

ITEM NAME:

THQ ON THE MOVE

SHIP TO:

261-265 CHALMERS STREET
REDFERN NSW 2016



THQ Relocation Update

Happy New Year & Welcome Back!

We hope you had a wonderful Christmas and New Year. Can you believe that it's less than three months until we move into our new THQ office at Redfern? Many things have been happening over the last month with building works on site resuming on the 4th of January and department seating plans beginning to take shape. It's all becoming very exciting.

In this first edition of On the Move for 2016, we have two very special interviews featured. Firstly, we catch up with our very own Commissioner Jan Condon who has been leading this relocation project since its beginning in 2014, and secondly, we had the privilege of sitting down with NSW Police Force Senior Constable Maria Flood of the Redfern LAC to talk about why she loves working in the Redfern community.

Also in this edition of On the Move, we are launching round two of the Relocation Survey, we'll talk about the exciting new Relocation Champion initiative to support the transition, as well as share with you some updates on the Redfern site itself.

Redfern Territorial Headquarters official opening date set

The new Territorial Headquarters building in Redfern will officially open on Saturday 2nd April at 10.00am. Please lock this date in your diary now.

More information to come.

We would like to hear from you

In July 2015 we ran a short survey to find out your thoughts on the relocation and how we could support you and ease the transition. We would like to hear from you again! With less than three months until we move, we would like to check in and see how you are going with preparation for the relocation and if there is anything that we can be supporting you and your team with in the lead up.

Please click the link which will take you to the short survey:

<https://www.surveymonkey.com/r/relocationredfern2016>

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Relocation Champions

An exciting initiative since the last edition of On the Move is our Relocation Champion Team. In order to support the transition and encourage clear and open communication, at the end of 2015, we identified Relocation Champions in each department to be the point people for their respective departments' relocation to Redfern. There are many things to do from a practical logistics, communications and transition perspective, so we are very excited to have these individuals on board to lead and champion the relocation within their department. If you have any questions around your department's relocation, your Relocation Champion will be your first point of contact.

Our Relocation Champions are:

Department	Name
Aged Care Plus	Kelvin Neave
Business Admin / Mail Room & Salvationist Supplies	Colin Foster
Centre for Restoration	Brian O'Halloran
Communications & Fundraising	Benjamin Pinn
Donor Services	Tegan Murray
Executive Team & All Level 10	Cheryl Drayton
Family Tracing & Special Search	Glenys Page
Finance	Sarah Giordano
Human Resources	Victoria Harris
Information Technology	Tony Beale
Legal	Graeme Ross
Mission Support Team	Camille Kajda
Social	Michelle Bolton
Payroll	Frank Piscioneri
Personnel	Martin Machado
Property	Jesse Schmid
Recovery Services	Gerard Byrne
Risk & Compliance	Tendani Barrie

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SAID

Salvos Counselling

Salvos Housing

Salvos Stores

SAMIS

Young Hope

Alana Goodwin

Doug Scoular

Kathy Kricancic

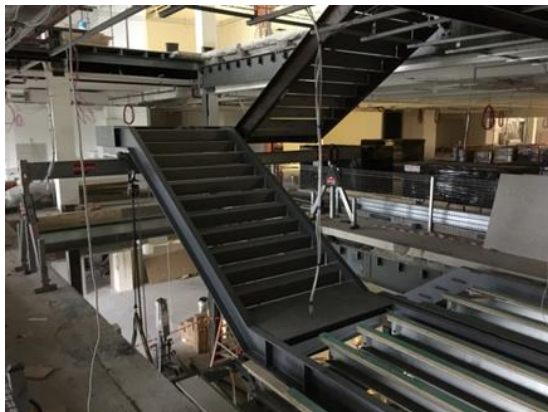
Will Huckel

Simon Lawrence

Frigian Reyes

Construction Update

Back in December the internal staircase was installed. Construction is continuing to move ahead on schedule and we will continue to bring new photos in future editions of the newsletter.



Transitioning to the new work environment

Spotlight on the Relocation Steering Committee

In a very special Spotlight, we catch up with Commissioner Jan Condon (Territorial President of Women's Ministries and Chair of the Relocation Steering Committee) about the THQ relocation and how it will change the way we work as a team.

Can you tell us about the executive leadership team (Cabinet)? I'm privileged to be part of the executive team which is comprised of the Territorial Commander (Commissioner James Condon), Chief Secretary (Colonel Mark Campbell), Territorial President of Women's Ministries (Commissioner Jan Condon), and the three Cabinet Secretaries; Secretary for Business Admin (Lt-Col Kelvin Pethybridge), Secretary for Program (Lt-Col Laurie Robertson),

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Secretary for Personnel (Lt-Col Chris Reid) and Major Warren Parkinson (Assistant Chief Secretary).

How does your team fit into the structure of the Territory? The executive team is the top decision-making body as far as policy and mission is concerned. We approve new policies and direction for mission. Part of the move to Redfern is a new strategy, so we're very involved in that as well.

How would you describe the team in five words? There's great camaraderie, trust, loyalty, vulnerability and grace, I would say. We're a very close team and we value each other. We have great spiritual times together. We join for prayer on a Monday morning at 8:30, before the day starts. We spend a lot of time in discussion. We value each other and there's a real element of trust and acceptance.

What are you looking forward to most about the relocation? I think it's an opportunity for a brand-new start. I think the open plan is going to allow for much better communication. I love the idea that the teams are all on a floor each, so that all the Program, all the Personnel, all the Business are all on the same floor, which I think will give a greater cohesion and collaboration within the teams. We'll be much more visible, too. People think that Level 10 is out of bounds. It's not, and we're going to be there, very visible, on the first floor. That'll be good.

