



**THE SALVATION ARMY
AUSTRALIA ONE PROJECT**

COMMUNICATIONS PACK

For distribution on Tuesday 1 March 10am

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OFFICE OF
THE GENERAL

1 March 2016

TO OFFICERS, SOLDIERS AND FRIENDS IN AUSTRALIA

Dear Comrades,

It is a privilege to greet you at this significant time in the Army's history in Australia!

You stand, united as followers of Jesus Christ, and committed to the reality of One Army, One Mission, One Message. That has been the reality since salvationists first set foot on Australian soil in 1880, and that focus was not dimmed or diminished when the work was reorganised into two territories in 1921.

It is my hope and prayer that, as we bring the two territories together as one again, the Army will not miss a single step in its onward march. For our mission and message remain the same; only our administrative structure is changing, and that is happening with the sincere belief that this change will strengthen the Army's expression in Australia, and prove to be far more economical than maintaining two separate administrations. What we save in financial costs will be invested back into the mission and facilitate further expansion of ministry that will meet more human need than we have ever been able to meet in the past. The Army will also speak with one voice in Australia, and that is important too.

I commend those who have been part of the in-depth research and analysis which has brought us to this point, and those whose leadership in the coming months and years will ensure that The Salvation Army moves forward in Australia to the glory of God.

I call on every officer and soldier to commit your total support to the preparatory work which still needs to be done in order to bring a successful outcome to the course on which we are now set.

May God bless The Salvation Army in Australia!

Yours sincerely,

André Cox
GENERAL

WILLIAM BOOTH
Founder
ANDRÉ COX
General



Dear Salvationists, colleagues and friends,

Today marks a significant day in the history of The Salvation Army as we announce the unification of the Australia Southern and Australia Eastern territories.

This decision can best be summarised by our shared conviction that we are better together. We eagerly desire the eradication of poverty, homelessness, domestic violence, addiction, loneliness, and every other form of needless suffering. Such a pursuit requires an Army that is strong, focused and united.

The combining of our two territories will strengthen the delivery of our mission, allowing us to build upon the best of each territory.

Our goal is nothing less than the realisation of abundant life for every Australian.

We acknowledge that this announcement will bring about many questions. Answers to these questions will be developed over time, and we give you our commitment that this process will be open and consultative throughout.

We will listen to God, and we will listen to you, in order to make the best decisions for the success of our mission now and into the future.

We encourage you today with the words of the Apostle Paul, who wrote to the church in Ephesus saying:

Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit, just as you were called to one hope when you were called; one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all.

(Ephesians 4:2-6 NIV)

Let us be a united Army known for our courage, for our generosity, for our optimism and our determination. More than anything, let us be an Army known for our love – of God, of one another, and of people everywhere.

May God bless each of you, and may God bless The Salvation Army, for His glory.

Commissioner Floyd Tidd
Territorial Commander
Australia Southern Territory

Commissioner James Condon
Territorial Commander
Australia Eastern Territory

FAQs

WHY ARE WE AMALGAMATING THE TWO TERRITORIES INTO ONE AUSTRALIA TERRITORY?

The objective of this amalgamation is to provide a structure for The Salvation Army to best deliver our spiritual and social mission to all Australians.

It is expected that the amalgamation will produce significant and lasting benefits, including:

1. A clear and consistent mission strategy and mission culture across the whole of Australia, ensuring that all our efforts and resources are being used for greatest effect.
2. A unified national strategy for solving the spiritual and social issues that affect vulnerable Australians.
3. Improving our capacity for innovation and strategic thinking by building on the best of each territory.
4. The ability to speak and act with a single voice for greater impact on matters of national interest, including social justice, care for the vulnerable, and other matters of spiritual and community significance.
5. The ability to build stronger national partnerships with:

- Other denominations and Christian organisations
- Federal government
- News and media organisations
- National corporate and business organisations
- National peak bodies
- Other agencies and community organisations

6. Releasing more personnel and financial resources for front line mission by reducing duplication and streamlining systems and processes.

