

**Correlates of Youth Group Size and Growth
in the Anglican Diocese of Sydney:
National Church Life Survey (NCLS) data**

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1. INTRODUCTION

Adolescence and young adulthood has long been recognised as a key time for the development of Christian faith. For many young people, the journey towards Christian faith may be prompted or supported by participation in a youth ministry of a local church. Anglican Youthworks and the Effective Ministry Project team have initiated research to identify and examine factors correlated with youth ministry size and growth in the Anglican Diocese of Sydney. In doing so, it was anticipated that this study would provide a greater understanding of trends occurring in Anglican youth ministries in Sydney.

Anglican Youthworks is an agency of the Diocese committed to presenting the gospel of Jesus Christ to children and young people so that they might respond to and be nurtured in the Christian faith. The Effective Ministry Project is conducted by a team of lay people in the Diocese, working with senior leadership and local ministers to promote best practice ministry in the Diocese.

The source of data for this research has been the 2011 National Church Life Survey (NCLS). The NCLS is undertaken every five years among churchgoers in Australia, including in the Anglican Diocese of Sydney. In 2011, some 35,000 Sydney Anglican attenders from 329 churches participated in the survey. The large participation and breadth of the survey means that secondary research using the NCLS data can be conducted across a wide range of aspects of church life.

1.1 Research questions

There is considerable variation in the size of youth ministries in the Diocese. Youth groups across the Diocese range from the meeting of a few teenagers to the gathering of hundreds. While the number of people attending a youth group is by no means a reflection of its effectiveness, this variation does raise certain questions. Why are some youth ministries larger than others? Do large churches simply produce large youth ministries? What other factors are associated with the size and growth of youth ministries?

Graham Stanton, past Principal of the Youthworks College, and Sarie King, researcher with the Effective Ministry Project, requested that analysis be undertaken of NCLS data to identify factors which correlate with the size and growth of youth groups. Several factors were proposed for investigation, including the presence of a youth minister/associate minister; demographics of the senior minister and youth/associate minister; church vitality characteristics found among 15-18 year olds; worship service data and congregational history data.

2. METHOD

In order to address the research questions for this study, detailed analysis has been conducted on data from the National Church Life Survey (NCLS). In particular, data from the 2006 and 2011 Operations Surveys have been used to calculate the four main indicators of youth ministry dynamics (referred to hereafter as 'youth ministry metrics'). The Operations Survey is a single form completed by a leader at each congregational centre on behalf of the congregation. These metrics are as follows:

- The number of people attending youth groups in 2011;
- The number of people attending youth groups in 2011, relative to the size of the congregation;
- Growth or decline in attendance at youth groups during 2006-11; and
- Growth or decline in attendance at youth groups during 2006-11, relative to the growth or decline of the congregation.

Factors associated with these metrics are likely to be diverse, with no amount of analysis being capable of explaining all variation. However, the present study has selected over ninety (90) church characteristics for correlational analysis from those available in the NCLS¹. The following church characteristics were identified for statistical testing:

- A series of nine (9) aggregated church vitality measures among 15-18 year olds;
- A series of sixteen (16) major events that may have been experienced by the church in the last 5 years;
- A series of twenty (20) descriptions used by ministers that apply to any of their church services;
- A series of seventeen (17) descriptions of music in any of the church services;
- A series of twenty-six (26) components that may take place in typical church services;
- Whether the church has a paid youth minister;
- Gender of youth minister (paid or unpaid);
- The number of ministers working for the church (paid or unpaid, including senior, associate or youth ministers);
- The number of ministers working for the church who were aged 40 years or less (paid or unpaid, including senior, associate or youth ministers).

In order to identify associations between youth ministry metrics and church characteristics, a number of analytical approaches have been used. Correlational analyses have been used to measure the strength and statistical significance of associations between variables². In

¹ See Appendix A for a full list of data items tested.

² Bivariate or point-biserial correlations have been used depending on the nature of the data item.

addition, multiple regression models have been used to identify the overall predictive value of the significantly correlated variables.

Some cases were excluded from the analyses, depending upon the following criteria:

- Correlations with vitality data among 15-18 year olds only used congregations where at least 5 or more young people have provided such data;
- Congregations where there was no youth group in 2011 were excluded from analyses of the size of youth groups
- Congregations where there was no youth group in both 2006 and 2011 were excluded from analyses of the growth of youth groups.

This report has also used a novel data visualisation technique adapted from the concept of 'word clouds'³ – this has been used to present a visual representation of factors associated with each youth ministry metric.

3. RESULTS

3.1 Factors associated with youth group attendance

Of the 280 churches in the Sydney Diocese that completed an NCLS Operations Survey in 2011, there were 184 with youth groups (66%). The average youth group attendance was 33.2 people, with attendance ranging up to 220 people. Table 1 provides a summary of the distribution of youth group attendance around this mean.

Table 1: Statistical distribution of youth group attendance

Youth group attendance	Frequency	Percent
Less than 20	74	40.2
20-29	35	19.0
30-39	26	14.1
40-74	32	17.4
75 or more	17	9.2
Total	184	100.0

The number of young people attending a youth group was significantly associated with 21 data items tested in this study. These church characteristics were able to predict 53.4% of

³ Oxford University Press ELT (2010). Gems on the Web – What is a Word Cloud?, accessed 10 July 2013, available at: <http://oupeltglobalblog.com/2010/06/16/what-is-a-word-cloud/>

the variance in youth group attendance⁴. Table 2 shows the results of correlations that were statistically significant at the 95% confidence interval. Pearson correlation coefficients represent the relative association between each data item and youth group attendance. A score of zero (0) represents no correlation, while scores of -1 and 1 represent complete negative and positive correlation respectively. Positive correlation indicates that the presence or increase in one variable is associated with an increase in the other, while the inverse is true for a negative correlation. Finally, the sample size provided in Table 2 indicates the number of churches that each correlation analysis is based on.

