



全心傳愛—栽培生命

Nurturing Life with Whole Heart





女青與您同行九十五載



全心傳愛・栽培生命

Anniversary



宗旨 PURPOSE



本基督之精神，促進個人德智體群四育之發展，俾有高尚健全之人格，團契之精神，服務社會，造福人群。

The purpose of the Association is to advance the spiritual, mental, physical and social welfare of individuals, to promote their growth in Christian character and to cultivate Christian spirit of fellowship and service.



會訓 MOTTO



爾識真理 真理釋爾

（會訓釋義：耶穌是道路、真理、生命，只要我們認識和得著耶穌並有上帝的話語作生活指南，心靈就不再受罪惡、憂鬱、恐懼所捆綁而滿有真理、喜樂和平安，有持守美善的自由，也有不為惡的自由。）（取自新約聖經約翰福音八章卅二節）

And you shall know the truth and the truth shall make you free (John 8:32)

世界基督教女青年會的格言 Motto of the World YWCA



萬軍之耶和華說：「不是倚靠勢力，不是倚靠才能，乃是倚靠我的靈，方能成事。」

（取自舊約聖經撒迦利亞書四章六節）

"Not by might nor by power, but by my Spirit," says the Lord Almighty. (Zechariah 4:6)





藍三角會徽的意義 The Blue Triangle

象徵基督教女青年會服務宗旨是生命的栽培。它代表了一個人成長及發展的四方面：

The badge of the Y.W.C.A., with its equal sides,

德

symbolises the development of the body

智

mind and spirit of the whole person

體

while the central horizontal line represents

群

the social relationship development

假如一個人能夠在德智體群各方面平均發展，就會獲得豐盛的生命，滿有真理、喜樂與平安，成為社會上才德兼備、造福社群的人才。

With an all-round development, one will lead an abundant life of truth, joy and peace, in rich contributions to the society.



目錄 Contents



九十五周年專頁 The 95th Anniversary Celebrations

2015至2016年度管理層員工 2015-2016 Management Staff	26	28
贊助人、名譽會長、名譽董事及董事 Patron, Honorary Presidents, Honorary Directors and Board of Directors	22	23
機構組織圖 Organization Chart	20	2015至2016年度義務顧問 及委員會委員 2015-2016 Honorary Advisers and Committee Members
遠象、核心價值、使命 Vision, Values, Mission	18	
機構管治與管理 Corporate Governance and Management		
總幹事報告 Chief Executive's Report	12	
會長的話 President's Message	08	
歷史發展簡介 Brief History and Development	06	



策略發展方向 Strategic Development Direction

36 持續服務效益評估
Further Implementing Service
Impact Assessment

40 加強推動女青運動
Strengthening YWCA Movement

42 拓展公益業務及自資服務
Developing Social Business
and Self-financed Service

44 優化員工參與及管理
Enhancing Staff Engagement
and Management

52 2012-2015年「四個策略
行動方案」之推行成效總結
Summary of the Effectiveness of
Implementation of the
'Four Bold Steps' Strategic Plan
(2012-2015)

56 服務拓展
Service Development

64 我們的成就
Our Achievements

服務簡報 Service Report in Brief



72 全會服務統計 Annual Service Statistics

76 基督教事工
Christian Ministry

80 會員事工
Membership Affairs

86 婦女及家庭事工
Woman and Family Affairs

90 學前教育
Pre-School Education

94 中學教育
School Education

102 青年及社區服務
Youth and Community Service

106 持續教育
Continuing Education

112 耆年服務
Elderly Service

114 Y Hospitality

120 公益業務拓展
Social Business Development

傳訊及資源拓展
Communication and Resources Development

中央行政 Central Administration

機構資料 Organization Information



144 鳴謝
Acknowledgements

136 服務單位一覽
Directory of Hong Kong
Y.W.C.A. Services Units



歷史發展簡介

Brief History and Development

基督教女青年會運動源起於1855年（歐洲工業革命時代）在倫敦創立。創辦人為金耐德夫人和羅拔女士。前者為遠離家庭到工廠謀生或隨南丁格爾到戰場服務的青年女子提供棲身之所，後者集合婦女禱告和研讀聖經。後來這個祈禱會事工和宿舍工作合併成為了基督教女青年會（Young Women's Christian Association，簡稱YWCA）。由於許多國家跟隨英國設立了YWCA，至1894年成立了世界基督教女青年會（最早會員國有英國、美國、挪威和瑞典四國），會址設於瑞士日內瓦。現時逾一百個國家或地區都有基督教女青年會的設立。

The YWCA was first established in London in 1855 (the era of Industrial Revolution in Europe), by Lady Kinnaird and Ms. Emma Roberts. Lady Kinnaird provided homes for young ladies who left their hometowns to work in factories or follow Florence Nightingale to serve in battlefields, while Ms. Roberts gathered women to pray and study the bible, forming the Prayer Fellowship. The Prayer Fellowship and the homes were later combined and formed the Young Women's Christian Association (YWCA). As many countries set up YWCAs after England, the World YWCA merged in 1894 in Geneva, Switzerland (with England, the United States, Norway and Sweden as the first four affiliated countries). Today, YWCAs are established in over a hundred countries across the globe.



早於1890年，中華基督教女青年會發軔於浙江杭州弘道女校，始創人是美籍傳教士司徒先生的夫人，也就是後來燕京大學創辦人及曾任美國駐華大使司徒雷登的母親。第一個市會—上海基督教女青年會在1908年成立，其後，各大城市及鄉鎮都相繼成立女青年會，包括上海、廣州、天津、成都、北京、南京、杭州、武漢、廈門和西安等十個城市。香港則是第七個市會。而中華基督教女青年會全國協會亦於1923年在杭州正式成立，現今會址設於上海。各市會自八十年代相繼復會。

在二十世紀初，鑑於有大批中國青年女子取道香港往海外留學，一位熱心教會的婦女霍慶棠女士，常作東道在香港招待她們。及後霍女士更與同道包括胡素貞、霍絮如、吳璧絃等發起本地女青年會，並於1920年3月10日舉行成立慶典，成為本港第一個婦女團體。當時創立會員81位、董事12位。創立初期以回應當時殷切的婦女需要為主，一方面於幾所女子中學開拓學生事工，培育年青女子領袖，另一方面為低學歷的勞工婦女開設平民夜校，提供教育機會及提升其就業技能，並為新任母親的婦女提供育嬰知識(為日後幼兒學校服務之始)。踏入四十年代，會務發展迅速，包括自置第一間會所、開辦職業婦女宿舍、發展婦女工作及宗教事工等。其後，各項服務如學前教育及青少年服務、學校教育、耆年服務、家庭及社區服務、職業訓練、住宿服務等亦相繼開展。近年，致力開拓及發展家庭健康促進服務、青年就業服務、長者居家安老服務、多項公益業務項目及社會企業等。

一九七九年於希臘雅典舉行的基督教女青年會世協理事會會議上，本會成為世界基督教女青年會正式成員並享有投票權。

端賴上帝的恩佑及各界支持，本會至今已發展至一個多元化服務機構，共有83個服務單位遍佈香港、九龍、新界及離島，事工服務伸展到各階層，年齡由一歲幼兒至高齡長者，惠及五十多個國籍之中外人士。

本會由一個祈禱會而啟動，以實際的行動，服侍社會上有需要的群體，見證耶穌基督的大愛，彰顯上帝的榮耀。

In 1890, Mrs. Stewart, the mother of Dr. Leighton Stewart who was the founder of the Yenching University and had been an American Ambassador to China, founded the YWCA of China, first started as a YWCA student association in Hung Tao School in Hangzhou. The first city YWCA - Shanghai YWCA was then set up in 1908, followed by many other cities Associations. Hong Kong became the seventh city to have her own YWCA. In 1923, the first national convention of China YWCA took place in Hangzhou, whereby the National Committee of YWCAs of China was formally established. Today, the National Committee is located in Shanghai. And since 1980, city YWCAs have been gradually reactivated in ten mainland cities, namely Shanghai, Guangzhou, Tianjin, Chengdu, Beijing, Nanjing, Hangzhou, Wuhan, Xiamen and Xian.

The Hong Kong YWCA was founded to meet social needs. During the early 20th century, many Chinese young girls travelled via Hong Kong on their way to study abroad. Ms. Fok Hing Tong, an enthusiastic Christian, received them in Hong Kong with hospitality. Later, Ms. Fok, together with another three founders, Ms. Wu So Ching, Ms. Fok Shui Yue and Ms. Ng Bik Yuen, set up Hong Kong YWCA in 1920, with 81 founding members and 12 founding Board Members. Our earliest projects included leadership training for women in secondary schools, evening schools for working women, and parenting skills for new mothers. We then further developed our own premises, hospitality service and a wide variety of social services. Recently, we have launched and developed family wellness service, youth employment service, aging in place for the elderly, various social businesses and social enterprises.

In 1979 in the World YWCA Council Meeting in Athens, the Hong Kong YWCA became a full member association with the rights to vote.

With our heartiest thanks to the Lord's grace, the Association has bloomed to a multi-service organization, with 83 service units spreading over the territory, to serve targets ranging from infants to senior people of over 50 nationalities.





會長的話

胡秀霞太平紳士

Mrs. Patricia Ling, MH, JP

PRESIDENT'S MESSAGE

基督大愛 栽培生命

屹立香港九十五載，女青多年來見證過香港的高山與低谷，秉承先賢精神與腳步，緊貼時代脈搏，與香港人同行至今。回想當年先賢從禱告中感受到基督的大愛，實踐社關精神，為社會服務，「全心傳愛・栽培生命」。

Nurturing Life with Christian Love

Established in Hong Kong for 95 years, the Hong Kong YWCA has witnessed the ups and downs of Hong Kong's history. Moving with the times, we strived to uphold the belief of our founders and to follow closely their footsteps, and walked hand in hand with the people in Hong Kong. Our founders were deeply moved by the love of God in their prayers that they responded by caring and serving the needy in the community, thereby fulfilling our purpose of 'Nurturing Life with Whole Heart'.



After close to a hundred years' of development, the Hong Kong YWCA had evolved into a leading social service organization meeting the needs of service recipients at different stages of their lives. Our service target ranges from infant to seniors with annual service attendance exceeding 3 million. We shall continue to move forward and develop more timely and innovative services to fulfill different social needs.

The Association celebrated its 95 anniversary in 2015 with the slogan of 'Nurturing Life with Whole Heart'. On 4th December, 2015, the 95th Anniversary Thanksgiving Celebration was held and a sermon on the topic of 'Dual Mission' was delivered encouraging us to fulfil the dual mission of loving our Lord and loving mankind, and to spread Christian love through serving the community. The performance of a musical titled 'Glory to our Lord' produced and performed by Creation Theatre was an interpretation of our long-held commitment in responding to social needs, and pragmatically serving the community with the Christian spirit of compassion and righteousness. The Anniversary Dinner Party was an auspicious occasion filled with joy and thankfulness demonstrated by a series of celebrative programs, including a drum performance by board members and staff, a Cappella group formed by students from our nurseries and secondary school as well as singing and dancing performances by volunteers. The unity and solidarity of board and committee members and staff were further strengthened through their active participation in the activities respectively organized by our service units during the year.



推動婦女發展 建設婦女能力

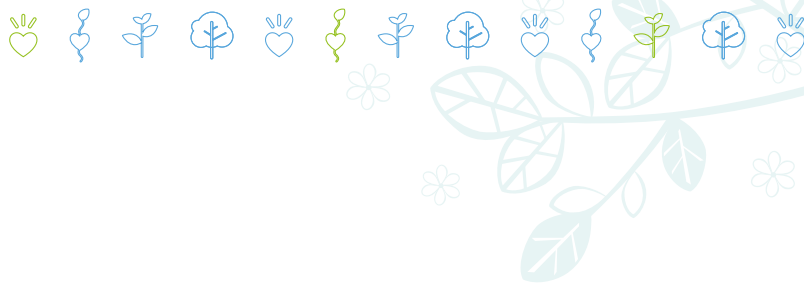
關懷婦女需要，促進婦女及其家庭的福祉，是本會的創會使命，先賢們本著使命出發，努力耕耘，因應不同年代的挑戰及社會需要，提供各項多元化「婦女為本」的服務，支援現代婦女承擔其在家庭及社會上的角色。另從女性角度推動兩性平等、婦女參與社會事務及為婦女議題發聲，就本港婦女在個人、婚姻、職場及家庭方面所面對的種種困難及需要，喚起社會人士共同關注，並促請政府正視及採取相應行動。本會深信女性天賦才能不應被埋沒，因此致力推動婦女發展及能力建設，並透過培育年青女性領袖及婦女義工，為社會裝備有用人才。本會更透過舉辦婦女義工嘉許禮，不但表揚義工們對社會所作出的寶貴貢獻，也展示婦女義工力量，體現本會「生命的栽培」之服務宗旨。

此外，女青「簡單・義」義工計劃旨在支援基層家庭及弱勢社群，年度內得到本會傑出婦女義工和各區義工的積極參與及不少支持機構的熱心相助，共一千個家庭受惠。

Promoting Women Development and Building Women Capacity

The Association's founding mission is to address women needs and promote the well-being of women and their families. Our predecessors endeavored to uphold the mission by providing diverse 'women-centred' services to address the challenges in the community of different eras and various social needs, with the aim of supporting women in fulfilling their multi roles in family and in the community. Furthermore, we strived to promote gender equality and women participation in social affairs from a woman's perspective and to raise different issues so as to arouse public awareness over the difficulties and needs faced by women as individuals, in marriage, family and at the workplace; thereby urging the Government to address these issues proactively. We strongly believe that the potentials of women should be developed and fully utilized. Therefore, we are committed to promote women development and empowerment, for instance, to train and equip young women leaders and women volunteers for the purpose of brining more talents and resources into society. The Outstanding Women Volunteer Appreciation Ceremony was held for two purposes: volunteers were commended for their valuable contribution towards the society, and also it demonstrated the Association had been successful in achieving the goal of 'enhancement of life' by empowerment of women.

In addition, the 'Simple・Just' Volunteering Scheme was launched to support grass-root families and underprivileged communities. During the year, a total of 1,000 families had been benefited from the active participation of our outstanding women volunteers and volunteers from various districts with the generous contribution from different supporting organizations.



國際會議上為婦女發聲

女青作為國際性婦女團體及世界女青大家庭的成員，一向致力促進自由平等的婦女運動，並善用世界女青的平台，參與國際婦女事務。二零一五年十月，於泰國曼谷舉行四年一度的「第二十八屆世界女青理事會會議」，本會派出七人代表團出席，成員包括董事、管理層同工及年青女性義工，就會議主題「果斷及革新的領導-邁向2035」(Bold and Transformative Leadership - Towards 2035)，與來自全球一百多個國家及地區逾四百多名女青代表同席，共同探討多項婦女議題及基督教女青年會運動未來二十年的發展路向，進行交流分享，此行成果甚豐，不但擴闊成員的國際視野，啟發她們的新思維，亦為新一代婦女領袖提供學習機會，與本會一起建構和平、公義、平等及有尊嚴的社會。

過去一年，感謝天父對本會的眷佑，讓本會的會務發展順利。在此，本人十分感謝本會董事、委員、會員、義工的鼎力支持及無私貢獻，政府部門及伙伴機構的衷誠合作和寶貴支持。我特別要感謝全會員工的委身和付出，敬業樂業，繼續堅守工作崗位，竭誠服務市民。未來，本會將繼續承傳使命，以不辜負社會大眾對機構的期望，期盼各位與女青並肩同行。

Speak up for Women at International Conference

As an international women organization and a member of the World YWCA family, the Association has strived to promote women movement of equality and liberty, and participate in international women affairs by using the World YWCA platform. In October 2015, we sent a seven-member delegation including board members, staff and women volunteers to attend the quadrennial World YWCA Council Meeting held in Bangkok, Thailand. The theme of the Conference was 'Bold and Transformative Leadership - Towards 2035'. Taking this opportunity and in the presence of more than 400 participants from over 100 countries and regions, our delegates expressed their thoughts and exchanged views over various women issues, including the development direction of the YWCA Movement in the next 20 years. Such experience broadened the horizon of our delegates and facilitated the inception of new innovative ideas to our services. It also offered a learning opportunity for women leaders of the next generation and encouraged them to join the Association with the vision of creating a society with peace, justice, equality and dignity.

With God's grace, we succeeded to attain smooth development in various services in the past year. I would like to thank all board and committee members, members and volunteers for their staunch support and selfless contributions. I am also grateful to the government departments and partner organizations for their kind cooperation and valuable support. Last but not least, my sincere thanks should go to all staff for their devoted service and diligence in serving the general public. For the future, we hope that by continuing upholding our mission, we would be able to meet the public expectation. We welcome all of you to join us in making this a reality.



楊建霞女士
Ms. Yvonne Yeung

CHIEF EXECUTIVE'S REPORT

見證著時代變遷，香港基督教女青年會於1920年創會開始，便擔當社會服務的先鋒角色，藉著開辦多項全港首創的社會服務，全方位關顧婦女及其家庭的需要，促進和推動社會創新，將基督關愛精神傳遍香江，實踐生命栽培的宗旨。

Witnessing the changes of the times, Hong Kong YWCA has taken the role of service pioneer since its establishment in 1920. Throughout the years, we have initiated and developed many territory-first projects and innovative social services aiming to cater for the needs of women and their families, foster and promote social innovation and spread the Christian love to the community and fulfill our purpose of life enhancement.



策略發展 能力建設

自2012年起，女青推行「四個策略發展行動方案」，包括：（一）加強推動女青運動；（二）建立服務效益評估機制；（三）開拓公益業務；以及（四）優化員工參與及管理。經過多年努力，行動方案大大提升了女青在機構能力建設的表現。

機構的能力建設如汽車的引擎，良好引擎是汽車前行的主要動力。抓緊機構的使命，「建構引擎」作為良好的基礎，有助機構茁壯成長。同時，機構宗旨與服務的連貫十分重要，要有清晰的使命和願景，加上有效的策略行動方案，帶動團隊積極投入機構文化，懷著開放的胸襟，引領創新思維，服務才能有長足的發展，繼而為社會帶來深遠和正面的影響。

95周年是女青發展的重要里程碑，女青亦已釐訂了未來五年的發展藍圖，續以栽培生命為己任，全方位配合香港社會的發展，推出更多支援社會的服務。

創新服務 伙伴同行

女青積極與學校、企業及專業團體建立策略性伙伴關係，開拓資源去發展更多元化的創新服務。

在發展特殊學習需要幼童的服務方面，本會獲社會福利署資助，推出「Y Seeds 女青悅兒成長服務」，此為全港首創的到校學前康復服務試驗計劃，對象是全港幼稚園及幼兒學校的有需要幼童及其家庭；另獲周大福慈善基金捐助，開展為期三年的「周大福『逆』風高飛一家庭為本特殊教育需要幼童支援服務計劃」，為有特殊學習需要的幼兒、初小學童及其家庭，提供支援及配套服務。

Strategic Development and Capacity Building

Starting from 2012, we had implemented the 'Four Bold Steps' Strategic Plan, which included (i) further promoting YWCA Movement, (ii) establishing service impact assessment mechanism, (iii) developing social business and (iv) enhancing staff engagement and management. After implementing the strategic plan for several years, the Association has achieved significant enhancement in its capacity building.

Capacity building is like the power engine of a vehicle. A good functioning power engine is the forward driving force. The healthy development of the Association was fostered by our continuous upholding of our mission and constructing of the 'engine' as our solid foundation. At the same time, it is crucial to align the Association mission and the services. A clear mission and vision coupled with effective implementation of strategic plan, engage staff into the corporate culture with innovative thinking and open-mindedness. All these have contributed to a satisfactory development of our services and gradually produce positive and profound impacts to the society.

The 95th anniversary was an important milestone in our service development. A future 5-year service development blueprint has been in place to continue our mission of enhancement of life and more supportive services shall be launched in future to keep in line with the overall development of the society.

Innovative Services and Corporate Collaborations

We have forged strategic partnership with schools, corporations and professional bodies aiming to explore more resources for developing diversified innovative services.

In developing service for children with special educational needs ('SEN'), the Association has launched the 'Y Seeds Wellness Service', which is a territory-first Pilot Scheme on On-site Pre-school Rehabilitation Services with funding from Social Welfare Department, targeting SEN children at kindergarten and nursery schools and their families. With funding from Chow Tai Fook Charities Foundation, we have launched a three-year project called Chow Tai Fook 'Y-Flight: Family-based Support for Children with Special Educational Needs' to offer assistance and accessory service to SEN children and their families.

本會服務與科技結合，取得佳績。由本會研發的全港首個流動應用程式「HOPE 中文拆字遊戲」，分別獲得社會服務聯會「卓越實踐在社福」獎勵計劃「協同效應」獎，及獲電影、報刊及物品管理辦事處選為2015十大健康手機／平版電腦應用程式之一。

另外，推出支援弱勢家庭的服務，包括(一)「女青賽馬會兒家同行」計劃、(二)「李國賢兒童基金—樂啟航」計劃，為基層家庭提供有系統的幼兒學習及家長親職教育及(三)「女青賽馬會童夢之旅」計劃，主要協助基層家庭的學童建立自尊及正面人生觀。

推動青年發展方面，本會致力開拓生涯規劃服務，包括由賽馬會撥款資助，成立了「賽馬會鼓掌·創你程計劃」女青生涯規劃服務隊（港島及離島區），為青年人提供適切的生涯規劃服務；在九龍倉集團的支持下，推出大型項目名為「職」出前路，我做得好，為中學生提供職業志趣評估諮詢服務及行業體驗等，以及獲民政事務局資助，向中學生提供「敢創我夢」生涯規劃活動。

長者服務方面，女青獲安老事務委員會長者學苑發展基金委託成立及推行「港島區長者學苑聯網」及「九龍西長者學苑聯網」，以鼓勵長者持續學習並受訓成為社區導師，發揮金齡人士「老有所為」的精神。成立多間 Y Care 青健坊及推行自資暫托日間中心服務，加強對長者和護老者訓練和支援。

社會企業方面，「Y Fitness 躍動力」採用嶄新手法發展「外展式」專業健體訓練服務，滿足長者等不同群體的健體訓練需要，而兩個社企項目— Green Care 二手復康用品轉售平台及 Y Silver Link 安居通，皆成功入選「星展社企優化基金」申請資助項目，獲撥款進一步加強業務。

The combination of service and technology had borne result. Our territory-first developed Mobile App, the 'HOPE Chinese Character Game' won "Synergy" Award at The Hong Kong Council of Social Service Best Practice in Social Welfare Scheme. The App was also selected by the Office for Film, Newspaper and Article Administration as one of the Top Ten Healthy Mobile Phone/Tablet Apps 2015.

Besides, several services have been rolled out to support underprivileged families including (i) Walk Along with Kids and Families Project; (ii) Simon K Y Lee Children's Fund - FLY Project offering systematic child learning and parenting education for grass-root families; and (iii) HKYWCA JC 'Build Your Dream' Project aiming to help children at grass-root families to establish self-esteem and positive life values.

Regarding youth development, the Association has strived to establish life planning service. With the funding from The Hong Kong Jockey Club, YWCA Life Planning Service Team (HK & Outlying Islands) for CLAP for Youth @JC has been established to provide timely life planning service to youths. Supported by The Wharf Holdings, we have launched Project WeCan Career Exploration Day to offer job interest assessment, consultation service and job tasting programs for secondary school students. In addition, 'Dare to Dream' life planning project has been launched with subsidy from Home Affairs Bureau.

Concerning elderly service, we have been commissioned by the Elderly Academy Development Foundation of the Elderly Commission to establish and operate Hong Kong Island & Kowloon West Elder Academies Clusters to encourage elderly continuing education and training up elders as district instructors to promote the spirit of active ageing among golden-agers. In order to strengthen support and provide training to the elderly and their caregivers, several Y Care Day Care Centres for the Elderly have been established and self-financed day care service has been launched.

In terms of social enterprises, Y Fitness has deployed a new approach to offer 'out-reaching' professional fitness training service to meet with demands from the elders and other communities. Two of our social enterprises namely Green Care Second-hand Rehabilitation Products Trading Platform and Y Silver Link Elderly Household Product Retail Store had been successfully applied funding from DBS Social Enterprise Advancement Grant for further business improvement.



九龍會所復修計劃 成立一站式社會服務大樓

女青團隊還肩負了一個重大任務：全力進行「九龍會所復修計劃」，感恩獲得賽馬會及各界支持與捐助，九龍會所可望於2017年初投入服務，除Y Hospitality住宿服務外，更包括一站式社會服務大樓，服務包括家庭健康促進中心、Y Care 青健坊、Y Plus+人才發展中心及 Y Evergreen 樂齡活學中心，全方位為香港市民提供適切的服務。

Kowloon Centre Rehabilitation Project and One-Stop Social Service Hub

The YWCA staff team has been tasked to undergo the Kowloon Centre Rehabilitation Project. Thanks to the donations from The Hong Kong Jockey Club and various communities, the newly rehabilitated Kowloon Centre is expected to start its operation in early 2017. Apart from the provision of Y Hospitality accommodation service, a one-stop social service hub will be established to offer timely service for the general public including Family Wellness Centre, Y Care Day Care Centre for the Elderly, Y Plus+ Talent Development Centre and Y Evergreen Elderly Learning Centre.

重視同工參與及發展

眾多的服務開拓實在有賴女青團隊的努力和貢獻。女青一向重視同工參與及發展，不但推出「人才發展計劃」、「團隊獎勵計劃」、「Y-Walker 女青行者挑戰賽2016」、「健康達人」及「女青人友伴成長計劃」，並且優化多項家庭友善措施，藉以推動團隊同心合一。今年更成為僱員再培訓局「ERB人才企業嘉許計劃」之「人才企業」，並獲強積金管理局嘉許為「積金好僱主」，表揚女青關顧及重視同工的發展及福利，成果備受肯定。

Staff Engagement and Development

The development of our various services has been made possible by the endeavor and contributions of our staff team. The Association always cares for staff engagement and development. Besides the launch of Talent Development Scheme, Team Awards Scheme, Y-Walker Challenge 2016, Health Master Scheme and YWCA Mentorship Scheme, other family-friendly initiatives were also enhanced to strengthen the unity and solidarity among staff. This year, the Association was awarded "Talent Developer" in 'ERB Talent Developer Award Scheme' and "Good MPF Employer" by Mandatory Provident Fund Schemes Authority. All these were public recognition of our effort in staff development and well-being.

本會各項服務發展理想並取得滿意的成績，實在有賴社會各界的認同、企業伙伴的鼎力支持及全會上下的努力，本人在此致以衷心謝意。未來，女青將繼續秉承本會優良傳統，與各位結伴同行，攜手實踐「生命的栽培」服務宗旨。

I would like to extend my gratitude to various sectors for their kind recognition of our service, our corporate partners for their generous support and all concerned parties for their dedication to enable us to attain satisfactory results in various service developments last year. In future, we shall continue to inherit our good tradition and count on your collaboration for fulfilling the purpose of 'life enhancement'.



..... Nurturing Life with Whole Heart

機構 管治 與管理

Corporate Governance
and Management





遠象 Vision

仰賴上帝的帥領，藉著婦女充權及領導，
本會竭盡所能建構一個理想的社會，
使公義、和平、人類健康及尊嚴得以彰顯及承傳。

With God's guidance, we strive for a society
where justice, peace, health and human dignity are
promoted and sustained through
women's empowerment and leadership.



核心價值 Values

基督教倫理觀

專業精神及卓越服務

誠信及承擔

團結契合

Christian ethics

Professionalism and service excellence

Integrity and accountability

Unity and fellowship



使命 Mission

蒙主的恩助，我們致力成為：

- 栽培豐盛生命的基督教機構
- 促進自由平等的婦女運動
- 滿足社會需要的服務先驅

With God's blessing, we aspire to be:

- A Christian organization to enrich life
- A women movement advancing liberty and equality
- A service pioneer in meeting pressing social needs

董事會
Board of Directors

執行委員會
Executive Committee

公司秘書
Company Secretary

審核委員會
Audit Committee

公益業務拓展委員會
Social Business Development Committee

籌款委員會
Fundraising Committee

資訊科技發展委員會
Information Technology Development Committee

女青運動委員會
YWCA Movement Committee

社會服務委員會
Social Service Committee

持續教育校董會
School Board of Continuing Education

秘書室 (Secretariat)

總幹事
Chief Executive

內部審核部 (Internal Audit Department)

基督教女青年會丘佐榮中學法團校董會
The Incorporated Management Committee of
The Y.W.C.A. Hioe Tjo Yoeng College

學前教育校董會
School Board of Pre-School Education

Y Hospitality 管理委員會
Y Hospitality Management Committee

財務及行政委員會
Finance and Administration Committee

九龍會所復修計劃督導委員會
Kowloon Centre Rehabilitation Project Steering Committee

人力資源委員會
Human Resources Committee

機構組織圖
Organization Chart





機構管治 Corporate Governance

本會成立九十五年，一直秉承先賢的優良傳統。作為有使命感、勇於承擔的社會服務機構，本會向來重視實踐機構管治，除建立一套有效溝通的管理模式及系統外，亦制定了完善的機構管治政策，清晰訂明機構的權責、管理、領導及監控等各項工作，會方上至董事會及管理層、下達單位層面均持開放且開明的態度去管理服務及規劃發展，致力建立神所喜悅的女青年會，彰顯機構上下一心的精神。

With 95 years history of establishment, Hong Kong Young Women's Christian Association has upheld the tradition of our predecessors and developed into a social service organization with a mission and strong commitment to the community. The Association always stresses on implementing high level of corporate governance. Besides formulating an effective and communicative management system, we also improve our corporate governance policy to clearly define the authority, responsibilities, management, leadership and control matters relating to the Association. The Board, the Management and staff have always maintained an open and enlightened attitude towards the planning and development of our services, striving to build a YWCA that would please our Lord as well as demonstrate the spirit of unity and solidarity.

贊助人、名譽會長、名譽董事及董事 Patron, Honorary Presidents, Honorary Directors and Board of Directors

贊助人 PATRON

香港特別行政區行政長官夫人梁唐青儀女士
Mrs. Regina Leung, wife of the Chief Executive of the Hong Kong Special Administrative Region

名譽會長 Honorary Presidents

葉秀英女士 Mrs. Tai Ip Sau Ying
黃文璿女士 Mrs. Mona Leong, SBS, BBS, MBE, JP

鄭容麗女士 Mrs. Grace Tsao

名譽董事 Honorary Directors

鄧劍雲女士 Mrs. Cheung Tang Kim Wan
高荅華女士 Ms. Ko Siu Wah, OBE, SBS, JP
譚勵明女士 Mrs. Lucy Lo
禰秀萍女士 Mrs. S. P. Huen Lee, May
羅章文女士 Mrs. Helen Koo
劉少梅女士 Ms. Lau Siu Mui
黃麗娟女士 Ms. Wong Lai Kuen, Hannah
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陳素薇女士 Mrs. Lau Chan So May, Lucy

孫蓮娜女士 Mrs. Lena Liu
黃詩源女士 Mrs. Cheung Wong Sze Yuen
吳夢珍博士 Dr. Agnes Ng, JP
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簡瓊珍女士 Mrs. Leung Kan King Chun
梅以菁博士 Dr. Jennie Lee
邵嘉儀女士 Mrs. Emily Cheng
黃定賢女士 Mrs. Shirley Cheung



2015至2016年度董事 2015-2016 Board of Directors

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副會長 Vice-Presidents	▶ 梁慕清女士 Mrs. Chan Leung Mo Ching 李綺華女士 Ms. Eva Lee	
書記 Honorary Secretary	▶ 余悅群博士 Dr. Tse Yu Yuet Kwan, Patricia	
司庫 Honorary Treasurers	▶ 陳詠敏女士 Ms. Chan Wing Mun, Gracie 譚玉靈女士 Ms. Rosaline Tam	
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李錦洪先生 Mr. Lee Kam Hung

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梁浩然醫生 Dr. Leung Ho Yin
余秀鳳博士 Dr. Yu Sau Fung, Doris

Y Hospitality

方通女士 Mrs. Szeto Fong Tong

張天瑜女士 Ms. Terry Chang

九龍會所復修計劃 Kowloon Centre Rehabilitation Project

宋婉真女士 Mrs. Jeanette Ho



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陳志輝先生 Mr. Chan Chi Fai
陳玩芳女士 Ms. Chan Woon Fong, Alice
陳維國先生 Mr. Jackson Chan
麥國棟先生 Mr. Michael Mak
曾寶珠女士 Ms. Tsang Po Chu
黃 健先生 Mr. Kenneth Wong
黃宴平女士 Ms. Patty Wong
黃淑華女士 Ms. Joyce Wong
黃慧詩女士 Ms. Florence Wong
楊雪芳女士 Ms. Yeung Suet Fong
葉文慧女士 Mrs. Li Ip Man Wai, Heather
廖愛倩女士 Ms. Liao Ai Chien, Nancy
潘婉書女士 Ms. Poon Yuen Shu
鄭佩華博士 Dr. Doris Cheng
鍾慧儀女士 Ms. Diana Chung
鄺惠容博士 Dr. Enid Kwong
顏樂思女士 Ms. Ngan Lok Si, Cecilia
羅 蘭女士 Ms. Lo Lan
譚潔瑩女士 Mrs. Kwok Tam Kit Ying, Angeline

以上排名以本人姓氏筆劃為序
Names being arranged according to the Chinese Version



2015至2016年度管理層員工 2015-2016 Management Staff

總幹事 Chief Executive

楊建霞女士 Ms Yeung Kin Ha, Yvonne

副總幹事 Deputy Chief Executive

黎秀玲女士 Ms Lai Sau Ling

總監 Director

施恩先生 Mr Sze Yan, Gary
楊翠翠女士 Ms Yeung Chui Chui, Alice
潘廣輝先生 Mr Poon Kwong Fai, Silas
徐英賢先生 Mr Chui Ying Yin, Dominic
李雯珊女士 Ms Lee Man Shan, Emily
林遠濠先生 Mr Lam Yuen Ho, Foster

督導主任 Supervisor

潘永盛先生 Mr Poon Wing Sing, Vincent
李潔貞女士 Ms Li Kit Ching, Daisy
賴潔娥女士 Ms Lai Kit Ngor
蘇艷芳女士 Ms So Yim Fong, Tammy
陳明儀女士 Ms Chan Ming Yee, Nancy
張志坤先生 Mr Cheung Chi Kwan, Daniel
胡婉玲女士 Ms Woo Yuen Ling
鄭楚華女士 Ms Cheng Chor Wah, Anna
陳玉娟女士 Ms Chan Yuk Kuen, Candy
周華達先生 Mr Chow Wah Tat, Kenneth
陳瑩女士 Ms Chan Ying, Sarah
黎玉潔女士 Ms Lai Yuk Kit, Rosanna
黃期儀女士 Ms Wong Kei Yee, Hazel
梁廣浩先生 Mr Leung Kwong Ho, Simon
吳翠萍女士 Ms Ng Tsui Ping, Bettina
伍偉湛先生 Mr Ng Wai Cham, Raymond
阮秀盈女士 Ms Yuen Sau Ying, Fiona

部門主管 Head of Department

關珮盈女士 Ms Kwan Pui Ying, Jenny
陸耀盈先生 Mr Lok Yiu Ying, Alan
張應緬女士 Ms Cheung Ying Sheung, Claudia

經理 Manager

陳嘉怡女士 Ms Chan Ka Yee, Virginia
馮斯狄先生 Mr Fung See Dick, Peter
陳白珊女士 Ms Chan Pak Shan, Karen
梁慧敏女士 Ms Leung Wai Mun, Amy
麥沛興先生 Mr Mak Pui Hing, Harris
蔡昭信先生 Mr Tsoi Chiu Shun, Charleson
蘇偉迅先生 Mr So Wai Shun, Veason