WHAT PROCESS WAS FOLLOWED TO ARRIVE AT THIS DECISION?

The decision to move to one Territory has been an active discussion between both territories and IHQ spanning the last fifteen years at least.

In 2015 Colonel Glen Shepherd, a retired officer of the Canada & Bermuda Territory, led an independent review.

Colonel Shepherd conducted consultation in both territories with cabinet members, divisional leaders, members of the Territorial Advisory Boards and, in AUE, the Salvationist Advisory Council to the Territorial Commander.

In January 2016, the two Territorial

Commanders (Commissioner Floyd Tidd of the Australia Southern Territory and Commissioner James Condon of the Australia Eastern Territory), along with Colonel Shepherd, presented a recommendation to the International Management Council that the two Australian territories should commence an amalgamation process.

At this meeting, the International Management Council unanimously endorsed this recommendation and General Andre Cox gave approval for the work to begin.

WHAT IS THE TIME FRAME FOR THE MOVE TO ONE TERRITORY?

The Australia One amalgamation will commence in June 2016, with the goal for the national Australia Territory to be fully operational by January 2019.

There will be a phased implementation, with restructure of the various departments occurring gradually over that period.

Timelines for each department to be transitioned into the national structure will be determined following consultation with internal and external subject matter experts.

WHEN WILL MY DEPARTMENT BE AFFECTED?

Further research is still to be completed to establish the best order to amalgamate the various THQ departments. This research will include an external consultancy firm. Once completed, the resulting timeline will be shared with all officers and employees.

Extensive consultation will take place with relevant staff prior to any decisions being made regarding department amalgamations.

WILL MY JOB BE AFFECTED?

In a restructure of this magnitude, it is inevitable that some roles will be affected. Our commitment is to provide a highly consultative process prior to making any decisions that affect roles.

All staff who will be highly impacted by this restructure, either via redundancy or via a significant change to role & responsibilities, will be advised of this individually according to legislative requirements and Salvation Army policies and procedures.

WHERE WILL THQ BE SITUATED?

As part of this transition, a thorough and consultative review will be undertaken to determine the best possible configuration for national administration.

The goal of this review is to determine a configuration for THQ that will deliver the best possible support to our frontline mission across the whole of Australia.

In today's digital age, distance is no longer a significant barrier to productivity. We believe that The Salvation Army can maintain a strong, effective workforce without requiring that all THQ staff are co-located in one place.

Initially, the National Commander and National President of Women's Ministries will be based in Canberra whilst the review of the headquarters configuration takes place.

A decision on where the National Commander and the Cabinet will ultimately reside will be a matter of priority, as this will in turn inform other decisions.

The following factors will be some of the things considered in determining where cabinet will reside:

- The balance of skills and experience of headquarters staff located throughout both territories
- Anticipated population, diversity trends and economic data
- Existing infrastructure against requirements
- Regular access / proximity to major supporters and other key stakeholder relationships (e.g. government, media, donors, business, peak bodies, etc.)
- Ease of travel both domestically and internationally
- Availability of assets (e.g. officer housing, major facilities and structure, etc.) in all areas and financial impact of buying/selling as required

WHERE WILL THE SCHOOL FOR OFFICER TRAINING & OTHER DEPARTMENTS BE LOCATED?

These decisions will be made following a process of consultation and review.

Please see the question “Where will THQ be situated?” for further information on this process.

WHAT WILL THE NATIONAL HQ STRUCTURE LOOK LIKE?

It is anticipated that the eventual cabinet for the Australia Territory will comprise of:

- Territorial Commander (initially referred to as National Commander)
- Territorial President of Women’s Ministries (initially referred to as National President of Women’s Ministries)
- Chief Secretary
- Territorial Secretary of Women’s Ministries

- Secretary for Program
- Secretary for Personnel
- Secretary for Business Administration
- Secretary for Communications

The National Commander and National President of Women’s Ministries will commence their appointments in June 2016.

Each territory will retain a separate Chief Secretary and other cabinet secretaries initially. All operations of both territories will be progressively merged into a national structure over the coming years following extensive research and consultation with staff and officers.

