



AUSTRALIA *one*



THE SALVATION ARMY AUSTRALIA ONE

INFORMATION UPDATE – APRIL 2017

1. Contents
2. Introduction
3. Where are we now?
4. What's next?
5. Where are we heading?
6. Prayer points
7. Get in touch
8. Frequently asked questions





Aligned Vision • United Voice
Increased Innovation • Stronger Partnerships
Better Stewardship • Greater Impact

Introduction

You've heard me say that Australia One is about "1 + 1 = New", and we have been actively listening to discern what that means for The Salvation Army in Australia as we come together as one, united territory. The facing passage is a passionate and inspired reminder of what we can be together.

I am reminded in these days of the prayer Jesus prayed for those who would follow him in the years to come. This prayer is appropriate for us as we continue in the journey of Australia One.

"I'm praying not only for them. But also for those who will believe in me. Because of them and their witness about me. The goal is for all of them to become one heart and mind — Just as you, Father, are in me and I in you, so they might be one heart and mind with us. Then the world might believe that you, in fact, sent me. The same glory you gave me, I gave them, so they'll be as unified and together as we are — I in them and you in me. Then they'll be mature in this oneness, and give the godless world evidence that you've sent me and loved them in the same way you've loved me."

- John 17:20-23 MSG

"This level of engagement with our people is something that has not been done before in Australia"

Where are we now?

In the past few months we have engaged with a wide variety of groups and individuals across our movement to help inform and define what the 'new' looks like. We've conducted surveys across all our people, held roadshows throughout the country, provided focus groups, listening sessions, and facilitated virtual briefings to enable people based in remote locations to contribute to our conversations. Through these many forums we have heard from over 3,500 people. This level of engagement with our people is something that has not been done before in Australia; we are learning a lot and we are grateful to all who have participated.

As highlighted in previous communications, there are three major pieces of work currently underway:

- Vision – commencing in December 2016 to articulate our National Vision for The Salvation Army in Australia. This work builds upon our National Mission and Values statements that were released last year and aligns with the International Vision.
- Governance – our leadership team have been developing a governance model to determine how we can most effectively structure national decision making while ensuring we are compliant with Australian requirements. This work has involved thinking about the separation between governance and management, improving our decision making processes, as well as ensuring greater gender equity at the governance level. The proposed model will support the specific governance principles and functions previously established by IHQ.
- Operating Model – there has also been considerable focus on developing a national operating model which will shape the configuration of our movement going forward. The operating model design will give us direction on how we transition ourselves to a single organisation from the different models that exist in AUE and AUS.

As we progress this work, we are continually referring to the six objectives of the Australia One Program. The Operating Model in particular will help us identify how we organise functions and best position them to support our front line mission and achieve greater impact.

From all the feedback we have received through surveys, interviews and workshops, and in my own conversations, I know we are all excited and challenged by the transformation that the Australia One Program will bring. The journey will take us in a direction that builds on our strong traditions and experience, and will enable us to have greater opportunities for positive impact in the future through our care for others and our focus on sharing the love of Jesus.

What's next?

At our February staff briefings held at both THQs, I committed to providing regular updates on the progress and outcomes from the major pieces of work. I am able to confirm that we have now scheduled Monday 1 May as the key date for both territories to hear the decisions to date, and to provide an overview of where we are heading based on the necessary approvals and feedback received from our IHQ visit in April.

This is a journey that we will continue to take together. As our plans develop, you will receive regular updates through a variety of communication channels and forums based on your feedback.

Where are we heading?

We have set ourselves the goal of operating as a National Territory by 1 January 2019, and are still in the process of establishing the critical foundation pieces for this to occur. The work completed so far has been carefully considered to ensure that we have a solid base to build upon for a strong and united Salvation Army in Australia.

