

Leading an Exodus Team

A Guide for Leaders and Co-Workers

2026/27



'I came so that they can have real and eternal life, more and better life than they ever dreamed of.'
John 10:10

No-one who chooses to follow Jesus ever misses out

The vision of Exodus is to see generations of young people boldly following Jesus and becoming lifelong disciple makers.

Exodus teams have served young people and communities around the world for 30 years and this booklet outlines all you need to know about setting out to lead.

Thank you for sharing the adventure of making disciples who make disciples.

The Team Journey

An Exodus team is a 6 month journey beginning with regular small group meetings, a residential along the way and finishing with a ministry placement.

1. Team Meetings

Groups prepare by meeting weekly from February - June.

They complete 16 small group sessions focusing on fun, discipleship, team building and ministry preparation. Team meetings follow one of our four courses and usually last around 2 hours.

'My team experience has had a massive impact on my life and walk with Jesus. I've seen Jesus work in and through our team and made new and genuine friendships that will last a long time!'

Exchange team member to Moldova



2. Ministry Placements

Teams serve alongside a local or international host for a 10-14 day summer ministry placement.

Most placements begin with a 48 hour residential 'launch' full of fun, ministry preparation and Bible engagement alongside other Exodus teams.

Groups then move to their host to serve most often in kids and youth ministry, community outreach, church services and practical work.

Roles

TEAM LEADER & CO- WORKERS

Disciple group members and is responsible for the team.

Who can lead?

- The leader is aged 21+*
- The coworker(s) are 19+*
- Both subscribe to the Code of Conduct for leaders (p11).
- Leader & co-worker are normally diferent genders.

Together they:

- Run weekly team meetings & residential.
- Manage team fundraising.
- Prepare for & oversee the placement.
- Communicate with members, parents, Exodus & the host (the leader will be the main point of contact with Exodus).

GROUP MEMBERS

Participate in team meetings and ministry placement.

- 3-10 individuals**
- Aged 15-25*.
- At a similar spiritual stage (see Team Courses).

Notes

* Ages are based on the 30th June on the year of travel.

** Most teams are max 12 (inc leaders) - may be 14 for a few exceptions. ROI & NI teams are generally 8 (inc leaders).

SUPPORT

TEAM MANAGER

An Exodus point person who supports leaders with information, advice and accountability.

HOST

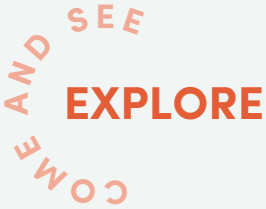
A trusted partner and ministry leader who cares for the team and sets up their daily placement programme.

OPERATIONS TEAM

The Exodus office who will process applications and manage finance, insurance, admin and logistics.

Team Courses

Each team follows one of four courses during their team meetings. Leaders are provided with a manual and journals for every team member.



Year 11+

To see young people who '**come and see**'; finding a community that builds trust, engages in discussion and explores life's biggest questions.

Year 11+

To see young believers make the exchange **from 'my way to His way'** and discover the fullness of life that is found in dying to self and following Jesus.





Year 13+ (or Y12 if prev Ex-change Team)

To see young believers **transformed 'from the inside out'** and experience the distinctive life that flows from the heart and out through our lives when we choose to follow Jesus.

Year 14+

To see committed followers shift **from 'my walk to our walk'** and respond obediently and intentionally to the call to make disciples.



Team Meetings

Each of the courses are made up of a range of key building blocks which work together to form each small group session.



Body Builders

Fun games, activities or conversation starters to help people relax and build community.



Video and Discussion

Short talks and response activities which present key ideas and encourage engagement and growth.



Prayer Focus

Creative activities to encourage individual and group prayer.



Rhythms

Group members (inc leaders) complete personal weekly devotions to help them pause, read Scripture, reflect and respond.



Residential

The team spends 1 or 2 nights away, allowing time to build relationships, develop fun and go deeper together.

