

A New Creation



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 2020 to 31 December 2020.

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

Adopted by the Board in 2019, the *Corporate Governance Framework* is being implemented 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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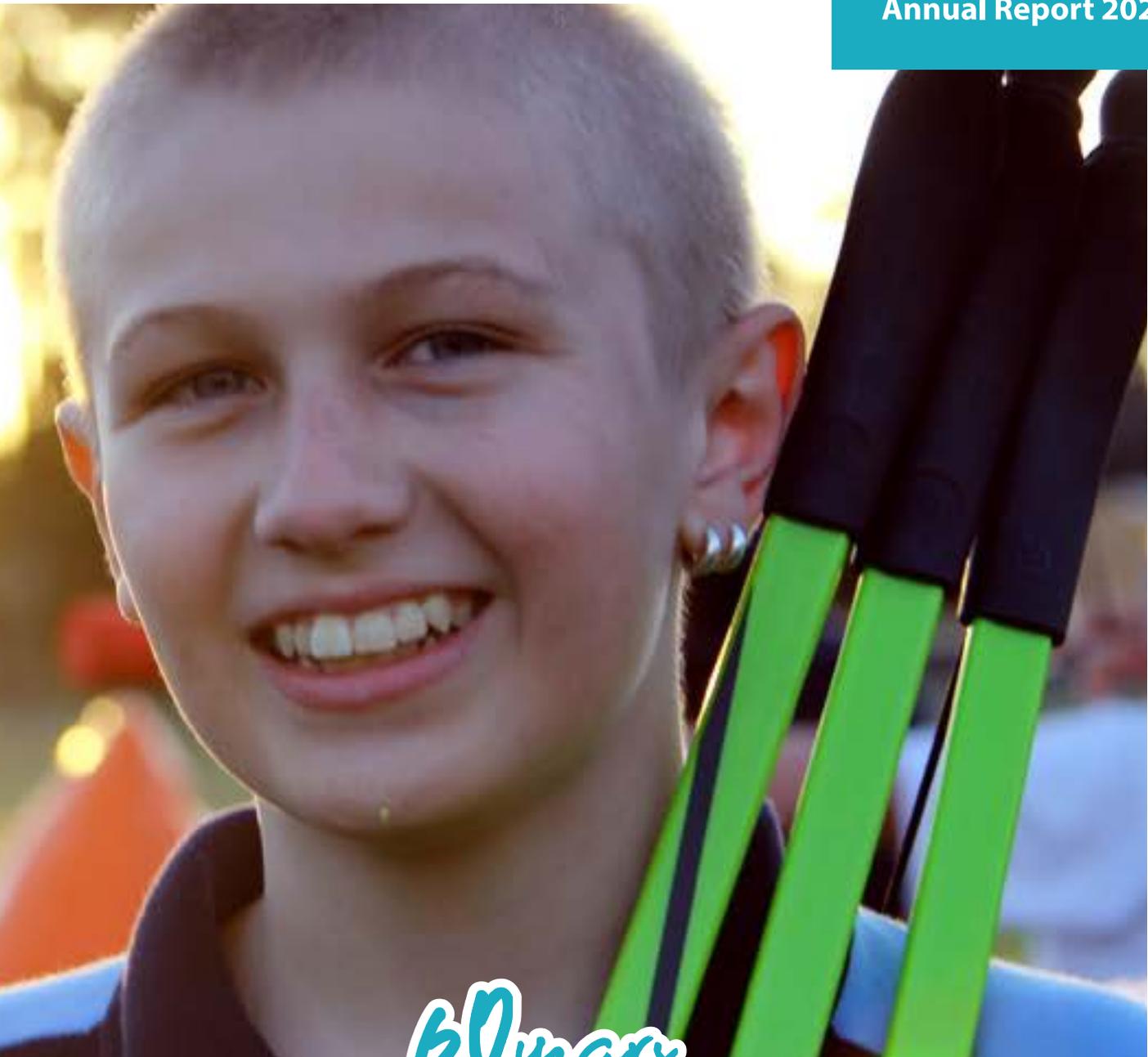
why we do it

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.

Youth Week
Bidwill, NSW



60 years of impact

Celebrating Sixty Years of Impact

In 2020, Fusion celebrated sixty years of engaging in issues that impact on our lives and communities, supporting young people and their families to thrive despite challenging and difficult experiences.

Our story started with a group of young adults in Sydney's north who kicked off The Attic, the first, and what would become one of the longest running, drop-in centre in the Southern Hemisphere. Rock bands, coffee and raisin toast were part of the place and the times, helping the team connect with young people in a space where they could feel at home.

With a heart to support the local young people to thrive this group, then known as Teen Crusaders, would later become Fusion Australia, spreading out across the country and making friends around the world. The haircuts and clothes may have changed since those early days, and the ways we do youthwork are different, but our heart is the same.

A New Creation | Responding in 2020

As the world adjusted to respond to the pandemic of 2020, the social and emotional challenges facing people every day continued and, in some cases, were amplified. Pre-existing issues such as homelessness, family violence, loneliness, anxiety, depression, disengagement from community and school, were magnified.

With the need to maintain our physical distance from each other where possible, more than ever our teams were challenged to find creative ways to help young people, their families and communities thrive. The stories in this report tell how we did this. Online training, virtual youth programs, playgroups by ZOOM, cooking lessons, school holiday activities, parenting programs all at a distance are part of the story. Maintaining our essential services with the added COVID safety protocols and restrictions is the other part: builders and allied health professionals turning up to care for the frail and vulnerable through Fusion Building and Maintenance in Western Sydney, youthworkers and caseworkers ensuring accommodation and support was available for homeless young people, teachers supporting vulnerable students in Poatina, staff in Geraldton caring for residents of the CSRU as they managed mental health challenges.

With a commitment to help young people and families thrive before them, our teams went to incredible lengths to stand by those who needed a champion in 2020 and beyond.



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 over sixty years, Fusion Australia Ltd has been committed to the innovative delivery of service to young people and their families across Australia. Firmly grounded in grass roots work in local communities, Fusion's national strategy is built on four pillars, which work together to undergird both Fusion centres individually and our corporate national work.



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

It's an understatement to say that 2020 was nothing like anyone would have expected. We started the year with plans for celebrating our first 60 years of ministry to those who are vulnerable and on the margins of our communities. There were strategies in place for continuing to support young people and their families and to build a sustainable future. The year began with great enthusiasm and excitement. It became apparent in early March, however, that 2020 would be nothing like we had experienced in our lifetimes or organisational past, and our plans quickly changed.

Fusion was built on a history of responding to the needs of local communities and the lives of the people we are connected with. Experience tells us that to truly be effective, we can't just keep repeating what we've always done. Instead, we need to listen, reflect and work in partnership to develop new ways to respond, as communities and issues change over time. In 2020, this rich heritage enabled us to quickly reorganise, regroup and find ways to respond to what was unfolding.

While 2020 demanded a rethink of plans, which at times produced stress, there was also great opportunity. We found new ways to respond to what we saw and to stand with young and vulnerable people. The lessons we learnt will shape our organisation into the future, as we continue to embrace opportunities to refine how we work and connect with people.

A New Creation

With our teams adapting to working remotely, the increased social media presence and online delivery of youth work programs prompted us to transition our IT infrastructure to the cloud sooner than expected. While many people around the world were hearing the word ZOOM for the first time, we'd already been delivering training on ZOOM and meeting that way for a number of years.

This experience set us up to make the most of technology to stay connected with one another and the people we were caring for. Morning teas, dinners, youth programs, playgroups, craft groups, English classes, fundraisers and meetings were all held online for a time. For the first time in our sixty years, the Fusion National Conference was held virtually, enabling many of our team members and volunteers to participate without travelling interstate. Our team around the country found new ways to connect with each other, other partner organisations and program participants.

While many people worked from home for some part of the year, our essential services including Youth Housing programs, Building and Maintenance teams and our Geraldton CSRU continued to provide practical in-person support to young and vulnerable people, all while adapting to new regulations and PPE.

With 20 years of delivery behind us, the final classes of Fusion's Diploma in Youth and Community Work (Christian) were held virtually with students participating from around the country. In 2021, we will be concluding our work as a Registered Training Organisation (RTO) after 25 years, during which time we delivered training in youth and community work, media, leadership, horticulture, hospitality and more to thousands of students both here and overseas.

Our commitment to equipping people to respond to their communities hasn't changed and we will continue to run local and national non accredited training programs that are responsive and flexible. We are thankful for the legacy of our registered training and for those who over the decades have been part of the team. I particularly want to acknowledge Karen Latten, Dean and Kathy Polkinghorne, Ken Ferdinands and Bev Rankin for their contribution to the RTO and Fusion's training, as well as other sessional trainers and field supervisors. We look forward to developing new ways of equipping people for mission going forward.

We are all aware of the impact of last year's lockdowns on mental health and the experience of stress, anxiety, fear and isolation. For me, the stories I have heard of people's experiences last year, the value of the connections on ZOOM or social media and the practical support such as meals and housing, have underlined the importance of the work that our teams did.

It is also true that 2020 had a personal impact for us all and that our workers weren't immune from the stress and fatigue that comes from constant change, being alert for what is happening next, dealing with isolation and balancing work and the demands of family. I'm proud of our team who quickly adapted to online delivery, the demands of COVID cleaning and planning, and who came up with new and creative initiatives to keep caring.

As I work towards concluding my time as Executive Team Leader in the second half of 2021, I'm thankful for those I have worked with and had the opportunity to support, care for and lead. I look forward to seeing what God has planned for Fusion into the future, as we hold onto Jesus and follow the new paths he leads us down.

Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here!
2 Corinthians 5:17

Warm Regards,

Fiona Gunnion

Executive Team Leader | Fusion Australia Ltd

Message from the Board Chair

Our 60th year turned out to be a year no one could have planned. As the year began, it became clear that COVID was going to be more than a temporary disruption to our lives.

Across the nation, Fusion centres responded to the pandemic, finding different ways to continue with existing programs and launching new ones to meet needs sparked by the pandemic. It has been a story of resilience and love in the face of adversity. A story of re-interpreting Fusion's mandate, from 2 Corinthians 5:17-21, to be part of God's work of re-creating individual lives and communities.

A message posted on our Facebook page early in March epitomises Fusion's response to the pandemic:

'During the recent bushfires and droughts, our nation cared for one another in the face of danger. As news of the Coronavirus fills our newsfeeds and TV screens, it's important that fear doesn't rob us of who we are. We are a people that value compassion, the gift of community and hospitality. As you consider your health and the health of those you love, think about the values you embody.'

While I can't do justice to all the creative responses from local centres and national ministries, here are a few highlights.

Sydney South quickly realised that families hit by COVID could be wanting for even the most basic of necessities: food to eat. They worked with fifteen professional chefs who trained young people to make meals for families in need. The program delivered 2,000 meals between March and December.

Later in the year, the team rolled out a pilot Laptop Library program, where refurbished laptops are being loaned to families who need access to a computer for educational or vocational purposes.

While face to face programs were on-hold, Fusion in South East Melbourne and other centres delivered after school and holiday programs online; Wiggling Wombats went virtual in NSW's Central West; and Capstone College worked online with its largely at-risk student population.

Fusion's training team swung into action, significantly raising the breadth and frequency of online training.

National Conference went online in September, with more than 120 attendees. It was a time of reflection and inspiration, and the benefits of a wider group being able to attend will flow into future events.

While the Uluru Pilgrimage was unable to proceed this year, Fusion Perth ran a virtual pilgrimage to Uluru, sharing daily thoughts, quotes, updates, photos, videos and other glimpses into the last 19 years of Pilgrimage. Samantha's reflection on her participation in 2014 is characteristic of the impact it has on the lives of young people:

"This trip is like no other... As an adult I now have an understanding of local Aboriginal culture and have learnt so much about this country's heritage...Thank you again for the amazing, life changing adventure that has helped shape me into the person I am today!"

