



FUSION YEAR REPORT

2024

Social Media Sites

Website <http://fusioncpl.ie>



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CHAIRPERSONS FORWARD

As the appointed Chairperson (again), I would like to take this opportunity to thank our outgoing Chairperson Evelyn Leonard for her dedication and commitment to the role this past year.

On behalf of the board of management it gives me great pleasure to welcome the publication of Fusion Cpl's Annual Report for 2024. This report portrays both the professionalism and dynamism of our organisation and staff.

The report gives a detailed account of the work completed in 2024, which includes the continuation of the Reach Out programme.

Reach Out is a family communications programme for families with a parent in Prison. Since its Launch in 2022 we have delivered this programme in Shetland Abbey, Mountjoy Prison and the Dochas Centre and hopefully more prisons this coming year.

I would like to thank the continuing commitment and dedication of our excellent and professional staff, a competent and committed Board of Management, supporting funding agencies, and many others, all relating and interacting in a manner, which creates something special and unique.

I want to take this opportunity to thank the staff who work so willingly and enthusiastically daily in their various roles. They are at the heart of what the Project is all about and this makes Fusion CPL such a special place and makes them our greatest resource.

Secondly, I would like to thank Kurt Kelly (who resigned as director from our board in August 2024) for his input and commitment and support to Fusion Cpl .

The report details our services in depth and considers the various initiatives undertaken.

David Fleming
Chairperson

BACKGROUND OF FUSION

The Ballyfermot Drug & Alcohol Task (BDATF) force in 1999 set up Fusion support Worker and the Community Prison Link Worker as separate entities as part of their response to the drug problem in the Dublin 10 region. The remit included Community Employment (CE) as a support mechanism for people coping with addiction. Following evaluations of both projects, it was agreed to merge and expand the work. In 2003, FusionCPL was established and continues to offer Rehabilitative CE placements as part of their menu of support.

PROJECT FOCUS AND PURPOSE

Rehabilitation support in community and Prison links support for those in custody. To provide support services to the local community (Dublin 10, Chapelizod & Palmerstown) for individuals both in the community and incarcerated in prison affected by addiction.

MISSION STATEMENT

To provide an innovative rehabilitation response that will enhance personal Training & Employment plans for people wishing to change their drug using life style.

To provide, through our Community Prison Link (CPL) a link between community and prison-based services through the development of treatment and rehabilitation.

PROJECT DESCRIPTION

FusionCPL is a Community Addiction Project in Cherry Orchard, providing addiction support for all genders who are aged eighteen and over and reside in either Ballyfermot, Palmerstown or Chapelizod. Supports we offer Keyworking, counselling holistic therapies, group work and Rehabilitative Community Employment places support through independent CE projects in the community.

FusionCPL has three integral parts to it; The first is the community side where we support people from the area who are drug free or stable,

Second part is Community Prison Links Service which provides support to those from the area who are in custody.

Third part is the Reach Out Family Communications Programme delivered for parents and families with a family member in custody. The Reach Out Project consists of 5 interlinked components. Child Interest Surveys, Child development module, enhanced communications module, mentoring and trainee workbooks.

OUR VALUES / PRINCIPLES

We ensure all individuals are treated with Dignity by providing a supportive environment based on respect and confidentiality.

We support individuals to reach their full potential in their recovery and their future employment / education goals.

We demonstrate transparency and accountability in our practice and organizational systems and structures.

Keep clear boundaries between staff and service users

Offer a confidential service within legal constraints

AIMS

FusionCPL, Company Limited by Guarantee is a registered charity with the aim of supporting individuals living in the community or in custody who have / had difficulties with drug & alcohol misuse or who are now stable in their recovery.

Fusion supports individuals to address the issues that are preventing them from moving forward and supports them to overcome these obstacles.

On a practical level, we help to identify appropriate training & education programmes that includes CE placements, third level education and employment. Staff will assist those who may need childcare placements to identify a suitable facility and to apply for funding regarding it. Through an integrated care plan, we help identify issues such as treatment, training, personal development, housing or overcoming debt, among many other issues that may arise for individuals.

We support individuals attending the service to manage their recovery and look after their mental, emotional and physical health by offering 1:1 key working, counselling and holistic therapies such as acupuncture, reiki, mindfulness and reflexology. Group work takes place throughout the year.

