



**• LOVE YOUR
NEIGHBOUR**



Fusion Australia
Annual Report 2023

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.**

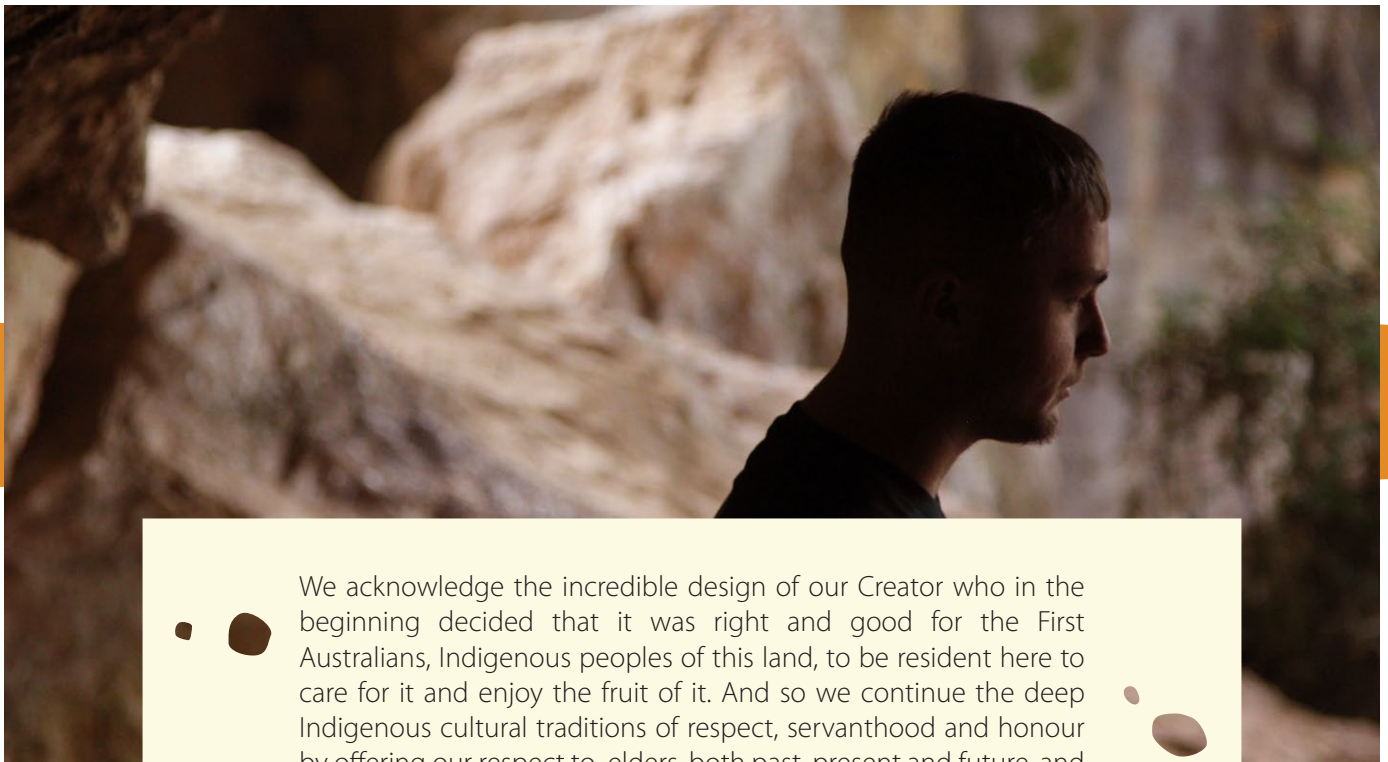
Fusion Australia Ltd is endorsed by the Australian Taxation Office (ATO) as an Income Tax Exempt Charity. Three funds have been endorsed by the ATO as a Deductible Gift Recipient (DGR): Fusion Community Care; Fusion Training Facilities; and, Fusion Christian Studies.

This Annual Report is for the period 1 January 2023 to 31 December 2023. We welcome feedback on this report and our general operations. Please provide feedback through our website fusion.org.au/contact

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



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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HORNSBY OP SHOP VOLUNTEERS MURAL
Hornsby, NSW

• LOVE YOUR NEIGHBOUR

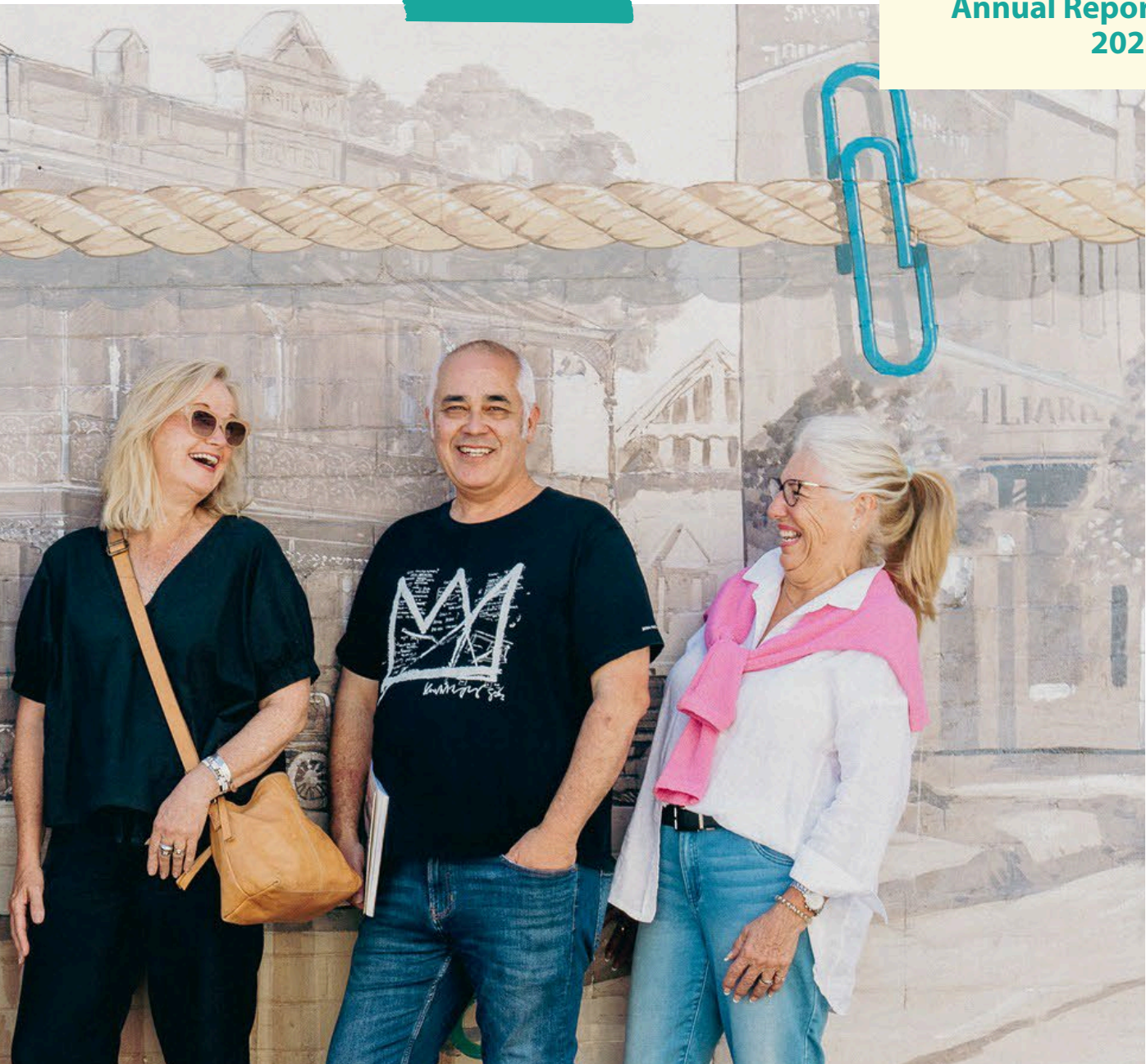
WHO WE ARE

Fusion Australia Ltd is a youth and community for-purpose organisation 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.



LOVE YOUR NEIGHBOUR

Young people need a community to be part of; a place where they can belong, know they matter and find their purpose. Unfortunately, the experience of a connected community like this is increasingly uncommon. For many Australians, isolation and loneliness are now the framework of their everyday lives.

In the face of this reality, in 2023 our teams were challenged to not only consider what it means to Love Your Neighbour, but to also call our wider communities to action, by modelling love in their own choices and activities, advocating for those in need, and creating spaces for others to get involved.

When asked what was really important in life, Jesus answered,

“Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: ‘Love your neighbour as yourself.’” - Matthew 22:37-39

This is the call that shaped our responses in 2023. More than ever, our world needs people to step up, take action and be bringers of change to their neighbourhoods so that young people can thrive.



YOUTH TEAM
Riverina, NSW

WHO WE ARE

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.

LOVE IN ACTION IN 2023

Our teams continued to prove their agility and flexibility as they stepped up to the challenge of responding to the needs in their community by developing new initiatives and programs. 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.

What does love look like? Love is sharing what you have with a neighbour. It is standing alongside a friend who is suffering. It is being there for a young person who has lost hope. It is showing up to help even when you don't have anything to offer. It is giving, even when it comes at a personal cost.

Rather than waiting to do something big that will change the world, we can all take small steps to reach out to the people around us. Every small loving action we take is part of bringing the change we long for to the world.

Whether reaching out to a lonely neighbour, supporting a mum doing life alone, providing a meal to someone in need, or giving to support homeless young people, our actions make an impact in the lives of other people.

As we all take up the challenge to Love Your Neighbour change becomes a reality for young people in our communities. These are the stories of our love in action in 2023.

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.



ORGANISATIONAL REPORT

2023 posed significant challenges for many in our neighbourhoods and communities due to a range of factors including cost-of-living pressure, the effect of mental ill-health and complexities and concerns regarding issues of equity and discrimination. Young people and vulnerable people were disproportionately affected in a year that saw an increase in demand for all community services.

In response to this need, across our seventeen centres of operation, Fusion delivered 2859 programs, to 32 562 people through initiatives ranging from school-based mentoring, to community festivals, from crisis youth accommodation services to training courses for parents at risk.

Of particular note, we celebrate the impact of our skilled teams who are committed to connecting with and supporting young people at risk. The stories of individual lives changed through one on one and small group mentoring programs are many; individuals like Tom, who went from being shy and uncertain to confidently sharing his opinion over a six month period in the Bumpstop program. So different was Tom by the end of his time with us that his teacher commented, "What did you do with this kid? He's completely changed!"

The leadership shown by our team on the Mornington Peninsula enabled two hundred young people to participate in the ground-breaking Good Neighbour Project. Each one took on the thirty day program, tackling the twenty-one different challenges, putting their values into action and changing their communities in the process.

And, on the Sunshine Coast, entrepreneurial thinking resulted in the launch of a new youthwork internship program. A ground-breaking development in our training, the team welcomed three Interns and one Junior Intern to the team, each spending a day a week in Fusion programs and training, learning the theory and skills and putting them into action in the field. Generous financial support made it possible for these young people to explore their potential and make an impact for others in their local community.

During 2023, key work was undertaken in our strategy development process confirming our primary mission - emphasising service to young people aged from twelve to twenty-five years. We continued our investment in our IT systems and staff support, restructured our financial frameworks to strengthen our resource stewardship and reviewed our governance.

As we look to the future, as a professional Christian for-purpose youth services organisation inspired by our values as exemplified in the story of the good Samaritan, Fusion Australia like many for-purpose organisations needs to ensure that our service delivery model maximises our impact in our community and is financially sustainable. Program and service delivery factors (e.g., broad program commitments, compliance requirements, and stretched human resources) as well financial factors (e.g., operating deficits and necessary investment in capability and infrastructure) underscore the need for strategic action in 2024 and beyond to ensure that we can continue to deliver on our mission.



GEOFF MANTON
Chief Executive Officer



PAUL RYAN
Acting Board Chair



GOOD NEIGHBOUR WALK & RALLY
Mornington Peninsula, VIC

We conclude our report with acknowledgement and thanks.

Fusion's work in local neighbourhoods and communities is only possible through our partnerships and relationships with other service providers, funders, donors, and supporters. We thank you and we look forward to continuing to work with you in the years ahead.

We thank our staff and volunteers and the management team for your dedication, effort, skill and your commitment to our mission as we continually work to make a difference in the lives of those individuals and families that we serve.

In March 2024, Geoff Manton finished up after nearly three years as CEO. On behalf of Fusion Australia, we express our deep appreciation to Geoff for his leadership and wish him well in his new ventures. We thank Patrick Witcombe for taking up the role of Acting CEO in this time of transition.

In late 2023 Directors Andrew Braun, Catilin Swanton, and Richard Palmer finished their time on the Fusion Board. We thank them for the wisdom and commitment they brought to their service as directors. We thank Richard in particular for his strong and significant leadership as Board Chair over four years.

Following the Board elections, Annelise Schroder, Beverley Rankin, and Rohan Prowse, plus independent Director Thomas Griffiths, joined continuing Directors Dorothy Knox, Paul Ryan, and Steve Hamilton. In addition, we welcomed Victor Owusu as an independent member of the Finance and Audit Committee. Thank you to the incoming members of our Board.

Finally, we thank our clients - individuals and families, for trusting us to work with you in your lives.

As we move forward into 2024, we recognise the challenges faced by young people and remain steadfast in our commitment to addressing them and supporting young people to thrive.

Warm Regards,

Geoff Manton

Chief Executive Officer | Fusion Australia Ltd

Paul Ryan

Acting Board Chair | Fusion Australia



**• LOVE YOUR
NEIGHBOUR**

COLYTON YOUTH OUTREACH
Colyton, NSW



WHAT WE DID IN 2023

• ● LOCAL YOUTH &
COMMUNITY HUBS

• ● EQUIPPING THROUGH
TRAINING & RESOURCING

• ● PROPHETIC VOICE -
ADVOCACY & SOCIAL JUSTICE

• ● NETWORKS &
PARTNERSHIPS





LOCAL YOUTH & COMMUNITY HUBS

EQUIPPING THROUGH TRAINING & RESOURCING

PROPHETIC VOICE - ADVOCACY & SOCIAL JUSTICE

NETWORKS & PARTNERSHIPS

LEADERSHIP CAMP
Sunshine Coast, QLD

WHAT WE DID IN 2023



LOCAL YOUTH & COMMUNITY HUBS

Since 1960, 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 the belonging needed to thrive physically, emotionally and spiritually.

OUR STRATEGY.

- 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.

LOVE YOUR
NEIGHBOUR
THROUGH

13919

young people supported.

543

young people mentored.