2020 was also a time of endings. We prepared for the handing over of Fusion's work in NSW's Central West to the local churches, celebrating 30 years of contribution to communities around Orange. We saw the closing of the Café in St Mary's, in western Sydney, and celebrated with them the opportunities that the Cafe provided for being part of the local community.

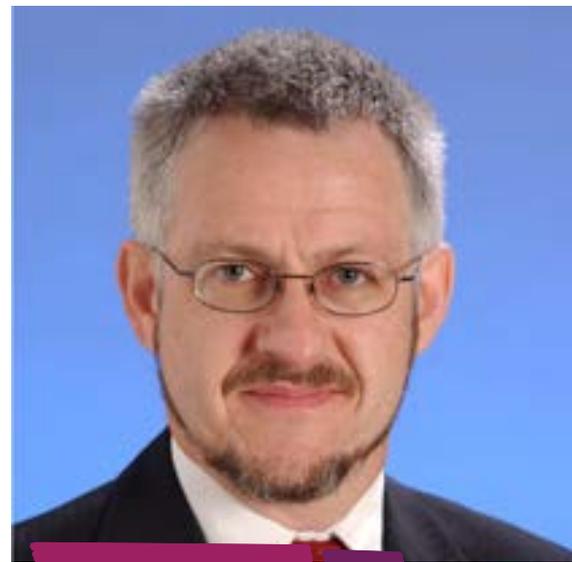
At the end of the year, we recognised that COVID's impact is far from over. While we will need to continue with programs that allow for physical distancing, there is a recognition that this year has shifted some aspects of our culture, as basic as the hug and the handshake, at least for the time being. 2021 is sure to bring new challenges, new understandings and new ways to be God's people in this wonderful world.

Yours in Christ,



Richard Palmer

Chair, Fusion Australia Board of Trustees



why we do it



60 years

of Stories

Global March for Jesus
Sydney Opera House - 1996

Creating New Ways to Connect

When the pandemic hit Sydney in March 2020, the team at Fusion Sydney South in Campsie felt the impact as schools closed their doors temporarily and students moved to online learning. With school programs on hold, the team had to re-imagine how they could provide support and connection to families during this time.

A brainstorming session with the local team leader from OzHarvest, resulted in a partnership that involved 15 professional chefs training young people to make freshly cooked meals for families in need. Starting in April, over 2000 meals were delivered across the Canterbury-Bankstown area, often to families who had lost their jobs and had nothing else to survive on.

While some went back into work during the year, many were on reduced hours and others were still waiting to work again. When school went back, the team continued to provide this valuable support to those who needed it, at the same time as re-engaging with students at schools where they were able.

Not content to stop there, however, the team had one more initiative to get up and going before the year ended. The pilot of a Laptop Library was rolled out in December, giving access to technology to families who needed it.

With support from R Cube Solutions' Tech Giveback program, laptops donated by Amadeus IT were made ready for refurbishment by Fusion, so that they could be loaned to families in need of access to a computer for educational or vocational purposes. The pilot started in December, with four families loaned a laptop from the Library for a period of six weeks. The program is due for a full launch in 2021.

In a year when we relied on technology to keep us connected, in education, to do the shopping, pay bills and "see" friends and family, it is initiatives like this that made a difference, transforming communities ensuring no one slipped through the gaps and that everyone could thrive.



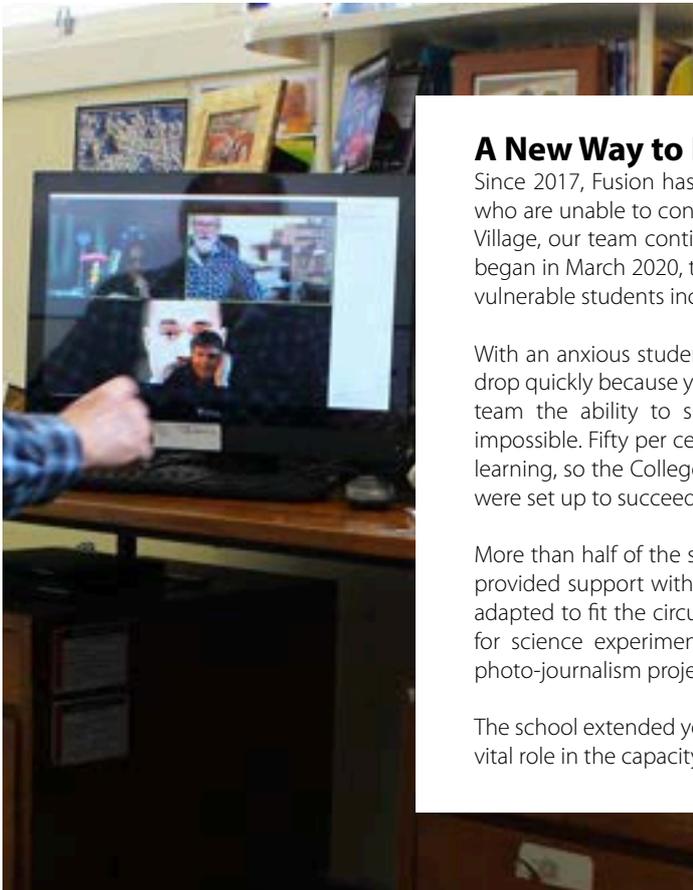
From Training to New Initiatives

After completing his Certificate IV in Youth and Community Work (Christian) with Fusion, Jordan joined our youth work team in Perth.

"As part of the course we had to research and develop a youth work program. I developed a life skills program aimed at equipping young people with relevant, life-applicable skills to thrive." - Jordan, Youth Worker, Fusion Perth

From theory to real life, in 2020 the team began delivering this nine-week program in a local high school.

"We work with at-risk students identified by the school, and focus on equipping and empowering students with useful skills and awareness for managing themselves, their mental health and their relationships. It's been great to further develop the program that has now become a crucial support to local youth." - Jordan, Youth Worker, Fusion Perth



A New Way to Learn | Capstone College Tasmania

Since 2017, Fusion has worked alongside young people who have disengaged from school or who are unable to continue in their current educational setting. At Capstone College in Poatina Village, our team continues to help students return to a positive learning future. As lockdowns began in March 2020, the teaching at Capstone moved online for four weeks and attendance of vulnerable students increased.

With an anxious student cohort, staff made an early call to teach online and saw anxiety levels drop quickly because young people knew what was happening and had time to plan. It gave the team the ability to support students to move online before physical distancing made it impossible. Fifty per cent of students did not have the technology required to engage in online learning, so the College provided computers, internet packages and home visits to ensure they were set up to succeed.

More than half of the school's students did not have a parent figure to guide them and so staff provided support with things as simple as toilet paper and basic food supplies. The curriculum adapted to fit the circumstances, with teachers delivering care packages and materials needed for science experiments and other classes. One of the projects students undertook was a photo-journalism project about what isolation looked like in their homes.

The school extended youth work support to students during the school holidays, which played a vital role in the capacity of young people living in unsafe family settings to be resilient.

Partnering for Hope | 15th Annual Tasmanian Parliamentary Prayer Breakfast

Fusion was proud to be part of the 15th Annual Tasmanian Parliamentary Prayer Breakfast held in Hobart in November 2020. With numbers capped by COVID restrictions, 250 people gathered from across the State at the Hotel Grand Chancellor for a morning of connection, reflection and prayer.

In the wake of a very different year, a new program was shaped to mark the moment. Speakers from education, business and the community development sector, plus the Premier of Tasmania, The Hon Peter Gutwein MP, shared their experiences of the impact of border restrictions and lockdowns on Tasmanians, and reflected on what it meant to lead others through these upheavals.

Focussed on the theme of "Hope", the Breakfast was the first big event to be held at the Hotel Grand Chancellor since the pandemic began and was a significant moment for all those who gathered in the room and online.

For fifteen years Fusion has been committed to partnering with others to bring together like-minded people from across Tasmania to pray for the State and its leaders and in spite of the difficulties faced in 2020, the team once again worked with the Christian church to make this event a reality.

New Style Youth Work Post Lockdown

When driving around Bidwill, in Mt Druitt, western Sydney, the need became apparent to our youth workers that young people wanted to be active, with groups outside playing, riding bikes and walking. At the same time, the team were seeing and hearing of substance abuse, violent behaviour and vandalism.

The team reached out to a group of young people offering Daytrips, Mountain Bike Riding and, for those who couldn't go, support and mentoring to fix their bikes.

"We heard about old bikes being dumped and others stolen because young people didn't know how to care for and repair their bikes. So, we teamed up with Nigel from Fusion Building and Maintenance to not only repair these bikes but to help young people develop the skills and values to repair their bikes and respect property." - Nathan, Youth Worker, Fusion Western Sydney

The program evolved to meet the interests and needs of these young people with the team supporting the group to write a letter to the local council, expressing their desire to see a dirt bike park in their community.

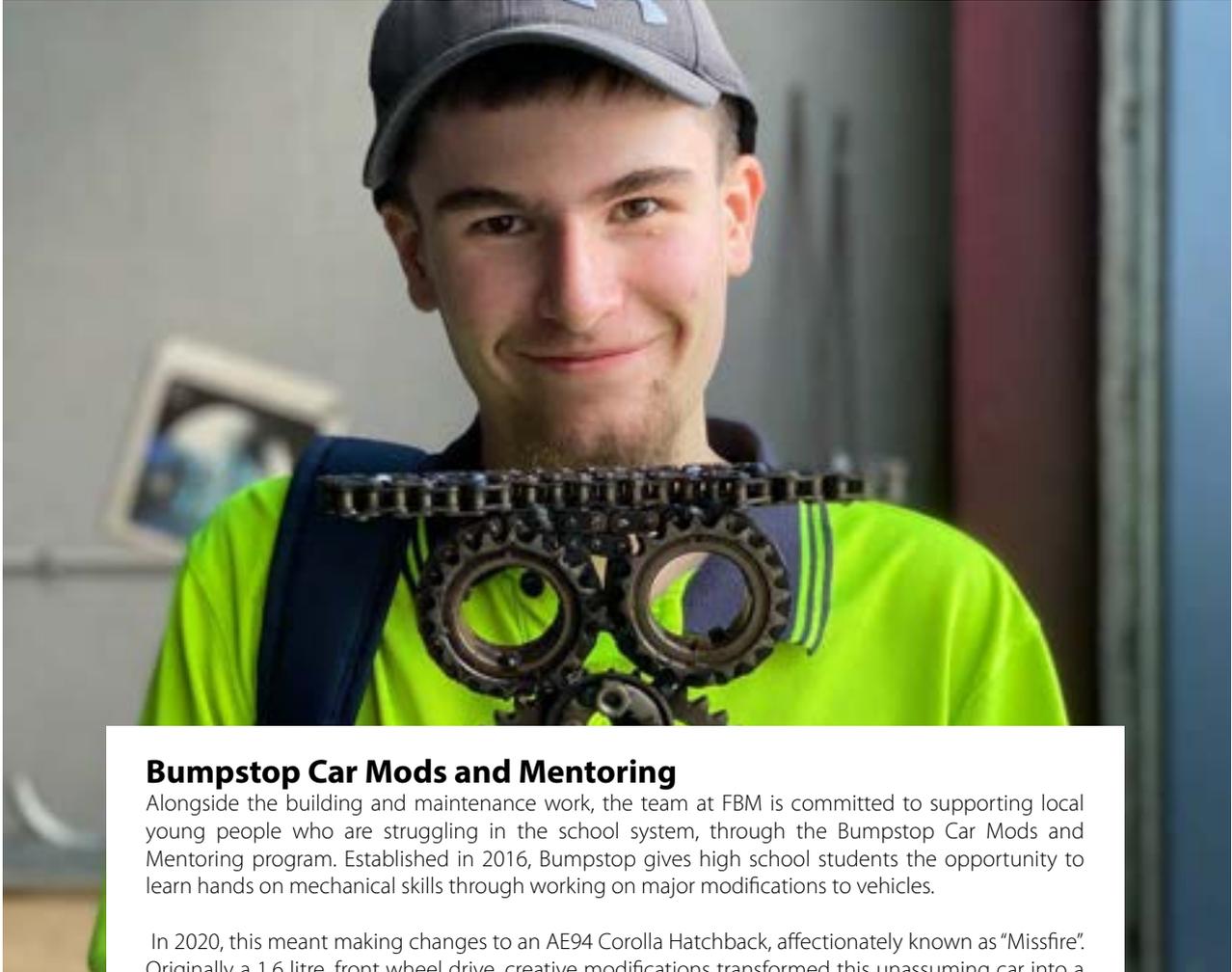


Fusion Building and Maintenance | MORE Than Business as Usual

The importance of keeping people safe and in their own homes where possible was highlighted in 2020 by the impact of the pandemic on residents of aged care facilities. As a result, the volume of work for our committed team at Fusion Building and Maintenance (FBM) in Richmond grew, as did the need to ensure a focus on implementing all the necessary COVID-19 safety protocols to care for our vulnerable clients.

