

CENTENARY OF YWCA

1920-2020

百載恩
•
百年情



年報

2020-2021 Annual Report





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.



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：



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。

The badge of the YWCA, with its equal sides, symbolises the development of the body, mind and spirit of the whole person, while the central horizontal line represents the social relationship development.

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

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歷史發展簡介

Brief History of 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，會址設於瑞士日內瓦。現時逾100個國家或地區也有基督教女青年會。

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80年代相繼復會。

20世紀初，鑑於有大批中國青年女子取道香港往海外留學，一位熱心教會服侍的婦女霍慶棠女士，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，並教授新任母親的婦女育嬰知識（為日後幼兒學校服務之始），曾於1923年發起嬰兒保育計劃及1924年舉辦嬰兒保健展覽及示範週。

The YWCA was first established in London in 1855 (the era of Industrial Revolution in Europe), by Lady Kinnaid and Ms. Emma Roberts. Lady Kinnaid 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 later became the Young Women's Christian Association (YWCA). As many countries set up YWCAs following England, the World YWCA was established in 1894 in Geneva, Switzerland. Today, YWCAs can be found in over a hundred countries or regions.

In 1890, Mrs. Stuart, the mother of Dr. Leighton Stuart, founder of the Yenching University and American Ambassador to China, founded the YWCA of China, which was 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 other city Associations and Hong Kong was the 7th city to have her own YWCA. In 1923, the first national convention of China YWCA took place in Hangzhou, whereby the National Council of YWCAs of China was formally established and is located in Shanghai today. Since 1980s, city YWCAs have been gradually reactivated in 10 mainland cities.

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 three other founders, Dr. Catherine Wu, Ms. Fok Shui Yue and Ms. Ng Pik Yin set up Hong Kong YWCA in 1920, with 81 founding members and 12 founding Board Directors. To address the needs of women, our earliest projects included promoting leadership training at girls' schools and opening evening schools for working women. We also equipped new mothers with parenting skills and knowledge, having organized the Baby Health Care Program and the Baby Health Week in 1923 and 1924 respectively.

20及30年代香港社會醞釀變革，婦女意識逐漸抬頭。本會聯同一些志願團體發動廢娼及廢婢運動，並於1935年創辦全港首份婦女刊物《香港女聲》月刊，就多項議題包括婦女地位、婚姻自由、教育平等、同工同酬、承繼和遺產、一夫一妻制和婦孺福利等提出倡議，促請政府研究及修改香港婚姻法例。而香港政府於1935年後開始禁止販賣人口的行動及廢除公娼制度的續延。

踏入40年代，中日戰爭爆發，香港被日軍佔領長達三年零八個月，本會事工被迫暫停，直至1945年香港光復後才漸次恢復。其時大批婦女投身戰場，對託兒服務需求殷切，本會遂於1948年在深水埗元州街開設全港首間全託及日託託兒所，創本港全日託兒服務先河；又於1951年開始舉辦保育幼兒人才訓練班。至1958年與社會福利署合辦「第四屆保育工作人才訓練班」，成為本港保育幼兒人才訓練的先驅。

1967年港九發生騷動，政府開始意識到處理青少年問題的迫切性，由此時起開始有計劃地發展青少年工作。本會亦把握時機，早於1965年開設真善美村社會服務處，並在70及80年代大力擴展青少年服務，包括在各個屋邨及新市鎮開設青少年中心，發展駐校模式的學校社會工作、外展社會工作及鄰舍層面的社區發展工作。與此同時，本會積極開拓教育事工，於1971年創辦基督教女青年會丘佐榮中學，並設立其他嶄新服務包括熱線輔導服務及臨床心理輔導服務。

During the 1920s and 1930s, revolutions were brewing in Hong Kong society, and women's consciousness was gradually rising. In 1935, we, together with several voluntary organizations, launched the abolition of prostitution and maidservant movement and founded the first monthly women magazine, Hong Kong Women's Voice. This magazine advocated for the status of women, freedom of marriage, equality in education, equal pay for equal work, inheritance and legacy, monogamy and welfare of women and children. We urged the Government to review and amend the marriage laws of Hong Kong. Concerning this, the Hong Kong government banned human trafficking in 1935 and abolished the public prostitution system.

In the 1940s, the Sino-Japanese War broke out, and Hong Kong was occupied by the Japanese for three years and eight months, forcing our operation to be suspended until 1945 after the end of the war. After then, many women joined the workforce, causing a surge in the demand for child care services. As a result, we opened the first full-day and half-day nursery, the first full-time nursery service in Hong Kong, in Un Chau Street, Sham Shui Po in 1948. Meanwhile, we pioneered in childcare training in Hong Kong, including organizing childcare training classes in 1951 and co-organizing the 4th training course for nursery workers with Social Welfare Department in 1958.

After the 1967 Hong Kong riots, the Government began to realize the urgency of tackling youth problems and started to develop youth work systematically. Followed by setting up the Chun Seen Mei Chuen Social Service Centre in 1965, we grasped the opportunity in 1970s and 1980s to expand our youth services by setting up youth centres in public estates and new towns, developing school-based social work, outreach social work and community development work. At the same time, we were actively involved in education. We founded the YWCA Hioe Tjo Yoeng College in 1971 and launched other new services such as hotline counselling and clinical psychological services.



歷史發展簡介 Brief History of Development

1979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。

長者服務始於70年代，當時在本會青少年單位內以長者小組形式出現，到了1981年開設首間松柏中心，正式展開長者服務工作。鑑於香港人口愈趨老化，對長者服務需求有增無減，本會遂積極拓展多元化長者服務，包括開辦家務助理隊、長者護理安老苑、日間護理中心等。近年，本會致力發展以社區為本的長者服務及長者居家安老服務。

80年代初香港經濟轉型，工廠紛紛遷往內地，引致大批本地勞工失業，政府於1993年成立僱員再培訓局，向30歲以上失業人士提供轉業培訓，本會亦於1994年成立首間僱員再培訓中心，發展再培訓服務。同時期因應政府開始舊區重建計劃，本會於1993年成立市區重建社會工作服務隊，向受計劃影響的居民提供協助。

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

We started the elderly service in the 1970s in the form of an elderly group meeting in our youth centre. Since the setup of our first neighbourhood elderly centre in 1981, we have been actively developing diversified elderly services, including the launch of home care services teams, care and attention homes for the elderly and daycare centres, in response to the ageing population in Hong Kong and the increasing demand for elderly services. In recent years, we have been focusing on community-based elderly services to promote ageing in place.

The economic restructuring took place in Hong Kong in the 1980s while factories started relocating to China. As a result, a large number of local workers became unemployed. In 1993, the Government established the Employees Retraining Board to retrain the unemployed aged 30 or above. In 1994, we established the first employees retraining centre to provide retraining services. At the same time, in response to the Government's redevelopment of old districts, we set up the Urban Renewal Social Service Team in 1993 to provide assistance to the residents affected.

本會秉承英國首間基督教女青年會所創立的傳統，於1921年倡辦第一所婦女宿舍，至70年代共設有七所勞工及職業婦女宿舍，向大專女學生及低薪職業婦女提供安全舒適的住宿服務，並招待本會及各地女青會員及其朋友，連繫各地女青的交流、學習及國際會議，進一步推動基督教使命。目前，本會共有四所住宿服務，除為會員提供住宿服務外，亦為有需要的婦女提供短期住宿服務，並與不同教育和社福機構合作，為青年人提供實習機會，讓他們進入職場前做好準備。

為彌補家庭服務缺口及回應社會日趨上升的精神健康問題及離婚個案，本會於2007年自資成立全港首間家庭健康促進中心，為社會提供預防性的正向家庭服務，確立以「家庭為本」的服務方向。另於2013年成立公益業務拓展部，按社會服務需求，開拓、發展及營運高效益的自資服務及社會企業，推動官、商、民跨界別合作，為機構注入新發展動力。

端賴上帝的恩佑及各界支持，本會至今已發展成為一所多元化服務機構，服務單位遍佈全港，事工服務伸延到各階層，服務對象涵蓋嬰幼兒至長者及不同國籍人士。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。

Following the tradition established by the first YWCA in England, we founded the first women's hostel in 1921. In the 1970s, there were seven hostels for working and professional women, providing safe and comfortable accommodation for female tertiary students and low-wage working women as well as hospitality to members of the Association, YWCAs and their friends from all over the world. We have also fostered communication and learning and facilitated international meetings between YWCA members. Currently, besides providing accommodation services for our members, our Y Hospitality also serves women in need and cooperates with different educational and social welfare organizations to offer internship opportunities for young people to get them prepared for the job market.

Given the gap in family services and to respond to the growing trend of mental health problems and divorce cases, we set up the first Family Wellness Centre in Hong Kong in 2007 to provide preventive and positive family services, adopting the family-oriented service approach. In 2013, we set up the Social Business Development Department to develop high-impact self-financing services and social enterprises in response to the social needs. It aims to promote cross-sectoral collaboration among the Government, corporates and community to give new impetus to the development of the organization.

With gratitude to the Lord's grace, the Association has bloomed to a diversified social service organization with units spreading over the territory, to serve targets ranging from infants to seniors. Starting from a prayer fellowship, the Association witnesses the Lord's love by serving the needy communities.



會長的話

President's Message

成立百載，女青將繼續秉承前人創會的初衷，實踐使命，藉著服務別人為主作光，榮神益人。

Having established for over a century, Hong Kong YWCA will continue to uphold our mission through our service to honor God and benefit others.

提升機構管治能力 促進跨代領導

良好的機構管治對機構持續發展起著關鍵作用。為提升機構管治能力，促進跨代領導，本會「管治與傳承工作小組」於2020年先後召開會議，按本會會章和《機構管治手冊》作深入討論，並就董事會組成、董事聘任和選舉機制、董事培訓和發展提出各項建議。經董事會審議後，各項建議於本年度起逐步落實，當中包括成立「董事培訓和發展工作小組」，除為董事培訓和發展訂立長遠計劃，裝備董事會達致合適的專才搭配和多元視野，配合機構策略發展外，也積極提升董事對女青使命和核心價值的了解和認同，藉以建立具效能而認同女青價值的管治團隊。為進一步掌握董事會成員對女青

Enhance corporate governance to promote inter-generational leadership

Good corporate governance is the key to sustainable organizational development. To enhance corporate governance and promote inter-generational leadership, the Board Governance and Succession Taskforce has held several meetings in 2020 to conduct in-depth reviews and propose various suggestions on the Board composition, appointment and election mechanism as well as training and development, according to the Articles of Association and the Corporate Governance Handbook. Following deliberation and approval by the Board of Directors, several recommendations, including the establishment of the Taskforce for Training and Development of Board Members, have been progressively implemented this year. In addition to formulating a long-term training and development plan for the Board Directors and equipping the Board with expertise and diverse perspectives

文化和價值、董事會角色的了解，以及他們的培訓需要和期望，小組於本年度進行了「董事培訓及發展問卷調查」，調查結果將有助規劃未來董事培訓和發展的方向。

同心合一 承傳機構使命和價值

本會的創立源於四位婦女受上帝感召，她們關心社會需要，經常一起研經禱告，尋求上帝的引領，並熱心接待離開家人、取道香港遠洋留學的年青女子。同時，學生青年會工作於本港多所基督教女子中學萌芽發展，並舉辦聯合崇拜等活動，至1920年，香港基督教女青年會正式成立，住宿服務隨之展開。自成立以來，本會一直站在社會前線，不斷優化和開拓創新服務，以回應隨著時代轉變和社會發展而帶來的服務需要。而且，我們相信基督教信仰、女青的使命和核心價值是機構的根基，也是我們服侍的初心，讓本會從成立以來一直發展至今。多年來，各項服務的開展都是上帝的愛和恩典的見證，承傳著先賢創立本會的心志，實踐女青的使命和價值。於本年度，我們在董事培訓和發展、人才甄選以至新員工啟導活動等，都加強灌注女青價值，推動女青文化薪火相傳。展望未來，我們將繼續持守服務初衷，像百年前各位女青先賢一樣，以愛款待有需要的人，讓女青成為上帝施恩的管道，栽培豐盛生命，促進婦女自由平等，成為滿足社會需要的服務先驅。

創會百周年 同頌主恩

回顧2020年，本會在反覆不定的新冠疫情中迎接創會百周年。我們一方面關心並設法回應服務受眾在疫情下承受的壓力和困難，盡力幫助他們適應新常態下的生活；另一方面，我們懷著感恩的心情，見證女青與香港同行百載，積極籌辦各項百周年活動。過程中，雖然面對著各種因疫情變化而來的限制和不確定性，但感恩在經歷不同挑戰時，全會上下展現了同心合一的協作精神，各人的靈活應變、創意和努力不懈令各項活動能圓滿舉行，本人在此致以衷心謝意。

在各項百周年活動中，我們一同回顧女青百年的恩典之路，鞏固了本會的使命和價值，傳達愛與關懷。在百周年感恩大會中，我們感謝上帝百年以來的眷佑，並堅定傳承本會以愛服務社會的初心；百周年國際研討會榮幸邀得本地及海外學者、婦女領袖及社福界領袖等分享經驗和智慧，團結力量共建更美好的世界，而各地女青的熱心參與，也再次

in line with the strategic development plan, the Taskforce has also actively promoted the understanding and recognition of the mission and core values of YWCA among the Board Directors, thereby establishing an effective and value-driven governance team. In order to further understand their knowledge and views towards the culture and values of YWCA, the role of the Board, and their training needs and expectations, the Taskforce conducted a survey this year, which findings has guided our future Board training and development direction.

Pass on the mission and values in unity

Hong Kong YWCA was founded by four Christian ladies who were inspired and moved by the calling of God. With the dedication to taking care of the needy ones in society, they studied the Bible and prayed together to seek God's guidance. In particular, they enthusiastically provided support with hospitality to those young ladies who left their hometown and travelled via Hong Kong on their way to study abroad. Meanwhile, the student association started to develop in several Christian girls' secondary schools in Hong Kong and organized activities such as joint worship. With the establishment of Hong Kong YWCA in 1920, our accommodation services began and since then, the Association has been standing at the forefront to develop innovative services in response to the service needs brought about by the changes of the times and social development. Adhering to the aspiration of the founders, we believe that Christian faith, the mission and core values of YWCA are always the backbone of the Association and the original intention of our service, enabling us to fulfill the mission by developing various services over the decades and witness God's love and grace. During the year, we have reinforced the integration of YWCA values in the training and development of Board Directors, talent selection, and staff induction program, etc. to pass on the unique YWCA culture. In the years ahead, we will continue to realize our mission by serving the needy with love, nurturing abundance in life, advancing women's liberty and equality and striving to become a service pioneer in meeting pressing social needs, to manifest God's blessings.

Praise the Lord at Centennial Anniversary

Looking back on 2020, the Association has welcomed its centennial anniversary amid the fluctuating COVID-19 pandemic. On the one hand, we cared about the pressure and difficulties experienced by our service recipients under the epidemic and were committed to helping them adapt to the new normal; on the other hand, we organized various centenary celebration events with a grateful heart, witnessing the Association walking hand-in-hand with Hong Kong for a hundred years. Despite the restrictions and uncertainties posed by the epidemic, I am grateful that the Board Directors, Committee Members, volunteers, staff and members of the Association demonstrated a collaborative spirit throughout. Their agility, creativity, and unremitting efforts exerted are appreciated. I would like to express my sincere gratitude towards everyone in making the celebration successful.

As we together revisited the past of YWCA and walked along the path of grace in various centenary activities, we reinforced the mission and values of the Association while conveying love



杜淑婉女士
Ms. Helena To

會長的話 President's Message

體現了女青一家的精神：「女青100祝福行動」集合會內服務單位和義工，透過義工服務、資源分享等將祝福和關懷帶到社區；「瞬間看女青」短片以輕鬆手法邀請大眾了解女青的有趣小故事，遊走女青百年歲月。如本會百周年的主題—「百載恩·百年情」，女青成立百年至今，是神賜予的滿滿恩典和祝福，我們亦與服務受眾和社區建立了深厚的情，並感恩獲得社會不同持份者的愛護和關顧。

本人由衷感謝一直以來，本會名譽會長、名譽董事、董事、委員、會員及義工的貢獻。特別感謝全會同工在疫情中堅守工作崗位，發揮團結力量，迎難而上，服務發展成果豐盛；亦衷心感謝各政府部門、合作伙伴、企業、慈善基金及社會各界的鼎力支持和指導，期盼女青能承先啟後，在天父的保守和引領下，繼續以愛傳承本會使命，造福社群。

and care for others. In the Centenary Anniversary Thanksgiving Celebration, we thanked God for His blessings over the past century, and pledged to inherit the devotion of the Association to serving the society with love. Meanwhile, we were honored to have invited local and overseas scholars, female leaders, and social welfare leaders to 100th Anniversary International Conference to share their experience and wisdom, with the vision of building a better world in solidarity. The enthusiastic participation of YWCA from all over the world once again demonstrated the spirit of unity of the YWCA family. During the "YWCA 100 Blessing Actions" activity, through volunteer services and resource sharing, we have gathered service units and volunteers to extend blessings and care to the community. Meanwhile, *Fun Facts* videos invited the public to learn about the dazzling, century-long history of the Association in a fun way. Echoed with the theme of "A Century of Grace and Love", YWCA has been full of grace and blessings from God ever since its establishment 100 years ago. While we have developed close bonds with our service recipients and the community, we are also grateful for the care and affection from different stakeholders in the society.

I would like to express my sincere gratitude to our Honorary Presidents, Honorary Directors, Board Directors, Committee Members, members and volunteers for their continuous contributions. In particular, I would like to thank all staff of the Association for their solidarity and dedication in serving the community. Fruitful outcomes were achieved despite all the challenges and difficulties. Last but not the least, I also sincerely thank the government departments, our partners, enterprises, charity funds, and different sectors of society for their staunch support and guidance. I hope that YWCA can inherit the past and usher in the future with the blessing of our heavenly Father, thereby continuing to serve the community by carrying on the mission of the Association with love.

總幹事報告 Chief Executive's Report

踏入創會百周年的里程碑，本會回顧女青百年發展，不忘前人立會初衷，並展望將來，以2020-2025「策略發展行動方案」，為未來五年發展訂下目標和方向。

Stepping into the centenary milestone, we have set goals and directions for the next five years according to the "Bold Steps" Strategic Plan 2020-2025 while keeping the aspirations of our founders in mind.

深化女青運動 讓婦女發聲

本會一直秉持「婦女為本」的初心，積極推動兩性平等及婦女充權、領導和承傳，並推展基督教事工，栽培會員和義工，於本會多元化的社會服務回應基督教、婦女、會員/義工之重要元素，實踐女青運動。於2021年3月，本會董事、委員、年青領袖和同工以線上形式參與第65屆聯合國婦女地位委員會會議及退修營，就不同國際婦女議題共同研習和交流，促進跨代領導。在本會Glocal Y的策劃下，百周年國際青年論壇以「21世紀裡的男女平等—針對女性的網絡暴力」為主題，邀得日本、韓國和世界女青年會的講者作分享。來自亞太地區、非洲及美洲等不同國家的參加者，以男女平等角度及國際視野分享和討論，並作出倡議。

Deepen YWCA Movement and speak out for women

As a women-oriented organization, the Association has always been actively promoting gender equality and women's empowerment, leadership and inheritance. We also enhance Christian ministry and cultivate our members and volunteers to put YWCA Movement into action by responding to the important elements of Christianity, women and members/volunteers in our diversified social services. In March 2021, our Board Directors, Committee Members, young leaders and staff participated in the online meeting and retreat camp of the 65th UN Commission on the Status of Women. By jointly studying different global women's issues, inter-generational leadership was fostered. Besides, under the planning of Glocal Y, the Centenary International Youth Forum themed on "Gender Equality in the 21st Century – Cyber Violence against Women" was organized, where speakers from Japan, Korea and World YWCA shared their valuable opinions. Participants from different countries in the Asia-Pacific region, Africa, and the Americas exchanged ideas and made initiatives from the angle of gender equality and an international perspective.



楊建霞女士
Ms. Yvonne Yeung

總幹事報告 Chief Executive's Report

為促進全會不同服務部門掌握女青運動意義，本年度於同工層面加強灌注女青運動種子，包括舉辦各項女青運動培訓和交流活動，推動女青運動與各服務的融合。此外，新同工啟導活動經優化後，以互動方式讓同工認識女青運動精神。我們亦以「持定信念，傳使命，迎向前」為全會福音工作主題，邀請牧者及學者於分享會和祈禱會中分享訊息，加強信仰栽培和氣氛，實踐基督教信仰。

服務創新及優化 回應社會需要

嬰幼兒及家庭服務

本會一直以優勢為本的介入模式，協助家庭發掘其正能量，促進嬰幼兒健康成長，並支援新一代父母及嬰幼兒家庭在社會環境、家庭結構及功能轉變下面對的挑戰。本會欣喜成功申辦天水圍資助獨立幼兒中心，服務區內育有零至三歲嬰幼兒的家庭，為有需要的家庭提供支援，並有助釋放婦女勞動力及促進婦女社區參與。同時，本會教育心理學家及女青悅兒成長服務於天水圍區幼稚園開展第一層支援服務試驗計劃，為懷疑有特殊教育需要的幼兒、其家長或照顧者及教師提供培訓，並協助他們及早辨識及跟進有需要個案。

特殊教育需要兒童及青年服務

本會持續為有特殊教育需要的兒童及青年提供跨專業和多元化的「家庭為本」復康支援服務，協助他們應對成長階段的不同轉變，提升其生活及學習適應能力，改善家長的情緒健康和家庭關係，促進大眾的接納和共融。因應疫情下學校停課，家長面對孩子「在家學習」的新常態，本會致力支援有特殊教育需要兒童及其家庭，包括先後推行「疫風同行計劃」及「快快樂樂兒家行計劃」，提供訓練教材、指導短片及線上功課輔導，協助家長為孩子進行家居訓練和學習，並給予親職指導及情緒支援。同時，透過不同青年就業項目如「Project Shine@ISS計劃」及「展翅青見計劃」等，提升有特殊教育需要青少年的就業能力，為他們作好職前準備。為配合服務需要，本會整合多年服務經驗，運用創意及科技，持續研發專業SEN訓練教材，並於本年度開設「Y SENse教材網店」銷售教材及由同工製作教學短片，支援老師、社工及有需要的家庭，與業界分享經驗。

青年參與及發展

隨著青年人對社會事務的關注不斷提高，本會積極在社會角色、發展機遇及社會連繫的範疇上開拓創新和專業服務，提升青年人的身份認同，建構有利他們發展的賦能環境，推動青年人有意義的社區參與。疫情下，本會帶領青年人參與抗疫工作，為低收入基

Extra effort was placed this year in nurturing the YWCA Movement at staff level to help our service departments grasp its meaning. For example, various training and exchange programs were organized to enhance integration of the YWCA Movement into our services. The optimization of staff orientation program has also helped our new staff understand the spirit of the YWCA Movement in an interactive way. Adopting the theme of "Hold on to the Faith, Pass on the Mission and Move Forward" in our gospel work, we invited pastors and scholars to give testimonies in sharing sessions and prayer meetings in order to cultivate the atmosphere of Christian faith.

Service innovation and enhancement to address social needs

Infant, children and family service

The Association always strives to help families discover their positive energy and promote the healthy growth of infants and young children with the strength-based intervention model. We also support new parents and their families in overcoming challenges brought by changing social environment, family structure and functions. We are delighted to have succeeded in bidding to operate an aided standalone child care centre in Tin Shui Wai, serving families with children aged 0 to 3. It also helps unleash women's labour force and encourage their social participation. Meanwhile, our educational psychologists and Y Seeds Wellness Service launched a pilot project of first-tier support services in kindergartens in Tin Shui Wai, providing training services to children suspected of having special educational needs (SEN), their parents or carers, and teachers for timely identification and intervention.

Service for SEN children and youth

The Association has continued to provide multi-disciplinary and diversified "family-based" rehabilitation support services for SEN children and youth, to facilitate their adjustment in different developmental stages, improve parents' emotional health and family relationships, and encourage public acceptance and social inclusion. In response to class suspension and the new normal of "learning at home" under the pandemic, the Association actively supported the needs of SEN children and their families, including offering training materials, instructional videos, and online homework guidance to assist parents in performing home training and learning, as well as providing them with parenting and emotional support. Through different youth employment projects, we also enhanced the employability of SEN youth and prepared them for employment. Besides, the Association has developed professional SEN training materials based on years of service experience. This year, we have launched the "Y SENse Online Store", where teaching materials accompanied by instructional videos produced by our staff are available, hoping to support teachers, social workers and families in need while sharing experiences with the sector.

Youth engagement and development

As young people become increasingly aware of social affairs, the Association is actively exploring innovative and professional services in the realms of social roles, development opportunities and social connections to promote their meaningful social participation. During the epidemic, the Association led young people to extend care and deliver anti-epidemic supplies to low-income grassroots families, elderly singletons and doubletons. To promote inter-generational harmony, activities such as "Life is Beautiful Online Musical" and

層家庭、獨居長者及雙老家庭等送上防疫用品及關懷，提供支援。本會亦舉辦「毅非凡網上音樂劇」及「跨世代網上音樂會」等活動，促進青年人與社會不同年齡持份者的互動，推動跨代共融。此外，本會獲教育局委託推行全港首個「職業專才教育：中學諮詢服務先導計劃」，為參與中學的老師及家長提供職業專才相關之專業培訓和諮詢，培養學生在職涯規劃上的多元化視野，掌握未來所需工作技能。

長者及基層醫療健康服務

為栽培長者身、心、社、靈的豐盛生命，啟發他們潛能，傳承經驗，締造自主人生，本會透過「創活人生 Plan & Go」一系列課程和活動，讓50+人士了解自身興趣及能力，訂立退休人生目標，並將學習所得結合自身經驗，服務社區。本會亦成功獲資助開設新服務單位，推展「發現幸福旅程—我們相扶到老」計劃，協助夫婦適應退休後的婚姻生活，強化家庭支援系統及抗逆力，為未來互相照顧的護老路奠定基礎。此外，本會於北區成立「地區康健站」，推展基層健康工作，提升自我健康管理能力，服務包括疾病預防教育、健康風險基本評估及慢性疾病管理，期望此計劃能與區內現有服務產生協同效應，讓本會能更策略性及全面地支援長者及各家庭成員的需要。

推動科技應用 促進機構發展

現今科技發展一日千里，為促進機構能力建設，本會將從優化網絡設備、大數據應用及提升同工科技應用能力三個範疇推動科技應用。過去一年，鑑於疫情影響，「在家工作」和「流動辦公室」已成新常態。因此，本會已提升資訊科技基礎架構的安全性及遠端工作的能力，讓同工在辦公室以外，仍能安全地從遠端存取機構各項資訊、系統及服務，為應對未來突發事件作充分準備。

有見社會服務需求持續增加，機構的行政效能亦須相應提升和應變。承蒙賽馬會慈善信託基金撥款，本會成功爭取籌建「企業資源管理系統」(ERP)，整合財務、人力資源、採購等行政流程，進一步優化本會之行政管理及機構能力建設，促進資源的有效運用，期望此項目在業界能起先導作用，展示社會服務機構如何善用資訊科技，配合機構發展及優化資源運用，為服務發展創造更多空間。本會亦獲資助為「到校學前康復服務」(OPRS) 建設跨機構協作平台，並正進行籌備工作。隨著科技發展，我們相信在服務模式、社會創新、管理程序等都面對更多可能性及發展空間，本會將從硬件和軟件方面積極裝備，與時並進。

經歷一個世紀，本會已發展為多元化的社會服務機構，以基督的關愛精神，持續為社會有需要社群開拓各項適切服務。本人期待在新一個「策略發展行動方案」的引領下，全會能同心邁向發展的新一章，並期盼各界人士繼續給予支持，讓本會在未來穩步向前，實踐使命。

"Cross-Generation Online Concert" were organized to encourage interaction between young people and stakeholders of different age groups in society. Meanwhile, entrusted by the Education Bureau, the Association launched the External Consultancy Services of Vocational and Professional Education and Training (VPET) Pilot Scheme for secondary schools in Hong Kong to provide teachers and parents of participating schools with professional training and consultation, with the aim of cultivating students' diversified perspectives in career planning and helping them master the job skills needed.

Elderly and primary healthcare service

The Association endeavors to promote the physical, psychological, social and spiritual wellbeing of the elderly and nurture their abundant lives. We encourage them to unleash their potentials, pass on experience and live an autonomous life. Through the "Plan & Go" Program, we helped individuals aged 50 or above understand their own interests and abilities, set retirement goals, and serve the community. Meanwhile, the Association was funded to establish a new service unit to promote the adjustment to retirement among married couples and strengthen their family support and resilience. To enhance primary healthcare and self-health management capabilities, the North District Health Centre (DHC) Express was set up. Services include disease prevention education, basic health risk assessment and chronic disease management. We hope that with our existing services in the district, the synergy effect will allow the Association to support the needs of the elderly and their family members in a more strategic and comprehensive manner.

Promote the application of technology

In order to foster the organizational capacity building amid the advancement of technology, the Association promotes the application of technology in three areas, namely optimization of network and equipment, application of big data, and enhancement of staff's ability in the application of information technology (IT). In view of the impact of the epidemic over the past year, "working from home" and "mobile office" have become the new normal. Hence, the Association has improved the security of IT infrastructure and its capability for supporting remote working so that our staff can safely access the organization's data, systems and services remotely and get fully prepared for possible contingencies in future.

In view of the growing demands for social services, the administrative efficiency of the Association needs to be improved and adapted accordingly. Funded by the Hong Kong Jockey Club Charities Trust, the Association has launched the Enterprise Resources Planning (ERP) System to integrate administrative processes and further enhance the administrative management and capacity building by promoting effective use of resources. We hope that this project can play a pioneering role in the sector by demonstrating how social service organizations facilitate service development and optimize the use of resources by taking advantage of technology. The Association has also been funded to establish a cross-agency collaborative platform for "On-site Pre-school Rehabilitation Services" (OPRS), and the preparation is in progress. With the advancement of technology, we believe that there are more possibilities and room for service development, social innovation, management procedures, etc. We will actively equip ourselves to keep pace with the times.

After a century of development, the Association has become a diversified social service organization serving people in need with love and care of Christ. The Association is going to start a new chapter under the "Bold Steps" Strategic Plan. I hope that people from all walks of life will continue to support us to fulfill our mission in the future.

百載恩 • 百年情
CENTENARY OF YWCA



機
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*Corporate Governance
and Management*





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.



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

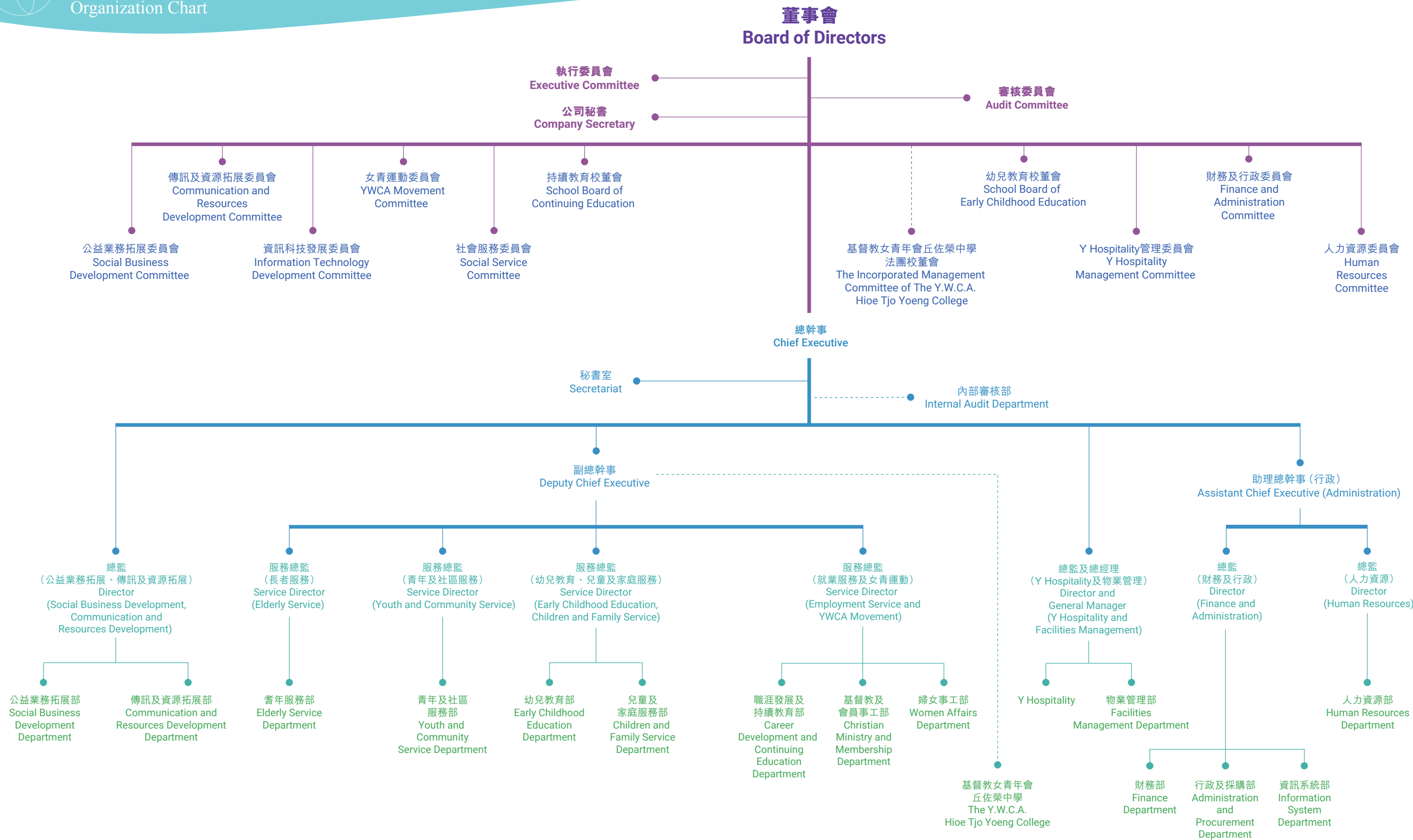


- 基督教倫理觀
- 專業精神及卓越服務
- 誠信及承擔
- 團結契合

- Christian ethics
- Professionalism and service excellence
- Integrity and accountability
- Unity and fellowship

機構組織圖

Organization Chart



機構管治 Corporate Governance

本會自成立以來，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，亦制訂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。

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 in relation to the Association. The Board, 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.