單位主任 Unit-in-charge

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呂秀儀女士 Ms Lui Sau Yi, Joanne
趙若華女士 Ms Chiu Yeuk Wah, Lillian
吳子樑先生 Mr Ng Tze Leung, Johnny
王志超先生 Mr Wong Chi Chiu
吳礎霞女士 Ms Ng Chor Ha, Brenda
黃寶卿女士 Ms Wong Bo Hing
李雅琪女士 Ms Lee Nga Kee, Katie
高兆芳女士 Ms Ko Siu Fong, Doris
韓慕琮女士 Ms Hon Mo King, Joan
萬雪芬女士 Ms Man Suet Fan, Cathy
李小玲女士 Ms Lee Siu Ling, Safonia
陳潔儀女士 Ms Chan Kit Yee, Kitty
江國儀女士 Ms Kong Kwok Yee, Ivy
鍾嘉華女士 Ms Chung Ka Wah, Carol
黃磊亮先生 Mr Wong Lui Leong
梁豪華先生 Mr Leung Ho Wah, Daniel
曾潔容女士 Ms Tsang Kit Yung, Clara
伍慧嫻女士 Ms Ng Wai Han, Iris
余本鴻先生 Mr Yu Pun Hung
黃麗婷女士 Ms Wong Lai Ting, Bridget
曾敏芳女士 Ms Tsang Man Fong, Joan
陳鳳琮女士 Ms Chan Fung King, Jessica
彭道華先生 Mr Pang To Wah, Wahly
鄭惠玲女士 Ms Cheng Wai Ling, Jaclyn
鄭雅芝女士 Ms Cheng Nga Chi, Elsa
何冠毅先生 Mr Ho Kwun Ngai, Leslie
郭義聰先生 Mr Kwok Yee Chung, Ivan
廖彩麟女士 Ms Liu Choi Lun, Karen
何景祥先生 Mr Ho King Cheung, Thomas
劉綺珮女士 Ms Lau Yee Pui, Jess
張卉翠女士 Ms Cheung Wai Chui, Haster



李婉明女士 Ms Li Yuen Ming, Fion
鄭佩珍女士 Ms Cheng Pui Chun, Amy
杜羨揚先生 Mr To Shin Yeung, Simon
曾藹欣女士 Ms Tsang Oi Yan, Christine
藍庭芳女士 Ms Lam Ting Fong, Emil
黃靄欣女士 Ms Wong Oi Yan, Winnie
詹潔瑩女士 Ms Jim Kit Ying, Crystal
何震禹先生 Mr Ho Chun Yu, L
夏雅筠女士 Ms Ha Ngar Kwan, Sandie
張健偉先生 Mr Cheung Kin Wai, Kenny
陳志雄先生 Mr Chan Chi Hung, Frederick
唐麗丹女士 Ms Tong Lai Tan
陳美琮女士 Ms Chan Mei King, Maggie
蘇嘉儀女士 Ms So Ka Yi, Stephanie
陳立夫先生 Mr Chan Lap Fu, Eddie
洪雪霞女士 Ms Hung Suet Ha, Joey
高保麟先生 Mr Ko Po Lun, Bo
張淑薇女士 Ms Cheung Shuk Mei, Hilda
顧嘉慧女士 Ms Ku Ka Wai, Joe
黎美霞女士 Ms Lai Mei Ha
張俊聲先生 Mr Cheung Chun Sing, Johnson
郭婉蓮女士 Ms Kwok Yuen Lin, Amy
李紫芸女士 Ms Li Tsz Wan, Vivian
林逸貞女士 Ms Lam Yat Ching, Kitty
鄭逸琳女士 Ms Cheng Yat Lam, Rosa
葉慧蓉女士 Ms Yip Wai Yung, Janice
林素娟女士 Ms Lam So Kuen, Bonnie
黃淑敏女士 Ms Wong Suk Man, Choc
曾家豪先生 Mr Tsang Ka Ho, Louis
侯志遠先生 Mr Hou Che Yuen, Manfred
何家肇先生 Mr Ho Ka Siu, Vincent
伍偉基先生 Mr Ng Wai Kei, Ricky
賴潔儀女士 Ms Lai Kit Yee, Katty
朱秀儀女士 Ms Chue Sau Yee, Amanda
李雅姿女士 Ms Li Nga Chi, Canji
黎瑩瑩女士 Ms Lai Ying Ying, Louisa
張燕紅女士 Ms Cheong Yin Hung, Lesley
林雅儀女士 Ms Lam Ngar Yee, Catherine
周偉鴻先生 Mr Chow Wai Hung, Gary
陳英偉先生 Mr Chan Ying Wai, Simon
高淨華女士 Ms Ko Ching Wah, Venus
何啟銘先生 Mr Ho Kai Ming
汪益之先生 Mr Wang Yick Chi, Eric

王瑞芳女士 Ms Wong Sui Fong, Kathy
李碧玉女士 Ms Lei Pek Lok, Sherry
王力文先生 Mr Wong Lik Man
郭巧玲女士 Ms Kwok Hau Ling, Betty
周泳琪女士 Ms Chow Wing Ki, Winki
李秀華女士 Ms Lee Sau Wa, Apple
卓敏女士 Ms Cheuk Man
施倩俐女士 Ms Sze Sin Li, Akina
吳清雅女士 Ms Ng Ching Ngar, Emily

學前教育總校長及校長

Chief Principal and Principal, Pre-school Education

劉國嬌女士 Ms Lau Kwok Kiu
譚小文女士 Ms Tam Siu Man, Marina
甘榮美女士 Ms Kam Wing Mee, Theresa
周意妙女士 Ms Chau Yee Miu
馮如意女士 Ms Fung Yu Yee
黎嘉賢女士 Ms Lai Ka Yin, Patty
林愛平女士 Ms Lam Oi Ping
彭佩詩女士 Ms Pang Pui Sze
許佩玲女士 Ms Hui Pui Ling
麥綺筠女士 Ms Mak Yi Kwan, Eva
關綺雯女士 Ms Kwan Yee Man

Y Hospitality 總監及總經理、經理

Director and General Manager, Managerial staff, Y Hospitality

宋家義先生 Mr Sung Ka Yee, Anthony
黃紹德先生 Mr Wong Siu Tak, Dickson
鄧偉雄先生 Mr Tang Wai Hung, Ken
曾勉恒先生 Mr Tsang Min Hang, Eric
方秋明先生 Mr Fong Chau Ming

丘佐榮中學校長

Principal, The Y.W.C.A. Hioe Tjo Yoeng College

陳永傑先生 Mr. Chan Wing Kit



全心傳愛·栽培生命

九十五周年專頁 The 95th Anniversary Celebrations



女青於2015年喜迎創會九十五周年之喜，以「全心傳愛·栽培生命」為主題，全年展開多個有意義而充實的慶祝活動，壓軸活動是12月4日舉行的九十五周年會慶感恩大會及會慶聚餐，全會上下懷著欣悅及感恩之心，慶祝這個重要里程。

Under the slogan of 'Nurturing Life with Whole Heart', Hong Kong YWCA celebrated its 95th anniversary in 2015 and a variety of meaningful and exciting programs were organized to express our heartfelt thankfulness and joyfulness for such significant occasion. Among them, the most exciting ones were the 95th Anniversary Thanksgiving Celebration and Celebration Dinner held on 4 December 2015.





九十五周年會慶感恩大會

會慶感恩大會於12月4日下午舉行，以「全心傳愛·使命承傳」為主題，藉此回應上帝九十五年來的恩佑及帶領，並以「愛」繼續服務社會，「傳承」本會使命。

有幸邀得中國神學研究院院長李思敬牧師證道，李牧師鼓勵女青持續實踐「基督的愛」，活出使命。而大會另邀請「主創空間」劇團以劇目『尊主頌』演繹女青年會多年來堅守崗位，以神的公義及憐憫去回應社會，成為業界的先驅及典範。

當日感恩大會雲集了本會董事、委員、幹事、會員、義工及會外嘉賓，同心共證主恩，共同欣賞短片回顧過去十年服務的發展，同述主愛。於感恩立志的環節中，由不同年齡的義工同心立志實踐本會使命，由會長及一眾董事們帶領會眾誦讀立志宣言，而來賓一一接獲「信、望、愛」的生命種子，寓意齊心將基督的愛和女青精神傳揚散播，願榮耀的上帝帶領女青年會邁步迎向100周年。

The 95th Anniversary Thanksgiving Celebration

Held in the afternoon of 4th December 2015, the 95th Anniversary Thanksgiving Celebration gave thanks to our Lord for His blessing and guidance and we would continue to serve the community with love and uphold the mission of the Association under the slogan of 'Inheriting the Mission with Whole Heart'.

It was our honor to hear a sermon delivered by the speaker, Rev Dr. Stephen Lee, President of China Graduate School of Theology. In his sermon, Rev Dr. Lee encouraged the Association to keep on living out the Christian love and the mission. Besides, a musical titled "Glory to our Lord" performed by Creation Theatre dramatized the Association's efforts in meeting social needs while uplifting the Lord's mercy and righteousness all along the years and gradually the Association has become the service pioneer and served as a model in the social service sector.

The function was well attended by our board and committee members, staff, members, volunteers and guests. Through watching a short video showing our past service development we gave thanks to our Lord for His grace and His love. On the occasion, volunteers of different ages aspired to fulfil the mission of the Association by reading aloud the declaration together with our President and board members etc. The distribution of 'seeds of life' to all attending guests implied our devotion to spread the Christian love and the spirit of YWCA. It was our wish that our glorious Lord would lead us towards our 100th anniversary.





九十五周年會慶聚餐

一片激昂的擊鼓聲為本會九十五周年會慶聚餐揭開序幕，董事、委員、幹事及義工練習多月的精彩擊鼓表演完全展現聚餐「同心喜慶見成果」的主題。聚餐承蒙署理行政長官林鄭月娥太平紳士主禮及香港聖公會教省鄭廣傑榮休大主教主領謝恩祈禱。當晚筵開44席，超過500位嘉賓蒞臨到賀，包括本會名譽會長、名譽董事、董事、委員、校董及顧問、多個政府部門、社福團體及企業伙伴的代表、捐款善長及選舉會員，當然還有支持本會多年的資深義工、同工、忠誠服務獎得主及退休同工等，場面熱鬧。

本會多年的合作伙伴香港賽馬會及新創建集團亦製作短片祝賀本會及向來賓展示其與本會合作推展多項服務的美滿成果。除了企業伙伴的傾力協助，本會的義工及學生也施展混身解數，丘佐榮中學的同學聯同學前教育部的幼童作無伴奏獻唱，來賓也對他們的天籟之聲讚嘆不絕；最後，一眾青年男女及長者義工的勁歌熱舞，由二十年代的懷舊舞跳至近年興起的地板霹靂舞，寓意本會服務由1920年成立至今，為回應社會的需要而服務不斷拓展的六大階段，義工們的舞蹈表演構思可謂盡顯心思。而九十五周年會慶聚餐整晚就在一片歡樂聲中度過。

The 95th Anniversary Celebration Dinner

The soaring drumbeats unveiled the opening of the 95th Anniversary Celebration Dinner and its slogan of 'Harvesting with Happiness' was splendidly demonstrated by the exciting drum performance by our board and committee members, staff and volunteers. The event was officiated by Mrs. Carrie Lam Cheng Yuet-ngor, GBS, JP, Acting Chief Executive of Hong Kong Special Administration Region, and a thanksgiving prayer was delivered by the Most Revd Dr. Peter Kong-kit Kwong, Archbishop Emeritus of HKSKH. A total of 44 tables and over 500 guests were served including honorary presidents, honorary directors, board and committee members, school managers and advisors, representatives from governmental departments, NGOs and corporates, donors, voting members, veteran volunteers, staff, retired staff and devoted service awardees.

Short celebratory videos respectively produced by our long-time partners Hong Kong Jockey Club and NWS Groups showcased the satisfactory results of several joint service projects. Furthermore, A Cappella performed by students of Hioe Tjo Yoeng College and our nursery schools gained high appreciation from the audience. Lastly, a variety dance performance ranging from old time dances of the 1920s to breakdance of present time performed by youth and elders symbolized the six development phases of our services from 1920 till now. In short, all attending guests had enjoyed a great evening.





強化品牌建立 突顯女青形象

女青能夠不斷成長，承蒙政府及各界一直厚愛與支持，而在九十五周年這大日子，企業們亦一如以往支持本會各個活動，香港賽馬會及新創建集團更粉墨登場為女青拍攝宣傳片段，而路訊通(Roadshow)亦樂意配合女青工作，拍攝了一齣有關女青工作之官方宣傳片，並於全港九巴路訊通頻道播放，讓女青品牌形象更見鮮明並能深入人心。

此外，女青亦循各渠道分享會慶之喜，包括在各電車站張貼宣傳廣告及海報、《文匯報》、《明報》及《星島日報》等報章的專欄文章及廣告分享、新巴巴士車身廣告、網站親子王國之合作活動及廣告、《HK2gather》手機apps廣告等等。

Strengthening the Brand Building

Thanks to the support of the government and various sectors, the Association had continued its development. On the occasion of 95th anniversary, our corporate partners had given staunch support to our various programs. For example, short promotional videos were respectively produced by Hong Kong Jockey Club and NWS Holdings Limited; and an official promotional trailer of YWCA services produced by Roadshow had been broadcasted on roadshow TV channels on buses to highlight the image of the Association.

Various promotional channels were engaged to convey such happiness event: posting of advertisement and posters at various tram stations, and advertisement on the bus trunks of New World First Bus Services Ltd, column writing and editorial advertisement on newspaper such as Wen Wei Po, Ming Pao and Sing Tao Daily, joint program produced with website Baby Kingdom and advertisement on its webpage, mobile apps advertisement on HK2gather.





感謝企業伙伴支持

各企業伙伴亦以不同形式，如贊助禮品、場刊賀稿或捐款等支持女青95周年會慶聚餐，增添喜慶，參與的公司及機構包括：

永隆銀行
 交通銀行信託有限公司
 李錦記國際控股有限公司
 協興建築有限公司
 屈臣氏集團
 東亞銀行有限公司
 信和集團
 恒生銀行
 恒隆地產有限公司
 美國安利(香港)日用品有限公司
 香港品牌管理協會有限公司
 香港賽馬會
 香港鐵路有限公司
 康和堂藥業有限公司
 彩豐行有限公司
 惠保(香港)有限公司
 華敦國際集團有限公司
 新世界第一渡輪服務有限公司
 殿堂公共關係顧問集團
 維健生產有限公司
 領盛國際有限公司
 鍾情咖啡有限公司
 鴻福堂集團有限公司
Amtek Limited
Hera Hong Kong

Appreciating Supports from Corporate Partners

The Association appreciated our corporate partners for their kind supports to our anniversary dinner in the form of donating gifts, celebrative message at our program booklet or cash donation. Those participating companies and agencies were listed as follows:

Wing Lung Bank
Bank of Communications Trustee Limited
Lee Kum Kee International Holdings Limited
Hip Hing Construction Co., Ltd.
A.S. Watson Group
The Bank of East Asia
Sino Group
Hang Seng Bank
Hang Lung Properties
Amway Hong Kong
Hong Kong Brand Management Association Limited
Hong Kong Jockey Club
The Mass Transit Railway Corporation
Harmonic Health Pharmaceutical Co. Ltd
Choi Fung Hong
Vibro (H.K.) Limited
Fairton International Group Limited
New World First Ferry Services Limited
D T Communications Asia Pacific Limited
Vital Production Limited
Well Synergy International Limited
Coffee Lover Limited
Hung Fook Tong Group Holdings Limited
Amtek Limited
Hera Hong Kong

女青亦借此良機，向各支持機構及企業頒發感謝狀，出席的公司及機構包括信和集團、惠保(香港)有限公司、「學校起動」計劃、利希慎基金、協興建築有限公司、周大福慈善基金、昂首並進互助協會、香港賽馬會慈善信託基金、香港靈合堂、新創建集團慈善基金、羅英石慈惠基金及鐵人暖心慈善基金會，感謝各合作伙伴過去大力捐助女青服務營運及支持各項服務計劃，同心造福社群。

As a token of appreciation for their generous fund donation and support to our various service projects, Certificates of Appreciation were awarded to our supportive agencies and companies at the dinner time. Those agencies and companies included Sino Group, Vibro (H.K.) Limited, Project WeCan, Lee Hysan Foundation, Hip Hing Construction Limited, Chow Tai Fook Charities Foundation, O9B7 Limited, Hong Kong Jockey Club Charities Trust, ELCHK Communion Lutheran Church, NWS Foundation, Lo Ying Shek Chi Wai Foundation and TRaiNX Charity Foundation.



九十五周年會慶活動總覽

本會多個部門舉辦多項配合會慶主題的活動(見右表)，齊齊祝賀本會九十五歲生辰。

List of celebrative programs organized by service units

A total of 18 celebrative programs were organized by our service units to celebrate the 95th birthday of the Association.

1. 95周年會慶呈獻：女青健康操
2. 深水埗區單位聯合活動：「早點愛—長者友善齊起動」
3. 耆年服務部：喜氣洋洋慶元宵
4. 3.8 女青日
5. 「簡單·義」啟動禮
6. 第八屆香港傑出婦女義工選舉頒獎禮
7. 創會日祈禱會
8. 青年及社區服務部：全心傳愛·栽培生命 Art Tour 2015
9. 丘佐榮中學畢業禮
10. 學前教育部聯合畢業禮
11. 鄭傍卿護理安老苑感恩禮
12. 誌寶松柏中心感恩禮暨二十周年晚宴
13. 耆年服務部：Buddy Tour龍情暨九五濃情全會活動
14. 耆年服務部：闔家團圓慶中秋晚會
15. 秀群中心啟用禮暨女青九十五周年會慶千人盆菜宴
16. ERB人才發展計劃畢業典禮暨慶祝女青年會95周年活動
17. 耆年服務部：「風采頤年」計劃之全民參與 關愛行動
18. 「女青·九五·豐盛行」暨 2015年農場感恩日





..... Nurturing Life with Whole Heart

策略 發展 方向

Strategic
Development Direction





加強推動女青運動 Strengthening YWCA Movement

為加強聚焦女青運動及配合發展，年度內本會進行架構整合，成立「女青運動委員會」以領導基督教、婦女及會員事工之發展。同工層面方面，由跨部門代表組成「女青運動聯席」，在不同服務層面中注入女青運動元素，又定期作出檢視以配合全會方向及策略，各方調動資源，有效地推動女青運動。

Through strategic restructuring, the new YWCA Movement Committee endeavors to advance the integration and development of Christian Ministry, Woman Affairs and Membership Movement. An inter-departmental task force has also been set up to inject elements of YWCA Movement into our services, conduct regular reviews to ensure alignment with overall organization direction and policies. Resources have been mobilized to proactively promote the YWCA Movement within the Association.





全會參與、深化女青運動

《女青運動工作指引》

機構為全會團隊提供指引支援及裝備培訓，推出《女青運動工作指引》，協助同工於服務中融入基督教、婦女及會員三個元素，及列出不同層次推動範疇，讓同工掌握自己的角色、責任和策略。

跨部門協作計劃

年度內舉行3·8女青日「簡單·義」嘉許禮，成功策動本會傑出婦女義工、年青女性、榮譽義工及各單位義工響應，發揮全會上下一心義工力量，突顯女青運動的核心價值。

單位推動機構文化項目

積極鼓勵各單位推動機構文化項目，於年度內成功推行了51個相關項目，進一步加深本會同工認識以至認同女青運動的精神及核心價值。

Promoting YWCA Movement through Active Participation

“YWCA Movement Guideline”

With the aim to provide assistance and adequate training to our staff, the Association had developed and implemented the “YWCA Movement Guideline”. Through listing out different areas and levels of promoting the Movement in the guideline, it was hoped to strengthen staff's understanding of their roles, duties and deployment of strategies in promoting the YWCA Movement into various services.

Cross-department Collaboration

At the Award Presentation Ceremony on 8 March YWCA Day, the active participation and support of our outstanding women volunteers, young women, honorary volunteers and volunteers from our service units had successfully demonstrated the collective volunteer power and the core values of YWCA Movement.

Promoting Corporate Culture Programs at Services

With the support from the Departments, about 51 programs on promoting corporate culture had been successfully organized at our service units, thus deepened staffs' understanding and recognition of the spirit and core values of YWCA Movement.





活化女青文物、承傳女青價值

設立「女青·薈」

為加強推廣女青運動，2016年3月在總會所一樓設立「女青·薈」，以文字及珍貴相片描述本會於不同時代的服務發展里程，又舉辦女青文化導賞活動，藉緬懷先賢披荊斬棘的精神，鼓勵同工、會員及義工繼往開來，承傳女青價值。

開展女青文物保育工作

成立女青文物工作小組，負責建立及執行本會《文物管理政策及指引》、保存及活化「女青文物」，並參與香港中文大學文學院文化管理文學士課程暑期實習計劃，由5位同學負責撰寫主題式分析報告及設計遊戲，協助同工進深認識女青歷史及文化。

Revitalizing YWCA Heritage to Uphold YWCA Values

Establishing 'YWCA · Hub'

To enforce the promotion of YWCA Movement, the 'YWCA · Hub' was established at the Headquarters in March 2016 where literature and valuable old photos were displayed to depict various milestones of our service developments in different eras. YWCA culture tour programs were also hosted to awaken reminiscence of the past history of our predecessors and their endeavors in overcoming hardship and obstacles in the old time, thus encourage the continuous upholding of the YWCA values among staff, members and volunteers.

Launching the YWCA Heritage Conservation

A task force was formed to establish and implement the "YWCA Heritage Management Policy", preserve and revitalize the 'YWCA Heritage'. Joined as a participating organization in the Summer Internship Program for Bachelor Degree Program on Cultural Management organized by the Arts Faculty of the Chinese University of Hong Kong, our staff were able to gain better understanding of the history and culture of the Y through the sharing of analysis reports on specific topics prepared by and games designed by five interns under the internship program.

創辦幼兒服務

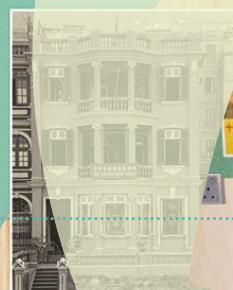
為配合香港社會需要，本會於1923年創辦「幼稚園」，為香港首間由華人創辦之幼稚園，為香港社會提供優質教育，為社會培養人才。

組織國際少女團

1928年全國協會派員來港成立「國際少女團」，為香港首間由華人創辦之國際少女團，為香港社會提供優質教育，為社會培養人才。

1931 推動婦

公益服務 自資服務





創新活動形式、推動女青文化 New Approach for Promoting YWCA Culture

Y Walker



年度內舉行第三屆《Y-Walker女青行者挑戰賽2016》，以城市歷奇體驗活動形式推行，讓同工透過「行走」黃大仙區內不同地方，了解女青歷史、使命及展望。

A city adventure approach was adopted in launching the 3rd "Y-Walker Challenge" where the participating staff were required to walk across different parts of Wong Tai Sin district to enhance their understanding of the Association's past history, its mission and future prospect.

Y exercise



別出心裁的運動設計，鼓勵大家同心合一，關注身心靈健康，充滿女青力量。

It was a regime of special designed exercise full of YWCA energy, aiming to strengthen the unity and solidarity of staff, and convey the message of staying healthy both in body and in spirit.

Y song



為女青會歌重新編曲，以搖滾樂、爵士樂及清新民歌等不同風格，來演繹廣東話、英文及普通話版的會歌，配合輕快活潑的節奏，為會歌加添時代感。

Matched with lively rhythm, a remix version of YWCA song in different music style such as Rock, Jazz and Folk Song and in different languages including Cantonese, English and Mandarin was produced.

22

及
的拓展





持續服務效益評估 Further Implementing Service Impact Assessment

本會回應社會需求，服務力求創新，發展多元化且優質的服務。為使會內的資源運用能達致最佳的效益，自2013年起制定及全面應用一套服務效益評估工具，每年全會各服務單位皆進行服務效益評估會議，以訂出服務優次、整合資源。評估工具亦讓同工透過服務評估，得出服務策略規劃的方向，加強服務項目之效益，並確保服務發展方向能符合機構目標。

The Association is keen on meeting the needs of the society by developing new, quality and diversified service. In order to ensure that the resources of the Association are well utilized to achieve best effectiveness, the 'Service Impact Assessment' (SIA) tool had been formulated and widely adopted since 2013. Each year all our service units undergo SIA meetings to set service priorities and resource integration. The application of the measurement tool is useful to define the direction of our service planning, enhance the service impact and align the development direction of our services with organizational goals.





策略定位 提升服務效益

本年度服務效益評估仍以女青運動、社區需要、策略性目標、服務指標、競爭優勢及形象建立為六個服務效益指標，各服務單位在年初就其核心服務作出服務效益表現之基準分數評估，評定每項工作是高效益還是低效益之工作，繼而定出該些服務的「擴大／優化／重組／縮減」之服務策略定位，本年度共選定181項服務，進行服務效益評估，就每項之服務評估的結果，如服務及財務都處於高效益的項目會採取服務擴大之策略，服務及財務皆處於低效益的項目會採取服務縮減之策略，至於服務及財務效益前者高而後者低會採取優化策略，而服務及財務效益前者低而後者高則採取重組策略，如此定下策略性行動方案。

不斷優化 實踐優質服務信念

本年度選定181項服務進行服務效益評估，得出結果後進行服務擴大策略有62項，服務縮減有13項，服務優化有81項，服務重組有25項，各項目定下策略後釐定了行動方案，方案執行後於年終再作評估，顯示當中86%單位在服務效益的總平均分値有所提升，69.8%單位則在財務效益方面有所提升，而服務使用者的服務整體滿意度更達96%。這些數據均反映本會優質服務之果效，而各項的行動方案及活動計劃更成為本會服務優化手法的寶貴參考資料。



Service Strategic Positioning to Enhance Service Effectiveness

Service performance are accessed across the six domains, namely YWCA Movement, social/community needs, strategic goals, FSA/PMMT, strengths/competitive advantage, and brand-building, along with the defining of core services of the year for each of our service units with rating at the outset for benchmarking, followed by action plans with post-implementation review to ensure impetus for service improvement and to assure progress of carrying our project enhancement/ reduction/ restructuring/ expansion. This year, 181 selected services were assessed. Based on the SIA results, the following strategic action plans were developed: expansion strategy was applied to those services with high service and financial impacts while reduction strategy was carried out to those with low rating in both service and financial impacts. Enhancement was applied to services that showed high service impact but low financial impact whereas services were restructured if they were rated high financial impact but low service impact.

Continuous Enhancement to Realize the Concept of Quality Services

Based on the SIA results, various strategies for 181 selected services were developed as follows: expansion strategy for 62 services, service reduction for 13 services, enhancement for 81 services and restructuring applied to 25 services, followed by implementation of strategic action plans and post-implementation review. The review result showed that 86% and 69.8% of the participating units scored higher at the year-end in terms of their social and financial impact respectively, with an average of 86% satisfaction rating attained. All these demonstrated the effectiveness of our quality services. The above strategic action plans and project schemes had served as valuable reference and provide insights on the methodology in our future service enhancement.



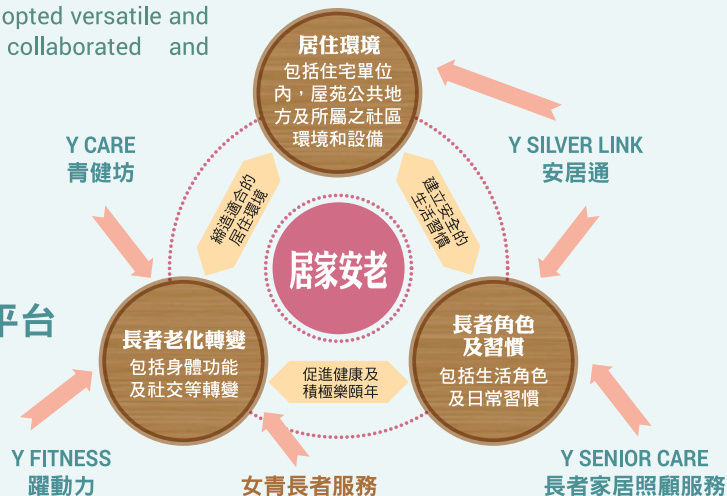


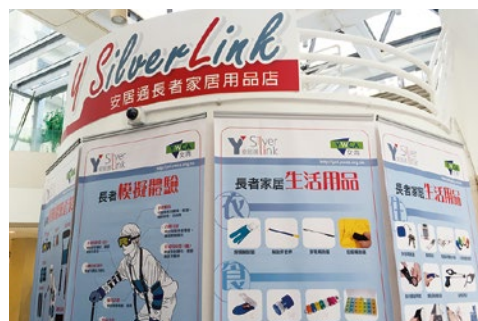
拓展公益業務及自資服務 Developing Social Business and Self-financed Service

女青一直著重推陳出新，透過公益創業手法，靈活求變，積極推動跨界別、跨部門的合作，滙聚各方資源，開拓了多項創新且具發展潛力的公益業務，並優化現存業務的營運水平，冀望填補現有社會服務空隙，以滿足不同人士的需求。

With the hope to fill the service gap and meet with diverse service needs, the Association had adopted versatile and innovative approach, proactively collaborated and synergized with various sectors to develop new social business with potential and enhanced operational effectiveness of our current social enterprises.

「一站式居家安老」平台





整合構建「一站式居家安老」服務平台

本港長者人口不斷增加，銀髮市場潛力優厚，同時政府近年亦大力推動「居家安老」的發展。就此，女青近年除了開展不同銀髮市場的公益業務外，並積極連結現有的業務：「Y Silver Link 安居通」、「Y Fitness 躍動力」、「Y Care 青健坊」及全新項目「Y Senior Care 長者家居照顧服務」，目的希望匯聚多方資源，構建成女青「一站式居家安老」服務平台，全方位回應本地長者的不同需要。

積極拓展具潛力的公益業務

全新公益業務「Y Senior Care 長者家居照顧服務」是以「Inspire well-being 全人健康生活」為服務概念，以到戶形式提供即時、便利及一站式的專業復康、護理及家居照顧服務，同時聘用弱勢社群，如雙失青年、單親父母、失業及低技術的中年人士及退休人士，為他們提供在職培訓及就業機會。本計劃已於今年獲得民政事務總署之伙伴倡自強社區協作計劃撥款資助，並將於下年度推出。

優化鞏固現存業務的營運效益

女青近年以「Y」字連貫各項公益業務，成功建立鮮明的品牌形象及擴闊業務網絡，有助女青公益業務的持續發展。同時，本會亦集結各方資源，從商業策略、營運模式、服務流程、人力資源、宣傳推廣、顧客服務、財務管理等作多方面檢視，與時並進地作出改善及加強監控，持續優化項目及提升營運效益，使公益業務得以長遠發展。

Constructing a 'One-Stop Ageing in Place' Service Platform

Thanks to the growing elderly population, the silver market had great demand potential. In recent years, the government had strived to promote 'ageing in place'. In response, the Association had developed several social businesses targeting silver market. Besides, in order to meet various needs of the elderly population, a 'one-stop ageing in place' service platform was constructed by convergence of various resources and through close collaborations among our existing social ventures including Y Silver Link, Y Fitness, Y Care Day Care Centre and the new 'Y Senior Care Home Care Service for the Elderly'.

Proactive Developing Social Business with Potential

Established based on the concept of 'Inspire well-being' whole person healthy life setting, our new social business namely 'Y Senior Care Home Care Service for the Elderly' offers immediate, convenient and one-stop home-based professional rehabilitative home care service. It also offers on-the-job training and employment opportunity to the underprivileged including school dropouts, unemployed youth, single parents, unemployed and low-skilled middle-aged people and retirees. Having obtained funding from Home Affairs Department's Enhancing Self-Reliance through District Partnership Program, the Project will be launched in next year.

Enhancing Operation of Existing Social Enterprises

The successful building of distinctive brand images of all 'Y' series social enterprises plus the expansion of business network facilitated continuous development of our social business. Also, the engagement of various resources and improvement and monitoring in the execution of business strategy, operation mode, service process, human resources management, promotion strategy, customer service and financial management had enhanced the operational effectiveness and enabled sustainable development in the long run.



優化員工參與及管理 Enhancing Staff Engagement and Management

緊隨著基督的帶領，憑著愛和信念，惜古而重今，秉承「女青一家」的精神，實踐「以人為本」的理念，關顧員工的良好發展，旨在營造「機構關心員工，員工關心機構」的氛圍，承傳女青之優良機構文化及「同心合一」的團隊精神，讓員工各盡所長、全心全意服務社群。

Upon the Lord's guidance and founded on Christian love and mission, Hong Kong YWCA treats staff as its family members and greatly concern about their personal development. The Association is committed to creating a caring and supportive working environment which is conducive to the staff well-being, unity and employee engagement, and, thus, help build a strong commitment of serving the community.





重視家庭健康，營造及優化家庭友善環境之措施

女青致力為員工打造家庭友善的工作環境，繼續推行及優化多項家庭友善措施。

設立家庭友善假，「母乳餵哺」的設施及進一步優化「男士侍產假」申請程序，讓男士員工可以更靈活地運用5天全薪侍產假，以切合其家庭的需要。

繼2014/15年度後，於2015/16年度再次優化醫療保險計劃，加強對員工的保障，亦增設自願參與之牙科保健計劃予員工及其家人參與。

此外，關顧員工的身心靈健康：

- 推行豐盛生活系列，舉行「人生故事」分享會，令員工可獲取更多資訊，了解如何活出豐盛人生；
- 享用梁紹榮度假村住宿優惠，藉此鼓勵員工享受天倫之樂，為家庭增值及調劑緊張的城市生活；及
- 提供Y-Delight等員工購物優惠。

Care for staff - Initiatives for Promoting Family Wellness

Continuous implementation and enhancement of several family friendly initiatives were essential for creating a family friendly workplace for our staff.

Family-friendly leave and breastfeeding room were introduced. To better cope with the family needs, a flexible consumption of the 5-day full-pay paternity leave by male employees was made possible by improving procedure in paternity leave application.

In 2015/16, there was an upgrade in medical insurance scheme to enhance protection for our staff. Staff and their family members were also offered option to join the dental health scheme.

Other staff wellness initiatives included:

- The launch of the 'fruitful life' courses and the hosting of 'Your Life Story' sharing meetings to disseminate information on how to live a life of abundance;
- Discounted camping at our Sydney Leong Holiday Lodge to encourage togetherness with family members and adjustments to the hectic pace of city life; and
- Special offers available at Y-Delight Membership Welfare Shop.





全人關顧 促進員工身心社靈發展

擁有健康的體魄才可成就豐盛人生。是屆超過182位員工獲頒發「健康達人」獎狀，包括丘佐榮中學之員工，他們也獲邀出席「頒獎禮」，得獎名單詳見如下：

Holistic Wellness Initiatives

Good health is essential for leading a fruitful life. For the year, the 'Health Master Award' had been conferred to 182 staff including eligible staff from the Y.W.C.A. Hioe Tjo Yoeng College. The awardees were invited to attend an award presentation ceremony. For name list of 2015-16 Health Master Award, please refer to the table below.