Our Stories

Under the Commonwealth government's Commonwealth Home Support Program (CHSP), clients on self-managed home support packages can choose the builder they would like to complete the needed maintenance or modifications for their homes. The quality of Fusion's work and the caring approach of our team in the office and on the job, means that more and more people are choosing FBM. Compliments keep coming in every week, just like this message we received recently, "Thank you Steve for going above and beyond this morning. Steve was very polite and extremely helpful. All the office staff are friendly and helpful."



Bumpstop Car Mods and Mentoring

Alongside the building and maintenance work, the team at FBM is committed to supporting local young people who are struggling in the school system, through the Bumpstop Car Mods and Mentoring program. Established in 2016, Bumpstop gives high school students the opportunity to learn hands on mechanical skills through working on major modifications to vehicles.

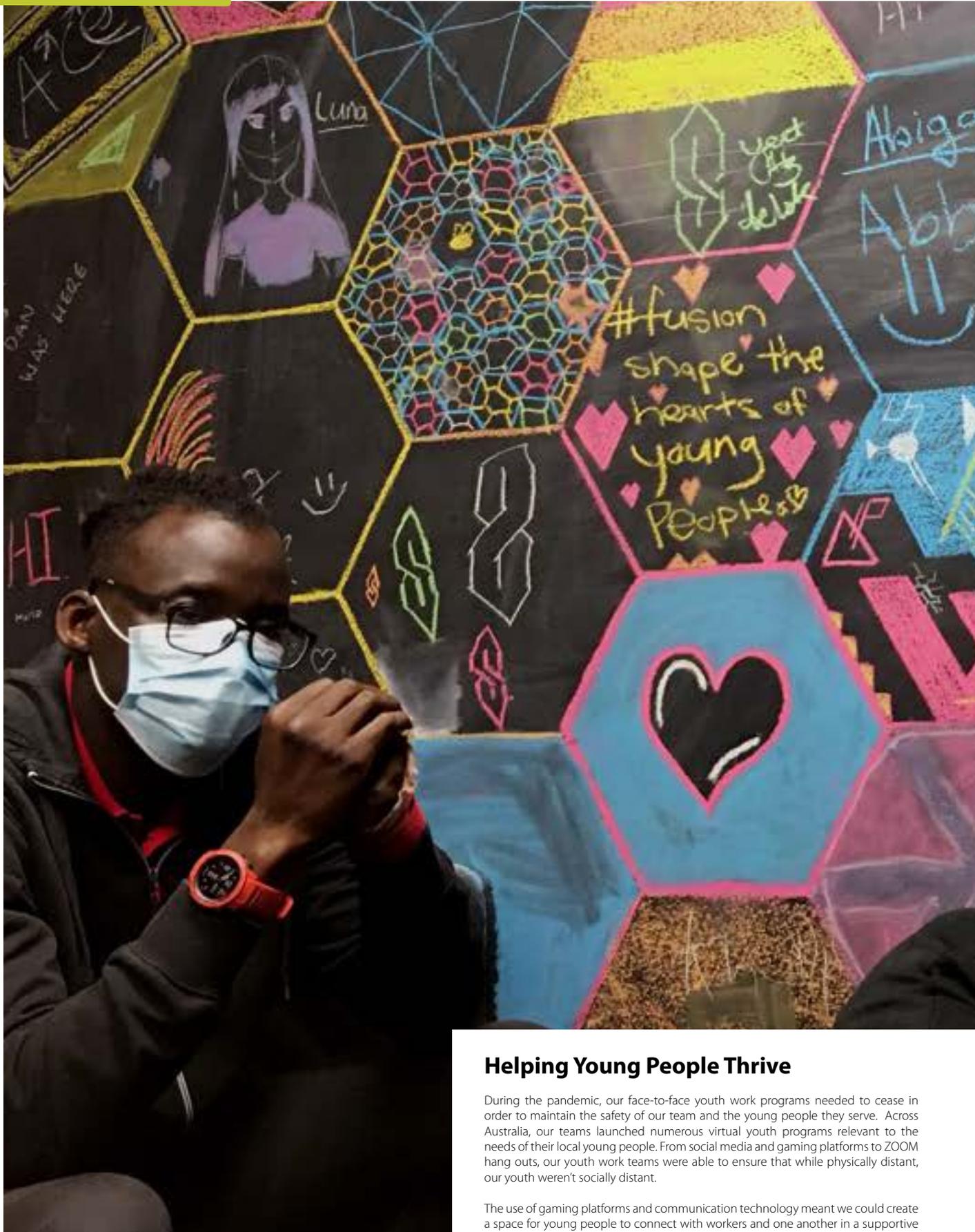
In 2020, this meant making changes to an AE94 Corolla Hatchback, affectionately known as "Missfire". Originally a 1.6 litre, front wheel drive, creative modifications transformed this unassuming car into a rear wheel drive, V8 twin turbo ready for the racetrack.

For the first time in 2020, FBM took a vehicle built through the Bumpstop program to the annual Summernats car festival, where it took a turn in the "Go to Whoa" cruising, entered a Show and Shine event, and won the Cleetus McFarland prize for "A Standout Car". With a dream to build cars that would inspire young people to get out of bed in the morning and that they could be excited about, the team has garnered the support of over fifteen local businesses to date and together they have mentored sixteen young people and transformed four different vehicles.

While the cars that are produced are turning heads and attracting the attention of car aficionados around the world, for the team it is really all about giving the young people the chance to learn new skills, grow in self-confidence and the capacity to contribute meaningfully to the community. With two recent "graduates" moving into apprenticeships and others ready for the workforce, the team is excited about how things are growing, with new connections into high schools and an emerging partnership with the local police as well.

"We filled the boot of one of our Bumpstop cars with play-doh for the Hawkesbury Police Play-Doh Drive for Westmead Children's hospital physio unit in July this year. And now they're keen for us to be part of their upcoming Anti-Bullying Day. We're excited about getting to know people, being a part of the community and together supporting young people to thrive."

- FBM Manager and Bumpstop Coordinator, Josh Shelley



Program Planning
Colyton High School, NSW

Helping Young People Thrive

During the pandemic, our face-to-face youth work programs needed to cease in order to maintain the safety of our team and the young people they serve. Across Australia, our teams launched numerous virtual youth programs relevant to the needs of their local young people. From social media and gaming platforms to ZOOM hang outs, our youth work teams were able to ensure that while physically distant, our youth weren't socially distant.

The use of gaming platforms and communication technology meant we could create a space for young people to connect with workers and one another in a supportive environment. Supporting young people in this way meant we were invited into their homes and our team could hear the good, the bad and the ugly as it played out.

Through ZOOM hang outs our teams were able to connect, listen and provide some perspective each week.



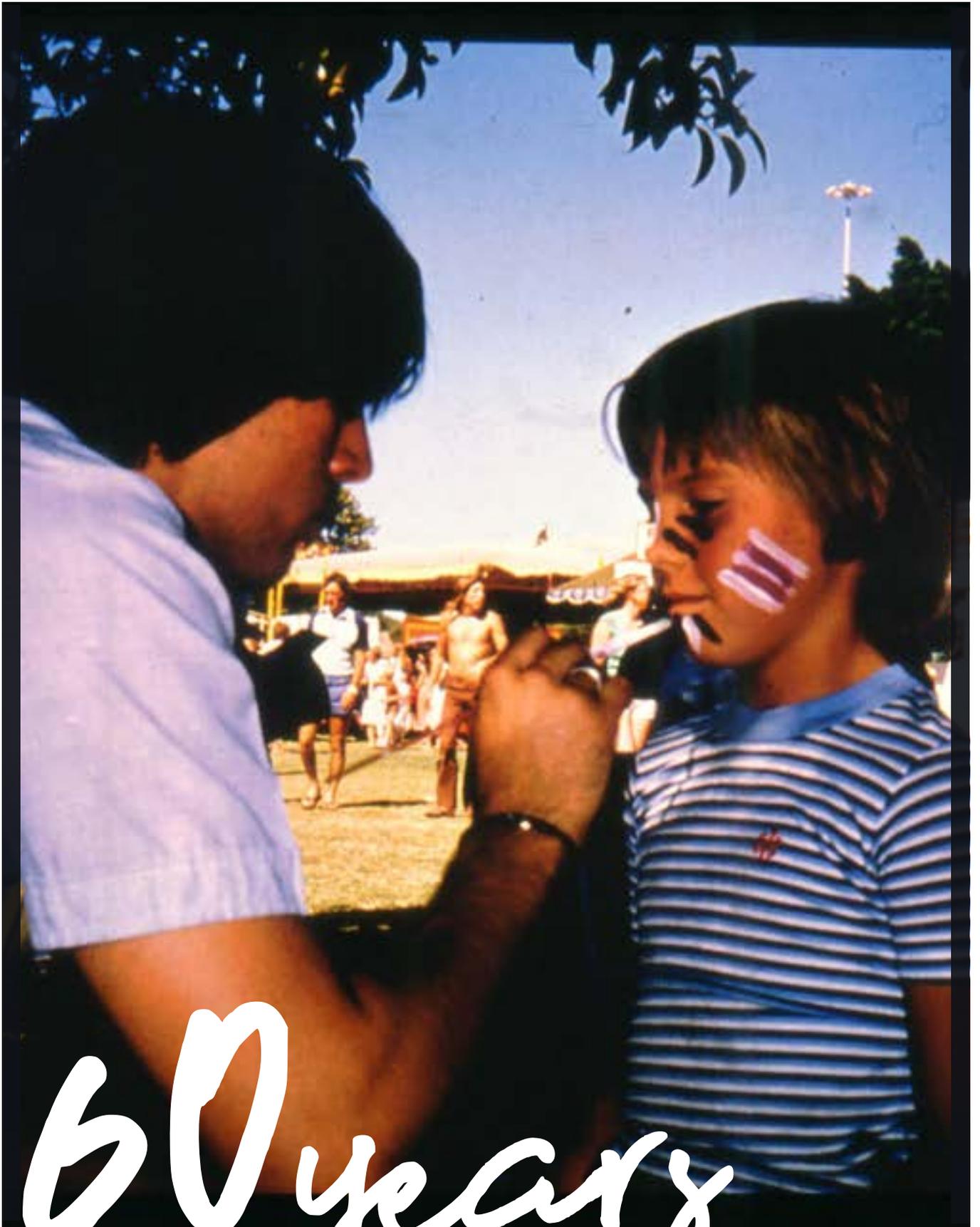
how we do it

60 years of stories

"For the young people we engaged with online, our virtual youth program worked fantastically. There was lots of fun and laughter. That said, we found early on that a lot of the male participants were dropping off. After following this up, I believe that the barriers to young people participating in youth programs over ZOOM might be similar to why they choose to text rather than call. Perhaps there is social anxiety arising when you need to hit that 'Join' button?"

Being part of an in-person program provides more opportunities than online can offer. In person, you can have those one-on-one chats with both workers and other participants. During the lockdown period, our youth work was forced to evolve to a place that wove these two worlds together. Our presence online allowed us to have far more continuous interactions with the young people we support, which opened doors to greater in-person connections with them, their families and overall, their community."