名譽會長、名譽董事及董事

Honorary Presidents, Honorary Directors and Board of Directors

名譽會長 Honorary Presidents

鄭容麗女士 Mrs. Grace Tsao
胡秀霞女士 Mrs. Patricia Ling, MH, JP

黃文璦女士 Mrs. Mona Leong, SBS, BBS, MBE, JP

名譽董事 Honorary Directors

孫蓮娜女士 Mrs. Lena Liu
禰秀萍女士 Mrs. S. P. Huen Lee, May
羅章文女士 Mrs. Helen Koo
梅以菁博士 Dr. Jennie Lee
邵嘉儀女士 Mrs. Emily Cheng
陳素薇女士 Mrs. Lau Chan So May, Lucy

吳夢珍博士 Dr. Agnes Ng, JP
朱清蓮女士 Mrs. Wong Chu Ching Leen
簡瓊珍女士 Mrs. Leung Kan King Chun
黃麗娟女士 Ms. Wong Lai Kuen, Hannah
楊邦鐸博士 Dr. Hung Yeung Pong Wah
梁慕清女士 Ms. Leung Mo Ching

2020至2021年度董事 2020-2021 Board of Directors

會長 President



杜淑婉女士
Ms. To Sook Yuen,
Helena

第一副會長 1st Vice-President



王絳彥女士
Ms. Wong Chiang Yen,
May

第二副會長 2nd Vice-President



呂倩文女士
Ms. Lui San Man,
Simmy

第三副會長 3rd Vice-President



江慧芝女士
Ms. Kong Wai Chi,
Jenny

第四副會長 4th Vice-President



許玉銘女士
Ms. Hsu Yu Ming,
Hanna

義務書記 Honorary Secretary



梁萃明女士
Ms. Leung Sui Ming,
Olivia

義務司庫 Honorary Treasurer



李淑英女士
Ms. Lee Shuk Ying,
Helen

選任董事 Elected Directors



余悅群博士
Dr. Yu Yuet Kwan,
Patricia



樓瑋群博士
Dr. Lou Weiqun,
Vivian



陳秀芬女士
Ms. Chan Sau Fan,
Julie



何潔雲博士
Dr. Ho Kit Wan



李綺華女士
Ms. Eva Lee



陳詠敏女士
Ms. Chan Wing Mun,
Grace



李諾詩女士
Ms. Lee Lok Sze



周慧賢女士
Ms. Chau Wai Yin,
Ada



宋婉真女士
Ms. Sung Yuen Chan,
Jeannette



黃慧貞博士
Dr. Wong Wai Ching,
Angela



林琮女士
Ms. Lam King,
Ivy



馬鳳鈿女士
Ms. Ma Fung Tin,
Fanny

特聘董事 Co-opted Directors



呂蕙文女士
Ms. Lui Wai Man,
Nancy



謝瑞賢女士
Ms. Tse Sui Yin,
Sally



黃儀娟女士
Ms. Wong Yee Kuen,
Cecilia
(至2021年8月31日)
(till 31 August 2021)



金港生女士
Ms. King Kong Sang,
Mimi



曹妙如女士
Ms. Tso Miu Yue,
Agnes



潘秀琮女士
Ms. Pun Sau King,
Flora



謝淑賢女士
Ms. Tse Shuk In,
Marisa
(由2021年9月1日起)
(from 1 September 2021)

2020至2021年度義務顧問

2020-2021 Honorary Advisers

| | | | | |
|---|--|--|--|--|
| 法律事務 Legal Affairs | <p>胡百全律師事務所 P. C. Woo & Co. 林子綱律師 Ms. Lam Tze Yan</p> <p>蔡克剛律師 Mr. Tsoi Hak Kong, Herbert</p> | | | |
| | <p>鄭保羅榮休大主教 The Most Revd Dr. Paul Kwong</p> | | | |
| 宗教事務 Religious Affairs | | | | |
| | | | | |
| 傳訊及資源拓展 Communication and Resources Development | <p>鄭麗敏女士 Ms. Heidi Cheng 林美麗女士 Mrs. Mary Wong 王佩兒女士 Ms. Catherine Wong 鄭容麗女士 Mrs. Grace Tsao 簡美蓮博士 Dr. Kan Mee Lin, Hayley</p> <p>周錦華女士 Ms. Brenda Chow 鄧祥兒女士 Ms. Sheila Tang Cheung Yi 胡秀霞女士 Mrs. Patricia Ling, MH, JP 梅以菁博士 Dr. Jennie Lee</p> | | | |
| | | | | |
| 業務及服務發展 Business and Service Development | <p>紀治興博士 Dr. Kee Chi Hing, JP 黃岳永教授 Prof. Erwin Huang 蕭明輝博士 Dr. Siu Ming Fai, Parco 魏志榮先生 Mr. Ngai Chi Wing, Gorman</p> <p>謝家駒博士 Dr. Tse Ka Kui 方乃權博士 Dr. Fong Nai Kuen, Kenneth 黃永森先生 Mr. Wong Wing Sum, Sam Mr. Kevin Rushton</p> | | | |
| | | | | |
| 機構管治 Corporate Governance | <p>馮文珊女士 Ms. Melissa Fung</p> <p>高靜芝女士 Ms. Kao Ching Chi, Sophia, GBS, SBS, JP</p> | | | |
| | | | | |
| 招標事務 Tender Board | <p>李振強先生 Mr. Lee Chun Keung 陸西琳女士 Ms. Luk Sai Lam, Alice 李雅婷女士 Ms. Adrienne Li 徐嘉樂女士 Ms. Charlotte Tsui</p> <p>梁錦英先生 Mr. Leung Kam Ying 文志泉先生 Mr. Antony Man 許玉銘女士 Ms. Hsu Yu Ming, Hanna</p> | | | |
| | | | | |
| 基督教及會員事工 Christian Ministry and Membership | <p>陳茹九牧師 Rev. Chan Yu Kow 劉榮佳牧師 Rev. Lau Wing Kai 關浩然牧師 Rev. Leo Kwan 梁永善牧師 Rev. Leung Wing Seen, Stephen 蘇穎智牧師 Rev. So Wing Chi, Patrick</p> <p>曾永昌牧師 Rev. Tsang Wing Cheong 孔繁漢牧師 Rev. Hung Fan Hon 蕭如發牧師 Rev. Siu Yu Fat 何約翰牧師 Rev. Ho Yeuk Hon, John 麥偉祺牧師 Rev. Mak Wai Ki</p> | | | |
| | | | | |
| 婦女事工 Women Affairs | <p>林滿馨律師 Ms. Vera Lam 劉曉欣醫生 Dr. Lau Hiu Yan, Stephanie</p> <p>鄭煥新律師 Mr. Alvin Cheng</p> | | | |
| | | | | |
| 幼兒教育 Early Childhood Education | <p>孔沃棠醫生 Dr. Hung Yuk Tong 李家仁醫生 Dr. Lee Ka Yan, David 翁善強先生 Mr. Yung Sin Keung, Simon 黃潔薇博士 Dr. Wong Kit Mei, Betty 趙鈞鴻博士 Dr. Chiu Kwan Hung, BBS, MH</p> <p>蔣在公醫生 Dr. Chiang Chay Kung 鄭楚萍女士 Ms. Cheng Chor Ping, Irene 林瑞芳博士 Dr. Lam Shui Fong 楊金鳳女士 Mrs. Chow Yeung Kam Fung 鄭佩芸博士 Dr. Tay Pui Wan</p> | | | |
| | | | | |
| 兒童及家庭服務 Children and Family Service | <p>苗延琮醫生 Dr. Miao Yin King, May 葉麗嫦女士 Ms. Ip Lai Sheung 潘潔玲女士 Mrs. Chan Pun Kit Ling 黃美菁教授 Dr. Wong Mei Ching, Mooly 何韋琳博士 Dr. Ho Wai Lam</p> <p>鄭慧芬醫生 Dr. Cheng Wai Fun, Anna 梁智熊教授 Prof. Leung Chi Hung 陳聲珮博士 Dr. To Chan Sing Pui, Tikky 曾潔雯博士 Dr. Sandra Tsang, JP Ms. Kimberly Ann Barthel</p> | | | |
| | | | | |
| 青年及社區服務 Youth and Community Service | <p>蔡定國醫生 Dr. Tsoi Ting Kwok, Peter, JP 崔永康教授 Prof. Chui Wing Hong, Eric 楊偉強博士 Dr. Yeung Wai Keung, Jerf 蔡詩贊博士 Dr. Choy Sze Tsan, Clifford 盧定欣女士 Ms. Lo Ting Yan, Diane 李以仁先生 Mr. Lee Yi Yun 關信輝先生 Mr. Kwan Shun Fai, Adrian 陶兆銘教授 Prof. To Siu Ming</p> <p>梁傳孫博士 Dr. Zeno Leung 吳穎英醫生 Dr. Ng Wing Ying, Angela 莊耀洸律師 Mr. Chong Yiu Kwong 李耀基醫生 Dr. Lee Yiu Ki 許守仁博士 Dr. Hui Sau Yan 林志韜律師 Mr. Lam Chi Yau, Alex 梁詩明博士 Dr. Leung Sze Ming, Samuel</p> | | | |
| | | | | |

職涯發展及持續教育
Career Planning and
Continuing Education

洪小蓮女士 Ms. Hung Siu Lin, Katherine
鄭惠容博士 Dr. Kwong Wai Yung, Enid
黃敏兒女士 Ms. Wong Man Yee, Amy
陳凱欣博士 Dr. Chan Hoi Yan, Celia
區偉邦先生 Mr. Au Wai Pong
譚佩群女士 Ms. Tam Pui Kwan
張婉華女士 Ms. Cheung Yuen Wa, Sandra
梁健平博士 Dr. Leung Kin Ping
張海藝先生 Mr. Cheung Hoi Ngai, William
潘頌兒博士 Dr. Poon Chung Yee
余雅穎女士 Ms. Jennifer Yu

陳玩芳女士 Ms. Chan Woon Fong, Alice
伍龍威先生 Mr. Ng Lung Wai
李寶滿女士 Ms. Li Po Moon
潘萱蔚先生 Mr. Poon Huen Wai
譚淑貞女士 Ms. Tam Suk Ching, Lucy
葉家健先生 Mr. Yip Ka Kin, Sammy
陳慧敏醫生 Dr. Chan Wai Man
李紹權博士 Dr. Raymond Lee
蔡曉青先生 Mr. Patrick Tsoi
黃永根先生 Mr. Wong Wing Kun

耆年服務
Elderly Service

梁浩然醫生 Dr. Leung Ho Yin
雷逸華博士 Dr. Liu Yat Wa, Justina
陳銳堅醫生 Dr. Chan Yui Kin, Jonathan
過培健教授 Prof. Kor Pui Kin

賴錦玉教授 Prof. Lai Kam Yuk, Claudia
陳裕麗教授 Dr. Chan Yue Lai
黃敏櫻女士 Ms. Wong Man Ying, Daisy
鄧智仁先生 Mr. Brian Tang

2020至2021年度委員會委員

2020-2021 Committee Members

文志泉先生 Mr. Antony Man
王思雅女士 Ms. Wong See Nga, Sarah
江碧霞女士 Ms. Kong Pik Ha, Amy
余雅穎女士 Ms. Jennifer Yu
李秀琮牧師 Rev. Lee Sau King
周明珠女士 Ms. Libby Chow
林美麗女士 Mrs. Mary Wong
洪盛興先生 Mr. Hung Shing Hing, Kilias
馬仁武先生 Mr. Mar Yan Mo, Ronald
馬錦華先生 Mr. Timothy Ma, MH, JP
張曼欣女士 Ms. Cheong Mun Shing
梁炳貴先生 Mr. Max Leung
梁琳明醫生 Dr. Leung Lam Ming, Jess
梁麗芬博士 Dr. Mona Chau
莫華勳先生 Mr. Mok Wah Fun, Peter
郭玲麗女士 Ms. Kwok Ling Lai, Lillian
陳志榮先生 Mr. Chan Chi Wing
陳靜嫻女士 Mrs. Lee Chan Ching Han
麥少梅女士 Ms. Mak Siu Mui, Jenny
麥國棟先生 Mr. Michael Mak
馮達權先生 Mr. Fung Tat Kuen, Dominic
黃宴平女士 Ms. Patty Wong
黃淑華女士 Ms. Joyce Wong
楊斯渝女士 Ms. Yeung Sze Yu, Cindy
葉文慧女士 Mrs. Li Ip Man Wai, Heather
廖愛倩女士 Ms. Liao Ai Chien, Nancy
黎秀玲女士 Ms. Lai Sau Ling
謝慧芬女士 Ms. Tse Wai Fun, Stella
鍾慧儀女士 Ms. Diana Chung
羅少文女士 Ms. Law Siu Man
譚潔瑩女士 Mrs. Kwok Tam Kit Ying

方蘊萱女士 Ms. Loretta Fong Wan Huen
朱偉年博士 Dr. Welland Chu
余秀鳳教授 Prof. Yu Sau Fung, Doris
李俊女士 Ms. Li Chun, Cat
李嘉莉女士 Ms. Elina Lee
周素名女士 Ms. Chow So Ming, Billie
林麗霞女士 Ms. Lam Lai Ha, Florence
徐海珠女士 Mrs. Henrietta Zee Leung
馬家儀女士 Ms. Ma Gar Yee, Grace
高靜芝女士 Ms. Kao Ching Chi, Sophia, GBS, SBS, JP
梁士雄先生 Mr. Carlos Leung
梁浩筠女士 Ms. Leung Ho Kwan
梁慕清女士 Ms. Leung Mo Ching
莫乃光先生 Mr. Charles Mok
連寶琦女士 Ms. Lin Po Kee, Serena
陳妙霞女士 Ms. Chan Miu Ha, Miranda
陳維國先生 Mr. Chan Wai Kwok, Jackson
陸西琳女士 Ms. Luk Sai Lam, Alice
麥家裕女士 Ms. Mak Ka Yu, Flora
麥穎頤女士 Ms. Mak Wing Yee, Winnie
黃健先生 Mr. Kenneth Wong
黃國恩女士 Ms. Wong Kwok Yan, Catherine
楊雪芳女士 Ms. Yeung Suet Fong, Chiffon
楊嘉燕女士 Ms. Karmen Yeung
葉建嫻女士 Ms. Sandra Yip
鄭佩華教授 Prof. Cheng Pui Wah, Doris
蕭嘉妍女士 Mrs. Doo Siu Ka Yin, Catherine
鍾嘉穎女士 Ms. Karen Chung
韓祖恩女士 Ms. Joanne Hon
譚偉霖先生 Mr. William Tam

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

管理層員工 Management Staff



總幹事

- 1 楊建霞女士

副總幹事

- 2 李雯珊女士

助理總幹事 (行政)

- 3 楊翠翠女士

總監

- 4 馮斯狄先生 總監 (財務及行政)
5 徐英賢先生 總監 (公益業務拓展、傳訊及資源拓展)
6 宋家義先生 總監及總經理 (Y Hospitality及物業管理)
7 林遠濠先生 服務總監 (青年及社區服務)
8 胡婉玲女士 服務總監 (就業服務及女青運動)
9 周華達先生 服務總監 (長者服務)
10 伍偉湛先生 服務總監 (幼兒教育、兒童及家庭服務)
(由2021年9月1日起)

Chief Executive

- 1 Ms. Yeung Kin Ha, Yvonne

Deputy Chief Executive

- 2 Ms. Lee Man Shan, Emily

Assistant Chief Executive (Administration)

- 3 Ms. Yeung Chui Chui, Alice

Director

- 4 Mr. Fung See Dick, Peter Director (Finance and Administration)
5 Mr. Chui Ying Yin, Dominic Director (Social Business Development, Communication and Resources Development)
6 Mr. Sung Ka Yee, Anthony Director and General Manager (Y Hospitality and Facilities Management)
7 Mr. Lam Yuen Ho, Foster Service Director (Youth and Community Service)
8 Ms. Woo Yuen Ling Service Director (Employment Service and YWCA Movement)
9 Mr. Chow Wah Tat, Kenneth Service Director (Elderly Service)
10 Mr. Ng Wai Cham, Raymond Service Director (Early Childhood Education, Children and Family Service)
(From 1 September 2021)

總主任

- 蘇艷芳女士
陳明儀女士
張志坤先生
黎玉潔女士
梁廣浩先生
吳翠萍女士
韓慕琮女士
張詠詩女士
郭義聰先生
伍慧嫻女士
卓敏女士
郭巧玲女士
萬雪芬女士
高佩怡女士

Chief Officer

- Ms. So Yim Fong, Tammy
Ms. Chan Ming Yee, Nancy
Mr. Cheung Chi Kwan, Daniel
Ms. Lai Yuk Kit, Rosanna
Mr. Leung Kwong Ho, Simon
Ms. Ng Tsui Ping, Bettina
Ms. Hon Mo King, Joan
Ms. Cheung Wing Sze, Samantha
Mr. Kwok Yee Chung, Ivan
Ms. Ng Wai Han, Iris
Ms. Cheuk Man
Ms. Kwok Hau Ling, Betty
Ms. Man Suet Fan, Cathy
Ms. Ko Pui Yee, Kit

部門主管

- 阮秀盈女士
關珮盈女士
黃嘉榮先生
呂秀儀女士

Head of Department

- Ms. Yuen Sau Ying, Fiona
Ms. Kwan Pui Ying, Jenny
Mr. Wong Ka Wing, Chris
Ms. Lui Sau Yi, Joanne

督導主任

- 鄭楚華女士

Supervisor

- Ms. Cheng Chor Wah, Anna

經理

- 陳嘉怡女士
陳白珊女士
梁慧敏女士
麥沛興先生
蔡昭信先生
黃期儀女士
蘇偉迅先生
鄧永賢先生
蘇穎思女士

Manager

- Ms. Chan Ka Yee, Virginia
Ms. Chan Pak Shan, Karen
Ms. Leung Wai Mun, Amy
Mr. Mak Pui Hing, Harris
Mr. Tsoi Chiu Shun, Charleson
Ms. Wong Kei Yee, Hazel
Mr. So Wai Shun, Veason
Mr. Tang Wing Yin, Anthony
Ms. So Wing Sze, Emily

單位主任

- 王志超先生
李雅琪女士
高兆芳女士
李小玲女士
陳潔儀女士
江國儀女士
鍾嘉華女士
黃磊亮先生
梁豪華先生
曾潔容女士
黃麗婷女士
陳鳳琮女士
鄭惠玲女士
鄭雅芝女士
何冠毅先生

Unit-in-charge

- Mr. Wong Chi Chiu
Ms. Lee Nga Kee, Katie
Ms. Ko Siu Fong, Doris
Ms. Lee Siu Ling, Safonia
Ms. Chan Kit Yee, Kitty
Ms. Kong Kwok Yee, Ivy
Ms. Chung Ka Wah, Carol
Mr. Wong Lui Leong
Mr. Leung Ho Wah, Daniel
Ms. Tsang Kit Yung, Clara
Ms. Wong Lai Ting, Bridget
Ms. Chan Fung King, Jessica
Ms. Cheng Wai Ling, Jaclyn
Ms. Cheng Nga Chi, Elsa
Mr. Ho Kwun Ngai, Leslie

- 廖彩麟女士
何景祥先生
劉綺珮女士
張卉翠女士
李婉明女士
鄭佩珍女士
杜羨揚先生
曾藹欣女士
藍庭芳女士
黃靄欣女士
詹潔瑩女士
夏雅筠女士
張健偉先生
唐麗丹女士
陳美琮女士
蘇嘉儀女士
洪雪霞女士
高保麟先生
顧嘉慧女士
黎美霞女士
李紫芸女士
林逸貞女士
鄭逸琳女士
林素娟女士
侯志遠先生
何家肇先生
伍偉基先生
賴潔儀女士
朱秀儀女士
張燕紅女士
林雅儀女士
周偉鴻先生
陳英偉先生
高淨華女士
何啟銘先生
汪益之先生
王瑞芳女士
王力文先生
周泳琪女士
李秀華女士
施倩俐女士
吳清雅女士
李鈺鈴女士
李學義先生
朱穎莊女士
曾家豪先生
許婉婷女士
洪藝女士
陳美珠女士
廖碧美女士
李寧女士
鄧青欣女士

- Ms. Liu Choi Lun, Karen
Mr. Ho King Cheung, Thomas
Ms. Lau Yee Pui, Jess
Ms. Cheung Wai Chui, Haster
Ms. Li Yuen Ming, Fion
Ms. Cheng Pui Chun, Amy
Mr. To Shin Yeung, Simon
Ms. Tsang Oi Yan, Christine
Ms. Lam Ting Fong, Emil
Ms. Wong Oi Yan, Winnie
Ms. Jim Kit Ying, Crystal
Ms. Ha Ngar Kwan, Sandie
Mr. Cheung Kin Wai, Kenny
Ms. Tong Lai Tan
Ms. Chan Mei King, Maggie
Ms. So Ka Yi, Stephanie
Ms. Hung Suet Ha, Joey
Mr. Ko Po Lun, Bo
Ms. Ku Ka Wai, Joe
Ms. Lai Mei Ha
Ms. Li Tsz Wan, Vivian
Ms. Lam Yat Ching, Kitty
Ms. Cheng Yat Lam, Rosa
Ms. Lam So Kuen, Bonnie
Mr. Hou Che Yuen, Manfred
Mr. Ho Ka Siu, Vincent
Mr. Ng Wai Kei, Ricky
Ms. Lai Kit Yee, Katty
Ms. Chue Sau Yee, Amanda
Ms. Cheong Yin Hung, Lesley
Ms. Lam Ngar Yee, Catherine
Mr. Chow Wai Hung, Gary
Mr. Chan Ying Wai, Simon
Ms. Ko Ching Wah, Venus
Mr. Ho Kai Ming
Mr. Wang Yick Chi, Eric
Ms. Wong Sui Fong, Kathy
Mr. Wong Lik Man
Ms. Chow Wing Ki, Winki
Ms. Lee Sau Wa, Apple
Ms. Sze Sin Li, Akina
Ms. Ng Ching Ngar, Emily
Ms. Lee Yuk Ling, Tammy
Mr. Lee Hok Yee, Hut
Ms. Chu Wing Chong, Tish
Mr. Tsang Ka Ho, Louis
Ms. Hui Yuen Ting, Eva
Ms. Hung Ngai
Ms. Chan Mei Chu, May
Ms. Liu Pik Mei, Denise
Ms. Li Ning
Ms. Tang Ching Yan, Joyce

管理層員工 Management Staff

單位主任

冼靜琳女士
魏子揚先生
文嘉莉女士
徐雅舒女士
陳善彤女士
劉韻鏞女士
李雅姿女士
黃潔心女士
潘詩雅女士
侯冠霖先生
陳憬樟先生
謝達暉先生
梁嘉穎女士
陳曉蘇先生
馮婉姿女士
陳偉基先生
潘美施女士
林崑傑先生
蘇健欣女士
李雅麗女士
林燕珍女士
林碧雯女士

Unit-in-charge

Ms. Sin Ching Lam, Ludmilla
Mr. Wai Clarence
Ms. Man Ka Lee, Carrie
Ms. Chui Nga Shu, Phyllis
Ms. Chan Sin Tung, Alice
Ms. Lau Wan Chau, Teresa
Ms. Li Nga Chi, Canji
Ms. Wong Kit Sum, Fiona
Ms. Pun See Ngar, Christina
Mr. Hau Kwun Lam, Haus
Mr. Chan King Cheung
Mr. Tse Tat Fai, Philip
Ms. Leung Ka Wing, Alice
Mr. Chan Hiu So
Ms. Fung Yuen Chee, Vivien
Mr. Chan Wai Kee, Jan
Ms. Poon Mei Sze, Selina
Mr. Lam Kwan Kit
Ms. So Kin Yan, Yan
Ms. Lee Nga Lai, Claudia
Ms. Lam Yin Chun, Jane
Ms. Lam Pik Man, Ivy

丘佐榮中學校長 陳永傑先生

Principal, The Y.W.C.A. Hioe Tjo Yoeng College
Mr. Chan Wing Kit

幼兒教育總校長、 行政主任(教育)、 校長

**Chief Principal, Executive Officer (Education),
Principal, Early Childhood Education**

劉國嬌女士
黃詩琪女士
周意妙女士
馮如意女士
黎嘉賢女士
林愛平女士
彭佩詩女士
麥綺筠女士
關綺雯女士
張安愉女士
羅淑芬女士
唐若思女士

Ms. Lau Kwok Kiu
Ms. Wong Sze Ki, Shirley
Ms. Chau Yee Miu
Ms. Fung Yu Yee
Ms. Lai Ka Yin, Patty
Ms. Lam Oi Ping
Ms. Pang Pui Sze, Penny
Ms. Mak Yi Kwan, Eva
Ms. Kwan Yee Man, Candy
Ms. Cheung On Yu, Angel
Ms. Lo Suk Fun, Janice
Ms. Tong Yeuk Sze, Barbara

Y Hospitality經理

Managerial staff, Y Hospitality

鄧偉雄先生
曾勉恒先生
方秋明先生
林潔康先生

Mr. Tang Wai Hung, Ken
Mr. Tsang Min Hang, Eric
Mr. Fong Chau Ming
Mr. Lam Kit Hong, Will

董事團契退修會

Board of Directors Fellowship Annual Retreat

2021年6月，董事團契於沙田道風山舉行退修會，高興邀得中國神學研究院助理教授（實踐科）潘怡蓉博士擔任講員，以Vision & Calling及Passion & Commitment為主題作分享，並一同進行經文默想、個人反思、分組討論及道風山參觀等，共20位董事參加。其中潘博士提及女青藍三角會徽的意義——「德、智、體、群」的均衡發展，代表著「生命的栽培」的重要元素。我們日常透過提供服務，在服務中灌注我們的關愛、款待及承諾，從而讓服務受眾經歷生命轉化的過程，栽培豐盛的生命。最後，潘博士勉勵眾人要全心信靠天父，因祂是我們的力量，在困難中時刻給予幫助。



In June 2021, the Board of Directors Fellowship held its annual retreat at Tao Fong Shan in Sha Tin. We were delighted to have invited Dr. Pan Yi Jung, Assistant Professor (Practical Studies) of China Graduate School of Theology to be the speaker to share on the theme of "Vision & Calling" and "Passion & Commitment". A total of 20 Directors participated in biblical meditation, self-reflection, group discussion and touring together in the retreat. During the sharing, Dr. Pan highlighted the meaning of the YWCA Blue Triangle — the all-round development of the moral, intellectual, physical and social wellbeing, symbolizing the essential component of "Enhancement of Life". By filling our everyday services with love and care, sharing and commitment, life transformations are induced among our service recipients and an abundant life is nurtured. Dr. Pan also encouraged us to have complete faith in God as He is our strength and always offers support when we are in difficulty.



百載恩·百年情

A Century of Grace and Love



本會在2020年迎來成立百周年的里程碑，雖然新冠疫情肆虐，但我們仍按疫情發展作出適時調整和靈活應變，以「百載恩·百年情」為主題，進行各項百周年活動。女青紮根香港一個世紀，與社會一同經歷和成長至今，我們除感恩慶祝外，更期盼上帝繼續帶領本會服務社群，與社會各界攜手，為有需要的人獻上關懷和幫助，栽培生命。

Marking its centenary milestone in 2020, the Association has made timely and flexible adjustments during the epidemic, and carried out various activities themed on "A Century of Grace and Love". Rooted in Hong Kong for a century, the Association has gone through a lot of ups and downs with the society. Being grateful for the celebration of our centenary anniversary, we plead for God's enduring guidance so that we can continuously serve the community and work hand in hand with people from all walks of life to offer care and help to those in need and facilitate the enhancement of life.

一百周年會慶國際研討會 展望未來

研討會於2020年12月4日下午舉行，主題為「共建更美好的世界」，期望藉著締造一個具本地及國際經驗和視野之交流機會，讓不同界別的參加者互相砥礪，共同為未來可持續發展及開展適切的優質服務而努力。研討會榮幸邀得聯合國婦女署亞太區區域總監Mr. Mohammad Naciri及世界女青年會會長Ms. Mira Rizeq擔任主題演講嘉賓，以「女性力量」為題作分享，並由中國婦女研究會副會長張李璽博士及世界女青年會秘書長Ms. Casey Harden就著「女性帶動改變」主題進行專題演講。此外，本地及海外有份量之學者、婦女領袖、社會企業家、社福界領袖等亦慷慨撥冗分享，內容涵蓋社會服務、兩性平等、婦女權益、基督教事工，以至社會創新及科技應用等，傳承經驗和智慧，團結力量帶來改變。

Organize 100th Anniversary International Conference to usher in the future

Held on 4 December 2020 with the theme of "Solidarity for a Better World", the conference aimed at providing an opportunity for participants from different sectors to exchange their insights from local and international perspectives and collectively put effort into the sustainable development in the future and the provision of appropriate, high-quality services. We were honored to have Mr. Mohammad Naciri, Regional Director of UN Women for Asia and the Pacific, and Ms. Mira Rizeq, President of World YWCA, as keynote speakers on the topic of "The Power of Women", while Dr. Lixi Zhang, Vice-President of the Chinese Women's Research Society, and Ms. Casey Harden, General Secretary of World YWCA, gave speeches on the theme of "Women as Change Maker" in the plenary session. Moreover, important local and overseas scholars, female leaders, social entrepreneurs and social welfare leaders also took time to share on diverse topics, covering social services, gender equality, women's rights, Christian ministry, social innovation and technology applications, to pass down experience and wisdom and to work together for changes.



疫情下，研討會改以線上模式進行，逾840位本地及來自15個國家或地區的人士踴躍參與，當中包括亞太地區女青的參加者，也有遠至澳洲、美國、加拿大等地的海外人士。本會也邀得10個亞洲地區的女青參與製作音樂短片，一同頌唱詩歌「歡欣」分享喜悅，見證上帝恩典，體現女青一家。

此外，在12月11日舉行的青年論壇以「21世紀裡的男女平等—針對女性的網絡暴力」為主題，在本會Glocal Y的策劃下，邀得5位來自日本、韓國和世界女青年會的講者作分享。參加者來自亞太地區、非洲及美國等12個不同國家，共83人。



Due to the epidemic, the conference was conducted online, with the active participation of more than 840 people from Hong Kong and 15 countries or regions such as Australia, the United States and Canada, including YWCA members in the Asia-Pacific region. The Association also invited the YWCA sisters in 10 Asian regions to participate in the production of music video and sing the song *Give Thanks* together to share joy, testify to God's grace and embody the team spirit of YWCA.

In addition, the Youth Forum themed on "Gender Equality in the 21st Century: Cyber Violence against Women" was organized on 11 December. Hosted by Glocal Y, the forum invited 5 speakers from YWCA of Japan, YWCA of South Korea and World YWCA, as well as 83 participants from over 12 countries in Asia-Pacific region, Africa and America.





百周年感恩大會 同頌主恩

以「百載恩典・以愛傳承」為主題，百周年感恩大會於2020年12月5日下午舉行，逾730人在現場及線上參與，感謝上帝百年以來對本會的眷顧和帶領。活動以沙畫表演拉開序幕，帶出女青的服務初衷，以基督的愛和關懷栽培生命，祝福香港。本會也榮幸邀得時任香港聖公會教省主教長鄭保羅大主教任主禮嘉賓，為我們證道及祝福。他認同服務要建基於愛，並指出所有愛的事都因上帝而生，有愛時上帝便與我們同在。會上也播放了「百年留倩影」短片，當中訪問了四位女士，包括女青前總幹事、領袖培育計劃參加者、資深義工和夜校學生與女青結緣的故事，她們既代表著女青運動事工的典範及生命的見證，也反映了女青對社會群體的承擔。百年以來，我們經歷了社會的變遷，但不變的是上帝的愛和關懷，各項事工的開展和成就，全是上帝的恩典和祝福。



Host Thanksgiving Celebration to thank God's Blessings

On 5 December 2020, the Association hosted a Thanksgiving Celebration with the theme "A Century of Grace, Passing on with Love" to thank God for his unceasing grace and unwavering support over the past century. Over 730 participants joined the event on site and online. The event kicked off with a sand painting performance, depicting YWCA's mission of achieving "Enhancement of life" with the love and care of our Lord and giving blessings to Hong Kong. We were honored to have the Most Revd. Dr. Paul Kwong, former Archbishop and Primate of Hong Kong Sheng Kung Hui, as the officiating guest to deliver the sermon. He agreed that love is basis of all services because God is with us when there is love. During the celebration, "A Beautiful Path over the Hundred Years" video was broadcast, in which former President of the Association, participant of leadership training program, experienced volunteer and YWCA evening school student shared their stories. They not only are good examples of YWCA Movement, but also show how we impact the society. Despite the changes in the society over the past 100 years, God's love and care remain unchanged. Thanks to God's grace and blessings, our various ministries have developed well and achieved fruitful outcomes.



女青100祝福行動 分享愛與關懷

以聖經中「一杯涼水」及「兩個小錢」為理念，「女青100祝福行動」於2020年4月份展開，為社區有需要群體提供窩心服務，並募集衣、食、住、行物資，轉贈予有需要人士，推動社區分享和關懷文化，推廣義務工作。

在活動進行的八個月期間，本會來自六個不同部門的47個單位，透過「祝福小行動」——於社區推行服務和收集物資轉贈，以及「週遊女青祝福行動」——舉辦服務單位開放日，並為參加者準備各項精彩活動和小禮物，用行動將祝福和關懷傳遍香港每個角落，也充分體現全會同心合一的服務精神。感謝各單位和1,200多位義工的熱心參與，舉行的94項祝福行動共服務逾26,000位參加者或受惠人士。

此外，為推動同事參與，本會舉辦了「女青100祝福您」WhatsApp語句創作比賽，得獎作品更由專業設計師配圖，製成WhatsApp貼圖供大眾下載，為身邊人打打氣，送上祝福。



送贈紀念品予合作夥伴 感恩同行服務社群

雖然會慶聚餐受疫情影響未能如期舉行，本會亦特製作約600份心意咭連同100周年紀念品（ChariTea紅棗茶百年情特別版）及會慶報章報導（明報及晴報），送贈過往多年同行的合作夥伴，包括：企業、校長、政府部門及非政府機構代表等。



Share love and care with the community

Based on the concepts of "a cup of cold water" and "two small copper coins" in the Bible, a special centenary celebration event was launched in April 2020 to provide heart-warming services to the community and to raise necessities for the needy, so as to establish a caring atmosphere in the society and promote voluntary work.

During the 8-month event, 47 units of six different departments of the Association served the community and distributed materials to the needy, as well as hosting opening days, where participants joined amazing activities and received souvenirs. Through the event, we spread blessings and care to every corner of Hong Kong and thoroughly demonstrated the spirit of unity and solidarity. With the enthusiastic participation of different units and over 1,200 volunteers, the Association has launched 94 blessing campaigns, serving more than 26,000 participants and beneficiaries.

Furthermore, in order to encourage the participation of our colleagues, we held a "Blessings from YWCA" WhatsApp message competition. The winning works were presented with the illustrations drawn by professional designers and were turned into WhatsApp stickers available for the public to download, cheering up for the people around us and delivering our blessings.

Appreciate partners' support with special gifts

Although our Anniversary Celebration Dinner could not be held as scheduled due to the pandemic, we specially prepared around 600 gift sets which consist of thank-you cards, centenary souvenirs (ChariTea Gift Set) and media coverages on our Anniversary Celebration (Mingpao and Sky Post) for our partners, including enterprises, school principals, representatives of governmental departments and non-governmental organizations, so as to thank their long-term support for serving the community.



委員及同事同心錄製100周年MV「我們都是這樣長大的」

為紀念女青百年以來，隨著香港社會變遷，開創及發展不同的服務以回應社會需要，與香港建立百年情，本會錄製了100周年MV，歌曲選取了由鄭秀文原唱的「我們都是這樣長大的」，並邀得香港知名作曲人、編曲人及歌曲監製嚴勵行先生義務重新編曲及監製，由本會委員及同事參與主唱，代表著同事送予機構的一份心意及禮物，亦希望能將在機構工作所領受的愛和感恩的心，透過歌曲向其他人分享。



Join hands to produce the centenary MV "We Grew This Way"

Walking with Hong Kong for 100 years, YWCA has launched and developed a variety of services to respond to the needs of the ever-changing society. To commemorate a hundred years of grace and love, we filmed a centenary MV which features Sammi Cheng's song "We Grew This Way". Mr. Johnny Yim, a well-known composer, arranger and music director in Hong Kong, was invited to voluntarily re-arrange the song and direct the production of MV, while our committee members and colleagues sang the song as a note of congratulation and gift to the Association, as well as sharing with the others the love and gratitude they experienced while working in the Association.

女青100深水埗社區夥伴嘉許禮 共建美好社區

為慶祝100周年誌慶，本會深水埗區21個服務單位於2020年10月21日聯合舉辦「女青100深水埗社區夥伴嘉許禮」，與眾嘉賓回顧本會自40年代起於該區開展服務，共同見證服務迅速發展。嘉許禮邀請到時任社會福利署深水埗福利辦事處福利專員鄧鳳梅女士擔任主禮，及本會業務及服務發展義務顧問紀治興博士作專題分享，與超過120位地區夥伴代表及地區同工在現場及線上交流，亦趁此機會感謝各協作夥伴一直以來的支持和鼓勵。

Launch a community partnership ceremony to form a close bond

To celebrate the centenary of the Association, our 21 service units in Sham Shui Po organized a community partnership ceremony on 21 October 2020 to review the rapid development of our services in the area since the 1940s with our guests. The Association was pleased to have Ms. Chau Fung Mui, the former District Social Welfare Officer (Sham Shui Po) of Social Welfare Department to officiate at the ceremony. Besides, Dr. Kee Chi Hing, JP, our Business and Service Development Honorary Adviser, was invited to share his insights and exchange ideas with more than 120 representatives of our community partners and our staff from the district on site and online. We also took the opportunity to express our gratitude towards all partners for their continuous support and encouragement.



「瞬間看女青」 遊走女青百年歲月

迎接女青成立百周年，本會特別呈獻「瞬間看女青」短片，以輕鬆手法介紹女青各項鮮為人知的歷史及趣味小故事。短片由2020年9月起透過社交媒體平台Facebook及YouTube發佈，從女青的華光少女團、兒童樂園至張愛玲在女青的足跡、女青「山系海系全攻略」等，邀請大眾了解更多女青故事。



Discover the centenary stories of YWCA via Fun Facts

Marking 100 years since it was founded, the Association specially presents a series of *Fun Facts* videos to introduce the little-known history and interesting stories of YWCA. Released on Facebook and YouTube from September 2020, the episodes cover a variety of topics, from YWCA's Wah Kwong Clubs and Children's Playgrounds, to the days Eileen Chang spent in the Association and recommendations for local trips to explore the nature with YWCA, inviting the public to discover the Association's most significant and exciting moments.



百年好事 百載恩典

作為香港首個華人婦女團體，女青在香港社會發展的各個階段，皆本着基督精神，積極推動婦女發展，並以「生命的栽培」為使命，籌辦多元社會服務，回應社會變化和需要。在此重要的歷史里程碑，本會特別製作百周年特刊—《百年好事—女青與香港婦女發展》及《百載恩典—女青與香港社會服務》，回顧百載發展歷程。前者娓娓道出百年以來女青在香港從事各種「女子」事工的歷程，以及其對香港婦女發展的貢獻，過程中得以成就的好事美事；後者仔細蒐集女青服務的詳細資料及相片，訪問不同年代的同工，詳細記載隨時代變易，各項服務的發展經過，女青與香港市民同步成長的印記。

A century of memories and a century of God's grace

As the first Chinese women organization in Hong Kong, YWCA has upheld the Christian spirit and has actively advanced the social welfare of women, while witnessing the development of Hong Kong society. With our mission of "Enhancement of life", we have strived to organize a wide range of social services so as to respond to changes and needs in the society. Reaching this historical milestone, we specially published 100th Anniversary Commemorative Books: *A Hundred Years of Good Deeds* and *A Hundred Years of Grace* to review our centenary history. The former depicts the memorable moments brought by YWCA's effort in diverse women-oriented services in Hong Kong over the past 100 years and her contribution to the development of Hong Kong women; while the latter captures the detailed information and photos about YWCA's services and includes the interviews with the Association's staff in different decades, recording the development of our services as time goes by and the mutual growth of YWCA and Hong Kong citizens.



