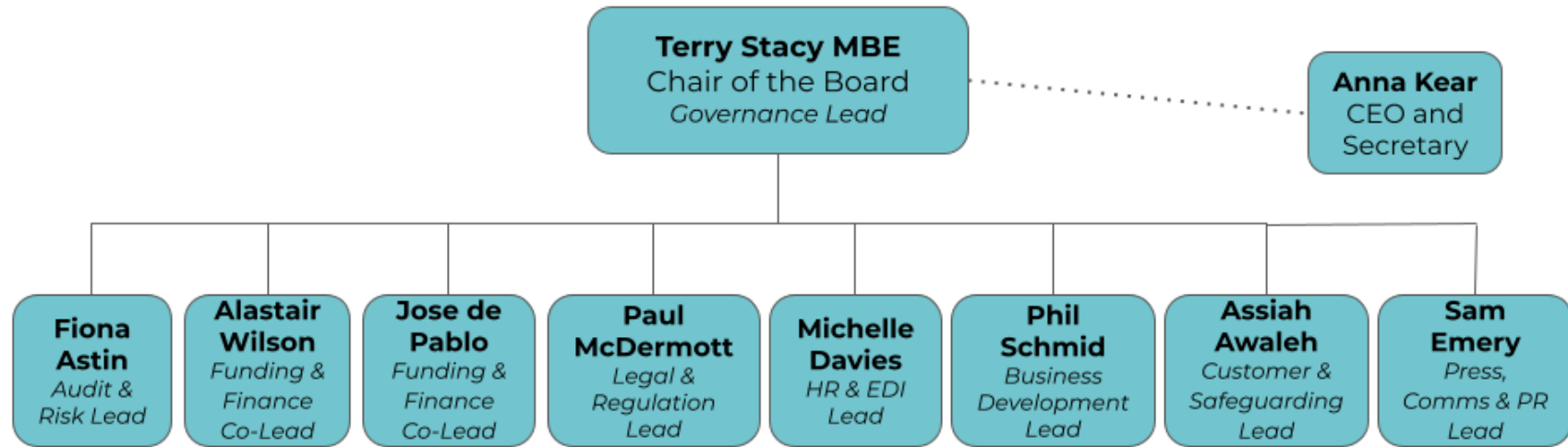


**Tonic Housing Association Limited Board and Executive Structure**



**Board Profiles**

**Chair - Terry Stacy MBE** - Terry is Vice Chair of Clarion Housing Association Board. He is a tenant in Islington in north London and has over 20 years' experience of the housing sector, holding a number of senior roles in both housing associations and local authorities. He has been a local authority Councillor for over 16 years and former Council Leader at LB Islington. He is Chair of akt (Albert Kennedy Trust), who support LGBTQ+ young people aged 16-25 in the UK who are facing or experiencing homelessness. He works for the Local Government Association. Terry was appointed Chair of the board in October 2021, he is our Governance board lead.

**Fiona Astin** - Fiona has worked as an affordable housing development professional for 25 years successfully delivering Community Land Trust and Cohousing projects and a number of Extra Care schemes in the south of England. Recently, she has been working with local authorities delivering their own housing, advising on strategy and approach. Fiona was appointed to the board in March 2020, she is our Audit and Risk board lead.

**Jose De Pablo** - Jose has been involved in the Later Living real estate sector for over 20 years. He has held positions in a number of investment, real estate development and corporate finance roles in the sector and spent seven years working on the international expansion of US-based care home group Sunrise Senior Living. He is the Head of Healthcare Transactions for Europe for Harrison Street Real Estate, a leading alternative asset investment company. Jose was appointed to the board in March 2020, he is our Funding and Finance co-board lead.

**Paul McDermott** - Paul is a director and partner at Trowers & Hamblins who has advised various London Councils, the GLA and Homes England on legal and governance issues surrounding social care and older people's housing as well as specialising in development/regeneration and public funding. Paul has worked with a range of registered providers and other public sector organisations to develop public private schemes. Paul was appointed to the board in March 2020, he is our Legal and Regulation board lead.

**Alastair Wilson** - Alastair is CEO of the School for Social Entrepreneurs (SSE). SSE supports more than 1,000 social entrepreneurs and intrapreneurs each year with learning and connections, through its global network of 11 schools. Alastair is a trustee of the Sheila McKechnie Foundation and the Cabrach Trust, and has previously held trustee roles at Social Enterprise UK, UnLtd, Access and the Akram Khan Dance Company. Alastair was appointed to the board in March 2020, he is our Funding and Finance co-board lead.

**Phil Schmid** - Phil is a Senior Director in CBRE's Operational Property Real Estate (OPRE) team leading on Senior Housing. Phil has 15 years' experience providing transactional and consultancy services to operators, investors and lenders across complex and operational assets in social care and retirement sectors. Phil has been involved or led on key transactions in the senior housing sector in recent years. Phil was appointed to the board in January 2021, he is our Business Development board lead.

**Assiah Awaleh** - Assiah is Head of Housing at Look Ahead Care and Support which focuses on specialist care, support and housing services. She has a background in operations and service improvement, having worked in social housing for over 10 years, predominantly with General Needs and Leaseholder management. Assiah was appointed to the board in October 2021, she is our Customer and Safeguarding board lead.

**Michelle Davies** - Michelle is the Service Design & Delivery Director for the Employers Network for Equality and Inclusion (enei). She has spent most of her career in the housing and social care sector, working in a range of roles with the specialist mental health charity Richmond Fellowship, Clarion Housing and most recently as Head of Housing & Regulated Services with Jewish Care, delivering their ambitious new build Retirement Housing portfolio. In 2015 she achieved a career highlight working in partnership with the Amy Winehouse Foundation to open Amy's Place, a ground-breaking and innovative recovery housing project for women. Michelle was appointed to the board in October 2021, she is our HR and EDI board lead.

**Sam Emery** - Sam is currently Partner and Co-Managing Director for Politics, Engagement and Planning at London Communications Agency. Sam was appointed to the board in June 2022, he is our Press, Comms and PR board lead.

## **Executive Profile**

**Anna Kear** - Anna was appointed in May 2018 as the first CEO of Tonic, with a mandate to transform the founders' vision of LGBT+ retirement communities in the UK into a reality. Prior to joining Tonic, she was Executive Director of UK Cohousing and active in the growing community-led housing movement helping establish new community-led housing hubs across the country. Anna has worked in the property sector for over 30 years, and was a Development Director for Aster Group for seven years. She has worked for a number of Local Authorities, Housing Associations and a large private sector house builder with roles in housing development, strategy, project and programme management, homelessness and community led regeneration.

Anna is Co-Chair of HouseProud, the network group for LGBT+ people working in social housing and was previously the Chair of the 'Housing with Pride' steering group working to actively promote LGBTQ+ resident inclusivity and affirmative action in the social housing sector. Anna represents Tonic as a member of the London Housing Panel and an external Inquiry member of the APPG on Housing and Care for Older People, Inquiry into Shared Ownership Housing for Older People: Panel for Innovation (SO-HAPPI).