- Nathan, Youth Worker, Fusion Western Sydney



60 years

of Local Youth and Community Hubs



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 2020, 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 and 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 2020, 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.



- **Fusion Mornington Housing and Support** – Mornington VIC
- **Perth Student Household** – Perth WA
- **Moorabbin Refuge** – South East Melbourne, VIC
- **Transitional Outreach and Support** – South East Melbourne, VIC
- **Fusion Accommodation and Support Program** – Hobart, TAS
- **Community Supported Residential Units (CSRU)** – Geraldton, WA
- **Rangiora Student Accommodation** – Campsie, NSW

*Sleep in Your Car
Live Stream*
Mornington Peninsula

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 2020, 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. Although the pandemic had a significant impact in a number of areas, particularly those centred on tourism and hospitality, the number of Fusion Op Shops around the country continued to grow and in some cases these turned a bigger profit than ever before.

- Fusion Op Shops
- Fusion Building and Maintenance
- Fusion Mobile Phone Charity Plan
- Fusion Café (to November)
- Conference Centres and Accommodation
- Adventure Based Learning Facility

*Adventure
Based Learning*
Southern Tasmania



Fusion Building & Maintenance | Richmond 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 17 years Fusion Building & 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 being mentored by a committed team of youth workers and car experts.

In 2020, the team was excited to move its operational base from premises in Penrith to a larger site in Richmond, which better suits the needs of the building team, administrative staff and the mentoring program team. Close to local schools, churches and businesses, the new base is also accessible for clients with a diverse range of needs.

Fusion Op Shops

The number of Fusion Op Shops around the country grew to eleven in 2020. 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 2020, our stores were visited by over 50000 customers who, with their purchases, chose to live a more sustainable lifestyle, to support local young people and to connect with their own communities. We're increasingly seeing the value of the community connections that are built through these enterprises, with many of the Op Shops becoming a resource hub for those who are isolated in the neighbourhood.

Local Youth
& Community Hubs



Fusion Cafe | St Marys NSW

From the moment it kicked off in October 2016, the Fusion Café at St Marys in Sydney's west was destined to become a hub of community life and creative activity. Designed as a social enterprise café, its purpose was to not only generate income to support Fusion's youth and community work in the area, but to also be a place of connection and resource for the wider community and the public face of Fusion in St Marys.

In the four years that followed, this small space, on a busy corner opposite St Marys station, hosted programs and events for Mental Health Month, Music Nights, networking meetings, Penrith Council Magnetic Places projects, community arts classes, Community Dinners, the Fusion Youth Coffee program, fundraising events and many more, all on top of making thousands of quality coffees.

In November 2020, we journeyed with the team as they marked the end of an era when the final coffee was made in the Fusion Café. The pandemic had a significant impact on the financial sustainability, the number of commuters passing through and people visiting the area, resulting in a decision to close this enterprise.

The end of the Cafe doesn't mean the disappearance of Fusion from St Marys. More than ever, the team is committed to being part of transforming this community so that young people thrive.

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 and Gift Shop** - Poatina TAS
- **Poatina Arts Centre** - TAS
- **Poatina Accommodation and Conference Centre** - TAS
- **Food Relief Vegetable Garden** - Hobart TAS
- **Alcooringa Hall Hire and Adventure Based Learning** - Sunshine Coast QLD
- **Forest Glen Adventure Based Learning Facility** - Hobart TAS



of Equipping for Mission

Monday Training
Sydney

Equipping For Mission



Over the past 60 years, learning that is more than just a theory, has been a core part of Fusion's work.

From the very first Commando Courses through to the Diploma of Youth and Community Work (Christian), we've been committed to helping people grow in self-awareness, skill and understanding, equipping them to be the hands and feet of Jesus in the world.

Our approach has led us into ground-breaking models of training, youth work and community development around the country, including at Kilmany Park in Sale, Balcombe on the Mornington Peninsula, and Poatina Village and Forest Glen in Tasmania.

Through our practical, hands-on, Bible based approach, hundreds of people, of all ages and from all walks of life, have been empowered to bring transformation to their suburbs, towns and even countries. Over the years, visitors from around the world have seen the impact of training that is lived out and integrated in the community; developing their own models to train local people in countries as far away as Germany and even Ghana.

Whether investing in our team or resourcing local people with the skills, understanding and awareness they need, we remain committed to training people to be the agents of change in their neighbourhoods.

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.

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, ensuring the organisation remains 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.

"Every person has value and worth, I want to spend my life drawing out the potential of those around me."

Justin, Youth Services Manager, Fusion Western Sydney



A New Era for Fusion's Training

Since 1997 Fusion Australia has been a Registered Training Organisation (RTO), delivering a range of youth and community work accredited courses to people of all ages around Australia. Over the last two decades, thousands of people have developed skills and understandings to engage with and respond to the needs of their communities through Certificate III, Certificate IV and Diploma level studies with Fusion in Youth and Community Work, plus a range of VET and hands on training courses including in horticulture and hospitality. We are thankful to all those who have been part of the Training team over these years, both in the classroom and behind the scenes. The strength of our training is the lived experience of our whole team and their commitment to helping others explore their own potential and find their mission in the world.

A review of Fusion's training in 2019 and 2020 resulted in a decision to conclude our work as an RTO in 2021. We remain committed, however, to equipping people to transform their communities through the development of local and national non-accredited training tailored to current needs and emerging issues and will continue to deliver First Aid and Youth Mental Health First Aid around Australia.



Diploma of Youth and Community Work (Christian)

For over twenty years, Fusion has been delivering the Diploma of Youth and Community Work (Christian). A two-year accredited course for Christians willing to follow Jesus out of the church pews and into the streets of their communities, the course was delivered for the last time in 2020. With more than five years experience delivering online training, the training team was well equipped to adapt our learning programs to an online setting.

In addition to cutting edge training in the virtual classroom, students had 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, even when that work was being done virtually.

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. 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. In 2020, CORE was delivered online with people participating from Fusion centres around the country.

“There are too many young people in our community who have been hurt by the world and difficult circumstances; too many who need a safe place where they are loved and where they can thrive. At Fusion, I've had the privilege of walking alongside young people to help them see that they are loved, that they are special and that they have an incredible future.”

Phoebe, Youth Worker, Fusion Perth

The Families Course | A New Approach

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 over 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.

The restrictions of 2020 provided impetus to fast track the development of an online delivery of the course.

The flexibility of this model allowed parents from all over the country to access the course for the very first time, no matter where they were and without the worry of finding child care.

From Families Coordinator, Sallie Hammond

This Pandemic gave us the nudge we needed to take the Families Course online.

Before starting the online courses, I was worried that we wouldn't have that same personal sense of connection that we have during the face-to-face groups, but at the end there was a really lovely sense of connection and community, and it was like no-one wanted it to end.

Technology has strengthened communication with the team and amongst one another, we are able to support one another throughout the week in real time! And parents can engage while their children are asleep in the other room!

One young mum found out about our first online course through a local website and is now in the process of having her daughter restored to her care. Now that the restrictions allow for it, we have been continuing to meet in person every fortnight for coaching and support, and have been able to write a reference letter for the court.

Another mum had her young son removed from her care and found out about the course online. The other day she told me that she had a meeting with her psychologist who observed her interacting with her son and said she was doing so well he didn't need to see her again!

What a privilege it has been to see over 50 families thrive, despite the limitations of the restrictions they face.



Mentoring for Families

Further building on the groundwork laid by our long investment in the relational health of families, in 2020 we launched a mentoring and coaching program specifically for parents, offered in conjunction with the Families Course. The program provides a trained mentor, available to listen and talk through challenges families face, together coming up with ways forward.

One parent shared, "I've been having lots of fights with my teenage daughter and sometimes I don't think before I say or do things. It's been really helpful meeting up for mentoring as I don't have many people to talk to. As I talk about my situation with someone else, I'm a lot clearer in my thoughts. It makes a difference and helps me think before I act. I have been trying to listen to my daughter more and we haven't been fighting as much."



60 Years

of Prophetic Lifestyle | Advocacy & Social Issues



Youth Unemployment White Paper Release
Steve Gray - 1985

Prophetic Lifestyle Advocacy & Social Issues

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.

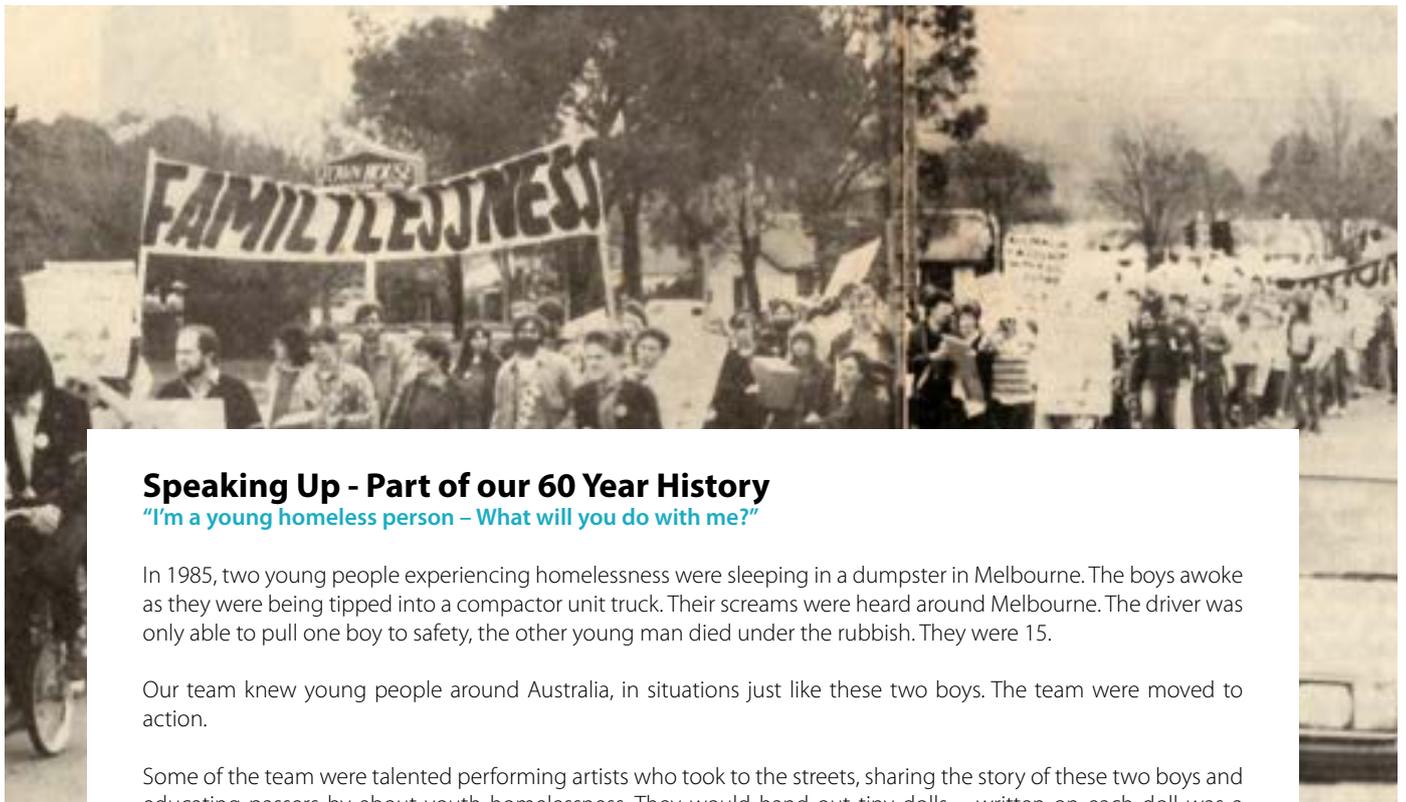
How we do it.

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.