WHAT ARE THE KEY LEADERSHIP ROLES DURING THE TRANSITION?

National Commander

The National Commander and National President of Women’s Ministries will commence appointment on 1 June 2016 to provide focused leadership to the amalgamation project.

The National Commander role will replace the Territorial Commander roles in each territory from this date.

Chief Secretaries

The Chief Secretary in each territory will report to the National Commander, but will have increased responsibility in overseeing the day-to-day operations of their respective territory throughout the transition process.

For example, the Chief Secretary may temporarily chair a number of boards and councils that are traditionally chaired by the Territorial Commander.

This responsibility will lessen over time as more and more functions are transitioned to national leadership.

In this way, the day-to-day operational responsibilities under the National Commander's leadership will initially be highly focused on the amalgamation but will grow over time, whilst the operational responsibilities of each Chief Secretary will be large initially and will decrease over time until the amalgamation is complete.

In January 2017, a National Chief Secretary will commence appointment in addition to the two Territorial Chief Secretaries. The National Chief Secretary will support the National Commander with the increasing operational responsibilities under their oversight.

Australia One Steering Committee

The Australia One Steering Committee will be created to provide regular guidance, support and accountability for the National Commander. The steering committee will be responsible for the progress and overall success of the project and will be required to ensure regular reporting and approvals for key decisions throughout the project.

Membership of the Australia One Steering Committee will include:

- National Commander (chair)
- National President of Women's Ministries
- National Chief Secretary (when appointed)
- National Secretary of Women's Ministries (when appointed)
- Both Chief Secretaries
- Change Management lead(s) for AUS & AUE
- Representatives from both Advisory Boards
- Representatives from the Australia One Project Team as determined
- Other internal / external subject matter experts as required

Australia One Project Team

In order to be successful, a project of this complexity and duration requires a team of experienced project professionals, led by the National Commander.

Key skills likely needed within this dedicated project team are:

- Change management expertise
- Project management expertise
- Communications expertise
- Business analysis expertise

Other internal subject matter experts (e.g. Finance, HR, IT, graphic design, process improvement, etc.) will be engaged throughout various stages of the project as required.

Australia One Consultancy Partner

In addition to the internal project team, we are seeking the assistance of a professional organisation to provide independent strategic advice and assistance as we undertake this process. This organisation will be selected through a tendering process.

It's our intention to have this tendering process completed by the time the National Commander commences their appointment to allow work to commence without delay.

HOW WILL THE TWO TERRITORIES OPERATE WITHOUT A TERRITORIAL COMMANDER?

It is imperative that the two current territories each remain missionally and operationally strong throughout the transition period.

Please see the above question "What are the key leadership roles during the transition?" for further information regarding leadership structure.

WILL THE NATIONAL COMMANDER ALWAYS BE KNOWN BY THAT TITLE?

The terms 'National Commander', 'National President of Women's Ministries' and so on, will be used for the duration of the Australia One Project, until the unified Australia Territory becomes fully operational. At that point, the terms 'National Commander' and 'National Chief Secretary' will be replaced by the usual 'Territorial Commander' and 'Chief Secretary'.

DOES THIS MEAN OFFICERS COULD BE APPOINTED ANYWHERE IN AUSTRALIA?

Australia-wide appointments will provide significant opportunities, as well as some initial challenges as we learn to work together.

As is currently the practice of both territories, consultation with officers will continue to be an important part of the appointment process in the amalgamated Australia Territory.

Both territories will maintain separate Appointments Boards until such time that these personnel functions are transitioned into the National structure, however this does not preclude the Appointments Board or the officer themselves from initiating a discussion regarding an inter-territory appointment if warranted by circumstances.

HOW CAN THE SALVATION ARMY BE MANAGED FROM ONE PLACE, ACROSS SUCH A LARGE COUNTRY?

Leadership of both territories is committed to embedding a culture of empowerment and accountability at every level. This means empowering, training

and supporting people on the front line to make good decisions, as opposed to creating cumbersome administrative red-tape at DHQ and THQ.

