FUSIONCPL
Working with Dublin 10

FUSION ANNUAL REPORT

2025

Social Media Sites

Website http://fusioncpl.ie

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CHAIRPERSONS FORWARD

I am delighted to welcome the publication of Fusion CPL Annual report for 2025 on behalf of the Fusion CPL Board of Management, this report illustrates the dynamism and professionalism of this organisation, our continuous monitoring of our programming continues to be a hallmark of our service and this shine through in the various reflections of the years' work. As you will see this annual report details a variety of services and activities. Our services continue to grow in terms of demand for our programmes and in our response to emerging needs.

The publication of our Annual Report 2025 offers the opportunity for reflection on the work undertaken by the team in Fusion CPL and to reflect on the continued dedication by the team, who provide a high-quality service to all who engage with our services of Fusion CPL. This report does just that, highlighting the number of people who have engaged with Fusion CPL; the number of individual and group sessions undertaken; and the different types of interventions provided throughout the year. The Reach Out Family programme goes from strength to strength, with 4 programme delivery during this year which will be externally evaluated by evaluators from both Limerick and Cork University. It is evident that throughout 2025 Fusion CPL strived to not only sustain our service delivery but aimed also to strengthen our service provision through collaboration and working in partnership with our stakeholders, in addition I would like to thank Method consultants who completed our strategic plan 2025 – 2029.

This report is not only a time to reflect on the work and activities throughout 2025 but to acknowledge the work of all those who make Fusion CPL what it is, I would like to thank our committed board members who have showed unwavering support and commitment throughout 2025. I would also like to thank our funders who continue to support the services provided by Fusion CPL. We look forward to working with our funders in the coming year as we continue to sustain and grow our service provision.

On behalf of the board, I would like to take this opportunity to thank the management and staff of Fusion CPL for their continuous hard work and dedication as without you this would not be possible

David Fleming

Chairperson

ABOUT FUSION AND OUR MISSION

Fusion CPL is a community-based addiction support project operating from Cherry Orchard. We provide comprehensive addiction services to individuals aged eighteen and above from the Ballyfermot, Palmerstown, and Chapelizod areas, regardless of gender.

OUR MISSION

Fusion CPL is committed to:

- Empowering people with past substance use issues to overcome challenges and reintegrate into employment, education, or vocational training
- Helping prisoners use their time in custody constructively while preparing for successful release, reducing risks of reoffending, homelessness, or relapse into chronic addiction
- Rebuilding and maintaining family bonds through our dedicated family communications initiative for households affected by parental incarceration
- Facilitating Special Category Community Employment (CE) integrated work placements throughout the Dublin 10 region

OUR THREE CORE SERVICE AREAS

1. Community Support Service, working with local residents who have achieved drug-free status or have established stability in their recovery process.
2. Community Prison Links Service, delivering targeted support to individuals in custody, enabling them to maximize the benefits of their sentence and prepare effectively for community reintegration.
3. Reach Out Family Communications Programme, an integrated support program for parents and families affected by incarceration, featuring five interconnected elements:

- Child Interest Surveys
- Child Development Module
- Enhanced Communications Module
- Mentoring
- Trainee Workbooks

FUSION CPL PROVIDES:

- Individual keyworking and personalised one-to-one support
- Professional counselling services
- Holistic and complementary therapies
- Facilitated group sessions and peer support networks
- Rehabilitative Community Employment opportunities through partnering CE projects

OUR CORE VALUES AND PRINCIPLES

- **Inclusive:** We strive to ensure that the needs of all the community can be met in a welcoming service
- **Empathy and Care:** Everyone has their own story of recovery – we accept them where they are at when they come in
- **Dignity and Respect**: We treat all individuals with respect in a supportive, confidential environment
- **Empowerment**: We support individuals to reach their full potential in recovery and future employment/education goals
- **Transparency**: We demonstrate accountability in our practice and organisational systems
- **Professional Boundaries**: We maintain clear, appropriate boundaries between staff and service users
- **Confidentiality**: We offer confidential services within legal constraints

OUR TEAM

MANAGER

Kathy Watts

ADDICTION TEAM

Marie Moylan	Community Project Worker
*Julie McDonnell	Community Prison Link Worker (CPL)

ADMINISTRATION

Natalie O'Farrell	Administrator / Reception/ Accounts
Siobhan Garland	(CE Support) Receptionist

* We are pleased to welcome Julie who joined the Fusion CPL team in October 2025.

