

FEATURE

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MY STORY

A place to belong

Living in the shadows

Reaching out to those experiencing racial abuse



SALVOS

MAGAZINE

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A person is seen from the chest down, holding a large bouquet of flowers. The bouquet is a mix of colors and types, including purple hydrangeas, white hydrangeas, pink hydrangeas, and blue flowers. The person is wearing a black top. The background is dark and out of focus.

"DIVERSITY IS A FACT,
BUT INCLUSION IS A CHOICE
WE MAKE EVERY DAY"

NELLIE BORRERO
GLOBAL SPECIALIST IN DIVERSITY AND INCLUSION



The Salvation Army is about giving hope where it's needed most.

What is The Salvation Army?

The Salvation Army, an international movement, is an evangelical part of the universal Christian Church.

Vision Statement

Wherever there is hardship or injustice, Salvos will live, love and fight alongside others to transform Australia one life at a time with the love of Jesus.

Mission Statement

The Salvation Army is a Christian movement dedicated to sharing the love of Jesus by:

- Caring for people
- Creating faith pathways
- Building healthy communities
- Working for justice

Salvos Magazine

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Everybody belongs

Eight-year-old James was stunned when his older brother told him that their cousin had been adopted from a country in South East Asia. "I had no idea," he said. "She is just my friend. Anyway, it doesn't change anything. I think it's cool."

Seeing people as people, accepting and appreciating differences and building a world where everyone has a place and belongs is the theme of Harmony Day, which falls on 21 March. This day also encourages inclusiveness and respect for all people – something the world desperately needs.

In this edition, we share the story of Tatenda, and how the racial discrimination he has faced has led him to help others in similar situations and fight for an equal and inclusive society. Sandra also talks about how she and her husband – who are "different shades of colour" – are helping their daughters develop compassionate hearts that seek justice and dignity for all.

A story on a welcome project for new arrivals to Australia, and how the Salvos are advocating for those on JobSeeker, also feature in this edition.

For all these stories and information on where to get help, go to salvosmagazine.org.au

Simone Worthing **Assistant Editor**

Living in the shadows

Reaching out to those experiencing racial abuse

WORDS ALPHONSE MULUMBA

It was lunchtime on an ordinary Thursday. Hungry and tired after a 200km drive from Launceston to Hobart, the 26-year-old African man stopped by a well-known restaurant to order his favourite take-away meal – a hamburger.

For this story, we'll call him Tatenda.

Tatenda parked his car and walked through the main entrance. "Next please!" he heard. As Tatenda began ordering, his accent caught the attention of a group of young men behind him in the queue. Clearly, he didn't speak like an 'Aussie'. They laughed. And laughed even harder when Tatenda looked back, covered with shame.

Just as he started eating his meal, the group occupied the next table and derisively began imitating his accent. Tatenda ignored them for some time until he couldn't hold it in any longer. Visibly disturbed, he abandoned his meal and began walking out. Loud mockery and racial slurs followed him.

No one in the crowded restaurant said a word. Restaurant employees, people in the queue and those seated, no one uttered a word to the racist mob.

Tatenda thought, "Sometimes, silence is consent." As he wrestled with a million other thoughts, and feeling unwanted in his new country, he missed his step, stumbled and fell.

The mob laughed, humiliating even more

the vulnerable, quiet man who kept silent to avoid any physical confrontation. Tatenda had learned that lesson from many other painful, racial experiences in the past.

That was seven years ago. Tatenda still relives the scene. He thinks twice before going to any restaurant alone. As confident as he looks, he is still scared, and a part of him still thinks he doesn't belong here. Not even his Australian passport can convince him otherwise.

Racism hurts. Racism dehumanises. Racism is a slow killer. Racism still exists.

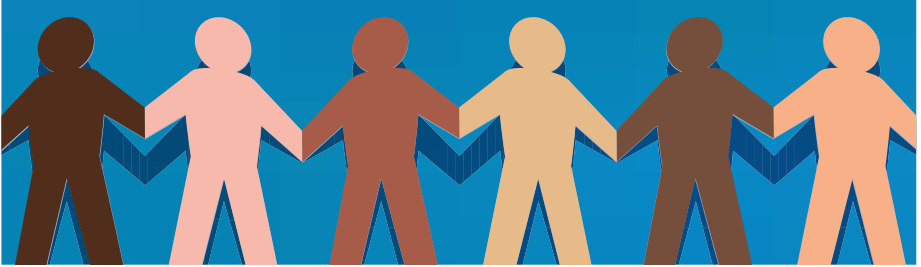
Tatenda now works for the Salvos. He believes there are many others out there who live in the shadows and continue to suffer, and relive, the racial abuses they were victims of in the bus, at the train station, in shopping malls, in interview rooms and all over this country.

