations. The 160 churches that were examined in the current study represent 4.98% of the 3,212 congregations.
17. Joseph F. Hair, Jr. and others, *Multivariate Data Analysis*, 5th ed. (Upper Saddle River, NJ: Prentice Hall, 1998), 23.
18. *Annual Church Profile*, Online computer database, (Nashville: Lifeway Christian Resources of the Southern Baptist Convention, 1992-2002).
19. *Statistical Package for the Social Sciences, Computer Software*, ver. 12.0 CD-ROM, (Chicago: SPSS, 2003).
20. Hair et al. 46-47.
21. Ibid. 54.