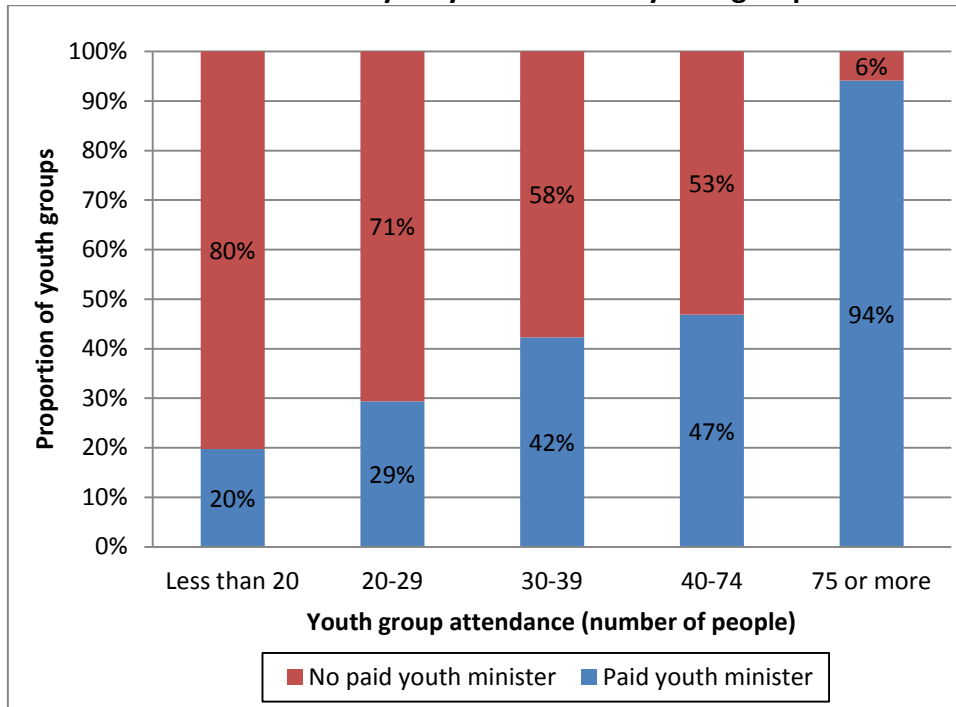
Table 2: Significant correlations with youth group attendance

Church characteristic	Pearson Correlation Coefficient	Sig. (2-tailed)	Sample size
Church vitality measures for 15-18 year olds in the congregation*			
Inviting others – in last year (% of 15-18 year olds)	0.347	0.00	101
Growth in faith – in last year (% of 15-18 year olds)	0.245	0.01	101
Strongly committed to clear church vision (% of 15-18 year olds)	0.225	0.02	101
Events experienced by the church in the last five years			
Partnered directly with other congregation	0.312	0.00	181
Sent attenders to revitalise another congregation	0.193	0.01	181
Involved in church planting	0.167	0.03	181
Adjectives used by ministers to describe their church services			
Church services - Concert-like	0.469	0.00	183
Church services - Youth-friendly	0.288	0.00	183
Church services - Energetic	0.258	0.00	183
Church services - Noisy	0.223	0.00	183
Descriptions of music in church services			
Use of electrified instruments	0.259	0.00	183
Use of drums	0.206	0.01	183
Use of guitars	0.165	0.03	183
Other contemporary music	0.156	0.04	183
Contemporary secular music	0.154	0.04	183
Singing by choir/soloist	0.152	0.04	183
Components of typical church services			
People raising their hands in praise	0.250	0.00	177
Use of video, film clips etc	0.152	0.04	177
Staffing arrangements			
Number of ministers	0.527	0.00	184
Number of ministers aged under 40 years	0.501	0.00	184
Paid youth minister	0.411	0.00	184
Church attendance			
Weekly church service attendance	0.780	0.00	181
Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with youth groups in 2011 only.			
*Church vitality measures for churches with at least five people aged 15-18 years			

⁴ Excludes the predictive impact of church vitality measures

Number of ministers and youth minister: These correlation analyses reveal that some of the strongest factors associated with youth group attendance were the staffing arrangements of the church. The strongest correlate with youth group attendance was the number of ministers working for the church, including senior, associate and youth ministers ($r=0.527$). This suggests that increased capacity for youth ministry comes with increased staff numbers. This finding is further evidenced by the relationship between youth group attendance and the employment of a paid youth minister. Figure 1 highlights this relationship and shows that youth group attendance tends to be higher for churches with a paid youth minister. Among youth groups with 20 people or less in attendance, the vast majority had no paid youth minister (80%). By comparison, the largest youth groups in the Diocese (with 75 people or more) were almost always coordinated by a paid youth minister (94%).

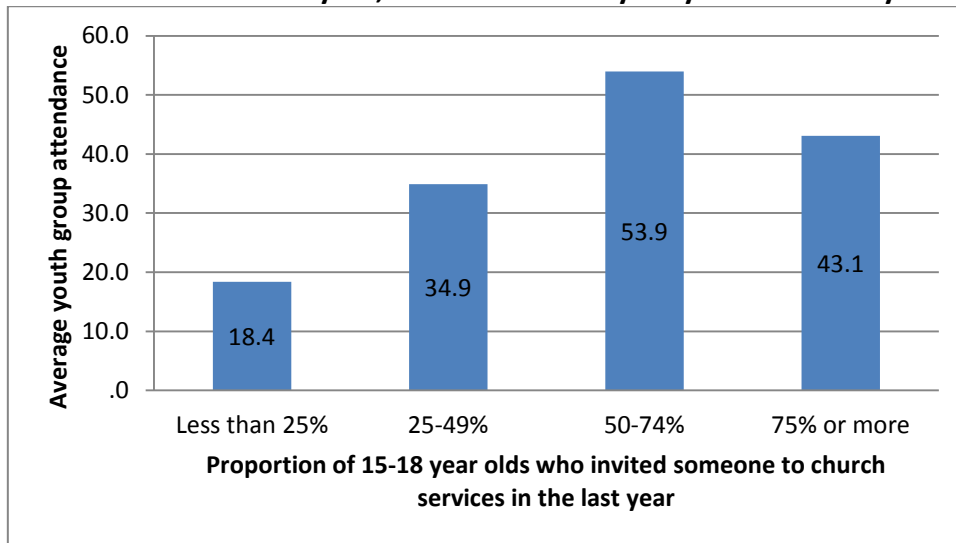
Figure 1: Employment of a paid youth minister and youth group attendance, Churches in the Sydney Diocese with youth groups



Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with youth groups in 2011 only.

Inviting to church: Another factor which correlated moderately with youth group attendance was the prevalence of invitational ministry among 15-18 year olds. Churches with large youth groups tended to have higher proportions of young people who had invited someone to church in the last year, as shown in Figure 2. Interestingly, this was not a linear relationship – churches with the most prevalent invitational behaviour among youth had only the second-highest average youth group size (about 43 people).

