



FUSION N

HOUSING FAMILIES IN NEED

2023

**ANNUAL
REPORT**

A note from our Executive Director

As I reflect back on this past year, I am honored and grateful to be a part of FUSION and all that we do. Working alongside our direct services team and the hundreds of dedicated volunteers who selflessly give to our mission is a humbling and beautiful feeling.

Over the past year, FUSION has experienced remarkable growth and numerous milestones, propelling us closer to our mission than ever before. We celebrated adding our 25th home to our Transitional Housing program and reached a record number of bed nights at our Pete Andersen FUSION Family Center. With demand for our services at an all-time high, these achievements in our housing program and enhanced shelter efficiency represent positive steps toward our goal of reducing homelessness, made possible by our exceptional staff and dedicated volunteers.

We continue to seek out growth opportunities, and have dedicated many hours as a team to develop best practices. Working in a shelter environment can present uniquely challenging circumstances that require patience, open communication, and a support system that encourages resilience and positivity. The reward of seeing a family grow into their potential is beyond fulfilling: it is transcendent.

It is an uplifting experience to see families go from one of the lowest points in their lives, to regaining hope as they return to stability. It truly takes a village, and the accomplishments of our residents would not be possible without the guidance of our case managers, and

the support from a myriad of service organizations and individuals who provide an all-encompassing approach to rehabilitation. The resilience and hope that these families exude in the face of adversity shows us that we are doing the right thing.

FUSION's mission would not be whole without acknowledging our Boutique—a 100% volunteer-run retail enterprise. This crucial endeavor generates vital funds to support our homelessness programs. By transforming donated furniture from individuals and businesses like Lennar, we foster a synergy around "upcycled furniture," significantly benefiting our community.

This year, we also re-opened Poverty Bay Café, which will provide funding for our homelessness programs, and be the headquarters for our new FEAST job training program. This new adventure has been as challenging as it has been rewarding. We celebrated our first program graduate, and we are so very proud to see the possibilities that this program will bring to our clients.

One of my primary objectives in my leadership role is to continue our increased trajectory in the number of individuals we have been able to serve over the past years, while keeping quality outcomes a top priority. I feel a sense of fulfillment every day, and I invite you to continue on with us in our fight as we work to end homelessness.


Executive Director

A note from our Board Chairperson

Looking back on 2023, I am amazed and proud of all of FUSION's growth and accomplishments. This growth occurs because we have sponsors and donors who regularly contribute to FUSION so we can continue to provide support to families and increase the number of families we serve. The other reason for FUSION success is our amazing team of volunteers. Our volunteers are the heart of our organization, and the reason we have the capacity to operate at our current level.

This past year, FUSION has added 2 new condominium units. In addition, we are completing the remodel of a single-family home and will be building a duplex. These units required a lot of work and funding, and once again, volunteers helped to get the job done along with donations of supplies and labor from contractors and suppliers. The generosity of our community never fails to amaze me.

One of the aspects of FUSION that is particularly heart-warming is the focus on family and children. During one of the most traumatic times in their lives, kids need time to remember that they are kids. Activities like Trunk or Treat, Thanksgiving Dinner at the Pete, and Santa Brunch are all times when children can let go of the stresses of being homeless, and focus on the joys of childhood. Other activities include BBQ's, dinners put on by local churches, and after school activities that occur regularly. These events are funded through generous donations of FUSION friends, and show the value that we place in enriching families' lives while they are in our care.

Another exciting accomplishment is Poverty Bay Café. Poverty Bay is still

being discovered by customers, and the menu continues to expand. The primary purpose in opening Poverty Bay Café is to establish a training program in the restaurant industry. Our first success story comes from a man living in our Transitional Housing program who worked at Poverty Bay Café refining his skills and now works full time at a Fred Meyer deli making a competitive wage. Poverty Bay Café will continue to operate as a beacon of hope for those in our programs willing to put in the work to better their life and the lives of their family.

FUSION is a leader in working with families experiencing homelessness in south King County. Our Executive Director, David Harrison, has expanded our visibility and networking connections with local politicians, other nonprofits, contractors and vendors, and potential donors. We are also the cold weather shelter for the City of Federal Way, which means incredible dedication and many overtime hours for staff at The Pete. One of the greatest changes this year was the number of paid staff we now have, as the number of families we can serve continues to increase. The leadership and staff are committed to our families and giving them a hand up to become independent members of our community.

