



FUSION N

HOUSING FAMILIES IN NEED

2025

ANNUAL REPORT



A note from our Executive Director

Dear Friends and Supporters of FUSION:

This past year has been a profound test of resilience for the families in our community. Rising costs and diminishing safety nets have forced more parents and children into uncertainty. Family homelessness is a crisis that strips away the very foundations of stability. Without a permanent address, parents face immense challenges in securing steady employment and future housing. Families lose access to essential healthcare and basic necessities, while children struggle to focus on their education when they don't know where they'll sleep at night.

Yet, in the face of these daunting challenges, your unwavering support has been a beacon of hope. Thanks to you, 2025 was not just a story of hardship—it was a story of transformation.

Your generosity provided safe and secure housing for families with nowhere else to turn. You ensured access to critical resources like food, clothing, and family support. You helped children stay on track in school, even in the midst of uncertainty. Most importantly, you gave families hope when they needed it most. We cannot thank you enough. Every contribution you made became a lifeline for a family in crisis.

In addition, we strengthened our continuum of care through our Peer Support Program, which provides families with ongoing connection, guidance, and stabilization support for up to six months after leaving FUSION. We are proud to share that 100% of families in this program have remained successfully housed at the six-month follow-up mark—underscoring the lasting impact of sustained, relationship-based support and demonstrating FUSION's commitment to ending the cycle of homelessness.

In 2025, we celebrated many milestones together. With your support:

- Over 120 families transitioned from homelessness to permanent housing.
- Our Annual Gala achieved record-breaking fundraising success to support our efforts.
- We expanded our transitional housing program with new homes, adding capacity to serve more families in need.
- You championed our FUSION Décor Boutique and Poverty Bay Café & Bakery, helping sustain our mission.

These accomplishments are a testament to the power of community and the impact of your compassion.

The road ahead remains challenging. The severe shortage of affordable housing continues to threaten vulnerable families across our region. But we remain steadfast in 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.

As we look to the future, we ask for your continued partnership. Together, we can break the cycle of homelessness and provide parents and children with the foundation they need to rebuild their lives. Your ongoing support is the key to making this vision a reality.

On behalf of the families we serve, thank you for standing with us. Your kindness and commitment inspire us every day.

With deepest gratitude,



Executive Director

A note from our Board Chairperson

Dear Friends and Supporters of FUSION,

As my term as Board of Directors Chair ends and I leave the Board, I am reflecting on the immense changes of FUSION over the years. When I began volunteering for FUSION, there were no paid staff and we had a handful of condominiums throughout Federal Way focused on single women with children. Volunteers are still the heart of our organization, and we now have staff to offer different kinds of support to a variety of families with children as they work toward self-sufficiency. Our capacity to help families continues to grow in an attempt to keep up with the ever-growing demand.

One of our biggest projects during my tenure was adding an emergency shelter for families, a resource that is in great need and can serve 31 families at a time for up to 90 days. We also partner with the City of Federal Way to provide overnight cold-weather shelter for unsheltered individuals when the temperature drops. The Pete Andersen FUSION Family Center has given us the ability to assist a far greater number of families per year. We are able to get parents with children back up on their feet quicker with intensive case management and hands on guidance through the program.

What started as a few condos, turned into 22 Transitional Housing units that families can stay in for up to a year while they work closely with their case manager. The Transitional Housing program brings families together and puts them on a path to success that is inevitable.

During my tenure on the Board, I also saw the FUSION Décor Boutique evolve into a great funding source as well as an excellent way to share the FUSION mission. FUSION recognized the need for job training and started TABLE, a training program in the hospitality industry, which is run through FUSION-owned Poverty Bay Café and Bakery. The cafe has grown into a powerful community hub, winning multiple awards and bringing the community together through food and a common mission of helping neighbors.

One of the reasons FUSION is so successful in moving families to permanent housing is the goal setting each family does with our team of outstanding Case Managers. In addition, FUSION tries to eliminate the blocks that slow a family's progress. An example is transportation to a job.