Tatenda's work with the Salvos uses his experiences to fight for an inclusive and equal society and support the Salvos' mission to create a welcoming environment for all.

Alphonse Mulumba is a former Salvos coordinator for the Diversity and Inclusion team.



Scan here for more
on finding meaning.



RACISM – WHY WE CARE

Many may ask, why does this even matter?

The fight against racism and other forms of injustice is at the centre of the work and belief of the Salvos. We follow the example of Jesus, who held all humans equal and of great value. He died for them – for us all. Our work then, should be all about diffusing the love and unity of the Gospel, rather than disunity and differences brought by race and skin colour.

Consider these words from the Bible in the book I Samuel chapter 16, verse 7, “The Lord does not look at the things people look at. People look at the outward appearance, but the Lord looks at the heart.”

As an international movement, The Salvation Army knows and believes that, “Racism is fundamentally incompatible with the Christian conviction that all people are made in the image of God and are equal in value. The Salvation Army believes that the world is enriched by a diversity of cultures and ethnicities. The Salvation Army firmly believes that racism is contrary to God’s intention for humankind” (Salvation Army International Positional Statement on racism).

For the full statement, go to salvationarmy.org/isjc

WHAT IS NEXT?

As Salvos, we want to share the unconditional love of Jesus with all humanity. Just like Jesus, we cannot see injustice and pretend it never happens.

What can we do? Here are a few suggestions:

1. Educate ourselves about other races, cultures and people’s personal experiences.
2. Stand up and speak up for victims of racism.
3. Ensure our workplaces have inclusive policies.
4. Support people who look different to us.

For more information, check out these links:

- Salvationarmy.org/isjc (Salvation Army International Social Justice Commission)
- Salvationarmy.org.au (search ‘racism’)
- Salvosmagazine.org.au (search ‘racism’)

The simple act of friendship

Welcome Project changing lives for new arrivals and their hosts

WORDS LAUREN MARTIN

When Adrian Kistan arrived in Australia as a child with his family from South Africa, he remembers the daunting feeling of being in an unknown country and knowing absolutely no one.

The family connected with a small Uniting Church, with Adrian saying, "We were the first people of colour that they had encountered in their congregation in I don't know how long, probably forever!" But there was one older gentleman at that church who had a profound impact on the way the Kistan family settled into the country they now called 'home'.

“

It's ... also discovering more about their culture and their story and their journey.

”

"A dear old gentleman, his name was Kent Sutherland, just loved us," Adrian remembers. "He was this grey-haired man who would just come and take us around to parts of Sydney and show us Sydney and explain what slang words meant.

"When my mum and dad were busy both working two jobs, he would be the one who would come to our cross country or our athletics carnival and be cheering us on at the finish line."



The Kistan family, with Kent, soon after their arrival from South Africa. Adrian is on the far right, seated.

Adrian counts Kent Sutherland as the person who made the single biggest difference in terms of the family's assimilation into Australia. The simple act of friendship.

Now, as General Manager for Diversity and Inclusion for The Salva, Adrian is overseeing a unique initiative called the Welcome Project, which offers friendship and welcome to new migrants. Initially funded through a Multicultural New South Wales grant, the project has been operating in the state since late 2020. The grant allows the Salvos to offer welfare support to refugees and asylum seekers through its Doorways (emergency relief and case management) program and SAL (Salvos Assessment Line) connect telephone line. During those initial contacts, the person being assisted is asked if they would like to



The Welcome Project is about friendship, cultural exchange and helping new arrivals to feel welcome in their new home.

have contact with a member of the Salvos, as part of an inclusion initiative. Adrian says the overwhelming answer is: "Yes!"

“

It’s a cultural exchange.

”

“The vast majority of people have said, ‘Yes, we are so lonely here in this country’.”

Their contact details are then passed on to the Diversity and Inclusion team, who match them with a volunteer from a local Salvos church in the vicinity of where they live. That

person makes contact and starts a journey of welcoming friendship with the new arrival and their family.

“It’s a cultural exchange,” says Adrian. “It’s not just about helping somebody but also discovering more about their culture and their story and their journey. “I’m really excited about this project!”

The Diversity and Inclusion team hopes to expand the program to other Australian states and territories later this year.



Scan here for more on finding meaning.

