ODU·DUA
Housing Association

Annual Report 2024-25

Stronger together

Report from the Acting CEO and our Board Chair

"There are no strangers here; only friends you haven't met yet"

William Butler Yeats

Welcome to Odu-Dua Housing Association's Annual Report for 2024-25.

Like London's Mayor, Sadiq Khan,[1] we recognise the massive contribution made to this country by successive waves of migrants: economically, socially and culturally. We are proud of our heritage and proud to be Londoners in our great multicultural city.

So, for this year, the theme for our annual report is that, far from being an 'island of strangers', we are stronger together. We are pleased to be sharing the stories of some of the great Londoners housed by Odu-Dua and Shian, who work to bring communities together, while 'stronger together' also describes our own work over the past year.

It is currently challenging to be a small housing association, because costs keep rising, while rents have to be kept affordable. Our solution is to work closely with partners.

During 2024-25, we completed year two of our strategic alliance with Shian Housing Association and our Board recently agreed to extend the arrangement for a further two years. The alliance is being led by Shian's Managing Director, Leslie Laniyan, who is also Acting Chief Executive for Odu-Dua.

As part of the agreement, several Shian staff members now work part of the week for Odu-Dua, alongside our two remaining officers. Shian staff are managing our day-to-day tenancy and repairs services, asset management, and health and safety compliance; raising our standards, while reducing staff costs for both of our organisations. In addition, Shian's Finance Director is also now on secondment to Odu-Dua one day a week – bringing better financial management and replacing the costly arrangement we previously had with an external contractor.

As you will see throughout this report, Odu-Dua has benefited hugely from the alliance. Our organisation now has greater financial stability, our operations are more effective, our housing management is more efficient, our repairs service has improved, we are rationalising our stock and putting together major works programmes, and we are confidently meeting tougher regulations around fire risk, health and safety.

We are bringing in specialists from TIAA to carry out the first independent audit of Odu-Dua's work since taking a short break, which enhances our accountability to tenants and our regulators. Our governance arrangements are also more robust and overall tenant satisfaction is rising.

At the same time, we know that the new approach has been unwelcome for some residents. Shian staff focus on

providing core services like repairs to a good standard. They are committed to delivering on their promises. But they also believe in being completely transparent about what else residents can realistically expect. Some Odu-Dua residents have found it difficult to adjust their expectations and it may take a little longer for them to get used to the change of culture. However, in time, we hope that everyone will come to value the hard work and real improvements being made.

We would like to take this opportunity to thank the Board and staff at Odu-Dua, and the team at Shian, for their shared commitment to making the most of our partnership in the strategic alliance.

We hope you enjoy reading our report and feel inspired by our work and by the great Londoners we have featured.

Sandra Brown, Chair
Leslie Laniyan, Acting CEO

1. See Sir Sadiq Khan's LBC interview here: https://www.youtube.com/watch?v=oXHPXnV2e4A&ab_channel=LBC

Cover photo & above: *Residents enjoying this year's summer trip to Legoland.*

About Odu-Dua Housing Association

Odu-Dua Housing Association was set up in 1986 to house single, homeless, Black men in the plentiful short-life properties available in Camden. We became a registered housing provider in 1988.

Over time, we refurbished these homes and acquired additional properties in Camden, Brent and Barnet. While we remain committed to serving Black and ethnic minority people, our housing is now open to all.

Our homes

By 30 March 2025, we owned and managed 165 properties. This is fewer than the previous year, because we handed back five short-life properties to Camden Council and we sold two flats in Barnet. The table below shows how many homes of each size we have in each of the boroughs we work in.

Our partners

Odu-Dua belongs to the National Housing Federation and is a member of the BME London Landlords group and BME National.

We are currently working in a strategic alliance with Shian Housing Association. Shian is a larger, BME-led, housing provider which shares our values. Our Acting Chief Executive, Leslie Laniyan, is also the Managing Director of Shian.

Size of home	In Barnet	In Brent	In Camden	Total
1 Bedroom	7	8	57	72
2 Bedrooms	17	5	36	58
3 Bedrooms	7	2	19	28
4 Bedrooms	–	–	5	5
5 Bedrooms	–	–	1	1
6 Bedrooms	–	–	-	-
7 Bedrooms	–	–	1	1
Total	31	15	119	165

OUR GREAT LONDONERS: Modu Sesay

Born in Lagos to Sierra Leonean parents, Odu-Dua resident **Modu Sesay** initially pursued a career in accounting, before discovering a passion for filmmaking. Since swapping the calculator for the camera, he has worked with artists like Sampa the Great and Danny Brown, and created content for brands such as Adidas, Mini Cooper and Domino Records.

