



MODELING CHURCH MEMBER TURNOVER IN THE SOUTHERN ASIA-PACIFIC

Jimmy Adil, Carthy Joy Aguilon, Ray Opao, Susa Opao, Arceli Rosario

Survey Coverage and Sampling

8 of 14 countries (57.1%)

with 11 languages

6 of 9 unions (66.7%)

37 of 59 missions/conferences (62.7%)

209 of 6,959 churches (3.0%)

5,479 of 1,216,369 members (0.5%)

using

Sequential Single-Stage Cluster Sampling



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A typical Adventist from SSD ...



is female and married, was baptized at 18 and is now 37 years old, was born to Adventist parents, has completed secondary education, has never studied in an Adventist school, and is not employed by the church or a church-related entity.



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Leaving the church for another faith ...



74.6% will never leave despite an undesirable church life

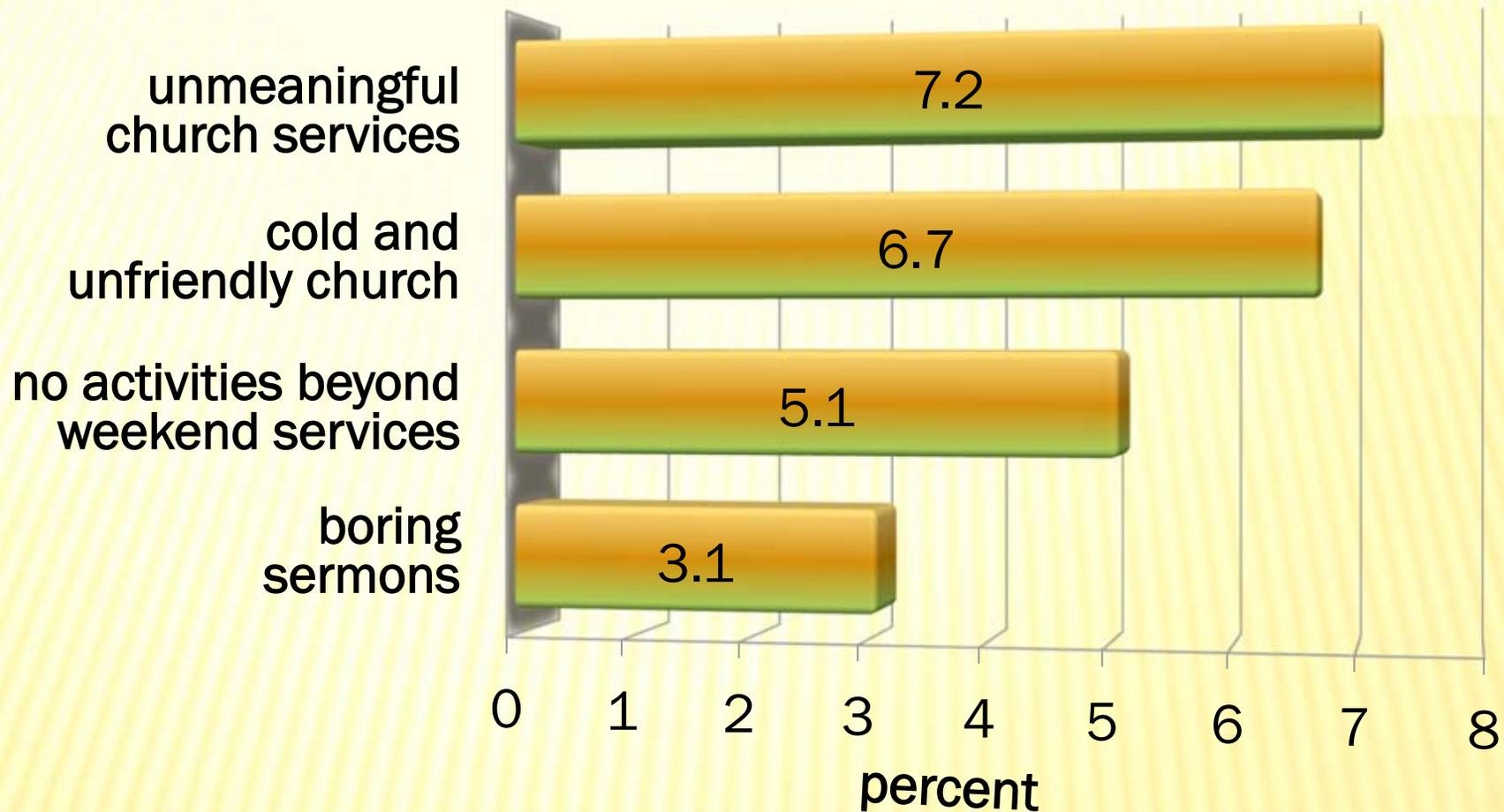
25.4% will leave for some reason or another



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Leaving the church for another faith ...