This period of change will encourage us to look at innovative ways to improve technology, training and processes in order to provide the best possible support to personnel across the nation.

HOW WILL THIS IMPACT THE CURRENT RESTRUCTURE INITIATIVES OF BOTH TERRITORIES?

Missional effectiveness is a priority of both territories, and will continue to be the primary objective of the Australia One Project.

Eastern Territory:

Many of the initiatives and priorities of the Forward Together Strategic Plan are common to both territories and will continue to develop into the future. The Australia Eastern Territory will continue its current Forward Together activities. The restructure will continue to be embedded, and 2016 will see us continue to focus on Healthy Faith Communities as a priority.

Southern Territory:

The key components of the StI'll Fighting Vision Plan are reflected in both territories. The Australia Southern Territory will finalise StI'll Fighting Action Plan points reflecting developments consistent with the Australia One Project. Restructure of Victoria commenced earlier this year will continue to be embedded. Focus upon Leadership, Integration and Transformation will continue to form the strategic direction.

SO MUCH CHANGE WHEN THE LATEST NEW THING ISN'T EMBEDDED. CAN WE COPE? WHO KNOWS IF IT WILL ALL WORK YET?

Both territories have recently undertaken significant restructures, and both are still in the implementation phase of these, seeking to embed these changes.

The National Commander and the Australia One Steering Committee will be striving to build on the foundation of the recent restructure activities as they lead the amalgamation process.

HOW WILL FINANCIAL RESOURCES BE BETTER USED AS A RESULT OF THIS AMALGAMATION?

Colonel Shepherd's 2015 review suggested that this amalgamation could lead to significant long-term financial savings. Further research will be done in due course to provide greater detail on the financial outcomes available.

Leadership of both territories is committed that these savings should be used to provide sustainable ongoing funding for our frontline mission.

HOW CAN I FIND OUT MORE INFORMATION?

Details will be communicated throughout both territories using a variety of channels, including the internet, email & publications.

Online information is available to both territories at the following URLs:

Southern Territory:

www.sarmy.org.au/Australiaone

Eastern Territory:

mysalvos.org.au/AustraliaOne

Where changes will affect specific departments and individuals, these will be communicated through department heads and other appropriate personnel.

The Salvation Army is committed to transparency & visibility, and will communicate regularly and widely throughout the life of this project. You should expect to hear regular updates as decisions are made, and changes put in place.

If you have any questions or concerns, please feel free to write to leadership using the below email addresses:

Southern:

AustraliaOne@aus.salvationarmy.org

Eastern:

AustraliaOne@aue.salvationarmy.org

Please note that all messages to these addresses will be collected centrally and the contents made available to both territories.

WHAT SUPPORT IS AVAILABLE TO ME THROUGHOUT THIS PROCESS?

There are a number of options available to provide confidential personal support to officers, employees and their families throughout this process.

Officers, employees and their immediate families have access to the following resources:

PASTORAL CARE

Pastoral care can be accessed through your manager or Personnel/HR department in your territory

COUNSELLING SUPPORT

Australia Eastern:

The Employee Assistance Program (EAP) is available to all officers, staff and their immediate families. If you are unsure how to access the EAP, you can speak to your manager, or contact your HR representative or access the HR database at hr.salvos.net using your iNotes username and password.

Australia Southern: AUS Employees and their immediate families

The Employee Assistance Program (EAP) is available to provide independent, timely and confidential short-term counselling by professional qualified counsellors to employees and their immediate family members. The EAP provider, Converge International, can be contacted any of the following ways:

- Web portal:
www.convergeinternational.com.au/client-login/eap-portal-login
(Username: tsa / Password: eap)
- Telephone: 1300 687 327
- Email: eap@convergeintl.com.au

If you are unsure how to access the EAP, you can speak to your manager, refer to the Employee Benefits section (HR Hub) or contact your HR practitioner for further information.