Modu says: "My work blends a dreamy, surreal aesthetic with storytelling that invites viewers into new worlds. Beyond my own creative journey, I've remained committed to uplifting others – championing local talent, offering internships, and employing aspiring creatives from the community

to help them carve out their own paths in the industry."

2025

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Tenancy management

Frontline services

Year two of our strategic alliance with Shian Housing Association saw new systems embedded that have continued to improve our services.

Introducing a new housing management program has improved our record keeping and integrates our housing and finance systems for the first time. It also allowed us to launch MyTenancy – giving residents online access to our services. Updates to the housing program will see some tasks being automated during the current financial year.

By the summer of 2024, our new website was up and running, with access to good quality service information and our newly-strengthened policies, as well as important publications such as our *Tenants' Handbook* and *Repairs Guidance* – all the result of joint working with Shian.

In the New Year, we introduced two-way text messaging, so that residents can send queries to us by text, and we can text repairs notifications and other important messages.

While our office-based staff took housing and tenancy calls, the team at Shian continued to handle repair requests. Our repairs service and resident satisfaction are continuing to improve.

Supporting residents

We assisted residents in rent arrears with payment arrangements and benefits advice. We helped a number of residents to claim Discretionary Housing Payments from their local authority. We signposted others to specialist agencies for support. In its second year, our Community Support Fund provided grants of up to £200 to residents who needed essential household items. The Tenant Panel approved the successful applications.

We continued to offer some additional support to residents who needed it to continue living in their homes. However, with such a small team, this mostly involved putting residents in touch with their local authority support team or other specialist agencies.

Lettings and voids performance

Five homes for relet became available during the year.

Handing five short-life properties back to Camden Council, and the sale of two flats at Halliwick Court, meant a number of residents needed rehousing. We did our best to assist as many as we could.

We were only able to offer an Odu-Dua transfer to one of the Halliwick residents, while Shian provided a management transfer to the second. Shian also assisted three of the households that had lived in the Camden short-life properties. Two families transferred to permanent housing in Hackney, while a third household split – with the parents being housed by Camden Council and two adult children being rehoused by Shian.

Three of Odu-Dua's other vacancies rehoused people under management transfers, including a household suffering from anti-social behaviour, and another moving from a home that needed substantial work. We allocated our fifth property under a veteran housing scheme.

Our void turnaround time was high at 100.8 days.

OUR GREAT LONDONERS: Debbie O

Together with her mother, resident **Debbie O** is a weekly volunteer at a project that provides food donations to people who are homeless or living in homeless shelters.

Professionally, Debbie works alongside the community of families who have children with disabilities. She conducts assessments, goes to panels to secure funds for families and makes sure they get the appropriate care package support.

She says: "I act as a listening ear to parents who are struggling and I also build relationships with children through play and communication that is relative to their ability level."

2025

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Estate management

In all, 40% of our properties are located in West Hampstead in the London Borough of Camden. The remainder are scattered across Barnet and Brent.

During the year, we continued to carry out regular estate inspections, inviting residents to join us. At one scheme, we saw satisfaction rise after we got the cleaning contractor to introduce a new team.

At our largest scheme, Lithos Road in Camden, we recently passed on the management of the communal areas to Notting Hill Genesis, who also have properties there. It had been taking up a disproportionate amount of our staff time, which we felt was impacting on our service delivery to all our residents.

Anti-social behaviour

At year end, we were still working through a complex case of anti-social behaviour, while neighbours were keeping us informed about ongoing incidents.

Under Shian's management, we are now doing much stricter checks before deciding who to allocate homes to. We are recognising that since we do not have the resources to give very high levels of support to people who will struggle to meet their tenancy conditions, it is not fair on them, or their potential neighbours, to offer them an Odu-Dua home.

For example, we changed the way we allocate a property held under the rough sleepers' initiative, as two previous referrals had led to serious anti-social behaviour on the estate. We instead let this property to someone through a veteran rehousing scheme.

Rationalising our stock

Shian's Asset Management team reviewed the properties we own and manage this year, to help us rationalise the stock we hold. This led firstly to the return to Camden Council of five, poor-quality, short-life homes, which were attracting expensive disrepair claims.

