

# THE - - - WAY - - - HOME



**fusion**  
AUSTRALIA

**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 **1 Pusey St Bentley, Western Australia.**

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 2022 to 31 December 2022.

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.



# ACKNOWLEDGEMENT OF COUNTRY



We acknowledge the incredible design of our Creator who in the beginning decided that it was right and good for the First Australians, Indigenous peoples of this land, to be resident here to care for it and enjoy the fruit of it. And so we continue the deep Indigenous cultural traditions of respect, servanthood and honour by offering our respect to elders, both past, present and future, and join with them to continue the restoring, reconciling and healing work of our Creator within and between all the peoples of Australia.



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# THE WAY HOME





# THE WAY HOME

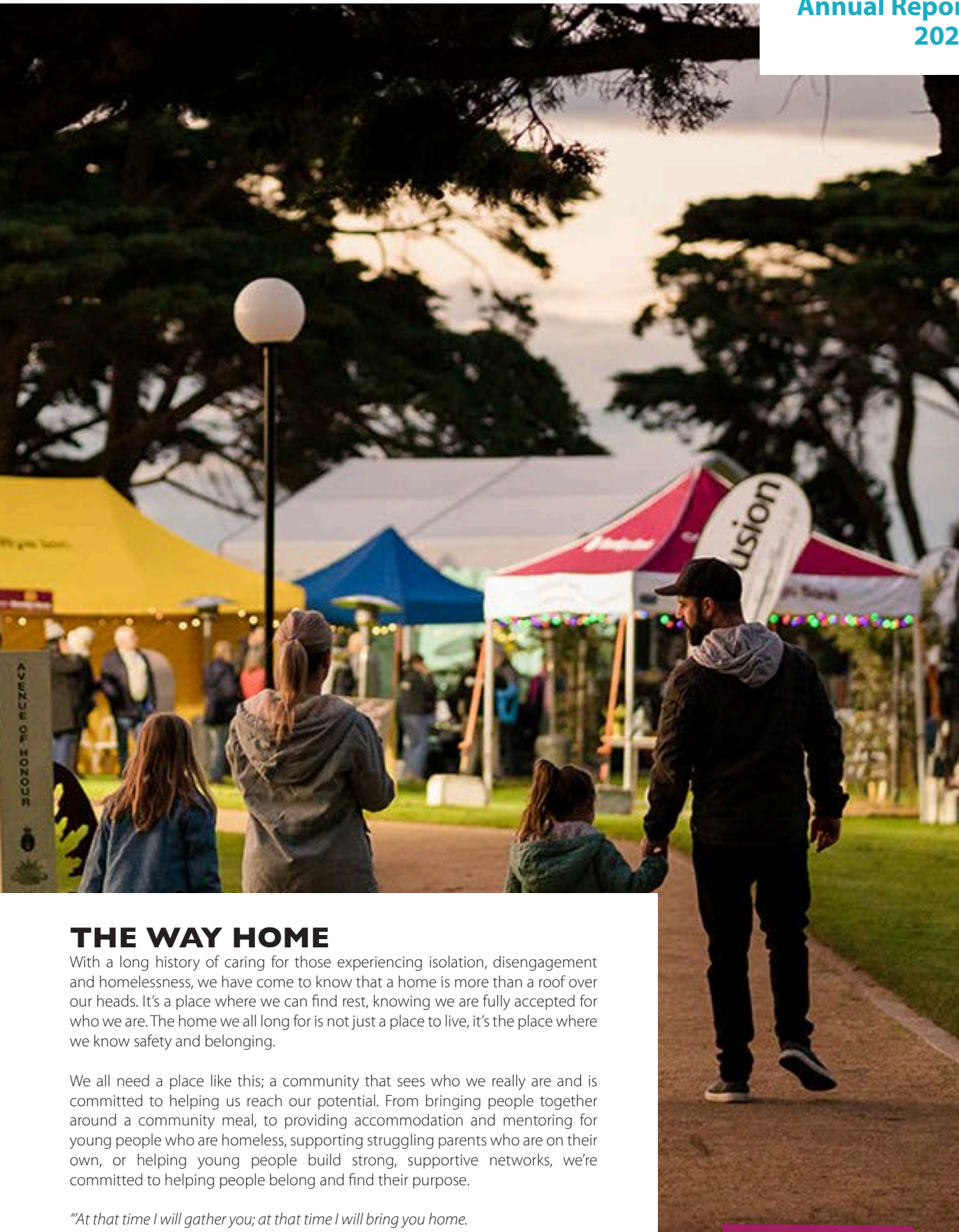
## WHO WE ARE

**SLEEP IN YOUR CAR**  
Mornington Peninsula, VIC

**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. Our focus is always on community building and helping people to find both belonging and purpose.





## THE WAY HOME

With a long history of caring for those experiencing isolation, disengagement and homelessness, we have come to know that a home is more than a roof over our heads. It's a place where we can find rest, knowing we are fully accepted for who we are. The home we all long for is not just a place to live, it's the place where we know safety and belonging.

We all need a place like this; a community that sees who we really are and is committed to helping us reach our potential. From bringing people together around a community meal, to providing accommodation and mentoring for young people who are homeless, supporting struggling parents who are on their own, or helping young people build strong, supportive networks, we're committed to helping people belong and find their purpose.

*"At that time I will gather you; at that time I will bring you home. I will give you honor and praise among all the peoples of the earth when I restore your fortunes before your very eyes," says the LORD."*  
Zephaniah 3:20

## FROM THE BEGINNING

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.

## THE WAY HOME 2022

As we entered a third year of uncertainty and change in 2022, we were challenged to lift our eyes to see the world around us; to consider how we would respond to the needs of our communities. Following the two years of isolation, we stepped out of our bubbles to connect with neighbours, to initiate action and bring hope where it was most needed.

Our teams proved agile and flexible as they stepped up to the challenge of developing new programs for a post-pandemic world. This report tells the stories of how together with our partners and supporters, we stepped up and out to provide leadership and creativity in our communities.

As the year unfolded, restrictions changed and new opportunities emerged. This required our Fusion teams to continually modify, adjust and be responsive to the circumstances. It required us to maintain focus locally and nationally on our core purposes and vision. With the year now behind us, we celebrate the opportunities that our collective efforts created for young people to find their way "home", whether that meant securing safe accommodation, finding belonging in a friendly youth program, after school activity, or mentoring program with people who care, or learning skills to embrace their future and reach their full potential.



## 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 Framework

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 framework is built on four pillars, which work together to undergird both Fusion centres individually and our corporate national work.



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

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

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

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



## Message from the Executive Team Leader

At the end of 2021 we eagerly anticipated the lifting of COVID restrictions, and the opportunity to reunite together face to face, reopening following two years of difficult lockdowns in many places.

Fortunately 2022 provided me with the opportunity to visit each of our Fusion centres across Australia. It was a blessing to see the spaces created that allowed people to land, where they can belong, connect, and find purpose. It was a joy to meet in person and experience the hospitality of our dedicated staff and volunteers, to meet service users and participants, to see and hear their stories and witness the impact that the community of Fusion is bringing.

Having been separated following years apart, this year has felt much like coming home; connected, and supported as we work in our communities to empower young people to thrive despite difficult circumstances. This culminated in our "Walking Together" National Conference in September at Poatina, when we explored how we improve our approach to diversity and inclusion practice and culture.

Amongst the joy and relief of being able to work together in person, emergence out of COVID brought operational challenges to be navigated. Sadly, this included the closure of Capstone College in Poatina Village, Tasmania at the end of 2021 and the transition of students to alternative education options. Like most other businesses and services, our centres have faced the challenges of staffing shortages, retirement, and replacement of long-standing Fusion staff, rising costs, and the impact of natural disasters.

In addition to these challenges have been the regular operational management issues, including the Fusion Building and Maintenance enterprise (FBM) navigating a significant transition in aged care funding and regulations, on top of product and supply shortages, and our national housing and accommodation services undertaking their annual external surveillance and compliance audits to ensure the quality of our services and safety of our residents.

To prepare and support our Fusion centres to adapt and meet these emerging challenges, the Board and I have worked together to build and strengthen the National Executive team. This resulted in a new national management structure and the addition of two new General Manager roles, one overseeing our national Accommodation and Clinical services the other overseeing our four Sydney based centres.

The challenge remains to fill a third General Manager role to oversee the social enterprise and missional programs across the country, including our training programs, pilgrimages, independent youth programs, and opportunity shops.

With the support of a new Executive Operations Manager, Fusion has undertaken a range of governance and administrative improvement projects including our approach to our financial investments, our approach to upgrading our information technology systems, and support to our communications and fundraising programs.

There is much to be thankful for in 2022, in particular our dedicated staff and volunteers, our supporters, partners and funders who have continued with us on the journey and demonstrated servant-hearted compassion and perseverance. As we look forward to 2023, there are a number of exciting projects underway, including the Fusion Village on the Mornington Peninsula and the review and development of our next five year strategic plan.

Warm Regards,

**Geoff Manton**

Executive Team Leader | Fusion Australia Ltd



# THE WAY HOME



## Message from the Board Chair

As in previous years, 2022 was marked by faithful staff and volunteers coming together in 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, the stories in this report highlight the creative ways teams have found to have impact on young people's lives, and in the wider community, this year.

2022 also marked the first full year with Geoff Manton as Executive Team Leader. Despite sometimes chaotic travel arrangements, Geoff managed to engage widely across the organisation, developing a solid understanding of who we are and who we might become as local teams and as an organisation. During the year, Geoff realigned the Executive Team, bringing Patrick Witcombe and Ben Revill on board and confirming an expanded role for Fiona Gunnion. All three have already made significant contributions.

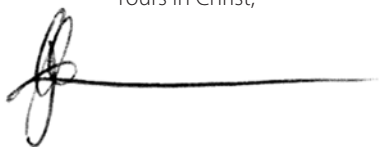
There have been changes at Board level with the completion of the terms of Anton Benc, Robert Greig, David Ireson and Jesse O'Neil. All made important contributions to Fusion during their time on the Board. Prior to joining the Board, Anton assisted us with creating and implementing our quality framework, and his wise questions regularly brought fresh viewpoints to Board decision-making. Rob's fine legal mind and experience with other Christian not for profit organisations contributed viewpoints and ways forward that we would not have otherwise considered. Dave brought deep understanding of Fusion's Australian and international work, as well as Fusion's policies procedures and practices. Jesse's expertise in youth work and social enterprises, as well as his business sense, helped us to chart our path through the bumpy COVID and recovery years. We thank them all for their excellent service to Fusion through their contributions to the work of the Board.

Paul Ryan was appointed to the Board in September, bringing a wealth of experience in the leadership of Christian organisations and the governance of not for profit ventures.

We welcomed Steve Hamilton back to the Board in October, after a break of several years and look forward to the contributions he will make in coming years.

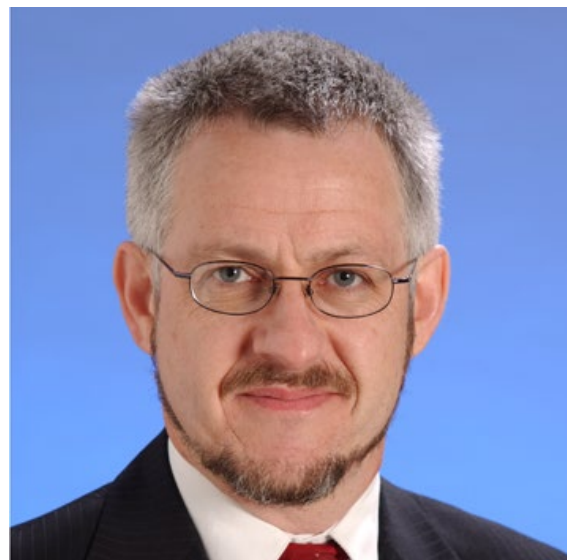
The message from Proverbs 3 remains true to this day: 'Trust in the Lord with all your heart. Never rely on what you think you know. Remember the Lord in everything you do, and he will show you the right way.' It has been my pleasure, and that of the Board, to play our role in Fusion's work this year. We look forward to another year of opportunities to help the Kingdom come.

Yours in Christ,



**Richard Palmer**

Chair, Fusion Australia Board of Trustees





# THE WAY HOME

**COLYTON YOUTH OUTREACH**  
Colyton, NSW





# WHAT WE DID IN 2022

**At Colyton in Sydney's west,** Fusion has been part of the local high school for ten years. In that time, our youth workers have served as chaplains and caseworkers, provided mentoring, support and activities to build a positive and engaged culture within the school. Following the lockdowns of 2021, we were encouraged to see a growing group of young people finding a home at Fusion's after-school Youth Outreach established in 2022.

*"For the young people we're connecting with, home is often a difficult place to be themselves, to feel or to be safe. Drugs, alcohol, and violence are common experiences for many of these teens. At our lunchtimes programs in the school and at the Youth Outreach afternoons we're creating spaces where they are safe to be themselves, away from the challenges and responsibilities they face at home."*

*"This year we've seen the group grow, overcoming cultural divisions and issues with bullying to ensure anyone who comes is included and valued. We know that this has a big impact in the life of the school too."*



**BOYS PROGRAM**  
Mornington Peninsula, VIC

## WHAT WE DID IN 2022



# 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 find belonging in order to 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.

## THE WAY HOME THROUGH

9186

young people  
supported.

420

young people  
mentored.

6434

school-based connections

992

participants in  
Adventure Based Learning programs

35

Local teams know the needs of their communities best and work to ensure that they are supporting the most vulnerable. In 2022, our teams delivered high quality care and support for those without a safe place to call home and continued to find new and innovative ways to serve in community based youth programs and activities.

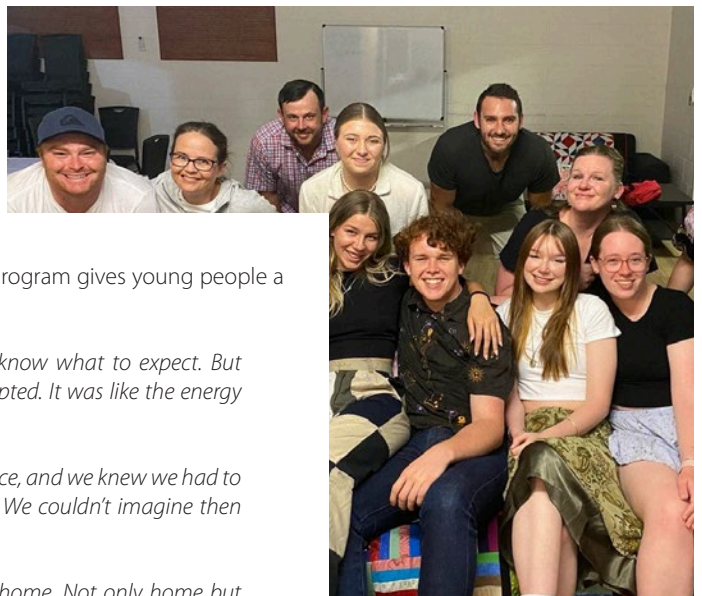
**On the Sunshine Coast,** the weekly Fusion Youth program gives young people a place to belong.