AUS Officers and their immediate families

The Salvation Army Pastoral Care Centre is available for Officers and their immediate families to access. This service can be accessed by contacting the Director of Pastoral Care:

- Telephone: (03) 9813 1917
- Email: graeme.faragher@aus.salvationarmy.org

Transition structure

AUSTRALIA ONE NATIONAL COMMANDER AND CHIEF SECRETARY

The primary responsibility of the National Commander and National President for Women's Ministries during the amalgamation is to provide planning, preparation and oversight for the change activities from a neutral position. This role will initially emphasise a change focus, rather than having an operational focus until the phased implementation and accompanying cabinet members are in place at the national level*.

To enable strong ongoing operational outcomes in the two territories over the transition period, the territorial Chief Secretary roles in each territory will require additional support in recognition of the significant additional time, energy and resources needed for the following activities:

1. Maintain operational vitality through the early stages of the transition,
2. Continue to support and embed the restructure work already under way in each territory,
3. Support the changes being implemented within the territory resulting from the Australia One project initiatives.

It is agreed that the territorial Chief Secretary roles will be phased out at an

appropriate time when the operational portfolio can be sufficiently managed and supported at the National level.

AUSTRALIA ONE STEERING COMMITTEE

Membership of the Australia One Steering Committee will be comprised of the National Commander, National President for Women's Ministries, National Chief Secretary (when appointed), National President for Women's Ministries, the two territorial Chief Secretaries, Change Management lead(s), selected Advisory Board representatives from both territories, plus other external project & subject matter resources as required.

The purpose of the steering committee is to provide:

- Oversight and direction for the change
- Release of resources to support the amalgamation work
- Provide perspective from both territories
- Support for the National Commander as the sponsor to lead the change process

Change Management support:

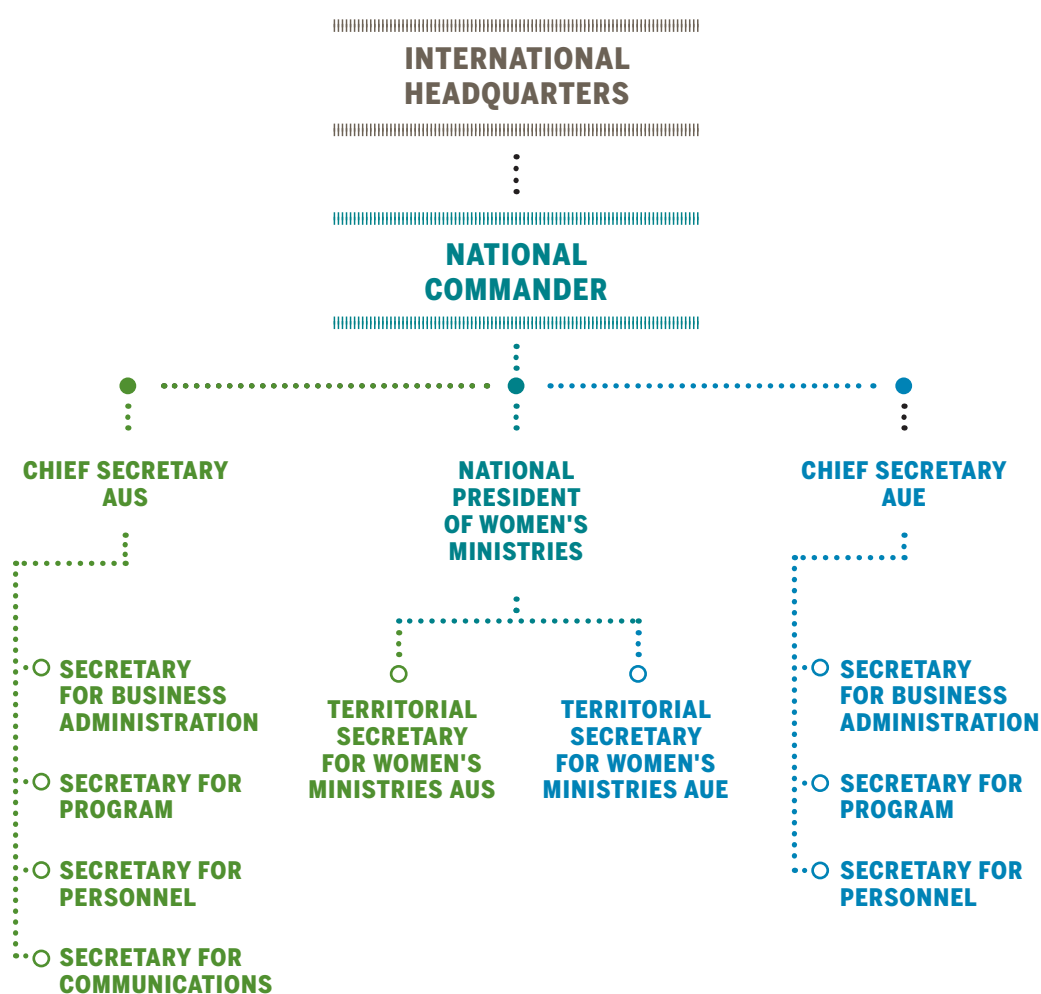
A change office is to be established to support the National Commander in facilitating the agreed change activities. In addition to directing the engagement, and liaising with external consulting partners in supporting the change, the national change lead will also direct the two dedicated change management resource offices (one in each territory) to support the change work within each territory.