For sixty years, Fusion teams around Australia have been speaking up about issues that impact the lives of young and vulnerable people. Committed to giving a voice to the voiceless, Fusion youth and community workers use their creativity to give expression to the messages that need to get out there.



Speaking Up - Part of our 60 Year History

"I'm a young homeless person – What will you do with me?"

In 1985, two young people experiencing homelessness were sleeping in a dumpster in Melbourne. The boys awoke as they were being tipped into a compactor unit truck. Their screams were heard around Melbourne. The driver was only able to pull one boy to safety, the other young man died under the rubbish. They were 15.

Our team knew young people around Australia, in situations just like these two boys. The team were moved to action.

Some of the team were talented performing artists who took to the streets, sharing the story of these two boys and educating passers by about youth homelessness. They would hand out tiny dolls – written on each doll was a question...."I'm a young homeless person – What will you do with me?"

Confronting daily commuters, the media got on board, featuring on the 6:00 News, in newspapers and radio.

Some of the team used their research skill to develop 5 White Papers to present to Parliament as part of the International Year of Youth. The White Papers outlined issues to do with youth homelessness, youth suicide, poverty, unemployment and the failure of the education system for the non-academic.

These White Papers were a ground breaking way of documenting the harsh realities of life for many young people and brought them to the attention of those who could make a difference.

Part of our Present and Future

In a year like no other, communication and connection were critical to the health of individuals and our corporate wellbeing. Rather than bunkering down, our teams stepped out and kept building community around them, so that the impacts of isolation were counter balanced by opportunities to see people both virtually and in person.



*change
The Heart*
Mornington Peninsula

Building on the Pilgrimage to Uluru

For sixty years, Fusion has been committed to restoring relationships for individuals, families and communities. 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 we're committed to deepening our understanding of our local stories, building connections and relationships in our own communities.

In each place, this is a different journey and story. Fusion teams around the country have started on the road, participating for the first time in the Common Grace initiated Change the Heart prayer services held in January 2020. Guided by the theme "Truth Telling: the truth will set us free", these church services were an opportunity for us to join with others, to listen to, learn from and pray with our Aboriginal and Torres Strait Islander brothers and sisters.

Valuing People

"If this virus gets into Aboriginal communities, it will be absolute devastation... without a doubt."

- NACCHO Aboriginal Health Australia, CEO Pat Turner.

Each year on the Pilgrimage to Uluru we take the opportunity to stop, listen and be transformed as we learn of the past, so that we can change the future. After dialoging with our Aboriginal friends, schools and young people, and considering what it meant to support people to thrive through last year, without compromising health and safety, we chose not to proceed with the annual Pilgrimage to Uluru in 2020. While needing to keep physically distanced from remote and vulnerable communities, our heart was with them and a number of innovative responses were born.

A New Way – The Virtual Pilgrimage Experience

In April, teams around the country engaged in a virtual Pilgrimage to Uluru, sharing daily thoughts, quotes, updates, photos, videos and other glimpses into the 19 years of the Pilgrimage from 2001 to 2019. The aim was to provide participants with an insight into the lessons learned on the journey, an opportunity to connect and learn about the past so that we can change the future.

Over the 20 years, hundreds of young people have participated from all over the country and from all walks of life. The impact of the trip, can sometimes only be felt years later, as it was for Samantha who participated in 2014.

“Six years ago I went on the trip of a lifetime. On Fusion’s annual Pilgrimage to Uluru I learnt more in those ten days than I ever thought I would... I formed lifetime friendships, a greater understanding of Aboriginal cultures and a deeper love for Australia!

This trip is like no other... As an adult I now have an understanding of local Aboriginal culture and have learnt so much about this country’s heritage. Since then I have become a Youth Worker and am planning on taking youth age kids on trips like this so they can experience life outside of the daily routine... thank you again for the amazing, life changing adventure that has helped shape me into the person I am today!” - Samantha

“We don’t just specialise in one thing but look at the needs and assets of the community and build programs that help support local people. Each centre is unique and different in their programs, just like the people are unique and different.”

Nikky, Youth Worker, Fusion Sunshine Coast



60 years

Prayer around
Parliament House
1988

of Networks and Partnerships



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.

Thank You

In 2020, 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	Our Partner
Fusion Australia	Common Grace Steer Payton Foundation
Bendigo	Epsom Church
Blue Mountains	Bakers Delight Springwood & Emu Plains Donut King Winmalee East Blaxland Country Style Bakery Lloyd's Super IGA Rotary Club of Springwood Rotary Club of the Mid-Mountains Springwood Baptist Church Springwood Presbyterian Church Springwood Uniting Church The Sanctuary Winmalee Neighbourhood Centre Youth With a Mission

change the heart
Melbourne



Feast For Life
Fundraiser

- | | | | |
|-----------------------------|--|-----------------------|---|
| Canberra | Kingsford Smith School
Local Producers
Missionworx
Southside Bible Church
Uniting Church Kippax | Southern Tas | Kingborough Family Church
Kingborough Helpinghands
Tas Dept of Health and Human Services |
| Geraldton | Champion Bay HS
Geraldton Homeless Coalition
Geraldton Ministers Fellowship
Lighthouse Church
Midwest Mental Health Network
Ngala Midwest
STAY – Short Term Accommodation for Youth
WA Mental Health Commission | Sunshine Coast | Chancellor Park Community Church |
| Mornington | Homeground Café
Mornington Church of Christ
Mornington Shire Council
Mt Eliza Village Church
Payton Foundation | Sydney North | Brigidine School
Grow Group
Mentoring Men
Mission Aust Playgroup
The Dish |
| Perth | Bunnings
City of Canning
Federal Dept of Social Services
Mt Pleasant Baptist
Perth Festival
The Rocks Church
Town of Victoria Park
WA Ballet | Sydney South | Burwood Girls HS
Kingsgrove HS |
| Poatina | Australian Government
Northern Midlands Council
Tasmanian Department of Education | Western Sydney | Bakers Delight St Marys
Bennett Road Public School
Willmot Community Hub
Mt Druitt Hospital Aboriginal Unit
Bidwill Collective
Blacktown City Council
Cassiopeia
Colyton High School
Kingswood TAFE Nepean Arts & Design Centre
New Horizons Church, St Marys
NSW Government Communities and Justice
Penrith City Council
Penrith Youth Interagency
St Marys Shopping Village
Sydney Trains
Together in Willmot (collective) |
| South East Melbourne | Monash Neighbourhood Houses
Network Inner Eastern Community Houses
Oakleigh Baptist Community
Southern Homelessness Network | | |



International Year of Peace Rally
Canberra - 1986

of stories

Our Stories

“Just like any job, there are hard days. Often the hard days are because there's something even harder going on in the life of a young person. On those days, I know it's more important than ever that I do my job well.”

Jess, Youth Worker, Fusion Mornington Peninsula

25 Years of Fusion and Poatina Village

Last year marked 25 years since Fusion took the risky step of investing in the nearly abandoned Village of Poatina in the heart of Tasmania. A relic of the hydro-electric scheme, by the mid-90s Poatina was ready to be repurposed and a transformation began.

With a long-held vision 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, Fusion moved in and began to make over not just the physical aspect of the town, but also the heart and soul of the community.

Now, 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.

Listening with New Ears

Fusion Australia is committed to the delivery of quality youth and community work that is responsive to the local areas in which we work across Australia. Throughout our 60 years, we've invested time and resource into hearing from local communities, so that we can better understand their story and know how best to respond to their particular needs.

Following the close of the Cameliers Guesthouse in 2018 and with a long history of Fusion activity in Geraldton, the team embarked on a period of review and planning, which led to a year-long research and listening project. With a commitment to understand the bigger narrative of what Geraldton is and what it could be if all of Geraldton were to thrive, the team took the time to listen deeply to people of all ages and life experiences to understand what life is like now and what could bring hope and new life in the future.

The Geraldton Listening Project Report launched in March 2020 painted a picture of a community facing significant challenges including domestic and family violence, mental health issues, homelessness, and the impact of drugs and alcohol. At the same time, there was much to celebrate with many compassionate people on the ground committed to making a difference, organisations working hard to support and care, and the wind and the waves of the physical place drawing people to the city.



Fusion's Commitment Following the Listening Report

1. Keep listening, particularly to understand the work of other organisations and help network to bridge the gap between potential silos.
2. Establish a Facebook group that would resource people with community building ideas and connect people together : <https://www.facebook.com/groups/geraldtoncaringandsharing/>
3. Continue to dialogue with local Aboriginal and non-Aboriginal leaders and young people about how the annual Fusion Pilgrimage to Uluru might resource young people here to understand Aboriginal culture and so to become ambassadors for reconciliation in the community.
4. Dialoguing with families, community leaders, schools and service providers about Fusion's Families Course and how it might be adapted for the various cultures in Geraldton.
5. Encourage the Midwest Mental Health Network to advocate for another National Survey of Mental Health and Well-being (NSMHWB).
6. Continue to support the local housing coalition with the goal of ending homelessness using the Housing First approach.
7. Make available the site intended for the Fusion Village for a suitable housing project that works towards the goal of ending homelessness.
8. Explore with the CRE steering group how the Christian Churches can be brought on board with the goal of saying no to violence.
9. Advocating in networks regarding the impact of family violence on our community, and the need to all work together to see this change.
10. Support a young person from Geraldton to complete his studies in the Diploma of Youth and Community Work (Christian) with Fusion in 2020 so that he is equipped for a role serving the Geraldton community into the future.



New Young Leaders

Following the lifting of restrictions, in September 2020 the team on the Sunshine Coast ran a Leadership Camp for local youth, which included teams working together to build rafts, carrying everything to site, designing and constructing a raft that could carry the whole team. Working in pairs, young people strengthened their communication skills through activities that involved giving and receiving instructions for building LEGO and doing drawing in a noisy room. Young people emerging as local leaders learnt about teamwork, encouragement, self-awareness, self-concept, giving feedback and building resilience into our lives.

Fusion across Australia continues to invest deeply into developing young leaders with the capacity to speak and act for the benefit of the next and emerging generations.

Caring for the Community Brings New Life

Fusion teams around Australia kept showing up in 2020, demonstrating the value of extending generous hospitality to people of all ages, meeting them at their point of need.

One isolated man came into the Fusion Op Shop and when asked if he wanted a cuppa responded, "I didn't come for the shopping!" In 2020, the team celebrated the way that hospitality and welcome was extended to a community hungry for connection.

Fusion Kapunda SA

The Fusion Riverina Op Shop in Narrandera NSW was able to keep the doors open throughout 2020. As a result, support was available to help the most vulnerable in the community. One individual without food or money came to the Op Shop in a desperate situation. The team was able to provide the necessary support to help him get to his bank 30km away, so that he could buy food for a long weekend.

Fusion Riverina NSW

In August 2020, the team at Fusion Perth brought together over 40 people to participate in a hike along the Bibbulmun track, raising funds to support Fusion's Life Skills Mentoring Program in a local high school. Over \$10000 was raised by a diverse group of people, from church-based youth and families, through to clients of the Fusion Accommodation Service, youth workers, friends, family members and interested members of the community.

Fusion Perth WA

At Orange in the Central West of NSW, when communities went into lockdown the team quickly moved to an online delivery of the Wiggling Wombats playgroup program. This quick response meant that momentum and connection were maintained and the program could re-start face-to-face just a few months later, with families participating on a fortnightly basis to ensure that numbers were kept within the government mandated limits for community activities.

Fusion Central West NSW

Following two months of shut down in 2020, the Fusion Op Shops in Canberra re-opened and were able to provide support for four local programs including the provision of funds for a Younglife school youth-worker and for a local church working with homeless people.

Fusion Canberra Op Shops

At Hornsby in Sydney's north, the weekly Community Dinner for those who are homeless or isolated doubled in size during 2020. The team also began a fresh food delivery program during the year, providing free basic necessities to those in need each week. With many in the community stepping up to help those who were struggling, it was a year when the volunteer team grew and local people found their place helping those in need.