SESSIONAL STAFF

*Toni Kavanagh	Counsellor
Susi McHugh	Counsellor
Karen O'Connell	Holistic Therapist
Joanne Finnerty	Holistic Therapist
Joanne Eady	Reach Out Coordinator

*After many years of outstanding service, Toni Kavanagh completed their final session as our counsellor in June 2025. Their compassionate care, professional expertise, and steadfast dedication have touched the lives of so many in our community, and they will be greatly missed.

BOARD OF MANAGEMENT

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

REACH OUT SUB COMMITTEE

Pat Montague Chairperson	Independent (Change Advocate, Strategist & Capacity Builder)
Hugh Doogan	CEO, Archways
Clara Geaney	BDATF Coordinator
Cllr. Dáithí Dolin	Sinn Féin Party
Cllr. Ray Cunningham	Green Party
Ann Costello	Traveller Justice Initiative
Molly Joyce	Legal & public Affairs Manager IPRT
Stephen Rourke	FusionCPL
Cathal Smyth	Participation Officer with Tusla for Dublin Mid Leinster.
Margaret Collins	Peer Support Worker National Travellers Women's Forum
Mary Seery Kearney FG S	Independent Practicing barrister (Former Senator in the 26th Seanad Eireann)
*Ashling Tobin	Children and Families Initiative: Project Coordinator (IPRT)

Ashling resigned from the committee in October 2025; we would like to thank Ashling for all the support she gave to the Reach Out Project.

We are deeply grateful to Deirdre Doyle for her meticulous care of our facilities. Her dedication to maintaining exceptional standards of cleanliness creates a safe and comfortable space for all who use our services.

REFERRALS SOURCES AND STATISTICS

Fusion welcomes referrals from all statutory and voluntary agencies, as well as self-referrals. In 2025, our services received:

- Community Project: 79 new referrals

- Prison Link Service: 16 new referrals (service commenced in October 2025)

SERVICE DELIVERY AND SUPPORT

Our service delivery adheres to best practice guidelines as outlined in the National Standards for Safer Better Healthcare, alongside key policy frameworks including *Reducing Harm, Supporting Recovery* (2017), *SAOR Screening and Brief Intervention for Problem Alcohol and Substance Use*, and *Hidden Harm: Responding to the Needs of Children of Problem Drug Users*. Our structured approach encompasses:

(1) Initial Assessment

(2) Comprehensive Assessment

(3) Individualised Care Plan development with active service user participation, ensuring person-centred and collaborative care.

We employ one dedicated community project worker who provides consistent support to all community-based clients accessing our service. To deliver a comprehensive menu of evidence-based interventions tailored to individual needs, we contract experienced counsellors and qualified holistic therapists. This multi-disciplinary approach complements our core services and enhances the recovery journey for our clients.

Community Client Engagement

In 2025, Fusion supported 103 individuals who attended multiple appointments:

- 8 prison clients
- 95 community clients

All clients received regular one-to-one support focused on recovery and exploring opportunities in training, education, and employment.

Impact of Staffing Changes on Prison Services

Our CPL (Community Prison Links) worker resigned in July 2024, which significantly impacted our capacity to deliver consistent support to clients in the prison system throughout 2025. All prison service users were promptly informed in writing about the situation, and our active recruitment plans to restore this vital service. We successfully appointed a new part-time CPL worker in October 2025, allowing us to recommence structured prison-based support. The reduced number of prison clients supported in 2025 (8 clients) reflects this period of service interruption, rather than reduced demand. We anticipate these numbers will increase significantly in 2026 as our new CPL worker establishes consistent engagement with the prison population.

Service Outcomes

During this period, 109 individuals were archived for various reasons including:

- Successful completion of training programs

- Achievement of care plan goals

- Securing employment

- Enrolment in further education / Rehabilitation CE projects with addiction supports.