Placement Destinations



SPAIN

Partnering with churches to facilitate outreach to all age groups.
PC £710 FR £400



HUNGARY & SLOVAKIA

Partnering with a local church to run kids clubs and outreach.
PC £725 FR £400



BALKANS

Local outreach, kids club and church services.
PC £675 FR £400



MOLDOVA

Supporting church planting and outreach with local believers.
PC £740 FR £400



SOUTH AFRICA

Serving local communities through sport, youth work and evangelism.
PC £1620 FR £500



N.I & ROI

Partnering with local churches and ministries to engage kids, young people and communities.
PC £195 FR £150



ROMANIA

Practical ministry, delivering food parcels, kids clubs and church services.
PC £695 FR £400



Scotland

Engaging with kids, young people and communities with a local church.
PC £295 FR £225

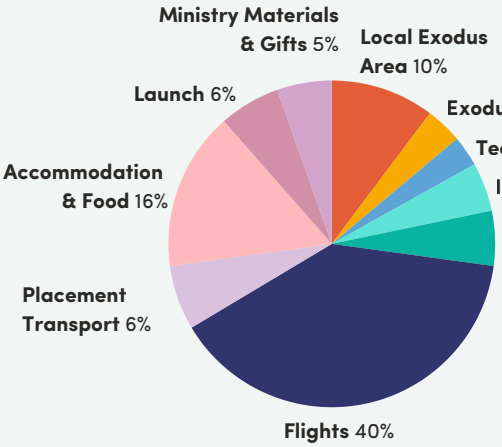
Costs are based on 2026 and may increase slightly
PC = Personal Contribution.
FR = Fundraising.

See more on p11

Cost Breakdown

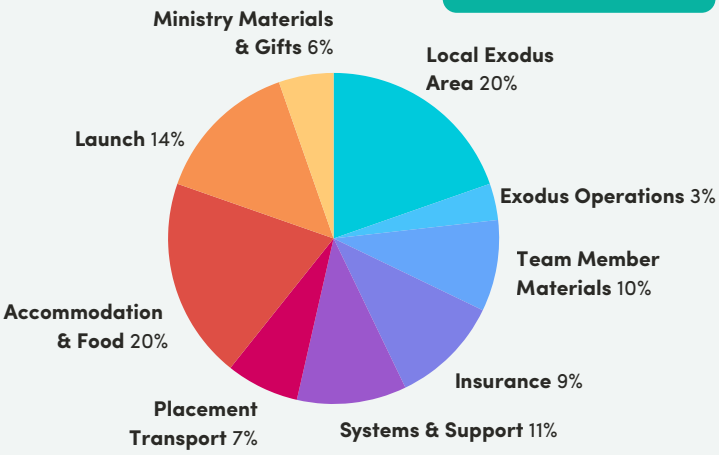
The total cost of each team covers preparation, training and materials as well as transport, food and accommodation, insurance, support and project costs. It also includes a contribution towards the Exodus staff costs of running the teams.

International Teams*



***Percentages are approximate and based on a Romania team.** For teams going further the flight costs will be significantly higher, however, the contribution towards Exodus and host will remain similar.

UK & Ire Teams



Finance

PERSONAL CONTRIBUTIONS

The amount each team member must pay to secure their place.

- Team members and leaders will receive an invoice for their personal contributions for online payment.
  - A 40% deposit should be paid by the end of February with the final balance to be paid by the end of April.
- Leaders and Co-workers receive a **25% discount** on their personal contribution if they pay the deposit **on time**.
- There is a **bursary** available (up to one third off the personal contribution cost of a team travelling within Europe) to assist team members who cannot afford the Personal Contribution.
- **Non-travellers** can join weekly meetings at a cost of £20 to cover resources.

FUNDRAISING

The fundraising target is what is left to cover the cost of the team.

- Leaders and team members take part in **personal** and **group activities** to reach their goal.
  - It is approximately £150pp (Irish Teams), £400pp (European teams), £500pp (Long Haul teams).
- Donations can be made **online** and by **cash or cheque** (payable to 'Exodus') and **given to the team leader.**
- Team leaders are required to receive, record and lodge money and should be committed to good stewardship of finances and resources.

