

# DIE HEILSARMEE IN DEUTSCHLAND

## KÖRPERSCHAFT DES ÖFFENTLICHEN RECHTS



Die Heilsarmee – THQ · Leitung · Salierring 23-27 · 50677 Köln

To all Officers,  
Corps and Institution Leaders  
and THQ Personnel

**Hauptquartier für  
Deutschland, Litauen und Polen**

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### SUMMARY OF INFORMATION REGARDING CHANGES AT TERRITORIAL HEADQUARTERS

As the Salvation Army has, for many years, been running at a deficit The Salvation Army in Germany (Public Corporation) asked PricewaterhouseCoopers (PwC) for assistance and support with a business optimisation programme. Following an in-depth study PwC suggested a range of measures. The Cabinet, with the assistance of professional supervision, has assessed these measures, either accepted, rejected or supplemented them, and are now successively implementing them. Following on from Initial measures that have already been implemented with regard to income optimisation, there will be a series of further changes to the Territorial Headquarters (THQ).

#### 1. Property

Due to the scattered locations of the Salvation Army properties in Germany and the increasingly demanding requirements for property management, an efficient and effective central control with the existing structures at THQ can no longer be guaranteed. The decision, therefore, has been taken to completely outsource the work of the property department as from 1st April 2019 to DIM (Deutsche Immobilien Management – German Property Management). This measure will result in redundancies for all employees within the Property Department at THQ as well as the caretakers who are employed by THQ.

#### 2. Editorial

The high costs of producing our own publications and are no longer in proportion to the low circulation figures and the correspondingly low revenue generated. For many years, this work has been subsidized with a six-figure sum. Due to the financial situation in the Territory, this cannot be allowed to continue. Therefore, the HA-Magazine will cease publication at the end of August 2019, and the Editorial Department closed.

#### 3. HAVA (SP&S)

Unfortunately, with the resources currently available to HAVA, there is a decline in sales; HAVA is therefore, running at a deficit and our customers are not receiving a satisfactory level of service. For these reasons, HAVA will close in the middle of the year. At present discussions are taking place to find alternate sources. The aim is that through an external partner our customers will benefit from an attractive and professional service with regard to choice, methods of ordering and delivery times.

GEPRÜFTE  
TRANSPARENZ.

Spendenzertifikat  
Deutscher Spendenrat



The three measures described above have been worked out over a lengthy period of time and under professional advice, either because they will bring an effective saving in costs or, through an improvement in the value of our property capital, be better able to support of work of the Salvation Army as a whole in Germany. The measures are a necessary part of the process for a sustainable and successful work of the Salvation Army.

As part of these measures, no further redundancies are planned.

These decisions have not been easy for the leadership of the Salvation Army. We deeply regret that because of these measures, a number of THQ employees will lose their jobs following, sometimes lengthy, dedicated work and offer those affected individual support in their career change.

Cologne, 27.03.2019



Hervé Cachelin  
Lieut-Colonel  
Chief Secretary