Territorial Commanders:

The two existing TC roles (one in each territory) are to cease in June 2016, with the commencement of the National Commander role.

Chief Secretaries:

The two existing Chief Secretary roles (one in each territory) will initially remain focused on operational / business as usual matters, continuing in the current format until such time as the territorial portfolio can be managed under the National Commander, National Chief Secretary and the accompanying phased formation of the National Cabinet and support team(s).

LEADERSHIP STRUCTURE COMMENCING JUNE 2016*

* This structure will adjust throughout the life of the Australia One Project until there is one national cabinet for the Australia Territory.

Two territories in Australia: Historical perspective

BY MAJOR KEN SANZ

THE REASONS FOR DIVIDING THE SALVATION ARMY IN AUSTRALIA INTO TWO TERRITORIES REMAIN A MYSTERY BUT IT WAS DONE AT THE SAME TIME AS OTHER LARGE TERRITORIES WERE SPLIT ADMINISTRATIVELY.

Prior to World War One, The Salvation Army had some very large territories numerically and in land mass. While Great Britain was relatively small in area, it had the largest number of corps and soldiers. Other territories such as the United States, India, Canada and Australia covered much larger areas and the challenge of how to administer them and revive evangelism and corps growth was often discussed at International Headquarters in London.

Canada was the first to be divided. It was split in 1915 into Canada West and Canada East with headquarters in Winnipeg and Toronto respectively. India followed in 1920 when it was divided into three distinct territories, each under its own commissioner directly responsible to International Headquarters. The territories were India Northern with headquarters at Lahore, India Western with headquarters in Bombay and India Southern with headquarters in Madras

and including Ceylon. By 1924 two more India territories had been created. Also in 1920 the United States of America was split into Eastern, Western and Central territories with one further (Southern) formed in 1927.

AUSTRALIA

Australia was also divided at this time but who initiated this and for what reasons seems to have been lost in history. Most likely it was proposed by either Commissioner James Hay, then territorial commander for Australia or General Bramwell Booth who with his son Bernard visited Australia in early 1920. However the idea developed, it seems little was reported in Salvation Army publications and it was left to Sydney's *Daily Telegraph* to keep the soldiery informed through items like this published on 29 April 1920:

THE SALVATION ARMY
PROGRESS IN COMMONWEALTH
PROBABLE SECOND COMMISSIONER

The arrival of General Booth, chief of the Salvation Army in all lands, is being awaited with considerable interest by his followers in Australia, because of some very important changes that are pending.

