

# THANKS TO YOU

**TOGETHER THERE'S LIFE**



**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 2021 to 31 December 2021.

We welcome feedback on this report and our general operations. Please provide feedback through our website [fusion.org.au/contact](https://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.

Fusion maintains a 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](https://www.fusion.org.au)



# THANKS TO YOU

TOGETHER THERE'S LIFE

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**HOLIDAY PROGRAM**  
Western Sydney, NSW



# THANKS TO YOU

TOGETHER THERE'S LIFE

**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, Nepal 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.

## THANKS TO YOU

2021 was a year like no other and together we responded like never before. Thanks to you, we were able to continue the story of our first 60 years, serving young people, their families and communities in the face of whatever challenges came our way.

Your support and partnership were part of the transformation of our communities in 2021, bringing hope to some of the hardest places. Thanks to you, young people and those who were vulnerable were supported to get through tough circumstances, including lockdowns, homelessness, mental health challenges and family crises.

This is the story of 2021, made possible thanks to you. Now more than ever, we can say "Together There's Life!"

## Where the Story Began

The Fusion story began over sixty years ago, when a group of young adults in Sydney's north kicked off The Attic, the first, and what would become one of the longest running drop-in centres in the Southern Hemisphere.

With a heart to support the local young people to thrive, this group known as Teen Crusaders, would become Fusion Australia, spreading out across the country and making friends around the world.

From the beginning, the Fusion story was made possible by local people giving their time, energy, expertise, resources and finances. Individuals making choices that would change their neighbourhoods and create space for the next generation.

## THANKS TO YOU The Story Continues in 2021

In 2021, our world continued to adjust to the demands brought by the pandemic. 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. In some parts of our country, the trauma of the preceding twelve months was exacerbated by ongoing lockdowns and restrictions, while other states were able to return to regular operations with only minor adjustments.

Our teams were challenged to continue finding creative ways to help young people, their families and communities thrive. This was made possible by the networks of support that came together around our Fusion centres, enabling youth teams to be agile and responsive and communities to come together around those who were struggling.

The stories in this report tell how we did this together. Online training, virtual youth programs, cooking lessons, gardening clubs, school holiday activities and parenting programs are part of the story. Maintaining our essential services with added COVID safety protocols 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 and the Community Supported Residential Units in Geraldton, youthworkers and caseworkers ensuring accommodation and support was available for homeless young people and school chaplains providing support to isolated school communities.

It was the sum of our individual choices that kept us focused and moving forward through the challenges. Whether your choice was to give, pray, volunteer, offer your expertise or your time, it's *Thanks to You* that communities were enabled to come together in 2021 supporting young people, families and the vulnerable to thrive.



## OUR VISION

Transformed communities where young people thrive.

## OUR MISSION

Engaging creatively with communities to bring life.

## OUR VALUES

We believe that the values in the Bible and reflected in Jesus' ministry are revolutionary.

### 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.



**THANKS  
TO YOU**

## Message from the Executive Team Leader

Since my appointment in August, it has been a pleasure getting to know and learn more about our vibrant Fusion community, and it is a privilege to be able to provide my first Executive Team Leader's Report for 2021. To those I've had the opportunity to meet and engage with – a big thank you for your warm welcome; and to those I'm yet to meet – I am looking forward to getting to know you and learning more about your stories, life journeys, centres, activities, and outreach.

In reviewing the year that has been, it is fair to say that 2021 threw us its fair share of challenges and curve balls, as did 2020 before it. As a result, many of us at some point in the year have experienced mental and emotional fatigue due to COVID-19. So, to our staff and volunteers, supporters, partners, and funders who demonstrated their continued compassion and perseverance in the face of this challenge – a huge thank you.

We are deeply indebted to your commitment, love, and the legacy of your servant hearted approach to all those we support. Despite the numerous challenges of responding to COVID-19, especially for those living in lockdown, it was with a spirit of unity, and with thanks to God, that we continued to deliver our services and programs safely in communities across Australia.

Much of this blessing is largely testament to the remarkable leadership of Fiona Gunnion, Executive Team Leader before me, and each of the State and Team Leaders across our seventeen Australian centres. The support provided by this leadership group to enable our teams to adapt to working remotely, innovating, developing online delivery and technology to stay connected with one another has been nothing short of impressive.

It is said "together there's life" and to ensure the laying down of strong foundations needed for our road to recovery, we will continue to run both local and national non accredited flexible and responsive training programs, helping equip people to respond to their community's needs. As we emerge into living with COVID, being unified and together will be pivotal to the rebuilding of lives and community.

The experience of the past two years has demonstrated how rapidly the world can shift and change, in a short period of time. Invariably change now brings with it increased accountability, compliance, and personnel challenges. Looking ahead, the Board and I will be reviewing our strategic plan with a keen eye on how to raise up and train young, new and emerging leaders to support our mission into the future.

The experience and limitations of COVID have also forced the movement to reimagine and review the Pilgrimage to Uluru. Over the past two years each state has creatively undertaken their own approach to exploring reconciliation with the First Nations Peoples of Australia, deepening our understanding of our local stories, building connections and relationships in our own communities. At our most recent national gathering, we identified a need to take our learnings further and go deeper in our response with a Reconciliation Action Plan.

In closing this report, it is with hope, faith, and prayer that after two years apart we might again be able to meet together as one in 2022.

*"For I am persuaded that neither death nor life, nor angels nor principalities nor powers, nor things present nor things to come, nor height nor depth, nor any other created thing, shall be able to separate us from the love of God which is in Christ Jesus our Lord." - Romans 8:38-39*

Warm Regards,

**Geoff Manton**

Executive Team Leader | Fusion Australia Ltd

## Message from the Board Chair

Once again, in a year marked by COVID, people came together in Fusion teams around the country to share the heart and light of Christ's message through outreach and service to young people and families. Despite the lingering impact of COVID on our work, there are many stories in this report highlighting the creative ways teams have found to continue to have impact on young people's lives and in the wider community. In the middle of the year, Fiona Gunnion completed her time as Executive Team Leader (ETL), and moved back into local, State and housing leadership roles. Her service has been marked by care for individuals and teams, wisdom of when and how to act in the best interests of all, and a willingness to stay the course when faced with complex challenges. All we can say is, "Thank you, Fiona, and may God's blessings continue to flow to you and through you."

Geoff Manton joined us in August as ETL, from Concern Australia. While COVID travel restrictions made meeting people face-to-face difficult, he rapidly got to know people from many Fusion Centres in virtual meetings and 'coffee and chat' sessions.

The end of 2021 marked the closure of Capstone College in Poatina. While the venture proved not to be sustainable for the long term, over the years it changed the lives of many young people; who in turn have enriched the Poatina community through their gifts and presence. We are thankful for all those who contributed to Capstone over the years.

Luke Morgan also finished his time as Poatina Village Leader at the end of 2021, and he and Alison are reflecting on the most appropriate ways to serve the movement into the future. Luke's thoughtful leadership has borne much fruit over the years, and his diligent leadership of the team in Poatina will be missed.

There have been changes at Board level due to the completion of two Trustees' terms. Neither Biz Adams nor Rubie Ireson stood for re-election. Both made significant contributions, particularly on working groups during their tenure. We welcomed two new elected trustees, Dot Knox and Judy Tweeddale, in October.

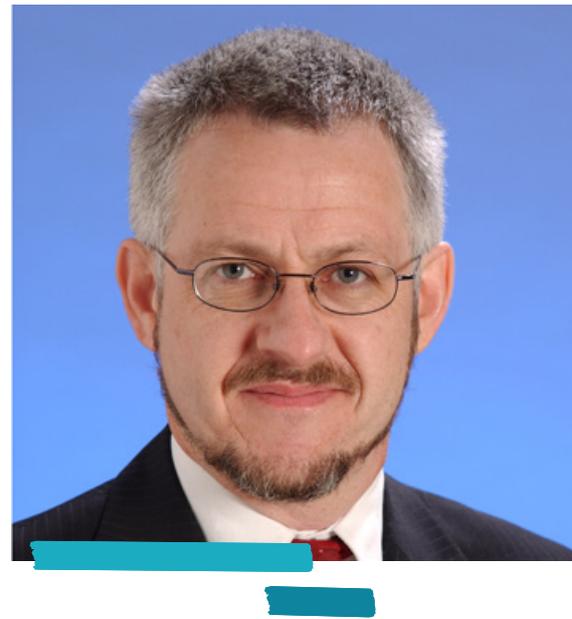
Despite the challenges and hardships, we've remained true to Paul's words in 2 Corinthians 4, *"because of God's all-surpassing power at work in and through us, we can be hard pressed on every side, but not crushed; perplexed, but not in despair; persecuted, but not abandoned; struck down, but not destroyed."* While resilience and creativity have had to be our hallmarks over the past two years, God's promises remain true and can be relied upon.

As I write this during Lent, I'm reminded that even in the darkest times, God's transforming love is able to conquer even death. In His strength, we look forward to the opportunities for mission that the next year will bring.

Yours in Christ,



**Richard Palmer**  
Chair, Fusion Australia Board of Trustees





**YOUTH WEEK**  
Bidwill, NSW

## **THANKS TO YOU...**

### **Mentoring For Hope**

At Bendigo in Northern Victoria, the team made the most of the break from their regular programs in 2021 to realise a long-held vision to transform their outdoor spaces and help local young people find meaning, purpose and community.

Using their skills, talents and experience, the volunteer team of retirees worked alongside local students in their new Mentoring Program, making over the surroundings of the building that was 'gifted' to Fusion by the White Hills Community Church over fifteen years ago. No ordinary team, they had on deck experienced artists, a handy-man, project manager and a painter.

The mentors began working with three young people from the local home school community, creating a play-space for young children, building a rock-climbing wall, establishing a vegetable



# THANKS TO YOU

## WHAT WE DID IN 2021

garden and fruit trees, building a fire pit and large outdoor table for meals and meetings, and painting a mural on the fence.

The impact on the young people was evident from the beginning. Only a month in to the program, one mum could already see the change in her daughter,

*"I can't even believe it! That she's helping, trying new things and working with you is amazing. I would never have thought she was up to it." - Parent of Student*

It was no surprise to the team, but a clear demonstration of how a young person can discover more of themselves and thrive when a community comes together around them.

Thanks to this team of skilled and committed volunteers, young people are discovering their potential with the support of a caring community.

# THANKS TO YOU

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**ADVENTURE CAMP**  
Sunshine Coast, QLD

## WHAT WE DID IN 2021

# LOCAL YOUTH & COMMUNITY HUBS

For over 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.

## THANKS TO YOU

### WHAT WE DID IN 2021

5196

young people were supported.

410

young people were mentored.

3541

school-based connections

709

participants in 33 programs

Adventure Based Learning.

## STORIES FROM THE FIELD



### THANKS TO YOU...

#### Kelly, School Chaplain in the Central West of NSW

Kelly is a chaplain based in the small community of Yeoval, near Dubbo in the central west of NSW. With a role that normally sees her in the school each week, during last year's lockdown she worked harder than ever to provide vital support.

In addition to helping the school deliver food hampers to isolated families, she was available, working from home, for "check-up catch ups" using a laptop supplied by the school. There to support young people and their families, Kelly spent many hours on calls, providing a listening ear to parents in need.

