

PASTORAL RESIDENCY PROGRAM

LOCAL

• CHURCH •

ST. PETE

PASTORAL RESIDENCY

Program Outline



ABOUT

The Local Church St. Pete Pastoral Residency is a two-year immersive training program for seminary graduates to serve, learn and grow before being sent out to continue the work of shepherding, teaching and equipping Jesus' church. Residents are in-person, full time employees in the role of Associate Pastor. Residents are provided with a wide range of ministry and mentorship opportunities for the purpose of continued pastoral formation, in the context of healthy spiritual, relational, physical and financial rhythms.

PHILOSOPHY

Followers of Jesus have been given the call to be disciples who make disciples and the local church is God's primary mission strategy to do that. In the book of Acts, we observe those first followers of Jesus sharing his love and grace and establishing local churches along the way. Communities of people, humbled by the gospel and living on mission, have been the means of discipleship ever since.

Because of that, we want to see healthy churches in St. Pete and beyond. A primary way Local Church St. Pete can take part in this mission is by participating in the training and formation of future pastoral leaders, endeavoring to equip them for a ministry career marked by faithfulness, health and longevity. The Local Church St. Pete Pastoral Residency program provides a formalized, systematic and ongoing context for this training and investment to happen.

TRAINING

Residency training will take place through completion of the "work of ministry" and include personal mentoring, leadership opportunities, preaching, and rotations through ministry areas.

Leadership Opportunities

Residents will receive regular opportunities to learn, grow and lead through direct participation in the following areas:

- Participation in Sunday Service Roles: Exhortations, Announcements, Benedictions, Communion
- Sunday Service Director: Oversight and development of individuals participating in Sunday Service Roles
- Welcome & Membership Classes: Start Here w/ Local, Belong Here w/ Local
- Sunday PM & Wednesday PM Classes: Essentials, Faith + Work, One to One Bible Reading, etc.
- Preaching at Local Youth
- Preaching on Sundays

- Leading a House Group and developing new House Group Leaders
- Pastoral Care Meetings and opportunities to participate in baptisms, visitations, weddings and funerals
- One to One discipleship of new believers
- Discipleship and development of members
- Oversight of a Sunday Serve Team
- Leading teams/projects
- Other opportunities determined by gifting and passion

ROTATIONS

While most learning will take place during the natural rhythms of the church calendar in the context of work, meetings and leadership opportunities, residents will also be given intentional ministry exposure through a rotation of areas at Local Church St. Pete. Rotations will allow the resident to gain hands-on experience across a full range of ministry areas and church management while building relationships within the church and city. The purpose of these rotations is to learn and observe and will include varying levels of responsibility and involvement.

Ministry areas:

- Local Kids and Local Youth
- Discipleship and Leadership Development
- Pastoral Care and Biblical Counseling
- Local and Foreign Mission
- Men's and Women's Corporate Discipleship Meetings and Discipleship Groups
- Worship
- Communications
- Events and Outreach
- Facility Management
- Administration, Finance and Human Resources
- Residency (program development + recruitment)

MENTORSHIP

Residents will receive direct mentorship from the following individuals:

- Lead Pastor - preaching, vision and character (reading and discussing formational books + eldership materials / preaching clinic - walking through passages of scripture, summary and points, pre/post coaching)
- Associate Pastor - pastoral care, discipleship and ministry
- Non-Vocational Elders - biblical counseling, leadership, personal/family disciplines and rhythms, financial health
- Director of Operations - operations, finance and human resources

COACHING

Residents will also receive coaching toward the following healthy life rhythms:

- Spiritual Health: time and instruction will be given toward spiritual formation and the development of a vibrant pursuit of the Lord through the disciplines of scripture reading, prayer, solitude and other practices
- Behavioral + Relational Health: counseling sessions will be provided to residents
- Physical Health: coaching sessions will be provided by a certified personal trainer to assist residents with incorporating customized exercises and nutrition guidance into their daily lives
- Financial Health: personalized financial counseling and assistance in budgeting, debt reduction and retirement planning

EVALUATION AND FEEDBACK

Clarity and communication are staff values at Local Church St. Pete. In addition to ongoing feedback, coaching and mentoring, residents will participate in the LCSP staff cycle of evaluation for their individual performance. These are opportunities to both give and receive feedback.

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About the Position



The Local Church St. Pete Residency is a two-year immersive training program for seminary graduates to serve, learn and grow before being sent out to continue the work of shepherding, teaching and equipping Jesus' church. Residents will be in-person, full time employees in the role of Associate Pastor for 2 years and receive full benefits. Residents will be provided with a wide range of ministry and mentorship opportunities for the purpose of continued pastoral formation, in the context of healthy spiritual, relational, physical and financial rhythms. Residency training will take place through completion of the "work of ministry" and include personal mentoring, leadership opportunities, preaching, and rotations through ministry areas.

WHAT YOU'LL DO

- Invest in personal development, pastoral formation and mentoring relationships
- Participate in Sunday gatherings, assisting with administration, leadership, discipleship, and periodic preaching
- Involvement with pastoral care - including biblical counseling, marriage and premarital care, weddings, funerals and visitation
- Maintain a clear path of connection and assimilation at Local Church St. Pete - including guest follow-up, welcome parties, membership classes and membership process
- Participate in actively reaching and assimilating new individuals
- Oversee events/outreach, classes and other gatherings
- Discipleship and leadership development - including classes like Essentials of the Christian Faith and One to One Bible Reading. Create/identify clear pathways for spiritual formation; especially for new believers.
- Invest and engage relationally with teams and model disciple-making in your context. This will include leadership in the areas of hospitality, one to ones, Discipleship Group and House Group.
- Rotation assignments: Residents will be given significant ministry opportunities through participation in a rotation through every major area of ministry, including kids, youth, worship, local and foreign mission, administration and finance.