Exodus Support

1. PREP & TEAM MEETINGS

- **A Team web page with key details, application form and links.**
- Two training events and two local gatherings for leaders and co-workers.
- **Resources for team meetings and placement preparation.**
- A Team Manager who'll provide support and advice.
- **Online financial systems for payments & fundraising.**
- Public Liability Insurance for residentials, team meetings and fundraisers (excludes partner teams).
- **Communication with host to plan placement and ministry opportunities.**
- Processing of all applications, medical forms and police checks, booking transport and accommodation and provision of team finance tracking.
- **Annual Commissioning Service.**

2. PLACEMENT

- **Day-plan and preparation guide.**
- Kid's club and youth ministry materials.
- **24/7 on call support.**
- Full travel insurance, public liability and tour liability for the duration of the placement.
- **ATOL Protection for every team involving a flight.**

3. FOLLOWING PLACEMENT

- **A leader, co-worker and host review.**
- A celebration event.
- **An invitation towards further discipling opportunities through a local Exodus centre.**



Code of Conduct for Leaders

Exodus Leaders represent Exodus to hundreds of young people, parents, churches and partners at home and around the world. This is a significant responsibility. Therefore, all Leaders (including team co-workers and other volunteers) are asked to commit to:

1. Subscribing to The **Evangelical Alliance Basis of Faith**
2. Subscribing to the **Ethos & Practice of Exodus**
3. **Pursuing a growing relationship** with Jesus and participating in a church community.
4. Ensuring all contact with young people **prioritises their care and safety** and follows the expectations set out in **Serving Young People Well**.
5. **Prioritising training and communicating** well with Exodus especially with celebrations and any concerns that arise.
6. **Preparing for and delivering the meetings**, activities & placement (if appropriate) with care and commitment.
7. **Demonstrating integrity and responsibility** when overseeing any necessary admin and finances.
8. **Refraining from forming** exclusive or romantic relationships with a co-leader, group member, or Exodus partner involved in your team or small group while you are serving together.
9. **Modelling and upholding the code of conduct** expected for the young people involved.
10. **Following the leadership** of those in authority in Exodus.

EA BASIS OF FAITH

EXODUS ETHOS & PRACTICE

SERVING YOUNG PEOPLE WELL





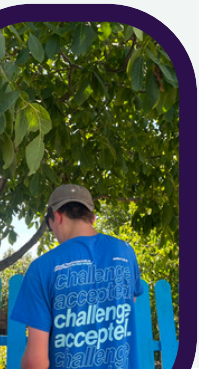





SALINA TURDA


HRISTOS PENTRU FIECARE
BISERICA
LUMINA LUMII




challenge
accepted
challenge
accepted
challenge





Next Steps for Leaders

ALL LEADERS & CO-WORKERS

1. **Confirm** you want to lead (make sure to check the code of conduct).
2. Agree your **team scenario** (p14) with the local staff member.
3. **Apply** to be a leader/co-worker https://www.exodusonline.app/
4. **Apply for Access NI** if you haven't completed it for Exodus in the last 2 years.
5. Record the **Key Dates** (p15) in you calendar.
6. Attend **Local Leader Connect Night**.
    a. Vision for the year
    b. Meeting other leaders
    c. 20 min interview for first time leaders & co-workers
    d. Photo for your team webpage



LINKS FOR LEADERS

Team Scenario

Use this page to help you plan what your Exodus team could look like, consider who'll be involved and spot where the gaps are.

Small Group Course: _____

Team Leader Name: _____

Co-worker Name(s): _____

Potential Team Members: _____

Meeting Location: _____

Meeting Night: _____

Potential Placement: _____

Placement Dates: _____

Key Dates

Add to Calendar

Recruiting Leaders, Hosts & Partner Teams
Oct - Nov

Theme Drop (at the Formal)
Sat 28th Nov

Local Team Info Nights
Dec - Jan

Local Date_____

Early Application Deadline
Mon 25th Jan

Team members applying later may experience limited availability

Leader Reconnect Events
Mon 22nd Mar - Thur 25th Mar

Local Date_____

Commissioning Service
Sat 19th Jun

Local Summer Celebrations
Late Aug

Local Date_____

Leader Connect Nights
Mon 23rd Nov - Fri 27th Nov

Local Date_____

Team Member Applications Open
Fri 11th Dec

Team Leader Training
Sat 9th Jan

Team Meetings
Feb - Jun

Leader Placement Training
Sat 15th May

Teams Travel
Jul - Aug

Team Debrief
Late Aug



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