- 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 prioritise 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

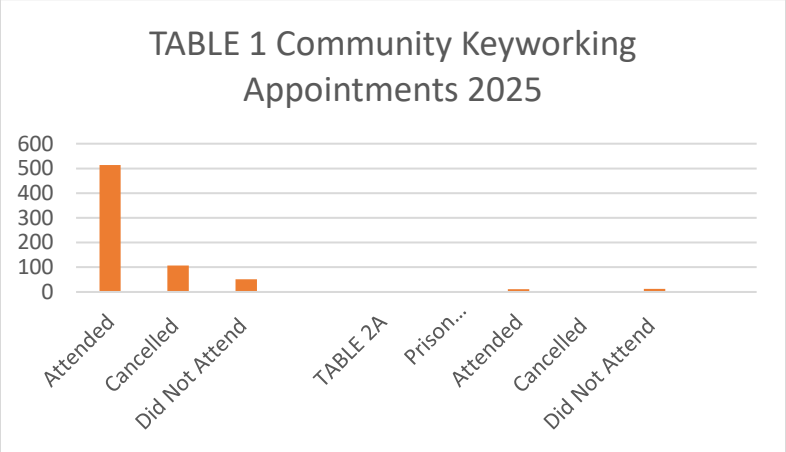
Our community work managed 671 scheduled key working appointments in 2025:

- 513 attended appointments

- 107 cancelled appointments

- 51 non-attended appointments

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



Prison Keyworking

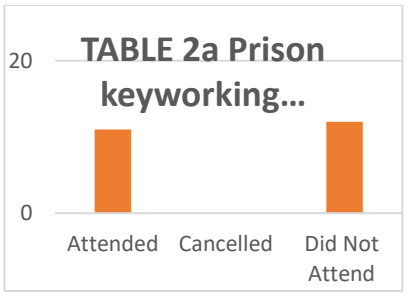
During October - December 2025:

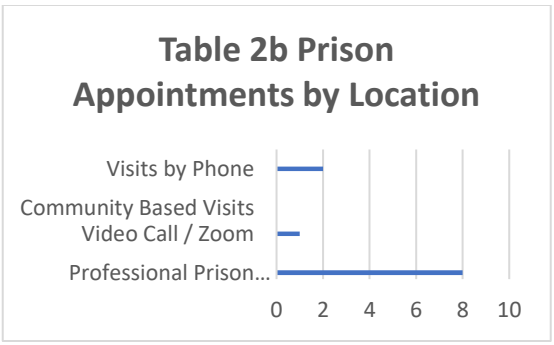
- 26 appointments planned

- 11 appointments completed

- 0 cancelled

- 12 no-shows





Interagency support

We partner with:

- WHAD: facilitated two outdoor groups during the year.

Counselling Service

2025 overview:

- 35 clients supported

- 274 therapy sessions completed

Holistic Therapies (one-to-one treatments)

Reiki/Indian Head Massage:

- 49 clients

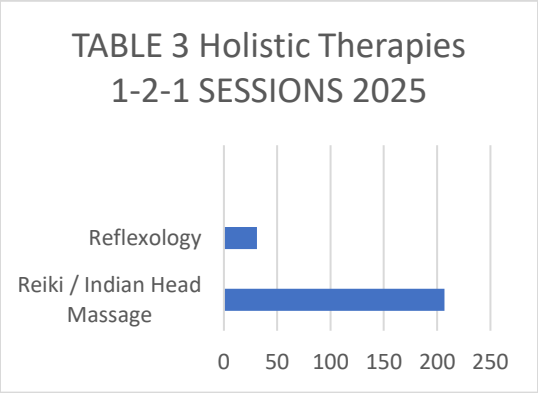
- 207 sessions completed

Reflexology:

- 6 clients

- 31 sessions completed

Total: 55 clients received holistic therapies



COMMUNITY ENGAGEMENT

Cherry Blossom Celebrations

In April 2025, we hosted our Cherry Blossom Celebrations, opening our facilities to the public and showcasing our holistic therapy services.