9037

school-based connections

775

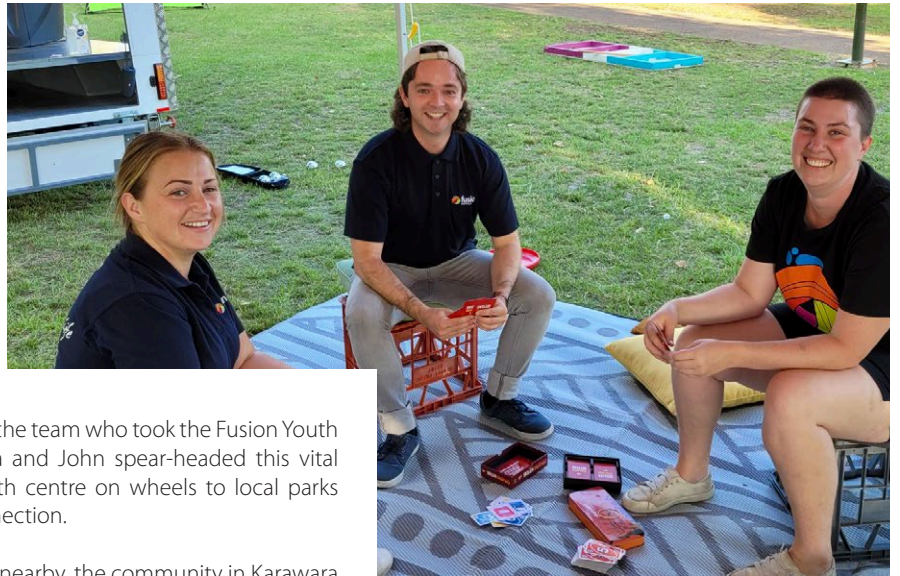
participants in

45

Adventure Based Learning programs

Local teams know the needs of their communities best and work to ensure that they are supporting the most vulnerable. In 2023, our teams delivered high quality care and support for young people without a safe place to call home and continued to find new and innovative ways to serve in community based youth programs and activities.





Youth Outreach in Perth. Meet the team who took the Fusion Youth Trailer to the streets of Perth in 2023. Matilda, Tina and John spear-headed this vital outreach to young people, taking the pop-up youth centre on wheels to local parks where there was a need for healthy activity and connection.

Following a violent incident that resulted in a fatality nearby, the community in Karawara responded positively to this new initiative to engage young people and create safe spaces for everyone. Comments like, 'This park can be noisy and unsafe so it's nice to have something happening that we can bring the kids along to,' and, 'It's good to have something for the young people to do,' help the team know that they're right where they need to be.

Collaborating with the City of South Perth, Lifestreams Karawara and other key community groups and individuals, we worked together to bring transformation to this community so that young people were supported and given opportunity to thrive.

SUPPORTING YOUNG PEOPLE TO THRIVE



Fusion Radio Western Sydney. For over twelve years, Fusion in Western Sydney has partnered with the local community radio station WOW FM to produce and broadcast a weekly youth radio show, Fusion Radio.

Students from local schools volunteer their time to develop program themes, weekly segments, news reports, and vox pops and are part of the on-air team. None of them have prior radio experience and many carry with them questions about their identity, self-worth and place in the world.

Being involved in Fusion Radio gives these students the opportunity to expand their picture of themselves, practice their public speaking skills, speak out about issues that impact their community and find belonging in a team environment. The impact is life-changing.

"I'd like to express a heartfelt thank you to the entire Fusion team. Your support has greatly contributed to my daughter's self-confidence, enabling her to communicate confidently with family, friends, and teachers. Overcoming her anxiety about attending school was a challenge, but since she joined the Fusion youth group on Tuesdays, I've witnessed remarkable positive changes. Your team's guidance has empowered her to manage her anxiety, communicate effectively with peers and teachers, and express her feelings. The struggle to get her to school has vanished, replaced by her newfound happiness.

Earlier this year, the team Fusion invited my daughter to participate in Fusion Radio. Though nervous at first, the team provided her with the necessary encouragement, and now she eagerly looks forward to her radio appearances, constantly brainstorming topics to discuss. I can't emphasize enough my gratitude to everyone at Fusion for creating this transformative program, which has played a pivotal role in shaping my daughter into the confident young lady she is today." - Kristy

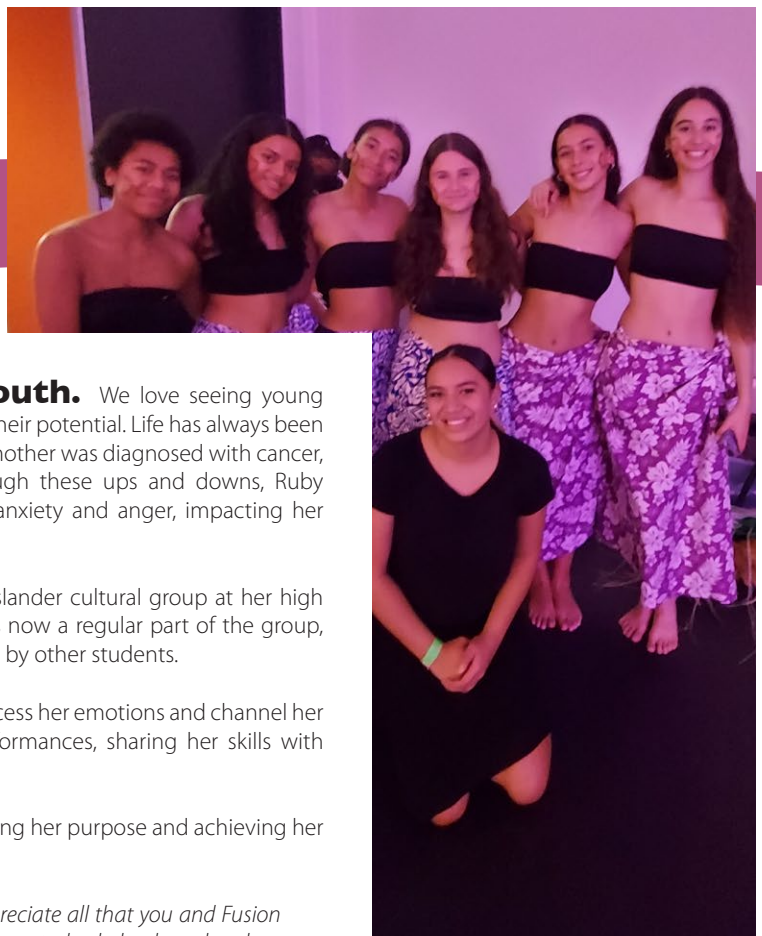


The Impact of Mentoring in Northern Victoria. “I really just love being in this group!” This is what’s often heard at Fusion In Bendigo, where a committed group of older volunteer mentors are giving their time and sharing their skills to support, guide and connect with local young people through Fusion’s Community Mentoring Program. After graduating their first group of participants in mid- 2022, the team moved into semester two with a new cohort, a rhythm they continued into 2023.

Each week Mentors and young people work on practical projects together that will benefit other people. These include, gardening, making gifts for people out of wood, cooking and even designing new projects. There’s also time dedicated to discussion, eating and playing games.

“Each week we have a discussion time focusing on our values and how we can help other people grow. It’s been so encouraging to see that these discussions are helping both our Mentors and the young people learn new things that can help them in their relationships.” Lauren F, Mentoring Coordinator.

The graduates from the first Mentoring Program were keen to stay connected and involved too, which prompted the team to once again kick start the Fusion Lounge weekly drop-in space in 2023.



Schools Programs in Sydney’s South. We love seeing young people come alive as they discover more of who they are and their potential. Life has always been tough for Ruby*. Last year she lost three family members, her mother was diagnosed with cancer, and the family experienced challenges with housing. Through these ups and downs, Ruby struggled to regulate her emotions, experiencing waves of anxiety and anger, impacting her schooling and relationships.

We’ve been working with Ruby since she joined the Pacific Islander cultural group at her high school three years ago. Originally attending sporadically, she’s now a regular part of the group, where she helps to build a positive culture, and is looked up to by other students.

Finding her purpose in supporting others has helped Ruby process her emotions and channel her energy productively. Organizing student cultural dance performances, sharing her skills with others, and even mediating disputes between other students.

For her mum, Fusion’s workers have been integral to Ruby finding her purpose and achieving her potential.

“I wanted to say thank you for being with us today.... I appreciate all that you and Fusion have done for her and the other girls at the school. Your presence today helped my daughter and I’m grateful for your support. ... I want Ruby to focus on finishing Year 12 and to show respect and kindness to others. She respects you and the others in Fusion ... keep doing awesome work.”

*name changed

LOCAL YOUTH & COMMUNITY HUBS

EQUIPPING THROUGH TRAINING & RESOURCING

PROPHETIC VOICE - ADVOCACY & SOCIAL JUSTICE

NETWORKS & PARTNERSHIPS



FUSION MORNINGTON HOUSING AND SUPPORT
Mornington Peninsula, Vic

WHAT WE DID IN 2023

ACCOMMODATION & SUPPORT SERVICES

• **LOVE YOUR
NEIGHBOUR**
BY

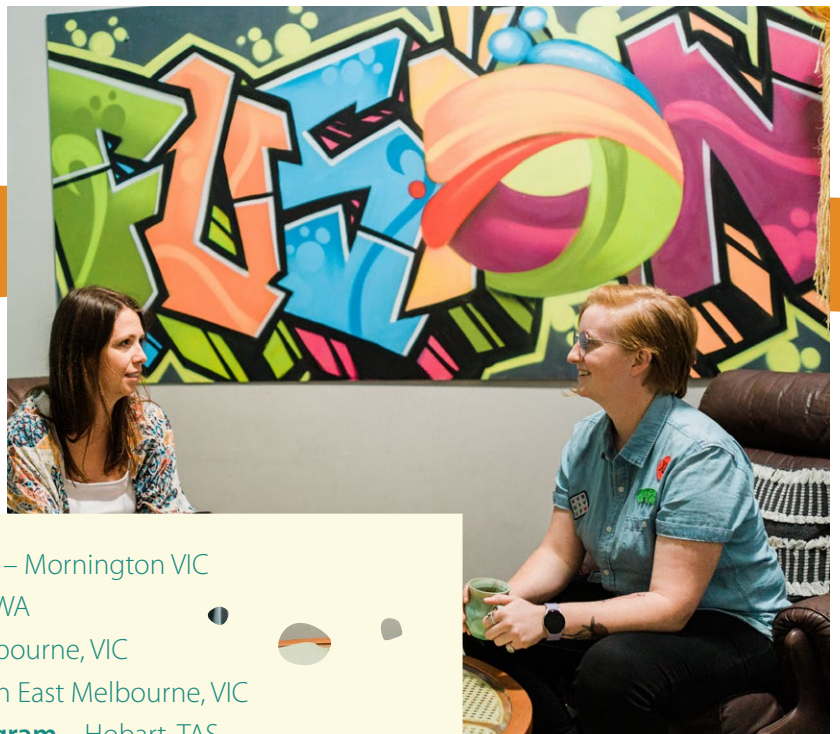
271
people supported

20040
bed nights
in 2023.

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 2023, Fusion operated seven different accommodation services for those who found themselves without a place to call home for various reasons. These services included: crisis and short-term accommodation; medium term supported housing; and long-term accommodation for people with mental health issues. All were committed to supporting the young or vulnerable to take on appropriate administration of their own lives. Fusion works to provide appropriate life models and situations in which young people and others can develop independent life skills and trust relationships, as well as a sense of being significant and cared for individuals.

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

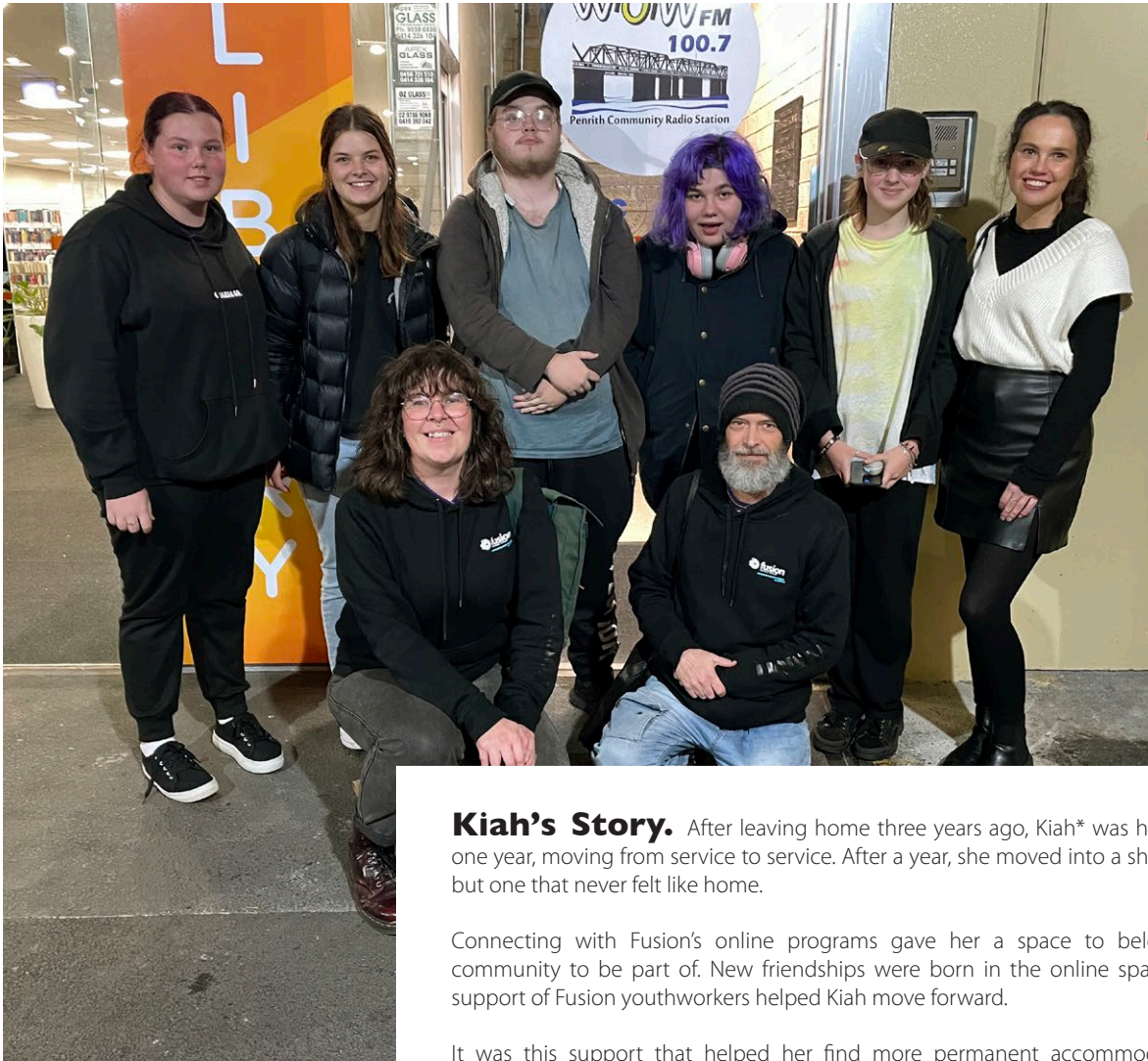


OUR SERVICES

- **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
- **Fusion Mental Health Units** – Geraldton, WA
- **Rangiora Housing Service** – Campsie, NSW



MORE THAN AN ACCOMMODATION SERVICE . . .



Kiah's Story. After leaving home three years ago, Kiah* was homeless for one year, moving from service to service. After a year, she moved into a shared house, but one that never felt like home.

Connecting with Fusion's online programs gave her a space to belong and a community to be part of. New friendships were born in the online space and the support of Fusion youthworkers helped Kiah move forward.

It was this support that helped her find more permanent accommodation in a supportive setting with Fusion. The stability of a home where movie nights, community meals, and house meetings all help build connection and a home that feels like home.

On top of that, Kiah's found a role volunteering with Fusion Radio. The purpose she's found there is not just about meeting her own needs, but about helping others too.

"I have something to actively look forward to each week. Volunteering helps me get out of my own head - even when I'm down - and gives me a purpose. I've found MY purpose in helping other people find THEIR purpose."

The predictability of a place where she belongs, plus a reason outside of herself to get up and going, have helped Kiah be resilient, tap into her own potential and empowered to contribute to the world around her.

We're so thankful to see how a community of support is impacting Kiah in real ways, enabling her to thrive.

**Name changed*



FUSION VILLAGE . . . A PLACE TO THRIVE



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.