*"First night coming to Fusion Youth I was terrified because I didn't know what to expect. But walking in and seeing all the laughter, chaos and happiness that erupted. It was like the energy was drawing you in.*

*By the end of the night, my friend and I were beaming. This was our place, and we knew we had to come back. We made so many new friends and so many memories. We couldn't imagine then what it would become.*

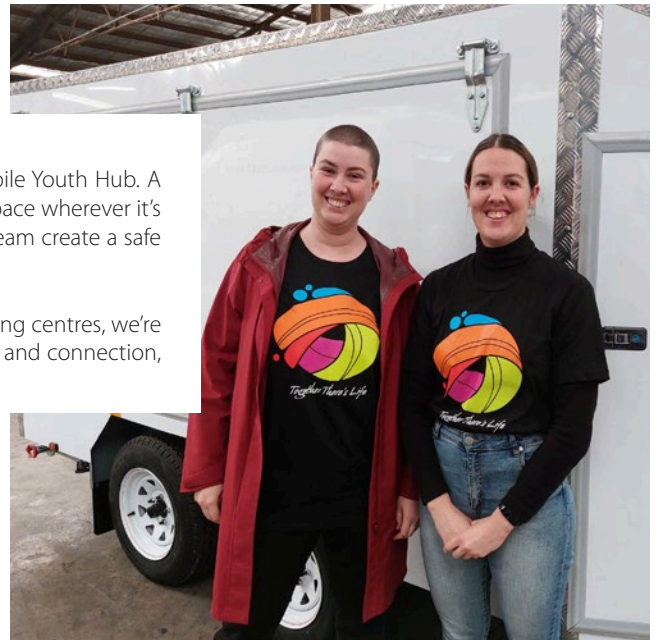
*Fusion became a safe place; it was my home when I couldn't be at home. Not only home but became family. It became my rock and a place I always knew I could come back to no matter what".*

– Aria, 17 years old.



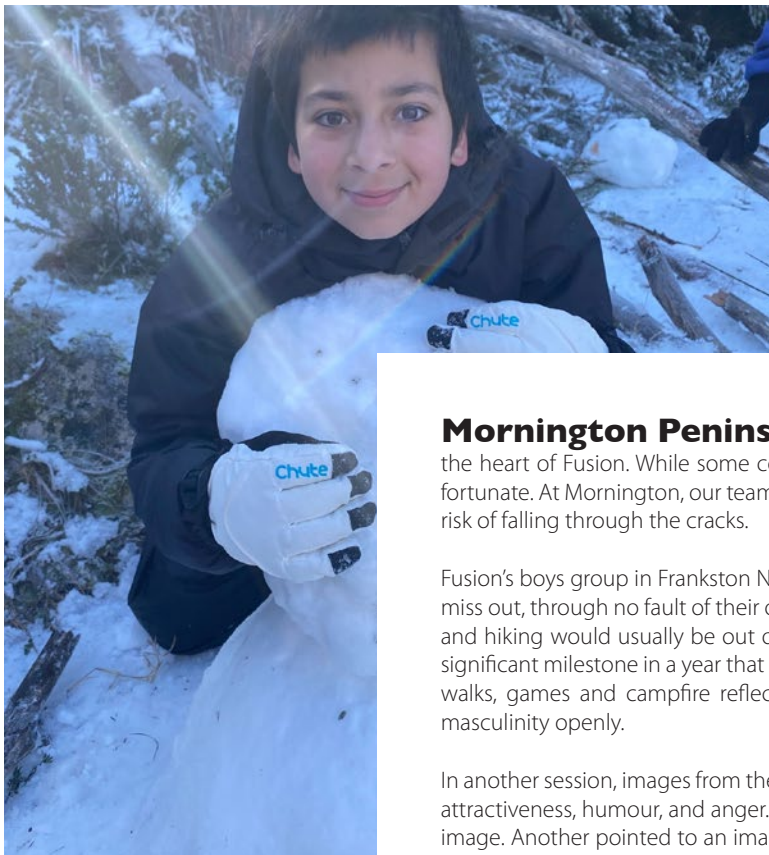
**In Perth WA,** October saw the launch of the Fusion Perth Mobile Youth Hub. A youth centre on wheels, the trailer is equipped for a pop-up youth drop in space wherever it's needed. With a BBQ, drinks, games and activities on board, it's helping the team create a safe space to get to know local young people.

Thanks to our partnerships with the local Police, Council, schools and shopping centres, we're now out weekly in the places where young people need additional support and connection, including the local skate park.



# THE WAY HOME

TO IDENTITY



**Mornington Peninsula VIC.** Creating opportunities for young people is at the heart of Fusion. While some communities have an abundance of resource, others are less fortunate. At Mornington, our team works with several communities where young people are at risk of falling through the cracks.

Fusion's boys group in Frankston North is creating opportunities for those who would normally miss out, through no fault of their own. Snow trips, ropes courses, mountain boarding, camping and hiking would usually be out of reach for these young men. A trip to Camp Adanac was a significant milestone in a year that saw the group wrestle with what it means to be a man. Night walks, games and campfire reflections helped build a space where the boys could discuss masculinity openly.

In another session, images from the media lay on the ground, prompts to reflection on strength, attractiveness, humour, and anger. *"You're meant to be buff"*, said one of the boys pointing to an image. Another pointed to an image of an aggressive looking man, saying, *"this is what I see"* in the media. The reflections shed some light on the cultural pressures placed on young people today.

For some of these young people the recent snow trip was *"the best day ever"*. Creating lasting memories, forming connections, and building spaces of belonging are transformative for young people, allowing them to grow and shape their identity in new and empowering ways.



**At Burwood NSW,** every week the Fusion youth team supports the Pacific Islander students at Burwood Girls' High School as they explore their identity through the lens of their culture. Together they have created art works, built papier mache volcanoes, shared cultural stories, and in 2022 visited the Australian Museum to learn about the preparation of tapa (cloth) so that they could design their own dress.

This project culminated in the presentation of the completed garment to the Museum, where it is now part of the official collection of artefacts from the Pacific region. Year 9 student, Sophia led the group in the process, investing her own time into the designing and making. As part of the final presentation at the Museum, Sophia shared the story of the garment and its meaning.

*"We wanted to pay homage to our ancestors – the long line of Pasifika People who came before us. The train's length grips from the hips, anchoring their timeless presence, as the long train stretches out behind. The train is buttoned to the upper piece, as a reminder that as we walk forward into the future, our ancestry will always be linked, no matter what." – Sophia, Year 9 Student*

Fusion programs like this are supporting students to deepen their understanding of who they are, where they've come from and their place in the world.



**In Western Sydney,** Fusion's Exhale program encourages young people to step outside their comfort zone, taking on physical and personal challenges and discovering more of their own potential. Coordinated by Fusion volunteers, skilled and trained in mentoring and leading young people in wilderness adventure, each month a group of young people take on a different outdoor challenge including, rock climbing, caving, kayaking or canyoning. In the context of these outdoor challenges, time is also spent exploring the bigger questions of life.

On an abseiling day in 2022, despite his extreme fear of heights, Jorden chose to face his fears, preparing his abseiling gear and attempting a small height. He couldn't bring himself to do it and was disappointed. The team helped Jorden talk through his fears, including a distrust of himself and the gear. When the group moved on to a bigger pitch, Jorden decided to face the challenge by getting on the safety line and walking over to the edge, getting comfortable with the height, enjoying the view. Later in the day, this small step made it possible for him to go back and tackle the abseil he'd previously backed away from.

The supportive, encouraging community made it possible for Jorden to step beyond his comfort zone and discover more of his potential.





**FUSION MORNINGTON  
HOUSING AND SUPPORT**  
Mornington Peninsula, Vic

## WHAT WE DID IN 2022

# ACCOMMODATION & SUPPORT SERVICES

Fusion Australia  
Annual Report  
2022



## THE WAY HOME THROUGH

260

people  
supported.

17025

bed nights  
in 2022.

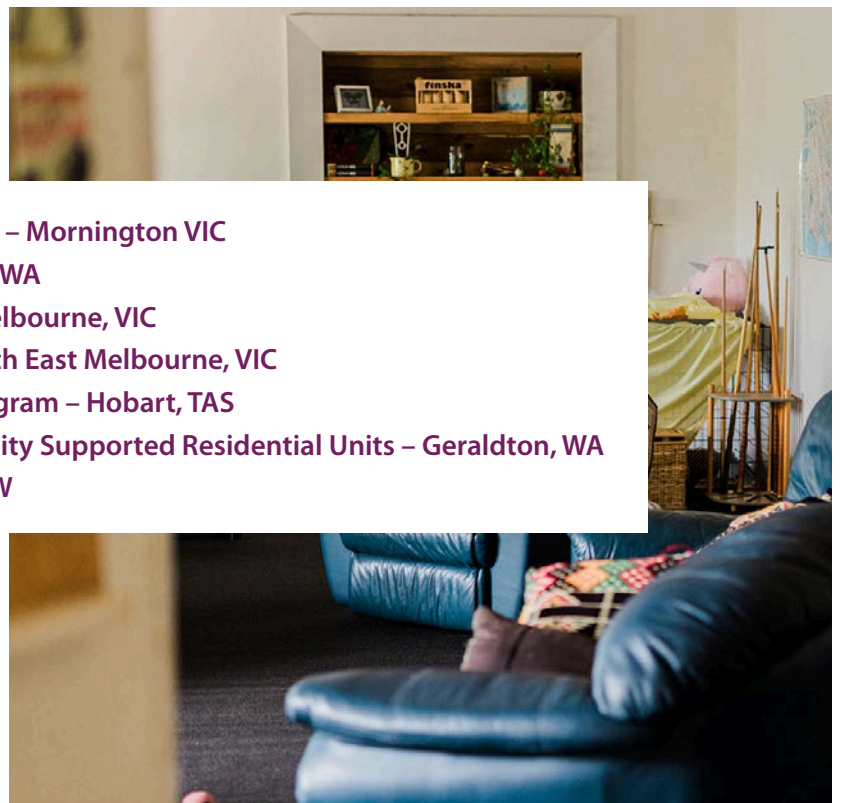
Fusion has a long history in both the youth accommodation sector and as a provider of broader accommodation options across the country and has been registered as a Tier 3 National Community Housing Service Provider since 2015.

In 2022, 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

**FUSION MORNINGTON HOUSING  
AND SUPPORT**  
Mornington Peninsula, Vic





# HOME

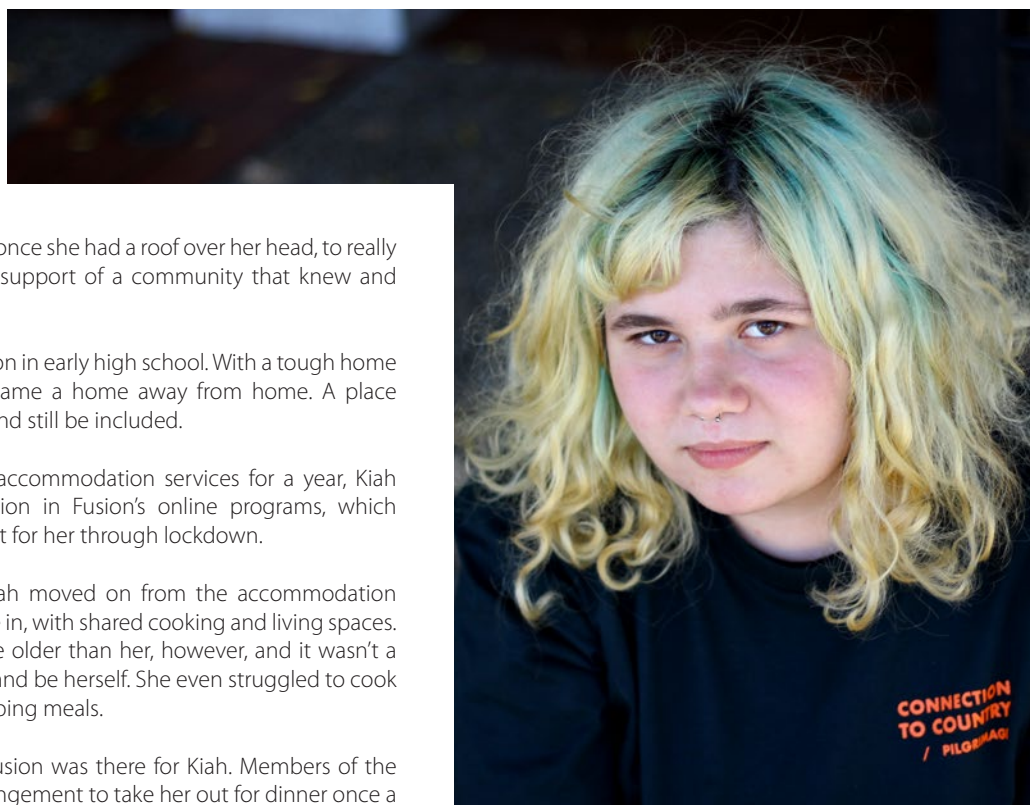
## A SAFE SPACE TO BELONG

**Jess' Story.** Jess\* came to Fusion after her school expressed concern about how safe she was at home. Pressure to perform and live up to family expectations had always been intense. Punishment, including violence followed whenever she didn't get the grades that were expected of her. All the messages she received told her that she didn't matter; that she wasn't important.

At Fusion, Jess had a safe place to sleep and was surrounded by people who cared about what mattered to her. For the first time, people were interested in finding out what she liked, and even wanted to spend time with her.

When Jess was sick, the team chose special foods for her and paid for streaming services so she could isolate in comfort. After only a few weeks with them, the team could see a difference in Jess. She was ready to make eye contact with others and take small steps to accept positive feedback, when it was given to her.

*"Before I came to Fusion I felt very alone, now I have gained friends in the other young people and know that the staff support me, so I don't feel alone anymore." – Jess. 18 year-old*



**Kiah's Story.** Even once she had a roof over her head, to really thrive Kiah\* still needed the support of a community that knew and cared for her.

Kiah first connected with Fusion in early high school. With a tough home life, our youth programs became a home away from home. A place where Kiah could be herself and still be included.

Ending up in various youth accommodation services for a year, Kiah found support and connection in Fusion's online programs, which became particularly important for her through lockdown.

In the year that followed, Kiah moved on from the accommodation services, finding a room to live in, with shared cooking and living spaces. The rest of the residents were older than her, however, and it wasn't a place where Kiah could relax and be herself. She even struggled to cook for herself and ended up skipping meals.