同工姓名 單位/部門

宋家義 Y Hospitality
黃紹德 峰景軒
陳禮仁 海棠軒
林偉明 海棠軒
胡笑連 海棠軒
劉智傑 般咸軒
馮偉新 般咸軒
陳細玉 般咸軒
王小強 園景軒
葉佩珍 園景軒
蔡淑華 園景軒
張添龍 園景軒
恩自強 園景軒
陳寶珍 園景軒
梁惠玲 園景軒
李 莉 園景軒
庾壽華 園景軒
朱金瑤 園景軒
陳秀明 園景軒
英國平 園景軒/峰景軒
梁慧敏 人力資源部
楊翠翠 人力資源部
楊慧玲 人力資源部
LAO Eliseo B 女青活學中心
徐英賢 公益業務拓展部
方嘉敏 公益業務拓展辦事處
施偉昇 行政及採購部
黃家文 行政及採購部
袁壽林 物業管理部
利偉傑 物業管理部
劉家煊 物業管理部
郭錦榮 物業管理部
叶慧麗 大澳文化生態綜合資源中心
江駿傑 大澳文化生態綜合資源中心
陳惠珍 大澳社區工作辦事處
高保麟 中西區及離島青年外展社會工作隊
翟麗芳 中西區及離島青年外展社會工作隊
陳思漢 天水圍綜合社會服務處
李子洋 天水圍綜合社會服務處
梅婉琪 天水圍綜合社會服務處
黃家傑 屯門綜合社會服務處
葉安怡 屯門綜合社會服務處
邱詩雯 屯門綜合社會服務處
陳偉源 屯門綜合社會服務處
王志超 屯門綜合社會服務處
蔡玉蓮 屯門綜合社會服務處

同工姓名 單位/部門

黃雪儀 西環綜合社會服務處
張志坤 西環綜合社會服務處
張燕紅 西環綜合社會服務處
郭義聰 西環綜合社會服務處
陳偉基 沙田綜合社會服務處
蘇艷芳 沙田綜合社會服務處
梁廣浩 沙田綜合社會服務處
陳潔儀 沙田綜合社會服務處
黃靄欣 沙田綜合社會服務處
劉家安 青衣綜合社會服務處
蔡潔欣 青衣綜合社會服務處
梁素嫻 將軍澳青年外展社會工作隊
胡素卿 將軍澳綜合社會服務處
陳英偉 將軍澳綜合社會服務處
李小玲 將軍澳綜合社會服務處
梁 瑩 梁紹榮度假村
袁偉成 梁紹榮度假村
徐廷封 梁紹榮度假村
冼靜琳 深水埗綜合社會服務處
梁曉敏 深水埗綜合社會服務處
吳翠萍 深水埗綜合社會服務處
劉鳳英 樂華綜合社會服務處
彭道華 樂華綜合社會服務處
丁淑芬 樂華綜合社會服務處
李學義 學校社會工作辦事處
黃寶玲 學校社會工作辦事處
李金好 龍翔綜合社會服務處
鍾嘉敏 龍翔綜合社會服務處
林優欽 龍翔綜合社會服務處
麥誌成 龍翔綜合社會服務處
馬小蓮 觀龍樓社區工作辦事處
杜曉楠 觀龍樓社區工作辦事處
陳志雄 觀龍樓社區工作辦事處
李慧君 秘書室
洪雪霞 秀群松柏社區服務中心
廖永豪 秀群松柏社區服務中心
張春紅 秀群松柏社區服務中心
徐麗勤 秀群松柏社區服務中心
梁家偉 秀群松柏社區服務中心
何志浩 秀群松柏社區服務中心
李雯琦 秀群松柏社區服務中心
梁樹勤 秀群松柏社區服務中心
李潔貞 明儒松柏社區服務中心
陳結蘭 林護紀念松柏日間護理中心
謝順英 林護紀念松柏日間護理中心
梁美霞 林護紀念松柏日間護理中心

同工姓名 單位/部門

陸潔紅 林護紀念松柏日間護理中心
朱麗連 林護紀念松柏日間護理中心
劉艷雯 林護紀念松柏日間護理中心
何卓凝 長青松柏中心
王敏珊 長青松柏中心
高兆芳 長青松柏中心
陳潔美 深水埗綜合家居照顧服務隊
李雪芬 深水埗綜合家居照顧服務隊
謝團圓 雲華護理安老苑
黃展濤 雲華護理安老苑
劉秀平 雲華護理安老苑
李秀琮 雲華護理安老苑
劉 燕 雲華護理安老苑
熊仕蘭 雲華護理安老苑
陳麗容 雲華護理安老苑
彭群枝 雲華護理安老苑
黃翠霞 雲華護理安老苑
馬秀娟 雲華護理安老苑
沈惠貞 雲華護理安老苑
賴潔娥 雲華護理安老苑
黎美琪 雲華護理安老苑
李秋嫻 雲華護理安老苑
黃云清 雲華護理安老苑
蘇健儀 雲華護理安老苑
曾小琴 雲華護理安老苑
陳學賢 鄭傍卿護理安老苑
梁志明 鄭傍卿護理安老苑
吳惠珍 鄭傍卿護理安老苑
鄭美嫦 鄭傍卿護理安老苑
黎玉潔 鄭傍卿護理安老苑
施 恩 財務部
伍偉湛 家庭健康促進中心
陸耀盈 資訊系統部
黎秀玲 管理層辦公室
林遠濤 管理層辦公室
楊玉蘭 安定幼兒學校
關綺雯 安定幼兒學校
馮金英 安定幼兒學校
張楚平 安定幼兒學校
區麗貞 安定幼兒學校
柳翠媚 宏恩幼稚園
何美意 宏恩幼稚園
趙方怡 宏恩幼稚園
林愛平 長青幼兒學校
黎嘉賢 信望幼兒學校
馮麗娥 信望幼兒學校



同工姓名 單位/部門

譚嘉鈺	信望幼兒學校
郭美惠	信望幼兒學校
梁燕青	荃灣幼兒學校
黃月花	荃灣幼兒學校
丘蘭英	荃灣幼兒學校
陳秀明	彩雲幼兒學校
盧靖兒	彩雲幼兒學校
陳結明	彩雲幼兒學校
陳海燕	紹邦幼兒學校
郭惠芬	紹邦幼兒學校
馮如意	紹邦幼兒學校
周劍平	隆亨幼兒學校
魏萬英	隆亨幼兒學校
許佩玲	隆亨幼兒學校
關潤美	趙靄華幼兒學校
陳楚文	趙靄華幼兒學校
周文娟	趙靄華幼兒學校
黃嘉歡	趙靄華幼兒學校
雷潔妍	學前教育部辦事處
譚小文	學前教育部辦事處
馮詩煒	學前教育部辦事處
劉國嬌	學前教育部辦事處
盧婉玉	戴翰芬幼兒學校
許寶欣	戴翰芬幼兒學校
胡偉盛	ERB 服務中心 (九龍西)
焦嘉儀	九龍東持續教育中心
冼玉玲	九龍東持續教育中心
鄭逸琳	青年就業資源中心
張慧鳳	青年就業資源中心
林銀意	青年就業資源中心
歐陽卓芝	青年就業資源中心
劉小珊	青年就業資源中心 (葵芳)
龔曉彤	青年就業資源中心 (葵芳)
方淑婉	職業發展及訓練中心
黎耀林	丘佐榮中學
林常青	丘佐榮中學
李妙容	丘佐榮中學
羅永祥	丘佐榮中學
唐偉傑	丘佐榮中學
蔡茹茵	丘佐榮中學
姚增聰	丘佐榮中學
許有達	丘佐榮中學
韓晶豐	丘佐榮中學
陳榮基	丘佐榮中學

女青一向著重員工之個人成長及能力發展，於去年首次推行「女青人」友伴成長計劃，配對組成13個小組，讓較資深員工為年資淺的同事作出指導及分享經驗，同時藉著雙向溝通和接觸加深彼此了解，建立友伴關係，互相勉勵及共同成長。計劃共有31名員工參加，並於2016年初完成。參加者表示計劃令他們對機構文化有更深入的認識，增加了他們對機構使命及價值的認同，更增強了對機構的歸屬感。

機構亦為員工先後舉辦了多個工作坊，包括「女青故事」工作坊，透過員工分享感動人心的個人際遇或工作點滴，促進同事間的感情，建立和諧的工作團隊。此外，為前線員工舉辦「處理刁難人士之十型人格」工作坊、「九型人格知己知彼工作坊」基礎班及「九型人格的靈性執著工作坊」進階班，藉此裝備員工面對具挑戰的前線工作及與人溝通技巧，達致建立良好的人際關係。

此外，機構邀請了資深講者為員工分享「投資健康人生」之道，舉辦「癌的真面目-健康就是幸福、預防勝於治療」之健康講座，又推行具女青特色之女青健康十式，鼓勵員工保持健康體魄。

The Association attaches great importance on the personal and professional development of and support to our staff members. In the year past, the launch of 'YWCA Mentorship Program' had successfully matched 13 groups to encourage a mentoring contact and knowledge transfer from our experienced professionals to the next generation. The Program was completed in early 2016 and participated by 31 staff. By the sharing of mentors' experience and advice on career prospect, this helped cultivating a caring culture, deepening the understanding of the mission and values of the Association and sense of belonging.

Several workshops for staff were held including 'YWCA Story' workshop where the sharing of touching stories in staff's personal or working life could foster friendship among colleagues as well as build a harmonious team; workshops on Managing Difficult Personalities and Enneagram equipped our frontline staff with adequate communication skills to meet with challenges at workplace.

To arouse staff's concern on health issues, health seminars on topics like 'Investing On a Healthy Life, The Truth about Cancer' were held and the YWCA's ten formula of health exercise were also promoted.



團隊協作互信 發揮同心合一精神

面對社會服務需求日漸增加，女青鼓勵跨單位／部門／地區之協作，透過善用不同服務部門優勢，發揮協同效應及多元化的資源共享，促進協作經驗交流，增強服務及財務效益，達致更佳效率和效能，把基督的愛與關懷帶給社群，彰顯服務社會及基督的關愛精神。

Consolidating Strength for Unity

In light of the increasing service demand, teamwork and collaboration across different work units, departments and districts within the Association were essential to utilize the strengths of different service departments, generate synergy through resource sharing, enhance better communication and improve both service and financial impact for higher efficiency and effectiveness so as to spread love and care to the community in our service delivery.

2015團隊獎勵計劃得獎名單： Awardees of 2015 Team Award Scheme

冠軍	家庭健康維他命之親親家庭健康兒
亞軍	「Y-Fire」生命大使
季軍	深水埗區聯合事工《早點愛——長者友善齊起動》
優異獎	「敢創我夢」生涯規劃服務計劃
最佳演示獎	家庭健康維他命之親親家庭健康兒
Champion	Love Your Kids by Building a Healthy Family
1st Runner-up	‘Y-Fire’ Life Ambassador
2nd Runner-up	Love on the Way: Elderly Friendly Kick-off Program - Joint Project in Shamshuipo district
Merit	‘Dare to Dream’ Career Planning Service Project
Best Presentation	Love Your Kids by Building a Healthy Family

溝通及互相交流是建立信任及團隊精神的基礎。因此，機構亦相當重視員工的參與和意見，於年內著力提供更多溝通平台，舉行了「行政會議退修會」、10場地區「員工溝通會」及2場「中央行政部門答問會」，聽取員工的心聲及意見，從而獲得優化流程及追求卓越服務的效益。此外，本會更先後舉行「聖誕聯歡會」及「同工新春聯歡會」，讓員工能在工餘時間聚首一堂，共慶佳節。

Taken into account that communication is the foundation for building mutual trust and teamwork spirit, YWCA is keen on developing a close rapport with our staff by providing them with channels to express views and to make suggestions openly. For examples, a retreat for management staff, 10 staff communication meetings and 2 Q & A meetings for central administrative staff had been arranged to facilitate constructive dialogue, whilst staff activities were well attended and received by many of our staff members during the Christmas and Chinese New Year times.





In Recognition of Dedicated Services

Hong Kong YWCA has been serving the community for 95 years. Many of our members have grown with the Association and witnessed its development. Having a team of reliable and loyal staff members is one of the most important factors in delivery of our quality services. In appreciation of their exemplary contributions and dedication to the Association, 3 board members and 104 staff were awarded the "Devoted Service Award 2016".

There were 1 Board Director with over 20 years' service, 1 Board Director with over 15 years' service, 1 Board Director with over 10 years' service, 6 staff with 35 years' service, 1 staff with over 30 years' service, 17 staff with 25 years' service, 22 staff with 20 years' service, 18 staff with 15 years' service and 37 staff with 10 years' service. It is also encouraging that the number of awardees is on the rise.

忠誠服務 表揚盡心竭力

女青服務香港95年，當中不少成員和女青共同成長和發展，一起服務香港社群。為了答謝他們多年來一直緊守崗位，與女青共同努力，為市民提供優質服務，本會設立了「忠誠服務獎」感謝他們多年的努力及貢獻。2016年獲獎之董事及員工共104位，名單如下：

2016年忠誠服務獎名單 (2016年1月1日至2016年12月31日)

Name List of 2016 Devoted Service Award (1/1/2016 - 31/12/2016)

服務滿 二十年 之董事					胡秀霞							
服務滿 十五年 之董事					陳靜嫻							
服務滿 十年 之董事					林美麗							
服務滿 三十五年 之員工六人					李淑燕	陳達浩	鄧燕薇	陳少霞	呂秀儀	曹永華		
服務滿 三十年 之員工					趙穎儀							
服務滿 二十五年 之員工十七人												
鍾衛民	高兆芳	何少英	梁廣浩	巫玉娣	林遠濠	李鳳萍	李雯珊	韓慕琮				
萬雪芬	李小玲	陳玉芬	陳潔儀	茹貝然	陳淑貞	高淨華	馮愛玲					
服務滿 二十年 之員工共二十二名												
黃惠芳	曹玉燕	余美玲	林玉貞	吳愛娟	陳秀明	陳美珠	莊詠思	施倩俐	黃偉英	廖彩麟		
何景祥	劉綺珊	張卉翠	陳麗芬	余淑瑜	楊慧玲	馬惠芬	甘惠娟	張志誠	鄧素娟	謝麗琼		
服務滿 十五年 之員工共十八名												
吳園進	張帶好	蔡淑華	簡凱狄	張添龍	古玉英	郭寶珍	蘇燕玲	王雯珊				
黃運芳	郭永佳	顧嘉慧	梁輝嫻	張仙虹	冼靜琳	張瑞昆	陳燕芬	LAO Eliseo B				
服務滿 十年 之員工共三十七名												
袁壽林	陳紫營	王琮美	陳麗容	郭嘉榮	馮斯狄	袁志雄	陳學賢	劉 燕	李麗琼	葉麗晶		
羅穎儀	梁寶珠	利偉傑	黃錦兒	關綺雯	黃綺娜	陳白珊	黎小慧	譚瑋恩	李麗霞	梁思恩		
梁素嫻	周卓庭	周泳琪	盧婉玉	何啟聰	陳玉如	謝水蓮	陳燕芬	姚彩雲	翟携站	陳志輝		
陳永傑	陳穎雯	洪楚楊	林海珊									





追求卓越 建構人才資本

機構視員工為寶貴的資產，一直致力推行「以人為本」的人力資源政策，著重發掘員工才能及協助其發展所長，除了向員工提供在職培訓，更安排不同種類之知識及經驗分享會，以提升員工技能及知識，為女青未來之服務發展奠下鞏固基礎。「薪火相傳」，配合全會能力建設之人才發展，培育機構各層階梯接班人是利女青長遠發展及提供穩定而優質服務等的重要因素。女青籌劃了一系列的機構層面、服務層面以及資助員工自我增值的培訓計劃。

Striving for Excellence: Building Talent Capital

The Association recognizes all its employees to be the most valuable resource. People-oriented human resources policy is therefore top of our agenda enabling employees to develop towards their full potential. We strive to foster a continuous learning culture and help our professional team keep abreast of service advancement.

In alignment with the capacity building and talent development of the Association, it is crucial to train up successors in different tier of management to facilitate the long-term development, a series of training programs were offered as follows:

全職同工人數統計 (截至 2016年3月31日止)

Distribution of Full-time Staff by Job Nature (As at 31 March 2016)

同工人數 Number of Staff	工作性質 Job Nature
306	社會工作 Social Work
132	專職醫療 Allied Health (臨床心理學家、教育心理學家、物理治療師、職業治療師、言語治療師、註冊護士、登記護士、保健員、物理治療技術助理、保健員助理、照顧員) (Clinical Psychologist, Educational Psychologist, Physiotherapist, Occupational Therapist, Speech Therapist, Registered Nurse, Enrolled Nurse, Health Worker, Physiotherapy Technical Assistant, Health Worker Assistant, Care Worker)
168	教育 Education (校長、教師、特殊幼兒工作員) (Principal, Teacher, Special Child Care Worker)
174	程序及訓練 Program and Training (程序幹事、活動助理、服務助理、營地導師、健體導師、陪月員導師) (Program Secretary, Program Assistant, Service Assistant, Camp Instructor, Fitness Instructor, Instructor (Post-natal Care Worker))
52	Y Hospitality
137	支援員工 Supporting Staff (廚師、司機、技術員、庶務員) (Cook, Driver, Technician, Workman)
128	行政支援 Administration Support
49	中央行政 Central Administration
24	行政管理 Executive Management
1,170	合共 TOTAL



人力資源獲獎項目：

女青榮獲僱員再培訓局嘉許為「人才企業」、家庭議會頒發「家庭友善僱主2015-16」及強積金管理局嘉許為「積金好僱主」。

海外學習 培育年青女性領袖：

1位專業員工於瑞士日內瓦完成 'One-year World YWCA Internship Program'，藉此擴闊視野，了解 YWCA Movement 之最新發展及趨勢。

在職實習 考取專業資歷：

為協助及鼓勵員工繼續提升其專業資歷，員工可以上班時間及享有全薪工資修讀本地大學學位課程或進行會內實習，以滿足學科要求。年度內，1位員工成功獲在職實習機會修讀碩士課程，以豐富工作經驗及閱歷。

專業課程 增長實務知識：

配合新服務發展，3位員工獲資助完成「全球職涯發展師課程」(Global Career Development Facilitator Program)；而1位員工獲資助完成 Mental Health First Aid (MHFA) Instructor Training，並提供相關培訓予前線員工。

津貼培訓 鼓勵自我增值：

本會又按照各服務部門及員工發展的需要，善用員工培訓資源，每年每位員工均可享用全薪進修假及個人之進修津貼修讀培訓課程，使員工個人技能、能力、知識得以不斷提高。總結全會員工已享用之進修假為2,197節；進修津貼\$461,680。此外，4位員工成功獲資助修讀碩士課程，以提升管理及專業知識。

Human Resources Awards:

The Association was commended "Talent Developer" by the Employees Retraining Board, "Family-friendly Employer 2015-16" by Family Commission and "Good MPF Employer" by Mandatory Provident Fund Schemes Authority.

Overseas Learning:

1 professional staff had completed 'One-year World YWCA Internship Program' at Geneva, Switzerland and gained knowledge on the latest development of YWCA Movement.

Professional qualification:

In our efforts to facilitate and encourage staff to continuously upgrade their professional qualification, the Association has allocated resources to subsidize staff to further their undergraduate studies locally or undergo fieldwork placements in our organization during their working hours with full pay. 1 staff was funded to enroll in postgraduate university programs, capturing new work experiences and exposure.

Professional Learning:

To align with new service development, 3 staff were subsidized to complete the 'Global Career Development Facilitator Program' and 1 staff to complete the Mental Health First Aid (MHFA) Instructor Training and they would provide relevant training to frontline staff.

Continuous Learning:

Based on the needs of various service departments and staff development, various resources are mobilized so that skills, traits and knowledge are captured, cultivated and developed for service excellence. During the year under review, 2,197 sessions of full-paid training leave and \$461,680 training subsidy had been offered.



2012-2015年 「四個策略行動方案」 之推行成效總結

Summary of the Effectiveness of Implementation of the 'Four Bold Steps' Strategic Plan (2012-2015)

本會按著社會需求訂立服務發展策略，於2012年起推行「四個策略行動方案」，經過三年推行，四個方案的整體成效均顯著提升，概述如下：

Starting from 2012, we had formulated our service development strategies based on social needs and implemented the 'Four Bold Steps' Strategic Plan. After implementing the Plan for three years, the overall effectiveness was greatly increased and the result was summarized as follows:





加強推動女青運動

- 推行 Y Walker、女青運動周、女青運動短片及服務單位每年舉辦逾80項有關活動，藉以深化及普及同工對女青運動的認知；
- 藉 Y Fire 生命大使、董事委員幹事祈禱會、生命的JOY陪@同工、同工心靈加油站等，宣揚基督教價值觀；
- 透過服務單位每年舉辦逾25項倡議性別觀點的活動及向政府提交具性別角度的意見書，達致倡議性別觀點；
- 藉舉辦 Y Alive 計劃、「香港女聲：年青女性領袖培育計劃」、擬建立知識型婦女義工網絡，來提升女性基督徒之參與、歸屬感及凝聚力；及
- 藉世協工作實習、籌備出席四年一度女青世協會議、女聲計劃及舉辦傑出婦女義工選舉，達致培育女性基督徒領袖才能及國際視野。

Further Promoting YWCA Movement

- Launch of 'Y Walker Challenge', 'YWCA Movement Week', broadcasting of 'YWCA video' and holding of over 80 relevant programs at our service units aiming to communicate and deepen the staff's understanding of the YWCA Movement;
- Preaching the Christian values through the appointment of 'Y-Fire Ambassadors', hosting the Prayer Meeting for Board and Committee Members and staff, spiritual care programs for staff, etc.;
- Advocacy of gender perspective through hosting more than 25 programs addressing the issue of gender awareness at our service units per year and the submission of our opinions from gender perspective to the government;
- Enhancing the engagement, sense of belonging and cohesion among Christian women by organizing Y Alive Program, 'Women's Voice: Young Women Leadership Training Program' and proposed knowledge-based women volunteer network; and
- Nurturing the leadership skills and broadening the horizon of Christian women through internship at World YWCA, organizing preparatory work for attending the quadrennial World YWCA Council Meeting, organizing women's voice program and selection of outstanding women volunteers.



策略計劃成效評估 Evaluation Result of Strategic Plan

項目 Item	2015	2012
1. 加強推動女青運動 Further Promoting YWCA Movement	4.14	3.28
2. 建立服務效益評估機制 Establishing Service Impact Assessment Mechanism	4.06	3.02
3. 開拓公益業務 Developing Social Business	4.08	2.95
4. 優化員工參與及管理 Enhancing Staff Engagement and Management	4.37	3.35
5. 促進同心合一精神 Enhancing the Spirit of Unity and Solidarity	4.28	3.21
6. 整體目標達成情況 Overall Goals Attainment	4.22	3.44



建立服務效益評估機制

- 以六個服務指標作為評估範疇，包括：女青運動、社區需要、策略性目標、服務指標、競爭優勢及形象建立，另包括財務效益指標。通過評估各個項目的效益高低，執行「優化／縮減／重組／擴大」的工作策略，改善服務效益；及
- 協助服務單位建立服務優次、釐定服務效益的具體策略、將本會核心價值貫徹於服務中、提升服務單位之整體服務效益，包括實踐女青運動、競爭優勢及品牌建立並提升單位財務效益。

Establishing Service Impact Assessment Mechanism

- Service performance was accessed across the 6 domains, namely YWCA Movement, social/community needs, strategic goals, FSA/PMMT, strengths/competitive advantage and brand-building plus assessment on financial impact/viability. To attain enhancement of our service impact, the effectiveness of our services were measured to assure the progress of carrying out project enhancement/ reduction/ restricting/ expansion; and
- Assisting the service units in setting priorities, formulating strategies for evaluating service effectiveness and integration of our core values into services, improving the overall service impact regarding the actualization of YWCA Movement, strengths/competitive advantage and brand-building, and improving the financial impact.

開拓公益業務

- 迎合社會需要及填補現有服務的不足，開拓的新服務包括 Y Care 青健坊 長者日間護理中心及 Y Silver Link 安居通長者家居用品店；
- 於機構內發展不同公益業務，有利開拓新資源，例子：Y Farm 健康長者農場及 Y Eco Tour 大澳文化生態遊；
- 有助推動會員運動，例子：Y Delight 女青會員優惠坊；及
- 提升服務單位對發展公益業務的認識及認同，及提升機構的社創精神／文化。

Developing Social Business

- Developing new service including Y Care Day Care Centre and Silver Link Elderly Household Product Retail Store to meet with the social needs and fill the service gap;
- Developing various social businesses within the Association to facilitate exploration of new resources. Examples: Y Farm of Health Ageing & Y Eco Tai O Cultural and Ecological Tour;
- Assisting in promoting membership movement. Example: Y Delight Membership Welfare Shop; and
- Increasing the staff's understanding and recognition of the value of developing social business, and enhancing the spirit and culture of entrepreneurship within the Association.



優化員工參與及管理

- 通過優化行政流程，加強溝通及進行機構文化調查，改善員工的工作滿意度；
- 機構重視人才培訓，舉辦多項員工培訓及管理課程，以建立優秀員工團隊；
- 改善員工工作待遇，例子：優化個人工作表現獎勵制度、年度增薪幅度；
- 機構的政策及策略推行具足夠透明度。透過各種會議，聚焦小組及跨部門協助，吸納員工及各持份者的意見；
- 機構推出多項家庭友善措施，例如5天男士侍產假、提高醫療津貼上限、家庭友善假、家庭友善新猷，並獲家庭議會頒予「家庭友善僱主」獎項；及
- 機構提供足夠的溝通渠道，包括單位職員會、部門職員會、幹事會、地區同工溝通會、單位主任會、與員工協會定期會議，並對溝通會意見作正面回應。

Enhancing Staff Engagement and Management

- Streamlining administrative policies and measures, improving communications among departments and conducting a culture survey to improve job satisfaction of our staff;
- Building staff team of high caliber through organizing staff training and management courses;
- Improving staff's working conditions. For example: enhancement of staff individual award scheme, annual salary increment percentage;
- Sufficient transparency of the Association's policies and strategies. Examples: hosting of different kinds of meetings, and focus groups and cross-department collaboration to collect opinions from our staff and various stakeholders;
- Launching of several family-friendly initiatives including 5-day full-pay paternity leave, increase the maximum limit on medical allowance, family-friendly leave and a new range of family-friendly initiatives. The Association was awarded "family-friendly employer"; and
- Providing sufficient channels for staff communication. Examples: units' staff meeting, departmental meeting, all-staff meeting, regional staff communication meeting, unit-in-charge meeting, routine meeting with Hong Kong YWCA Staff Association, and positive feedback given on staff's opinions gathered at communication meeting.

促進同心合一精神

整體目標達成理想

Fostering the Spirit of Unity and Solidarity and Achieving Satisfactory Results

上述「四個策略行動方案」推行了三年，大大促進全會上下的同心合一精神，不但讓員工感受到機構的關愛文化，並且建立了開放透明、信任尊重的工作氣氛，而為員工設立的「女青人獎」及團隊獎勵計劃則激勵員工發揮所能，把基督的愛與關懷帶給社會。機構整體目標的達成情況理想，在服務質素、服務使用者滿意度、服務專業度、接受培訓的婦女領袖人數及機構形象等方面均有所提升。

The 3-years implementation of the Four Bold Steps Strategic Plan had resulted in enhancing the spirit of unity and solidarity within the Association. Staff was touched with the caring culture of the Association and an open, transparent, respectful and trustful working atmosphere was created. The establishment of 'YWCA Award' and Team Award Scheme motivated our staff to unleash their potential and bring the Christian love and care to the community. On the whole, the Association achieved satisfactory results and there was improvement in service quality, users' satisfaction, service professionalism, number of women leaders being trained and the corporate image was also enhanced.



致力開拓嶄新服務
Striving to develop
various kinds of social services

服務專業 備受社會認同 Public Recognition for Service Professionalism

本會以專業的服務獲得社會認同，年度內推出多項新服務，受惠人士包括兒童、青少年、弱勢家庭及長者等。

The Association gained wide reputation for its professional services whose service targets include children, youth, deprived families and the elderly, etc.





職涯發展 / 生涯規劃 Career Planning

地區生涯規劃服務隊(港島及離島)

賽馬會慈善信託基金於2015年初撥款五億港元，推行為期五年的「賽馬會鼓掌・創你程計劃」。女青憑藉專業服務及豐富經驗，獲賽馬會委託成立地區生涯規劃服務隊(港島及離島)，為15至21歲非在學及非在職、對人生方向感到迷惘的青少年提供生涯規劃服務。服務隊秉承「生命栽培」的宗旨，以「創夢」「舞台」為服務主題，結合商界、政府、學校、家長及各方的努力，協助青年人規劃人生及未來發展。我們相信每一位青年人不論種族、學歷、家庭背景也可擁有屬於自己的「夢想」，透過生涯規劃過程，激發他們的潛能，讓他們一步一步地在自己的「舞台」上實踐夢想。

District Career Planning Service Team (Hong Kong & Outlying Islands)

Hong Kong Jockey Club Charities Trust had allocated HK\$0.5 Billion in early 2015 to launch a 5-year 'CLAP for Youth@ JC Career and Life Adventure Planning'. Owing to our professionalism and profound experience in career planning, the Association had been commissioned to establish a District Career Planning Service Team (Hong Kong & Outlying Islands) to offer career planning service to youth aged 15-21 who are out-of-school, unemployed and uncertain of their life direction. With 'Life Enhancement' as its philosophy and 'Dream Making' and 'Life Theatre' as the service themes together with the combined supports from the business sector, the government, schools, parents and the communities, the service team offered assistance service to youths in their future career life development. We believe that all youths, regardless of the nationality, qualification and family background could have dreams and they could have their dreams realized through career planning and unleashing of one's potential.





特殊教育需要 Special Educational Needs (SEN)

「女青悅兒成長服務」

為使有特殊需要兒童在訓練的黃金期及早獲得所需訓練，本會全力擴展特殊需要支援。「女青悅兒成長服務」屬為期兩年，受社會福利署資助的到校學前康復服務試驗計劃，為全港首創。本會成為16個營辦社福機構之一，並已於2015年12月展開服務，支援全港共38間幼稚園或幼兒學校，提供共200個名額予特殊需要的幼童及其家庭。服務隊在短短一個月內共收到超過250份申請表，其中合資格使用服務的個案超過四成。服務除為個別幼兒提供評估及訓練外，亦有區本及校本的治療訓練小組及活動，同時亦為家長和教師提供專業諮詢和培訓講座。

Y Seeds Wellness Service

Aiming to provide SEN children the required training during prime initial training stage, the Association has launched a two-year 'Y Seeds Wellness Service', a territory-first Pilot Scheme on On-site Pre-school Rehabilitation Services with funding from Social Welfare Department. As one of sixteen NGO service operators, the Association launched the service in December 2015 to offer assistance to 38 kindergartens and nursery schools in the territory. A total of 200 quotas were offered to SEN children and their families. In only one-month time, we had already received more than 250 applications. Among these applications, over 40% were eligible for using the service. Besides providing individual child assessment and training, district-based and school-based therapeutic training groups and activities as well as consultancy and training talks for parents and teachers were also offered.

周大福「『逆』風高飛」— 家庭為本特殊教育需要幼童支援服務計劃

目睹有特殊需要的兒童人數與日俱增，本會致力擴展有關服務。承蒙周大福慈善基金捐助，由2016年1月起開展為期三年的「周大福『逆』風高飛」— 家庭為本特殊教育需要幼童支援服務計劃。計劃專為有特殊需要，包括懷疑及確診患有自閉症譜系障礙、言語障礙、專注力不足、過度活躍症或患有讀寫障礙等的幼兒、初小學童及其家長，提供康復訓練及支援服務。以「家庭為本」介入模式，透過強化家長的親職效能和建立健康的家庭關係，提升兒童的適應能力和效能感，並紓緩家長的壓力，讓有特殊需要的幼童及其家庭得以各展所長。

Chow Tai Fook 'Y-Flight: Family-based Support for Children with Special Educational Needs (SEN)'

In view of the increasing number of children with special educational needs, and upon receipt of funding from Chow Tai Fook Charity Foundation, we had launched a three-year 'Y-Flight: Family-based Support for Children with Special Educational Needs (SEN)' in January 2016. Y-Flight aimed to help those families with young children who had been either suspected or diagnosed with special educational needs, e.g. autism, dysphonia, speech delay, attention deficit, hyperactivity disorder and dyslexia. By adopting a family-centred service approach, Y-Flight strived to strengthen parenting skills, establish a healthy parent-child relationship, improve the children's adaptability and efficacy and relieve the parents' pressure. Services including parenting skills training, educational and developmental activities for children, social networking for families and public education were also offered with the mission to empower SEN children and their families.



讀寫障礙兒童支援服務計劃追蹤性評估研究

由2012年10月至2015年9月止，本會獲利希慎基金贊助「Infinity • HOPE」讀寫障礙兒童支援服務計劃三年，為深水埗、天水圍、沙田、觀塘、將軍澳及屯門六個地區有需要的家庭提供跨專業支援服務，期間共有260名讀寫障礙兒童及其家庭受惠。為評估計劃的成效，本會進行以循証為本取向的服務評估研究。結果顯示計劃能有效提升參與學童的自信心和增進家長與學童的親子關係，並降低學童的讀寫障礙程度。

An Evaluation Study on Support Project for Children with Dyslexia

Funded by Lee Hysan Foundation, the 'Infinity • HOPE' Support Project for Children with Dyslexia had offered cross-disciplinary support service to needed families in Shamshuipo, Tin Shui Wai, Shatin, Kwun Tong, Tseung Kwan O and Tuen Mun from October 2012 to September 2015. During the period, a total of 260 dyslexia children and their families were benefited. In order to evaluate the project effectiveness, an evaluation research was conducted using evidence-based approach. The findings showed that the Project had effectively enhanced the self-confidence of participating children and the parent-child relationship and reduce the severity of dyslexia.





支援弱勢家庭 Supporting Underprivileged Families

「李國賢兒童基金 — 樂啟航」計劃

本會獲李國賢兒童基金撥款，推行第一期樂啟航計劃，於2015年3月至2016年2月期間為滿16至20個月的幼兒及其父母，提供60節免費的幼兒及家長課程，服侍天水圍、屯門和荃灣的基層家庭。整個課程旨在提供有系統的幼兒學習及家長教育，以促進家長的親職效能感和良好的親子關係。參與家長十分欣賞此計劃，課程可讓家長與幼兒一同參與，幼兒又樂於參與，家長看見幼兒的學習進步神速，自然更積極及投入，參加者表示非常欣賞本會幼师和社工的用心教導，自己亦能掌握有效的親職管教技巧。



Simon K Y Lee Children's Fund – FLY Project

With support from Simon K Y Lee Children's Fund, the 1st batch of the captioned project was launched from March 2015 to February 2016 to offer 60 sessions of free kid and parent courses to 16 to 20 months-old infants and their parents from grass-root families in Tin Shui Wai, Tuen Mun and Tsuen Wan. Systematic learning for kid and parent education was provided to enhance efficacy on parenting and good parent-child relationship. The project gained high appreciation from participating parents who enjoyed learning together with their babies. They also appreciated the teachings of our child care workers and social workers.



「女青賽馬會兒家同行」計劃

為期三年的計劃已於2015年9月啟動，計劃主要由三個支援網絡包括幼兒家庭關懷網絡、單親幼兒家庭關懷網絡、特殊發展需要幼兒及家庭關懷網絡作為平台，讓相近背景的家庭互相結連，彼此凝聚，當中透過一系列及多元化的服務，旨在提升幼兒的能力、家長的精神健康、親子的關係、家庭的功能，預期首年的受惠人數超過3,000。

Walk Along with Kids and Families Project

Launched in September 2015, the three-year Project served as a platform to connect and develop a close rapport with families of similar background from three supportive networks, namely caring network for families with toddlers, caring network for single-parent families with toddlers and caring network for families with toddlers with special developmental needs. A series of diversified services were offered aiming to improve the child's capability, mental health of parents, parent-child relationship and family function. Total expected number of service attendances would be over 3,000 in first year.



第二年「女青賽馬會童夢之旅」計劃

第一年的計劃已順利完成，核心受惠家庭有74個，香港城市大學的學者亦已蒐集有關數據作分析，並表示服務成效很理想。第二年的計劃由服務3間增加至5間位於深水埗和東涌的小學，為125個基層家庭的學童擴闊視野及網絡、建立正向自尊、追尋個人夢想，以及加強親子溝通效能。

The 2nd year of HKYWCA JC "Build Your Dream"

74 core families were benefited from the 1st year of the captioned project which was successfully completed with satisfactory service impact and relevant data were collected by the scholars from the City University of Hong Kong for project evaluation. Entering the 2nd year, the scope of the project would be expanded from 3 to 5 primary schools located in Shamshuipo and Tung Chung, serving school children from 125 grass-root families and help them to widen their learning opportunities and networks, re-establish self-esteem, pursuit personal dreams and enhance parent-child communication and parents' competency.



躍動晚年 Active-ageing

「長者學苑聯網」

由安老事務委員會長者學苑發展基金撥款資助，本會營運之「港島區長者學苑聯網」及「九龍區長者學苑聯網」(於2015年9月配合全港五區聯網的發展，易名為「九龍西長者學苑聯網」)，於2015年6月13日舉行啟動禮。現時已有超過34間長者學苑加入並成為聯網成員；而聯網的其中一個主要策略是「學而優則教」，期望協助有志教育事業的退休人士學員，通過受訓成為社區導師，並推薦到不同機構協助不同機構及長者學苑開展班組服務。自聯網開展至今，共進行了五次的「退休人士社區導師培訓課程」，並於本年3月19日為接近九十位完成課程的人士舉行畢業典禮，而各導師亦一展所長，藉著表演活動及作品展覽，彰顯金齡人士充滿力量、智慧及潛質的一面。

Elder Academies Cluster

Funded by the Elderly Academy Development Foundation of the Elderly Commission, we had operated 'Hong Kong Island Elder Academies Cluster' and 'Kowloon Elder Academies Cluster' (the latter was renamed as 'Kowloon West Elder Academies Cluster' to align with the development of elder academies clusters in five districts). The kick-off ceremony was held on 13 June 2015. At present, more than 34 elder academies were registered and became members of the cluster. One of the key strategies of the cluster was to train up those retired elder members who showed interest in teaching career to become community tutors and assisted them to open interest classes at other agencies and elder academies. Since its commencement, 5 courses on training retirees to become community tutors were organized and a graduation ceremony for nearly 90 community tutors was held on 19 March 2016 where the energy, wisdom and potential of golden agers were fully displayed at various performance and exhibition.



實踐社企精神 釋放銀髮力量 Social Enterprises Established to Release Silver Power

本會秉承「生命栽培」的服務宗旨，近年銳意開拓針對本地銀髮市場的公益業務，以回應高齡人口急速增長的市場及社會需要。

To uphold our service purpose of life enhancement, the Association has devoted itself to develop various social businesses focusing on local silver market, with the hope to meet with social demands arisen from rapid growing elderly population.