GROUP PROGRAMMES

Based on client feedback and consultation, we successfully delivered seven distinct group programmes:

Theatre Trip

As part of our group work activities, six clients attended a theatre performance of *Poor*, accompanied by two staff members. This outing provided a valuable opportunity for social engagement, peer connection, and community inclusion beyond our regular service setting

Recovery Month Breakfast

To mark International Recovery Month, we hosted a Recovery Breakfast on 12th September 2025, attended by eight clients, in addition the Drug and Alcohol Task Force Project Officer attended. This event celebrated recovery milestones, fostered peer support, and strengthened community connections in an informal, supportive setting.

Outdoor Group 1

Partnership with WHAD delivering Outdoor Group:

- 2 week program including coastal and mountain excursions
- 4 participants enrolled
- 2 participants completed

Outdoor Group 2

Partnership with WHAD delivering Outdoor Group:

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

Yoga Group

- 5 week program
- 4 participants enrolled
- 2 participants completed

Meditation with Sound

- 6 week program
- 6 participants enrolled
- 5 participants completed

Acupuncture Holistic Group (Drop in Group)

- 15 participants attended over 23 weeks.
- Full completion rate

Sound Journey Holistic Group (Drop in Group)

- 8 participants attended over 15 weeks.
- Full completion rate

COMMUNITY EMPLOYMENT (CE) – REHABILITATION PROGRAMMES

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

- 5 participants supported in CE Rehabilitation places based in mainstream community CE projects.
- 3 participants referred to Rehabilitative CE projects.
- Ongoing support provided to both participants and supervisor
- Declining placement rates since 2022 persisted through 2025

CLIENT PROGRESS AND ACHIEVEMENTS

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

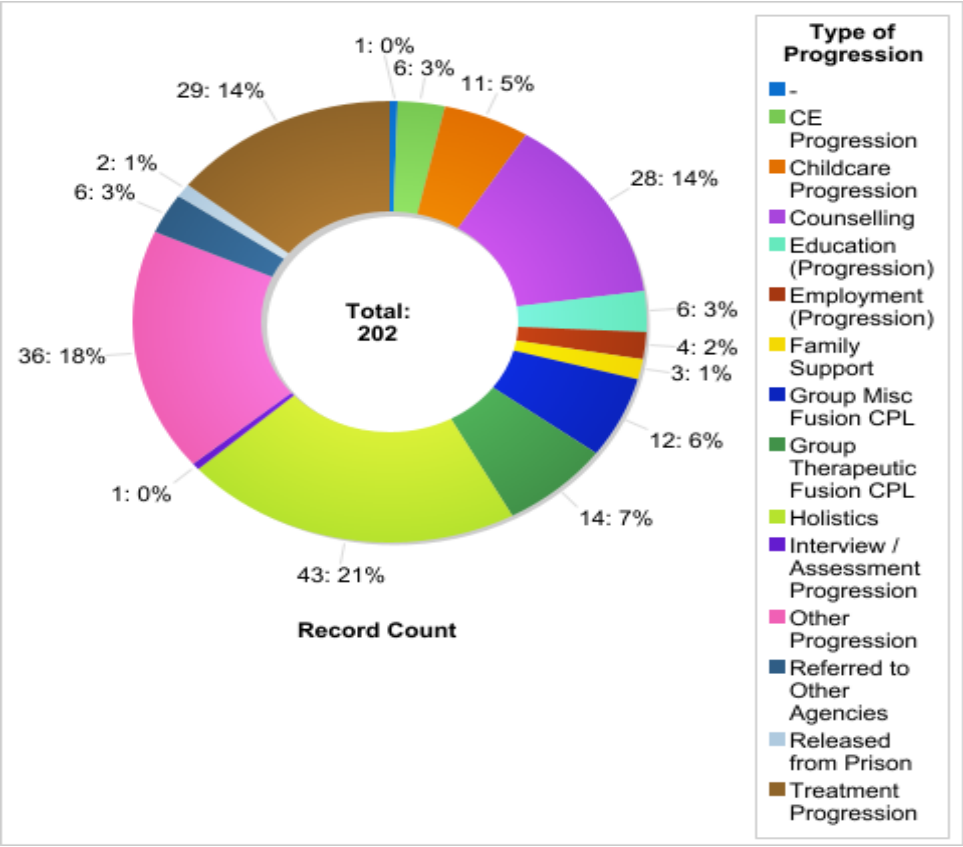
- Regular key working sessions
- Counselling participation
- Holistic therapy engagement
- Group work activities
- Employment and community placement programs

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 Client progressions.



