



FUSION

HOUSING FAMILIES IN NEED

2024

ANNUAL REPORT



ACCREDITED
CHARITY

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A note from our Executive Director

As I look back on the past year, I am filled with an overwhelming sense of gratitude and pride in the work we continue to do at FUSION. It has been an incredible year of growth and transformation, and I feel honored to be a part of this journey.

In 2024, we celebrated adding our 24th home to our Transitional Housing program and broke ground on homes 25 and 26, a testament to the hard work and collaboration of our team and community. Our Pete Andersen FUSION Family Center has been as busy as ever, staying at full capacity, an important indicator of the increasing need for our services. These milestones reflect not only our growth but also our unwavering commitment to creating lasting change in the lives of those we serve.

The challenges we face each day are many, but I have witnessed firsthand the resilience, strength, and determination of our families and the incredible support system that surrounds them. Our case workers, shelter staff, volunteers, and community resources provide our families with support and love while they make their way through our housing programs. Our new Peer Navigation Program gives us the ability to stay connected with families after they leave our housing programs and provides additional direction to reduce barriers that can mean a return to homelessness. It is a privilege to see individuals and families move from uncertainty and crisis to stability and hope.

Our Boutique, a fully volunteer-run retail operation, has been a vital piece of our success. By turning donated furniture into a physical storefront, we have created a

sustainable model that not only generates funds for our programs but also increases our community awareness and involvement. I want to express my deepest thanks to the volunteers and donors who make this endeavor possible.

2024 also marked an exciting year for Poverty Bay Café & Bakery, which won multiple awards from the community. We introduced new bakery services, which have been well received by our loyal customers. Poverty Bay also serves as the hub for our TABLE job training program. This program has fulfilled a missing piece of our housing programs, providing our residents with opportunities to grow their job skills and obtain full time employment with the confidence to thrive.

Looking ahead, our goal remains the same: to continue expanding our ability to serve more families, while ensuring we maintain the quality and compassion that are the heart of FUSION. It is a journey that requires all of us—staff, volunteers, donors, and community members—to stay connected, focused, and committed to the cause.

As we reflect on the progress we've made, I want to extend my heartfelt thanks to each and every one of you. Your dedication is what drives us, and together, we are making a difference in the lives of those who need us most. Let us continue to stand united in our mission, and know that with your ongoing support, the possibilities for the future are boundless.


Executive Director

A note from our Board Chairperson

Reflecting on this past year, I am once again in awe at all of the growth FUSION has experienced. We added a new condo and cut the ribbon at the Carpenter House, a newly remodeled home for large families. We also broke ground for a duplex, being built by our generous partners at Lennar and Homeaid. With 2 new homes for our transitional families, we can serve 24 families with children. These families receive case manager support as they identify and address problems that led to homelessness. In addition, they can access funds and resources to help them move into their new life. Our new Peer Navigation Program gives families a designated point of contact that the family can access after they move.

Our Pete Andersen FUSION Family Center continues to shelter families who have no shelter. These families work with case managers and their stay is short. Some families find permanent housing, some move into our transition program where they continue their work toward self-sufficiency. While at The Pete families can choose to participate in support groups and other activities. FUSION believes in families, and we have activities for the kids planned throughout the year—Trunk or Treat, Easter Egg Hunts, Santa Brunch, story time, and more! Kids deserve the chance to be kids, no matter their housing situation.

Poverty Bay Café & Bakery continues to be a bright spot in the community. It took the Mirror's Best Breakfast, Best Coffee House, and 2nd place in the Taste of Federal Way. Poverty Bay is also the site for TABLE, our job training program where participants learn multiple roles in a small restaurant, build a resumé for future employment, and gain confidence.

The Décor Boutique is one of FUSION's most important funding resources. All of the beautiful furniture and decorations are donated. All of the personnel are volunteers. It has been a valuable way to tell people the FUSION story and serves as a way to find new volunteers.

FUSION heads the cold weather response for the City of Federal Way. On freezing nights, people can find a warm place to sleep, hot meals, and safety. This program saves lives. In some cases, with help from our case managers, guests have even found permanent shelter.

