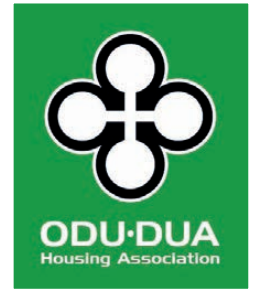


Annual Report 2025-26

Staying ahead



Report from our Chair and Chief Executive



Welcome to Odu-Dua Housing Association's Annual Report for 2025-26.

The social housing sector is currently experiencing a major shake-up, which aims to make housing associations more professional, more transparent, more accountable to residents and ever-more focused on health and safety.

So, this year, the theme for our annual report is the proactive approach we have been taking to make sure we stay ahead of these important changes.

We have now completed the third year of our strategic alliance with Shian Housing Association. The alliance is being led by Shian's Managing Director, Leslie Laniyan, who is Odu-Dua's Chief Executive. Our staffing model combines directly employed Odu-Dua staff with senior and specialist staff seconded part time from Shian and additional professional support provided through the strategic alliance. This gives Odu-Dua access to a wider range of expertise and capacity, while retaining its independence, its own Board and its direct accountability to residents. The alliance is designed to strengthen Odu-Dua, rather than replace its own identity or responsibilities.

Every member of the combined Odu-Dua/Shian team is now working to meet challenging new standards. Throughout this report, we share what the changes mean in practice and how our staff are responding. Overall, we are pleased to be working towards such positive aims for our sector.

As small housing associations, the strategic alliance is helping both our organisations to focus on getting best value from our shared, but limited resources. This is working particularly well for Odu-Dua. Our overall standards have continued to rise, while we are confidently meeting the new regulatory requirements.

We are really pleased that this is also being reflected in a major rise in your satisfaction levels. The results for our 2025 Tenant Satisfaction Measures survey showed a 15% rise in your overall satisfaction – from 61% to 76%. Three years of Shian running our repairs service have also raised your overall satisfaction with repairs from 56% to 82%.

A change in our cleaning contractor has also improved this service and staff are providing better tenancy sustainment support too. This includes making the most of multi-agency partnerships to get the best support in individual cases.

We are not complacent. We know we can do better in areas like complaints and anti-social behaviour. But we do feel things are heading in the right direction.

Meanwhile, we have continued to benefit this year from Shian's professional experience around asset management.



We further rationalised our stock by selling a property in Rucklidge Avenue, so that we could spend the funds raised on refurbishing other buildings. Shian assisted by rehousing one of the residents, while the other was happy to move closer to relatives.

Our formal, structured, home investment programme is now based on stock condition surveys carried out since the strategic alliance began. However, unfortunately, our plan to move forward on the next phase of window and balcony door upgrades at Lithos Road has been delayed. This is because we unexpectedly lost our planning appeal over the use of uPVC units. A similar appeal for an earlier phase of the project had been given approval.

As members of the BME London Landlords group – which our Chief Executive currently chairs – we have signed up to the Capsticks Policy Bank. This provides consistent, legally compliant and up-to-date policies for housing associations to adopt. Our new suite of policies, informed by this work, will be available on our website in the near future.

We were pleased last summer to provide a fun day and a trip to Legoland to our Lithos Road residents. We value these opportunities to spend time with you and bring you together with your neighbours. As we see it, we make up Odu-Dua together – there is no you and us.

As always, we would like to thank our staff and the staff at Shian for their hard work, and our Board for their continued commitment to Odu-Dua Housing Association.

Sandra Brown, Chair

Leslie Laniyan, Chief Executive

Cover photo: 2026 Summer trip to Southend

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 31 March 2026, we owned and managed 163 properties. This is fewer than the previous year, because we sold a property with two flats in Rucklidge Avenue in Brent, because it needed expensive repairs. In all, we currently have:

- 29 homes in Barnet
- 15 homes in Brent, and
- 119 homes in Camden.

Of these, 43% of our homes have one bedroom; 36% have two bedrooms, 17% have three bedrooms and the remaining 4% have four, five or seven bedrooms.

Our partners

Odu-Dua is a member of the National Housing Federation and is also 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 Chief Executive, Leslie Laniyan, is also the Managing Director of Shian.

Housing sector changes: Stronger rules and more inspections

Our Regulator used to be mainly interested in financial stability. Now, it also more actively regulates how well landlords like Odu-Dua deliver services.