Through this difficult time, Fusion was there for Kiah. Members of the team made a permanent arrangement to take her out for dinner once a fortnight. These were times to touch base, connect and have a meal. This, plus support from her school and her involvement in Fusion youth programs, meant she was strongly connected into a community of people who valued and appreciated her.

*"For me, home wasn't a safe place to be, so I ended up leaving. I was jumping through a bunch of homelessness services and I found that I never truly felt like I belonged there either. I ended up finding solace in joining the [Fusion Youth] online program and actually felt like I belonged somewhere, and since joining Fusion online, I've really branched out to attending other parts of Fusion. Fusion has really given me a safe space where I can be comfortable." – Kiah. 18 year-old.*

*\*Names changed*

**Caleb's Story.** Young people need a place to belong. Like Caleb\* did, when he first came to Fusion in Perth five years ago.

*"When I first arrived, I was 16 years old, and I'd been living out of home for a year. My life was derailing quickly. I had no relationship with my parents; I was disengaging from school and mixing with the wrong friends. I was an angry kid with a chip on my shoulder with the world. Fusion gave me a home, stability, and the support I needed to get through school."*

More than just a place to live, Caleb was taught the life-skills he needed to move out of home and take up an apprenticeship. At Fusion he found the community he needed; helping him reconcile with his father and grieve his death when he passed away.

Although five years had passed, like any family, when Caleb needed support, he came home.

*"I was in a job I didn't like, with friends who weren't doing the right thing. I could see that everything in my life was derailing again. Fusion welcomed me back with open arms and set me up in their independent living units, with another housemate. I got involved with the new Youthwork Trailer [mobile youth centre], reengaged with church, started helping train some of the other young people at Fusion, found a new job and started turning my life around."*

*"At Fusion I feel like I belong. The community wants to see everyone do well. Whether you're having a good or bad day, they treat you and love you the same. I know that they want to see me live my best life and do the best I possibly can. I can now see a future where I'm stable, happy and that things will go well. I know I have the skills to deal with things next time." – Caleb, 22*

We're so thankful that Caleb found the home he needed, support to find his feet and encouragement to achieve his potential and thrive.

**HOME**  
A SAFE SPACE  
TO BELONG



**FUSION**  
**VILLAGE**  
A PLACE TO THRIVE

**SLEEP IN YOUR CAR EVENT**  
Perth, WA

On the Mornington Peninsula, Fusion's Housing Support Program provides accommodation and support for young people experiencing homelessness between the ages of fifteen and twenty-one.

Operating from the philosophy that every person has a fundamental need for community and purpose, the team is committed to connecting residents with the local community and engaging them with their own internal narrative, sense of belonging and achievement.

**Home for Families.** In the face of a growing need for support and housing for vulnerable young families in the region, Fusion Mornington Peninsula is now working toward establishing the Fusion Village on land surrounding the current youth housing service. As we know from experience, it takes a village to raise a child and this project will see that village created for young families experiencing homelessness.

Purpose-designed for community living, with six villas, a communal kitchen and activities space, lead-tenant house, sensory garden and play spaces, the service will offer two-bedroom and three-bedroom homes.

This program will provide the most important intervention these young families need: stable housing, combined with individualized support and education. The young parents will be supported through antenatal and post-natal care, parenting, nutrition, and early childhood care with resources including specialist parenting courses available.

Support will be provided for young parents to learn essential life and parenting skills, preparing them for the transition to independent living and the future they want for their family. The Fusion Village will provide life-changing results for two generations at once, supporting vulnerable young parents and their new-born babies.

After years spent in the planning phase and with a long term lease on the land now secured, the project was officially launched in 2022. Fundraising is currently underway and with construction scheduled to begin in 2023, it is anticipated that the first residents will move in during 2024.





### **STREET PANTRY OPENING**

In partnership with Mazon Australia and the City of Monash, the free Community Pantry at the Fusion Community Centre in south-east Melbourne opened in August. *"Give what you can, take what you need."*

## **WHAT WE DID IN 2022**



# TRANSFORMING COMMUNITIES



This year saw our teams accept the challenge to “Be the Gift” in their communities. Taking initiative, creating new ways to engage, bridging the gaps to actively care for those left vulnerable through the pandemic years, our responses were shaped around local needs and tapped into the resource already present in our neighbourhoods.

## THE WAY HOME THROUGH

640

community  
programs.

11124

community connections.

**In Western Sydney,** the Fusion team built on our long history of connecting and communicating through the arts with the St Mary's Sings community choir. From February to May, every Thursday morning the local community of St Mary's was invited to join together in song at the local library.

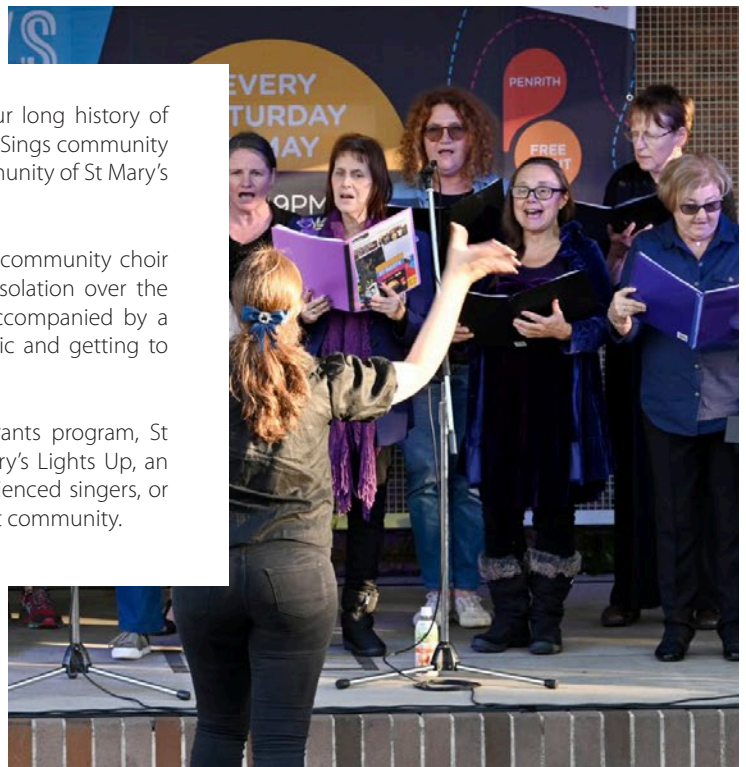
With no special musical skill or talent required, this Fusion-hosted community choir helped people find their voice again after the many months of isolation over the previous two years. In the hands of a skilled choir leader and accompanied by a professional pianist, the diverse group enjoyed making joyful music and getting to know each other more each week.

Made possible through Penrith City Council's Magnetic Places grants program, St Mary's Sings culminated in a public performance as part of St Mary's Lights Up, an initiative of the Council and St Mary's Town Centre. Whether experienced singers, or beginners there was a place of belonging for everyone in this vibrant community.

**In the Riverina NSW,** following a three-year break, the Deni Ute Muster was back in 2022, with nearly twenty thousand people enjoying the cars and activities, including the Fusion Family Centre. The Fusion team of locals and others from across the Riverina region created a space for families to take a break and have fun together. Balloon sculpting, face painting, woodwork, craft, tea, coffee, sweet treats and more were all on offer, free of charge.

Local mum, Louise spent a lot of time in the family centre chatting with the team at the last Ute Muster back in 2019. She had her kids with her then and was so impressed with the team and the atmosphere she asked if she could join the team the following year. Three years later, thanks to Covid cancellations, she came as a valued volunteer.

*"It's tiring but so fulfilling to be a part of the team".  
Thanks to the efforts of Louise and the team of  
volunteers, visitors were able to enjoy a safe,  
welcoming space where they felt they belonged."* -  
Louise



## THE WAY HOME TO BELONGING

# THE WAY HOME

## TO CONNECTION



**In The Blue Mountains,** the Fusion team worked with the local churches and other organisations to host the Community Carols at Winmalee in December, the first event of its kind since the pandemic began.

*"Such a great event and community. Only thing was that it ended too early ... for my liking!"*

With close to two thousand people there, it was a moment for the churches to bring connection to the community after two years of living at a distance. A volunteer team of over fifty people made it all happen, running games, activities, BBQs and more.

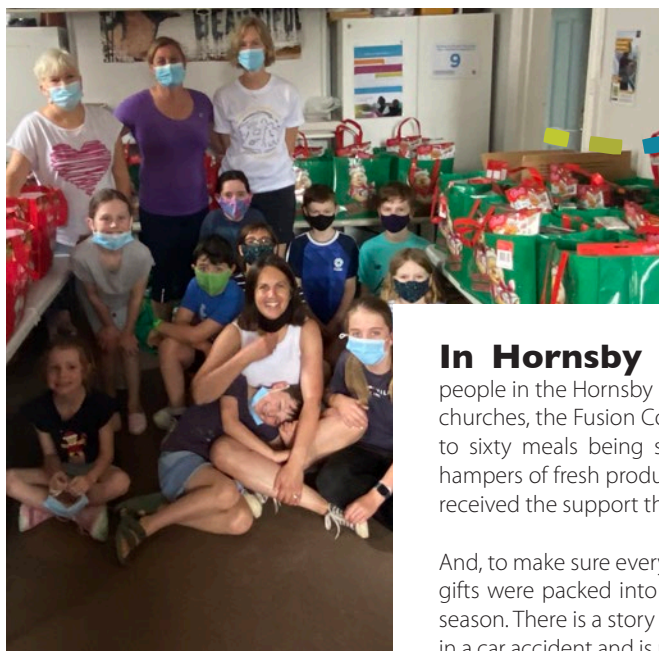
*"Everyone was so happy to be there. With an amazing community feel of people wanting to be part of something local!" – Fusion Team Leader*

We're committed to partnerships like this; working together with others to create places of welcome and kingdom hospitality, bringing the church into the heart of the community once more.

**In Geraldton,** Fusion is using old school fun to bring families together every Sunday. With a vision to see Geraldton become known as THE place to raise a family, the team saw an opportunity to help families connect by running free, fun, festival activities as part of the Council's Sundays by the Sea program in January 2022.

Featuring free live music on the Geraldton foreshore every Sunday afternoon, Sundays by the Sea brings locals together in a relaxing environment, where they can enjoy the music, the location, a picnic from home or food from a local vendor. And, thanks to Fusion's team of volunteers, there are activities to help families enjoy being together too. With no time limit or cost involved, there's no stress for cash-strapped families who need time out together in a supportive environment where everyone is welcome.

In a community impacted by a cycle of fatherlessness and family violence, these moments demonstrate what a transformed community looks like and its power to support families to connect and thrive.



# THE WAY HOME

## TO CARE

**In Hornsby NSW,** Fusion has undergirded community support for vulnerable people in the Hornsby region for the last three years. In partnership with other organisations and churches, the Fusion Community Centre has been a hub of food relief and support, including up to sixty meals being served four nights a week. The volunteer team put together forty-five hampers of fresh produce, bread and meat each week to ensure that locals who were struggling received the support they needed.

And, to make sure everyone had a way to celebrate at Christmas, donations of groceries, toys and gifts were packed into ninety hampers and gifted to those who were facing a difficult holiday season. There is a story behind every meal and hamper received. One young man lost his parents in a car accident and is now struggling with cancer himself. Following a marriage breakdown, one lady was left with nothing. Another woman facing huge dental bills, was unable to pay for electricity. And there are many stories of people who lost jobs because of Covid and lockdowns.

These challenges are real, but so is the impact of a community coming together to support each other. Individuals, schools, organisations, and churches choosing to be generous, stand with those in need and be part of bringing hope to their neighbours.

# FUSION & POATINA VILLAGE

Nearly 30 years ago, Fusion took the risky step of investing in the close to 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, close to three 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.

**Poatina Arts.** Poatina Arts is a vibrant arts collective with a shared vision to be “a thriving hive of inspired creativity, where people come alive.”

Incorporating the Alethea Mountain Retreat Arts Centre and Poatina Glass Studio, Poatina Arts is home for a small colony of resident and visiting artists, studios, workshops, and other events that attract hundreds of artists and visitors from around the globe each year.

Regular events include the multi-discipline Faith and the Arts Summer School held each January for over twenty-five years. There are also regular exhibition openings held in the The Poatina Tree Art Gallery throughout the year. The Artist in Residence Program operates year-round and is open to visual and performing artists. In 2022, two artists found their artistic home in Poatina Village as part of this program.



## Faith & The Arts. Becoming 2022

Every January, Faith and the Arts provides the opportunity for people to stop, reflect and create. In company with others, people at all stages of the creative journey gather to explore their creativity as an expression of faith. The program includes time to experiment, have fun, reflect and to encourage others to take new risks and discover more of their creative potential.

Following the success of the 2021 online program, with people joining in across Australia and around the world, and in the face of ongoing COVID risks, the creative team at Poatina Arts and Fusion chose to go online again for 2022. With an engaging range of workshops, art making, creative worship and teaching, anyone could join in from “wherever you are”.

Morning and afternoon electives including dance, music, poetry, weaving and more, plus Evening Gatherings provided the chance to learn and grow in company with others.

**In The Blue Mountains,** the Fusion team brought together a small group of young people to participate in Faith and the Arts 2022. Gathering in person and joining the online sessions together, they honed their skills in the Colour Theory and Acrylic Painting electives, before the Evening Gathering sessions of worship and creative exploration.

*“The electives were both fun and educational, which helped me develop and refine my skills. Colour Theory helped me to understand the complexities of colour and the easiest ways to create desired colour.... acrylic paint showed me how to express my creativity in a free environment such as when we learnt to “play with paint” while doing abstract art.” - Katie*

Before the course, each participant received a kit of supplies in the mail. Art supplies, plasticine, chocolates, a magnifying glass, seeds and a handmade glass leaf; all a mystery until their purpose was explained in the evening sessions.

*“The electives helped to challenge and teach us new ways of doing our art. In Colour Theory, I learned how to mix and create new colours, as well as matching to a colour we had been given. In Acrylic Painting, I learnt about under-paintings and how to create depth.” - Taylor*

*“Faith and the Arts was a fun, supportive environment, where I felt I could express my love for God through my art” - Katie*

Faith and the Arts was a place for these young people to thrive – exploring more of their faith, their understanding of who they are and their purpose in the world.