Fusion Community Prison Links (CPL) keyworker provides a link between community and prison based services. Working closely with the Probation / Prison Service providing 1:1 key working, using individual care plans to compile realistic sentence and release plans with the prisoner to ensure they have a sense of purpose post release, somewhere to go and support to manage their addictions. The overall aim of these strategies is to reduce recidivism and address any addiction issues present.

The Reach Out project - Family communications programme for families with a parent in prison. The Reach Out Project consists of 5 interlinked components. Child Interest Surveys, Child development module, enhanced communications module, mentoring and trainee workbooks.

SERVICE USER CRITERIA

- Aged 18 or over and Live in the Dublin 10 area, Chapelizod and Palmerstown
- Be drug free or stable in their drug / alcohol use.
- Motivated to work towards goals to improve their lifestyles.
- Interested in participating in a rehabilitation programme, which may involve training, education, and employment.
- For those in prison We support service users from all areas who are interested in exploring new options, ideally link in 12 - 24 months before release date.

OUR TEAM

Manager

Kathy Watts

Addiction Team

*Stacie Halligan Community Prison Link Worker (CPL)

Marie Moylan Community Project Worker

*Stacie resigned her position on 24th July 2024. We thank her for her dedication throughout Stacie's 12 years of employment with the project. We wish Stacie all the best going forward.

Administration

Natalie O'Farrell Administrator / Reception/ Accounts

Siobhan Garland (CE Support) Receptionist

Sessional Staff

Toni Kavanagh Counsellor

Karen O'Connell Reflexologist

Joanne Finnerty Reiki Therapist

Joanne Eady Reach Out Coordinator (Commenced 1st July 2024)

We welcome our new sessional counsellor Susi McHugh who commenced with the project late 2024.

Board of Management

Dave Fleming	Director / Chairperson
Lorraine Stewart	Director / Treasurer
Stephen Rourke	Director / Secretary
*Kurt Kelly	Director
Evelyn Leonard	Director
Pat Montague	Director

*Kurt Kelly resigned from the board, and we would like to thank Kurt for his dedication and service, especially all the support Kurt gave in relation to our Risk Register.

We would like to thank Deirdre Doyle who is responsible for the cleaning of our premises and ensures this is done to an extremely high standard.

REFERRALS SOURCES AND STATISTICS

Fusion welcomes referrals from all statutory and voluntary agencies, as well as self-referrals. In 2024, our services received:

- Community Project: 59 new referrals
- Prison Link Service: 27 new referrals (service paused from July 2024 following CPL worker resignation)

SERVICE DELIVERY AND SUPPORT

Assessment and Care Planning

Our service delivery follows best practice guidelines, consisting of:

1. Initial Assessment
2. Comprehensive Assessment
3. Individualised Care Plan development with service user participation

In 2024, our staffing consisted of one project worker supporting community clients and one Community Prison Link (CPL) Worker supporting incarcerated individuals and their transition post-release.

Client Engagement

In 2024, Fusion supported 134 individuals who attended multiple appointments:

- 49 prison clients
- 85 community clients

All clients received regular one-to-one support focused on recovery and exploring opportunities in training, education, and employment. Following our CPL worker's resignation, all prison service users received written communication regarding the situation and our recruitment plans.

Service Outcomes

During this period, 79 individuals were archived for various reasons including:

- Successful completion of training programs
- Achievement of care plan goals
- Securing employment
- Enrolment in further education
- Relocation
- Achievement of recovery goals
- Loss of contact

Employment and Training Outcomes

While community employment and training participation has decreased, we continue to support clients in securing employment and accessing educational opportunities. Some clients have chosen to prioritize their recovery and health before pursuing employment or education opportunities.