JobSeeker rise nowhere near enough

WORDS LAUREN MARTIN

The Salvation Army has responded to the Federal Government's announcement last month that it will raise the JobSeeker payment by \$25 a week, saying it's not enough.

The Salvation Army says its evidence, gathered from working with people reliant on the JobSeeker payment, and informed by economic analysis by third parties, is that an increase of \$125 a week is the "absolute minimum" needed to allow Australians to live with "frugal dignity".

Lieutenant-Colonel Lyn Edge, Secretary for Mission for The Salvation Army, said, "A permanent increase of \$25 a week does not even begin to address the depths of disadvantage in Australia. This cannot be the end of the conversation. We know from working directly with people on JobSeeker, that on the current supplement [which amounts to \$75 a week above the base rate] they are already struggling to afford basic needs. There needs to be a substantial increase to the base rate of JobSeeker, as well as broader reform, to actually support people to move back into work.

"We had some hope when the treasurer said that he wanted people to be able to live with dignity but, frankly, \$25 a week will not achieve that. Obviously, any increase at all is a step in the right direction, but this announcement still leaves us in a situation where Australians are trapped in poverty."

The Salvation Army has called for the government to introduce better incentives for people to work that are focused on increasing people's employability and capacity to work.

"A more targeted approach, especially to assist people experiencing mental ill-health and those with a partial capacity to work to ease into the workforce, will achieve better results for both the community and the economy," Lyn said.

Major Paul Hateley, Head of Government Relations for The Salvation Army, said, "The base rate of JobSeeker has not been increased in real terms for more than a quarter of a century. In real terms, that means that the rate is now so low that most people cannot afford to buy healthy food, or pay for electricity, internet and transport. An additional \$3.57 per day will not fix the problem."

The Salvation Army says increasing JobSeeker by an amount too little to allow people to live with dignity entrenches a welfare model that relies on the charitable sector to pick up the slack.

Frontline workers at Salvation Army churches and centres are now preparing for a substantial increase in demand as soon as the changes come into force.

"Our teams are bracing for an increase in demand as people are forced to make even more sacrifices," Paul said. "We will do everything we can to help, but this announcement will cause a lot of pain in our community."



Scan here for more on financial stress.



KEY FACTS

- This proposed rate is still substantially below the poverty line and is not enough to allow people to live with dignity.
- This increase is not fair or sustainable as it forces people to rely on charity to make ends meet.
- It will continue to trap people on JobSeeker in poverty.
- The Salvation Army has been calling for an increase of \$125 per week as a bare minimum.
- There is no evidence that giving people enough money to live on while they are unemployed is a disincentive to work.

A new generation

Finding your place in a world where everyone belongs

WORDS SANDRA PAWAR

I have two little girls, aged seven and four. They are beautiful little girls, already with a heart for others. They are also very much the beneficiaries of a globalised world. They have two passports, are currently living in their third country and they have family all over the world.

We have talked about how, once upon a time, it would have been illegal for their dad and I to be together because we are different shades of colour, and we come from two very different worlds. We have talked about how they, as sisters, are even different shades from each other, and how sometimes people might judge them based on their skin colour.

They have probably been exposed to a lot more than most kids their ages, but my heart still desires every day for them to develop compassionate hearts, and hearts that seek justice on behalf of others. I want them to be part of a generation that is about justice and equality and compassionate action.

I have been reading a book called *Just Church* by Jim Martin, and it shares three tools – encounter, explore and engage – that I want to use with my girls, and any other young people I work with in the future, as they learn about the world and issues of justice and injustice.

ENCOUNTERING GOD

Encounter is about “meeting the God of justice in an unjust world” (Martin p.107). I want to teach my girls in such a way that they begin to know and understand the heart of

God and his heart for his world. One needs to truly encounter God in the world before

“

I want them to know they belong in this world.

”

one can ever know his heart for the world. I pray that they have that encounter and then use what they have learned about God to explore what is happening in their world.

I share with them about situations occurring in the world. I want them to understand current events, and I want them to be excited, joyful, hopeful and “angered, sickened, fascinated, horrified, inspired, and challenged by all they have learned” (Martin p.140). I want them to be able to explore their own feelings about what they see going on for them, and to come to their own conclusions about right and wrong.

EXPLORING ISSUES

I want my girls to begin to explore where they stand on issues and the people and the situations they identify with as citizens of the world. As they get older, they will need to explore who they are – Australian, Indian or American, white or brown? Where do they belong, or do they belong? What do they



Priya (left) and Alina are learning about justice, equality and compassionate action, and to seek that for themselves and others.

believe? They will need to explore issues of poverty and racism due to their own skin colour and the life circumstances of their family members around the world.