Another difference is the family activities focused on children. Volunteers create fun family events such as Trunk or Treat at Halloween, egg hunts at Easter, and breakfast with Santa.

I have had the opportunity of working with Board members and volunteers who are committed to the mission of FUSION. They believe in the concept of giving families a hand up so they can find permanent shelter and independence. I look forward to watching the ongoing growth and success of this amazing organization as Kim Casey, the new Board Chair and David Harrison, Executive Director, lead FUSION into the future.


Sandy Huggins

2025 Board Chair

About FUSION

OUR PURPOSE

Founded in 1993, FUSION is professionally staffed and volunteer supported. The organization operates 22 transitional homes in King and Pierce Counties and a 31-room 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	This popular bistro adjacent to our Boutique store features great food, camaraderie, and award-winning coffee beverages. Job skills training provides employment opportunities for adults re-entering the workforce.



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.



2025 FUSION Leadership

Executive Director

David Harrison

Board Chair

Sandy Huggins

Board Members

Betty McNeely

Bob Celski

Caleb Encinas Cortés

Erica Broaden

Erik Johnson

Katherine Festa

Kathy Ward

Martin Moore

Pat Chesebro

Vice Chair

Vicki Harguth

Secretary

Kim Casey

Treasurer

Christine Krug

Past Chair

Julie Siegler

Founders

Peggy LaPorte

Carl Buehring

Phil Wamba

33

Families resided in FUSION homes in 2025

46

Adults were served in 2025

57

Children were served in 2025

\$19,357

Average cost to house one family for one year



TRANSITIONAL HOUSING

FUSION owns 22 transitional housing units in King and Pierce Counties, with 2 units in the building process. In 2026 we will welcome the addition of a brand new duplex, and have a total of 24 units operating to house FUSION 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:

“My experience with FUSION has been nothing short of unexpected. When my family became homeless, my husband and I worked hard to keep things together and stay afloat. It was devastating and rough. From the moment we made contact with FUSION, we were treated with a warmth I didn't know existed. When they said we would be given Transitional Housing I couldn't believe it. I couldn't understand the motive. I was skeptical all the way up to the day we moved in. They provided us with a home that was better than I could have asked for. Better than I've previously rented. Everything has been above and beyond my expectations. I'm very grateful.”

~Michelle, FUSION Resident



44,659

Bed nights provided to individuals in 2025

THE PETE ANDERSEN FUSION FAMILY CENTER

"The Pete" is a 31-room 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.



109

Families served in 2025

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.

407

Individuals served in 2025

Came From	% of Residents
Auburn	13.59%
Bellvue	0.32%
Bothel	0.32%
Burien	1.62%
Des Moines	3.24%
Federal Way	28.80%
Kent	16.18%
Kirkland	1.29%
Maple Valley	1.94%
Renton	1.29%
Seatac	4.21%
Seattle	7.44%
Tukwilla	0.65%
Outside of King County	16.83%
Outside of WA	2.27%

Went To	% of Residents
Auburn	12.36%
Bellvue	0.73%
Federal Way	32.36%
Kent	5.82%
Maple Valley	4.73%
Redmond	2.18%
Renton	2.18%
Seatac	2.18%
Seattle	6.18%
Tukwilla	2.55%
Outside of King County	19.27%
Outside of WA	9.45%

981+

Hours of family case management in 2025

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."

80%

Percentage of families that found stable housing in 2025

In partnership with the City of Federal Way, FUSION's Finally Home Fund disbursed over \$47,495 to FUSION families for application fees, first month's rent, utility deposits, and other immediate moving expenses in 2025. This fund greatly accelerates families returning to self-sufficiency.