Appointment Statistics

Support is provided through flexible scheduling based on individual needs:

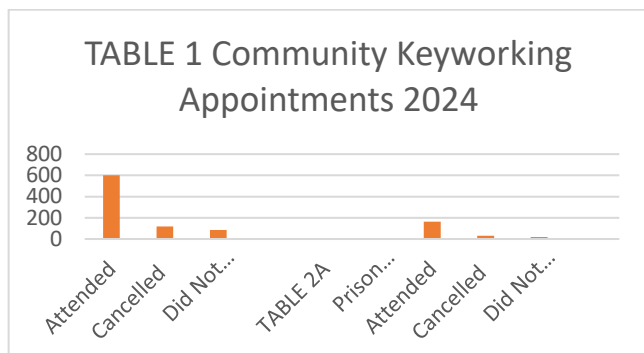
- Weekly sessions
- Fortnightly sessions
- Monthly appointments
- Telephone support as needed

Our community work managed 804 scheduled key working appointments in 2024:

- 601 attended appointments
- 117 cancelled appointments
- 86 non-attended appointments

Additional support was provided through supplementary communications including letters, text messages, and phone calls.

(Note: Please refer to Appendix 1 for detailed statistics)



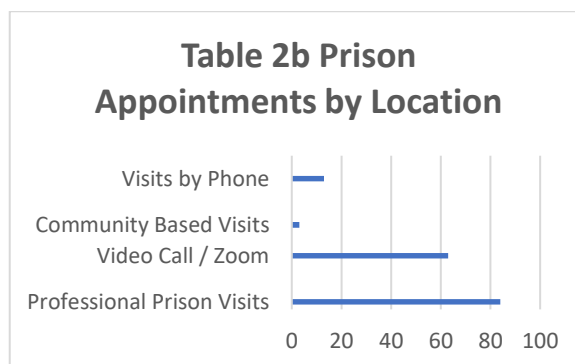
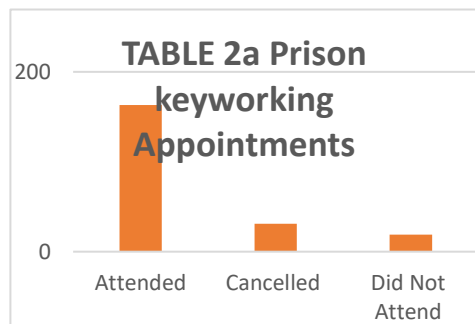
PRISON KEYWORKING

During January to July 2024:

- 213 appointments planned
- 163 appointments completed
- 31 cancelled
- 19 no-shows

4 prison releases:

- 1 still with project
- 2 declined support
- 1 moved away



INTERAGENCY SUPPORT

We partner with:

- WHAD: Ran Adventure group
- Matt Talbot Community Trust: Future Options module
- Community events: Cherry Blossom Festival Spring 2024 open day

COUNSELLING SERVICE

2024 overview:

- 1 current counsellor
- 1 new counsellor joining end of year
- 29 clients supported
- 308 therapy sessions completed

HOLISTIC THERAPIES

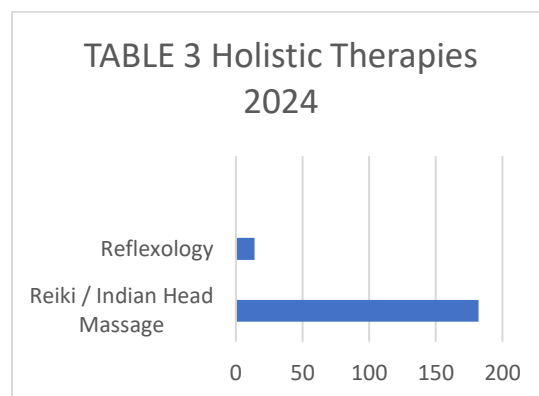
Reiki/Indian Head Massage:

- 37 clients
- 182 sessions completed

Reflexology:

- 14 clients
- 80 sessions completed

Total: 51 clients received holistic therapies



COMMUNITY ENGAGEMENT

Cherry Blossom Celebrations

In April 2024, we hosted our Cherry Blossom Celebrations, opening our facilities to the public and showcasing our holistic therapy services.