FUSION received two outstanding honors that illustrate how we are impacting our community. Last year we were selected as the Mirror's Best Nonprofit and our Executive Director, David Harrison, was one of two people selected as the Home Town Hero of the Year.


Board Chairperson

About FUSION

OUR PURPOSE

Founded in 1993, FUSION is professionally staffed and volunteer supported. The organization owns 25 transitional homes in King and Pierce Counties and a 90-bed emergency shelter for families with minor children in their care.

FUSION also runs the FUSION Décor Boutique which sells gently-used furnishings, as well as Poverty Bay Café, that will serve as our job training headquarters.

These businesses provide funding for FUSION programs, create community awareness of the mission, engage new volunteers, and provide job training.

OUR MISSION

To provide housing and support services to families experiencing homelessness in our community so they will have a safe, secure environment as they work toward self-sufficiency.

FUSION helps unsheltered families with children become self-sufficient through services tailored to meet the unique needs of each of our families.

Our Value Statements



WHY

We believe

Children require a safe and stable home to thrive.

HOW

We believe

In building partnerships that create access to services and improve outcomes for disadvantaged families.

WHO

We believe

Every family and every child deserves a chance to rise to their potential and lift up their future.

Our Strategy

The goal for families in our shelter and transitional housing programs is to secure livable wage employment and a permanent home. FUSION provides dedicated case management and support services from professional advocates as keys to this success. Our hands-on approach ensures families have the access to resources and guidance to put themselves on the right path for their future.

PROGRAMS	DETAILS
Transitional Housing	FUSION provides furnished homes with professional case management and support services for resident families. In the past year, 100% of families have successfully moved to permanent housing.
The Pete Andersen FUSION Family Center	"The Pete" in Federal Way shelters families in 31 private rooms. A professional support team provides crisis care and assists in securing employment and permanent housing.
FUSION Décor Boutique	Our upscale resale home furnishings store operating since 2014 is a unique shopping experience. All merchandise is donated. All staff are volunteers.
Poverty Bay Café by FUSION	Re-opened in early 2023, this popular bistro adjacent to our Boutique store features great food, camaraderie, and award-winning coffee beverages. Job skills training provides employment opportunities for low-income adults.

FUSION Leadership

Executive Director

David Harrison

Board Chair

Sandy Huggins

Vice Chair

Christina Miller

Secretary

Kim Casey

Treasurer

Jayde DelGado

Past Chair

Julie Siegler

Founders

Peggy LaPourte

Carl Buehring

Phil Wamba

Board Members

Kathy Ward

Pat Chesebro

Shannon Curran

Katherine Festa

Christine Krug

Vicki Harguth

Martin Moore

36

Families resided in FUSION homes in 2023

54

Adults were served in 2023

56

Children were served in 2023

\$15,675

Average cost to house one family for one year



TRANSITIONAL HOUSING

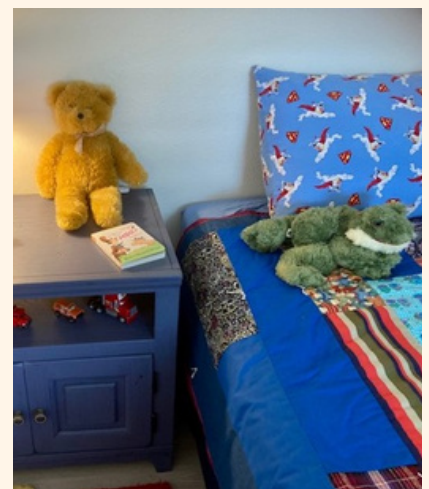
FUSION owns 25 transitional housing units in King and Pierce Counties. In 2023, FUSION operated 22 of these transitional housing units while the other 3 units were in the process of procurement or renovation. In 2024 we will complete renovations and have a total of all 25 units operating to house homeless families.



Dedicated case management assists resident families in reaching the stability of employment and a permanent home in their progression to self-sufficiency. Families have opportunities to engage in job training programs, family enrichment activities, and are connected to community resources applicable to their individual needs.

What this client had to say speaks volumes about the programs you help support:

Thank you so much
for everything you and
your team has done
for our family
you will always be
a part of our family
People like you keep
the world turning



Always
The Brodsha

41,574

Bed nights provided
to individuals in 2023

221

Families served
in 2023

463

Individuals served in
2023

101

Children under
the age of 5 sheltered
in 2023

70

Families found permanent
housing in 2023

THE PETE ANDERSEN FUSION FAMILY CENTER

"The Pete" is a 90-bed emergency shelter for families with minor children in their care. The facility was opened on Christmas Eve in 2020 with the very first family moving in just before the holiday.