Officially launched in 2022, the Fusion Village will provide vital intervention for young families in the region: stable housing, combined with individualized support and education. The young mothers will be supported through antenatal and post-natal care, parenting, nutrition, and early childhood care with resources including specialist parenting courses available.

With a growing need for support and housing for vulnerable young women and their new-born babies in the community, Fusion Mornington Peninsula will build 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.

After years spent in the planning phase and with a long term lease on the land secured, essential fundraising is happening, alongside the ongoing development processes. We're looking forward to moving the project to the next stage in 2024.

LOCAL YOUTH & COMMUNITY HUBS

EQUIPPING THROUGH TRAINING & RESOURCING

PROPHETIC VOICE - ADVOCACY & SOCIAL JUSTICE

NETWORKS & PARTNERSHIPS



MENTAL HEALTH EVENT

Geraldton, WA

WHAT WE DID IN 2023

TRANSFORMING COMMUNITIES

This year saw our teams accept the challenge to “Love Your Neighbour” in their communities. Taking initiative, creating new ways to engage, bridging the gaps to actively care for those left vulnerable as a result of the rising cost of living, our responses were shaped around local needs and tapped into the resource already present in our neighbourhoods.

LOVE YOUR NEIGHBOUR THROUGH

747
community
programs.

18235
community connections.

Our experience working in local communities has taught us that it is deep, long-term investment of time and resource that brings transformation. Often after many years of being consistently there for our neighbours, we see the impact of simple actions that bring big change to the lives of others.



SYDNEY NORTH HAMPERS

At the Fusion Community Centre in Hornsby, volunteers pack and deliver hampers every week for locals who are struggling to make ends meet. In 2023, they were named Local Waste Champions by Hornsby Shire Council for their food rescue initiatives and composting of expired produce at the local Community Garden.



A COMMUNITY FOR EVERYONE IN SOUTH EAST MELBOURNE



In the south-eastern suburbs of Melbourne,

a buzzing community is growing. Every Thursday the Fusion Community Centre at Oakleigh is bubbling with life when people come together around food, sharing a meal, enjoying each other's company, and creating new friendships.

If you drop in at another time you might find young people enjoying afterschool fun, families playing board games, ladies enjoying a craft or pamper night, people of all ages and stages going on a group walk, students learning together and even primary schoolers enjoying activities in the school holidays.

"After many years of caring for the community here, we're seeing the impact of being there for the long term and creating spaces of belonging for people of all ages. Mums have brought their kids to our youth programs, then come along to the Ladies' Nights, joined in cooking for a community lunch, and even started volunteering with the team. We love that the Community Centre really is a hub of connection for people and a place where everyone can find purpose and belonging." – Fiona, South East Melbourne Team Leader

There's a place for everyone in this community. Sarah* shares how connecting with Fusion through the home-school network has impacted her family.

I am writing to express my enthusiastic support for Fusion Oakleigh Youth and Community Centre.

As a parent of four children aged 12, 10, 10, and 1 years old, my family has been actively involved in homeschooling since the onset of the pandemic. Throughout this journey, we have explored various homeschool co-op groups with very little luck finding one that the girls feel they belong to. I must say that Fusion has stood out as an exceptional resource for our family, and we have been traveling every week from the city for the past two years to participate.

The supportive and welcoming environment provided by Fusion has greatly contributed to my children's social, emotional, and academic development. From fostering friendships to facilitating engaging learning experiences, Fusion has played a pivotal role in enriching our homeschooling journey.

The dedicated staff, led by Kelly, and volunteers at Fusion have created a nurturing community where my children feel valued, supported, and empowered to explore their interests and talents. Through a diverse range of activities and excursions, Fusion has broadened my children's horizons, empowered them to get involved, and deepened their love for learning.

A highlight for the girls has been forming many friendships through board gaming, playing Uno, rummy, and other card games. Other highlights are the activities, like cooking, constructing gingerbread houses, making bird feeders, comic drawing workshops, electro Tec, painting, making Christmas ornaments, community lunches and excursions like visiting the Yakult Factory.

I am particularly impressed by Fusion's commitment and emphasis on fostering collaboration and community spirit. These core values align closely with our family's educational philosophy, and we are grateful for the positive impact Fusion has had on our homeschooling experience. As a mum, it has been a great support network for me too, as it can be very isolating for a full-time homeschooling parent without family support.

Thank you for considering this letter of support. I am confident that Fusion Youth and Community Centre will continue to make a meaningful difference in the lives of homeschooling families for years to come and would greatly appreciate support to help provide further support for the youth, especially in need for extra staff to help facilitate and be an aid for families with youth during the homeschooling and school holiday programs.

Best regards,
Sarah*

*Name changed

POATINA VILLAGE THE WAY LIFE WAS MEANT TO BE



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 2023, two artists found their artistic home in Poatina Village as part of this program.



Poatina Art Gallery and Artist in Residence Program.

Visit the heart of Poatina Village and you'll find the Poatina Tree Gallery. Established nearly 30 years ago when Fusion first came to the Village, the Art Gallery hosts regular exhibitions by both local artists and others connected to Poatina, including through the Artist in Residence Program and the annual Faith and the Arts creative summer school.

In March 2023, an exhibition of works created by Eloise Kirk following her time as Arts Tasmania Artist in Residence in Poatina during 2022 went on display.

Eloise explains the creative process around her collage paintings and sculptures:

“My work explores the unification of sculpture collage and installation, sampling images of geological formations, waves, and clouds.... Each project I create is based on a specific local environment. I incorporate images, minerals and forms found in the specific areas of interest.”



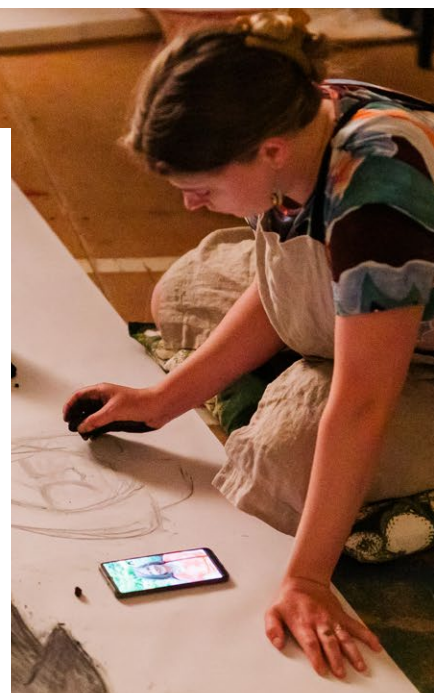
Faith & The Arts. Every January, Faith and the Arts provides the opportunity for people to stop, reflect and create. In company with others, people at all stages of the creative journey gather to explore their creativity as an expression of faith. The program includes time to experiment, have fun, reflect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

Following two years of online programs, in January 2023 the Arts team embraced the opportunity to once again welcome people from around the country to Poatina for a face to face program. With an engaging range of workshops, art making, creative worship and teaching, all those invested in exploring their creative potential were welcomed into the “Hive”.

Fusion's CEO had his first taste of Faith and the Arts this year.

“In a connected, supportive environment we are free to discover who we are and what we're made for; to find our purpose and thrive. I was privileged to start my year in a community like this at Faith and the Arts in Poatina Village during January.

There I saw a truly diverse group of creative people across generations, come together, working side by side, each on their own creative journey but also part of a bigger story too. As we hoped it would be, this really was a HIVE of creativity and life.”



LOCAL YOUTH & COMMUNITY HUBS

EQUIPPING THROUGH TRAINING & RESOURCING

PROPHETIC VOICE - ADVOCACY & SOCIAL JUSTICE

NETWORKS & PARTNERSHIPS



POP-UP FUSION OF SHOP
Morrington Peninsula, VIC

WHAT WE DID IN 2023

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 2023, 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.

• **LOVE YOUR NEIGHBOUR**
MADE POSSIBLE THROUGH

290
team members.

25
enterprises including
13
opshops.

756
clients supported by Fusion Building and Maintenance.

Riverina Sip and Go. The enterprising team in the Riverina kicked off their newest initiative in April with the Sip and Go Coffee Van at the annual Easter celebration in Narrandera. The van gives Fusion a visible face at community events and provides opportunity for mentoring and training young people, while raising revenue to sustain Fusion's local work.

The van's operations are managed entirely by local young people, with Amanda at the helm managing and coordinating the bookings, while Quinten ensures the technicals are in order. This enterprise is giving them both the opportunity to grow, learn new skills and take on significant responsibility, while contributing meaningfully to Fusion and their local community.



Fusion Building and Maintenance at Richmond NSW 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.

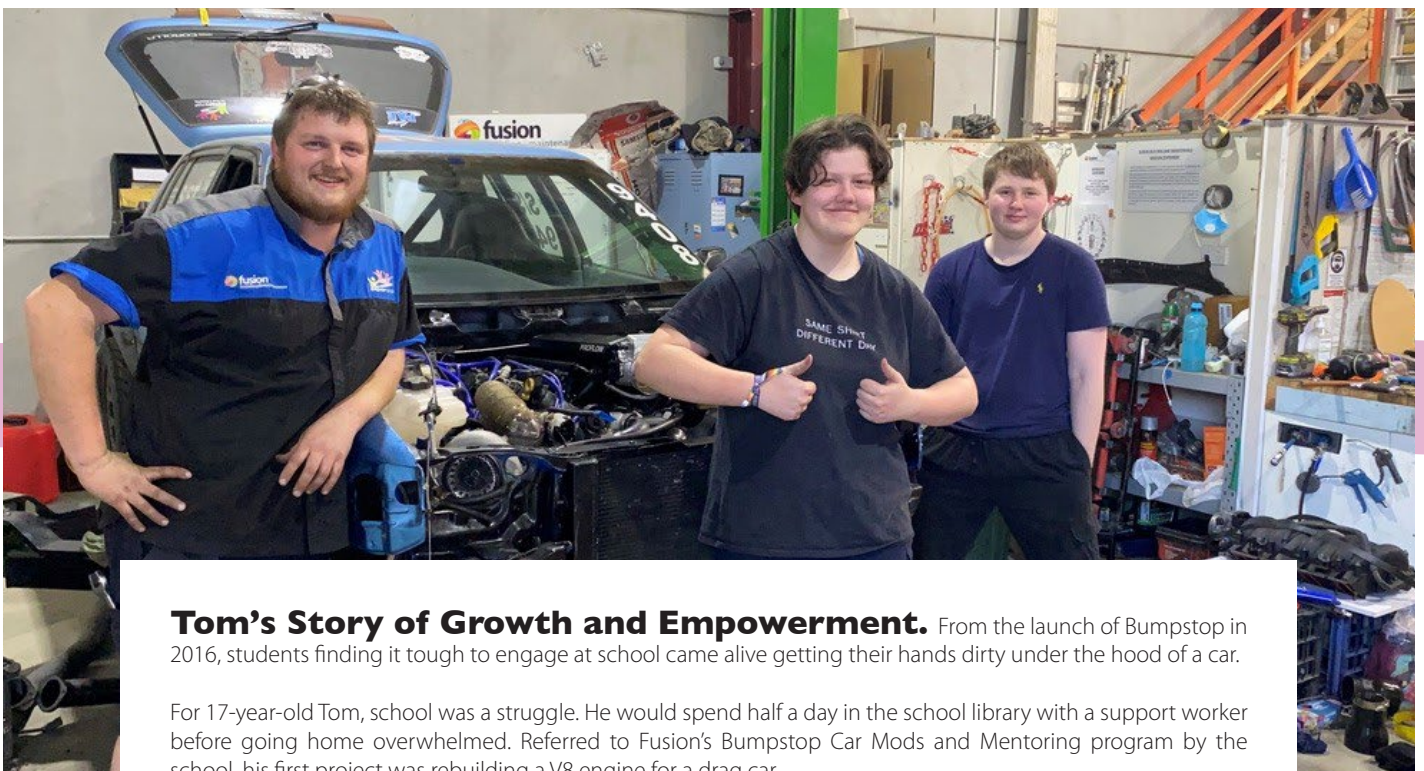
For over eighteen years Fusion Building and Maintenance has been providing a quality building service, with a range of services to ensure that clients and customers are provided with the best solutions possible; from handyman jobs to home renovation, from major construction to home modifications.

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. The management team of Fusion Building and Maintenance has worked for the last two years 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 was also supporting local young people through the Bumpstop Mentoring and Car Mods initiative established in 2016. Each year, the team worked intensively with young people in need of more support than the regular classroom provides, to help them learn new skills, grow in self-awareness and esteem and develop work skills, all while being mentored by a committed team of youth workers and car experts.

Due to fundraising limitations and risk associated with activities connected to the Bumpstop program, the Fusion Executive Team made the difficult decision to put the program into recess at the close of 2023.

We're very proud of the impact of Bumpstop on the lives of young people and their families over many years and celebrate the growth in young people like Tom.



Tom's Story of Growth and Empowerment. From the launch of Bumpstop in 2016, students finding it tough to engage at school came alive getting their hands dirty under the hood of a car.

For 17-year-old Tom, school was a struggle. He would spend half a day in the school library with a support worker before going home overwhelmed. Referred to Fusion's Bumpstop Car Mods and Mentoring program by the school, his first project was rebuilding a V8 engine for a drag car.

"We had it stripped down and as I was teaching him and showing him what to do, we started to see him shine. He had an incredible ability to absorb and retain knowledge, especially about engines and cars. When I told him that he was smart, he turned bright red and grinned a massive grin; no one had ever said that to him before. All the things that we saw as intelligence, he had only ever seen as 'weirdness'". - Aidan, Bumpstop Coordinator and Mentor

Tom went from being shy and uncertain to confidently sharing his opinion. He's now secured an apprenticeship with a local mechanic, where he is being supported to achieve his goals.

His school couldn't believe the change they saw in Tom. "What did you do with this kid? He's completely changed!"

This is what can happen when a community comes together around a young person to build them up and support them to thrive.

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 2023, 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.



Enterprise Powered by Volunteers. The Fusion Op Shop in Hornsby has been raising vital funds to undergird our work with young people and the community for over thirty years, powered entirely by the efforts of local volunteers. Volunteers like 83-year-old Phyl, who following thirty years of valuable service has been farewelled by the team but memorialised on the Shop wall.

Since 1960, Fusion's been part of the Hornsby community, starting with the Attic drop-in centre in Coronation Street, through to Jack's Island Café near Hornsby Station, and now the Fusion Op Shop (once known as Wombat Wardrobe) and the Community Centre in Jersey Street.

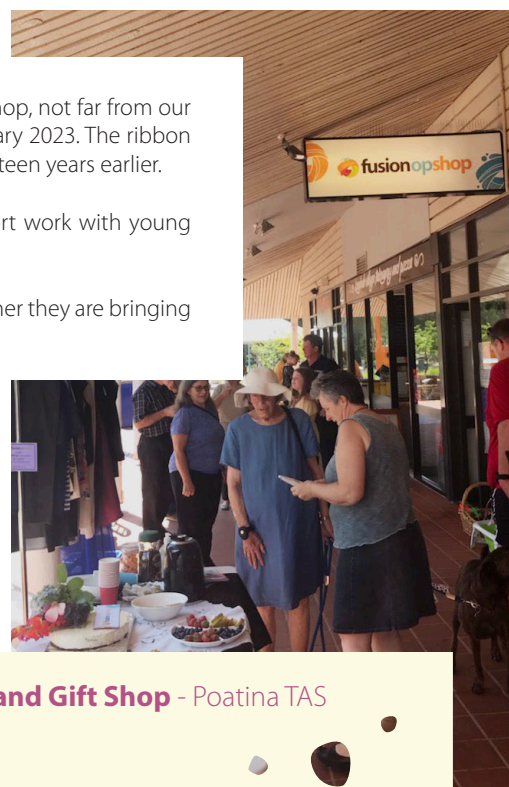
With over 60 years invested in the neighbourhood, it was an honour to be included in the Hornsby Shire Council's mural project in Beattie Lane, adjacent to the Fusion Op Shop. Volunteers Phyl, Sue and Mark are all featured on the artwork and were even photographed with their "mural selves" as part of the launch of the artwork.