34%

Percentage of residents with a history of domestic violence

301

Number of residents who are minor children

18%

Percentage of residents with a chronic health condition

33%

Percentage of residents reporting no income when entering FUSION



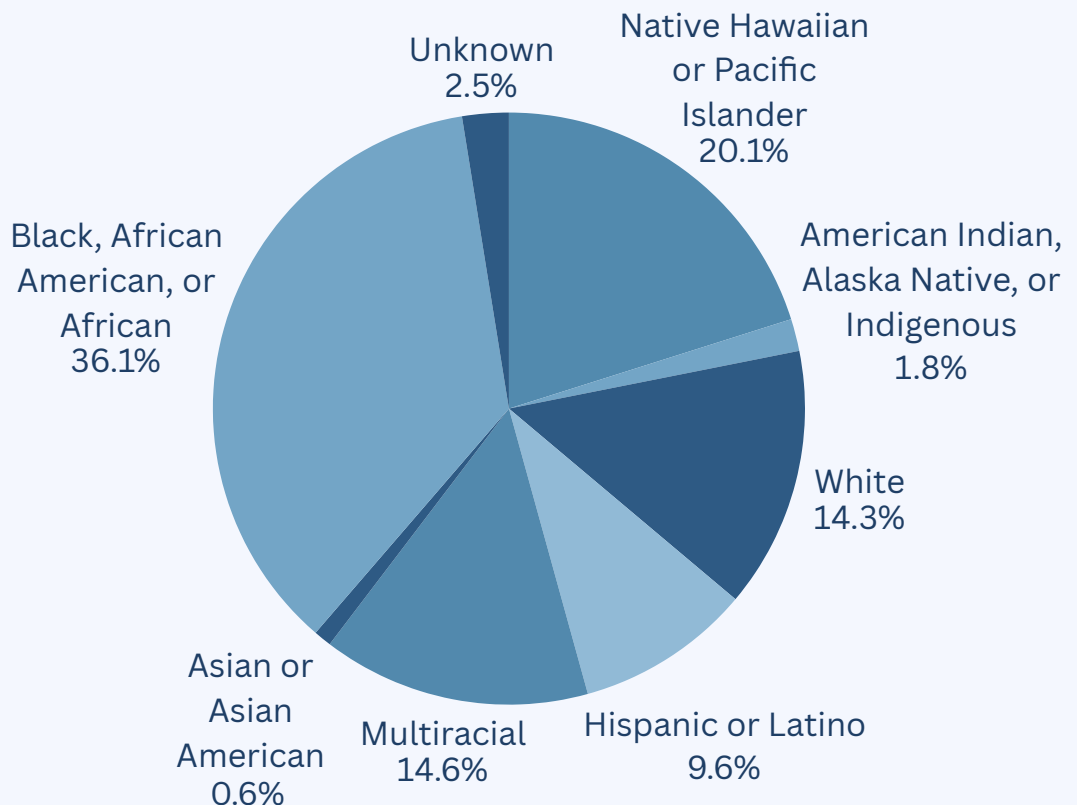
FUSION DEMOGRAPHICS

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.



43

Families chose to participate in the Peer Navigation Program

ALL

Families have successfully stayed housed

85%

Of families reported increased self-sufficiency

197+

Hours of Peer Navigation case management in 2025



THE FUSION PEER NAVIGATION PROGRAM

The Peer Navigation program is a new addition to the FUSION programming that focuses on walking alongside participants and offering support based on lived experience. This new program follows families for up to 6 months after they leave a FUSION Housing program, and helps families navigate resources, reduce their barriers, and adjust to life on their own. Having someone who is a constant in their corner gives them the confidence to take on hard situations, and the support when they need guidance or a helping hand. Meeting clients where they need us, and supporting their goals, helps to ensure success and reduces a potential return to homelessness.



“Having someone who actually understands made a big difference for me. I felt supported and not judged.”