Located in Federal Way, the Center offers crisis care with secure private rooms and a professional support team to families coming from all over King and Pierce Counties.

Our shelter program has transformed lives:

"I've never been held accountable before. Thanks to FUSION, staying on top of me during my meetings, I am accomplishing goals like never before."

"From the very first time I walked up to the doors of the center, I felt relief. My kids are safe, in a place where they can just be kids again."

"I can't even find the words. I just want to say THANK YOU! Thank you so much for everything you have done for me and my babies. I don't think I can thank you enough. We are off to our fresh start thanks to you!"

A unique FUSION-created Finally Home Fund disbursed over \$49,000 to 58 families for application fees, first month's rent, utility deposits and other immediate expenses for moving into permanent housing in 2023. This fund greatly accelerates families returning to self-sufficiency.

50%

Percentage of residents under the age of 12

101

Number of residents under the age of 5

29%

Percentage of FUSION residents with a disability

\$0

Most frequently reported income when entering FUSION



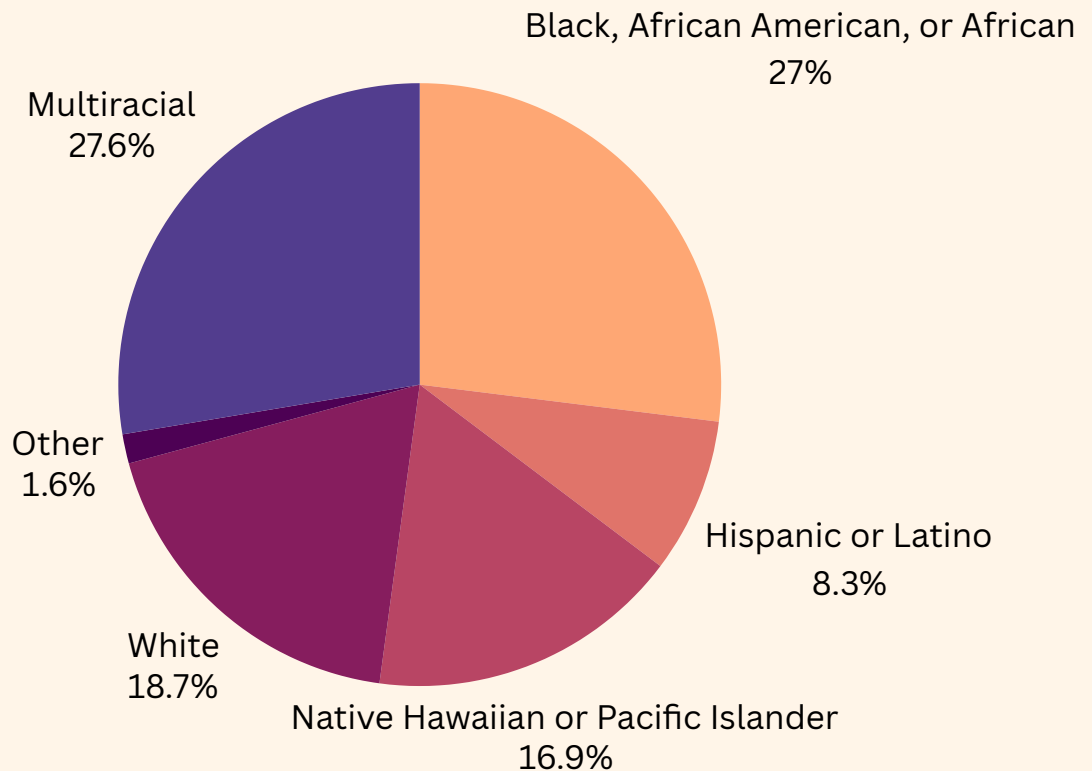
FUSION DEMOGRAPHICS

FUSION serves a diverse demographic of families. We believe that every child deserves safety, stability, and healthy childhood experiences. Our demographic data collected from families as they enter our program allows us to better assist them so that we can meet their individual needs.



Half of our residents are pre-teen children, and programs are developed with that in mind. We have also introduced in house mental health counseling to serve the percentage of our residents struggling with mental health concerns.