What an encouragement to receive a message like this one from a parent saying it was the fourth day that she hadn't cried, adding "You were just so wonderful giving up so much of your time to listen to me. I was blown away by how much you cared. Thank you so much!"

We're so thankful for our school chaplains and their willingness to walk with young people, their families and school communities through difficult times.

## THANKS TO YOU...

### Young People Were Not Alone

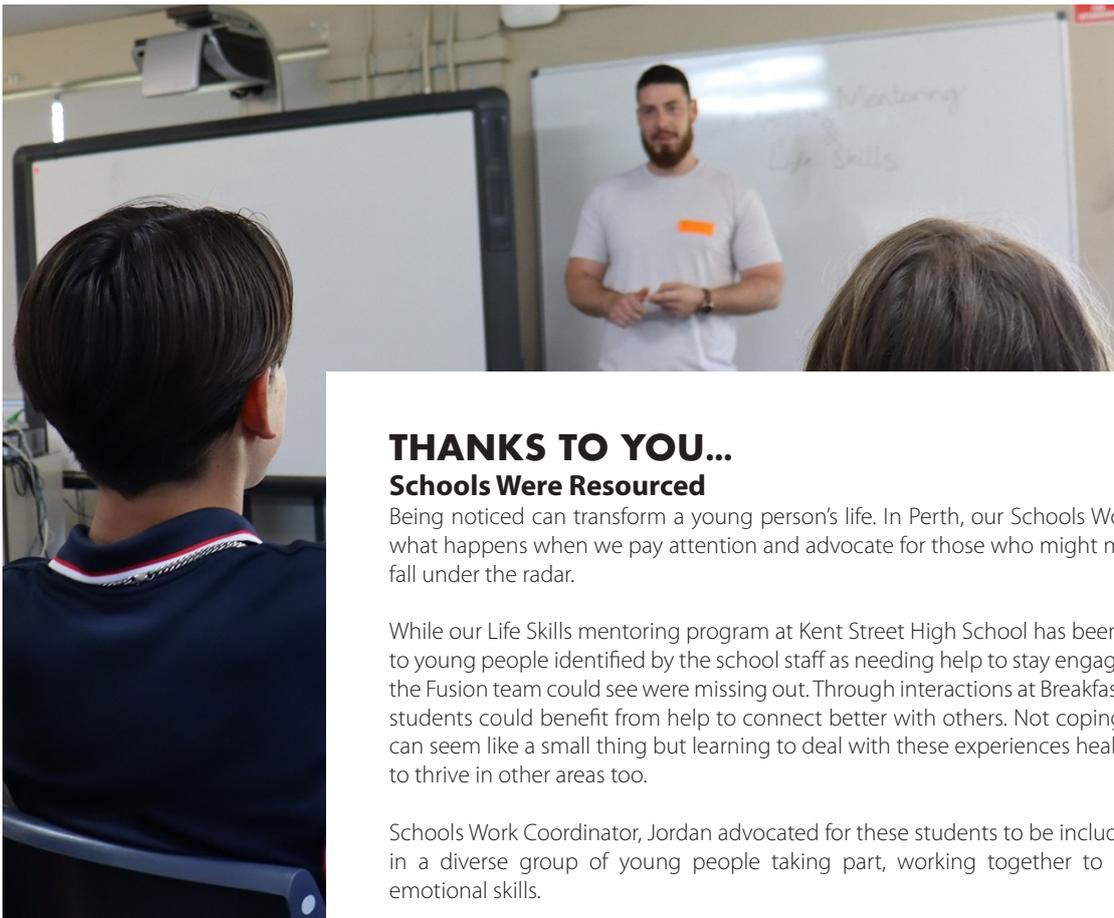
Last year brought unexpected challenges, especially to young people in their final year of school who were subjected to extra pressure at a pivotal time. The Fusion team in the Blue Mountains has stood beside these students, providing friendship, guidance, help with study and the chance to have some fun with their peers, even in lockdown.

*"Being a part of Fusion this year, was an amazing experience. I got to work with some amazing and kind people who have big hearts. The programs they run such as Study Group made this year easier to manage and certainly helped avoid some bad panic attacks and break downs. I honestly don't believe without the constant support of Fusion and without the fun gaming breaks via Discord, that I would be anywhere near the person I am today. For this I am so grateful to the community of people who support young adults like me, I am grateful for the family they have created." Annie*

Thanks to Annelise and her team in the Blue Mountains, young people did not walk alone through the challenges of 2021.



**ANNELISE SCHRODER**  
Young Citizen of the Year;  
Fusion Team Leader, Blue Mountains



## THANKS TO YOU...

### Schools Were Resourced

Being noticed can transform a young person's life. In Perth, our Schools Work team is seeing first-hand what happens when we pay attention and advocate for those who might miss out because they simply fall under the radar.

While our Life Skills mentoring program at Kent Street High School has been providing fantastic support to young people identified by the school staff as needing help to stay engaged, there was another group the Fusion team could see were missing out. Through interactions at Breakfast Club, it was clear that some students could benefit from help to connect better with others. Not coping when you lose at handball can seem like a small thing but learning to deal with these experiences healthily sets a young person up to thrive in other areas too.

Schools Work Coordinator, Jordan advocated for these students to be included in the program, resulting in a diverse group of young people taking part, working together to strengthen their social and emotional skills.

*"The supportive class culture is a highlight. Severe social anxiety saw two girls freeze when it was their turn to contribute in a group activity. An awkward silence fell. After a long ten seconds, some of the boys affirmed the girls that it was alright if they didn't want to contribute; that it took courage to even try. This helped one girl feel confident enough to tentatively add to the discussion. A small step, but one that as a group we were able to celebrate in our "Mentos Moments" affirmations later." – Jordan*

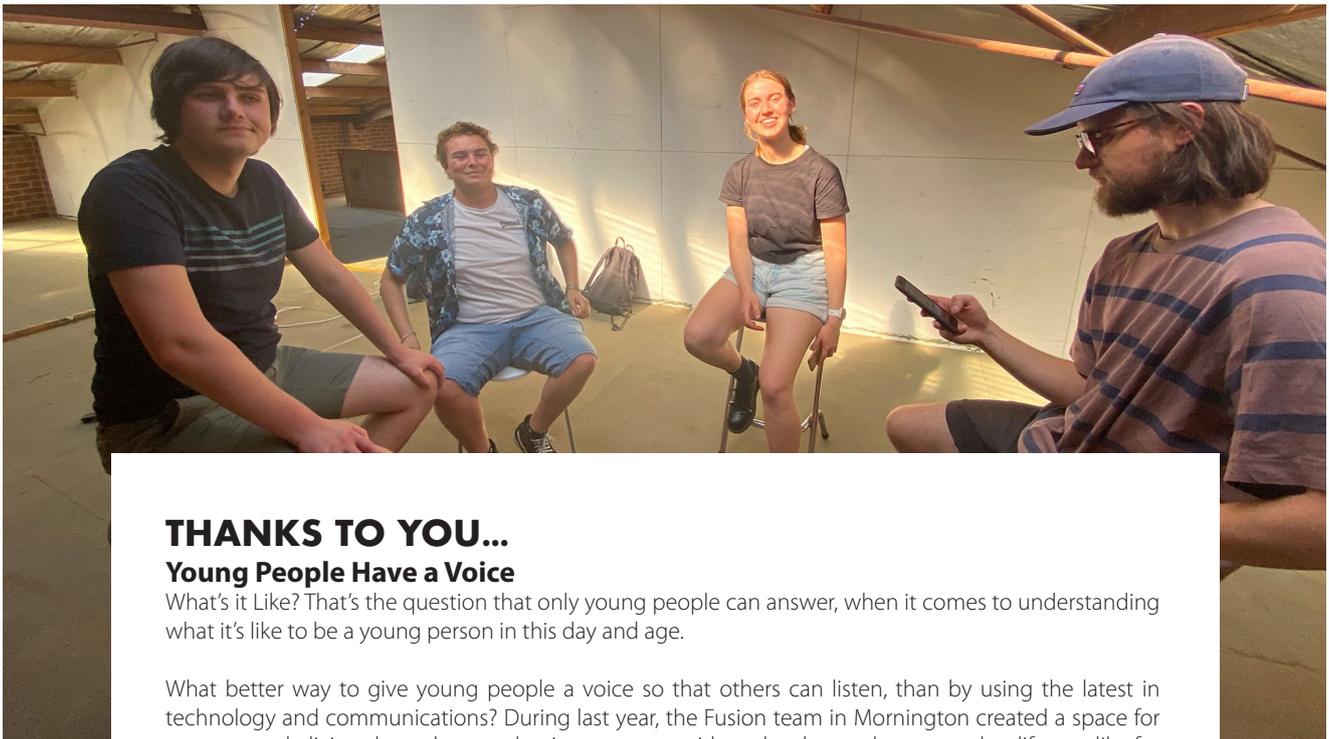
Together we are creating opportunities like this, helping young people discover more of their potential and experience a different way to relate to each other too.

## THANKS TO YOU...

### Young People are Mentored

Finding a place to belong and a purpose to commit to, are the anchors we all need as we navigate the storms of life. On the Sunshine Coast, the weekly Fusion Youth program is that place for local young people. Over the last five years, young people have been supported through the challenges of their high school years. So, the team was proud to celebrate the graduation of one group from the program at the end of 2021.

Behind the smiles lie individual journeys that haven't always been straight forward. Fusion Youth has been their safe harbour, however, through the turbulence of adolescence. The skills and lessons about life, leadership and themselves that they've explored together over the years, will help them create that same space for others as they find their place in transforming their communities so that young people can thrive.



## THANKS TO YOU...

### Young People Have a Voice

What's it Like? That's the question that only young people can answer, when it comes to understanding what it's like to be a young person in this day and age.