百載恩 • 百年情
CENTENARY OF YWCA



年度
主要

數據

Key Figures of
the Year



A. 機構管治 Corporate Governance

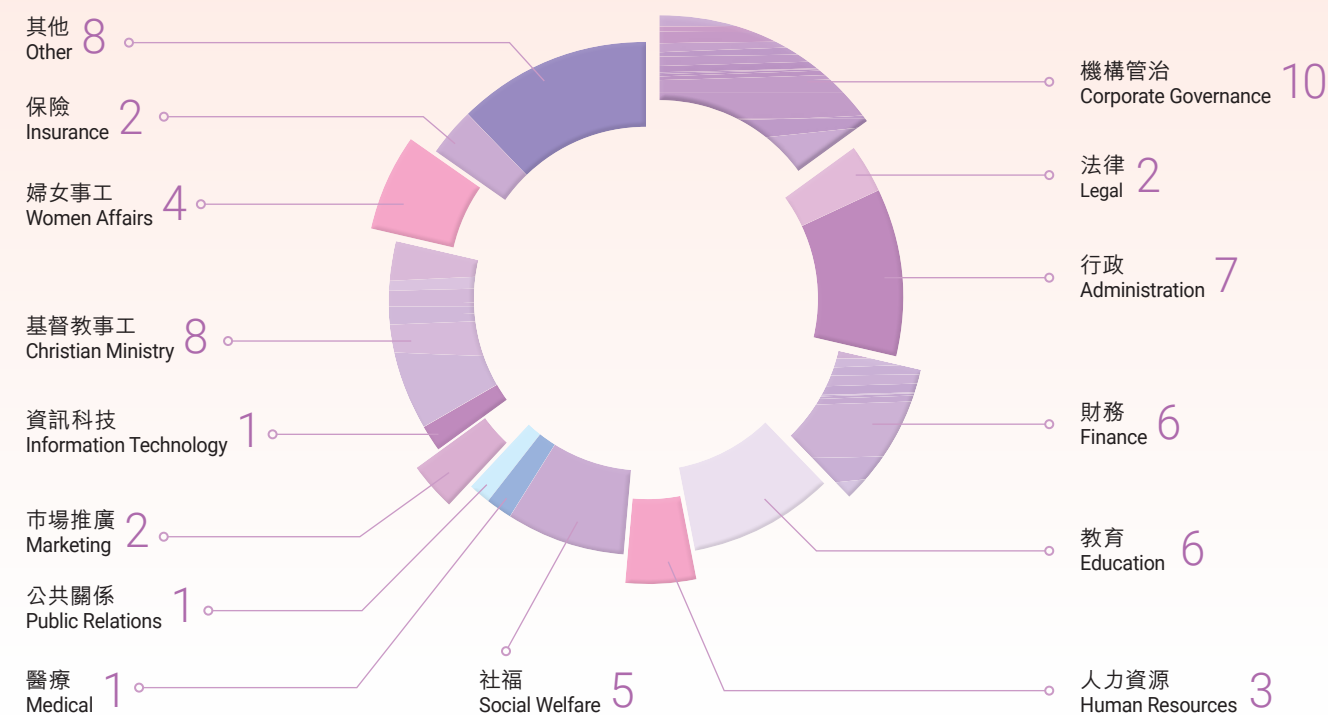
1. 董事會多元化組合 Diversity in the Composition of the Board

按界別分類
By Sector



總數
Total
25

按專長分類
By Expertise



2. 董事會平均會議出席率 Average Meeting Attendance Rate of the Board of Directors

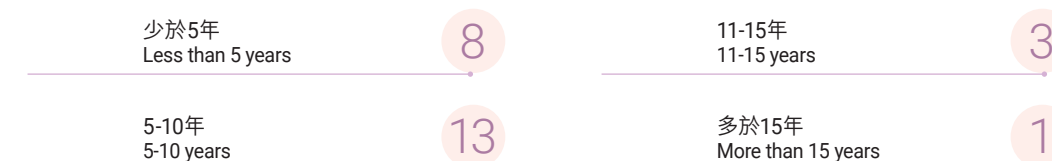


3. 董事會自我評估 Self-assessment by the Board of Directors

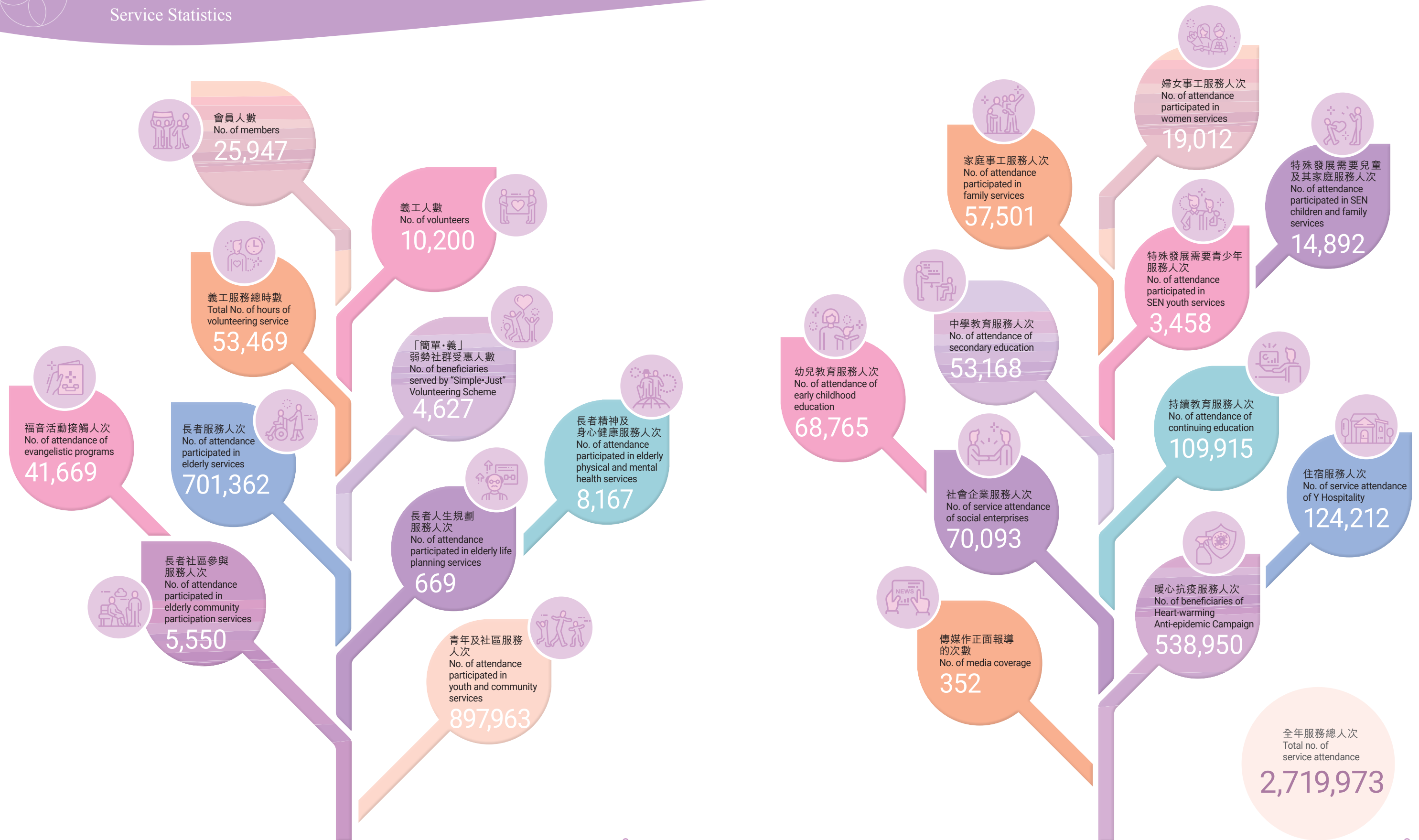


4. 董事服務年數 Years of Service of the Board Directors

服務年數
Years of Service

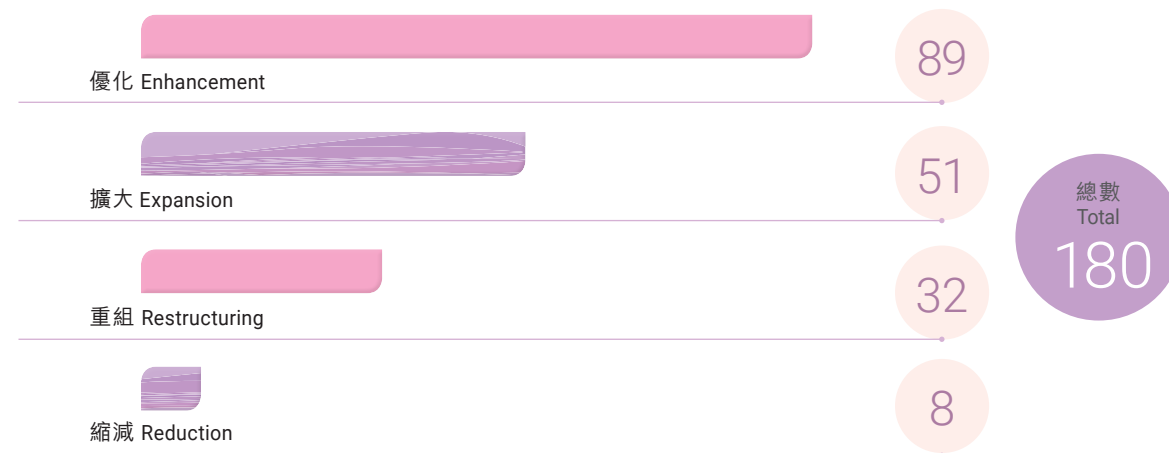


B. 各項服務人數及人次統計 Service Statistics



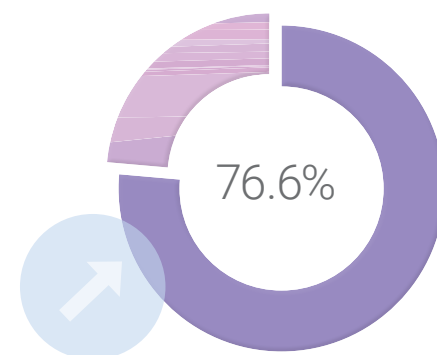
C. 服務效益評估 Service Impact Assessment

1. 行動方案服務項目數量及類型 Type and Quantity of Action Plans for Selected Services

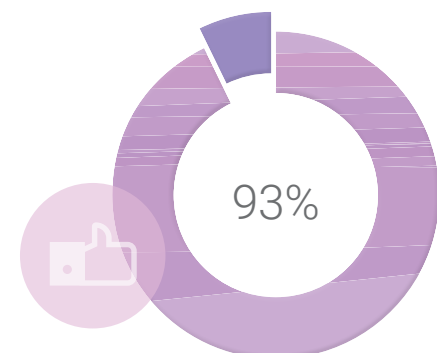


2. 2021年行動方案服務項目之服務效益 Service Impact of 2021 Action Plans

總平均分數對比2020年的增加百分比
Comparing to 2020 figure

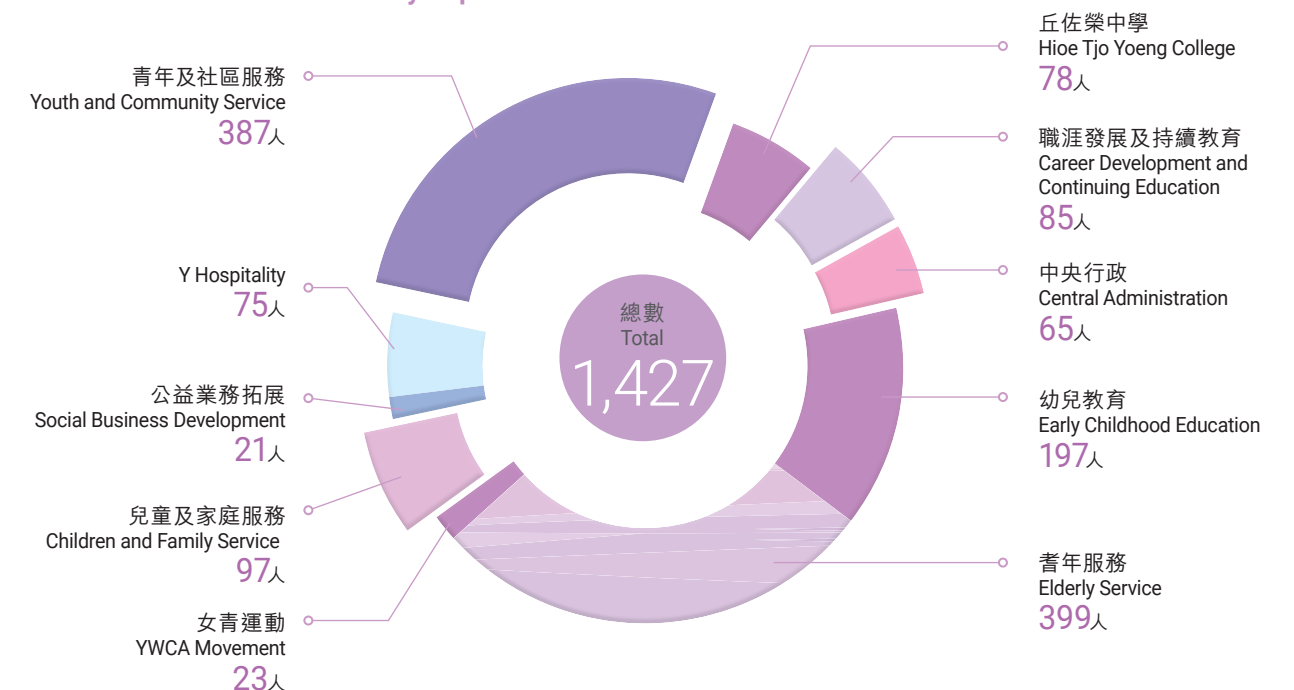


3. 服務效益評估項目之服務參加者滿意度 Selected Service Users' Satisfaction



D. 人力資源 Human Resources

1. 按部門分類之全職員工人數 Distribution of Full-time Staff by Department



2. 按專業分類之全職員工數目 Distribution of Full-time Staff by Profession



百載恩 • 百年情
CENTENARY OF YWCA

策略發展

計劃

Strategic Development Plan



策略發展計劃

Strategic Development Plan

2020-2021

暖笠笠網上同工頒獎禮



本會於2016年推行之「策略發展計劃」已於上年度完成，並取得正面成果，除促進機構能力建設及可持續發展，亦拓展各項適切服務回應社會需要。為帶領機構面對未來挑戰，繼續實踐使命，本年度開展新一個「策略發展計劃」（2020-2025），展現未來五年的發展願景，作為機構發展的新方向。

Implemented since 2016, the Association's "Bold Steps" strategic plan was accomplished in 2020 with positive results. Apart from having reinforced the organizational capacity building and sustainability, various appropriate services were launched to address the needs of society. To lead the Association to fulfill our mission amid challenges, the new "Bold Steps" strategic plan (2020-2025) has been in place where the Association's development for the next five years is envisaged and guided.

1. 機構文化/女青價值與人才培育 Organizational Culture/ YWCA Values and Talent Development

機構要發展出高穩定性和專業的服務團隊，良好的機構文化是重要的基石。本會致力彰顯基督教信仰及承傳本會遠象、使命和核心價值，並重視人才培育，加強推動女青文化承傳，在工作中實踐和體現機構的信念和目標。

Good organizational culture is the cornerstone of a stable and professional service team. The Association strives to manifest Christian faith and pass on our vision, mission and core values. We also stress on talent development and step up efforts to promote YWCA culture to encourage staff to fulfill and embody the organizational beliefs and goals at work.

人才甄選以女青價值和領導能力並重

為有效物色合適人才加入女青，本會已發展一套用於招聘面試的工具，協助評估和了解求職者的職業志向及其對女青價值、使命和文化的認同程度。同時，甄選過程也考慮到本會對員工領導能力的要求，期望能聘用在個人價值、理念、才能和潛質上與女青互相配合的人才加入本會，為員工和機構帶來雙贏。

優化員工啟導活動

人力資源部與女青運動部門於本年度合作優化員工啟導活動。優化後的啟導活動涵蓋了女青運動的重要元素，並向新入職員工概述本會成立至今的歷史，以及各個重要的里程碑。因應疫情，年度內曾舉辦三次網上員工啟導活動，透過短片和線上遊戲，期望員工能了解和感受到女青先賢創立本會時的心志和抱負，藉此啟迪和加深他們對女青遠象、使命和價值的認同。

管理層接任 承傳領導

為迎接未來挑戰及管理層團隊之承傳，本會於早前已訂立管理層接任計劃。當管理層員工的新架構獲得董事會通過後，接任計劃於2020年初啟動，並逐步展開招聘程序及進行交接，各新任管理層員工已就職，帶領女青發展。

Integration of YWCA Vision, Mission, Values (VMV) and leadership competency model

To attract talents in the staffing process, tools have been developed to facilitate interviewer's assessment and understanding of the candidate's career aspiration and alignment with YWCA VMV and culture to ensure matching of values. Meanwhile, the YWCA leadership competency requirement is also incorporated in the process to ensure matching of skills and potential. This could facilitate the hiring of suitable candidates and result in a win-win scenario for both parties.

Revamp staff orientation program

In collaboration with the Y Movement Department, the Human Resources Department has revamped the staff orientation program to incorporate key elements of Y Movement. Brief history of the Association from its founding to recent development and the various important milestones have been introduced. Because of the epidemic, the program has been conducted online for three times during the year. Through videos and online games, new staff can learn about the aspirations and passion of our founders. Their understanding and recognition of the Association's VMV can be strengthened.

Succession of senior Management

To ensure long term sustainability of the Management team and to face the challenges ahead, the Management succession plan was developed earlier. After the new Management structure being approved by the Board of Directors, the transition of senior Management commenced in early 2020 progressively. The recruitment process was initiated with new staff taking over the responsibilities of the senior Management roles in the hierarchy of the organization structure.



1. 機構文化/女青價值與人才培育 Organizational Culture/ YWCA Values and Talent Development



人才培訓 推動服務創新及優化

為推動服務創新及配合機構的策略發展計劃，本會積極投放資源，資助不同培訓課程和活動，提升員工於服務設計和推行方面的知識和技巧。本年度推行的相關培訓項目包括：

1. 設計思維 X 創新
2. Bricks for Autism會內培訓
3. 執行功能培訓課程
4. 積木遊戲治療培訓
5. 認識「特殊學習需要」應用工作坊
6. 《聽不懂·說不了·靜不到—孩子的世界》體驗式工作坊
7. 「Infinity·HOPE讀寫障礙兒童支援服務計劃」同工分享會2020
8. 活用Apps於活動流程
9. 創新服務及發展培訓
10. 「說故事改變生命」敘事治療初探
11. Y Fire生命大使同工訓練

員工共同推動機構文化 承傳女青使命

本會相信不同職級之女青員工都可以身體力行，傳揚機構文化。於2021年3月首次舉辦的「青心言情」活動中，耆年服務部前線同工真情分享疫情下的工作點滴，展現對工作的熱情，以及對服務使用者的關懷；此外，全年由單位主動設計之機構文化項目共44個；強調關係與協作之跨部門合作項目共14個。

Service innovation and enhancement through training

To support service innovation and in line with the strategic development plan of the Association, resources have been invested in training programs to enhance staff's knowledge and skill-set in service design and delivery. The following training programs were conducted in the year:

1. Design thinking x Innovation
2. "Bricks for Autism" in-house training
3. Executive Function training
4. LEGO®-Based Therapy
5. Workshop on understanding special educational needs
6. Experiential training on understanding the world of children with special educational needs
7. 2020 sharing session on "Infinity·HOPE" Support Project for Children with Dyslexia
8. Using Apps in activities
9. Service innovation and development training
10. Introduction to narrative therapy
11. Y Fire ambassador training

Work together to promote YWCA's organizational culture and pass on the mission

We believe every staff regardless of their positions, are capable of promoting YWCA's culture. During our first "Youth in the Heart" sharing held for the first time in March 2021, frontline staff of Elderly Service Department shared their experience during the pandemic, showing their passion about work and caring for their service users. In addition, a total of 44 organizational culture projects were designed and initiated by our units and 14 were interdepartmental collaboration emphasizing relationship and cooperation.

2. 服務創新及優化 Service Innovation and Enhancement

2.1 嬰幼兒及家庭服務

嬰幼兒時期是兒童成長的關鍵階段，機構一直以「兒童為重、家庭為本」的理念，配合優勢為本的介入模式，致力協助家庭發掘其正向能量，促進健康成長。因應社會的變遷、家庭結構及功能的改變，對於新一代的父母如何妥善照顧嬰孩，特別是新手父母及有特別需要的家庭，支援他們應對嬰幼兒照顧、嬰幼兒身心發展及不同成長階段的轉銜期，與時並進的親職教育及具彈性之幼兒照顧服務就顯得很重要，不但可強化家長照顧嬰幼兒的技巧及功能，更可支援雙職或兼職工作的家長，及促進親子關係的發展。

提供多元化的照顧及支援服務

本會於2020年11月成功獲社會福利署批出營辦位於天水圍天瑞邨的資助獨立幼兒中心，為區內育有零至三歲的嬰幼兒家庭提供優質的照顧與成長服務，同時支援有特別需要的家庭及進一步推動兩性平等，讓婦女更具彈性參與社區，自我學習，發展所長，亦可釋放婦女勞動力。此外，本會連結元朗區教會推行試驗性質的幼兒託管服務。疫情期間，社工為教會義工提供相關的專業培訓，以作開展服務的預工。



開展「小幼苗」第一層支援服務試驗計劃

本會教育心理學家及女青悅兒成長服務，為天水圍區幼稚園開展試行第一層支援服務，主要為懷疑有特殊學習需要的幼兒、其家長或照顧者及教師提供培訓服務，特別著重培訓教師如何普查篩選懷疑個案，以能更早作辨識及跟進。

2.1 Infant, Children and Family Service

Infancy is a key phase in children's development. While adhering to the "child-centred, family-based" concept, the Association also applies a strength-based intervention model to assist families to discover their positive energy and promote healthy development. In response to changes in society as well as transformation in family structure and functions, it is very important for new generations of parents to properly take care of their young children, especially new parents and families with special needs. For parents to cope with infant care, physical and mental development of infants and young children, and the transition period of different developmental stages, parental education that keeps up with the times and flexible child care services become crucial. In fact, appropriate support does not only strengthen parents' skills and ability in caring for infants and young children, but also supports working parents or those who involve in part-time work, thereby enhancing parent-child relationships.

Offer diversified care and support services

In November 2020, the Association was successfully approved by the Social Welfare Department to operate an aided standalone child care centre in Tin Shui Estate, Tin Shui Wai. While providing quality care and developmental services for local families with infants and young children aged from birth to 3, the centre also supports families with special needs and further promotes gender equality, allowing women to more flexibly participate in the community, to learn and to develop their own talents. It also helps unleash women's labour force. In addition, the Association has joined hands with churches in Yuen Long to implement childcare services on a pilot basis. During the epidemic, our social workers have provided relevant professional training to prepare the church volunteers for commencing the services.

Pilot project for the first-tier support services of "little seedlings"

Our educational psychologists and Y Seeds Wellness Service have launched a pilot program of first-tier support services for kindergarten students in the Tin Shui Wai District, mainly providing training services for children suspected to have special educational needs, their parents or carers and teachers. The program places special emphasis on training teachers on ways to conduct general screening of suspected cases to allow identification and intervention.

2. 服務創新及優化 Service Innovation and Enhancement

提供嬰幼兒轉銜支援服務 增進幼兒家庭的適應能力

本會因應疫情及回應幼童轉銜期的需要，為新入學或升小一的幼兒設計了多項短片、活動及教材，以盡快適應由分離或轉新環境引起的不安情緒。教材製作包括「升小適應教材套」、「分離適應小冊子」等；短片內容包括「自理有三手」、「學好如廁信心加」、「勇敢表達我需要」、「桌上工作好處多」、「分離1：練習分離更安心」、「分離2：正面回應關係深」、「下一站……小學」等。所有實體或網上資訊均與多間學前單位或合作伙伴機構分享。



Transitional support services to enhance the adaptability of families

In view of the epidemic situation and the needs of children during the transition period, we have designed a number of short videos, activities and teaching materials to help children newly enrolled or started primary school adapt to the feeling of unease caused by separation or new environment. Teaching materials such as "Teaching Kit for Adapting to the Primary School Environment", "Booklet on Adjustment to Separation" and short videos including "Three Tactics for Self-care", "Proper Toilet Training for Better Confidence", "Learning to Boldly Express My Needs", "Multiple Benefits of Working at the Table", "Separation 1: Separation Training for Better Peace of Mind", "Separation 2: Positive Response for Deeper Relationships", "Next Stop ... Primary School" were produced. All physical or online resources are shared with multiple preschool units or partnering institutions.



2.2 特殊教育需要兒童及青年服務

因應有特殊教育需要的兒童及青年人口不斷增加，本會透過跨專業和多元化的復康支援服務，積極回應社會需要。同時，本會致力發展具機構特色的「家庭為本」特殊教育需要兒童復康服務，支援他們應對不同成長轉銜期，提升兒童生活及學習適應能力，改善家長的情緒健康和家庭關係，促進大眾的共融和接納。針對疫情下的生活與學習模式轉變，本會為有特殊教育需要的兒童及青少年提供在家學習及訓練支援，目標幫助他們能適切及有效地應對多變的生活。

2.2 Service for Children and Youth with Special Educational Needs (SEN)

With an increasing population of SEN children and teenagers, the Association has actively responded to social needs through launching cross-disciplinary and diversified rehabilitation support services. Meanwhile, we are committed to developing "family-based" rehabilitation services to support SEN children to cope with different transitional periods throughout the developmental stages, enhance children's life and learning adaptability, improve parents' emotional health and family relationships as well as foster social inclusion. In response to the changes in living and learning routines under the epidemic, the Association provides home-based learning and training support for SEN children and teenagers, with the goal to help them adapt to the ever-changing world in an appropriate and effective manner.



「家庭為本」的特殊教育需要兒童服務

承蒙周大福慈善基金贊助推行「逆」風高飛—特殊教育需要兒童支援服務計劃，以「家庭為本」為核心理念，並結合家長支援及親職培育（T1）、親子訓練小組（T2）、家庭同行支援網絡（T3）及社區雙向共融（T4）四層服務介入，為特殊教育需要兒童及其家庭提供支援及配套服務。過去兩年，本計劃為305個特殊教育需要家庭提供420個專業小組/活動，除實體親子組外，疫情期間社工及跨專業治療師亦提供網上支援，與親子即時互動及進行專業訓練，並製作互動教學影片，讓這些兒童可以進行在家訓練。計劃團隊更總結過往推行服務的經驗，先後推出多套訓練工具及教材，並透過基金會將SEN訓練教材贈予參與計劃家庭，讓SEN兒童在疫情停課期間仍能獲得持續的服務。

Family-based SEN services

With the sponsorship from Chow Tai Fook Charity Foundation, the program "Y-Flight: Family-based Support for Children with SEN" was launched. With a core concept of "Family-based", the program involves and combines the four tiers of intervention services, namely parent support and parenting (T1), parent-child training group (T2), peer support for families (T3), and two-way social and community integration (T4), for providing support for SEN children and their families. In the past two years, the program has organized 420 professional groups/activities for 305 families with SEN children. In addition to physical parent-child groups, social workers and multi-disciplinary therapists also provided online support during the epidemic for real-time interaction and delivery of professional training with the parents and children. Interactive teaching videos were also produced for them to undergo training at home. The team has also summarized past service experience and has successively launched multiple sets of training kits and teaching materials. To enable SEN children to receive services despite the suspension of classes during the epidemic, the SEN training materials were donated to participating families through the Foundation.

運用創意及科技促進兒童學習中文

本會於疫情期間對特殊學習需要兒童及其家庭的支援從未間斷，包括多年來透過「Infinity•HOPE 讀寫障礙兒童支援服務計劃」提供兒童復康支援服務。除了繼續運用創意及科技，以「HOPE中文詞類及句子遊戲」手機流動應用程式推動SEN兒童學習中文詞類，提升他們學習的興趣和信心外，本會亦持續研發專業SEN訓練教材，包括開發「Infinity•HOPE中文拆字觸感字卡」及多項適用於家居和學校的訓練工具，與SEN家庭及業界分享經驗，幫助更多有需要的SEN兒童及家庭。

Motivate children to learn Chinese through creativity and technology

During the epidemic, the Association continued to provide support for SEN children and their families, including the provision of children's rehabilitation support services through the "Infinity•HOPE" Support Project for Children with Dyslexia over the years. Apart from incorporating creativity and technology to motivate SEN children to learn Chinese words and enhance their interest and confidence in learning by launching the "HOPE Chinese Words and Sentences Game" mobile application, the Association has also continued to develop professional SEN training materials including the "Infinity•HOPE Chinese Characters Tactile Card" and a number of training tools that are suitable for home and school. By sharing experiences with SEN families and members of the sector, more SEN children and families in need will be benefited.

提升團隊專業性 支援有特殊教育需要青少年就業

本會透過不同青年就業項目，包括「Project Shine@ISS計劃」、「展翅青見計劃」和「就業•起動」計劃等，讓有特殊教育需要的青少年作好職前準備，並提升就業能力。為增強同工對有特殊教育需要青少年的專業評估和介入能力，本會於2020年7月參訪「展亮職業評估服務」中心，了解其復康專業團隊評估學員職業性向、能力及興趣的經驗，並為近30位青年就業服務同工舉辦兩場特殊教育需要專業培訓工作坊，提升同工的專業能力。

Enhance professionalism and support employment of SEN youth

Through various youth employment projects, including the "Project Shine@ISS", the "Youth Employment and Training Program (YETP)" and the "Career Kick-start" project, the Association prepares young people with special education needs for employment and improves their employability. In order to enhance the professional evaluation and intervention ability of our staff for SEN youth, the Association visited the centre of Shine Vocational Assessment Service in July 2020 to learn how its professional rehabilitation team assesses the career aptitude, ability, and interest of the trainees. Besides, two professional training workshops on SEN youth service were held and nearly 30 staff of youth employment service joined.



2. 服務創新及優化 Service Innovation and Enhancement

2.3 青年參與及發展

本會在未來五年的策略發展計劃中，將以「青年參與及發展」為主題，為青年人在社會角色、發展機遇及社會連繫三個範疇上，提供更多創新服務與專業實踐。



建構創新工作模式 青年人疫情下持續關心社會

香港在過去一年飽受新冠疫情的影響，在社會、經濟及健康各方面均受到沉重的打擊，為減少被感染的機會，社會對防疫工作不敢怠慢，青年人被迫停課之餘，更要停止所有社區活動，留在家中抗疫，但可幸是青年人並沒有因而減少對社會的參與及關注。在疫情嚴峻期間，本會繼續協助青年人保持對社會的關注及聯繫，帶領他們主動參與社區服務及投入抗疫工作，並建構出创新的工作模式，在減少面對面接觸的情況下，仍能為社會中有需要的群體提供適切的援助。

其中，青年人留意到社區內有部份群體，在面對新冠疫情的影響下容易受到忽略，因此主動送上關懷及祝福行動，當中包括為低收入基層家庭、獨居及雙老家庭、保安員及清潔工等送上防疫包、消毒用品及現金券等，在經濟及疫情的雙重壓迫之下，協助他們解決燃眉之急，體現人間有愛。此外，本會青年人更主動透過線上及虛擬網絡，與服務對象保持聯繫及提供適切的網上支援服務，為有需要群體提供技術支援訓練及舉辦網上課程，達到「停課不停學」的在家學習目標。

在推動跨代共融方面，本會青年人與不同年紀的持份者進行跨齡互動及合作，在疫情期間舉辦線上工作坊、「毅非凡網上音樂劇」及「跨世代網上音樂會」等活動，以創新意念回應疫情對社會的影響，推動青年人有意義的社區參與，達致共創價值、共享資源、共建成果的目標。

2.3 Youth Engagement and Development

In terms of strategic development plan for the next five years, the Association will focus on "Youth Engagement and Development" by providing young people with more innovative services and professional practices in three areas, namely, social role, development opportunities and social connections.

Young people show care about society under the pandemic

The COVID-19 pandemic has unprecedentedly impacted the society, economy and health system of Hong Kong in the past year. To reduce the risk of infection, the society has exercised stringent measures in epidemic prevention. Children and teenagers had to suspend schooling, cease all social activities and stay at home in order to fight the virus. Fortunately, they had not lessened their social participation and concerns for the society. During the tough time of the epidemic, the Association continued to assist young people to care for and keep connected with the society. By leading them to actively participate in community services and anti-epidemic work, we have developed an innovative work model for offering appropriate assistance to needy groups in the society despite the reduced chances of face-to-face contacts.

Realizing some underprivileged groups in the community are easily neglected under the epidemic, some young people took the initiative to send care and blessing by distributing epidemic prevention kits, disinfection supplies, and cash coupons. Beneficiaries included low-income grassroots families, elderly singletons and families of elderly doubletons, security guards and cleaners. Under the double pressure of economic stagnation and the epidemic, the assistance provided had solved the urgent needs of the underprivileged and put love into action. In addition, they actively kept in touch with service targets and provided appropriate support services through online and virtual networks. By delivering technical support training and organizing online courses for those in need, young people did not cease learning despite the suspension of classes and have achieved the objective of "learning at home".

In terms of promoting intergenerational integration, our young people interacted and collaborated with stakeholders of different ages by organizing activities such as online workshops, "Life is Beautiful Online Musical" and "Cross-Generation Online Concert" during the pandemic. With an innovative mindset to respond to the impact of the epidemic on society, meaningful community participation among young people has been promoted to co-create values, share resources, pursue and benefit from common goals.



2.4 長者服務

面對香港高齡人口急促增長，社會對長者服務需求日增，本會致力培育長者身、心、社、靈的豐盛生命，並以「樂活共享，促進身心健康」、「啟發潛能，提升生活質素」及「傳承經驗，締造自主人生」為核心目標，推展不同事工，為未來長者服務發展作出部署及協調。



樂活創活 締造第三人生

本會樂齡活學中心獲香港賽馬會慈善信託基金資助「樂活人生Plan & Go」後，接續推展「創活人生Plan & Go」，透過一系列由自我認識至實踐生命的課程及活動，協助50+人士探索人生不同的可能性，共同訂立退休人生目標，創造全新的「第三人生」。他們以「再學習」的過程去了解自己的興趣及能力，再加入自身的經歷，以不同形式將服務帶入社區，讓更多社區人士受惠。透過義工活動，50+具體地發展個人潛能及有效刺激他們對生活的正面感覺，從而促進精神健康，角色的轉化更讓他們再次肯定自己的價值，達到自我實現的滿足感。透過該計劃，本會更建設「BASKET LIFE 50+人才資料庫」網站及手機應用程式，善用資訊科技讓50+與時並進，接觸人群，與別人分享前半生所學所得，繼續延續豐盛人生。

手作創藝 自造創夢人生

終生學習不但有助退休人士適應時代轉變，更能體現長者的人生智慧，啟發潛能。本會建設「銀丫手作銷售平台網站」，藉此建立互動的退休人士網絡，一方面藉著線上及線下的結連及推動，讓退休人士擁有更豐富的資訊，另一方面讓金齡人士運用自己的技能，締造及追求退休後的新夢想，甚至退休後的新職業，繼續發揮其所長及所能，展現燦爛的金色光芒。「銀丫手作」網上市集更開創由50+擔任直播KOL，在社交媒體上親身推介多款50+手作，展現50+手作者的製作心血和背後故事，令人深感溫暖。

2.4 Elderly Service

Facing the rapid growth of the elderly population in Hong Kong and an increasing demand for elderly services, the Association is committed to promoting the physical, psychological, social and spiritual wellbeing of the elderly and nurturing their abundant lives. By adopting "share joy to promote physical and mental health", "inspire potentials to enhance quality of life" and "inherit experience to create independent lives" as the core goals, various initiatives were launched for the planning and coordination regarding the future development of our elderly services.

Craft the third life by enjoying living with innovation

Subsequent to the "Plan & Go Active Ageing Program" funded by the Hong Kong Jockey Club Charities Trust, the Y Evergreen Learning Centre has launched another "Plan & Go" Program. Through a series of courses and activities on themes such as knowing oneself and realizing one's life purposes, the program assists people aged 50 or above (50+) to explore possibilities in life and jointly set retirement goals so as to develop a brand new "Third Life". During the "re-learning" process, they understand their interests and abilities, and with their own experiences, they serve the community in different ways to benefit more people. The volunteering activities enable 50+ to specifically develop their personal potentials and effectively stimulate their positive feelings about life, thereby promoting their mental health. Meanwhile, the transformation of roles helps participants reaffirm their values and achieve self-actualization. Through this program and taking advantage of information technology, the Association has set up the "BASKET LIFE 50+ Talent Database" website and mobile application, allowing 50+ to keep up with the times, share their knowledge and experience with others and continue to live an abundant life.

Pursue dream life through handmade creative art

Lifelong learning does not only help retirees adapt to the changing times, but also manifests the wisdom of the elderly and inspires their potentials. An online handmade sales platform has been built to create an interactive network of retirees. Apart from allowing retirees to access more information through online and offline links and promotion, people in their golden age can pursue new dreams after retirement or even start new careers by making good use of their skills. By continuing to give play to their strengths and abilities, they shine brilliantly. Besides, KOLs from 50+ have been invited to participate in the live-broadcasting programs for promoting varieties of handmade items that are crafted by artists from 50+. Their heartwarming stories have been shared as well.



2. 服務創新及優化 Service Innovation and Enhancement

2.5 女青運動

跨越百載，本會在會員、義工、同工及社區層面持守「強化女青運動，灌溉生命栽培」目標，繼續推動此世界性、實踐基督信仰的婦女運動，關心弱勢婦女的身心社靈需要，協助她們活出自由、平等、有尊嚴及豐足的生命，當中策略包括促進「婦女領導與傳承」、「兩性平等及婦女充權」、「義工及會員培育」及「基督教福音工作」四方面。本年曾推行七項分享會或退修活動，鼓勵義工經理、Y Fire生命大使、以及2020年新成立的Y Mover女青運動行者（共143人）共同推動女青運動。透過「凝・燃・愛」、「簡單・義」及「婦女事工」資助，本會已有67項特色項目於各區發光發熱。



婦女領導與傳承

本會舉辦第六屆「香港女聲Glocal Y」年青女性領袖培育計劃，29位學員參與由女聲舊生會策動的多元化倡議，包括「I Watching影像性暴力」計劃及展覽、與韓國女青合作之「韓國N號房事件國際沙龍」，以及主辦女青100周年青年論壇，由香港、亞洲及世界女青之年青領袖就「21世紀針對女性之影像性暴力」進行線上研討，83位來自各國之義工共同參與。

2.5 YWCA Movement

For over a century, adhering to the goal of “strengthening the YWCA Movement and fostering the enhancement of life” among members, volunteers, staff and the community, the Association continued to promote this world-wide women’s movement and live out the Christian faith. By addressing the physical, mental, and social and spiritual needs of underprivileged women, we help them live an abundant life with freedom, equality and dignity. Our strategies included the enhancement of “women’s leadership and experience sharing”, “gender equality and women’s empowerment”, “volunteers’ and members’ development” and “Christian ministry”. Seven sharing sessions or retreat activities were organized this year to motivate volunteer managers, Y Fire ambassadors and the newly established group of Y Mover (143 people) to jointly promote YWCA Movement. Funded by “Consolidation•Light•Love”, “Simple•Just” and “Women Affairs”, the Association has launched 67 featured projects in various districts.



Women's leadership and experience sharing

In the 6th Hong Kong Women's Voice “Glocal Y” Training Project organized by the Association, 29 trainees participated in a diversified range of initiatives advocated by the alumni of the Project, including the “I Watching” Cyber Violence Monitoring Project and Exhibition and the Online International Salon on the issue of the “Nth Room Incident” of South Korea, a cooperation with YWCA of Korea. In addition, the 100th Anniversary Youth Forum was hosted, in which young leaders of YWCA in Hong Kong, Asia, and other parts of the world conducted online discussion on “Cyber Violence against Women in the 21st Century”. 83 volunteers from various countries participated in the Forum.