FUSION began because a group of women saw a need. The reason FUSION continues to grow is because volunteers share their time, their expertise, their money and their passion to help families. Volunteers clean, repair, and decorate our units for each family. Volunteers pick up furniture donations, help at The Pete with childcare during special events, read to children, plan and implement our Annual Fundraising Gala. We would love to see additional volunteers willing to drive a truck, pick up furniture or work in the Boutique.

FUSION is a strong nonprofit because it is true to its mission to help families become self-sufficient. Staff, volunteers, and donors are passionate about the mission and as a result, families have an unusually high success rate in finding permanent housing. FUSION gets results, and is recognized by our professional counterparts as a leader in what we do. We will continue to thrive and help families succeed, and with your help we will transform the lives of families in need.


Sandy Huggins
Board Chairperson

About FUSION

OUR PURPOSE

Founded in 1993, FUSION is professionally staffed and volunteer supported. The organization operates 24 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 new and gently-used furnishings, as well as Poverty Bay Café & Bakery, that serves 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, 92% 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 & Bakery	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 is dedicated to making a meaningful, measurable impact. We are a BBB Accredited Charity, and proudly uphold the 20 rigorous standards to qualify for this accreditation.



FUSION Leadership

Executive Director

David Harrison

Board Chair

Sandy Huggins

Vice Chair

Vicki Harguth

Secretary

Kim Casey

Treasurer

Christine Krug

Past Chair

Julie Siegler

Board Members

Betty McNeely

Bob Celski

Caleb Encinas

Cortés

Erica Broaden

Erik Johnson

Katherine Festa

Kathy Ward

Martin Moore

Pat Chesebro

Fouders

Peggy LaPorte

Carl Buehring

Phil Wamba

35

Families resided in
FUSION homes in 2024

51

Adults were served
in 2024

61

Children were served
in 2024

\$15,600

Average cost to house
one family for one year



TRANSITIONAL HOUSING

FUSION owns 26 transitional housing units in King and Pierce Counties. In 2024, FUSION operated 24 of these transitional housing units while the other 2 units were in the building process. In 2025 we will complete a brand new duplex and have a total of all 26 units operating to house homeless families.

91.8%

Success rate in 2024 of
returning families to
permanent housing

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:

Thankyou Staff & Family
for keeping us safe and
loved and warm, we couldn't
surpass this difficult time
in our lives if you didn't
take the time and energy
to make sure we are taken
care of. We love & appreciate
you
Xo. Fusion
residents

37,238

Bed nights provided
to individuals in 2024

125

Families served
in 2024

461

Individuals served in
2024

1440+

Hours of family case
management in 2024

71

Families found stable
housing in 2024

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.

\$105

Our cost to house a family
for one night.

Located in Federal Way, The Pete provides secure private rooms, and a professional support team providing wrap-around case management. The data below shows that the majority of families we serve are from the South Puget Sound region, and that they find housing in this area.

Came From	%
Auburn	11.30%
Bellevue	3.48%
Burien	0.58%
Des Moines	1.45%
Federal Way	30.72%
Issaquah	0.87%
Kent	9.28%
Kirkland	0.58%
Maple Valley	0.58%
Renton	2.90%
Sammamish	1.16%
Seatac	3.19%
Seattle	16.81%
Tukwila	1.16%
Outside King County	7.25%
Out of State	7.54%
Unknown	1.16%

Went To	%
Auburn	3.77%
Bellevue	0.58%
Des Moines	1.74%
Federal Way	40.87%
Kent	9.28%
Maple Valley	0.58%
Redmond	1.45%
Renton	2.90%
Seattle	13.04%
Tacoma	3.77%
Tukwila	0.58%
Outside King County	17.39%
Out of State	4.06%

Our shelter program has transformed lives:

"Thank you for all your love and respect. Each person here was a blessing for me and my son."

A unique FUSION-created Finally Home Fund disbursed over \$41,200 to 60 families for application fees, first month's rent, utility deposits and other immediate expenses for moving into permanent housing in 2024. This fund greatly accelerates families returning to self-sufficiency.

