

bringing Life Together.





Fusion Australia Ltd ABN 26 001 273 105 is a public company limited by guarantee incorporated under the Corporations Act.

The National Office is located at **185 Warrigal Road, Hughesdale, Victoria.**

Fusion Australia Ltd is endorsed by the Australian Taxation Office (ATO) as an Income Tax Exempt Charity. Three funds have been endorsed by the ATO as a Deductible Gift Recipient (DGR): Fusion Community Care; Fusion Training Facilities; and, Fusion Christian Studies.

This Annual Report is for the period 1 January 2019 to 31 December 2019. We welcome feedback on this report and our general operations. Please provide feedback through our website fusion.org.au/contact

Fusion Australia Ltd has been a Registered Charity with the Australian Charities and Not-for-profits Commission (ACNC) since 2012.



Our Approach to Governance, Risk Management and Child Safety

Governance Framework

Fusion's corporate governance provides a framework for the development and ongoing operation of Fusion and its services. It includes the arrangements, processes and structures for decision making, service quality and risk management in relation to organisational matters, including financial, physical infrastructure, service delivery and clinical matters. It encompasses the roles and responsibilities of Fusion workers, contractors and other stakeholders in relation to key operational areas of the organisation.

1. Fusion's corporate governance is supported by a commitment to:

- a. Common Purpose and Vision
- b. Development of good will and trust
- c. Allowing time for transparent and effective consultative processes
- d. External facilitation and expert advice and support.

2. Legal Instruments

Fusion utilises a range of instruments in its corporate governance framework, including: Fusion Constitution, Minutes of Meetings, Terms of Reference, Memorandums of Understanding, Service Agreements, Service Schedules, Letters of Intent, Projects/Works Contracts, Lease Agreements, Licence Agreements, Risk Management Plans, Conflict of Interest Management Plans.

3. Fusion's Corporate Governance Framework

Fusion is governed by a Board of Trustees that administers the organisation according to its constitution, legal instruments and by employing Fusion's Governance Framework.



Together.

In the last 12 months, the Board has adopted the Corporate Governance Framework and is establishing it over time, according to an organisational risk management approach.

The Corporate Governance Framework integrates the arrangements, processes and structures for decision making, service quality and organisational risk management in the following core areas:

- a. Delegations and decision making
- b. Organisational stewardship
- c. Risk and compliance
- d. Quality and continuous improvement
- e. Service delivery and clinical care
- f. Systems and technology
- g. Resources and workforce
- h. Financial management

Risk Management

All volunteers, staff and the Board of Trustees contribute to the establishment and implementation of risk management systems for all programs and activities. These systems are reviewed at various levels of responsibility within the organisation. Risk management is embedded in all policies and procedures and operates within Fusion's quality improvement framework. Our risk management practice is aligned with all federal and state legislation.

Fusion Australia is committed to continual improvement of its policies, processes and systems. Thorough, timely and systematic reporting mechanisms ensure that the Board of Trustees is fully informed of risks facing the organisation.

Child Safe Organisation

Fusion has a long-held commitment to child safety. We support and respect all children and young people, as well as the Fusion Team delivering our programs, so that everyone can enjoy an open, safe and supportive environment while being involved in Fusion activities. We are committed to creating a safe physical and online environment in Fusion programs – buildings, homes, off-site locations and online spaces used by Fusion are adjusted or designed to increase child safety whilst also supporting the development of a healthy community and positive interactions.

Fusion believes that everyone within the Fusion community has a role to play in ensuring a safe environment for children and young people. This includes the Fusion Board and Executive Team, all other Fusion Team, parents and carers, as well as the children and young people participating in Fusion programs.

Following the findings of the Royal Commission into Institutional Responses to Child Sexual Abuse, Fusion has maintained focus on upskilling staff, rewriting policy and procedures and ensuring all probity checks are in place, in order to ensure that Fusion's programs remain places of safety for all children, young people and their families.

For more information regarding our policies and procedures visit our webpage at www.fusion.org.au

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Bigwill Youth Outreach
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Why we Do it.

Fusion's Vision, Mission and Values

Fusion's Commitment

Fusion's Strategy

Message from the Executive Team Leader

Message from the Acting Chair

Our story

Poatina Village TAS

Over 25 years ago, Fusion took the risky step of investing in the Village of Poatina in the heart of Tasmania. The vision was to create a community that could care for the young and vulnerable, helping them to discover their potential and be empowered to embrace the future. Over two decades later, Poatina remains a Village of hope and transformation for many who pass through its doors; a place where people of all ages can re-discover what it means to thrive in the whole of life.

2019 was a pivotal year in the development of Poatina, as the community came together around a shared approach to maximising the potential of the Village and its resources. The strategy is built on a shared mission to be a healthy, open, welcoming and sustainable community, giving and receiving life in all its fullness through hospitality, creativity, learning and service. The whole community is invested in expressing this mission through the 6 strategies: community and people; accommodation and conferencing; education and learning; arts and creativity; stewardship and sustainability; and tourism and events.

Fusion Australia Ltd is a youth and community movement of people motivated by Christian values and the belief that people matter. Emerging in 1960 as a response to the needs of socially-at-risk young people, Fusion now has staff and volunteers in seventeen teams and centres across Australia.

Fusion Australia is part of an international movement which is active in fourteen countries around the world, including the United Kingdom, Greece, Albania, Canada, Jamaica, Ghana, Nigeria, South Africa, Indonesia, India and the South Asian region. The Fusion International Movement is an affiliation of national organisations that collaborate and cooperate on strategies to support each other and to achieve common goals.

Fusion's work began among young people, but the importance of a healthy and caring community to nurture each new generation has led the organisation into extensive community work both in Australia and beyond. The focus is always on community building and helping people to find both belonging and purpose.

Our Vision

Transformed communities where young people thrive.

Our Mission

Engaging creatively with communities to bring life.

Our Values

Justice | Mercy | Compassion | Respect | Industry

Justice

We recognize the boundaries that are an integral part of all aspects of life including in relationship with others, the environment and with God.

Mercy

We are committed to seeing life from the perspective of another and to helping others do the same thing.

Compassion

We strive to move past our self-absorption to love and care for others and the world around us.

Respect

We recognize that every person is a unique, separate, valuable individual.

Industry

We believe that everyone has a contribution to make to society and that we are only fully alive when free to exercise our unique gifts productively.





Our Commitment

Together we're committed to

- Creating opportunities to work alongside others in God's ministry.
- Creating opportunities for transformation in the lives of individuals so that all can thrive.
- Creating opportunities to embody God's Nature and be a catalyst for transformation in our communities and beyond.

Fusion Australia's National Strategy

For sixty years, Fusion Australia Ltd has been committed to the innovative delivery of service to young people and their families across Australia. In 2018, the organisation developed a new strategic model to serve our teams and communities into the future.



Local Youth and Community Work | To establish youth and community hubs that are responsive to the needs of the local area in ways that bring community transformation.

Prophetic Voice | To engage in issues that impact on the lives of individuals, families and communities, advocating for change with and alongside those who are impacted, so that they can thrive.

Networks and Partnerships | To work with individuals, Christian communities and other organisations to build capacity for participation in God's ministry of reconciliation in culturally relevant ways.

Equipping for Life and Mission | To equip and mobilise a generation that follow Jesus and want to be part of God's mission in the world.

Message from the Executive Team Leader

Over the past few months, in the wake of fires and floods, Australia saw practical and emotional support come in from across the country and, in fact, from around the globe.

What fascinated me was that, alongside the responses of government and those who are experts in crisis management there was a much more grassroots level of response to the needs that emerged as well. Individuals, social media influencers, celebrities and local communities came up with initiatives to support those who had been impacted and to stand with those who were on the frontlines. Giving their time, finances, organizing events and, for some, opening their houses, hundreds of Australians joined in taking care of their neighbours and strangers, responding as they could to the need in front of them.

It struck me that the grassroots response was not unlike how Fusion began; a group of mates who saw the needs of young people in Sydney's north and found practical ways to respond. From here grew a movement of committed individuals who came together to form local youth and community hubs, responsive to the needs in their local communities, and working to equip others to have the skills and knowledge to respond as well.

Over the past sixty years the challenges that face young people may have changed, but Fusion's heart is still to respond as a catalyst for transformation in the lives of individuals and communities, so all can thrive. We're committed to working with others who similarly want to bring life to those around them and to equip people to be able to identify and respond to needs in practical ways.

In 2019, our teams located across 17 communities, connected with over 28 374 people, provided accommodation and support to 354 people, providing training to 467 people and gave practical or material support to many more. In an age when young people are experiencing rising levels of bullying, anxiety, depression and isolation, we had young people come to programs and experience a safe culture, where they could really understand that they mattered.

We're thankful for the support of the agencies we work with, the government and philanthropic bodies who provide funding for us, individuals who support and pray for us. I particularly want to thank our frontline workers for showing up day after day and caring for the young people and families they connect with and our administrative and support teams who work behind the scenes to keep us functioning as an organization.

As we look back on the past sixty years, we're thankful for those who have gone ahead of us with passion and creativity to forge a path of innovation and we look forward to what the next chapters will be, as the emerging leaders in our movement shape how we will respond into the future.

Warm Regards,



Fiona Gunnion

Executive Team Leader
Fusion Australia Ltd



Why
we
do it.

Message from the Acting Chair

As we enter Fusion's 60th year of mission, we give thanks for all those who support our work today and those in the past who have worked with us to reach out to the youth and communities of Australia and beyond, whether through active participation in outreach, supporting ministries, prayer or financial support. It is the sum of every individual's contributions that have brought us to where we are today and enables us to move confidently into the future.

Today's world is quite different from the world of the 1960s, as are the programs we deliver. However, the heart of our mission has remained constant: to serve and build the community around us in practical ways, while presenting Jesus' life-giving gospel. Throughout this report, you'll see stories of changed lives: evidence of God's work through Fusion staff and volunteers, and evidence of the many creative ways Fusion teams have found to ensure that an individual's past doesn't need to determine their future. Instead, each person's past provides a unique starting point to begin a new story of wholeness, illuminated by God's love.