**ADVENTURE BASED LEARNING**  
Forest Glen, TAS

## WHAT WE DID IN 2022





# 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.

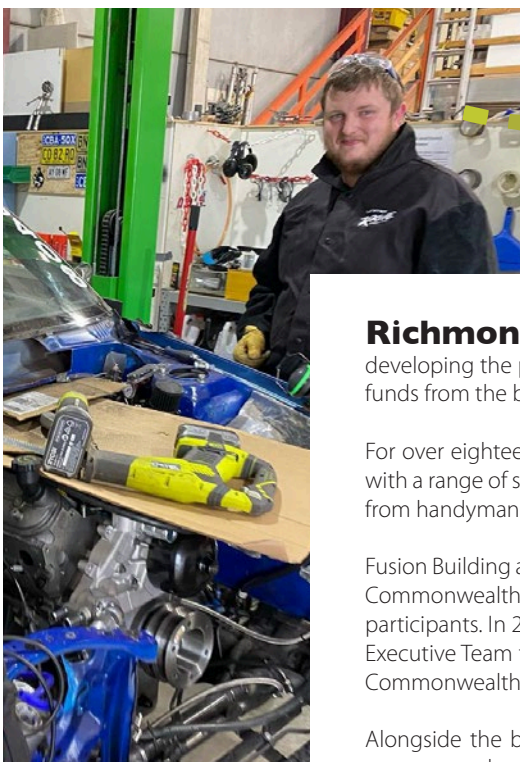
In 2022, Fusion continued the development of social enterprises which, alongside fundraising, are strengthening the framework for the sustainability and growth of Fusion's work into the future. Although the pandemic had a significant impact in a number of areas, particularly those centred on tourism 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 in 2022.

### THE WAY HOME MADE POSSIBLE BY

**274**  
team  
members.

**22**  
enterprises  
including  
**13**  
opshops.

**788**  
clients supported  
by Fusion Building  
and Maintenance.



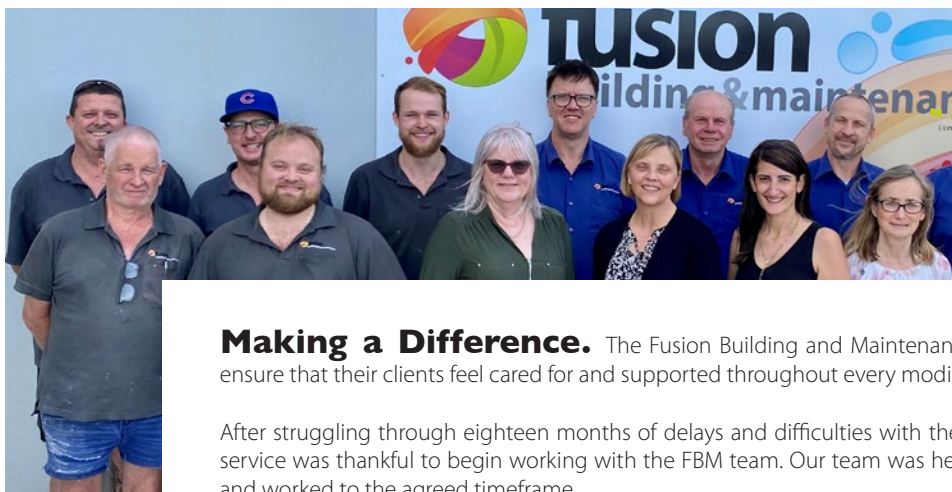
## FUSION BUILDING & MAINTENANCE

**Richmond, NSW.** 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 eighteen 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. In 2022, the management team of Fusion Building and Maintenance worked with the Fusion Executive Team to establish a workplan preparing the enterprise for major changes to funding under the Commonwealth Home Support Program to be implemented in July 2024.

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



## FUSION BUILDING & MAINTENANCE

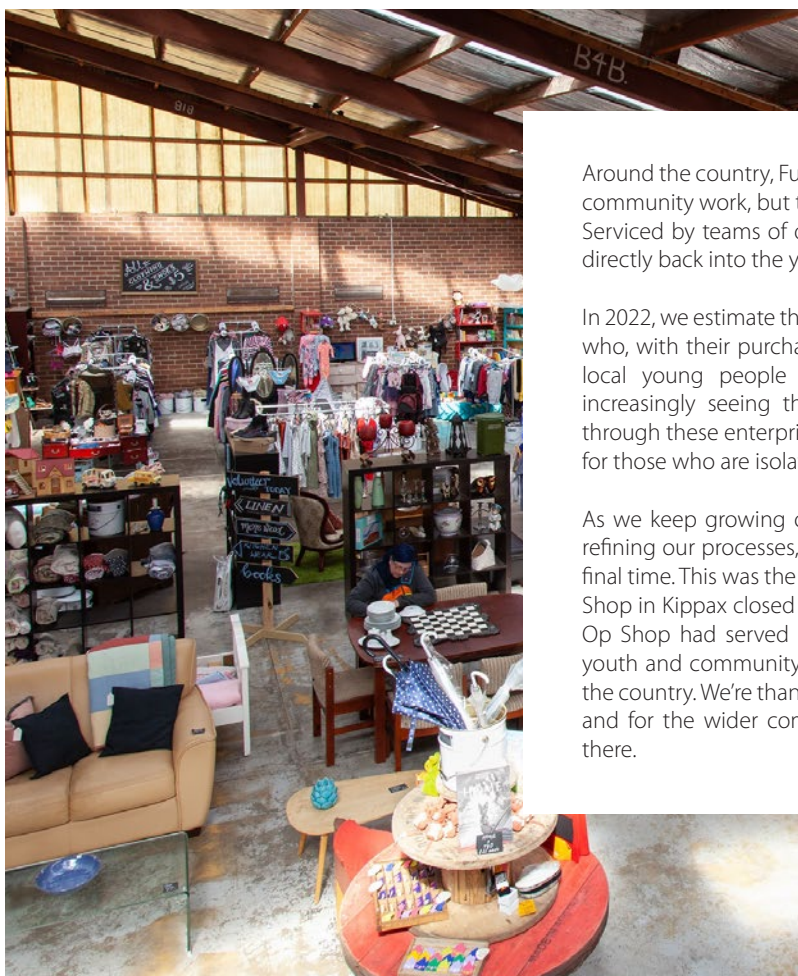
**Making a Difference.** The Fusion Building and Maintenance team at Richmond NSW work hard to ensure that their clients feel cared for and supported throughout every modification and building project.

After struggling through eighteen months of delays and difficulties with their “nightmare” project, one local disability service was thankful to begin working with the FBM team. Our team was helpful, professional, passionate, committed and worked to the agreed timeframe.

*“The result was something we never imagined. Our participants, their families, their therapists and our team are in love with the property, and so are we. Fusion has helped us create a space that will be a home away from home for many years, that will support people living with a disability to learn crucial daily living skills, be a safe space when they need emergency support or if their carers need to recharge.*

*We cannot thank the Fusion team enough for what they have done for us and our community. Thank you for accepting our project, which will allow us to continue to do what we love – help our community!” – General Manager*

## FUSION OP SHOPS



Around the country, Fusion Op Shops not only raise vital funds for local youth and community 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 2022, we estimate that our stores were visited by over sixty thousand 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.

As we keep growing our Op Shop network, moving location on occasion and refining our processes, there are times when we need to close the doors for the final time. This was the case for the faithful team in Canberra, when the Fusion Op Shop in Kippax closed in June 2022. Previously a Hand to Hand store, this Fusion Op Shop had served the community for nearly ten years, supporting Fusion's youth and community work in Canberra, and more recently in NSW and across the country. We're thankful for the team who poured their efforts into this ministry and for the wider community that supported Fusion through their purchases there.

**THRIFT OP SHOP**  
Mornington, VIC





**In Narrandera,** as you enter the Fusion Op Shop you will find two empty chairs ready and waiting for anyone who needs a place to stop, sit and belong. This simple way of letting people know they are welcome is one of the reasons the Op Shop has become a hub of connection and support for those doing it tough. And it seems that more and more people are facing difficult circumstances in this community.

With the local economy growing, housing stock is in hot demand, which has meant some long-term residents have been unable to stay in their homes due to big rent increases. The Fusion team is there to provide support as needed, whether with cheap furniture and clothing, or help to navigate local services.

We've known Sarah\* since she was in her teens. With children of her own and a dependent partner, when she lost her licence the Fusion team were there to help. Sarah shared, *"If it hadn't been for you, I don't know where I would have ended up."*

It's one thing to have a roof over your head, it's another to know that there is a community behind you; a place where you belong. We're thankful for the two chairs that say, *"there's a place for you right here."*

## OTHER ENTERPRISES AROUND AUSTRALIA

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

- **General Store, Service Station, Post Office, Art Gallery and Gift Shop** - Poatina TAS
- **Poatina Arts Centre** - TAS
- **Poatina Accommodation and Conference Centre** - TAS
- **Food Relief Vegetable Garden** - Hobart TAS
- **Forest Glen Adventure Based Learning Facility** - Hobart TAS





**LEADERSHIP CAMP**  
Sunshine Coast, QLD

## WHAT WE DID IN 2022



# EQUIPPING FOR MISSION

Fusion Australia  
Annual Report  
2022



For over 60 years, learning that is more than simply 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, India and 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.

## THE WAY HOME

People equipped  
in 2022

**361**

Families Courses

**15**

supporting

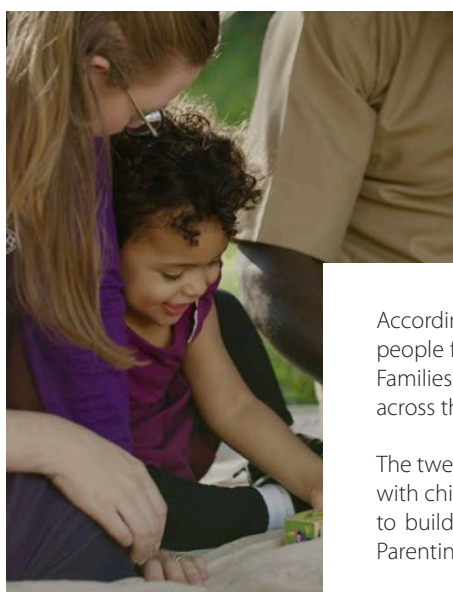
**80**

parents and  
carers

Families Course on  
video, supporting

**44**

families



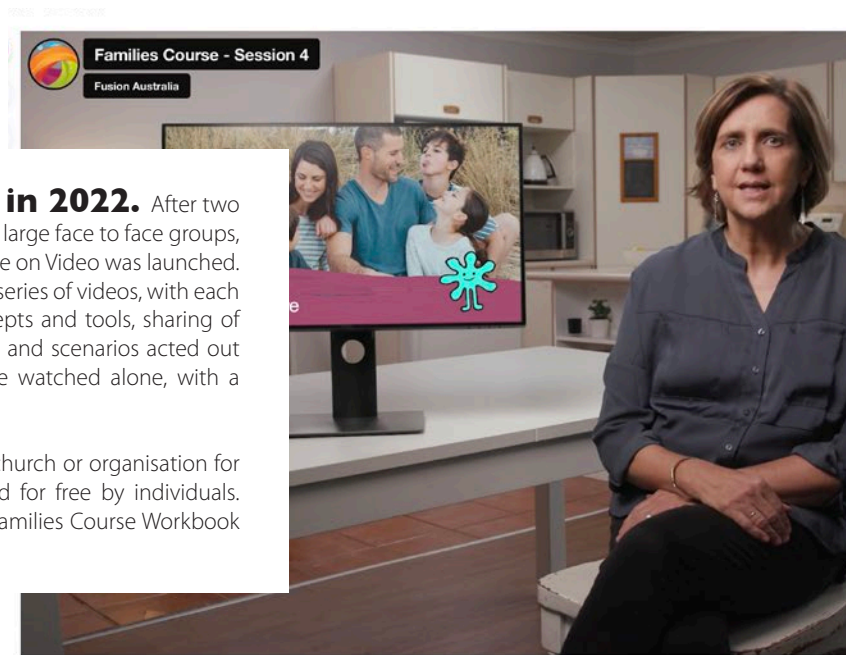
## FAMILIES COURSE

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 2022, 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.





**Families on Video Launched in 2022.** After two decades of running the Families Course in small and large face to face groups, and more recently online, in 2022 the Families Course on Video was launched. The eight topics of the course are all included in the series of videos, with each session including relationship building ideas, concepts and tools, sharing of personal experiences by parents and grandparents, and scenarios acted out by real-life families. The videos are designed to be watched alone, with a partner or friend, or as part of a group.

The Video Course can be purchased for a fee by a church or organisation for use with their congregation or clients, or accessed for free by individuals. Registration includes access to the downloadable Families Course Workbook and the Discussion Guide for use with groups.



**New Resources for Families.** Following the release of the Families Course on Video in May 2022, the team developed a range of tools and resources to further support families. These include, the Families Course Workbook, the My Family Journal and the Families Values Cards.

With artwork by a Fusion artist and Family Support Worker from Fusion Mornington Peninsula, Families Values Cards can be used to explore what is important to the family and what they aspire to together. Using the cards as a starting point, families can have fun learning about what they value as individuals and as a family. The set of cards comes with suggested games and activities for different ages and stages of life. Designed to be used in conjunction with the Families Course or on their own, the cards will help strengthen family life and connection.

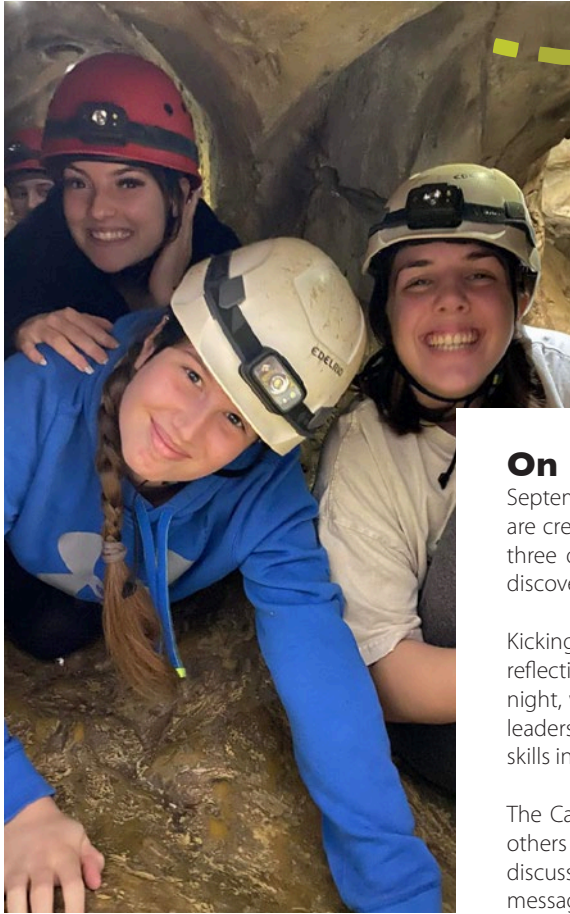
**Families Mentoring in Action – Jackie’s Story.** Jackie\* came into our Family Mentoring Program when she was having struggles with her three children. Over weekly visits from one of our Family Mentors, talking through the issues, and watching the Mentor role model ways of supporting and holding boundaries with the youngest child, Jackie became aware of some of the things she needed to deal with in herself, as well as some tools that she could use with all three children.