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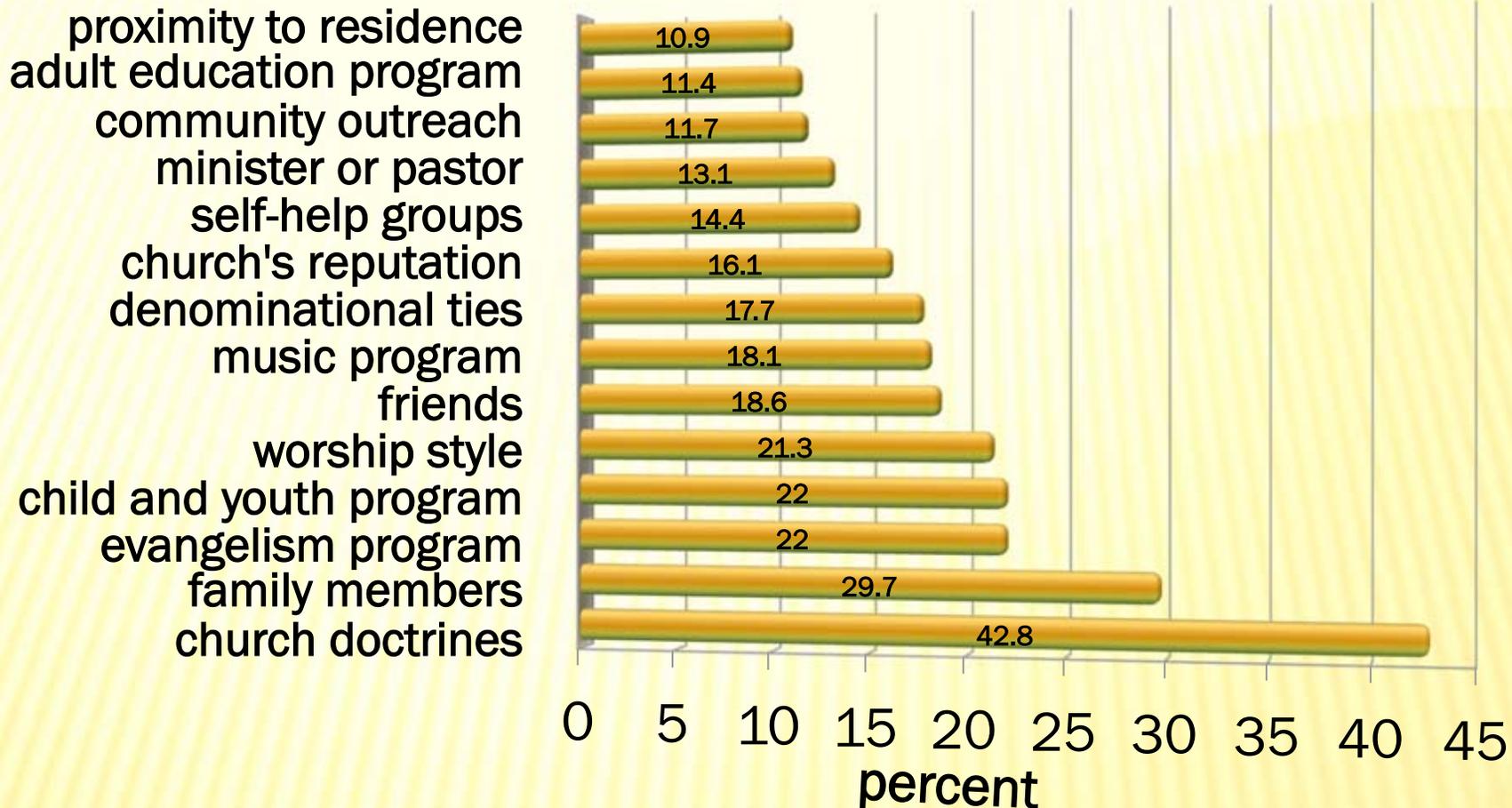


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WHAT MAKES A PERSON DECIDE
TO **JOIN** AND **STAY**?

What attracts people to the church?



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What attracts people to the church?