Fusion's activities and programs are as diverse as the communities they serve – which is a joy, but also entails management and compliance complexity, particularly for government funded activity. A significant proportion of the Board's time goes toward ensuring that we have adequate frameworks in place to protect clients, workers and programs. It's a continuing challenge to develop mechanisms that assist individuals and teams to be successful in mission, while avoiding unnecessary administrative burden. Fusion has been successful across all our compliance audits during the year, and we have received positive comments on our frameworks from multiple reviewers, assuring us that we're on the right track.

The Strategic Plan has matured in 2019, with national and local teams refining the activities and resources needed to deliver the National Strategy. The grass roots nature of our mission, and our commitment that everyone who is affected by a decision has a voice in it, means that planning can be a lengthy process. Balancing this is that broad creativity and sensitivity to local needs pervades our plans, and local ownership is strong. As a Board of Trustees, we are continually thankful for the creativity and resourcefulness of local teams in finding ways to overcome challenges and in meeting every individual at their point of need.

We also praise God for the commitment of other members of the Fusion international movement around the world.

After deliberation, Fusion has decided to join the National Redress Scheme which resulted from the Royal Commission into Institutional Responses to Child Sexual Abuse. We see this move as solidarity with both those who have suffered abuse, and our sister mission organisations and churches as they seek to build a future beyond the wrongs of the past. There is much work to be done in collating the history, locations and activities of Fusion over the past 60 years as required by the scheme, but progress thus far has reminded us again of the movement's continued passion and creativity.

Pray with us as we move into 2020, where our mission to transform individual lives and the communities around us continues to find new expression. I'm reminded of Paul's words to the Corinthians as I write this, "If you only look at us, you might well miss the brightness. We carry this precious Message around in the unadorned clay pots of our ordinary lives. That's to prevent anyone from confusing God's incomparable power with us. ... Our lives are at constant risk for Jesus' sake, which makes Jesus' life all the more evident in us. While we're going through the worst, you're getting in on the best!" (2 Cor 4, The Message)

Yours in Christ,



Richard Palmer

Acting Chair, Fusion Australia Board of Trustees





How we Do it.



our story

Kapunda SA

In Kapunda, just north of the Barossa Valley in South Australia, Fusion's work is based around the Fusion Op Shop. More than just somewhere to grab a bargain, it's also a place the town can go to find a listening ear and support when they need it most.

When the economy went on a down-turn a few years ago and income fell, the Fusion team made the choice to continue being generous and hospitable to those who came in. As a result, more people came through their doors and income rose.



**Local Youth and Community Hubs
Equipping for Mission
Prophetic Voice – Advocacy and Social Justice
Networking and Partnerships**

Pilgrimage To Uluru
Youth Program

Now, the team find locals dropping by for connection and to share their wins. "One young person came in to tell us he was doing well at school. A fellow came in to show us the new shirt that he was so proud to be wearing. Another lady drove all the way to Fusion because she knew we cared and would listen."

For this team, it's not about doing great things but about the myriad of small things that add up and are impacting their community. "We're

here to love those around us." In 2019, in addition to their work through the Op Shop, this meant running community meals, day trips, discipleship groups and taking a group of 14 young people on the Pilgrimage to Uluru, the trip of a lifetime for many of them.

From offering a customer a cuppa, to caring for a young person on a bus travelling to Uluru, it is these small steps that are transforming this community into one where everyone can thrive.

Local Youth & Community Hubs

For sixty years, Fusion has been committed to supporting, mentoring and encouraging young people to step beyond what they know of themselves, to discover their full potential and find their purpose in life. Above all, our commitment is to see communities transformed into places where young people can thrive physically, emotionally and spiritually.

How we do it.

Local teams working to see change in the lives of young people, their families and the surrounding community so that all can thrive.

Hubs of youth and community work in strategic locations where the values-based culture is generated by rhythms of prayer, fellowship, hospitality and service.

In response to local needs, the centres provide a range of high-quality direct services, tailored locally to meet the needs of individuals and families to support them to thrive.

Using Fusion's Process of Mission, individuals are given the opportunity to find purpose and realise their potential within the context of a supportive community.



Providing Specialist Support Where It's Needed

Local teams know best the needs of their communities and work to ensure that they are supporting the most vulnerable. In 2019, our teams continued to deliver high quality care and support for those without a safe place to call home and continued to find new and innovative ways to serve.

Accommodation & Support Services

Fusion has a long history in both the youth accommodation sector and as a provider of broader accommodation options across the country and has been registered as a Tier 3 National Community Housing Service Provider since 2015.

In 2019, Fusion operated seven different accommodation services for those who found themselves without a place to call home for various reasons. These services included: crisis and short-term accommodation; medium term supported housing; and long-term accommodation for people with mental health issues. All were committed to supporting the young or vulnerable to take on appropriate administration of their own lives. Fusion works to provide appropriate life models and situations in which young people and others can develop independent life skills and trust relationships as well as a sense of being significant and cared for individuals.



Together.

Our Services

- **Fusion Mornington Housing and Support** – Mornington VIC
- **Perth Student Household** – Perth WA
- **Moorabbin Refuge** – South East Melbourne, VIC
- **Transitional Outreach & Support** – South East Melbourne, VIC
- **Fusion Accommodation and Support Program** – Hobart, TAS
- **CSRU** – Geraldton, WA
- **Rangiora Student Accommodation** - NSW

Sleep In Your Car
Accommodation Fundraiser

Local Youth & Community Hubs

Social Enterprise

Supporting & Empowering Local People

A social enterprise is an organisation or business that applies commercial strategies to maximize improvements in human and environmental well-being, rather than maximising profits for external shareholders.

Fusion has a long history of developing social enterprises that not only generate financial support but also create opportunity for

people to develop business and workplace skills and encourage the local community to invest directly into the lives of young people. From Op Shops to metal fabrication, from ropes courses to building companies, Fusion teams are continually looking for new ways to build solid businesses that give local people the chance to contribute meaningfully and productively.

In 2019, Fusion continued the development of social enterprises which, together with fundraising, are strengthening the framework for the sustainability and growth of Fusion's work into the future.



Our Social Enterprises

- Fusion Op Shops
- Fusion Building and Maintenance
- Fusion Mobile Phone Charity Plan
- Fusion Cafe
- Camp Sites and Accommodation

Fusion Cafe
Social Enterprise

Fusion Building & Maintenance | Penrith NSW

Fusion Building & Maintenance is a social enterprise dedicated to developing the potential of individuals, while providing best practice in all building work, with all surplus funds from the business going straight back into the youth and community work of Fusion Australia Ltd.

For over 16 years Fusion Building and Maintenance has been providing a quality building service, with a range of services to ensure that clients and customers are provided with the best solutions possible; from handyman jobs to home renovation, from major construction to home modifications.

Fusion Building & Maintenance is a leader in the home modifications field and is a registered provider for Commonwealth aged care services (My Aged Care) and the National Disability Insurance Scheme (NDIS) participants.

Alongside the business of building and maintenance, the team is also committed to supporting local young people through the Bumpstop Mentoring and Car Mods initiative. Each year, the team works intensively with young people who need more support than the regular classroom can provide, to help them learn new skills, grow in self-awareness and esteem and develop work skills, all while be mentored by a committed team of youth workers and car experts.

Fusion Op Shops

The number of Fusion Op Shops around the country grew to nine in 2019. Not only do these stores raise funds for local youth work but they are also hubs of community in their neighbourhoods. Serviced by teams of dedicated volunteers, all proceeds from the Op Shops go directly back into the youth and community work programs.

In 2019, our stores were visited by over 21000 customers who, with their purchases, chose to live a more sustainable lifestyle, to support local young people and to connect with their own communities.

Fusion Cafe | St Marys NSW

Since kicking off in October 2016, the Fusion Café at St Marys has become a hub of community and creative activity. Not only a successful café that makes sure the customers feel at home, it is also a meeting point for many of Fusion's extra-curricular youth programs and a venue for the Fusion Coffee barista course, networking events, music nights and creative workshops. With a focus on building a strong sense of community connection in the local area, the Café is a cornerstone of this process.

*How we
do it.*

Other Enterprises around Australia

Across the country, Fusion is invested in developing community through social enterprise business models. Our other enterprises include:

- **General Store, Service Station, Post Office, Art Gallery & Gift Shop**, Poatina TAS
- **Poatina Arts Centre** TAS
- **Poatina Accommodation and Conference Centre** TAS
- **Food Relief Vegetable Garden**, Hobart TAS
- **Alcooringa Hall Hire & Adventure Based Learning**, Sunshine Coast QLD
- **Maranatha Campsite**, Lidsdale NSW
- **Forest Glen Adventure Based Learning Facility**, Hobart TAS



Fusion
Building &
Maintenance
Social Enterprise

Our story

Geraldton WA

In Geraldton WA, Fusion has a long history of working to transform the community so that people can thrive. From outreach through the Cameliers guest house, to street work supporting those at risk, from delivering specialised mental health support to discipleship courses for young people and opportunities to engage with the Pilgrimage to Uluru, the team has always held at heart the Fusion mission to engage creatively with the community to bring life.

In 2019, the work was focussed in two areas: the coordination of the Community Supported Residential Units (CSRUs); and, a comprehensive research or "listening" project to better help the team understand the needs of the Geraldton community and how to best harmonise with others in transformation of the community. Through the process of talking with a range of people and organisations within the community, networks have built and the team is looking forward to using the findings of the research to refocus the work in creative ways that draw people together and help address some of the major issues in the community.

In a town faced with higher than average suicide rates, severe mental health issues, anxiety and depression, violence, lack of unity and an extreme and growing gap between rich and poor, the Fusion team is working to bring hope and a new way of responding, creating connections, community and purpose, so that all can feel safe.