WHO WE ARE SEEKING

- A maturing Christian life marked by a love for God, his Word, and his people who aspires to the office of pastor/elder
- Character and gifting must fit the biblical requirements for an Elder laid out in 1 Timothy 3:1-12; Titus 1:5-9 and Acts 20:28. Be familiar with the identity and mission found in Local Church St. Pete's foundational passages: 1 Thessalonians 1:3-10 and 1 Peter 2:9-10.

- Theological alignment with Local Church St. Pete
- Embodies the characteristics of Local Church St. Pete's core values and culture
- Displays humility, teachability, and a desire to grow
- Skill in communicating the bible and imparting vision
- Ability to organize, direct, and motivate others
- Residents will be at least 25 years old, near completion of theological degree and looking for in-depth, experiential training in the local church.

ABOUT THE POSITION

Beginning: The two year residency begins each year in January or June, depending on graduation date

Compensation: Competitive salary with full benefits package

HOW TO APPLY

Applicants will submit a document (not to exceed 5 pages, single-spaced) containing the following details to info@localchurchstpete.com:

Personal Information

- Name
- Address/City/State/Zip
- Phone Number and Email Address
- Current GPA
- Anticipated Graduation Date and Emphasis

Competence

- Educational Background and Awards
- Work Experience
- In what ways have you or are you currently demonstrating leadership?
- How would you describe your strengths and weaknesses?

Character

- Tell us about your journey of faith.
- How have you been involved in your local church - past and present?
- What is something you have learned recently from the Word of God?
- What has God been teaching you lately?
- Tell us about 1 or 2 good books you've read recently (excluding Bible).

Calling

- Tell us about your sense of calling. Where and how do you sense God is directing you to serve Him after graduation from seminary?

Reference

- Please list the names and contact information of 1 professor and 1 pastor who know you well to provide a reference on your behalf.

Applicants who are selected as finalists may be asked to provide additional writing samples, audio samples and/or answers to theological questions.

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About Local Church St. Pete



HISTORY

Local Church St. Pete began on January 13, 2019 as a church plant from Gulf Coast Community Church, with a core team of 42 adults and 20 children. From the beginning, our mission has been to be disciples who make disciples to impact the City of St. Pete for Jesus.

After meeting in an elementary school cafeteria for the first six months, we were blessed to be able to move into a historic church building on a prominent road in our desired target area.

The plant grew steadily and continued to thrive throughout the pandemic and subsequent years. Additional elders, staff, and house groups were added and Local Church St. Pete celebrated its 7th anniversary in January 2026. Local Church St. Pete currently offers three Sunday morning gatherings.

GEOGRAPHICAL CONTEXT

Local Church St. Pete is located in St. Petersburg, Florida, a diverse, eclectic and artistic city. St. Petersburg is located on Florida's Gulf Coast, part of the Tampa Bay area. With an annual average of 361 days of sunshine per year, the nickname "Sunshine City" is well earned. St. Petersburg offers beautiful waterfront parks, lots of outdoor recreation and a vibrant art scene.

According to 2022 Census estimates, the population of St. Petersburg totaled 261,156, composed of 62% white residents and 21% black or African American residents. St. Petersburg has a troubled history of racial segregation and unrest; however, the city elected its first African American mayor in 2021. St. Petersburg is also known for its large LGBTQ community and high rate of homelessness. St. Petersburg is part of the Tampa-St. Petersburg-Clearwater Metropolitan area which is the 17th largest metropolitan area in the country with a population of over 3.2 million.

It is a privilege to be on mission in this beautiful, but relativistic and hurting city, holding high the truths of Jesus and what they mean for our lives today. In 1 Peter 2:9-10, we find the church has a "double identity." The church is called out of the world to belong to God and sent back into the world to declare his praises. God has called us to be a church in the city of St. Pete that understands its identity as the called out and sent in people of God. Our temptation can be to either withdraw and isolate ourselves or to blend in and compromise. Instead, we're called to be set apart while at the same time deeply involved in the world, entering the pain and suffering of those around us.

LEADERSHIP

Local Church St. Pete is led by a plurality of elders. The Board of Elders is composed of both vocational and non-vocational pastors. The leaders of Local Church St. Pete are passionate about discipleship, church planting, and the development and health of other pastors. The work and mission of Local Church St. Pete is further supported by over 40 male and female House Group Leaders/Deacons.

We are in relationship with Acts 29 and Leader's Collective for the purpose of partnering together for church planting, pastoral health and accountability. We are part of the Made to Flourish network of pastoral residencies.

CORE DESIRES

- *Expectation and Dependency*

We believe God will do great things for our good and His glory. We want to trust him and lean on him through prayer in every way.

- *Humility and Compassion*

We know we are not the “saviors” of St. Pete, there is only one. We are not the only thing going on in St. Pete. God is at work through many people and in various ways but we get to be a part of His mission. We will always have something to learn from others. We have been shown compassion, and want to show it to others.

- *Love and Mercy*

Jesus said, “The world will know you are my disciples by your love for one another.” We want to walk in love. This will require sacrifice and patience, sincerity and time. We have been forgiven and shown mercy through Jesus and want to show forgiveness and mercy to others.

- *Intentionality and Hospitality*

The time is now and the mission is before us. We want to move about our day-to-day lives with intentionality. We want to listen to, learn from, eat with and welcome people into our lives.

- *Tolerance and Community*

We do not have to agree on everything with someone else to show them love and respect. We do not need to accept their belief system as true to be their friend. We want to bring honest questions and honest answers where we have them. We know this happens best in the context of genuine community.

More information available at: www.localchurchstpete.com

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