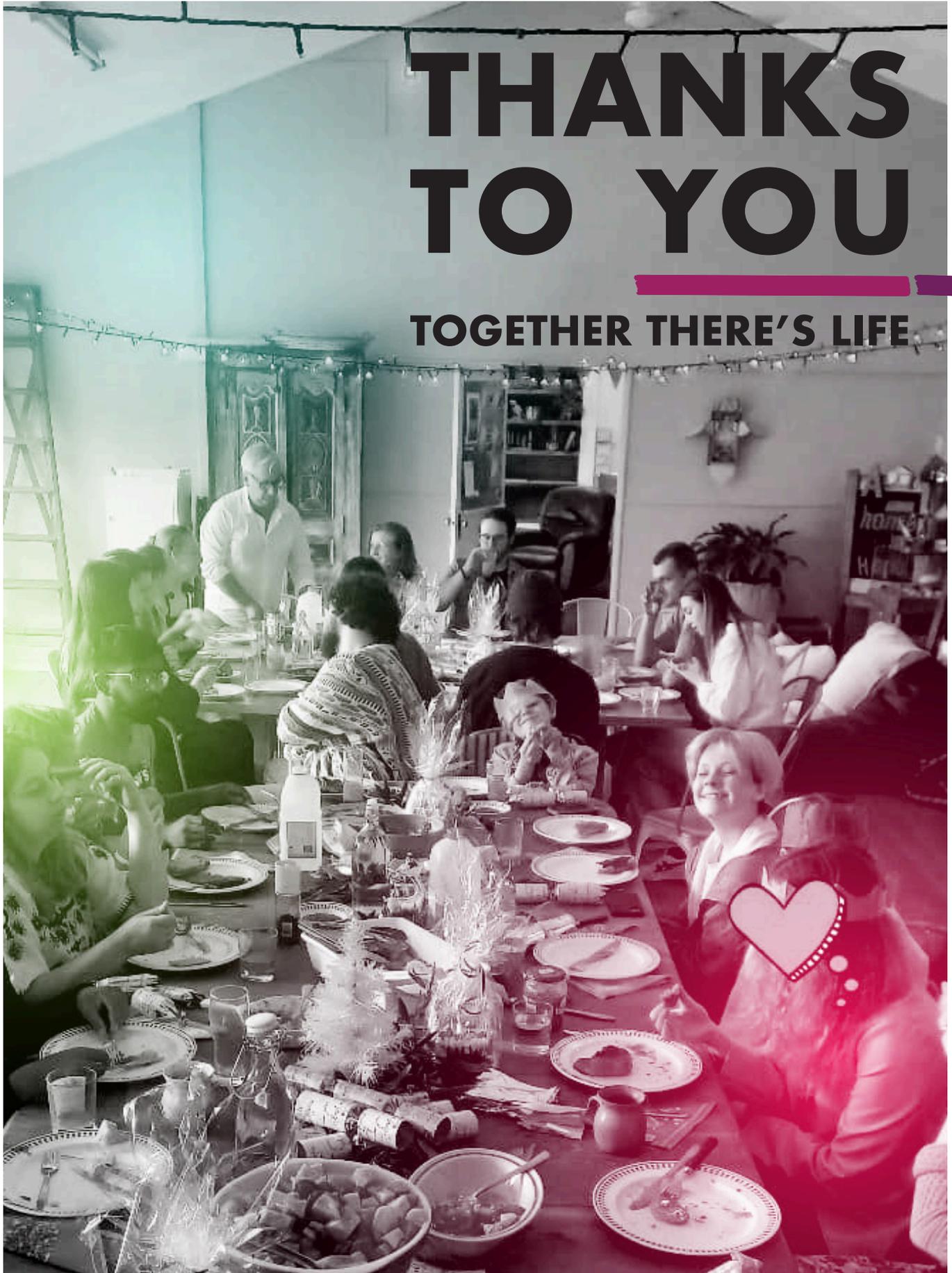
What better way to give young people a voice so that others can listen, than by using the latest in technology and communications? During last year, the Fusion team in Mornington created a space for young people living through a pandemic to engage with each other and express what life was like for them using a Facebook Forum.

*"We saw a gap in the representation of young people in the Australian news media, particularly during pandemic coverage. The forum was an opportunity for their perspective to be represented." - Dean Moroney, Fusion Youth Worker.*

With fewer restrictions in place in 2021 "What's it Like?" became a podcast and is available on all podcast listening platforms. The podcast takes listeners into the world of today's young people. Sharing their experience as year 12 students and a TAFE student, Grace, Matt and Lachy delve into the issues and topics that matter to them; touching on mental health, adapting to change and other challenges facing young people today.

# THANKS TO YOU

TOGETHER THERE'S LIFE



**CHRISTMAS AT FUSION  
ACCOMMODATION**  
Mornington Peninsula, Vic

## WHAT WE DID IN 2021

# ACCOMMODATION & SUPPORT SERVICES

## THANKS TO YOU

**236** —  
people were  
supported.

**19747** —  
bed nights in 2021.

### WHAT WE DID IN 2021

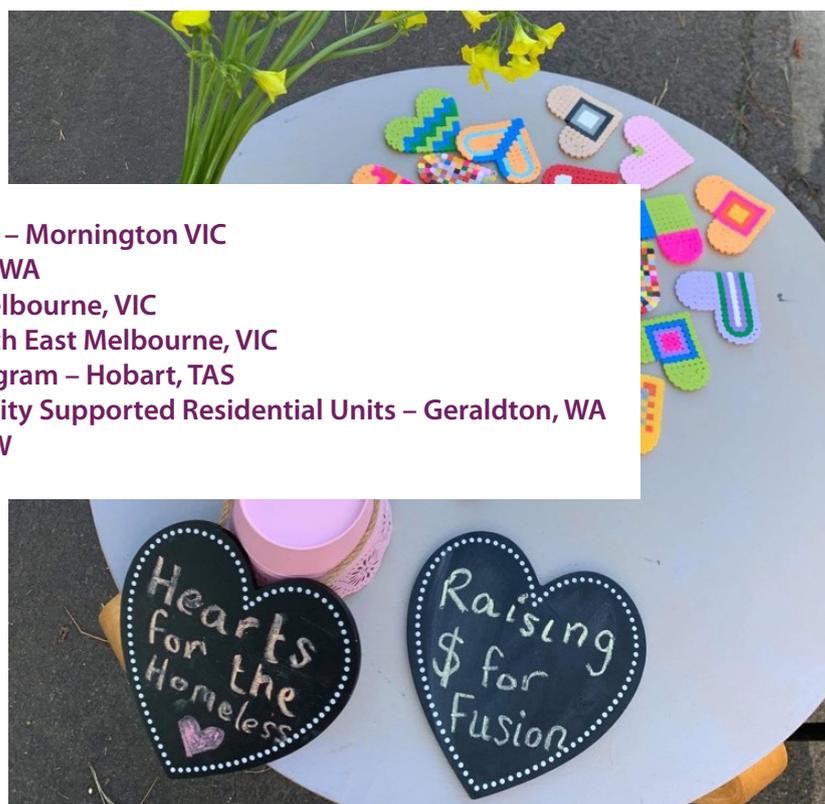
Fusion has a long history in both the youth accommodation sector and as a provider of broader accommodation options across the country and has been registered as a Tier 3 National Community Housing Service Provider since 2015.

In 2021, 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.

## OUR SERVICES

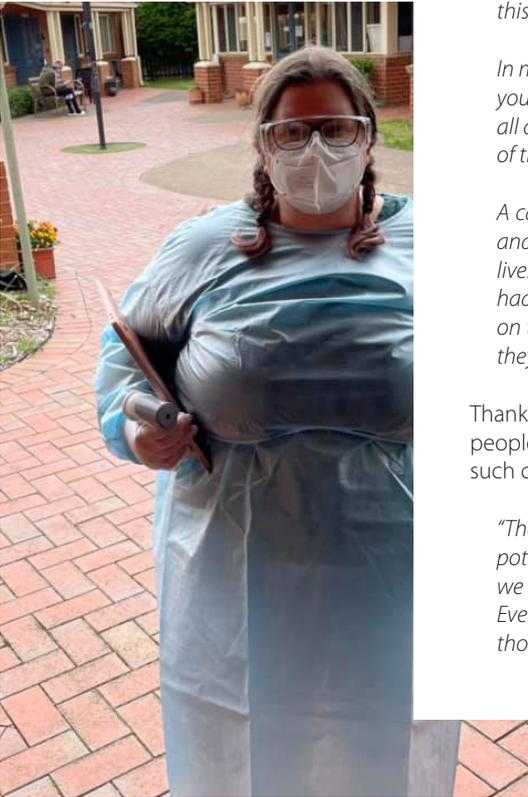
- Fusion Mornington Housing and Support – Mornington VIC
- Perth Student Household Service – Perth WA
- Moorabbin Youth Refuge – South East Melbourne, VIC
- Transitional Outreach and Support – South East Melbourne, VIC
- Fusion Accommodation and Support Program – Hobart, TAS
- Ngurra Nganhungu Barndiyigu, Community Supported Residential Units – Geraldton, WA
- Rangiora Housing Service – Campsie, NSW

**COMMUNITY-LED  
FUNDRAISER**  
Mornington Peninsula, Vic



# STORIES FROM THE FIELD

**FIONA GUNNION**  
Moorabbin, Vic



## THANKS TO YOU...

### Homeless Young People were Supported through Lockdown

In October, the Fusion team in Melbourne found themselves on the frontline in the battle against the pandemic. When a resident at the youth refuge received a positive Covid result, the Fusion team made the choice to be there when they were needed most.

With one very sick young person, plus five others to care for, Team Leader, Fiona moved in to look after the group for their two-week isolation. Knowing that Fiona had made the choice to be there and to stay with them, had a profound impact on these at-risk young people, knowing they were valued and truly all in it together.

*"Young people who have experienced homelessness aren't always able to trust people to care for them or treat them with respect. Knowing someone was in control of the situation, had made the choice to show up for them and would be consistent, provided the stability they needed to cope in this stressful and lonely situation. The seven of us became a family in lockdown together."*

*"In masks and full PPE gear every day, making and delivering meals, cleaning, calming down upset young people, negotiating with them as they adjusted to living in temporary total isolation, it was all challenging. It was also exactly what they needed to feel safe and secure – an experience many of them had never had before."*

*"A call out to the wider community brought in donations of food, entertainment, makeup, books and more for them. These were the first gifts some of these young people had ever received in their lives. Just knowing that people cared enough to go to the shops and choose something for them, had a big impact. The whole refuge team came together to collect items and deliver them. Our staff on the outside also made the time to call the young people each day, helping them to know that they weren't on their own." – Fiona, Fusion Team Leader*

Thanks to the generosity of this community coming together to support them, these young people knew they were not alone but part of a community that wanted them to thrive, even in such challenging circumstances.

*"The team helped me reach goals and achieve things I didn't know I could. This place has such a potential to turn people's lives around with how they care. I couldn't believe how many gifts people we didn't even know were giving us and spoiling us with. We will never forget the kindness. Everything made such a difference in isolation! We appreciate it and it just goes to show that, even though times are hard, we aren't alone, we need more people like you in this world!" – Sarah, 18yo*



## THANKS TO YOU...

### Young People Have a Home and a Purpose

The first steps after high school are some of the biggest in our lives. For many young people in Western Australia, this involves not just starting university or work, but a move away from home to the unfamiliar and much bigger city of Perth. Stepping into the unknown with little support often leaves these young people floundering and unable to maintain the rhythms of life that helped get them through their formative years.

Seeing the gap and with a heart to see young people thrive, Fusion Perth established a new model of housing to support school leavers through this transition. Split across three households on the one site, Fusion Home Base was built to provide a stable, hospitable place for students to live in their first year of studies in Perth.

Accommodating ten young people between the ages of 16 and 21 in 2021, the households are led by lead tenants who provide guidance and support in the practical tasks of living independently. Whether cooking, cleaning, setting up auto rent payments or even resolving conflict with each other, the young people are supported to learn the skills needed for when they move on to independent living the following year.

*"A major reason young people leave churches is geographic relocation. Fusion Home Base provides these students with a stable place in which they can experience Christian community and find their feet in the city, establishing a network of support to get them through the coming years. At the end of a year with us, we hope they'll be ready to set out with others to establish a functional share-house of their own." – Rose Braun, Team Leader Fusion Perth*

Another strength of the Fusion Home Base model is the connection with the Fusion Student Housing Service, a youth accommodation program for vulnerable under 18 year-olds, which has been operating for over 30 years. The Fusion team brings together the two groups of young people for regular community meals at which the Home Base residents coordinate games and activities to help the groups get to know each other better.

Thanks to a supportive team, young people are finding a place to belong and a purpose beyond themselves at Fusion Home Base.