Green Care 二手復康用品轉售平台

人口老化，復康用品的需求亦隨之增加，新創建青健坊(北區)獲星展社企優化基金及社創基金資助，設立「二手復康用品轉售及租借平台」，以環保3R概念(Reduce減少使用、Reuse廢物重用、Recycle循環再用)的策略，直接回應社區對復康用品的需求。長者及護老家庭不單可以較低的價錢，租用或購買到高質素的二手復康用品，減少不必要的意外，同時，服務的設立亦能減少復康用品被丟棄的情況，減輕堆填區的負荷，減少環境污染。計劃將提供在職訓練，聘請低技術年青人加入長者服務行列。

Green Care Second-hand Rehabilitation Products Trading Platform

With an ageing population, the demand on rehabilitation and elderly-care products has been rising in Hong Kong. With the sponsor of DBS Foundation and SIE Fund, NWS Y Care (North District) adopted and applied the 3R concept of environmental protection (Reduce usage, Reuse waste and Recycle) to address the market needs for rehabilitation products. It had set up a one-stop second hand trading platform for resale / hire services of those products. The elderly or households with elderly could buy / rent quality products at an affordable price and enjoyed a better living, whereas waste and disposal of rehabilitation products to the landfill could be minimized. We would also hire low-skilled youth and on-the-job training would be offered to engage them into the elderly care industry.



Y Silver Link 安居通 — 優化長者生活實現居家安老

「Y Silver Link 安居通長者家居用品店」銳意透過提供各式各樣新穎、實用及優質的家居生活用品，全面照顧長者於「衣食住行」及「健康護理」方面的需要，優化長者家居生活。安居通除了於本會轄下其中三個長者服務單位開設銷售專櫃及自設網上商店外，亦會於各大型商場及展覽會以全新添置的「老化體驗套裝」為主題進行展銷，讓參觀者模擬體驗長者身體機能的退化，突顯不同家居生活用品的作用及重要；聘用年長退休人士擔任「長者優質生活顧問」，憑其長者的角度，向顧客展示安居通的產品如何協助長者改善生活質素。安居通讓長者員工繼續發揮本身所長，推廣長者優質家居資訊及資源，同時實現「豐盛耆年」及「居家安老」的精神，具有雙重服務意義。

Y Silver Link Elderly Household Product Retail Store

By offering sales of various kinds of new, practicable and quality household products, Y Silver Link Elderly Household Product Retail Store takes care of various needs of the elderly and enhance their life quality. Apart from setting up sales counters at our three elderly service centres and online shop, trade fairs under the slogan of 'Ageing Experience Package' were held in large shopping malls and exhibitions to allow the audience to experience the simulated deteriorating body functioning of an elderly, thus highlighting the functionalities and importance of various household products. Hired as 'elder fitness instructors', those senior retirees would demonstrate how the products could improve one's life quality. The actualization of the spirit of healthy ageing and ageing at home were made possible by utilizing one's talent and promoting high quality domestic life for the elderly by our elderly staff.



Y Fitness 躍動力 — 培育青年導師促進健康運動

「Y Fitness 躍動力」獲民政事務總署之「伙伴倡自強」社區協作計劃撥款，以嶄新手法開拓及營運「外展式」專業健體訓練服務，就龐大市場及不同群體的健體訓練需要，例如銀髮長者、女士、都市健康問題等，特別設計及提供多個系列的健體運動課程，有效改善體質及健康之餘，亦能培養良好運動習慣，期望可以減輕公營醫療服務的負擔。同時，躍動力致力培訓年青人成為「專業健體教練」，提供就業及持續發展的機會，促進他們於此行業的長遠發展。

Y Fitness

'Y Fitness' obtained funding from the 'Enhancing Self-Reliance through District Partnership Program' of the Home Affairs Bureau to develop and operate new 'out-reaching' professional fitness training service for the market and different communities, and offer tailor-made fitness courses to the elderly, women and people facing common health problems to effectively improve their health while cultivating good habits of taking exercise daily to reduce reliance on public health services. Concurrently, Y Fitness also trains up youths to become professional fitness instructors and offers employment opportunities and continuous development, encourages their engagement in the fitness industry in long run.



我們的成就 Our Achievements

服務獎項 Service Awards



獲ERB嘉許「人才企業」 ERB Manpower Developer Award

本會於僱員再培訓局舉辦之第六屆「ERB人才企業嘉許計劃」中，獲嘉許為「人才企業」，是今年嘉許計劃新設立的「政府部門、公營機構及非政府機構」組別中23間獲嘉許機構之一，以表揚本會在「人才培訓及發展」有卓越表現。

At the 6th 'ERB Manpower Developer Award Scheme' Presentation Ceremony organized by Employees Retraining Board, Hong Kong YWCA was acknowledged as "Manpower Developer" among the twenty-three organizations under the new category of 'Government Department, Public Body and NGO' that have been awarded the MD status, showcasing our exemplary performance in human resources management.



ERB傑出僱主年度大獎、傑出僱主獎、優異僱主獎、傑出導師獎及優異學員獎

ERB Outstanding Award for Employers 2015, ERB Outstanding Award for Employers, ERB Merit Award for Employers, ERB Outstanding Award for Instructor and ERB Merit Award for Trainee

於2015年11月21日舉行之「第八屆ERB人才發展計劃」頒獎禮暨「ERB學員技能服務日」開展禮，本會提名之僱主、導師及學員分別獲多個獎項：傑出僱主年度大獎（2間，全港3名）、傑出僱主獎（7間，全港14名）、優異僱主獎（6名）、傑出導師獎（2名）及優異學員獎（2名）。

At the 8th ERB 'Manpower Development Scheme' Award Presentation Ceremony cum Opening Ceremony of 'ERB Service Day' held on 21 November 2015, our nominated employers and trainees were conferred the following awards: ERB Outstanding Award for Employers 2015 (2 out of 3 awardees in total), ERB Outstanding Award for Employers (7 out of 14 awardees in total), ERB Merit Award for Employers (6 awardees), ERB Outstanding Instructor Award (2 awardees) and ERB Merit Award for Trainee (2 awardees).





服務獎項 Service Awards

3

2015展翅青見超新星 Most Improved Trainee of the Youth 2015

天水圍綜合社會服務處學員植展鴻，獲勞工處頒發「2015展翅青見超新星」獎項。

Mr. Chick Chin Hung, a trainee from Tin Shui Wai Integrated Social Service Centre won "Most Improved Trainee of the Youth 2015" of Pre-employment Training Program and the Youth Work Experience and Training Scheme from the Labour Department.



4

荃灣及葵青區地區最佳「老有所為活動計劃」獎 The Best Project in Tsuen Wan and Kwan Tsing District

長青松柏中心舉辦之「暖Love Love・連理枝」活動計劃，榮獲社會福利署「2015-16老有所為活動計劃」之荃灣及葵青區地區最佳「老有所為活動計劃」獎。

The 'Care and Love Scheme' launched by Cheung Tsing Neighbourhood Elderly Centre won "The Best Project in Tsuen Wan and Kwai Tsing District" in 'The Opportunities for the Elderly Project 2015-16' organized by Social Welfare Department.



5

「卓越實踐在社福」獎勵計劃「協同效應」獎、2015十大健康手機 / 平版電腦應用程式 Synergy Award / Top Ten Healthy Mobile Phone / Tablet Apps 2015



本會為有讀寫困難學童研發的全港首個流動應用程式「HOPE 中文拆字遊戲」，分別榮獲社會服務聯會「卓越實踐在社福」獎勵計劃「協同效應」獎，及獲電影、報刊及物品管理辦事處選為2015十大健康手機 / 平版電腦應用程式之一。

Developed solely for dyslexia children, the "HOPE Chinese Character Game", our territory-first Mobile App won the Synergy Award at HKCSS Best Practice in Social Welfare Scheme. It was also selected by the Office for Film, Newspaper and Article Administration as one of the Top Ten Healthy Mobile Phone/Tablet Apps 2015.



服務獎項 Service Awards



屯門區地區最佳「老有所為活動計劃」獎 The Best Project in Tuen Mun District

蝴蝶灣綜合社會服務處舉辦之「耆」幻旅程 繫家傳愛」活動計劃，榮獲社會福利署「2015-16老有所為活動計劃」之屯門區地區最佳「老有所為活動計劃」獎。

The 'Fantastic Journey for the Elderly' Project launched by Butterfly Bay Integrated Social Service Centre won "The Best Project in Tuen Mun District" in 'The Opportunities for the Elderly Project 2015-16' organized by Social Welfare Department.



2015-16年度香港傑出青年義工 Hong Kong Outstanding Youth Volunteers 2015-16

深水埗綜合社會服務處義工邵巧賢及西環綜合社會服務處義工馬德仁，獲社會福利署推廣義工服務督導委員會頒發2015-16年度香港傑出青年義工。

Ms. Shiu Hui Yin and Mr. Ma Tak Yan, volunteers from Shamshuipo and Western District Integrated Social Service Centre respectively were selected into the "Hong Kong Outstanding Youth Volunteer Award 2015-16" organized by the Steering Committee on Promotion of Volunteer Service of Social Welfare Department.



「最佳成就獎」 The Best Achievement Award

蝴蝶灣綜合社會服務處義工彭力行，獲得社會福利署頒發壯志驕陽嘉許禮2016「最佳成就獎」。

Mr. Mark Pangilinan, a volunteer from Butterfly Bay Integrated Social Service Centre received the "Best Achievement Award 2016" from Social Welfare Department.



基督教女青年會丘佐榮中學 學生獎項 Awards won by students of the Y.W.C.A. Hioe Tjo Yoeng College (HTYC)

基督教女青年會丘佐榮中學學生隊伍勇奪2015-16年度YMCA傲翔新世代全方位青年領袖訓練計劃冠軍，是該校第八次取得冠軍；無伴奏合唱隊於2015香港國際無伴奏合唱比賽人聲樂團奪得冠軍，並獲邀參加The SoCal VoCals 無伴奏大師班。



The HTYC team won Championship in YMCA Youth Leadership Development Award Scheme 2015-16 for the 8th time. Our A Cappella Team won the championship in Hong Kong International A Cappella Contest 2015, and was invited to perform in the SoCal VoCals A Cappella master class.



服務獎項 Service Awards



2015「敬老護老愛心券」慈善籌款運動 — 「機構最高籌款獎」亞軍 2015 Sales of "Care for the Elderly Charity Tickets" Best Fund Raiser Award - 1st Runner Up

本會獲敬老護老愛心會頒發2015「敬老護老愛心券」慈善籌款運動—「機構最高籌款獎」亞軍。

Hong Kong YWCA won the 2015 Sales of "Care for the Elderly Charity Tickets" Best Fund Raiser Award—1st Runner Up.



「尊賢會孖咁步走3公里」 Awards won at 'Jade Club DuoRun 3KM'

2015年9月6日，本會總幹事獲邀擔任假中環海濱舉行之「尊賢會孖咁步走3公里」開跑嘉賓，並與明儒松柏社區服務中心全場最年長的92歲李淑貞女士一齊走完是次3公里賽事，獲得傳媒廣泛報導。本會於該項活動中獲得多項獎項，包括『最積極參與團體』冠軍、『最佳打氣獎』、『孖咁長門獎』冠軍及季軍。

On 6 September 2015, Ms. Yvonne Yeung, our Chief Executive was invited to be the kick-off player of 'Jade Club DuoRun 3KM' held at Central Harbourfront. Ms. Yeung had teamed with Ms. Lee Suk Ching, a 92 year-old member from Ming Yue District Elderly Community Centre who was also the oldest player in the event. Their success in completing the 3km race had attracted wide media coverage. The Association had won several awards, including Top Participation Award (1st position), the Best Support Team, The Senior DuoRun Player-Champion and 2nd Runner up.



SUNIFG 太陽國際金融集團
HONGKONG 香港
STREETATHON 街馬
@central 中環
6.9.2015





出色表現廣受認同 Recognition for Service Excellence

1

本會新創建青健坊(北區)參與由香港社會企業總會舉辦的「第二屆社企認證評核」，成功獲頒發「創啟級」社企認證標誌。

Our NWS Y Care Day Care Centre for the Elderly (North District) had participated in the 2nd Social Enterprise Endorsement (SEE) Assessment and was awarded the SEE mark (Incubating Member).



2

本會兩個社企項目 — Green Care 二手復康用品轉售平台及 Y Silver Link 安居通，成功入選「星展社企優化基金」申請資助項目，獲撥款優化業務。

Two of our social enterprises namely Green Care Second-hand Rehabilitation Products Trading Platform and Y Silver Link Elderly Household Product Retail Store had been successfully applied funding from DBS Social Enterprise Advancement Grant for further business improvement.



3

本會ERB服務中心(九龍西)完成首個營運合約後，由於服務表現理想，獲僱員再培訓局批出第二期營運合約，繼續提供服務兩年。

Due to its satisfactory service performance, our ERB Service Centre (Kowloon West) had been awarded a second term contract by the Employees Retraining Board to offer service after completion of its first term contract.



4



2016年「商界展關懷」社區伙伴合作展中，本會的「哪一天我們go飛」展位，成為該展網上獲投選最多LIKE之展位。

At the Caring Company Partnership Expo 2016, the Association's creative booth was the winner of My "Like" Exhibition Booth online voting.



..... | 出色表現廣受認同 Recognition for Service Excellence |

5

本會「青心坊」按摩師林永茂、Y Silver Link 安居通員工潘建裕、Y GVL 園景軒餐廳員工危月嬋、Y Care 青健坊長者日間護理中心員工陳潤及 Y Eco Tour 大澳文化生態綜合資源中心員工楊偉樂喜獲《香港社企優秀員工嘉許計劃2015》嘉許，肯定他們對社企的貢獻。

At the Hong Kong Social Enterprise Outstanding Employee Recognition Project 2015, our five employees were commended for their excellent contribution. They were Mr. Lam Wing Mou (Y Serenity Wellness and Massage Centre), Mr. Poon Kin Yee (Y Silver Link Elderly Household Product Retail Store), Ms. Ngai Yuet Sim (Y Garden View Lounge), Mr. Chan Yun (Y Care Day Care Centre for the Elderly) and Mr. Yeung Wai Lok (Y Ecotour Tai O Cultural and Ecological Integrated Resource Centre).



6

青年及社區服務部督導主任張志坤獲香港特別行政區政府頒發2015行政長官社區服務獎狀，表揚其在地區工作的卓越表現，此乃體現本會在中西及離島區的地區工作備受廣泛認同及欣賞。

Mr. Cheung Chi Kwan, Supervisor of Youth and Community Service has been conferred Certificate of Commendation 2015 by the Government of Hong Kong Special Administrative Region for his active participation in communal affairs which also reflected wide public recognition of our community works in Central, Western and Outlying Islands.



7

2015年7月24日，本會總幹事楊建霞獲邀出席由Recruit主辦、《中國日報》（香港版）及香港管理專業協會協辦的第23屆「香港人力市場圓桌會議」，題目為「釋放勞動力 社會服務新思維」，於席上就青年及婦女就業兩方面提出意見。2016年1月30日擔任「黃金時代展覽暨高峰會」之主持人之一，題目為居家安老。又應社會創新及創業發展基金邀請，成為旗下網頁新版面「創新香港人/SI People」其中一位介紹人物。網頁於2016年3月推出。

On 24 July 2015, Ms. Yvonne Yeung, our Chief Executive attended the 23rd 'Hong Kong Manpower Market Roundtable Conference' organized by Recruit and co-organized by China Daily (Hong Kong Edition) and Hong Kong Management Association. The theme of the conference was 'Releasing Labour Force and New Thought in Social Service'. Ms Yeung had shared her views on youth and women employment. On 30 January 2016, she acted as one of the Facilitators for the Summit session entitled Smart Design & Build at the Golden Age Expo & Summit. Furthermore, upon invitation from The Social Innovation and Entrepreneurship Development Fund, she featured as one of the social innovators on its "SI People" revamped webpage to be launched in March 2016.





..... Nurturing Life with Whole Heart

服務 簡報

Service Report in Brief





基督教事工 Christian Ministry

本會自1995年起成立專職傳揚基督教信仰之部門，傳承機構「生命的栽培」之服務宗旨。
Established since 1995, the Department has been specially responsible for preaching the Christian belief and also upholds the purpose of 'life enhancement'.

服務簡報
Service Report in Brief



本部結連地區教會及單位成為友好伙伴，擔當「社會與教會」的橋樑，為要引導同工、會員及義工得享豐盛的生命。本部全年度透過主領福音性小組及活動，受惠達32,348人次，統籌及協調全會福音事工共接觸93,060人次，共34人決志，舉辦合共140個小組及589項福音活動，一切盡是上帝的恩典。

The Christian Ministry Department liaise with our service units and local churches as partners, and bridge the society and churches in order to induce our colleagues, members and volunteers to lead an abundant life. During the year, through hosting gospel groups and programs, a total of 32,348 attendances were benefited. Another 93,060 attendances were reached through coordinated and organized various YWCA gospel ministries. 140 cell groups and 589 evangelistic programs were organized with 34 non-believers converted to Christianity.



仰賴上帝帥領 活現女青使命

關心靈性栽培 使命代代相傳

四位女性僕人領袖創建女青的足跡，為本會奠定基督教信仰的基石，成為重要的機構文化傳統。自2011年起，每年也著力推動創會日祈禱會、「董事、委員、幹事祈禱會」及感恩節聚會，藉禱告、感恩與生命反思，促進董事、委員及同工之心靈互動，將女青使命薪火相傳。95周年感恩大會中，更特別編寫及演出「尊主頌」音樂劇，表達出女青年會與香港社會事件的息息相關，呈現本會的使命是從神的公義及憐憫而來，回應社會需要，幫助女性活出尊貴和漂亮的生命。

培育 Y-Fire 生命大使 回應職場召命

全年本會培訓了60位基督徒同工成為「Y-Fire生命大使」，編製了《Y-Fire生命大使職場見證集》，凝聚職場事奉力量，為機構守望祈禱。另製作《Y-Fire生命大使簡介短片》，宣揚本會基督教文化，鼓勵同工在工作中傳揚福音。而「Y-Fire生命大使」計劃獲機構頒發「2013-2015年團隊獎勵計劃」第二名，得到本會上下一心的支持。



Revitalizing the YWCA Mission under the Lord's Guidance

Nurturing Spiritual Care to Pass on the YWCA Mission

The four women servant leaders had endeavored to establish the Hong Kong YWCA with the founding Christian faith later evolved into an important culture and tradition of the Association. Starting from 2011, the annual hosting of prayer meeting on the Foundation Day, prayer meeting for Board Members, Committee Members and staff, and thanksgiving gathering have fostered the spiritual growth and spiritual interaction of all concerned parties while passing on the Mission of YWCA. During the 95th Anniversary Thanksgiving Celebration, the production and performance of the musical titled 'Glory to our Lord' reflected that the Association has responded to the changes of the society, and its mission was derived from the God's righteousness and His mercy and that we are tasked to provide needy services to meet various social needs and empower women to lead dignified and beautiful life.

Training 'Y-Fire Ambassadors' to Fulfil Evangelical Vocation at Workplace

Converging for serving the Lord at workplace and praying for the Association, 60 Christian staff had been trained as 'Y-Fire Ambassadors' and a booklet titled "Testimonies of Y-Fire Ambassadors at Workplace" was published plus a short introductory video was broadcasted to promote the Christian culture and encourage preaching of gospel at workplace. With the support from the Association, the 'Y-Fire Ambassadors' Project won the 1st Runner-up in "2013-2015 Team Award Scheme" Competition.



Addressing Spiritual Development and Developing Creative Training and Partnership

關顧心靈發展 開展創意訓練與廣結伙伴

訓練基督精兵 祝福香港社區

本部門以創新手法，裝備有心志服侍香港的信徒，同心在社區中宣揚基督教價值觀，推動基督教倫理，年間舉辦多項配合活動，包括身心靈讚美操、書法靈修、基督徒婦女「義」人同行生命小組、婦女訓練課程-「鳳凰蜜薈」及尋找生命的故事等；於暑期舉辦之Y-Alive計劃，參加的青年到訪廣州女青年會進行四天信仰生活體驗，促進兩地青少年之價值觀交流。本部於2013-2015撥款資助12個項目，鼓勵單位推動基督教事工，幫助更多會員及社區人士認識福音，加強對女青的認識及歸屬感。

Training Evangelistic Volunteers to Bless the Community

Innovative approach has been deployed to equip committed believers to promote Christian values in communities, in conjunction with organizing activities such as praise exercise, devotional calligraphy, Christian women cell groups and training courses for women. During a 4-days visit tour to Guangzhou YWCA in summer holiday last year, those participating youths of our 'Y-Alive' Program gained valuable faith life experience and engaged in exchanging values with youths in Guangzhou. In 2013-2015, the Department had sponsored 12 projects on strengthening the Christian ministry at service unit level, with the hope that our members and the communities could know about the gospel, have better understanding and enhance the sense of belonging toward the Association.





連繫伙伴教會及機構 擴展福音禾場及領域

本會擔當「社會及教會」之間的橋樑，樂與地區教會合作，廣傳福音，關顧心靈，故推出「伙伴教會計劃」多年，積極鼓勵本會單位與地區教會協作，去年共有12間伙伴教會及15位來自不同宗派的顧問團牧師，同心發展福音工作。此外，本會緊密聯繫其他基督教機構，去年本會與香港基督教協進會合辦「娉婷雅聚」，鼓勵婦女關注身心靈發展。

Linking with Local Churches and Agencies to Explore Evangelistic Opportunities

Acting as the bridge between the community and the churches, the Association has been launching the 'Church Partnership Scheme' for several years to promote our service units' collaboration with local churches. In the year past, close partnership and collaboration were formed with 12 local churches and 15 pastors from different denominations to develop gospel ministries across the territory. In addition, liaison was forged with other Christian agencies. For example, a course for women to address their spiritual development was co-organized with Hong Kong Christian Council last year.



會員事工 Membership Affairs

同心為女青33,885位會員提供優質服務，女青同工及義工團隊攜手栽培生命，年內我們11,457位義工共投入了283,320小時的服務。

By providing quality service to our 33,885 members, our staff and volunteers are committed to nurture people's life. Total number of service hours of our 11,457 volunteers reached 283,320 hours.

服務簡報
Service Report in Brief



九十五周年會慶以「全心傳愛・栽培生命」為主題，會員事工積極作出回應。全會義工運動透過「簡單・義」服務計劃以「扶貧」與「環保」為核心理念，首年推行已服務1,081個基層家庭；各區單位相應發展新工作模式以揉合服務及地區需要，動員義工，將愛傳遞。另一方面，秉承女青運動國際化特質，我們派員參與2015女青世界協會會議及世界女青工作實習。

To celebrate the 95th anniversary of the Association under the slogan of 'Nurturing Life with Whole Heart', the Membership Affairs Department launched several celebrative programs. For example, the 'Just · Simple' Volunteering Scheme that was organized under the core philosophy of alleviating poverty and protecting the environment served 1,081 grass-root families in its first-year implementation. Our service centres in various districts were engaged in developing new approach to integrate services and local needs and mobilize volunteers to deliver love to the communities. On the other hand, being an international organization, we sent delegates to attend the 2015 World YWCA Council Meeting and a staff to participate in the World YWCA internship program.



革新獎勵 激發義工協同力量

為達至與時並進，配合不同年齡步伐，本會本年度優化榮譽義工獎勵計劃之評選方式：長者義工以面見評審模式，而青年義工則加入培訓元素的方式，當中包括不少於50小時之訓練營、工作坊和服務。

為進一步凝聚跨單位青年力量，同心策劃榮工平台服務路向，青社榮工於2016年3月到西安基督教女青年會進行了「義聚西安」交流團。

Enhancement of Appreciation Scheme For Honorary Volunteer

In order to keep abreast of time and match with age difference, the enhancement of an appreciation scheme has been developed for selecting outstanding veteran volunteers: screening by interviews are adopted for elderly volunteers while training element is added to youth volunteers in the selection process which included training camp, workshop and service with total service hour no less than 50 hours.

With the aim to engage youth power at our various centres in setting up the platform and formulating the service direction of honorary volunteers, an exchange tour to Xian YWCA was organized in March 2016 by honorary volunteers of our Youth and Community Service Department.

全會義工推動 環保與扶貧工作

為策略性動員全會義工投入扶助弱勢社群，本會推出嶄新「簡單·義」計劃，以「扶貧」與「環保」為核心理念，透過五區重點及其他單位特色服務，並結連傑出婦女義工探訪婦女照顧者，目標是兩年內為5,000戶基層家庭提供支援關懷，並拓展支持機構網絡。

2016年3月5日舉行3·8女青日「簡單·義」嘉許禮，逾340位義工及使用者參與、14間支持機構接受嘉許。當日活動包括扶貧與環保展覽、遊戲、漂物區、回顧及展現全會推動「簡單·義」首年成效、傑婦義工分享落區後感、女聲舊生會接棒發聲等，向社區推廣這義工運動的意義和力量，並作為本會四年一度「全會義工起動」的序幕。

Promoting environmental protection and poverty alleviation

Strategically mobilizing YWCA volunteers to engage in offering support to the underprivileged, a new 'Just · Simple' Volunteering Scheme was launched with protecting the environment and alleviating poverty as its underlining philosophy. Through working with other centres to deliver highlighted volunteers services in five districts and arranging visits to women caregivers by our outstanding women volunteers, it was targeted to offer support and care to 5,000 grass-root families within two years and help expand our supporting organization network.

3·8 YWCA Day 'Just · Simple' Volunteering Scheme Appreciation Ceremony was held on 5 March 2016. Over 340 volunteers and service users attended and 14 supporting organizations received commendation. On the occasion, the programs included an exhibition and games under the slogan of environmental protection and poverty alleviation, sharing on the reflection and its first-year overall performance of the scheme, thoughts of our outstanding women volunteers about their visits to five districts as well as a speech delivered by a representative from the Women's Voice Alumni Association. All these helped promoted the meaning and the power of our volunteer movement in the community and it also served as the first program of our 'YWCA Volunteer Kick-off Ceremony' held once every four years.



Utilizing YWCA International Network and Strengthening Liaison with Others

The 28th World YWCA Council Meeting

As an affiliate member of World YWCA, we sent delegates to attend the quadrennial World YWCA Council Meeting held in Bangkok, Thailand during 11-16 October 2015. The 7-member delegation included Board Members, staff and volunteers of Women's Voice Alumni. The World YWCA Council Meeting was held under the theme of 'Bold and Transformative Leadership – towards 2035'. A total of 447 participants from 73 countries shared and exchanged their views on sexual violence, peace and justice, women leadership training and women works using human rights-based approach. On behalf of young women of other regions, our Women's Voice Alumni representative shared the importance of 'Leading Changes by Young Women'. The whole delegation hosted a workshop to investigate the issue of 'Three High Phenomenon (high qualifications, high income and high working position) of Hong Kong Women', and the impact of gender stereotype on women. The advocacy on women issues at international arena had further strengthened the exchange of ideas on women issues with our international counterparts.

善用女青國際網絡 強化各地聯繫及優勢

第28屆女青年會世界協會會議

本會作為世界基督教女青年會屬會成員，派員參與了2015年10月11至16日在泰國曼谷舉行的四年一度世界協會會議。7人代表團包括董事、同工及女聲舊生會義工。

會議主題為「Bold and Transformative Leadership – Towards 2035」，來自73個國家的447與會者分享各地婦女議題，如性暴力、和平與公義、婦女領袖培訓、以人權為基礎的婦女工作等。我們的女聲成員更代表各地年青女性在台上分享「年青女性帶領改變」的重要性。女青團隊又在會議上主持「三高女性議題」工作坊與各地女青分享香港三高女性議題（高學歷高收入高職位），及性別定型對女性的影響。香港代表在國際會議上就婦女議題發聲，有助結連世界各地與會者就婦女議題進行交流。





世界女青工作實習計劃

2015年本會西環綜合社會服務處社工陳若婷與全球獲提名者競選後，獲三個實習生席位之一，於瑞士日內瓦世界女青總部工作一年，與不同國籍同工義工合作，並統籌世協會議一工作坊。若婷2016年初返港，及後調職婦女事工作隊，俾能發揮經驗，推展女青運動。

World YWCA Internship Program

In 2015, Ms. Chan Yeuk-ting, a social worker at our Western District Integrated Social Service Centre was selected as one of the three interns for World YWCA Internship Program after she competed with other candidates from other countries in the screening process. Yeuk-ting worked at the World YWCA Head Office at Geneva, Switzerland for one year, during which she was given the chance to team with volunteers of other nationalities and was responsible for organizing one of the workshops for the World YWCA Council Meeting. After returning to Hong Kong in early 2016, she was transferred to Women Affairs Team to make good use of her working experience in promoting YWCA Movement.



婦女及家庭事工 Woman and Family Affairs

繼續加強以「婦女為本」的多元服務及家庭支援工作，發掘並開拓創新理念，以迎合社會上不同的需要。

Continuously enhancing our women-oriented services and family support services, and exploring new service ideas to meet with social needs.

服務簡報
Service Report in Brief



創會至今95年，女青一直關注婦女和家庭需要，由掃除文盲、反對蓄婢、辦學、託兒，到自資成立婦女及家庭工作專責部門，我們一直堅守以女性角度推動社會進步的信念。

Since its establishment for 95 years, Hong Kong YWCA has been at the forefront of addressing the needs of women and their families as evidenced by our endeavors in eradicating illiteracy, objecting keeping maid servants (Anti-Mui Tsai), opening evening schools for factory girls and child care services and establishment of the self-financed Woman Affairs Department.



以愛服務 婦女義工展力量

傑出婦女義工協會 — 落區探訪

透過「簡單・義」計劃，傑婦前往深水埗、屯門、天水圍、黃大仙及粉嶺拜訪逾20位基層婦女，探討作為「家庭照顧者」所遇到的困難與挑戰。她們在面對種種壓力時所表現的堅毅不屈的精神，讓傑婦在籌劃新服務時能獲得啟發，彰顯義工精神。

廣州服務團

傑婦亦前往廣州探訪弱勢家庭，了解當地女青提供的支援服務，並與義工交流心得經驗。



Demonstrating the Power of Women Volunteers

Outstanding Women Volunteers Association – District Visit

Under the 'Simple • Just' Volunteering Scheme, our volunteers from the Outstanding Women Volunteers Association paid visits to more than 20 grassroots women living in Shamshuipo, Tuen Mun, Tin Shui Wai, Wong Tai Sin and Fanling and showed their care while discussing those difficulties and challenges that these women have encountered as home carers. Inspired by their unyielding spirit in meeting the challenges, our volunteers would like to demonstrate the spirit of volunteerism in our future services development.

Service Tour to Guangzhou

The Outstanding Women Volunteers also organized a tour to Guangzhou and visited the underprivileged families there and were briefed by staff of the Guangzhou YWCA of their existing supportive service. They also shared insights and experience with volunteers from Guangzhou YWCA.





與婦女同行 女青伴闖新天地

Helping Women to Build New Life

婚姻逆境支援服務 — 跨專業助人自助

婚姻困局使人心力交瘁，因此更需要懂得聆聽和能理解的人去幫忙。我們聯同專業人士及過來人義工為面對婚姻逆境婦女舉辦活動，包括朝陽營、法律諮詢／講座、治療小組、情緒輔導、即興舞、義工探訪、社區教育展等，期望為她們帶來關愛和希望。同時，感謝「自強同學會」為同路人發聲，向政府提交《子女管養權及探視權報告書》意見書，反映眾多離婚婦女心聲和贍養費問題。

Support Services for Women in Marital Adversity

When facing marital adversity, it is important to have the support from people who could lend a sympathetic ear. The Department actively liaison with professionals and volunteers who had gone through the same situation and organized activities such as day camp, law consultation/talk, group therapy and communal educational exhibition, etc. aiming to convey the message of love and hope. Besides, the thoughts of divorced women and their views on the alimony issue were reflected by our 'Self-Strengthening Club' on its submission of opinions towards "Report on Child Custody and Access" to the HKSAR Government.





「婚·資·點」手機應用程式

本部得到滙豐社區夥伴計劃贊助，開發全港首個婚姻逆境支援手機應用程式——「婚·資·點」，為面對婚姻逆境的人士提供資源和策略，並鼓勵社區人士適時協助身邊有需要的親友。「婚·資·點」內容豐富，程式內亦有離婚法例的簡介，以及其他支援服務的資料。

Mobile App on Marital Adversity

Supported by HSBC Community Partnership Program, the Women Affairs Department developed the first-of-its-kind app targeting those in marital adversity. The app provides information and strategies on how to deal with adverse marital situations, and encourages people to assist friends and family members that need help. There are also uplifting life stories sharing and suggestions on how to cope with marital problems. In case of severe crisis, information on the divorce law and other support services can also be found.

兩性議題齊關注 傳揚男女平等

女聲舊生會 — 十大女性議題新聞選舉

2015年年度新聞選舉獲得破紀錄的踴躍回覆，顯示女性議題愈來愈受到重視。首三位為「全球男女薪酬差距」、「非洲總統妻子指女性穿短裙被強姦是活該」以及「中年雙職母親壓力大」；其他受關注的新聞還包括家暴、性暴力、女性參政等，足見性別定型對社會的影響。

Advocating Gender Equality

Election of the Top 10 News of Women Agenda

Issue on gender equality has drawn greater attention in today Hong Kong. In 2015, the Women's Voice Alumni Association organized the 'Election of the Top 10 News of Women Agenda' and had received record-breaking replies. News reported on salary discrepancy among male and female around the globe, inappropriate statement against sexual harassments and challenges faced by middle-aged working mothers were ranked the top three positions in the election. Other high-ranking news included domestic violence, sexual violence and women participation in political affairs. The result clearly showed the impact of gender stereotyping towards the society.



家務達人競賽

為響應聯合國「He for She 性別平等運動」，女青早前舉辦了「家務達人競賽」，鼓勵年青人學習欣賞家務智慧和無酬勞動者的價值。

傾聽與陪伴 在家庭中建立力量

「童途有我們」——與子女相處之道

本部家庭健康促進中心繼續以推動家庭健康為己任，並連續第五年為慶祝國際家庭日舉辦「童途有我們」大型專題社區講座，以家庭健康維他命為題，為幼兒家長及教育工作者分享用故事打動孩子的心，以及用讚賞為孩子打氣的重要訊息。講座首度與本會10所幼兒學校/幼稚園合作，超過300位來賓出席，參加者反應十分投入，台上台下津津樂道，場面非常溫馨。

Housework Master Competition

To support 'He For She Gender Equality Campaign' launched by the United Nations, we organized the 'Housework Master Competition' to encourage young people to appreciate the housework wisdom and the value of unpaid home makers.

Stand by you – Strengthening Family

Walking Along with Kids – How to be With Your Children

Responsible for promoting family wellness, our Family Wellness Centre has organized a large-scale communal seminar on family-related topics for five consecutive years, in response to the International Day for Families established by the United Nations. This year, the seminar themed 'Family Vitamins' attracted more than 300 parents and teachers from our nursery schools / kindergarten and our community. Parents and teachers were taught to use stories to reach the hearts of children and give support through words of appreciation. The seminar received good feedback from participants.





《愛人者自愛》 — 將愛與關懷化作文字

中心承蒙本會委員及熱線義工陳妙霞女士熱心捐助，出版新書《愛人者自愛》，並代陳女士轉贈700多本到各社福機構、教會、醫院、圖書館等作參考用途，以喚醒大眾對個人健康的關注。本會亦繼續與瑪麗醫院及聯合醫院合作，為有需要的新任媽媽提供「產後電話慰問服務」，讓受訓義工能夠適切地關顧婦女在生育後的情緒及提供支援。新一屆的熱線輔導義工已於2015年9月畢業，現已於熱線服務工作。

“Self-Love for Love Givers” – Love and Care Message for the Society

With the aim to draw public attention to individual's well-being, and with a donation from Ms Annie Chan, a committee member and volunteer of our hotline service, the Family Wellness Centre had published a book titled “Self-Love for Love Givers”. Over 700 copies have been freely given to NGOs, churches, hospitals and libraries as reference material. Besides, the Centre continued to work with Queen Mary Hospital and United Christian Hospital to provide post-natal telephone counselling service to novice mothers. A batch of newly graduated volunteers are now offering hotline counseling service after completed training in September 2015.