Understanding how the Community Supported Residential Units Work

Fusion Geraldton coordinates the WA Mental Health Commission funded Community Supported Residential Units (CSRUs), supporting people with severe and persistent mental illness. The CSRUs work in alignment with the National Mental Health Standards which are based on the "Recovery Model". This model defines recovery as 'being able to create and live a meaningful and contributing life in a community of choice, with or without the presence of mental health issues'.

As a simpler way to describe this, the CSRUs focuses on "what does it mean to find my new normal?" We also believe that recovery is a journey not a finite point of "cure".

We all go through experiences that mean that life has changed, and we need to navigate these changes and find our new normal. This can be particularly difficult for those experiencing mental illness. People need a safe place to work out what it means to live with their new circumstances, new limits, and new routines as they work on their recovery journey. This is what the CSRUs offers its residents.

"Finding my new normal" is a process that includes recognising what has changed, what has been lost, and what is now an added part to life. Then, after recognising these changes, taking time to work out how life will look now and living this out day by day.

Working with a recovery focus helps Fusion Geraldton and the CSRUs participate in Fusion's vision to see transformed communities where people thrive. The small changes the individual residents make on their recovery journey help them to work out who they are, find their place in their local community, and start to live well (Thrive) no matter what is happening.

Equipping For Mission

Since we first began, training has been at the heart of the Fusion movement. Commitment to helping people find their purpose in life and equipping them to fulfil that purpose, has shaped our range of training strategies.

How we do it.

Providing discipleship, mentoring and role modelling for the young people we work with, delivered in small group settings and via casework processes.

As a Registered Training Organisation, Fusion provides accredited training in youth and community work for those who are exploring a vocation in this field.

Delivering tailored training for individuals, communities and churches to equip them for mission in their own context.

By developing a learning culture that fosters individual and corporate growth in skills and understandings, keeping the organisation at the cutting edge of youth and community work practice.

Undergirding all of Fusion's training is the combination of spiritual formation with skill development and personal growth.



Diploma of Youth and Community Work (Christian)

Launched in 2019, the Fusion Diploma in Youth & Community Work (Christian) is a two-year accredited course for Christians who are willing to follow Jesus out of the church pews and into the streets of their communities. In addition to cutting edge training in the classroom, students have the opportunity to live out the theory in a range of programs and activities that put them on the front line of innovative youth work. This includes the Pilgrimage to Uluru, a ten-day trip to the centre of Australia, learning about pathways to reconciliation. Being out in the field is vital to producing passionate, skilled youth workers, and so the course is delivered onsite from a variety of active Fusion Centres.

Firmly based in the Bible, the course is about equipping people to make permanent change - in the community, amongst friends and clients, and in themselves. Containing nationally endorsed competencies and meeting the requirements for national recognition, in 2019 the course was delivered in Victoria and NSW.



CORE | Helping Local People Thrive

Around the country, Fusion centres are taking the CORE training course (formerly Fusion 101) and tailoring it to meet the needs of their communities and teams. From the Sunshine Coast to the Riverina, from Geraldton to Bendigo, more and more people are engaging with the discipleship course and finding it life changing.

Together.

Designed to equip and encourage people to live a sustainable and aware life of authentic faith, joyful growth and responsive engagement with God, their communities and the world, **CORE** is a short course that is empowering people of all ages and stages of life.



Core
Short Course

The Families Course Equipping Families to Thrive

According to research, a strong emotional connection with parents is the factor that protects young people from high-risk behaviour above everything else. Developed by Fusion nearly two decades ago, the Families Course has provided support, encouragement, insight and challenge to thousands of families across the country, helping them to become more connected and able to care for their young people.

The twelve-hour Families Course is for parents, grandparents, foster-careers and others who care for or work with children and families. It covers eight key areas of family relationships that together form a framework to build a strong and loving family life. Topics include: Building Values into Family Life, Understanding Parenting styles, Nurturing skills, Honesty in Relationships, Being Positive, Handling Conflict and Discipline.

During 2019, a growing number of Families Courses were delivered from Fusion's local youth and community centres and in response to requests from schools, churches, not for profit organisations, government agencies and other services.

Our new strategy to partner with school chaplains and others already working directly with vulnerable families, saw increased engagement with the course by those who could benefit most. In addition to this, the ongoing development of our Families Corporate Workshops gave the corporate sector a resource to support the parents in their workforces.

Prophetic Voice Advocacy & Social Justice

Fusion is a faith-based movement of people, actively committed to speaking out for those who do not have a voice, advocating for those on the margins and to creating a more just, merciful and compassionate community for all.

How we do it.

By fostering local faith communities that use culturally relevant ways to share the Gospel.

As a people of prayer, we wrestle together with the word of God and apply it to the current context.

We take appropriate action to raise awareness and speak up for those being marginalized and dehumanized within our communities.



In 2019, Fusion teams around the country spoke up on issues affecting their communities, including issues to do with mental health, the place of women in society, the needs of indigenous people, homelessness and the wellbeing of young people.

One of most significant steps forward for the organisation, was the commitment to build on a journey we've been on for nearly 20 years. In 2001, the first Pilgrimage to Uluru launched us on a journey of exploration, as we began to further discover what reconciliation with the First Nations Peoples of Australia might look like. It's a journey we continue to take and in 2019 we committed to better understanding our local stories and to building connections and relationships. In each place, this will be a different journey and story.

We're just at the beginning but we'll be looking for ways to partner nationally and locally; to be part of knowing, owning and championing the truth of our own country's history and to be part of transforming our communities, so all can look forward to the future and thrive.

Close the Climb Standing with Others

"What a privilege to stand alongside friends as they cheered the Closing of the Climb; a celebration of patience and grace. After a journey that began 34 years ago to the day, today their dream was achieved and the clamber over the sacred heart of our nation, has been stopped for good."

- Andrew Braun, State Director Fusion WA



Together.

Fusion has been working in Uluru Kata-Tjuta National Park, alongside Anangu, park rangers and local schools for 20 years. We have brought thousands of young people with us. We have never climbed. It was a privilege to watch as the voices of Anangu were finally heard, and the climb was closed.

*Closing of
the climb*



Among the large crowd of media, park rangers, Anangu (local indigenous people) and hundreds of supportive visitors, there was a feeling of optimism about what this meant for the future story of this sacred place. As the elders spoke, occasional applause erupted. And then, as Nellie Patterson was wheeled in her chair through the crowd she raised both arms and proclaimed "The Climb is closed!!"

We undertook this journey with our good friends the Dusty Feet Mob and Brooke Prentis. Sharing culture, friendship, hope for reconciled lands and fostering spaces that help make our work with Aboriginal communities and young people life-giving.

We gathered the following morning to watch the sun rise on a new era for Uluru and the Anangu people. We watched with a renewed sense of hope that many years of footsteps on the rock will be washed away as Australia begins to heal. As we joined in the local celebrations, we also shared in the celebrations of our Aboriginal brothers and sisters who had travelled with us, celebrating this symbol of Aboriginal voices being heard.

Networks & Partnerships

Fusion is committed to developing networks and working in partnership with other organisations, churches, businesses and others of good will for the benefit of our local, national and global communities.

How we will do this.

By developing relationships of mutual trust with other organisations and individuals, building networks to support young people and releasing resource for the benefit of the local communities in which we serve.

By drawing churches together to work in harmony and unity, responding to the needs of young people and the challenges faced by their communities.

As a national organisation, we will engage with peak bodies and networks, in order to actively participate in national responses to the needs of young people and their communities.

We will actively engage in partnership with our Fusion brothers and sisters around the world, supporting them in their ministries to their communities.



How we
do it.

Thank You

In 2019, our partnerships undergirded the development and effectiveness of our work around the country. We're thankful for all those who gave their time, finance and resources to be part of transforming their communities so that young people can thrive. We know that it is through these relationships that we too are learning and growing in skill and understanding as an organization and we thank all those who shared their insights, wisdom and practical skills with us during the year.

Centre National **Our Partners**
Steer Incorporated
Network Communications

Bendigo Weeroona College
Epsom Church

Blue Mountains Springwood Baptist
Springwood Presbyterian Church
Springwood Uniting Church
Springwood Anglican Church
The Sanctuary
Youth With A Mission
Scripture Union
Winmalee Neighbourhood Centre
Bakers Delight Springwood
Bakers Delight Emu Plains
East Blaxland Country Style Bakery
Lloyd's Supa IGA Springwood
Donut King Winmalee
Cath's Cakes Penrith



Central West Orange & District Ministers Association
Orange Uniting Church
FM 107.5 Orange community Radio station

Geraldton Mental Health Commission (WA)
Department of Communities, Housing Authority
Ngala Midwest
Midwest Mental Health Network
Lighthouse Church (UCWA)
STAY (Short Term Accommodation for Youth)
Geraldton Ministers' Fellowship

Mornington HomeGround
Village Church
Mornington CoC
Mornington Shire Council

Perth Carey Baptist
Rockingham Salvation Army
The "Rocks"
City of Canning

Poatina Northern Midlands Council
Tasmanian Education Dept

South East Melbourne Australian Govt
City of Monash
Oakleigh Baptist Church
Department of Human Services
SSHN
Monash University Chaplaincy
Glen Waverley Anglican Church
Kingston City Church

Southern Tas Lenah Valley Churches
Lenah Valley Churches
Department of Justice
Tasmanian Parliamentary Prayer Breakfast

Sunshine Coast Chancellor Park Community Church
APEX Club Nambour
Lions Club of Buderim

Sydney South Wiley Park Girls High School
Kingsgrove High School
State Gov.
Burwood Girls High Schools
Canterbury Boys High School

Western Sydney Storage King
Cassiopeia
St Marys Shopping Village
Bakers Delight
NSW Government Communities and Justice
Bennett Road Public School
Swinson Cottage Blacktown
Willmot Hub
Sydney West Riders
Penrith Council
Kingswood TAFE, Nepean Arts & Design Centre
Sydney Trains
Blacktown Council
Schools: Colyton and Penrith Valley



Our Stories

Leadership Camp
Youth Program

our story

Sunshine Coast QLD

On the Sunshine Coast, the team is committed to living out their mantra, "Bright Youth, Bright Future". In the midst of a community that includes those looking for a fresh start, single parents, survivors of domestic violence and families broken in other ways, Fusion provides support for young people with busy parents or who don't otherwise have supportive adults in their lives.