As Phyl heads into the next phase, her image will remain for the whole community to enjoy. A remarkable celebration of what it means to invest into your neighbourhood, bringing connection and community to others, all while raising funds to support the next generation.

A Fresh Op Shop for Canberra. Canberra has a new Fusion Op Shop, not far from our old site in Kambah, this new store is more spacious and opened to the community in January 2023. The ribbon was officially cut by a good friend of Fusion, who opened our very first store in Canberra thirteen years earlier.

Powered by a committed team of volunteers, all profits from this Op Shop directly support work with young people and communities around the country.

Thanks to the passion and enterprising spirit of local people, giving their time and skill, together they are bringing transformation to our communities so that young people can thrive.



OTHER ENTERPRISES AROUND AUSTRALIA

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

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

LOCAL YOUTH & COMMUNITY HUBS

EQUIPPING THROUGH TRAINING & RESOURCING

PROPHETIC VOICE - ADVOCACY & SOCIAL JUSTICE

NETWORKS & PARTNERSHIPS



FAITH & THE ARTS SUMMER SCHOOL
Poatina, TAS

WHAT WE DID IN 2023

EQUIPPING THROUGH TRAINING & RESOURCING

For over 60 years, learning that is more than 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.

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

Commitment to helping young 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 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.

LOVE YOUR NEIGHBOUR

408
People equipped
in 2023

Families Courses

24
supporting

121
parents and
carers

Families Course on
video, supporting

40
families

Every young person longs to belong. In Perth, the Fusion Life Skills program is helping young people develop trust and engage authentically with each other. Here Youth Worker, Matilda shares how the program brings real change to young people and their schools.

"A group of fifteen Year 8 girls recently completed our Life Skills program. When they first entered the classroom, the tension was palpable. It became clear to us very quickly that we had girls with 'low status' in their year group, and girls who were very influential and often a bit mean.

In our first session we discuss trust and how to make a space safe for everyone. We had some great discussions, but it was clear that these girls had long history of mistrust with each other.

Throughout the nine weeks we worked hard to help the girls build trust. We built up and made space for those who often weren't heard and encouraged those with some mean behaviours to really hear others and share authentically. We saw huge change in the girls. Girls who had previously rolled their eyes when others were speaking, now listened, and even responded positively to those they'd previously dismissed.

In our final week we celebrate every participant, their contributions and learning. This week one of the girls who had previously been mean and cold to others put her hand up to share how much she had previously dismissed the other girls. She looked one of these girls in the eye and told her 'I was wrong about you. You're actually a really cool, smart and nice person!' and the other girl responded with 'Me too. You're actually really great and really pretty!'

We know this program works! We've seen it time and time again. Not every group has beautiful moments like this, but this and countless stories like it is why we do it." - Matilda, Fusion Perth Youth Worker

LIFE SKILLS FOR YOUNG PEOPLE IN PERTH





FUSION INTERNSHIP



In 2023, the team on the Sunshine Coast launched a new youthwork internship program. A ground-breaking development in our training, the team welcomed three Interns and one Junior Intern to the youth work team for 2023.

Each participant spent a day a week in Fusion programs and training, learning the theory and skills and putting them into action in the field. Generous financial support made it possible for these young people to explore their potential and make an impact for others in their local community.

Over the twelve months, each Intern participated in Fusion youth programs and activities, leading the development of on the ground initiatives, including the new Touch Grass program, a new school lunchtime program and coordinating the annual Leadership Camp.

It was challenging for the Interns to put aside their own needs, juggle commitments, focus on being present and engaged in deeper conversations with young people, while learning how to develop and run programs.

We asked each intern, "What did you learn and how did you grow?" Their thoughts included reflections on what they'd learnt and on how they themselves had changed.

- The impact of what I do on the people around me.*
- I'm more mellow and less overwhelmed.*
- Communication skills and how to be more organised.*
- I'm more aware of the things that trigger me than I was before.*
- I learnt how to interact with young people.*
- I'm closer to God.*

For one Intern, their vocation has become clearer, "For years I have not known what I wanted to do for work, but through the internship I have realised I want to be a youth worker!"

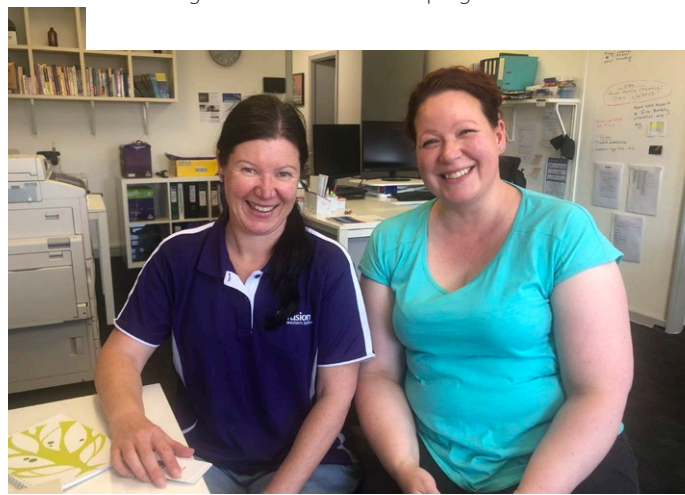
We're so thankful these four stepped up to the mark in 2023 and can't wait to see where they go next. Following the success of this first year of the new Internship, the Fusion Sunshine Coast team have already recruited a new group of Interns for 2024.

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

In 2023, we delivered the course online, face to face with groups, one-on-one with parents in need of support and through the Families on Video program.



The Impact of a Supportive Families Program.

"We sat facing Ghretta. A grandmother who was full of hurt, anger and pain. Ghretta told us the story of her family. It was full of conflict and blame.

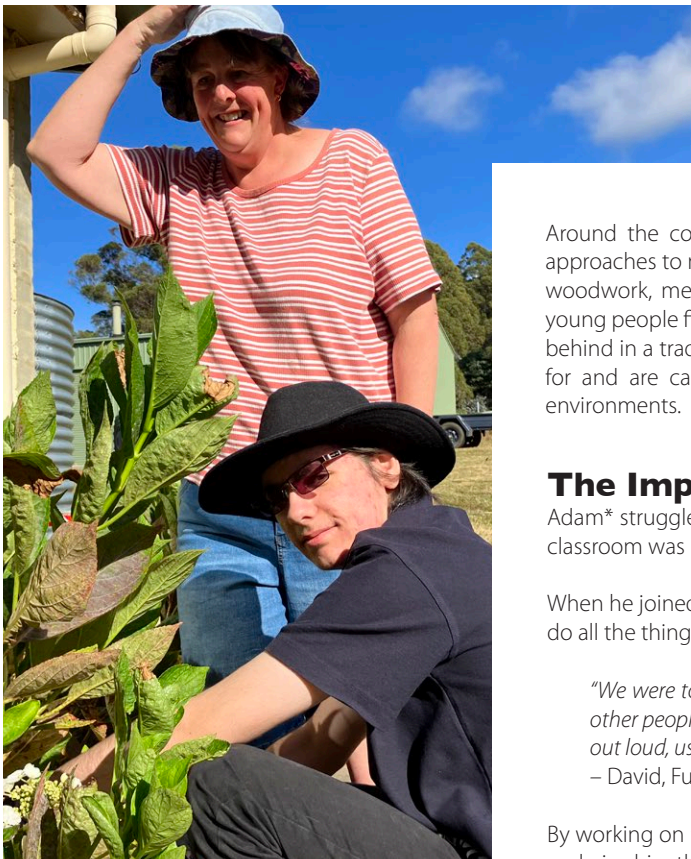
As we listened, it was hard to know how to respond. Did we challenge her? Point out that she also may have contributed to this difficult situation?

It seemed right to just listen, to empathise, and to show we cared and that we were there for her.

At one point, Ghretta stopped and said, "I wasn't loved as a child" and started to cry. From there we began to look at ways to bring hope and healing to the relationships."

It's a long journey, but Ghretta wants to grow and make changes. This change will not only transform her life today, but the lives of her children, grandchildren, and the generations to come.

This is the impact of the Families Course. In the context of a supportive environment, our teams gently guide parents, carers and grandparents like Ghretta, as they not only learn new skills, but also grow in awareness of their own story and its impact on their own family. Together we're breaking the cycles of trauma and disadvantage, so that the next generation can thrive.



GARDEN WORKING BEE
Forest Glen, Fusion Southern Tasmania, TAS

MENTORING PROGRAMS

Around the country, our Fusion teams have developed a range of programs and approaches to mentor young people. Whether hands on in a vegetable garden, doing woodworking, mechanics or cooking, the one-to-one and small group programs help young people find success outside the usual classroom. Many of these students are left behind in a traditional learning environment, but discover more of what they're made for and are capable of achieving, when treated with respect in these real world environments.

The Impact of Mentoring in Southern Tasmania

Adam* struggled at school. Slow to process and thrown off when things changed, the classroom was not a comfortable place for Adam.

When he joined the Fusion mentoring program in Year 7, Adam finally had the space to do all the things he wouldn't do at school.

"We were told by his school that Adam wouldn't read, eat, or do maths in front of other people. We've seen him do all those things at Fusion. Reading the instructions out loud, using maths outside and in the kitchen, taste-testing what he's produced."

– David, Fusion Team Leader Southern Tasmania

By working on practical projects alongside a mentor who took the time to listen, guide, and give him the space he needed, Adam grew in ability and self-confidence.

From being at risk of disengaging from school in Year 7, Adam finished high school at the end of 2023 and his incredible work ethic had already secured him an apprenticeship for the following year.

Mentoring programs not only give young people the skills they need for work and life, but also a new belief in their own abilities and place in the world.

"The young people all want to come back to Fusion. This is a place where they can achieve, belong, and feel good about themselves."

LOCAL YOUTH & COMMUNITY HUBS

EQUIPPING THROUGH TRAINING & RESOURCING

PROPHETIC VOICE - ADVOCACY & SOCIAL JUSTICE

NETWORKS & PARTNERSHIPS



NSW PILGRIMAGE
First Nations Democracy Tour,
Old Parliament House ACT

WHAT WE DID IN 2023

PROPHETIC VOICE ADVOCACY & SOCIAL JUSTICE

Fusion is a faith-based for-purpose organisation, 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.

WE DO THIS BY taking appropriate action to raise awareness and speak up for those being marginalized and dehumanized within our communities.

For over 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 be heard by the wider community and those who can work for change.

A CALL TO **LOVE YOUR NEIGHBOUR** RAISING AWARENESS IN 2023

**CHANGE THE
HEART
LOVE YOUR
NEIGHBOUR
NEIGHBOUR
DAY
KNOW THE PAST,
CHANGE THE
FUTURE
FAMILIES WEEK**

**HOMELESSNESS
WEEK - AN END TO
HOMELESSNESS
RUOK DAY
GOOD NEIGHBOUR
PROJECT
WE LOVE
BECAUSE - AT
CHRISTMAS**

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.

AN END TO HOMELESSNESS

As part of Homelessness Week in August 2023, Fusion produced a series of articles about the elements needed to empower someone to overcome homelessness.

What is Homelessness?

Homelessness is more than rooflessness. According to the Australian Bureau of Statistics (ABS) there are in fact five factors that need to be present for someone to be regarded as having a "home".

A sense of security, stability, privacy, safety, and control over living space are all essential to having a place to call "home". The ABS definition regards someone as "homeless" if any one or more of these factors are missing.

We were challenged to consider how we can bring the jigsaw pieces together, so that others can find a way home and An End to Homelessness in Australia can become a reality.





AN END TO HOMELESSNESS

The Jigsaw Pieces to Overcome Homelessness

In the same way that there is a way into homelessness, there is also a way out and practical ways that we can be a part of the solution.



1. NETWORKS OF SUPPORT

We all need to find a place where we belong. A community where we can contribute and find our place is vital to maintaining wellbeing, both physical and mental.

Joining groups, making friends, being a part of a club, can provide the support we need, a community that knows who we are and values our contribution.

2. MONEY

Financial stability makes it possible for an individual to maintain housing. This could be achieved through employment or other long or short-term support.



3. A PURPOSE IN LIFE

Every life needs a purpose. Whether homeless or not, finding a positive way to contribute to our community gives life meaning, enhances self-esteem and provides a healthy outlet for our energies. Not only about finding a vocation, this can be found in small day to day efforts too.

Purpose can be found in volunteering, providing support to other people, or contributing to the communities we belong to.

When we create opportunities for people we are supporting to move from being "clients" to being part of the team, we restore dignity and self-esteem. By creating plenty of small roles that can be shared around, we create space for everyone.

This can be as simple as washing the dishes, setting up the space, packing up at the end or looking out for others. Throughout the history of Fusion, we've found that when treated with respect and dignity, anyone can find a way to be involved.



4. PREDICTABILITY OF TENURE

When there is certainty around the place you call home in the medium to long term, you can book appointments, find a school community where you can belong, know where your dentist is and the best place to buy your supermarket supplies. Without tenure it's harder to make a schedule or stick with it, because the details of life are more uncertain, adding to emotional distress and worry.



HOPE



5. HOPE

To have hope that our situation can get better brings energy and positivity, enabling us to take action and move forward. Despair is debilitating and can rob us of the capacity to act.

How can we help others find hope as they face their challenges?

Take small actions to show you care. Listen, offer help when it's needed, find out what other resources are available and connect those in need with them.

We're committed to doing all we can to be part of bringing **AN END TO HOMELESSNESS** around the country through our local Youth and Community Hubs.

THE GOOD NEIGHBOUR PROJECT

A practical approach to living out our values and impacting our neighbourhoods.

An initiative of Fusion Mornington Peninsula

Ever since Fusion began over sixty years ago, we've understood how essential to an individual's health and wellbeing are relationship and purpose. We're all at our best when we're part of a healthy community that values our unique contribution and empowers us to find our purpose.

And we all have a part to play in creating this connected community for each other. Whether by giving our time to a good cause, caring for a neighbour, giving financial support to those who are struggling, or listening to a young person in need of a healthy mentor, our contribution creates the neighbourhood we all need.

This year the team on the Mornington Peninsula drew on their passion and forty years of experience supporting homeless and vulnerable young people to create the Good Neighbour Project. This initiative invited participants to have a go at being a "Good Neighbour" by taking on twenty-one challenges over thirty days. While some were simple, others were more complex, and all were designed to help individuals live out their values around caring for those in their neighbourhood.



TRUE LIFE IS LIVED WHEN TINY CHANGES OCCUR.
LEO TOLSTOY

BE A GOOD NEIGHBOUR
JOIN THE 21 DAY CHALLENGE

GOOD NEIGHBOUR PROJECT

fusion
Together There's Life

SUPPORTED BY
Community Bank Mount Martha
Bendigo Bank

REGISTER TODAY
You will receive your Good Neighbour Journal and everything you need to take on the 30 day challenge of 21 actions to help build a more connected neighbourhood.
GOODNEIGHBOURPROJECT.GOFUNDRASE.COM.AU



THE CHALLENGES

10. FROM LITTLE THINGS BIG THINGS GROW



Next time you mow your lawn, why not mow the neighbour's nature strip too? If they're home, let them know what you're doing (and maybe if they would like their front yard mowed!)

When you bring your bins in, why not bring in the neighbour's bins too?