Fusion Sydney North, Hornsby NSW

The Fusion team at South East Melbourne had never imagined they would be running a virtual community centre in 2020, but that is exactly what happened. Online school holiday programs, after school activities, live book readings, mums groups, English conversation sessions, gardening and even cooking programs all took place virtually over a number of months, providing connection and support for young people and their families.

Fusion South East Melbourne VIC



our people

Terra Populous
Poatina, Tas

Terra Populous

The second annual Terra Populous gathering was held in Poatina Village in January 2020. People of all ages and backgrounds came together to both share their stories and to listen to each other. "The greatest act of hospitality is to share our story," wrote author, Eugene Peterson, and this was at the heart of the day of storytelling.

Starting with a shared lunch, while children had their faces painted and went for rides on the mini-train, others gathered around Aunty Patsy and Aboriginal elders and learned with fascination how to make a string bag from reed and water carriers from strips of kelp, gathered on the East Coast of Tasmania. Storytelling took place under the ancient eucalypt on the Village Green, each story connected with the theme of 'water', reflected in the giant transparent "water drop" balls hung from the tree.



60 years of stories

"What a wonderful gathering under this magnificent old tree that has been here, who knows 300 or 400 years, and has the memory of our ancestors. I bring you greeting from the north east coast where I travelled from this morning. Yah pulingina Meena yah pulingina neena melythina.

The land where Poatina is built is at the Western end of the Stoney Creek Nation and it is such a privilege, as always, to be here with the Poatina family, to celebrate with you, the second year of Terra Populous.

What a wonderful title! A land of many people... country of many people. It makes a mockery of the notion of Terra Nullius which suggested that Australia was an empty land when the British arrived: that it belonged to nobody.

It certainly belonged to a lot of people and the Poatina people have put us on the map with Terra Populous, such a deep and meaningful acknowledgement of the timeless association of Aboriginal people to this country we now call Tasmania, but which my old people called Trowunna. This festival allows us to celebrate our country together as friends, as family, as visitors and countrymen in a respectful and honourable way."

- Aunty Dr Patsy Cameron AO, senior Aboriginal elder in Tasmania



of dedicated team



National Conference
Kilmany Park - 1983

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.

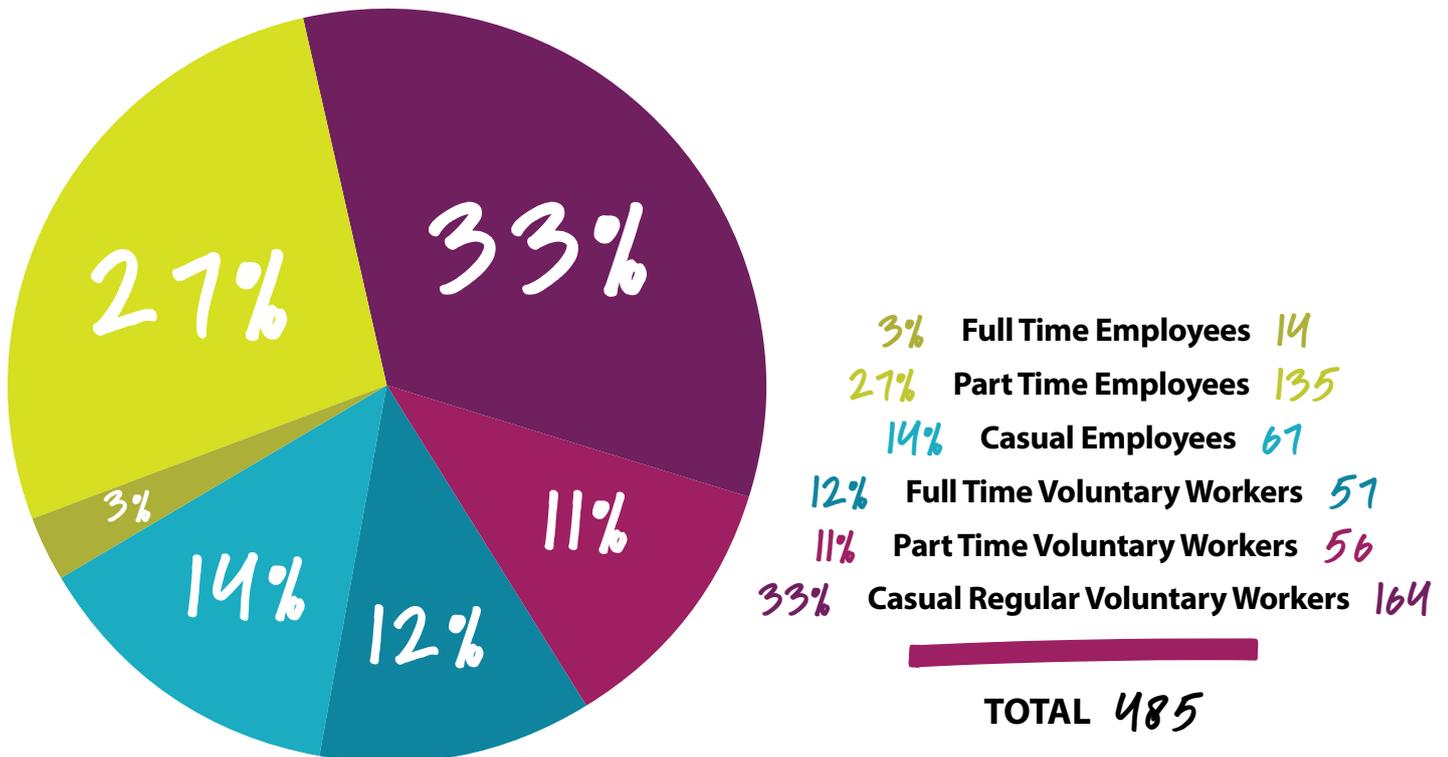
Faithfulness, willingness, generosity and commitment characterise Fusion's people.

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.

"Something I think is unique and critical to Fusion's success is the long-term commitment to young people and their families. Sustainable change requires personal ownership, and we all know that's not easy. Fusion does not enter a community without a long-term commitment to be in partnership with people. And that's how it has to be.

There's no silver bullet, there's no shortcuts, and there's no easy pathway to seeing communities where young people thrive."

Justin, Youth Services Manager,
Fusion Western Sydney



We're so thankful for all our volunteers who are involved on a regular basis and for those who provide support and help as needed. Please note that irregular volunteer numbers are not reflected here.

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.



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.



Robert Greig (from May 2020)

Qualifications: LLB (Hons), BA (Ed), Admitted solicitor & barrister of the Supreme Court of WA and High Court of Australia

Background: After beginning his career as a secondary school maths teacher, Robert Greig spent five years as Scripture Union WA's Camping Coordinator, before training as a lawyer. In addition to law, he has held senior management positions in industry and now leads a legal practice specialising in safety and employment law.

Rob chaired Scripture Union's WA Board and was a member of their Australian Council for six years, concluding in those roles in 2015. Rob is a member of Bentley Baptist Church.



Alison Hilton (Deputy Chair and Trustee to September 2020)

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

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.

Board of Trustees cont.



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

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 - Board Chair

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.



Caitlin Swanton (from October 2020)

Background: A volunteer/staff member with Fusion since 2016, Caitlin has been with the organisation for more than ten years. She is currently the Centre Manager for Fusion Mornington Peninsula and is studying a Bachelor of Arts (Sociology major) at Deakin University.

Prior to joining Fusion, Caitlin worked in a variety of businesses, from volunteer management and promotional advertising to online retail operations, all while raising a family of four girls.

Those who work with Caitlin appreciate her ability and experience in administration, finance, marketing and networking. Caitlin is a pro-active person and brings a fresh outlook in her desire to help create the kind of world that Jesus would want for those society has marginalised.

Fusion Executive Team

Our People

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, 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.

How To Contact Fusion

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e. fusiontraining@fusion.org.au

Fusion Media

e. marketing@fusion.org.au

NATIONAL OFFICE

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AUSTRALIAN CAPITAL TERRITORY

Fusion Canberra

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e. canberra@fusion.org.au

NEW SOUTH WALES

Fusion Central West

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e. centralwestnsw@fusion.org.au

Fusion Riverina

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Fusion Sydney North

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Fusion Sydney South

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Fusion Poatina

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Celebrating 2000
Sydney - 2000

of stories

Our Stories

A New Way to be Community | Sleep In Your Car

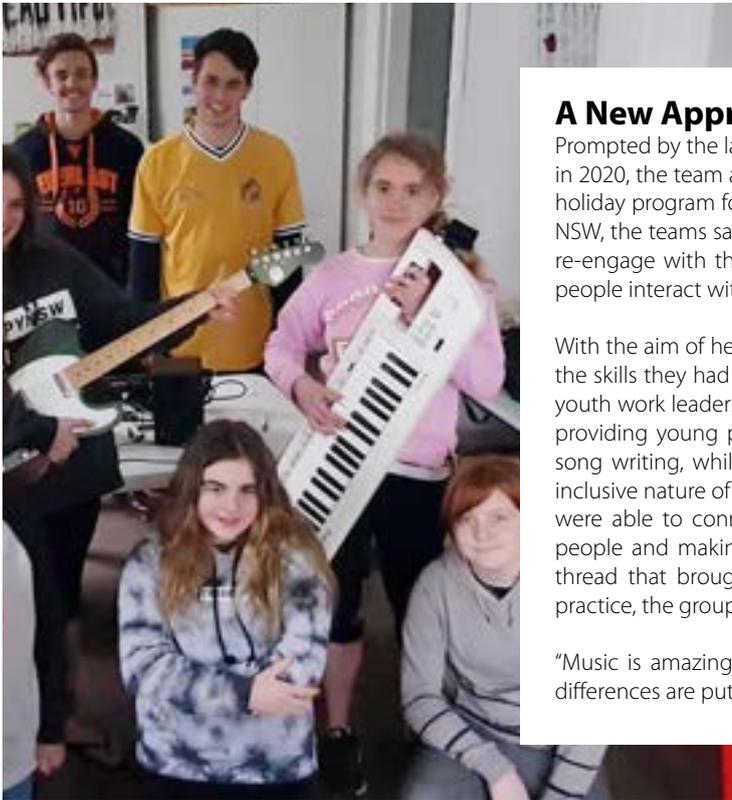
STAY HOME, but what happens when home is not safe? Held in the lead up to Homelessness Week, the annual Sleep In your Car event encourages people to consider what it means to experience life without a home and also raises crucial funding to prevent and support local youth experiencing homelessness. Although bound by Covid-19 restrictions in 2020, the team on the Mornington Peninsula did not want to stop sharing what it means to care for the community, so instead invited locals to connect online and participate from their own homes. Hosted via a live stream on the centre Facebook page, the community event included activities to engage families, panel discussions with local service providers, guest speakers from local government and other agencies, live performing artists and a virtual adaptation of the Walk Without Home experiential learning activity.

The night before a Stage 4 lockdown in Victoria was announced, Fusion was invited virtually into people's homes. In a time when the community felt so disconnected, an online space was created where people experienced true community. With everything that was going on, we didn't know how people would respond and what the financial impacts would mean for our service delivery. We knew, however, that this experience could remain a light in the wilderness. The response was remarkable, as the community committed to caring for those more vulnerable than themselves. Over 55 people gave up their bed for the night, pitching a tent in their backyard or sleeping in their car. Many engaged with us for the first time. 1,500 people have now viewed the livestream and together the community raised over \$31,000 to prevent homelessness and support young people on the Mornington Peninsula.

The following morning the team hosted an online Dawn Service to reflect on the experience and shared a wood etching by Fritz Eichenberg. "Jesus of the Soup-line" was produced during the economic devastation that followed WWII. In it we see an image of Jesus Christ standing in a soup-line with others experiencing homelessness waiting for his turn to be served.

"How is hope displayed in this image? What does that tell us about who we are as a community? What do you think about the image of the divine standing with people experiencing homelessness? For me, I find hope in recognising a bunch of ordinary people who are moved to care for others, despite the cost to themselves. Yes, there is sadness that we should need an event like this, yet I am encouraged, warmed that I can carry my concerns alongside you... and perhaps come face to face with the divine in that soup-line."