### THANKS TO YOU...

#### A Young Person Finds a Home

Before he was even 16, Mike\* found himself unable to live with his dad anymore and needed to find a place to live.

Following six months of uncertainty, he came to Fusion on the Mornington Peninsula. Their supported accommodation for young people between 15 and 21 had a bed where Mike could stay for up to three months.

But three months isn't very long, and Mike soon needed to find somewhere else to live.

While our caseworkers work hard to help young people find a more permanent home, there aren't many options available for those under 18 years of age, and what there is, is in short supply. That's where Fusion's community approach made all the difference for Mike. Weekly community meals at Fusion give young residents the opportunity to connect with supportive community members over dinner and it was there that Rowena\* recognised Mike as a former team-mate of her son.

With much of their family grown up and moved out of home, Rowena and husband Dave\* had a spare room and were prepared to share it. Their willingness made it possible for Mike to find a home. Their commitment has given Mike the stable home environment he needs while finishing his education and working on his physical and mental health. To help him move forward, Rowena and Dave were also prepared to use their resources to support ongoing care for Mike, including regular visits to the GP and psychologist.

*"We had a spare room. When you can do something like this, why wouldn't you? After all, Jesus would have taken anyone in." - Rowena, Fusion Team Member*

What a difference it would make if we all thought the same way. Communities are transformed when individuals make choices like this; making it possible for young people to thrive.

Thanks to Rowena and her family, a young person has found a home and the support they need to move toward independence.

*\*Names changed to protect the identities of those involved.*

#### RABBITS AT FUSION

Mornington Peninsula, Vic



### THANKS TO YOU...

#### Support for Those Living With Mental Health Challenges

Ben\* is a young aboriginal man with serious mental health challenges living at Fusion's Community Supported Residential Units in Geraldton. At first Ben was reluctant to share what was happening for him, but as the team slowly built trust with him, he began to open up, talking about the tough things in his life. This helped the team to act when they noticed small changes in Ben. Increased risk-taking behaviour, disclosure of voices in his head and other small indicators, when put together pointed to something more serious. Their careful observation and care made it possible to get Ben the extra support he desperately needed when he needed it.

Fusion's focus on listening empathetically and seeing what is happening for the individual, means that people like Ben don't fall through the gaps. Small changes don't go unnoticed, nor is the importance of them minimised. This means the right help can be accessed at the right time.

Just as important, is the team's community approach to supporting those who are struggling. Each person notices something different and together they provide a web of support when it's most needed.

What a difference it would make if communities everywhere came together like this; supporting and caring for those who are vulnerable, so they too could thrive.

*\*name changed to protect identity*

# THANKS TO YOU

TOGETHER THERE'S LIFE



**NEIGHBOUR DAY**  
Bidwill, NSW

## WHAT WE DID IN 2021

# TRANSFORMING COMMUNITIES

In 2021, we continued to engage creatively with local communities, bringing neighbourhoods together around the young and vulnerable.

## THANKS TO YOU

**1516**  
community programs.

**2339**  
community connections.

**164**  
health and wellbeing activities.

### WHAT WE DID IN 2021

## STORIES FROM THE FIELD

### THANKS TO YOU...

#### COVID Support Brought Hope to Families

What sort of Christmas would it be if you couldn't even pay your power bill? Let alone buy presents or feed your family? Households across our country wrestle with these questions every year. In Sydney, the impact of the 2021 lockdowns put even more people in a place where they needed to make decisions about how to make the little they had, go as far as it could.

With so many people struggling, our Fusion teams in Western and Southern Sydney were excited to be part of providing support to those who needed it through the government's Covid Relief Funding. A short-term initiative to make sure that those affected by the lockdowns could access resources and support, funds were made available to help people pay bills, buy groceries, access mental health, family and youth support services and more as needed.

For one young family, the relief of paying off an electricity bill made all the difference. Already impacted by reduced work hours, the mum, dad and three young children all contracted COVID. With mum then giving birth to child number four, the financial burden became even heavier. When they reached out to our Fusion team in Western Sydney, we were able to help them pay off the power bill and even delivered a hamper of groceries to them. It was the practical resource they needed, also helping them know they're part of a supportive community.

*"The simple process of applying meant we were able to help quickly, with whatever needs people had. They then told others, sometimes households of 15 or 16 people, so the word spread and we were able to alleviate the stress that these families were under. It was a really practical way to be the hands of feet and Jesus in our communities." - Michelle, Fusion Western Sydney, Covid Support Coordinator*

The support provided through the program meant that Christmas was made possible for young people, families, and the community. Thanks to St Marys Rotary who got behind the program too, donating hampers to help families celebrate at Christmas.



## THANKS TO YOU...

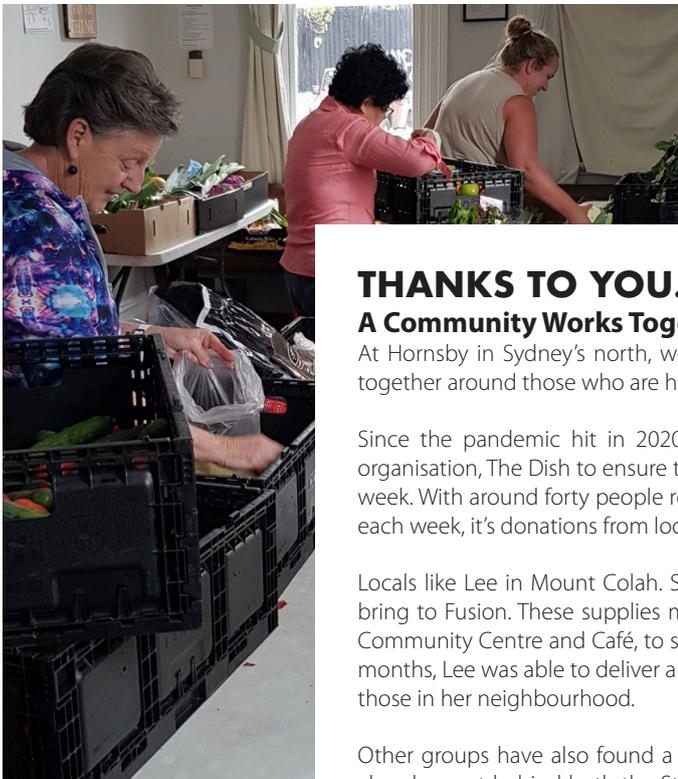
### Meeting a Community's Needs

Following the successful pilot of the Laptop Library in 2020, the Fusion Sydney South team was ready to support their community when Sydney went into lockdown in 2021. Rather than lending books, this library loans laptops to young people who need access to technology, helping them to keep up with their studies.

Based in Campsie, one of the areas in strictest lockdown in Sydney, official approval was needed to keep operating and rigorous COVID Safety measures were implemented to make contactless drop offs a reality.

At the same time, another gap that emerged, was the need for large families in lockdown to be able to access services other than online learning. For student wellbeing, most school-provided laptops have restrictions to limit what young people can access on-line. This helps with study, but not when a family needs to do shopping, connect with family and friends virtually, access government web services or even streaming platforms for entertainment.

At a time when families were doing it even tougher in 2021, borrowing a laptop from Fusion's library, removed a cost that they couldn't afford and helped everyone stay connected, engaged with school and safer at home.



## THANKS TO YOU...

### A Community Works Together

At Hornsby in Sydney's north, we've seen the difference that a community can make when it comes together around those who are hurting and vulnerable.

Since the pandemic hit in 2020, the Fusion team of volunteers has been working alongside local organisation, The Dish to ensure that hot meals are provided to local people doing it tough five nights a week. With around forty people receiving a meal every night, plus forty food hampers being distributed each week, it's donations from local businesses and individuals that make this possible.

Locals like Lee in Mount Colah. She took the initiative to collect grocery items from other residents to bring to Fusion. These supplies made it possible for us to make meals for distribution from the Fusion Community Centre and Café, to stock the Little Street Pantry and to give out to those in need. For many months, Lee was able to deliver a car-load of supplies to Fusion twice a week, thanks to the generosity of those in her neighbourhood.

Other groups have also found a way to be part of a community response. Scout groups, schools and churches got behind both the Street Pantry and the food service in 2021, making regular donations of goods to support those doing it tough.

# 25 YEARS OF FUSION AND POATINA

2020 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.



## Faith and the Arts 2021 | Grounded

In January, Poatina played host to the annual Faith and the Arts event, which took on a new shape for the first time in 2021 with an online format. With over eighty participants from across Australia and from as far away as Switzerland and Jamaica, Faith and the Arts 21 (FATA) was transformed to take hold of the moment. Usually held in Poatina Village, this year the arts intensive for creatives of all ages and stages, was instead held online, undergirded by the Poatina Arts team on the ground in the Village.

Unexpectedly, connecting virtually allowed for deeper reflection on the theme of “Grounded” and enabled a new level of creativity to emerge through the challenge of building community, engagement and collaboration without people ever being face to face. To kick start the process, each participant received a conference pack of resources to be used in the creative process during the week. A Poatina-made glass “seed” was included and formed a key part of the reflective journey for participants both individually and collectively.

With participants connecting in from their home “ground”, the creative process was grounded in their own soil but enabled them to take a parallel journey with others through the online connection and even set up the process for ongoing collaborations into the future.

In the Dance elective, although participants were spread across three states, they were able to dance collaboratively, and work creatively with others in the Music and Retreat electives to bring together a performance piece for the Showcase. For one dancer, an Arts worker in a remote community in WA who is used to working in isolation, this was a valued opportunity to share in the creative journey with others.

The feedback from all who participated was overwhelmingly positive, with many commenting that the online format enriched the experience.

**“As this is my first ever experience with FATA I didn't know quite what to expect. I can say I have been at the banqueting table from start to finish.” - Participant FATA21**

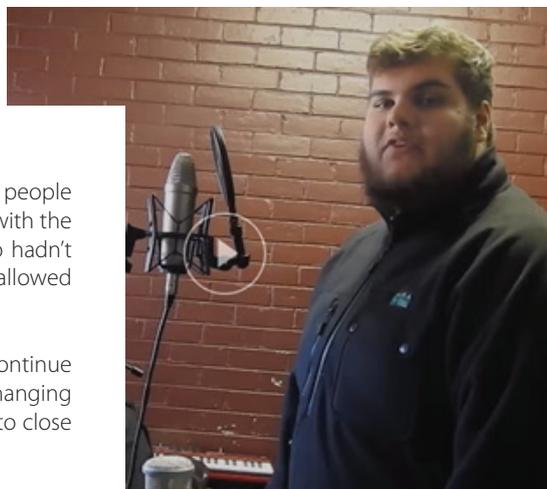
Thanks to a creative, committed team, willing to work through the challenges, a space was created for others to go on a creative, faith-filled journey together, even though they were physically many miles apart.

## Thanks to the Community of Capstone College

For over two decades, Poatina Village has been a place of healing and hope for young people hit hard by life's challenges. Most recently, Capstone College was established in 2016 with the aim of providing a positive learning environment for students in Years 9 to 12, who hadn't found their natural fit in traditional schooling. The Immersive Learning framework allowed students to put into practice in the real world, all they were learning in the classroom.

For six years, Capstone was a place of innovation, where young people were able to continue and complete their education in a supportive environment. In 2021, however, the changing educational landscape in Northern Tasmania led Fusion to the very difficult decision, to close Poatina's Capstone College at the end of the year.

