



# Strategic Team Sizing & Budget Guide

Maximizing Stewardship, Hands, and Community Impact

**Pastoral Strategy Overview:** Stewarding church resources while making mission work accessible to your congregation is central to your trip planning. While every team size makes a real difference in the community, growing a smaller team (8–10 participants) into a core group of **17 to 20 volunteers dramatically lowers overall per-person trip costs while maximizing daily field impact.**

## DECISION MAKING EVOLUTION

### 1 Small Group Setup 8 to 12 Participants (Higher Overhead, Limited Hands)

- **Workforce Capacity:** Limited to 1 work site with sequential tasks; fewer hands mean project work takes longer to complete.
- **Stewardship Impact:** Fixed project baseline is split among fewer people, elevating individual costs (\$2,475–\$2,675/person) and creating a higher barrier for families.

### 2 Optimal Field Capacity & Stewardship 17 Participants (The Core Sweet Spot Target)

- **Workforce Capacity:** Deploys 3–4 concurrent sub-teams (e.g., masonry, children’s ministry, medical/outreach, logistics) so everyone stays fully engaged.
- **Stewardship Impact:** Spreading project baseline across 17+ people drops total cost to \$2,075–\$2,263/person, lowering barriers for families and youth.

### 3 Financial & Operational Comparison Evaluating an \$8,000–\$10,000 Recommended Project Budget

#### Small Team (8 to 10 People)

- **In-Country Logistics:** \$875 / person
- **Estimated Airfare:** \$800 / person
- **Project Share:** \$800 – \$1,000 / person
- **Workforce Capacity:** 1 Site / Sequential
- **Accessibility:** Higher cost barrier

Total: \$2,475 – \$2,675 / person

#### Target Team (17 to 20 People)

- **In-Country Logistics:** \$875 / person
- **Estimated Airfare:** \$800 / person
- **Project Share:** \$400 – \$588 / person
- **Workforce Capacity:** 3–4 Sub-Teams
- **Accessibility:** Lower cost barrier

Total: \$2,075 – \$2,263 / person

**Pastoral Advantage:** Expanding your group to 17–20 participants drops individual costs by **\$300 to \$500+ per person**, making the trip far more accessible while quadrupling multi-site ministry capacity.

## PLANNING TIMELINE & NEXT STEPS

1. **Target Budget Alignment:** Use the **\$8,000–\$10,000 project budget** (or up to \$15,000 for expanded project scopes) as your baseline when planning with your board.
2. **Late July / Early August Alignment Call:** Once you establish your budget target, we meet in **late July or early August** to match your team size with community projects.
3. **Recruitment Framing:** Present the 17–20 person goal to your church as a stewardship win—more hands directly lower individual costs while doubling impact.