We also went on to sell our two flats at Halliwick Court – which were in a poor location – to provide additional funding to invest in major repairs.

OUR GREAT LONDONERS: Anonymous

It took courage, as well as support from our partner, Shian Housing Association, for this resident to turn his life around.

"When I was a young man, I was involved in a lot of street activities that resulted in me being stabbed once on one occasion, then stabbed 14 times on another occasion and then shot on another occasion.

"I was introduced to Shian through a friend with a similar background to me. My personal circumstances were assessed and they assisted me by providing me with a permanent roof over my head through a gang project they were facilitating.

"This allowed me to focus on making a fresh start in a new area, away from the area that I was initially from. As a result of this, I was able to start trying to make better decisions in life.

"Years later I have a stable job, a roof over my head and I have managed to create a family of my own by having two young children. The journey has been easy, but life is never easy, as naturally we as humans will always be faced with challenges throughout life that we will need to overcome.

"I'd just like to thank my landlord for initially housing me and then for the support that they offered me when I was trying to make my transition from being a troubled young man into trying to be a stable man capable of working towards achieving something in life other than going to prison or being killed."

2026

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Tenant feedback

Ongoing surveys

In June 2024, Shian commissioned Acuity Research to start a rolling programme of phone surveys for us. They contact a sample of residents who have recently used our customer service, or had a repair done, so that we can track satisfaction. The results are shown in the tables opposite. So far, they are good results and improving.

Major survey

Acuity carried out our latest major tenant satisfaction survey for us in 2023 and we reported the results in 2024. The main questions asked were the Tenant Satisfaction Measures launched by the Regulator of Social Housing that year. This means the results can easily be compared to those of other landlords.

In all, 94 residents responded, with 61% reporting overall satisfaction with Odu-Dua. The results captured satisfaction just as the strategic alliance with Shian was getting started. The next major survey will be held in the summer of 2025 and will show whether recent service changes are working well or not so well.

Complaints

Between April 2024 and March 2025, we received nine complaints. Three went to Stage 2. We acknowledged all the complaints on target within five working days, provided 90% of Stage 1 final responses within our 10-working-day target and 90% of our Stage 2 complaints within our 20-working-day target.

- A resident who took a complaint about communal cleaning to Stage 2, got £16.68 in compensation and we agreed an action plan.
- A resident who complained about a longstanding leak from a neighbour that hadn't been attended to got £250 in compensation.
- We did not uphold a complaint that went to Stage 2 about delays in our handling of an anti-social behaviour case, as we were already in the process of evicting the perpetrator.
- We did not uphold a complaint about poor broadband and phone services to the building when Hyperoptic opted not to install fibre broadband.
- A resident who was unhappy about outstanding repairs and a failure of contractors to attend was offered £250 in compensation.
- We did not uphold a resident's complaint about feeling harassed by staff.
- We partly agreed a complaint about communal cleaning and took action.

Acuity: Customer contact survey	Jun 2024 to Mar 2025
Overall satisfaction	67%
Ease of contact	80%
Felt fully informed	65%
Query handled satisfactorily	62%
Query resolved on first contact	52%
Number of interviews	58

Acuity: Repairs survey	Jun 2024 to Mar 2025
Overall satisfaction	88%
Ease of reporting repair	78%
Worker's attitude, tidying up	87%
Quality of work	79%
Kept informed	77%
Right first time	86%
Easy to deal with	83%
Number of interviews	53

Tenant involvement

The Chair of Odu-Dua is a resident, which puts a resident voice at the heart of our work.

This year, we invited Odu-Dua residents to join the BME London Tenant Forum alongside Shian and other tenants. Sadly, no-one took up this offer. We would be pleased to hear from any resident who wanted to get more involved in our work.

2026

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Repairs and maintenance

Our repairs service was managed for us by staff at Shian under our strategic alliance and is working well. During 2024-25, we spent £265,243 (£214,572, the previous year) on repairs and maintenance and carried out 574 responsive repairs.

Our regulator sets targets for us to meet (see bottom table) and our performance against these last year was in line with other similar landlords.

However, for non-emergencies, Shian works to a higher standard than our regulator expects. They call this their gold standard. As the top table shows, we met Shian's gold standard targets, which means we compare very favourably with other landlords.

However, be aware these are averages. There will always be some jobs that are complex, or awaiting parts, which will take longer than we aim for.