Figure 2: Average youth group attendance by the proportion of 15-18 year olds inviting someone to church in the last year, churches in the Sydney Diocese with youth groups

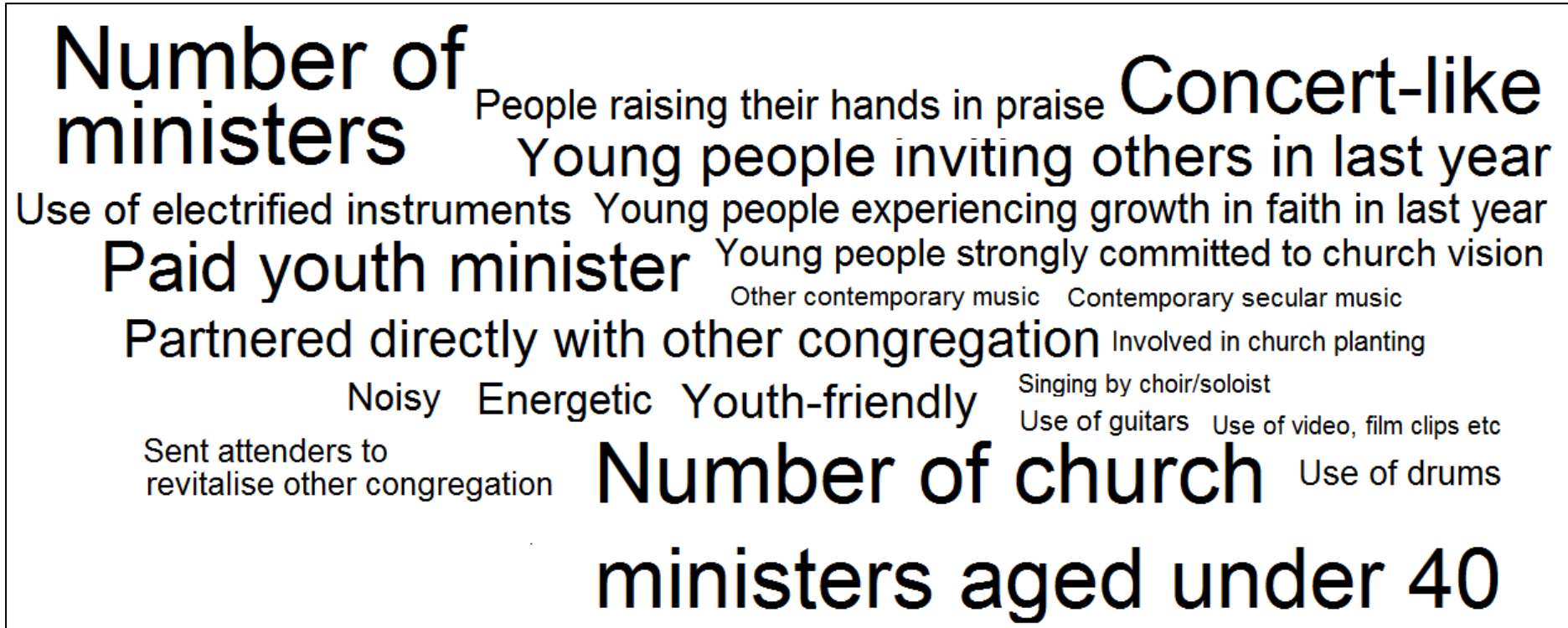


Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with youth groups in 2011 only.

Style of worship: Other factors associated with youth group attendance were often related to church service style. The use of musical instruments such as drums and guitars, as well as the use of film clips were more common in churches with large youth ministries. The presence of church services that were described by ministers as being ‘concert-like’, ‘youth friendly’, ‘energetic’ or ‘noisy’ were also associated with large youth groups; ‘concert-like’ worship was the most strongly correlated of all these factors. It should be noted that while these descriptions are correlated with youth group size, it cannot be said for certain that youth attend such services at the church or that these descriptions were applied to what may be described as the ‘youth service’.

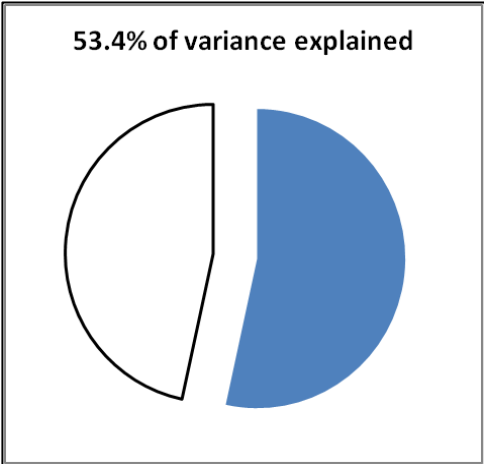
Figure 3 provides a visual overview of the significant positive correlates with youth group attendance, with stronger correlates being represented by larger font size. Positive correlations are shown in black font, with negative correlations being presented in red. In the case of youth group attendance, all significant correlations were positive.

Figure 3: Significant positive correlations with youth group attendance (visual representation)



Legend:
 Positive correlation
 Negative correlation

Note: Correlation cloud shows the degree of association between each data item and youth group attendance (larger words have a stronger correlation, showing significantly correlated variables only).
Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data.
Prepared by: ANGLICARE Social Policy and Research Unit, September 2013.
 Explanation of variance excludes the impact of church vitality measures and church attendance



Impact of church size: It is notable from the previous analyses that many of the significant correlates with youth group attendance would also be related to the size of attendance at the whole congregation. For instance, large staff teams and concert-like worship services are more a feature of larger congregations than smaller ones. Therefore, it is helpful to control for the impact of congregational size in order to reveal which factors have a relationship with youth group attendance independently of congregational size. Partial correlation analysis has been conducted to achieve this outcome, with the results provided in Table 3.