We're proud to celebrate the staff, students, their families, College leadership and the Poatina Village, who were all partners in this ground-breaking approach, engaging young people in a holistic educational journey, making it possible for them to “Learn to Live”.



**RECORDING STUDIO**  
Capstone College, Tas

# THANKS TO YOU

TOGETHER THERE'S LIFE



**THRIFT - OP SHOP**  
Mornington, Vic

## WHAT WE DID IN 2021

# SOCIAL ENTERPRISE

## SUPPORTING & EMPOWERING LOCAL PEOPLE

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 businesses that give local people the chance to contribute meaningfully and productively.

In 2021, 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 continues to grow and in some cases these turned a bigger profit than ever before.

# THANKS TO YOU

**265**  
volunteers.

**23** enterprises, including  
**13** op shops

**1.2** tonnes  
of vegetables  
produced.

### WHAT WE DID IN 2021

## FUSION OP SHOPS



The number of Fusion Op Shops around the country grew to thirteen in 2021, with the opening of our latest store in Coolamon in the Riverina region of NSW. 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 2021, we estimate that our stores were visited by over 60000 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.

**FUSION OP SHOP**  
Sunshine Coast, QLD

# STORIES FROM THE FIELD

## THANKS TO YOU...

### Everyone Finds their Place in Kapunda

Where do you feel welcome? In Kapunda, South Australia, the Fusion team is creating a place where everyone can find purpose and a place to belong.

A young woman, suffering high anxiety has found her place volunteering in the Fusion Op Shop. Her creative skills are shining as she creates striking, colour coded displays to showcase what the Shop has to offer. Slowly but surely, she is emerging from her shell, growing in self-confidence and agency.

An older local man, usually on the outside socially having burnt some bridges in his time, has found a place to belong, coming in regularly for a coffee and a chat. On one occasion, he came laden with cucumbers from his garden; his way of contributing to the community he was experiencing.

An Op Shop volunteer who has found a place and connection, a welcome support as she navigates life at home with a reclusive husband, suffering the effects of trauma.

A handyman who came to Fusion through the Work for the Dole program. He's enjoying using his skills, appreciating that what he does makes a difference and that he's valued by the team.

In this rural corner of South Australia, a committed team is creating a place where every person, no matter their age, gender, experience or skills, can be part of a community and find their purpose in serving others.

Thanks to the teams at Fusion Op Shops around the country, local communities are being transformed through warmth, hospitality and creativity.

## THANKS TO YOU...

### Creative Ways to Connect Communities

Australia is the second highest consumer of textiles per person in the world, with every Australian consuming an average of 27kg of new clothing and disposing of an average 23kg of clothing to landfill each year.

This is one of the reasons that we're passionate about our Fusion Op Shops. As an integral part of Fusion's presence in towns and suburbs around the country, they help reduce the amount of clothing heading to the rubbish heap, provide quality clothes at bargain prices to locals and are hubs of community life and connection.

In Canberra, the Fusion Op Shops at Kippax and Kambah are staffed by enthusiastic teams of local volunteers who love their communities and are committed to raising funds to support youth and community work in Canberra, around the nation and even overseas.

Creative initiatives like Kambah store manager, Gillian's "Living Doll" promotion, help to engage those passing, inviting them in to be part of the community too. Part of the Fusion team for over a decade and store manager for more than five years, Gillian is committed to helping people find their place and purpose, whether they are a customer, visitor or potential volunteer.

Three days spent in three different costumes, while standing still like a statue, is the type of effort from our teams that makes the Op Shops such vibrant hubs of life and community. Places where people of all ages can find their place and thrive.

Thanks to committed and creative volunteers like Gillian, Fusion's Op Shops are resource-generating places of engagement, connection and support, transforming communities so that young people can thrive.



# FUSION BUILDING & MAINTENANCE

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

Fusion Building and 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.

## FBM ENTERPRISE

FBM – Aged Care

FBM - Disability

FBM – Disability Access Specialists

FBM – Private Work

## NATURE OF ENTERPRISE

Commonwealth Home Support Program

NDIS Provider

Subcontractor for Other Agencies

Home Extensions and Modifications

## No. OF CLIENTS

**315** Home Modifications Quotes

**157** Home Modifications Jobs

**39** Home Maintenance

**21** Lawnmowing

**9** Home Modifications Quotes

**8** Home Modifications

**38** Disability Access Quotes

**28** Disability Access Jobs

**9**

## THANKS TO YOU...

### Building For Life

*"We wish to say a big "thank you" to all of the staff at Fusion for the wonderful renovation of our 30 year-old bathroom and laundry. With assistance from Fusion, the redesign of our bathroom and laundry area was decided upon after thoughtful consideration to our current and future needs; making the most of the space available... The work of all the tradespeople was of the highest standard; they were hard working, efficient and very professional. We are delighted with our new bathroom and laundry and the extra usable space. The finished area feels fresh, clean, safer and quite luxurious whilst providing for our 'ageing in place' needs."*

This note was received by the team at Fusion Building and Maintenance (FBM) after they finished a 2021 home modification. Committed to providing best practice in building work and dedicated to seeing transformed communities where young people thrive, the team has continued to care for every person they work with, even during the challenges of the last year.

In addition to directing all surplus funds to support Fusion's youth and community work in greater western Sydney, the team invests deeply into the local community in Richmond NSW. In mid 2021, this meant bringing locals together in support of the Hawkesbury Police Area Command Play-Doh drive and it required a ute to make the delivery.

This was the second year the team got behind this great cause, collecting Play-Doh for use at the Westmead Children's Hospital, in activities to help children regain movement and strength. We're thankful to be part of local initiatives like this, working with others to see communities transformed so that the next generation can find their place and thrive.

## Other Enterprises around Australia

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

- **Alcooringa Hall Hire and Adventure Based Learning** - Sunshine Coast QLD
- **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
- **Forest Glen Adventure Based Learning Facility** - Hobart TAS





# THANKS TO YOU

TOGETHER THERE'S LIFE

**FAMILIES COURSE**  
Online Resources

**WHAT WE DID IN 2021**

# EQUIPPING FOR MISSION

For over 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.

# THANKS TO YOU

## WHAT WE DID IN 2021

**455** people equipped in 2021. **18** Families Courses supporting **103** families.

**DISTINCTIVES**  
Online Course



# THE FAMILIES COURSE



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-carers 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.

In 2021, we continued to deliver the course both online and in face to face courses around the country and to build on the Families Parent Mentoring and Coaching program that was piloted in 2020. 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.

**FAMILIES COURSE**  
Whalan, NSW

# STORIES FROM THE FIELD



**FAMILIES TRAINER  
SALLIE WITH DENISE**  
Willmot, NSW

## THANKS TO YOU...

### One Family Finds Hope

Denise is a mum of five and grandmother of nineteen, three of whom live with her, all aged under 12. Denise found out about the Families Course in Willmot in Sydney's west, through a social worker who was supporting her with the children and some of the issues they were dealing with.

At the time, life was fairly challenging. There were regular calls from the school, and Denise would need to go in and deal with problems. She often felt nervous and frustrated and was always living with a sense of the unknown, wondering when the next call would come. She was weary and regularly felt at the end of her rope.

At the Families Course, Denise felt cared for from the moment she arrived and was handed a cup of tea. She could sit and relax and there were always other parents to chat to. Through the course, Denise picked up some tools and strategies that made a real difference. She learnt the importance of connecting through touch and how even holding her grandson's hand could calm him down.

Denise came back to the course a second and third time bringing her granddaughter, niece and daughter as well. She's even planning to come again.

"The best thing about coming to the Families Course is learning and hearing from other people, knowing that others go through some of the same things as I do. And between us all, and through the strategies and tools we've heard, we can listen and learn and can come up with solutions." Denise.

Thanks to the Families trainers and volunteer teams, parents, grandparents and carers are finding new ways to support and care for their families, restoring hope in challenging times.



## CORE

### Helping Local People Thrive

Around the country, Fusion centres are taking the CORE training course and tailoring it to meet the needs of their communities and teams. 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 2021, restrictions and lockdowns impacted our ability to hold face to face courses. Instead, CORE was delivered online with people participating from Fusion centres around the country.

We're looking forward to re-engaging in more face to face training in 2022.

# THANKS TO YOU

TOGETHER THERE'S LIFE



**PILGRIMAGE OF NSW**  
Blue Mountains, NSW

## WHAT WE DID IN 2021

# PROPHETIC LIFESTYLE

## ADVOCACY & SOCIAL JUSTICE

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

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.

### 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.



# THANKS TO YOU

## WHAT WE DID IN 2021



national campaigns  
raising awareness  
in 2021

Change the Heart

Neighbour Day

Know the Past,  
Change the Future

Families Week

Homelessness Week

RUOK Day &  
Mental Health Month

Feast for Life

Be the Gift in  
Your Community

As we navigated through the uncertain times of 2021, our teams used their voices and actions to bring communities together and raise awareness around issues impacting our capacity to thrive. We built on partnerships with other organisations and participated in national campaigns, in addition to designing and implementing initiatives in response to the needs we were seeing in our communities.

## KNOW THE PAST, CHANGE THE FUTURE

From the beginning, 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 participated for the second time in the Common Grace initiated *Change the Heart* prayer services held both live and online in January 2021. Guided by the theme "Tuning in Together", this was an opportunity to join with others, to listen to, learn from and pray with our Aboriginal and Torres Strait Islander brothers and sisters.

KNOW THE PAST  
CHANGE THE FUTURE

# KNOW THE PAST, CHANGE THE FUTURE

## PILGRIMAGE TO COUNTRY 2021

Since its beginning in 2001, Fusion's Pilgrimage to Uluru has taken young people on a journey to the heart of our nation; a journey that promotes self-discovery and a new perspective on life, empowering them to become educated, passionate, and active ambassadors of reconciliation, committed to a movement of change and transformation across Australia.

As the groups travel toward the heart of the nation physically, they consider the boundaries they are crossing, unseen to the naked eye, telling us the story of the Aboriginal Nations who call the land home. Opportunities to meet with, sit at the feet of and learn from Indigenous people as they travel, help to deepen the pilgrims' understanding of the story of the peoples who have walked this land over many generations, the hurts they've experienced and their hopes for the future.



### Learning the Story Closer to Home

The restrictions on travel in 2021, created opportunity to take a journey closer to home and in April, five state-based pilgrimages took place. Rather than journeying to Uluru, buses of young people, leaders and even families hit the road to explore their own states on a mission to better understand the local Aboriginal story.

Although on journeys that were unique to their state, the pilgrims in Tasmania, Victoria, New South Wales, Western Australia and South Australia shared a common experience as they learnt about the history of the peoples Indigenous to the places they visited, their culture, customs and lifestyle.

### WA PILGRIMAGE Perth, WA

Dining on kangaroo, witchetty grub, salt bush and other bush tucker, learning to skin a wallaby and throw a spear, exploring the bush with those who know the many uses for the surrounding flora and hearing about social customs like intermarriage between neighbouring tribes to maintain genetic strength, all while being on country with Indigenous people, helped the pilgrims open their minds to a new way of understanding the world around them.

For some young participants it was a learning experience like no other, taking them beyond what they'd learnt in the classroom, into new ways of understanding built on relationship.