Their Leadership Camp in September was an opportunity to work closely with local young people, offering them opportunities to extend them-selves through challenging input, team building activities and more physical challenges.

Using raft building and canoeing challenges, the team helped the young people develop the teamwork skills needed to achieve a goal. They learnt about building a healthy group culture, how to avoid dramas, teamwork, encouragement, self-awareness, self-concept and building resilience into their lives.

During one session the young people were asked to finish the sentence "Young people are..." based on what they heard out in the world; all the words shared were negative. Committed to shaping a different future for the group, the team helped them to research some well-known young people who are changing the world for good. "Together we realised leadership is more often about our everyday actions in the mundane, simple things of life, than it is anything of grand scale. We all have the power to lead right where we are."

It is programs like this that are helping young people build new responses to life, shaped by values they are seeing modelled by the team and experienced in the supportive culture around them. One young girl first connected with Fusion in Year 7, when she was disengaged from schooling and suspended almost every week. On both the giving and receiving end of bullying, she had the opportunity to go on the Pilgrimage to Uluru in with the team in 2019 and from there got involved in mentoring, camps, and even running games in programs. She's discovered more of herself through the process, is more engaged with her education, has not been suspended and is now doing well at school. Fusion has given her the chance to discover more of who she was created to be and move into a new future, one that really is bright.

our story

Canberra ACT

We want to celebrate our team and supporters in Canberra. This incredible group of committed people not only made a huge impact locally in 2019, but through their generosity also made it possible for Fusion around the country to keep living out our vision to see communities transformed so that young people can thrive.

Working through the two Fusion Op Shops in Canberra, the team raises funds to support local ministries, including Missionworks, Pegasus, Anglicare and Younglife. Together they supported a breakfast club for disadvantaged students in Canberra, were part of the Community Garden project in Kambah and provided monthly morning teas outside the Op Shop for the Kambah community.

With an investment in building relationships with the local people, the team finished the year by putting together hampers for those customers who needed some support and encouragement, even going the extra mile to tailor the baskets to suit each individual's likes and needs.

This local focus is balanced with a big picture commitment to Fusion's national work and programs and to give internationally as well. In 2019, their giving supported Fusion's national overheads, the Pilgrimage to Uluru Base Camp, costs for national team to be at the Close the Climb event at Uluru in October and provided financial support for a team member doing it tough in the country. On top of this, they also supported Fusion's international partners, by giving a day's Op Shop earnings each month to the team in Nepal.

This team is investing itself completely in transforming communities around the world.

Nepal Day
Fundraiser



Our story South East Melbourne VIC

In South East Melbourne, Fusion's vision is expressed through the Fusion Oakleigh Youth and Community Centre in Hughesdale and the crisis refuge accommodating young people in Moorabbin. These two ministries share the common mission to help people find their purpose in community and be supported to thrive in all aspects of life.

At the refuge, this meant helping 150 young people to take effective administration of their own lives in 2019, so that they were equipped to find and maintain secure accommodation. By teaching life skills, providing support to deal with mental health challenges, putting boundaries in place so that young people could develop healthy habits and overcome unhealthy ones, the team worked to short circuit the cycle of homelessness so that these vulnerable young people could either return home or find permanent accommodation.

Providing social, recreational and educational programs through the Community Centre, the team works with a diverse community with increasingly complex needs, including mental health issues, loneliness, isolation, integration of international students and newly arrived citizens. It's in this context that the team is using creative strategies to welcome, engage and support those who need it most.

One local family first engaged through the Wiggling Wombats playgroup. With two young children and her own mental health issues, mum spent most of her time in the house, but the playgroup gave her a safe place to go and connect with others. Her husband who also suffers from serious depression has even found a way to contribute, fixing a gate at the centre and trying his hand at other odd jobs. The relational investment the team is making is having a real impact on this vulnerable family, who are now coming along to community meals and events, bringing food and finding other ways to give back.



Our story

Riverina NSW

The team in the Riverina in NSW may not live close to each other, but their sense of connectedness to each other and commitment to a common purpose brought some remarkable wins in 2019. Working in a region that covers a vast geographic area, encompassing 3 major hubs and over 30 smaller towns and communities, the team focusses on connecting with young people in schools. A long-term commitment to delivering scripture in primary schools and SRE in high schools, has built a high level of trust between the school communities and Fusion, enabling the team to advocate for chaplaincy appointments and bring other positive changes to these school communities.

Building on the relationships and connections created in the schools, the team invites the young people to discover more of themselves, their potential and the values that can bring life, through getting involved in day trips, cell groups, discipleship training and service projects. For the first time in 2019, the team partnered with Fusion Central West to run the NSW Pilgrimage, a trip through the outback of NSW, exploring the indigenous story of the region and learning from the wisdom of the local people.

It is this sort of investment in young people that is changing lives and bringing hope where there has been doubt and despair. Young people are seeing that there is more to life, that they can get past the belief that they're "going nowhere", that there is a community that cares and will support and challenge them to step out of their comfort zones and thrive.

Day Trip
Youth Program



Our People.

our story

Bendigo VIC

Under the direction of local Team Leaders Jayne and Ian, the team at Bendigo in Northern Victoria is committed to establishing a working model of mission in the local area. Not happy with just having the theory right, this team is sold out to making it actually work and their determination is paying off with a range of schools programs, a youth drop-in centre, day trips, discipleship groups and strong connections with churches all working in harmony to support and mentor young people on their journey to thrive.



Our People
Governance of Fusion Australia Ltd
The Board of Trustees
Our Executive Team
How to Find Us

Day Trip
Youth Program

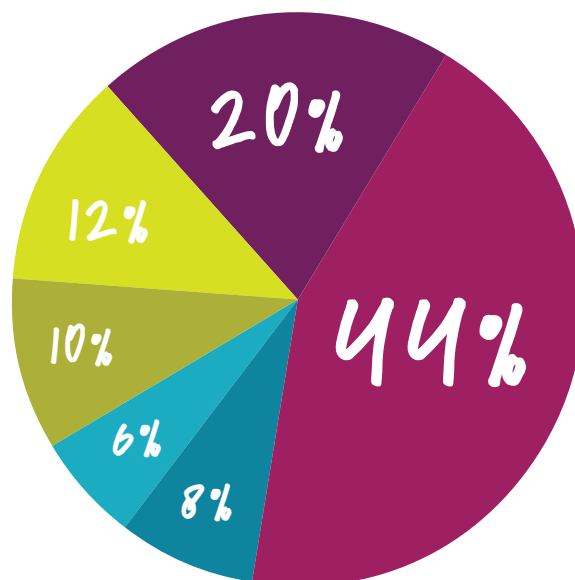
In 2019, the team expanded their ministry to families, building on the playgroup which is regularly attended by up to 50 people, they launched the Families course locally and have plans to take it in to schools and prisons in 2020. Recognising that thriving families form thriving communities, this team is working hard to engage local people in mission to their own community so that the region can be transformed for both this generation and those to come.

Our People

Our Fusion teams are made up of unpaid and paid staff, team members and volunteers who all work side by side to see communities transformed across the nation. They are Fusion's strength.

Faithfulness, willingness, generosity and commitment characterise Fusion's people. In challenging environments and situations, our team members will keep on caring for those they minister to, offering practical support, encouragement and opportunity.

While some work fulltime or part-time in a volunteer capacity, others are employed to bring their skill to the local work.

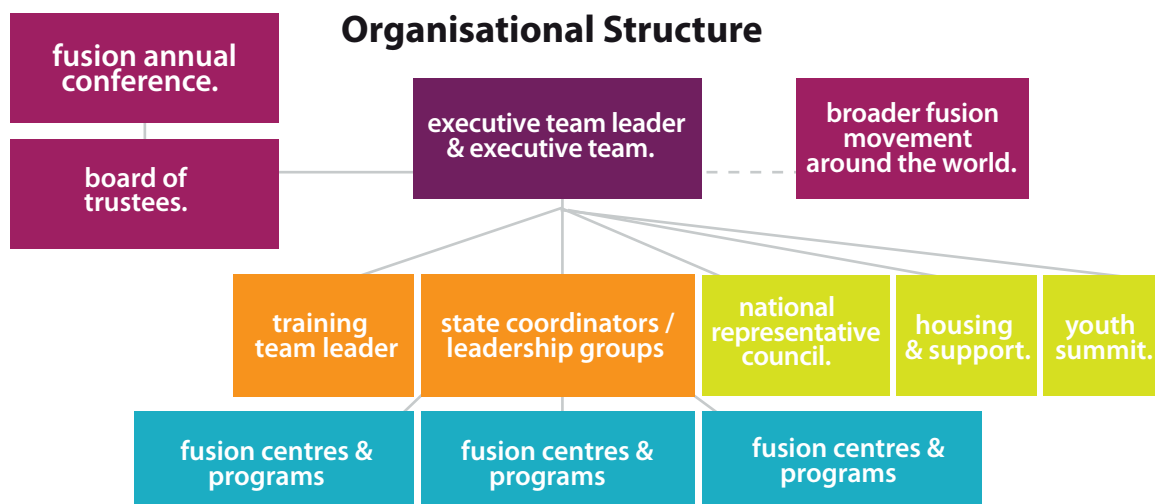


10%	Full Time Employees	49
12%	Part Time Employees	60
6%	Casual Employees	29
8%	Full Time Voluntary Workers	39
44%	Part Time Voluntary Workers	218
20%	Casual Regular Voluntary Workers	101
TOTAL		496

Governance

Fusion Australia Ltd is governed by a Board of Trustees, consisting of Trustees elected by the team members at the Fusion Annual Conference, and some externally appointed Trustees.