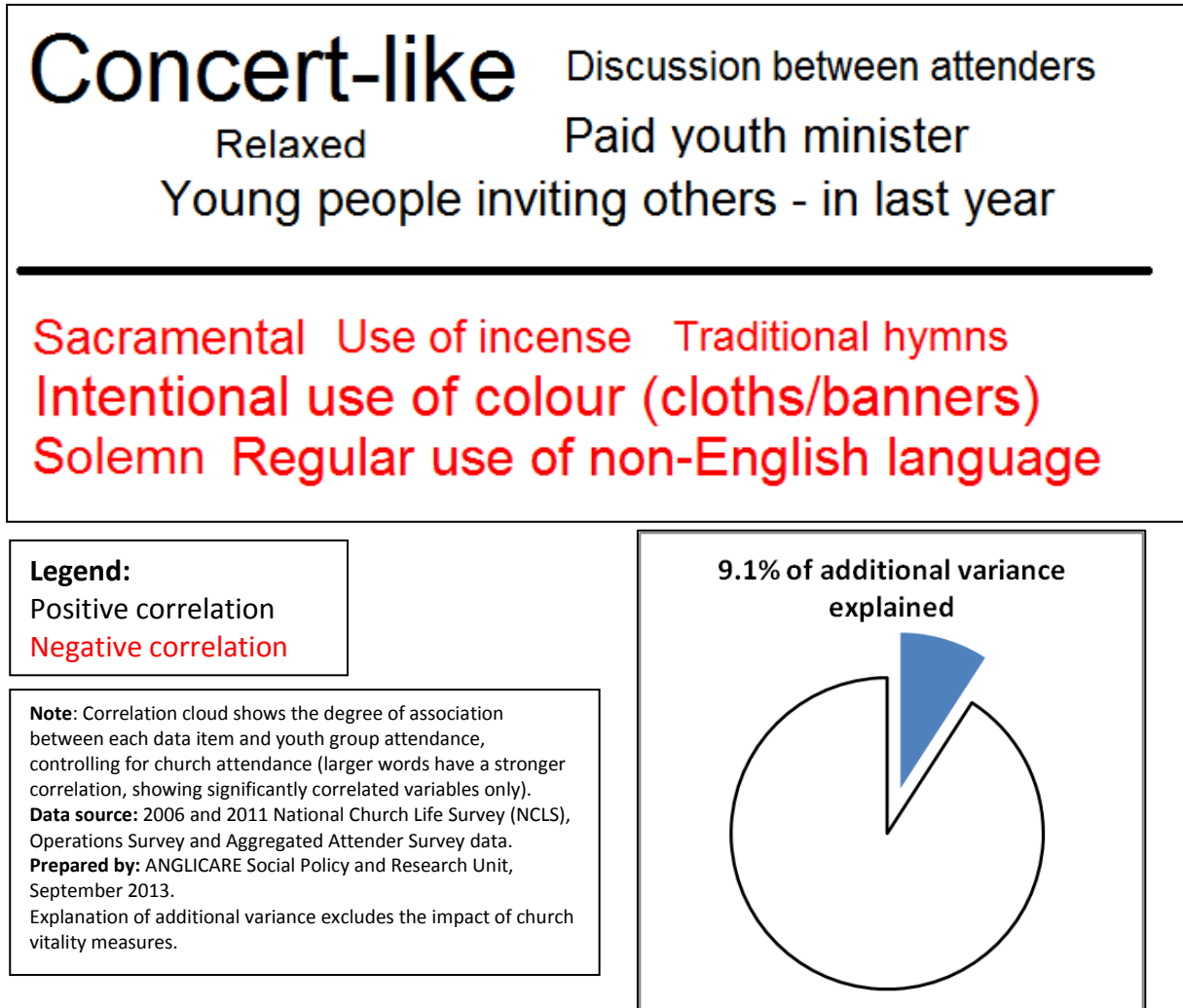
Table 3: Significant correlations with youth group attendance, controlling for church attendance

Church characteristic	Pearson Correlation Coefficient	Sig. (2-tailed)	Sample size
Church vitality measures for 15-18 year olds in the congregation*			
Inviting others - in last year (% of 15-18 year olds)	0.211	0.04	97
Events experienced by the church in the last five years			
No significant correlations	N/A	N/A	N/A
Adjectives used by ministers to describe their church services			
Church services - Concert-like	0.394	0.00	159
Church services - Relaxed	0.182	0.02	159
Church services - Sacramental	-0.207	0.01	159
Church services - Solemn	-0.218	0.01	159
Descriptions of music in church services			
Traditional hymns	-0.179	0.02	159
Components of typical church services			
Discussion between attenders	0.171	0.03	159
Use of incense	-0.195	0.01	159
Regular use of non-English language	-0.234	0.01	159
Intentional use of colour (e.g. cloths, banners)	-0.243	0.00	159
Staffing arrangements			
Paid youth minister	0.204	0.01	159
Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with youth groups in 2011 only.			
*Church vitality measures for churches with at least five people aged 15-18 years			

When the impact of church size was controlled for, there were some variables that continued to be significantly correlated with youth group attendance – 11 in all. Together, these variables accounted for 9.1% of additional variation in youth group attendance, over and above that accounted for by congregational size. The strongest positive correlate in this analysis was whether a church was described as being ‘concert-like’. However, other factors such as being ‘energetic’, ‘noisy’ or the use of guitars or drums were no longer significant correlates once congregational size was accounted for. There were also a number of negative correlations that emerged once the effect of congregational size was controlled for. These included the singing of traditional hymns, having a ‘solemn’ style and the intentional

use of colour in the service (eg. cloths and banners). It is notable that only one of the ‘church vitality’ measures continued to be significantly correlated with youth group attendance when church size was accounted for: young people inviting others. The results of these correlation analyses are represented visually in Figure 4.

Figure 4: Significant positive correlations with youth group attendance, controlling for church attendance (visual representation)



3.2 Factors associated with youth group attendance, relative to size of congregation

Rather than controlling for the impact of congregational size through statistical procedures, congregational size can also be accounted for by calculating the ratio of youth group attendance to church attendance. This ratio has been the subject of further correlation analyses and will be referred to hereafter as ‘proportional youth group size’. On average, youth group attendance was about 17 percent of adult church attendance but ranged up to 61 percent of the adult church attendance. Altogether the correlation analyses for this youth

ministry metric yielded 11 significant correlations, accounting for 14.1% of the variance in proportional youth group size.

Table 4: Significant correlations with relative youth group attendance

Church characteristic	Pearson Correlation Coefficient	Sig. (2-tailed)	Sample size
Church vitality measures for 15-18 year olds in the congregation*			
No significant correlations	N/A	N/A	N/A
Events experienced by the church in the last five years			
Involved in church planting	0.188	0.01	179
Established through church planting	0.169	0.03	171
Adjectives used by ministers to describe their church services			
Church services - Formal	-0.159	0.03	180
Church services - Traditional	-0.167	0.03	180
Church services - Flexible	-0.197	0.01	180
Descriptions of music in church services			
Pre-recorded songs	-0.148	0.05	180
Singing by choir/soloist	-0.154	0.04	180
Traditional hymns	-0.197	0.01	180
Components of typical church services			
Discussion between attenders	0.231	0.00	174
Intentional use of colour (e.g. cloths, banners)	-0.178	0.02	174
Staffing arrangements			
Number of ministers aged under 40	0.148	0.05	181
Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with youth groups in 2011 only.			