*"I found the mentoring process really good. It was really helpful and I learnt a lot about the kids and also about myself. The main thing I gained was understanding my kids more, and how their minds work. I learnt more than I thought I would. I learnt about the teenage-brain, and it helped me understand why my son acted the way he did. Moving on from here, I want to work together side by side with my kids rather than clashing with them." – Jackie*

There are times when we can use a friend. Someone who comes alongside and gently helps us be the person we want to be. We're thankful that Jackie welcomed the support of a Family Mentor to help her achieve what was in her heart for her family.

\*Name changed

# EQUIPPING YOUNG LEADERS

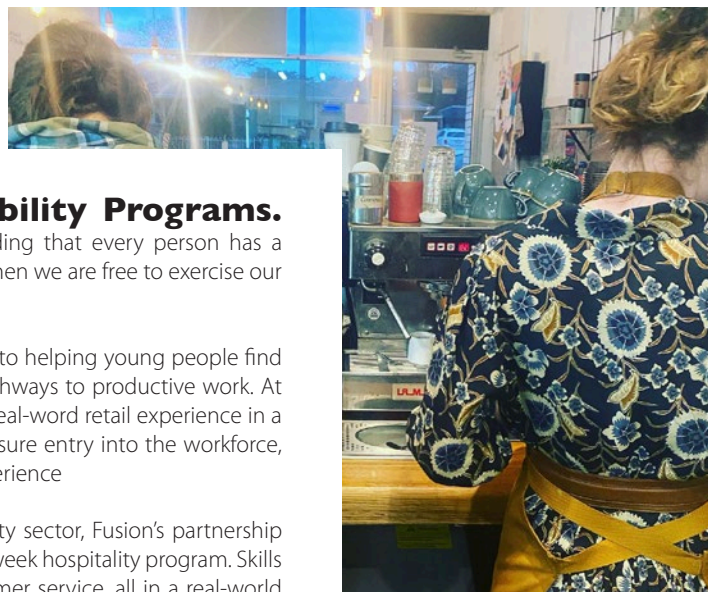


**On the Sunshine Coast,** Fusion's annual Youth Leadership Camp in September once again made space for local young people to become more of who they are created to be. With opportunities to be loving, truthful, creative and responsible, the three days pushed everyone out of their comfort zones, to a place where they could discover more of their potential.

Kicking off with indoor caving and rock climbing, the camp also included times of reflection and training in leadership skills. The learning culminated in a youth take-over night, with roles reversed so that the young people stepped up into leadership and the leaders became the participants. This was when the young people put their newly learned skills into action, taking on every challenge that was thrown at them.

The Camp marked the end of a chapter for some of the older young people, while for others this was just beginning. No matter where they were up to, everyone was part of the discussion about overcoming their fears, "a journey all great leaders must face". The final message for everyone was the importance of teamwork and that leaders are only as good as the team they work with.

We're looking forward to seeing a number of these young leaders in action in the new year, as they step into the new Fusion Internship Program launching in 2023.



## Training for the Future – Employability Programs.

Industry is a core value at Fusion, founded on our understanding that every person has a contribution to make to society and that we are only fully alive when we are free to exercise our unique gifts productively.

On the Mornington Peninsula in Victoria, the team is committed to helping young people find their contribution through their employability programs and pathways to productive work. At Fusion's Thrift Op Shop, Thrift Retail is helping young locals gain real-world retail experience in a supported environment, suitable for those who need a low-pressure entry into the workforce, where they can build confidence, customer service skills and experience

For young people who are keen to enter the food and hospitality sector, Fusion's partnership with local enterprise, Home Ground Coffee Company, offers a 10-week hospitality program. Skills covered include barista training, cooking, food safety and customer service, all in a real-world café setting.

Upon graduation from the training, participants are better ready to enter employment, having gained skills, experience and the necessary confidence to function effectively in the workforce.





**NSW Pilgrimage**  
SIEV X Refugee Memorial, ACT

## WHAT WE DID IN 2022

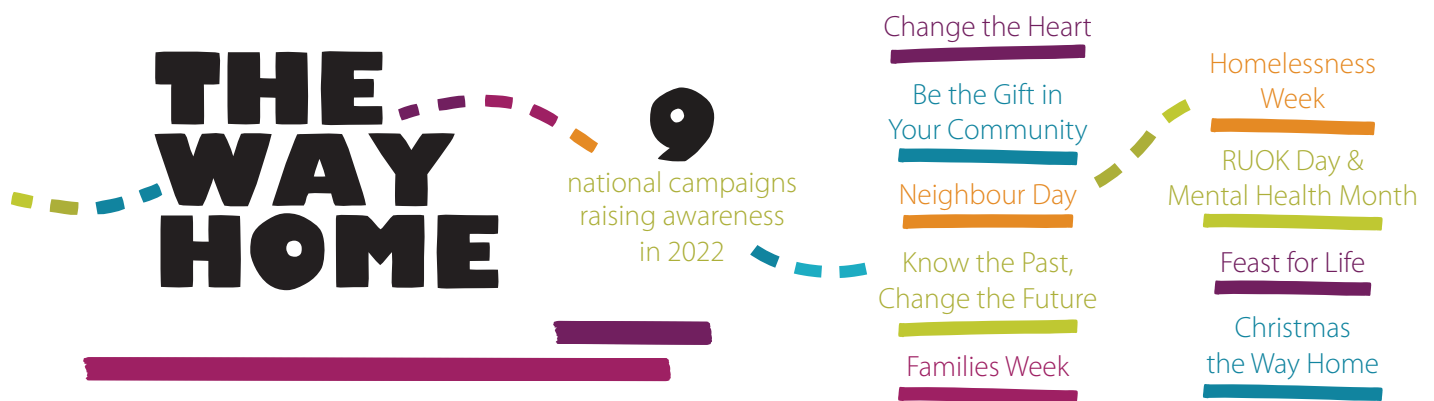
# PROPHETIC LIFESTYLE ADVOCACY & SOCIAL JUSTICE

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 to creating a more just, merciful and compassionate community for all.

## HOW WE DO IT.

- By fostering local faith communities that use culturally relevant ways to share the Gospel.
- As a people of prayer, we wrestle together with the word of God and apply it to the current context.
- We take appropriate action to raise awareness and speak up for those being marginalized and dehumanized within our communities.

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



For over forty years, Fusion teams around the country have used their voices and actions to bring communities together and raise awareness around issues impacting our capacity to thrive. Starting in 1985 with our White Paper campaigns for the International Year of Youth that outlined issues to do with youth homelessness, youth suicide, poverty, unemployment and the failure of the education system for the non-academic, through to today's online campaigns and live events, our teams are committed to mobilizing people to raise their voice with and for the voiceless.

## HOME A SAFE SPACE TO BELONG



In the approach to National Homelessness Week in August, we examined the essential factors to be addressed when supporting those who find themselves without a place to call home. While a roof over our heads is important, it is the sense of belonging that is critical if we are to develop into psychologically and socially healthy adults. Research now shows that for young people who have grown up with abuse, neglect or unpredictability in the home, the impact can be both devastating and long-lasting. Belonging is essential, if the young and vulnerable are to find their place and purpose in the world and thrive.

**SLEEP IN YOUR CAR**  
Mornington Peninsula, VIC





**SLEEP IN YOUR CAR**  
Perth, WA

**Sleep in Your Car.** For the tenth year, Fusion teams brought people together as part of our annual Sleep In Your Car initiative, raising funds and awareness around the issue of homelessness and its impact on our communities.

In both Perth and on the Mornington Peninsula, Fusion teams know how critical empathy is when bringing the community together around those who are experiencing homelessness. Their annual Sleep in Your Car events, held during national Homelessness Week in August, take all those who come along on a journey toward understanding what life is like for those who've lost their home and stable connections.

*"What you can do is increase your capacity to empathise, – to seek to walk in the shoes of someone different from yourself, to listen to their story and live differently because you have taken some of who they are under your skin."* – Gemma, Fusion Mornington Team Leader.



## WALK WITHOUT HOME - THE NEXT STEP.

Originally developed as part of the Sleep In Your Car program, Walk Without Home is a simulation experience that puts participants in the shoes of a local homeless young person as they navigate their way through the system and try to access support. Committed to growing awareness and engagement with the issues around homelessness in the wider community, in 2022, the Fusion teams from Melbourne and Mornington visited the New Hope Baptist Church youth group in Melbourne's east bringing our Walk Without Home experience direct to them.

Nine stations were set up, with a school wellbeing worker, counsellor, psychologist, housing intake worker, Fusion housing service, and several other stations based on the real experiences of young people who have used Fusion's service in the past. Participants were given cards with real stories outlining a person's context and background before they commenced the Walk Without Home.

The Walk was followed by plenty of time to reflect on the experience and consider how to respond. A young primary school participant, reflected on the experience of a gay young person who ended up being kicked out of home, saying it was 'unfair' that it happened. Others acknowledged that they didn't understand the system and how people could end up homeless. There was also a recognition that homelessness presents in a range of ways – like couch-surfing – so isn't always visible.

For many of these 10 to 25 year-olds, the process of hearing the stories of real young people like them, was one of mourning and empathy-building, breaking down the stereotypes that people end up on the streets from their own poor choices

The Fusion team in Victoria is passionate about sharing the concerns facing homeless young people with the wider community through experiences like Walk Without Home and in 2023 will launch the Good Neighbour Project through schools and other networks.



KNOW THE PAST  
CHANGE THE FUTURE

**Pilgrimage to Country 2022.** Since it began in 2001, the 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 across the country 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.

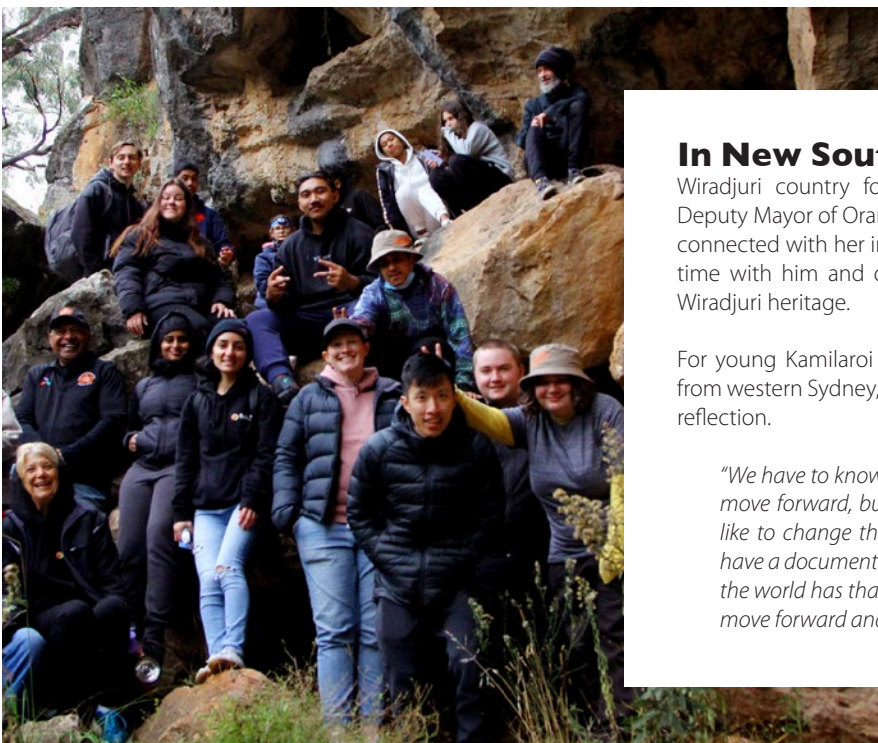
**WA PILGRIMAGE**  
Perth, WA



## Learning the Story of the Place We Call Home.

For the second year, in April 2022 groups from across the country took journeys that were unique to their state. The pilgrims in Tasmania, New South Wales, and Western Australia shared a common experience as they learnt about the history of the people Indigenous to the places they visited, their culture, customs and lifestyle. In each place the country they were on was different, but it was a similar journey of tough learning and reflection.

**THE  
WAY  
HOME**  
TO COUNTRY



**In New South Wales,** the Pilgrimage was the first visit to Wiradjuri country for young Wiradjuri woman, Nikki. Gerald Power, Deputy Mayor of Orange and founder of Indigenous Cultural Adventures connected with her immediately, welcoming her as a sister. Nikki left her time with him and on country with a renewed sense of pride in her Wiradjuri heritage.

For young Kamilaroi man, Jorden who took the journey through NSW from western Sydney, it was a deeply personal experience of learning and reflection.

*"We have to know and acknowledge the past and past mistakes to move forward, build a better future and to reconcile...I'd genuinely like to change the way Indigenous people are required by law to have a document to identify as Indigenous. No other government in the world has that as a requirement. So, I honestly think if we are to move forward and reconcile, we need to all be equal." - Jorden*



**In Tasmania,** the pilgrims visited pijura kitina (Risdon Cove) in Hobart, the location of the first massacre of indigenous people in Australia.

*"I don't know anywhere near enough about the history of Tasmania, but I am committed to continuing to learn, to honouring the historical truths of what happened here, by choosing information over ignorance.... It is a humbling experience to stand on this ground and acknowledge these facts; to honour the trauma that still exists because of people who look like me." – Tasmanian Pilgrim*



**In Western Australia,** a journey into Minang-Noongar country in the South-West was an eye-opening experience for 15 year-old Devlin.

*"On the trip, I realised how each perspective is different, but all show the same underlying damage, caused by generations of trauma. Realising this made me want to hear these different perspectives and made me want to learn about the things that happened in different regions." – Devlin*



It is said that tourists simply pass through a land, gathering photographs and souvenirs, but pilgrims let the land pass through them as they gather understanding. We'll continue walking with these pilgrims as they take their new understandings and use them to make a difference for the next generation and the future of the nation.



## Connection to Country.

*"It resonated in my heart that this was an important opportunity from an educational, cultural and spiritual perspective. It was also very personal, an opportunity to share this journey with my two granddaughters, to learn about the custodians of our land and to talk about my Aboriginal great grandmother from the Recherche Bay area." – Pam*

In October, the Fusion team in Southern Tasmania brought together people from around the state for the inaugural Connection to Country experience. Pam and her granddaughters were part of the fifty strong group of families and others who committed to further their understanding of the place they call home, its history and people.

Time was spent with Dave learning about local Bush Tucker, plants within arms reach that can be used as medicine, toothpaste, even hand wash. Time with Auntie Alison at the Fanny Cochrane-Smith Church learning about Fanny's story, hearing from Ayla and Grace about how art is being used to start conversations about the Indigenous experience, both past and present, and listening as Auntie Alison shared her own personal story. Time learning and discovering at the Tasmanian Museum and Art Gallery's new exhibition, taypani milaythina-tu: Return to Country.

More than learning to know more, this was learning to change hearts, attitudes and responses to the world around. Learning to bring long-lasting transformation to individuals and their whole community.