YOUNGER PEOPLE

family

friends

the church's
reputation

adult education
program

child and youth
program

music program

community
outreach

self-help group

evangelism
program

proximity to
residence



OLDER PEOPLE

doctrines of the church

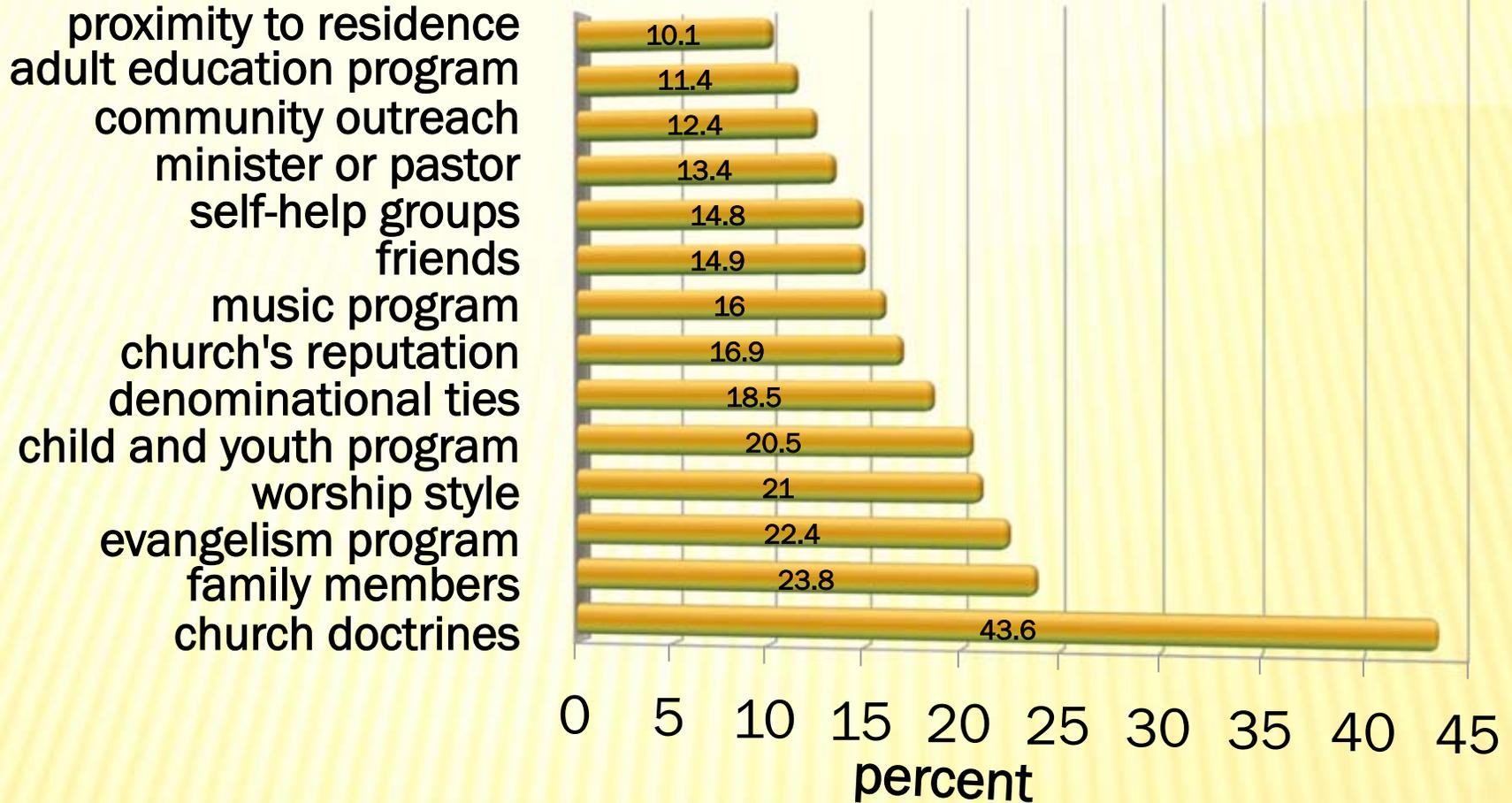
denominational ties



Note: Comparison was done using the Mann-Whitney test at $\alpha=0.05$. Effect size is generally small, using Cohen's indices.



What makes people stay?



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What makes people stay?

YOUNGER PEOPLE

family

the church's
reputation

child and youth
program

community
outreach

evangelism
program

worship style

friends

adult education
program

music program

self-help group

proximity to
residence

minister or pastor

OLDER PEOPLE

doctrines of the church

denominational ties

Note: Comparison was done using the Mann-Whitney test at $\alpha=0.05$. Effect size is generally small, using Cohen's indices.





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WHICH OF THESE ARE
SIGNIFICANT?

Based on the logistic regression model...

$$\frac{\pi}{1-\pi} = 1.024 + 0.442A - 0.599B + 0.437C + 0.349D - 0.192E - 0.297F - 0.222G - 0.247H \\ - 0.221J - 0.32K + 0.272L + 1.648BK - 1.587DK + 0.998EJ - 0.87JK + 0.741FH \\ - 0.692DE - 0.634DH + 0.797DF + 0.763DG + 0.668BL - 0.676BF - 0.558FL \\ + 0.553DJ + 0.474AL - 0.341AB - 0.382CH + 0.428AK + 0.42FG - 0.306BG \\ + 2.339DEK - 0.799AEG + 1.111EGK - 1.292EFK + 0.905EFG - 1.317BEK \\ + 0.651CEL - 0.644EGL - 0.65EJL + 0.622DEL + 0.791BEG + 0.555BEJ \\ - 0.587CEG - 0.695CEK - 0.712DEG - 0.435AEJ + 0.358EGH - 0.673DFK \\ + 0.607BEF - 0.502DEJ + 0.428AFK - 0.41EHL$$

where A = church doctrines, B = self-help groups, C = self-help groups, D = denominational ties, E = family members, F = church's reputation, G = child and youth program, H = minister or pastor, J = worship style, K = adult education program, L = proximity to residence.



