

LANDING PLACE CHURCH



OPPORTUNITY PROFILE LEAD PASTOR

THE OVERVIEW:

Landing Place Church is a growing, non-denominational Christian church in Commerce City, Colorado, with a clear mission: leading people to Jesus who transforms lives. For roughly twenty years, the church has built a reputation as a welcoming, authentic and community-minded congregation where people can connect with God, find meaningful relationships and take practical steps of faith.

Today, Landing Place gathers approximately 1,000 congregants weekly amongst three Sunday services, although even more than that call Landing Place their home church. The church is known for contemporary worship, accessible biblical teaching, a strong invitation culture and a deeply relational sense of family. Small groups play a central role in discipleship and care, while ministries for children, students, adults and the broader community help people move from attendance into connection, service and leadership.

Landing Place is approaching this transition from a healthy, prayerful, and optimistic position. The congregation is financially stable, owns its facility and benefits from a tenured staff with essentially non-existent turnover. Its elders, staff and lay leaders describe a low-ego culture without political infighting and share strong alignment around the church's core mission. The recent acquisition of neighboring land creates an opportunity for expanded ministry space under the leadership of its next Lead Pastor.

After a long and fruitful tenure, Lead Pastor Mark Hardacre is preparing to pass leadership to the church's next Lead Pastor. Mark has led the shaping of a culture marked by approachability, personal authenticity, generosity, community partnership and the development of other leaders.

The next Lead Pastor will inherit both a meaningful legacy and a unique ministry opportunity. Landing Place is looking for a leader who can honor what God has already built while helping the church discern and pursue its next chapter. The right pastor will not be asked to imitate Mark, but will need the maturity to steward trust, build authentic relationships, and guide a thoughtful succession.

This is an opportunity for a confident yet humble leader to join a healthy church in a rapidly growing community, strengthen an established team and help Landing Place prepare for its next twenty years of ministry.



THE MISSION

Landing Place Church exists to help people know Jesus and experience genuine life transformation. Its ministry is organized around five simple values: Love God, Love People, Be Real, We're Family and Live Generously. These convictions are not intended merely as language on a wall. They describe a church in which lives are genuinely intertwined, people are safe to be honest about difficult things and invitations extend beyond Sunday attendance into groups, service, friendship and leadership.

Sunday gatherings are designed to help both longtime believers and people who are new to church connect with God and with community. Teaching is biblical, conversational and highly practical. Messages are typically organized in topical series, anchored in Scripture and aimed at clear Monday-morning application. Messages seek to offer a meaningful next step for new, growing and mature believers alike. Personal stories and appropriate vulnerability matter because Landing Place believes authenticity from the platform helps create authenticity throughout the church.

The church's communication style is accessible without being shallow. Leaders explain biblical truth in plain language, avoid

unnecessary jargon and focus on life change rather than information alone. The desired teaching posture is gracious, logical and relatable - able to address difficult matters with conviction and love while remaining nonpartisan and resisting the pull to turn the Sunday message into a platform for political commentary or theological point-scoring.

Transformation extends beyond the Sunday service. Landing Place emphasizes groups, service, generosity, spiritual practices and leadership development as essential parts of its growth path. The church gives 10 percent of its income to missions and outreach. Globally, Landing Place builds intentional, relational partnerships with missionaries rather than treating global ministry as a collection of disconnected projects. Locally, they pursue outreach to Commerce City and Adams County with initiatives such as community events, care for teachers and first responders, and partnerships with under-resourced schools.

Locally, Landing Place wants to be known as a collaborative church. Its vision is not to build influence at the expense of neighboring congregations, but to work alongside churches, schools, first responders and community organizations so that more people encounter the Gospel and experience transformed lives. The next Lead Pastor will be expected to love this place, live within the community and help the church translate its mission into measurable, sustained impact.



THE OPPORTUNITY

The Lead Pastor will serve as Landing Place Church's primary spiritual, visionary and organizational leader. Working collaboratively with the elders, trustees and staff, this leader will clarify direction, align people and ministries, and turn shared vision into priorities, responsibilities and measurable action.

Landing Place does not envision a Lead Pastor who personally calls every play. The preferred model is closer to a head coach: a leader who establishes direction, develops trusted ministry leaders, delegates meaningful authority and creates the systems and accountability that allow the whole team to flourish. The pastor will remain relationally present and pastorally credible while building a culture in which care and ministry multiply through staff, elders, groups and lay leaders. The new pastor should care intentionally for both the congregation and the staff rather than allowing either relationship to become secondary.



