

# Ross House Association

## Strategic Plan 2025-2030



### Our Values

#### Justice

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

#### Sustainability

Integrating environmental impact into all our decision-making 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.



### Community

To support an engaged, impactful & resilient Ross House community, recognising its inclusivity, diversity, and its unique qualities and values, and to connect and promote Ross House throughout Melbourne and Australia.

**C1**

Enhance capacity building for RHA Members & Tenants through partnerships

**C2**

Use design elements to create meeting and social spaces in Ross House to encourage collaboration and a sense of community

**C3**

Rebuild the Ross House website with a focus on access and inclusion and building relationships with donors and funders

**C4**

Develop aligned Partnership and Community Development Plans that enhance capacity building, address community needs, and promote resource sharing

**C5**

Explore a community rental relief fund and grants program to help small community organisations become established

**C6**

Enhance the visibility of RHA and the activities of its members and tenants by improving promotional efforts through publications, media coverage, and tours



### Place

Effectively allocate resources to develop modern community spaces that enhance and support Member & Tenant organisations

**P1**

Upgrade amenities to provide disability accessible bathrooms, end of trip facilities, modern kitchenettes and reception areas to ensure Ross House provides high quality, affordable office and meeting spaces

**P2**

Undertake a review of Ross House Association's theme, colours, logo, and branding to strengthen its identity and enhance its coherence across all communications

**P3**

Establish a design blueprint for each level of Ross House that reflects contemporary community needs by refurbishing an entire level through community design and consultation

**P4**

Improve building efficiency & sustainability, complete a building energy rating, improve green spaces and undertake a feasibility study to extend main lift to the roof and install a rooftop garden



### Governance

To ensure the Ross House Association governance structure is robust and the relationship with the Ross House Trust is clear and fit for purpose

**G1**

Apply to Treasury for the Ross House Trust to be listed as a DGR in Subdivision 30B of the Income Tax Assessment Act 1997, recognising increased opportunities for donations and funding if successful

**G2**

Undertake a Governance review of RHAs role as Trustee of the Ross House Trust to assess the effectiveness and suitability of the current relationship model

**G3**

Review role of Subcommittees and Working Parties in the Ross House governance structure

**G4**

Review composition, succession planning and skills required on the RHA Committee of Management to deliver on strategic objectives