The administration of the organisation is managed by the Executive Team under the direction of the Executive Team Leader.





Board of Trustees



Elizabeth Adams

Qualifications: Certificate IV Youth and Community Work (Christian), Diploma of Youth and Community Work (Christian)

Background: Elizabeth (Biz) Adams began with Fusion at the Heart FM radio station in Tasmania and in 2004 began study, with a focus on media, through Fusion Training based in Poatina Village.

She has led the Fusion Media team for over ten years and been a member of the National Executive Team since 2010. In 2013, Biz moved to Sydney and was part of a rebranding of Fusion nationally. She has been part of the organising committees for National Conference and Sleep In Your Car and is a regular part of the Pilgrimage to Uluru Basecamp team. She currently balances a National Media and Marketing role with her involvement with national projects and part-time employment with the Fusion Western Sydney Youth team.



Edwina Baily (Acting Chair to Sept 2019)

Qualifications: Bachelor of Economics, Certificate IV in Youth and Community Work (Christian), Diploma of Youth and Community Work (Christian)

Background: After five years working in the NSW public service, Edwina moved to Poatina in Tasmania to study youth and community work with Fusion. She then joined the Fusion team in Hobart, working in a range of youth programs, in Christian radio with Ultra016five and with local churches through the Awakening movement. For the last ten years, she has worked with the Fusion team in Western Sydney, as part of the National Marketing Team and with the NSW State Team.

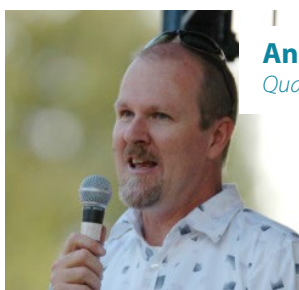
Board of Trustees



Anton Benc

Qualifications: Bachelor of Electro-Mechanical Engineering, Post Graduate – Lighting Design, Japanese language studies, Certificate IV in Quality Management

Background: Anton is an experienced consultant who is passionate about guiding and helping people to work better together. Anton uses his discerning collaborative work style, with excellent communication and facilitation skills, to bring about organizational and personal transformation; focused on achieving business excellence. Anton has extensive experience in developing and implementing change management and customer centric strategies in a range of organisations, private, not for profit, Churches and the public sector. This experience is further supported by developing and implementing change management programs and quality frameworks. Today Anton works also as a gardener, designing and implementing a range of landscaping projects. He is an active member/advisor and former parish councillor of St Marks Anglican Church, Emerald and the former Chair of ECHO [Emerald Centre for Hope and Outreach].



Andrew Braun

Qualifications: Diploma Youth and Community Work (Christian).

Background: Andrew Braun joined the Fusion movement in the early 1980s and after studying Fusion's Associate Diploma of Youth and Community Work course at Kilmany Park in 1986, he took up a student placement in Perth. There he led the youth work team in school seminars and lunchtime programs before moving to Geraldton to lead the work, which included the oversight of Cameliers Guesthouse.

Based in Perth since 1992, Andrew has worked alongside heads of churches and other church leaders there to facilitate a broad range of initiatives under the Awakening banner including the Easter March in Perth for over 20 years. He has extensive experience working with church leaders and pastors and a strong history of working alongside a range of government and secular agencies and organisations.

Andrew is the State Director of Fusion's work in Western Australia and is the Chairman of Church Council at his local Baptist Church.



Stephen Hamilton (to September 2019)

Qualifications: Electrical Trades Certificate, Diploma Youth and Community Work (Christian)

Background: Steve has served with Fusion in a variety of roles over the last 34 years. These have included being a youth worker, Fusion Team Leader in Bendigo and Burnie, Personal Assistant to the National Director and in media and radio production and presentation. He currently manages the assets and maintenance of Poatina Village, is the co-leader of the Uluru Base Camp team for Fusion's national Pilgrimage to Uluru and until December 2019 was the Chairman of the Poatina Body Corporate.



Alison Hilton (Deputy Chair from October 2019)

Qualifications: Diploma in Theology [Evangelism]

Background: Alison is the Recovery Services Manager with Fusion Geraldton in Western Australia. Her ministry journey started with bible college training in the early 90's when she completed a Diploma in Theology [Evangelism] with the Church Army. From there, she and her husband worked together as church youth workers and she has since journeyed through motherhood, business and retail experience, including managing a Christian bookshop. She has now found her place working with Fusion with a particular focus in the mental health sector. She is passionate about people being able to become the best they can be no matter the circumstances and she is especially interested in creating spaces where people can have the freedom to make choices and engage with their own recovery or faith journey.



David Ireson (from October 2019)

Qualifications: Diploma Youth and Community Work (Christian).

Background: Dave Ireson has served with Fusion in various roles in Australia and around the world for nearly fifty years. This includes being in leadership teams in Victoria, Tasmania, Queensland and the Australian Capital Territory. He has been involved in establishing centres, representing Fusion and serving on National and State boards including the Australian Youth Policy and Action Coalition (AYPAC), the Youth Coalition of the ACT, the Youth Network of Tasmania and the National Youth Coalition for Housing. He has served as Treasurer, Chairperson and various other roles within these boards.

Dave has been an active part of Fusion's training teams within Australia and has more recently been equipping West Africans with youth and community work skills. Since 2007, Dave and his wife Jo have spent time in Africa. An elected member of the Fusion International Leadership Team, Dave is on the Executives of Fusion Nigeria and Fusion Ghana, a part of the Poatina Village Leadership team, and the Fusion Australia appointed Treasurer of the Poatina Village Body Corporate.



Rubie Ireson

Qualifications: Bachelor of Social Science (Majoring in Criminology and Criminal Justice), Diploma in Youth and Community Work (Christian), Certificate IV in Youth and Community Work (Christian), IAP2 Certificate in Public Participation.

Background: Rubie Ireson grew up in Poatina Village, later moving to Sydney where she was actively involved in Fusion's work in Western Sydney and nationally as a teenager. She spent time volunteering with Fusion in Jamaica after leaving school and then completed a Certificate IV and Diploma in Youth and Community Work (Christian). Based at Hornsby in Sydney's North, she was responsible for coordinating the youth programs, including the youth café "Jacks". Moving to Western Sydney in 2010 to study a Bachelor of Social Science, Rubie worked with Fusion's Accommodation Support Service and later as a youth worker with Fusion Western Sydney. In 2017, she began working with Penrith City Council as a Community Engagement Officer and at the beginning of 2019 accepted a role as the Team Leader for BaptistCare -HopeStreet Women's Services- Western Sydney, providing case management and therapeutic support for women. Rubie remains involved with Fusion through events and fundraisers and recently completed the development of the adapted version of the Families Course, Families Lite. Rubie is now working with Fusion Western Sydney to deliver Core training to churches.



Jesse O'Neil (from October 2019)

Qualifications: Certificate IV in Youth and Community Work (Christian); Certificate IV in Training and Education; Diploma of Youth and Community Work (Christian); Bachelor of Pharmacy (Hons)

Background: Born to parents who were active members of Fusion, Jesse O'Neil grew up around Fusion activities including, Easter marches, conferences and community teas. After completing his studies in pharmacy, including an honours project on 'Solid Lipid Nanoparticles in the Treatment of Autoimmune Disease', Jesse began working as a youth worker with Fusion while completing a pharmacist internship.

After spending time in Poatina to complete his studies in Youth and Community Work, Jesse and wife Marie moved to the Sunshine Coast to coordinate Fusion's work there, a position he has now held for 13 years. In that time, the work and team have grown to include an array of youth programs, a busy community centre, three Op Shops and a large team of volunteers. In addition to his role as Team Leader, Jesse has managed a number of national responsibilities, including: trainer in Fusion's Certificate IV and Diploma courses; SharePoint project manager; Thankq manager; and associated IT roles.



Richard Palmer (Acting Chair from October 2019)

Qualifications: Masters in Information Management & Systems, Graduate Certificate in Strategic Foresight, Bachelor of Science, Cert IV Training and Assessment, Diploma of Frontline Management.

Background: Richard brings more than 25 years of experience in managing and leading service organisations. He has also delivered significant organisational, service and governance change programs across Higher Education and TAFE. Prior to moving into the education sector, Richard was a Fusion staff worker participating in front-line youth work, completing his time managing Fusion Publications. He has held executive management roles at two major universities and completed his Monash University engagement as Interim CIO. Richard is a Director of the Digital Leadership Institute and ContextOne, previously served on the Board of VERNet and is a member of the Australian Institute of Company Directors.

Fusion Executive Team

Executive Team Leader / Chief Executive Officer

Fiona Margaret Gunnion

Qualifications: Bachelor of Social Work, Certificate III in Youth and Community Work (Christian)

Background: Secondary College School Chaplain, Community Centre Coordinator, Crisis Youth Housing Worker, Youth Housing Manager, Team Leader of South East Melbourne, Fusion Victoria State Coordinator, Accredited Youth Mental Health First Aid Instructor.



Company Secretary and Chair Finance & Audit Committee

Trevor Harvey

Qualifications: Bachelor of Engineering (Hons), Postgraduate Diploma in Management, AICD Company Directors Course Diploma, Member of Institution of Engineers Australia, Fellow of Australian Institute of Company Directors

Background: Trevor is a former senior commercial manager for Synergy and served as manager of strategic human resources for Western Power Corporation. Trevor has also held responsible roles in planning & resource management, commercial and engineering project management and power station operations management. He is a director of other not-for-profit organizations and concluded his role on the Fusion Board of Trustees in September 2016 upon taking up the positions of Company Secretary and Chair of the Finance and Audit Committee.