Over the next three months our approach will move from 'business as usual' to 'business in transition' as we continue to progress with Australia One. During this period our work will focus on:

- creating a high level roadmap of the sequence and timing of design and implementation activities over the next year,
- finalising, testing and sharing our Vision,
- initiating a review of our social and corps programs informed by the Vision, and
- establishing enhanced communication channels and change forums to help increase engagement, support and two-way communications. Initially this work has started with the Heads of Departments, Divisional Commanders and Cabinet Secretaries and will reach out into individual departments when the transformation work begins.

May God bless you each,

Commissioners Floyd & Tracey Tidd

Prayer points

To help guide us please pray...

- for the leadership teams, that they will be aware of God's guidance and wisdom in this time of decision making and transition,
- for those who feel uncertain of the changes and how they may be affected, that each will know the assurance of God's love and support through this time, and
- for the people we serve in Jesus' name. With changes happening internally, pray that we will continue to serve others well, and people's experience of us will help connect them with the love of God.

Get in touch

News, documents, FAQs and videos are available online at: resources.australiaone.info

Please send your questions, suggestions and ideas to:

AustraliaOne@aus.salvationarmy.org (South)
AustraliaOne@aue.salvationarmy.org (East)

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



Frequently Asked Questions

Why are we joining the two territories into one united territory?

We are joining the two territories so that the Salvation Army can best deliver our Mission to all Australians. We strongly believe that a single movement will enable us to deliver the six outcomes of Australia One; aligned vision, united voice, increased innovation, stronger partnerships, better stewardship and greater impact, and form one united territory.

What are the timeframes to complete this work?

We have set ourselves a target date of 1 January 2019; however the process of ongoing transformation will continue into the years following this date.

When will we have a roadmap?

A high level roadmap will be completed by 1 July 2017, outlining the key milestones.

Will the announcement on 1 May 2017 answer all my questions and concerns?

The announcement on 1 May 2017 will provide you with the current status of the work completed to date. It is unlikely to answer all your questions, as much of the detailed work is still to be addressed.

Where will the Australia THQ be located?

The location of the Australia THQ will be considered by the International Management Council (IMC) on 11 April. It will be where the Commissioners and the executive team are based, with the majority of personnel located to best support the front line mission.

When will I know if my department or my job is effected by the change?

For the majority, there will be no immediate impact on your department, team or individual jobs. There will be consultation before any changes are implemented that effect your department or job.

Will my building close if THQ is not in my state?

We will not close any specific building in the first year. Deciding where THQ will be located, doesn't mean we know where our people will be best located. It will take time to determine the buildings and support teams that are needed.

How will regional areas be impacted by the changes?

It is too early to determine how any specific departments will be impacted by the changes. The Australia One program will have a clearer view by 1 July 2017. Our Mission continues to be our priority, with the majority of our personnel located to best support the front line.

How will I be informed of key activities that affect me?

Public briefings, email and regular updates on the Australia One website will be provided throughout the Australia One Program. As we are coming together as a united territory, we will focus on national communication channels, including the Australia One website and 'Others' magazine.

Where can I go to ask questions or obtain support?

There are a number of options available to you including:

- your manager
- Australia One Change Forums
- The Employee Assistance Program (EAP)
- Australia One email inbox:
AustraliaOne@aus.salvationarmy.org (South)
AustraliaOne@aue.salvationarmy.org (East)

What is a change forum and how does it operate?

Australia One Change Forums are being established with Cabinet Secretaries, Divisional Commanders and Heads of Departments to facilitate two-way information sharing and discussions. When specific projects are identified through the roadmap, impacted Line Managers and members from their teams will also have the opportunity to be a part of a Change Network.

Some departments have received more information than other departments. Should I be worried?

No. You do not need to worry. The Australia One program is establishing multiple communication channels to ensure that all personnel have access to the information they require.

There are a number of myths and speculation in both THQs. How do I know what is true or false?

We want our personnel to be informed with accurate and timely information. If you hear something and want to check the validity, please contact the Australia One program. We are keen to bust some of these myths and would welcome your input. You can contact the Australia One program via our email inbox:
AustraliaOne@aus.salvationarmy.org (South)
AustraliaOne@aue.salvationarmy.org (East).