For some time past it has been felt by those in charge of the administrative work that the area now superintended by the commissioner is far too great for

one man to be expected to be in control; that much valuable time would be saved if the chief were not expected to travel from Perth to Sydney or Melbourne to Brisbane at frequent intervals of the year as occasion demanded, and that generally matters would be better for all concerned if the continent were divided between two "territorial commanders" with equal powers.

Commissioner Hay, who now controls the destiny of the Army in Australia, has proven himself a worthy and capable administrator, extraordinary vigilant, and a man who has accepted his responsibilities in the most cheerful manner. He has not only maintained the best traditions of the Army here, but its great progress of late may in no small measure be attributed to him. And the work is increasing every day.

To cope with this the present proposal is to make an important change by which Victoria, South Australia, West Australia and Tasmania shall form one new territorial division, and New South Wales, Queensland and the islands, another. A new Commissioner will be appointed to one of these. Whatever may happen, that section of the rank and file that loses Commissioner and Mrs Hay by the change will part with these popular officers with regret.

The Telegraph printed a further item on 12 June under the heading Important Salvation Army Developments. It announced that The Salvation Army in New South Wales and Queensland would be administered from a new headquarters in Sydney and that no officer currently in Australia would be appointed to the position of territorial commander. It also noted that the rest of Australia would continue to be controlled from headquarters in Melbourne.

The War Cry carried news of these developments on 26 June with this small paragraph in bold type:

TERRITORIAL DEVELOPMENTS

During the General's visit the Commissioner had several important conferences with him respecting the further development of the Territory. The decisions arrived at by The General will in due course be announced by the Commissioner. Meanwhile let all pray that God's guidance may be vouchsafed to us, and that His glory may be increased thereby and let all concerned push forward the great work He has committed to our hands.

ESTABLISHING THE EASTERN TERRITORY

On 3 July the War Cry announced that the Sydney Training College would be opened by the following March for the first session of cadets, having previously intimated on 5 June that *Candidates in Eastern Australia* (New South Wales and Queensland) would be trained in a new training college in Sydney.

On 10 July the *Daily Telegraph* reported that Staff-Captain C. M. Rixon, editor of the New Zealand War Cry would be the editor of the new Sydney War Cry and that Lieutenant-Colonel Williams, the property secretary from Melbourne would be in Sydney *on important business relating to Army properties*. It went on to say that *The Salvation Army has in immediate prospect the conversion of their hostel in Goulburn Street into a national headquarters for eastern Australia, which will embrace Queensland and New South Wales [and that] Adjutant Packer, of the building department, has this work in hand.*

Other details of the new territory followed in succeeding months. The October 1920 issue of *The Local Officer and Bandsman* said that it and *The Victory* would continue to be published in Melbourne. That same month the War Cry printed a biography of Colonel

Ernest Knight under the heading *Colonel Knight - Eastern Australia's First Chief Secretary*. Finally the *War Cry* of 13 November officially announced that the reorganisation would take place from 1 January 1921. It listed the two staffs and said Commissioner Hay would continue as territorial commander of both territories simultaneously.

TERRITORIAL STATISTICS

The 1920 Salvation Army *Year Book* gave these figures for the Australia Territory:

- Corps and outposts
1,265
- Officers, Cadets and Employees
2,053
- Local Officers
4,469
- Bandsmen
1,998
- Social Institutions
73
- Self Denial 1918
£54,951

The 1921 *Year Book* gave no statistics for the two new territories but did report that the sub-division had occurred and that *Commissioner Hay will continue to be responsible for both Territories—known as the Eastern and Southern - until the appointment of their respective Commanders, dividing his time as may be necessary between the two Territories*.

The 1922 *Year Book* gave only the briefest of statistics:

Australia Eastern:

- Corps, Circles, Societies and Outposts
725
- Officers and Employees
855

Australia Southern:

- Corps, Circles, Societies and Outposts
543
- Officers and Employees
1,108

Population-wise the Eastern Territory contained 2,627,000 people while the Southern had 2,399,000.

IMPLEMENTING THE RE-ORGANISATION

Commissioner and Mrs Hay oversighted both territories until they were transferred to the England and Wales Territory in 1922. Hay was succeeded by two older men - Commissioner Hugh Whatmore in the East and Commissioner W. J. Richards in the South.