KEY RESPONSIBILITIES

- Teaching and spiritual leadership. Serve as the church's primary teacher while developing a healthy teaching team. The pastor should expect to teach approximately 42 Sundays in the first year while establishing trust and voice, then move toward 36 to 38 Sundays annually as staff, elders and trusted community voices share the platform.
- Vision and execution. Discern a compelling future with the elders and staff, translate that vision into organizational goals and clear marching orders, and ensure that priorities move from ideas to completed work.
- Organizational leadership. Strengthen systems, communication, role clarity and accountability across a 13-person staff and a growing ministry. Equip leaders to solve problems, make decisions and carry responsibility.
- Staff and leader development. Coach and evaluate staff with both candor and care, identify leadership capacity, create development pathways and continue Landing Place's practice of giving others meaningful opportunities to lead and teach.
- Collaborative governance. Work within a staff-led ministry and a governance structure in which elders provide spiritual oversight and trustees provide financial accountability. Invite wise input, navigate disagreement directly and constructively, and make timely decisions without relying on congregational votes.
- Succession stewardship. Honor Mark Hardacre's ministry, learn the congregation's culture and establish independent trust. Partner closely with the Executive Pastor and inherited team, resist premature staff changes and introduce change at a pace the church can absorb while remaining willing to address issues that require courage.
- Community mission. Represent Landing Place throughout Commerce City and Adams County, cultivate partnerships and keep evangelism and community engagement central to the church's future.



THE OPPORTUNITY

Landing Place is seeking a pastor whose public ministry and private character reinforce one another. The strongest candidate will be secure enough to listen, decisive enough to lead and relational enough to remain accessible as the church grows.

CANDIDATE QUALIFICATIONS

- Mature Christian character. A humble, prayerful and Spirit-led leader with demonstrated integrity, emotional health, self-awareness, teachability and appropriate accountability.
- Compelling biblical communicator. An engaging teacher who handles Scripture faithfully and communicates through memorable ideas, personal authenticity, practical application and a clear invitation to respond.
- Proven organizational leadership. Evidence of leading at meaningful complexity and establishing goals, systems, roles and accountability. Experience in a growing or scaling church is strongly preferred.
- Developer and delegator. A track record of recognizing potential, coaching staff and lay leaders, sharing ministry and building teams that can carry responsibility without unnecessary dependence on the Lead Pastor.
- Relational shepherd. A leader who enjoys people, listens carefully, builds trust across generations and remains genuinely present before and after all three services. This leader will have a shepherd's heart and a systems mind-set rather than attempting to provide every act of care personally.
- Conflict-ready collaborator. Someone who can engage tension early, speak truth with grace, hold others accountable and work through disagreement without avoidance, domination or defensiveness.
- Succession maturity. The patience and confidence to follow a deeply loved pastor, honor existing strengths and develop a distinct leadership voice without reacting against the past.
- Community commitment. A willingness to live in the area, develop relationships throughout Adams County and lead a church that sees collaboration, no-fee community service and local presence as central to its calling.
- Education and experience. A bachelor's degree is expected. Graduate theological or organizational-leadership education is valued, though demonstrated fruit, leadership growth and ministry effectiveness will carry greater weight than credentials alone.





THE COMMUNITY:

