



# AUSTRALIA *one*



## THE SALVATION ARMY AUSTRALIA ONE PROJECT

INFORMATION UPDATE – MAY 2016

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### *Contents*

- 1. INTRODUCTION FROM THE TERRITORIAL COMMANDERS**
- 2. 100 DAYS OF CEASELESS PRAYER**
- 3. KNOWN DATES**
- 4. AUSTRALIA ONE TENDER PROGRESS**
- 5. AUSTRALIA ONE OFFICE**
- 6. NATIONAL EXECUTIVE LEADERS TEAM**
- 7. INTERIM PROJECT MANAGEMENT GUIDELINES**
- 8. COMMISSIONERS' FURLOUGH**
- 9. FAQs**
  - *I have an idea or a suggestion. How can I share it?*
  - *How will roles and responsibilities be divided between the National Commander, National Chief Secretary, and the two Chief Secretaries In Charge?*
  - *What will happen in the Eastern Territory once Colonels Mark & Julie Campbell commence their national appointment?*
  - *Is there any further information on when my department will be impacted by the Australia One Project?*
- 10. GET IN TOUCH**



**ALIGNED VISION • UNITED VOICE  
INCREASED INNOVATION • STRONGER PARTNERSHIPS  
BETTER STEWARDSHIP • *GREATER IMPACT***

#### **INTRODUCTION FROM COMMISSIONERS FLOYD & TRACEY**

Dear Salvationists, colleagues, and friends,

We are now in the final weeks before the official commencement of this next chapter in the history of The Salvation Army in Australia.

Each day, we become more and more aware of the significance of the journey ahead. We are incredibly humbled by the task. And yet alongside, our sense of expectation and anticipation grows as well.

It is only through God – and through the faithful obedience of us all – that The Salvation Army in Australia can become all it is meant to be.

In the following pages, you will find the latest information on the preparatory work being done in the leadup to 1 June. We would love to hear your thoughts, questions, dreams and ideas via the Australia One email inbox.

We look forward to embarking on this exciting journey with you each.

May God bless you each.

Commissioners Floyd & Tracey Tidd

#### **INTRODUCTION FROM COMMISSIONERS JAMES & JAN**

Dear colleagues,

It is hard to believe that our retirement is so close.

It is with great excitement and expectation that we leave our roles. The best is yet to be for The Salvation Army in Australia.

We believe this is of God. We believe that you have a role to play. We believe you can make a difference.

And most of all, we believe that with God, all things are possible.

We only wish that we could have more time in order to play a larger part in this journey ourselves. As it is, we greatly look forward to cheering each of you on.

All glory to the Lord Jesus, and may his Kingdom of faith, hope and love continue to grow within The Salvation Army and overflow to those we meet and serve every day.

Your servants in Christ,

Commissioners James & Jan Condon

## 100 DAYS OF CEASELESS PRAYER



As The Salvation Army Australia embraces a new and exciting chapter, we believe that seeking God, recognising his voice and responding in obedience is of upmost importance. We firmly believe that The Salvation Army is most effective when we are listening to, responsive to, and fully reliant on Jesus. Prayer and holiness are the cornerstone of our DNA.

100 Days of Ceaseless Prayer is an opportunity for Salvos all over Australia to come together in persistent and responsive prayer to seek first The Kingdom of God.

The heartbeat of 100 Days is to ask, “What is God doing?” And “How can I be obedient to it?”

100 Days will provide a range of resources including daily prayer topics, social media updates, prayer rooms and email subscriptions.

By seeking God and hearing his voice, corps, headquarters, centres and all expressions of mission can come together as one Army obedient to God’s unfolding mission in Australia.

Visit [www.facebook.com/TSA100Days](http://www.facebook.com/TSA100Days) for more information

## AUSTRALIA ONE TENDER PROGRESS

The Australia One Steering Committee is finalising the formation of a tender working group to oversee the selection of the strategic tender partner.

Dr Richard Shrapnel, a member of the Southern Territory Advisory Board and a leading business strategy advisor, has agreed to chair the working group.

## Known Dates

### MAY

- National Strategic Partner tender process commences
- National Executive Leadership Workshop

### JUNE

- Commissioners Floyd & Tracey Tidd commence national appointment (1<sup>st</sup>)
- Colonel Mark Campbell and Colonel Graeme Rigley commence roles as ‘Chief Secretary In Charge’ in AUE and AUS respectively. (1<sup>st</sup>)
- 100 Days of Ceaseless Prayer commences (1<sup>st</sup>)
- National Strategic Partner commences work

### SEPTEMBER

- National Prayer Summit (10<sup>th</sup>-11<sup>th</sup>)
- National Executive Leaders Conference (12<sup>th</sup>-16<sup>th</sup>)
- Installation Meeting for Commissioners Floyd & Tracey Tidd, led by General André Cox (17<sup>th</sup>)

### JANUARY 2017

- Colonels Mark & Julie Campbell commence national appointment,
- New Chief Secretary In Charge in Australia Eastern.

Dr Shrapnel has 30 years of business strategy experience and will provide an independent industry perspective to guide this critical process.