兩性平等及婦女充權

2021年3月，19位董事、委員、年青領袖及同工參與了為期10天的線上版第65屆聯合國婦女地位委員會會議及兩日一夜營會，研習國際婦女議題，促進跨代領導。專業研究方面，2020年10月舉行「香港雙職婦女精神健康研究調查」發佈會，獲逾20項正面傳媒報導，提升大眾關注婦女面對在職及照顧家人之雙重身份與當中承受之壓力。



義工及會員培育

「女青・薈」善用度身訂造的趣味活動促進會員及同工認識女青故事，506人從中細味女青文化。支援基層的「簡單・義」計劃、跨機構協作之「PeaceBox祝福大行動」及「精英運動員愛心送暖行動」動員了約2,000名義工，為5,112位有需要市民送上祝福與實用物資。

Gender equality and women empowerment

In March 2021, 19 Board and Committee Members, young leaders and staff participated in the 10-day online version of the 65th session of the United Nations Commission on the Status of Women (UN CSW65) and an overnight camp to promote inter-generational leadership in studying international issues on women. In terms of research, the press conference of the research on “The Mental Health of Dual-Role Women in Hong Kong” was held in October 2020, which received more than 20 positive media reports. The wide coverage has raised public attention on the pressure endured by women simultaneously working full-time and taking care of their families.



Volunteers' and members' development

To enhance understanding of YWCA stories among members and staff, 506 participants joined the tailor-made fun “Y-Hub” activities. Meanwhile, in the “Simple•Just” Program offering support to the grassroots, the cross-institutional collaborative project, PeaceBox Campaign and the elite athletes “Together We Care” event, about 2,000 volunteers extended blessings and necessities to 5,112 citizens in need.

基督教事工

本會訂立「持定信念，傳使命，凝向前」為全會福音工作主題，透過逾10次分享或祈禱會，邀請牧者及學者分享主題訊息，讓董事、委員及同工回顧創會使命，並前瞻如何強化款待、熱誠、生命見證、以尊嚴為導之信念，實踐基督教價值觀。



Christian ministry

By setting “Hold on to the Faith, Pass on the Mission and Move Forward” as the theme of the Association's gospel work, more than 10 sharing or prayer meetings with pastors and scholars invited to share thematic messages were organized. Through such arrangements, the Board Directors, Committee Members and staff revisited the mission of YWCA and looked for ways to strengthen the beliefs of hospitality, enthusiasm, life testimony and dignity, and put Christian values in practice.

3. 服務創新及研發 Service Innovation, Research and Development

現今香港社會瞬息萬變，疫情令市民生活在不同的「新常态」。社會服務必須與時並進，才能貼近不同使用者的需要，加上現代社會追求專業化，社會工作需具備專業知識及獨特性以達致專業水平。因此本會制訂「服務創新及研發」的策略發展計劃，目的在於透過社會科學研究及實證為本的方法，回應社會現況的需要，優化現有服務及拓展創新服務，進行公眾教育、政策倡導及提升本會服務的專業水平。

Living in nowadays' ever-changing society of Hong Kong, our citizens have to adjust to the "New Normal" shaped by the pandemic. To meet the needs of different users, providers of social services must keep pace with the times. As modern society puts emphasis on professionalism, social work requires professional knowledge and individuality. Hence, the strategic development plan of "Service Innovation, Research and Development" has been formulated with the aim of addressing the needs of the society as well as optimizing existing services and developing innovative services, promoting public education and policy advocacy, and ultimately enhancing the professionalism of our services through scientific research and evidence-based practice.



以實證為本優化服務 推動公眾教育

本會因應上述發展方向，增聘人手並擴展研究及服務發展隊工。在回應社會現況的需要方面，隊工進行了「新型冠狀病毒疫情下幼兒家長壓力及復課支援」研究及「年青媽媽生涯發展需要」研究。研究結果獲17篇媒體報導，並協助部門發展疫情下幼兒家長的支援服務及年青媽媽生涯規劃服務。在優化現有服務方面，「Y Pace童步6英寸兒童情緒服務」及「Infinity•HOPE讀寫障礙兒童支援服務」透過研究及實證為本的方法，優化現有服務框架，令兒童在情緒管理及中文聽說讀寫能力更

Service optimization based on evidence Promote public education

Based on the above-mentioned development direction, the Association has expanded the research team by recruiting additional manpower. In response to the social needs, the team conducted the study on "Pressure of Parents of Young Children under the COVID-19 Epidemic and Support for Resumption of Schools" and "Young Mothers' Needs for Life and Career Development". The research results were covered by 17 media reports and have assisted our departments to develop relevant support services for parents of young children as well as young mothers. In terms of enhancing the existing services, research studies and evidence-based practice have helped optimize the

顯著進步。在拓展創新服務方面，「Youth心靈健心室」透過實證為本方法，參考「接受與承諾治療」的框架，發展創新活動幫助有焦慮情緒的中學生，並於17間中學試行。在公眾教育及政策倡導方面，隊工進行了「香港雙職婦女精神健康研究」，透過研究新聞發佈帶出雙職家庭分工上男女不平等的情況，並獲逾20項媒體報導。隊工亦與香港中文大學團隊合作，出版《年青媽媽生涯發展需要研究報告》，並派發予各政府部門及相關社會服務機構，加深社會不同持份者對年青媽媽的認識。



提升員工服務創新及研發能力

為提升本會員工在服務創新及研發的能力，隊工建立了「研究調查資料庫」及提供兩次相關訓練，以增強員工在推行地區研究及服務效益評估的能力。

existing service framework of "Y Pace" service and "Infinity • HOPE" Support Project for Children with Dyslexia, and remarkable improvements in the emotional competence and Chinese language skills were observed among the children. For the development of innovative services, the "Gym for Youth's Soul" has adopted an evidence-based approach and made reference to the framework of "Acceptance and Commitment Therapy" in developing innovative activities to help secondary students who suffered from anxiety. The program was piloted in 17 secondary schools. In terms of public education and policy advocacy, research on "The Mental Health of Dual-Role Women in Hong Kong" was conducted and the research findings which received over 20 media reports have raised public awareness on the gender inequality in the division of labour among families with working parents. The team also collaborated with The Chinese University of Hong Kong in publishing the "Young Mothers' Needs for Career and Life Development Research Report", which was distributed to various Government departments and relevant social service organizations in order to deepen their understanding on the needs of young mothers.



Improve staff's capabilities

In order to enhance our staff's ability in service innovation and research, the team has established a database on research and survey. Two training sessions were also organized to develop their competence in carrying out territory-wide research and service impact assessment.

4. 科技應用 Application of Technology

隨著資訊科技的迅速發展，機構能否應用合適的科技來提高服務質素及工作效率尤關重要。為配合未來服務發展的需要及提高機構行政效能，本會在三個不同領域積極推動科技應用，包括優化網絡設備、大數據應用及提高同工的科技應用能力。

提升遠端辦公能力 善用科技優化服務

在新冠疫情下，機構不再停留在固有的工作模式，「在家工作」及流動辦公室已成新常態。因此，機構在本年度提升了遠端辦公的能力，幫助同工在足不出戶的情況下都可以通過安全管道，遠端存取機構內各項資訊、系統及服務，維持應有的工作效率，應對工作上的挑戰。

數據的應用為機構優化未來服務和回應社會需求提供重要資訊，現時顧客關係管理系統已運用線上影像化圖表，以便同工了解及分析服務數據，迅速回應服務及運作決策之需要。未來更會結合企業資源規劃系統，以加強人力資源及財務數據的整合。

在同工培訓方面，機構持續為同工提供適切的訓練和支援，以配合不同系統的更新及推行，同時幫助他們充分認識及利用科技帶來的好處，更靈活及快捷地運用在工作上。



With the rapid development of information technology, making good use of technology to improve service quality and work efficiency becomes important. In order to meet the needs of future service development and improve the administrative efficiency, the Association has been actively promoting the application of technology in three different areas, namely, the upgrading of network and equipment, application of big data and enhancement of the capabilities for technology application among our staff.

Improved remote office capabilities to optimize services

Under the impact of the COVID-19 pandemic, organizations no longer adhered to the conventional mode of work. In particular, “working from home” and mobile offices have become the New Normal. Therefore, remote office capabilities have been promoted this year to help our staff access information, systems and services of the organization through remote secure channels without having to leave their homes, thereby maintaining the work efficiency and overcoming the challenges at work.

We understand that the application of data provides insights for an organization to optimize its services and aptly respond to social needs. With the use of visualized charts, the existing Customer Relationship Management (CRM) System enables our staff to better understand and analyze service data so that timely responses can be made to address the needs of services and operations of the Association. To take a step further, the Enterprise Resources Planning (ERP) System has been launched to enhance the consolidation of human resources and financial data.

In terms of training for staff, the Association continues to provide them with appropriate training and support following the upgrading and launch of different systems. Meanwhile, staff are motivated to fully acknowledge the benefits of technology and flexibly apply it at work with ease.

5. 品牌服務建立 Brand Service Establishment

女青植根香港百年，已發展多元化及實證為本的專業服務。但因服務眾多，以「女性為本」的社會服務機構形象仍需要繼續深化及推廣，亦需更有策略推展各部門服務，進行鮮明的品牌推廣，以致公眾對女青品牌服務有更清晰的概念和認知。



成立跨部門工作小組 推動品牌服務建立

在策略發展計劃中，跨部門的核心領導小組於2020年成立，負責檢視服務部門有潛質發展的品牌服務，並以服務效益評估指標為基礎，初步整合品牌服務之審視框架，逐步建立品牌服務的統一標準，從而為品牌服務制訂具體策略、行動指標及宣傳策略。

此外，我們亦會更有系統地了解不同持份者對女青品牌服務的意見，掌握機構服務之市場地位，期望引入更多不同持份者的參與，令服務可持續發展，長遠建立女青鮮明的品牌服務，展現機構的使命及價值觀。

進行員工培訓 發展品牌故事

品牌建立需要發掘或突顯品牌的基因，藉着品牌故事，體現品牌的理念及價值觀，而員工本身就是品牌的一部份，透過服務說出品牌故事，故需要向員工灌輸或提供訓練，藉著品牌服務推廣讓更多人知道女青的工作。因此，本會於2020年6月邀請了資深公關顧問尹美玉女士以「Branding for NGOs」為題作分享，提升單位主任對品牌建立及知名度的認識，推動同事由下而上的參與，突顯女青推動婦女工作的形象及貢獻。

Rooted in Hong Kong for a century, YWCA has strived to develop a wide variety of evidence-based professional services. Amidst our provision of numerous services, more effort will be put on deepening and promoting our image as a “women-oriented” social service organization, as well as implementing appropriate strategies to facilitate the services of various departments and to carry out distinctive brand promotion. The public will hence have a clearer concept and a better understanding of YWCA's services.

Establish a cross-departmental group for better brand services

In the strategic development plan, a cross-departmental core team was established in 2020. Not only has the team reviewed the potential brand services of our departments, the review framework of brand services has also been initially integrated according to the evaluation indicators of service impact, in order to gradually establish uniform standards for brand services and formulate relevant plans, action indicators and promotion strategies.

In addition, we are committed to collecting the opinions of different stakeholders on YWCA's brand services in a more systematic way, so as to know more about the market position of our services. Meanwhile, we hope to invite more stakeholders to join us for the sustainable development of services, establishing a distinctive image for YWCA's brand services in the long run and showcasing the Association's vision, mission and values (VMV).

Conduct employee training and develop brand story

For successful brand building, we have to discover or highlight the foundation of the brand, and embody the concept and values of the brand through the brand story. As the employees themselves are part of the brand, illustrating the brand story through services, it is necessary to inculcate or provide them with training and promote the work of YWCA. In light of this, in June 2020, the Association invited Ms. Ruby Wan, an experienced public relations consultant, to give a sharing on “Branding for NGOs” to enhance the Unit in Charge's awareness of brand building and reputation, encourage the participation of all our colleagues, and highlight the image and contribution of YWCA in women-oriented service development.

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CENTENARY OF YWCA

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*Service Innovation and
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服務創新與發展

Service Innovation and Development



女青一直與社會同行，致力為社會各個階層提供多元而適切的服務。面對時代的轉變和需要，本年度本會繼續拓展各項創新服務，並秉持創會使命，建立一個愛與關懷的共融社會。

The Association makes every effort to provide a diverse range of services catered for people from all walks of life. In response to changing times and emerging needs, we remain committed to developing various innovative services and fulfilling the mission of the Association, with the aim of building an inclusive society with love and care.

SEWomen「婦女展才•可重用口罩+口罩袋」計劃

過去一年大家共同經歷世紀疫症。疫症初期，防疫物資嚴重短缺，各行各業面臨重大的衝擊，不少市民面對失業、減薪及放無薪假期的困境。疫症無情，但人間有愛，本會獲愛心企業支持，集結資源及專長，同心抗疫，回應社會需要。

“SEWomen-Reusable Mask + Holder” Project

In the past year, we have experienced the worries caused by the epidemic of the century. With severe shortage of epidemic prevention materials during the early stage of the epidemic, people were all facing huge impacts. In particular, many citizens were challenged by unemployment, pay cuts, and some even had to take unpaid leaves. Although the epidemic is ruthless, love is always around us. With support from caring companies, the Association was able to fight the epidemic and respond to social needs together.



2020年3月本會獲邀參與由太古地產策動及贊助的「婦女展才•可重用口罩+口罩袋」(SEWomen)社區關懷計劃，為本地婦女創造就業機會及發展個人潛能。本會招募了來自不同服務單位，包括再培訓畢業學員、基層家庭及青年服務部的婦女，並聯繫多間社福機構，集結80多位來自不同社群，包括少數族裔及失業婦女的縫紉巧手，透過縫製環保的可重用布口罩，不但幫助弱勢婦女就業，改善家庭經濟，也讓他們回饋社會，為抗疫出一分力，在疫情中成為重要的社會資本，做到真正的「婦女展才」。

在縫製布口罩的過程中，婦女們交流心得，彼此學習、欣賞及尊重，建構難能可貴的共融平台。本計劃將創造就業及供應口罩的目標合二為一，婦女們於數個月裡共縫製了近30,000個可重用布口罩，用作慈善義賣及送贈予社區上有需要人士。



In March 2020, the Association participated in the community care project of “SEWomen-Reusable Mask + Holder”, initiated and sponsored by the Swire Properties, to create employment opportunities and develop personal potential for local women. Women from different service units were recruited, including graduates from employees retraining courses, grassroots families, and women from the Elderly Service Department. We also contacted several social welfare organizations and gathered more than 80 people from community groups such as ethnic minorities and unemployed women. Through applying their sewing techniques, participants produced reusable and environmentally friendly cloth masks. Apart from providing employment opportunities to disadvantaged women and improving their family incomes, the project has become an important social capital during the time of global epidemic by allowing participants to “Show Women’s Talents” and contribute back to the society.

While making the cloth masks, participants shared and learned from each other. By appreciating and respecting individual differences, a precious platform for inclusiveness was established. In fact, this project has both created employment opportunities and increased the supply of masks. In just a few months, the participants sewed nearly 30,000 reusable cloth masks for charity sales as well as gifts to needy people.



中學職專教育先導計劃 助學生探索將來

職業專才教育（職專教育）是香港人力發展重要一環，政府近年致力推廣職專教育，協助青年人掌握未來所需工作技能，以配合新時代發展需要及趨勢。教育局率先於2020-21年度在中學推行「職業專才教育：中學諮詢服務先導計劃」，本會更被委託成為全港首間推行這計劃的社會服務機構。

這先導計劃為期兩年，於10間中學推行，藉著協助教師、家長及學生更深入認識和掌握職專教育資訊及升學途徑，讓學生能按其志趣實踐生涯規劃旅程。每校可以在八大主題行業中選取其中四項作深入探討，包括安老服務、服裝、資訊及通訊科技、銀行及金融、媒體及傳播、園藝及樹藝、美容美髮及物業管理。計劃除了為教師、家長及學生提供工作坊外，更會安排學生到提供職專教育的學院及相關行業的工作場所作實地參觀，為未來升學和就業作好準備。此外，計劃另一特色是為教師提供跨校線上交流平台、網上資源手冊及熱線諮詢服務，讓他們遇疑難時可隨時查詢或求助，大大提升其推動職專教育的信心及能力。

Implement VPET Pilot Scheme to help students explore the future

Vocational and professional education and training (VPET) has always been a key driver of workforce development in Hong Kong. The Government is committed to promoting VPET and enabling young people to acquire work skills for career progression in the new digital age. Entrusted by the Education Bureau, YWCA is the first social service organization which launched the VPET Pilot Scheme for secondary schools in 2020-21.

Conducted in 10 secondary schools, the 2-year scheme aims at enhancing the knowledge of teachers, parents and students about the VPET-related information and study pathways and assisting the students in planning their career according to their interests and wishes. Among the 8 major themes, including elderly care services, fashion design, information technology, banking and finance, media and communications, horticulture and arboriculture, beauty care and hairdressing, and property management, each of the schools can select 4 of them for further exploration. During the scheme, not only workshops are organized for teachers, parents and students, site visits will also be arranged for students to get prepared for their further studies and future careers. Moreover, inter-school online platforms, online resource kits and consultation services are available to provide supports to teachers when necessary for strengthening their confidence and capacity in promoting VPET.



五感寶盒 開創護老新方案

護老者照顧長者的壓力歷年皆受社會關注，在疫情期間本會繼製作「輕鬆照顧三步曲」短片後，本會職業治療師與社工攜手跨專業合作推出「五感寶盒」親耆有趣訓練套裝，設計30個融於生活的訓練活動，促進護老者與長者溝通，緩和彼此關係；更舉辦「照顧從關係開始」支援護老者分享會，分享具創新思維的支援護老者方案，超過200位業界同工參與，獲得業界正面評價。本會更與香港理工大學進行成效研究，實證方案的長遠成效，望能惠及更多護老者。



Five-sense Training Kit: a new solution to elderly care

Awareness of the pressure faced by the elderly caregivers has been raised in the society over the years. During the pandemic, our occupational therapists joined hands with social workers to launch the Five-sense Training Kit, following the production of "3-in-1 Comfort Caring" videos. Featuring 30 training activities that can be integrated into daily life, the training kit helps to facilitate the communication between caregivers and the elderly, and ease the tension between the two parties. Moreover, the Association organized a "Strengthen Relationship for Better Care" sharing session, where more than 200 practitioners in the industry participated and shared innovative ideas about elderly care to support the caregivers of the elderly. The event was well received by the industry. Working together with the Hong Kong Polytechnic University, we have also conducted outcome research to examine the long-term effectiveness of the program, hoping to benefit more caregivers.





跨代共融 締造共享文化平台

面對香港老齡化趨勢，跨世代共處實不容易。本會一向致力促進跨代連繫，共同創新。承本會多元化服務優勢，促進會內西環松柏中心及西環綜合社會服務處在香港賽馬會慈善信託基金的資助下，以「共享空間」為概念，發展跨齡創新服務，推出「樂齡新天地」，同時捉緊潮流文化，以「網絡新景象」和「跨世代音樂」作為連結青年與長者的服務平台，拉近彼此距離；「爺爺嫋嫋YouTuber」及「壹伍捌零音樂會」更成為展現跨代、跨時空、跨文化的平台，促進彼此交流經驗、技巧，以至生活智慧，從而欣賞彼此的異同，達至互惠互享的跨代共融目標。



Foster inter-generational harmony

In the face of an increasingly ageing population, it is not easy to establish a harmonious relationship between generations. The Association has hence been devoted to promoting cross-generational connection and achieving innovation collectively. Taking advantage of our diverse services, our Sai Wan Social Centre for the Elderly and Western District Integrated Social Service Centre have launched the innovative inter-generational service, Place for Healthy Ageing, with the concept of shared space under the sponsorship of the Hong Kong Jockey Club Charities Trust. Meanwhile, grasping the new cultural trend, we established "New Cyber Era" and "Inter-generation Music" campaigns as a platform to connect young people and the elderly. Furthermore, "Elderly YouTubers" program and "1580 Concert" were launched to stimulate a cross-generational and cross-cultural exchange of experience, skills and wisdom of life, enabling participants of different generations to appreciate one another's similarities and differences and fostering inter-generational harmony for mutual benefits.



Y SENse 特殊教育需要專業支援服務

每位兒童均需要妥善的照顧和支援，才能健康成長。對於有特殊教育需要的兒童而言，其接收訊息和表達意見的方法跟一般孩童不盡相同，故很需要家長、教學人員和照顧者的特別關注，配合適當的方法或教材，才能協助他們有效學習和溝通。過去數年，本會一直服務和關心患有特殊教育需要兒童的個人成長和家庭需要，以跨專業的服務介入，設計出多款實用而精美的教材，以支援有需要的兒童和家長，以及協助老師教學等。

Y SENse是本會自負盈虧的特殊教育需要專業支援服務品牌，這個名稱所包含的服務遠景及信念如下：

「Y」，代表「YWCA」；

「SEN」，代表有特殊教育需要的兒童 (Special Educational Needs)；

「se」，代表「支援 (support)」與「充能 (empowerment)」。



中心服務及到校服務

Y SENse特殊教育需要專業支援服務是由跨專業團隊組成，成員包括教育心理學家、社工、職業治療師、言語治療師及特殊幼兒工作員，提供多元化的中心服務，包括特殊教育需要評估、職業治療/言語治療/幼兒個別訓練、密集式個別訓練、親子小組訓練和外購服務。外購服務是指以實證為本的介入手法，應邀為外界團體的員工或家長，如學校、公營機構、教會等，推行不同主題的專業培訓，包括體驗式工作坊、專題講座和訓練小組。



Y SENse

Proper care and support should be offered to every child, especially the ones with special educational needs (SEN) who receive information and express their thoughts in a way different from other children. Therefore, parents, teaching staff and caregivers should pay extra attention to SEN children and utilize appropriate methods and materials to facilitate their effective learning and communication. Over the past years, the Association has strived to meet the needs of SEN kids in terms of personal growth and family issues, support the children and parents in need and assist teachers in education via interdisciplinary services, as well as practical and well-designed teaching materials.

Launched by YWCA, the self-financed Y SENse has been committed to providing professional SEN support services and adhering to the vision and belief as below:

"Y" stands for "YWCA";

"SEN" stands for children with special educational needs;

"se" stands for "support" and "empowerment".

Services provided at centres and schools

Consisting of an interdisciplinary team of educational psychologists, social workers, occupational therapists, speech therapists and SEN child care workers, Y SENse provides a variety of services at centres, including SEN assessments, occupational therapies/speech therapies/customized trainings for young children, intensive trainings, parent-child group training and outsourcing services. The outsourcing service refers to an evidence-based intervention method, where professional trainings on different topics, including experiential workshops, seminars and group trainings, are implemented for parents or employees of external organizations, such as schools, public institutions and churches.

教材網店服務

除提供以上直接服務外，團隊亦了解教材對兒童學習的重要，故整合了多年SEN服務經驗，積極研發出多款專業教材，供兒童、家長及教學人員使用。正值新冠疫情肆虐，實體服務大受影響，為配合服務的需要及發展，本會於2020年4月成立的「Y SENse教材網店」，就是透過線上平台，銷售經本會研發的專業教材及工具，配合自家製作的教學短片，支援老師、社工及有需要的家庭。成立至今，深受多間機構與學校歡迎。

教材網店分為五大系列：(1)學習能力、(2)專注力及執行功能、(3)情緒認識及處理、(4)小一適應及(5)獎勵計劃，共29種教材工具。大部份教材均提供「教材開箱」影片，由負責社工或治療師在影片中講解使用須知或示範，確保用家能輕鬆掌握使用方法，以助提升其訓練信心和教材的成效。

部份教材更與國際玩具公司合作，例如K's Kids及Elf My First Book，攜手研發及設計合適的教材，並達到多個國際安全測試標準，確保教材專業又安全，使用家用得安心。

除了於網上平台銷售，Y SENse團隊亦會於不同地區舉行市集，與家長親身接觸及介紹教材，使家長可按兒童不同情況挑選最合適的教材工具。

Y SENse教材網店網址：www.ywcaysense.com



Online store for teaching materials

In addition to the services provided directly to the needy, the team also understands the importance of teaching materials to children's learning, and hence actively develops diverse professional teaching materials for children, parents and teaching staff based on its years of experience in the provision of SEN services. In the midst of COVID-19 epidemic, our physical services have been greatly affected. For better services and developments, we launched the Y SENse Online Store in April 2020 to sell the teaching materials and tools we developed. In conjunction with our instructional videos, teachers, social workers and families in need are well supported. Since its establishment, it has been welcomed by many institutions and schools.

At our online shop, a total of 29 teaching aids are available. They can be divided into five major categories: (1) learning ability, (2) concentration and executive function, (3) emotion recognition and handling, (4) primary one adaptation and (5) reward campaign. Most of the teaching materials are accompanied by videos where social workers or therapists give instructions and demonstrations, ensuring that the users know how to use the teaching materials easily, confidently and effectively.

Some teaching materials are developed and designed in cooperation with international toy companies, such as K's Kids and Elf My First Book. In line with a number of international safety testing standards, our professional and safe products can be well trusted by users.

Besides selling products online, Y SENse has also held bazaars in different districts to communicate with parents and introduce them to various teaching materials, so that parents can select the most suitable items for their children.

Y SENse Online Store: www.ywcaysense.com



樂齡同行 關注長者精神健康

長者面對生活壓力、身體機能衰退、社交活動減少等問題，較易受到情緒困擾，影響心理健康，增加患上抑鬱症或更嚴重病症的風險。本會秀群松柏社區服務中心參與由香港賽馬會慈善信託基金資助推行的「賽馬會樂齡同行計劃」，建立創新服務形式，不但為有抑鬱症風險的長者提供直接個案輔導及治療性小組，更著重提升公眾及員工對長者精神健康的敏感度，及早發現和介入，避免悲劇發生。此計劃在疫情期間更見成效，受訓之「樂齡友里義工」及「樂齡之友」以平輩支援角色，在線上線下與長者保持聯繫。

Launch JC JoyAge Project to improve the elderly's mental health

While facing problems such as stress in daily life, decline in physical function and lack of social activities, elderly people are more susceptible to emotional distress, which affects their mental health and increases the risk of depression or more serious illnesses. Consequently, our Ellen Li District Elderly Community Centre took part in the JC JoyAge: Jockey Club Holistic Support Project for Elderly Mental Wellness (JC JoyAge) funded by the Hong Kong Jockey Club Charities Trust to optimize our services. Not only have counseling and therapeutic groups been offered to the elderly at risk of depression, we have also put a greater emphasis on increasing the sensitivity of the public and our staff to the mental health of the elderly, in order to prevent tragedies through early detection and intervention. Thanks to the trained Ambassadors and Peer Supporters who provide peer support to the elderly online and offline, the JC JoyAge project has been particularly effective during the epidemic.



百載恩 • 百年情
CENTENARY OF YWCA



我們的成就

*Our Remarkable
Achievement*



服務獎項 Service Awards

1. 「社企員工嘉許計劃」2020 — 「傑出社企員工」嘉許 Social Enterprises Employee Recognition Scheme 2020 — Employee Recognition Award



本會園景軒餐廳員工吳翠添於香港社會企業總會主辦的「社企員工嘉許計劃」2020中獲得「傑出社企員工」嘉許，表揚她對工作的熱誠和優秀表現，以及對社會的貢獻。

Anita Ng, staff working at Garden View Lounge received the Employee Recognition Award in the Social Enterprises Employee Recognition Scheme 2020 organized by the Hong Kong General Chamber of Social Enterprises, to commend her devotion to work and excellent performance as well as her contribution to society.

2. 僱員再培訓局 — 傑出學員、優異學員、課程管理及推廣宣傳獎 Employees Retraining Board (ERB) — Outstanding Award for Trainees, Merit Award for Trainees, Outstanding Award for Course Management and Outstanding Award for Promotion and Marketing

於「ERB年度頒獎禮2020-21」中，本會提名之學員分別獲「傑出學員獎」及「優異學員獎」，本會亦榮獲「課程管理獎」及「推廣宣傳獎」。另本會成功提名多間僱主分別獲「傑出僱主年度大獎」、「傑出僱主獎」及「優異僱主獎」。

At the ERB Annual Award Presentation Ceremony 2020-21, our nominated trainees were conferred the Outstanding Award for Trainees and Merit Award for Trainees. The Association was also awarded the Outstanding Award for Course Management and Outstanding Award for Promotion and Marketing. Besides, several enterprises we nominated respectively received Excellence Award for Employers, Outstanding Award for Employers and Merit Award for Employers.



3. 社會福利署「老有所為活動計劃」— 地區最佳活動獎 Opportunities for the Elderly Project (OEP), Social Welfare Department — District Best OEP Awards

本會耆年服務部推行的三項計劃於社會福利署舉辦的2020「老有所為活動計劃」網上頒獎典禮上榮獲地區最佳活動獎，包括：長青松柏中心的「老·影·迷Beauty & The Best」獲2019-2020年度「一年計劃」地區最佳活動獎（荃灣及葵青區）；九龍城綜合家居照顧服務隊的「甜蜜蜜·暖烘烘」獲2019-2020年度「一年計劃」地區最佳活動獎（九龍城及油尖旺區）；明儒松柏社區服務中心的「智在社區·守望傳愛」計劃獲2018-2020年度「兩年計劃」地區最佳活動獎（東區及灣仔區），肯定了本會宣揚跨代同行及愛老護老的努力。

Three programs of our Elderly Service Department received District Best OEP Awards at the online OEP award ceremony organized by the Social Welfare Department, in recognition of our effort to promote intergenerational harmony and caring for the elderly. They included the "Beauty & The Best" program of Cheung Ching Neighbourhood Elderly Centre, which was awarded 2019-20 District Best OEP Award (1-Year Project, Tsuen Wan and Kwai Tsing District); the "Sweetie Connect in the Neighbourhood" program of the Kowloon City Integrated Home Care Services Team, which was awarded 2019-20 District Best OEP Award (1-Year Project, Kowloon City and Yau Tsim Mong District) and the Dementia Awareness Program of Ming Yue District Elderly Community Centre, which was awarded 2018-20 District Best OEP Award (2-Year Project, Eastern District and Wan Chai District).



4. 「北區攻略」— 「2020-2021年度無障礙網頁嘉許計劃」金獎 "North District's Guide" mobile app — Web Accessibility Recognition Scheme 2020-21 Gold Award

本會秀群松柏社區服務中心推出之手機應用程式「北區攻略」於2020-2021年度獲頒由香港互聯網註冊管理有限公司主辦之「無障礙網頁嘉許計劃」金獎殊榮。透過這免費的北區景點資訊導覽平台，鼓勵北區及其他地區不同年齡之居民共同參與充滿北區地道元素的「遊玩·悠活」活動，藉此推動跨代共融。



The "North District's Guide" mobile app launched by the Ellen Li District Elderly Community Centre received Gold Award in the Web Accessibility Recognition Scheme organized by the Hong Kong Internet Registration Corporation Limited (HKIRC) in 2020-21. Through this free mobile platform offering information about the attractions in North District, residents of different ages, living inside and outside the district together participate in the fun and leisure activities full of characteristics of the district, thereby promoting intergenerational harmony.

服務獎項 Service Awards

5. 本會義工於社會福利署元朗區傑出義工選舉2020中獲獎 Our volunteers were awarded in Yuen Long District Outstanding Volunteer Election 2020 by Social Welfare Department



本會天水圍綜合社會服務處三位義工—林穎彤、陳綺霞及鍾肇庭於社會福利署舉辦的元朗區傑出義工選舉2020中，分別獲新秀組冠軍、成人組季軍及青少年組優異獎，肯定了他們熱心服務社會，在義務工作的委身和付出。

Three young volunteers from Tin Shui Wai Integrated Social Service Centre received recognition in Yuen Long District Outstanding Volunteer Election 2020 organized by Social Welfare Department. They are Kagf Lam, who won the Champion of the Novice Group, Eva Chan, being awarded the Second Runner-up in the Adult Group and Ivan Chung, receiving the Merit Award in the Youth Group. Their dedication to serving the society as well as their commitment and contribution to volunteering are appreciated.

6. 「敬老護老愛心券2020」慈善籌款運動 — 「機構最高籌款獎」冠軍 Care for The Elderly Charity Ticket Campaign 2020 – Top Fundraising Organization

本會於敬老護老愛心會「敬老護老愛心券2020」慈善籌款運動中，在108間參與機構中脫穎而出，獲「機構最高籌款獎」冠軍，並連續13年躋身「機構最高籌款獎」三甲。

The Association was ranked first as the Top Fundraising Organization among the 108 participating organizations in the Care for The Elderly Charity Ticket Campaign 2020, organized by the Care for The Elderly Association. We have been one of the three Top Fundraising Organizations for 13 consecutive years.



7. 2020-21年度「積金好僱主」嘉許計劃 — 積金好僱主、電子供款獎及積金推廣獎 Good MPF Employer Award 2020-21 – Good MPF Employer, e-Contribution Award and MPF Support Award

本會參與由強制性公積金計劃管理局主辦的2020-21年度「積金好僱主嘉許計劃」，獲嘉許為「積金好僱主」，並獲得「電子供款獎」及「積金推廣獎」。

The Association participated in the Good MPF Employer Award 2020-21 organized by Mandatory Provident Fund Schemes Authority and was recognized as Good MPF Employer. E-Contribution Award and MPF Support Award were also received.

丘佐榮中學校外獎項2020-2021 External Achievement of Hioe Tjo Yoeng College 2020-2021

The 72nd Hong Kong Schools Speech Festival (English Speech)

| | | |
|---------------------|---------------------------|----------|
| Solo Verse Speaking | 2 nd Runner-up | 1 item |
| | Certificate of Merit | 10 items |
| Dramatic Duologue | Certificate of Merit | 2 items |
| Public Speaking | Certificate of Merit | 2 items |

第七十二屆香港學校朗誦節 (中文)

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| | 良好獎狀 | 7 項 |
| 散文獨誦—粵語 (女子組) | 優良獎狀 | 2 項 |
| | 良好獎狀 | 5 項 |
| 詩詞獨誦—粵語 (女子組) | 良好獎狀 | 4 項 |

「傲翔新世代」全方位青年領袖訓練計劃

| | |
|-----|---------|
| 8人組 | 最佳合作精神獎 |
|-----|---------|

Hong Kong Extra-curricular Activities Masters' Association

| | |
|--------------------------------|---------|
| Excellent Student Award Scheme | Awardee |
|--------------------------------|---------|

Hong Kong Physics Olympiad 2020

| |
|------------------------------|
| 3 rd Honour Award |
|------------------------------|

2020 Kim Un Yong Cup International Open Online Taekwondo Championships

| | |
|----------------------------------|-----------------------|
| Individual Poomsae—Middle School | 2 nd Place |
|----------------------------------|-----------------------|

Online 2020 World Taekwondo Asia Poomsae Open Championships

| | |
|--|-----------------------|
| Color belt individual [M] Under Junior | 3 rd Place |
|--|-----------------------|

Cisco Networking Skills Competition 2021

| | |
|--------------|---------|
| Silver Award | 1 item |
| Bronze Award | 1 item |
| Merit Award | 3 items |

Hong Kong Cyber Security New Generation Capture the Flag Challenge 2020

| | |
|----------------|-----------------------------|
| 4-member group | Certificate of Appreciation |
|----------------|-----------------------------|

第十屆世界兒童繪畫大獎賽

| | | |
|-----|-----|-----|
| 初中組 | 冠軍 | 1 項 |
| | 亞軍 | 1 項 |
| | 優秀獎 | 1 項 |
| 高中組 | 亞軍 | 1 項 |

香港動漫海濱樂園寫生比賽 (中學組)

| | |
|-----|-----|
| 季軍 | 1 項 |
| 優異獎 | 1 項 |

《淫褻及不雅物品管制條例》繪畫、口號創作及填色比賽

| | |
|-----|-----|
| 優異獎 | 2 項 |
|-----|-----|

JA Hong Kong—The Schools Challenge Hong Kong 2021 Competition

| |
|---------------------------|
| 1 st Runner Up |
|---------------------------|

City U Electrical Engineering Summer School—Internet of Things Stem Education Workshop

| | |
|-----------------------|--------|
| 2 nd Prize | 1 item |
|-----------------------|--------|

Winstars Workshop—Universal Robotics Challenge (URC) 2021

| | |
|----------------|--|
| Junior Section | Best Invention Award 最佳發明大獎 |
| Senior Section | Best Presentation Award 最佳演講大獎 |
| | Most Favourite Product Award 最受歡迎大獎 |

AI 挑戰 x 斜坡安全 — AI 應用工作坊及比賽

| | |
|--------|-----|
| 強化學習組別 | 優異獎 |
|--------|-----|



HKUST & HKEdCity—CODE2APP Challenge

| |
|--|
| Secondary School Section—2 nd Runner Up |
| AI Application Award |

2020-2021第三屆「樂繫校園」獎勵計劃

| | |
|-------------|------|
| 「溫情加油站」全校活動 | 榮譽大獎 |
|-------------|------|

百載恩 • 百年情
CENTENARY OF YWCA

服務

簡報

Service Report
in Brief



基督教事工 Christian Ministry



2020年本會慶祝創會一百周年。蒙上帝的恩典，由2020年初面對疫情至今，本會的基督教事工繼續持守使命，以信、望、愛化為行動關愛社群。全年透過主領福音性小組及活動，受惠人次達13,955；統籌及協調全會福音事工共接觸27,714人次；舉辦267個小組及451項福音活動，當中有44人決志信主及5位轉介教會。為鼓勵單位善用每月一小時同工團契，年度內推出〈手藝·美〉活動系列，以手作藝術結合福音信息，勉勵同工在疫情下更加珍惜相聚，靈裡得力，也藉手工藝製作療癒心靈，全年共舉行活動28次，16個單位合共307同工人次參與。

2020 marked the 100th anniversary of the Association. Thanks to our Lord's blessing, we endeavor to care for the community with faith, hope and love under the epidemic. During the year, 13,955 attendances were served through the gospel programs and 27,714 attendances were reached through organizing and coordinating the Association's gospel ministries. 267 cell groups and 451 evangelistic programs were organized with 44 non-believers converted to Christianity and 5 referred to the church. To encourage our units to make the most of the monthly 1-hour Christian Fellowship, we have organized Craft Ministry series during the year for our staff to cultivate the Christian spirit together and stay mentally healthy through making handicrafts and learning gospels. In the year, a total of 28 events were organized with the participation of 307 staff members from 16 units.