If they h your tin night ou

In 2023, more than two hundred people took up the challenge to be a Good Neighbour. Many were students from local high schools, who not only committed to try their hand at supporting others in their local communities but to also seeking sponsorship and raising funds for Fusion's work with those experiencing or at risk of homelessness.

Our Mornington Youth Engagement Coordinator, Dean shares the impact of this ground-breaking project.

"This year was the launch of our Good Neighbour Project which was not only an important fundraiser, but also an education and advocacy tool for our local young people. Several schools participated in the Project, and with some even visiting our housing service to experience the 'Walk Without Home', an educational 'walk' in the footsteps of young people experiencing homelessness.

This experiential learning tool was birthed from our Sleep in Your Car events and has become an important part of our advocacy work. As the students journeyed through the nine stations along the walk, they wrestled with the realities faced by young people in their own communities who have to navigate a broken system, having found themselves with no fixed address due to circumstances beyond their control.

The choices they made at each station were randomised and as a result students felt like they weren't just making the "proper" choices and "not fully experiencing some of the true challenges faced by young people", as one teacher put it. Students said the walk "made it seem real" and that it was "an eye opener".

We can't wait to offer more schools this opportunity next year, and to connect the stories of our young people to the broader story of our shared neighbourhood." – Dean, Youth Engagement Coordinator

Following the success of this inaugural Good Neighbour Project, the team began recruiting schools to participate in 2024. We welcome people of all ages to join the students in the challenge; after all, our communities could do with a few more Good Neighbours.



KNOW THE PAST CHANGE THE FUTURE

From the beginning, Fusion has been committed to restoring relationships for individuals, families and communities. In 2001, the first Pilgrimage to Uluru launched us on a journey of exploration, as we began to further discover what reconciliation with the First Nations Peoples of Australia might look like. It's a journey we continue to take and we're committed to deepening our understanding of our local stories, building connections and relationships in our own communities.



Pilgrimage to Country

"I've learnt things on this Pilgrimage that you don't learn at school. I don't know if the teachers don't care or they don't have time, but I haven't heard these things before. I enjoyed learning from the people whose ancestors first walked these lands. It's better than hearing it in school because you get more of an insight learning from them."

- Khodi, Western Sydney

In April 2023, a group of young people and leaders from the western and southern suburbs of Sydney set off to explore the story of our First Nations people around NSW as part of the annual Pilgrimage to Country. Together they journeyed through Dharug country to the Gundungarra country of the Blue Mountains, west into Wiradjuri country and south to the Ngunnawal country of Canberra.

In the Blue Mountains, they heard the long history of the region and its stories. In Lithgow Wiradjuri man, Adrian cracked open the challenging parts of our history, including massacres and injustices and helped the group understand some of the traditions of the Wiradjuri people.

Following a smoking ceremony, the pilgrims headed further into Wiradjuri country, listening, and learning traditional stories in Bathurst and Orange, visiting Mt Canobolas (Ghaana-bula) with elder and Deputy Mayor of Orange, Gerald Power, hearing stories that are being told to the public for the first time.

In Narrandera, they heard from Aunty Bec, ate together around the campfire, listened to stories, walked by the Murrumbidgee River, and looked at the stars, and even found a koala in the trees above.

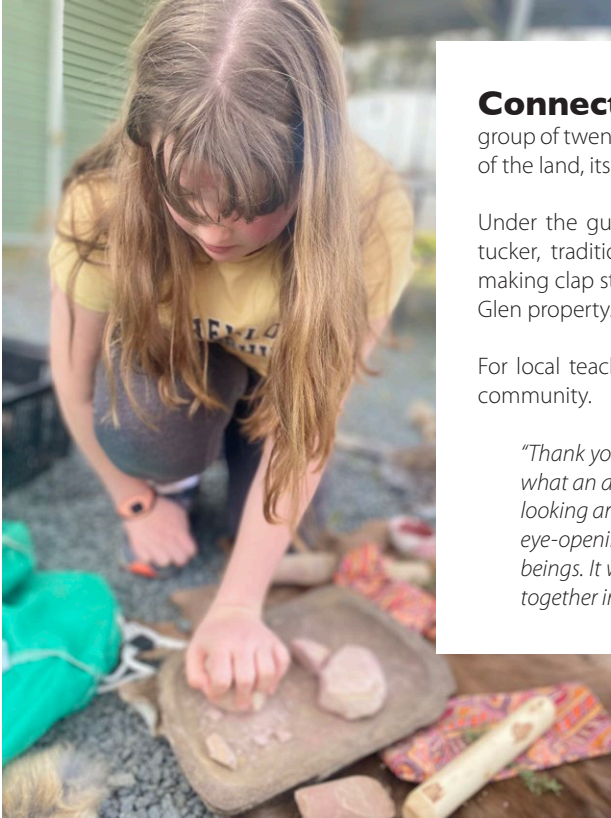
For some the time away from their usual environment was a chance to belong and know they mattered, for others it was what they were learning from the Indigenous people they met that was transformational.

Finally, the group explored the Siev X Memorial and experienced the First Nations Democracy Tour at Old Parliament House in Canberra. As they visited these significant places and heard the stories of ordinary people who have been movers for change in our history, the young people were challenged to think about how they too can raise their voices and advocate for truth and justice in their communities and our nation.

YINDYAMARRA is a Wiradjuri word which means *"To show respect. To go slowly and softly through the land. To give honour and take responsibility."*

The elders and teachers the pilgrims met on the journey challenged them to carry this approach into their everyday lives.





Connection to Country. This year's Connection to Country in Hobart, saw a group of twenty locals stop, listen, reflect, and learn. Learn from those with a deep understanding of the land, its history, its story, and the resource it offers to all of us, if only we have eyes to see.

Under the guidance of Dave, Heather, and Auntie Libby, the group learnt more about bush tucker, traditional techniques for skinning a wallaby, grinding ochre and men's business of making clap sticks. They even propagated native peppers and planted pig face at Fusion's Forest Glen property.

For local teacher, Zoe it was a profound learning experience, in the context of a welcoming community.

"Thank you so much! One of the best educational experiences I have ever had. I never knew what an abundance of food surrounds me. I returned to my own patch of bush and realised, looking around, that I could actually survive off it... and so much of it is delicious! Absolutely eye-opening. And confidence building. But also today I met such a fantastic bunch of human beings. It was a deeply beautiful experience of community, helping each other and working together in such a happy spirit!"- Zoe

In South Australia.

PILGRIMAGE [noun]: a journey, especially a long one, made to some sacred place.

This is the journey our pilgrims from South Australia took over two weeks during October. Travelling from Kapunda through Port Augusta, Woomera, Coober Pedy, Alice Springs, Kings Canyon, Uluru and Imanpa, before returning home, this intrepid group were challenged to learn more about themselves, their values, how they impact on other people and the unique contribution only they can make to the world.

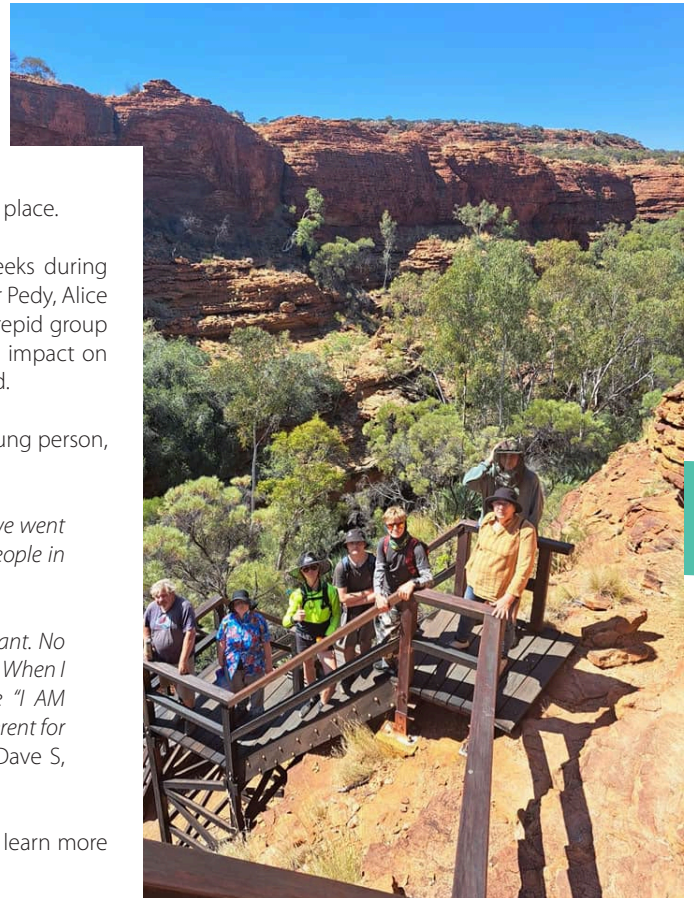
The journey challenged them to see themselves in a new way. For one young person, the impact was clear to see.

"There was one young person who was so anxious to start with. But as we went through the first few days, you could see them standing taller, looking people in the eye, coming alive in themselves.

Another young fella told me at the beginning of the trip. "I'm not important. No one cares about me." It was so exciting to see him change as we journeyed. When I asked again at the end, how he felt about himself, he answered me "I AM important!". The experience of being valued by others was so new and different for him – it changed his whole understanding of his place in the world." – Dave S, Fusion Team Leader Mid-North South Australia

This is what happens when we take the hard road and open ourselves to learn more about others, ourselves and what's around us.

A highlight of the journey was visiting the community of Imanpa, 180KM east of Yulara. Our SA team had been there before, running bike building and repair workshops with locals. They were remembered and their arrival celebrated this time



LOCAL YOUTH & COMMUNITY HUBS

EQUIPPING THROUGH TRAINING & RESOURCING

PROPHETIC VOICE - ADVOCACY & SOCIAL JUSTICE

NETWORKS & PARTNERSHIPS



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MORN

ORDINARY BRA

BROUGHT TO YOU BY COMMU



ORDINARY BRAVERY GALA DINNER
Mornington Peninsula, VIC

WHAT WE DID IN 2023

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.

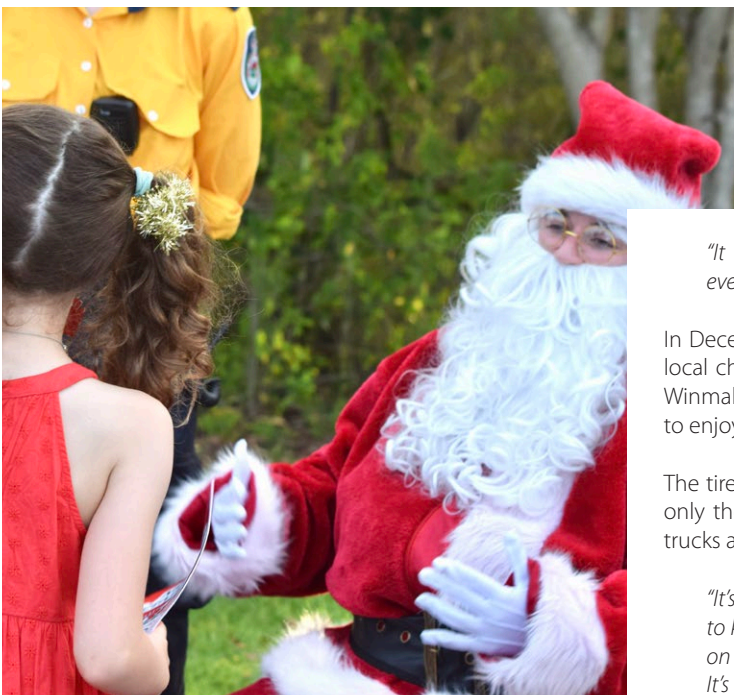
- As a national organisation, we will engage with peak bodies and networks, in order to actively participate in national responses to the needs of young people and their communities.
- We will actively engage in partnership with our Fusion brothers and sisters around the world, supporting them in their 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.

LOVE YOUR NEIGHBOUR TOGETHER

140 partnerships and supporting businesses and organisations.



PARTNERING WITH OUR CHURCHES

“It was a great night for the community; so wonderful to see everyone there. – Local Parent

In December, the Fusion Blue Mountains team led a partnership of ten local churches to coordinate the Blue Mountains Community Carols in Winmalee, making it possible for more than eight hundred local families to enjoy celebrating Christmas together.

The tireless efforts of the more than eighty volunteers undergirded not only the carol singing, but also the family-friendly activities, local food trucks and stall holders.

“It’s such a privilege to be at the heart of an experience like this. To get to know so many people from our churches, and to see the impact on the wider community when we work together is very humbling. It’s a big effort for everyone, especially at such a busy time of year, but what a way to display love and care to our neighbours.” – Annelise S, Fusion Co-Team Leader Blue Mountains

Feedback was warm and positive, with local people appreciating a free event made possible by the generous heart of the local churches, working together in unity.



PARTNERING WITHIN THE LOCAL COMMUNITY

Partnering for Christmas in Perth. Heart for the City Church generously provided Christmas presents and lolly-stockings to all the young people in the Fusion Student Household Service and Summer Lakes Pharmacy provided Christmas Care Packages for each resident. These included a card, gift and plenty of essential toiletries to set them up for the year.

The choice to be generous this Christmas made it possible for young people to not only celebrate the season, but also know that they are valued and cared for by a wider community.



Partnering for Neighbour Day In Geraldton.

It was all smiles at The Beachlands Community Inc. Neighbour Day Community Catch-up at the end of March 2023.

Fusion was there with festival games and activities including the spinning plates and Water Balloon Volleyball. Geraldton MLA, Lara Dalton enthusiastically joined the Volleyball game too, alongside players of all ages.

With the local Community Garden right next door to the park, many locals were excited to find out more about what's happening in their community. Some even signed up to get involved.

Neighbour Day provided Fusion with the opportunity to further our partnerships with other organisations to create places of belonging and connection, a key to overcoming the cycles of disconnection and brokenness in this community.

NETWORKS OF SUPPORT

Networking Together in Southern Tasmania.

In 2023, the team in Southern Tasmania celebrated twenty years of the Fusion Business and Professional Persons Network in Hobart. Meeting regularly since they first began, the group gathers every month for breakfast and to share the journey of living out their faith in the professional world.

To mark this 20th anniversary, members of the group headed to Poatina Village in early August for a time of reflection and learning, guided by group member Wendy J Quinn.

Informed by the principles of Narrative, Mentoring, Networks and Values-Based Culture that undergird the Network's breakfast meetings, Wendy has developed a Transformational Leadership model which is now being delivered to students through the University of Tasmania.

The generous hospitality provided by Poatina Village plus Wendy's wisdom and insights, made the weekend both impactful and refreshing for all who attended. We're looking forward to another 20 years of engagement together, tackling the challenges of integrating faith, life, and work.