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**A PERSON WHO WAS ATTRACTED TO
JOIN BECAUSE OF ...**

church doctrines is 55.5% more likely to **stay**.

self-help groups is 54.7% more likely to **stay**.

family members is 21.2% more likely to **leave**.

church's reputation is 34.6% more likely to **leave**.

child and youth program is 24.8% more likely to **leave**.

adult education program is 37.7% more likely to **leave**.

proximity to residence is 31.3% more likely to **stay**.

**A PERSON WHO CONTINUES TO
STAY BECAUSE OF ...**

self-help groups is 82.1% more likely to **leave**.

denominational ties is 41.8% more likely to **stay**.

minister or pastor is 28.0% more likely to **leave**.

worship style is 24.7% more likely to **leave**.



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ARE THESE THE **ONLY** REASONS?

The previous logistic regression model...

correctly fits the data from the 5479 respondents in the survey (based on a Hosmer-Lemeshow test p-value of 0.254).

sufficiently categorizes respondents (based on an overall prediction accuracy of 75.0%).

BUT...

*inadequately accounts for variability in church member turnover, since only 6.8% is explained by the model (based on Nagelkerke's R^2), which indicates that **these reasons are NOT enough to account for the decision to stay or leave.***



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WHAT IF **OTHER FACTORS**
ARE INCLUDED?

The improved logistic regression model...

showing only the main effects:

$$\frac{\pi}{1-\pi} = 6.906 + 0.173Ca - 0.649Cb + 0.096Cc + 0.053Cd + 0.144Ce + 0.109Cf + 0.215Cg + 0.273Ch - 0.421Ci + 0.15Cj - 0.419Ck - 0.399Fa + 0.617Fb - 0.102Fc + 0.213Pa - 0.206Pb + 0.159Pc + 0.785Pd - 0.753Pe + 0.199Pf + 0.044Pg - 0.476Ph - 1.527La + 0.241Lb - 0.311Lc + 0.241Ld + 0.443Le - 0.428Lf + 0.186Ra + 0.321Rb - 0.402Rc + 0.097Rd + 0.118Re + 0.312Rf - 0.354Rg + 0.151Rh - 0.494Ri + 0.217Rj - 0.385Rk + 0.373Rl - 0.421Rm - 0.161Rn - 0.421Ro + 0.097Rp - 0.478Rq + 0.434Rr + 0.518Rs + 0.269Rt - 0.466Ru - 0.629Rv - 0.249Rw - 0.118Rx + 0.22Ry + 0.183Aa + 0.086Ab - 0.256Ac - 0.398Ad + 0.335Ae + 0.136Af - 0.329Ag - 0.201Ah - 0.815Ba - 0.289Bb + 0.69Bc + 0.169Bd - 0.254Be + 0.287Bf + 0.102Bg + 0.091Bh - 0.348Bi - 0.189Bj + 0.229Bk - 0.086Bl - 0.494Bm + 0.099Da - 0.794Db + 0.033Dc - 1.365Dd₁ - 1.48Dd₂ - 1.163Dd₃ - 2.183Dd₄ - 2.494Dd₅ - 0.703Dd₆ - 2.115Dd₇ - 2.297Rz₁ + 1.032Rz₂ + 0.438Rz₃ + 0.24Rz₄ + 0.71Rz₅ + 0.103Ja - 0.647Jb + 0.819Jc - 1.273Jd + 0.374Je + 1.607Jf - 0.317Jg - 3.004Jh + 0.808Sa + 0.211Sb - 0.299Sc - 0.327Sd + 0.335Se - 0.776Sf + 0.969Sg - 1.029Sh + 0.239Si + 0.233Sj + 0.444Ai₁ + 0.538Ai₂ + 0.652Ai₃ + 0.74Bn₁ + 2.617Bn₂ + 1.752Bn₃ - 2.094Bn₄ + 0.498Bn₅ - 0.113Bo₁ - 0.552Bo₂ - 1.559Bo₃ - 1.15Bo₄ + 1.075De - 1.076Df + 0.22Dg + ...$$



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The improved logistic regression model...

where

Cx are church environment variables

Fx are financial support variables

Px are church leadership variables (perceptions or assessments)

Lx are church leadership variables, (desired traits)

Rx are religious life variables

Jx are church appeal variables (reasons for joining)

Sx are church appeal variables (reasons for staying)

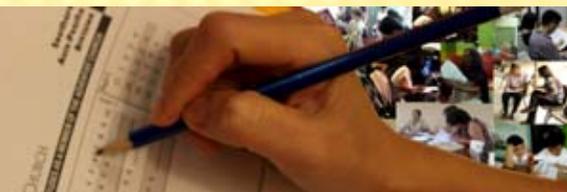
Ax are attitude variables

Bx are belief variables

Dx are demographic variables



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The improved logistic regression model...

categorizes respondents with an overall prediction accuracy of **81.8%**.

accounts for **37.0%** of the **variability** in church member turnover (based on Nagelkerke's R^2).

includes **103 main effects** and 49 two-way and three-way interaction effects.