The Regulator does this through stronger rules called 'consumer standards'.

The consumer standards focus on:

- the condition and safety of your home
- how good our repairs service is
- how well we communicate with you and involve you in our work, and

- how well we handle complaints and anti-social behaviour.

To keep track of how well landlords like Odu-Dua are doing, our Regulator:

- reviews our performance regularly
- carries out planned inspections – instead of stepping in only when things go wrong, and
- speaks directly to tenants about their experience.

To prove our performance is consistently good, our staff have to work to higher standards, keep better records and make sure we are inspection-ready at all times.



Changes like these make the social housing sector more accountable and transparent – and we welcome them. As small, community-based housing associations, Odu-Dua and Shian take pride in knowing and understanding our residents, so that we can deliver the right services to you.

LESLIE LANIYAN, Chief Executive

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Keeping standards high

In year three of our strategic alliance with Shian Housing Association, our two staff were able to focus on meeting high standards when handling core tenancy management services.

Our Senior Tenancy Services Officer focuses on housing management and rent arrears, while our Tenancy Services Officer leads on estate inspections, anti-social behaviour, and our work with estate contractors and other landlord partners.

Through our strategic alliance, Shian's repairs team provides Odu-Dua with additional specialist support in managing repair orders and liaising with contractors.

All staff now follow up requests that come through MyTenancy – the online portal we introduced last year – as well as answering your phone calls and emails, and using our two-way texting service.

Offering support

We assisted residents in rent arrears with payment arrangements and benefits

advice. We also improved our tenancy sustainment work by making the most of multi-agency partnerships to get the best support in individual cases.

The Tenant Panel approved successful applications for grants of up to £200 from our Community Support Fund, so that a number of residents could buy essential household items.

Complaints

When things don't go as well as they should, we take your concerns seriously and aim to learn from them.

Last year we received seven complaints and resolved six at Stage 1. The seventh is currently being looked at by the Housing Ombudsman.

Five of the complaints were about repairs, while two (one of which was later withdrawn) were about communal cleaning. We apologised, made action plans to resolve matters and gave five residents some goodwill compensation.

Housing sector changes: Better handling of complaints

The Housing Ombudsman introduced a complaint handling code that sets out how landlords must manage their complaints.

The code sets out a two-stage process, with strict response times.

When we progress your complaint, we have to:

- keep you informed
- take your complaint seriously, and

- be ready to learn and make changes to improve our services.

If you are still unhappy with Odu-Dua's response, you can take your complaint to the Housing Ombudsman. They will investigate and may require us to take action.

The code also sets out that we must report formally on complaints each year. You will find our latest report with the publications on our website.



We really value the lead the Housing Ombudsman is taking on complaints. The papers they publish are really informative and in cases involving complaints from Odu-Dua and Shian residents, we have found their comments to be valid and helpful.

Minara Sultana, Shian's Operations Director, oversees our complaints as part of the support provided to Odu-Dua through the strategic alliance.

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Managing your estates

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 carried out regular estate inspections, inviting residents to join us.

Anti-social behaviour

A complex case of anti-social behaviour, carried over from the previous year, came to court at the end of March 2026.

Expert advice at the hearing confirmed that the resident involved is unable to manage a tenancy independently and needs supported accommodation. We are now seeking an appropriate transfer, because the current situation remains unfair for this resident as well as their neighbours.

With the additional housing management support available through our strategic alliance with Shian, we are now carrying out more robust checks before allocating homes, because our small team cannot offer high levels of support to vulnerable individual tenants.

Rationalising our stock

We sold a street property with two flats in Rucklidge Avenue in Brent, because the building needed extensive refurbishment. Shian rehoused one of the tenants involved, while the other moved closer to relatives. The funds raised by the sale will add to our major works budget.

Lettings and voids performance

Four homes became available. A property that had been hard to let went to an overcrowded Odu-Dua tenant's daughter. A second rehoused a household whose previous Odu-Dua home needed work for damp and mould. The third provided move-on accommodation to someone living in temporary accommodation. The fourth was still being worked on at year end, but we expected to allocate it to an Odu-Dua resident whose current home needed significant works.

Our void turnaround time remained high. Two of the homes took 12 weeks to re-let and a third was re-let in nine weeks.