Company Secretary
Kenneth Ferdinands

Qualifications: Bachelor of Science, Diploma of Education, Diploma of Youth and Community Work (Christian), Certificate IV Training and Assessment

Background: A former schoolteacher, Ken has been involved with Fusion for over 35 years. His roles have included youth worker, Centre leader, State coordinator, program manager (including Housing Service Coordinator in Melbourne), National Treasurer, Director, and CEO of Fusion's Registered Training Organisation.



National Finance Manager
Antony Grant Cleary

Qualifications: Bachelor of Commerce, Certified Practicing Accountant (CPA), Diploma of Biblical Studies

Background: Tony has worked for Fusion for over ten years including roles as TAS State Accountant and WA State Accountant. He has held accounting roles with AMP and Tastemaker. Tony has also taught business skills for LG and Doosan and was Team Leader at Daeil Foreign Language High School.



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Our Stories

Pilgrimage to Uluru
Youth Program

Our Story

Perth WA

The team in Perth, Western Australia is committed to helping individuals find community and purpose. Working with others to create a healthy community that supports its young people to thrive, the team is tackling a range of issues, including, homelessness, isolation, lack of purpose and disengagement from education. In 2019, the Fusion Student Household Service was home to 12 young people and supported another 75 to find accommodation. Working with local schools, Fusion provided mentoring, connection and support to hundreds of local young people through life skills programs, breakfast clubs, day trips and the Pilgrimage to Uluru.

Deep investment in developing pathways to help young adults grow in skills, saw a growing number of volunteers take up challenging and rewarding roles in 2019, finding their place in helping young people thrive.

One of these volunteers was Phoebe.

Fresh out of uni, Phoebe first connected with Fusion through a friend who had previously volunteered in Perth. She began by helping with the work in schools and became a leader on the Pilgrimage to Uluru in 2019. The experience of working with a particularly complex young person, combined with the full pilgrimage experience, left Phoebe feeling challenged to take youth work seriously. Taking up more responsibility in the schools-work programs, Phoebe also took hold of the opportunity to be a Staff Resident in the Fusion Student Household Service. This was the perfect fit for where she was up to in life and the opportunity she was looking for, to develop experience and build skills. Phoebe is now living in one of the Fusion houses alongside young

people experiencing homelessness, co-leading Fusion's in-school Life Skills Mentoring Program, coordinating the weekend Day Trips and helping to plan the next Pilgrimage to Uluru.

It's thanks to people like Phoebe, who took up the challenge to extend themselves, growing in skills and capacity, that the community of Bentley is being transformed so that young people can know they are valued and be supported to thrive.

Our Story

Blue Mountains NSW

The Fusion team in the Blue Mountains of NSW is led by a small group of enthusiastic and committed young adults. Each of them brings their strengths to the team, juggling work and university, as they live out their faith in very practical ways. With a core purpose of reaching out to the young people of the community who don't have support around them, to those whose needs are often hidden by the noise of the world, the team is creating places for connection, mentoring and role modelling through school based and weekend programs.

At the heart of the work are the weekly Breakfast Clubs at Springwood, Blaxland and Winmalee High Schools. We are so thankful for the volunteer teams, most of whom are retirees, who work hard to make these safe spaces for kids of all kinds to connect, to be seen, to be valued and to be well fed every week. For those who usually find it difficult to connect socially, these clubs are a comfortable place to engage and a stepping-stone into other activities, including the Saturday afternoon "Fuse" program. It's here that young people can experience deeper

connection, as they engage in a range of hands on games and activities with the youthwork team.

We're celebrating the wins with this young team in 2019, which culminated with their efforts coordinating the Springwood Community Carols in December. It was here that the threads of the work really came together, with young people they'd spent time mentoring, carrying significant roles and responsibilities and their connections with local churches resulting in the strong volunteer team that came together to serve the community on the night.

Two of the Carols team were sisters who have come a long way since they first connected with Fusion in Year 7 at one of the Breakfast Clubs. At that stage they were loud, swearing and difficult to be around. "In the last few years they have become softer and more engaged with things. At the end of the year they were keen on being part of the team at the Carols." Following that positive experience, they have found a place in a local church and joined their youth group. "They've opened up about where they've been in life, including their mental health struggles. From being some of the hardest kids at everything, they've started sharing their lives and giving back." These girls have found their place in a supportive community and are well on their way to thriving.



Our story

Southern Tasmania TAS

It's thanks to the mostly volunteer team of 34 committed locals in Southern Tasmania that in 2019, hundreds of young people were able to experience the high and low ropes course, over 1500 kilograms of vegetables were grown in the food relief vegie garden and over 100 mentoring sessions were run for at risk primary and secondary students, all while maintaining 100% capacity in the Fusion Accommodation and Support program at Forest Glen.

Committed to ensuring that the Forest Glen property, which was left in trust for the benefit of local people in need, is used for that purpose, the team kept delivering on its four-fold approach to achieving its vision of "A transformed Southern Tasmanian community where young people thrive":

- 1. Mentoring Program** - Delivering early intervention youth work to address the challenge of young people disengaging from education.
- 2. Accommodation Service** - Providing medium-term affordable housing for those in need.
- 3. Adventure Based Learning Facilities** - Resourcing educators to better deliver support to students.
- 4. Food Relief Vegie Garden** - Partnering with local churches to care for local people in need.

A legacy was left to this local community over 30 years ago, and in 2019 the local team kept moving forward, ensuring that the young people who needed the support were getting the chance to come in, get their hands dirty and be part of shaping their own future.

Carlen Party Fundraiser

Our story

Sydney North NSW

The team at Hornsby in Sydney's North started 2019 with the aim of building a bustling hub of community life through the Fusion Community Centre in Jersey Street. They certainly hit the mark, with a range of initiatives kicking off throughout the year, connecting those on the margins, isolated and vulnerable in a range of ways.

Since the launch of the Little Street Library and Street Pantry in February, the team has been growing networks around these initiatives, connecting with local schools and churches, releasing community resources and engaging others in meeting the needs of their own community. We're particularly thankful for the support of the Hornsby Community Church, who organised regular deliveries of goods for the pantry, keeping it well supplied for the benefit of those in need.

This was just the start of a burgeoning range of programs and activities that found a home in the Community Centre in 2019. Growing out of the weekly Community Dinner held on Monday nights for those without a permanent or safe place to call home, the Community Café kicked off in October when the team threw open the doors to offer a free coffee, afternoon tea and a meal to their Monday night regulars.

Since then, each Thursday afternoon local teacher, Pauline has cooked up a storm from fresh produce donated to Fusion through Second Bite and a local supermarket. Together with a team of young volunteer baristas and kitchen hands, she treats those who come to a welcoming afternoon tea and a nourishing meal.

With the support of local people, schools, churches and community groups, the team's ministry to those at the margins is transforming lives in very real ways and drawing those who are often isolated into a kingdom community.

Little Street Pantry Support Service



Our Stories

Our story

Central West NSW

In the heart of the Central West of NSW, is a team committed to bringing the community together and to seeing new life emerge as everyone finds their purpose and place. Since beginning in Orange in 1989, Fusion has worked in partnership with the local churches, delivering scripture and other school-based programs, coordinating festivals and a range of community building initiatives.

The last 30 years have witnessed hundreds of young people discovering more of who they were created to be, churches coming together to engage with and support the community and local people trained in practical ways to support their neighbours and those on the margins; and, 2019 was no different.

The big changes, however, were happening in the background as the Fusion team transitioned the leadership and coordination of the Special Religious Education programs (SRE) and the Palm Sunday Easter Festival to others to take into the future. This positive step forward is already resulting in greater ownership by the churches of these initiatives and opportunity for the Fusion team to continue building collaborative and cooperative networks around a range of youth programs, including day trips, youth groups and pilgrimages and engagement with the Council run drop-in centre.

This networking, teamed with ongoing coordination of chaplains in a number of local schools, outreach to families through the Wiggles Wombats playgroup and support of those on low incomes through the community centre, have positioned the team well to be a part of the ongoing transformation of this community so that young people can indeed thrive.

Our story

Western Sydney NSW

Based in St Marys for over 20 years, the dynamic team at Fusion Western Sydney has a deep and ongoing commitment to developing resilience in individual lives and the community. Each week the team run programs and activities to support vulnerable young people and families in schools and other community settings, working in partnership with other not-for-profit organisations and churches.

In 2019, the team worked creatively to build the social enterprise Café as a place for hospitality, engagement and connection for the wider community, establishing it as a doorway into the heart of Fusion's work in the area.

Some of the main needs the team is working to address include: young people at risk of disengaging from education and training; young people and their families experiencing hardship and dysfunction; people lacking community connectedness and experiencing mental health and wellbeing challenges; and, parents wanting to strengthen their family functioning and quality of life. In a community that values long term commitment, the way that this Fusion team has dug in and kept showing up has earned trust and growing influence with these vulnerable families. Here's just one story.

Willmot came into being in 1971 as part of the Mt Druitt housing development. Fusion works together with a group of service providers, community members and businesses in the Willmot Collective, sharing a common passion to respond to community need and aspiration in this community.

Each Thursday afternoon, the Fusion Youth team run an outreach program at the Willmot Community Hub for high school aged kids. It's a chance for the young people to relate to our team in an environment where they can feel valued and accepted, have fun and be connected. It's taken a while to settle into a rhythm with our programme and there's been some challenging times.

When we first arrived in Willmot in 2016, the neighbourhood felt deserted. Kids didn't warm to what we'd planned. We had to remain flexible, changing what we did to meet the needs of the kids. We moved from the Hub to basketball in the park and back to the Hub and our focus is around the "Lounge Room" a chilled, relaxed space with games and something to eat.

A real highlight of our time in Willmot is home visits. Recently, Youth Worker Eddie Bognet shared....