學前教育 Pre-School Education

教養孩童，使他走當行的道，就是到老他也不偏離。（箴言22:6）

Start children off on the way they should go, and even when they are old they will not turn from it.
(Proverbs 22:6)



本會學前教育部轄下十所學前教育單位，採用的課程設計均以照顧幼兒的需要為目的，讓他們在創意和啟發性的環境下成長；同時亦舉辦各項活動和講座，讓家長明白因材施教的重要性及享受親子時光。期望在學校與家庭的雙管齊下教導中，啟發孩子的求知慾，培養他們的品格與能力，成為神所喜悅的兒女。

Hong Kong YWCA is now running a total of 10 pre-primary educational units in Hong Kong. The school curriculum aims to cater for the needs of young children, to enable them to grow under a creative and inspiring environment. Various kinds of activities and talks were also held to let parents understand the importance of teaching child according to their aptitude and enjoying time with their child together. It is our wish that through parental guidance and teaching at schools, it will inspire children's desire to learn and cultivate their character and abilities to become the Lord's beloved children.



對免費幼兒教育的期望

隨著政府將在2017年實施免費幼兒教育，並就政策展開諮詢，本會作為幼兒教育的辦學團體，將向政府表達意見及提出建議。我們關注的事項包括：（一）維持幼稚園的多元化模式，不論以半日、全日和長全日運作，皆應有合理的資助，讓幼兒公平地享有優質教育的機會；（二）確立幼师專業地位，建立發展階梯和合理薪酬，為幼兒教育做好人才投資；（三）推動本土化研究，檢討和確立有效的幼兒教育模式，供制訂長遠發展政策之參考；及（四）成立跨政府部門的協調機制，共同為幼兒教育出力。



Expectations towards Free Child Care Education

The Government has decided to implement a free child care education policy in 2017. Consultation on the said policy was commenced. As an operating body of child care education, we will provide opinions and recommendations. Our areas of concern include (1) maintain the diversification mode in kindergarten education regardless half-day, full-day and extended full-day mode, all should be subsidized reasonably to allow young children fairly receive quality education; (2) establish professional status, career ladder and provide competitive remuneration for teaching staff and engage in talent investment for child care education; (3) promote localized study to review and establish effective education mode to serve as reference for long-term development strategy; and (4) establish coordination mechanism across governmental departments to make contribution towards child care education.



「第一身經驗」的學習樂趣

設計教學計劃時，老師除了為教材增加趣味性外，亦會兼顧幼兒的能力差異和獨立性。使用「第一身經驗」的學習方法，能讓孩子培育出好奇心及觀察能力。每一次的體驗都能鞏固他們學到的新知識，並能在過程中建立正確的價值觀，如愛護環境、友善、互相幫助等。增強語文能力則可從教導家長伴讀技巧開始。本部曾透過教育局的培訓平台，以「幼兒教育的3D模式」為題與業界分享本部推動親子閱讀的努力與成效。期望更多家長能正視親子伴讀的重要性，讓他們與子女享受快樂的親子時光的同時，亦能讓孩子養成閱讀的習慣。



Self-Experiential Learning Approach

When devising teaching plan, it is essential for teacher to make the teaching material more interesting and also to consider the discrepancy in abilities and the individuality of children. The deployment of 'Self-Experiential Learning Approach' learning method could cultivate the curiosity and observation ability of children. Each experience strengthens their newly acquired knowledge and help establish proper value system in the process such as protecting the environment, being friendly and helping each other, etc. The strengthening of language ability starts from teaching parents the paired reading skills. Through the Education Bureau's training platform, we shared with the sector our effort and results in promoting child-parent reading under the topic of 'The 3D Mode in Child Education'. We hoped that parents could understand the importance of paired reading and help their children cultivate reading habit while enjoying happy time together.



與家長從孩子的性格談教養

「望子成龍、望女成鳳」是不少家長的心願。但當父母賦予過高的期待，結果無論對父母或孩子，都會造成壓力，影響親子關係，甚至危害孩子的身心發展。本部的親職教育學院以「因『才』施教」為題舉辦講座，教導家長如何用客觀的心態分析子女的性格特質，然後再調整管教的方向和策略。參與講座後的家長表示獲益良多，並認同因『才』施教的重要性。日後在與子女相處時應嘗試在期望與實際情況中取得平衡，以適當的態度和價值觀教養子女。

家校同歡賀校慶

女青年會扎根香港多年，其下幼兒學校亦已服務社區數十載。踏入2015年度，荃灣幼兒學校、隆亨和長青幼兒學校、和趙靄華幼兒學校舉辦了校慶活動，分別慶祝創校55周年、30周年和15周年。慶祝活動由老師、家長和年青的校友一同籌備。當日幼兒們認真地表演，愉快地遊戲，好不熱鬧。學校能夠在社區建立根基，全賴家長們一直以來的信任和支持。在未來的日子，本部會繼續秉持基督的精神培育幼兒，為「生命的栽培」的使命而努力。

Parental talk on Children Character Education

Hoping a bright future for your own child is a common wish among parents. However, too high parental expectation could inevitably impose pressure on both child and parent, thus worsen parent-child relationship and even damage the physical and spiritual development of children. Our parenting school held a talk on the topic 'Teaching According to Aptitude' to teach parents how to objectively analyze the personality attributes of children and adjust the disciplinary approach and measures accordingly. Those participating parents agreed with the importance of teaching according to aptitude and they would attempt to strike a balance between expectation and actual situation and apply a proper attitude and value systems in rearing their children.

Celebrating School Anniversaries

Based on the long standing history of Hong Kong YWCA in Hong Kong, its nursery schools had been serving the community for over dozen years. In the year 2015, Tsuen Wan Nursery School, Lung Hang and Cheung Ching Nursery School, and Chiu Oi Wah Nursery School had celebrated their 55th, 30th and 15th anniversary respectively. Those celebrative programs were organized by teachers, parents and alumni together, and the outstanding performance by children made the event more enjoyable. Thanks to the trust and support from parents, our nursery schools were able to lay its solid foundation in the community. In future, we shall continue to uphold the Christian spirit in nurturing young children and achieve the mission of 'enhancement of life'.



中學教育 — 基督教女青年會丘佐榮中學

School Education - The Y.W.C.A. Hioe Tjo Yoeng College

本會丘佐榮中學以「思明俊德」為校訓，一直致力培育年青新一代。

The Y.W.C.A. Hioe Tjo Yoeng College with its School Motto "Think critically and be moral", is an exemplary learning environment to prepare our learners for the university and career.



本校以「栽培生命」為使命，在教學課程設計、人格品德培養上均以發掘學生潛能為目標。期望能在提供多元的學習機會下，讓同學為進一步升學或就業作最好的準備。

With our mission 'enhancement of life', our teachers and support staff endeavors to ensure a positive school atmosphere that challenge students to reach their full potential, achieve success academically, socially and personally.





全人發展 幫助學生未來成長

丘中一直重視學生的全方位學習，致力為同學創造不同的學習機會和體驗，協助他們在語文能力、邏輯思維、科技應用以及個人成長等方面打下良好的基石，以便適應變化不斷的社會。而由2015/16學年開始，丘中被香港政府挑選成為「中學資訊科技增潤計劃」的夥伴學校。此計劃為政府支援八所在資訊科技教育表現突出的中學開辦資訊科技增潤班，為對資訊科技感興趣及具才華的學生提供深入的資訊科技培訓，培育他們成為資訊科技專才甚至創業家，以滿足數碼社會的發展需求。

掌握前途 將夢想化作具體行動

近年社會積極提倡的生涯規劃教育，能讓對未來有所嚮往或方向未明的青年人，將獲得的知識、技能，與自己的興趣、能力作配合，作出明智的升學或就業選擇。丘中的升學及就業輔導委員會，透過各式各樣的活動，協助不同年級的同學建立目標，確立自我價值，規劃未來。年前委員會曾透過一連串活動介紹時裝設計師這項職業，今年則舉辦了「煮宰廚途」烹飪示範及比賽，藉著舊生張加明主廚的精湛廚藝及分享，讓同學了解更多關於廚師的工作，對各個行業有更深的認識。



Preparing for the Future with Whole-person Learning

HTYC is dedicated to providing Hong Kong students education on whole-person learning. We strive to provide sound foundation lessons focusing on intellectual, physical, high technology and spiritual aspects of each student, and create opportunities for them to prepare for productive futures in the ever-changing society. Starting in 2015-2016, HTYC has been selected as one of the eight Hong Kong outstanding secondary schools in IT education, funded by the Government to offer advanced IT courses to train up IT elites to become young IT professionals and even entrepreneurs for the future development of a digital society.

Grasping the Future by Understanding Yourself

The concept of 'career planning' is becoming increasingly popular in Hong Kong. If students could achieve better self-understanding, the school could help them develop skills in making their study / career decisions in accordance with their interests, abilities and orientations. The Further Education and Careers Guidance Committee of HTYC provides a holistic educational platform to support the developmental needs of all our students. Each year, a large-scale thematic project on interesting careers will be organized, last year the thematic project was on fashion design. And this year, the focus is on fine dining, which a taster competition was arranged on gourmet food with the help of alumni Mr. Billy Cheung, a professional chef. The event was both inspiring and informative with regard to the students' feedback.



追求卓越 全方位發揮所長

感謝神的保守和看顧，以及丘中的老師和員工的努力，讓同學們在過去一年獲得充實的生活及豐碩的成果。丘中同學在2014及2015兩年的香港中學文憑考試取得優秀成績，平均有52%畢業同學升讀本港大學學士學位課程。同學在多元智能發展方面亦有傑出表現。學術方面，英文辯論隊在全港中學辯論比賽九龍區第一學期，經多場賽事後於第一組取得冠軍，並於第二及第三組各取亞軍的佳績。另上述之比賽主辦單位亦與香港城市大學協辦Discovery and Innovation Debating Challenge，本校辯論隊於其中奪冠。在資訊科技範疇，三位中五同學在全港校際IT精英挑戰賽中勇奪亞軍。音樂方面，無伴奏合唱隊在2015香港國際無伴奏合唱比賽人聲樂團獲得冠軍，並獲邀參加 The SoCal VoCals 的無伴奏大師班。創意藝術方面，數位媒體製作組成員在「活現·共融」微電影拍攝比賽中獲得亞軍。一位中四同學在第三屆全港福音禮品設計比賽學生組中獲得冠軍及現場最受歡迎獎。領袖發展方面亦有佳績，本校第八次在YMCA傲翔新世代青年領袖訓練計劃獲得冠軍之榮譽。



Pursuing Excellence Begins with actualization of Potential

With the blessing of the Lord and the effort devoted by the staffs of HTYC, our students have enjoyed fruitful lives and accomplished flourishing achievements this year. Academically, our students attained outstanding results in 2014 and 2015 HKDSE, with an average of 52% students pursuing local university degree programs. Students also exhibited outstanding performance in the domains of multiple intelligences. Our School English Debate Team got championship at The Hong Kong Secondary School Debating Competition Kowloon Region Division 1 Term 1 and first runners-up in Divisions 2 and 3. We also won the championship in the Discovery and Innovation Debating Challenge 2015-16 co-organised by the City University of Hong Kong and Young Post of South China Morning Post. In the area of information technology, 3 S5 students won the second positions in Inter-school Championship in IT. In music, our A Cappella Team won the championship in Hong Kong International A Cappella Contest 2015, and was much honoured to be invited to perform in the SoCal VoCals A Cappella master class. In creative arts, our media production team members got the second position in 'Journey to Integration' Micro-film Contest. One S4 student won the championship in the Student Section and the Most Popular Design in the Third Christian Gift Design Competition. In leadership development, we are proud to announce that we won the championship again, for the 8th time, in the YMCA Youth Leadership Development Award Scheme.



連繫社區 傳播愛與關懷的力量

丘中希望能培育出有使命感和熱愛生命的下一代，在基督的教導下，愛人如己，關愛社群。丘中設有「六年循環社區關愛計劃」，15-16年的重點為長者服務。丘中與香港華人基督會「恩庭長者活動中心」合作，舉行「關懷獻愛心」服務計劃，讓學生親身關心何文田區長者。此計劃服務形式多樣化，包括「長幼聯誼賀聖誕」、「新春家居大掃除」、「健康檢查」、「護老及伴行服務」、「復活節社區探訪」及「電話慰問」。同學透過不同渠道接觸長者，獻上祝福及慰問，履行敬老及護愛的精神，以實踐聖經的教導。

無懼挑戰 憑信心與主同行

丘中在面對適齡中一學生人數持續下降的困境中，繼續倚靠賜予一切的天父。在祂豐盛的恩典下，2016年丘中錄得384人申請40個自行收生學位，比例接近10:1。感謝一眾家長的支持和認同，丘中將承先啟後，繼續為培養更加整全、自由和喜樂的生命而努力。



Connecting the Community to Spread the Power of Love and Caring

HTYC values relationships and connections with the community. With God's love and blessing, we encourage our students to develop respectful relationships with the broader community. This year, 'Elderly Service' is the main focus in the '6-year plan of community concerns' project starting from 2013. We collaborated with the HKCCC Grace Elderly Activity Centre to hold the 'Caring with Love' Elderly Service Scheme. There were a variety of services, including 'celebrating Christmas together', Lunar New Year Cleaning, body check, outing with the elderly, visit during Easter holiday and caring calls. These activities could provide opportunities for students to find enjoyment and fulfilment in helping and care for the elderly in Homantin, make them being like Christ.

Overcoming Challenges with the Blessing of the Lord

Facing the circumstances that a continuous decline in the annual intake of Secondary One (S1) students in Hong Kong, HTYC was blessed to record a number of 384 applications for 40 S1 discretionary places (ratio: 10:1), which is a rise compared with the figure in the previous year. Thanks to the support from our parents and the community, we shall spare no efforts in continuing to create an appropriate, meaningful and participative learning situation for our students.





青年及社區服務 Youth and Community Service

致力協助青少年作全人培育、實現自我及推動青少年社會參與為己任。

Nurturing the holistic growth and self-actualization of children and youths and encouraging their social participation.

服務簡報
Service Report in Brief



本會十分重視兒童及青少年的成長與培育。配合社會轉變，現時本會轄下青少年及社區服務，包括十間綜合青少年服務中心、兩隊青少年外展社會工作隊、兩隊鄰舍層面社區工作隊、為三十多間中學提供駐校社工服務及梁紹榮度假村等。

To cope with social changes, the Association has operating ten integrated social service centres, two outreaching social service teams, two community work teams, stationing school social work service for over 30 secondary schools and Sydney Leong Holiday Lodge.





看重青少年生命，與各界同行預防危機

「凝·燃·愛」支援系列

面對2015年度接連發生的學生輕生悲劇，本會上下無不感到難過痛心，亦希望能為我們的青少年及業界打打氣，因此女青推出了「凝·燃·愛」支援系列，以凝聚關愛、燃點希望、栽培生命為題，為老師、學生、家長及社工作出支援。學生方面，邀請了其他青年人發揮創意，選出他們心中最舒服而入心的「金句」，並得到Chocolate Rain 協助，將金句製作成5幅精美插畫，讓他們在社交媒體上互相分享鼓舞。本會亦獲香港賽馬會贊助，印製了90,000本《處理學生自殺錦囊》，免費派予全港中小學老師；為提供駐校服務之中學老師，免費舉辦壓力管理、危機處理之老師培訓工作坊。我們不忘家長的需要，家庭健康促進中心同工亦提供家長工作坊，讓家長能裝備自己，隨時都能支援子女需要。同時為關顧本會的駐校同工，即時舉行危機處理工作坊，由本會臨床心理學家及同工分享經驗，為駐校社工打打氣。



Launch of Preventive Services

Student Suicide Prevention Series

Last year, we were saddened by a series of student suicide incidents. In order to boost the morale of the youths and related parties, we launched student suicide prevention series to offer support to teachers, students, parents and social workers. Support was given to students through the generous help from a local illustrator Chocolate Rain by transforming several 'golden phrases' created and selected by the youths into five beautiful illustrations which were then shared on social media to convey positive and encouraging message to the youngsters. Furthermore, with the funding from the Hong Kong Jockey Club, a total of 90,000 copies of a booklet titled "Tips on Handling Student Suicide" were published and freely distributed to teachers in primary and secondary schools; for teachers at those schools that our school social worker are stationing, we offered them training workshops on stress handling and crisis management. To equip the parents, some parent workshops hosted by our Family Wellness Centre were also provided so that parents could offer support to their children whenever needed. To show our care and support for our school social workers and boost their morale, crisis management workshop were immediately held during which relevant experience were shared by our clinical psychologist and colleagues.





重視青少年培育，多元介入預防偏差行為

Multiple Interventions to Prevent Deviant Behaviour

高危少女支援服務計劃

Supportive Program For High Risk Girls

本會乃全港最大及歷史最悠久的婦女團體之一，向來致力為婦女爭取權益及關心婦女福祉，尤其是一群年輕少女。本會自2013年與香港城市大學進行研究，發現少女的心理成熟程度與其有否參與社會偏差行為有密切關係。承接上述發現，研究團隊接着於2014至2015年度制定一套支援高危少女的理論架構及服務介入模式，並透過外展與駐校服務推行「高危少女支援服務計劃」。除了個案輔導工作外，有關計劃鼓勵少女參與多元學習及生活體驗，提升她們的自尊感、自我控制能力和豐富其生命意義。

As one of the oldest women's organizations, Hong Kong YWCA is keen on fighting for women rights and promoting the well-being of women, especially young women. In 2013, the Association had collaborated with the City University of Hong Kong to conduct a study and the findings showed that the psychological maturity of at-risk girls is a fundamental and noteworthy factor that contributes directly to girls' acceptance and engagement in delinquent behaviors. Based on the above findings, the research team had devised a theoretical framework and service intervention model in 2014-2015 to nurture the psychological maturity of at-risk girls by our Youth Outreaching School Social Work services. Besides offering casework and counselling service for high-risk girls, the Program also encouraged their participation in diversified learning and life experiences to enhance their self-esteem and self-control and also enrich the meaning of their life.

本會於2015-2016年間繼續與香港城市大學合作，有系統地為計劃進行量性與質性研究，服務成效評估證實「高危少女支援服務計劃」能有效提升參加者的心理成熟程度，從而減低她們參與偏差行為。研究團隊亦於2016年5月舉行了「高危少女支援服務計劃」成效評估研究發布會，以提升業界對高危少女議題之關注。

In 2015-2016, we conducted both quantitative and qualitative study for the Program evaluation. The result showed that the Program was able to improve participants' psychological maturity thus resulting to their lesser participation of deviant behaviors. In May 2016, a press conference on service effectiveness of the Program was held to arouse the sector's awareness on the issues of high-risk girls.



職場特訓班

為讓邊緣青少年有更多的發展機會及實現自我，本會獲勞工處資助，為外展服務對象舉辦了「足球教練助教及裁判員預備班」及「單車助教預備班」兩項課程，旨在結合青少年的興趣與職涯發展的元素，增加他們對相關行業的認識及為未來發展作出準備。本會與「香港足球體育事工」合作，由他們派出基督徒教練協助教授「足球教練助教及裁判員預備班」，讓外展青少年在學習職業技能之餘，並接觸福音信息。而「單車助教預備班」是專為熱愛攀爬單車運動的外展青少年而設，讓參加者學習攀爬單車運動的技術及各項高要求訓練，包括車手的體能、膽識和專注力等，參加者透過不斷練習和研究，從中學習跨越挑戰及建立自信。



Workplace Training Courses

In order to offer opportunity for self-development and self-actualization of youths-at-risk, and with funding from the Labour Department, we partnered with Christian coaches from Hong Kong Soccer In Christ ('HKSIC') to offer two courses namely 'Assistant Football Coach and Referee Preparatory Course' and 'Assistant Cycling Coach Preparatory Course', aiming to combine the interest of youths and career planning, enhance youths' understanding of the related industries and laying down groundwork for future development. Taught by Christian coaches from HKSIC, the football coach and referee course allowed participating youth to come into contact with gospel while learning relevant job skills. Specially designed for outreach youth who are interested in bike trial, the 'Assistant Cycling Coach Preparatory Course' taught about the sport skills required and other requirement such as physical fitness, courage and concentration of the player. Through repetitive training and study, it helped boost the player's self-confidence and strengthen his/her ability to overcome challenges.





'Sunshine School' Non-Normal Learning Supportive Service for Students Facing the Risk of Dropping Out

「陽光學堂」輟學危機學生非正規學習輔導服務

根據本會前線社工的經驗，自從實施十二年免費教育及推行新高中課程後，一些無法跟上課程進度的學生，會容易出現低學習動機的迹象，然後發展成不同程度的缺課，甚至最終發生輟學離校的情況。有見上述現象有惡化趨勢，本會於2014年9月獲優質教育基金贊助，推行為期兩年的「陽光學堂」輟學危機學生非正規學習輔導服務，為有輟學危機的學生，提供預防性及治療性的個案輔導、小組服務及體藝活動等，協助他們提升學習興趣及尋找人生發展的方向；亦為家長及老師舉辦了30場專業講座，讓他們了解輟學及低學習動機學生的需要及幫助他們的方法。

Based on the experience of our frontline social workers, it is observed that after the implementation of 12-year free education and new DSE school curriculum, students having difficulties in meeting the curriculum requirement easily develop low motivation to study and lead to varying degrees of school dropout, and in extreme cases leave school. In view of the deteriorating situation and with the funding from Quality Education Fund, the Association launched a two-year 'Sunshine School' Non-Normal Learning Supportive Service for Students Facing the Risk of Dropping Out in September 2014. By offering preventive and therapeutic case counselling, group service and recreational and arts programs to students facing dropout risk, it boosted their learning interest and motivation in pursuing life development direction. Besides, 30 seminars for parents and teachers were held to enhance parents' and teachers' understanding on the needs of out-of-school youths and students with low learning motivation and the ways to tackle the problem.





為促進各界關注輟學危機學生，本會於2016年6月舉辦「愛上學·拒輟學」研討會，分享處理輟學危機學生的實務經驗，並發布《青少年拒學處理》教師手冊及「輟學危機中學生的學校生活質素及需要」調查研究結果。研討會反應十分理想，99%參加者認為活動能協助他們認識輟學學生的問題及需要，另有93%參加者認為活動能協助他們掌握處理方法，如何協助輟學及低動機學生。

To arouse the public concern about students facing dropout risks, a seminar was held in June 2016 where handling experience was shared and a teacher handbook titled "How to Handle Youths Who Refuse Attending School" and a survey result on "School Life Quality and Needs of Secondary School Students Facing Dropout Risks" were also released. The seminar received positive feedback. About 99% attendants replied their understanding of the dropout issue and the needs of students with low learning motivation were enhanced whereas 93% learned about the intervention methods and how to offer help.





Let Youths Review the Present and Plan for the Future

Project WeCan: Career Exploration Day

An early life planning is fundamental to leading a successful life. It is especially important to students who are disadvantaged in learning. Invited by Project WeCan, the Association organized large-scale life planning programs for 50 schools in November 2015 and June 2016 respectively. The above programs had received matching fund from Partnership Fund for the Disadvantaged of Social Welfare Department.

The Career Exploration Day was aimed to help students define their life development direction, identify their interest and strength, and offer a matching between one's interest and career by providing relating job experience activities. The program was characterized by its scale size, large number of student benefitted and its being the first tailor-made life planning for students. The two-day program saw the involvement of more than 200 professional and support staff and more than 100 corporate volunteers from Project WeCan, offering a wide range of activities, including close to 50 job tasting programs in different industries as designed by the Association and corporate volunteers to over 3,500 students (mostly Form 4 students) in total.

讓青少年審視現在，規劃未來

「職」出前路，我做得得到！—— 「學校起動」生涯規劃日

及早開始的生涯規劃是邁向理想人生的重要基石，對於一群學習條件稍遜的學生尤其重要。本會獲「學校起動」計劃邀請，分別於2015年11月及2016年6月為50間中學舉辦大型生涯規劃活動「職」出前路，我做得得到！活動獲得社會福利署攜手扶弱基金配對撥款。

今次規劃活動日的理念著重幫助同學認清自己的興趣及長處，引導他們體驗相關的工作世界，造就志趣與職業的配對，及早認清生涯發展方向。其最大特色不單是規模大、受惠同學廣，更是首個為同學們度身訂做的生涯規劃活動。兩天活動共動員超過200位專業及支援同工；聯同100多位「學校起動」計劃的企業義工，為超過3,500名學生，主要是中四學生提供多元化活動，包括接近50個由本會及企業義工精心設計的行業體驗班。





手創人生 Handmade your life · 女青創意市集

為了推動青年人追求夢想，實現自我，本會於2016年首次與香港文化中心合作營辦「伙伴創意市集@文化中心」計劃。是次活動主題為Handmade your life，意思是希望青少年能憑藉他們的雙手去創造機會、活出自我、建立豐盛人生。

市集活動共分兩部分：『青年手作』與『青年展藝』。『青年手作』成功招募共60檔對手作、藝術創作有興趣的青年人於文化中心廣場平台擺賣其創意作品。而『青年展藝』則透過街頭表演，讓青年演藝者展現青年人的活力和演藝才華。



鼓勵青年人尋找理想，實現自我

具53年歷史的女青中樂團每年皆舉辦不同風格的音樂會，首個結連中國音樂與日本文化的《東瀛盛夏祭》(Travel around the world: Japan Summer Gala)音樂會乃是樂團新嘗試，讓觀眾透過音樂環遊日本各地。另外，亦與本地團體「吹彈拉打」舉辦《吹彈拉打》音樂會，與觀眾重溫多首經典中樂金曲。中樂團更衝出香港，獲台灣新竹市政府舉辦的《竹塹國樂節》(Hsinchu Chinese Music Festival)邀請，與台灣聚聚坊(GmusicG) 於《香聚歡》音樂會攜手演出。



YWCA Youth Market · Handmade Your Life

To encourage youths to pursuit their dreams and fulfil self-actualization, the Association had joined with the Hong Kong Cultural Centre in 2016 to launch 'Youth Market in Partnership @ HKCC'. The theme of the Youth Market was 'Handmade Your Life'. It was hoped to inspire youths to create opportunities by themselves and lead an abundant life.

The Youth Market was divided into two parts: 'Handcraft by Youths' and 'Performance by Youths'. Through recruiting youths and setting up 60 booths at the HKCC Piazza, it offered a venue to youths who were interested in handcrafting and artistic creation to showcase their creative works; while youths could demonstrate their energetic power and performing talents through street performance.

Pursuing Your Dreams and Living Your Own Life

With over 53 years of establishment history, the HKYWCA Chinese Orchestra holds concerts of different style every year. The hosting of the 'Travel around the world Japan Summer Gala' Concert, the first concert connecting the Chinese music with Japanese culture was a new attempt to lead our audience to tour around Japan through music. Another concert was jointly organized with Hong Kong Chinese Music Troupe to revisit several classics of traditional Chinese music. Outside Hong Kong, upon invitation from Hsinchu Chinese Music Festival organized by Hsinchu Municipal Government, Taiwan, the HKYWCA Chinese Orchestra joined GmusicG to perform at a concert.

持續教育 Continuing Education

提供多元化的服務，為社會建立起積極、熱誠的學習氣氛。

Providing diverse educational and professional training services for creating an active and enthusiastic learning atmosphere in the community.

服務簡報
Service Report in Brief



持續教育乃是現今社會發展的大趨勢，本會持續教育部一直為各個階層人士提供多元化的服務，課程內容涵蓋多個層面。感謝神的帶領和一眾學員的支持，本部將繼續與各個持份者合作，以增進知識，充實生命為目標。

'Lifelong learning' has become the social trend nowadays. Our Continuing Education Department always strives to provide diverse educational and professional training services to people from all walks of life. Thanks to the guidance of our Lord and the support of our trainees, we shall continuously collaborate with our stakeholders and setting acquiring knowledge and enriching life as our service objective.



與企業及政府攜手合作 關懷青少年發展

青年人是社會的基石，因此他們的發展必需獲得重視。本會於2015年11月28日為「學校起動」計劃協辦「『職』出前路我做得！」大型生涯規劃探索日。動員超過100位同工，為19間中學接近1,800位參加者提供30多個職業體驗活動、職業興趣諮詢、星級講座及資訊攤位等。出席嘉賓對本會同工的專業表現表示讚賞。

2016年初獲 JP Morgan 資助，開展專為副學位畢業生之「青年正選就業計劃」，項目為期18個月。計劃為350位青年提供職業啟導，其中180位獲得職前訓練及6個月工作機會。

2015年4月獲資歷架構秘書處再次委託推行安老服務業「其他學習經歷」計劃，在2015/16及2016/17兩個學年內為20間中學、約4,000位高中學生提供安老服務工作坊，讓他們掌握行業所需之基本知識、技巧及態度。項目獲行業諮詢委員會肯定，並將對象開放至初中級別。

本會成功申辦民政事務局生涯規劃青年活動－「敢創我夢」，於2015年4月推行，透過行業參觀、個人諮詢及不同形式之工作體驗活動，為約500位學生推行生涯規劃活動，項目將於2016年7月完成。

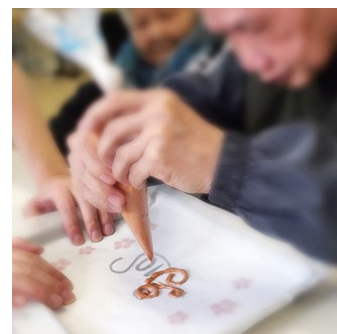
Collaboration with Corporates and Government on Youth Development

Youths are the foundation of our society. The Association always takes an interest in the development of young people. In November 2015, we assisted in organizing the activity 'Project WeCan Career Exploration Day'. With the help from around 100 staff, over 1,800 students from 19 secondary schools benefited from the career consultation sessions, professional talks and information booth etc. We were proud to see the performance of our staff was highly appreciated by the guests.

In early 2016, sponsored by J. P. Morgan Chase Foundation, HKYWCA has launched an 18-month 'Road to Success' Youth Employment Program for youngsters who will complete or completed a sub-degree program. Career guidance and self-understanding courses were provided for 350 youngsters, 180 of them have been successfully passing onto a 6-month workplace attachment training.

In April 2015, we were invited again by the Qualifications Framework (QF) Secretariat to offer the Other Learning Experience (OLE) Program on Elderly Services by organizing workshops on elderly service to over 4,000 senior secondary students from 20 schools during the school year 2015/16 & 2016/17. By participating in the program, the students could learn about the required basic knowledge, attitude and skills. The Program gained recognition from the Industry Training Advisory Committees and it was permitted to include junior secondary students as its service targets.

YWCA has successfully won the bid from Home Affairs Bureau to run 'Dare to Dream', a life planning project for youth. Launched in April 2015, the project aimed to offer life planning service to about 500 students through trade visits, individual consultation and various kinds of job experience programs. The whole project is to be completed in July 2016.





Self Enhancement and Skill Upgrading

In order to assist the unemployed or those losing job directions to locate their career goals, the Department had offered a total of 160 ERB training courses with the result of over 85% trainees from placement-tied courses get hired after completion of training. The ERB 'Manpower Development Scheme' Graduation Ceremony was respectively held on 16th May and 7th November in 2015 and were attended by over 400 family members and friends of the graduated trainees who witnessed the achievements accomplished by our graduated trainees.

We attach great importance on providing quality service. Our training course provider ERB Service Centre ('The Centre') successfully passed the quarterly surprise inspection and annual service audit in the past year. In a user survey conducted in 2015, 96% service users were satisfied with our overall service. The Centre had been recommissioned by Employees Retraining Board to continuously its operation under a 2-year new service contract lasting from February 2016 to January 2018. We had scored excellent results in several external audit exercises. Our ERB Manpower Development Scheme had attained the highest grade ('Overall Band 1') at the Annual Audit for the seventh consecutive year.

切合社會所需 自我增值提升技能

為協助失業或失去工作方向的人士重新找到職場目標，年度內開辦之僱員再培訓局(ERB)課程合共160班，就業掛鉤課程之平均學員就業率逾85%。而ERB人才發展計劃聯合畢業典禮分別於2015年5月16日及11月7日舉行，超過400位畢業學員及其親友出席，見證學員努力的成果。

本部重視優質服務，以培訓為主的ERB服務中心，過去一年成功通過季度突擊巡查及年度服務審核。在「用家意見調查2015」中，使用者對中心的整體滿意度達96%。此外，中心成功獲ERB繼續委任營運為期2年的新服務合約(由2/2016至1/2018)。在再培訓局多項審計中獲得佳績。本會之ERB人才發展計劃在周年審計中保持整體評級為「第一組」，連續第七年獲最佳評級。





讓婦女發揮所長 促進社會共融

關懷婦女在不同人生階段的需要，本部營運之「陪月一站」年度內成功為1,661位家庭僱主轉介陪月員及嬰幼照顧員，讓1,497位陪月及嬰幼照顧員獲得就業機會。合約期內成功完成「陪月一站」的各項指標，並投得新合約（由2016年4月至2018年3月）。

關顧家庭主婦及低收入人士之基本教育需要，本部獲勞工及福利局資助，為有需要人士提供基本教育。年度內就讀基本教育總人次共785人，超過百分之九十的服務對象來自內地及東南亞等地區。2016年2月首次舉行「多元文化晚會」，讓不同文化背景的同儕彼此了解和認識。當晚同學分享親手製作的家鄉小食並互相交流，氣氛融洽。



Enhancing Women's Capability and Fostering Social Cohesion

The Association is always attentive to the various needs of women. Our 'Smart Baby Care Centre' ('SBCC') had offered referral services to 1,661 family employers which not only satisfied the job-seeking needs of our trainees but also resulted in the employment of 1,497 post-natal care helpers and infant care helpers. Due to its accomplishment of all the service requirements within the contract term, SBCC has won a new contract starting from April 2016 to March 2018.

We are concerned about the basic educational needs of housewives and low-income groups. With the subsidy from the Labour and Welfare Bureau, CED provides various adult basic educational courses. During the academic year 2015/16, a total of 785 attendances for basic education were reached and over 90% students were immigrants from mainland China and Southeast Asia. In February 2016, the first-held 'Multi-National Evening Party' enabled students with different cultural backgrounds to meet with each other through sharing their famous hometown treats in a relaxing and cheerful atmosphere.



耆年服務 Elderly Service

提供全人關顧和社區支援服務，建立和諧的長者友善社區。

Providing holistic care and communal support services for building a harmonious age-friendly community.

服務簡報
Service Report in Brief



面對香港老齡人口和認知障礙症患者人數持續上升，本會耆年服務部積極回應特區政府的「居家安老」政策，為患有認知障礙症長者提供全人關顧和社區支援服務。策動長者參與長者友善社區計劃活動，讓長者積極參與社區事務和跨代交流活動，促進長幼共融氣氛，活出躍動晚年，從而建立一個和諧的長者友善社區。

As Hong Kong is facing a steady growth of ageing population and an increasing number of elderly with dementia, our Elderly Service Department strives to adhere to the government's 'ageing in place' policy by providing holistic care and communal support services to elderly people with dementia. By mobilizing the elderly to engage in age-friendly community program, encouraging their involvement in communal affairs and intergenerational exchange programs, it could foster cohesion among different generations and achieve active ageing, leading towards building a harmonious age-friendly community.



落實研究調查，持續推動 「長者友善社區」計劃

「長者友善社區與幸福感研究及實踐 成效評估研究」報告書

今年特區政府的施政報告積極推動長者友善社區設施和環境項目，為長者締造一個安全和友善的社區。本會獲社會福利發展基金資助進行「長者友善社區與幸福感研究及實踐成效評估研究」和出版報告書。報告書於2016年4月編印發行，詳細闡述調查研究的結果、全港四區實踐活動的成效評估、訪談結果和建議，並輯錄四區推行「長者友善社區」計劃實踐活動剪影。報告書已廣發予各政府政策部門、區議會和業界等，讓彼此分享調查成果和建議，期盼帶動業界為未來「長者友善社區」的發展作出努力和推廣。

Actively Promoting the 'Age-Friendly Community' Program

Report on "Study of Sense of Happiness in Age-Friendly Community and Its Implementation Effectiveness Assessment"

In the 2015 Policy address, the concept of 'Age-friendly Community' and several related environmental projects has been outlined and introduced. In this connection, with funding from the Social Welfare Development Fund, the Department conducted and published a Report on the "Study of Sense of Happiness in Age-Friendly Community and Its Implementation Effectiveness Assessment". The Report was issued in April 2016, describing in details the study findings, the results of implementation effectiveness assessment conducted in the four districts, results of focus groups and recommendations. Highlights of programs held in the four districts were also included. Copies of the Report had been distributed to governmental departments, district councils and the social welfare sector. It was hoped that by sharing of the study findings and recommendations, it could further promote the development of 'Age-Friendly Community' in future.





