



Thursday 11 February 2016

Together we see people finding freedom in Jesus

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Prayer points

- Pray continue to pray for the new Divisional teams, that they would be blessed with inspiration and clarity regarding their new roles, and that new team bonds would form quickly
- Pray for the our restructured support service teams as they fine tune supporting the new territorial structure, that they would be inspired by the servant heart of Christ as they aim to support and serve our movement.
- Pray that Christs light, life and love would grow as the motivation of our hearts as we serve together

A word from our Chief Secretary Col. Mark Campbell

I'd like to reflect on this first month of change in our Territory since the commencement date of 7 January 2016. Critical to the next several months are the foundations laid during the Forward Together Conference held from Wednesday 27 January to Monday 1 February.

A workshop based around the book 'Fierce Conversations' had a particular impact on me. Some of the facilitator's words continually play on my mind, "...to achieve results, you need to change behaviours, to change behaviours you need to change the culture, and how you change the culture is by having conversations."

Let's have a conversation.



The very core of the strategy and our organization is to have all the expressions of the Salvation Army fighting for freedom in Jesus Christ. Jesus in Aged Care Plus. Jesus in the Salvos Stores. Jesus in Employment Plus. Whatever ministry we are involved in, when someone walks in the door, they are coming to experience freedom in Jesus.

Yet, right now we are working in silos.

I had a eureka moment when attending a recent community meeting. A long-term customer of Employment Plus communicated frustration in their own situation when a program leader of the Salvation Army Welfare Centre, who was also attending the meeting, piped up and handed the customer their contact details.

Astonishingly, the Welfare Centre was walking distance from the Employment Plus location that the customer had been attending for years! Neither the Employment Plus or the Welfare Centre program leader knew that each other's centres were so close. Nor did they realize that the community services they were providing could be complementary and beneficial to the same customer.

We need to consciously break down working silos. We simply cannot operate in this manner anymore where people are just looking after their own patch of grass.

Our common goal is to build God's Kingdom. A unified mission expression means everyone in the organization - be it support services, divisional teams, hubs – everyone must be supportive of each other and work better together. The future of our Healthy Faith Communities depend on all of us contributing toward building healthy leaders leading healthy communities and when the time is right, we plant a new expression out of a healthy place.

We are one ministry together.

This is why I am so committed to the role of the Area Officer. The AO role is not going to solve everything, but the vision is for it to be the glue that facilitates these conversations about collaboration, accountability and outcomes. In some sense they are our necessary agitators for us for having these important conversations.

May the Lord give us the courage and the humility to have these conversations, ask the tough questions and seek the right answers.

Headquarters Restructure Update

Delegations & Authority

Effective the 7th January saw a significant shift in empowerment with the release of new support service streamed processes and front line delegations of authority. The aim of this is to help release our front line to strengthen our focus on mission. The feedback has largely been positive with the expected tweaks and adjustments that still need to be made.

We're hearing that we need to continue to work on the clarity and simplicity of procedures and are working through simple guides that will help people navigate the new way as well as get the job done. We are committed to continuing to strengthen and embed these changes, so thank you for your patience and feel free to contact us. Three suggestions for getting clarity on the new world:

1. Check out the forward together website for process and contact guides – [click here to access the launch support references](#)
2. Give your support person a call and have a chat
3. If you're not sure who to contact, please write to us at forwardtogether@ae.salvationarmy.org and we'd be happy to help.

I'm still confused – what do I do?

If you're confused about anything to do with the new structure then we want you to get in touch. If your question is linked to a particular department then please get in contact with that department directly using the contact details provided in this document:

If you're not sure who to contact, please write to us at forwardtogether@ae.salvationarmy.org and we'd be happy to help.

Board Review

12 Months ago our territory had 98 boards. With the 7th January role delegations and authority, we have seen a reduction in a number of boards by 58%, with a current board count of 40. These remaining 40 boards are going through a review period where we consult with the chairs of those groups to comment on the impacts of the existing changes and how best they can serve into the future. We'll keep you posted on this process as we strive to see the best support in place to ensure maximum impact for front line focused mission. More on this in the coming months

Dob in a Process Update

We have received 38 responses so far, and are currently in the process of working through the issues with the relevant departments, starting with the ones that can make the most difference to the greatest number of people.

All of these responses are about improving the way we do things, so thanks for your commitment to learning and growing as a movement.

Remember, there's no timeline or deadline attached to 'Dob In A Process' suggestions – when you spot a bad process, just let us know by writing to forwardtogether@ae.salvationarmy.org.

To read more about Dob in a Process visit the following site. <http://salvos.org.au/forwardtogether/hq-restructure/tools/dob-in-a-process/>

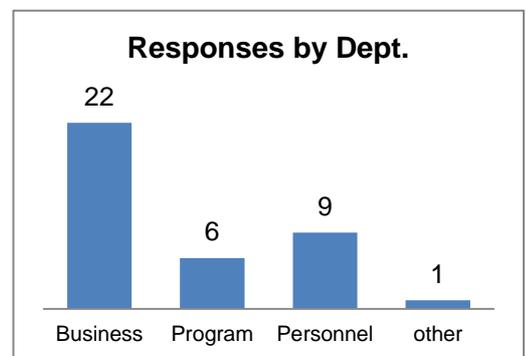
Update on HQ mission support review findings to date

Towards the end of 2015 we conducted a number of surveys that were aimed at hearing from our Hubs, Corps, Centres and Area Officers. We received 466 responses

- 408 Corps Officers & local corps leaders
- 40 Staff who work in our HQ Mission Support teams
- 18 Incoming Area Officers

We've summarised what we've learned so far and provided an update on where to from here. Check out the following links for details.

- [Summary findings and the way forward](#)
- [Full survey findings document](#)



Support available to you

We all respond to change in our own way. Our desire is to provide relevant and appropriate support that is available to all officers, employees and members of our immediate families. If you'd like some more information about who can support you during this change see the following reference guide:

<http://salvos.org.au/forwardtogether/resources/support-along-the-way/>

Have questions or want to know more?

We have created a number of resources to keep you informed of the changes. You can:

- Email any questions you have to forwardtogether@ae.salvationarmy.org
- Watch the announcement video and read the latest information regarding this restructure on the Forward Together website salvos.org.au/forwardtogether
- Access a list of FAQs to answer your queries [HQ Restructure FAQs](#)

Forward Together

It's all about becoming more front-line focused, missionally alive and effective!