57%

Percentage of residents under the age of 18

129

Number of residents under the age of 5

26%

Percentage of FUSION residents with a disability

\$0

Most frequently reported income when entering FUSION

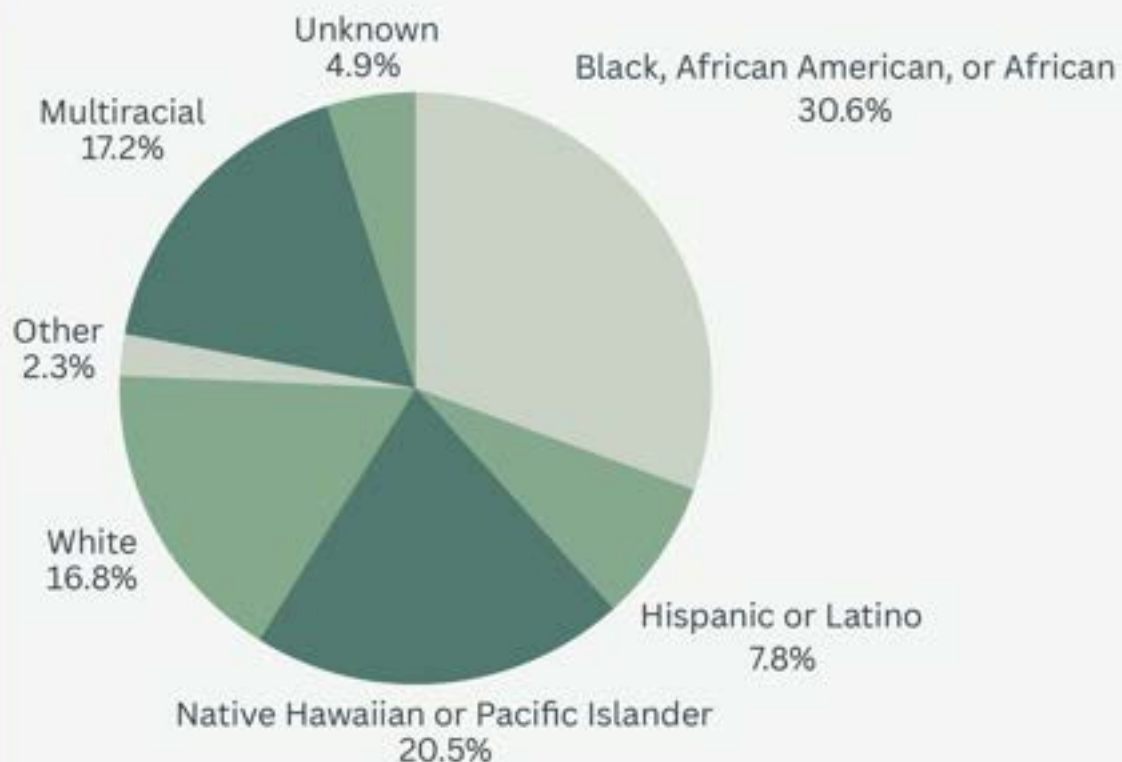


FUSION DEMOGRAPHICS

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.

Nearly 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.