Advocating Intergenerational Harmony and Respect for the Elderly

推動長幼共融，締造尊重長者的社區

本會落實調查研究的建議，與香港大學社會工作學系和秀園老年研究中心合作，由社工系學生前往本會港島東、葵青區、新界北區長者活動單位及深水埗區院舍，進行「長者友善社區考察計劃」，及與香港大學社工系同學分享和交流，以促進跨代互動交流的機會。深水埗區單位透過「關懷長者在麗閣和麗安」活動，共探訪326位獨居長者，推動長幼共融的訊息。單位與中、小學校合作，透過互動劇場和體驗遊戲，讓學生們體驗長者的需要和明白關愛長者的重要性，從而提升「敬老愛老」的意識。

The Association had implementing the recommendations from the Report by cooperating with Social Work Department, the University of Hong Kong and Sau Po Centre on Ageing to engage university students from Social Work Department in conducting an "Age-Friendly Community Inspection Program" at our elderly service units located in Hong Kong East, Kwai-Tsing District and the North District and our elderly homes in Shamshuipo, which were later followed by sharing and exchange of views to enhance intergenerational interaction. To advocate intergenerational harmony, a program called 'Caring for Our Senior Neighbors' in Lai On and Lai Kok Estates was jointly organized by our elderly units, primary and secondary schools in Shamshuipo. The program consisted of home visits to 326 live-alone elders, interactive drama and experiential games aiming to raise respect and love for the elderly.





拓展認知障礙症服務，延緩長者認知能力退化

Expanding Dementia Service for the Elderly

推行認知刺激療法創新模式

Cognitive Stimulation Therapy (New Mode)

本會與香港大學秀圃老年研究中心合作，推行「認知刺激療法」，為患有認知障礙的長者提供訓練治療法。首階段共6個服務長者單位以治療小組形式進行，小組共有14堂，透過訓練工具、認知遊戲等提升患者的專注力和溝通力。並結合大學的研究，結果分析近40%參加者在參與小組後，其認知能力及抑鬱狀況有好轉跡象，而溝通能力更有明顯改善。參加者較以前主動和健談，成效顯著。

In collaborating with Sau Po Centre on Ageing, HKU, the Cognitive Stimulation Therapy in group setting was introduced to elders with dementia in our six elderly service units during the 1st phase of the program. The group therapy was consisted of 14 lessons in which training tools and cognitive games were deployed to strengthen patients' concentration and communication skill. The university research revealed that 40% of the participating elders had showed less depression symptom, improved cognitive ability and significant improvement in communication skill.





Strengthening Communal Support to Defer Dementia

With funding support from the Social Welfare Department, a spectrum of communal supportive activities such as Together For Dementia and Cognitive Dementia Training were organized for dementia patients and caregivers. We also made good use of the information technology and multi-media platform to offer interactive electronic games, early-stage assessment test, communal mobile information corner, therapeutic and mutual help groups to induce the learning motivation of the needy elders. To ease the stress of caregivers, training, skills teaching and stress-relief groups were provided. A total of 1,696 attendances were reached. In addition, our Y Care Day Care Centres for the Elderly situated in Eastern District, Yau Yat Chuen and the North District launched their respective self-financed occasional day care service to further enhance training and support to the elderly and caregivers.

加強社區支援，延緩「腦」退化

本會兩間松柏社區服務中心獲社會福利署增撥資源，年內舉辦「腦」友同心、「腦有記認知訓練」一系列認知障礙症社區支援活動，更善用科技及多媒體平台，為有需要的長者提供互動電子遊戲及進行早期評估檢測、社區流動資訊站、治療和互助小組，提升長者的學習動機，延緩「腦」退化，為護老者提供訓練、技巧和減壓小組，讓護老者的情緒得到舒緩和支援，受惠人次達1,696次。Y Care 青健坊（東區）、（又一村）及（北區）更推出自資暫托日間中心服務，加強對長者和護老者訓練和支援。





策動環保行動，建立有營和綠色的生活

推行「簡單・義」環保扶貧運動

響應本會推動「簡單・義」環保與扶貧行動，單位透過「暖 love love 連理枝計劃」、「愛綠色・義生活」和「耆義環保大使計劃」等，通過長者製作手工皂、環保袋和環保酵素等，讓長者和企業義工一同體驗和實踐綠色環保行動，單位更將售賣環保產品的收入，幫助有需要的低收入家庭和長者。「暖 love love 連理枝計劃」更勇奪2015-16年荃灣及葵青區的地區最佳「老有所為活動計劃」一年計劃獎項。

推出低碳「綠色餐膳」，食出有營的生活

單位為社區及院舍的長者推出每周一次「綠色午餐」，以健康的素食食材，烹煮健康、美味的素餐膳食，又與企業合辦「素食救地球」活動，讓長者品嚐和實踐低碳飲食，食出有營和綠色的生活模式。



Launching Green Campaign and Establishing Green and Healthy Life

Promoting 'Just · Simple' Volunteering Scheme

To support the launch of 'Just · Simple' Volunteering Scheme to promote environmental protection and poverty alleviation, our elderly service units had hosted a series of programs like 'Care and Love Scheme', 'Love Volunteering · Green Life' and 'Go Green Elderly Ambassador Program'. The participating elders and corporate volunteers could practice green living and promote go green movement through making handmade soap, reusable shopping bag and ECO Enzyme. The sale proceeds of all these green products went directly to help the low income families and the elderly. The program 'Care and Love Scheme' had been awarded "The Best Project in Tsuen Wan and Kwai Tsing District" in the 'Opportunities for the Elderly Project 2015-16' organized by the Social Welfare Department.

Dining on 'Go Green Meal' to Live a Healthy and Green Lifestyle

Once a week, the elders in the community and at our elderly homes got a taste of 'Go Green Meal' prepared by our service units. Such healthy and delicious meals were made from nutritive vegetarian foodstuff. Furthermore, we collaborated with corporates to launch 'Go Green, Save Earth Program' to encourage the elders to try and practice low-carbon diet and live a healthy and green lifestyle.



Y Hospitality

Garden View
園景軒

Summit View
峰景軒

Bonham Residence
般咸軒

Begonia Residence
海棠軒

服務簡報
Service Report in Brief



自1920年成立至今，本會由最初為離家工作或求學的女性提供合理價格的住宿服務，發展至今天，受惠人士已普及至社會各階層，讓他們體驗溫馨如家的感受。

2015年環球經濟下滑，住宿服務經歷了過去十年中最艱難的挑戰。儘管受到不利因素的影響，Y Hospitality 員工仍努力控制成本，維持優質服務，讓每分收入用作支持女青的自資社會服務。

Since the establishment of HKYWCA in 1920s, we have been providing affordable lodging services for those ladies seeking away-from-home accommodation conducive to their working or studying purposes. Nowadays, we have been serving the general public, exhibiting to them our warm and homely hospitality.

In 2015, Hong Kong's lodging industry was going through its toughest times in over a decade, suffering from a slump as a result of the fragile global economy. Notwithstanding the detrimental factors, all the Y Hospitality staff made undivided efforts at controlling our expenditures with all the income sustaining Y's self-financing social services without compromising our service standard.





力臻卓越

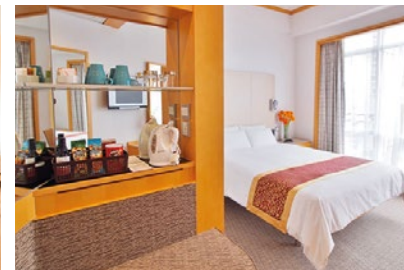
本部一直透過改善及維護不同的設施，確保服務質素之水平。嶄新的九龍會所及峰景軒的復修工程將於2016年底完工，屆時將為婦女、青年、家庭及社會各界人士提供更全面的設施和住宿服務。

Y Hospitality的特色

Y Hospitality 秉承女青精神，全力支持社福機構、自願團體、慈善組織等，為他們舉辦如教育工作坊、論壇、團隊培育等有意義活動，提供住宿和所需場地服務，建立良好的伙伴關係。同時關心社會上的弱勢社群，尤其是女性及年青人，在他們遇上困難而需要臨時居所時，本部亦會配合提供住宿服務以解燃眉之急。

致力青年發展

Y Hospitality 一直與各個教育機構合作推行實習計劃，讓有志從事旅遊及服務業的青年人或學生獲得培訓機會，助他們了解工作性質及要求。期望他們透過實習經驗後，建立對行業的知識及熱誠，得以將來在業內發揮所長。



Striving for Quality Services

It has always been our commitment to being preoccupied with the enhancement of services and facilities by implementing various renovation and general upkeep programs for each operating property to ensure our service and product quality. The rehabilitation program of Summit View Kowloon annexed to the new social service hub, Y Summit, has been underway, targeted to be completed by the end of 2016. The whole complex provides our users with more comprehensive social and community services and lodging facilities to meet their growing needs and demands.

Characteristics of Y Hospitality

In support of other social service units, voluntary groups, charitable organizations and so forth, Y Hospitality incumbently offers them with accommodation prioritization to complement their different purposes such as for education workshops, forums and team-building training, in good rapport with them to promote all these meaningful functions and activities. Extra care and concern will be extended to those underprivileged and disadvantaged ladies or youngsters in need of transient accommodation at affordable rates because of family problems, loss of jobs or shelters and other difficult situations.

Perseverance in Youth Development

Y Hospitality has always welcome all collaborative relationships with different education institutes, vocational colleges and other social service centres, offering their students and those underprivileged youths with industrial placements or job familiarization programs in our four operating properties. Through the practical experiences, it is hoped that they will be able to identify their capability and develop their interest in the hospitality industry for their future studies or careers.



公益業務拓展 Social Business Development

繼續優化「Y」系列女青社企品牌，提升現存業務的營運水平，裨益社會。
Continuously enhancing the branding of those 'Y' series social enterprises and improving the operation of existing business for the benefit of the society.

服務
簡報
Service Report in Brief



女青於發展公益業務的幾年間，一直銳意開拓以人為本及重視生命價值的社會企業，匯聚不同類型的社會資本，以商業營運模式回應社會問題，同時亦冀望不同的社會人士能藉此發揮所長，達至雙贏局面。

In the past years, Hong Kong YWCA has been focusing on developing social enterprises that were people-centred and stressed on the worth of life. In order to cope with social problems, various kinds of social capital were accumulated and business operation mode was implemented. It was hoped that different communities could be able to unleash their potentials, thus resulted into a 'win-win' scenario.

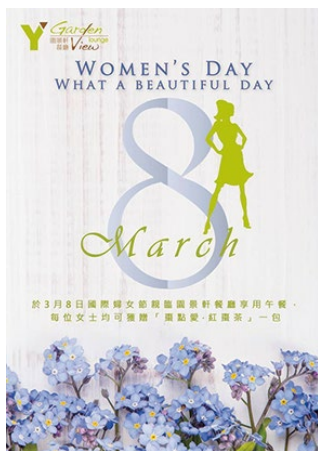


園景軒餐廳

Y Garden View Lounge 園景軒餐廳主要提供優質而健康的西式餐飲服務，包括堂食、外賣、到會及包場業務。園景軒餐廳除了連續第二年榮獲香港社會企業總會頒授「社企認證」創建級標誌外，其中一位年長員工危月嬋女士更獲得香港社會企業總會舉辦的「香港社企優秀員工嘉許計劃2015」之嘉許，這反映了本餐廳於商業策略、財務管理、人力資源、社會創效各方面的卓越表現之餘，亦肯定了園景軒餐廳透過聘用長者擔任員工，可讓他們發揮所長及擁有更充實的退休生活。

Y Garden View Lounge

As a western style catering service provider, Y Garden View Lounge provides in-house dining service, take-away, outside catering and catering service for private function. The Lounge was awarded Social Enterprise Endorsement (SEE) Mark for second consecutive years. One elderly staff Ms Ngai Yuet Sim, Ann was commended in Hong Kong Social Enterprise Outstanding Employee Recognition Project 2015. It showed that the Lounge not only excelled in the areas of business strategy, financial management, human resources and social innovation, but also proved that by employing elderly people as staff members, it could enable them to make use of their talent and live a more fruitful retirement life.





Y Silver Link 安居通

有別於一般的復康及健康用品店，Y Silver Link 安居通主力提供各式各樣長者家居生活用品，並於社區內進行推廣教育，致力提升市民對長者家居安全的意識，讓長者產品變得普及。安居通於本年度除了繼續優化三個銷售專櫃的服務外，由長者員工擔任的「長者優質生活顧問」更連同嶄新概念的「老化體驗套裝」舉辦不同展銷，讓參觀人士體驗老化，喚起大眾對長者安全及優質家居生活的關注。而其中一位年長員工潘建裕先生更獲得香港社會企業總會有限公司舉辦的「香港社會優秀員工嘉許計劃2015」之嘉許，証明年長員工亦可憑藉自身優勢及經驗獲得社會認同。

Y Silver Link

To differentiate from generic rehabilitation and health product stores, Y Silver Link Household Product Retail Store mainly sells various kinds of elderly household products, promote communal education programs to increase product popularity and raise the awareness of the general public about home safety for the elderly. During the year, Y Silver Link continued to enhance the services at our three sales counters and hire the elders as Elder Quality Living Consultants. Furthermore, trade shows were held to promote the innovative concept of 'Ageing Experience Package' where the audience could experience the ageing process with a hope to arouse their concern on the safe and quality home life of the elderly. One elderly staff Mr Poon Kin Yee was commended in Hong Kong Social Enterprise Outstanding Employee Recognition Project 2015 organized by Hong Kong General Chamber of Social Enterprise Limited. It demonstrated that elderly staff could gain social recognition based on their own strength and experience.





Y Fitness 躍動力

Y Fitness 躍動力於本年度正式開展服務，成功讓一群有志從事健體行業的青年人獲得專業培訓、實習及聘用機會，成為「專業健體教練」。同時，躍動力特別針對銀髮市場設計了「長者健體體訓課程」，並於不同住宅屋苑、社區中心等進行超過30場推廣教育活動及健體運動班，透過專題講座、體適能評估、運動體驗及專業諮詢，銳意讓55歲或以上人士了解其個人身體健康狀況及認識健體運動的重要性，協助他們養成良好及持久的運動習慣，真正實踐「健體助延年」的理念。

Y Fitness

Y Fitness was officially launched its service during the year. Youths showing keen interest in entering the body fitness industry were offered professional training, on-the-job training and employment opportunity to become 'elder fitness instructors'. Concurrently, Y Fitness had specially designed a series of tailor-made fitness classes solely for the silver market with more than 30 sessions of educational programs and fitness exercise classes offered in different housing estates and community centres. Seminars on specific topics, body fitness assessment, sport experience and professional consultancy services were provided to enable persons aged 55 and above to learn about their health condition and the importance of fitness exercise so that they would develop good habit of taking exercise persistently and thus truly practice the concept of 'healthy exercise for longevity'.

Y Delight 女青會員優惠坊

Y Delight 女青會員優惠坊於本年度繼續優化服務，位於本會總部的實體商店及網上商店均推出多項多元化推廣活動，同時亦於不同女青服務單位舉行多場展銷活動，為本會職員及會員從不同經銷商進行採購，以超值價格提供各類優質貨品。女青會員優惠坊亦持續為弱勢社群提供培訓、實習及就業機會。

Y Delight Membership Welfare Shop

Y Delight Membership Welfare Shop saw several enhancements in its service, including the offering of diversified marketing activities both at the online shop and the shop located at the Headquarters. Trade shows were organized at various service units. The practice of procurement from different distributors had enabled us to offer sales of prime products at competitive price to our members and staff. Y Delight also supported the underprivileged by providing on-the-job training, internship and employment opportunity.

女青活學中心

Centre of Life Learning and Enhancement

提供一站式全方位國際化的教育課程及活動

Offering a one-stop and all-round international educational courses and programs.

服務簡報
Service Report in Brief



「女青活學中心」是一個全方向，以家庭為對象，創新及專業的教育中心，致力服務所有社群，提供一站式全方位國際化的教育課程及活動。於2015 - 2016 年間，「女青活學中心」提供超過2,000個適合不同年齡層的課程及活動，服務人次超過 8,700。

As a creative, innovative and professional educational centre with families as its service targets, Centre of Life Learning and Enhancement ('CLLE') strives to serve different communities through offering a one-stop and all-round international educational courses and programs. During 2015-2016, CLLE offered more than 2,000 courses and programs for different age groups and total service attendances exceeded 8,700.



於2016年初，本中心正式推出「International Kids Club」，我們以Playground for Learning為服務目標，希望讓兒童從玩樂及遊戲中進行學習，讓他們有效及快樂地成長。除了兒童的服務，本中心亦為透過新成立的「Parents Hub」提供不同類型的親子教育課程及活動。以增進親子及家庭關係的主題，讓父母與孩子一同遊戲，一同學習，並一同互動地成長。

In early 2016, CLLE launched an 'International Kids Club' with the service objective of 'playground for learning'. It was hoped that children could learn from playing games while enjoyed happy childhood. Besides, the newly formed 'Parents Hub' is offering various types of child-parent courses and activities for the whole family. By joining the Hub, children and parents could learn from each other during the play-together time and hence strengthened the child-parent relationship.

我們亦明白到家傭在現今家庭中的重要性。因此，本中心亦成立了「Helpers Training Academy」，為家傭提供不同的在職培訓。主要的培訓系列有「廚房教學系列」（包括：特色烹飪課程、食物衛生課程等），「家居管理系列」（包括：家務處理課程、管家技巧課程）及「兒童照顧系列」（包括：兒童急救課程、兒童管教課程等）。目的希望優化及培育家傭的工作能力及良好習慣，更能在照顧家庭的工作中發揮其所能。

We appreciate the important role of domestic helper in today family. Hence, a 'Helpers Training Academy' has been established to offer on-the-job training to domestic helpers. Major training series consisted of 'lessons for kitchen series' which included courses on authentic dishes and food hygiene, 'household management series' included domestic chore handling and housekeeper skills training, and 'caring for kids series' composed of first aid for kids and course on disciplining kids, with the aim to strengthen the working ability of domestic helpers, encourage them to cultivate good habits, and perform well in taking care of family members.



傳訊及資源拓展

Communication and Resources Development

建立知名度、發展並增強機構聲譽，加深市民對女青之認識，是我們一直以來的使命與挑戰。
Establishing popularity, developing and reinforcing the reputation of the Association and enhancing public understanding of the Association is our mission and challenge.

服務簡報
Service Report in Brief



多年來，傳訊及資源拓展部一直透過多元化宣傳及推廣渠道與各界溝通，提升機構正面形象與透明度，期望讓不同界別及社會公眾更認同和支持女青工作，務求籌募更多資源，讓機構拓展出別具意義的優質服務。

For years, Communication and Resources Development Department ('CRDD') had continued to enhance the positive corporate image and agency transparency through various communication and promotional channels aiming to increase public recognition and solicit support from various sectors and the community as well as explore resources for developing quality and meaningful services.





鞏固機構形象 建立伙伴關係

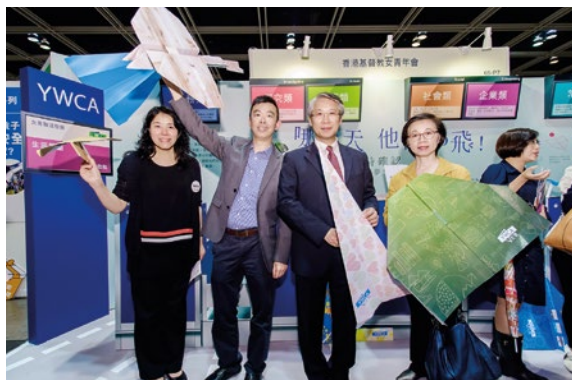
年度內，本部繼續深化與企業聯繫的工作，進一步向企業伙伴介紹本會服務發展，了解社會問題及需要，本部首次推出「女青企業結伴行」，讓企業伙伴直接參觀本會服務單位，第一身體驗及了解本會服務，從而締造彼此合作的機會。本年度共安排了兩次「企業結伴行」，參與機構包括香港賽馬會、周大福慈善基金、李錦記家族基金、胡關李羅律師行及富城集團等企業之代表。

一如以往，本部致力支持合作伙伴參與香港社會服務聯會的「商界展關懷」/「同心展關懷」計劃，本年度共提名106間公司/機構，全部成功獲頒發標誌，足見本會與合作伙伴攜手服務社區的成果。而在2016年的「商界展關懷」社區伙伴合作展中，本會的「哪一天我們go飛」展位，更成為該展網上獲投選最多LIKE之展位，充份顯示各界的支持。

Consolidating Corporate Image and Corporate Partnership

To enhance our corporate partners' understanding of current social problems and social needs and capitalize opportunity for future cooperation, two 'YWCA Corporate Tours' were arranged during which our services were directly introduced to representatives from Hong Kong Jockey Club, Chow Tai Fook Charities Foundation, Lee Kam Kee Family Foundation, Woo Kwan Lee & Lo, & Urban Group etc.

As usual, the Association has strongly supported our corporate partners to participate in the 'Caring Company Scheme' organized by Hong Kong Council of Social Service. This year, a total of 106 caring companies/organizations were successfully nominated by the Association. These achievements have fully manifested our combined effort in serving the community. In addition, support from various sectors was shown by our winning of My 'Like' Exhibition Booth at the online voting of the Caring Company Partnership Expo 2016.





與各界溝通 讓大眾了解女青使命

全港唯一免費派發女性季度雜誌、本會季刊《女聲》亦如常發行，今年更增設網上版本供市民免費下載，讓市民有機會更了解女青工作及各地與女性相關之議題。2016年亦設立了女青的官方臉書專頁，讓市民有多一個渠道認識女青。

另一方面，本會年度內共獲354篇正面新聞報道，亦與《星島日報》學生報及《文匯報》合作，於該兩報分別撰寫有關生涯規劃及通識相關之專欄文章，深受讀者贊同；而與Roadshow路訊通合作拍攝的女青宣傳片，現於各服務中心播放。

Enhancing Public's Understanding of YWCA Mission

Besides publication and free distribution of printed copies of Women's Voice, our quarterly woman magazine, a newly-added online version is made available for free download so that the general public would easily access to our services and various women-related issues outside Hong Kong. The creation of Hong Kong YWCA official Facebook webpage was another effort to reach out to the community.

The Association received positive newspaper coverage (354 articles in total), including column articles on career planning service and liberal studies in student edition of Sing Tao Daily and Wen Wei Po where we earned good readers' comments. A promotional trailer on services of the Association co-produced by Roadshow is now broadcasted at our service units.





配合女青發展 積極籌募資源

自「九龍會所復修計劃」開展以來，女青一直積極籌募更多資源，務求讓九龍會所以最佳狀態重新投入服務。本部為此亦舉行多個相關籌款活動，如獲女青前任會長黃馬信英女士家人及前任董事譚黃坤樑女士支持、捐出多幅國畫作品作慈善義賣之「筆墨濃情計劃」，他們的慷慨支持為九龍會所復修工作注下一口強心針。

本部亦繼續舉辦其他籌募工作，包括女青慈善券、「婦女情緒支援服務」月捐計劃、「棗」點愛ChariTea慈善計劃等。而本會在「敬老護老愛心券2015」慈善籌款運動中再次取得佳績，共籌得港幣\$1,014,647.51。

Exploring Resources for Future Service Development

Since the commencement of the 'Kowloon Centre Rehabilitation Project', the Association has been proactively exploring various resources to ascertain that the Kowloon Centre would be well-prepared to resume its service. Relevant fundraising campaigns were launched. One example was the charity sales of several Chinese paintings of Mrs Mabel Wong, our late President and Mrs. Tam Wong Kwan Leung, our former board member. We were greatly encouraged by generous support of Mrs. Wong family and Mrs. Tam.

Other fundraising campaigns were also launched including sales of YWCA Charity Tickets, 'Women's Support Services' Monthly Donation Scheme and 'ChariTea' program. At the sales of 'Care for the Elderly Charity Tickets', we successfully raised more than HK\$1 million.





全會服務統計 Annual Service Statistics

服務性質 HKYWCA's Services by Nature

參加活動總人次 Total No. of Attendance: 2,689,029

服務簡報
Service Report in Brief

性質 Nature	服務分類 Types of Services	人次 No. of Attendance
基督教事工 Christian Ministry	福音小組、佈道會、福音講座、義工培訓、同工心靈關顧、地區教會聯繫 Gospel Groups, Gospel Rally, Evangelistic Gathering, Volunteer Training, Staff Spiritual Care, Regional Churches Connection	93,060
會員事工 Membership Affairs	會員服務、義工服務、國際事務 Membership Affairs, Volunteer Service, International Affairs	45,342
婦女及家庭事工 Woman and Family Services	婦光團、基層婦女工作、年青女性領袖培育、性別意識培育工作、熱線輔導服務、臨床心理服務、家庭健康促進中心 Women's Club, Grassroots Women Projects, Young Women Leadership Training, Gender Awareness Education, Hotline Counselling Service, Clinical Psychological Service, Family Wellness Centre	78,802
學前教育 Pre-school Education	幼兒學校、幼稚園 Nursery School, Kindergarten	172,237
青年及社區服務 Youth and Community Service	學校社會工作、外展社會工作、綜合社會服務、支援家庭服務、青年就業服務、社區發展、綜合就業支援服務、康體事工、梁紹榮度假村、女青中樂團、歷奇訓練 School Social Work, Outreaching Social Work, Integrated Social Service, Family Support Service, Youth Employment Services, Community Development, Integrated Employment Assistance Scheme, Recreational and Sports Service, Sydney Leong Holiday Lodge, Y.W.C.A. Chinese Orchestra, Adventure Training	880,338





性質 Nature	服務分類 Types of Services	人次 No. of Attendance
學校教育 School Education	基督教女青年會丘佐榮中學 The Y.W.C.A. Hioe Tjo Yoeng College	124,002
持續教育 Continuing Education	職業發展及訓練中心、再培訓服務、機構僱員服務計劃、持續教育中心、青心坊 Career Development & Training Centre, Retraining Service, Employee Service Scheme, Continuing Education Centre, Y Serenity	251,617
耆年服務 Elderly Service	松柏中心、安老苑、日間護理中心、護理安老苑、綜合家居照顧服務、松柏社區服務中心、長者持續教育中心、健康長者農場、青健坊、長者學苑聯網 Centre for the Elderly, Care & Attention Home for the Elderly, Day Care Centre for the Elderly, Integrated Home Care Services Team, District Elderly Community Centre, Elderly Continuing Education Centre, The Farm for Healthy Ageing, Y Care, Elder Academies Cluster	776,931
Y Hospitality	園景軒、般咸軒、海棠軒、特約食坊 Garden View Hong Kong, Bonham Residence Hong Kong, Begonia Residence Kowloon, The One Restaurant	143,404
社會企業 Social Enterprise	女青活學中心、女青會員優惠坊、園景軒餐廳、安居通長者家居用品店、Courtyard Café、Y Fitness 躍動力 Centre of Learning and Life Enhancement, Y-Delight, Y Garden View Lounge, Y Silver Link, Courtyard Café, Y Fitness	75,201
資源拓展 Resources Development	籌款事宜、公關宣傳、企業網絡 Fundraising, Communications and Public Relations, Corporate Liaison	48,095





中央行政 Central Administration

要有效實行高水平的機構管治，專業及妥善的行政支援必不可缺。近年，機構設立了「優化行政流程工作小組」及「中央行政部門運作協調會議」，加強服務部門與行政部門的溝通及配合，以提升機構整體行政效率。

Professional and efficient administrative support is indispensable for the Association to attain high level of corporate governance. To strengthen the communication and coordination between service departments and administrative departments, a Taskforce on Enhancing Central Administrative Management was formed and Operational Meetings of Central Administrative Departments were convened to fulfill the above objective.

人力資源管理

人力資源部的成立是為配合機構需要，達成會務發展，發展人才，提升競爭力以滿足未來的服務需要。藉著與服務單位建立良好溝通及協作關係，成為戰略夥伴，共同達成機構之遠象及使命。採取專業及有效之人力資源管理措施，繼續優化及進一步改善行政流程。

Human Resources Management

In alignment with future service need and the Association's need in expanding its services and enhancing its competitiveness to attract and retain talent, the Human Resources Department has been strengthening its communication and building strategic partnerships with our service units for fulfilment of the Association's vision and mission. The administrative process has been further streamlined through implementing professional and effective HR measures.

2015/2016年度完成之重點項目包括：

1. 女青一向重視員工之退休福利，按社會福利署之「最佳執行指引」，特別聘請顧問精算師，基於新的退休政策，及根據不同的方案進行15年強積金財務估算。根據研究結果及考慮到資深員工多年來之忠誠服務及貢獻，由2016 年開始為達55歲並超過20年資之公積金員工，優化轉至強積金之退休保障計劃；

Major tasks completed in 2015/2016 included:

1. The Association has always concerned the retirement benefits of our staff. According to the "Best Practice Manual" published by the Social Welfare Department, we had hired an advisory actuary to provide a 15-year MPF financial projection on different scenario based on new retirement policy. In consideration of the result and the dedication and contributions of our senior staff, we had switched the retirement plan of ORSO staff aged 55 and above and with over 20 years of services to MPF retirement plan starting from 2016;



2. 除富衛外，引入永明金融作為第二間強積金服務提供者，以擴大員工強積金投資和基金組合的選擇，並得到員工的支持及回應；
3. 獲嘉許為2015/2016年度「積金好僱主」，為僱員提供額外退休保障；
4. 為鼓勵員工不斷學習及進修，增加員工的培訓津貼和將學位課程納入並適用於申請進修津貼之範圍；同時籌劃優化員工培訓資助之申請及回撥流程；
5. 獲僱員再培訓局嘉許2015/2016年度「人才企業」，表揚女青在「人才培訓及發展」工作有卓越表現；
6. 為顧及員工的牙齒健康，以團體優惠價為員工引入自願牙科保健計劃，同等的優惠亦可延伸至他們的家庭成員；
7. 籌劃增加員工門診補助之年度及每次最高補助額，加強對員工的保障；
8. 配合環保及建立電子化流程，為總會所各部門員工裝設視像拍卡系統，取代紙張出勤記錄表，更擴大至適合的服務單位使用；
9. 配合及推廣女青之新品牌形象，為超過1,000名員工替換以新品牌設計之職員證。新證採用更耐用的物料，較舊設計之職員證更為美觀耐用；
10. 按各職級的勝任能力要求，完成更新「工作計劃及評核報告」及制訂全新的《勝任能力指引》。讓評核員及員工更清晰有關要求，加強雙方溝通；及
11. 持續優化各項「家庭友善措施」。(詳見「策略發展方向：優化員工參與及管理」)

2. Besides FWD, Sun Life Financial has been introduced to be the second MPF service provider so that there would be more option offered in staff MPF investment portfolio. Such measure was well received by staff;
3. The Association was awarded "2015/2016 Good MPF Employer" for offering additional retirement protection to our staff;
4. To encourage our staff to continue their study and learning, there was an increase in the amount of study subsidies entitled to staff and that program fee for university bachelor degree course was also eligible for study subsidy application. It was proposed to streamline the application process of subsidy reimbursement;
5. The Association was conferred "2015/2016 Manpower Developer" Award by Employees Retraining Board for its outstanding achievements in manpower training and development;
6. To take care of our staff dental health, a voluntary dental health care plan at group preferential price has been offered to our staff and extended to their family members;
7. To enhance protection to our staff, it was proposed to increase the maximum amount of staff out-patient consultation subsidy per application and per annually;
8. To support environmental protection and establish electronic process, photo taking time recorders for staff at the headquarters had been installed to replace staff attendance record sheets. The devices were also installed at some of our service units when needs fit;
9. To promote the new YWCA brand image, there was a remaking of staff card for over 1,000 employees. Made from durable materials and designed using new logo, the new staff card has an attractive outlook;
10. According to job competence requirement for different levels, the 'Work Plan and Job Performance Review' was updated and the new 'Job Competence Guidelines' was established so that the requirements for both reviewee and staff could be clearer to achieve better communication; and
11. Continuous enhancement of various family-friendly initiatives. (For details, please refer to 'Strategic Development Direction: Enhancing Staff Engagement and Management')



物業管理

物業管理部致力優化本會自置物業的各項設施管理工作，同時以節能及達至最高成本效益為目標，為各部門/服務單位提供裝修工程方面的全面技術支援及工程管理服務。在各項翻新工程中，物業管理部積極加入「家庭友善」及「長者友善」的設計元素，務求為服務對象提供一個更安全舒適的活動環境。

Facilities Management

The Facilities Management Department strives to enhance facilities management of our various premises and targets to save energy and achieve best cost effectiveness. It provides comprehensive technical support and project management service on renovation projects for all Y's service units and departments. For each renovation project, two elements namely 'family friendly' and 'age-friendly' have been incorporated into the design plan for the sake of providing a safer and more comfortable environment for our service users.

2015/2016年度之大型重點工程項目包括：

1. 九龍會所復修工程；
2. 西環松柏中心現代化裝修工程；
3. 總會所1樓「女青・薈」裝修工程；
4. 般咸軒1樓及2樓生涯規劃服務隊(香港島及離島)寫字樓裝修工程；
5. 又一村會所1樓及2樓男廁暨殘廁翻新工程於年度完結前動工；及
6. 又一村會所女青悅兒成長服務裝修工程。

2015/2016 major projects included:

1. Kowloon Centre Rehabilitation Project;
2. Modernization works of Sai Wan Social Centre for the Elderly;
3. Renovation of 'YWCA • Hub' at 1/F, Headquarters;
4. Fitting-out works of CLAP Service Team (HK & Outlying Islands) Office at 1/F & 2/F, Bonham Residence;
5. Fitting-out works of male toilets and disabled toilets at 1/F & 2/F, Yau Yat Chuen Centre; and
6. Fitting-out works of Y Seeds Wellness Service at Yau Yat Chuen Centre.

內部審核

內部審核部根據審核委員會所授權的約章下，行使獨立的檢視及評估職能。內部審核部透過進行專業、獨立及客觀的檢視，就會內的主要運作及內部監控是否適當及有效作出評估及報告，從而加強本會的機構管治。部門主管定期向審核委員會匯報，並透過審核委員會直接向董事會匯報。

Internal Audit

The Internal Audit Department serves as an independent appraisal function as mandated by the Audit Committee. To support the Board and management of the Association to enhance the effectiveness of governance, Internal Audit Department provides professional, independent and objective audit reviews on the effectiveness of internal control and the efficiency of operations of the Association. The Head of Internal Audit Department periodically reports to the Audit Committee, and has direct access to the Board via Audit Committee.



審核項目是按審核委員會批准的年度審核計劃推行，亦會按董事會或管理層要求而執行。

2015/2016年度完成之重點項目如下：

1. 突發巡查服務單位之現金管理；
2. 安老院舍分配機構名額之審核；
3. 護理安老院之審核；
4. Y Care 青健坊之審核；
5. 綜合青少年服務中心之審核；
6. Y Hospitality 之審核；
7. 人力資源部之審核；
8. 行政及採購部之審核；及
9. 舉行審核經驗及技巧分享會。

Audit reviews were carried out in accordance with its annual audit plan as approved by the Audit Committee or as requested by the Board and management.

Major tasks completed in 2015/2016 included:

1. Surprise cash management review in service units;
2. Audit on Allocation of Places under Agency Quota for Care and Attention Home for the Elderly;
3. Review on key operation and services under Funding and Service Agreement of a Care and Attention Home for the Elderly;
4. Review on financial and key operations of a Y Care service centre;
5. Review of key operation and services under Funding and Service Agreement of an Integrated Children and Youth Services Centre;
6. Review on financial and key operations of Y Hospitality;
7. Review of payroll process of Human Resources Department;
8. Review of controls over procurement process of Administration and Procurement Department; and
9. Arrangement of audit experience and knowledge sharing sessions.

行政及採購支援

行政及採購部為會內單位提供優質後勤及內部協調服務，在行政事務及中央採購方面作出適切的支援，務求使各單位能得到最優質的協助。

Administration and Procurement

The Administration and Procurement Department provides quality back-office services and support on administrative matters and centralized procurement for all Y's service units and departments.

2015-2016完成工作項目包括：

1. 持續優化採購制度：制訂正式合約簽署權限；
2. 全年招標工作；
3. 為本會單位進行翻新工程及/或客房裝修，合約總值大約1,600萬；
4. 為九龍會所統籌相關服務的傢俬、工具等購置事宜；
5. 與業主多番協商，最後成功為職業發展及訓練中心爭取合理的還原工程方案，順利招標及如期完成；
6. 為服務單位購置3輪復康巴士；
7. 全會各類保險安排，及處理共12宗保險索償；及
8. 為24單位處理租約續租。

Major tasks completed in 2015/2016 included:

1. Enhancement of procurement system: establishing signing authority for official contract;
2. Agency's tender matters;
3. Handled contract worth over \$16 million on renovation of service units and/or fitting-out works of guestrooms;
4. Coordinated the purchase of furniture and tools for relevant service units at Kowloon Centre;
5. Completion of the tendering and recovery works of the rented premises of Career Development and Training Centre after negotiations with the landlord;
6. Purchase of 3 Rehab Buses for service unit;
7. Managed various insurance matters for the Association and handled 12 insurance claims; and
8. Handled lease renewal for 24 units.