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GROUP PROGRAMMES

Based on client feedback and consultation, we successfully delivered four distinct group programs:

Adventure Group

Partnership with WHAD delivering Adventure Therapy:

- 6-week program including coastal and mountain excursions
- 6 participants enrolled
- 5 participants completed

Chakra Group

Led by our Reiki therapist:

- 8-week program
- 9 participants enrolled
- 7 participants completed

Matt Talbot Future Options

Collaborative program with Matt Talbot:

- 5-week future options program
- 10 participants enrolled
- 100% completion rate

Christmas Holistic Group

Annual festive session:

- Single morning format
- 10 participants
- Full completion rate

Healthy Eating Group

6-week program:

- 5 people started
- 4 completed

COMMUNITY EMPLOYMENT (CE) – REHABILITATION PROGRAMMES

Our partnership with Community Employment (CE) projects continues to provide valuable rehabilitation opportunities for our clients. Key highlights:

- 9 participants placed in CE positions during 2024
- Ongoing support provided to both participants and supervisors
- Continued challenges with DTF place conversion from mainstream positions
- Declining placement rates since 2022 persisted through 2024

CLIENT PROGRESS AND ACHIEVEMENTS

Our clients achieved significant progress across multiple areas while managing their recovery journey. Key activities included:

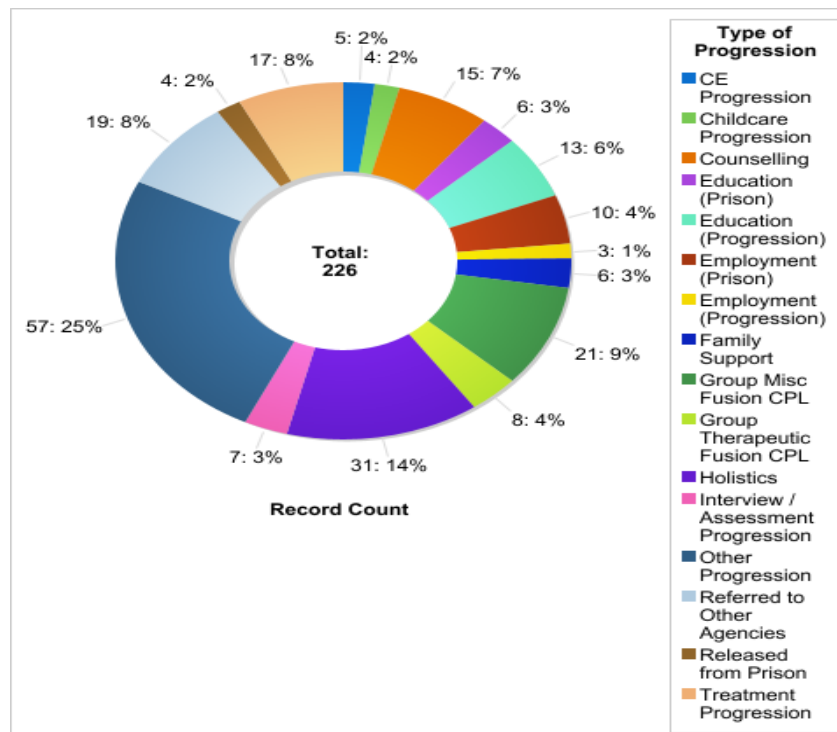
- Regular key working sessions
- Counselling participation
- Holistic therapy engagement
- Group work activities
- Employment and community placement programs

Additional achievements included:

- Treatment program completion
- Securing childcare funding support
- Further education enrolment
- Successful job interviews
- Enhanced family support
- Engagement with partner agencies
- Successful prison release transitions

[Detailed progression statistics available in Appendix 2]

Table 4: Individual external progressions.



HEALTH AND WELLNESS INITIATIVE: GYM AND SWIM PROGRAMME

In partnership with Ballyfermot Sports & Leisure Centre, our wellness program achieved significant engagement:

- 41 active participants
- 443 passes distributed
- Program benefits included:
 - Promotion of healthy lifestyle choices
 - Enhanced self-care practices
 - Improved overall wellbeing
 - Family participation opportunities (partners and children)
- Consistently positive participant feedback highlighting wellness benefits

REACH OUT PROGRAMME

Programme Overview 2024

- Successfully delivered 3 programmes across 2 prisons
- New Reach Out Coordinator appointed July 1st, 2024
- Programme committee working towards:
 - National prison availability
 - Government funding pathway
 - National roll-out implementation

The Dóchas Centre

Group 1 (Programme completed March 2024)

- Participants:
 - 6 mentees started
 - 5 completed

- Mentoring provided by:
 - 8 prison staff trained
 - 4 prison staff active mentors
 - CPL worker support – active mentor

Group 2 (Programme completed December 2024)

- Participants:
 - 10 mentees started
 - 10 completed (1 early completion)
- Mentoring delivered by Project Coordinator Joanne Eady due to prison staff constraints, no prison staff mentors available for mentoring.