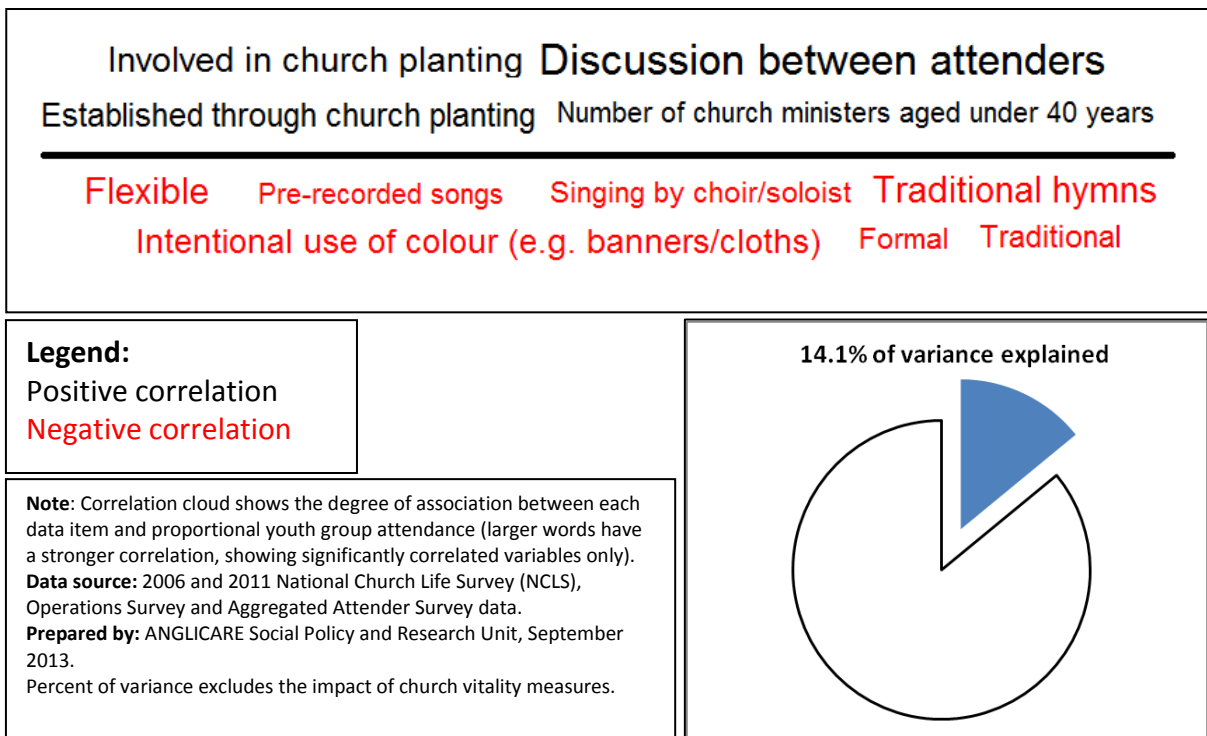
Many of these results reflect similar trends to those of the previous analysis. In particular, having discussion between attenders was most positively correlated with the proportional youth group size. Table 5 reveals that church services with discussion between attenders were more than twice as likely to have youth groups that were at least 20 percent of the congregational size (38%) compared to churches with no discussion (15%). There were also factors that were negatively correlated with proportional youth group size. Unsurprisingly, these factors were often associated with traditional church formats – including the singing of hymns, singing by choirs and having a ‘formal’ style. Figure 5 represents these correlations visually.

Table 5: Proportional youth group attendance in churches with and without discussion between attenders in the service, churches in the Sydney Diocese with youth groups

Youth group size as a proportion of church size	Discussion between attenders		No discussion between attenders	
	No.	% of column	No.	% of column
Less than 5%	11	13%	8	9%
5-10%	12	14%	23	26%
10-15%	15	18%	24	27%
15-20%	15	18%	21	24%
20% or more	32	38%	13	15%
Total	85	100%	89	100%

Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with youth groups in 2011 only.

Figure 5: Significant positive correlations with relative youth group attendance (visual representation)



3.3 Factors associated with youth group growth or decline

The numeric change in youth group size between 2006 and 2011 was also the subject of correlational analysis. *Numeric* change was used rather than proportional change for two reasons. Firstly, youth groups that had been established in the last five years would have resulted in an invalid percentage (i.e. dividing by zero), and would not have featured in the

analysis. Secondly, churches with very small youth groups in 2006 may have exaggerated proportional growth rates due to their small starting size. Therefore, numeric change has been deemed to provide more stable results than proportional change in this instance.

On average, the size of youth groups in the Diocese between 2006 and 2011 remained relatively unchanged⁵. The largest decline during this period was 104 people, while the largest increase was 70 people. Further information on the distribution of results for this metric is provided in Table 6.

Table 6: Statistical distribution of youth group growth or decline

Youth group growth or decline	Frequency	Percent
Decline of 20 people or more	19	16.0
Decline of 5-20 people	28	23.5
Limited or no change	34	28.6
Growth of 5-20 people	24	20.2
Growth of 20 people or more	14	11.8
Total	119	100.0

Churches with youth groups in 2006 or 2011

Of the variables tested, six (6) were significantly correlated with numeric growth or decline and a further three (3) were only just outside the criterion for significance ($p < 0.05$). This set of variables accounted for around a quarter (24%) of the variance in youth group growth or decline. The style and leadership of the youth group itself would also be expected to account for a large amount of the variance – something not covered in the general NCLS.

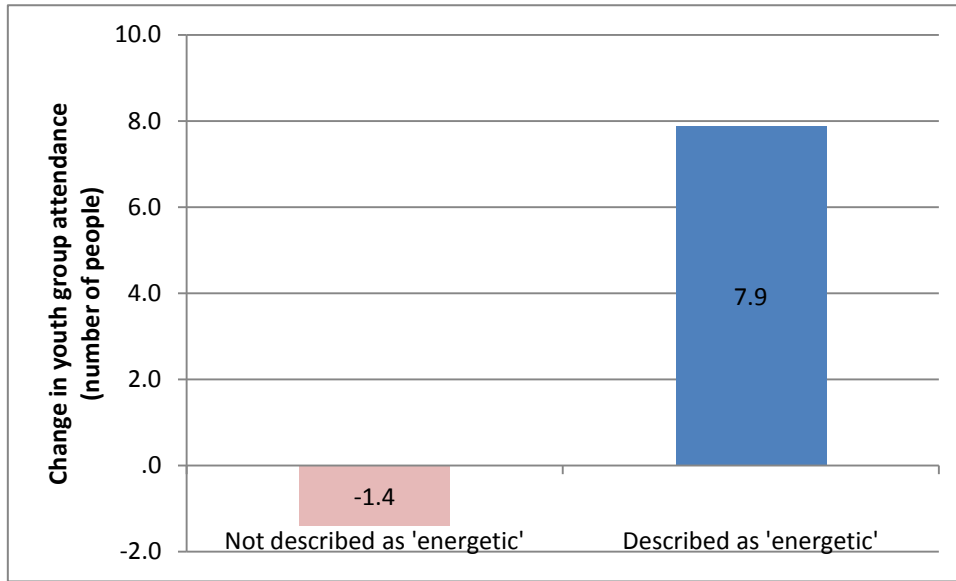
⁵ Slight average decline of 1.7 people based on churches with youth groups in 2006 or 2011.