資訊系統

資訊系統部致力提供優質資訊系統發展及支援服務，並就不同之資訊科技專案提供諮詢服務。年度內本部與不同單位共同開展一系列嶄新資訊科技項目，其中最受注目的是兩項全會性之跨年度工作項目——建構「顧客關係管理系統」，及參與九龍會所復修計劃設計及建構復修後整座九龍會所之電腦網絡。

Information System

Information System Department provides quality information system support and development service, and consultancy services for various IT projects. During 2015/2016, the Department had partnered with other service units to develop a series of IT projects, including the two most eye-catching projects of the Y – the implementation of 'Customer Relationship Management' and the design and establishment of the new IT infrastructure for the whole rehabilitated Kowloon Centre.

2015/2016完成之重點項目包括：

1. 就建構「顧客關係管理系統」完成顧問研究報告，並開展相關之系統開發工作；
2. 於總會所及服務單位陸續增設安全且容易管理之無線上網服務；
3. 為會內之幼兒學校設立中央圖書管理系統；
4. 成功開發「中文拆字遊戲」手機應用程式，幫助患有讀寫障礙的學童；
5. 為新成立的長者持續教育中心服務建構網站服務；
6. 與 Y Hospitality 就市場上可供揀選之「客房管理系統」進行可行性研究，以取代現有系統；
7. 使用嶄新之雲端儲存服務，以增強工作流動性及資料傳送；
8. 擴展現有之虛擬伺服器方案，以提升管理效能；及
9. 持續更新會內之電腦系統及設備。

Major projects accomplished in 2015/2016 included:

1. Completed the consultancy services toward the development of Customer Relationship Management System, and initiated the System development works;
2. Gradual addition of safe and manageable Wi-Fi service at the Headquarters and service units;
3. Established centralized library system for our nursery schools;
4. Successfully launched the 'HOPE Chinese Character Game' mobile application to assist the SEN children in learning Chinese characters;
5. Developed the website for the newly established Elderly Continuing Education Centre;
6. Conducted a feasibility study towards the implementation options of 'Property Management System' with Y Hospitality;
7. Adopted the cloud document sharing solution to enhance mobility and information sharing; and
8. Expanded the existing virtual server solution to enhance management efficiency; and
9. Modernized the Association's IT systems and equipment.

財務管理

財務部致力提供優質財務管理服務，並確保本會財政資源有效善用，提升服務質素及效益。為使財務資源運用更具效益，董事會及相關委員會每年按實際情況及發展策略，把備用款調撥予不同範疇。董事會亦在其會議上討論如何管理及運用儲備，包括整筆撥款儲備及非定影員工公積金儲備，目的在於善用儲備，以加強服務質素和推動策略性發展。

為使外界對本會的財務狀況有更深入的了解，本會透過不同合適的渠道向公眾發布有關本會過去一年運用整筆撥款儲備的資訊，並制定了未來如何運用儲備的計劃，以確保公平、合理、妥善及有效地運用儲備。



Finance Management

The Finance Department (FD) aims to provide quality accounting and financial functions to management and other users. In addition, FD also supports the Board and management to ensure resources are efficiently and effectively deployed.

To enhance transparency and communication with our stakeholders, financial information was disseminated through appropriate channels to public.

財務部於本年度推行了以下重點工作：

1. 訂定全會投資策略政策，根據市場走勢及本會承擔能力，探索不同投資機會；
2. 監察九龍會所復修工作進度、監控工程總支出與預算之差異，並密切跟進賽馬會的撥款事宜；
3. 繼續加強中央行政服務單位之間的溝通和協調，務求達致更有效益的資源分配；
4. 繼續推行各項開源節流措施；及
5. 確保儲備之調撥符合本會發展策略，並運用得宜。

During the year, major tasks completed are highlighted as follows:

1. Based on the market trends and the affordability of the Association, to formulate investment strategy and policy, and search for new investment opportunities;
2. To monitor the project progress, the variation of the total expenditure and the budgeted expenditure of the Kowloon Centre Rehabilitation Project and closely follow up the donation from Hong Kong Jockey Club;
3. To further enhance communication and coordination between central administrative departments for effective resource allocation;
4. To implement various cost saving initiatives and income generating measures; and
5. To ensure the reserve allocation in alignment with the development strategy of the Association and its proper implementation.

整筆撥款儲備

截至2016年3月31日，本會整筆撥款儲備為五千九百三十多萬元，當中以每年受整筆撥款資助服務的營運開支的20%作為營運儲備，其餘(整筆撥款儲備減去營運開支的20%)用於不同範疇的分配，例如：用作支付員工獎勵金、獎勵性增薪及員工專業發展及培訓等。

公積金/強積金儲備

公積金/強積金儲備只會用作支付公積金/強積金，而本會亦嚴格遵守《整筆撥款手冊》、其通告及相關信函所列明之條文及理念。本會亦相應地訂立了有關動用儲備金之守則及政策予員工參考及遵守。本會按既定政策及員工的服務年資遞增公積金及強積金的僱主供款，分別由5%、10%、15%及5%、7.5%、10%不等。截至2016年3月31日，本會累積之公積金及強積金結餘為港幣二千一百三十多萬元。

Lum Sum Grant (LSG) Reserve

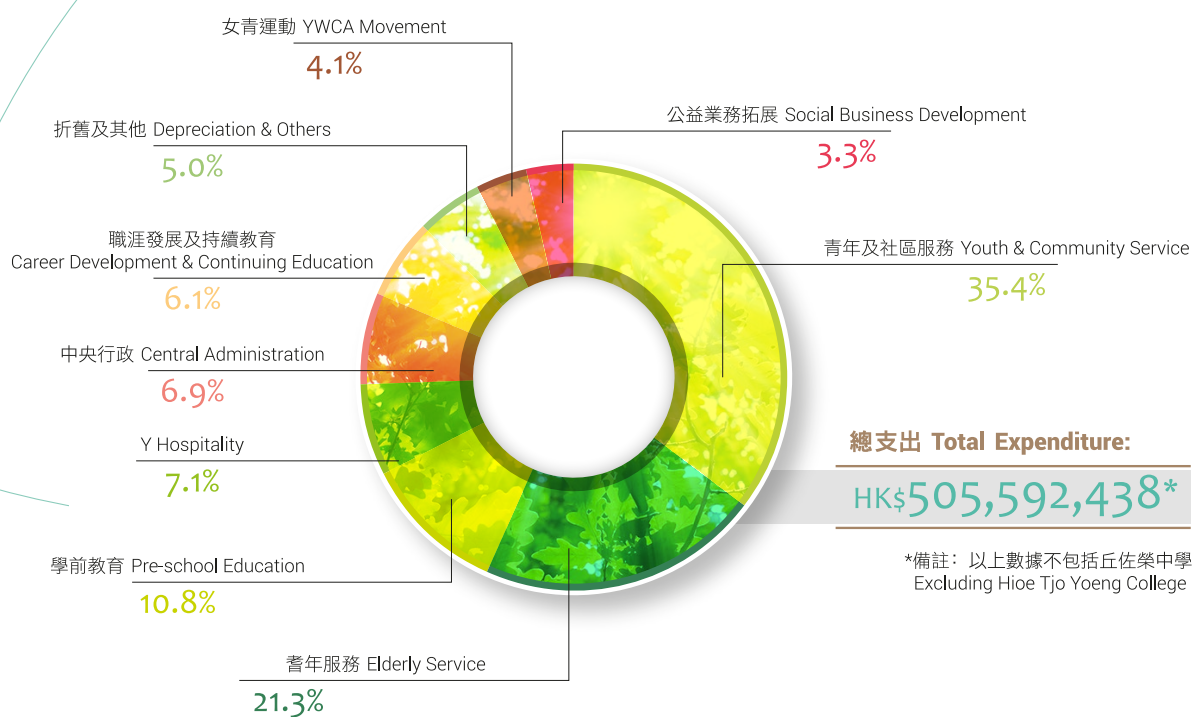
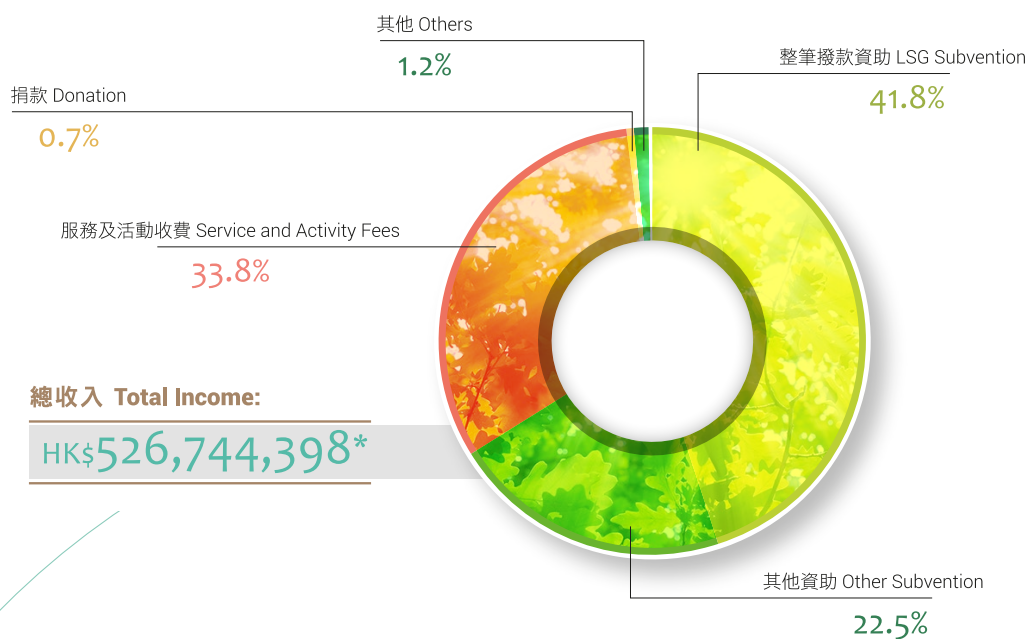
At year ended 31 March 2016, the cumulative LSG Reserve was \$59.3m. When utilizing the reserve, the Association has observed the intended purposes as stipulated in the LSG Manual, circulars and relevant notifications. According to our strategic reserve policy, part of the accumulated LSG Reserve is designated for operating reserve purpose whilst the balance is for staff expenses, other operating expenses and service enhancement and development. The maximum amount of LSG Reserve deemed for operating reserve purpose is capped at 20% of the subvented services' operating expenditure (excluding Provident Fund expenditure)

Provident Fund (PF) Reserve

Provident Fund Reserve is used for provident fund purpose and when utilizing the reserve, the Association has observed the intended purpose as stipulated in the LSG Manual, circulars and relevant notifications. The Association has policy governing the use of the reserve. Based on policy and the number of years of service the employer's contribution rates for ORSO and MPF were from 5%, 10%, 15% and 5%, 7.5%, 10% respectively. At the year ended 31 March 2016, the total cumulative ORSO and MPF Reserve amounted to \$21.3m.

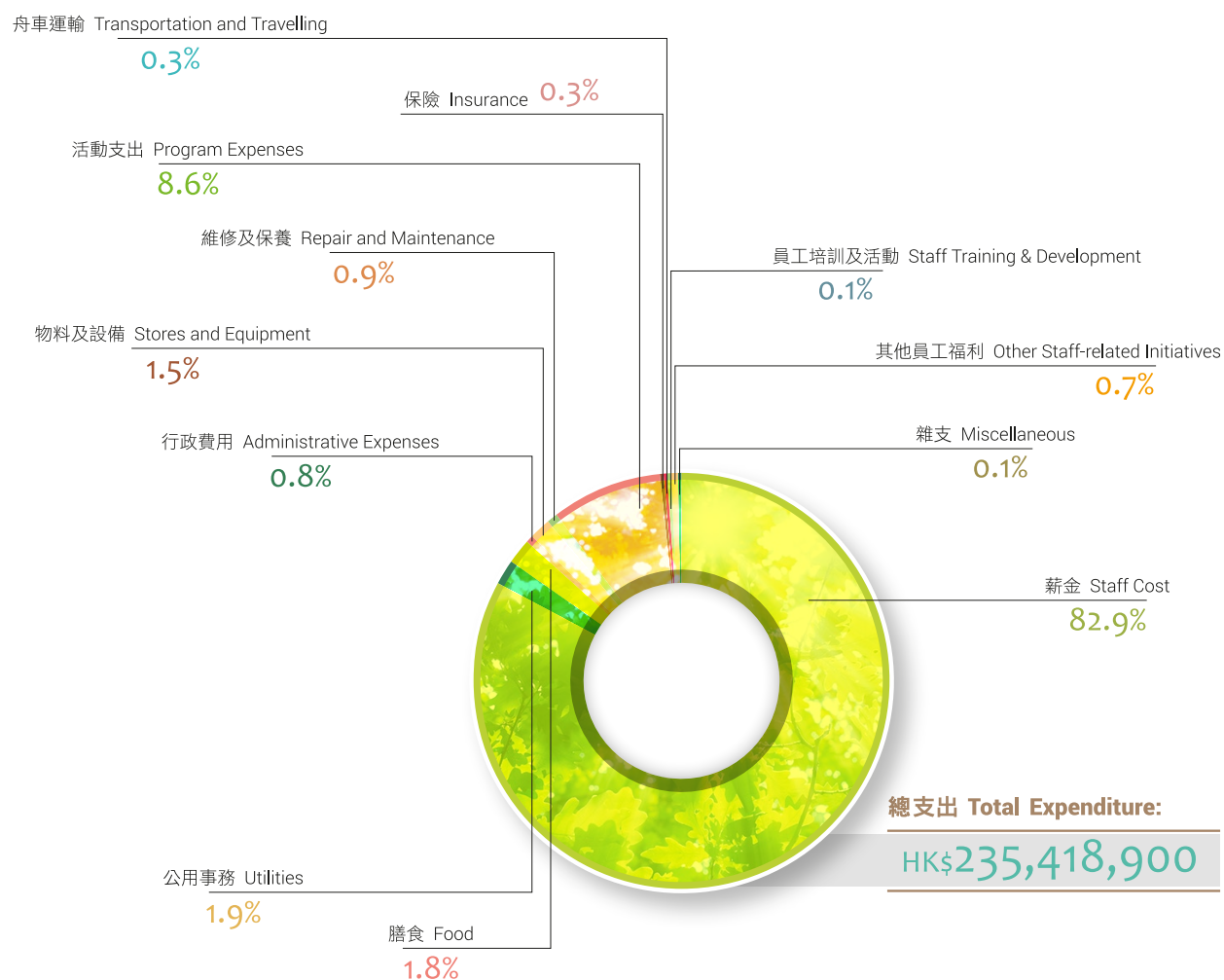


2015-2016 機構整體收入及支出 Financial Report of the Association



*備註：以上數據不包括丘佐榮中學
Excluding Hioe Tjo Yoeng College

2015-16年度 社會福利署整筆撥款支出分佈 Breakdown of Social Welfare Department LSG Expenditure for 2015-16



Remarks:

The figures and financial information relating to the year ended 31 March 2016 as shown on page 132-133 are not the Association's statutory annual financial statements for that year. The Association has delivered those financial statements to the Registrar of Companies as required by section 662(3) of, and Part 3 of Schedule 6 to, the Companies Ordinance. The Association's auditor has reported on those financial statements. The auditor's report was unqualified; did not include a reference to any matters to which the auditor drew attention by way of emphasis without qualifying its reports; and did not contain a statement under sections 406(2), 407(2) or (3) of the Companies Ordinance.



..... Nurturing Life with Whole Heart

機構 資料

Organization
Information





機構資料 Organization Information

索引 Index 辦事處 Office

機構
資料
Organization Information

中央行政 Central Administration

- 1 總辦事處 Headquarters
- 2 行政及採購部 Administration and Procurement Department
- 3 資訊系統部 Information System Department
- 4 財務部 Finance Department
- 5 人力資源部 Human Resources Department
- 6 傳訊及資源拓展部 Communication and Resources Development Department
- 7 物業管理部 Facilities Management Department
- 8 內部審核部 Internal Audit Department

公益業務拓展 Social Business Development

- 10 公益業務拓展辦事處 Social Business Development Office
- 11 女青活學中心 Centre of Learning and Life Enhancement
- 16 園景軒餐廳 Y Garden View Lounge
- 12 Y Delight 女青會員優惠坊 Y Delight Membership Welfare Shop
- 13 Y Silver Link 安居通長者家居用品店 Y Silver Link Elderly Household Product Retail Store
- 14 Y Fitness 躍動力 Y Fitness

學前教育 Pre-School Education

- 52 學前教育部辦事處 Pre-school Education Department Office
- 17 戴翰芬幼兒學校 Tai Hon Fan Nursery School
- 36 紹邦幼兒學校 Shiu Pong Nursery School
- 42 彩雲幼兒學校 Choi Wan Nursery School
- 43 信望幼兒學校 Faith Hope Nursery School
- 53 趙靄華幼兒學校 Chiu Oi Wah Nursery School
- 64 荃灣幼兒學校 Tsuen Wan Nursery School
- 67 長青幼兒學校 Cheung Ching Nursery School
- 72 隆亨幼兒學校 Lung Hang Nursery School
- 76 安定幼兒學校 On Ting Nursery School
- 54 宏恩幼稚園 Athena Kindergarten

青年及社區服務 Youth and Community Service

- 29 梁紹榮度假村 Sydney Leong Holiday Lodge
- 20 西環綜合社會服務處 Western District Integrated Social Service Centre
- 45 龍翔綜合社會服務處 Lung Cheung Integrated Social Service Centre
- 48 樂華綜合社會服務處 Lok Wah Integrated Social Service Centre
- 49 將軍澳綜合社會服務處 Tseung Kwan O Integrated Social Service Centre
- 55 深水埗綜合社會服務處 Sham Shui Po Integrated Social Service Centre
- 68 青衣綜合社會服務處 Tsing Yi Integrated Social Service Centre
- 74 沙田綜合社會服務處 Shatin Integrated Social Service Centre
- 75 沙田綜合社會服務處（禾輦分處）Shatin Integrated Social Service Centre (Wo Che Office)
- 77 屯門綜合社會服務處 Tuen Mun Integrated Social Service Centre
- 78 屯門綜合社會服務處（安定分處）Tuen Mun Integrated Social Service Centre (On Ting Office)
- 79 蝴蝶灣綜合社會服務處 Butterfly Bay Integrated Social Service Centre
- 81 天水圍綜合社會服務處 Tin Shui Wai Integrated Social Service Centre
- 22 中西區及離島青年外展社會工作隊 Central, Western & Islands District Youth Outreaching Social Work Team
- 50 將軍澳青年外展社會工作隊 Tseng Kwan O Youth Outreaching Social Work Team
- 23 觀龍樓社區工作辦事處 Kwun Lung Lau Community Work Office
- 27 大澳社區工作辦事處 Tai O Community Work Office
- 28 Y Eco Tour 大澳文化生態綜合資源中心 Y Eco Tour Tai O Cultural and Ecological Integrated Resource Centre
- 40 青年就業資源中心（旺角）Youth Employment Resource Centre (Mong Kok)
- 71 青年就業資源中心（葵芳）Youth Employment Resource Centre (Kwai Fong)
- 82 天水圍一站式就業及培訓中心 Tin Shui Wai One-Stop Employment and Training Centre
- 19 生涯規劃服務隊（香港島及離島）CLAP Service Team (HK & Outlying Islands)
- 51 學校社會工作辦事處 School Social Work Office



服務單位一覽 Directory of Hong Kong Y.W.C.A. Service Units

索引 Index 辦事處 Office

通訊索引編號(見138-143頁)
Correspondence Index (see P.138-143)

基督教及會員事工 Christian Ministry and Membership

- 9 基督教及會員事工部 Christian Ministry and Membership Department

婦女及家庭事工 Woman and Family Affairs

- 30 婦女事工隊 Women Affairs Department
32 又一村家庭健康促進中心 Family Wellness Centre (Yau Yat Chuen)
80 賽馬會天水圍家庭健康促進中心 Jockey Club Tin Shui Wai Family Wellness Centre
31 臨床心理服務 Clinical Psychological Service
33 女青悅兒成長服務 Y Seeds
34 周大福逆風高飛計劃 Y Flight

學校教育 School Education

- 38 基督教女青年會丘佐榮中學 The Y.W.C.A. Hioe Tjo Yoeng College

持續教育 Continuing Education

- 60 職業發展及訓練中心 Career Development and Training Centre
44 九龍東持續教育中心 Kowloon East Continuing Education Centre
65 麗瑤社會服務處 Lai Yiu Social Service Centre
73 沙田持續教育中心 Shatin Continuing Education Centre
46 旺角持續教育中心辦事處 Mongkok Continuing Education Centre Office
47 旺角持續教育中心 Mongkok Continuing Education Centre
66 Y Serenity 青心坊 Y Serenity
63 ERB 服務中心(九龍西) ERB Service Centre (Kowloon West)

耆年服務 Elderly Service

- 24 明儒松柏社區服務中心 Ming Yue District Elderly Community Centre
83 秀群松柏社區服務中心 Ellen Li District Elderly Community Centre
21 西環松柏中心 Sai Wan Social Centre for the Elderly
70 長青松柏中心(青葵樓) Cheung Ching Neighbourhood Elderly Centre (Correspondence Address)
69 長青松柏中心(長青社區中心) Cheung Ching Neighbourhood Elderly Centre
56 誌寶松柏中心 Chi Po Neighbourhood Elderly Centre
39 九龍城綜合家居照顧服務隊 Kowloon City Integrated Home Care Services Team
59 深水埗綜合家居照顧服務隊 Sham Shui Po Integrated Home Care Services Team
58 林護紀念松柏日間護理中心 Lam Woo Memorial Day Care Centre for the Elderly
26 鄭傍卿護理安老苑 Cheng Pon Hing Care & Attention Home for the Elderly
57 雲華護理安老苑 Wan Wah Care & Attention Home for the Elderly
61 長者持續教育中心 Elderly Continuing Education Centre
62 長者持續教育中心(港島區及九龍西長者學苑聯網) Hong Kong Island and Kowloon Elder Academies Cluster
85 Y Farm 健康長者農場 Y Farm for Healthy Ageing
25 Y Care 青健坊(東區)長者日間護理中心 Y Care Day Care Centre for the Elderly (Eastern District)
35 Y Care 青健坊(又一村)長者日間護理中心 Y Care Day Care Centre for the Elderly (Yau Yat Chuen)
84 Y Care 新創建青健坊(北區)長者日間護理中心 NWS Y Care Day Care Centre for the Elderly (North District)

Y Hospitality

- 15 園景軒 Garden View Hong Kong
18 般咸軒 Bonham Residence Hong Kong
37 海棠軒 Begonia Residence Kowloon
41 峰景軒 Summit View Kowloon

服務單位一覽
Directory of Hong Kong
Y.W.C.A. Service Units

港島 — 中區 Hong Kong Island - Central District

1 總辦事處 Headquarters

香港麥當勞道1號
No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1300
傳真 Fax : 2524 4237
電郵 E-mail : ywca@ywca.org.hk

2 行政及採購部 Administration and Procurement Department

香港麥當勞道1號4樓
4/F, No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1303
傳真 Fax : 2524 4237
電郵 E-mail : apd@ywca.org.hk

3 資訊系統部 Information System Department

香港麥當勞道1號4樓
4/F, No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1366
傳真 Fax : 2524 4237
電郵 E-mail : isd@ywca.org.hk

4 財務部 Finance Department

香港麥當勞道1號4樓
4/F, No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1317
傳真 Fax : 3476 1418
電郵 E-mail : fd@ywca.org.hk

5 人力資源部 Human Resources Department

香港麥當勞道1號4樓
4/F, No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1347
傳真 Fax : 3476 1362
電郵 E-mail : hrd@ywca.org.hk

6 傳訊及資源拓展部 Communication and Resources Development Department

香港麥當勞道1號2樓
2/F, No. 1 MacDonnell Road, Hong Kong
電話 Tel : 3476 1311
傳真 Fax : 3476 1364
電郵 E-mail : crdd@ywca.org.hk

7 物業管理部 Facilities Management Department

香港麥當勞道1號2樓
2/F, No. 1 MacDonnell Road, Hong Kong
電話 Tel : 2549 9292
傳真 Fax : 2549 8853
電郵 E-mail : fmd_mail@ywca.org.hk

8 內部審核部 Internal Audit Department

香港麥當勞道1號1樓
1/F, No. 1 MacDonnell Road, Hong Kong
電話 Tel : 3476 1423
傳真 Fax : 2524 1392
電郵 E-mail : iad@ywca.org.hk

9 基督教及會員事工部 Christian Ministry and Membership Department

香港麥當勞道1號106室
Rm 106, No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1322
傳真 Fax : 3476 1326
電郵 E-mail : cmmd@ywca.org.hk

10 公益業務拓展辦事處 Social Business Development Office

香港麥當勞道1號1樓
1/F, No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1328
傳真 Fax : 3443 1320
電郵 E-mail : sbdd@ywca.org.hk

11 女青活學中心 Centre of Learning and Life Enhancement

香港麥當勞道1號3樓
3/F, No. 1 MacDonnell Road,
Hong Kong
電話 Tel : 3476 1340
傳真 Fax : 3476 1346
電郵 E-mail : clle@ywca.org.hk

12 Y Delight 女青會員優惠坊 Y Delight Membership Welfare Shop

香港麥當勞道1號(通訊處)
1/F, No. 1 MacDonnell Road, Hong Kong
(Correspondence Address)
電話 Tel : 3476 1328
傳真 Fax : 3476 1320
電郵 E-mail : sbdd@ywca.org.hk

13 Y Silver Link 安居通長者家居用品店 Y Silver Link Elderly Household Product Retail Store

香港麥當勞道1號1樓(通訊處)
1/F, No. 1 MacDonnell Road, Hong Kong
(Correspondence Address)
香港西灣河康東邨康瑞樓地下
G/F, Hong Shui House, Hong Tung Estate,
Sai Wan Ho
粉嶺華明邨頌明樓地下3號
Unit No.3, Chung Ming House,
Wah Ming Estate, Fanling
九龍深水埗元州街59號至63號元州街
市政大廈4樓
4/F, Un Chau Street Municipal Services
Building, No. 59-63 Un Chau Street,
Shamshuipo, Kowloon
電話 Tel : 3476 1328
傳真 Fax : 3476 1320
電郵 E-mail : sbdd@ywca.org.hk

14 Y Fitness 躍動力 Y Fitness

香港麥當勞道1號
No. 1 MacDonnell Road, Hong Kong
電話 Tel : 3476 1328
傳真 Fax : 3476 1320
電郵 E-mail : yfitness@ywca.org.hk

15 園景軒 Garden View Hong Kong

香港麥當勞道1號
No. 1 MacDonnell Road, Hong Kong
電話 Tel : 2877 3737
傳真 Fax : 2845 6263
電郵 E-mail : gardenview@yhk.com.hk

16 園景軒餐廳 Y Garden View Lounge

香港麥當勞道1號6樓
6/F, No. 1 MacDonnell Road, Hong Kong
電話 Tel : 3476 1390
傳真 Fax : 3476 1320
電郵 E-mail : gvl@ywca.org.hk



17 戴翰芬幼兒學校

Tai Hon Fan Nursery School

香港中環皇后大道中99號中環中心地下
G/F, The Centre, No. 99 Queen's Road
Central, Central, Hong Kong
電話 Tel : 2545 1177
傳真 Fax : 2789 1163
電郵 E-mail : nsthf@ywca.org.hk

港島 — 西區
Hong Kong Island -
Western District

18 般咸軒

Bonham Residence Hong Kong

香港般咸道38號C
No. 38C Bonham Road, Hong Kong
電話 Tel : 2915 2345
傳真 Fax : 2915 5677
電郵 E-mail : bonham@yhk.com.hk

19 生涯規劃服務隊 (香港島及離島)
CLAP Service Team
(HK & Outlying Islands)

香港般咸道38號C般咸軒一至二樓
1/F & 2/F, Y.W.C.A. Bonham Residence,
38C Bonham Road, Hong Kong
電話 Tel : 2559 6310
傳真 Fax : 2559 6810
電郵 E-mail : clap@ywca.org.hk

20 西環綜合社會服務處
Western District Integrated
Social Service Centre

香港西環域多利道9至15號
百年大樓第1期A座2樓
Flat A, 1/F, Block 1, Centenary
Mansion, No. 9-15 Victoria Road,
Western District, Hong Kong
電話 Tel : 2818 8356
傳真 Fax : 2855 9004
電郵 E-mail : itwd@ywca.org.hk

21 西環松柏中心
Sai Wan Social Centre
for the Elderly

香港西環加惠民道西環邨房屋
辦事處2樓
1/F, Estate Office Building,
Sai Wan Estate, Hong Kong
電話 Tel : 2818 9722
傳真 Fax : 2817 0933
電郵 E-mail : sesw@ywca.org.hk

22 中西區及離島青年外展社會工作隊
Central, Western & Islands
District Youth Outreaching
Social Work Team

香港西營盤高街2號西營盤社區
綜合大樓地下
G/F, Sai Ying Pun Community
Complex, No. 2, High Street,
Sai Ying Pun, Hong Kong
電話 Tel : 2818 8298
傳真 Fax : 2816 2213
電郵 E-mail : yot@ywca.org.hk

23 觀龍樓社區工作辦事處
Kwun Lung Lau Community
Work Office

香港堅尼地城觀龍樓D座地下60,
62, 64號及一樓160,162及164號
Shop Nos. 60, 62, 64, G/F & Living
Quarters Nos.160,162 &164, 1/F,
Block D, Kwun Lung Lau, 20 Lung
Wah Street, Kennedy Town,
Hong Kong
電話 Tel : 2610 0769
傳真 Fax : 2424 9609
電郵 E-mail : cdkll@ywca.org.hk

港島 — 東區及南區
Hong Kong Island -
Eastern and Southern District

24 明儒松柏社區服務中心
Ming Yue District Elderly
Community Centre

香港西灣河康東邨康瑞樓地下
G/F, Hong Shui House, Hong Tung
Estate, Sai Wan Ho
電話 Tel : 2676 7067
傳真 Fax : 2967 1626
電郵 E-mail : memy@ywca.org.hk

25 Y Care 青健坊(東區)
長者日間護理中心
Y Care Day Care Centre for
the Elderly (Eastern District)

香港西灣河康東邨康瑞樓地下
G/F, Hong Shui House, Hong
Tung Estate, Sai Wan Ho
電話 Tel : 2676 7067
傳真 Fax : 2967 1626
電郵 E-mail : memy@ywca.org.hk

26 鄭傍卿護理安老苑
Cheng Pon Hing Care &
Attention Home for the Elderly

香港鴨脷洲利東邨東業樓101-108,
117-124 及201-224號
Units 101-108, 117-124 &
201-224, Tung Yip House,
Lei Tung Estate, Apleichau
電話 Tel : 2874 3663
傳真 Fax : 2874 2236
電郵 E-mail : hecph@ywca.org.hk

大嶼山
Lantau Island

27 大澳社區工作辦事處
Tai O Community Work Office

大澳龍田邨龍田商場1號舖單位
Shop No.1, Commercial Centre,
Lung Tin Estate, Tai O
電話 Tel : 2985 5681
傳真 Fax : 2985 6313
電郵 E-mail : cdto@ywca.org.hk

28 Y Eco Tour 大澳文化生態
綜合資源中心
Y Eco Tour Tai O Cultural
and Ecological Integrated
Resource Centre

大嶼山大澳永安街61至63號地下
G/F, No. 61-63 Wing On Street,
Tai O, N.T.
電話 Tel : 2985 6310
傳真 Fax : 2985 4979
電郵 E-mail : cerc@ywca.org.hk

29 梁紹榮度假村
Sydney Leong Holiday Lodge

新界大嶼山磡石灣10號A
No. 10A, San Shek Wan, Lantau Island,
New Territories
電話 Tel : 2980 2321
傳真 Fax : 2980 2163
電郵 E-mail : cmp@ywca.org.hk



九龍 — 九龍塘及九龍城 Kowloon - Kowloon Tong & Kowloon City

- 30 婦女事工隊**
Women Affairs Department
九龍九龍塘又一村海棠路66號
No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1600
傳真 Fax : 3443 1620
電郵 E-mail : wad@ywca.org.hk
- 31 臨床心理服務**
Clinical Psychological Service
九龍九龍塘又一村海棠路66號
No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1601
傳真 Fax : 3443 1640
電郵 E-mail : cps@ywca.org.hk
- 32 又一村家庭健康促進中心**
**Family Wellness Centre
(Yau Yat Chuen)**
九龍九龍塘又一村海棠路66號
No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1600
傳真 Fax : 3443 1640
電郵 E-mail : fwc@ywca.org.hk
- 33 女青悅兒成長服務**
Y Seeds
九龍九龍塘又一村海棠路66號
No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1610
傳真 Fax : 3443 1640
電郵 E-mail : yeeds@ywca.org.hk
- 34 周大福逆風高飛計劃**
Y Flight
九龍九龍塘又一村海棠路66號
No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1608
傳真 Fax : 3443 1640
電郵 E-mail : yflight@ywca.org.hk

- 35 Y Care 青健坊(又一村)**
長者日間護理中心
**Y Care Day Care Centre
for the Elderly (Yau Yat Chuen)**
九龍九龍塘又一村海棠路66號
2樓215-218室
No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1686
- 36 紹邦幼兒學校**
Shiu Pong Nursery School
九龍九龍塘又一村海棠路66號地下
G/F, No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1678
傳真 Fax : 3443 1670
電郵 E-mail : nssp@ywca.org.hk
- 37 海棠軒**
Begonia Residence Kowloon
九龍九龍塘又一村海棠路66號
No. 66 Begonia Road,
Yau Yat Chuen, Kowloon Tong,
Kowloon
電話 Tel : 3443 1881
傳真 Fax : 3443 1803
電郵 E-mail : begonia@yhk.com.hk

- 38 基督教女青年會丘佐榮中學**
**The Y.W.C.A.
Hioe Tjo Yoeng College**
九龍九龍城何文田常和街6號
No. 6 Sheung Wo Street,
Homantin, Kowloon
電話 Tel : 2711 7159
傳真 Fax : 2714 2958
電郵 E-mail : info@htyc.edu.hk
- 39 九龍城綜合家居照顧服務隊**
**Kowloon City Integrated Home
Care Services Team**
九龍九龍城馬頭涌富寧街
真善美邨低座地下
G/F, Low Block, Chun Seen Mei
Chuen, Fu Ning Street, Ma Tau
Chung, Kowloon City, Kowloon
電話 Tel : 2712 0701
傳真 Fax : 2714 9564
電郵 E-mail : hhkc@ywca.org.hk

九龍 — 旺角及油麻地 Kowloon - Mong Kok & Yau Ma Tei

- 40 青年就業資源中心(旺角)**
**Youth Employment Resource
Centre (Mong Kok)**
九龍旺角亞皆老街8號朗豪坊辦公大樓
42樓8至11室
Suites 8-11, Level 42, Office Tower,
Langham Place, No. 8 Argyle Street,
Mongkok, Kowloon
電話 Tel : 2111 8533
傳真 Fax : 3580 7743
電郵 E-mail : yerc@ywca.org.hk
- 41 峰景軒**
Summit View Kowloon
九龍窩打老道山文福道5號
No. 5 Man Fuk Road,
Waterloo Road Hill,
Kowloon
電話 Tel : 2713 9211
傳真 Fax : 2761 1269
電郵 E-mail : summitview@yhk.com.hk

九龍 — 黃大仙、觀塘及 將軍澳 Kowloon - Wong Tai Sin, Kwun Tong & Tseung Kwan O

- 42 彩雲幼兒學校**
Choi Wan Nursery School
九龍彩雲邨銀河樓地下109至114號
Units 109-114, G/F, Ngan Ho House,
Choi Wan Estate, Kowloon
電話 Tel : 2755 1546
傳真 Fax : 2759 0078
電郵 E-mail : nscw@ywca.org.hk
- 43 信望幼兒學校**
Faith Hope Nursery School
九龍黃大仙下邨龍康樓地下110至116室
Flat 110-116, G/F, Lung Hong House,
Lower Wong Tai Sin Estate, Kowloon
電話 Tel : 2322 5308
傳真 Fax : 2328 6199
電郵 E-mail : nsfh@ywca.org.hk