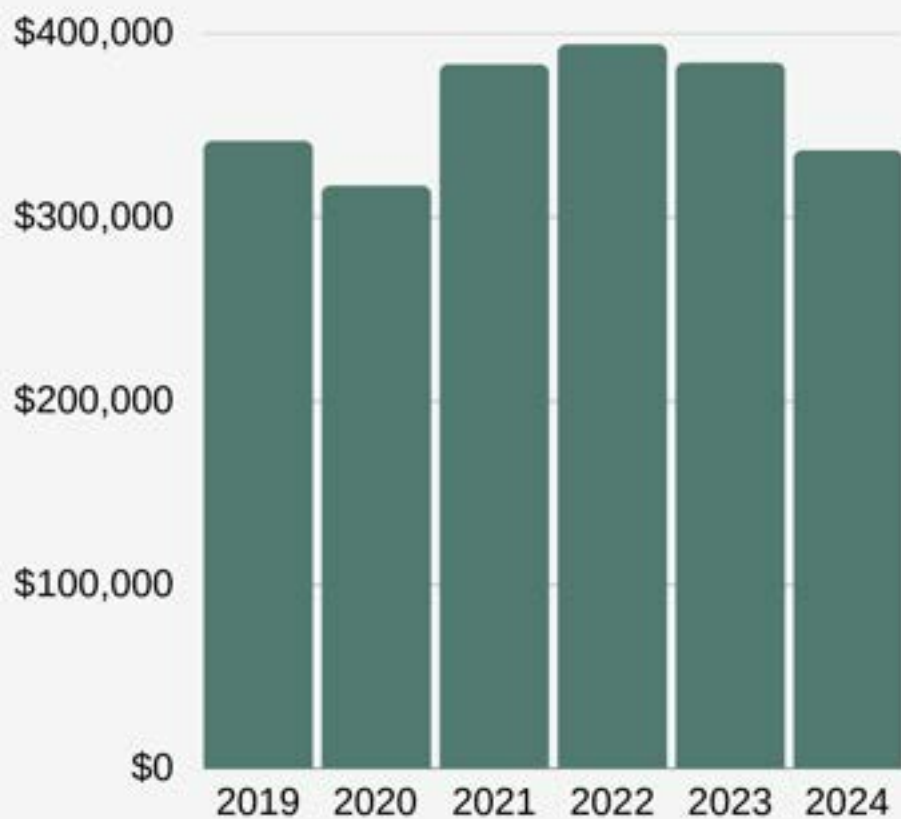


FUSION DÉCOR BOUTIQUE

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. The FUSION Décor Boutique serves as many supporters first impression of FUSION, and introduces many community members to our mission.

ANNUAL SALES REPORT

Since 2019, gross sales have totaled \$2,155,654



\$336k

Net Sales in 2024

61

Number of people who exclusively volunteer at 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.

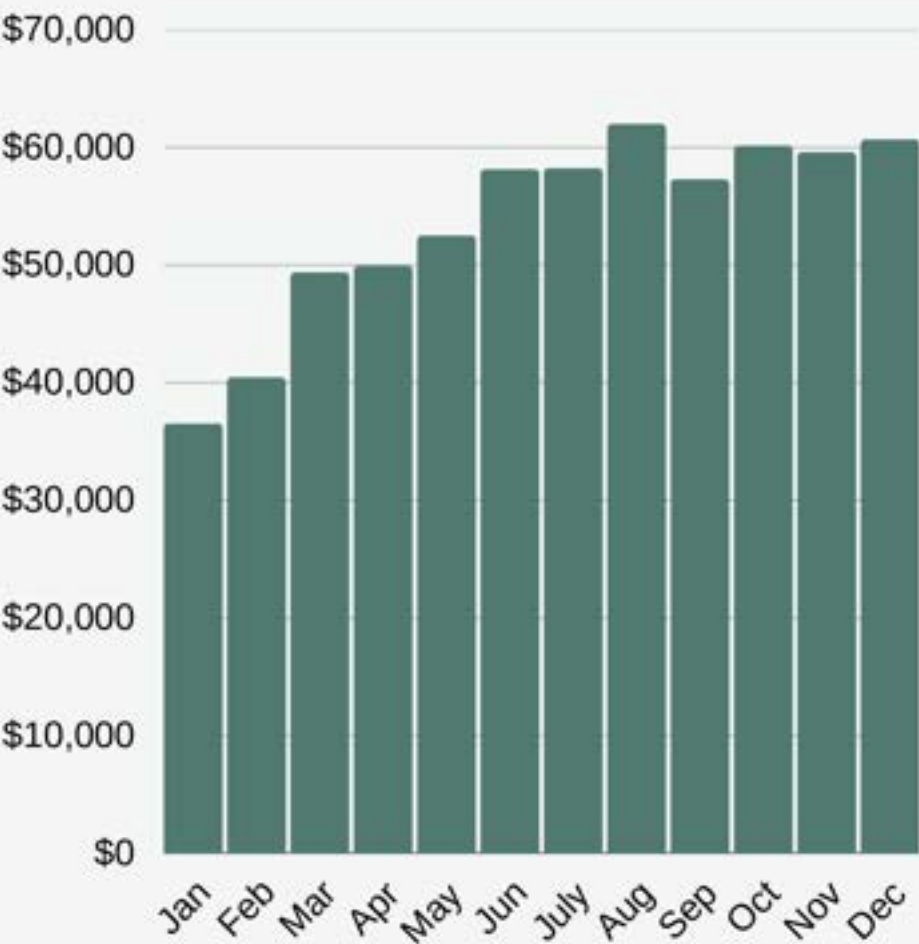
- Volunteers donated more than 12,031 hours in 2024
- Drivers alone donated over over 1,100 hours in 2024

POVERTY BAY CAFÉ & BAKERY

Poverty Bay Café & Bakery has experienced consistent growth in 2024, and we introduced our bakery line in the Fall of 2024. The Café provides funding for FUSION programs, creates community awareness of our mission, and is the headquarters for our TABLE Job Training program which provides employment opportunities for low-income adults.