"Mum, Jamie, opened the door and we heard, "Oh, it's the Fusion guys... come in". Welcoming us, she introduced us to her children, invited us to sit at the table, offered us tea, and something to eat. Then the conversation started. She shared her struggles with illness, but that she has a positive outlook on life. "Just so you know I see you as family." She mentioned how she loved the way the team interact with her children. She shared her appreciation for the work we do and encouraged us to stick with it all. Jamie ended by referring her sister's kids to Fusion as well."

Persistence, patience and commitment are making a difference to this community. Building trust, transforming families and the community so that young people can thrive.



Home Visits
Parental Support



What We Did Together.


 Data on the programs we continued, and the new initiatives we launched.

Data Tables

CENTRE CODE

B Bendigo
BM Blue Mountains
C Canberra
CW Central West
FBM Fusion Building & Maintenance
G Geraldton
K Kapunda
MP Mornington Peninsula

P Perth
POA Poatina
R Riverina
SC Sunshine Coast
SEM South East Melbourne
SN Sydney North
SS Sydney South
ST Southern Tasmania
FWS Western Sydney

ACTIVITY	PARTICIPATING CENTRES	No. OF SESSIONS	No. OF PARTICIPANTS
School Breakfast Clubs	BM, P, POA, SEM, SN, FWS	484	1831
School Lunchtime Programs	B, CW, POA, SEM, SC, SN, FWS	268	2504
Mentoring Programs	FBM, P, POA, SEM, ST, SC, SN, SS, FWS	405	149
Training/Seminars	B, P, SEM, SS, FWS	28	1098
Peer Leadership Programs	B, CW, K, SC, FWS	45	346
After School Programs	B, CW, POA, SN, FWS	284	318
School Holiday Programs	K, SEM, SC, FWS	13	159
Day Trips	B, CW, K, MP, P, R, SEM	35	257
Scripture/SRE	CW, R, SEM	332	1186
Other Weekly Programs	BM, R, SEM, SN, FWS	245	523
Other Programs	CW, P, POA, R, SC, SS, FWS	14	504
Chaplaincy Connections	B, R, FWS, CW	NA	2635
Casework – External	MP	49	546
School	POA	200	18
Outdoor Ed Programs	FWS	NA	12

Youth
Work

TOTAL No. PARTICIPANTS

12,006

Pre-school Programs/Playgroups	B, CW, SEM, SN	153	228
Programs for Primary School Students	R, SEM, SN	27	216
Programs for Seniors	B, FBM, SEM	32	79
Programs for CALD Community	SEM	8	2
Other Outreach Programs	CW, SEM, SN	246	126
Festivals	B, CW, P, R, SS	22	12540
Other Community Events	BM, FBM, POA, SEM, SN, FWS	26	1382
Health and Wellbeing Programs	POA, SEM	118	69
Community Meals	CW, G, MP, P, POA, SEM, ST, FWS	161	361
Seminars/Talks	SEM	2	41
Other Community Programs	CW, POA, ST, SN, SS, FWS	415	483

Community
Programs

TOTAL No. PARTICIPANTS

15,521

CORE	MP, R, SEM, SN	5	41
First Aid/CPR	G, POA, SEM, SC, SS	6	53
Mental Health First Aid / Youth Mental Health First Aid	G, POA, SEM, SC, SN	9	58
Fusion Families Course	B, K, MP, FWS	12	74
Safe Churches	B, FBM	2	17
Professional Development	BM, CW, G, K, SEM, SC, SN, SS, FWS	20	121
Fusion Diploma Y & CW (C)	CW, SS, MP	1	6
Other	G, MP, P, POA, R, FWS	32	97

Training

TOTAL No. PARTICIPANTS

467

Accommodation Services

NAME OF SERVICE	TYPE OF SERVICE	No. OF BED NIGHTS	No. OF PEOPLE SUPPORTED
CSRU	Mental Health Accommodation Support Service	4954	18
Mornington Supported Accommodation Services	Short Term Accommodation and Medium Term Transitional Accommodation	2266	27
Fusion Student Household Service	Youth Homelessness Service	2920	87
Home Base	University Students	1344	5
Moorabbin Refuge	Crisis Accommodation	2493	157
Outreach Support	Outreach Support and THM	3220	16
Fusion Accommodation & Support Service	Community Housing	6205	30
Fusion Accommodation – Rangiora	Student Accommodation	200	14

TOTAL No. BED NIGHTS

TOTAL No. PEOPLE SUPPORTED 2019

23,602 354



CENTRE	No. OF PARTICIPANTS	No. OF TEAM
Geraldton	4	3
Kapunda	14	9
Mornington Peninsula	15	7
Perth	16	8
Poatina	1	0
Southern Tasmania	3	2
Sunshine Coast	18	8
Sydney South	0	1

Pilgrimage To Uluru

Sleep In Your Car

PARTICIPATING CENTRES	BM, G, MP, R, SEM, CW
No. OF PARTICIPANTS	297
No. OF PARTICIPANTS WHO SLEPT OUT	175
No. OF ORGANISATIONS & SERVICE PROVIDERS THAT PARTICIPATED	34

TOTAL RAISED

\$48,363.45

NAMES OF PARTNER ORGANISATIONS

The Junction	Mornington Information Centre	Salvo Care Eastern
Cath's Cakes	Jigsaw	Linking Communities
Springwood Anglican Church	Mornington Church of Christ	Network Griffith
Short Term Accommodation for Youth (STAY)	Mt Eliza Uniting Village Church	
RAW Travel	Mt Martha Rotary	
Mornington Peninsula Shire	Free Burma Café	

ENTERPRISE	LOCATION	AREA SERVED	CLIENTS IN 2019
Fusion Building & Maintenance	Penrith NSW	Sydney Metro, Blue Mountains & Hawkesbury	1049
Fusion Op Shop Kapunda	Kapunda SA	Kapunda and Barossa Valley	1000
Fusion Op Shop Poatina	Poatina TAS	Central Midlands	250
Poatina General Store	Poatina TAS	Central Midlands	3500
Poatina Service Station	Poatina TAS	Central Midlands	2500
Little Store of Surprises	Poatina TAS	Central Midlands	450
Poatina Post Office	Poatina TAS	Central Midlands	2000
Poatina Art Gallery	Poatina TAS	Central Midlands	450
Creativity & Arts	Poatina Arts Centre TAS	Australia	52
Poatina Accommodation & Conference Centre	Poatina TAS	Australia/International	52
Fusion Op Shop	Narrandera NSW	Narrandera & Surrounds	5100
Food Relief Vegetable Garden	Kingston TAS	Kingborough Region	1594 kg produce
Fusion Op Shop	Maroochydore QLD	Maroochydore, Mooloolaba	Not measured
Fusion Op Shop	Mooloolaba QLD	Mooloolaba, Mountain Creek	Not measured
Fusion Op Shop	Sippy Downs QLD	Sippy Downs, Buderim	Not measured
Alcooringa Hall Hiring	Buderim QLD	Sunshine Coast	53
Fusion Op Shop	Hornsby NSW	Hornsby Shire	14650
Fusion Café	St Marys NSW	St Marys	15000
Maranatha Campsite	Lidsdale NSW	Sydney and Central West	NA
Forest Glen ABL	Kingston TAS	Southern Tasmania	674
Alcooringa ABL	Buderim QLD	Sunshine Coast	16

Enterprises

TOTAL No. CLIENTS

47,046

Adventure Based Learning

No. OF PROGRAMS	38
TOTAL No. OF PARTICIPANTS	690
No. OF PARTICIPATING SCHOOLS/COLLEGES/ORGANISATIONS	19
No. OF TRAINERS	11

Southern Tas & Sunshine Coast

What We Did Together.

NEW INITIATIVES FOR FUSION CENTRES IN 2019

CENTRE		LAUNCHED
Blue Mountains	Coordination of Springwood Community Carols 2019	December 2019
Blue Mountains	Inaugural Sleep in Your Car	August 2019
Mornington	External Casework including contact and outreach	August 2019
Perth	Rockingham Salvation Army /FSHS Housing Service Partnership	September 2019
Perth	Local partnership for Meekatharra Festival	October 2019
Riverina & Central West	NSW Pilgrimage to regional indigenous communities	April 2019
Sunshine Coast	Sippy Downs Op Shop	September 2019
Sunshine Coast	Leadership Camp	September 2019
Sydney North	Street Pantry and Library	February 2019
Sydney North	Community Café for Homeless	October 2019
Western Sydney	Checkmate	July 2019
Western Sydney	Fusion Western Sydney Fundraising Dinner	May 2019
Western Sydney	Mental Health Event	October 2019
Western Sydney	Faces of St Marys Neighbourhood Project	October 2019
Western Sydney	Fusion Create Workshops	June 2019

New
Initiatives
in 2019

Our story

Mornington Peninsula VIC

The Fusion centre on the Mornington Peninsula south of Melbourne is based in a former army barracks which also houses the Fusion Housing Support Program. Providing accommodation and support for young people experiencing homelessness between the ages of fifteen and twenty-one, the program includes 8 beds on-site as supported accommodation and 2 beds in a transitional unit off-site, where young people can stay for up to three months.

With a strong community approach, the lead tenants act as live-in mentors, providing a sense of stability and a family-like environment for young people within the program. Supporting them is a team of community volunteers who offer a range of skills, programs and support to further assist the young people in their development.

The team of highly qualified and passionate youth workers is continually developing and evolving the range of programs to stay ahead of the issues impacting the culture and young people. With the goal of mentoring and encouraging young people to step beyond what they know of themselves, to discover their full potential and find their purpose in life, the team works closely with local churches, to provide a holistic process for each young person. The social and physical needs of the individual are provided for, as well as the constant invitation to grow and develop in their faith.

Pilgrimage of Origin
Advocacy Program



Our story

Sydney South NSW

Fusion has been working with the young people and community of the Canterbury Bankstown area in south western Sydney for over 20 years. Based in Campsie, the team is passionate about the area they work in, which is one of the most culturally, economically and socially diverse communities in Sydney, with over 44% of residents born overseas and 60% of families speaking a language other than English at home.