*Having people talk to me about a culture changes the way I view the culture itself. The Indigenous culture that I learned was completely different to what we learn at school, and it brought more of an insight into their culture. Mitch, 15.*

*I've become more careful about the history I read, trying to make sure I get the full story and not just one perspective. Ashlinn, 15*

For many, as they took the time to understand other people, they also came to a deeper understanding of themselves and grew in self confidence and capacity to speak up and advocate for themselves and the things that they care about.

*I learnt that I'm more open minded than I thought and that I can adapt to a lot more than I thought I could. I've already started to see subtle differences from before in certain things people say or how people act and I'm noticing how I seem to be acting differently. Devlin, 15*

*I learnt that not everyone lives their life like I live mine. It helped me be more open-minded in the future, when meeting new people. Martin, 15*

As pilgrims opened their eyes and hearts to the experiences of others, they not only understood those they were relating to better, but also grew in self awareness and capacity to express themselves so that they can impact the future of our nation, for the good of all.

As one young pilgrim reflected, "I've learnt that if I speak out, I feel like I can make a difference."

## A New Initiative - Live Stream Conversations

We don't just need opportunities like this in our youth, we need them in our adulthood too.

To give a wider audience the opportunity to engage with the Pilgrimage journey and its purposes, for the first time we hosted three live stream discussions on our Facebook page in conjunction with Pilgrimage 21.

This was an opportunity for anyone who was interested to hear from a panel of our Aboriginal and Torres Strait Islander friends, to ask questions, and be part of the discussion as we celebrated culture, learnt about the past and explored how we could be part of transforming our communities into the future.



# STORIES FROM THE FIELD

## THANKS TO YOU...

### Feast for Life

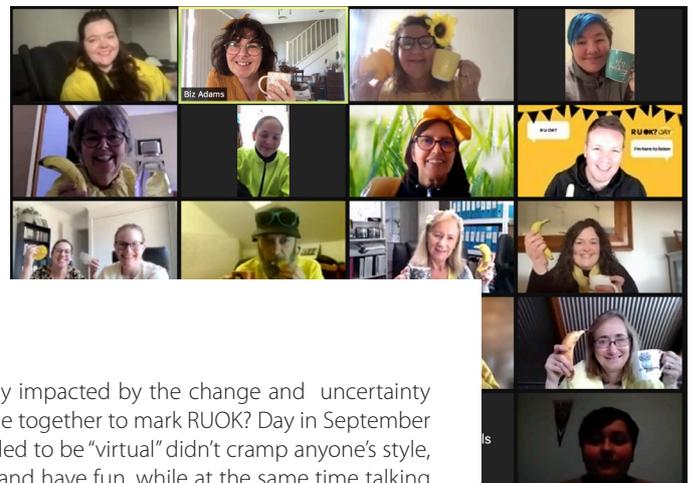
Following a successful pilot in 2020, we were ready to grow the Feast for Life initiative in 2021. Designed to both raise awareness of local community issues, at the same time as raising funds for Fusion's work nationally, Feast for Life is an invitation for people of good will to engage with the challenges faced by their neighbours and others who are struggling.

We're so thankful for the support of everyone who was part of our Feast for Life in 2021. Whether as a host, guest or a sponsor, our collective efforts helped raise vital funds for Fusion's work with young people and communities around Australia.

Even more, the conversations that were started, we know will continue, sparking creative initiatives to help bring life and hope in our communities.

We were humbled by the creative ways that people found to get together, especially in lockdowns in Victoria and New South Wales. The team at The Linen Press in Victoria, gathered over an Indian Feast to share their own stories, reflect on the impact of the pandemic on many of their suppliers in South-East Asia and consider the blessings and opportunities that life in Australia brings.

Even in a challenging year like 2021, it's thanks to groups like this that new ideas were born and local communities transformed to be supportive places where the young and vulnerable could thrive.



## THANKS TO YOU...

### Mental Health In Focus

With mental health across our communities continuing to be seriously impacted by the change and uncertainty created by the pandemic, in 2021 our teams took action to bring people together to mark RUOK? Day in September by hosting morning teas around the country. That some of these needed to be "virtual" didn't cramp anyone's style, with the community making the most of the opportunity to dress up and have fun, while at the same time talking about how we care for those around us who are struggling.

Focused on making it a priority to check in with those we know, to find out if they "are REALLY OK", we also invited people to share with us their "Top Tips for Maintaining Good Mental Health". The range of strategies was compiled and shared on the Fusion Blog on our website, where it can still be accessed by those who are looking for resources.

# THANKS TO YOU

TOGETHER THERE'S LIFE



**FUSION RADIO**  
In partnership with WOWFM 100.7

## WHAT WE DID IN 2021

# 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.

It is said that “it takes a village to raise a child”. In the same way, it takes more than just one person or organization, to build a strong community that will better care for its young people. It needs a coming together of a whole community with an investment beyond the needs of the current generation.

At Fusion, we know that it is only in partnership with others of good will that real, long lasting transformation can take place. We're committed to building strong partnerships with others to transform communities, so that young people and their families can thrive.

## THANKS TO YOU

### WHAT WE DID IN 2021

99

partnerships and supporting  
businesses and organisations.

## STORIES FROM THE FIELD



### THANKS TO YOU...

#### Tasmania Came Together in Unity

As 2021 drew to a close, the Fusion team in Hobart celebrated 16 years of helping bring together people from across the church, political, business and community spectrum for the Annual Tasmanian Parliamentary Prayer Breakfast. In the lead up to Tasmania opening its borders, over 400 people participated in this significant time of connection, reflection and prayer, an important moment of gathering in unity, setting aside differences and asserting a commitment to seeking the common good of all.

As we move into a New Year, we remain committed to looking beyond our own needs and wants, working with others to transform our communities so that young people can thrive.

## THANKS TO YOU...

### Young People Experienced the Joy of Christmas

The Fusion team on the Mornington Peninsula was amazed and humbled by how the community came together to live out the truth that "it takes a village" to provide the care and support needed to help vulnerable young people thrive at Christmas.

At the end of a complex year, especially in Victoria, the call went out to the community to not only raise the funds needed to sustain the accommodation work for homeless young people, but to also provide the Christmas gifts needed to make the season a time of celebration unlike any they'd known before.

And the wider community stepped up to the challenge: taking tags from the Giving Tree at the Fusion Op Shop; shopping for and then delivering the gifts needed; contributing financially to ensure young people continued to receive support into 2022.

Even more overwhelming, was how individual supporters came on board and gave of themselves. After visiting the Fusion house, one local returned with a car-load of brand new goods including bedding, towels and sheets. Hearing that the team had lost a valuable cleaner during the year, another person signed up for the job themselves and got their partner onto the whipper-snipping.

The generosity of the community had the biggest impact on the young people themselves, with one 19-year-old sharing *"Christmas used to be so bad, now I feel like a happy little kid!"*



## THANKS TO YOU...

### Young People were given A Fair Go

The belief that every young person, no matter their past or present, deserves a fair go is what motivated Mornington Peninsula local, Nathan to start his own social enterprise gardening business in partnership with Fusion. With his own story of a difficult childhood and experience working as a social worker, Nathan was committed to creating opportunities for young people who often slip through the cracks and don't get the chance to thrive. This vision, married with his experience in garden maintenance, gave birth to *"Fair Go Gardening"*.

Before it had even launched, two young residents from the Fusion house had been interviewed, appointed to casual roles, kitted out with work gear and uniform ready for work. Nathan's dream is for the business to grow, so that more young people can be given "a fair go", develop work skills and move to independence.

The Fusion team is excited to be part of a partnership that creates opportunities for young people and gives the wider community the chance to be part of the story too.



## THANKS TO YOU...

### Southern Tasmania Mentoring Program

With a vision to see communities transformed so that young people can thrive, we get excited when opportunities emerge for young people to contribute in practical ways to their own neighbourhoods.

For the Fusion Mentoring team in Hobart, in 2021 this commitment led to a partnership with the local Vinnies outreach, Loui's Van. An after-hours mobile food service operating six nights a week, Loui's Van provides food, information and support to families and individuals doing it tough across Hobart.

The Van's challenge to provide families in need with school lunchbox snacks for their children, created an opportunity for the Fusion team to help students in the weekly Mentoring program put into action the skills they were learning to help other people.

Supported by the volunteer mentors, the 13 and 14 year olds set about baking and packaging cookies perfect for lunch boxes. Usually focussed on meeting their own needs, these young people stepped up to the challenge, finding purpose in serving others rather than themselves.

A step forward for this group and testament to what is possible when we work in partnership to support young people to thrive.

# THANKS TO YOU

## NETWORKS & PARTNERSHIPS

Whether sharing their time, finance, expertise or other resources, our partners are crucial to effecting change in local communities. Thanks to our partners around the country, communities continued to become supportive places where young people could thrive in 2021.

<b>CENTRE</b>	<b>Our Partner</b>
<b>Fusion Australia</b>	Common Grace Steer Payton Foundation The Linen Press
<b>Blue Mountains</b>	Springwood Baptist Church Springwood/Winmalee Presbyterian Churches Springwood Uniting Church Sanctuary, Valley Heights Glenbrook Baptist Church Lower Mountains Anglican Parish Winmalee Neighbourhood Centre Blue Mountains City Council Baker's Delight, Emu Plains Baker's Delight, Springwood Lloyd's Supa IGA, Springwood
<b>Canberra</b>	D and H McLean ACT/South-Eastern NSW Cancer Group I Daun J Bardsley East Kambah Street Library Exquisite Jeweller Kippax Pharmacy Kippax Newsagent Heads Up
<b>Fusion Building &amp; Maintenance</b>	Commonwealth Department of Health NDIS <i>Home Care Package Providers:</i> Wendys, Uniting, Anglicare, Baptist Care, Ageing Well, Empowered Ageing SASH Disability Dare Disability Com Care Advanced Disability GIO Spinal Cord Injury Australia
<b>Geraldton</b>	Mental Health Commission Midwest Mental Health Service
<b>Mornington Peninsula</b>	Mornington Shire Homeground Café Fair Go Gardening Village Church Mornington Church of Christ Advance Training Payton Foundation
<b>Northern Victoria</b>	Epsom Community Church Bendigo Council
<b>Perth</b>	Dept of Communities City of Canning Commonwealth Department of Social Services – Stronger Communities Town of Victoria Park NLCC Church Bentley Baptist Church Bunnings OZ Harvest Foodbank Kent St SHS Elevate Church
<b>Poatina</b>	Northern Midlands Council Tasmanian Department of Education Commonwealth Government Tasmanian Government
<b>South East Melbourne</b>	Oakleigh Baptist Church Monash Neighbourhood House Network Southern Bayside Homelessness Network Department of Families Fairness and Housing
<b>Southern Tasmania</b>	Kingborough Family Church Kingborough Helping Hands Tasmanian Department of Health and Human Services
<b>Sunshine Coast</b>	Sunshine Coast Council Buderim Foundation
<b>Sydney North</b>	Second Bite The Dish Commonwealth Bank Dignity
<b>Sydney South</b>	Burwood Council Burwood Girls High School Canterbury Boys High School Wiley Park Girls High School
<b>Western Sydney</b>	NSW Government – Department of Communities & Justice New Horizons Church, St Marys St Marys Baptist Church Blacktown Council Bennett Road Public School Whalan Anglican Church Mt Druitt Hospital Aboriginal Unity Willmot Community Hub Bakers Delight, St Marys Village Western Sydney Donuts Colyton High School Together in Bidwill Collective WOWFM 100.7 Together in Willmot Penrith Youth Interagency Mt Druitt Project Mt Druitt/Blacktown Youth Services Network NAYBA Impact Audit, OneChurch, Penrith