ENGAGING IN THE WORLD

Lastly, I want my girls to engage in what is happening around the world, not just read about or think about it. I tear up a little bit writing this, as my greatest desire is that they will begin to understand and know that they have a part to play in the world around them, and they can make a difference even at this age. I want them to know they belong in this

world, no matter their age, the colour of their skin or what country they come from. And I want them to know and believe that every person they come across also belongs and has a place.

Captain Sandra Pawar is a Salvation Army officer (pastor) in New South Wales.



Scan here for more on finding meaning.

A place to belong

The power of friendship and connection

Major Bryce Davies is a Salvation Army officer (pastor) who has worked for many years with marginalised communities in Queensland and New South Wales. In part three of a four-week series, Bryce continues to share the stories and struggles of people he has come across while serving in the often-troubled suburb of Villawood in Greater Western Sydney. This week we hear about Saty – some of the unique challenges he faces and how he is connecting with his community with the support of his friends at the Salvos. Story printed with permission.



Saty (left), with Bryce from the Salvos, on the annual fishing trip to Fraser Island.

Saty left home at 10 years of age and lived on the streets of Calcutta, India. He got whatever work and accommodation he could, including riding a bike with a cart attached to sell fish he had bought from a local market.

Saty ended up working for an Australian company as an office boy and made a connection with a family who invited him to Australia for a better life. This didn't go as planned, and Saty tells me this family made him work without pay for three years as a

domestic slave. He eventually escaped and was granted Australian citizenship in 1998.

For the next 20 years, life was tough. Saty had a variety of challenging jobs and relationships. He experienced horrible violence and, consequently, trauma. For many years, he was addicted to alcohol and drugs.

In October 2018, the Salvos arrived in Villawood and Saty came into contact with people who valued and loved him. He made

friends and found hope as the Salvos invited him to help out. The first day we met, Saty helped me assemble a table tennis table and we cooked up some chicken wings in the barbecue smoker. There were maybe four of us at the table that day. Since then, hundreds of meals have been served at the Villawood hub and Saty has often been the cook. His curries are authentic and amazing.

Saty had a small overgrown patch of garden outside his unit in Villawood. One of the first things we did was get some new soil and plant a lovely garden. We even put in a little picket fence.

“

**A sense of belonging
has been so helpful.**

”

Over the past 12 months, Saty has helped build many gardens for other residents in the area and has also contributed to an amazing community garden with over 25 plots for everyone to enjoy.

Saty has come camping and fishing regularly with the Salvos crew. He even went to Fraser Island for a one-week 4WD and fishing trip and absolutely loved it. On the way there, we stopped at Coffs Harbour and ended up meeting a guy linked to the Salvos who arranged for us to go out on his boat. We caught heaps of big fish.

Saty has been seeing a psychologist for the past 10 years, and she tells me that the improvement in his mental health, and interest in living a full life, has increased out of



Bryce and Saty often worked together to help other residents in the Villawood community.

sight over the past 12 months. Friendship and a sense of belonging has been so helpful.

Saty wears a Salvos shirt all the time now and is a positive contributor to the community. He laughs more and is on a journey towards sobriety and purposeful living for the first time in decades. He has support through an NDIS (National Disability Insurance Scheme) program and is attending all sorts of appointments to improve his quality of life.

Finding accommodation away from the troubles of Villawood was always a goal for Saty, but recently, when an option came up for him, he knocked it back. He did not want to be too far away from the support and friendship of the Salvos.

Life is still a struggle for Saty, but he is no longer alone, and he is active and growing in significant ways.



Scan here for more
on finding meaning.

Sticky date pudding

PHOTO BY ANDREA REDFORD



Ingredients

Pudding: 1¼ cups seeded dried dates, 1¼ cups boiling water, 1½ tsp bicarb soda, 50g butter (chopped), ½ cup brown sugar, 2 eggs (lightly beaten), 1 cup self-raising flour.

Butterscotch sauce: ¾ cup brown sugar, 300ml cream, 80g butter

Method

Grease and line 20cm round cake tin.
Preheat oven to 180°C.

Place dates in a medium heatproof bowl, cover with boiling water and stir in bicarb soda. Let stand for five minutes.

Puree date mixture in a blender or food processor. Add eggs and flour and blend or process until just combined.

Pour into prepared cake tin and bake for about one hour. Cover with foil if it starts to overbrown.