MJ Progression Unit (Programme completed May 2024)

- Participants:
 - 7 mentees started
 - 4 completed
 - 3 transferred to other prisons
- Mentoring:
 - 10 prison staff trained
 - 4 prison staff active mentors
 - CPL worker support – Active mentor

Family Celebration Days

- Organised for all 3 groups
- Support provided:
 - Prison governors arranged security clearance, staffing supports and hot food for all.

- TULSA SEED funding provided new toys for visiting area
- Library donated children's books
- Fusion provided Easter Eggs/selection boxes
- Certificates awarded to mentees

STAFF CONTINUED PROFESSIONAL DEVELOPMENT

To ensure staff continue to adhere to best practice we encourage and supports all staff members to complete additional training. Below is a breakdown of all core staff training completed during 2024:

MANAGER

Course Title	Course Provider	Date	Duration	Cost
Child & Youth Participation Training	Tusla	9 th Jan & 20 th Feb	8 hrs total x 2 mornings	Free
Cocaine the Risks	Donegal ETB	9 th Jan	1.5 hrs	Free
Understanding Cultural Diversity Workshop	Partnership	15/01/23	4 hours	free
Update on employment Law	Peninsula	29/01/34	1,5 grs	free
Presentation on Nitazene	HSE	22/02/24	1 hr	Fre
AI training	The wheel	23/02/2024	1 hr	Free
Criminal Justice seminar	SSGT	18/04/2024	1day	Fre
Dignity at work	HSE Land	14/005/24	1 hr	free
Cyber Security training	HSE Land	14/05/24	1.5 hrs	Free
All Ireland Experience funding	Wheel	21/05/24	1 hr	Free
Vaping: its not safe	Donegal ETB	04/07/24	1.5 hrs	Free
Introduction to EMDR	ACI (Gus Murray)	04/12/24	1.5 hrs	Free

ADMINISTRATOR

Course Title	Course Provider	Date	Duration	Cost
Opioid Overdose Awareness and Naloxone Administration Training course - Module 2	HSE	23/10/2024	2.5 HRS	None
BIG Red Book Accounts	Kildare Training Board	17 th 24 th & 31 st Oct 2024	9 HRS	None
Cyber Security Awareness	HSE Land	07/06/2024		None
Dignity at Work (Revised 2022)	HSE land	11/06/2024		None
Understanding Cultural Diversity work shop		15/01/2024	3 hours	
Managing & Improving Data Quality	Enclude	09/05/2024	2.5 hours	Contract Hours
Big red book enhanced reporting	Enclude	20/06/2024	3 hours	Contract Hours

COMMUNITY PROJECT WORKER

Course Title	Course Provider	Date	Duration	Cost
Understanding cultural diversity workshop		15/01/2024	2hrs	€0
DAVINA training- Working with Domestic Violence and substance use	SAOL project	23/05/24	1 day Plus manual	€100
'Making Work Pay – Maximising Income and Supports from taking-up Work'	INOUE	18/06/2024	2hr	€70
Mental Health First Aid training	Mental Health First Aid Ireland	27/06/2024 & 28/06/2024	2 full days	–
Train the trainer	Ballyfermot training centre	10 th & 17 th of September	2 full days	
Cyber security awareness	HSE Land	18 th September	1hr	€0
Domestic Violence training	Saoirse / BLADTF	19 th September	1 full day	
Opioid overdose awareness and naloxone administration training	HSE	23/10/2024	2hr	0
Introduction to EMDR	ACI (Gus Murray)	04/12/24	1.5 hrs	Free