*"We learnt that it is so important to have a yarn with the people you spend each day with, taking the time to listen. We were encouraged to spend time outdoors in stillness each day and connect with nature, ourselves, and our spiritual side." – Pam*

# THE WAY HOME

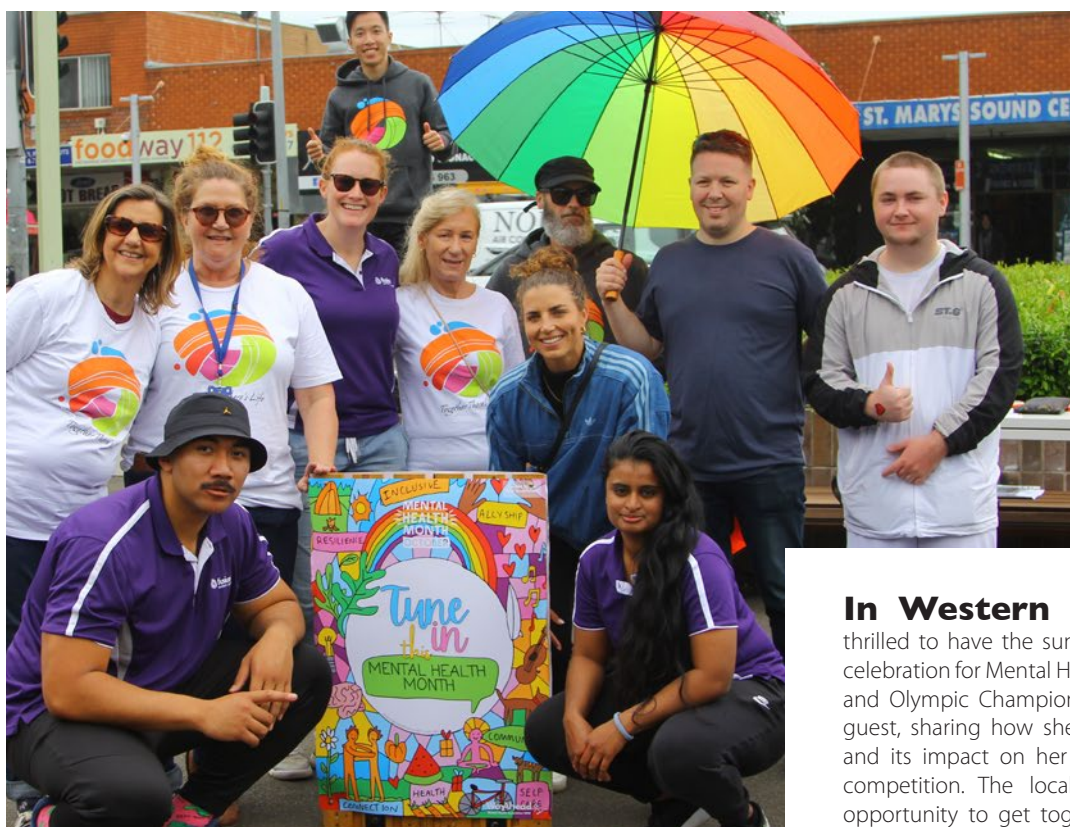
## FEAST FOR LIFE

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. 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.

**A Neighbourhood Together.** Thanks to Laarni who hosted a Feast For Life in Perth, welcoming in people of all ages for a Filipino - style afternoon tea. Together they heard stories of Fusion's work in Perth, across Australia and internationally. Together they considered what is possible when local people step up to make a difference in their own neighbourhoods.

*"We recently connected with a young person who needed a safe place to live. All they had were the clothes on their back. On the same day, a parent we'd connected with through another program offered some clothes to give away. When we followed up the offer, this mum was willing to put together what was needed, even shopping for extra items and delivering it all, so that this young person's practical needs could be supplied."* – Jessie, Fusion Youth Work Coordinator

Often there are enough resources within a community to meet the needs of its most vulnerable. A neighbourhood can accomplish the remarkable when it comes together; you never know what you might have to give or whose life might be touched in the process.



**In Western Sydney,** the team was thrilled to have the sun shining for their community celebration for Mental Health Month in St Mary's. World and Olympic Champion, Jessica Fox was the special guest, sharing how she manages her mental health and its impact on her performance in international competition. The local community embraced the opportunity to get together, enjoying the free BBQ, fresh donuts, fun games and activities.

*"It was encouraging to see so many people out and about, laughing and interacting. Today was a reminder that it doesn't take much to bring connection and a sense of belonging. Many in the community shared how grateful they were for having something positive like this to engage with locally."* – Fusion Team Leader

# THE WAY HOME

## TO MENTAL HEALTH

We can all be part of helping transform our communities so that they are places of support, encouragement and connection, where everyone can thrive.





**DENILQUIN UTE MUSTER FAMILY CENTRE**  
Riverina, NSW

## WHAT WE DID IN 2022

# 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.

## THE WAY HOME

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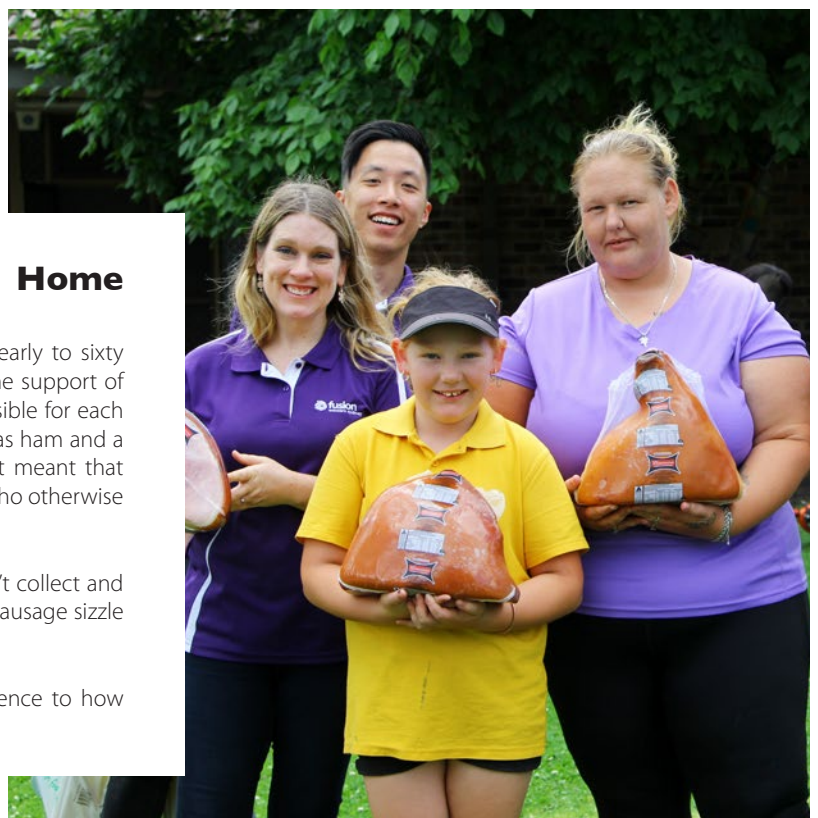
partnerships and supporting  
businesses and organisations.

### Support to Make The Way Home Possible.

Thanks to a bumper community effort, Christmas came early to sixty families in Willmot in Sydney's west in December 2022. The support of Payton Foundation and Jesuit Social Services made it possible for each family to receive hampers of food and toiletries, a Christmas ham and a food voucher for Ignite Food Store. This practical support meant that Christmas could be a time of true celebration for families who otherwise were struggling.

A volunteer team delivered hampers to those who couldn't collect and another team from our partner, Together in Willmot ran a sausage sizzle for those who came for collection.

We know that this generous support made all the difference to how these families celebrated Christmas this year.







## Building A Home for the Community – Southern Tasmania

A community coming together around the most practical of tasks makes it possible for us to impact the lives of young people in profound ways. The combined effort and generosity of a community made it possible to build a new roof, transforming two shipping containers into a functional shed, improving vital storage facilities at the Forest Glen property in southern Tasmania.

Home to the Food Relief Vegetable Garden, the Mentoring Program for school students, Fusion Housing and Support Service and Adventure Based Learning Facility (ropes courses), Forest Glen impacts hundreds of lives every year. So much of our activity on the property is dependent on the equipment and supplies that will now be kept safe from the elements in this new facility. Thanks to the skilled volunteers from Kingborough Family Church and the donation of materials by Bunnings at Mornington, this essential improvement was made possible.

**The Way Home to Unity.** For the 17th Year, we were thrilled to be part of bringing together people from around the state for the Annual Tasmanian Parliamentary Prayer Breakfast in November.

With over four hundred and sixty people from Parliament, the business, church and wider Tasmanian community gathered at the Hotel Grand Chancellor, it was a significant morning of connection, reflection and prayer.

Gathered in the room were both the Governor and Premier, plus many elected representatives from all spheres of government. Guest Speaker, Robyn Moore AM, also known as the voice of Blinky Bill, shared her life's journey and the part faith has played in finding her purpose and helping others know theirs.

As it is every year, this was an important moment of coming together in unity, setting aside difference, and reasserting a commitment to seeking the common good of all.



## THE WAY HOME TO GIVING

**In Geraldton,** Fusion's Community Lead, Rohan was honoured to receive the inaugural Kate Rickerby Recognition Award for "Exceptional Service to the Midwest Community" late last year. Each week, Rohan compiles a comprehensive email detailing community events, activities and programs happening across the Mid-West region. Called Friday Circulars, at year end the email was reaching over eight hundred people every week.

This initiative is made possible through our partnership with Midwest Yellow Ribbon for Life. With a commitment to working with others, we're glad to partner in this way, helping communities come together to share resources and support each other to thrive.

**Around the country** our work is made possible by the efforts of our supporters and partners. Supporters like Impact Group in North Sydney who chose to give to Fusion's work at Hornsby in Sydney's north at Christmas time. Rather than having a traditional Kris Kringle, staff instead donated to Fusion and the company matched their giving dollar for dollar.

We were thankful to receive a visit from Managing Director, Wayne Golledge, who presented their gifts to Fusion's Youth and Family Worker, Daniel.

*"Fusion Australia does such great work in the community and it is nice to help them to help others."*

Their generous donation of gift vouchers made it possible for the team to provide targeted support to locals who were struggling at Christmas.

# THE WAY HOME TOGETHER

Whether sharing their time, finance, expertise or other resources, our partners are crucial to bringing change in local communities. Thanks to our partners around the country, communities continued to become supportive places where young people could thrive and find their way home to belonging and purpose in 2022.

## FUSION AUSTRALIA

Common Grace  
Payton Foundation

## BLUE MOUNTAINS

Springwood Baptist Church  
Glenbrook Baptist Church  
Springwood Presbyterian Church  
The Sanctuary  
Lower Mountains Anglican Parish  
City Church, Blue Mountains  
Resurrection Network  
Church of Christ Blaxland  
Youth with a Mission  
Blue Mountains City Council  
Springwood Uniting Church  
Strong Nation Church  
Springwood United Soccer Club  
Mountains Youth Service Team  
Bakers Delight, Springwood  
Supa IGA Springwood  
Bakers Delight Emu Plains  
Dolly's Donuts Glenbrook

## FUSION BUILDING & MAINTENANCE

Commonwealth Department of Health  
NDIS

## GERALDTON

Midwest Mental Health and Community  
Alcohol and Drugs Service  
Western Australian Government  
– Mental Health Commission  
Midwest Yellow Ribbon for Life  
Geraldton Baptist Church

## MORNINGTON PENINSULA

Mornington Peninsula Shire  
Homeground Café  
Fair Go Gardening  
Village Church  
Mornington Church of Christ  
Payton Foundation  
Community Bank Mount Martha  
Rotary Club of Mount Martha

## NORTHERN VICTORIA

Epsom Community Church  
Huntly Community Church

## PERTH

Western Australian Government  
– Department of Communities  
WA Police Force  
City of Canning  
Town of Victoria Park  
New Life City Church

## POATINA

Northern Midlands Council  
Commonwealth Government  
Tasmanian Government

## SOUTH EAST MELBOURNE

Oakleigh Baptist Church  
Bunnings South Oakleigh  
Foodbank  
Mazon  
Monash Neighbourhood House Network  
Southern Bayside Homelessness Network  
Victorian Government  
– Department of Families, Fairness and Housing

## SOUTHERN TASMANIA

Tasmanian Parliamentary Prayer Breakfast  
Bunnings Mornington  
Kingborough Family Church  
Kingborough Helping Hands

## SUNSHINE COAST

Chancellor Church  
Sunshine Coast Council

## SYDNEY NORTH

Hornsby Shire Council  
Michelle Sneddon  
Commonwealth Bank of Australia  
NSW Community Building Partnership Grant  
Second Bite  
Woolworths Supermarket  
Aldi Supermarkets  
Kuring-gai Neighbourhood Centre  
UNOX Australia  
Lamond Catering Equipment  
Lions Club of Hornsby  
The Dish of St Johns  
GROW Australia  
CASS (Chinese Australian Services Society)  
Hornsby Village Hub  
Streetside Medics  
Wahroonga Adventist School  
Wenona School for Girls  
Sheena Wong  
One Meal

## SYDNEY SOUTH

Burwood City Council  
Burwood Girls High School  
Wiley Park High School  
Belmore Boys High School  
Canterbury Boys High School  
Oz Harvest (Food Rescue)  
Metro Assist Campsie  
The Embassy Church (Belmore)  
Tongan Evangelical Wesleyan Church  
City of Canterbury Bankstown  
Belmore Youth Resource Centre

## WESTERN SYDNEY

NSW Government  
– Department of Communities and Justice  
The Hive  
Commonwealth Bank Branch Managers Forum  
Hope CCC  
Willmot Community Hub  
Bidwill Uniting Church  
Bennet Road Public School  
Catholic Care Blacktown  
Wesley Mission Penrith  
Payton Foundation Sydney Office  
The Salvation Army  
St Marys South Public School  
Chifley College Shalvey  
Chifley College Bidwill  
Chifley College Dunheved  
Colyton High School  
Doonside Technical College  
Erskine Park High School  
Plumpton House  
St Clair High School  
Climbing Anchors  
Hillsong Church  
One Church Penrith  
Blacktown City Council  
Penrith City Council  
Barnardo's Cranebrook  
WOW FM