By understanding our demographics, we can better serve our residents.

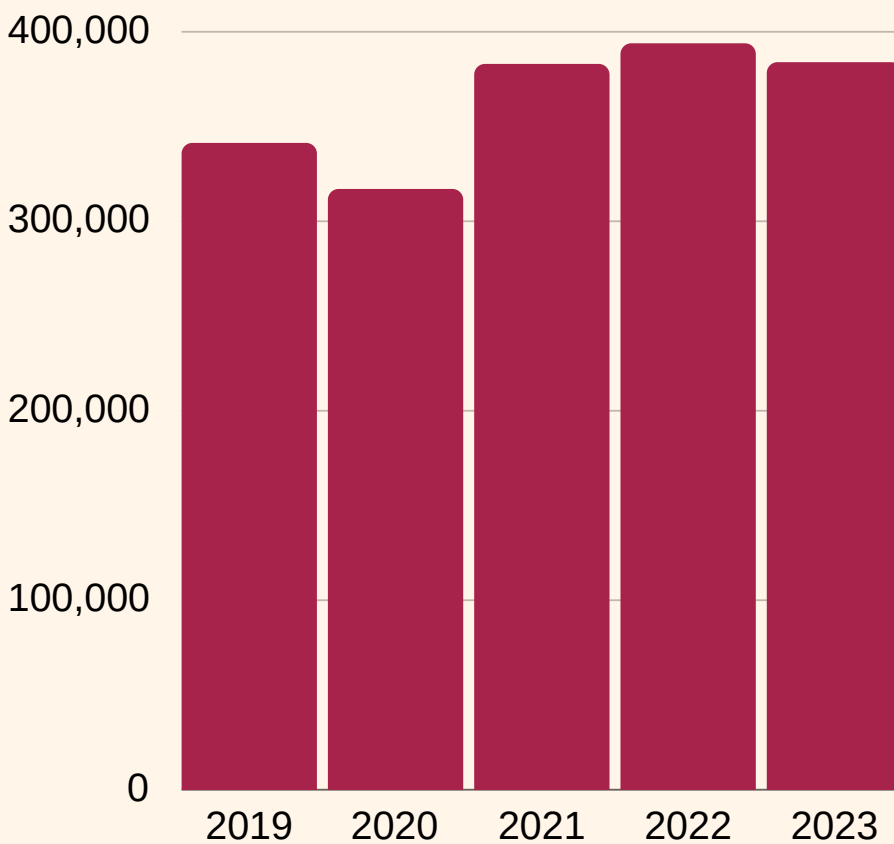


FUSION DÉCOR BOUTIQUE

FUSION owns this unique retail operation that sells new, gently-used and donated furnishings. The store, operating since 2014, provides funding for FUSION programs, creates community awareness of our mission, and engages new volunteers.

ANNUAL SALES RECORD

Since 2019, gross sales have totaled \$1,819,33



12%

Sales growth
since 2019

52

Number of volunteers
who exclusively
manage the Boutique

The FUSION Décor Boutique showroom offers an incredible experience in which all merchandise is donated and all staff members are volunteers. This means 100% of the net proceeds earned by the Boutique are used to support FUSION programs.