CAFÉ SALES BY MONTH

In 2024, the Café nearly tripled sales from 2023, earning a total of \$644,746.80 in new sales for the year.



\$17.50

Average transaction
in 2024

38k

Total number of
orders in 2024

FUSION TABLE: A STEP FORWRAD

The TABLE: Transforming and Building Lives through Employment program has made huge strides in 2024! The curriculum development and certifications available to our job training participants ensures that they are well prepared and fully qualified for their future employment dreams. Our program balances high expectations with forgiveness and grace. It is important to us that our participants have a chance to learn in a safe environment where they can develop professional habits that will lead to success in their new positions.

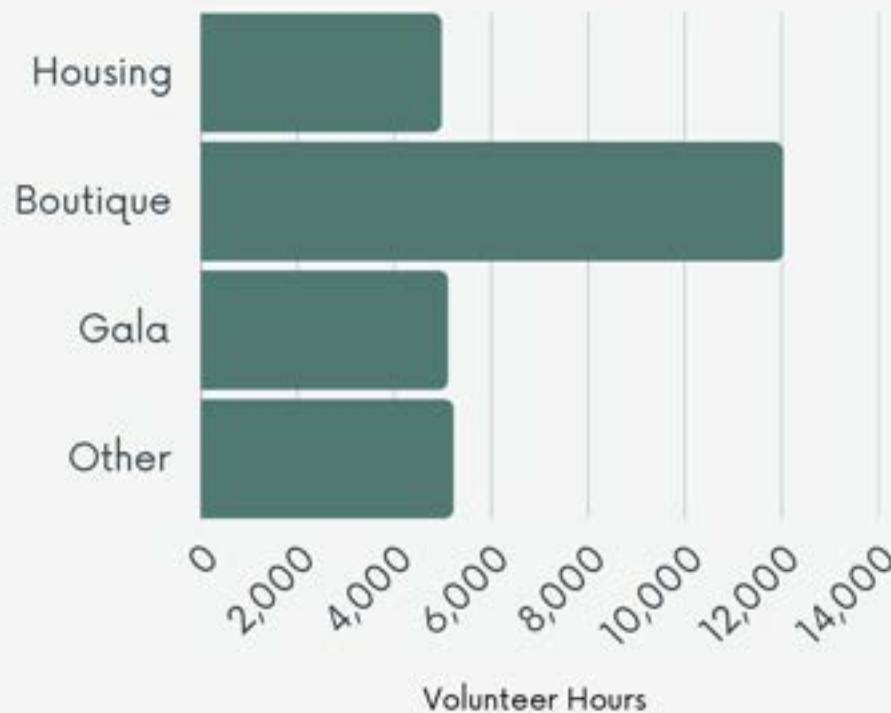
VOLUNTEERS AT WORK

Our volunteers are the lifeblood of FUSION.

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

Our 200+ active volunteers contributed 28,339 hours of service in 2024. The nationally recognized equivalent for the time and work that was donated to the FUSION organization is equal to approximately \$949,000.*