**ST MARY'S SPRING FESTIVAL**  
St Mary's, NSW









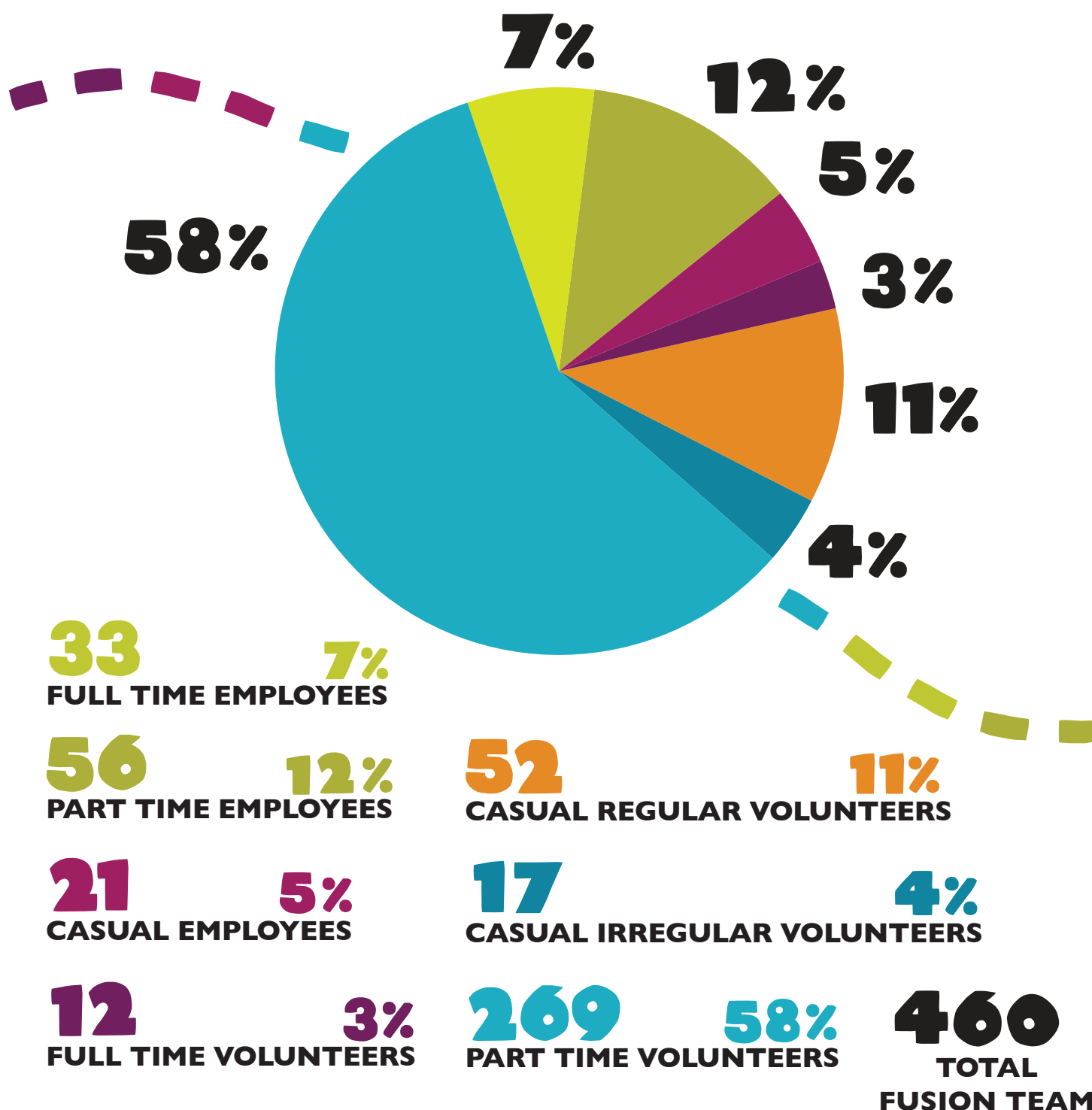
**FUSION NATIONAL CONFERENCE**  
Poatina, TAS

## OUR PEOPLE

# 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.

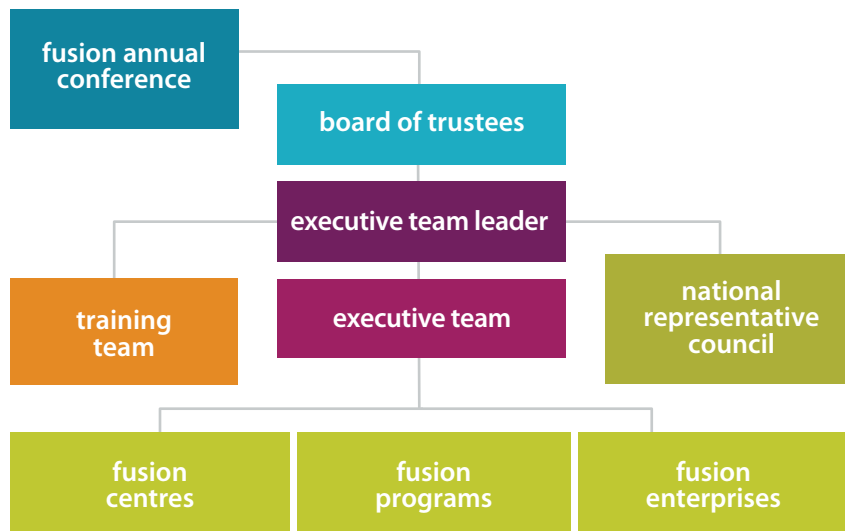




# GOVERNANCE

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.

## Organisational Structure



# BOARD OF TRUSTEES



## ANTON BENC - TO AUGUST 2022

*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 - TO OCTOBER 2022**

*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.



### **STEVE HAMILTON – FROM OCTOBER 2022**

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

**Background:** Steve Hamilton has served with Fusion in a variety of roles since 1980; these have included as a youth worker, Fusion Team Leader in Bendigo and Burnie, Personal Assistant to the National Director and in media and radio production and presentation. He is currently part of the team managing the assets and maintenance of Poatina Village. Steve has previously been the co-leader of the Uluru Base Camp team for Fusion's national Pilgrimage to Uluru, Support Staff Worker at Capstone College and the Chairman of the Poatina Body Corporate. This is his second term as Trustee, previously serving in the role from 2013 to 2019.



### **DAVID IRESON - TO OCTOBER 2022**

*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.





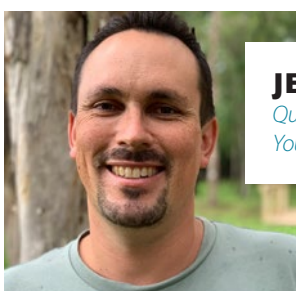
## **DOROTHY KNOX**

*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.

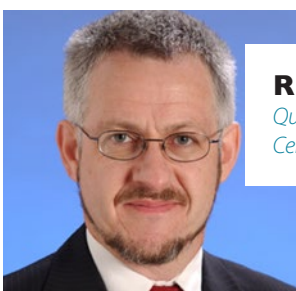


## **JESSE O'NEIL – TO OCTOBER 2022**

*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 14 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 twenty-five 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.



## **PAUL RYAN – FROM SEPTEMBER 2022**

*Qualifications: Dip T (Primary), BTheol, Grad Dip PsychStud, BSci (Hons – Psychology), GAICD*

**Background:** With 30 years of experience in for purpose and faith-based organisations at practitioner, senior executive and non-executive director level, Paul Ryan joined the Fusion Board of Trustees in September 2022. He has a background in education, theology, ministry, and psychology. Paul's career path has been diverse with roles as a catholic priest, mental health researcher, family violence practitioner, and senior executive in education and for purpose organisations. He currently sits on the Board of Ballarat Community Health and Board of Ballarat and Grampians Community Legal Service and is a Committee Member of White Ribbon Ballarat.



**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 Business, Communication and Volunteer Manager for Fusion Mornington Peninsula and is completing a Diploma of Governance through the Institute of Community Directors Australia.

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.

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 sixteen years on the team at Fusion Western Sydney, Judy's various roles gave 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 finished her time as Team Leader of the Fusion Western Sydney centre in October 2022 and maintains an active role mentoring and supporting the team in fundraising and networking strategy.

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.



National Finance Manager  
**ANTONY CLEARY**

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

**Background:** Tony has worked for Fusion for over twelve 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.



Executive Operations Manager  
**PATRICK WITCOMBE**

*Qualifications: Master of Business Administration, Bachelor of Laws, Bachelor of International Studies*

**Background:** Patrick is a not-for profit operations professional with extensive experience managing strategy, governance and risk cycles across boards and executive teams. As the Executive Operations Manager for Fusion Australia, Patrick is leading several cross-organisation strategic projects to strengthen operational performance and compliance. Patrick also serves as Director and Company Secretary for 'xp.' a Christian youth media organisation and formerly served as Executive Manager at CBM Australia.



General Manager Housing and Clinical Services  
**FIONA GUNNION**

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

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



General Manager Sydney  
**BENJAMIN REVILL**

**Background:** With a passion to serve the Nation, Ben spent over a decade in the Australian Defence Force working in the marine engineering industry. He then worked for two domestic air conditioning companies in Sydney in both sales and as the company manager. In October 2022, he moved into the not for profit sector, bringing his unique experience to the Executive Team in the newly created role of General Manager Sydney.



# HOW TO CONTACT FUSION

## NATIONAL OFFICE

**p.** (08) 9355 1159  
**e.** [national@fusion.org.au](mailto:national@fusion.org.au)  
**w.** [www.fusion.org.au](http://www.fusion.org.au)

## Fusion Training

**p.** (03) 9579 3955  
**e.** [fusiontraining@fusion.org.au](mailto:fusiontraining@fusion.org.au)

## Fusion Communications

**e.** [marketing@fusion.org.au](mailto:marketing@fusion.org.au)

## AUSTRALIAN CAPITAL TERRITORY

### Fusion Canberra

**p.** (02) 6111 2959  
**e.** [canberra@fusion.org.au](mailto:canberra@fusion.org.au)

## QUEENSLAND

### Fusion Sunshine Coast

**p.** (07) 5476 5033  
**e.** [suncoast@fusion.org.au](mailto:suncoast@fusion.org.au)

## VICTORIA

### Fusion South East Melbourne

**p.** (03) 9579 3955  
**e.** [melbourne@fusion.org.au](mailto:melbourne@fusion.org.au)

### Fusion Mornington Peninsula

**p.** (03) 5974 1442  
**e.** [morningtonpeninsula@fusion.org.au](mailto:morningtonpeninsula@fusion.org.au)

## NEW SOUTH WALES

### Fusion Central West

**p.** 0487 116 203  
**e.** [beverley.rankin@fusion.org.au](mailto:beverley.rankin@fusion.org.au)

### Fusion Riverina

**p.** (02) 6959 2730  
**e.** [riverina@fusion.org.au](mailto:riverina@fusion.org.au)

### Fusion Sydney North

**p.** (02) 9477 1110  
**e.** [sydneynorth@fusion.org.au](mailto:sydneynorth@fusion.org.au)

### Fusion Sydney South

**p.** (02) 9789 4888  
**e.** [sydneysouth@fusion.org.au](mailto:sydneysouth@fusion.org.au)

### Fusion Western Sydney

**p.** (02) 8805 5900  
**e.** [sydneywest@fusion.org.au](mailto:sydneywest@fusion.org.au)

### Fusion Blue Mountains

**p.** 0490 970 208  
**e.** [bluemountains@fusion.org.au](mailto:bluemountains@fusion.org.au)

### Fusion Building & Maintenance

**p.** (02) 8805 5960  
**e.** [fbmadmin@fusion.org.au](mailto:fbmadmin@fusion.org.au)  
**w.** [fusionbuilding.com.au](http://fusionbuilding.com.au)

## SOUTH AUSTRALIA

### Fusion Mid-North South Australia

**p.** (08) 8566 2701  
**e.** [sa.midnorth@fusion.org.au](mailto:sa.midnorth@fusion.org.au)

## TASMANIA

### Fusion Southern Tasmania

**p.** (03) 6229 1939  
**e.** [southtas@fusion.org.au](mailto:southtas@fusion.org.au)

### Fusion Poatina

**p.** (03) 6397 8280  
**e.** [poatina@fusion.org.au](mailto:poatina@fusion.org.au)

### Poatina Arts

**p.** (03) 6397 8280  
**e.** [info@poatinaarts.org.au](mailto:info@poatinaarts.org.au)  
**w.** [poatinaarts.org.au](http://poatinaarts.org.au)

## WESTERN AUSTRALIA

### Fusion Geraldton

**p.** (08) 9965 0517  
**e.** [geraldton@fusion.org.au](mailto:geraldton@fusion.org.au)

### Fusion Perth

**p.** (08) 9355 1159  
**e.** [fusionwa@fusion.org.au](mailto:fusionwa@fusion.org.au)

# THE WAY HOME





# THE WAY HOME

**HOLIDAY PROGRAM**  
Sunshine Coast, QLD



**THE  
IMPACT  
IN 2022**



# THE WAY HOME TOGETHER

## CENTRE CODES

<b>BM</b> Blue Mountains	<b>P</b> Perth
<b>C</b> Canberra	<b>PV</b> Poatina Village
<b>CW</b> Central West	<b>R</b> Riverina
<b>FBM</b> Fusion Building & Maintenance	<b>SC</b> Sunshine Coast
<b>G</b> Geraldton	<b>SEM</b> South East Melbourne
<b>K</b> Kapunda	<b>SN</b> Sydney North
<b>MP</b> Mornington Peninsula	<b>SS</b> Sydney South
<b>NAT</b> National	<b>ST</b> Southern Tasmania
<b>NV</b> Northern Victoria	<b>WS</b> Western Sydney

ACTIVITY	PARTICIPATING CENTRES	No. OF SESSIONS	No. OF PARTICIPANTS
School Breakfast Clubs	BM, SS, P, G	165	2016
School Lunchtime Programs	WS, SS, SC, SEM	121	2682
Mentoring Programs	WS, SS, NV, SC, P, FBM, ST	386	398
Seminars for Young People	WS, SS	22	1174
Peer Leadership Programs	MP, WS, K	40	44
After School Programs	WS, SS, SC, P, CW	217	1142
School Holiday Programs	WS, SN, SC, K	16	140
Day Trips	MP, K, SEM	14	53
Scripture/SRE	R	75	279
Casework	MP, WS, SS	221	51
Other One – Off Programs	MP, P, K, PV	5	387
Chaplaincy Connections	R, CW	200	283
Online Programs	WS	16	23
Referrals Received	WS	420	420
Outdoor Adventure	WS	8	9
Employability	MP	78	22
Camps	MP	1	63

## YOUTH WORK

**9186**

total no. of participants

**2005**

total no. of sessions

Pre-school Programs/Playgroups	SN, SEM	65	45
Programs for Primary School Students	SEM	4	35
Programs for CALD Community	SEM	10	2
Outreach Programs	SN, SS, R	10	411
Festivals	R, K, CW, SEM, G	44	187
Community Events	BM, WS, NV, R, SEM, PV	16	8240
Health and Wellbeing Programs	WS, K, PV	54	552
Community Meals	SN, SEM, PV, ST	242	160
Business Network Breakfasts	ST	9	13
Faith and the Arts	PV	1	65
Other Community Programs	WS, P, K, SEM, PV	185	1414