Housing sector changes: Decent Homes upgraded

The Government has plans to update the Decent Homes Standard, which sets minimum standards for our properties. All landlords – in the social housing and private sectors – will need to meet this higher standard by 2035.

The new standard will include the following.

- Every home will need to be free of

the most dangerous hazards and in a reasonable state of repair.

- Homes will have to provide at least a minimum number of core services and facilities.
- All windows that could present a fall risk for children will need child-resistant restrictors that can be overridden, if needed, by an adult.
- Homes will have to meet minimum energy efficiency standards and offer a reasonable degree of thermal comfort.
- Homes should be free of damp and mould.



Over the next decade, major works programmes will make sure that all of Odu-Dua's homes meet the new Decent Homes standard.

SAM BEREKET, Shian's Asset Manager, oversees our major works programmes as part of the support provided to Odu-Dua through the strategic alliance.

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Our tenants and communities



Fun day

Lithos Road residents got together on 25 July 2025, for a community fun day organised by Odu-Dua, Notting Hill Genesis and Clarion (pictured above and right).

The event was designed as a positive reset for residents after a period of anti-social behaviour at the estate.

It was a great opportunity for neighbours to get to know each other and to spend time with staff from Odu-Dua, Shian and the other landlords at the estate.



We are introducing this role, because our major survey showed that we should take steps to improve your satisfaction with your block and neighbourhood.

Tenant Scrutiny Panel

We also want to strengthen tenant involvement across Odu-Dua by launching a Tenants' Scrutiny Panel. The panel's role will be to review our overall service performance and contribute to overall service improvement.

We will draw members from a broad range of residents, to get representative feedback, and reward them for their time.

Trip to Legoland

Together with Shian, we offered Odu-Dua residents their first-ever summer outing. Over 30 people joined the coach trip to Legoland in August (pictured below).

Estate champions

Since the end of the year, we have been looking for residents to work with us as estate champions. Our estate champions will carry out informal checks in and around their scheme.



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Raising satisfaction

We reported the results of our **Tenant Satisfaction Measures (TSM) survey**, carried out for us by Acuity in 2025.

We were pleased that against almost every measure, you gave us higher satisfaction scores than you did in 2023.

- Your overall satisfaction with Odu-Dua as your landlord rose by 15% to **76%**.
- **82%** of you were satisfied with our repairs service (up 26%).
- **79%** of you were satisfied with your latest repair.
- **77%** of you were satisfied that we treat you fairly and with respect.
- **77%** agreed that we are easy to deal with.
- **72%** of you were satisfied your home is safe and well maintained.
- **64%** of you were satisfied that we listen to your views and act on them.

Although at **52%** (up 12%), we scored higher for our handling of anti-social behaviour and satisfaction with complaints rose by 2% to **38%** – we know we need to improve in these areas.

Ongoing surveys

Between TSM surveys, Acuity call a sample of residents every month, to ask about a service they used. The results (see tables) show us how to keep improving.

Acuity: Customer contact survey	2025-26
Overall satisfaction	74%
Ease of contact	81%
Query resolved first time	57%
Overall satisfaction with call	74%
Kept informed	77%
Easy to deal with this time	71%
Number of interviews	35

Acuity: Repairs survey	2025-26
Overall satisfaction	91%
Ease of reporting repair	82%
Kept informed	83%
Worker's performance	98%
On time	80%
Quality of work	87%
Right first time	83%
Easy to deal with this time	87%
Number of interviews	69

Benchmarking

We regularly meet online, and compare our results with, other small housing associations in the London & South East Benchmarking group.

Housing sector changes: New Tenant Satisfaction Measures

We have to carry out a tenant survey every two years to find out what you think and how you feel about our services. Our Regulator now provides the wording for most of the questions.

We have to report back on what you tell us and give you performance information. This allows you to compare us with other landlords.

We have to use what you tell us to improve our services.

You can read about our latest survey results on this page and download the summary report from our website at: <https://odu-dua.org/resident-satisfaction-survey-2025/>

We aim to keep your satisfaction high with every contact you make with us – and what you tell us in surveys really helps us to get things right.

Veronica Mathurin, Tenancy Services Officer



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Providing good quality repairs

During 2025-26, 607 repairs of all types were arranged for Odu-Dua residents through the repairs service provided under our strategic alliance with Shian.