Do you feel like that sentiment is shared throughout the Executive team? Oh yes, yes. We're all keen. I know particularly the Cabinet Secretaries, the three, Program, Personnel and Business, they really like the concept of sitting on the floor with their team, because they won't be having to travel down in the lift, walking the stairs to be with their team, and to have their whole team together is just going to be a whole new way of approaching work and resourcing the Territory.

What is something that you would love the rest of THQ to know about the Executive Team? I wish everybody on THQ knew that the 10th floor isn't out of bounds. I think there's a real perception out there that they think they can't come up to the 10th floor. Our doors are open, unless we're having an interview or private conversation. We want to be part of the whole Territorial Headquarters team, and that's why I'm so glad that we're moving to an open plan at Redfern, where we'll all be able to be more in touch with each other. We're very interested, we love the teams that are working here and we just would like more interaction. We're available to encourage, to help or even just to chat.

Do you have anything else to add? As the chair of the relocation committee, and also a member of the THQ community, is there anything you'd like to say to the rest of the THQ team? I guess as chair of the steering committee, I'd like to just express appreciation to everybody. It's a huge task to move so many staff, and there's a lot of work, a lot of planning and many hours of work gone into this relocation. We've looked at 20, almost 30 buildings over the years, so for me it's a great achievement to finally have a building that we're going to

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move into. Everybody's worked so hard to bring this to fruition so I'm very grateful to everybody, and particularly those on the steering committee who have worked with me to make sure things are moving on. I'm sure it's going to be a lot to celebrate and thank God, for this provision to move out of this cramped space and into a brand-new opportunity. That's how I see it. It's not just a change; it's a new opportunity. It's exciting really and I hope people, even though they may be fearful at first or a little unsure about the change, that once we're there and we're in our place that people will be energised and glad to have this new place to work from, and yes we're doing all we can to prepare for the move. I think the newsletter is great, and you know, we're preparing etiquette guides and things like that to help the staff with the move. It will be a new challenge to get used to working in an open place. It will be, compared to what we have here, but I want everyone to see it as a new opportunity, a brand-new day, and something new.

Community Pulse

Senior Constable Maria Flood has worked in the Redfern area for seven years. We caught up with her to chat about her love for the suburb of Redfern.

How would you describe the suburb of Redfern today? Do you think most people have an accurate understanding of what Redfern is like? I think that people who reside or work in Redfern have a pretty accurate understanding of what Redfern is like now. People that have lived here for a long period of time, if you speak to any of the residents, they speak very highly of where they live. They are very proud to be where they are, even those in public housing still love it. And so, when you try to portray what Redfern is like now, the best thing is really to come and visit and get that interpretation yourself based on your experience.

Because a lot of people are moving into the area and we've got high social housing there is a lot of varied people. We've got low social economic residents and then we've got corporate residents. So it's quite vast.

I think people that purely either just go through Redfern or see the media's interpretation of Redfern, have a completely different perception of what it's like, and a lot of that is misconception.

There is a lot of businesses and small cafes and things like that now in Redfern. They are taking down their shutters. The street looks magnificent. It's extremely busy. There are a lot of people out and about utilising the services and shop areas that are there, and a lot of businesses have moved in that are really taking advantage of the city expanding.

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I've worked here for nearly seven years and still absolutely love it. We have staff here that go to other areas and many actually come back because they still have that love for working in the area.

How would you respond to our THQ employees moving from the CBD who are worried that Redfern is dangerous? You know what? I suggest they come and visit. Come and visit. And I think that's important to get a feel of the area and there are so many new people coming here on holidays. There are many people who are new to the area and who have no issues whatsoever.

[We will be doing a special safety article in the next few months. These safety tips from Senior Constable Maria Flood will apply not only for Redfern but for wherever you go.]

Is there any advice to help us integrate better with the local community? It's entirely up to the organisation...but I think personal input is far better than financial. So there are various ways that organisations or individuals can assist to community groups and things like that.

To be honest with you, you [The Salvation Army] are such a key organisation. You've done so much over the years, especially down in Waterloo. Your involvement and request to be part of the neighbourhood advisory board, getting involved with the local groups which would be the community groups and being part of the events and just getting out there. I think if you get yourself involved with the community you will have more knowledge of the community, who reside in the community, who work in the community. You will be able to see where you can engage further and assist in supporting everybody else.

How can our employees make the most of Redfern? Engagement. You know something our Commander always goes on about is 'respect'.

It doesn't matter who it is. Whether we know them adversely or positively we still give them the same respect. I think engagement is the key and I think through The Factory (local community centre) and getting to know what events you could attend and best understand the area and what you can input in those events. That would broaden employee's minds and give them a whole new perspective on the area and the people of the area. It's really good. The events are very well attended. I think you guys will love it.

For [local residents], to say 'hello' to them means a lot, and to acknowledge them means a lot. Doesn't mean you have to continue interacting, but just to be acknowledged is huge for a lot of people [in the area]. So it's really interesting when you start to move in and work within the community and be part of it you'll be able to see other side.

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Have questions or want to know more?

- If you have any questions please talk to your representative on the Change Management Consultancy Committee so that we can have the opportunity to know your concerns and hopefully respond to them. Alternatively you can email them to THQRelocationEnquiries@ae.salvationarmy.org
- A register of FAQs can be found here: [THQ Move FAQ Register](#)
- If you have missed a prior issue of the newsletter, [you can find past issues here.](#)
- Visit our dedicated THQ relocation pages on mySalvos at my.salvos.org.au/thq-move

What's next?

The countdown continues to the relocation and we'll be bringing you some more updates from the Redfern Site as well as some tips for getting you and your team relocation ready.

The next issue of On the Move will be out on 1 February 2016 to bring you more updates on our relocation.