Peer Navigation means:

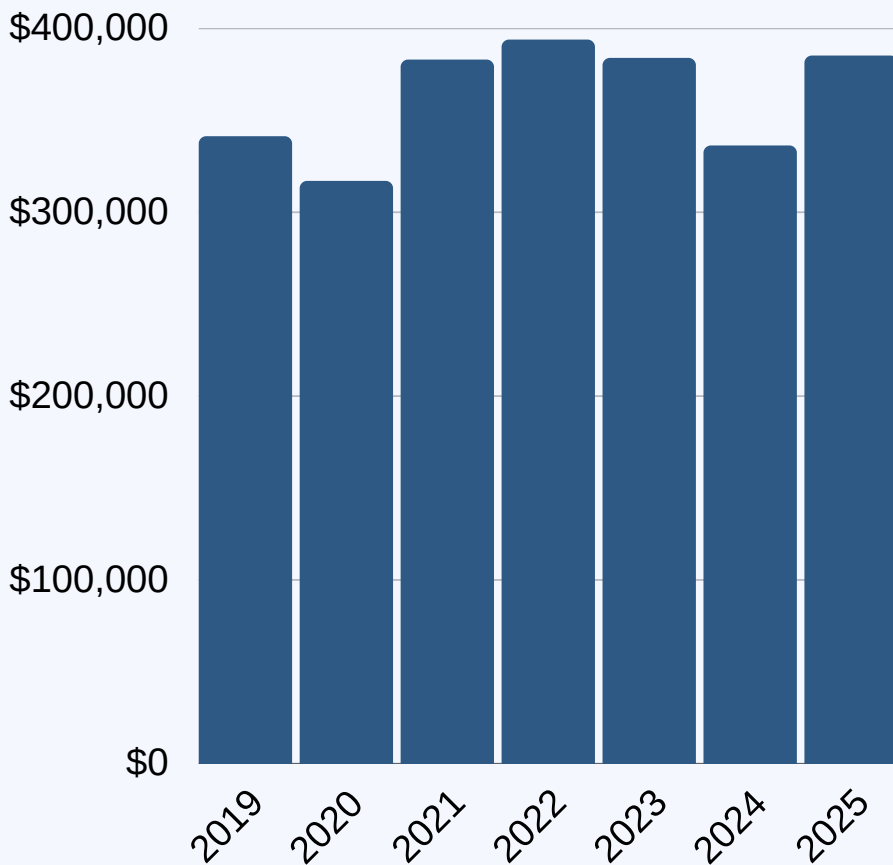
- Participants stay engaged with available services and take advantage of help when they need it.
- Higher rate of follow-through on housing connections.
- Building trust and confidence in clients.
- Ongoing support with mental health and addiction recovery, reducing recurring barriers to success.
- A reduced return to homelessness and a more stable future for children.

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 new supporters' first impression of FUSION, and introduces many community members to our mission.

ANNUAL SALES REPORT

Since 2019, gross sales have totaled \$2,540,890



\$364k

Net Sales in 2025

55

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.