Although a hub of vibrant community and great food, it is also known for its high levels of disadvantage, low education outcomes, high domestic violence reporting and ongoing criminal activity. Often the first port of call for people when they arrive in Australia, it is a transient community, resulting in isolation and alienation for young people as they attempt to live between two cultures, that of home and of school.

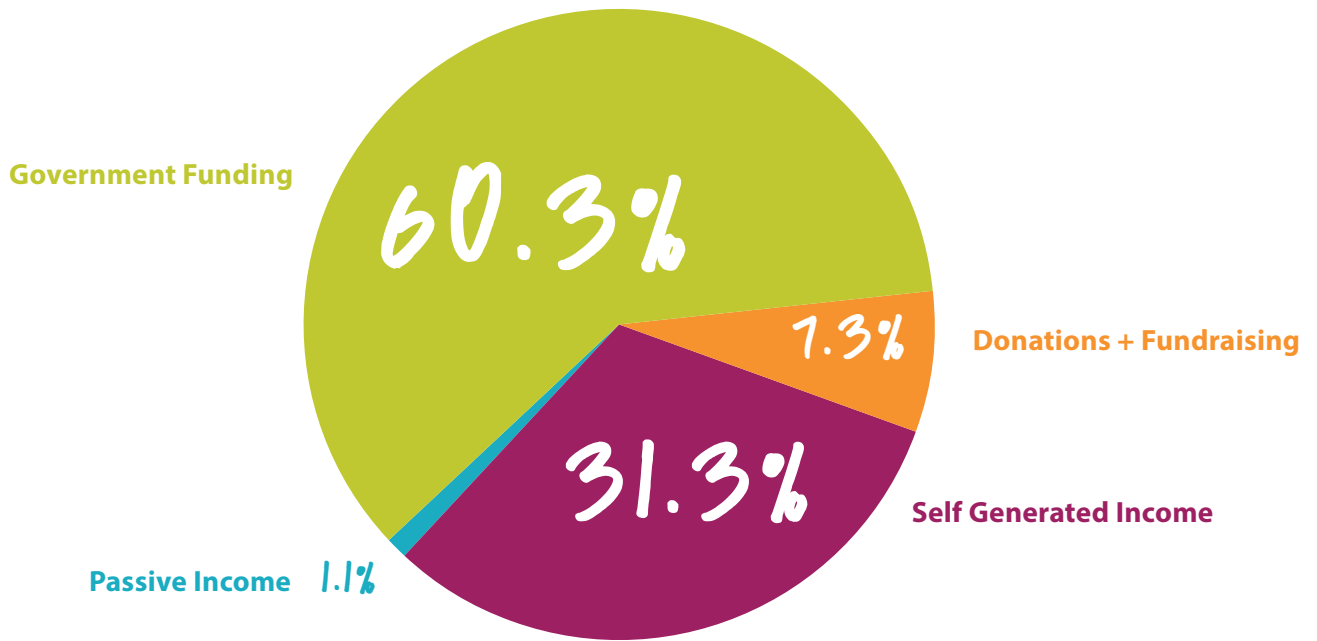
It's in this environment that the Fusion team worked hard in 2019 to bring change to the lives of local young people, helping them to see that they can be more than simply working "on the scaffold", empowering them to take responsibility for their current behavior and equipping them with skills and the belief that the future can be different. Partnerships with government and schools created capacity to work closely mentoring young people in schools and providing casework as needed, while the team also invested in delivering training and support for parents, launching the Fusion Youth Housing Program and developing a hub of community life.

In this diverse area it takes a diverse range of people and responses to meet the needs and see real transformation. We're so thankful for the Fusion team and supporters who are bringing their all to making that possible so that young people can thrive.

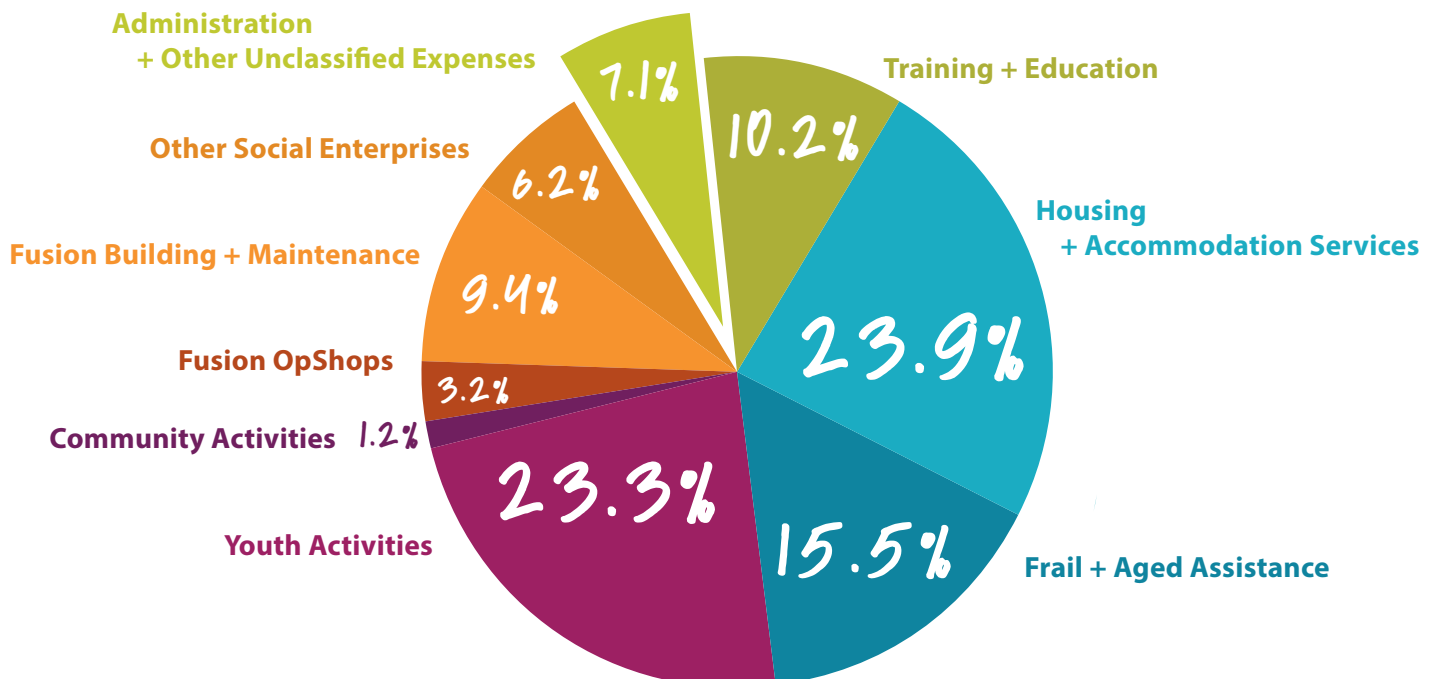


Finance.

Where the Money Came From



Where the Money Went



Statement of Financial Position

As at 31 Dec 2019

Assets

	2019 \$	2018 \$
CURRENT ASSETS		
Cash & cash equivalents	5,503,000	6,627,444
Trade & Other Receivables	234,139	279,047
Inventories	90,815	139,142
Total Current Assets	<u>5,827,954</u>	<u>7,045,633</u>
Non-Current Assets		
Trade and other receivables	59,595	62,691
Property, plant and equipment	7,441,316	7,601,206
Right-of-use assets	989,129	-
Total Non-Current Assets	<u>8,490,040</u>	<u>7,663,897</u>
TOTAL ASSETS	14,317,994	14,709,530

Liabilities

CURRENT LIABILITIES		
Trade and other payables	2,733,235	4,394,932
Borrowings	348,428	150,463
Lease Liabilities	159,283	-
Provisions	262,050	171,867
Total Current Liabilities	<u>3,502,996</u>	<u>4,717,262</u>
NON-CURRENT LIABILITIES		
Borrowings	1,007,035	1,120,141
Lease Liabilities	858,578	-
Provisions	781,698	724,619
Total Non-Current Liabilities	<u>2,647,311</u>	<u>1,844,760</u>
TOTAL LIABILITIES	6,150,307	6,562,022

NET ASSETS

8,167,687

8,147,508

Funds

Accumulated Funds	5,343,782	5,323,603
Reserves	2,823,905	2,823,905

TOTAL FUNDS

8,167,687

8,147,508

Statement of Profit + Loss

For the Year Ended 31 Dec **2019**

	2019 \$	2018 \$
REVENUE	10,784,385	10,451,050
	10,784,385	10,451,050
EXPENSES		
Administration and Other Expenses	(1,598,932)	(1,669,015)
Depreciation	(507,218)	(292,627)
Finance Costs	(88,535)	(38,376)
Fundraising and Other Expenses	(135,724)	(123,995)
Other Operating Costs	(2,023,966)	(2,128,988)
Salaries & Employee Benefits	(6,289,864)	(5,560,876)
Utilities	(119,967)	(127,102)
	(10,764,206)	(9,940,979)
Surplus Before Income Tax	20,179	510,071
Income Tax Expense	-	-
Surplus for The Year	20,179	510,071
Other Comprehensive Income	-	-

TOTAL COMPREHENSIVE INCOME for the year

20,179

510,071

Finances.

Acknowledgements

With Thanks To Our Partners

Fusion Australia Ltd. is supported in a variety of projects through funding or donations from the following bodies



Australian Government

Fusion Australia Ltd. is verified as a
National Community Housing Provider
NDIS Registered Provider
Registered Training Organisation (ASQA)
Registered Charity (ACNC)



Fusion Australia Ltd is compliant with the
NSW Disability Quality Framework (QIP).
National Mental Health Standards
Human Services Standards VIC
Compliant with Aged Care Quality Standards 2019
NSW Community Services Practice framework and
NSW Human Services Outcomes Framework



Bringing Life Together.

FUSION AUSTRALIA LTD. **ANNUAL REPORT 2019**



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