仰賴上帝帥領 活現女青使命

2020年董事、委員、幹事祈禱會邀得蘇穎智牧師擔任講員，他鼓勵會眾藉着女青百年基業，即使面對近年的社會情況及疫情影響，原來出路全在於主基督，憑著信，就能得到從神而來真正的平安。此外，2021年3月舉辦的「創會日祈禱會」邀得潘怡蓉博士分享本會福音主題「持定信念，傳使命，凝向前」，鼓勵我們在服務不斷拓展的同時，更要毋忘初心，鞏固女青遠象、核心價值和使命；潘博士提醒我們做服務（Hospitality）的人必須擁有四種氣質——歡迎（Welcome）、熱誠（Passion）、慷慨（Generosity）及款待（Sharing），並勉勵各人在不同崗位上獻出「一杯涼水」，以愛款待家人、同工及服務對象，上帝應許必與我們同行。

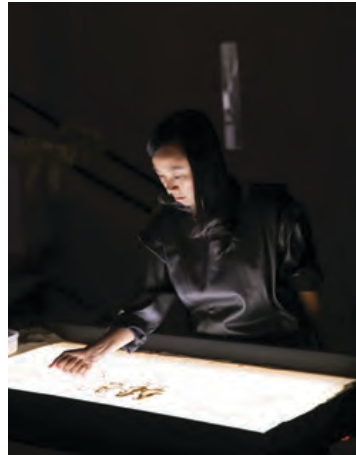


Embody the spirit of YWCA under the guidance of our Lord

In 2020, Rev. Dr. Patrick So was invited to be the guest speaker of our Prayer Meeting for Board, Committee and Staff. He encouraged the congregation to rely on our Lord with faith despite the recent social issues and the epidemic. Dr. Annie Pan was invited to give a sermon on "Hold on to the Faith, Pass on the Mission and Move Forward" in the Founding Day Prayer Meeting in March 2021, encouraging us to stay true to our vision, mission and core values while optimizing our services. She also reminded us, a service provider which shows hospitality and care to the public, of the importance of 4 key values, Welcome, Passion, Generosity and Sharing, as well as encouraging us to serve our families, staff and service targets with "a cup of cold water" and care them with love.

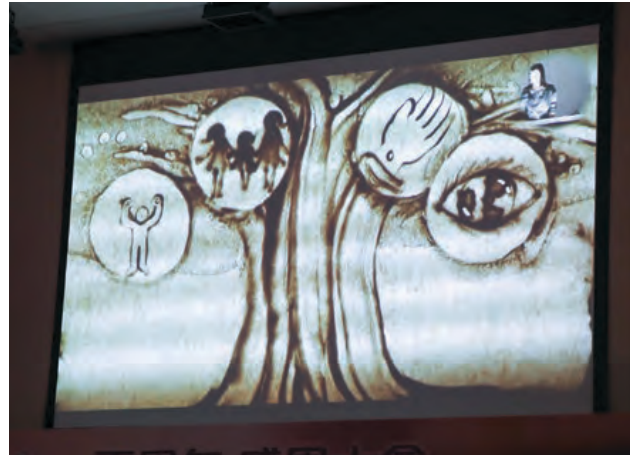


基督教事工 Christian Ministry



女青典範 生命見證

100周年會慶感恩大會以沙畫獻演作為序幕，闡述一位婦女生活孤單無助，直至遇上女青年會及認識基督福音，生命得以轉化；女青亦以愛栽培不少生命，果實纍纍。另外，大會製作「百年留倩影」短片，透過女青前總幹事、領袖培育計劃參加者、資深義工和夜校畢業生等四位女士的訪談，具體呈現YWCA—Y（年青力量）、W（女性充權）、C（彰顯基督精神），以及A（匯聚力量），並將繼續跨代傳承女青使命。



Testifying God's grace with achievements of YWCA's fellows

The Centenary Anniversary Thanksgiving Celebration was kicked off with a sand art performance that depicted how a lonely, helpless woman overcomes adversity with the help of YWCA and Christian faith and described how YWCA brings about transformation with love. In addition, featuring the sharing of our former Chief Executive, participant of leadership training program, experienced volunteer and YWCA evening school student, "A Beautiful Path over the Hundred Years" video was produced to present the core values of YWCA, Y(Youth's power), W(Women's empowerment), C(Christian spirit), and A(the Association's cohesion), and to demonstrate our dedication to passing on the Association's mission through generations.



疫境逆情 依然有情

為回應疫情下同工和社區人士的心靈需要，本部透過Facebook專頁及電郵發放基督教信息，以「疫境逆情，依然有情」為主題，推出「疫境作新事」行動及「連繫一家情」短片；每星期以「數算主恩百載情」電郵海報為同工打氣；並推出「疫裡有情」系列，於2020年8月至9月與商區福音團契一連三個星期五合作舉行「疫裡有情一午間充電站」，先後邀得陳彥琳女士、陳兆焯校長及蕭烜醫生以Facebook Live形式進行直播，分享如何在疫情下保持身心靈健康，總瀏覽人次達4,402。2020年8月開展的「總有祢/你鼓勵」祝福行動亦寄出742張明信片，受祝福的人士包括同工、教牧、家庭成員、主內肢體等。



Spread love in the epidemic

To meet the mental needs of our staff and the people in the community, we promoted Christian messages on our Facebook page and via emails and launched a series of campaigns themed on "Love on the Epidemic", including carrying out "Do Something New" campaign, producing "Love Connecting with Family" videos, and publishing e-newsletters and e-posters with the theme "Count Your Blessings" every week. In collaboration with the Central Gospel Mission Limited, the Association organized "Love in the Epidemic – Midday Recharge" for 3 consecutive Fridays in August and September 2020. Ms. Alvina Chan, Mr. Alman Chan and Dr. Albert Siu were respectively invited to go live on Facebook and shared how to stay physically and mentally healthy during the epidemic. The total views reached 4,402. In August 2020, the "May our Lord/Fellows Bless You" campaign was held and 742 blessing postcards were sent.

會員事工 Membership Affairs



本會積極透過各部門及單位招募會員及義工，期望藉著多元化的活動，促進其德、智、體、群四育發展，讓生命得以成長。年度內全會為25,947位會員提供適時及具質素之服務，並加深他們對女青運動的認識和歸屬感，又動員10,200位義工投入共53,469小時的服務，共同參與義工服務，關心社群。

The Association endeavors to recruit members and volunteers through our departments and units, and fosters their moral, intellectual, physical and social developments through various programs and activities. During the year, we provided quality service to our 25,947 members and enhanced their understanding and sense of belonging towards the YWCA Movement. Besides, we also promoted the development of our volunteering services. The total number of service hours of our 10,200 volunteers reached 53,469 hours.



無懼疫情陰霾 堅持祝福送暖

疫情下，基層家庭更需支援，本會自2015年起推行「簡單·義」主題義工運動，祝福社區。義工們持續以環保手法支援弱勢社群，感謝324位義工參與，23間企業、學校、慈善團體及教會的支持，提供物資、贊助活動或合辦義工服務，15個單位合共舉辦16個「簡單·義」主題活動，共1,255個基層家庭受惠，人數達1,627。此外，本會繼去年續與不同教會、商界及慈善組織合辦「PeaceBox祝福大行動」，結連會內服務單位，在疫情期間送贈逾500份禮物盒予基層家庭。



Extend care and warm wishes during the epidemic

As grass-roots families need additional support during the epidemic, the Association extended care and warm wishes to the community through the "Simple • Just" Program which has been launched since 2015. Thanks to the participation of our 324 volunteers and the support of a total of 23 enterprises, schools, charities and churches by distributing supplies, sponsoring events and co-organizing volunteer services, we continuously supported the underprivileged in an eco-friendly way. 16 events under the "Simple • Just" Program, serving 1,627 persons from 1,255 grass-roots families, were held by 15 units of the Association. Furthermore, we continued to collaborate with different churches, enterprises and charities to organize the PeaceBox Campaign, distributing over 500 gift sets to grass-roots families during the epidemic.



會員事工 Membership Affairs



疫境新常態 義工模式與時並進

本會義工獎勵計劃自90年代設立至今，當中「榮譽義工」為最高殊榮，考取榮譽章的義工均具備優秀的服務表現，並對社區有承擔。本年度共有三位耆年服務部的義工及15位青年及社區服務部的義工獲提名成為榮譽義工，並全部順利通過考核，當中三位長者義工更首次以網上方式參與評審。本會於2020年9月舉辦「全會榮譽義工嘉許禮」，60位應屆及歷屆榮譽義工及同工一起在網上參與活動。縱大家未能親身聚首，仍可在網上互相分享服務心得。2021年3月，本會舉辦「全會義工發展一新常態下的義工模式」同工訓練，60位分別來自27個單位的同工一起探討疫情帶來的服務新常態、如何發展義工運動，以及分享網上社交媒體的應用經驗，務求在這世代裝備自己，提供更適切的服务。



Adapt to the new normal with updated volunteer services

The Association has launched the Volunteer Appreciation Scheme since the 1990s. To be recognized as an Honorary Volunteer, the highest honor for YWCA volunteers, one shall have outstanding performance in volunteer services and be responsible for the community. 3 volunteers from Elderly Service Department and 15 from Youth and Community Service Department were nominated and awarded as Honorary Volunteers. 3 of our elderly volunteers were even appraised online for the first time. The Honorary Volunteer Appreciation Ceremony was held online in September 2020 with the participation and sharing of our honorary volunteers and staff. In March 2021, 60 staff from 27 units attended the "Volunteering in New Normal" Sharing Session, sharing their insights about the provision of services in the new normal, the development of voluntary services and their experience related to using social media platforms so as to help us better equip ourselves and offer more appropriate services.

細說百年故事 宣揚女青文化

本會創會已逾百年，當中的女青故事實在值得傳頌及記念。「女青·薈」這項事工就如吟遊詩人，透過趣味活動將女青文化、歷史、使命及故事到各區述說，讓參與者細味女青。服務踏入第五年，本年參與人數共506人，當中包括青年就業服務之學員、中學生、長者、義工及同工。現時「女青·薈」已有33款活動套餐，其中「YWCA Pictionary」、「女青健康操」、「女青開口中」均獲好評，本年度更新增「Truth or Dare」及「我猜：女青會歌」；另在疫情下首次以線上遊戲工具Blooket帶領活動，讓參與者來一場刺激的女青知識比賽。「女青·薈」的同工將繼續設計精彩而難忘的活動，將女青文化帶入人心。



Share the centenary story and culture of YWCA

The Association has a history of over a hundred years with many memorable stories. "Y•Hub" promotes the YWCA culture, history, mission and stories in different districts through interesting activities, allowing participants to have a deeper understanding of the Association. Launched for the 5th year, "Y•Hub" continuously organized different events during the year with number of participants reaching 506, including the trainees of our employment services for the youth, secondary students, elderly persons, volunteers and staff. There are currently 33 popular activities, such as YWCA Pictionary, YWCA Aerobics and YWCA Pop it!, as well as the two newly added activities, Truth or Dare and Take a Guess: Y.W.C.A. Hymn. During the epidemic, we arranged an exciting YWCA quiz competition with the online game tool, Blooket, for the first time. The staff of "Y•Hub" will keep designing amazing activities to promote the culture of YWCA.



婦女事工 Women Affairs



女青堅守「婦女為本」的服務初心。疫情持續，許多婦女因家庭照顧角色而壓力大增，本會透過多方面支援，讓婦女舒壓及發揮能力，生活中滿有平靜安穩的力量。

The Association stands with the call for women-oriented services. As the epidemic continues, many women have been increasingly stressed because of their family caregiving role. With support at different levels, we strive to help women relieve stress, unleash their potentials and obtain inner peace and strength.



走進社區 婦女義工疫裡傾力服務

疫情下，本會香港傑出婦女義工協會推出「疫中有愛」防疫資訊、居家運動短片及「舒心解困」工作坊；「疫是有情」抗疫服務計劃徵集500份防疫包，由35位婦女義工協助派發予深水埗清潔及地盤工友、婦女及長者家庭；「PeaceMaker愛和你共享」祝福社區行動夥拍教會送贈物資予單親和基層家庭，並為他們祝福祈禱，其中兩位被訪者決志信主；跨機構「Peace Box祝福大行動」曾上門探訪171個家庭，將祝福帶進社區。

Women volunteers' support in anti-epidemic services

Under the pandemic, The Hong Kong Outstanding Women Volunteer Association shared information on COVID-19 prevention, produced videos on home workout and conducted the Relaxation Workshop for Mind and Body. In our "Love amid COVID-19" Service Project, 35 women volunteers distributed 500 anti-epidemic packs to cleaning and construction workers, women and elderly people in Sham Shui Po. Moreover, we carried out the "PeaceMaker" Love Sharing Action, working with churches to provide single-parent and grass-roots families with supplies and pray for them. Two interviewees converted to Christianity. Co-organizing the PeaceBox Campaign, the Association paid visits to 171 families and extended warm wishes to the community.



國際視野 年青領袖投入倡議與研習

本會一直致力培育年青女性領袖關注國際議題。2020年4月「韓國N號房國際沙龍」匯聚20多位中日韓青年解構事件與兩性文化；29位第六屆「香港女聲Glocal Y」學員共同研習SDG可持續發展目標，並聯同舊生會舉辦倡議活動，如Body Image社會實驗室、Friday Chat、I Watching影像性暴力監察計劃及展覽等；10月由新成員初次參與政策倡議，提交《就窺淫、私密窺視、未經同意下拍攝私密處》諮詢意見書予保安局。

12月由女聲及本部主辦，聯同本會青年及社區服務部舉辦「國際青年論壇」，以「21世紀裡的男女平等—針對女性的網絡暴力」為題，與83位來自亞洲、非洲、美洲逾12個國家及香港的參加者分享討論。20多位女聲成員訂定各題目並擔任活動所有崗位，具體實踐青年主導發聲。2021年3月第65屆「聯合國婦女地位委員會會議」轉以線上模式進行，19位董事、委員、同工及義工按當地時間觀看數百場直播，更於本會峰景軒舉行兩日一夜退修營會，研習及分享兼備，充分體現本會跨代領導力量。



Encourage young leaders to keep up with global issues

The Association has been committed to cultivating young female leaders to care about global issues. In the Online International Salon on the issue of the "Nth Room Incident" of South Korea launched in April 2020, over 20 Chinese, Japanese and Korean teenagers gathered to analyze the issue and gender culture. In the 6th Hong Kong Women's Voice "Glocal Y" Training Project, 29 trainees studied Sustainable Development Goals (SDG) and worked with alumni of the Project to carry out advocacy activities, including Body Image Research Lab, Friday Chat and "I Watching" Cyber Violence Monitoring Project and Exhibition. In October, Submission to the Consultation on the Proposed Introduction of Offences of Voyeurism, Intimate Prying, Non-consensual Photography of Intimate Parts, and Related Offences was presented to the Security Bureau.

In December, the Women's Voice and the Women Affairs Department worked with the Youth and Community Service Department to organize the "Glocal Y Youth Forum" themed on "Gender Equality in the 21st Century: Cyber Violence against Women", and 83 participants from over 12 countries in Asia, Africa and Americas, and Hong Kong were invited to have a discussion. Over 20 members of Women's Voice determined the themes and were fully in charge of the youth-oriented discussions. In March 2021, the 65th session of the United Nations Commission on the Status of Women (UN CSW65) was held online. 19 Directors, Committee members, colleagues and volunteers watched hundreds of live streams, and studied and did sharing in the 2-day retreat camp at Summit View Kowloon, which fully demonstrated cross-generational leadership.

婦女事工 Women Affairs

歷經滄海 自強同路人凝聚愛與誠

處於婚姻逆境的婦女，同時面對經濟、情緒、子女照顧等各種困擾，生活毫不容易。本會「同心行」義工透過視像或家訪，以過來人經驗鼓勵逆境婦女，並送贈物資予186人；「心蓮心」樂捐50萬元推行「攜手同行愛心抗疫」婦女支援計劃，發放現金支援62位逆境婦女及子女的住宿/日常開支。「自強同學會」逾1,000人次參與多項活動，如藝術、運動、同路人家訪、團契、婦女精神健康計劃、法理情社區教育等。聖誕時曾邀得沙畫師以單親子女角度跟33位女性分享何謂真平安；婦女婚姻法律諮詢熱線共接獲147個來電，較多關注離婚程序、資產分配及撫養權等。女青將持續支援單親婦女，風雨同行。



抗疫互勉 重視身心靈與自我空間

婦女能力建設系列服務446人次，以兩項贊助計劃「居安思危」及We C.A.R.E.為重心；舉辦「向女性致敬——口罩下的女性」攝影比賽及頒獎禮，展現女性疫情下的生活百態與付出；婦女家居維修班反應熱烈，打破傳統家庭崗位定型；婦女健康運動系列促進自信、社交及個人動力；共製作六輯「疫是有情」短片，由同工、義工及導師粉墨登場，瀏覽人次達3,245。

由本部和青年及社區服務部研究人員主責之「香港雙職婦女精神健康」調查研究於2020年10月18日舉行新聞發佈會，提升大眾對婦女在職及照顧家人雙重身份之壓力及需要的關注，揭示傳統家庭崗位之期望與實際之差異。發佈會共獲10間傳媒採訪、逾20項報章、電視及網媒報導，並獲三家電台及英文報章跟進訪問。女青將持續倡議兩性平等教育、女士Me Time、家人讚賞及行動支持，以及家庭友善等政策。

Walk with love to stay strong

Women in marital adversity face difficulties related to economy, emotions and children at the same time. The "Walk with Love" volunteers who shared similar experience showed their support by remote and home visits, and provided supplies to 186 persons. Furthermore, thanks to the donation of \$500,000 from Women Helping Women Hong Kong, the "Empower Together" Project for Underprivileged Single Mothers and Their Children was launched to provide 62 women in need and their children with financial support. Over 1,000 participants from the Self-Strengthening Alumni Association attended various activities, including arts, sports activities, home visits, Christian fellowship, projects about women's mental health and community education program. In Christmas, a sand painter was invited to share what inner peace is with 33 women. Our Legal Counselling Hotline for Divorcing Women received 147 calls, including enquiries about the proceedings for divorce, division of assets and custody of children. Meanwhile, the Association will continue to stand by single mothers.

Emphasize physical and mental health and personal space

Our women's capacity building services reached 446 attendances, and the two major sponsored campaigns are the "Save at Home" Project and We C.A.R.E. respectively. Moreover, the "Women Under Masks" Photo Competition and Awards Ceremony was organized to demonstrate the daily life and contribution of women during the epidemic, while a home repair course was launched for women to break the stereotypes of the traditional roles in family. Meanwhile, sports programs for women helped enhance their confidence, social skills and personal motivation, while our staff, volunteers and tutors participated in the 6 episodes of the "Love amid COVID-19" video, which have reached 3,245 views.

The press conference of the research on "The Mental Health of Dual-Role Women in Hong Kong", which has been conducted by the Department and researchers from the Youth and Community Service Department, was held on 18 October 2020, raising the public awareness of the needs of dual-role women who have to work and take care of the family, and revealing the difference between the expectation and reality about traditional family roles. The press conference was covered by 10 media interviews, over 20 newspapers, television and online media reports, and follow-up interviews by 3 radio stations and English newspapers. The Association will continuously work on the promotion of gender equality education, me time of women, family members' appreciation and support, and family-friendly policies.



靈裡沉澱 婦女得力在乎平靜安穩

結連夥伴教會推行「CR 生命成長女子組」，協助婦女尋索自我及反思生命，參加者認同活動有助增強自我形象及對信仰認識、生命經歷突破、有勇氣重溫自己故事及增進與神的關係。獲1,039人次參加的又一村會所婦女為本福音活動，如大自然靈修體驗、成人石頭彩繪等，亦溫暖一眾會員及同工的心。「PeaceMaker和平之子」、沙畫靈修、拇指琴俱以藝術結合靈性關懷；「午間生命故事館」的嘉賓則以基督教價值觀及性別意識漫談生活困惑與出路。



協同效應 跨單位Y Mover 促進婦女充權

本會於2020年9月重啟單位婦女事工聯絡人平台並舉辦Y Mover異象分享會，56位獲委任的Y Mover「女青運動行動者」致力於單位內推動婦女為本服務。2021年3月舉行退修營，邀得本會董事黃慧貞博士啟發同工探索女青運動意義，加強對擁抱尊嚴、尊重差異、性別意識之價值觀反思，在服務中開拓更多可能性。



Get inspired by the Christian spirit

In partnership with churches, the Association launched the "Celebrate Recovery" Women's Growth Group and Activities, assisting women in reflecting on their lives. Participants agreed that joining the activities helped them enhance their self-images, have a deeper understanding of the religion, achieve breakthroughs in their lives, gain courage to review their stories and strengthen their relationship with our Lord. Moreover, heartwarming women-based evangelic events such as the nature meditation camp and rock jamming were held at our Yau Yat Chuen Centre, reaching 1,039 attendances. Events such as PeaceMaker, sand art meditation and kalimba combined arts with the Christian spirit, while the guests of lunch sharing sessions explored the concerns in lives, Christian values and gender awareness.



Y Movers: promote women's empowerment

In September 2020, the Association relaunched the contact platform for women affairs and organized the Y Mover Vision Sharing Session. 56 appointed Y Movers have been committed to promoting the women-oriented services. In the retreat camp held in March 2021, our Director, Dr. Wong Wai Ching, Angela, was invited to inspire the staff to explore the meanings of YWCA Movement and reflect on self-esteem, respect for diversity and gender awareness to further optimize our services.

幼兒教育

Early Childhood Education



疫情持續下，幼稚園發展了一個授課新常態，就是把教室移到家居，實行網上親子學習。有家長表示與子女一起上課，讓他們重新認識子女，而老師則在此期間努力進修，為恢復面授課程做好準備，迎接孩子重回校園。

Because of the ongoing epidemic, kindergartens have adjusted to the new normal, moving the classrooms to homes and implementing online learning. Some parents stated that attending lessons with their children helped them know more about their kids. Meanwhile, teachers have strived to upgrade their skills for self-enhancement and get prepared for the resumption of face-to-face classes.

趣沂幼稚園開幕禮

2021年5月15日趣沂幼稚園在園內舉行了開幕禮，當日很榮幸邀請到香港聖公會教省主教長陳謳明大主教蒞臨主禮，並聯同主要捐款人利梁趣沂女士及本會杜淑婉會長、楊建霞總幹事等一同進行揭幕儀式。

陳謳明大主教致詞時勉勵教職員按聖經的真理培育孩子，關顧他們身心靈健康發展，又祝願孩子長大後仍能保持赤子之心，勇敢面對困難，在逆境時倚靠天父上帝。由於疫情關係，為免人群聚集，當日限制了出席人數，來賓約70餘人，場面溫馨。



Opening ceremony of Helen Lee Kindergarten

The Opening ceremony of Helen Lee Kindergarten was held on 15 May 2021. We are honored to have invited Archbishop and Primate of Hong Kong Sheng Kung Hui, The Most Revd. Andrew Chan, to officiate at the ceremony and kick off the ceremony with Mrs. Helen Lee, the major donor, and Ms. Helena To, our President, and Ms. Yvonne Yeung, our Chief Executive.

The Most Revd. Andrew Chan motivated our staff to nurture children with biblical truth and care about children's physical and mental health, while wishing the children to stay genuine and brave and rely on our Lord in the face of adversity. Due to the limit on the number of participants during the epidemic, we have invited about 70 guests to attend the ceremony.



親子同享遊戲樂趣

因這一年未能進行面授課堂，學校透過網絡授課的情況十分普遍，因而影響了幼兒的視力和群性發展。有見及此，香港賽馬會慈善信託基金為全港參加幼稚園教育計劃的幼稚園派發「童亮·同玩」親子盒，盒內遊戲圍繞生活題材設計，材料多元化，很適合一家人齊玩齊學，有助增進親子關係。如此一來，幼兒既可在遊戲過程中與家長互動，學會社交技巧，同時也減少接觸電子屏幕的時間，保護眼睛健康。



Provide interactive toy kits to parents and kids

As face-to-face classes were suspended during the year, online learning has been very popular and has hence affected the eyesight and social development of young children. In light of this, the Hong Kong Jockey Club Charities Trust distributed the KeySteps toy kits, which include diverse elements found in our daily life, to the kindergartens that have joined the Kindergarten Education Scheme. While playing with the toy kit, parents and young children can interact with each other so as to strengthen their relationships, improve the little ones' social skills and keep their eyes healthy by reducing screen time.



幼兒教育 Early Childhood Education

培養良好生活習慣—好學健康小隊員

孩子長時間不用回校上學，許多家長都反映子女的起居生活變得沒有規律，於是本部聯校於學期初籌辦了「好學健康小隊員」計劃，積極鼓勵家長與子女每天一起訂立和完成一個生活目標，包括甚麼時候睡覺、做運動、進膳等，藉此培養他們建立良好的生活習慣和信守承諾，維持理想的身體狀況及學習效果。



Help children cultivate good habits

Because of the long suspension of face-to-face classes, many parents stated that their children have had an unhealthy lifestyle. Therefore, the Association has worked with schools to organize a scheme at the beginning of the academic year so as to encourage parents and children to set a daily goal such as when to sleep, exercise and eat, etc. Children can hence cultivate good habits, learn to keep their promises, have a healthy lifestyle and achieve satisfying learning outcomes.



為復課作好準備

今年，老師把握時間進修，為復課作好準備。於暫停面授課堂期間，各校正好利用此時機做好課室環境設計，並進行「環境評量表學習知多少」網上工作坊，邀請了太平洋區幼兒教育研究學會（香港）李玉嬋女士主講，讓老師學會運用評量手冊，並根據手冊的指標設計課室內的學習活動區角，同時提醒老師推行不同範疇的教學活動時應具備的技巧。

此外，由教育心理學家簡麗姿女士主講的「讀寫障礙工作坊—從小學好中文」，讓老師進深了解有讀寫障礙的兒童在學習時面對的困難，並介紹了不同的教學策略，幫助幼兒有趣地學習中文。



Get prepared for class resumption

This year, teachers seized the time to upgrade their skills for self-enhancement and get prepared for class resumption. When face-to-face classes were temporarily unavailable, teachers uplifted the learning environment in classrooms and conducted an online workshop themed on environment rating scale. In the workshop, Ms. Zita Lee from the Hong Kong branch of the Pacific Early Childhood Education Research Association taught teachers how to design the learning corner in the classroom according to the respective criteria of the rating guideline, and shared the skills they need during the launch of different educational activities.

Moreover, educational psychologist Ms. Kan Lai Chi hosted a workshop to help teachers know more about the difficulties children with dyslexia will face during their studies and to introduce different teaching strategies, allowing young children to learn Chinese happily.



中學教育 School Education



基督教女青年會丘佐榮中學（丘中）一直致力為莘莘學子提供優質教育，多年來得蒙主恩佑，並得到社區人士的認同和支持，成績有目共睹。在過去一個學年，丘中全校學生人數共714人，保持24班的結構，以英語授課。丘中抱持基督教教育的使命，以「嚴中有愛」的態度悉心栽培學生，讓他們有均衡健康的發展。2021年1月，有507位小六學生申請丘中41個自行收生學位，比例為12:1，人數比往年增加，競爭相當激烈。

The Y.W.C.A. Hioe Tjo Yoeng College (HTYC) has always been committed to the provision of life-nurturing education to their students, well appreciated by the community and with well-recognized results, testifying God's grace in the past 50 years of school history. In 2020-2021, HTYC, running on a 24-class structure and offering a full-range English as a Medium of Instruction (EMI) curriculum, had a total of 714 students. The school established its education on the basis of Christian teachings and upholds the notion of "high expectations with love", catering for the balanced needs of the students. In January 2021, the school recorded a total of 507 applications for their 41 S.1 discretionary places (ratio of 12:1), a substantial increase compared with the figures in 2020.

疫情挑戰 主恩夠用

每個學年，丘中均會為學生提供多元化的學習機會，讓學生發展興趣，發揮才華。老師積極勤奮，除設計日常課業外，亦為學生安排各類班際比賽，舉行全校性大型活動如福音週、英文週、學術週等。不同的學生組織，如四社、學生會、領袖生、學生輔導員、興趣學會等，也為學生舉辦多元的活動，讓他們享受豐富而踏實的學習生活。



自2019年12月新冠疫情開始擴散，學校需要停課，大部份活動和比賽被迫取消，學習生活主要透過網上授課方式進行。2020-2021學年的情況大致相若，面授課堂只能按教育局指引有限度進行。學校盡力協助中六畢業班的學生完成文憑試的課程和畢業考試，讓他們做好預備，應考香港中學文憑考試。復活節假期後，情況有所改善，三分之二的學生可以恢復面授課堂，學校隨即安排學生有秩序地輪流回校學習，補回過去所失的教學時數。

除了上課之外，往常的活動，包括福音週和學術週，盡量以網上形式舉行。福音週主題為「You are the Light」，清晰指出神就是光，是盼望，目標是鼓勵同學保持盼望和對神的信靠，並且有動力成為世界的光，照亮他人的生命。學術週的活動改為網上活動，不減參加學生的興致，師生一同學習，樂也融融。本年度丘中邀請了著名學者丁新豹博士在學校禮堂主持歷史講座，並即時直播到全校課室，讓師生可以「親身」一睹丁博士的風采。



God's grace sufficient for tackling challenges

Every year, HTYC offers a good variety of opportunities to suit the diverse interests and needs of students. Teachers provide a wide spectrum of learning activities, ranging from daily work to special weeks, inter-class competitions, whole school events, etc. Moreover, there are extra-curricular activities organized by various student bodies including Student Union, School Prefects, the 4 Houses, Student Counsellors, Further Education and Career Guidance Student Counsellors, etc. All these conjoint efforts allow students to enjoy a rich and fruitful school life.

With the outbreak of COVID-19 pandemic in December 2019, school and face-to-face lessons have been repeatedly suspended and many of the planned activities were cancelled. "School life" has mainly been sustained through online lessons and interactions. Schooling in 2020-2021 was in a similar situation, with lessons mainly adopting an online mode and face-to-face lessons being offered in a limited manner to comply with the instructions from the Education Bureau. The school puts great efforts to support the S.6 graduating classes to complete the syllabuses and to prepare for the Hong Kong Diploma of Secondary Education Examination (HKDSE) 2021. After the Easter Holiday in 2021, the situation got improved and 2/3 of the students could resume face-to-face lessons. The school took actions immediately to arrange all the students to return to school campus in turns, maximally compensating the lost hours of learning.

Apart from lessons, activities and important school functions including the Evangelistic Week and Academic Week, if possible, were maintained "virtually" via the online platform. The theme of the Evangelistic Week was "You are the Light", clearly pinpointing the truth that God is the light and the hope, encouraging Hioecians to cherish faith and hope in God, and lighting up the life of people around. On the other hand, online activities of the Academic Week did not dampen the motivation and interest of students in their participation. Teachers and students learned together, and enjoyed together. This year, the school adored the privilege of having the honour of Dr. Joseph Ting Sun Pao's presence for a talk on History. The lecture was administered at the School Hall and transmitted through live-broadcast technology to all classrooms for the students who could meet Dr. Ting "in person" for his spectacular delivery of interesting ideas on the subject.



中學教育 School Education



在師生的共同努力及家長的體諒和協助之下，丘中渡過了很不容易的一年。疫情的確帶來很大的挑戰，但上主看顧保守，大家的努力得到美好的成果，學生仍然能夠完成應授的課程，獲得豐富的學習和體驗。

2021年2月，教育局發出指引，在2021-2022學年推行優化的高中課程，大幅修訂四個主科，選修科和數學延伸課程M2的選修結構也有改動，並大力推行國家安全教育，學校需要檢視現況，規劃未來。丘中的教師團隊在教育局發出指引後，隨即展開探討和商議，就國家安全教育方面作仔細檢視，為未來的學年作好計劃。並在高中課程方面，經過多重討論，修訂了各科的課時比例以配合教育局的要求，並確立了丘中同學在高中選讀三個選修科目的結構，部份同學兼修M2課程。兩項艱巨的工作都順利完成，實在感恩。

學生動態 成績優異

丘中大部份學生在畢業後都是繼續升學。在2021年香港中學文憑考試中，學生成績優異，約80%的學生於大學聯招獲派學士學位課程，較2020年的73%為高。

丘中學生一向在不同比賽中均取得優異成績，屢獲殊榮。雖然在這個學年很多校際比賽被迫取消，丘中學生仍然在一些比賽中表現優秀。首先，中五楊軒欣同學在學界游泳比賽有傑出表現，屢奪錦標，獲頒香港課外活動主任協會「2020香港課外活

The concerted efforts of teachers, staff and students, coupled with the understanding and support by parents, HTYC got over all the barriers of the year, a difficult year indeed. The challenges were indeed great; yet, God's grace was sufficient for tackling these challenges. Most important of all, students continued to have fruitful learning and meaningful time together with other school members throughout the year.

In February 2021, Education Bureau issued circulars to schools in Hong Kong, mandating, first, a reform in the senior secondary curriculum structure to optimize the 4 core subjects, and second, the implementation of national security education. For the latter, HTYC conducted a careful review of the practices in 2020-2021 and drafted the plan of actions for 2021-2022, later approved by the Incorporated Management Committee and submitted to Education Bureau. For the optimization of the core subjects in senior secondary curriculum, HTYC conducted detailed discussions of all levels, finally substantially revised the senior secondary subject weightings and allocations of teaching hours, and confirmed a subject choice system of three electives for all students when they entered the senior years. Some students also register for M2, the extended module of Mathematics. These two tasks, though huge ones, have been successfully completed with admirable staff collaboration.



Outstanding academic and non-academic performance

Most HTYC graduates continue their studies. In HKDSE 2021, the performance of HTYC students were outstanding. About 80% (compared with 73% in 2020) of the S.6 students had JUPAS degree offers to local universities.

HTYC students had indeed demonstrated talents, persistent efforts and team spirit in a wide range of competitions. Under the COVID-19 pandemic influence, most external competitions were cancelled. However, HTYC students still obtained appreciable results in some activities and events. First and foremost, S.5 Yeung Hin Yan was granted Excellent Student Award in the Hong Kong Extra-curricular Activities Masters' Association Excellent Student Award Scheme, with her persistent outstanding performance

動優秀學生表揚計劃」優秀學生獎。中五陸旭俊同學獲得「2020香港物理奧林匹克大賽」三等榮譽獎。中二蔡子敖同學在兩項跆拳道比賽中獲獎，名列三甲。在視覺藝術方面，丘中同學於「第十屆世界兒童繪畫大獎賽」獲得數個獎項，囊括冠軍、亞軍和優異獎。在創科教育方面，丘中同學參加由青年成就香港部（JAHK）舉辦的「香港學生挑戰賽2021」勇奪亞軍。在資訊科技方面，丘中隊伍在多項比賽中獲獎，尤其在「國際機械人挑戰賽」中成績突出，勇奪最佳發明大獎、最佳演講大獎和最受歡迎大獎。

疫情為學校和學生的家庭帶來很多限制和困擾，影響人與人之間的關係。有見及此，學生事務委員會在過去一年舉辦了一連串的親子活動，名為「溫情加油站」。活動的反應熱烈，叫人鼓舞，並且獲得第三屆「樂繫校園」獎勵計劃頒發榮譽大獎，十分感恩。



深蒙主恩 邁步同行

丘中相信，學生有不同才能，只要悉心栽培，都能有所發揮。因此，學校盡力提供適切的學習機會，讓學生發掘強項，在品格、知識和才能上好好發展，成為傑出人才。因此，學校設有「六年社區關懷計劃」、資優教育系統、專題研習系統、進深資訊科技培訓計劃等，幫助學生發展。多年來得蒙上主恩佑，學校有良好的發展，學生有優秀的表現，見證主恩。轉眼間，丘中已經進入五十周年，快將迎接金禧紀念；學校期盼能夠繼續服務社群，延伸主愛，榮神益人，與一眾丘中人「深蒙主恩，邁步同行」。



in interschool swimming competitions. S.5 Luk Yuk Chun won the Third Honour Award in Hong Kong Physics Olympiad 2020. S.2 Choi Tsz Ngo won 2nd Place and 3rd Place in related sections of 2020 Kimunyoung Cup International Open Online Taekwondo Championships and 3rd Place in Online 2020 World Taekwondo Asia Poomsae Open Championships respectively. In Visual Arts, HTYC students entered the 10th World Children Art Awards, winning championship, second prize, third prize, merit award, etc. In STEM education, HTYC team won 1st Runner Up in The Schools Challenge Hong Kong 2021 Competition organized by Junior Achievement Hong Kong. Other HTYC teams won Junior Section: Best Invention Award, Senior Section: Best Presentation Award, and Senior Section: Most Favourite Product Award in Universal Robotics Challenge 2021 organized by Winstars Workshop.

In order to boost interpersonal relationship, especially in the students' families, Pastoral and Students Affairs Committee had organized a series of cross-subject parent-child activities called "Add-Oil for Affection". Responses were very encouraging and these series of activities had won Grand Award in the 3rd Hi-Five Student Engagement Award Scheme.

Flourish in His Grace

HTYC upholds holistic well-being of the students and believes students have different talents. With suitable nurture, students can develop their talents and make the best out of their strengths. Therefore, HTYC is committed to providing abundant opportunities for students for self-exploration and developing their strengths: academic excellence, exemplary character, and individual talents. It is one of the school visions that HTYC students are future leaders of Hong Kong, exerting positive influence on others and on society. For this, there have been the 6-year curriculum of community concerns, gifted education system (advocating "gifted education for all"), project-based learning scheme, enriched IT class program, etc.

Indeed, the community has witnessed remarkable development of the school over the past 50 years of school history. With His protection and guidance, all Hioecians possess admirable competence, upright character, leadership qualities and a spirit to serve—they are servant leaders for the future. Congratulations to the 50th Anniversary of the school. They "Flourish in His Grace".

兒童及家庭服務 Children and Family Service



兒童的未來藏着無限潛能及可塑性，家庭的培育是兒童成長的搖籃。隨著社會需要不斷變化，本會積極回應社會需求，在過去20年間的不斷拓展下，我們先後成立了三間家庭健康促進中心、拓展正規的兒童康復服務及駐幼稚園社工服務等，本會兒童及家庭服務部由此應運而生，讓我們更能聚焦資源運用，擴闊服務夥伴的網絡，加強與各界的協作，為服務的專業性及發展訂下明確的方向，亦使服務使用者獲得更優質及與時並進的家庭支援服務。

Children's potential is limitless and family is their nurturing grounds. In response to the ever-changing social needs, we have established three family wellness centres and developed regular children rehabilitation service as well as social work service for pre-primary institutions. With 20 years of development, Children and Family Service Department was set up to facilitate effective use of resources and to expand the network of service partners for closer collaboration with different sectors. It also helps steer the development of our service and enhance its professionalism. Our service targets can thus receive quality family services which keep pace with the times.