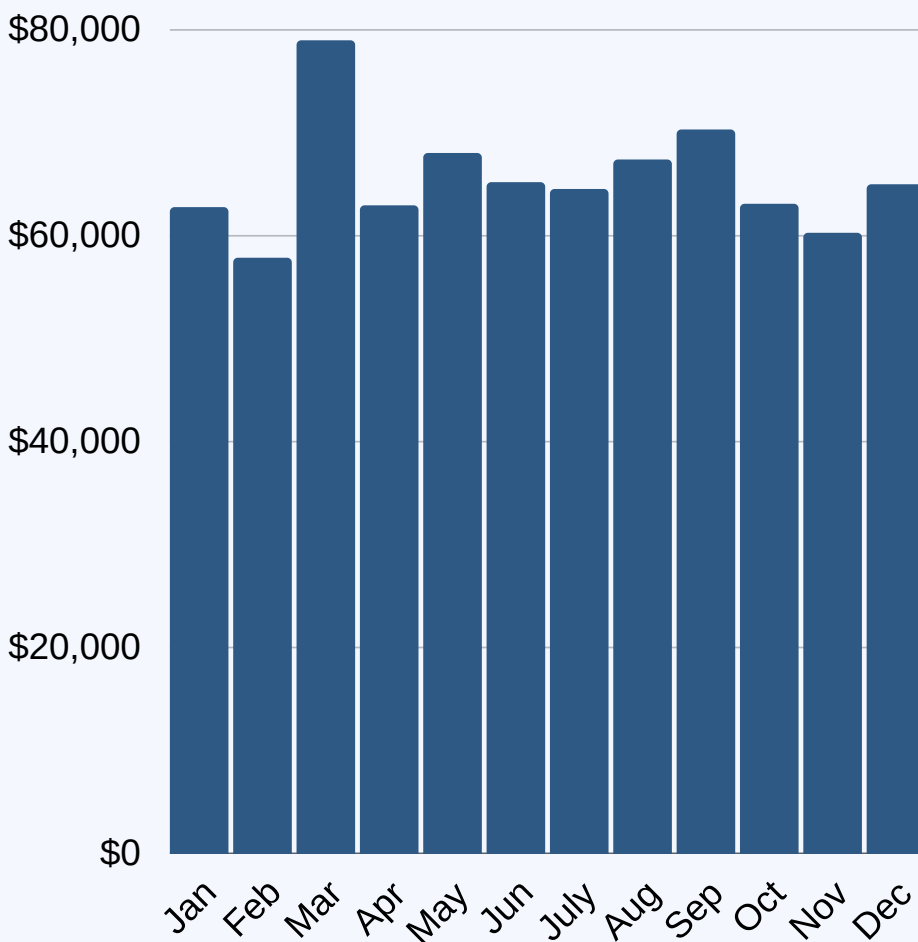
- Boutique volunteers donated more than 11,446 hours in 2025
- Drivers alone volunteered over 1,065 hours in 2025 picking up furniture donations

POVERTY BAY CAFÉ & BAKERY

Poverty Bay Café & Bakery has proven itself a fan favorite in our third year of operations. Our bakery items, delicious breakfast and lunch, and coffee are all award-winning assets to the FUSION umbrella. In addition to providing funding for FUSION programs, and creating community awareness, Poverty Bay Cafe & Bakery continues to grow the TABLE Job Training program and assists our housing residents with training and life skills for future employment.

CAFÉ SALES BY MONTH

In 2025, the Café earned a total of \$786,541 in net sales for the year.



\$23.20

Average transaction
in 2025

33.9k

Total number of
orders in 2025

FUSION TABLE: BRIDGING THE GAP

The TABLE: Transforming and Building Lives through Employment program continued to achieve meaningful success in 2025. Through ongoing curriculum development and industry-recognized certification opportunities, participants gained the skills, knowledge, and confidence needed to pursue their employment goals. Our program remains committed to balancing high expectations with grace, understanding, and support. We believe every participant deserves the opportunity to learn in a safe and encouraging environment where they can build professional habits, strengthen workplace readiness, and prepare for long-term success in their careers.