For non-emergencies, we measure our repairs performance against a higher standard than expected by our regulator. We met this higher standard by

completing urgent work in an average of 2.33 days and routine work in 7.72 days. This means we still compare very well to other similar landlords.

However, a lack of parts or similar reasons meant that 17 repairs were completed late.

Meeting a higher standard How long repairs took in 2025-26	Usual standard	Higher standard target aimed for	Average achieved
Urgent repairs	5 days	3 days	2.33 days
Routine repairs	20 days	10 days	7.72 days

Reported to our regulator: Repairs completed on target	2024-25	2025-26	Target 2025-26	Peer group median
Emergencies (24 hours)	100%	100%	100%	99%
Urgent (5 working days)	97.7%	96.21%	97.5%	Not available
Routine (20 days)	96.25%	96.72%	97.5%	98%
Annual gas safety certificate	100%	100%	100%	100%

Housing sector changes: Awaab's Law

The introduction of Awaab's Law in October 2025 set new standards for social housing landlords around damp, mould and emergency hazards.

In line with new legal deadlines, when you report damp or mould to us, we will follow this up within 24 hours.

If we assess your problem to be an emergency, because a large area of your home is affected, or someone's health is affected, we will start repairs within 24 hours – and we may rehouse you temporarily while we do this.

Otherwise, we will:

- inspect your home within 10 working days
- send you a summary report within three working days of the inspection
- fix any damp and mould that could harm your health or safety, within five working days of the inspection
- within 12 weeks, complete any work needed to stop it happening again
- complete all repair works within a reasonable time period, and
- check back with you in six months.

If your home is affected by any other emergency hazards, we will investigate and make safe within 24 hours – in line with our emergency repairs target.

We take damp and mould very seriously. We will always work with you to resolve this problem in your home.

POV VAITKEVICIUS, Shian's Tenancy Services Co-ordinator, provides housing management support to Odu-Dua through the strategic alliance.



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Reinvesting in homes

Improving our properties

As part of our reinvestment work during the year, we replaced:

- four kitchens
- four boilers
- 25 bathrooms
- the windows in 11 homes, and
- 10 roofs.

Health and safety

Led by Health and Safety Manager, Uzoma Okpala (who is currently on secondment to Odu-Dua), Shian's team oversee Odu-Dua's health and safety work, bringing in specialists to carry out inspections and remedial works throughout the year.

- **Asbestos:** We were up to date with surveys, having carried out 10 checks in the previous year. We will next

inspect after we undertake any major refurbishments or renovations.

- **Fire Risk Assessments (FRAs):** In all, 32 inspections were carried out, followed by appropriate remediation work. We sent a leaflet out to each tenant.
- **Electrical Installation Condition Reports (EICRs):** In all, 27 electrical safety checks were completed.
- **Legionella:** We did not need to carry out any risk assessments this year, because our specialists completed 10 the previous year. We next need to carry out Legionella inspections in 2028 – but only if we have had work done on water tanks or their related plumbing.
- **Lifts:** We carried out eight inspections on our two lifts, as we get them serviced every three months. Our lifts are in good working order.

Housing sector changes: Tightening up on health & safety

Building safety

We don't have any high-rise buildings, which have been affected by the biggest rule changes since the Grenfell fire, but we still have to make sure your homes are safe to live in.

We have to manage risks around:

- fire
- gas leaks
- electrical faults, and
- structural safety.

We have to carry out regular safety checks, including fire risk assessments.

We have to keep good records, communicate clearly with our residents and do any follow-up works needed.

Electrical safety

In 2025, the Government added an electrical safety standard for us to meet. We now have to carry out an electrical inspection in your home every five years, or when a home is re-let – to check wiring, sockets and all electrical installations.

We promptly have to fix any defects found by the inspections.

Health and safety rules have got much stricter in recent years. Working with trusted specialists, we run a rolling programme of tests and inspections, following up with any work needed, so that we keep your homes safe.

UZOMA OKPALA, Odu-Dua's Health and Safety Manager, works with specialist contractors, and colleagues through the strategic alliance, to manage inspections, compliance and remedial works.



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Our performance on rents

Rent rises

In April 2025, our rents rose by 2.7% – in line with the Government's rent guidance. The rise represents CPI inflation as recorded in September 2024, plus 1%. This was a lower rise than for the past

two years, because the rate of inflation had dipped.