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WHAT DO ONE'S PERCEPTIONS
OF THE CHURCH ENVIRONMENT
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Cd] Every increase in *the frequency of going to church programs on one's own volition* (based on a four-point scale) increased a church member's likelihood to stay by **5.5%**.

[Cc] Every increase in *the frequency of looking forward to going to church programs* (based on a four-point scale) increased a church member's likelihood to stay by **10.1%**.

[Cf] Every increase in *the extent to which one can be himself/herself at church* (based on a four-point scale) increased a church member's likelihood to stay by **11.6%**.

[Ce] Every increase in *attendance in small group meetings* (based on a four-point scale) increased a church member's likelihood to stay by **15.4%**.



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[Cj] Every increase in *the extent of feeling that the church is friendly* (based on a five-point scale) increased a church member's likelihood to **stay** by **16.2%**.

[Ca] Every increase in *the satisfaction with the local church* (based on a ten-point scale) increased a church member's likelihood to **stay** by **18.9%**.

[Cg] Every increase in *the extent of discomfort or guilt when not attending church* (based on a four-point scale) increased a church member's likelihood to **stay** by **24.0%**.

[Ch] Every increase in *the extent of the feeling of church warmth* (based on a five-point scale) increased a church member's likelihood to **stay** by **31.4%**.



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[Ck] Every increase in *the extent that one feels that the church provides fellowship* (based on a five-point scale) increased a church member's likelihood to **leave** by 52.0%.

[Ci] Every increase in *the extent that one feels he/she learns a lot from church* (based on a four-point scale) increased a church member's likelihood to **leave** by 52.4%.

[Cb] Every increase in *the frequency that one finds church programs interesting* (based on a four-point scale) increased a church member's likelihood to **leave** by 91.6%.



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WHAT DOES THE FREQUENCY OF
ONE'S FINANCIAL INVOLVEMENT
IN THE CHURCH
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Fb] Every increase in *the frequency of one's financial involvement through the mission program* (based on a five-point scale) increased a church member's likelihood to **stay** by **85.3%**.

[Fc] Every increase in *the frequency of one's financial involvement through the thirteenth Sabbath offering* (based on a five-point scale) increased a church member's likelihood to **leave** by **10.7%**.

[Fa] Every increase in *the frequency of one's financial involvement through the church building fund* (based on a five-point scale) increased a church member's likelihood to **leave** by **49.0%**.



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WHAT DO ONE'S PERCEPTIONS OF
THE LOCAL CHURCH LEADERSHIP
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Pg] Every positive increase in the perception that *the church leadership does enough to engage members in mission* (based on a five-point scale) increased a church member's likelihood to **stay** by **4.5%**.

[Pc] Every positive increase in the perception that *the pastor is enthusiastic about the ministry* (based on a five-point scale) increased a church member's likelihood to **stay** by **17.2%**.

[Pf] Every positive increase in the perception that *the church leadership clearly communicates the mission of the church* (based on a four-point scale) increased a church member's likelihood to **stay** by **22.0%**.

[Pa] Every positive increase in the perception that *Sabbath school teachers or leaders know church members* (based on a four-point scale) increased a church member's likelihood to **stay** by **23.7%**.



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[Pd] Every positive increase in the perception that *the pastor is thorough in his pastoral duties* (based on a five-point scale) increased a church member's likelihood to **stay** by **2.2 times**.

[Pb] Every positive increase in the perception that *the church leaders are warm and friendly* (based on a four-point scale) increased a church member's likelihood to **leave** by **22.9%**.

[Ph] Every positive increase in the perception that *the church leaders are supportive of the local/conference school* (based on a four-point scale) increased a church member's likelihood to **leave** by **60.8%**.

[Pe] Every positive increase in the perception that *the church leaders are open to new ideas* (based on a four-point scale) increased a church member's likelihood to **leave** by **2.1 times**.



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WHAT DO ONE'S PREFERRED
LOCAL CHURCH LEADERSHIP TRAITS
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Lb] Those who found it important (98.6%) that *the local church leader use new approaches and ideas* were **27.3%** more likely to **stay** in the church than those who did not (1.4%).

[Ld] Those who found it important (96.2%) that *the local church leader place the feelings of others ahead of achieving goals* were **27.3%** more likely to **stay** in the church than those who did not (3.8%).

[Le] Those who found it important (96.6%) that *the local church leader be outgoing and socially engaging* were **55.8%** more likely to **stay** in the church than those who did not (3.4%).



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[Lc] Those who found it important (98.4%) that *the local church leader encourage decision-making by church members* were 36.4% more likely to **leave** the church than those who did not (1.6%).

[Lf] Those who found it important (99.1%) that *the local church leader give his whole self to the church* were 53.4% more likely to **leave** the church than those who did not (0.9%).

[La] Those who found it important (98.1%) that *the local church leader focus preaching and teaching on contemporary issues* were 4.6 times more likely to **leave** the church than those who did not (1.9%).



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WHAT DO THE THINGS
ONE CLAIMS TO HAVE HELPED
DEVELOP ONE'S RELIGIOUS LIFE
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Rd] Every positive increase in the perception that *church community outreach has helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **10.2%**.