Meeting our gold standard: How long repairs took in 2024-25	Usual standard	Shian's gold standard	Average achieved
Urgent repairs	5 days	3 days	2.5 days
Routine repairs	20 days	10 days	8 days

Reported to our regulator: Repairs completed on target	2024-25	Target 2024-25	Peer group median
Emergencies (24 hours)	100%	100%	99.5%
Urgent (5 working days)	97.7%	97.5%	Not available
Routine (20 days)	96.25%	97.5%	96.5%
Repair completed 1st visit	Not available	85%	93.8%
Annual gas safety certificate	100%	100%	100%

Disrepair cases

Under Shian's management of repairs, we successfully resolved several disrepair cases during the year. They included complaints about the short-life properties we were managing, which we have since handed back to Camden Council.

If you aren't happy with our handling of your complaint, we will be happy to work with you if you go to the Housing Ombudsman – but **please don't hire a lawyer**. In a recent example, an Odu-Dua tenant got compensation of £3,000, while their lawyers claimed £30,000 in fees. While we were able to negotiate this down to £18,000 – this was still the cost of three kitchens taken from our funds.

Meanwhile, another tenant, who went direct to the Housing Ombudsman, got a settlement of £6,000 – with no legal fees involved.

OUR GREAT LONDONERS: Mrs Odoi

Mrs Odoi says: "As an NHS nurse, my role allows me to care for people and their families in meaningful ways. For me, it goes beyond providing treatment – it is also about kindness, reassurance and treating everyone with dignity. I try to make a difference through small but important actions, such as listening, offering comfort and helping people feel more confident about their health.

"If those moments help patients and

families feel supported and valued, then I feel I have contributed something positive to both their lives and the wider community."

2026

March

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Reinvesting in homes

Stock condition survey

We completed our first full stock condition survey during the year. We now have detailed records in our new asset management software, which we are using to plan more structured works programmes.

Major works programme

During 2024-25, we spent £615,944 (£174,021 the previous year) on major repairs. This included replacing:

- two kitchens
- 25 bathrooms
- two boilers
- six roofs, and
- the windows at 10 properties.

Shian successfully made a planning appeal on our behalf, which means we can go ahead and replace the wooden windows at Lithos Road with uPVC,

which is more efficient. The decision means that we can also now confidently put forward planning applications to complete this work on the rest of the estate.

In the current year, we are also focusing on replacing bathrooms in year two of our three-year upgrade programme.

Our reinvestment work has benefited from additional funds raised by the sale of several properties that were not cost-efficient.

OUR GREAT LONDONERS: Evette Dawkins

Evette Dawkins has been a tenant of our partner, Shian Housing Association, for over 25 years – starting out as a young woman with children, and growing into an independent adult rooted in community and care.

"My journey began with my mother, who managed an after-school club and inspired me to follow in her footsteps as a playworker. From early on, I knew I wanted to make a difference in children's lives.

"Living in social housing has given me the stability to raise my children, nieces and nephews, while also building a meaningful career. I've worked as a playworker and youth worker in my local area, served as a committee member at a local preschool, and earned a BA Honours in Youth and Community Work.

"Eventually, I became a Hackney Youth Hub Manager, overseeing community projects.

"My current role as a foster mother, and committee member of the fostering group, is especially close to

my heart. It's a path filled with both rewards and challenges, and I've seen firsthand the impact of providing care, consistency, and compassion. The support I've received from my landlord—having a safe roof over our heads, neighbours who look out for me, and a community that encourages self-care—has been invaluable.

"While fostering has brought many beautiful moments, I've also faced some very difficult experiences. These have tested me, but they've also deepened my understanding of what it means to truly support a vulnerable child."

2026

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Health and safety

We are reaching consistently higher standards in our health and safety work, thanks to the team at Shian.

In line with recent, much stricter, regulations, they brought in specialists to carry out the following inspections and works at our properties during the year.

- **Asbestos:** We got 10 surveys completed. In each block inspected, one in 10 of the flats were checked, along with every communal area. We will next inspect after any refurbishments or renovations.
- **Fire Risk Assessments (FRAs):** We continued with works recommended in our last FRAs. These included improving compartmentation at a number of our blocks and properties, which was completed in June 2025. We also upgraded fire resistance letterboxes at Lithos Road. Our next inspections are scheduled for this summer.
- **Electrical Installation Condition Reports (EICR):** We got 21 electrical safety checks completed.
- **Legionella:** Our specialists carried out 27 risk assessments and began remedial works where necessary. In each block inspected, one in 10 of the flats were checked, along with every communal area. We included a leaflet about water checks in our newsletter. We will next inspect in 2028 – but only if we have carried out plumbing or works to water tanks.
- **Lifts:** Both lifts are in good working order and they are serviced every three months.