**FUSION YOUTH TEAM**  
Western Sydney, NSW



**THANKS  
TO YOU  
OUR PEOPLE**

# THANKS TO YOU

TOGETHER THERE'S LIFE

COME ON IN FOR A

The community you want starts at your front door™

[neighbourday.org](http://neighbourday.org)

@NeighbourDay

/neighbourday

/neighbourday



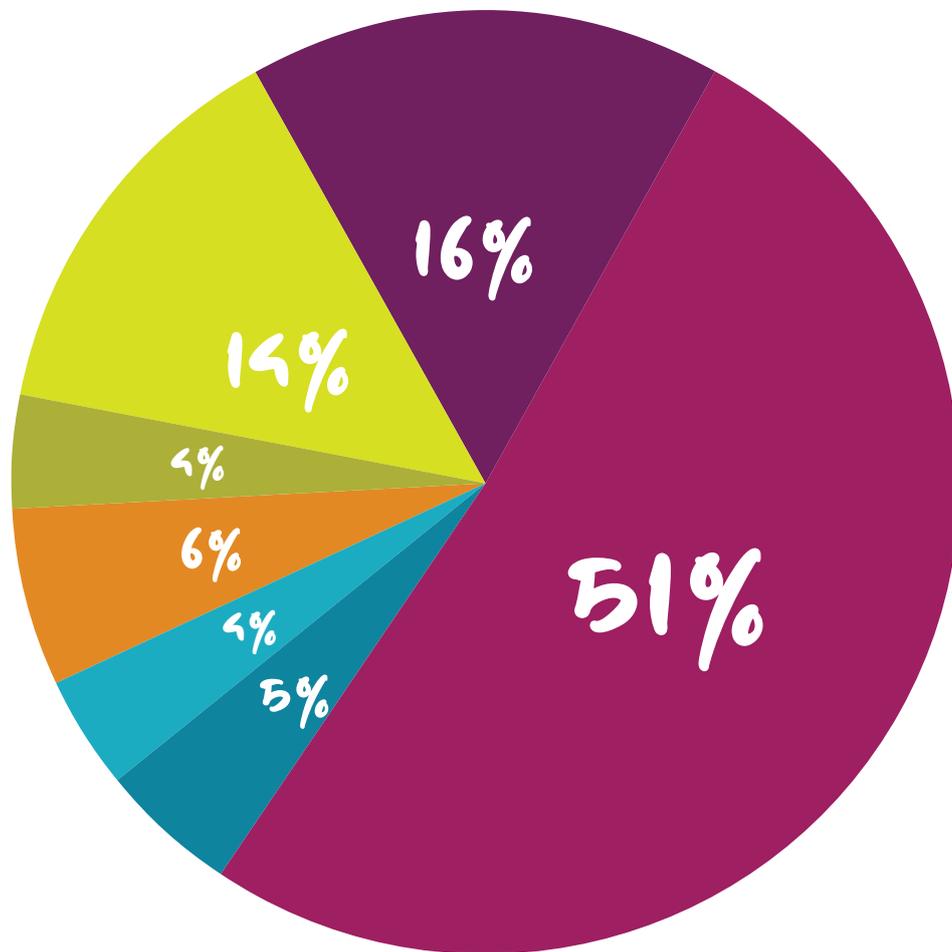
**NEIGHBOUR DAY**  
Hornsby, NSW

## WHO WE ARE

# 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.



4% Full Time Employees 25  
 14% Part Time Employees 82  
 4% Casual Employees 23  
 5% Full Time Voluntary Workers 29

51% Part Time Voluntary Workers 308  
 16% Casual Regular Voluntary Workers 98  
 6% Casual Irregular Voluntary Workers 36

**TOTAL FUSION TEAM 601**

# 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 – TO SEPTEMBER 2021

*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, DEPUTY CHAIR**

*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**

*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.



**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 – TO SEPTEMBER 2021

*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. Since then, Rubie has worked with Penrith City Council, for BaptistCare - HopeStreet Women's Services and is now Director of the Hive, United Way Australia in Mt Druitt, in Sydney's west. Rubie remains involved with Fusion through events, fundraisers and training initiatives.



## DOROTHY KNOX – FROM OCTOBER 2021

*Qualifications: Bachelor of Arts (Majoring in Sociology), Diploma of Education, Certificate IV Workplace Assessment and Training*

**Background:** Dorothy (Dot) Knox began volunteering with Fusion Melbourne in the 1970s, while studying at Monash University. She joined Fusion as a staff member in 1981, completing Fusion's Associate Diploma of Youth and Community Work. Since then, Dot has worked with Fusion in Victoria, Tasmania and New South Wales in youth accommodation programs, training, networking, management and leadership.

Dot retired in 2020, after 12 years in the role as Manager of Youth Services with Fusion Western Sydney. Her working life has been amongst disadvantaged communities, beginning in disability services, followed by teaching with the Victorian Education Department, before she joined Fusion as a youthworker.

Dot's first qualification was a Degree in Sociology and she maintains an awareness and interest in the broader contexts of family, community and society and their impact on the lives of individuals. She is interested in change processes at both an individual and organisational level.



## 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**

**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.



**JUDY TWEEDDALE**

*Qualifications: Diploma of Leisure and Recreation, Secretarial Studies*

**Background:** Judy Tweeddale has a long connection with Fusion as a volunteer and staff member. She was part of the Awakening movement and Easter Marches, Fusion Blue Mountains and then in western Sydney, has been part of Industry Mentoring Camps, community events, youth holiday programs and work with families.

In her more than 16 years on the team at Fusion Western Sydney, Judy's various roles have given her a broad experience of Fusion's work, including, casework, government funding, grants and sponsorship, networking, compliance and policy support, management of staff and volunteers, fundraising, marketing, communication, event management, business planning and oversight of social enterprises. She is currently the Team Leader of the Fusion Western Sydney centre, managing an active process of mission, community building and collaboration with businesses, media, community organisations, agencies, local Councils and churches.

Her years with the Autistic Association of NSW, Juvenile Justice (Youth Justice Conference Convenor) and active roles in other ministries with Scripture Union Beach Missions, Prison Fellowship and outreach programmes at her local church, demonstrate her heart for the vulnerable and desire to get alongside and support others.



# FUSION EXECUTIVE TEAM

Executive Team Leader / Chief Executive Officer  
**GEOFFREY MANTON**

*Qualifications: Bachelor of Arts in Disability Studies, Advanced Certificate in Social and Community Services Management, Diploma of Frontline Management, Diploma of Lead Auditor Quality Management Systems, Company Directors Training, Effective Directors Course*

**Background:** Geoff Manton has a depth of knowledge and wealth of experience in the not for profit sector, where he has been working and advocating for social change for more than 30 years.

Most recently working with Concern Australia, a Christian organisation, Geoff took on the role of Executive Team Leader/CEO with Fusion Australia in August 2021. Prior to joining Concern, he was CEO of Northern Support Services in Victoria and held senior roles in organisations serving the deaf community.



Company Secretary and Chair Finance & Audit Committee  
**TREVOR HARVEY**

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

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



Company Secretary  
**KENNETH FERDINANDS**

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

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



National Finance Manager  
**ANTONY GRANT CLEARY**

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

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



# HOW TO CONTACT FUSION

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## **AUSTRALIAN CAPITAL TERRITORY**

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### **Poatina Arts**

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### **Fusion Perth (STATE OFFICE)**

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**e.** fusionwa@fusion.org.au



**LEADERSHIP CAMP**  
Sunshine Coast, QLD



# THANKS TO YOU

THE IMPACT IN 2021



# 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, G	88	950
School Lunchtime Programs	WS, SEM, POA	61	380
Mentoring Programs	BM, NV, SC, WS, SS, MP, P, FBM, ST	363	410
Seminars for Young People	WS, SS	35	602
Peer Leadership Programs	SC, WS, SS, MP	29	260
After School Programs	BM, SC, WS, CW, MP, K	95	134
School Holiday Programs	SC, WS, MP, K, SN	31	138
Day Trips	MP, SEM, SN	8	69
Scripture/SRE	R	140	420
Casework	WS, MP	239	99
Other One – Off Programs	WS, SEM, FBM, POA	5	187
Referrals Received	WS	73	30
Chaplaincy Connections	CW, R	540	480
Online Programs	BM, SC, WS, SS, MP, SEM	270	307
Health and Wellbeing	MP	5	5
Employability	MP	10	12
Outdoor Adventure	WS, ST	34	713

## YOUTH WORK

5,196

total no. of participants

2026

total no. of sessions

Pre-school Programs/Playgroups	SN	14	47
Programs for Primary School Students	SEM	11	120
Programs for Seniors	SEM	2	10
Programs for CALD Community	SEM	30	14
Festivals	NV, K	2	350
Other Community Events	WS, POA	12	230
Health and Wellbeing Programs	WS, SEM, POA	164	704
Community Meals	SS, SEM, ST, POA, SN	267	197
Other Community Programs	WS, SEM, POA, SN	250	468
COVID Response	WS	763	139 [Families]
Prayer Vigil	K	1	60

## COMMUNITY PROGRAMS

2,339

total no. of contacts

Fusion 101/CORE	FWS, FBM, SS	1	20
First Aid/CPR	NV, SC, SEM, P	4	36
Mental Health First Aid/Youth Mental Health First Aid	WS, SEM, G	5	35
Families Courses	WS, NAT, NV, MP	18	103
Professional Development	WS, CW, P, SEM, SN, NAT, FBM, ALL	30	183
Volunteer Training	P, SN	6	64
Tuning into Teens	SS	10	14

## TRAINING

455

total no. of participants

No. OF PROGRAMS	33
TOTAL No. OF PARTICIPANTS	709
No. OF PARTICIPATING SCHOOLS/COLLEGES/ORGANISATIONS	20
No. OF TRAINERS	12

**ADVENTURE  
 BASED LEARNING**  
 Southern Tasmania

# DATA TABLES

## ACCOMMODATION SERVICES

CENTRE	NAME OF SERVICE	TYPE OF SERVICE	No. OF BED NIGHTS	No. OF PEOPLE SUPPORTED
Sydney South	Rangiora Housing Service	Community Housing	3285	9
Mornington Peninsula	Fusion Mornington Peninsula	Supported accommodation and external housing support	1273	40
SE Melbourne	Fusion Outreach and Support	THM and Medium-Term Outreach Based Support	2288	56
SE Melbourne	Fusion Youth Housing Moorabbin	Youth Refuge	2245	85
Southern Tasmania	Fusion Housing and Support Service	Community Housing	5110	14
Perth	Fusion Student Household Service	Medium Term Youth Accommodation	1830	16
Geraldton	Ngurra Nganhungu Barndiyigu, CSRU	Mental Health Recovery	3716	16