Table 7: Significant correlations with youth group growth or decline

Church characteristic	Pearson Correlation Coefficient	Sig. (2-tailed)	Sample size
Church vitality measures for 15-18 year olds in the congregation			
No significant correlations	N/A	N/A	N/A
Events experienced by the church in the last five years			
Stopped/combined services	-0.195	0.02	146
Adjectives used by ministers to describe their church services			
Church services - Energetic	0.154	0.06	148
Church services – Consistent every time	-0.150	0.07	148
Descriptions of music in church services			
Praise music / choruses	-0.165	0.04	149
Traditional hymns	-0.181	0.03	149
Components of typical church services			
Special time directed at children	0.156	0.06	144
Written liturgy	-0.188	0.02	144
Collection of money	-0.207	0.01	144
Staffing arrangements			
No significant correlations	N/A	N/A	N/A
Church attendance			
Weekly church service attendance	-0.177	0.03	145
Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with a youth group in either 2006 or 2011.			

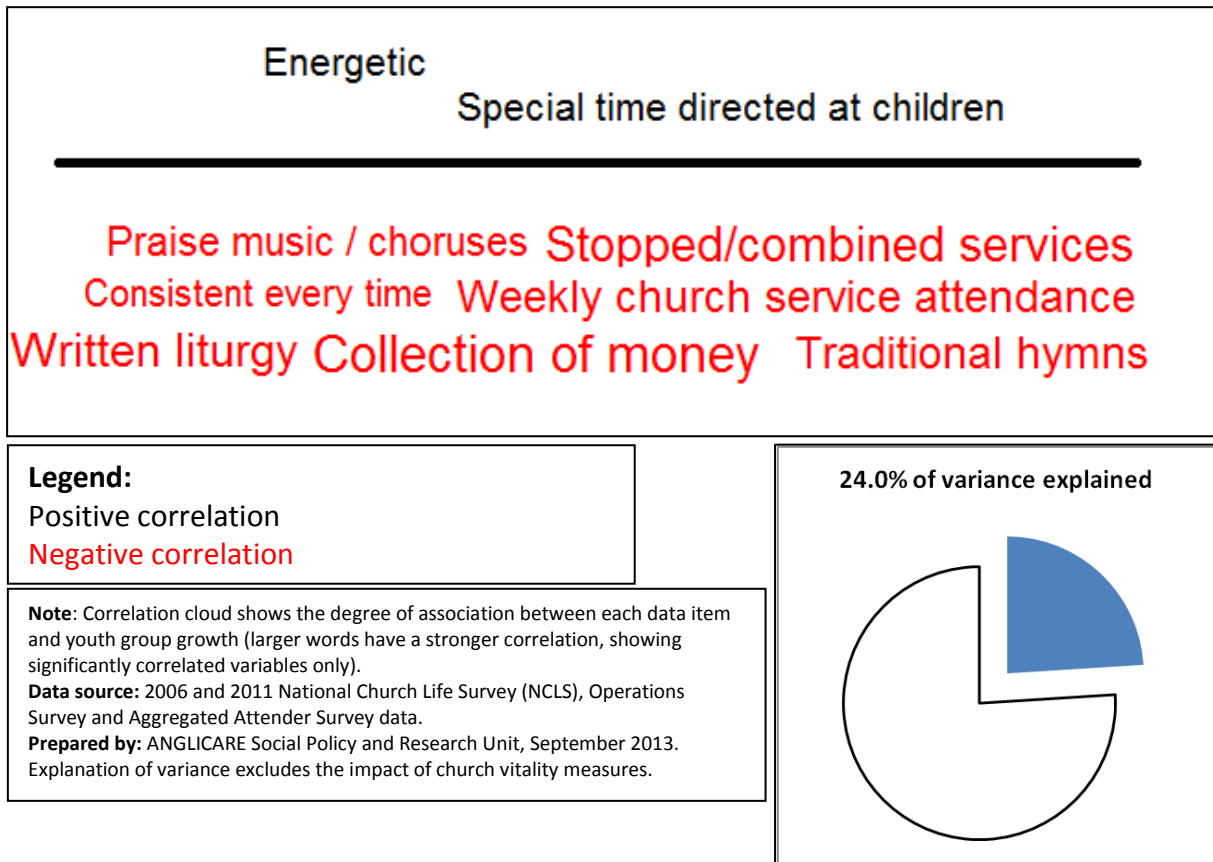
Most of the correlations in Table 7 are negatively associated with youth group growth. There is evidence that ‘traditional’ styles of church service, such as those incorporating written liturgy, traditional hymns, praise music or choruses, were negatively related to youth group growth. The cessation or merging of church services and having church services that were consistent every time were also negatively related to youth group growth. As shown by Figure 6, church services that were described as being ‘energetic’ were associated with youth group growth (average increase in youth group attendance of 7.9 people), compared with other churches (average decline of 1.4 people). However, it is important to bear in mind that there were relatively few church services that were described as ‘energetic’ – only one in five (30 churches). A visualisation of the correlates with youth group growth is provided in Figure 7.

Figure 6: Youth group growth or decline (2006-11), churches with services described as 'energetic' or otherwise, churches in the Sydney Diocese with youth groups



Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with youth groups in 2006 or 2011.

Figure 7: Significant correlations with youth group growth (visual representation)



3.4 Factors associated with youth group growth or decline, relative to congregational growth or decline

The final youth ministry metric tested in this study was the growth or decline of a youth group, relative to the growth or decline of the corresponding church congregation. This was measured by calculating the difference between proportional youth group growth and proportional congregational growth. On average, youth group growth during 2006-11 was about 16 percent greater than congregational growth at churches where sufficient data was provided.

Table 8 shows there were seven (7) variables that were significantly correlated with this metric and a further three (3) variables just outside the criterion for significance ($p < 0.05$). Combined, these variables were able to predict only 11.5% of the variance in youth group growth or decline relative to the congregation.

