Ross House Association

Community Development Roadmap 2025



A roadmap to support the 2025-2030 RHA Strategic Plan

Put together by the RHA Community Development Subcommittee, this roadmap seeks to capture the key insights from the community discussion sessions held in 2024. It also represents the core values of RHA; Justice, Sustainability, Collaboration, Community and Integrity, and supports our new RHA Strategic Plan (2025–2030).

The purpose of this roadmap is to help guide us in upholding the community development principles outlined in our mission statement in practical and meaningful ways.

The mission of the Association is:

To work towards a socially just, environmentally sustainable and non-discriminatory society based on the community development principles of inclusion, consultation and collaboration, by supporting and enhancing the contribution of small community organisations towards their communities and the broader society.

Ross House Association Behaviours

The Community Development subcommittee has identified four behaviours through which RHA interprets its values. These form the foundation for the recommended actions outlined in this Roadmap.

- 1. Is an active and engaged voice within the not-for-profit sector
- 2. Is an issue-based advocate with a non-partisan voice for positive social and environmental change
- 3. Embraces and celebrates diversity in all its forms
- 4. Proactively listens to our community's feedback and ideas

Justice

Challenging
discrimination and
addressing systemic
disadvantages guided
by the principles of
equity, access,
participation, and
rights

Sustainability

Integrating
environmental impact
into all our decisionmaking processes,
recognising our
responsibility to protect
our planet for future
generations

Collaboration

Fostering shared
decision making and
meaningful community
engagement by
applying the
community
development principles
of inclusion,
consultation and
collaboration

Community

Strengthening
communities through
accessible capacity
building, ensuring
everyone has the right
to knowledge and skills
that enable positive
change

Integrity

Demonstrating
honesty, accountability
and respect in all our
relationships, ensuring
our actions align with
our values while
creating safe, inclusive
environments built on
trust and transparency

ROSS HOUSE ASSOCIATION VALUES

Ross House Association

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ACTIONS

Communications and Public Identity

- 1. Rebrand to reflect Ross House's stated values
- 2. Relaunch our website to build community and improve accessibility
- 3. Adopt inclusive language approaches for all communications
- 4. Develop and publish position statements reflecting Ross House Association values
- 5. Curate and share content reflecting Ross House Association values

Means of Connection

- 1. Promote our values through events and other activities
- 2. Facilitate ongoing and regular community-building initiatives
- 3. Grow our partnerships and connections with others that align with our values
- 4. Fostering belonging by developing relationship-based benefits for members

Physical Space

- 1. Refurbish quiet/prayer room to create a usable and calm space
- 2. Build responsive communal kitchen, eating, foyer and resource areas on level 3
- 3. Upgrade our meeting rooms to ensure they are responsive and accessible
- 4. Research and create work, social, and green areas with a focus on adaptable and multifunctional spaces
- 5. Explore flexible lease options that allow for more fluid use of office space