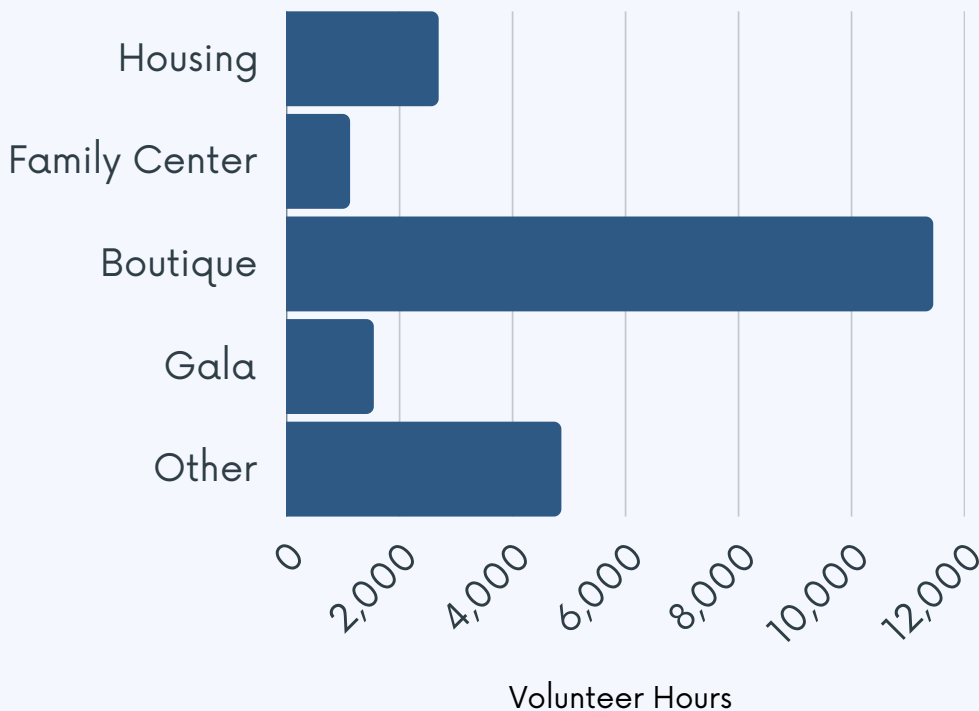
VOLUNTEERS AT WORK

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 21,670 hours of service in 2025. The nationally recognized equivalent for the time and work that was donated to the FUSION organization is equal to approximately \$753,900.*

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



27

Housing Team
Volunteers

55

Décor Boutique
Volunteers

200+

Active Volunteers

- 27 Housing Team volunteers spent 2,692 hours cleaning, repairing, and furnishing 22 transitional homes for families.
- 55 Décor Boutique volunteers devoted 11,446 hours picking up donations, staging furniture, and assisting customers in the store.
- Dozens of volunteers contributed 1,544 hours planning, organizing, and contributing to our 2025 Annual FUSION Gala.
- Additional volunteers gave 4,864 hours of service driving our delivery trucks, helping at Poverty Bay Café & Bakery, and contributing to the Operations Team.

*According to the Bureau of Labor Statistics 2025

SUCCESS AT FUSION

Tiffany found FUSION through her church. She came to us unsure of her future, scared for her two children, and determined to change her path for the better. From the first moment we met Tiffany, we knew she would do great things beyond FUSION. Her story is one of unfair circumstances, resilience in the face of hardship, and unwavering faith. At the end of 2025, Tiffany secured permanent housing for herself and her family in the form of home ownership. Her family went from homeless to home owners in the short time that she was with FUSION, and we are so very proud of her path to self-sufficiency. Congratulations, Tiffany!

A Note from Tiffany:

“My time at FUSION has been nothing short of transformative. When I first met David and Stephanie, they were helpful and kind, which means a lot when you're going through a lot. When my children and I entered FUSION, we had just lost everything due to toxic mold and unsafe health conditions in our apartment. After a difficult car accident, conflict with unsafe housing, and a huge disruption to our daily lives, our biggest and most urgent hurdle was finding safe, permanent housing for my kids.

