



Monday 31<sup>st</sup> October 2016

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### A word from the Chief Secretary-in-charge, Colonel Mark Campbell

Welcome friends, I pray that this newsletter finds you well. I'm hearing many great stories of transformation through our mission to the lives of people in this great land of Australia. I thank God for you and the ministry you exercise in the name of Jesus.

As this year has progressed I'm seeing a real shift in the way in which we are having missional conversations in the territory. I'm hearing more ideas and the implementation of them. We need to keep on discovering what it's like to advance our mission and how to do that collaboratively.

Our HQ restructure has been focused on bringing the best Mission support and expertise in closer proximity to all Salvation Army expressions and I am encouraged greatly by the progress we've made. The recent 6 month review survey has been helpful in showing us what is working well and highlights areas we still need to work on. I want to thank you for your involvement in this process as it is critical to understanding how we continue to work together.

God has given us wonderful people with dreams and visions and we want to keep on adjusting what we do to create the greatest impact for Jesus. Let's keep up the work of partnering with and supporting each other. He is doing something new and different and we are at our best when we keep in step with His Spirit.

May the Lord continue to guide and inspire our hearts as we live out His calling on our lives.



## Prayer points

To help guide us praying...

- Pray for those who come in contact with the various parts of The Salvation Army mission.
- Pray for the unity of our Salvation Army expressions. May we be enduringly strong at building connections with each other.
- Pray for the teams who are working through the 6-month review feedback, as we consider how we can continue to strengthen our ability to serve God's mission.
- Pray for our National Leaders and the wider Australia One team as they continue to lead us in unification under Australia One.

## Current Initiative Updates

### HQ Restructure 6-month report released

In the last month we have seen the release of our 6 month HQ restructure review. This report shows positive signs of moving forward. The report reveals a number of areas that are working well, particularly the move to two divisions and the supportive role the Area Officers are playing. A number of areas for improvement have also been highlighted as we continue to embed the new structure and work to improve our processes. One of the key areas identified for improvement is the need for further clarity on approval processes in the new structure.

Some of the key findings from the review are:

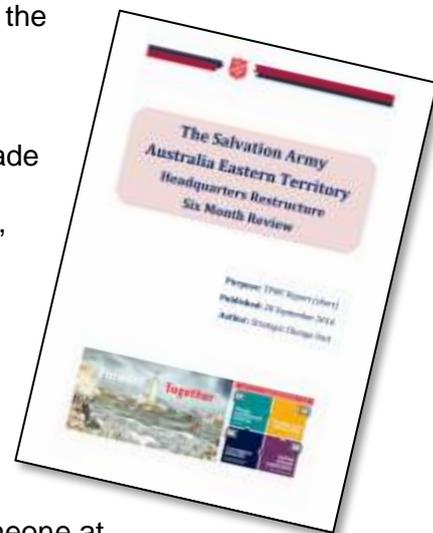
- **45%** of respondents believe that the restructure has already made an improvement to our culture in the area of Empowering and Trusting People to Make Decisions (38% indicating no change),
- **35%** of frontline officers and staff feel that the business processes are already more streamlined, with fewer duplicated or unnecessary steps (44% no change), and
- **51%** of Corps Officers (COs) agreed that the Area Officer (AO) role is well positioned to hold them accountable both missionally and spiritually.

Some of the highlighted areas for improvement are:

- **38%** of frontline officers and staff said it's harder to contact someone at THQ/DHQ who can help them (43% report no change, 19% report it is easier),
- **32%** of frontline officers and staff reported that issues requiring THQ/DHQ support take longer to resolve (50% report no change, 19% report it is faster), and
- **31%** of COs agreed that they have a clear and agreed plan with their AO to strengthen missional effectiveness in their corps.

A full version of the report can be found at: <https://salvos.org.au/forwardtogether/hq-restructure/hq-restructure-review/>

We are now working with each of the relevant areas to implement the associated recommendations and will keep you informed of our progress.



## Support Service Reference Guides – Now on MySalvos Toolkit

A number of Support Service guides have been produced to help you navigate your way through THQ and the various approval processes. These guides have recently been moved from the Forward Together website to the mysalvos toolkit.



Check these out using the following link:

<http://toolkit.salvos.org.au/toolkit/contributors/business-administration/>

## 2016 National Church Life Survey coming to a faith community near you

The Salvation Army across the nation is a positive advocate of the National Church Life Survey and the vital understanding and perspective it brings. The process brings enormous visibility on matters of life and faith to the Church in Australia, our organisation as a whole, and our local faith communities.

This is a vital way we understand your perspective in the future planning of our movement. As a territory we have expanded our survey distribution to include additional faith communities including some Aged Care Plus and Recovery Service centres.



Your corps or centre should have received a survey kit and now be in the process of scheduling the survey completion. Know that as you complete this survey you are helping the Australian Church, The Salvation Army and your local community understand themselves better so that we may continue to see God's kingdom advance in Australia.

If you have any questions about your kit or the survey, please contact [camille.kajda@ae.salvationarmy.org](mailto:camille.kajda@ae.salvationarmy.org) from the Mission Support Team.

## Have Questions or Want to Know More?

- Email any questions you have to [forwardtogether@ae.salvationarmy.org](mailto:forwardtogether@ae.salvationarmy.org)
- Our online resources will keep you informed or direct you to the right place. Check out the Forward Together website: [salvos.org.au/forwardtogether](http://salvos.org.au/forwardtogether)

## Forward Together

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