In the Eastern Territory a new divisional headquarters was set up at Goulburn to receive New South Wales corps from the Bendigo division and from Sydney and Bathurst divisions. South Australia lost the four Broken Hill corps to the Bathurst Division and the large Sydney division was split in two - Sydney West and Sydney Central. In the South, Mildura corps was transferred from the divisional headquarters based in Ballarat to that in Bendigo. Queensland simply remained the same as it was under Melbourne but was now responsible to Sydney.

The new (Eastern) territory would have assumed responsibility for Salvation Army properties and finances of New South Wales and Queensland. It is not known how deceased estate income was divided, if officers were given a choice of which territory they could belong to nor how officers would transfer between the two territories.

BACK TO ONE TERRITORY?

The depression in the early 1930s brought the wisdom of splitting territories again into focus. The two Canadian territories were rejoined by none other than James Hay but Australia had one advantage over Canada. In 1929 Joseph Gill, a grazier of Winderradeen Station (near Goulburn) had died leaving most of his estate (valued at £450,00, the equivalent of several million dollars today) to The Salvation Army. The will stipulated that the money be shared between Salvation Army *branches in Sydney, Melbourne and Goulburn*. This gift meant The Salvation Army in Australia could meet its debts and survive intact as two territories apart from amalgamating the two *War Crys* and mothballing the Sydney training college. All cadets were trained in Melbourne for a while and each territory had eight pages apiece in a 16-page *War Cry*.

Over the years the two Australian territories have developed in both similar and dissimilar ways. Whether Australia should become one territory again has been debated from time to time. And for those who indulge in trivial pursuit, the answer to the question as to which is the oldest territory? The answer is *Neither* as they both came into being simultaneously at midnight on 1 January 1921.

FOR MORE INFORMATION:

News, documents and videos are available online at the following web sites:

Southern Territory:

www.sarmy.org.au/Australiaone

Eastern Territory:

mysalvos.org.au/AustraliaOne

If you have any questions or concerns, we invite you to write to leadership using the below email addresses:

Southern:

AustraliaOne@aus.salvationarmy.org

Eastern:

AustraliaOne@aue.salvationarmy.org

Please note that all messages to these addresses will be collected centrally and the contents made available to both territories.

The Australia Eastern Territory and The Australia Southern Territory provide support to officers, employees and their immediate families in the form of free, confidential counselling services. Information on accessing this service is available from your respective HR and Personnel departments.

Media Release



Tuesday 1 March, 2016

SALVATION ARMY APPOINTS NATIONAL COMMANDER

The Salvation Army today announced the appointment of Commissioner Floyd Tidd as its inaugural National Commander in Australia, effective from 1 June 2016.

Commissioner Tidd is currently Territorial Commander for the Australia Southern Territory and has had an extensive international career with the organisation.

His appointment coincides with The Salvation Army streamlining its administrative structure into one national organisation to better tackle the issues that affect vulnerable Australians and involves the amalgamation of The Australia Eastern Territory (covering NSW, Queensland and the ACT) and the Australia Southern Territory (covering Victoria, SA, WA, NT and Tasmania).

“This is an important milestone that will further enhance The Salvation Army’s ability to provide life-changing social and spiritual services to the people of Australia,” Commissioner Tidd said.

“I am delighted yet humbled by my appointment and ready to meet the challenge to ensure we strengthen our ability to provide social and spiritual services around the country.”

He said the structural change, to be completed by January 2019, will enable the Salvos to operate on a national platform with government, business, and community organisations to make a greater difference in the lives of people in need.

“We remain totally committed, as we have for the past 135 years in Australia, to supporting and assisting vulnerable Australians, providing hope and opportunity without discrimination”, said Commissioner Tidd.

Commissioner Tidd will initially be based in Canberra until the configuration of the national headquarters is finalised, with the current two territories operating from head offices in Sydney and Melbourne.

ENDS

For further information or media comment please contact:

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