OUR GREAT LONDONERS: Jaydeane Robinson

Resident **Jaydeane Robinson** told us: "In 2020, I lost the greatest thing to me and that was my Mum, Elmita Robinson. She passed away to cancer. My mum was my light and foundation. When she passed, I hated hospitals. I hated the smell, the sounds of the machines – everything that reminded me of her pain.

"Nursing felt like the very things that took her away from me. But the more I remembered her, the more I realised that what defined her wasn't her illness; it was her heart and journey.

"Nursing gave me a chance to turn my grief into something greater and that was compassion! Today, in my community, I am a nurse. I don't just show up as a nurse. I show up as a someone who has walked through pain, and who knows that behind every patient is a family, a story that matters, a legacy to carry and a love that matters.

"Nursing became a way to carry my Mum's legacy on. Now, every time I care for someone in my community, I feel like I'm honouring my mother. What started as pain has now become my purpose.

"In my Mum's final days, I remember her saying "all is well" and how you have cared for me will never go unnoticed. That's when I realised that if I can make my community feel loved and cared for, like my Mum did, then my mission on earth is complete.

"And that's what birthed my passion for nursing."

Pictured: Elmita and Jaydeane Robinson

2026

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How well we performed

Rent payments

In line with government rent-setting guidance, we raised our rents by 5% in 2024-25.

We were pleased to see an increase in rent pre-payments from 3.65% at the beginning of the year, to 4.05% by the end of the year.

Rent arrears

However, 82 residents owed us rent. Although nearly two-thirds of these residents owed us rent for under four weeks, our arrears still rose to 4.7%.

We are focusing on improving this figure during the current financial year, because it directly affects our frontline budgets.

Key performance figures	2023-24	2024-25	Target 2024.25	Peer group median
Rent collected	99.5%	99.23%	100%	4.1%
Current rent arrears	4.85%	4.7%	4.5%	97.39%
Rent loss from empty properties	13,090.77	£11,596	0.5%	0.68%
Management cost per home	£3,188	£3,291	£3,230	Not available
Repairs/maintenance cost per home	£3,391	£2,613	£3,562	£1,000.30

OUR GREAT LONDONERS: Eldridge Bodkin

Supporting others is written into **Eldridge Bodkin's** DNA. Despite a prostrate cancer diagnosis of his own – thankfully spotted early and successfully treated – Eldridge has done his fair share of supporting family in recent months. He sadly lost his younger brother to neck cancer in January and has since been supporting his brother's children to secure their share of the estate. In May, his wife, on a visit to Bristol, almost lost her life following a diabetic crisis.

Although family affairs have been top of his mind, Eldridge is also active in his community. He says: "I have supported men in obtaining prostate examinations. Men tend not to talk about the subject and black men often view examinations in a homophobic manner. Not me, I hasten to add."

Amongst other commitments, as Treasurer of the Supporting Relationships and Families charity, Eldridge helped to organise their annual conference last November.

Eldridge also supports The Windrush Foundation with its educational programme for adults and in schools, which shares the historical significance of the arrival of the Empire Windrush at Tilbury Docks in 1948.

He says: "I could say a lot more, but I have expressed a personal, rather than 'community' journey this past year."

2026

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Value for money

Our strategic alliance with Shian Housing Association has allowed us to make good progress on achieving improved value for money.

A shared Chief Executive and the presence of other key Shian staff, who now spend part of the week managing and working with Odu-Dua staff, are reducing staff costs, while improving our effectiveness, regulatory compliance and tenant satisfaction levels.

Since April 2025, when Odu-Dua's Operations Manager retired, Shian's Operations Director has taken over this area of work on an interim basis – with further cost savings.

Another significant saving has come from the ending of an outsourced contract for Odu-Dua's financial management services. Instead, Shian's Finance Director is now on secondment to Odu-Dua, one day a week, providing stronger financial stability.