回應疫情下幼兒家長育兒困難及需要 關注家長精神健康

在疫情嚴峻的二、三月，天水圍家庭健康促進中心進行了一項網上問卷調查，訪問了765名家中育有六歲以下幼兒之家長，了解他們於政府宣佈因疫情全面停課以後，所面對的育兒困難、孩子身心狀況、個人身心狀況及未來展望等。調查數據反映接近七成幼兒家長於停課期間，精神狀況已達「受困擾」階段，但卻鮮有伸手求援。為避免一觸即發的虐兒危機，天水圍家庭健康促進中心隨即獲緊急抗疫基金贊助，於2020年6月至9月期間，為嬰幼兒家長舉辦「『疫』齊來減壓」家長情緒支援



服務計劃，服務包括以線上模式為家長提供藝術、音樂及律動等元素的減壓活動，以及以認知治療手法幫助家長改善情緒的小組活動，並為受情緒困擾的家長提供短期個別輔導。在短短三個月裡，已有超過50位家長參與計劃，總人次逾400。

此外，女青聆兒駐校服務社工也率先為37間幼稚園設計一系列情緒輔導、親子遊戲等實物及網上資源套，以促進親子在家互動，以及為幼兒復課作好準備，合共有4,821個家庭受惠，校方及家長均給予正面回饋。

Addressed parents' psychological well-being and needs under pandemic

Back in February and March, the Tin Shui Wai Family Wellness Centre conducted an online survey among 765 parents with children under the age of six, aiming at understanding the respondents' parenting difficulties, physical and mental well-being of them and their children, and their future expectations following class suspension due to the raging COVID-19 epidemic. Findings revealed that although nearly 70% of the parents were mentally disturbed, they seldom reached out for help. To avoid the looming crisis of child abuse, the Centre immediately launched a stress reduction program sponsored by the emergency anti-epidemic fund from June to September 2020 to provide emotional support services for parents of young children. Besides online stress-relief activities, group activities applying cognitive therapeutic techniques were also organized with short-term individual counselling provided as needed. Over 50 parents participated in the program in as short as three months and made over 400 attendances.

To promote parent-child interaction at home and prepare children for class resumption, the school social workers of Y Joy Early Childhood School Social Work Service took the lead in designing a series of physical and online resource packages to provide counselling and parent-child games for 37 kindergartens. A total of 4,821 families were benefited, with positive feedback received from both schools and parents.



兒童及家庭服務 Children and Family Service



疫情下之特殊教育需要兒童的家庭支援服務

疫情下，基層弱勢家庭在經濟及管教上面對極大挑戰，尤以育有特殊教育需要兒童的家庭更甚。承蒙賽馬會的緊急援助基金贊助，本會於2020年3月至5月期間，推行「賽馬會疫風同行計劃」，透過一系列直接到位的服務，支援家庭面對疫情下的困境，並解生活燃眉之急與家庭支援需要，重點完成內容包括派發「家庭防疫應急包及學習訓練寶箱」予500個育有特殊教育需要兒童的基層家庭。「寶箱」中包括基本糧油、防疫用品及訓練工具，配以社工為每種「在家訓練」工具教材拍攝的指導短片，以及由社工與職業治療師提供親職指導支援和跟進，確保家長能掌握應用方法，並支援家長處理兒童在家的情緒困擾及冷靜方法。

另外，本部製作了三段「防疫及升小一適應—在家學習及訓練動畫」，並由社工在短片中作專業講解和分享，合輯成「小一適應」教學短片系列，供有需要的家長在網上免費瀏覽，觀看次數超過10,655。

女青悅兒成長服務全新康復中心投入服務 與家長同行探索未知的海洋蘊藏

猶記得2015年11月，女青首個兒童復康服務「女青悅兒成長服務—到校學前康復服務」(YSeeds—OPRS) 正式面世，標誌著女青在兒童復康服務邁出的一大步。在迎向2021年之際，感恩服務再次邁向另一成長階段，YSeeds—OPRS (甲隊) 終於獲得首個由社會福利署配置的服務中心，也是女青首個受資助的專門服務擁有特殊教育需要幼兒的康復訓練中心，使本會服務的家長及小孩有了屬於自己的獨立訓練空間，也有了大家可以相遇相聚的地方。

Support services for children with special educational needs (SEN) under epidemic

Disadvantaged grassroots families are much impacted by the epidemic in terms of finances and parenting. It is even more challenging for families of SEN children. With the support from The Jockey Club Emergency Relief Fund, the Association has implemented the "Jockey Club Fighting against COVID-19 with Love" program from March to May 2020 to provide direct relief measures and support to families impacted by the epidemic. Completed tasks included the distribution of goodies bags and home-based training kits to 500 grassroots families of SEN children. The bags were packed with food, anti-epidemic supplies and training tools, together with instructional videos produced by social workers to assist parents in conducting home training with the tools. Parenting guidance and follow-up were also offered by social workers and occupational therapists, with support and tips for parents to handle children's emotions.

In addition, three cartoon episodes on home learning and training for epidemic prevention and preparation for primary school life were produced, with contents professionally explained by social workers in the short films. The episodes were later compiled into a series of teaching videos on preparation for primary school life for parents to watch online for free. A total of over 10,655 views were received.



Walking with parents to explore the ocean in the new rehabilitation centre

It seems like yesterday that the "Y Seeds Wellness Service – On-site Pre-school Rehabilitation Services" (YSeeds—OPRS), the Association's first children rehabilitation service, started its operation. With 2021 approaching close, we are grateful that YSeeds—OPRS has once again turned a new page in its provision of rehabilitation services for children, in which Team A of the Services has finally set up its first service centre with the support of the Social Welfare Department. The centre is also the Association's first funded rehabilitation training centre that specializes in helping SEN children while allowing parents and children to have their own training space and to meet and make friends.

新中心座落於交通便利的九龍石硤尾邨第六期，佔地3000多呎，劃分為兩個單位，除辦公室外，共有四個訓練房間、輔導室及家庭資源閣。中心的整體設計以海洋為主題，無論是天花、燈盆、牆身、房間隔板，以至洗手間的設計等，均採用了海洋的波浪曲線及柔和而沉靜的色調，為的是讓進來的孩子獲得安穩的力量，讓他/她們原本過於流竄跳動的情緒可以稍息於這空間，促進訓練的成效。海洋的廣袤無垠，包含了我們對有特殊教育需要孩子的接納及愛；在鱗光閃爍的海浪中，我們看見探出水面的海洋動物，象徵着有特殊教育需要的孩子也總有他/她的潛能，浮沉間總會有出頭天，讓人看見，讓人驚嘆。希望就在轉角處，歡迎大家來乘坐轉角處的潛水艇，和我們的孩子及家長一起探索，走一趟充滿挑戰但滿有恩典與喜悅的成長之旅。

愛「護」有家 — 關懷支援計劃

自2019年新冠疫情在社區蔓延，社會各階層均面對前所未見的擔憂和挑戰，當中的醫護人員界別每天仍緊守崗位，繼續為市民大眾提供醫療服務，其敬業樂業的精神實在值得嘉許；同時間，他們和家人當中所承受的壓力亦很需要適切的情緒支援。

有見及此，李錦記家族基金與本會家庭健康促進中心攜手合作，於2020年9月至2021年6月期間，以關顧醫護人員及其家屬的心理健康為題，舉行多元化的線上服務，包括製作17段主題短片，如「靜心呼吸」、「身體掃描」、「蠟筆療愈」、「思想陷阱」、「逆境下的自責」等，並舉辦19節親子學習小組，以及三節親子體驗工作坊，其中的主題短片採合理論與實踐，廣受歡迎，瀏覽人次超過17,000。



Located in Phase 6 of Shek Kip Mei Estate in Kowloon, the new convenient centre covers an area of over 3,000 square feet and is divided into two units. Apart from the office, there are four training rooms, a counselling room and a family resource corner. The overall design is based on the theme of the ocean, with wavy curves and soft and calm tones adopted in the ceilings, light panels, walls, room partitions, and even bathrooms. The spatial design aims to allow the children to gain their strength of stability and relax their hyperactive emotions in a tranquillizing environment, thereby promoting the effectiveness of training. The vast expanse of the ocean has symbolized our acceptance and love for SEN children. Just like marine creatures protruding out of the water in the glittering waves, SEN children have their unique potentials despite all the hurdles and challenges. As long as there's a will, there's a way. Most importantly, hope is always around the corner no matter how difficult the situation may seem. Everyone is most welcome to take the submarine installed at the corner of the Centre and explore with our children and parents. Let's take a challenging journey of growth that is full of grace and joy always.

Family Stand by YOU – Support Program for Families of Health Care Providers

Since the outbreak of the COVID-19 pandemic in the community in 2019, all sectors of society have faced unprecedented worries and challenges. In the midst of uncertainties and fear, our medical and healthcare professionals are still determined to stay on duty at all times and continue to provide frontline healthcare services to the public. While the dedication of our healthcare professionals is indeed commendable, appropriate and timely emotional support to reduce the pressure experienced by them and their family members is indeed indispensable.

In view of the needs, the Lee Kum Kee Family Foundation and our Family Wellness Centre have jointly provided diversified online services from September 2020 to June 2021, with a theme of looking after the mental health of our healthcare professionals and their families. The services included the production of 17 themed short videos, such as "Breathing in Meditation", "Body Scanning", "Healing with Crayons", "Mind Traps", "Self-blame at Times of Adversity", etc. Meanwhile, 19 sessions of parent-child learning groups and 3 sessions of parent-child experience workshops were also held. The themed short videos, with their perfect combination of theories and practice, were very popular and received more than 17,000 views online.

青年及社區服務 Youth and Community Service



本會十分重視兒童及青少年的全人發展，積極鼓勵他們實踐夢想及服務社群。配合社會需求日增，現時本會轄下之青少年及社區服務包括10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、梁紹榮度假村及女青中樂團等，並為30多間中、小學提供駐校社工服務。

The Association lays great emphasis on nurturing the holistic growth of children and youths, encouraging them to pursue their dreams and serve the community. In response to growing social needs, the Association has been operating ten integrated social service centres, two youth outreaching social work teams, two community work teams, Sydney Leong Holiday Lodge and HKYWCA Chinese Orchestra. Stationing school social work services are also provided at more than 30 primary and secondary schools..

一家大細去度假 線上線下親子營

疫情肆虐之初，梁紹榮度假村推出「網上CAMP多FUN」線上活動，將天文、歷奇、環保活動轉以線上方式進行，讓停課中的子女仍能線上學習。及後當度假村提供有限度服務時，「親子樂露營」的推出讓214個家庭在不需憂慮營位、膳食及交通的情況下「零負擔」地享受露營樂；「野地廚房|開心家油站」則讓115個家庭參與體驗窯烤料理，學習搓麵團、砍柴及生火，讓都市人從「慢活」中得到快樂。面對困境，度假村繼續成為人與大自然間的橋樑，幫助參加者以不同的角度欣賞自己、他人和大自然，藉此得到喜樂及滿足，促進身心社靈的健康。



Family vacation: online to offline camping

At the beginning of the pandemic, the Sydney Leong Holiday Lodge launched the "Online Fun Camp", moving astronomy, adventure, environmental conservation activities online, to enable online learning during class suspension. Later, when the Lodge provided limited services, the introduction of "Family Camping" allowed 214 families to enjoy "zero-burden" camping, freeing them from worrying about campsite, meals and transportation; "Camp Cooking: Happy Family Camp" enabled 115 families to experience pit cooking, learn how to knead dough, chop firewood and start a fire, and experience happiness through downshifting. In the face of adversities, the Lodge continues to connect humans and nature, helping participants appreciate themselves, others and nature from different perspectives, so as to feel joy and satisfaction, and promote physical, mental, social and spiritual health.



青年及社區服務 Youth and Community Service

與基層共渡時艱 體現社區互助精神

在新冠疫情下，社區工作辦事處對基層市民提供的服務顯得更為重要。由於辦事處的主要服務對象是年老及缺乏社會資源的一群，加上他們居住地點偏遠，同工在疫情期間連結了社區內的資源，將企業及團體捐贈的防疫物資，包括口罩、清潔及消毒用品、糧油食品及超級市場現金禮券等等，轉贈予基層及低收入家庭，為他們解決燃眉之急。與此同時，社工們積極建立互助社區網絡，動員社區內不同的持份者，包括企業、夥伴教會及區內居民擔任義工，協助整理及派發防疫物資，並且透過社交媒體、視頻或電話作出慰問，向基層市民提供防疫資訊和情緒支援，甚或會按需要轉介至各項紓困基金，協助有經濟困難的居民渡過困境。



Tide over hardship with the needy: demonstrate the spirit of mutual help in the community

During the COVID-19 pandemic, services provided by the Community Work Office to the needy become particularly important. The major target groups served by the Office are the elderly and those who lack social resources. As they live in remote areas, our staff connect resources in the community, collect and deliver anti-epidemic goods donated by enterprises and groups, including masks, cleaning and disinfection consumables, foodstuffs, supermarket cash coupons, etc., to the needy and low-income families, alleviating their imminent hardship. In the meantime, our social workers are actively building a community support network, mobilizing different stakeholders within the community, including enterprises, partner churches and residents, to volunteer to organize and deliver anti-epidemic goods. We also provide anti-epidemic information and emotional support to those in need through social media, videos or phone calls, or even refer them to various relief funds as needed to help residents tide over the financial difficulties.

兒童情緒教育：《牛角包生氣了？》繪本

本會向來關注兒童情緒教育，出版以憤怒情緒為主題的《牛角包生氣了？》繪本，由專業社工團隊聯同插畫師共同創作，引導孩子思考處理憤怒情緒的正面方法。繪本以中英雙語形式表達，適合非華語學生及家長一起閱讀。另外，書中設有家長小貼士及討論問題，引導孩子思考，鼓勵家長伴讀，讓孩子學習平伏憤怒情緒的技巧。為讓業界及家長認識如何使用繪本及伴讀技巧以處理兒童負面情緒，本會更於網上舉辦一場《牛角包生氣了？》繪本發佈會，除了分享處理兒童負面情緒的技巧外，亦邀請到多位講者教授親子共讀技巧及選擇兒童繪本的秘訣，吸引來自社福界及教育界同業接近200位專業同工一同學習，得到不少正面迴響。

Children's emotional education: "Angry Croissant"

Children's emotional education has always been a focus of the Association. Our professional social worker worked with an illustrator to publish "Angry Croissant", a children picture book about "anger", guiding children to deal with their anger positively. Written in both Chinese and English, non-Chinese parents and children can enjoy the story too. Also, there are tips for parents and discussion questions in the book, teaching children how to think. Parents are encouraged to read the book with their children, guiding them to release anger. To let the industry and parents better understand the benefits of picture books and paired reading, the Association held an online book launch. In addition to sharing the skills of dealing with children's negative emotions, many speakers were invited to share the skills of paired reading and tactics of choosing children picture books, attracting almost 200 professionals from the social welfare and education sectors to learn together. Positive feedback was received.



Gathering strength of community, welfare, sports, arts, business: together, we co-create a better Chun Yeung community

Upholding the spirit of "where there is a need, there is YWCA", and funded by the Community Investment and Inclusion Fund, we have launched the four-year Chun Yeung 12345 – Neighbourhood Mutual Help Project in Chun Yeung Estate, Sha Tin since 2020. A new Community Work Office is set up, gathering strength of community, welfare, sports, arts, business, introducing different social resources, and collaborating on caring and supporting residents at Chun Yeung Estate, to facilitate their integration into the neighborhood. Comprehensive support to residents is provided such as moving equipment and renovation tools lending, Community Caring Shop Recognition Scheme, virtual estate tour, consultation/referral service, caring solitary elderly, volunteer training, recreational festival activities and support services assisting them in moving into the new flats upon intake. The Office becomes a gathering place for residents in the district, narrowing the gap between neighbors, spreading the spirit of mutual help, promoting the sense of belonging, and bettering the establishment and sustainable development of social capital.

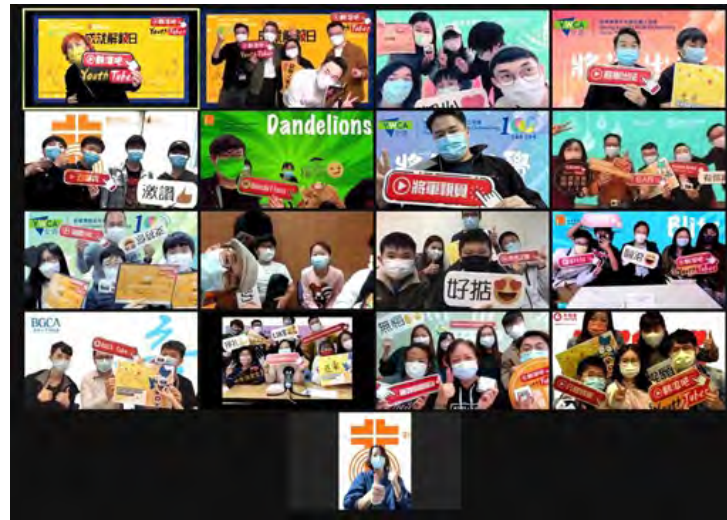
結集「社、福、體、藝、商」力量 共建美好駿洋社區

女青本著「哪裡有需要，哪裡就有女青」的精神，且獲社區投資共享基金資助，由2020年起，於沙田火炭駿洋邨推行為期四年的「共創駿洋」鄰里互助計劃，於邨內增設社會服務處，並結集社、福、體、藝、商的力量，引入不同社會資源，攜手合作關懷及支援駿洋邨居民，讓他們盡早融入新社區。辦事處為新入伙居民提供的服務包括搬運/裝修工具借用、愛心商戶計劃、網上屋邨導賞、諮詢/轉介服務、關懷獨居長者、義工訓練、康樂節慶活動及多項入伙支援服務，全方位支援居民不同的需要。辦事處成為區內居民的「聚腳點」，拉近了左鄰右里的關係，宣揚鄰里互助的訊息，增加居民的歸屬感，讓社區資本能更有效建立及持續發展。

青年及社區服務 Youth and Community Service

疫情下「停不了」的女青服務

縱然疫情下服務處不能對外開放，卻阻隔不了女青服務的推行。各服務處紛紛推出暑期網上活動，例如「Online下午茶」、「夏日Zoom—Zoom」、「女青·暑假大變身」及「Zoom住過8月」等，好讓兒童及青少年在疫情限制下，仍可參與不同類別的課餘活動。此外，眾所周知，健康的心靈是面對逆境的堅實堡壘，故此針對情緒脆弱兒童及其家庭提供的情緒支援服務—「小樹窿傾心事」和「心聲連線」應運而生，期望藉此減少家庭成員的矛盾和衝突，舒緩家庭的壓力。此外，受著疫情影響，跨境學生已有一段長時間沒法回校上課，駐校社工特建立了「線上社工室」，定期透過不同主題活動如校園迎新、學長輔導、學習轉變等，將這一群只能透過線上學習的跨境學生與在校的同學和老師連繫起來，增加他們對學校的歸屬感，為他們日後回歸校園的適應而鋪路。



The Pandemic could not hinder the YWCA's Service

The pandemic stops our service centres from opening to the public, but it does not hinder the provision of YWCA's service. Each of our service centres has launched a series of summer online activities, such as "Online Afternoon Tea", "Summer Zoom", "YWCA: Summer Makeover", "Zoom August", etc., allowing children and youngsters to participate in different types of extracurricular activities under the pandemic. Further, as our mental health is the greatest weapon against adversities, emotional support services, "Talking to Little Tree Hole" and "Connecting Our Hearts", are offered to emotionally fragile children and their families, hoping to mitigate conflicts and quarrels among family members and reduce family stress. Furthermore, cross-boundary students have been unable to attend schools for a long time. School social workers have set up the "Online Social Worker Room" for them, regularly connecting these cross-boundary students with those at school through different themed activities, such as campus orientation, senior counseling, changes in learning, etc., promoting their sense of belonging to the school and paving the way for their future return to the campus.



生涯規劃有用「媽」

年青媽媽是母親，亦是青少年。在她們學習履行母親這個人生角色的同時，應和其他青少年一樣，獲得有利她們成長發展的學習、工作探索及興趣發展的平等機會，讓她們延續青少年階段的夢想發展。有見及此，本會特意設計及開展了年青媽媽專屬的「展翅青見計劃」，當中引入生涯發展元素及託兒支援服務，讓年青媽媽能夠獲得職前培訓、工作實習及在職培訓的機會，訂立個人職涯發展方向。我們更連繫商界夥伴的協作，如太古地產為她們提供參與慈善項目推廣工作的機會，讓她們累積寶貴的職場經驗和技能，培養積極及主動學習的工作態度，啟發她們為職涯發展作長遠規劃。此外，本會曾獲賽馬會邀請主持專題演講「生涯規劃有用『媽』？年青媽媽生涯規劃服務介入策略分享」，藉此倡議社會各界關注年青媽媽的生涯發展需要，推動社會攜手創造一個更公平和賦能的環境，讓這群青少年明白自己在擔任母親角色以外，未來尚有更多發展的可能。

More than one role: career and life development for young mothers

Young mothers are both mothers and young ladies. While adapting to motherhood, they, just like other youngsters, are entitled to equal opportunities for learning, career exploration and interest development that are favorable to their growth, enabling them to keep their adolescent dreams alive. To ensure young mothers have pre-employment training, workplace attachment and on-the-job training, and set their career personal goal, the Youth Employment and Training Program (YETP) designated for young mothers is launched, introducing career and life development elements and child care services. We leverage our business partnerships, for instance, Swire Properties offer them opportunities to participate in the promotion of charity projects, allowing them to accumulate valuable work experience and skills, cultivate a positive and active-learning working attitude, and inspire them to make long-term career planning. In addition, invited by the Jockey Club, the Association has hosted a sharing session, "More Than One Role: Career and Life Development for Young Mothers", to encourage all sectors of society to pay attention to young mothers' needs for career and life development and create a fairer and more empowering environment together, allowing these young ladies to discover the unlimited possibilities beyond motherhood.

職涯發展及持續教育 Career Development and Continuing Education



職涯發展及持續教育部致力實踐本會「生命的栽培」服務宗旨，為各個階層人士提供持續教育、職業技能培訓及就業服務，並與不同持份者緊密合作，讓服務使用者得以持續學習，裝備技能。

Committed to fulfilling the service mission of "life enhancement" of the Association, the Career Development and Continuing Education Department provides continuous education, vocational skills training and employment services for people from all walks of life, and works closely with different stakeholders to promote lifelong learning and skills enhancement.

快速回應社會狀況 協助失業及就業不足人士

經歷幾波疫情，本會之培訓服務面臨多次停課，經濟情況亦令失業及就業不足的人士驟增。為盡快回應服務需要，本部在停課及疫情期間迅速推行網上授課，讓學員可以遙距學習；並全力配合僱員再培訓局推出的第二及三期「特別·愛增值計劃」，協助經濟受影響的失業及就業不足人士報讀課程，提升技能及自我增值。本會全年共開辦177班，當中41班透過電子平台授課，就業掛鉤課程之平均學員就業率達84%。

Provide the unemployed and underemployed people with timely help

Due to waves of the epidemic, the training courses of the Association were suspended several times, while the number of unemployed and underemployed people surged. To meet their urgent needs, we immediately launched online and distance courses during class suspension. Also, in alignment with the 2nd and the 3rd phase of the Love Upgrading Special Scheme of the Employees Retraining Board (ERB), we have been committed to helping unemployed and underemployed persons attend courses to upgrade their skills for self-enhancement and employment. During the year, we have organized 177 courses, including 41 online courses. The average job placement rate of the trainees of placement-tied courses has reached 84%.



本部一向重視優質服務，在年度內僱員再培訓局之周年審計中，持續獲評為「第一組」最佳評級。本會致力讓參與人才發展的各持份者的努力獲得肯定，提名的三位學員分別獲得「ERB年度頒獎禮2020-21」之「傑出學員獎」及「優異學員獎」；另成功提名14間企業獲得僱主獎項；本會亦榮獲「課程管理獎」及「推廣宣傳獎」。

本會重視人才發展，於本會位於港島西區的般咸軒開設人才發展中心（香港島），為區內外人士提供培訓及就業服務。

We have put great emphasis on the quality of services. The Association has been rated as Band One in the annual audit of ERB and has strived to help the stakeholders who are engaged in talent management to gain recognition. The 3 trainees we nominated received the "ERB Outstanding Award for Trainees" and the "ERB Merit Award for Trainees" at the ERB Annual Award Presentation Ceremony 2020-21 respectively. Furthermore, the 14 enterprises we nominated were awarded employer awards, and we are honored to receive the "ERB Outstanding Award for Course Management" and the "ERB Outstanding Award for Promotion and Marketing".

Paying attention to talent development, the Association established the Talent Development Centre (H.K. Island) at Bonham Residence in Hong Kong Island West to provide people in and outside the district with training and employment services.



職涯發展及持續教育 Career Development and Continuing Education



關懷婦女需要 支援基本教育學員學習需要

疫情下，產婦及其家人更需支援，僱員再培訓局委託本會營運之「陪月一站」，年度內為1,494位家庭僱主轉介陪月及嬰幼照顧員，並協助1,281位陪月及嬰幼照顧員獲得就業機會。今年度持續參與「年青媽媽陪月服務支援計劃」，為10位年青媽媽提供陪月支援服務，增強她們照顧嬰幼兒的信心及知識。

疫情初期，基本教育的學員，尤其家庭主婦，對於網上學習存有抗拒及困難。本部為支援及鼓勵學員參與，特別舉辦網上學習工作坊，導師亦花心思設計互動教材，讓學員增加網上學習的成功感，平均學生出席率達90%或以上。



Address the needs of women and the trainees receiving basic education

During the epidemic, pregnant women and their families need extra support. Therefore, commissioned by ERB, the Association operated the Smart Baby Care Scheme, in which post-natal care helpers and infant and child care helpers were referred to 1,494 household employers whereas employment opportunities were offered to 1,281 helpers during the year. We also continued to participate in the post-natal support scheme for young mothers, providing 10 young mothers with post-natal care services to strengthen their confidence and effectiveness of taking care of their infants.

At the beginning of the pandemic, the trainees who have received basic education, especially housewives, may resist or face difficulties in online learning. To support the trainees and encourage their participation, the Association particularly organized online workshops and the tutors also put effort into the design of interactive materials to assist their trainees in online learning. The average attendance rate has reached over 90%.



結連企業力量 多方面提升青年就業技能及機會

經濟不景下，青年人失業的情況更為嚴峻，為協助青年認識職場趨勢及行業資訊，提升他們於不同行業的技能及就業機會，本部獲多間企業贊助推行多項青年職涯發展相關之計劃及課程。

年度內本部獲Generation香港邀請，合作開辦「客戶服務課程」、「數碼及社交網絡營銷課程」及「銀齡守護者計劃」，裝備青年人投身酒店及物業管理、網絡營銷、護老行業等，協助他們掌握專業技能及知識，並提供個人諮詢、就業轉介及跟進服務，增加成功入職的機會。

本會繼續獲九龍倉集團邀請舉辦「學校起動計劃」生涯規劃日，與集團各業務單位、合作夥伴，以及會內跨部門協作，期間為41間中學約3,000位高中生舉辦全線生涯規劃探索日；另再獲新創建集團邀請舉辦EXP計劃，為六間中學之高中生安排多項生涯規劃活動，包括企業參觀及工作坊等，讓青年人開拓視野，認識各行業資訊及所需技能，為升學及就業做好準備。



Work with enterprises to promote young people's employability skills and opportunities

In midst of economic downturn, youth unemployment has worsened. To help young adults know about the workplace trends and the information of different industries and to promote their employability skills and employment opportunities, the Association carried out campaigns and courses related to youth career development with the sponsorship of various enterprises.

The Association was invited by Generation Hong Kong to launch the Customer Service Program, the Digital Marketing Program and the Guardians of the Silver Age – Eldercare Talent Training Program to help young adults get prepared for entering various industries, including the hotel and property management, digital marketing and elderly service. Moreover, we assisted them in mastering professional knowledge and skills and provided them with personal consultations, employment referrals and follow-up services to increase their opportunities of getting a job successfully.

Invited by The Wharf (Holdings), we continuously organized the Project WeCan Career Exploration Day. In partnership with various business units and partners of the Group and through cross-departmental collaboration within the Association, we held an Online Career Exploration Day for about 3,000 students from 41 secondary schools. Furthermore, we received the invitation from NWS Holdings to launch the EXP campaign, arranging a variety of career and life planning activities, such as corporate visits and workshops, for senior secondary students of 6 schools. Not only could teenagers broaden their horizons, they could also know more about different industries and get prepared for their studies and career in the future.



耆年服務 Elderly Service



面對人口老化帶來的挑戰，本會致力提供多元化長者服務，藉着跨界別協作、善用社會資源，促進長幼共融，共建長者友善的關愛社區。

女青關愛長者的需要，全方位涵蓋日間照顧、院舍服務、社區支援、護老者支援、持續學習等。無論是需貼身照顧的體弱長者或是身體壯健的退休人士，均能獲得相應的支援與服務；並加上科技及創意，發展具前瞻性的長者服務，提升第三齡人士的生活質素及活力，締造自主人生，實踐聯合國《2030年可持續發展目標》第三項「確保健康的生活方式，促進各年齡層人士的福祉」。

In view of challenges brought by the ageing population, the Association launches a wide range of elderly services by making good use of social resources across different sectors to foster inter-generational harmony and build an age-friendly community.

We serve all, from frail elders who need nursing care, to healthy young olds who have just retired, with our diversified services ranging from day care and residential care services, community and caretakers support, continuing learning, etc. Thanks to the new technology and people's creativity, innovative ideas can be carried out to promote active ageing for the Third Age, in accordance with the United Nations' Sustainable Development Goal (SDG) 3 of 2030 Agenda: Ensure healthy lives and promote well-being for all at all ages.



齊心抗疫 關愛長者

受新冠疫情影響，本年度院舍探訪及所有戶外活動被迫暫停，苑友與親友的聯繫因而受到限制。因此，本會兩所安老苑特別安排視像服務，讓親友在線上與苑友見面交談，藉以表達對苑友的關心。同時，由於外出購物、用膳和品嚐美食的機會因疫情而減少，外送速遞、快閃士多、小賣車等在院舍內應運而生，為長者的院舍生活增添不少樂趣。

疫情初期，長者對配戴口罩的意識不太強，中心特別在當眼處貼上圖示，提醒長者注重個人衛生，又在月會中教授長者如何洗手和配戴口罩，並留意家居渠口，以及外出購物或覆診時須注意的事項。

隨著2020年中疫情緩和，長者中心服務逐步恢復。為減少長者在中心內感染的風險，本部嚴格執行及加強各項防疫措施，如噴灑抗新冠病毒塗層、在座位間和桌上添置防飛沫透明膠片，並為每位進入中心之長者的助行工具噴上火酒、協助每位長者在用膳前使用消毒啫喱潔手；長者進行運動後，職員隨即以酒精消毒用品，以供下位長者使用。



Counter the disease in concert and take care of the elderly together

Due to the impact of COVID-19, visits to the residential homes and all outdoor activities have been suspended this year. The contact between residents and their relatives are also limited. Therefore, video services have been set up at two of our Care and Attention Homes to give relatives and friends an online channel to meet and talk with our residents and express their love and concerns. Meanwhile, as the chances for shopping, and dining out were reduced, courier service, pop-up store market and vending machines were established, spicing up elders' lives in our homes.

At the beginning of the pandemic, in tackling the problem that elders were not very conscious of wearing masks, we have displayed signs at prominent locations to remind them to pay attention to personal hygiene. We also taught them how to wash their hands and wear masks properly, and be aware of household gutters during monthly meetings. We also reminded them to stay alert during shopping and attending medical appointments.

As the pandemic subsided in mid-2020, the elderly centre services have been resuming gradually. To reduce the risk of infection among the elders in the centres, we have strictly enforced and strengthened various epidemic prevention measures, such as spraying anti-virus surface coating, installing transparent plastic sheets on the seating area and tabletops to avoid the spread of droplets, spraying isopropyl alcohol on the walking aids of each elder entering the centres, and assisting elders to use disinfectant gel to clean their hands before meals. After exercises, disinfection on the used materials with alcohol will be delivered, protecting the next user.



耆年服務 Elderly Service

多方支援 逆境同行

有見抗疫期間社區長者多留在家中，本會長者中心及日間中心定期向長者及家屬發放資訊，如不同類型的運動介紹、腦筋遊戲、靜觀等，並致電慰問及篩選較高危患抑鬱之長者安排跟進。然而，長時間缺乏運動和社交，長者的身心靈都會開始出現警號及衰退。因此，本會長者中心以影片及小班教學形式，教導長者使用各種網上社交媒體軟件，經過一年的努力，由最初只有少數長者懂得使用，到現在已有超過千位長者能夠熟練地運用有關軟件工具。長者活動的推行形式亦得以與時並進，邁向網上化。

因應長者較長時間留在家中，生活作息習慣被打亂，本部製作「輕鬆照顧三步曲」短片，介紹家居訓練遊戲及協助訂立生活作息時間，讓長者及護老者保持規律的生活，亦透過呼吸練習學習放鬆情緒。同時，為鼓勵認知障礙症長者在家持續進行訓練，本部製作《家居訓練小冊子》，內容涵蓋計算、文字練習及邏輯思維等，讓長者在家抗疫期間，仍能繼續訓練，延緩衰退。

為支援獨居及雙老家庭長者面對疫情，維持日常生活，本會三間長者中心獲香港賽馬會慈善信託基金贊助推行賽馬會「抗疫同行」長者支援計劃，以創新的三層支援架構模式介入——第一層是電話支援，由抗疫同行大使或職員以電話慰問長者在疫情下的日常生活狀況；第二層是社區及社交支援，由抗疫同行大使協助長者購物或取藥、陪診、進行家居評估、健康檢查及提供食物援助等；第三層是醫護支援服務，由專業醫護人員提供電話健康諮詢、醫護探訪及健康照顧服務轉介等。三層支援架構環環相連，令有需要的長者從不同層面獲得支援，減輕疫情對他們的影響，在新常態下保持身心社靈的健康。



We all support each other during the pandemic

During the pandemic, most of the elders preferred staying at home. In this regard, our elderly and day care centres regularly disseminate information, such as introduction to different exercises, brain-training games and tips for meditation to the elderly and their families. We also follow up cases that involved elderly people with higher risks of depression. Considering the danger posed to the elders' physical and mental health due to a lack of exercise and social interaction for an extended period, we taught them how to use social media to interact with the world through videos and small-class teaching. After a year, more than 1,000 elderly people are familiar with the social media platforms compared to only a few at the beginning. It allows the mode of activities for elderly to go online and keep updated with the world.

In response to the disruption of the living habits of the elderly who stay at home for an extended period, we have produced a short video "Three Steps to Easy Care" to introduce them some home training games and help set a routine for both the elders and their caregivers to maintain a regular life. They also learn to conduct breathing exercises to relax. Meanwhile, to encourage elders with dementia to continue their training at home, the "Home Training Booklet" has been published to cover a wide range of exercises, such as calculation exercises, word practices and logical thinking training. With this booklet, they can continue their training and slow down the rate of memory loss during their stay at home.

To support elderly singletons and doubletons to maintain their daily life during the pandemic, our elderly centres, as sponsored by the Hong Kong Jockey Club Charities Trust, have implemented an elderly support program, adopting a three-tiered approach. The first tier is phone support, where our fellow ambassadors or staff members offer care and support to the elderly on the phone during the pandemic. The second tier is community and social support, where our fellow ambassadors assist the elderly in shopping or collecting medications, accompanying them to medical appointments, conducting home assessments, health checks and providing food assistance, etc. The third tier is health care support services, where health care professionals provide telephone health consultation support, medical visits and health care referrals, etc. The three-tier support structure is interlinked so that the elderly in need can receive support at different levels for the purpose to reduce the impact of the pandemic on them and maintain their all-round wellness.

美食饗樂 精緻軟餐

院舍長者因健康需要及吞嚥能力而限制了對膳食的選擇，日常餐膳亦以清淡為主，苑友難以享受喜愛的美食，「食趣」大減。為此本會兩苑推出「開心餐膳」，由護士、社工和廚師組成跨專業團隊，每月精心製作一款由長者自選的餐膳，享受美食帶來的樂趣。自推出「開心餐膳」以來，苑友均十分期待每次的美食，並踴躍提出餐單建議。

不少有吞嚥問題的長者，為減少出現哽塞或感染侵入性肺炎的機會，往往只能選擇進食糊餐。糊餐雖營養豐富，但總予人一種沒口感、味道單一和賣相不討好的感覺。為加強糊餐的吸引力，從而提升苑友進食的樂趣，享受食物，兩苑特別為廚師提供軟餐製作訓練，當他們掌握了基本的技巧後，別出心裁地不斷嘗試，於糊狀的食物中加入無色無味的食物軟餐酵素，然後重新把食物倒模塑型，將紫薯月餅、白切雞、三文魚、聖誕火雞、牛油薯蓉和菠蘿咕嚕肉等菜式一一呈現在苑友的餐桌上，一方面盡量還原食物原貌，同時亦保持軟滑的質感，讓吞嚥困難的苑友能大快朵頤，重拾進食的樂趣。



Enjoy delicious plates and exquisite soft food

Due to their health conditions and swallowing ability, the elders have had limited food choices and their meals are usually light. They can seldom enjoy the food they used to like. Therefore, a multi-disciplinary team consisting of nurses, social workers and chefs was formed to prepare a meal of the elderly's choice every month. They can enjoy delicious yet healthy meals. Since the "Happy Meal" launch, our residents have been looking forward to each meal and actively suggesting new meal ideas.

Many seniors with swallowing problems can only choose minced and pureed meals to prevent choking or contracting invasive pneumonia. Although these are rich in nutrition, their tastes and presentations are usually disappointing. In order to transform the traditional pureed meals and make them more attractive, the chefs were trained to cook pureed meals. Once they mastered the basic techniques, they experimented by adding colourless and tasteless food enzymes to the pureed food and then re-molding them. The elders can then enjoy a range of food such as purple potato mooncakes, poached chicken, salmon, turkey, mashed potatoes, and sweet and sour pork with pineapple. All these dishes are presented in their original forms while they are still soft and easy to swallow. Even those who have difficulty in swallowing can regain the pleasure of dining.