19,747

total bed nights

236

people were supported

ENTERPRISE	LOCATION	AREA SERVED	VOLUNTEERS
Fusion Op Shop	Kippax, ACT	West Belconnen	22
Fusion Op Shop	Kambah, ACT	Tuggeranong, South Canberra	24
Fusion Op Shop	Mooloolaba QLD	Mooloolaba	7
Fusion Op Shop	Maroochydore QLD	Maroochydore	14
Fusion Op Shop	Buderim QLD	Buderim	20
Fusion Op Shop	Sippy Downs QLD	Sippy Downs	9
Fusion Op Shop (Thrift)	Mornington VIC	Mornington Peninsula	18
Fusion Op Shop (Old School)	Mornington VIC	Mornington Peninsula	12
Fusion Op Shop	Kapunda SA	Barossa Valley	10
Fusion Op Shop	Narrandera NSW	Narrandera Region	10
Fusion Op Shop	Coolamon NSW	Coolamon Region	5
Fusion Op Shop	Poatina TAS	Northern Midlands	5
General Store	Poatina TAS	Northern Midlands	12
Service Station	Poatina TAS	Northern Midlands	8
Little Store of Surprises	Poatina TAS	Northern Midlands	6
Post Office	Poatina TAS	Northern Midlands	4
Art Gallery	Poatina TAS	Northern Midlands	5
Poatina Arts Centre	Poatina TAS	National	15
Poatina Chalet	Poatina TAS	National	12
Fusion Op Shop	Hornsby NSW	Hornsby Shire	41
Hall Hire	Sunshine Coast QLD	Sunshine Coast	NA
Food Relief Veggie Garden	Kingston TAS	Kingborough	6

## SOCIAL ENTERPRISES

265

total no. of volunteers

### NEW INITIATIVES FOR FUSION CENTRES IN 2021

Study Group, Blue Mountains
Community Mentoring Program, Northern Victoria
DISCORD Youth Programs, Western Sydney
Fusion Covid Support Funded Program, Western Sydney and Sydney South
Youth Discord, Mornington Peninsula
Fusion Op Shop, Coolamon NSW

### LAUNCHED

February 2021
July 2021
June
October
November
April

## NEW INITIATIVES IN 2021



**THANK YOU**

to everyone who continued  
to support Fusion in 2021.



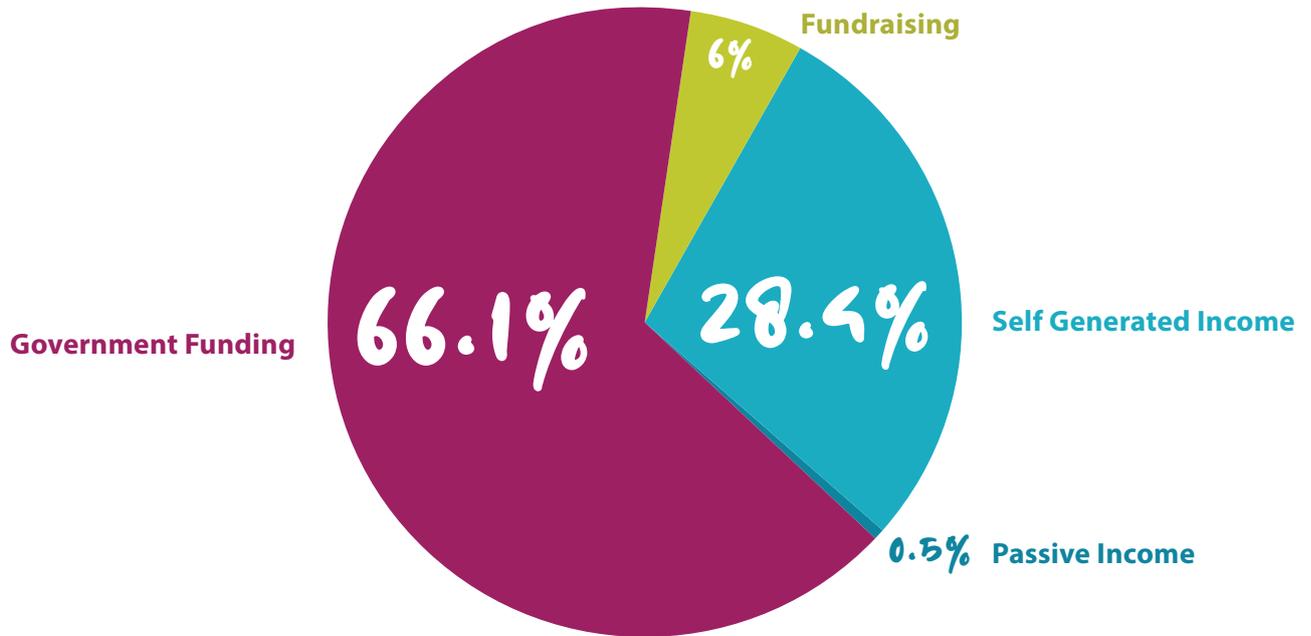
# THANKS TO YOU

FINANCES AND  
ACKNOWLEDGEMENTS

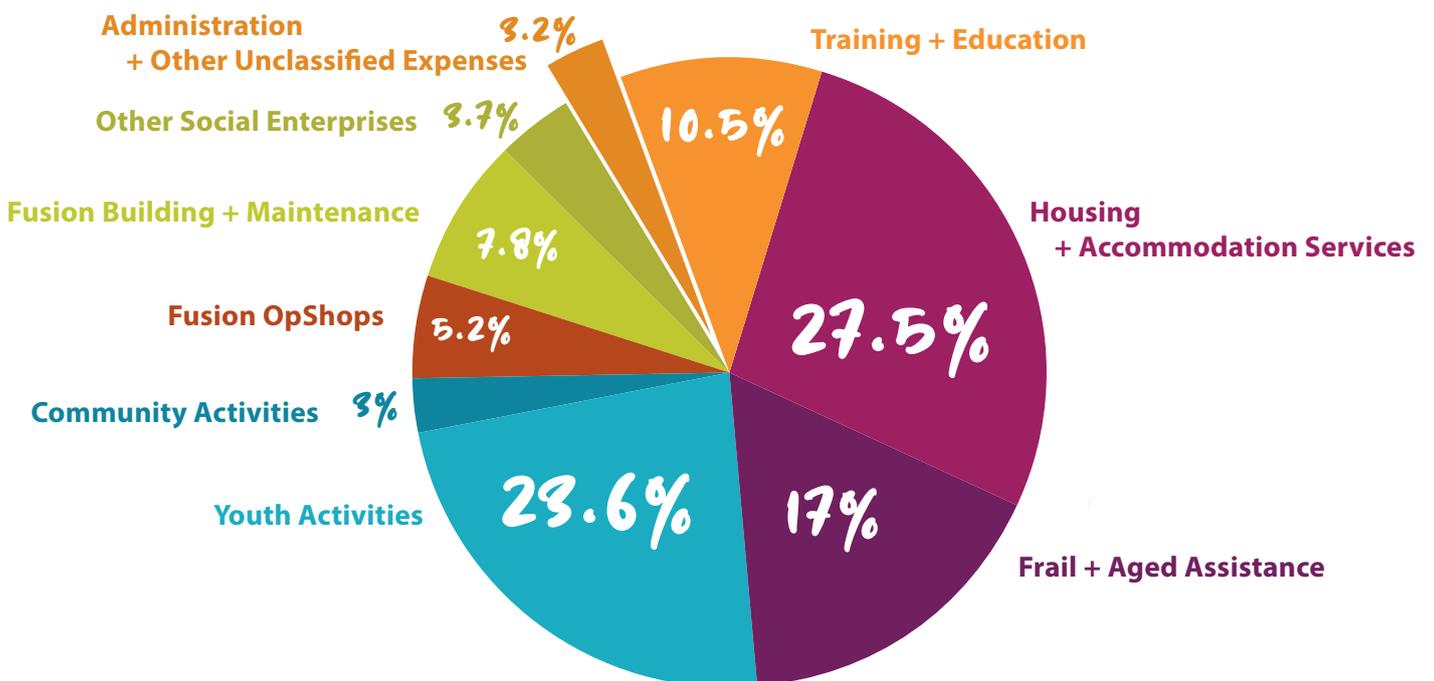


# FINANCIAL OVERVIEW

## Where the Money CAME FROM



## Where the Money WENT



# STATEMENT OF FINANCIAL POSITION

As at 31 Dec **2021**

## ASSETS

	2021 \$	2020 \$
<b>CURRENT ASSETS</b>		
Cash & cash equivalents	6,839,519	6,612,162
Trade & other receivables	243,614	225,863
Inventories	116,327	90,048
<b>Total Current Assets</b>	<u>7,199,460</u>	<u>6,928,073</u>
<b>NON-CURRENT ASSETS</b>		
Trade and other receivables	89,591	75,937
Property, plant and equipment	6,951,246	7,048,937
Right-of-use assets	1,226,059	976,647
<b>Total Non-Current Assets</b>	<u>8,266,896</u>	<u>8,101,521</u>
<b>TOTAL ASSETS</b>	<b>15,466,356</b>	<b>15,029,594</b>

## LIABILITIES

<b>CURRENT LIABILITIES</b>		
Trade and other payables	2,997,101	2,749,547
Borrowings	11,245	13,246
Lease Liabilities	292,49	212,468
Provisions	308,572	272,701
<b>Total Current Liabilities</b>	<u>3,609,408</u>	<u>3,247,962</u>
<b>NON-CURRENT LIABILITIES</b>		
Borrowings	-	458,376
Lease Liabilities	1,002,187	814,735
Provisions	941,885	905,200
<b>Total Non-Current Liabilities</b>	<u>1,944,072</u>	<u>2,178,311</u>
<b>TOTAL LIABILITIES</b>	<b>5,553,480</b>	<b>5,426,273</b>

## NET ASSETS

9,912,876

9,603,321

## FUNDS

Accumulated Funds	7,088,971	6,779,416
Reserves	2,823,905	2,823,905

## TOTAL FUNDS

**9,912,876**

**9,603,321**

# STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 Dec **2021**

	<b>2021</b> \$	<b>2020</b> \$
<b>REVENUE</b>	11,987,735	12,407,566
<b>OTHER INCOME</b>	39,710	-
	<b>12,027,445</b>	<b>12,407,566</b>
<b>EXPENSES</b>		
Administration and Other Expenses	(1,873,962)	(1,499,122)
Depreciation	(607,060)	(561,843)
Finance Costs	(56,339)	(81,579)
Fundraising and Other Expenses	(145,503)	(126,501)
Impairment of Assets	-	(283,747)
Other Operating Costs	(1,893,585)	(1,450,838)
Salaries & Employee Benefits	(7,036,516)	(6,863,940)
Utilities	(104,925)	(104,362)
	<b>(11,717,890)</b>	<b>(10,971,932)</b>
<b>Surplus Before Income Tax</b>	309,555	1,435,634
Income Tax Expense	-	-
<b>Surplus for The Year</b>	309,555	1,435,634
<b>Other Comprehensive Income</b>	-	-

**TOTAL COMPREHENSIVE INCOME for the year**

**309,555**

**1,435,634**

# 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  
Aged Care Quality Standards 2019  
NSW Community Services Practice framework and  
NSW Human Services Outcomes Framework



**THANKS  
TO YOU**

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**TOGETHER THERE'S LIFE**

FUSION AUSTRALIA LTD. **ANNUAL REPORT 2021**



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