- Gemma, Team Leader, Fusion Mornington Peninsula



A New Approach in Sydney's North

Prompted by the lack of face-to-face connection with young people during Terms 1 and 2 in 2020, the team at Fusion Hornsby, in Sydney's North, brought together their first school holiday program for more than four years. Following the easing of Covid-19 restrictions in NSW, the teams saw a need to encourage young people out from behind their screens to re-engage with the physical world. As part of the holiday program, they helped young people interact with nature on local hikes and ran a 2-day song writing workshop.

With the aim of helping local youth process the world around them, the team considered the skills they had and what young people might engage with. One of our Sydney North youth work leaders is a musician and was able to co-ordinate the song writing workshop; providing young people with the opportunity to learn some fundamental principles of song writing, while connecting and working with one another. The transformative and inclusive nature of music was truly on show, as people that usually struggle finding friends were able to connect and engage in these programs. Bianca* struggles meeting new people and making friends, BUT she loves music. This love of music was the common thread that brought the participants together. After a few hours of collaboration and practice, the groups were excited to record their songs.

"Music is amazing because it knows no bounds. With music the common goal, all the differences are put aside." Marty, Youth Worker, Fusion Sydney North.

New Ways to do Youth Work

When regular youth and family programs in schools and community settings went into hiatus temporarily in March 2020, Fusion teams around the country worked quickly and creatively to remain connected, providing support and hope to young people and their parents.

In Western Sydney, the youth work quickly moved online with young people aged 13 to 17 years invited to join a special Facebook group with games, videos, podcasts, competitions, questionnaires and hang out sessions to help them navigate the difficult and challenging time, and to support them to make positive choices.

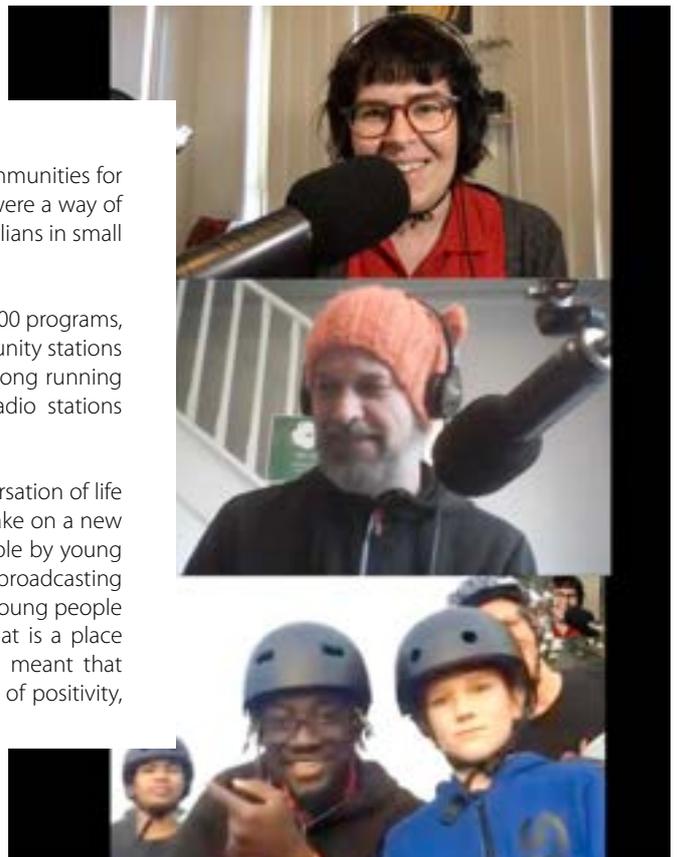
Highlights of that time included daily fitness sessions, a virtual school holiday program called Isolation Island – Bunker Youth Online (normally Bidwill Youth Outreach), driveway catch ups with young people and Fusion Radio which was reshaped to be a place of positivity and encouragement.

Radio for a New Generation

Radio has been part of our connection with young people, families and communities for over 50 years. From the first radio segment in 1968, Fusion radio programs were a way of connecting with a broad audience, sharing life over the airwaves with Australians in small towns and big cities.

Over the years, this included the Breakthru Generation spots aired on up to 200 programs, the Captain Midnight youth radio show, long term involvement with community stations Coast FM, Huon FM, Heart FM and commercial radio station 3AK, plus the long running Sunday night talk back "Conversation" show broadcast on community radio stations around the country.

Today our youth teams are still finding creative ways to be part of the conversation of life with young people and in Western Sydney this saw the youth radio show take on a new format for a number of months in 2020. The radio program, for young people by young people, moved to Facebook livestreams after the radio station they were broadcasting from closed their doors temporarily. Committed to creating a space where young people can come together and contribute, the team's regular live broadcast format is a place where the team provides training in broadcasting skills. Radio Lockdown meant that young people could stay involved remotely and be part of creating a place of positivity, connections and "good vibes only."



“Now more than ever people are craving proper human connection but are struggling to find that. We can be that connection for our local youth and underprivileged in our neighbourhood. . . As a community, I believe we should ensure that people are able to access the services necessary to help them thrive. We all have a role to play in that, even on the hard days.”

Marty, Community Worker, Fusion Sydney North

New Home, New Hope – Three Lives Transformed

How many of us take having a safe place to call home for granted? For too many young people, this is just not the reality. Our Housing teams have the privilege of walking alongside young people who are at their most vulnerable; when they need a safe place to lay their head and support to take responsibility for their own life and future. Here are just a few of their stories.

One young person who moved out of our short-term accommodation at Mornington late in 2020, sent this encouraging note.

Fusion is a great organisation that helped me get my life on track. While there, I learnt the basic living skills I needed and it helped me get into a routine.

Before I arrived there, I was struggling with even getting out of bed in the morning but everyone at Fusion made me feel welcome and gave me the support I desperately needed.

I'm now leaving as a new man. I wake up early and make sure I fill my day with things to do. I can cook my own meals and even book my own appointments, things I could hardly do before.

Thank you, Fusion for all you've done for me. I know if I'm feeling down, I've always got what I consider now, my second family. I'll always remember you guys, you've been such supportive, sweet and friendly people. I miss you guys already!

Eighteen year-old Tom* had been in and out of care with his abusive mother and brother with a disability when he came to Fusion. Our Fusion caseworker, Kristy tells the story best.

When we first accepted Tom, he was so excited he said, “I need to put the phone down to scream with excitement!”. So grateful for the opportunity to join the Fusion community, he turns up five minutes early to things and is really engaged.

An unhealthy lifestyle had resulted in Tom gaining thirty kilos, but he committed to actively trying to lose weight, detoxing while with Fusion and taking up drinking water, something he'd never done before. Now, he doesn't go anywhere without his water! The team bought him a new pair of runners and are doing up the laces for him, while he practices learning how to do it for himself.

Tom's committed to developing healthy behaviour, takes on suggestions from the team and we're so excited that he's just moved into Transitional Housing. He started with us having only one friend in his life, now he has a whole team to call on and is part of a community that will have his back as he keeps growing.

Chris* comes from a pretty good home, but his relationship with his mum is better when he's not living there. Suffering from a condition under which his shoulders would dislocate easily, he was on the waiting list for nine months before undergoing surgery. A compassionate young man, Chris was studying nursing and working in nursing care when the physicality of the role took its toll on his mental health and he had to withdraw from his studies.

Following the surgery and resident in Fusion supported Transitional Housing, Chris was looking forward to re-engaging with his studies, taking pride in his home, benefiting from the affordable rent and was very employable.

Having a safe place to call home and support to learn how to live as independent adults is making all the difference to these young people. The community of committed people at Fusion in Mornington is making it possible for them to thrive in the face of all life's challenges.

**Names changed to protect the vulnerable*



what we did

60 years of impact

Leadership Camp
Sunshine Coast, Qld

Data Tables

CENTRE CODES
BM Blue Mountains
C Canberra
CW Central West
FBM Fusion Building & Maintenance

G Geraldton
K Kapunda
MP Mornington Peninsula
NAT National
NV Northern Victoria

P Perth
PV Poatina Village
R Riverina
SC Sunshine Coast
SEM South East Melbourne

SN Sydney North
SS Sydney South
ST Southern Tasmania
WS Western Sydney

ACTIVITY	PARTICIPATING CENTRES	No. OF SESSIONS	No. OF PARTICIPANTS
School Breakfast Clubs	BM, P, PV, SN	68	1132
School Lunchtime Programs	SC, SS, WS, SEM, MP	55	759
Mentoring Programs	SC, SS, FBM, P, SN, WS, ST, MP	375	886
Training/Seminars for Young People	SS, SN	23	251
Peer Leadership Programs	SC, WS, MP	4	12
After School/Weekend Programs	SC, BM, SN, WS, K, CW	273	248
School Holiday Programs	SC, SN, WS, K	32	118
Day Trips	K, R, SEM	5	63
Scripture/SRE	R	45	435
Casework external	SS, WS, ST, MP	122	42
Other One – Off Programs	P, PV, WS	61	242
Chaplaincy Connections	SS, WS, R, CW	350	340
Online Programs	SC, BM, SS, P, SN, WS, SEM, MP	192	111
Outdoor Adventure	WS	10	6

Youth
Work

TOTAL No. PARTICIPANTS

4,625

Pre-school Programs/Playgroups	SN, SEM, CW	58	131
Programs for Primary School Students	SEM	57	58
Programs for Seniors	SEM	1	1
Programs for CALD Community	SS, SEM	17	48
Other Outreach Programs eg Community Cafe Festivals	SS, SN, SEM, CW	361	128
	P	3	100
Other Community Events	PV, CW	4	227
Health and Wellbeing Programs	PV, SN, WS, SEM	35	53
Community Meals	SS, PV, WS, SEM, MP, CW	112	842
Seminars/Talks	G, SEM	2	48
Other Community Programs	FBM, PV, SN, WS, SEM, ST, CW	209	1623
Community Fundraising	BM	2	500
Virtual Community Gatherings	PV	113	106

Community
Programs

TOTAL No. CONTACTS

3,865

Diploma of Youth & Community Work (Christian) – DYCW(C)	P, SS, SN, MP, SC	1	6
DYCW(C) - Competencies	G, SEM	1	3
DYCW (C) - Units	ALL	1	23
Fusion 101/CORE	NAT	2	18
First Aid/CPR	SC, BM, PV, SN, WS, SEM	6	57
Mental Health First Aid/Youth Mental Health First Aid	SC, P, PV, WS, SEM, NAT	6	40
Families Courses	NAT, WS, P, MP	15	132
Professional Development	SC, FBM, PV, WS, K, NAT	13	203
Other / Staff training	PV, WS, K	20	78
Safe Churches	CW	8	40

Training

TOTAL No. PARTICIPANTS

600

Accommodation Services

CENTRE	NAME OF SERVICE	TYPE OF SERVICE	No. OF BED NIGHTS	No. OF PEOPLE SUPPORTED
Sydney South	Rangiora	Low-cost Housing	350	4
Geraldton	CSRU	Mental Health Recovery	4060	17
Perth	Fusion Student Household Service	Medium Term Youth Accommodation	2920	85
SE Melbourne	Moorabbin Refuge	Crisis – 6 weeks	2093	136
SE Melbourne	Outreach Support	Outreach Support and THM	2402	54
Southern Tasmania	Fusion Housing and Support	Community Housing	5484	26
Mornington Peninsula	Housing and Support	Short Term Accommodation	2030	30
		Housing Establishment Fund	NA	25
		External Casework Support	NA	13

TOTAL No. BED NIGHTS

19,339

TOTAL No. PEOPLE SUPPORTED 2020

390

ACTIVITY	FOCUS	CENTRE	No. OF PARTICIPANTS
RUOK Day	Mental Health	P	200
"Tune in" NSW Mental Health Month	Mental Health	WS	30
Sleep in Your Car	Homelessness	MP	155
Feast for Life Dinner	Issues Impacting Young People	MP	120
Feast for Life Events	Young People & Communities	NAT	68
Curry Run	Access to Technology	SS	100