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

BLUE MOUNTAINS

Bakers Delight Emu Plains
Bakers Delight, Springwood
Blue Mountains City Council
C3 New Hope
Church of Christ Blaxland
City Church, Blue Mountains
Glenbrook Baptist Church
Lower Mountains Anglican Parish
Mountains Youth Service Team
Resurrection Network
Springwood Baptist Church
Springwood Presbyterian Church
Springwood United Soccer Club
Springwood Uniting Church
Strong Nation Church
Supa IGA Springwood
The Sanctuary

CANBERRA

Joy and Stanley
Lyons Church of Christ
Missionworx
Woolworths, Kambah

GERALDTON

Geraldton Ministers' Fellowship
Midwest Mental Health & Community
Alcohol and Drugs Service
Midwest Yellow Ribbon for Life
Midwest Youth Sector Interagency Meetings

MORNINGTON PENINSULA

Community Bank Mount Martha
Ford Frankston Mornington Westernport
Liquid Church
Mornington Shire
Mount Martha Rotary
Payton Foundation
Pier Marketing
Tanti Park Social Enterprise

NORTHERN VICTORIA

Epsom Community Church
Healthy Loddon Campaspe
Huntly Community Church
Shine Bright Supported Playgroup

PERTH

Aligned Living
Centrepont Church
City of Canning
City of South Perth
Department of Industry, Science and Resources
Gen IT
In Focus Counselling and Therapy
RYDE
Town of Victoria Park

POATINA

Commonwealth Government
Northern Midlands Council
Tasmanian Government

SOUTH EAST MELBOURNE

Bakers Delight
Bunnings South Oakleigh
Chester Street Fruit Market
City of Monash
Department of Families, Fairness and Housing
Foodbank
Launch
Mazon
MCM
Oakleigh Baptist Church
Oakleigh Hughesdale Rotary
Salvos
WAYSS

SOUTHERN TASMANIA

Kingborough Family Church
Kingborough Helping Hands
Snug Christian Church
Tasmanian Parliamentary Prayer Breakfast

SUNSHINE COAST

Apex
Brent Mickelberg
Buderim Lions
Buderim Rotary Club
Chancellor Church
Mooloolah Valley Association
Sunshine Coast Council

SYDNEY NORTH

Abbotsleigh
ADCO
Aldi Supermarkets
Balamara Preschool
CASS
Commonwealth Bank of Australia
Four Seasons Nursery Garden
Hindi School
Hornsby Village Hub
Integrated Products
Kellogg's
KU Wahroonga
Ku-ring-gai Hornsby Mental Health Hospital
Lions Club of Hornsby
Maronites Foundation
NFP Preschool
Normanhurst LDC
Northholm Grammar School
One Meal
Second Bite
Street Side Medics
Thornleigh Community Baptist Church
UTS Christian Union
Wahroonga Adventist School
Wenona Boarding School
Woolworths Supermarkets

SYDNEY SOUTH

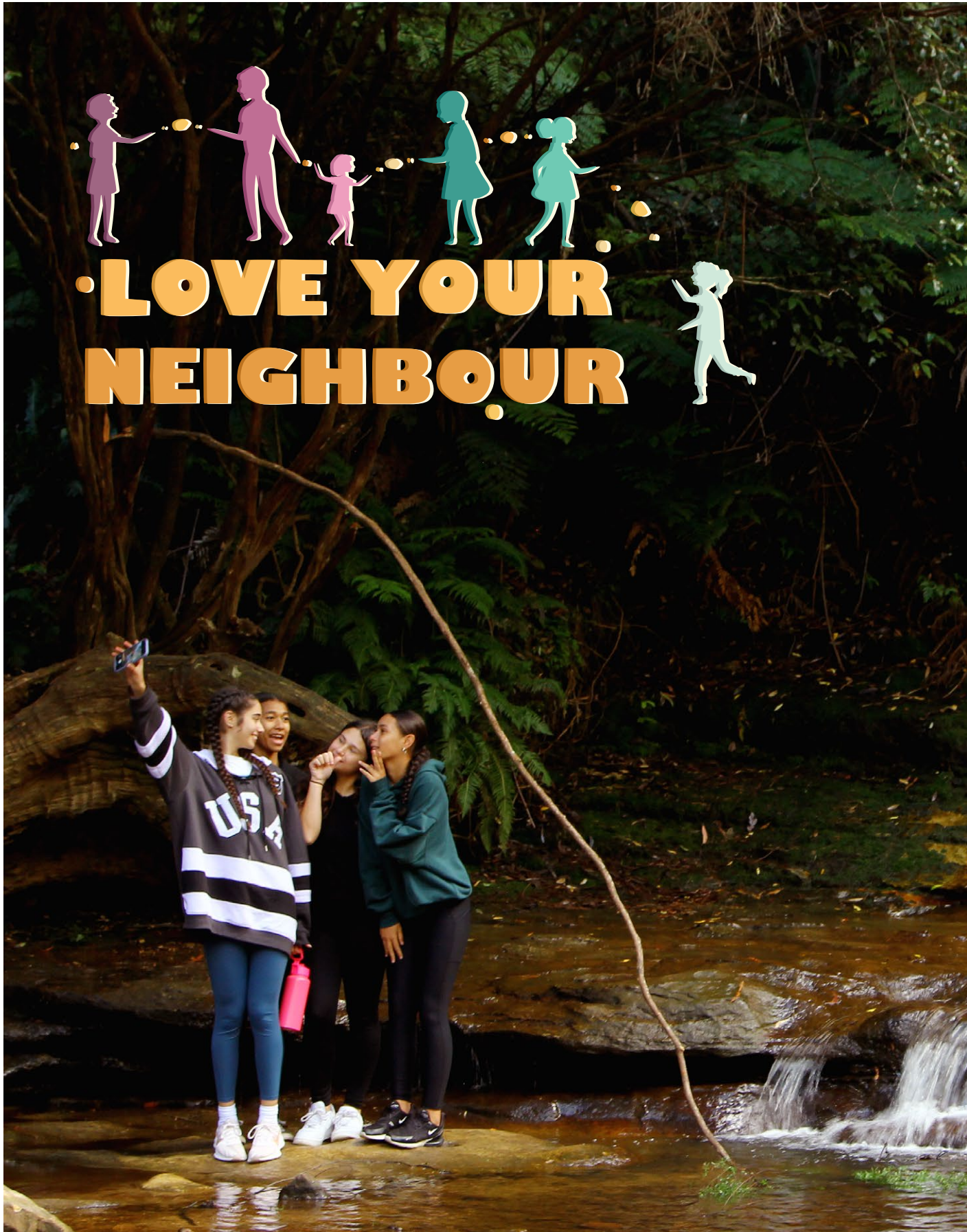
Birrong Girls HS
Burwood City Council
Burwood Girls HS
Campsie Anglican Church
Canterbury Boys HS
Canterbury Girls HS
Canterbury-Bankstown Council
Chifley College Mt Druitt
Department of Communities and Justice
Good2Give
Oz Harvest
Strathfield South HS
Together for Canterbury-Bankstown
Wiley Park Girls HS
Youth Opportunities

WESTERN SYDNEY

Barnardo's Cranebrook
Bennet Road Public School
Bidwill Uniting Church
Blacktown City Council
Blacktown Girls' High School
Cambridge Park High School
Catholic Care Blacktown
Chifley College Bidwill
Chifley College Dunheved
Chifley College Mt Druitt
Chifley College Shalvey
Colyton High School
Department of Communities and Justice
Erskine Park High School
Hope Christian Community Church
One Church Penrith
Penrith City Council
Plumpton High School
Rotary St Marys
St Clair High School
The Hive
Willmot Community Hub
WOW FM

FUSION BUILDING & MAINTENANCE

Commonwealth Department of Health
National Disability Insurance Scheme

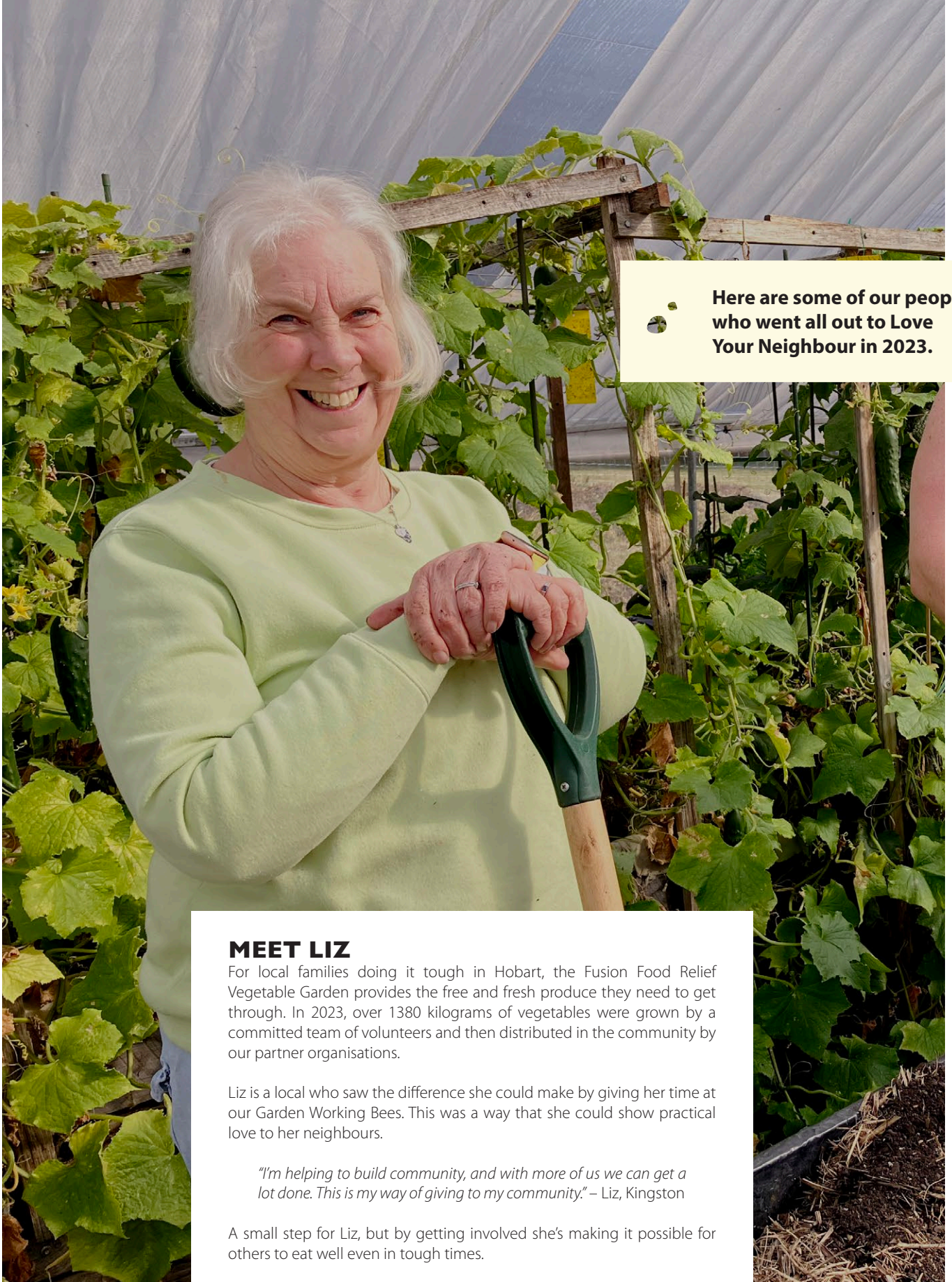


SYDNEY SOUTH - NSW PILGRIMAGE
Katoomba Falls, NSW



OUR PEOPLE





Here are some of our people who went all out to Love Your Neighbour in 2023.

MEET LIZ
For local families doing it tough in Hobart, the Fusion Food Relief Vegetable Garden provides the free and fresh produce they need to get through. In 2023, over 1380 kilograms of vegetables were grown by a committed team of volunteers and then distributed in the community by our partner organisations.

Liz is a local who saw the difference she could make by giving her time at our Garden Working Bees. This was a way that she could show practical love to her neighbours.

"I'm helping to build community, and with more of us we can get a lot done. This is my way of giving to my community." – Liz, Kingston

A small step for Liz, but by getting involved she's making it possible for others to eat well even in tough times.



OUR PEOPLE

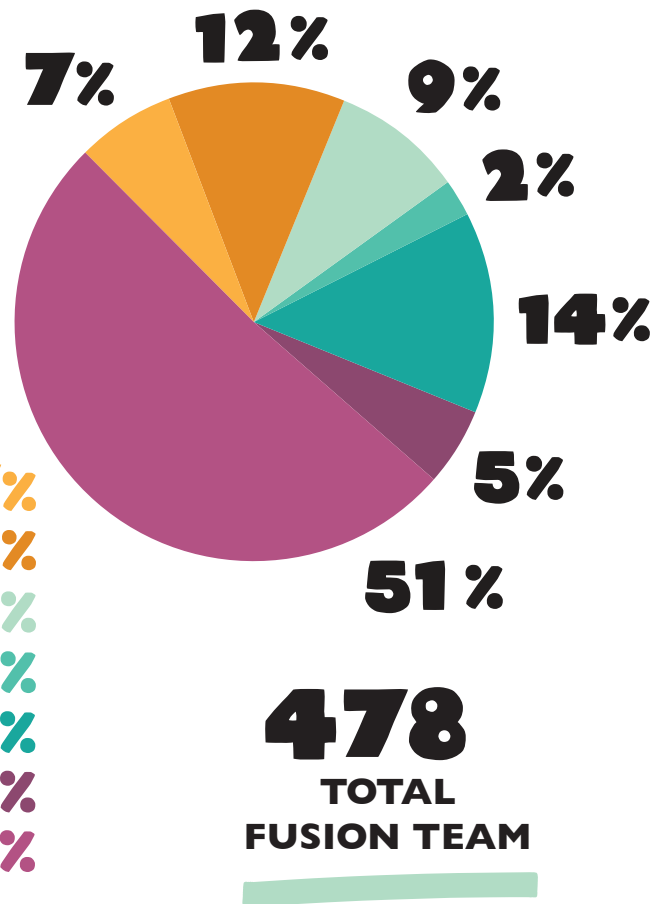


OUR PEOPLE

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.

FULL TIME EMPLOYEES: 32 **7%**
PART TIME EMPLOYEES: 57 **12%**
CASUAL EMPLOYEES: 43 **9%**
FULL TIME VOLUNTEERS: 11 **2%**
CASUAL REGULAR VOLUNTEERS: 65 **14%**
CASUAL IRREGULAR VOLUNTEERS: 25 **5%**
PART TIME VOLUNTEERS: 245 **51%**



MEET PRESTON

Preston took up the role of Youth Programs Lead with Fusion in Perth in Term 2 of 2023. His role includes spending time at Kent St Senior High School Brekky Club and Life Skills Mentoring, out in the community with the Mobile Youth Hub and at the new Mentoring Program at Como High School.

Preston's new to this role, but not new to Fusion, first connecting with us on the Pilgrimage to Uluru over 15 years ago. Here he shares his story and what inspired him to join the team.

"I had the pleasure of attending the Pilgrimage to Uluru twice when I was in high school. I remember the experience and connections I made were incredible and meaningful, so I want to be able to do that with young people.

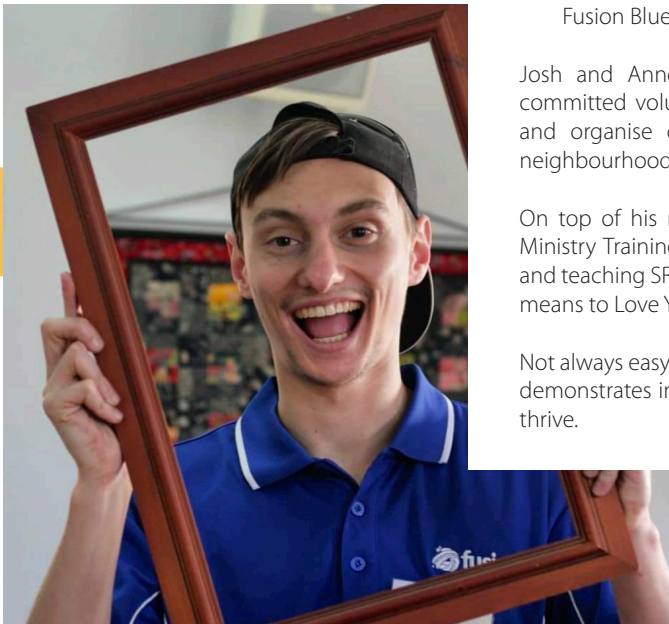
"I'm a firm believer that young have the ability to change the world and it is our responsibility to guide them on this journey, to help them be the best version of themselves." – Preston C, Youth Programs Lead Perth





MEET JOSH

"I am not a morning person! But I get up early each week for Brekky Club because I think what we do is important. I do it to build relationships with young people and get alongside them." – Josh S, Fusion Blue Mountains Co-Team Leader



Josh and Annelise lead Fusion's work in the Blue Mountains. Their committed volunteer teams run Breakfast Clubs, support young people and organise community events that are transforming schools and neighbourhoods.