HEALTH AND WELLNESSS INITIATIVE: GYM AND SWIM PROGRAMME

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

- 80 active participants

- 417 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 2025

- Successfully delivered 4 programmes across 3 prisons (2 male prisons & 1 female prison)

- Reach Out Coordinator appointed July 1st, 2024, contract continued throughout 2025

- External Evaluation of all 4 programmes took place throughout 2025, this evaluation will be published by Easter 2026. Evaluators from both Cork University and Limerick University.

- Programme committee working towards:

  - National prison availability

  - Government funding pathway

  - National roll-out implementation

The Dóchas Centre

Group 3 (Programme completed May 2025)

- Participants:

- 9 mentees commenced

- 8 participants completed

- Total of 21 children

- Mentoring support provided by Joanne Eady, Reach Out Coordinator & Paul Johnston, Archways

- Family Day June 2025 – Dochas visiting area 2.5 Hour family visit

Mountjoy Male Prison (Main prison) Programme completed June 2025

- Participants:

- 14 participants commenced

- 11 participants completed

- Total of 51 children

- Mentoring support provided by Project Coordinator Joanne Eady.

- No Family Day, this will be reviewed for delivery 2026

Shelton Abbey, Male open prison (Programme completed November 2025)

- Participants:

- 9 mentees started

- 8 completed

- Total of 21 children

- Mentoring support provide by Joanne Eady, Reach Out Coordinator and Paul Johnston, Archways.

- Family Day – Shelton Abbey provided a 2 day summer camp; Reach Out participants were supported to apply and engage.

The Dóchas Centre

Group 4 (Programme in progress, due to be completed by end of January 2026)

- Participants:

  - 11 mentees commenced

  - 10 participants continue to attend to date.

- Total of 31 children

- Mentoring support provided by Joanne Eady, Reach Out Coordinator

- Family day scheduled 31st January 2026.

STAFF CONTINUED PROFESSIONAL DEVELOPMENT

To ensure staff continue to adhere to best practice we encourage and support all staff members to complete additional training. Below is a breakdown of all core staff training completed during 2025:

Community Prison Link Worker

Course Title	Course Provider	Date	Duration	Cost
DRIVE training	BLADTF	29th Oct 25	6hrs	
HRB training	HRB	27th Nov 25	3hrs	

Community Project Worker

Course Title	Course Provider	Date	Duration	Cost
CRA introduction training	URRUS	22nd & 29th of January	2 full days	€200
Fire safety, manual handling & first aid	Safetysquad.ie	30th of January	3 hrs	
Acupuncture training -	NADA provider	4 days	4 full days	Free
Children's First Training in person	Tusla	19/05/2025	3 hours	-€0
Short term home working	Bright safe	31/07/2025	10min	€0
Lone working	Bright safe	31/07/2025	30min	€0
Hope and courage collective training		03/09/2025	1 day	€0

Manager

Course Title	Course Provider	Date	Duration	Cost
Safeguarding Adults at risk of abuse	HSE Land	21/01/2025		
First Aid / manual Handling	Safety squad	30/01/2025	3 hrs.	
Back to work entitlements	INOU	23/04/2025	2 hours	`free
Balancing Stress programme (zoom	HSE	02/05/2025	2 hours	free
Safer drug injecting, visit to MQ site	Merchant quay	09/05/2025	1 hour	free
GDPR / Charities	DPC / the wheel	20/05/2025	1 hour	free
The new Oireachtas – Understanding the legislative process	Rochtain / The wheel	29/05/2025	3 hours	free
Boost your corporate Donors webinar	Benevity / The wheel	17/07/2025	1.5 hour	free
Garda Vetting updates	Volunteer Centre	22/07/2025	1.5 hours	free
Fusion strategic planning, board & staff	Fusion & Method	26/08/2025	Half day	free
Ballyfermot Cherry Orchard for All: Hope and Courage Collective training.	Liffey partnership	03/09/2025	Full day	Free
Childrens first information	HSE	15/10/25	1.5 hrs.	Free