Once cooked, stand for 10 minutes in tin before serving warm with butterscotch sauce.

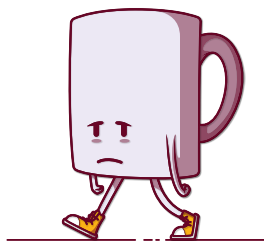
To make **butterscotch sauce**, combine sugar, cream and butter in a saucepan. Stir over low heat until sauce is smooth and slightly thickened.

Have a laugh



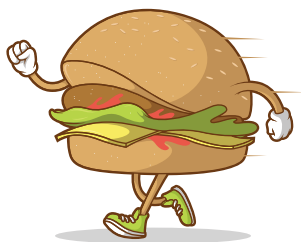
What does a house wear?

A dress.



What did the coffee report to the police?

A mugging.



What is the preferred food of runners?

Fast food.

Bible byte

“Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy.”
Proverbs chapter 31, verses 8-9

Wordsearch

N M L Y T I N U B E H Q R H O
 O O A U J Q X E C Y G V C B Y
 I D U G J O L N T C E P S E R
 S E T P F O A E Q U A L I T Y
 E E U S N T D I V E R S I T Y
 H R M G P B A C K G R O U N D
 O F I E C O M M U N I T I E S
 C N C N O I T C E N N O C N T
 G C T N E M E G A R U O C N E
 A N O I T A R B E L E C L E S
 S S E N R I A F X S I A G G O
 H A R M O N Y G Z Z B N Q O C
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 S H A R I N G G O A P W I D L

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|---------------|----------|
| ACCEPTANCE | FREEDOM |
| BACKGROUND | GLOBAL |
| BELONGING | HARMONY |
| CELEBRATION | IDENTITY |
| COHESION | MUTUAL |
| COMMUNITIES | ORANGE |
| CONNECTION | RACISM |
| DIVERSITY | RESPECT |
| ENCOURAGEMENT | SHARING |
| EQUALITY | SOCIAL |
| FAIRNESS | UNITY |

Tum-Tum: is peeking out from behind a door frame on page 7.

Answers: 1. 21 March 2021 2. Harmony Week 3. Social cohesion and racial harmony. 4. That of First Nations peoples. 5. Over 300.

Quick quiz



PHOTO CAZEL CREATIVE

1. When is UN Day for the Elimination of Racial Discrimination observed this year?
2. This day falls during which week-long celebration?
3. What does Harmony Week promote?
4. Which culture in Australia is the oldest continuous culture?
5. How many ancestries does Australia identify with?

Tum-Tum



On which page of this week's *Salvos Magazine* is Tum-Tum hiding?

Did you know?

- Rain contains vitamin B12.
- A bat can eat up to 1000 insects per hour.
- A housefly buzzes in the key of F.

DISCRIMINATION

The Salvation Army is concerned about discrimination – where a person or group is treated differently to another because of a characteristic such as their race or gender. Discrimination means that some people are denied opportunities that are available to others because of something that is entirely irrelevant to the opportunity.

In Australia, it is unlawful to discriminate on the basis of age, disability, race, sex, intersex status, gender identity or sexual orientation in certain areas of public life.

Discrimination can be overt – where people openly act or speak in a way that disadvantages a particular group. More often, though, discrimination is subtle – like when someone makes a ‘joke’ at the expense of a group.

Discrimination can also be structural. This occurs where the inherent design of a system, or the way a system operates, has the effect of disadvantaging a group of people.

A system may be designed in a discriminatory way simply because not everyone who is affected by a decision has been included in making that decision. Sometimes policies are designed without thinking how the policy will affect a particular group.

Discrimination of any kind has an ongoing, negative effect on many people within our community.



**Discriminatory systems
produce discriminatory
outcomes even when the people
within the system are actively
trying not to discriminate.**

The Salvation Army – A Pathway to Social Justice
To download this report, go to salvationarmy.org.au

WHAT CAN BE DONE?



AS A NATION we can ensure that as we design, reform or build policies we actively involve people in all aspects of design and implementation who may have previously been excluded. Co-design, collaboration and consultation with the full range of people likely to be affected can help ensure that products and services meet the needs of everyone using them.

AS INDIVIDUALS we can think critically about the systems and structures we use and support.

WE CAN QUESTION whether there is a structural discrimination that we may not individually see because the system was built with people like us in mind.

AS INDIVIDUALS we can call out and condemn overt discrimination wherever we see it. Discrimination should have no place in our country.