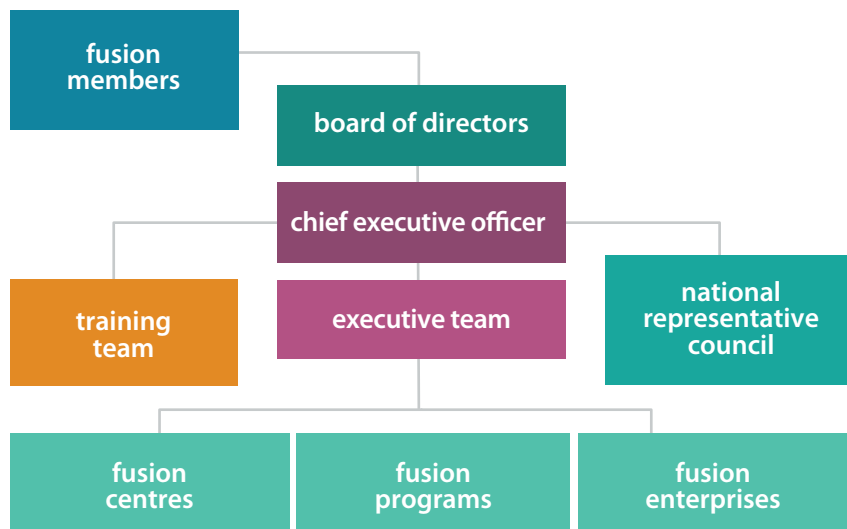
On top of his role as Co-Team Leader with Fusion, Josh is part of the Ministry Training Scheme (MTS) at the Lower Mountains Anglican Parish and teaching SRE at Blaxland High School. Every day he is living out what it means to Love Your Neighbour.

Not always easy, it's the choice Josh makes to show up and be present that demonstrates in actions his commitment to supporting young people to thrive.

GOVERNANCE

Fusion Australia Ltd is governed by a Board of Directors, consisting of Directors selected by Fusion Members, and some externally appointed Directors. The administration of the organisation is managed by the Executive Team under the direction of the Chief Executive Officer.

ORGANISATIONAL STRUCTURE



BOARD OF DIRECTORS



ANDREW BRAUN - DEPUTY BOARD CHAIR TO OCTOBER 2023

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.



THOMAS GRIFFITHS - FROM DECEMBER 2023

Qualifications: Masters in Applied Finance, Fellow Chartered Accountant, Graduate of the Australian Institute of Company Directors, Bachelor of Commerce

Background: A Fellow of the Chartered Accountants Australia and New Zealand, Thomas Griffiths has over fifteen years' experience within the Private Equity and Institutional Funds Management sectors. He has also worked within a variety of other business environments including Aged Care, Social Housing, and Renewable Energy. Partnering with Boards and Leadership teams across organisations ranging from start-ups through to multinationals has led to him working with teams not only across Australia but in Asia and Europe.

Thomas enjoys creating collaborative high-performance business environments and has a proven track record in delivering financial results and ensuring the right culture and processes are in place to support success.



STEVE HAMILTON

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 Director, previously serving in the role from 2013 to 2019.



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.



RICHARD PALMER - BOARD CHAIR TO OCTOBER 2023

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

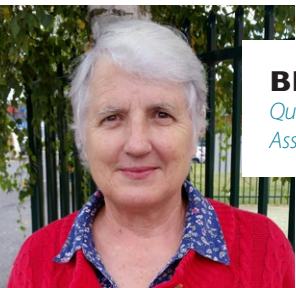
Background: Richard brings more than twenty-five years of experience in managing and leading service organisations. He has also delivered significant organisational, service and governance change programs across Higher Education and TAFE. Prior to moving into the education sector, Richard was a Fusion 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 - ACTING BOARD CHAIR FROM OCTOBER 2023

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.



BEVERLEY RANKIN - FROM OCTOBER 2023

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

Background: Beverley (Bev) Rankin first engaged with Fusion in 1980, becoming a full-time Staff Worker in 1983. After serving in Tasmania, Melbourne and Brisbane, Bev and husband, Malcolm, moved to Orange to establish a new Fusion centre in 1989.

Since then, Bev has been committed to schools outreach work through Special Religious Education (SRE), community festivals outreach, Pilgrimages to Uluru and within NSW, and community development work. Throughout this time, she has maintained a deep commitment to developing and delivering Fusion's training nationally and internationally.

Since transitioning the local Fusion Central West work to local churches, Bev has developed church-based community outreach programs, while continuing to support the local Fusion school chaplains and well-being officers.

Currently focussed on Fusion Families work, Safe Organisation training and Professional Standards, Bev continues to support local schools work and training of SRE teachers in regional NSW.



ROHAN PROWSE - FROM OCTOBER 2023

Qualifications: Bachelor of Economics (Hons), Associate of the Institute of Actuaries of Australia, Diploma of Youth and Community Work (Christian)

Background: After first encountering Fusion in 1987, Rohan Prowse engaged with the events of January 1988 in Sydney; the Prayer Gathering to open New Parliament House in Canberra; and the first Easter March in Sydney in 1990. While working as an actuary throughout the following decade, Rohan was involved in the Awakening and AD2000 movements as a participant and then Regional Coordinator in South-Western Sydney.

From there, Rohan undertook a Certificate IV and then Diploma in Youth and Community Work (Christian) with Fusion, which led him into working fulltime as a self-supported mission worker. Initially based in Poatina Village, Tasmania, in 2007 he took up the challenge of establishing a Fusion work in Asia. In 2013, Rohan returned to Poatina, from where he managed significant projects and events, including as Manager of the Poatina Chalet.

Moving to Geraldton WA in 2018, Rohan spear-headed an extensive community research project there and is now focused on developing community programs and initiatives to break the cycle of fatherlessness.



CAITLIN SWANTON - TO OCTOBER 2023

Background: A volunteer/staff member with Fusion since 2016, Caitlin has been with the organisation for more than ten years. She is 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 of four girls.

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



ANNELISE SCHRODER - FROM OCTOBER 2023

Qualifications: Bachelor of Laws (Honours), Bachelor of Social Science

Background: Annelise Schroder has been part of the Fusion team in the Blue Mountains for nearly a decade and has served as Co-Team Leader there with her husband, Josh since 2017. Responsible for strategy, fundraising, communications, compliance, volunteer management, networking, and partnerships, Annelise also continues to be committed to front-line youth and community work.

Annelise also works with Generate as School Chaplain at Blaxland High School and for NSW and ACT Baptist Churches as their Event Coordinator and Content Creator. She is passionate about working creatively with community and committed to ensuring the sustainability and safety of Fusion's work into the future.



JUDY TWEEDDALE - TO APRIL 2023

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.

FUSION EXECUTIVE TEAM

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 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 was a member of the Fusion Board of Directors to September 2016, when he took up the positions of Company Secretary and Chair of the Finance and Audit Committee.



National Finance Manager
ANTONY CLEARY

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

Background: Tony has worked for Fusion for over thirteen 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 leads cross-organisation strategic projects to strengthen operational performance and compliance. Patrick also serves as Deputy Chair for 'xp,' a Christian youth media organisation and formerly served as Executive Manager at CBM Australia.



General Manager Housing and Clinical Services
FIONA GUNNION

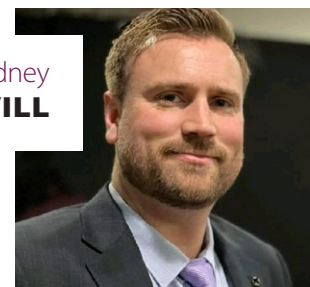
Qualifications: Bachelor of Social Work, Certificate III in Youth and Community Work (Christian)

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 Chief Executive Officer 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, Ben 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
w. www.fusion.org.au

Fusion Training

p. (03) 9579 3955
e. fusiontraining@fusion.org.au

Fusion Communications

e. marketing@fusion.org.au

AUSTRALIAN CAPITAL TERRITORY

Fusion Canberra

p. (02) 6111 2959
e. canberra@fusion.org.au

QUEENSLAND

Fusion Sunshine Coast

p. (07) 5476 5033
e. suncoast@fusion.org.au

VICTORIA

Fusion South East Melbourne

p. (03) 9579 3955
e. melbourne@fusion.org.au

Fusion Mornington Peninsula

p. (03) 5974 1442
e. morningtonpeninsula@fusion.org.au

NEW SOUTH WALES

Fusion Central West

p. 0487 116 203
e. beverley.rankin@fusion.org.au

Fusion Riverina

p. (02) 6959 2730
e. riverina@fusion.org.au

Fusion Sydney North

p. (02) 9477 1110
e. sydneynorth@fusion.org.au

Fusion Sydney South

p. (02) 9789 4888
e. sydneyouth@fusion.org.au

Fusion Western Sydney

p. (02) 8805 5900
e. westernsydney@fusion.org.au

Fusion Blue Mountains

p. 0490 970 208
e. bluemountains@fusion.org.au

Fusion Building & Maintenance

p. (02) 8805 5960
e. fbadmin@fusion.org.au
w. fusionbuilding.com.au

SOUTH AUSTRALIA

Fusion Mid-North South Australia

p. (08) 8566 2701
e. sa.midnorth@fusion.org.au

TASMANIA

Fusion Southern Tasmania

p. (03) 6229 1939
e. southtas@fusion.org.au

Fusion Poatina

p. (03) 6397 8280
e. poatina@fusion.org.au

Poatina Arts

p. (03) 6397 8280
e. info@poatinaarts.org.au
w. poatinaarts.org.au

WESTERN AUSTRALIA

Fusion Geraldton

p. (08) 9965 0517
e. geraldton@fusion.org.au

Fusion Perth

p. (08) 9355 1159
e. fusionwa@fusion.org.au





WESTERN SYDNEY - NSW PILGRIMAGE
Gaanha Bula / Mt Conobolas, NSW



THE IMPACT IN 2023



• LOVE YOUR NEIGHBOUR TOGETHER

CENTRE CODES

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

ACTIVITY	PARTICIPATING CENTRES	No. OF SESSIONS	No. OF PARTICIPANTS
School Breakfast Clubs	BM, G, P, SS	183	1816
School Lunchtime Programs	SEM, SC, WS	218	4636
Mentoring Programs	MP, NV, FBM, ST, SC, SS, WS	514	543
Training/Seminars for Young People	G, SS, WS	21	1909
Peer Leadership Programs	K, MP, R, SC, SS, WS	116	2132
After School Programs	CW, K, MP, P, SC, SS, WS	363	976
School Holiday Programs	G, P, SEM, SC, WS	14	218
Day Trips	K, MP, R	16	110
Scripture/SRE	R	228	361
Casework	MP, SS, WS	137	31
Other One – Off Programs	MP, P	10	546
Chaplaincy Connections	CW, G, R	NA	315
Health/Wellbeing	C, P	82	128
Outdoor Adventure	WS	6	9
Event Volunteering	MP	3	80
Walk Without Home	MP	2	100
Youth Social Program	NV	35	9

YOUTH WORK

13919

total no. of participants

1948

total no. of sessions

Pre-school Programs/Playgroups	MP, NV, SEM, WS	178	134
Programs for Primary School Students	G, R	21	240
Programs for Seniors	NV	35	8
Festivals	CW, G, K, NV, P, R	34	12540
Other Community Events	BM, CW, G, K, PV, R, SC, WS	19	3607
Health and Wellbeing Programs	G, SN	2	240
Community Meals	G, NV	208	182
Seminars/Talks	G	12	100
Other Community Programs	G, K, PV, ST, SN, SS	227	669
Networking Events	ST	11	515

COMMUNITY PROGRAMS

747

total no. of sessions

18235

total no. of contacts

Safe Church	FBM	2	6
First Aid/CPR	G, P, SC	3	10
Mental Health First Aid/Youth Mental Health First Aid	G, P, SC	3	21
Families Courses	CW, NAT, K, WS	16	113
Families on Video	Video Course	NA	40
Families One2One	WS	8	8
Professional Dev	G, K, WS, SC, SS, ALL, FBM	54	99
Festivals Training	G	3	10
Cultural Awareness	G	1	15
Other	P, R, SN, SS	53	62
Youth Internship	SC	1	4
Parenting	SS	20	20

TRAINING

164

total no. of sessions

408

total no. of participants

No. OF PROGRAMS	45
TOTAL No. OF PARTICIPANTS	775
No. OF PARTICIPATING SCHOOLS/COLLEGES/ORGANISATIONS	45
No. OF TEAM	15

ADVENTURE BASED LEARNING

Southern Tasmania

TOTAL No. OF YOUTH PARTICIPANTS	25
TOTAL No. OF OTHER PARTICIPANTS	10
No. OF TEAM	19
PARTICIPATING CENTRES	K, SS, ST, WS

PILGRIMAGE 23 & CONNECTION TO COUNTRY

ACCOMMODATION SERVICES

271

total bed nights

20040

total people were supported

CENTRE	NAME OF SERVICE	TYPE OF SERVICE	No. OF BED NIGHTS	No. OF PEOPLE SUPPORTED
Geraldton	Fusion Geraldton Mental Health Units	Long Term Recovery Program	3740	15
Mornington	Housing and Support	Supported Accommodation	1448	26
Mornington	Housing and Support	Transitional Housing	1067	4
Perth	Student Household Service	Supported transitional accommodation and long term supported housing	3243	18
South-East Melbourne	Fusion Youth Housing Moorabbin	Youth Crisis Refuge	2753	178
South-East Melbourne	Fusion Outreach and Support	Transitional support with accommodation	2314	11
South-East Melbourne	SEM Outreach Support	Outreach Support		4
Sydney South	Rangiora Student Accommodation	Community Housing	1460	4
Southern Tasmania	Fusion Housing and Support Service	Community Housing	4015	11

ENTERPRISE	LOCATION	AREA SERVED	TEAM
Fusion Op Shop (Thrift)	Mornington	Mornington Peninsula	25
Fusion Op Shop (Old School)	Mornington	Mornington Peninsula	11
Fusion Op Shop – Thrift	Dromana	Dromana and Surrounds	6
Fusion Op Shop	Hornsby	Hornsby Shire	36
Fusion Op Shop	Narrandera	Narrandera Region	16
Fusion Op Shop	Coolamon	Coolamon Region	5
Fusion Op Shop	Buderim	Buderim, Sunshine Coast	20
Fusion Op Shop	Sippy Downs	Sippy Downs, Sunshine Coast	10
Fusion Op Shop	Maroochydore	Maroochydore, Sunshine Coast	10
Fusion Op Shop	Mooloolaba	Mooloolaba, Sunshine Coast	7
Fusion Op Shop	Kambah	Tuggeranong, South Canberra	17
Fusion Op Shop	Kapunda	Barossa Valley	11
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	15
Fusion Building and Maintenance	Richmond	Western Sydney, Blue Mountains	18
Fusion Alcooringa Hall Hire	Buderim	Sunshine Coast	1
Riverina Sip and Go Coffee Van	Matong	Riverina	2
Forest Glen ABL	Kingston	Southern Tasmania	15