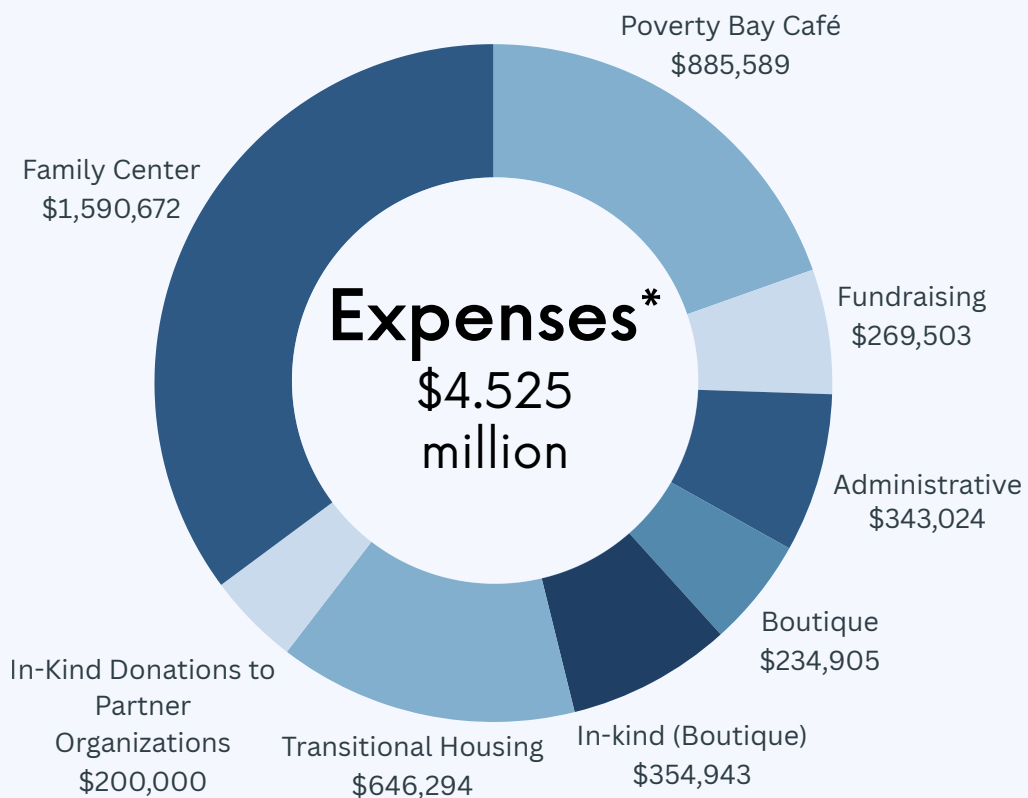
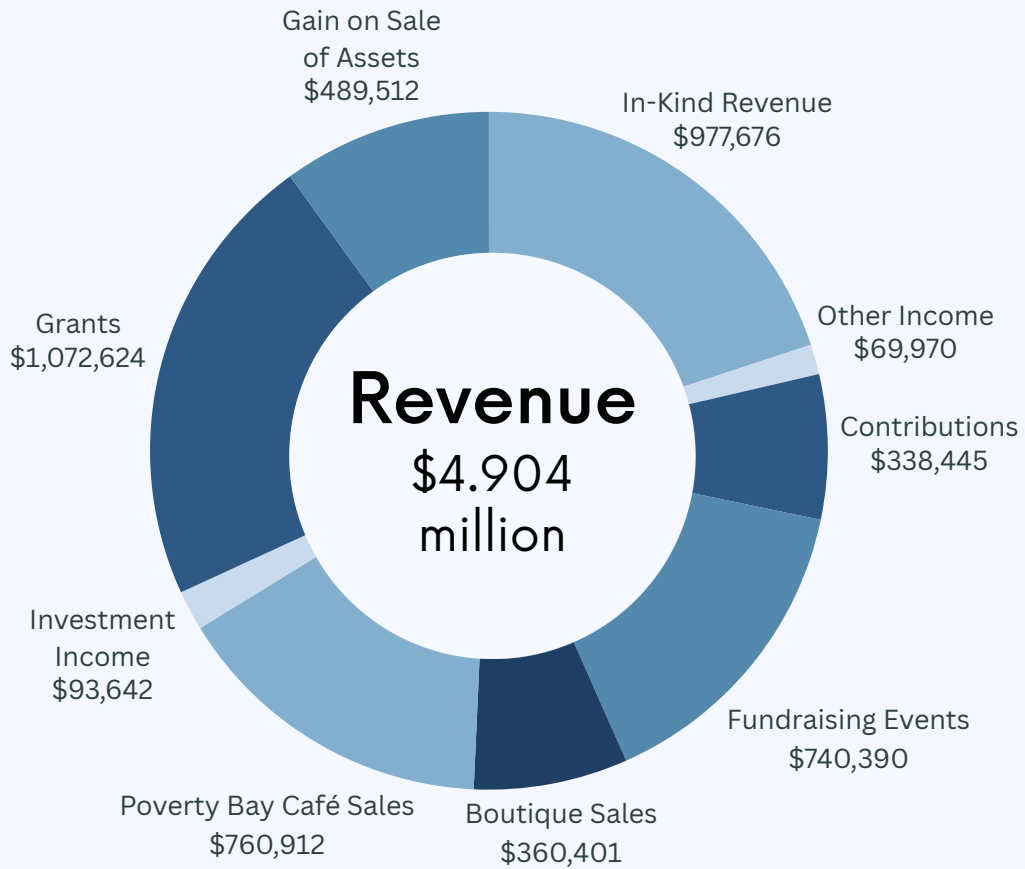
We didn't know what to expect, but we were greeted at the Family Center with open arms. In our hardest times, we were finally able to relax because we had somewhere safe to stay. Everyone made us feel welcome and were so encouraging. My children were able to continue school, which helped keep life as normal as possible. I was able to breathe and felt like I could make deliberate, informed decisions about our future.