44 九龍東持續教育中心
Kowloon East Continuing Education Centre

九龍黃大仙中心平台3樓
Unit No. P2, Podium Floor,
Wong Tai Sin Shopping Centre, Lower
Wong Tai Sin (II) Estate, Kowloon
電話 Tel : 3146 3333
傳真 Fax : 3146 3388
電郵 E-mail : rske@ywca.org.hk

45 龍翔綜合社會服務處
Lung Cheung Integrated Social Service Centre

九龍黃大仙中心平台2樓
Unit No. P1, Podium Floor,
Wong Tai Sin Plaza, Lower
Wong Tai Sin (II) Estate, Kowloon
電話 Tel : 2326 0192
傳真 Fax : 2351 7152
電郵 E-mail : itlc@ywca.org.hk

46 旺角持續教育中心辦事處
Mongkok Continuing Education Centre Office

九龍黃大仙中心平台3樓
Unit No. P2, Podium Floor,
Wong Tai Sin Shopping Centre, Lower
Wong Tai Sin (II) Estate, Kowloon
電話 Tel : 3146 3211
傳真 Fax : 3146 3388
電郵 E-mail : ceco@ywca.org.hk

47 旺角持續教育中心
Mongkok Continuing Education Centre

九龍黃大仙中心平台3樓
Unit No. P2, Podium Floor,
Wong Tai Sin Shopping Centre, Lower
Wong Tai Sin (II) Estate, Kowloon
電話 Tel : 2391 4701
電郵 E-mail : ceco@ywca.org.hk

48 樂華綜合社會服務處
Lok Wah Integrated Social Service Centre

九龍牛頭角樂華南邨樂華社區中心地下,
3至5樓
G/F, 2/F-4/F, Lok Wah Estate
Community Centre, Ngau Tau Kok,
Kowloon
電話 Tel : 2750 2521
傳真 Fax : 2751 9099
電郵 E-mail : itlw@ywca.org.hk

49 將軍澳綜合社會服務處
Tseung Kwan O Integrated Social Service Centre

新界將軍澳澳景路88號維景灣畔第3期
地庫第3層
Lower Ground Level 3, Phase III, Ocean
Shores, 88 O King Road, Tseung Kwan O,
New Territories
電話 Tel : 2709 3388
傳真 Fax : 2709 3311
電郵 E-mail : ittko@ywca.org.hk

50 將軍澳青年外展社會工作隊
Tseung Kwan O Youth Outreaching Social Work Team

新界將軍澳澳景路88號維景灣畔
第17座地庫第3層
LG3, Tower 17, Ocean Shores, No. 88
O King Road, Tseung Kwan O, N.T.
電話 Tel : 2709 3388
傳真 Fax : 2709 3311
電郵 E-mail : yottko@ywca.org.hk

**九龍 — 荔枝角、
長沙灣及深水埗**
**Kowloon - Lai Chi Kok,
Cheung Sha Wan & Sham Shui Po**

51 學校社會工作辦事處
School Social Work Office

九龍白田邨裕田樓地下2B,
3-6, 7A, 7B及8B號
Unit No. 2B, 3-6, 7A, 7B & 8B, G/F,
Yue Tin House, Pak Tin Estate, Kowloon
電話 Tel : 2715 9558
傳真 Fax : 2713 1625
電郵 E-mail : ssw@ywca.org.hk

52 學前教育部辦事處
Pre-school Education Department Office

九龍深水埗長沙灣道311號怡靖苑閣
靜閣地下1至8室
Unit 1-8, G/F., Han Ching House,
Yee Ching Court, No. 311 Cheung Sha
Wan Road, Shamshuipo, Kowloon
電話 Tel : 3586 0344
傳真 Fax : 2545 1197
電郵 E-mail : pedo@ywca.org.hk

53 趙露華幼兒學校
Chiu Oi Wah Nursery School

九龍深水埗元州邨元豐樓地下B及C翼
Wing B & C, G/F, Un Fung House, Un
Chau Estate, Kowloon
電話 Tel : 2386 6339
傳真 Fax : 2194 8892
電郵 E-mail : nscow@ywca.org.hk

54 宏恩幼稚園
Athena Kindergarten

九龍深水埗長沙灣道311號怡靖苑閣
靜閣地下1至8室
Units 1-8, G/F, Han Ching House,
Yee Ching Court, 311 Cheung Sha
Wan Road, Shamshuipo, Kowloon
電話 Tel : 2728 1122
傳真 Fax : 2728 1214
電郵 E-mail : kga@ywca.org.hk

55 深水埗綜合社會服務處
Sham Shui Po Integrated Social Service Centre

九龍深水埗元州街59至63號元州街
市政大廈5樓、6樓
5/F & 6/F, Un Chau Street
Municipal Services Building,
59-63 Un Chau Street,
Shamshuipo, Kowloon
電話 Tel : 2720 4318
傳真 Fax : 2720 4201
電郵 E-mail : itssp@ywca.org.hk

56 誌寶松柏中心
Chi Po Neighbourhood Elderly Centre

九龍深水埗元州街59至63號元州街
市政大廈4樓
4/F, Un Chau Street Municipal
Services Building, No. 59-63
Un Chau Street, Shamshuipo,
Kowloon
電話 Tel : 2720 6364
傳真 Fax : 2720 5818
電郵 E-mail : secp@ywca.org.hk

57 雲華護理安老苑
Wan Wah Care & Attention Home for the Elderly

九龍麗安邨麗康樓及麗榮樓地下
(B座及C座)及1樓
G/F, Wing B & C and 1/F Wing A to D,
Lai Lim House, Lai On Estate, Kowloon
電話 Tel : 2708 3677
傳真 Fax : 2729 1359
電郵 E-mail : heww@ywca.org.hk

服務單位一覽

Directory of Hong Kong

Y.W.C.A. Service Units



- 58 林護紀念松柏日間護理中心**
Lam Woo Memorial Day
Care Centre for the Elderly
 九龍麗安邨麗正樓地下C翼6-10號
 Unit No. 6-10, G/F, Lai Ching House,
 Lai On Estate, Kowloon
 電話 Tel : 2725 0697
 傳真 Fax : 2725 6107
 電郵 E-mail : delw@ywca.org.hk

- 59 深水埗綜合家居照顧服務隊**
Sham Shui Po Integrated
Home Care Services Team
 九龍深水埗麗安邨麗廉樓
 地下(辦公室)
 G/F, Lai Lim House, Lai On Estate,
 Shamshuipo, Kowloon
 麗閣邨麗蘭樓314號
 Unit 314, Lai Lan House,
 Lai Kok Estate, Kowloon
 電話 Tel : 2725 7702
 傳真 Fax : 2725 7798
 電郵 E-mail : hhssp@ywca.org.hk

- 60 職業發展及訓練中心**
Career Development and
Training Centre
 九龍深水埗東京街12號
 麗閣商場1樓101室
 Room 101, 1/F, Lai Kok Shopping
 Centre, Lai Kok Estate,
 12 Tonkin Street, Shamshuipo,
 Kowloon
 電話 Tel : 3970 0800
 傳真 Fax : 3970 0887
 電郵 E-mail : pcykc@ywca.org.hk

- 61 長者持續教育中心**
Elderly Continuing
Education Centre
 九龍深水埗東京街12號
 麗閣邨麗閣商場1樓101室 (通訊處)
 Room 101, 1/F, Lai Kok Shopping
 Centre, Lai Kok Estate,
 12 Tonkin Street, Shamshuipo,
 Kowloon
 麗閣邨麗蘭樓314號
 Unit 314, Lai Lan House,
 Lai Kok Estate, Kowloon
 電話 Tel : 2715 8389
 傳真 Fax : 2715 8802
 電郵 E-mail : ecec@ywca.org.hk

- 62 長者持續教育中心**
(港島區及九龍西長者學苑聯網)
Hong Kong Island and Kowloon Elder
Academies Cluster
 九龍深水埗東京街12號麗閣商場1樓101室
 Room 101, 1/F, Lai Kok Shopping Centre,
 Lai Kok Estate, 12 Tonkin Street,
 Shamshuipo, Kowloon
 電話 Tel : 2670 0171
 傳真 Fax : 2715 8802
 電郵 E-mail : ecec@ywca.org.hk

- 63 ERB 服務中心(九龍西)**
ERB Service Centre (Kowloon West)
 九龍長沙灣順寧道273號日輝大廈商場1樓
 1/F, Sunlight Building, 273 Shun Ning Road,
 Cheung Sha Wan, Kowloon
 電話 Tel : 2711 6022
 傳真 Fax : 2199 7162
 電郵 E-mail : kwsc@ywca.org.hk

新界 — 荃灣、葵涌及青衣

New Territories - Tsuen Wan, Kwai Chung & Tsing Yi

- 64 荃灣幼兒學校**
Tsuen Wan Nursery School
 新界荃灣大河道60號雅麗珊社區中心5樓
 4/F, Princess Alexandra Community Centre,
 No. 60 Tai Ho Road, Tuen Wan, N.T.
 電話 Tel : 2490 9060
 傳真 Fax : 2490 0144
 電郵 E-mail : nstw@ywca.org.hk

- 65 麗瑤社會服務處**
Lai Yiu Social Service Centre
 新界葵涌麗瑤邨貴瑤樓地下25-26, 28-32號
 No. 25-26, 28-32, G/F, Kwai Yiu House,
 Lai Yiu Estate, Kwai Chung, N.T.
 電話 Tel : 2745 5185
 傳真 Fax : 2745 5385
 電郵 E-mail : rsls@ywca.org.hk

- 66 Y Serenity 青心坊**
Y Serenity
 新界葵涌麗瑤邨貴瑤樓地下25-26, 28-32號
 No. 25-26, 28-32, G/F, Kwai Yiu House,
 Lai Yiu Estate, Kwai Chung, N.T.
 電話 Tel : 2745 5185
 傳真 Fax : 2745 5385
 電郵 E-mail : swmc@ywca.org.hk

- 67 長青幼兒學校**
Cheung Ching Nursery School
 新界青衣長青邨長青社區中心6樓
 5/F, Cheung Ching Estate Community
 Centre, Cheung Ching Estate, Tsing Yi, N.T.
 電話 Tel : 2495 7678
 傳真 Fax : 2431 0322
 電郵 E-mail : nsc@ywca.org.hk

- 68 青衣綜合社會服務處**
Tsing Yi Integrated Social
Service Centre
 新界青衣長青邨長青社區中心3至5樓
 2/F-4/F, Cheung Ching Estate Community
 Centre, Cheung Ching Estate, Tsing Yi, N.T.
 電話 Tel : 2497 3030
 傳真 Fax : 2433 0136
 電郵 E-mail : itty@ywca.org.hk

- 69 長青松柏中心(長青社區中心)**
Cheung Ching Neighbourhood
Elderly Centre
 新界青衣長青邨長青社區中心102室
 Room 102, 1/F, Cheung Ching
 Estate Community Centre,
 Cheung Ching Estate, Tsing Yi, N.T.
 電話 Tel : 2433 1666
 傳真 Fax : 2435 4388
 電郵 E-mail : secc@ywca.org.hk

- 70 長青松柏中心(青葵樓)**
Cheung Ching Neighbourhood
Elderly Centre
(Correspondence Address)
 新界青衣長青邨青葵樓
 406-411室(通訊處)
 Unit No. 406-411, Ching Kwai
 House, Cheung Ching Estate,
 Tsing Yi (Correspondence Address)
 電話 Tel : 2433 1666
 傳真 Fax : 2435 4388
 電郵 E-mail : secc@ywca.org.hk

- 71 青年就業資源中心(葵芳)**
Youth Employment Resource
Centre (Kwai Fong)
 新界葵芳興芳路223號新都會
 廣場辦公大樓2期9樓907-912室
 Units 907-12, 9/F, Metroplaza
 Tower II, No. 223 Hing Fong Road,
 Kwai Fong, N.T.
 電話 Tel : 3188 8070
 傳真 Fax : 3188 3752
 電郵 E-mail : yerc_kf@ywca.org.hk



新界 — 沙田

New Territories - Sha Tin

72 隆亨幼兒學校

Lung Hang Nursery School

新界沙田隆亨邨隆亨社區中心6樓
5/F, Lung Hang Community
Centre, Lung Hang Estate,
Shatin, N.T.
電話 Tel : 2606 7962
傳真 Fax : 2606 7760
電郵 E-mail : nslh@ywca.org.hk

73 沙田持續教育中心

Shatin Continuing Education Centre

新界沙田小瀝源順圍28號
都會廣場5樓521至522室
Units 21 & 22, 5/F Citimark, No. 28
Yuen Shun Circuit, Shatin, N.T.
電話 Tel : 3106 3411
傳真 Fax : 3106 3407
電郵 E-mail : rsst@ywca.org.hk

74 沙田綜合社會服務處

Shatin Integrated Social Service Centre

新界沙田沙田廣場4樓
L4, Podium, Shatin Plaza,
Shatin, N.T.
電話 Tel : 2691 9170
傳真 Fax : 2606 6351
電郵 E-mail : itst@ywca.org.hk

75 沙田綜合社會服務處（禾輦分處）

Shatin Integrated Social Service Centre (Wo Che Office)

新界沙田禾輦邨協和樓217-224號
Units 217-224, Hip Wo House,
Wo Che Estate, Shatin, N.T.
電話 Tel : 2698 3008
傳真 Fax : 2606 6357
電郵 E-mail : itst@ywca.org.hk

新界 — 屯門、元朗及天水圍

New Territories - Tuen Mun, Yuen Long & Tin Shui Wai

76 安定幼兒學校

On Ting Nursery School

新界屯門安定邨安定友愛社區中心6樓
5/F, On Ting Yau Oi Community Centre,
On Ting Estate, Tuen Mun, N.T.
電話 Tel : 2458 0578
傳真 Fax : 2458 0339
電郵 E-mail : nsot@ywca.org.hk

77 屯門綜合社會服務處

Tuen Mun Integrated Social Service Centre

新界屯門友愛邨愛康樓地下103號
Unit No. 103, G/F, Oi Lim House,
Yau Oi Estate, Tuen Mun
電話 Tel : 2451 0311
傳真 Fax : 2450 8984
電郵 E-mail : ittm@ywca.org.hk

78 屯門綜合社會服務處（安定分處）

Tuen Mun Integrated Social Service Centre (On Ting Office)

新界屯門安定邨定龍樓地下119-121室
Units 119-121, Ting Lung House,
On Ting Estate, Tuen Mun, N.T.
電話 Tel : 2458 9070 / 2441 6638
傳真 Fax : 2458 9900
電郵 E-mail : ittm2@ywca.org.hk

79 蝴蝶灣綜合社會服務處

Butterfly Bay Integrated Social Service Centre

新界屯門蝴蝶邨蝶聚樓地下112-122號
Units Nos. 112-122, Tip Chui House,
Butterfly Estate, Tuen Mun
電話 Tel : 2466 0136
傳真 Fax : 2455 8040
電郵 E-mail : itbb@ywca.org.hk

80 賽馬會天水圍家庭健康促進中心 Jockey Club Tin Shui Wai Family Wellness Centre

新界天水圍天晴邨天晴社區
綜合服務大樓5樓501室
Unit 501, 5/F, Tin Ching Amenity &
Community Building, Tin Ching Estate,
Tin Shui Wai, N.T.
電話 Tel : 3907 0491
傳真 Fax : 3907 0498
電郵 E-mail : fwc_tsw@ywca.org.hk

81 天水圍綜合社會服務處

Tin Shui Wai Integrated Social Service Centre

新界元朗天水圍天瑞社區中心
地下、1、2、4樓
G/F, 1/F, 2/F, 4/F, Tin Shui Community
Centre, Tin Shui Wai, Yuen Long, N.T.
電話 Tel : 2447 9228
傳真 Fax : 2447 9246
電郵 E-mail : ittsw@ywca.org.hk

82 天水圍一站式就業及培訓中心

Tin Shui Wai One-Stop Employment and Training Centre

新界元朗天水圍天晴邨天晴社區
綜合服務大樓401室
Unit 401, 4/F, Tin Ching Amenity &
Community Building, Tin Ching Estate,
Tin Shui Wai, Yuen Long, N.T.
電話 Tel : 3907 0466
傳真 Fax : 3907 0456
電郵 E-mail : osstsw@ywca.org.hk

新界 — 粉嶺及上水

New Territories - Fanling & Sheung Shui

83 秀群松柏社區服務中心

Ellen Li District Elderly Community Centre

粉嶺和鳴里7號粉嶺南
政府綜合大樓一及二樓
1/F & 2/F, Fanling South
Government Complex,
No. 7 Wo Ming Lane,
Fanling, N.T.
電話 Tel : 2676 2525
傳真 Fax : 2682 0408
電郵 E-mail : meel@ywca.org.hk

84 Y Care 新創建青健坊（北區）

長者日間護理中心 NWS Y Care Day Care Centre for the Eldery (North District)

新界粉嶺雍盛苑雍盛商場1樓110室
Room 110, Yung Shing Shopping
Centre, No. 22 Wah Ming Road,
Fanling, N.T.
電話 Tel : 2278 2100
傳真 Fax : 2278 2300
電郵 E-mail : meel@ywca.org.hk

85 Y Farm 健康長者農場

Y Farm for Healthy Ageing

粉嶺和鳴里7號粉嶺南政府綜合
大樓一及二樓（通訊處）
1/F & 2/F, Fanling South
Government Complex, No. 7
Wo Ming Lane,
Fanling, N.T.

粉嶺丹竹坑老圍

電話 Tel : 2676 2525
傳真 Fax : 2682 0408
電郵 E-mail : meel@ywca.org.hk



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香港品牌管理協會有限公司
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香港迪士尼樂園
香港海洋公園
香港浸信會醫院
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富城物業管理有限公司
富城集團
富城網有限公司
惠保(香港)有限公司
惠保建築有限公司
惠康環境服務有限公司
惠達企業
無印良品(香港)有限公司
華敦國際集團有限公司
超群麵包西餅有限公司
逸濤灣物業管理有限公司
開元信德會計師事務所有限公司
陽光洗衣便利店有限公司
隆堡酒店管理有限公司
順豐速運(香港)有限公司
匯聚工業有限公司
新巴有限公司
新世界中國地產有限公司
新世界第一巴士服務有限公司
新世界第一渡輪服務有限公司
新城保險顧問有限公司
新創建集團有限公司



會所1號
楊志遠醫生醫務所
滙秀企業有限公司
滙豐銀行
獅王(香港)有限公司
瑞安承建有限公司
瑞安建業有限公司
瑞安建業資產管理(香港)有限公司
瑞安建築有限公司
運動家有限公司
嘉里控股有限公司
嘉頓有限公司
綠色育兒有限公司
維特健靈健康產品有限公司
維健生香港有限公司
網站《親子王國》
領先工業有限公司
領展物業管理有限公司
領展資產管理有限公司
領盛國際有限公司
劉尉欣牙科醫務所
廣生堂有限公司
德基設計工程有限公司
慧慧專業陪月僱傭服務中心
蔡羅會計師事務所
衛克斯姆克羅門(遠東)有限公司
衛信企業服務有限公司
機場保安有限公司
澳美製藥廠有限公司
榮豐纖體美容中心
衛安有限公司
親子王國
鍾情咖啡有限公司
鍾聲慈善社劉梅軒安老院
鴻福堂集團有限公司
藍十字(亞太)保險有限公司
鯉景灣物業管理有限公司
藝術·家 Les Artistes Café & Gallery
願新顧問有限公司
鷹君物業管理有限公司
鷹君集團有限公司

基金/計劃 Fund/Scheme

FIL Foundation
Hope of the City Foundation
「食德好」食物回收計劃
「學校起動」計劃
中西區區議會資助婦女發展計劃
公開大學「毅進計劃」
天水圍自主社區實踐計劃

民政事務署伙伴倡自強社區協作計劃
安老事務委員會長者學苑發展基金
有衣食分享計劃
余仁生慈善基金
佛教慈濟基金會香港分會
利希慎基金
李國賢兒童基金
李嘉誠基金會
李錦記家族基金
周大福慈善基金
東華三院天友伴計劃
社區關懷長者基金
信義會「生命故事計劃」
星辰社企優化基金及社創基金
美國冒險樂園兒童基金
香港中文大學博群計劃
香港各界婦女聯合協進會「半邊天」青年領袖培訓計劃
香港賽馬會慈善信託基金
書伴我行(香港)基金會
陸趙鈞鴻教育基金
循道衛理中心黎明太陽計劃
港燈百週年紀念基金
陽光房地產基金
馮堯敬慈善基金有限公司
黃廷方慈善基金有限公司
匯豐社區夥伴計劃
新創建集團慈善基金
禁毒基金
葉志成慈善基金有限公司
雷利計劃
戴麟趾康樂基金
羅英石慈惠基金
關愛基金秘書處
蘋果日報慈善基金
鐵人暖心慈善基金會

教會及基督教團體 Churches and Christian Bodies

中國基督教播道會太古城堂
中國基督教播道會恩福堂
中華基督教會雅各堂
中華基督教會鯉魚涌堂
天水圍基督恩典教會
沙田平安福音堂
南屯門平安福音堂
宣道會大澳堂
宣道會利東堂
宣道會青衣堂

香港足球體育事工
香港基督教短宣教訓練中心
香港靈合堂
海怡浸信會
神召會西環堂
粉嶺恩臨堂
粉嶺神召會關愛中心
基督教會恩盛堂
基督教巴拿巴愛心服務團
基督教榮光堂
基督教銘恩粉嶺堂
晨曦島福音戒毒中心
循道衛理中心
港澳信義會活石堂
順寧道平安福音堂
新生命浸信會
聖公會聖多馬堂
聖公會聖提摩太堂
聖公會靈風堂
興田浸信會
讚美操協會(香港)

團體 Non-governmental Organizations

Dance floor
FoodLink
Kids 4 Kids
SUNNY 義工團
「朗豪坊」企業義工
一刻蘇眉
九龍東北扶輪社
九龍城浸信會長者鄰舍中心(龍翔中心)(分處)
九龍城區長者健康外展隊伍
九龍醫院醫療康復團隊
上海總會
夕陽行動
大埔扶輪社
大澳華商會
大嶼山分區會
女青年會董事團契
小母牛
中西區公益少年團
中區獅子會
中國香港歷行會
中華錫安傳道會慈雲山錫安青少年綜合服務中心
仁美清叙慈善機構有限公司
仁濟醫院曾榮夫人長者鄰舍中心
元朗區中學校長會
天水圍婦聯
天姿作團
文化葫蘆

世界綠色組織
北區彩園賢毅社
古洞村義工團
四圍講古
平等機會婦女聯席
打鼓嶺耆樂會社
生態巴士
禾輦邨屋邨管理諮詢委員會
好友義工隊
安徒生會大澳中心
安徒生會包威信中心
安泰軒 - 新精神康復會
西貢區社區中心
阡陌中心
利東邨業主立案法團
吳金玉紀念長者鄰舍中心
扶康會
沙田扶輪社
沙田青年服務團
沙田廣場業主立案法團
秀茂坪警區警民關係組
亞洲民眾戲劇節協會
亞洲動物基金/計劃狗醫生
亞洲婦女協進會
協康會
周永勤議員辦事處
和諧之家賽馬會和諧一心
家暴防治中心
屈臣氏集團義工隊
昂首並進互助協會
明愛樂華宿舍
東華三院
爭取全民退休保障聯席
社區發展陣線
花生社區藝術工作室
長者安居協會
長者樂同行
保良局
美中浸信會蝴蝶灣浸信會
老人中心
美差會潮浸服務聯會浸信會
鳳德青少年綜合服務
香港大學校友會
香港女童軍總會
香港女童群益會
香港中華基督教青年會
香港心理衛生會
香港西區婦女福利會
香港利民會
香港扶幼會元州宿舍
香港明愛
香港東區婦女福利會梁李秀娛
長者鄰舍中心
香港社會服務聯會



香港金融中心扶輪社
香港青少年服務處賽馬會
粉嶺綜合青少年服務中心
香港青少年發展聯會
香港青年協會
香港青年獎勵計劃學校
行政處
香港宣教會大興長者
鄰舍中心
香港宣教會白普理上水家庭
中心綜合家居照顧服務
香港宣教會恩霖社區
服務中心
香港家庭福利會
香港射手會
香港神召會青少年精神
健康服務
香港神託會
香港耆康老人福利會
香港國際社會服務社
香港基督教女青年會
查經小組
香港基督教服務處
香港基督教信義會沙田
多元化老人社區中心
香港淺水灣獅子會
香港童軍東九龍231旅
香港童軍總會東九龍地域
香港華人基督會恩庭
長者中心
香港街頭足球
香港傷健協會
香港會計師公會
香港聖公會竹園馬田法政
牧師長者綜合服務中心
香港聖公會東涌綜合服務
香港聖公會麥理浩夫人中心
香港聖公會黃大仙長者
綜合服務中心
香港聖公會慈雲山長者
日間護理中心
香港路德會社會服務處
路德會青彩中心
香港遊樂場協會賽馬會竹園
青少年綜合服務中心
香港道教聯合會鄧顯紀念
中學家長教師會
香港精英運動員協會
香港潮州商會
香港潮州商會青年委員會
香港職業發展服務處
香港醫院藥劑師學會
香港醫療專業人士協會
香港離島婦女聯會

香港耀能協會樂華宿舍
香港耀能協會橫頭磡
幼兒中心
悅韻之友
浸大扶青
浸信愛群社會服務處
耆妙人生
耆康會懷熙荃灣長者
地區中心
基督教宣道會長亨長者
鄰舍中心
基督教香港信義會
基督教香港崇真會福禧
頤樂天地
基督教播道會福安堂長者
中心
基督教懷智服務處
(安定中心及宿舍)
婦光團金曲班
將軍澳南小社區協作網絡
救世軍竹園綜合服務竹園
青少年中心
救世軍南山長者之家
通善壇
郭強議員辦事處
勞聯智康協會
博愛醫院陳士修紀念社會
服務中心
博愛醫院陳平紀念長者
鄰舍中心
尊賢會
循道衛理觀塘社會服務處
牛頭角青少年綜合服務
中心
智樂Play Right
港島西老人評估組外展
醫療服務
童學知友社賽馬會啟業
青少年服務中心
華人永遠墳場管理委員會
開心口琴隊
匯豐仁愛堂「仁間有愛」
支援中心
晉色園可聚耆英地區中心
慈雲山博愛醫院陳馮曼玲
護理安老院
新生精神康復會
新界屯門育智中心
新界西長者學苑聯網
瑞安海歐社
聖公會麥理浩夫人中心
聖伯多祿天主教小家長
教師會
聖雅各福群會

葵青安全社區及健康城市
協會青衣社區健康中心
路德會
綠在沙田
綠領行動
銅鑼灣獅子會
鳳溪公立學校鳳溪長者
鄰舍中心
樂耕園
蓬瀛仙館
蓬瀛仙館祥華長者鄰舍中心
鄰舍輔導會
激鼓樂社
錫安社會服務處綜合青少年
服務中心
勵志會陳融晚晴中心
嶺南大學服務研習處
嶺南大學校友義工隊
禮賢會彩雲綜合青少年
服務中心
離島區青少年發展協會
離島區青年聯會
離島區健康城市工作小組
離島婦聯
鬆一鬆義工小組
觀塘區扶輪社
觀塘區青少年發展協會

學校及教育團體
Schools & Educational
Bodies

九龍工業學校
十八鄉鄉事委員會公益社
中學
上水官立中學
才俊學校
中華基督教會大澳小學
中華基督教會協和小學
(長沙灣)
中華基督教會基協中學
中華基督教會基智中學
中華基督教會基華小學
中聖書院
五旬節聖潔會永光書院
五邑鄧振猷學校
仁德天主教小學
仁濟醫院陳耀星小學
仁濟醫院羅陳楚思小學
元朗官立小學
天水圍香島中學
天主教柏德學校
天主教郭得勝中學
天主教聖華學校
天主教總堂區學校

太古小學
孔教學院大成何郭佩珍中學
王肇枝中學
加拿大神召會嘉智中學
正生書院
民生書院
禾肇信義學校
伊利沙伯中學舊生會中學
伊斯蘭學校
匡智張玉瓊晨輝學校
地利亞修女紀念學校(吉利徑)
安柱中學
伯裘書院
佛教筏可紀念中學
佛教葉紀南紀念中學
庇理羅士女子中學
李陞小學
沙田官立小學
沙田官立中學
沙田培英中學
沙田崇真中學
沙田循道衛理中學
沙田學院
沙田蘇浙公學
明愛樂義學校
東華三院甲寅年總理中學
東華三院李嘉誠中學
東華三院黃笏南中學
東華三院鄧肇堅小學
青松侯寶垣中學
保良局香港道教聯合會
圓玄小學
保良局梁周順琴小學
保良局陳湓小學
保良局劉陳小寶幼稚園
保良局蔡繼有學校
保良局蕭漢森小學
保良局錦泰小學
保良局羅傑承(一九八三)中學
信義會心誠中學
南亞路德會沐恩中學
宣道中學
宣道會陳朱素華紀念中學
英皇書院
英皇書院同學會小學第二校
英華女學校
英華中學
英華書院
迦密愛禮信中學
香島中學
香海正覺蓮社佛教
正覺蓮社學校
香港大學
香港大學秀圃老年研究中心



香港中文大學
香港中文大學那打素護理學院
香港中文大學和聲書院
香港中國婦女會中學
香港仔浸信會呂明才書院
香港四邑商工總會黃棣珊紀念中學
香港扶幼會則仁中心學校
香港防癆會中醫診所暨香港
大學中醫臨床教研中心
香港青年協會李兆基中學
香港城市大學
香港城市大學專上學院
香港科技大學
香港浸會大學
香港專業教育學院(沙田)
香港教育工作者協會黃楚標中學
香港理工大學
香港理工大學香港專上學院
香港理工大學眼科視光學院
香港港青基信書院
香港華人基督教聯會真道書院
香港華人基督教聯會真道書院(小學部)
香港路德會增城兆霖學校
香港道教聯合會鄧顯紀念中學
香港潮商學校
香港嶺南大學
香港應用科技研究院
旅港開平商會學校
浸信會呂明才小學
浸信會呂明才中學
般咸道官立小學
馬鞍山崇真中學
高雷中學
培基小學
基督教宣道會大澳幼稚園
基督教宣道會利東幼兒學校
張沛松紀念中學
張祝珊英文書院
梁文燕紀念中學
深水埗官立小學
深水埗街坊福利會小學
郭怡雅神父紀念學校
博愛醫院歷屆總理聯誼會
鄭任安夫人學校
循道衛理聯合教會李惠利中學
港澳信義會小學
港澳信義會明道小學

華富邨寶血小學
順德聯誼會何日東小學
順德聯誼總會李金小學
順德聯誼總會胡兆熾中學
黃大仙官立小學
匯知中學
匯基書院
喬色園主辦可銘學校
慈雲山天主教小學
新生命教育協會平安福音中學
聖士提反女子中學附屬小學
聖士提反女子中學
聖士提反堂中學
聖公會呂明才紀念小學
聖公會奉基小學
聖公會林護紀念中學
聖公會油塘基顯小學
聖公會牧愛小學
聖公會基恩小學
聖公會基福小學
聖公會基德小學
聖公會基樂小學
聖公會曾肇添中學
聖公會聖多馬小學
聖公會聖安德烈小學
聖公會聖彼德小學
聖公會聖馬太小學
聖公會聖馬可小學
聖公會德田李兆強小學
聖公會蔡功譜中學
聖公會鄧肇堅中學
聖文德書院
聖母無玷聖心幼稚園
聖母無玷聖心書院
聖保羅書院
聖保羅書院小學
聖若瑟書院
聖約翰天主教小學
聖嘉勒小學
聖羅撒書院
聖類斯中學
裘錦秋中學
裘錦秋中學(屯門)
裘錦秋中學(葵涌)
路德會利東幼稚園
路德會長青幼兒園
路德會長青幼兒學校

路德會救主學校
道教青松小學
嘉諾撒小學(新蒲崗)
廖寶珊紀念書院
閩僑小學
廠商會蔡章閣中學
德貞女子中學
慕光英文書院
樂善堂梁植偉紀念中學
樂善堂梁銑琚學校
樂華天主教小學
潔心林炳炎中學
優才(楊殷有娣)書院
賽馬會官立中學
賽馬會毅智書院
賽馬會體藝中學
職業訓練局高峰進修學院
靈糧堂怡文中學
觀塘功樂官立中學
觀塘官立中學

國內機構 Mainland Organizations

四川成都基督教女青年會
東莞市大眾社會服務中心
東莞市普惠社會工作服務中心
清遠市連南瑤族自治縣教育局
連南瑤族自治縣三排小學
雲南青少年發展中心
廣州基督教女青年會
廣州醫科大學
澳門義務工作者協會
燕云學與教資源中心

由於篇幅所限，恕未能盡錄所有善長芳名。本會謹此向曾協助本會各項事工及服務之義工，深表謝意；並感謝各傳媒機構協力推廣本會服務。

Due to limited space, we regret not being able to include the names of all individuals, donors and supporters. The Association would also like to wholeheartedly thank all the volunteers who have assisted in our programs and services and to express our gratitude to all the media for promoting our services.



誠邀您的支持，推展女青服務！

Offer your support to promote YWCA service!

蒙上帝的祝福並各界熱心人士之支持與襄助，本會會務得以不斷進展，歷年積極為幼兒、青少年、婦女、長者、社區、失業人士、新來港家庭及弱勢社群等提供多元化綜合服務，與時並進。

展望未來，本會更需要您的參與和支持，令服務繼續發展，造福社會。在此誠邀您加入女青大家庭，共同協助有需要的人士。我們期待您的回應——

Thanks to our Lord's blessing and the support from all sectors of the community, the Hong Kong YWCA has been actively providing multi-faceted integrated services to abreast of time for children, youths, women, elderly, community, unemployed persons, new arrival families and deprived groups.

In the years ahead, we shall continue to count on your precious participation and support in our service advancement. Taking this opportunity, we cordially invite you to join the YWCA Family and serve needy persons together. Please fill in and send the feedback form below to us.

回應表 FEEDBACK FORM

我願意為基督教女青年會運動 I would like to support the YWCA Movement by :

- ☐ 代禱 Prayer
- ☐ 參與常務義工行列，請與我聯絡 Joining as a YWCA volunteer. Please contact me.
- ☐ 成為會員，附上會費港幣三十元正*
Joining as a YWCA Ordinary Member and enclose herewith HK\$30 as membership fee.*
- ☐ 捐款支持女青服務，幫助社會上有需要的人士*
Donating to YWCA *
- ☐ 了解更多關於女青服務，請提供資料
Getting to know more about the YWCA's _____ service. Please send me more details.
- ☐ 提出以下意見 Offering my comments: _____
- ☐ 其他：(請註明) Other (Please specify): _____

*以劃線支票繳付會費或捐款，抬頭人祈付「香港基督教女青年會」或（Hong Kong Young Women's Christian Association），連同此頁，寄回香港麥當勞道一號「基督教及會員事工部」收。（一百元或以上捐款收據，可在香港申請減免稅項）。

For payment of membership fee or donation, please send a crossed cheque, payable to "Hong Kong Young Women's Christian Association", together with this completed form, to the YWCA Christian Ministry and Membership Department, No.1 MacDonnell Road, HK. (YWCA's receipt of donation of HK\$100 or above can be used for tax deduction)

為方便本會寄回收據及跟進，請填寫以下資料

For our returning the official receipt and follow up, please fill in the information below :

姓名 Name :	先生/女士/小姐 Mr./Ms./ Miss	聯絡電話 Tel :	(日間 daytime)

通訊地址 Address :			(夜間 night time)

		傳真/電郵 Fax/E-mail :	_____

郵票
STAMP

寄香港麥當勞道一號
香港基督教女青年會

「基督教及會員事工部」收

Christian Ministry and Membership Department

Hong Kong Young Women's Christian Association
No.1, MacDonnell Road, Hong Kong

YWCA HYMN

會歌

調白:《做主軍人歌》(普天頌讚423首)
John Goss, 1871



維我大好青年,努力齊向前;精神宗仰基督,
Rise, We all Young Christians Forward let us go; Bo - dy, mind & spi - rit,



人格求健全。內心具足真理,自由自得焉;
Strengthen as we grow, Christ is our example, Forward in His might,



促進人群福利,服務日乾乾。高舉我藍三角,
One in faith & hope & love we all u - nite. Fellowship for - e - ver,



四育作中堅;相愛相敬相助,團契合人天。
Strengthen as we grow, Rise, We all Young Christians Forward let us go.



香港基督教女青年會
Hong Kong Young Women's Christian Association

總會所 Headquarters

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