Three representatives from each territory will form the remainder of the group.

## AUSTRALIA ONE OFFICE

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Recruitment is set to begin shortly for the first roles in the Australia One Office.

The Australia One Office will be responsible for coordinating activities throughout the Australia One Project.

The team initially will be very small in order to manage the initial preparatory work. It is likely that further roles will be added once the requisite skills and experience are clear.

All roles will be advertised through conventional means in both territories at the appropriate time.

## NATIONAL EXECUTIVE LEADERS TEAM

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Separate to the Australia One Steering Committee, this new group known as the National Executive Leaders Team comprises of all executive officers from both territories. The team exists to ensure consistent, aligned leadership is provided to both territories throughout the transition.

One of the team's primary responsibilities thus far has been to determine a framework to make consistent decisions about current projects across both territories – you can read more on that following.

## INTERIM PROJECT MANAGEMENT GUIDELINES

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The Australia One announcement has generated lots of questions about projects that are already underway or are 'in the queue'.

Rightly so, people have been asking "Should my project continue, should it be put on hold, or should it be stopped entirely?"

It's important that we continue to innovate and improve – the last thing we want is for Australia One to put a halt to progress.

At the same time, we need to be wise with our resources – we don't want to invest resources into big territorial projects if the outcomes will not best meet our needs on a national level.

The National Executive Leaders Team have been discussing this to ensure there is a consistent approach.

A decision-making framework has been drafted and is currently being tested. The framework takes into consideration things like number of people impacted, project timeframes, financial investment, legal implications and so forth.

If you're working on a project that you think could be significantly impacted, either positively or negatively, by the move to one territory, then please seek further guidance from your Head of Department or Divisional Commander as appropriate.

## COMMISSIONERS' FURLOUGH

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Commissioners Floyd and Tracey Tidd will be returning home to Canada for leave during part of June/July.

During their absence, the Australia One Steering Committee, the Australia One Office, and the national tender partner will continue with the necessary research and planning work in the early stages of the Australia One Project.

## FAQs

### **I HAVE AN IDEA OR A SUGGESTION. HOW CAN I SHARE IT?**

We would love to hear your ideas and suggestions for the future of The Salvation Army.

We are committed that the new Australia Territory is not just a merger – it's the creation of something new that will best support our mission now and into the future.

There will be opportunities to provide specific feedback throughout Australia One as part of the various initiatives, but we want to emphasise that we would love to hear from you at any time.

If you have any ideas, suggestions, or questions then please don't hesitate to write to us at the Australia One inbox.

### **HOW WILL ROLES AND RESPONSIBILITIES BE DIVIDED BETWEEN THE NATIONAL COMMANDER, NATIONAL CHIEF SECRETARY, AND THE TWO CHIEF SECRETARIES IN CHARGE?**

Initially, the National Commander (from June 2016) and the National Chief Secretary (from January 2017) will be focused on creating the new Australia Territory.

Their focus won't be on running or managing the day-to-day activities of either current territory but on helping both territories navigate the change process.

As such, the Chief Secretary In Charge in each territory will be the chief decision-maker on day-to-day operational issues for that territory.

There will no doubt be some matters that are escalated to a national level to ensure consistency, but for most of the day-to-day issues of each territory, work will continue and decisions

will be made without requiring the involvement of the National Commander or National Chief Secretary.

This dynamic will slowly adjust during the transition through to January 2019. As departments one-by-one transition to a national structure, the National Commander and the National Chief Secretary will take on increasing responsibility for operational matters until such time that the transition to the new national structure is complete.

### **WHAT WILL HAPPEN IN THE EASTERN TERRITORY ONCE COLONELS MARK & JULIE CAMPBELL COMMENCE THEIR NATIONAL APPOINTMENT?**

Officers will be appointed to fill the roles vacated by Colonels Mark & Julie Campbell (Chief Secretary In Charge and Training Principal respectively) when they commence their national roles in January 2017.

A Territorial Secretary for Women's Ministries will also be appointed at this time.

As with all appointments of this nature, an announcement on their replacements will be made from International Headquarters at the appropriate time.

### **IS THERE ANY FURTHER INFORMATION ON WHEN MY DEPARTMENT WILL BE IMPACTED BY THE AUSTRALIA ONE PROJECT?**

Our strategic tender partner will help the steering committee determine the best sequence for amalgamating the various departments. This sequencing is due to be completed by September, and at that point we anticipate being able to provide our first draft timeline of the entire Australia One Project from start to finish.

## GET IN TOUCH

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

**Southern Territory:**

[www.sarmy.org.au/AustraliaOne](http://www.sarmy.org.au/AustraliaOne)

**Eastern Territory:**

[mysalvos.org.au/AustraliaOne](http://mysalvos.org.au/AustraliaOne)

Please send your questions, suggestions and ideas to:

**Southern:**

[AustraliaOne@aus.salvationarmy.org](mailto:AustraliaOne@aus.salvationarmy.org)

**Eastern:**

[AustraliaOne@aue.salvationarmy.org](mailto:AustraliaOne@aue.salvationarmy.org)

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

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 these services is available from your respective HR and Personnel departments.