Advocacy Events

TOTAL No. PARTICIPANTS

673

ENTERPRISE	LOCATION	AREA SERVED	CLIENTS IN 2019
Fusion Building & Maintenance	Richmond NSW	Sydney Metro, Blue Mountains & Hawkesbury	804
Poatina Accommodation & Conference Centre	Poatina TAS	Tasmania, Australia	3100
Poatina Arts Centre	Poatina TAS	Australia	95
Poatina General Store	Poatina TAS	Poatina & Northern Midlands	2000
Poatina Service Station	Poatina TAS	Poatina & Northern Midlands	1000
Poatina Little Store of Surprises	Poatina TAS	Poatina & Northern Midlands	350
Poatina Post Office	Poatina TAS	Poatina & Northern Midlands	2000
Poatina Art Gallery	Poatina TAS	Poatina & Northern Midlands	250
Capstone College	Poatina TAS	Poatina & Northern Midlands	16
Fusion Café	St Marys NSW	St Marys	600
Food Relief Veggie Garden	Kingston TAS	Kingborough	2000
Fusion Op Shop	Maroochydore QLD	Sunshine Coast	7727
Fusion Op Shop	Mooloolaba QLD	Sunshine Coast	6652
Fusion Op Shop	Sippy Downs QLD	Sunshine Coast	3195
Fusion Op Shop	Buderim QLD	Sunshine Coast	3446
Fusion Op Shop	Poatina TAS	Northern Midlands	100
Fusion Op Shop	Hornsby NSW	Hornsby Shire	12200
Fusion Op Shop	Kapunda SA	Barossa Valley	1000
Fusion Op Shop	Narrandera NSW	Riverina	1550
Fusion Op Shop	Kambah ACT	Canberra	6600
Fusion Op Shop	Kippax ACT	Canberra	6800
Fusion Op Shop	Mornington VIC	Mornington Peninsula	NA

Enterprises

TOTAL No. CLIENTS

61,485

Adventure Based Learning

Southern Tasmania

No. OF PROGRAMS	27
TOTAL No. OF PARTICIAPNTS	595
No. OF PARTICIPATING SCHOOLS/COLLEGES/ORGANISATIONS	27
No. OF TRAINERS	7

CENTRE	NEW INITIATIVES FOR FUSION CENTRES IN 2020	LAUNCHED
Mornington Peninsula	Fundemic in the Hood – online gaming	April
National	Feast for Life Fundraiser	October
Perth	Virtual Mentoring	March
Poatina Village	Parents Catch-Up	April
South East Melbourne	Gardening Club	June
Sunshine Coast	Online Fusion Youth	March
Sydney North	Meal Deliveries	March
Sydney North	School Holiday Programs	July
Sydney South	Meal Drop Offs	April
Sydney South	Laptop Library	December
Sydney South	De-Stress Online	April
Western Sydney	Fusion Youth Online Activities – School Term	March
Western Sydney	Fusion Youth Online School Holiday Program	April
Western Sydney	Fusion Frontyard Fundraiser	May
Western Sydney	Fusion Youth Taster Programs	July
Western Sydney	Postcards from Home	June

New
Initiatives
in 2020

"Fusion is unique in the way we do Youth Work; it is so much more than caring for the young people we work with. As a team we work hard to build relationships with young people and their families in our community. It is about getting alongside youth and doing life with them, the ups and the downs. I work with Fusion because I want to be a part of empowering youth to reach their full potential and see their communities transformed."

Chloe, Youth Worker, Fusion Western Sydney.



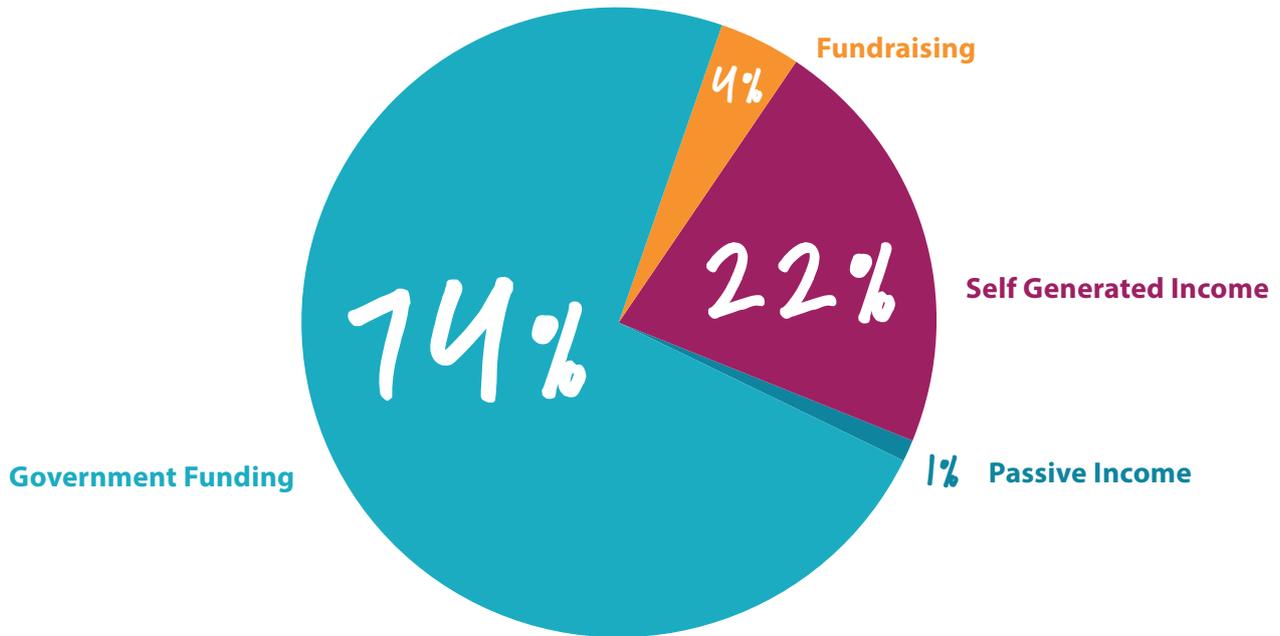
Finance

60 years of impact

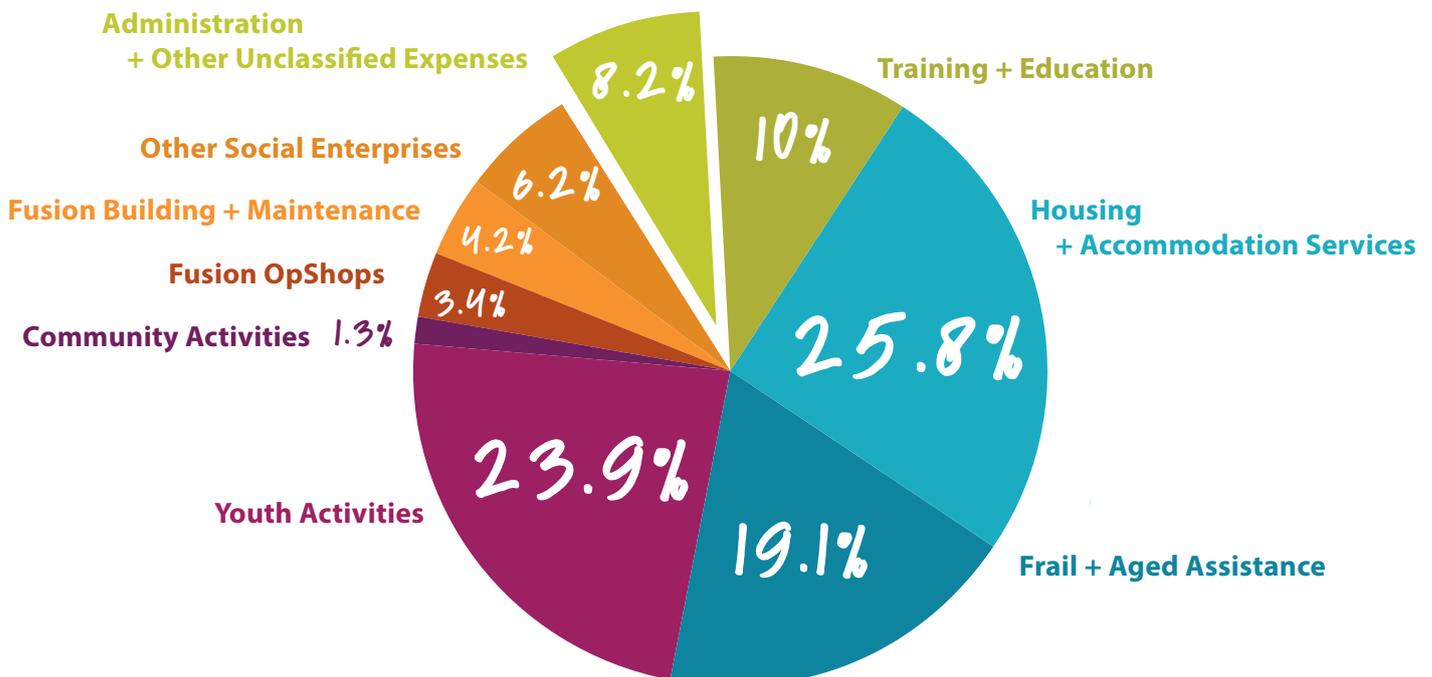
Thank You
to everyone who continued
to support Fusion in 2020.

Overview

Where the Money Came From



Where the Money Went



Statement of Financial Position

As at 31 Dec 2020

<i>Assets</i>	2020 \$	2019 \$
CURRENT ASSETS		
Cash & cash equivalents	6,612,162	5,503,000
Trade & Other Receivables	225,863	234,139
Inventories	90,048	90,815
Total Current Assets	<u>6,928,073</u>	<u>5,827,954</u>
Non-Current Assets		
Trade and other receivables	75,937	59,595
Property, plant and equipment	7,048,937	7,441,316
Right-of-use assets	976,647	989,129
Total Non-Current Assets	<u>8,101,521</u>	<u>8,490,040</u>
TOTAL ASSETS	15,029,594	14,317,994

<i>Liabilities</i>		
CURRENT LIABILITIES		
Trade and other payables	2,749,547	2,733,235
Borrowings	13,246	348,428
Lease Liabilities	212,468	159,283
Provisions	272,701	262,050
Total Current Liabilities	<u>3,247,962</u>	<u>3,502,996</u>
NON-CURRENT LIABILITIES		
Borrowings	458,376	1,007,035
Lease Liabilities	814,735	858,578
Provisions	905,200	781,698
Total Non-Current Liabilities	<u>2,178,311</u>	<u>2,647,311</u>
TOTAL LIABILITIES	5,426,273	6,150,307

NET ASSETS

9,603,321

8,167,687

Funds

Accumulated Funds
Reserves

6,779,416
2,823,905

5,343,782
2,823,905

TOTAL FUNDS

9,603,321

8,167,687

Statement of Profit + Loss

For the Year Ended 31 Dec **2020**

	2020 \$	2019 \$
REVENUE	12,407,566	10,784,385
	12,407,566	10,784,385
EXPENSES		
Administration and Other Expenses	(1,499,122)	(1,598,932)
Depreciation	(561,843)	(507,218)
Finance Costs	(81,579)	(88,535)
Fundraising and Other Expenses	(126,501)	(135,724)
Impairment of Assets	(283,747)	-
Other Operating Costs	(1,450,838)	(2,023,966)
Salaries & Employee Benefits	(6,863,940)	(6,289,864)
Utilities	(104,362)	(119,967)
	(10,971,932)	(10,764,206)
Surplus Before Income Tax	1,435,634	20,179
Income Tax Expense	-	-
Surplus for The Year	1,435,634	20,179
Other Comprehensive Income	-	-

TOTAL COMPREHENSIVE INCOME for the year

1,435,634

20,179

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





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