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



27
Housing Team
Volunteers

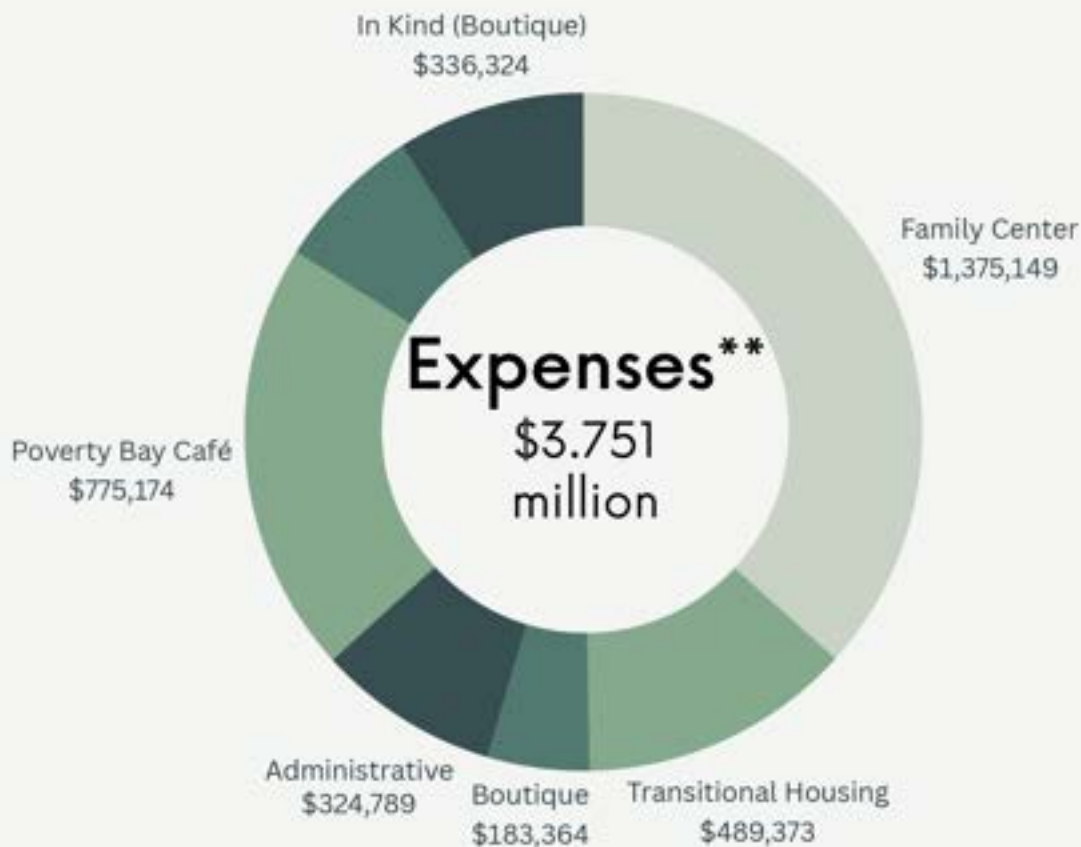
61
Décor Boutique
Volunteers

200+
Active Volunteers

- 27 Housing Team volunteers spent 4,975 hours cleaning, repairing, and furnishing 24 of our transitional homes for families.
- 61 Décor Boutique volunteers devoted 12,031 hours picking up donations, staging furniture, and assisting customers in the store.
- Dozens of volunteers contributed 5,109 hours planning, organizing, and contributing to our 2024 Annual FUSION Gala.
- Additional volunteers gave 5,224 hours of service to the Family Center, Poverty Bay Café & Bakery, and Operations Team.

Financials

(For the year ending December 31, 2024)



* Total revenue includes a Loss on Property Impairment of \$101,626.

** Total expenses include non-cash Amortization and Depreciation Expense of \$274,885.

Assets & Liabilities

Statement of Financial Position

(For the year ending December 31, 2024)

Assets		Liabilities & Net Assets	
Current Assets	\$1,181,352	Liabilities	\$6,177,854
Fixed Assets	\$9,353,646	Net Assets	\$4,357,144
Total	\$10,534,998	Total	\$10,534,998

Acknowledgements

Year after year we find ourselves with a growing demand for housing. Families experiencing homelessness seek out our services, and we strive to keep up with the ever increasing flow of applications. As we reflect on 2024, we are grateful for the progress we have made and the support that we have from our community that has allowed us to serve more families than ever before.

The love and support from volunteers, donors, board members, advisory council, founders, and staff continues to make a bold impact on those who need us most. Our successes would not be possible without you!

A heartfelt thank you goes out to all our contributors who played a crucial role in supporting our mission. Your support 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, and countless other impactful ways makes a huge difference in what we are able to accomplish together.

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

We thank you for your continued support of our programs.

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HOUSING FAMILIES IN NEED

