

State of the Union: Spiritual Demographic Progression

Bucks Church Growth Track Analysis | 2023 T1 - 2025 T1

Growth Track Phase Definitions

Our spiritual demographic system categorizes attendees into four distinct phases based on their engagement and commitment level:

Phase	Definition
Crowd	Sunday Service attendance only (doesn't participate in a group or serve in a ministry)
Congregation	Participates in a group OR serves in a ministry (not both)
Committed	Participates in a group AND serves in a ministry
Core	Leads/Co-leads a ministry

Note: In this report, "Congregation" refers specifically to this second phase category, not the church body as a whole.

Executive Summary

As we complete the first trimester of 2025, Bucks Church stands at an encouraging milestone in our spiritual development journey. Our total categorized adults has grown to **495**, representing a remarkable **26.6% increase** from 391 in early 2023. This growth trajectory accelerated significantly in the past year, with a **39.8% year-over-year increase** from 2024 T1.

While these headline numbers are cause for celebration, a deeper analysis reveals both tremendous opportunities and important challenges that merit strategic attention as we plan for the future.

The Current State: A Church in Transition

By the Numbers

- **Total Categorized Adults:** 495 (up from 354 one year ago)
- **Phase Distribution:**
 - **Crowd:** 247 people (49.9%)
 - **Congregation:** 131 people (26.5%)
 - **Committed:** 61 people (12.3%)

- **Core:** 56 people (11.3%)

Key Achievements

1. **Strong Crowd Growth:** Our Crowd phase has grown by 79% year-over-year, indicating effective evangelistic outreach and community attraction.
2. **Congregation Category Development:** The Congregation phase (regular Sunday attenders) has shown the strongest overall growth trajectory (+61.7% since 2023), demonstrating our ability to move people from casual attendance to regular participation.
3. **High Engagement:** With 92.5% of phased individuals attending at least once during the trimester and a median attendance of 9 services, we maintain strong baseline engagement.

Areas of Concern

1. **Leadership Development Needs:** Our Core phase has declined by 15.2% since 2023, dropping from 66 to 56 leaders. This represents an important area for focused attention.
2. **Transition Opportunities:** Recent transition rates reveal room for improvement:
 - Only 7.1% of Crowd members advanced to Congregation category (started serving OR joined a group)
 - Only 5.7% of Congregation category members moved to Committed (added the missing component - group or service)
 - Zero transitions from Committed to Core (stepped into ministry leadership) in the most recent period
3. **The 116-Person Opportunity:** The gap between Crowd (247) and Congregation category (131) represents significant potential for deeper spiritual engagement.

Strategic Priorities for 2025

1. Bridge the Crowd-Congregation Gap

The 116-person differential between our Crowd and Congregation phases represents both a challenge and our greatest opportunity for spiritual development. These individuals attend Sunday services faithfully but haven't yet taken the next step of joining a group or serving in ministry, nor have they completed Class 101.

Recommended Actions:

- Develop targeted "Next Steps" initiatives for regular Crowd attenders, emphasizing Class 101

- Enhance follow-up processes for first-time visitors
- Create accessible entry points for either group participation or ministry service
- Promote Class 101 as the gateway to deeper engagement

2. Strengthen Leadership Development

The 15% decline in our Core phase, while concerning, provides an opportunity to reimagine how we develop and support leaders.

Recommended Actions:

- Connect with former Core members to understand their transitions
- Design leadership development pathways for emerging leaders in the Committed phase
- Evaluate and adjust Core member responsibilities to ensure sustainability
- Clarify pathways and expectations for Core participation
- Ensure Committed members have completed Class 201 as foundation for leadership

3. Improve Phase Transition Processes

With transition rates below 10% across all phases, we have an opportunity to enhance our discipleship pathways.

Recommended Actions:

- Develop phase-specific growth curricula that create natural progression points (Class 101 → Class 201)
- Foster mentoring relationships across phases (Core partnering with Committed, etc.)
- Establish clear milestones for phase advancement (group OR service → group AND service → leadership)
- Celebrate phase transitions to create positive momentum

The Path Forward: Building on Our Foundation

The Opportunity

We are well-positioned for continued growth. Our ability to attract new people (30% Crowd growth) combined with our demonstrated capacity to develop regular attenders (61.7% Congregation category growth over two years) provides a strong foundation—particularly as we address transition and leadership development opportunities.

The Challenge

Looking ahead, we should be mindful of potential scenarios:

- Our growing Crowd will benefit from expanded Core leadership
- Current Core members need support to prevent burnout
- Transition pathways require attention to maintain spiritual momentum
- Our mission effectiveness depends on depth as well as breadth

The Vision

By the end of 2025, we can realistically aspire to:

- Crowd to Congregation transition rate reaching 10%
- Core phase growing to 60 leaders
- Total categorized adults approaching 550 while maintaining engagement quality
- A thriving discipleship pipeline producing mature believers and leaders

Conclusion: A Season of Opportunity

The data tells an encouraging story: Bucks Church has demonstrated strong attractational capacity and now has the opportunity to excel at transformation. Our 495 categorized adults represent not just numbers but souls at various stages of spiritual journey. The 247 in our Crowd are faithfully attending Sunday services. The 131 in our Congregation category have taken the next step through either group participation or ministry service. The 61 Committed are fully engaged in both community and service. And our 56 Core members are leading ministries—though they would benefit from reinforcement.

This is a season for thoughtful, strategic enhancements to how we develop disciples. The harvest is plentiful, and we have the opportunity to strengthen our workers and build better pathways from initial interest to mature faith.

The question before us is not whether we can grow—we've proven that. The question is whether we can grow **deep** while growing wide, creating a movement of transformed lives rather than a gathering of casual observers.

The data provides clarity. The path forward is evident. This is our moment to build wisely.

"Therefore go and make disciples of all nations... teaching them to obey everything I have commanded you." - Matthew 28:19-20