SOCIAL ENTERPRISES

290

total no. of team

INITIATIVE	ACTIVITY	No. OF PARTICIPANTS	PARTICIPATING CENTRES
Mayor's Prayer Breakfast	Prayer Event	150	G
Friday Circulars	Weekly Email	1000	G
Good Neighbour Project	Interactive Campaign	200	MP
Homelessness Event	Walk and Event	200	MP
RUOK? Burwood YO			SS
RUOK? Day Online Event	Webinar – getting beyond RUOK	15	NAT
Trek for Our Youth	Fundraising Hike	15	SC
Walk for our Young People	Fundraising Hike	35	P

PROPHETIC VOICE /ADVOCACY INITIATIVES

NAME OF NEW PROGRAM/ACTIVITY	LAUNCHED	CENTRE
Woolworths Food Rescue	August	C
Geraldton Primary School Welcome BBQ	March	G
Beachlands Neighbour Day event	March	G
Holland Street School Open Day	October	G
Christmas Carols	December	G
Good Neighbour Project	August	MP
Good Neighbour Homelessness Event	August	MP
Shield (Woonda) Program, Banksia Hill Juvenile Detention Centre	December	P
Life Skills – Como Secondary College	February	P
Adventure Days	August	R
Riverina Sip and Go	April	R
Youthwork Internship Training	February	SC
Touch Grass	August	SC
Palmview Lunchtime Program	March	SC
The Hive	June	SC
Street Library	November	SS

NEW INITIATIVES



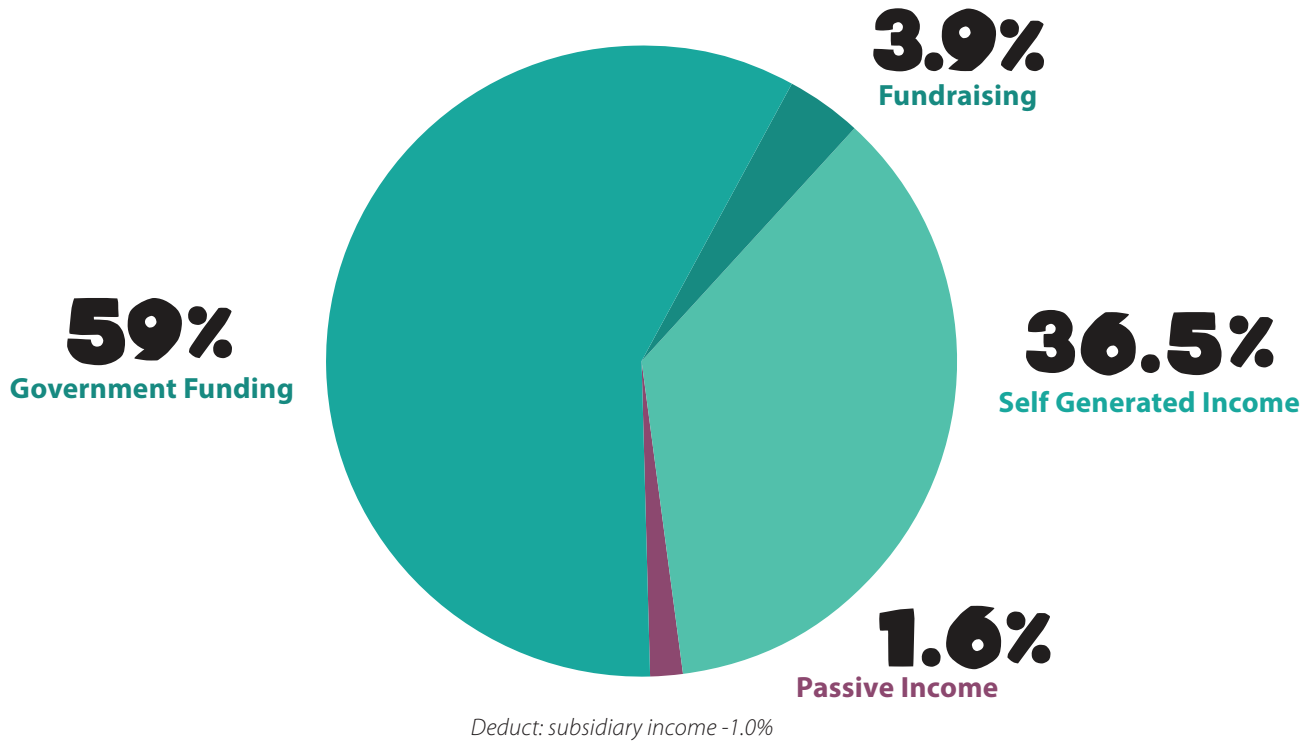
COMMUNITY CAROLS SERVICE
Blue Mountains, NSW



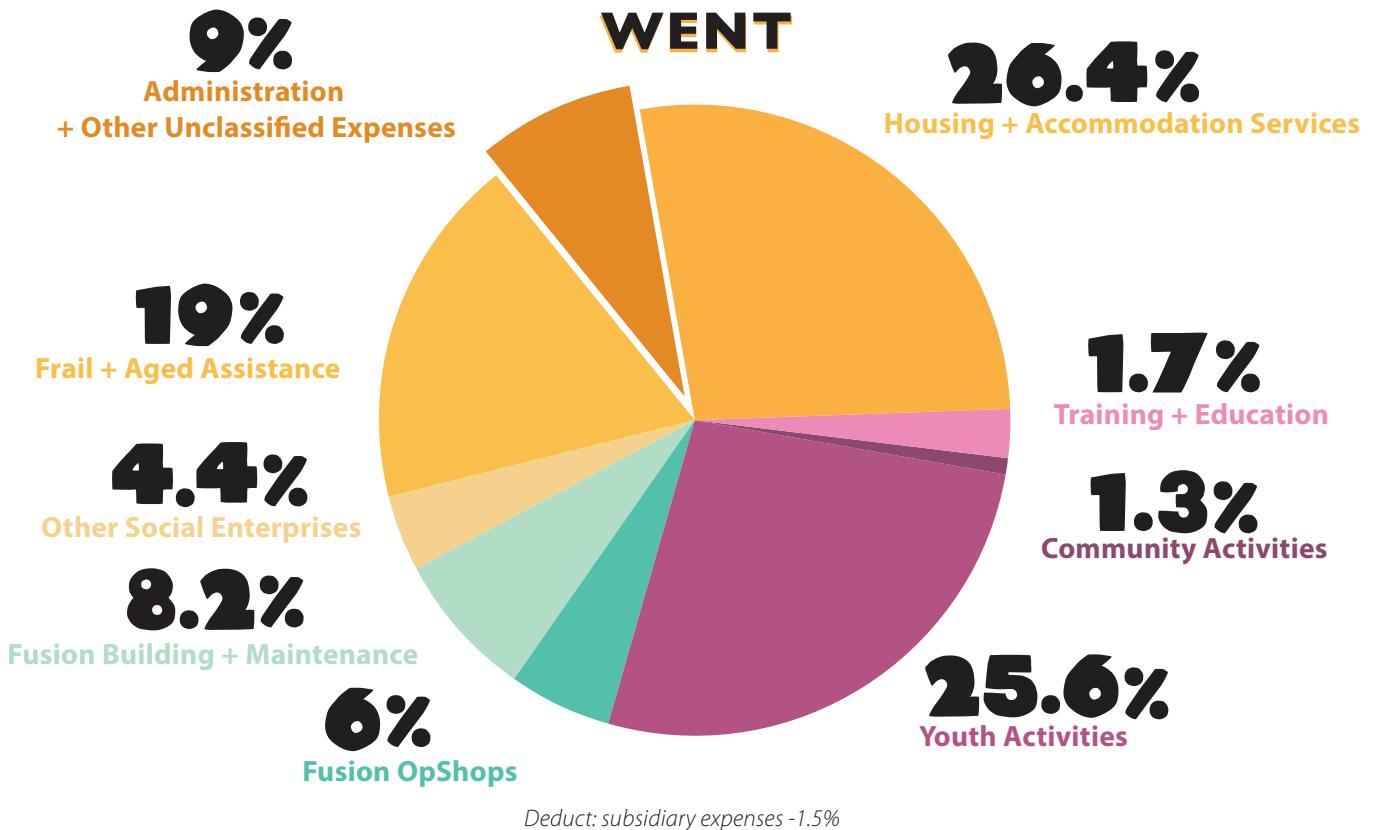
FINANCIAL OVERVIEW



WHERE THE MONEY CAME FROM



WHERE THE MONEY WENT



STATEMENT OF FINANCIAL POSITION

As at 31 Dec **2023**

ASSETS

	2023 \$	2022 \$
CURRENT ASSETS		
Cash & cash equivalents	4,992,519	4,984,595
Trade & other receivables	294,063	257,647
Inventories	94,085	100,432
Financial assets	1,554,084	1,027,383
Total Current Assets	<u>6,934,751</u>	<u>6,370,057</u>
NON-CURRENT ASSETS		
Trade and other receivables	115,579	113,929
Property, plant and equipment	9,391,586	9,508,641
Right-of-use assets	1,040,752	943,950
Total Non-Current Assets	<u>10,547,917</u>	<u>10,566,520</u>
TOTAL ASSETS	17,482,668	16,936,577

LIABILITIES

CURRENT LIABILITIES		
Trade and other payables	3,593,784	2,538,472
Lease Liabilities	386,179	329,121
Provisions	228,960	245,962
Total Current Liabilities	<u>4,208,923</u>	<u>3,113,555</u>
NON-CURRENT LIABILITIES		
Lease Liabilities	690,556	647,853
Provisions	1,014,130	939,651
Total Non-Current Liabilities	<u>1,704,686</u>	<u>1,587,504</u>
TOTAL LIABILITIES	5,913,609	4,701,059

NET ASSETS

11,569,059

12,235,518

FUNDS

Accumulated Funds	6,150,308	6,816,767
Reserves	5,418,751	5,418,751

TOTAL FUNDS

11,569,059

12,235,518

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 Dec **2023**

	2023 \$	2022 \$
REVENUE	11,508,171	10,537,349
OTHER INCOME	178,392	63,332
	<u>11,686,563</u>	<u>10,600,681</u>
 EXPENSES		
Administration and Other Expenses	(2,148,331)	(1,818,129)
Depreciation	(643,194)	(639,959)
Finance Costs	(41,946)	(57,013)
Fundraising and Other Expenses	(94,252)	(125,243)
Other Operating Costs	(1,739,625)	(1,298,713)
Salaries & Employee Benefits	(7,572,125)	(6,831,880)
Utilities	(113,549)	(101,948)
	<u>(12,353,022)</u>	<u>(10,872,885)</u>
 Surplus (deficit) Before Income Tax	(666,459)	(272,204)
Income Tax Expense	-	-
 Surplus (deficit) for The Year	(666,459)	(272,204)
 Other Comprehensive Income		
<i>Items that will not be reclassified subsequently to profit or loss</i>		
Gain on revaluation of land and buildings	-	2,594,846
Other Comprehensive Income for the year	<u>-</u>	<u>2,594,846</u>
 TOTAL COMPREHENSIVE INCOME (LOSS) for the year	<u>(666,459)</u>	<u>2,322,642</u>

ACKNOWLEDGEMENTS

WITH THANKS TO OUR PARTNERS

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



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





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

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 Directors is fully informed of risks facing the organisation.

Child Safe Organisation

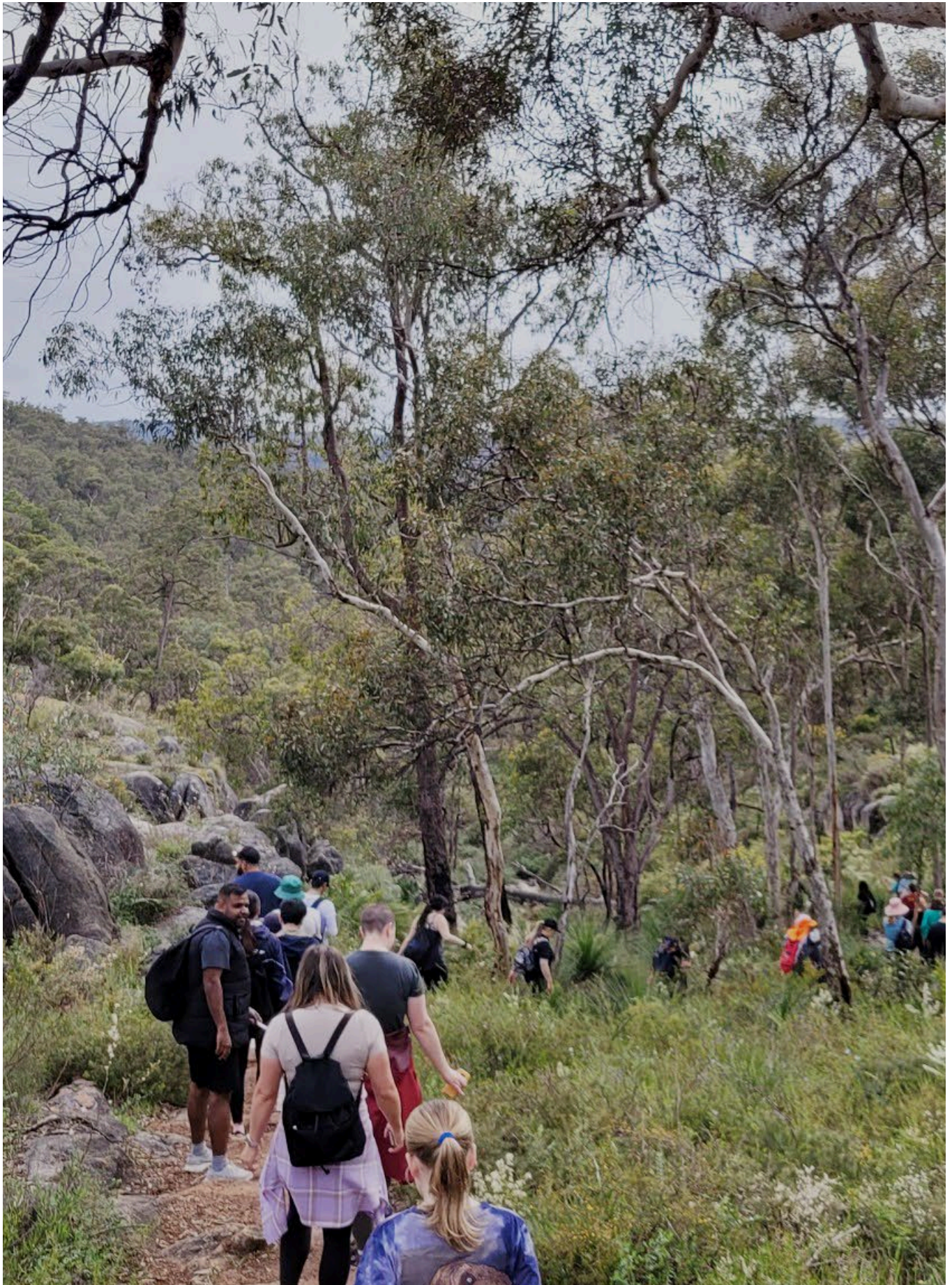
Fusion has a long-held commitment to child safety. We support and respect all children and young people, as well as the Fusion Team delivering our programs, so that everyone can enjoy an open, safe and supportive environment while being involved in Fusion activities. We are committed to creating a safe 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





WALK FOR OUR YOUNG PEOPLE

Perth, WA

LOVE YOUR NEIGHBOUR



FUSION AUSTRALIA LTD. **ANNUAL REPORT 2023**



p. (08) 9355 1159
e. national@fusion.org.au
www.fusion.org.au