Y Hospitality

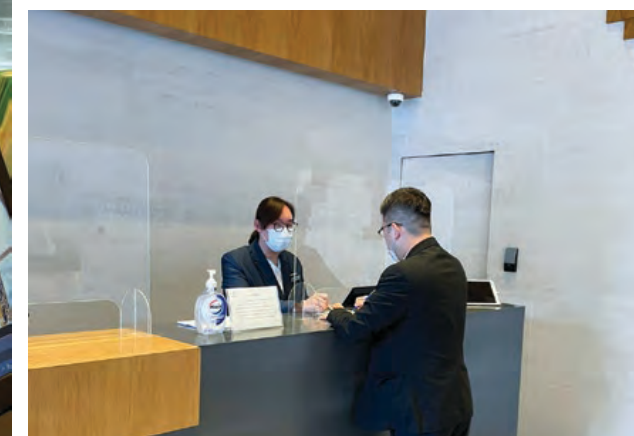


本會轄下之 Y Hospitality 一直致力為客人提供優質的住宿服務，因應社會變遷，我們將服務擴展至社會各階層，提供舒適及貼心的住宿環境，以回應社會的需求。

過去一年，香港面對十分嚴峻的困境，對旅遊業的衝擊更是前所未見，儘管如此，Y Hospitality 致力開源節流，凝聚每一分收入，用作支持女青的社福服務，幫助弱勢社群。

As always, Y Hospitality remains committed to providing quality accommodation services to our customers and caring accommodation for the people in need or their family in response to the changing needs of our society.

Year 2020 is an extremely difficult year for Hong Kong. The public health crisis caused by the outbreak of COVID-19 has deeply plagued Hong Kong's economy. The pandemic has confronted the hospitality industry with an unprecedented challenge. Despite of this, Y Hospitality has made every effort to ensure delivery of quality services and control of operating costs with all income used to sustain the self-financing social and community services of the Association.



Improved and upgraded facilities

To ensure continuous provision of pleasant accommodation to our guests, Y Hospitality has implemented an upkeep program for our guest rooms. Under this program, the upkeep of more than 200 guest rooms of our operating properties was completed with all tasks handled by the staff of Y Hospitality.

善用資源 提升設施

Y Hospitality 一向積極改善服務及提升設施，在善用資源的大前提下，本部於2020年推出了一個全新的房間維護計劃，維護工作全由本部同工負責。有賴各同工通力合作，這一年間已完成超過200間房間的維護工作，長遠而言，可幫助本部節省裝修的開支。

同心抗疫 展望未來

新冠疫情已爆發超過一年，這期間Y Hospitality 一直嚴格遵從衛生署衛生防護中心的指引，務求將客人及同工染疫的風險減至最低。隨着全球接種疫苗人士數量不斷增加，這為旅遊業復甦帶來曙光及希望。

協助青年人規劃未來

Y Hospitality 秉承女青價值，致力協助青年人追尋事業發展及規劃人生，本部一直與提供旅遊業課程的院校及社福機構緊密合作，提供相關的參觀、培訓及實習機會，為有意加入行業的青年人打好基礎。

Appropriate measures taken to fight the virus

As a member of the community, Y Hospitality shares the responsibility for public health and has taken appropriate measures by strictly following the guidelines from the Centre for Health Protection, Department of Health to minimize the risk of infection for both our guests and staff. The good news of multiple vaccines developed and the rolling out of vaccination programs certainly bring hope to the industry.

Youth Career Development

With the Association's mission of advocating youth development and the industry's long term sustainability, we continue to work with local colleges and social welfare organizations to arrange visits and provide training opportunities for young people so that they can have a better view of the industry and help them plan their career path.

公益業務拓展 Social Business Development



鑑於新冠疫情於2020年初開始肆虐全港，本部於本年度初已為三個社會企業項目全面制訂不同的應對策略及措施，加上所有同工全年努力不懈，堅守崗位，全力維持基本營運之餘，亦把握機會轉危為機，開拓不同服務項目以配合市場及顧客於「新常態」下的需要。隨着疫情稍緩，期望來年的社會環境能回復正常，各項服務亦可重拾正常發展。

As the COVID-19 epidemic has ravaged Hong Kong since the beginning of 2020, the Association has correspondingly implemented different strategies and measures for its 3 social enterprise projects. And thanks to the effort of all our staff, not only did we maintain our basic operation, we also turned crises into opportunities, providing various services to meet the needs of our customers in the new normal. As the epidemic situation has stabilized, we hope that both the society and our services will return to normal in the coming year.

Y Garden View Lounge 園景軒餐廳

本年度為餐廳成立10周年紀念，惟新冠疫情對本港餐飲業造成前所未有的衝擊，本餐廳亦未能倖免。反覆的疫情令餐廳營運受阻，包括暫停堂食服務、限制餐廳顧客人數和營業時間等，可幸一眾長者員工齊心協力，積極配合運作變更，嚴格遵守不同防疫措施，緊守工作崗位，直至下半年疫情漸見平穩，才能勉強支撐過去。雖然難關未過，但今年抗疫經驗證明長者員工於順境及逆境中均能持續發揮所長，盡忠職守，配合項目迎接不同挑戰。

Y Garden View Lounge

Our restaurant celebrated its 10th anniversary this year. However, the COVID-19 pandemic brought unprecedented challenges to the catering industry of Hong Kong, including our restaurant. Despite the difficulties resulted from the suspension of dine-in services, the limits on the number of customers and business hours, our elderly staff was committed to adapting to changes and complying with the preventive measures, and our restaurant could hence manage to hold on until the second half of the year when the epidemic situation became relatively stable. Although we have not yet tided over this crisis, it has been proved that elderly employees can work their magic and overcome the challenges no matter how the situation is.



Y Silver Link安居通

全年反覆不定的新冠疫情嚴重影響安居通兩大服務範疇—專業服務及社區教育的發展，然而卻為產品銷售的範疇帶來轉型機會。由於各項防疫措施及疫情改變市民購物模式及心態，各間分店人流及開放時間因而大受影響，安居通於本年度轉而投放更多資源於網上推廣教育及銷售，亦成功吸引顧客惠顧網上商店，令銷售額及客戶人數大增。同時，有見市民的購物模式開始轉為網上交易，安居通來年將會推出全新網店以應付迅速的發展，亦會優化網站功能，向更多市民推廣多元化及創新的長者家居用品，以提升長者生活質素。



Y Silver Link

The pandemic has been fluctuating throughout the year, seriously affecting the two major services of Y Silver Link, professional services and community education, while leading to the transformation of the product sales. As the shopping mode has been changed due to the epidemic, our business was seriously impacted. Therefore, Y Silver Link started inputting more resources into online promotions and successfully attracting customers to visit our online shop, hence greatly increased our sales. Meanwhile, since online shopping has been increasingly popular, Y Silver Link will launch a new and functional online shop in the coming year to provide elderly people with diverse and innovative home appliances and daily essentials.



Y Fitness躍動力

本年度躍動力各項服務同樣大受新冠疫情影響，全年有一半日子因政府健身限令及相關防疫措施而需要暫停面授班組。因此，為配合轉變，躍動力推出多項應變措施以協助學員在疫情下保持運動習慣，例如戶外小組及班組訓練、網上運動班、網上健體教學短片等。縱然營運效果未達預期，各項新服務仍獲得不少顧客口碑。慶幸隨着疫情漸穩，面授班組得以逐漸恢復，日常營運亦得到改善。同時，躍動力亦成功開拓戶外及網上服務兩大範疇，將於來年繼續發展，為市民提供優質服務。

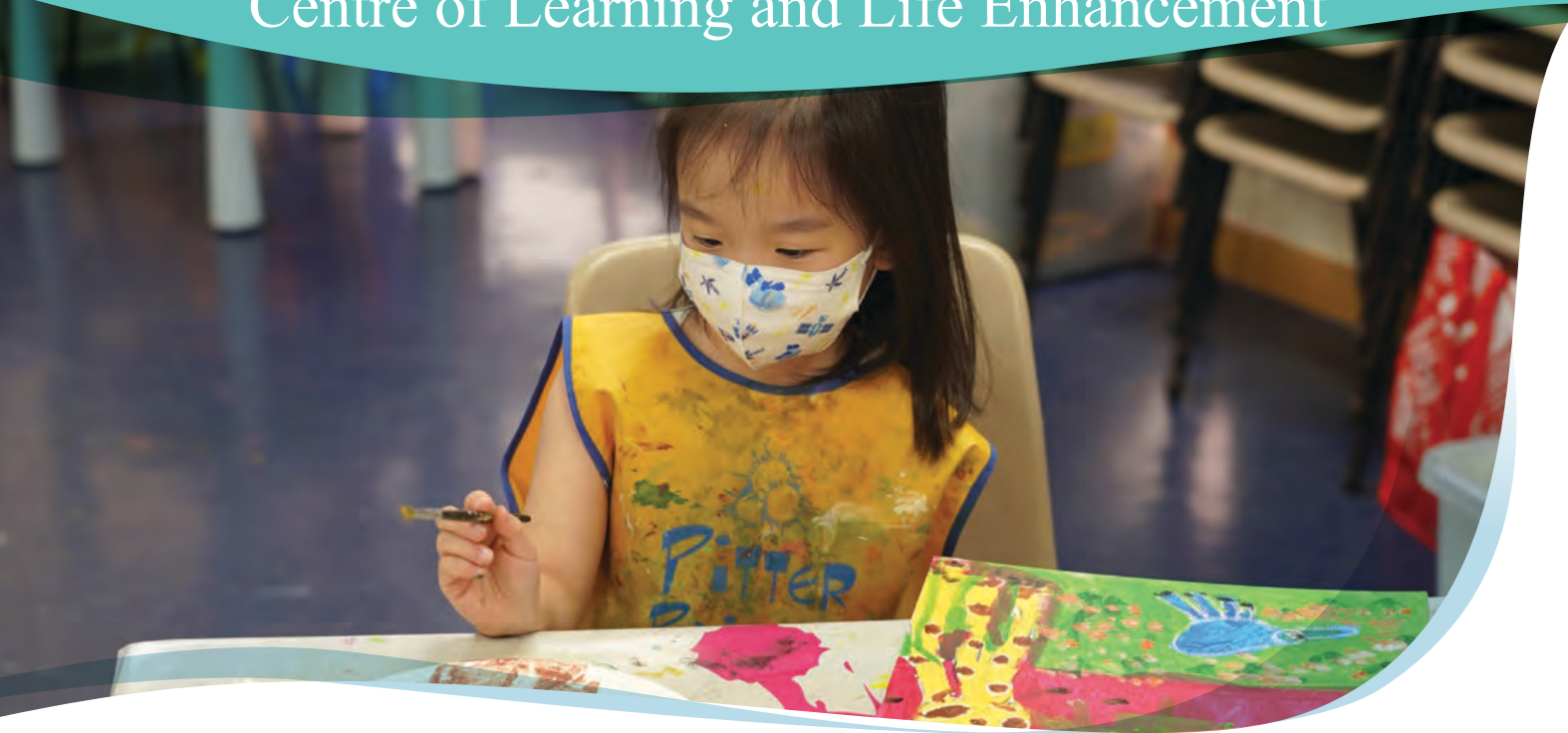


Y Fitness

The services of Y Fitness were also hugely affected as the classes had to be suspended for over a half of the year because of the Government's infection control measures. Therefore, Y Fitness launched outdoor training courses, online sports lessons and online workout videos to help trainees keep doing exercise during the epidemic. The business volume did not reach our expectations, but our services gained recognition from many customers, and our face-to-face lessons and daily operation also resumed. In the meantime, Y Fitness has successfully launched the outdoor and online services, and will continuously provide quality services in the coming year.

女青活學中心

Centre of Learning and Life Enhancement



女青活學中心是一個以家庭為主要服務對象、創新及專業的教育中心，致力提供一站式全方位和國際化的教育課程及活動，藉以增進親子及家庭關係，讓父母與孩子一同遊戲，一同學習，並一同互動成長。

The Centre of Learning and Life Enhancement (CLLE) is an innovative, multicultural and professional one-stop learning centre, featuring a full spectrum of educational courses and activities catering for the whole family, providing parents and kids with chances to play, learn, interact and grow together to strengthen their relationships.



為應對反覆的疫情，女青活學中心於本年度全面制訂不同的應對策略及措施，如以小組形式上課、開展網上課堂、開拓不同服務項目等，以配合市場及參加者於「新常態」下的需要。同時，中心亦全面執行各項防疫措施，讓學員在安全、衛生及舒適的環境下上課。縱然經歷多波疫情，本中心全年仍提供超過2,000個適合不同年齡層的課程及活動，服務人次接近6,500。

疫情期間，女青活學中心所有同工努力不懈，堅守崗位，與會員保持聯繫。中心善用網站及社交平台，定期提供不同學習資訊，包括生活小知識、抗疫小錦囊、家中自學短片如科學、學術、美術、運動等，讓大人和小朋友在家中亦能一同愉快學習，健康成長。



In response to the volatile epidemic situation, CLLE implemented comprehensive strategies and measures during the year, including promoting small class teaching and launching online classes, to meet the needs of the market and participants in the new normal. Meanwhile, we took strict preventive measures to ensure a hygienic and comfortable learning environment. Despite the severe pandemic, CLLE continued to provide over 2,000 courses and activities and service attendances reached around 6,500 this year.

During the epidemic, we strived to offer services with dedication and keep in touch with our members. Through our website and social media platforms, we regularly provided information about daily life, COVID-19 preventive measures and self-learning, allowing adults and children to learn happily and stay healthy at home.



傳訊及資源拓展 Communication and Resources Development



女青於2020年慶賀百年之喜時，卻遇上了蔓延全球的新冠疫情，傳訊及資源拓展部本著以人為本的信念，配合踏實而靈活的宣傳方針及手法，一方面應對隨疫情而來的種種挑戰，另一方面向各界分享女青百年故事與喜悅，既維繫了與各界女青人之間的深厚關係，亦在困難中不忘初心，送上溫暖的祝福與支援。

2020 marked the centenary of YWCA, but meanwhile, the COVID-19 pandemic ravaged the world. Our Communication and Resources Development Department (CRDD) was dedicated to providing people-oriented services with practical and flexible publicity strategies to cope with the challenges brought by the epidemic and to share our centenary history and the happiness of celebrating the 100th anniversary. Not only did we establish a close relationship with all YWCA fellows, we continued to deliver our blessings and provide support during these difficult times.

疫情之下 化危為機

全球疫情大流行，市民疲於奔命，急切需要支援協助。女青上下於2020年初迅即行動，推出一系列「暖心行動」，與港人攜手抗疫，休戚與共。

本部透過多年來建立的強大企業網絡，與有心企業攜手推出多項募集物資派發行動，全速為有需要市民送上衛生用品與物資，共渡時艱。截至2021年5月，女青聯繫了181個支持夥伴，派發逾5.3萬個防疫包、逾320萬個口罩及逾16萬份消毒用品，總受惠人次達53萬。



配合不同行動，本部迅速制訂「哪裏有需要，哪裏就有女青」、「看不見的需要，看得見的愛」等不同主題，讓各界更了解並支持女青的工作。如本部每年舉行的「ChariTea聚點愛慈善計劃」，2021年以「為您喝采打氣」為題，向各界籌集物資，並送到獨居長者、單親媽媽、長期病患等弱勢人士手上。

另一方面，透過傳統及社交媒體，本部續向社會各界分享本會於社交距離措施維持期間，所提供的各項有限度社區支援服務、遙距支援服務以及抗疫暖心小故事，當中包括各平台逾千條短片，讓各界明白女青在這非常時期，仍然努力與各方同行。



Turn crisis into opportunity during the epidemic

Due to the ongoing global pandemic, all citizens faced difficulties and needed help. Therefore, the Association promptly launched a series of anti-pandemic campaigns in early 2020 to fight the virus together with all Hong Kong people.

With our strong enterprise network, we worked with various enterprises to collect sanitary products and necessary materials and immediately distribute them to the needy. As of May 2021, the Association approached 181 partners to deliver over 53,000 disease prevention kits, over 3,200,000 face masks and over 160,000 sets of disinfection products. This project was well-received by over 530,000 beneficiaries.

We rapidly developed various themed projects to allow the public to know more about and support us. For instance, our annual program, ChariTea, was themed on "Cheering You Up" in 2021, aiming at collecting materials from the public and distributing them to the underprivileged, including singleton elderly persons, single mothers and chronic patients.

Moreover, we have kept sharing the community support services we provided on limited scale, distance support services and encouraging stories with the community via different channels during the implementation of social distancing measures. By producing and releasing over a thousand videos on various platforms, we allowed the public to understand that we have strived to go through the difficult times together with the community.

傳訊及資源拓展 Communication and Resources Development



百年盛事 逆風綻放

100周年是女青一個重要的里程碑，雖然部份大型活動在疫情下被迫取消或延期，但本部仍彈性安排各類宣傳工作及活動，將女青上下的喜悅分享予不同的持份者。

如本部與香港郵政聯繫，於2020年推出「香港基督教女青年會百周年紀念郵票」，一套四枚郵票以女性幼、青、中、老四個人生階段之設計概括出女青的四大服務範疇，加上首日封、小全張、套摺等不同郵品，極具收藏意義與價值。

為了讓大眾更認識女青歷史與故事，本部於社交專頁推出一系列「瞬間看女青」短片，短短數分鐘扼要介紹不同女青趣味掌故，至今已播出12集，收看人次近萬，廣受網友歡迎。本部亦負責兩本百周年特刊之設計及發行事宜，回顧本會百年以來在香港婦女及社會服務發展的足跡。

Celebrate the 100th anniversary in the face of adversity

The 100th anniversary celebration represented a milestone for the Association. Although some of our major events had to be cancelled or postponed because of the epidemic, we flexibly arranged our events to share our happiness with different stakeholders.

For instance, we joined hands with the Hongkong Post to launch the "Centenary of YWCA" Commemorative Stamps, a set of four stamps featuring the images of females at different ages to present our four core services. In addition to the mint stamps, other stamp products like the first day cover, souvenir sheet and presentation pack were also issued.

To share our stories in the last hundred years, we posted a series of videos, *Fun Facts of YWCA*, on social media platforms. 12 episodes have been launched so far, reaching nearly 10,000 views. We are also working on the design and publication of two centenary commemorative books which depict the role played by the Association in the women and social service development in Hong Kong over the past century.



大事以外 不忘本業

疫情與百周年誌慶以外，本部亦一如以往，做好各類推廣及資源拓展工作。

宣傳方面，由本部設立的女青Facebook專頁，追隨者人數大幅增加至約6,000人；在疫情下，本年度女青仍獲352篇正面媒體報道，並有限度舉辦了數個記者會及採訪活動。本會總幹事亦於女性雜誌《瑪利嘉兒》撰寫每月專欄，分享婦女相關事務和議題，備受女性讀者關注。

活動方面，本部積極支持合作夥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116間公司/機構，全部成功獲頒發標誌，數字創歷年新高；2020年7月舉辦的「女青賣旗日」邀得設計師製作精美旗紙，於疫情下仍能籌得約90萬元，成績理想。

配合機構發展，本部亦與資訊系統部合作，為機構網站進行翻新，當中包括頁面設計、文字再編、使用者介面及體驗設計改良等，新網站已於2020年順利啟用。

Stay true to the original aspiration

In the midst of the epidemic and the 100th anniversary celebration, the Association has kept putting effort into various promotions and resources development.

Regarding our promotions, the number of followers of the Association's Facebook page has greatly increased to about 6,000. During the epidemic, we were still widely covered by media in 352 positive media coverages this year, as well as organizing press conferences and interviews on a limited scale. Our Chief Executive also writes a monthly column for *Marie Claire* to share her points of view on issues related to women and her column is popular among female readers.

Regarding our events, the Association actively supported the Caring Company / Caring Organization Scheme of the Hong Kong Council of Social Service. We nominated 116 companies/organizations during the year and all of them were successfully awarded the logo, attaining a record high. Moreover, for the YWCA Flag Day held in July 2020, we invited designers to design exquisite flag stickers and a satisfying outcome was achieved that about \$900,000 was raised despite the epidemic.

In accordance with the development of the Association, we collaborated with Information System Department to renovate our website, including the layout of webpage, texts, user interface and experience design. The new website was successfully launched in 2020.

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CENTENARY OF YWCA



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妥善及專業的行政支援能有效提升機構管治水平，加強服務質素，幫助服務暢順開展和推行。本會設有完善的中央行政部門架構，聘用專業行政人才，負責不同性質的行政工作，並與服務部門緊密溝通和配合，提供優質而全面的行政支援。

Effective and professional administrative support significantly enhances corporate governance, strengthens service quality and facilitates the smooth implementation of service. By recruiting a team of competent administrative and managerial staff with different expertise, we have established well-functioning Central Administration Departments serving various administrative purposes and duties. They closely collaborate and coordinate with the service departments and offer quality comprehensive administrative support.

人力資源管理 Human Resources Management

新冠疫情下，為加強對員工的保障，人力資源部與各服務單位保持溝通和聯繫，嚴格遵守各項防疫措施，以確保員工在工作時能獲得足夠保護，而服務仍能按情況和需要及時推行。同時，各項機構策略發展計劃，包括人才發展和接任規劃等亦持續進行，以建立機構人力資本。

To ensure staff wellness and protection in the workplace against the impact of COVID-19, Human Resources Department (HRD) collaborated with service units to comply with anti-epidemic regulations on safeguarding the wellness of staff and users as well as to keep up with service delivery. Meanwhile, strategic development plan on talent development and succession planning continued to progress for capacity building in human capital.

2020-2021年度完成之重點項目包括：

Major tasks completed in 2020-2021 included:

1. 重視員工福祉

- 為支援員工精神健康及減輕因新冠疫情帶來的壓力和負面影響，本會於本年度繼續推行僱員支援計劃，為有需要的員工提供輔導和諮詢服務，並密切關注員工在疫情期間的需要。
- 為降低風險及維持足夠人手應付必要之日常運作和服務，本會參考衛生署公佈有關公務員在疫情下的上班安排，每兩星期檢視本會「在家工作」安排，作適時調整和應變。因應不同工作和服務性質，員工在獲得部門主管核准後，可按彈性上班時間工作。本會亦制訂清晰指引，協助員工處理疫情下可能遇到的不同情境，以確保服務運作暢順，控制風險。同時，本會之員工醫療補助已優化至涵蓋年度一次新冠病毒檢測的費用。
- 本會關注員工福祉，並希望鼓勵員工在這困難時期保持積極樂觀，因此特別向每位編制員工發放「雙翼津貼」，包括「抗疫支援津貼」及「逆境得力津貼」。

1. Emphasis on staff wellbeing and safety

- To support staff mental health and alleviate stress from the negative impact of COVID-19, the Employee Assistance Program has been renewed for another year to provide staff with counselling and consultation service to ensure staff wellness. The usage has been closely monitored during this period.
- To reduce risk and to maintain manpower support on necessary daily operations and services, work-from-home arrangements were being reviewed bi-weekly making reference to Department of Health's announcement on COVID-19 work arrangement of Civil Service. Subject to job and service nature, staff were allowed to apply flexible working hours with prior approval from the service units and management. Clear guidelines on the procedures to handle different scenarios were established for risk management and for operation purpose. Enhanced medical claim coverage for COVID-19 test fees one time in the year has also been introduced.
- The Association has all along paid much attention to the well-being of our employees. During this difficult time, we hope to encourage our employees to stay positive and optimistic. Hence, each staff has been given Special Allowances that include "Fight Virus Allowance" and "Resilient Allowance".

2. 舉辦網上員工啟導活動及優化活動內容

本會以網上形式舉辦三次員工啟導活動，鼓勵員工積極參與，亦避免傳播風險。活動內容於本年度優化至涵蓋女青運動的重要元素。透過短片播放及線上遊戲，展示了女青先賢創立本會時的心志和抱負，期望藉此加強新員工對本會遠象、使命和價值的了解及認同。

3. 落實機構文化調查的建議

檢視及執行機構文化調查中有關挽留員工及人才發展的建議，包括加強個別單位之行政支援及服務單位管理職級員工的待遇，肯定他們對機構和工作的承擔。

4. 職業安全主任計劃

於2020年重啟職業安全主任計劃，由服務單位和部門提名之職業安全主任接受由職業安全健康局提供的網上培訓，了解並預防在提供不同服務時的潛在安全風險，避免發生工傷意外。

5. 2020-21暖笠笠網上同工頒獎禮

鑑於過去一年疫情持續反覆，未能為2019年及2020年獲忠誠服務獎的同工及榮休同工安排頒獎禮及聚餐。為表達會方心意，本會於2021年2月24日同步在網上及九龍會所紹邦堂舉行「2020-21暖笠笠網上同工頒獎禮」。獲獎同工共300多位，獲5年、10年、15年、20年、25年、30年、35年及40年忠誠服務獎的同工及榮休同工，分別獲邀於網上或親臨九龍會所接受獎項。所有單位於當日同步參加頒獎禮，一同分享這份喜悅。

2. Virtual staff induction program with enhanced content

The Association conducted 3 rounds of new staff induction program virtually to increase staff participation and to reduce risk of infection. The program content was revamped by incorporating key elements of Y Movement. Through videos and online games, founders' aspirations and passion were injected to strengthen newly joined staff's understanding and recognition of the Association's vision, mission and values.

3. Implementation of the recommendations from Organization Culture Survey

Recommendations from the Organization Culture Survey concerning staff retention and talent development were being reviewed and considered. Initiatives including strengthening administrative support for selective centres and acknowledgement of the contribution and commitment of service unit management staff were launched.

4. Safety Officer Program

In 2020, the Safety Officer Program was reactivated and Safety Officers were being nominated by service units and departments. Online training sessions addressing potential safety risk pertaining to the service were arranged and conducted by trainers from the Occupational Safety and Health Council for service departments to avoid possible work injuries.

5. 2020-21 virtual staff award presentation ceremony

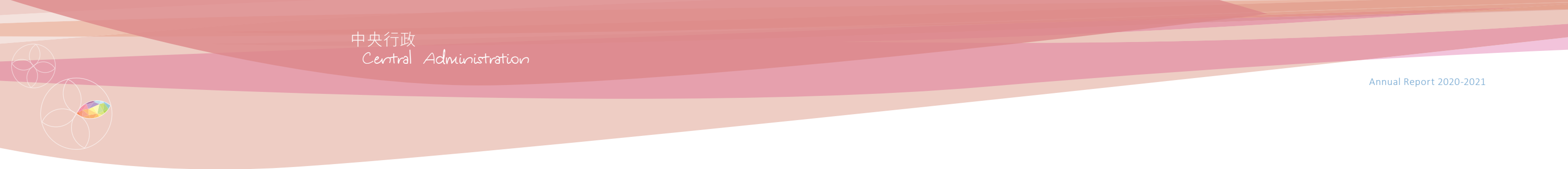
In view of the fluctuating epidemic situation over the past year, we have been unable to arrange award ceremonies and dinners for staff eligible for the Loyalty Service Award and retirees in 2019 and 2020. To express our appreciation, the Association held a virtual staff award presentation ceremony at Shiu Pong Hall, Kowloon Centre on 24 February 2021. Over 300 awardees, including staff eligible for the 5-Year, 10-Year, 15-Year, 20-Year, 25-Year, 30-Year, 35-Year, or 40-Year Loyalty Service Awards and retirees attended the ceremony and were presented the award either online or in person at the Kowloon Centre. Through such a thoughtful arrangement, staff from all units could participate in the ceremony to share the glory and joy together.

6. 企業資源規劃 — 人力資源資訊系統

為應付機構服務發展及未來人力資源需要，本會於早前著手籌建企業資源規劃系統，整個項目從啟動至推出預計需時18個月。人力資源程序自動化是項目的其中主要目標，期望能藉以提升人力資源部，以至服務單位的工作效率和成效。人力資源部積極參與項目的籌備過程，並已制訂各項細節，以長遠建立及發展機構的人力資本為目標。

6. Enterprise resources planning – Human resources information system

To cope with service expansion and future human resources needs of the Association, the preparation for Enterprise Resources Planning Project has commenced earlier and the project is estimated to last for 18 months from kick-off until go live. The automation of human resources processes is one of the key deliverables, with the aim of enhancing both efficiency and effectiveness for HRD as well as service units. With the objective of coping with the long-term development and capacity building in human capital management, HRD participated actively since the project preparation and development stages with detailed specifications prepared.



物業管理
Facilities Management

一場世紀疫症不單改變全球人類的生活模式，對提供接觸式服務的行業更是影響深遠。物業管理部協助本會服務單位之工程時，除提供適切技術支援及貫徹可持續發展項目的推行外，抗疫及提高衛生質素也成重要一環。有見近年使用UV-C Light紫外光燈消毒殺菌技術成熟，消毒殺菌效果遠高於傳統方式，本部因此引進最新UV-C LED紫外光燈裝置在服務單位使用，該裝置能做到「人來照明，人去消毒」，即日常提供室內照明，當服務單位關閉後則進行消毒，有效抗疫及提高衛生質素之餘又不影響服務單位正常運作。

The global epidemic not only changed the lifestyle of people around the world but also had a profound impact on the service industry that involves contact with service recipients. Facilities Management Department provided us with appropriate technical support and assisted our service units in carrying out sustainable development projects, implementing preventive measures and enhancing environmental hygiene. In light of the mature and highly effective disinfection and sterilization technologies of UV-C Lights, the Association hence introduced the UV-C LED Lights to service units to provide interior lighting during operating hours and conduct disinfection after the closure of service units. Consequently, we can effectively fight the virus and maintain hygiene in service units, while not affecting the normal operation.

2020-2021年度之大型重點工程項目包括：

- 1. 將軍澳青年外展社會工作隊搬遷；
- 2. 林護紀念松柏日間護理中心搬遷；
- 3. 新服務單位—誌寶松柏中心分處；
- 4. 新服務單位—女青喜越嬰幼園；及
- 5. 總會所二樓至五樓走廊、洗手間和活動室的改善工程。

Major projects in 2020-2021 included:

- 1. Tseung Kwan O Youth Outreaching Social Work Team relocation;
- 2. Lam Woo Memorial Day Care Centre for the Elderly relocation;
- 3. New service unit – Chi Po Neighbourhood Elderly Centre Sub-Division;
- 4. New service unit – YWCA Centennial Child UPlace; and
- 5. Headquarters – 2-5/F corridor, restroom and activity room refurbishment work.

內部審核
Internal Audit

內部審核部根據審核委員會所授權的約章，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。

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。

Internal Audit Department (IAD) 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, IAD provides professional, independent and objective audit reviews on the effectiveness of internal control and the efficiency of operations of the Association. The Head of IAD periodically reports to the Audit Committee and has direct access to the Board via Audit Committee.

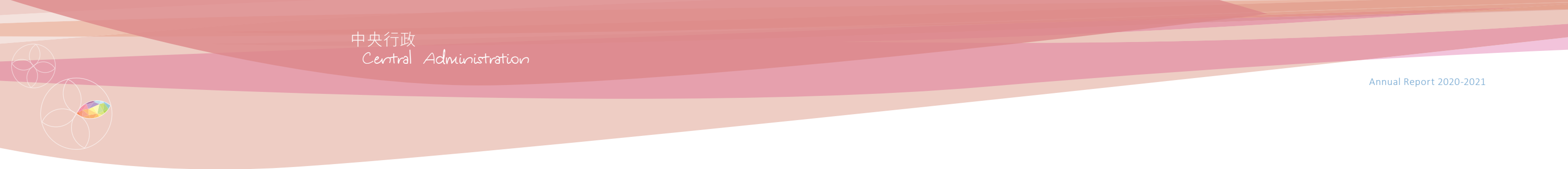
Audit reviews were carried out in accordance with its annual audit plan approved by the Audit Committee or as requested by the Board and Management.

2020-2021年度完成之重點項目包括：

- 1. 突擊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. 幼兒學校之審核；
- 4. 長者鄰舍中心之審核；
- 5. 護理安老苑之審核；
- 6. 青健坊長者日間復康中心之審核；
- 7. 照顧易家居照顧服務之審核；
- 8. 女青適健中心之審核；
- 9. 學校社會工作隊之審核；
- 10. 綜合社會服務處之審核；
- 11. 女青住宿服務之審核；
- 12. 財務部之審計；
- 13. 行政及採購部之審計；及
- 14. 舉行審核經驗及技巧分享會。

Major tasks completed in 2020-2021 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 Nursery Schools;
- 4. Review on Neighbourhood Elderly Centres;
- 5. Review on Care and Attention Home for the Elderly;
- 6. Review on Y Care Elderly Centre;
- 7. Review on Y Senior Care;
- 8. Review on Y Health and Wellness Centre;
- 9. Review on School Social Work Team;
- 10. Review on Integrated Social Service Centres;
- 11. Review on Y Hospitality;
- 12. Review on Finance Department;
- 13. Review on Administration and Procurement Department; and
- 14. Audit experience and knowledge sharing sessions.



行政及採購支援 Administration and Procurement

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，務求使各單位得到最優質的協助。

Administration and Procurement Department provides quality logistics and internal coordination services for all units of the Association, and offers appropriate support in administrative affairs and central procurement, so as to ensure that all units receive the highest quality assistance.

2020-2021年度完成之重點項目包括：

1. 全年處理採購合約約700宗，總金額逾\$74,000,000，當中超過99%均在採購預算之內，沒有出現超支情況；
2. 為三個新成立或搬遷的單位，包括女青喜越嬰幼園、林護紀念松柏日間護理中心及女青悅兒成長服務，處理顧問招聘及裝修工程的招標工作；
3. 招標聘請企業資源規劃系統開發公司，作招標分析、合約條款磋商及其後的項目協作；
4. 安排總會所內進行季度性的抗病毒塗層服務；
5. 持續安排分發口罩及防疫用品予服務使用者及會內員工於工作期間使用，並負責相關搬運及存倉工作；及
6. 為女青悅兒成長服務購置流動展覽/訓練車。

Major tasks completed in 2020-2021 included:

1. About 700 purchase contracts were handled throughout the year, with a total amount of over \$74,000,000. More than 99% of them were within the purchase budget, without overspending;
2. Responsible for the recruitment of adviser and tendering of the renovation work of the three newly established or relocated units, including YWCA Centennial Child UPlace, Lam Woo Memorial Day Care Centre for the Elderly and Y Seeds Wellness Service;
3. Hired the provider of Enterprise Resources Planning (ERP) System by tender and involved in the tender proposal review, negotiation of contract terms and implementation of the project;
4. Arranged quarterly anti-virus surface coating service at headquarters;
5. Arranged the distribution, transport and storage of masks and anti-epidemic supplies for our staff at work and service users; and
6. Purchased a mobile exhibition and training van for Y Seeds Wellness Service.

資訊系統 Information System

為配合各項服務發展需要及提升行政效率，資訊系統部協助規劃、協調及支援會內資訊科技相關事項。同時，本部亦為各基礎架構進行持續發展、維護及更新，確保各系統能夠在穩定及安全環境下運作，讓本會不同服務能夠順利推行。

To cater for the evolving service needs and enhance the administrative efficiency, Information System Department (ISD) plans, coordinates and supports tasks and projects related to information technology of the Association. Meanwhile, ISD consistently carries out infrastructure development, maintenance and upgrading to ensure that the systems operate under a stable and safe environment, enabling the smooth implementation of various services.

2020-2021年度完成之重點項目包括：

1. 開展企業資源規劃系統建設工作，以優化人力資源、財務及採購流程；
2. 增強基礎架構安全性及遙距接駁工作容量；
3. 為服務單位建設及改善國際虛擬專屬企業網路頻寬及無線互聯網網絡；
4. 推出網上自助系統供公眾查閱和報名參與本會活動，並獲取最新動向及優惠資訊；
5. 提升顧客關係管理系統行政效率；
6. 成功為到校學前康復服務平台申請撥款資助，並為平台建設進行籌備工作；
7. 引進檔案管理系統並在總會所及部份服務單位推行試點工作；
8. 協助本會網站以嶄新及響應式設計重新推出，以增強用戶體驗及流動裝置操作；
9. 協助建設百周年慶祝活動之推廣及報名平台；及
10. 訂立資訊科技政策以加強管理。

Major tasks completed in 2020-2021 included:

1. Worked on the establishment of Enterprise Resources Planning (ERP) System to optimize the human resources, finance and procurement procedures;
2. Enhanced the infrastructure security and capacity for remote work access;
3. Set up and enhanced the IPVPN and Wi-Fi system for service units;
4. Launched the eCourse online system for the public to view and enroll in the Association's activities and to provide updates and latest information on discount offers;
5. Enhanced the operational efficiency of Customer Relationship Management (CRM) System;
6. Secured funding for the IT Platform for On-site Pre-school Rehabilitation Services (OPRS) and started the preparation work;
7. Introduced the Record Management System and conducted pilot run at Headquarters' units and some service units;
8. Revamped the Association's website and incorporated responsive design to enhance user experience and cater for mobile devices;
9. Assisted in the establishment of the publicity and enrollment platform for the 100th anniversary celebration activities; and
10. Formulated the Information Technology Policy to facilitate management.

財務管理

Finance Management

財務部致力提供優質財務及會計管理服務，並協助董事會及其他持份者確保資產及資源得到妥善保障和有效運用，以及符合各財務規定及要求。本會也力求妥善執行內部監控制度，使其有效運作。

Finance Department (FD) aims to provide quality financial and accounting functions to the Association and its Management. In addition, FD also assists the Board and other stakeholders to ensure that assets and resources are properly safeguarded and used efficiently and effectively, and in accordance with governing regulations or requirements. FD also ensures that an effective system of internal control is in place and that it is operating effectively.