[Re] Every positive increase in the perception that *short-term mission projects have helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **12.6%**.

[Rh] Every positive increase in the perception that *the Sabbath school lesson quarterly has helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **16.3%**.

[Ra] Every positive increase in the perception that *church worship services have helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **20.4%**.



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[Rj] Every positive increase in the perception that *union or division publications have helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **24.2%**.

[Rf] Every positive increase in the perception that *attending an Adventist school has helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **36.6%**.

[Rb] Every positive increase in the perception that *family worship has helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **37.9%**.

[Rl] Every positive increase in the perception that *Adventist radio has helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **stay** by **45.2%**.



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[Rg] Every positive increase in the perception that *local church elders have helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **leave** by 42.5%.

[Rk] Every positive increase in the perception that *internet sites have helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **leave** by 47.1%.

[Rc] Every positive increase in the perception that *weeks of prayer have helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **leave** by 49.5%.

[Ri] Every positive increase in the perception that *small groups have helped develop a religious life* (based on a four-point scale) increased a church member's likelihood to **leave** by 63.9%.



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WHAT DO CHARACTERISTICS
OF ONE'S RELIGIOUS LIFE
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Rp] Every increase in *the frequency of giving significant portions of time and money to help other people* (based on a five-point scale) increased a church member's likelihood to stay by **10.2%**.

[Ry] Every increase in *the frequency of having family worship* (based on a five-point scale) increased a church member's likelihood to stay by **24.6%**.

[Rt] Every increase in *the frequency of applying faith to political and social issues* (based on a five-point scale) increased a church member's likelihood to stay by **30.9%**.

[Rr] Every increase in *the frequency of feeling that life is filled with meaning and purpose* (based on a five-point scale) increased a church member's likelihood to stay by **54.3%**.



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[R_s] Every increase in *the frequency of showing care in reducing poverty* (based on a five-point scale) increased a church member's likelihood to **stay by 67.8%**.

[R_{z₄}] A church member who developed commitment to Jesus Christ *gradually over a period of time* (27.2%) is **27.1%** more likely to **stay** than one who *has been committed since a child* (47.5%).

[R_{z₃}] A church member whose commitment to Jesus Christ *did not last* (4.7%) is **55.0%** more likely to **stay** than one who *has been committed since a child* (47.5%).

[R_{z₅}] A church member whose commitment to Jesus Christ *came suddenly* (17.9%) is **2.0 times** more likely to **stay** than one who *has been committed since a child* (47.5%).



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[Rz₂] A church member who is *not sure* of his/her commitment to Jesus Christ (2.2%) is **2.8 times** more likely to **stay** than one who *has been committed since a child* (47.5%).

[Rx] Every increase in *the frequency of reading the writings of Ellen G. White* (based on a five-point scale) increased a church member's likelihood to **leave** by **12.5%**.

[Rn] Every increase in *the negative growth in faith with the absence of the support of local church worship services* (based on a four-point scale) increased a church member's likelihood to **leave** by **17.5%**.

[Rw] Every increase in *the frequency of engaging in personal devotions* (based on a five-point scale) increased a church member's likelihood to **leave** by **28.4%**.



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[Rm] Every increase in *the willingness to be personally involved in outreach* (based on a four-point scale) increased a church member's likelihood to **leave** by 52.4%.

[Ro] Every increase in *the frequency of helping others with their religious questions and struggles* (based on a five-point scale) increased a church member's likelihood to **leave** by 52.4%.

[Ru] Every increase in *the frequency of talking with others about faith* (based on a five-point scale) increased a church member's likelihood to **leave** by 59.2%.

[Rq] Every increase in *the frequency of feeling God's presence in relationships with other people* (based on a five-point scale) increased a church member's likelihood to **leave** by 61.3%.



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[R_v] Every increase in *the frequency of being spiritually moved by the beauty of God's creation* (based on a five-point scale) increased a church member's likelihood to **leave** by **87.6%**.

[R_{z₁}] A church member who is *not* committed to Jesus Christ (0.5%) is **9.9 times** more likely to **leave** than one who *has been committed since a child* (47.5%).



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WHAT DO CHARACTERISTICS OF THE
CHURCH THAT ONE FINDS APPEALING
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

A PERSON WHO WAS ATTRACTED TO JOIN BECAUSE OF ...

[Ja] *friends* is 10.9% more likely to stay.

[Je] *self-help groups* is 45.3% more likely to stay.

[Jc] *the music program* is 2.3 times more likely to stay.

[Jf] *denominational ties* is 5.0 times more likely to stay.

[Jg] *the minister or pastor* is 37.4% more likely to **leave**.

[Jb] *family members* is 91.2% more likely to **leave**.

[Jd] *the worship style* is 3.6 times more likely to **leave**.

[Jh] *proximity to residence* is 20 times more likely to **leave**.



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A PERSON WHO CONTINUES TO STAY BECAUSE OF ...

[Sb] *the church's reputation* is 23.5% more likely to stay.

[Sj] *proximity to residence* is 26.2% more likely to stay.