We made good use of the proceeds from the sale of a property in Alexandra Road in Barnet the previous year, by paying down debt and funding further reinvestment work. The sale of two flats at Halliwick Court, during 2024-25, adds further funds.

We reduced the risk of draining our frontline budgets with disrepair claim payouts by handing back our remaining short-life properties, and by taking a more professional approach to planning future works following a full stock condition survey.

Our value for money performance figures for 2024-25 are set out below. To meet our regulator's requirements, we have compared our performance to our peer group – a benchmarking group of small housing associations.

Value for money reporting metrics	2023-24	2024-25	Target 2024-25	Peer group median
Reinvestments (spend on existing homes)	5%	9.75%	6.58%	3.1%
New supply delivered (new homes)	0.2%	0%	0%	0%
Gearing (our debt levels – finance debt allows us to invest in existing homes or to develop new ones)	12.06%	8.43%	16.33%	22.9%
EBITDA MRI interest cover (measures our surpluses against the interest we pay)	356%	866%	116.66%	141.6%
Headline social housing cost per unit	£6,326	£6,643	£7,625	£6,187
Operating margin (social housing)	21.68%	28.65%	14.52%	23.17%
Operating margin overall	22.07%	28.65%	14.52%	21.01%
Return on capital employed (ROCE)	8.59%	4.82%	3.35%	3.41%

OUR GREAT LONDONERS: Pat Turnbull

Pat Turnbull works tirelessly for her neighbourhood and her fellow residents really appreciate her efforts.

She says: "I've been the chair of Victoria Community Association, the tenants' and residents' association on New Kingshold Estate in Hackney, for over 25 years.

"We meet every month and we raise issues on behalf of tenants with the four landlords on our estate, the council and even, at times, the government.

Issues we raise include: repairs, maintenance, waste disposal, parking and other transport issues, rent rises and youth facilities."

2026
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Financial performance

Statement of financial position as at 31 March 2025

Balance sheet	2025 / £	2024 / £
Fixed assets		
Housing, land and buildings	6,315,901	5,747,407
Work in progress	0	408,628
Other tangible fixed assets	234,586	237,726
	6,550,487	6,393,761
Current assets		
Debtors	211,385	149,629
Cash and bank balances	525,243	699,533
	736,628	849,162
Current liabilities		
Accruals and other liabilities	(713,579)	(853,802)
Net current assets	23,049	(4,640)
Total assets less current liabilities	6,573,536	6,389,121
Creditors: amounts falling due after more than one year	(924,776)	(1,057,481)
Total net assets	5,648,760	5,331,640
Capital and reserves		
Called up share capital	8	8
Designated reserves	8,691	8,691
General reserve	5,640,061	5,322,941
	5,648,760	**5,331,640**

OUR GREAT LONDONERS: Shanielle Shrouder

Resident **Shanielle Shrouder,** says: "I am passionate about contributing to my community in ways that create lasting, positive change.

"I am legally trained and currently work for the Financial Ombudsman service. I make independent and unbiased decisions to put things right when people have been treated unfairly by a financial firm.

"Outside of work, I am a school governor for a federation of four Hackney primary schools. I take a strategic approach: considering the schools' vision, looking over their finances and holding headteachers to account for the schools' educational performance.

"I also value sustainability in Hackney. As a volunteer beekeeper at the Hackney School of Food, I help care for the bees and raise awareness about their importance to our environment. I also enjoy getting involved with the gardening there, contributing to a space that not only promotes healthy eating but also teaches children and families about the value of nature.

"For me, community work is about creating connections, supporting others, and leaving things better than I found them. I'm grateful to play a part in shaping a fairer, greener and stronger community."

2026

August

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Financial performance

Statement of comprehensive income as at 31 March 2025

Income and expenditure	2025 £	2024 £
Turnover	1,453,637	1,453,637
Operating costs	(1,267,046)	(1,267,046)
Loss/gain on disposal of housing property components	(53.960)	450,988
Operating surplus	**388, 763**	**637,579**
Interest receivable and similar income	0	7,239
Interest payable and similar charges	(71,643)	(95,877)
Surplus for the year	317,120	548,941

OUR GREAT LONDONERS: Anonymous

"I used to be part of the problem. Now, I'm part of the solution. If my story can stop just one young person from going down the wrong path, then everything I went through has meaning."

Prison was a real wake-up call for one resident. He recalls: "During my time in prison, I began to reflect deeply on my choices, the harm caused to others, and the wasted potential of a life entangled in crime and gang culture. Motivated by a desire to do better – not just for myself but for my family, I committed to making lasting change.