Based on CPI in September 2025, plus 1%, our rent rise in April 2026 was 4.8%.

Rent arrears

During 2025-26, our arrears reduced to 3.85% of our rent roll – below our target. Our rent collection also increased to 100.33%, which exceeded our target.

However, at year end, a significant number of residents owed us rent – even if, in most cases, this amounted to four weeks or less. We continue to offer support to residents who engage with us when they are in rent arrears.



Key performance figures	2024-25	2025-26	Target 2025-26	Peer group median
Rent collected	99.23%	100.33%	>100%	98.93%
Current rent arrears	4.7%	3.85%	<4.5%	3.56%
Rent loss from empty properties	0.74%	0.37%	0.5%	0.95%
Management cost per home	£3,291	£3,192	£2,972	N/A
Repairs/maintenance cost per home	£2,631	£4,391	£4,118	£1,193

Housing sector changes: Making rents more predictable

In April 2026, the Government introduced a new long-term rent policy.

The policy means that while your rent will usually rise by inflation (CPI) plus 1% each year, we can add £1 in 2027 and £2 in 2028 if your rent is lower than the government's 'formula' rent for a home of this size in your area.

This will apply to most of our homes.

Knowing what rent rises will look like in advance means that:

- you will know what to expect
- we can make long-term major works and other plans, because the Government is recognising that we need our income to rise so that we can invest in our properties, and
- we can continue to consider how affordable our rent rises are for our residents.



If you're struggling to pay your rent, let us know as soon as you can. We can help you get back on track and refer you to outside agencies if you need specialist help.

NADINE BUNTING, Senior Tenancy Services Officer

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Value for money

Odu-Dua remains committed to achieving value for money through effective use of our financial resources and housing assets.

During the year, we continued to prioritise investment in the quality, safety and sustainability of our existing homes. We spent £482,500 on planned works and significant amounts on routine, cyclical and major repairs. Our social housing cost per unit increased to £11,239 (2025: £10,376), reflecting the scale of our investment and the impact that

major works can have on the cost-per-unit measure for a relatively small provider. Nevertheless, Odu-Dua maintained a strong financial position as set out below.

During the year, after careful review, two lower-performing properties were disposed of, raising funds for reinvestment in our existing stock. We also continued to pursue and benefit from efficiencies through collaborative working, including joint procurement with other BME housing associations.

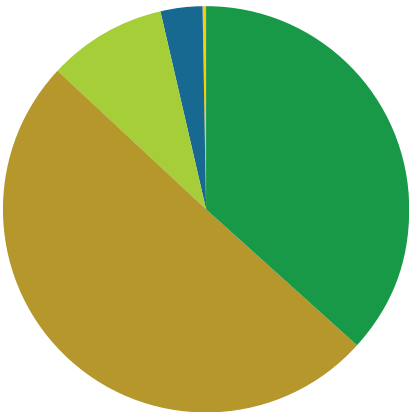
Value for money reporting metrics	2024-25	2025-26	Peer group median
Reinvestments (spend on existing homes)	12.34%	5.68%	10.33%
New supply delivered (new social housing properties)	0	0	18
Gearing (our debt levels – finance debt allows us to invest in existing homes or to develop new ones)	6.79%	2.28%	26.13%
EBITDA MRI interest cover (measures our surpluses against the interest we pay)	872.95%	620.14%	156.28%
Headline social housing cost per unit	£10,376	£11,239	£4,870
1. Operating margin: social housing lettings	28.65%	38.50%	31.52%
2. Operating margin overall	28.65%	38.50%	32.17%
Return on capital employed (ROCE)	5.90%	8.23%	3.61%

1 April 2026: How our rents compared	Camden	Brent	Barnet
Average private rents <i>ONS data</i>	£2,724 (Weekly: £628.62)	£1,990 (Weekly: £438.46)	£1,931 (Weekly: £445.62)
Average Odu-Dua rents	Weekly: £159.37	Weekly: £150.82	Weekly: £151.52

Expenditure

In 2025-26, our total income was **£1,489,790** and our total expenditure was **£1,420,424**. The pie chart below gives a simple summary of how much we spent and what we spent it on.