[Si] *an evangelism program* is 27.0% more likely to stay.

[Se] *the worship style* is 39.8% more likely to stay.

[Sa] *family members* is 2.2 times more likely to stay.

[Sg] *church doctrines* is 2.6 times more likely to stay.

[Sc] *the adult education program* is 34.8% more likely to **leave**.

[Sd] *community outreach* is 38.7% more likely to **leave**.

[Sf] *self-help groups* is 2.2 times more likely to **leave**.

[Sh] *the minister or pastor* is 2.8 times more likely to **leave**.



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WHAT DO ONE'S
ATTITUDES TOWARDS RELIGION
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Ab] Every increase in agreement with the statement *“It does not matter much what I believe so long as I am good”* (based on a five-point scale) increased a church member’s likelihood to **stay** by **9.0%**.

[Af] Every increase in agreement with the statement *“I let religion affect my daily life”* (based on a five-point scale) increased a church member’s likelihood to **stay** by **14.6%**.

[Aa] Every increase in agreement with the statement *“I enjoy reading about Seventh-day Adventism”* (based on a five-point scale) increased a church member’s likelihood to **stay** by **20.1%**.

[Ae] Every increase in agreement with the statement *“My religion is important because it answers many questions about the meaning of life”* (based on a five-point scale) increased a church member’s likelihood to **stay** by **39.8%**.



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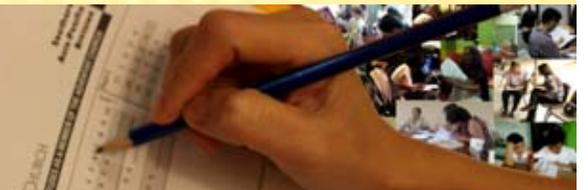
[Ai_1] A church member who is **religious but not spiritual** (7.9%) is **55.9%** more likely to **stay** than one who is **neither spiritual nor religious** (11.1%).

[Ai_2] A church member who is **spiritual but not religious** (9.0%) is **71.3%** more likely to **stay** than one who is **neither spiritual nor religious** (11.1%).

[Ai_3] A church member who is **both spiritual and religious** (71.9%) is **91.9%** more likely to **stay** than one who is **neither spiritual nor religious** (11.1%).



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[Ah] Every increase in agreement with the statement *“I disregard my religious beliefs because of what people might think of me”* (based on a five-point scale) increased a church member’s likelihood to **leave** by 22.2%.

[Ac] Every increase in agreement with the statement *“I pray mainly to gain relief and protection”* (based on a five-point scale) increased a church member’s likelihood to **leave** by 29.2%.

[Ag] Every increase in agreement with the statement *“My whole approach to life is based on my religion”* (based on a five-point scale) increased a church member’s likelihood to **leave** by 38.9%.

[Ad] Every increase in agreement with the statement *“I try hard to live according to my religious beliefs”* (based on a five-point scale) increased a church member’s likelihood to **leave** by 48.8%.



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WHAT DO ONE'S BELIEFS
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Bh] Every increase in belief that *the Adventist church believes in “present truth” which means that beliefs might change over time* (based on a four-point scale) increased a church member’s likelihood to stay by **9.5%**.

[Bg] Every increase in belief that *if people are to be saved, they need to be baptized into the Seventh-day Adventist church* (based on a four-point scale) increased a church member’s likelihood to stay by **10.8%**.

[Bd] Every increase in belief that *Jesus was born of a virgin* (based on a four-point scale) increased a church member’s likelihood to stay by **18.4%**.

[Bk] Every decrease in acceptance of *the church’s interpretation of end-time prophecies* (based on a five-point scale) increased a church member’s likelihood to stay by **25.8%**.



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[Bk] Every decrease in acceptance of *the church's interpretation of end-time prophecies* (based on a five-point scale) increased a church member's likelihood to stay by **25.8%**.

[Bf] Every increase in belief that *the world as people know it will end within the next 20 years* (based on a four-point scale) increased a church member's likelihood to stay by **33.3%**.

[Bn₅] A church member who believes that the Bible is the work of people who copied what God told them word for word, and who wrote without being influenced by their own place and time (10.8%) is **64.5%** more likely to stay than one who believes that the Bible is the work of people who were inspired by God and who, though expressing their message in terms of their own place and time, expressed eternal truths (57.8%).



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[Bc] Every increase in belief that *Christianity is about Jesus giving people power to conquer sin in their lives* (based on a four-point scale) increased a church member's likelihood to stay by **99.4%**.

[Bn₁] A church member who believes that the Bible contains no more truth or wisdom than do the religious books of other world religions (5.9%) is **2.1 times** more likely to stay than one who believes that the Bible is the work of people who were inspired by God and who, though expressing their message in terms of their own place and time, expressed eternal truths (57.8%).



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[*Bn₃*] A church member who believes that the Bible is the work of people who genuinely loved God and who wanted to share their understanding of God's activity in the world (6.7%) is 5.8 times more likely to stay than one who believes that the Bible is the work of people who were inspired by God and who, though expressing their message in terms of their own place and time, expressed eternal truths (57.8%).