Administrator

Date	Company / Organisation	Subject	Cost
30/01/2025	Safety Squad	Fire Warden, First Aid , Manual Handling	€112.50
10/03/2025	HSE Land	Safeguarding adults at risk of abuse	Free
30/07/2025	Bright HR	Home Working	Free
03/09/2025	The Wheel	My Future Fund: An Employers Guide to Pension Auto-Enrolment	Free
10/09/2025	Enclude	Enclude Essential Series: Practical Steps for GDPR Compliance	Free
10/09/2025	BRB	Big Red Book Auto Enrolment	Free
03/10/2025	Digital Well	DW360 Phone	Free
05/11/2025	BDATF	DRIVE	Free

FUSION PROJECT DEVELOPMENT / GOVERNANCE

Organisational Development

- Committed to trauma-informed care practices

- Comprehensive organisational review using trauma-informed lens

- Service availability: 8am – 6pm to support employed service users

- Four year strategic plan designed by Method Consultants

Community and Interagency Engagement

- CPL worker participated in:

  - Annual Pre-Release Groups at Wheatfield prison

- Continued collaboration with community projects and the probation services

Facilities and Infrastructure

- HSE continued premises upgrades throughout 2025
- Website and social media platforms enhanced outreach and recovery support
- New FusionCPL leaflets designed

Feedback and Evaluation

- Regular feedback collected through:
  - Survey Monkey for service users and referrers
  - Group feedback meeting held throughout the year
- 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 SOURCES AND ALLOCATIONS

Core funding for Fusion throughout the year was provided through a multi-agency partnership comprising of 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:

- The Probation Services
- BDATF/HSE

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

Table 5 Fusion Funding Agencies

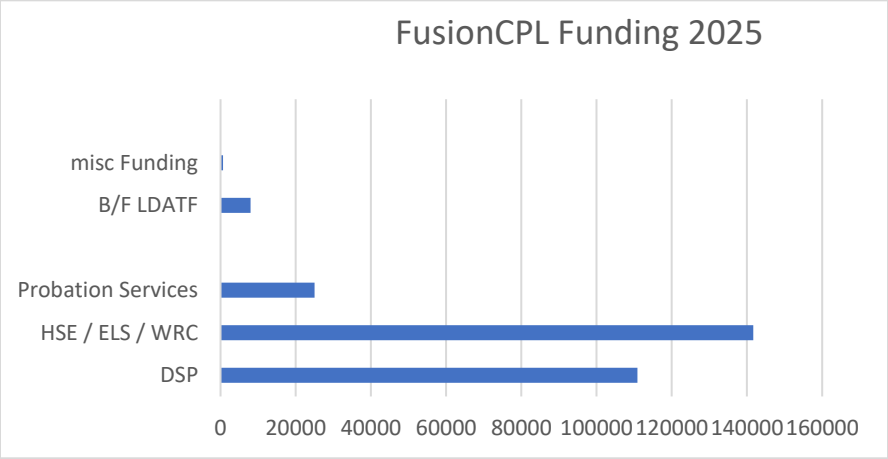
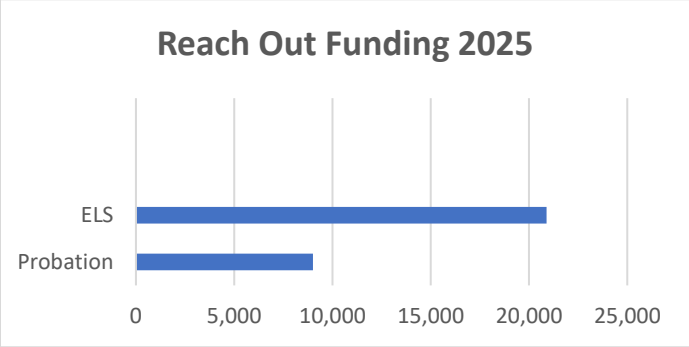



Table 6 Reach Out funding