- Management costs 36.7%
- Repairs and maintenance 50.4%
- Service charge costs 9.2%
- Loan interest 3.6%
- Bad debts and void loss 0.1%



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Financial performance

Statement of financial position as at 31 March 2026

Balance sheet	2026 / £	2025 / £
Fixed assets		
Housing, land and buildings	6,537,470	6,315,901
Work in progress	22,453	0
Other tangible fixed assets	227,178	234,586
	6,787,102	6,550,487
Current assets		
Debtors	87,898	211,385
Cash at bank and in hand	738,507	525,242
	826,405	736,627
Less creditors		
Amounts falling due within one year	(641,534)	(713,579)
Net current assets/(liabilities)	184,871	23,048
Total assets less current liabilities	6,971,973	6,573,535
Creditors: amounts falling due after more than one year	(801,478)	(924,776)
Total net assets	6,170,495	5,648,759
Capital and reserves		
Called up share capital	8	8
Designated reserves	8,691	8,691
General reserve	6,161,796	5,640,060
	6,170,487	5,648,751
	6,170,495	5,648,759

Housing sector changes: Competence and conduct standard

Our Regulator is introducing a new Competence and Conduct standard from October 2026. As a small housing association, we have four years to comply with this standard.

The new standard is designed to make sure that housing staff are properly trained and qualified, and professional in their behaviour.

We aim to select staff with the right skills, abilities and experience for the job. We then offer them career development opportunities, including opportunities to work for relevant qualifications.



With support from Shian, I'm studying to be a qualified accountant with the Association of Chartered Certified Accountants (ACCA).

GAJ JEYACHANTHIRAN, Shian's Finance Officer, provides additional finance support to Odu-Dua through the strategic alliance.

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Financial performance

Statement of comprehensive income as at 31 March 2026

Income and expenditure	2026 £	2025 £
Turnover	1,489,790	1,541,954
Operating costs	(1,368,590)	(1,099,231)
Profit/(loss) on disposal of housing property	452,370	(53,961)
Operating surplus	573,570	388,762
Interest receivable and similar income	0	0
Interest payable and similar charges	(51,834)	(71,643)
Surplus for the year	521,736	317,119
Revenue reserve brought forward	5,648,751	5,331,632
Revenue reserve carried forward	6,170,487	5,648,751

Housing sector changes: More access to information

From April 2027, we have to meet the new Standard for Tenant Access to Information (STAIRS).

- We have to demonstrate that we are transparent and accountable – by giving our residents access to a wide range of information about our work.
- We have to group the information

into a 'publication scheme' document for our website. We are aiming to get this ready for the autumn of 2026.

- We are expected to update this information regularly.
- The information has to be accessible to different groups of residents.

In future, if we are unable to provide information that a tenant has reasonably requested, they may have the option of raising this with the Independent Housing Ombudsman.



We have to collect, calculate and store a lot of data every year. We will now be making more of this available to you too.

FUNKE OSIKOYA, Finance Manager, works with Odu-Dua on a part-time secondment from Shian Housing Association.

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Our staffing and strategic alliance

Odu-Dua staff



Nadine Bunting, part-time Senior Tenancy Services Officer.



Veronica Mathurin, Tenancy Services Officer.



Uzoma Okpala, Health and Safety Manager.

Part-time secondees from Shian Housing Association



Leslie Laniyan, Chief Executive, on part-time secondment from Shian Housing Association.



Indran Thavendra, Finance Director, on part-time secondment from Shian Housing Association.



Funke Osikoya, Finance Manager, on part-time secondment from Shian Housing Association.

Additional support through the strategic alliance



Minara Sultana, Operations Director, provides senior operational support to Odu-Dua through the strategic alliance.



Sam Bereket, Shian's Asset Manager, provides asset management support and expertise to Odu-Dua through the strategic alliance.

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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.



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.



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

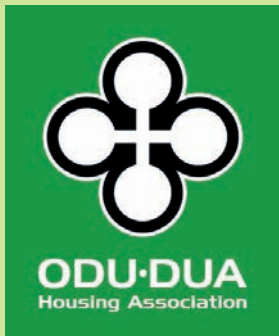
Charline has over 15 years of experience in the housing sector and currently works in local government managing temporary accommodation for individuals facing homelessness. Charline has provided housing and support services to black and ethnic minority communities. She possesses extensive knowledge around 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.



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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Registered with The Regulator of Social Housing – Registration L3757

A member of the National Housing Federation, BME National and the BME London Landlords Group