[*Bn₂*] A church member who believes that the Bible is the work of people who collected stories that have been created to explain the mysteries of life, which contains a great deal of wisdom about the human experience (2.2%) is 13.7 times more likely to stay than one who believes that the Bible is the work of people who were inspired by God and who, though expressing their message in terms of their own place and time, expressed eternal truths (57.8%).



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[Bl] Every decrease in acceptance that *Ellen G. White was an inspired messenger to the Adventist church* (based on a five-point scale) increased a church member's likelihood to **leave** by 9.1%.

[Bo₁] A church member who *does not know who Ellen G. White is* (4.7%) is 11.9% more likely to **leave** than one who believes that *she copied what God told her word for word, and wrote without being influenced by her own place and time* (38.4%).

[Bj] Every decrease in acceptance that *the Investigative or pre-Advent judgment began in 1844* (based on a five-point scale) increased a church member's likelihood to **leave** by 20.9%.

[Be] Every increase in belief that *of all the people on earth, one group has a special relationship with God* (based on a four-point scale) increased a church member's likelihood to **leave** by 28.9%.



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[Bb] Every increase in belief in *a personal God who seeks a relationship with human beings* (based on a four-point scale) increased a church member's likelihood to **leave** by 33.5%.

[Bi] Every increase in belief that *when people die, their bodies remain in the graves and their souls sleep until the resurrection* (based on a four-point scale) increased a church member's likelihood to **leave** by 41.6%.

[Bm] Every decrease in acceptance of *Adventist standards regarding healthful living* (based on a five-point scale) increased a church member's likelihood to **leave** by 63.9%.



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[Bo₂] A church member who believes that the writings of Ellen G. White *contain no more truth or wisdom than do the religious works written by leaders of other denominations* (4.1%) is 73.6% more likely to **leave** than one who believes that *she copied what God told her word for word, and wrote without being influenced by her own place and time* (38.4%).

[Ba] Every increase in belief that *God loves everyone and that they should be all right in the end if they are morally good* (based on a four-point scale) increased a church member's likelihood to **leave** by 2.3 times.

[Bo₄] A church member who believes that Ellen G. White *was inspired by God and presented God's message in terms of her own place and time* (39.8%) is 3.2 times more likely to **leave** than one who believes that *she copied what God told her word for word, and wrote without being influenced by her own place and time* (38.4%).



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[Bo₃] A church member who believes that Ellen G. White *created stories of supernatural guidance in order to explain the mysteries of life and they contain a great deal of wisdom about the human experience* (12.9%) is 4.8 times more likely to **leave** than one who believes that *she copied what God told her word for word, and wrote without being influenced by her own place and time* (38.4%).

[Bn₄] A church member who believes that the Bible is the work of people who were inspired by God and who represented God's message in terms of their own place and time (16.5%) is 8.1 times more likely to **leave** than one who believes that the Bible is the work of people who were inspired by God and who, though expressing their message in terms of their own place and time, expressed eternal truths (57.8%).



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WHAT DO ONE'S
DEMOGRAPHICS
TELL ABOUT ONE'S DECISION
TO **LEAVE** OR **STAY**?

[Dc] Every increase in **age** increases a church member's likelihood to **stay** by **3.3%**.

[Da] Every increase in **educational attainment** increases a church member's likelihood to **stay** by **10.4%**.

[Dg] A **married** church member is **24.7%** more likely to **stay** than one who is **unmarried**.

[De] A church member with **Adventist graduate education** is **2.9 times** more likely to **stay** than one without.

[Db] A church member with **Adventist college education** is **2.2 times** more likely to **leave** than one without.

[Df] A church member **employed by an Adventist institution** is **2.9 times** more likely to **leave** than one who is not.



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[Dd₆] A church member from **Sri Lanka** is **2.0** times more likely to **leave** than one from **Vietnam**.

[Dd₃] A church member from **Malaysia** is **3.2** times more likely to **leave** than one from **Vietnam**.

[Dd₁] A church member from **Cambodia** is **3.9** times more likely to **leave** than one from **Vietnam**.

[Dd₂] A church member from **Indonesia** is **4.4** times more likely to **leave** than one from **Vietnam**.

[Dd₁] A church member from **Thailand** is **8.3** times more likely to **leave** than one from **Vietnam**.



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[*Dd*₁] A church member from the **Philippines** is **8.8** times more likely to **leave** than one from **Vietnam**.

[*Dd*₅] A church member from **Singapore** is **12.0** times more likely to **leave** than one from **Vietnam**.



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RECOMMENDATIONS

Further study should be conducted ...

- to clarify the role of Adventist education in church member turnover [*Db,De*]
- to identify the factors that make employees of Adventist institutions more likely to leave [*Df*]
- to ascertain why the minister or pastor tends to attract only a short-lived interest for the church [*Jg,Sh*]
- to examine the paradox that shows that those who are more involved in outreach, and thereby instrumental in bringing people into the church, are also the ones who are most likely to leave [*Rm,Ro,Ru*]



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