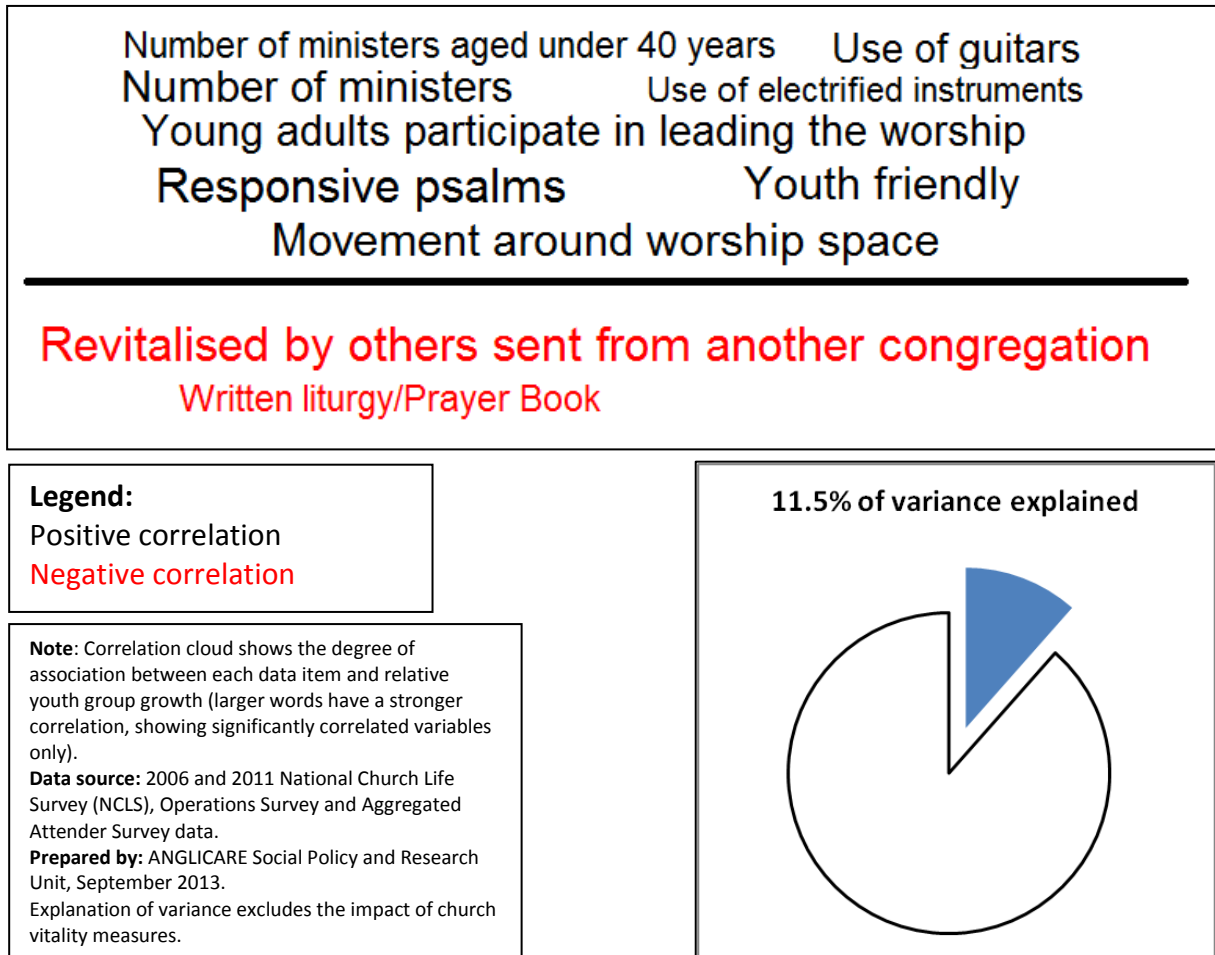
Table 8: Significant correlations with relative youth group growth or decline

Church characteristic	Pearson Correlation Coefficient	Sig. (2-tailed)	Sample size
Church vitality measures for 15-18 year olds in the congregation:			
No significant correlations	N/A	N/A	N/A
Events experienced by the church in the last five years:			
Congregation was revitalised by others sent from another congregation	-0.235	0.01	120
Adjectives used by ministers to describe their church services			
Church services – Youth friendly	0.220	0.01	129
Descriptions of music in church services			
No significant correlations	N/A	N/A	N/A
Components of typical church services			
Responsive psalms	0.234	0.01	129
Movement around worship space	0.215	0.02	124
Young adults participate in leading the worship	0.203	0.02	124
Use of guitars	0.197	0.03	129
Use of electrified instruments	0.167	0.06	129
Written liturgy/Prayer Book	-0.172	0.06	124
Staffing arrangements			
No. of ministers	0.210	0.02	129
No. of ministers aged under 40 years	0.169	0.06	129
Church attendance			
No significant correlations	N/A	N/A	N/A
Data source: 2006 and 2011 National Church Life Survey (NCLS), Operations Survey and Aggregated Attender Survey data. Churches with a youth group in either 2006 or 2011.			

Unlike the results for numeric youth group growth (Table 7), most of the correlations here are positive correlations and are centred around addressing aspects of the service that would be considered 'youth friendly'. In addition, staffing numbers were also correlated with

relatively stronger growth among youth groups. Figure 8 provides a visual representation of the factors associated with this metric.

Figure 8: Significant correlations with youth group growth relative to congregation growth (visual representation)

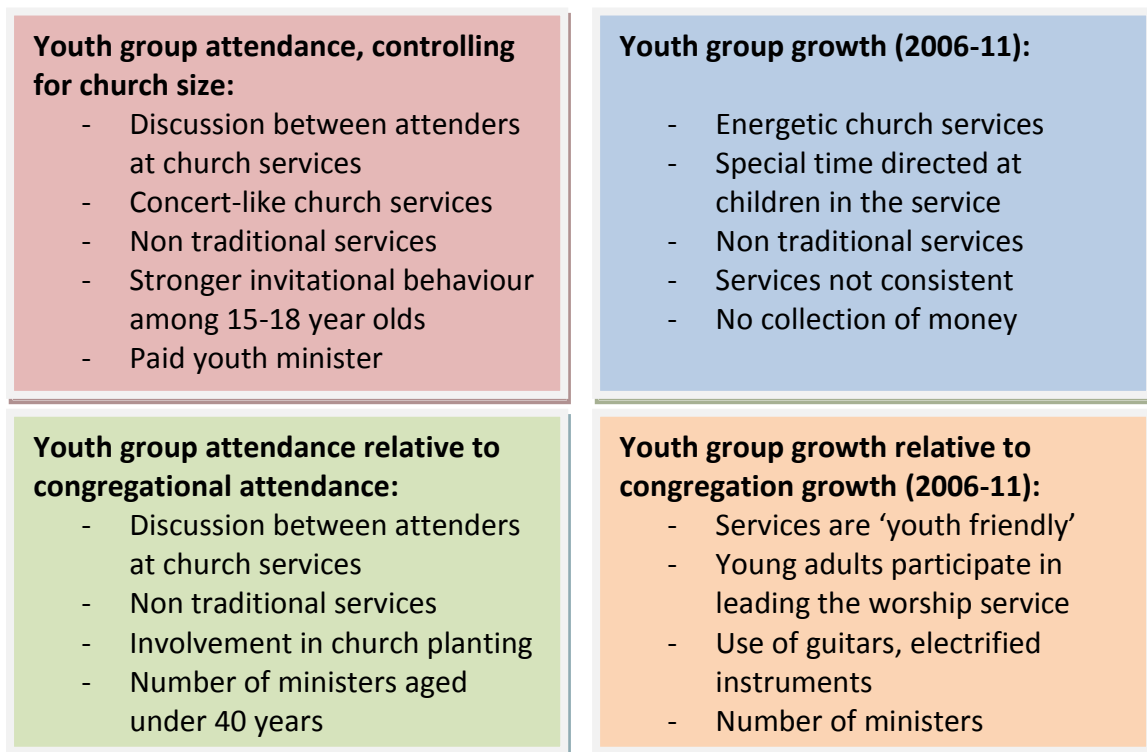


4. CONCLUSION

Correlates with youth group size: This study has identified the main associations between selected church characteristics and four youth group metrics. Results have revealed different patterns of association for each of the metrics in question. In terms of youth group size, the dominant associations were related to church staffing – the number of ministers, the number of young ministers (aged 40 years and under) and the employment of a youth minister. Controlling for the impact of congregational size revealed the importance of factors such as discussion between attenders during church services. Importantly, the invitational behaviour of 15-18 year olds in the congregation was related to youth group attendance, both before and after controlling for church size.