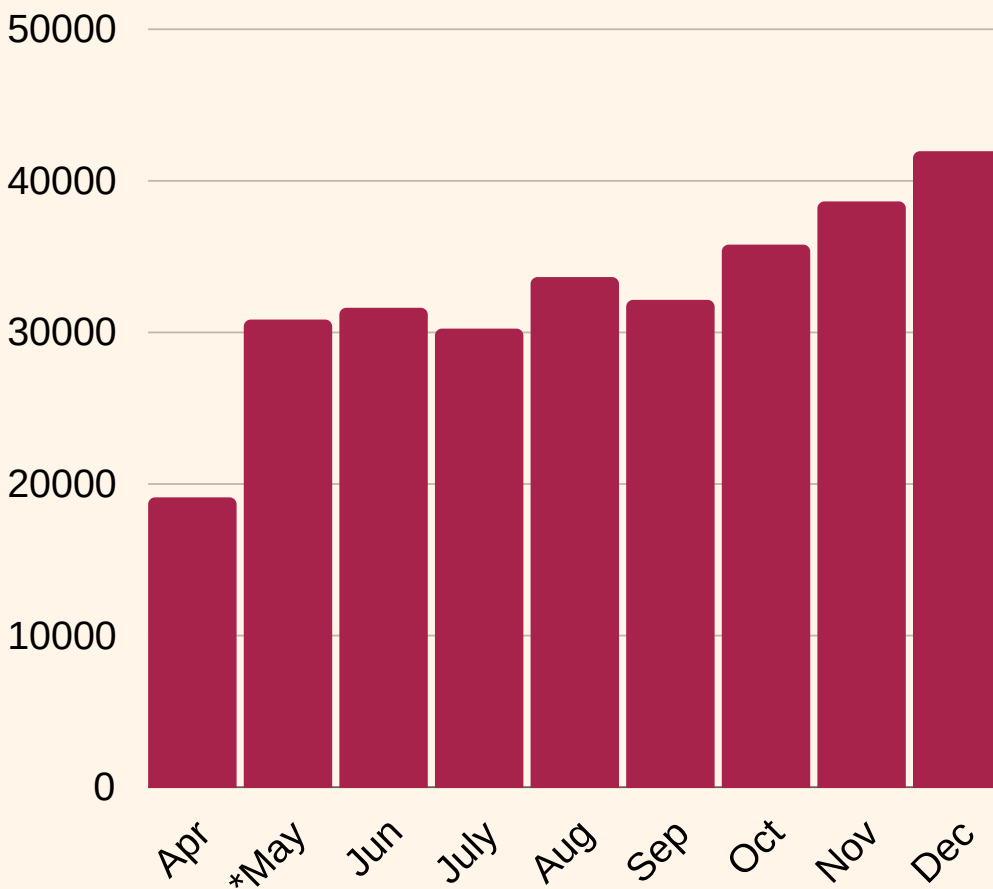
- Volunteers donated more than 17,893 hours in 2023
- Drivers alone donated over over 1,120 hours in 2023
- Proceeds from the Boutique make up approximately 15% of FUSION's annual revenue budget

POVERTY BAY CAFÉ

FUSION re-opened Poverty Bay Café in March 2023 to the delight of the community. Poverty Bay Café provides funding for FUSION programs, creates community awareness of our mission, and is the headquarters for our FEAST Job Training program which will provide employment opportunities for low-income adults.

CAFÉ SALES BY MONTH

Since opening late March, the Café has made \$295,805 in sales



\$16

Average ticket in
2023

18k

Total number of
orders in 2023

INTRODUCING: FUSION FEAST

The FEAST: Food Education And Service Training program is in the beginning stages of success. In November 2023 our first graduate moved on from our program, and secured a full-time position with competitive pay. With additional funding in 2024, our goal is to expand our program rapidly and welcome regular job training participants.

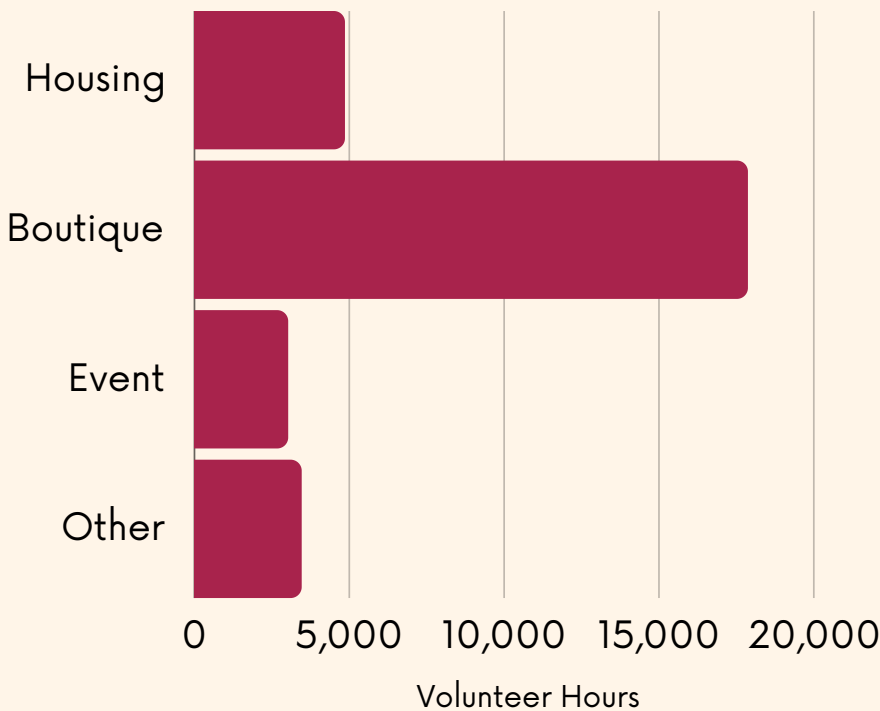
VOLUNTEERS AT WORK

Our volunteers are the lifeblood of FUSION.