Moving into the Transitional Housing program gave my family a further sense of normalcy. During our time there, we were able to find stability in order to make good decisions about getting back on our feet. My kids continued school with their friends and favorite teachers, and I was able to focus on finding permanent housing that works best for our family. During our time in Transitional Housing, I started a school called Ministry Foundations through my church, started a new job, paid off my car months in advance, and applied for a home through Habitat for Humanity, which Stephanie helped coordinate. When we heard that we got the house and I was going to be a homeowner, I felt so happy and hopeful for our future. We did it!

FUSION case management made it easy for us to find the resources that we needed while we stayed with them, from food banks, to housing resources, and everything in between. I worked with case management while at the Family Center, and Stephanie was so supportive and encouraging, by reminding me on my most discouraging days that everything is okay, and to take it one day at a time. Her faith in me made me believe in myself. I thank God every day that he sent us to FUSION.”

Financials

(Audited for the year ending December 31, 2025)



*Total expenses include non-cash Amortization and Depreciation Expense of \$308,092 and in-kind operating expenses of \$417,275

Assets & Liabilities

Statement of Financial Position

(Audited for the year ending December 31, 2025)

Assets		Liabilities & Net Assets	
Current Assets	\$2,146,723	Liabilities	\$6,244,984
Fixed Assets	\$8,834,047	Net Assets	\$4,735,786
Total	\$10,980,770	Total	\$10,980,770



Acknowledgements

As we reflect on 2025, one reality remains clear: the need for safe, stable housing continues to grow. Across our community, more families are facing housing instability and turning to FUSION for support. While the challenges are significant, so too is the collective commitment of those who believe that everyone deserves a place to call home.

This year, we are grateful for the progress we have made together. Thanks to the generosity, compassion, and dedication of our community, we were able to provide critical support during times of uncertainty and transition. The impact of our work is made possible by an extraordinary network of volunteers, donors, board members, advisory council members, founders, partners, and staff. Each person who contributes their time, talents, resources, and advocacy helps strengthen our mission and expand our reach. Together, we are creating pathways to stability, hope, and opportunity for families in need.

We extend our heartfelt gratitude to everyone who supported FUSION throughout the year. Whether you provided professional services, prepared meals, read with children, cared for homes, created welcoming living spaces, supported retail operations at the Boutique, made financial contributions, advocated for affordable housing, or gave in countless other meaningful ways, your involvement made a lasting difference.

Your belief in our mission and your commitment to our community continue to inspire us. The work ahead remains important, but because of supporters like you, we face the future with hope and determination. Thank you for being an essential part of this journey.



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We thank you for your continued support of our programs.



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