



Middle District Baptist Association

Our Shared Playbook

Introduction

This playbook provides a clear and simple framework for understanding who we are as the Middle District Baptist Association, how we work together, and where we are going. Inspired by the organizational health principles in Patrick Lencioni's *The Advantage*, it has been shaped for our life together as a relational network of autonomous churches committed to strengthening one another and advancing our shared Gospel mission.

We choose connection over isolation, collaboration over competition, and shared Gospel mission over institutional busyness.

1. Our Purpose

Why do we exist?

We exist to connect pastors and churches for greater Gospel impact.
Isolation weakens. Connection strengthens.

We connect:

- Pastors to encouragement
- Churches to shared mission
- Resources to real needs
- Wisdom to challenges

Stronger connection leads to stronger churches.

2. Our Way of Being

How do we behave?

Our culture protects connection.

We commit to:

- Direct, honest communication
- No gossip
- Collaboration over competition
- Transparency
- Relational respect
- Unity around the Gospel
- Showing up and listening well

Jesus defines our posture and priorities.

3. Our Work Together

What do we do?

We are a relational network, not a controlling structure.

We:

- Strengthen churches
- Support and connect pastors
- Share resources and best practices
- Provide encouragement when invited
- Facilitate collaborative outreach
- Respect church autonomy

4. Path Forward

How will we succeed?

We will succeed by:

- Staying relentlessly mission-focused
- Prioritizing relationships over programs
- Being prayerful in process and practice
- Saying no to distractions and busyness
- Refusing nostalgia-driven decisions
- Acting with courage, not fear
- Establishing shared goals and clear vision
- Increasing meaningful engagement

5. Our Focus Right Now

What is most important right now?

- Strengthen pastoral relationships
- Clarify and communicate who we are
- Increase active participation of member churches
- Align around shared vision
- Remove outdated structures that hinder connection

6. Our Shared Responsibility

Who must do what?

- **Leadership Team:** Guard clarity. Protect unity. Model connection.
- **Executive Leadership:** Cultivate connection. Facilitate alignment. Drive communication.
- **Pastors and Churches:** Engage intentionally. Share strengths. Share the mission.