Growth and achievements of FUSION are directly related to the dedication of its volunteer force.

Our 140+ active volunteers contributed over 29,000 hours of service in 2023. The nationally recognized equivalent for the time and work that was donated to the FUSION organization is equal to approximately \$922,200.*

Local businesses, civic organizations, and church groups contributed priceless hours in service.

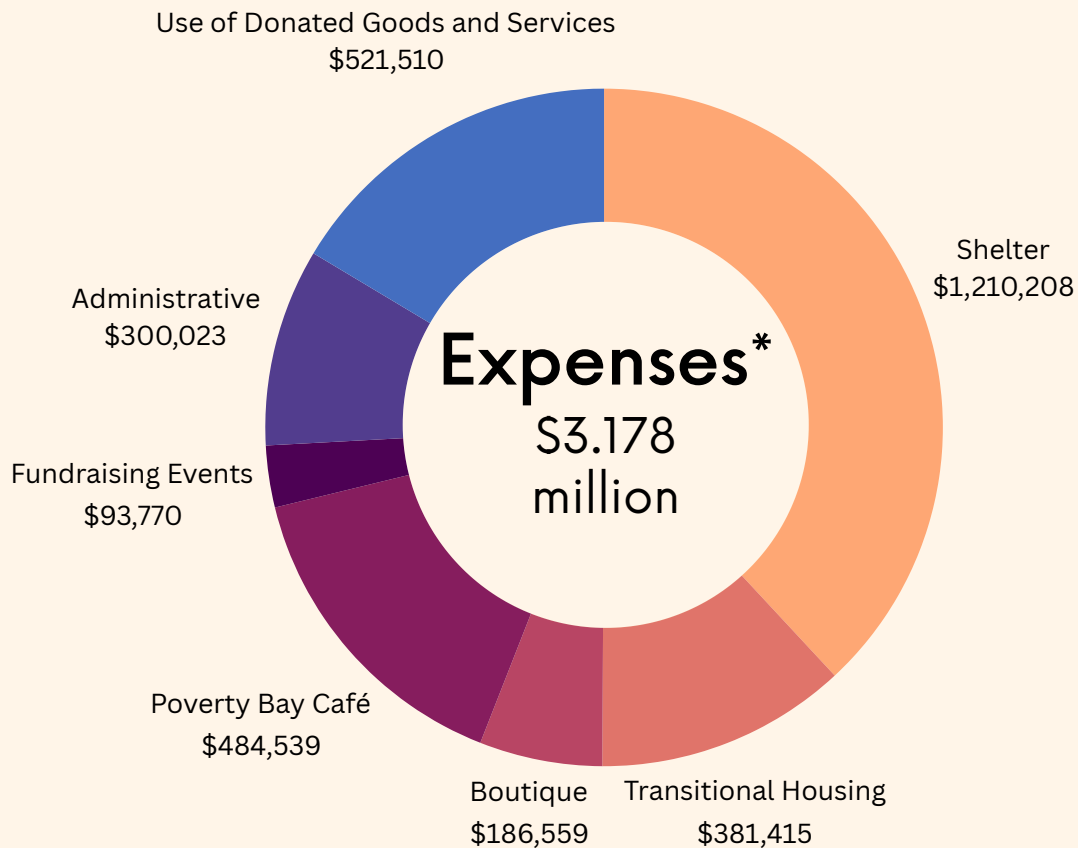
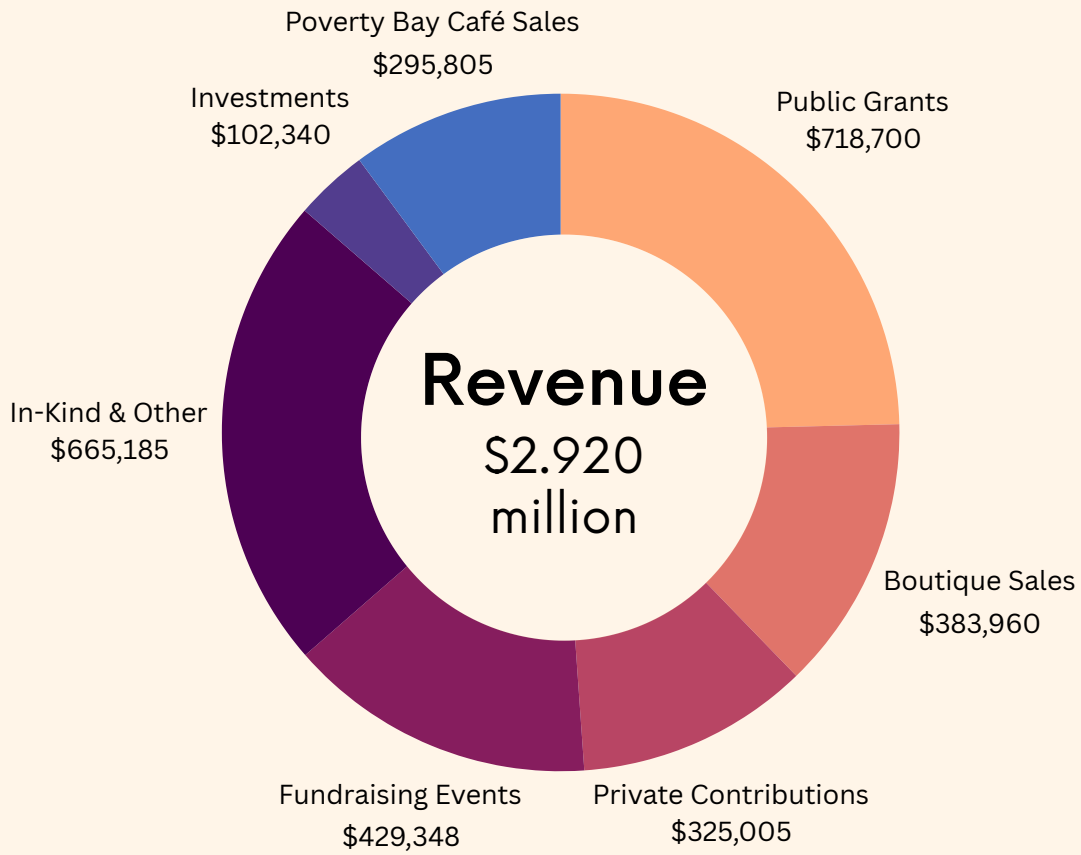