"Upon release, the journey wasn't easy. Reintegrating into society brought challenges: securing stable housing, finding employment, and rebuilding trust. I engaged in support programmes and remained focused on the goal of transformation.

"I have become a respected workshop facilitator, delivering impactful sessions on gang violence and youth crime in schools, colleges and youth clubs. These workshops combine honesty, lived experience, and practical advice – often reaching young people before

they make choices that could lead to prison or worse.

"Another vital aspect of the work I've done over the years takes place within multiple housing hostels, where I have supported and mentored young men, many of whom are also gang members and ex-offenders or care leavers. I have provided life skills coaching and emotional support to help them on on their journey to independent living.

"This is more than just a job. It's a mission. A mission to interrupt cycles of violence, poverty and incarceration. A mission to turn pain into purpose. And a mission to prove that no matter how far someone has fallen, change is always possible."

2026

September

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Frontline staff

During 2024-25, Odu-Dua's dedicated staff were:

Jyotika Patel, Operations Manager, who has since (April 2025) retired.

Andrian David, Housing Officer, who left the organisation in August 2024.

Veronica Mathurin, Tenancy Services Officer, who joined us in 2024.

Nadine Bunting, Customer Services Officer.

Shian's teams managed our repairs service. In addition:

Leslie Laniyan, Shian's Managing Director, also held the role of Chief Executive at Odu-Dua.

Indran Thavendra, Shian's Finance Director, now works one day a week providing financial management to Odu-Dua.

Minara Sultana, Shian's Operations Director, provided support and has now taken on the management of operations at Odu-Dua on an interim basis.

Sam Bereket, Shian's Asset Manager, works for Odu-Dua on secondment one day a week.

Zoma Okpala, Shian's Head of Health and Safety, works for Odu-Dua on secondment one day a week.

2026

October

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STRONGER TOGETHER

Board of management

Sandra Brown (Chairperson)

Sandra is a senior PA legal secretary, with vast experience in property law, residential and commercial conveyancing, and various other aspects of law, having worked in several top city law firms. She holds a BSc (Hons) Social Sciences and diplomas in Geography and Environment, and Development. She was a Board member of Shian Housing Association, where she was at one time Vice Chair and Chair of Audit and Risk. She has also been a Board member for Barnet Citizens Advice Bureau.

Mark Reid (Company Secretary)

Mark is an experienced finance professional, currently working as a financial auditor with HSS Hire Group PLC. He has more than 30 years' experience of working across a varied portfolio of clients in a wide range of sectors. To name a few, these include: insurance and pension funding, local and central government, immigration law, learning and skills, not for profit, education, property management, fee and contract, rent and the operation of housing associations.

Sharon Lynch

Sharon is a former Odu-Dua tenant and previously served on the Management Committee of the management company for Meru Close. Sharon rejoined the Board in 2015.

Charline McGrowder

Charline has over 15 years of experience in the housing sector and currently works in local government managing temporary accommodation for individuals facing homelessness. Charline has provided housing and support services to black and ethnic minority communities. She possesses extensive knowledge around construction and repairs and maintenance, and has led various development projects across London. Charline serves as a Board Member of Tamil Housing Association and acts as a mentor to other housing professionals.

Sal Ishmael

Sal is an experienced professional with a career spanning telecoms, transport and hair & beauty. Born in Guyana and part of the Windrush generation, he has held senior leadership roles, including over 10 years as Technical Director for a leading American telecoms firm. Sal is recognised for his strong work ethic, problem-solving skills, and ability to thrive in complex situations. As a private landlord managing multiple properties, Sal has developed hands-on expertise in property management, tenant relations and regulatory compliance. This experience equips him with practical insights essential for serving as a Board member of Odu Dua. His understanding of tenant needs, property upkeep and financial management directly aligns with the goals of social housing. Sal is dedicated to improving housing standards and working with diverse communities, making him a valuable contributor to any organisation focused on delivering quality, affordable housing. Sal was appointed to the Board in October 2023.

Ndiwe Rocque

Ndiwe Rocque is currently the CFO at Daizun Investments, a debt financing company specialising in bridging and development loans within the property sector. Before joining Daizun Investments Limited, she worked as a Private Client Tax Advisor at PwC, focusing on personal tax planning and owner-managed businesses.

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