Correlates with youth group growth: Nearly all significant correlations were negatively related to youth group growth. Such correlates included aspects of ‘traditional’ church services such as praise music/choruses and services being consistent every time. Youth group growth relative to congregational growth was more associated with the inclusion of ‘youth friendly’ aspects to services, indicating the importance of engagement with youth culture. Figure 9 highlights a selection of correlations found in this report.

Figure 9: Selected correlations with youth group metrics



Church vitality measures: It is surprising that youth group size and growth were not significantly correlated with more of the church vitality measures for 15-18 year olds. Youth group attendance was significantly correlated with the vitality measures relating to invitational behaviour, support for church vision and growth in faith. When the effects of church size were controlled for, only invitational behaviour continued to be correlated with youth group attendance. The other youth ministry metrics were not correlated with church vitality measures for this age group. This is a different outcome to the wider NCLS research which has identified the importance of church vitality measures in predicting church growth in the adult congregation.

One possibility is that numeric indicators such as youth group size and growth are less related to the spiritual life of young attenders and more related to the influence of peers and social networks. In this regard, it is significant that the main church vitality variable that has featured here is the willingness of young attenders to invite outsiders to church, which would be expected in the light of sociological observation about the way that people commonly join religious groups.

Causality vs Association: As has been mentioned previously, the data presented in this report reveal associations, not causal relationships. It is also worth noting that, with the exception of factors related to church size, some of the predictive values in this study are low, particularly for relative youth group growth and youth group attendance when church attendance was controlled for. This suggests that there are other unknown factors at play influencing the growth of youth ministry in Sydney. Such factors are likely to include the style, leadership and program of the youth groups as well as the demographics of the local community.

Size vs Growth: Finally, it is worth noting that the different correlates of youth group size and youth group growth highlight that it is important not to confuse the concepts of size and growth. In looking at what characterises large churches, an incorrect inference may be drawn that such characteristics must also represent drivers of growth. Previous NCLS research has shown that this is not the case. Similarly caution needs to be exercised in turning what may be characteristics of large youth groups into principles for growth.

APPENDIX

List of church characteristics used for correlation analysis

The following variables have been tested in this study to determine the extent of their correlation with youth ministry metrics:

Church vitality measures for 15-18 year olds in the congregation:

- Much growth in the Christian faith over the last 12 months;
- Always finds worship services inspiring;
- Has a strong and growing sense of belonging in the church;
- Has a clear sense of church vision and is strongly committed to it;
- Finding and use of spiritual gifts is encouraged to a great extent;
- Would strongly support innovative changes to church services;
- Extent of helping actions performed in last 12 months;
- Has invited others to church services in the last 12 months;
- Certain to follow-up people drifting away from church.

Major events experienced by the church in the last five years:

- Stopped or combined church services;
- Absorbed another congregation which was closed;
- Revamped or started special services for the unchurched;
- Revamped or started other new church services (e.g. youth service);
- Established highly experimental or pioneering forms of church;
- Sent some attenders to revitalise a congregation elsewhere;
- Been involved in church planting elsewhere;
- Partnered directly with a congregation elsewhere (not part of parish);
- Established highly experimental or pioneering forms of outreach to the wider community;
- Been formed from an amalgamation of congregations;
- Was revitalised through another congregation sending attenders;
- Was established as a result of church planting;
- Received support from another congregation elsewhere (not part of parish);
- Was part of a parish restructuring, forming a new parish;
- Was 'clustered' with one or more other congregations;
- Been part of a major conflict that resulted in the congregation splitting into two or more congregations.

Possible adjectives used by ministers to describe ANY of their church services:

- Traditional;
- Contemporary;
- Sacramental;
- Alternative/'alt worship';
- Charismatic;
- Participatory;
- Concert-like;
- Family-friendly;
- Youth-friendly;
- Energetic;
- All age;
- Noisy;
- Reflective;
- Formal;
- Flexible;
- Relaxed;
- Messy;
- Solemn;
- Humorous;
- Consistent each time.

Descriptions of music in ANY church services:

- Singing by the congregation;
- Singing by a choir or soloist;
- Traditional hymns;
- Classical music/chorales;
- Responsive psalms;
- Praise music/choruses;
- Contemporary hymns;
- Other contemporary Christian music (not hymns);
- Music or songs from a variety of cultures;
- Contemplative chants (e.g. Taize, Iona);
- Contemporary secular music;
- Use of organ or piano;
- Use of drums;
- Use of guitars;
- Use of wind/string instruments;
- Use of electrified musical instruments (not organ);
- Pre-recorded songs;

Typical components of ANY church services:

- Written liturgy or Prayer Book;
- A special time directed at children;
- Participation of children in leading worship;
- Participation of young adults in leading worship;
- Regular use of language other than English;

- Dialogue with preacher/presenter;
- Discussion between attenders;
- Open prayer time when anyone can pray aloud;
- Witnessing about personal religious experience;
- Shaking hands or joining hands;
- Taking up a collection of money;
- Movement around the worship space;
- Use of incense;
- Silent prayer or meditation;
- A leader wearing a robe or other special garment;
- Applause;
- Use of visual projection (e.g. PowerPoint);
- Use of video, film clips, etc.
- People speaking, reading or reciting together;
- Speaking/singing in tongues;
- Intentional use of colour (e.g. cloths/banners);
- Use of art/symbols linked with specific services;
- People raising their hands in praise;
- Pre-recorded sermons/homilies/messages;
- Communion/Eucharist every service;
- Communion/Eucharist at least monthly;

Church staffing arrangements:

- Number of ministers working for the church (paid or unpaid, including senior, associate or youth ministers);
- Number of ministers working for the church who were aged 40 years or less (paid or unpaid, including senior, associate or children's/youth ministers).
- Whether the church had a paid youth minister;
- Gender of youth minister (paid or unpaid);