- 22 Housing Team volunteers spent 4,860 hours cleaning, repairing, and furnishing 18 of our transitional homes for families.
- 52 Décor Boutique volunteers devoted 17,893 hours picking up donations, staging furniture, and assisting customers in the store.
- Dozens of volunteers contributed 3,027 hours planning, organizing, and contributing to our 2023 Annual FUSION Gala.
- Additional volunteers gave 3,463 hours of service to the Family Center, Poverty Bay Café, and Operations Team.

*According to the Bureau of Labor Statistics 2023

Financials

(Audited for the year ending December 31, 2023)



* Total expenses include non-cash Depreciation Expense of \$250,650.

Assets & Liabilities

Statement of Financial Position

(Audited for the year ending December 31, 2023)

Assets		Liabilities & Net Assets	
Current Assets	\$1,789,083	Liabilities	\$6,239,129
Fixed Assets	\$8,475,808	Net Assets	\$4,025,762
Total	\$10,264,891	Total	\$10,264,891

Acknowledgements

This year was a dynamic and challenging time for families experiencing homelessness. Your outpouring of love and support has allowed us to help lift up those who need us most.

The invaluable assistance from our volunteers, supporters, board members, advisory council, founders, and staff significantly enhanced the impact of FUSION's initiatives. We express our gratitude for your commitment to fostering positive societal change and creating a more secure environment where children can truly flourish.

A heartfelt thank you goes out to all our contributors who played a crucial role in supporting our mission, whether through legal services, preparing meals, reading books, maintaining homes, decorating living spaces, engaging in retail sales at the Boutique, making financial contributions, advocacy for FUSION's mission, or countless other impactful ways.

Your dedication is instrumental in making a difference. We could not do it without you.

We thank you for
your continued support
of our programs.



P.O. Box 23934 | Federal Way, WA 98093
Office Phone: (253) 874-1257
Web: FUSIONhousing.org
Email: Giving@FUSIONhousing.org