



Territorial Mutual Accountability Charter

The Salvation Army believes that people and relationships matter deeply to God who transforms the world, reconciles humanity and restores creation. In bearing witness to God's mission as a church, a charity and a company, all relationships within The Salvation Army and the frameworks that hold them should be defined by love, demonstrate our core values and reach for fullness of life.

Consequently, any person involved with The Salvation Army should expect, experience and exhibit behaviours shaped by and integral to our core values: Integrity, Accountability, Compassion, Passion, Boldness and Respect.

This charter, inclusive of employees, members, officers and volunteers, exists to increase understanding of mutual, collaborative and interdependent ways in which we relate to each other in order that all may be affirmed, supported and empowered.

What is Mutual Accountability?

To give 'an account' means to clearly explain ourselves and our work to others. Mutual accountability means that we give this account to and receive it from each other. When mutual accountability works well, individuals and corporate groups are trusted and enabled to thrive within their gifts and skills, serving and leading within a clear framework, agreed guidelines and objectives. Trust is built when we demonstrate that we are willingly, honestly and responsibly giving account to each other in all our ways, and to the wider communities that we serve. In this process we intentionally support, equip and challenge each other to give our faithful best.

Why is Mutual Accountability important for The Salvation Army?

Mutual accountability is at the heart of a culture of service for one another. It flows from belief in the mutual interdependence and free self-sacrificial love of God as Father, Son and Spirit. It is demonstrated by the example of Jesus' own service from which we derive our understanding of ministry (service) within The Salvation Army. This divine love should characterise our mission. The Bible reminds us that in relational humility with each other we should 'have the same mindset as Christ Jesus... by taking the very nature of a servant' (Philippians 2:5,8 *NIV*) and we should speak the truth in love to each other (Ephesians 4:15).

Mutual accountability is not an optional, alternative lifestyle but a whole way of being in which all are fully valued and treated with dignity, providing social capital for the flourishing of human society. All involved in working for the alleviation of suffering, injustice and domination recognise that mutually accountable ways of working are integral to healing, peace-making and justice. This means valuing everyone's participation – their energy, passion, creativity, experience and skills – as partners within the mission.

How do we practise Mutual Accountability?

This charter does not detail what is required for living and working within a mutual accountability framework. Nonetheless it is vital that mutual accountability is never undermined by our practices and governance, and we should constantly evaluate these in relation to our stated core values, our mission and those we serve.

As a community of faith committed to transformation, we will in our self-evaluation encourage and carefully listen to constructive feedback, use this to inform regular evaluation and enable learning that renews best practice in our life together. Each service, unit, corps and centre is required under this Charter to ask: 'How is mutual accountability going to be demonstrated and expressed in this context?'

Every leader or manager is responsible for ensuring that this charter is implemented and outcomes demonstrate a mature and proper understanding of mutual accountability. Equally, every employee, member, officer and volunteer in their diverse roles and responsibilities is expected to reflect upon, learn and live out positive behaviour in alignment with the principles of mutual accountability as a service that we freely offer each other.