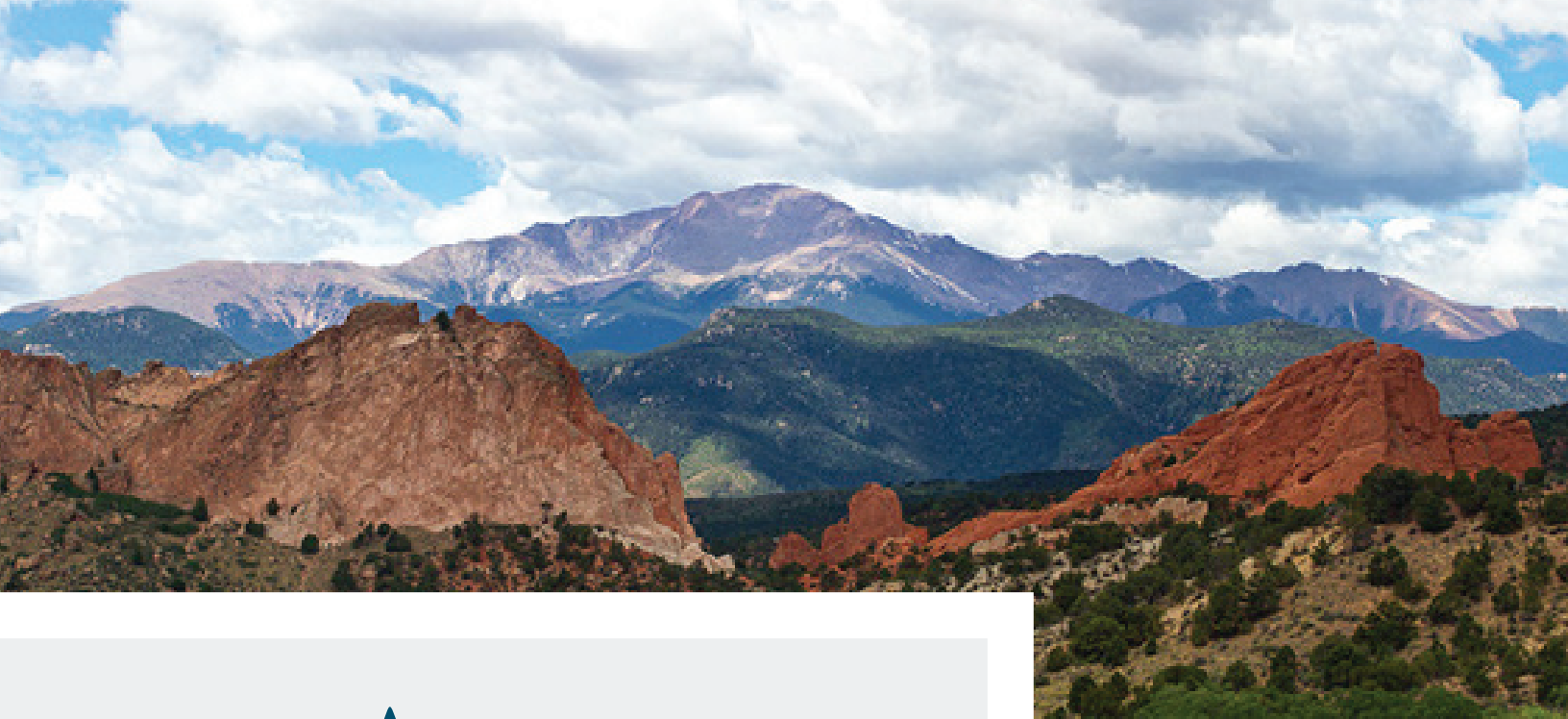
Commerce City sits along the northeast side of the Denver metropolitan area, offering the combination of a rapidly growing suburban community, convenient access to a major city and the expansive landscape of Colorado's Front Range. Landing Place Church is located in the northern part of the city near the Reunion community, an area shaped by newer neighborhoods, young families and continued residential growth. Housing remains more attainable than in many parts of metro Denver, while highway access connects residents easily to the broader region.

The city provides ready access to Denver International Airport, downtown Denver, Buckley Space Force Base and employment centers across the metro area. Airport workers, military families, young households buying first homes and other mobile populations contribute to significant annual turnover.

Welcoming newcomers is therefore not merely a ministry preference for Landing Place; it is a permanent feature of serving this community. Local parks, trails, recreation centers and gathering places support an active and community-oriented lifestyle.

For the next Lead Pastor, Commerce City is more than an attractive place to relocate. It is a changing and expanding mission field. The church draws from a broad radius but is most deeply connected to the neighborhoods closest to its campus. A pastor who chooses to live locally will have the opportunity to become woven into the life of the community, strengthen partnerships across Adams County and help Landing Place reach people who may be open to church but have not yet found a place to belong.





AGORA Search Group is a Colorado Springs search firm providing executive search and selection services to churches and faith-based organizations throughout the world.

David brings years of experience in recruiting and is passionate about building and spreading ministry both in churches and Christian non-profits. David leads a men's Bible teaching ministry with members both in his church and from other churches in his area, and weekly writes a free online devotional called Elevated Discourse. He and his wife, Nikki-Dee, live in Franklin, TN with their three children and three dogs.

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