

***Position: Minister/Bi-Vocational Minister***  
***Highland church of Christ***

**Church Information:**

- Address: 10130 Rosedale Hwy., Bakersfield, CA 93312
- Correspondence to: Steve Jensen, Elder/Deaf Minister                      OR, Elders c/o Secretary  
sjensen1949@gmail.com                      secretary.highlandcoc@gmail.com  
Text only: (661) 932-8793                      Office: (661) 598-9017
- Sunday AM attendance: 70+
- Leadership: Elders: YES (currently 3)      Deacons: YES (currently 5)
- Ministries: Deaf Ministry/ASL, Special Needs/Forever His, Men's/Women's Ministry, Online Streaming.
- Services: Joint worship services with hearing and deaf, including ASL translators (men and women)

**Job Description/Experience:**

General Description: We seek an evangelistically focused minister of the gospel (i.e., Bible studies with guests and prospects) to join our effort to be a Christ glorifying, spiritually balanced, and outreaching family of God. We are a church with young emerging families, a growing multi-cultural congregation, that has a passion for deaf ministry and special needs ministry. The work is overseen by the congregation's shepherds.

**Bi-vocational note:** We are willing to work with someone with a second job if the scenario aligns with the vision of the local work.

We're an established church in Bakersfield, CA, situated in Kern Co., in the southern limits of the San Joaquin Valley's agricultural hub. We are a mixture of an agricultural and oil town, with a blue collar "small town" feel. Bakersfield is a sprawling agro-urban city, the ninth most populated city in California (411,109 souls), and a politically conservative city.

Education: While not required, completed training for ministry, teaching and preaching competency at a brotherhood school will be preferred (e.g., preaching school, Christian higher education).

Experience: 2-5 years' experience minimum required in local church ministry or similar.

Family: Married preferred; open to consider single; open to divorced and/or re-married (will discuss scriptural grounds).

Work Week: On-call (within reason), 2 personal days a week (not Sunday, or Wednesday), negotiable office hours.

**Compensation:**

- Parsonage: NO
- Salary Range:
  - Bi-vocational (\$50,000-\$60,000)
  - F/T Minister (\$60,000-\$70,000)

- Salary provided may be used for (at your discretion):
  - Housing/Household Expenses (rent, utilities; rental, medical, auto, life insurances, etc.)
  - Retirement plans, Taxes.
- Additional Benefits (for minister):
  - Work mileage reimbursement at current rate (every two months)
  - Office expenses and supplies (within reason)
  - Vacation: 2 weeks annually (effective after 12 months)
  - 1 Education week: lodging, meals, travel expenses, registration (conference, lectureship, etc.; effective after 12 months). NOT exceeding \$3,500.00.

### **To Apply:**

- Send by email, please no physical copies.
- Include:
  - cover letter (identify if you are applying for bi-vocational or F/T ministry role)
  - resume (with references: 2 professional and 2 personal)
  - conversion story
  - sample of recent lessons (1-2 outlines; 1-2 video links – with closed captions)
- A questionnaire will be emailed in response to your application. Application will not be considered complete without the questionnaire.
- Background check will be required (at Highland's cost)