## COMMUNITY PROGRAMS

**640**

total no. of sessions

**11124**

total no. of contacts

Fusion CORE	WS	8	15
First Aid/CPR	WS, SS, SC, FBM, K, PV	6	67
Mental Health First Aid/Youth Mental Health First Aid	WS, SS, SC, SEM	12	38
Families Courses	NAT, WS, MP, NV	15	80
Families on Video	NAT	NA	44
Professional Development	WS, SS, FBM, G, ALL	19	90
Mentor Families	MP	NA	3
Family Casework	MP	NA	6
Volunteer Training	SN	4	18

## TRAINING

**361**

total no. of participants

No. OF <b>PROGRAMS</b>	35
TOTAL No. OF <b>PARTICIPANTS</b>	992
No. OF <b>PARTICIPATING SCHOOLS/COLLEGES/ORGANISATIONS</b>	25
No. OF <b>TRAINERS</b>	8

## ADVENTURE BASED LEARNING

Southern Tasmania

TOTAL No. OF <b>YOUTH PARTICIPANTS</b>	33
TOTAL No. OF <b>OTHER PARTICIPANTS</b>	32
No. OF <b>TEAM</b>	46
PARTICIPATING CENTRES	BM, WS, SS, P, ST, R

## PILGRIMAGE 22 & CONNECTION TO COUNTRY

## ACCOMMODATION SERVICES

IMPACT  
IN 2022

CENTRE	NAME OF SERVICE	TYPE OF SERVICE	No. OF BED NIGHTS	No. OF PEOPLE SUPPORTED
Mornington Peninsula	Housing and Support	Onsite Residents	2452	17
Mornington Peninsula	Housing and Support	THM Residents	140	2
Mornington Peninsula	Housing and Support	External Support		9
Sydney South	Rangiora Housing Service	Affordable Acc.	2920	11
Perth	Student Household Service	Supported Acc. 15 to 25 year-olds	3055	16
South-East Melbourne	Fusion Youth Housing Moorabbin	Youth Refuge	2379	130
South-East Melbourne	Fusion Outreach and Support	Transitional and Outreach Support	2315	46
Geraldton	Community Supported Residential Units	Mental Health Accommodation	3764	17
Southern Tasmania	Fusion Housing and Support Service	Community Housing	1337	12

**260** **17025**  
total bed nights total people were supported

ENTERPRISE	LOCATION	AREA SERVED	TEAM
Fusion Op Shop(Thrift)	Mornington	Mornington Peninsula	22
Fusion Op Shop (Old School)	Mornington	Mornington Peninsula	12
Fusion Op Shop	Hornsby	Hornsby Shire	30
Fusion Op Shop	Narrandera	Narrandera Region	11
Fusion Op Shop	Coolamon	Coolamon Region	6
Fusion Op Shop	Buderim	Buderim, Sunshine Coast	25
Fusion Op Shop	Sippy Downs	Sippy Downs, Sunshine Coast	9
Fusion Op Shop	Maroochydore	Maroochydore, Sunshine Coast	17
Fusion Op Shop	Mooloolaba	Mooloolaba, Sunshine Coast	6
Fusion Op Shop	Kambah	Tuggeranong, South Canberra	14
Fusion Op Shop	Kapunda	Barossa Valley	11
Fusion Op Shop	Kippax	West Belconnen	20
Fusion Op Shop	Poatina	Northern Midlands	5
Poatina Chalet	Poatina	Northern Midlands	14
Poatina General Store	Poatina	Northern Midlands	8
Poatina Service Station	Poatina	Northern Midlands	8
Little Shop of Surprises	Poatina	Northern Midlands	6
Poatina Post Office	Poatina	Poatina	4
Poatina Art Gallery	Poatina	Northern Midlands	5
Poatina Arts Centre	Poatina	National	15
Food Relief Vegetable Garden	Kingston	Kingborough	6
Fusion Building and Maintenance	Richmond	Western Sydney, Blue Mountains	20

## SOCIAL ENTERPRISES

**274**  
total no. of team

INITIATIVE	ACTIVITY	No. OF PARTICIPANTS	PARTICIPATING CENTRES
Walk Without Home	Simulation of homelessness	150	MP
Sleep in Your Car	Fundraising, community building, education	84	MP
		350	P
Gala Dinner	Fundraising Dinner	130	MP
Neighbour Day	Cookie Distribution	10	SN
	Devonshire Tea	18	SEM
	Visiting Local Businesses	20	WS
RUOK? Day	Campaign in Op Shop	50	SN
	Lunch	10	SEM
Bibbulmun Hike	Fundraising Bush Walk	27	P
Grill'd Local Matters	Homelessness Awareness	15	P
Friday Circulars	Weekly Email	800	G

## PROPHETIC VOICE /ADVOCACY INITIATIVES

NAME OF NEW PROGRAM/ACTIVITY	LAUNCHED
Blue Mountains Community Carols	December
Cooking Classes – Sydney North	November
Fundraising Hike – Sydney North	August
Mahjong and Games Group – Sydney North	October
Streetside Medic Program – Sydney North	March
MYHub Mobile Youth Trailer - Perth	May
Sundays by the Sea and Festival Programs - Geraldton	January

## NEW INITIATIVES





# THE WAY HOME



## THANK YOU

to everyone who continued  
to support Fusion in 2022.

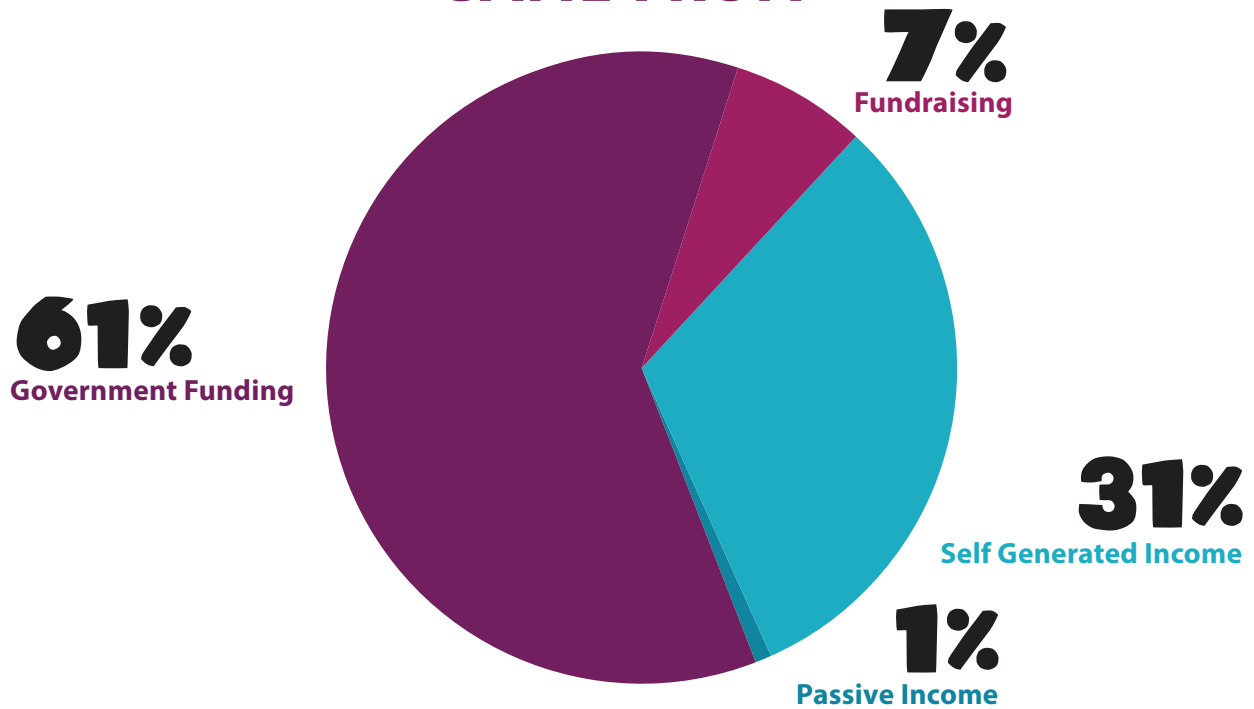
A photograph of a woman with long brown hair, wearing a tan bucket hat and an orange shirt, looking out over a landscape. The hat has a small red logo on the side. The background shows a hazy, mountainous landscape under a blue sky.

# **FINANCIALS & ACKNOWLEDGEMENTS**

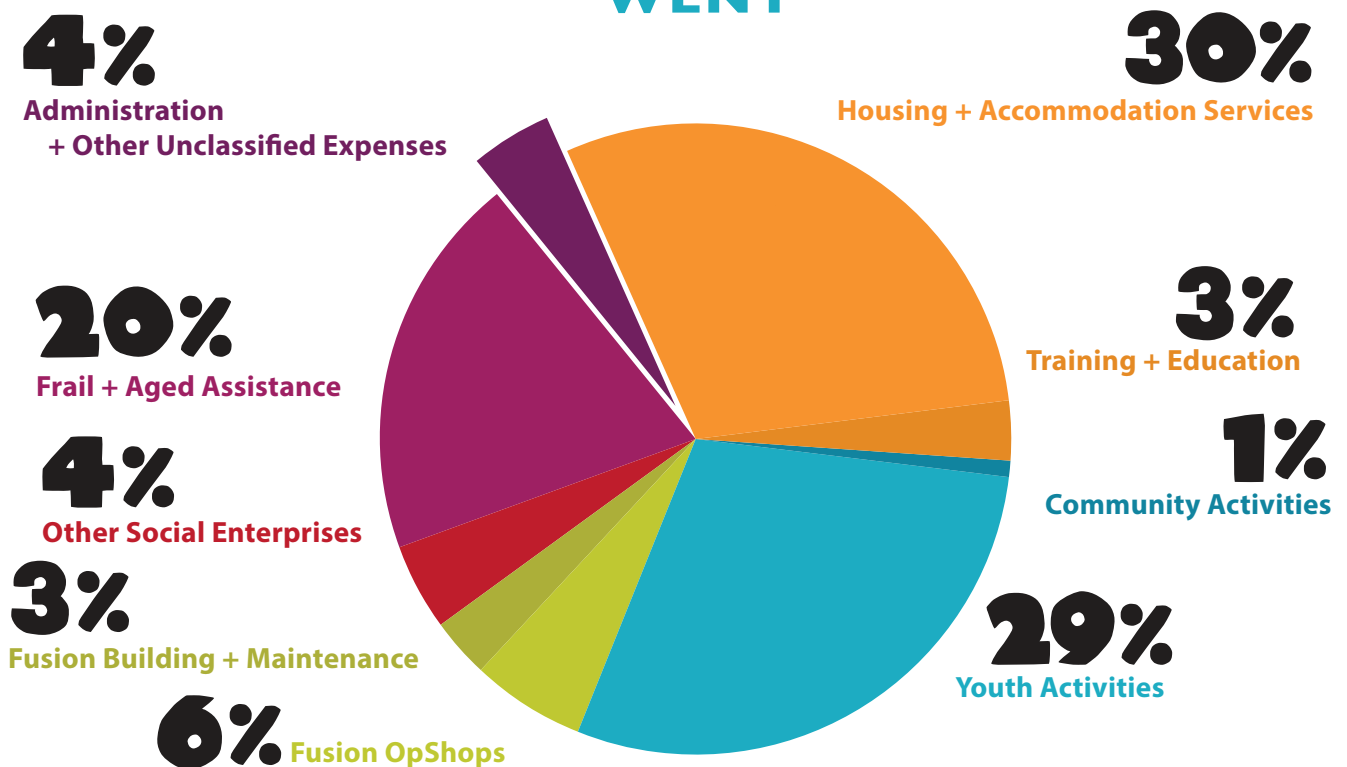


# FINANCIAL OVERVIEW

Where the Money  
**CAME FROM**



Where the Money  
**WENT**



# STATEMENT OF FINANCIAL POSITION

As at 31 Dec **2022**

## ASSETS

	2022 \$	2021 \$
<b>CURRENT ASSETS</b>		
Cash & cash equivalents	4,984,595	6,839,519
Trade & other receivables	257,647	243,614
Inventories	100,432	116,327
Financial assets	1,027,383	-
<b>Total Current Assets</b>	<u>6,370,057</u>	<u>7,199,460</u>
<b>NON-CURRENT ASSETS</b>		
Trade and other receivables	113,929	89,591
Property, plant and equipment	9,508,641	6,951,246
Right-of-use assets	943,950	1,226,059
<b>Total Non-Current Assets</b>	<u>10,566,520</u>	<u>8,266,896</u>

## TOTAL ASSETS

**16,936,577**

**15,466,356**

## LIABILITIES

<b>CURRENT LIABILITIES</b>		
Trade and other payables	2,538,472	2,997,101
Borrowings	-	11,245
Lease Liabilities	329,121	292,49
Provisions	245,962	308,572
<b>Total Current Liabilities</b>	<u>3,113,555</u>	<u>3,609,408</u>
<b>NON-CURRENT LIABILITIES</b>		
Lease Liabilities	647,853	1,002,187
Provisions	939,651	941,885
<b>Total Non-Current Liabilities</b>	<u>1,587,504</u>	<u>1,944,072</u>

## TOTAL LIABILITIES

**4,701,059**

**5,553,480**

## NET ASSETS

**12,235,518**

**9,912,876**

## FUNDS

Accumulated Funds	6,816,767	7,088,971
Reserves	5,418,751	2,823,905

## TOTAL FUNDS

**12,235,518**

**9,912,876**



# STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 Dec **2022**

	2022 \$	2021 \$
<b>REVENUE</b>	10,537,349	11,987,735
<b>OTHER INCOME</b>	63,332	39,710
	<b>10,600,681</b>	<b>12,027,445</b>
<b>EXPENSES</b>		
Administration and Other Expenses	(1,818,129)	(1,873,962)
Depreciation	(639,959)	(607,060)
Finance Costs	(57,013)	(56,339)
Fundraising and Other Expenses	(125,243)	(145,503)
Other Operating Costs	(1,298,713)	(1,893,585)
Salaries & Employee Benefits	(6,831,880)	(7,036,516)
Utilities	(101,948)	(104,925)
	<b>(10,872,885)</b>	<b>(11,717,890)</b>
<b>Surplus (deficit) Before Income Tax</b>	(272,204)	309,555
Income Tax Expense	-	-
<b>Surplus (deficit) for The Year</b>	(272,204)	309,555
<b>Other Comprehensive Income</b>		
<i>Items that will not be reclassified subsequently to profit or loss</i>		
Gain on revaluation of land and buildings	2,594,846	-
<b>Other Comprehensive Income</b>	<b>2,594,846</b>	<b>-</b>
<b>TOTAL COMPREHENSIVE INCOME for the year</b>	<b>2,322,64</b>	<b>309,555</b>

# 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 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





# THE WAY HOME

## 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](http://www.fusion.org.au)





## THE WAY HOME

# THE WAY HOME



FUSION AUSTRALIA LTD. **ANNUAL REPORT 2022**



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