COMMUNITY PRISON LINK WORKER

Course / Conference Title	Course Provider	Date	Duration	Cost
Understanding cultural diversity	D12 LDATF	15/01/23	3hrs	
European Research Webinar: Leaving Prison and Homelessness	The European Observatory on Homelessness	20/02/24	1hr	-
MHR's research on mental health services in prisons	Mental Health Reform	23/04/24	1hr	-
Student counselling hours completed on site in Fusion (Level 9 MSc in Pluralistic Counselling and Psychotherapy) External supervision provided by Fusion				

FUSION PROJECT DEVELOPMENT

Organisational Development

- Committed to trauma-informed care practices
- Comprehensive organizational review using trauma-informed lens
- Service availability: 8am – 6pm to support employed service users

Community and Interagency Engagement

- CPL worker participated in:
 - Annual Pre-Release Groups at Mountjoy Progression Unit and Wheatfield prison
 - St. Bridget's Day Celebrations at Dóchas Centre
- Continued collaboration with community projects

Facilities and Infrastructure

- HSE continued premises upgrades throughout 2024

- Website and social media platforms enhanced outreach and recovery support

Feedback and Evaluation

- Regular feedback collected through:
 - Survey Monkey for service users and referrers
 - Group feedback meeting held at Halloween
- Committed to ongoing research and development
- Participate in Health Research Board (HRB) statistical reporting

Governance and Compliance

- Continuous policy review and updates
- Focus on:
 - Health and Safety
 - GDPR compliance
 - Children's First compliance
- Adherence to Charities Regulator rules
- Independent financial auditing

Funding and Resourcing

- Secured additional funding in 2024
- Supported:
 - Celebration days
 - Enhanced programme supports

Staffing Updates

- CPL Project Worker position:
 - Vacancy following resignation
 - Interviews conducted
 - Position not filled
 - Will readvertise in early 2025

Future Outlook

- Reach Out programme continuing into 2025
- Secured external evaluators for 4 planned programme deliveries

FUNDING SOURCES AND ALLOCATIONS

Core funding for Fusion is provided through a multi-agency partnership comprising the Health Service Executive (HSE), Department of Social Protection (DSP), and the Probation Services, under the oversight of the Ballyfermot Drug & Alcohol Task Force.

Supplementary Miscellaneous funding enables the continuation of our holistic therapies and group programs, enhancing our service delivery capacity.

The Reach Out Programme, our prison-based initiative, is supported through a diverse funding framework including:

- St. Stephens Green Trust (SSGT)
- The Probation Services
- BDATF/HSE
- Tusla SEED Funding

Notably, Tusla's contribution has facilitated significant improvements to prison visiting centers through the provision of new toys, equipment, and books, enhancing the environment for family visits.

This strategic funding structure ensures the sustainable delivery of our comprehensive support services across both community and prison settings.

Table 5 Fusion Funding Agencies

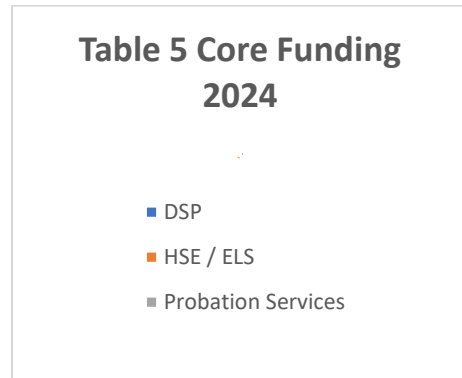
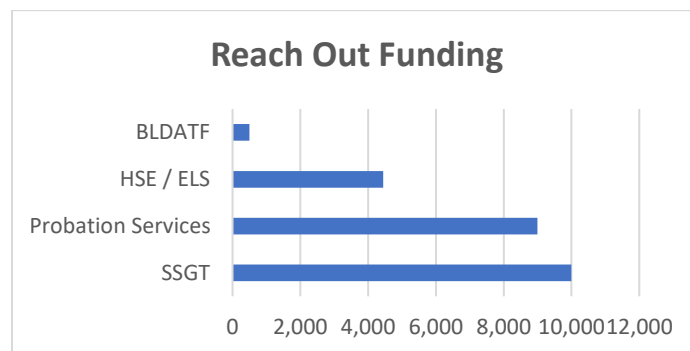


Table 6 Reach Out funding



An tSeirbhís Phromhaidh
The Probation Service



HSE
Feidhmeannas Seirbhíse Sláinte
Health Service Executive