2020-2021年度完成之重點項目包括：

1. 提供財務資訊、報表及分析予董事會、委員會及管理層，協助他們了解及監察本會的財務狀況，從而制訂合適的發展計劃；
2. 制訂全會及服務單位的年度預算及財務目標；
3. 檢視及監察本會之投資策略及回報；
4. 持續開拓有助支援業務發展及運作的方案，如電子支付；
5. 持續制訂及執行本部之持續業務計劃方案；
6. 為服務單位提供財務及會計之意見及管理，以滿足各項新服務及項目的要求；
7. 加強與中央行政部門及服務單位之溝通及協調，以提高運作效率；
8. 推行各項開源節流措施；
9. 檢視各項儲備水平，妥善調撥資源，確保其配合本會發展策略，運用得宜；
10. 持續監察及確保機構在新冠疫情下維持財政穩健；及
11. 監察企業資源規劃系統財務範疇項目的執行，確保進展順利。

Major tasks completed in 2020-2021 included:

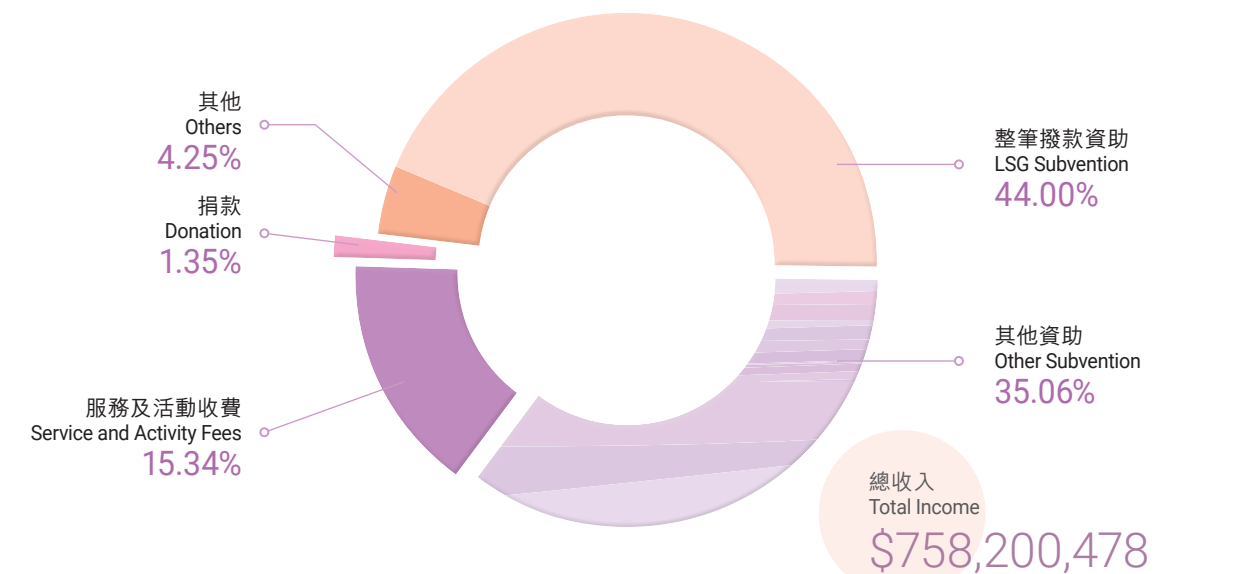
1. Regular financial information, reports and analysis were furnished to the Board, Committees and Management for their reviews and planning;
2. Annual budget and financial goals were prepared for all services and the Association;
3. Reviewed and monitored investment strategy and returns;
4. Continued to explore ways to support business development and facilitate operation, like e-payment;
5. Continued to implement the Business Continuity Plan for FD;
6. Provided finance and accounting advice and controls to service centres to meet the requirements of new services and projects;
7. Enhanced communication and coordination between central administrative departments and service units to increase operation efficiency;
8. Implemented various cost-saving initiatives and income-generating measures;
9. Closely reviewed the level of various reserves and deployed resources appropriately to ensure reserves align with the strategic development of the Association;
10. Continued to monitor and ensure the financial stability of the Association under COVID-19; and
11. Closely monitored the implementation and progress of the finance part of Enterprise Resources Planning (ERP) project.

為增加財政透明度及加強與各持份者的溝通，本會透過不同渠道向公眾發佈有關過去一年本會運用整筆撥款儲備的資訊，並制訂未來儲備運用之計劃，以確保儲備得到公平、合理及有效的運用。

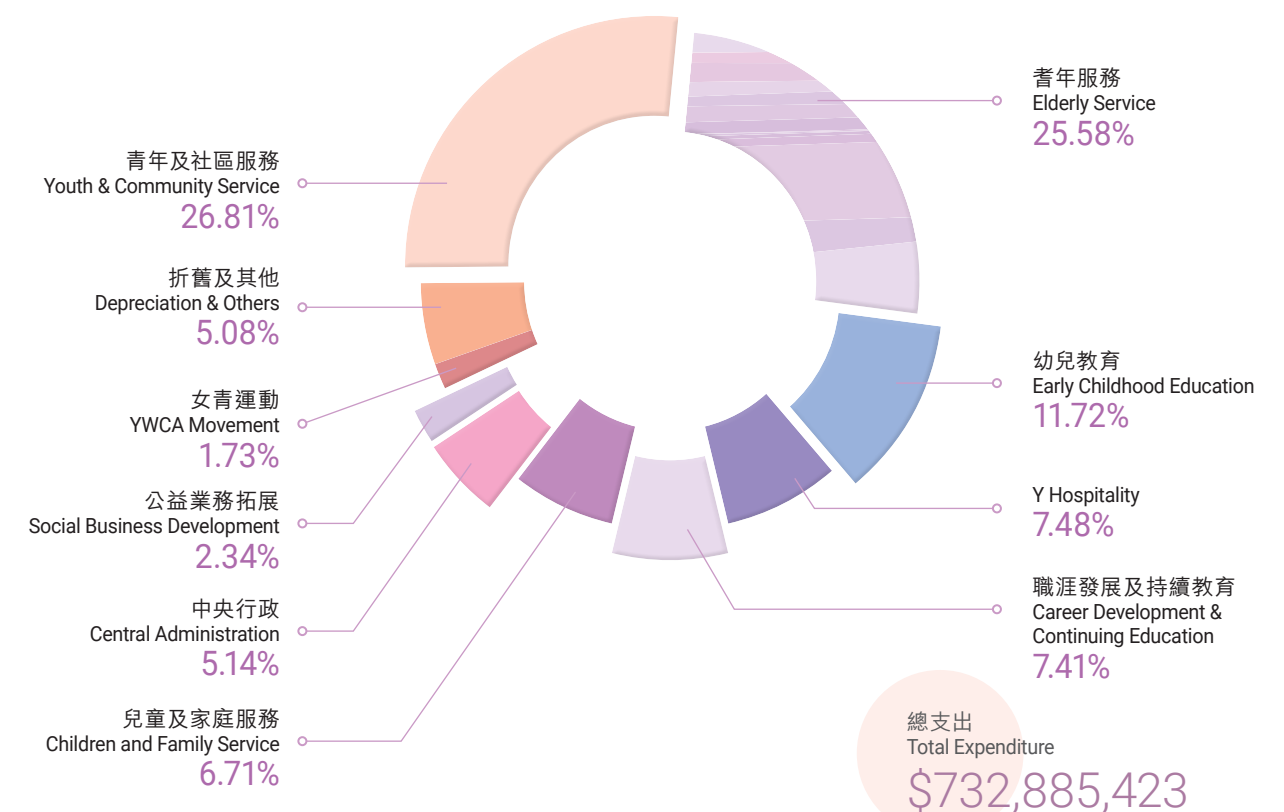
To enhance transparency and communication with our stakeholders, the Association, through appropriate channels, has disseminated information about the utilization of the Lump Sum Grant (LSG) reserve in the past year to the public. Moreover, in order to ensure the reserve is used fairly, reasonably and effectively, we provided plans on how the reserve is going to be used in the future.

2020-2021年度機構整體收入與支出

2020-2021 Financial Report of the Association

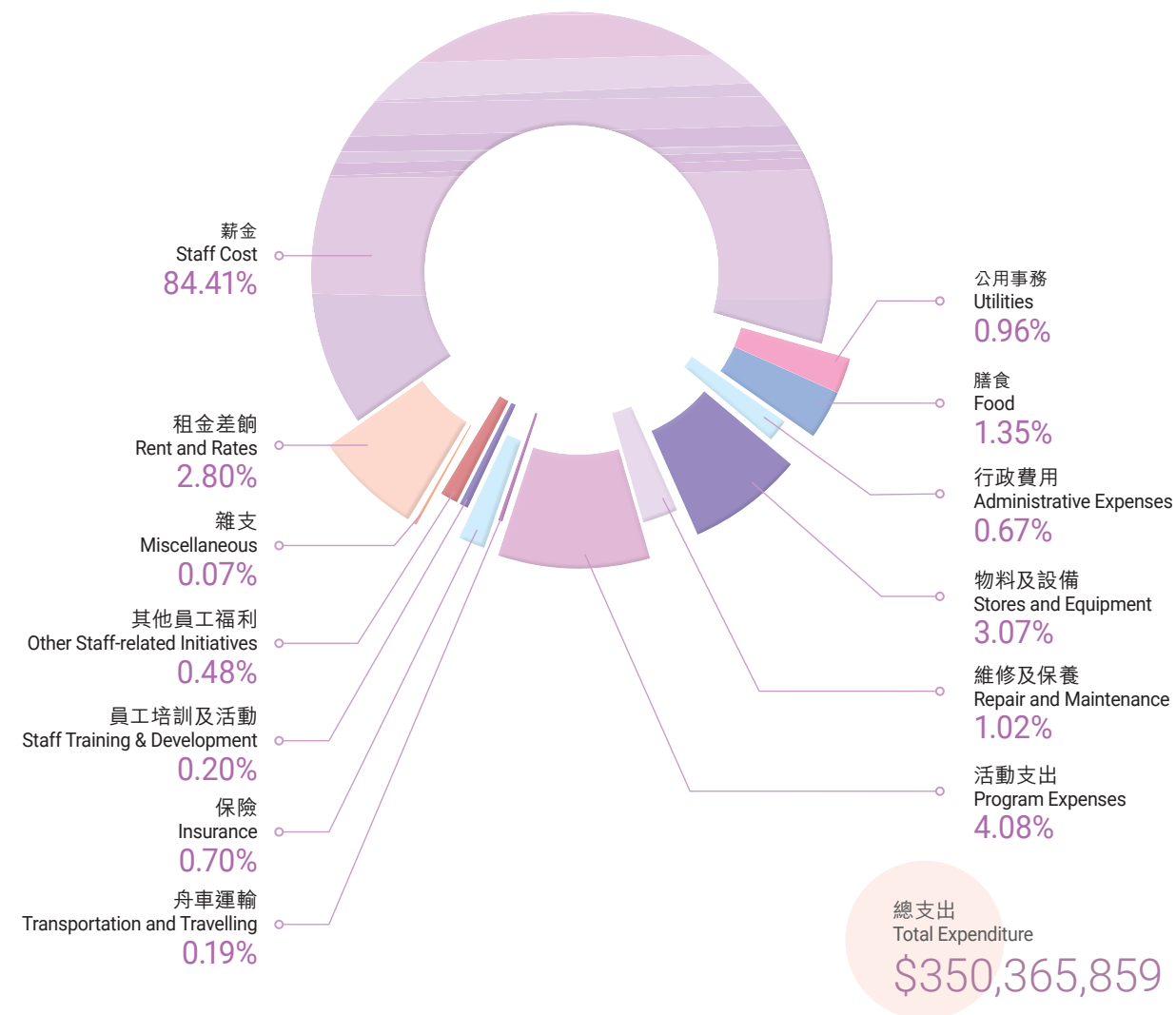


*備註：以上數據不包括丘佐榮中學
Excluding Hioe Tjo Yoeng College



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

2020-2021 年度社會福利署整筆撥款支出分佈 Breakdown of Social Welfare Department LSG Expenditures for 2020-2021



Remarks:

The figures and financial information relating to the year ended 31 March 2021 included in this document are not the Association's statutory annual financial statements for that year. Further information relating to those statutory financial statements required to be disclosed in accordance with section 436 of the Companies Ordinance is as follows:

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.

Please refer to the link <https://www.ywca.org.hk/media/audied-report> for the complete AFR.

整筆撥款儲備 Lump Sum Grant (LSG) Reserve

截至2021年3月31日，本會之整筆撥款儲備約為港幣\$108,600,000。按著過去一年的環境需要和發展策略，本會分配整筆撥款儲備用於不同範疇，例如：履行對員工的合約承諾、維持或加強服務推展，以及執行策略發展計劃，包括透過改善現有員工的聘用條件、支持員工工作專業發展等，以建立一支高質素的工作團隊。

At year ended 31 March 2021, the total cumulative LSG Reserve amounted to HK\$108,600,000.

Based on the actual circumstances and our development strategies, the Association has used the LSG reserve in different areas, such as fulfilling the contractual commitment to staff, maintaining or strengthening service delivery and implementing strategic development plans, including building up a staff team with high quality through enhancement of the employment terms of existing staff, supporting the professional development of staff, etc.

公積金/強積金儲備 Provident Fund Reserve

公積金/強積金儲備只作支付公積金/強積金之用，而本會亦恪守《整筆撥款手冊》、其通告及相關信函所列明之條文及理念。根據既定政策及員工的服務年數，本會公積金及強積金的僱主供款比例將隨之遞增，分別為5%、7.5%、10%或15%。截至2021年3月31日，本會累積之公積金及強積金結餘約為港幣\$32,800,000。

Provident Fund Reserve is used for provident fund purpose and when utilizing the reserve, the Association has followed the intended purpose as stipulated in the LSG Manual, circulars and relevant notifications. Based on the Reserve Policy and the number of years of service, the employer's contribution rates for ORSO and MPF were 5%, 7.5% 10% or 15%.

At the year ended 31 March 2021, the total cumulative ORSO and MPF Reserve amounted to HK\$32,800,000.

百 載 恩 • 百 年 情
CENTENARY OF YWCA

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Organization Information



機構資料 Organization Information

通訊索引編號（見後頁）Correspondence Index (see next page)

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
- 15 園景軒餐廳 Y Garden View Lounge
- 12 Y Silver Link 安居通長者家居用品店 Y Silver Link Elderly Household Product Retail Store
- 13 Y Fitness 躍動力 Y Fitness

幼兒教育 Early Childhood Education

- 66 幼兒教育部辦事處 Early Childhood Education Department Office
- 16 戴翰芬幼兒學校 Tai Hon Fan Nursery School
- 40 紹邦幼兒學校 Shiu Pong Nursery School
- 59 彩雲幼兒學校 Choi Wan Nursery School
- 60 信望幼兒學校 Faith Hope Nursery School
- 67 趙靄華幼兒學校 Chiu Oi Wah Nursery School
- 80 荃灣幼兒學校 Tsuen Wan Nursery School
- 82 長青幼兒學校 Cheung Ching Nursery School
- 87 隆亨幼兒學校 Lung Hang Nursery School
- 92 安定幼兒學校 On Ting Nursery School
- 68 宏恩幼稚園 Athena Kindergarten
- 33 趣沂幼稚園 Helen Lee Kindergarten

青年及社區服務 Youth & Community Service

- 32 梁紹榮度假村 Sydney Leong Holiday Lodge
- 18 賽馬會西環綜合社會服務處 Jockey Club Western District Integrated Social Service Centre
- 62 賽馬會龍翔綜合社會服務處 Jockey Club Lung Cheung Integrated Social Service Centre
- 65 賽馬會樂華綜合社會服務處 Jockey Club Lok Wah Integrated Social Service Centre
- 78 將軍澳綜合社會服務處 Tseung Kwan O Integrated Social Service Centre
- 69 賽馬會深水埗綜合社會服務處 Jockey Club Sham Shui Po Integrated Social Service Centre
- 83 賽馬會青衣綜合社會服務處 Jockey Club Tsing Yi Integrated Social Service Centre
- 89 賽馬會沙田綜合社會服務處 Jockey Club Shatin Integrated Social Service Centre
- 90 賽馬會沙田綜合社會服務處（禾輦分處）
Jockey Club Shatin Integrated Social Service Centre (Wo Che Office)
- 91 賽馬會沙田綜合社會服務處（駿洋分處）
Jockey Club Shatin Integrated Social Service Centre (Chun Yeung Office)
- 93 賽馬會屯門綜合社會服務處 Jockey Club Tuen Mun Integrated Social Service Centre
- 94 賽馬會屯門綜合社會服務處（安定分處）
Jockey Club Tuen Mun Integrated Social Service Centre (On Ting Office)
- 95 賽馬會蝴蝶灣綜合社會服務處 Jockey Club Butterfly Bay Integrated Social Service Centre
- 98 賽馬會天水圍綜合社會服務處 Jockey Club Tin Shui Wai Integrated Social Service Centre
- 21 中西區及離島青年外展社會工作隊
Central, Western & Islands District Youth Outreaching Social Work Team
- 79 將軍澳青年外展社會工作隊 Tseung Kwan O Youth Outreaching Social Work Team
- 22 觀龍樓社區工作辦事處 Kwun Lung Lau Community Work Office
- 30 大澳社區工作辦事處 Tai O Community Work Office
- 31 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
- 64 學校社會工作辦事處 School Social Work Office
- 24 生涯發展服務隊 Career and Life Development Service Team

基督教及會員事工 Christian Ministry and Membership Affairs

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

婦女事工 Women Affairs

- 34 婦女事工隊 Women Affairs Team

兒童及家庭服務 Children and Family Service

通訊索引編號（見後頁）Correspondence Index (see next page)

- 36 又一村家庭健康促進中心 Yau Yat Chuen Family Wellness Centre
- 96 賽馬會天水圍家庭健康促進中心 Jockey Club Tin Shui Wai Family Wellness Centre
- 45 女青賽馬會家庭健康促進中心 YWCA Jockey Club Family Wellness Centre
- 35 臨床心理服務 Clinical Psychological Service
- 37 女青悅兒成長服務（甲隊）Y Seeds Wellness Service (Team A)
- 38 女青悅兒成長服務（乙隊）Y Seeds Wellness Service (Team B)
- 75 女青昕兒駐校服務（甲隊）Y Joy Early Childhood School Social Work Service (Team A)
- 76 女青昕兒駐校服務（乙隊）Y Joy Early Childhood School Social Work Service (Team B)
- 77 女青昕兒駐校服務（丙隊）Y Joy Early Childhood School Social Work Service (Team C)
- 46 Y SENse 特殊教育需要專業支援服務Y SENse
- 47 全校參與分層支援有自閉症的學生—學校與非政府機構協作計劃 Project on Whole School Approach to Providing Tiered Support for Students with ASD-NGO-School Collaboration
- 48 Y-Flight逆風高飛計劃 Y-Flight
- 97 賽馬會早愛同行計劃 Jockey Club Community Support Network for SEN Children

學校教育 School Education

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

職涯發展及持續教育 Career Development and Continuing Education

- 44 青年就業資源中心（旺角）Youth Employment Resource Centre (Mong Kok)
- 86 青年就業資源中心（葵芳）Youth Employment Resource Centre (Kwai Fong)
- 23 人才發展中心（香港島）Talent Development Centre (Hong Kong Island)
- 74 人才發展中心（九龍西）Talent Development Centre (Kowloon West)
- 52 女青賽馬會人才發展中心 YWCA Jockey Club Y Plus+ Talent Development Centre
- 61 九龍東持續教育中心 Kowloon East Continuing Education Centre
- 81 麗瑤社會服務處 Lai Yiu Social Service Centre
- 88 沙田持續教育中心 Shatin Continuing Education Centre
- 63 旺角持續教育中心辦事處 Mongkok Continuing Education Centre Office
- 53 ERB服務點（九龍西）ERB Service Spots (Kowloon West)
- 57 Y Serenity青心坊 Y Serenity
- 58 旺角持續教育中心 Mongkok Continuing Education Centre

耆年服務 Elderly Service

- 25 明儒松柏社區服務中心 Ming Yue District Elderly Community Centre
- 99 秀群松柏社區服務中心 Ellen Li District Elderly Community Centre
- 100 支援長者離院綜合服務（北區醫院）
Integrated Discharge Support Service for Elderly (North District Hospital)
- 19 西環松柏中心 Sai Wan Social Centre for the Elderly
- 20 賽馬會樂齡新天地 Jockey Club Place for Healthy Ageing
- 85 長青松柏中心（青葵樓）Cheung Ching Neighbourhood Elderly Centre (Ching Kwai House)
- 84 長青松柏中心（長青社區中心）Cheung Ching Neighbourhood Elderly Centre
- 70 誌寶松柏中心 Chi Po Neighbourhood Elderly Centre
- 72 林護紀念松柏日間護理中心 Lam Woo Memorial Day Care Centre for the Elderly
- 43 九龍城綜合家居照顧服務隊 Kowloon City Integrated Home Care Services Team
- 73 深水埗綜合家居照顧服務隊 Sham Shui Po Integrated Home Care Services Team
- 28 鄭傍卿護理安老苑 Cheng Pon Hing Care and Attention Home for the Elderly
- 71 雲華護理安老苑 Wan Wah Care and Attention Home for the Elderly
- 54 女青賽馬會樂齡活學中心 YWCA Jockey Club Y Evergreen Learning Centre
- 55 港島區及九龍西長者學苑聯網 Hong Kong Island and Kowloon West Elder Academies Cluster
- 49 女青賽馬會青健坊長者日間復康中心 YWCA Jockey Club Y Care Elderly Centre
- 50 女青適健中心 Y Health and Wellness Centre
- 51 照顧易家居照顧服務 Y Senior Care
- 27 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)
- 39 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)
- 101 Y Care 新創健青健坊（北區）長者日間護理中心
NWS Y Care Day Care Centre for the Elderly (North District)
- 102 Y Farm 健康長者農場 Y Farm for Healthy Ageing
- 103 女青賽馬會青健坊（沙頭角）YWCA Jockey Club Y Care Elderly Centre (Sha Tau Kok)
- 26 明儒松柏社區服務中心（北角）Ming Yue District Elderly Community Centre (North Point)
- 29 女青賽馬會樂齡活學中心（香港島）YWCA Jockey Club Y Evergreen Learning Centre (Hong Kong Island)
- 104 北區地區康健站 North District Health Centre Express

Y Hospitality

- 14 園景軒 Garden View Hong Kong
- 17 般咸軒 Bonham Residence Hong Kong
- 41 海棠軒 Begonia Residence Kowloon
- 56 峰景軒 Summit View Kowloon

服務單位一覽

Directory of Hong Kong YWCA Service Units

港島 - 中區 Hong Kong Island - Central District

- 總辦事處**
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- 資訊系統部**
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- 財務部**
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- 人力資源部**
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- 傳訊及資源拓展部**
Communication and Resources Development Department
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- 物業管理部**
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- 內部審核部**
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- 基督教及會員事工部**
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傳真 Fax: 3476 1326
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- 公益業務拓展辦事處**
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- 女青活學中心**
Centre of Learning and Life Enhancement
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- 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)
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電郵 E-mail: sbdd@ywca.org.hk
香港西灣河康東邨康瑞樓地下
G/F, Hong Shui House, Hong Tung Estate, Sai Wan Ho, Hong Kong
新界粉嶺華明邨頌明樓地下3號
Unit No.3, Chung Ming House, Wah Ming Estate, Fanling, N.T.
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, Nos. 59-63 Un Chau Street, Shamshuipo, Kowloon
- Y Fitness 躍動力**
Y Fitness
香港麥當勞道1號1樓
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- 園景軒**
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傳真 Fax: 2845 6263
電郵 E-mail: gardenview@yhk.com.hk
- 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
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電郵 E-mail: gvl@ywca.org.hk
- 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
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- 港島 - 西區**
Hong Kong Island - Western District
- 般咸軒**
Bonham Residence Hong Kong
香港般咸道38號C
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傳真 Fax: 2915 5677
電郵 E-mail: bonham@yhk.com.hk
- 賽馬會西環綜合社會服務處**
Jockey Club 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
- 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
2/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

- 賽馬會樂齡新天地**
Jockey Club Place for Healthy Ageing
香港西環加惠民道西環邨房屋辦事處2樓
2/F, Estate Office Building, Sai Wan Estate, Hong Kong
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- 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
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電郵 E-mail: yot@ywca.org.hk
- 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
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電郵 E-mail: cdkl@ywca.org.hk
- 人才發展中心 (香港島)**
Talent Development Centre (Hong Kong Island)
香港般咸道38號C般咸軒1-2樓
1-2/F, Bonham Residence Hong Kong, 38C Bonham Road, Hong Kong
電話 Tel: 2559 6310
傳真 Fax: 2559 6810
電郵 E-mail: tdchk@ywca.org.hk
- 生涯發展服務隊**
Career and Life Development Service Team
香港般咸道38號C般咸軒1樓
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電話 Tel: 2559 6310
傳真 Fax: 2559 6810
電郵 E-mail: cldt@ywca.org.hk
- 港島 - 東區及南區**
Hong Kong Island - Eastern and Southern District
- 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, Hong Kong
電話 Tel: 2676 7067
傳真 Fax: 2967 1626
電郵 E-mail: memy@ywca.org.hk

- 明儒松柏社區服務中心 (北角)**
Ming Yue District Elderly Community Centre (North Point)
香港北角英皇道373號上潤中心21樓B室
Unit B, 21/F, Max Share Centre, No. 373 King's Road, North Point, Hong Kong
電話 Tel: 2676 7067
傳真 Fax: 2967 1626
電郵 E-mail: memy@ywca.org.hk
- 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)
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G/F, Hong Shui House, Hong Tung Estate, Sai Wan Ho, Hong Kong
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傳真 Fax: 2967 1626
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- 鄭僑鄉護理安老苑**
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Units 101-108, 117-124 & 201-224, Tung Yip House, Lei Tung Estate, Ap Lei Chau, Hong Kong
電話 Tel: 2874 3663
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- 年青賽馬會樂齡活學中心 (香港島)**
YWCA Jockey Club Y Evergreen Learning Centre (Hong Kong Island)
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- 大嶼山**
Lantau Island
- 大澳社區工作辦事處**
Tai O Community Work Office
新界大嶼山大澳龍田邨龍田商場1號舖單位
Shop No. 1, Commercial Centre, Lung Tin Estate, Tai O, Lantau Island, N.T.
電話 Tel: 2985 5681
傳真 Fax: 2985 6313
電郵 E-mail: cdto@ywca.org.hk
- 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
新界大嶼山大澳永安街61至63號地下 (中)
G/F, No. 61-63 Wing On Street, Tai O, Lantau Island, N.T.
電話 Tel: 2985 6310
傳真 Fax: 2985 4979
電郵 E-mail: cerc@ywca.org.hk

- 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, N.T.
電話 Tel: 2980 2321
傳真 Fax: 2980 2163
電郵 E-mail: cmp@ywca.org.hk
- 趣近幼稚園**
Helen Lee Kindergarten
新界東涌滿東邨滿樂坊一樓
1/F, Retail cum Welfare Block (JoysMark), Mun Tung Estate, Tung Chung, N.T.
電話 Tel: 2310 0950
傳真 Fax: 2108 4900
電郵 E-mail: kghl@ywca.org.hk
- 九龍 - 九龍塘、九龍城及石硤尾**
Kowloon - Kowloon Tong, Kowloon City and Shek Kip Mei
- 婦女事工隊**
Women Affairs Team
九龍九龍塘又一村海棠路66號
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電話 Tel: 3443 1600
傳真 Fax: 3443 1620
電郵 E-mail: wad@ywca.org.hk
- 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
- 又一村家庭健康促進中心**
Yau Yat Chuen Family Wellness Centre
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
- 年青悅兒成長服務 (甲隊)**
Y Seeds Wellness Service (Team A)
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電話 Tel: 3168 7530
傳真 Fax: 3749 5117
電郵 E-mail: yseeds@ywca.org.hk
- 年青悅兒成長服務 (乙隊)**
Y Seeds Wellness Service (Team B)
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電郵 E-mail: yseeds@ywca.org.hk

服務單位一覽

Directory of Hong Kong YWCA Service Units

39 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
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傳真 Fax: 3443 1698
電郵 E-mail: ycyyc@ywca.org.hk

40 紹邦幼兒學校

Shiu Pong Nursery School

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傳真 Fax: 3443 1670
電郵 E-mail: nssp@ywca.org.hk

41 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

42 基督教女青年會丘佐榮中學

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

九龍何文田常和街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

43 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 and Yau Ma Tei

44 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

45 女青賽馬會家庭健康促進中心

YWCA Jockey Club Family Wellness Centre

九龍何文田窩打老道山文福道5號1樓
1/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1700
傳真 Fax: 2700 1710
電郵 E-mail: kcfwc@ywca.org.hk

46 Y SENSe 特殊教育需要專業支援服務

Y SENSe

九龍何文田窩打老道山文福道5號1樓
1/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1700
傳真 Fax: 2700 1710
電郵 Email: kcfwc@ywca.org.hk

47 全校參與分層支援有自閉症的學生—

學校與非政府機構協作計劃

Project on Whole School Approach to Providing Tiered Support for Students with ASD - NGO-School Collaboration

九龍何文田窩打老道山文福道5號1樓
1/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1700
傳真 Fax: 2700 1710
電郵 Email: kcfwc@ywca.org.hk

48 Y-Flight 逆風高飛計劃

Y-Flight

九龍何文田窩打老道山文福道5號1樓
1/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1700
傳真 Fax: 2700 1710
電郵 Email: kcfwc@ywca.org.hk

49 女青賽馬會青健坊長者日間復康中心

YWCA Jockey Club Y Care Elderly Centre

九龍何文田窩打老道山文福道5號2樓
2/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1730
傳真 Fax: 2700 1755
電郵 E-mail: ychmt@ywca.org.hk

50 女青適健中心

Y Health and Wellness Centre

九龍何文田窩打老道山文福道5號2樓
2/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1730
傳真 Fax: 2700 1755
電郵 Email: yhw@ywca.org.hk

51 照顧易家居照顧服務

Y Senior Care

九龍何文田窩打老道山文福道5號2樓
2/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1750
傳真 Fax: 2700 1755
電郵 Email: ysc@ywca.org.hk

52 女青賽馬會人才發展中心

YWCA Jockey Club Y Plus+ Talent Development Centre

九龍何文田窩打老道山文福道5號3樓
3/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1788
傳真 Fax: 2700 1799
電郵 E-mail: yplus@ywca.org.hk

53 ERB 服務點 (九龍西)

ERB Service Spots (Kowloon West)

九龍何文田窩打老道山文福道5號3樓
3/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1777
電郵 E-mail: kwss@ywca.org.hk

54 女青賽馬會樂齡活學中心

YWCA Jockey Club Y Evergreen Learning Centre

九龍何文田窩打老道山文福道5號4樓
4/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1600
傳真 Fax: 2700 1610
電郵 E-mail: yeg@ywca.org.hk

55 港島區及九龍西長者學苑聯網

Hong Kong Island and Kowloon West Elder Academies Cluster

九龍何文田窩打老道山文福道5號4樓
4/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1600
傳真 Fax: 2700 1610
電郵 E-mail: yeg@ywca.org.hk

56 峰景軒

Summit View Kowloon

九龍何文田窩打老道山文福道5號
No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1688
傳真 Fax: 2700 1699
電郵 E-mail: summitview@yhk.com.hk

57 Y Serenity 青心坊

Y Serenity

九龍何文田窩打老道山文福道5號3樓
3/F, No. 5 Man Fuk Road, Waterloo Road Hill, Kowloon
電話 Tel: 2700 1788
傳真 Fax: 2700 1799
電郵 E-mail: swmc@ywca.org.hk

58 旺角持續教育中心

Mongkok Continuing Education Centre

九龍荔枝角道23號
No. 23, Lai Chi Kok Road, Kowloon
電話 Tel: 3146 3211 / 2391 4701
傳真 Fax: 3146 3388
電郵 Email: ceco@ywca.org.hk

九龍 - 黃大仙及觀塘

Kowloon - Wong Tai Sin and Kwun Tong

59 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

60 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

61 九龍東持續教育中心

Kowloon East Continuing Education Centre

九龍黃大仙正德街103號
黃大仙中心南館平台3樓
Unit No. P2, Podium Floor, Temple Mall South, No.103, Ching Tak Street, Wong Tai Sin, Kowloon
電話 Tel: 3146 3333
傳真 Fax: 3146 3388
電郵 E-mail: rske@ywca.org.hk

62 賽馬會龍翔綜合社會服務處

Jockey Club Lung Cheung Integrated Social Service Centre

九龍黃大仙正德街103號
黃大仙中心南館平台2樓
Unit No. P1, Podium Floor, Temple Mall South, No.103, Ching Tak Street, Wong Tai Sin, Kowloon
九龍黃大仙上邨啟善樓地下2-4號 (分處)
Units 2-4, G/F, Kai Sin House, Upper Wong Tai Sin Estate, Kowloon (Branch)
電話 Tel: 2326 0192
傳真 Fax: 2351 7152
電郵 E-mail: itlc@ywca.org.hk

63 旺角持續教育中心辦事處

Mongkok Continuing Education Centre Office

九龍黃大仙正德街103號黃大仙中心南館平台3樓
Unit No. P2, Podium Floor, Temple Mall South, Ching Tak Street, Wong Tai Sin, Kowloon
電話 Tel: 3146 3211
傳真 Fax: 3146 3388
電郵 E-mail: ceco@ywca.org.hk

64 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 Nos.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

65 賽馬會樂華綜合社會服務處

Jockey Club 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, 3/F-5/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

九龍 - 荔枝角、長沙灣及深水埗

Kowloon - Lai Chi Kok, Cheung Sha Wan and Sham Shui Po

66 幼兒教育部辦事處

Early Childhood 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
Units 1-8, G/F, Han Ching House, Yee Ching Court, No. 311 Cheung Sha Wan Road, Shamshui, Kowloon
電話 Tel: 3586 0344
傳真 Fax: 2545 1197
電郵 E-mail: eced@ywca.org.hk

67 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

68 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, No. 311 Cheung Sha Wan Road, Shamshui, Kowloon
電話 Tel: 2728 1122
傳真 Fax: 2728 1214
電郵 E-mail: kga@ywca.org.hk

69 賽馬會深水埗綜合社會服務處

Jockey Club 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, Nos. 59-63 Un Chau Street, Shamshui, Kowloon
電話 Tel: 2720 4318
傳真 Fax: 2720 4201
電郵 E-mail: itssp@ywca.org.hk

70 誌實松柏中心

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, Nos. 59-63 Un Chau Street, Shamshui, Kowloon
電話 Tel: 2720 6364
傳真 Fax: 2720 5818
電郵 E-mail: secp@ywca.org.hk

71 雲華護理安老苑

Wan Wah Care and 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

72 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 Nos. 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

服務單位一覽 Directory of Hong Kong YWCA Service Units

73 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康樓地下(辦公室)
G/F, Lai Lim House, Lai On Estate, Shamshui, Kowloon
九龍深水埗東京街12號麗閣邨麗蘭樓314號
Unit 314, Lai Lan House, Lai Kok Estate, No. 12 Tonkin Street, Shamshui, Kowloon
電話 Tel: 2725 7702
傳真 Fax: 2725 7798
電郵 E-mail: hhssp@ywca.org.hk

74 人才發展中心(九龍西)
Talent Development Centre (Kowloon West)
九龍深水埗東京街12號麗閣邨麗薇樓地下3號及4號舖
Shop Nos. 3 & 4, G/F, Commercial Block 1, Lai Kok Estate, No. 12 Tonkin Street, Shamshui, Kowloon
電話 Tel: 3970 0800
傳真 Fax: 3970 0887
電郵 E-mail: lkcywca.org.hk

75 女青听兒駐校服務(甲隊)
Y Joy Early Childhood School Social Work Service (Team A)
九龍長沙灣長沙灣道655號中國船舶大廈1605室
Unit 1605, China Shipbuilding Tower, No. 655, Cheung Sha Wan Road, Kowloon
電話 Tel: 3188 1543
傳真 Fax: 3585 2693
電郵 E-mail: yjoy@ywca.org.hk

76 女青听兒駐校服務(乙隊)
Y Joy Early Childhood School Social Work Service (Team B)
九龍長沙灣長沙灣道655號中國船舶大廈1604室
Unit 1604, China Shipbuilding Tower, No. 655, Cheung Sha Wan Road, Kowloon
電話 Tel: 3792 0669
傳真 Fax: 3792 0714
電郵 E-mail: yjoyb@ywca.org.hk

77 女青听兒駐校服務(丙隊)
Y Joy Early Childhood School Social Work Service (Team C)
九龍長沙灣長沙灣道655號中國船舶大廈1604室
Unit 1604, China Shipbuilding Tower, No. 655, Cheung Sha Wan Road, Kowloon
電話 Tel: 3792 0669
傳真 Fax: 3792 0714
電郵 E-mail: yjoyc@ywca.org.hk

新界 - 將軍澳
New Territories - Tseung Kwan O
78 將軍澳綜合社會服務處
Tseung Kwan O Integrated Social Service Centre
新界將軍澳調景嶺澳景路88號維景灣畔第17座地庫第3層
LG3, Tower 17, Ocean Shores, No. 88 O King Road, Tiu Keng Leng, Tseung Kwan O, N.T.
電話 Tel: 2709 3388
傳真 Fax: 2709 3311
電郵 E-mail: ittko@ywca.org.hk

79 將軍澳青年外展社會工作隊
Tseung Kwan O Youth Outreaching Social Work Team
新界將軍澳至善街5號將軍澳南服務設施大樓1樓
1/F, Tseung Kwan O South Ancillary Facilities Block, No. 5 Chi Shin Street, Tseung Kwan O, N.T.
電話 Tel: 3990 1515
傳真 Fax: 3460 2515
電郵 E-mail: yottko@ywca.org.hk

新界 - 荃灣、葵涌及青衣
New Territories - Tsuen Wan, Kwai Chung and Tsing Yi
80 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
5/F, Princess Alexandra Community Centre, No. 60 Tai Ho Road, Tsuen Wan, N.T.
電話 Tel: 2490 9060
傳真 Fax: 2490 0144
電郵 E-mail: nstw@ywca.org.hk

81 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

82 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
6/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: nscc@ywca.org.hk

83 賽馬會青衣綜合社會服務處
Jockey Club Tsing Yi Integrated Social Service Centre
新界青衣長青邨長青社區中心3至5樓
3/F-5/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

84 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

85 長青松柏中心(青葵樓)
Cheung Ching Neighbourhood Elderly Centre (Ching Kwai House)
新界青衣長青邨青葵樓406-411室(通訊處)
Unit Nos. 406-411, Ching Kwai House, Cheung Ching Estate, Tsing Yi, N.T. (Correspondence Address)
電話 Tel: 2433 1666
傳真 Fax: 2435 4388
電郵 E-mail: secc@ywca.org.hk

86 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 907-912, 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

87 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
6/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

88 沙田持續教育中心
Shatin Continuing Education Centre
新界沙田小瀝源源順圍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

89 賽馬會沙田綜合社會服務處
Jockey Club 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

90 賽馬會沙田綜合社會服務處(禾輦分處)
Jockey Club 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

91 賽馬會沙田綜合社會服務處(駿洋分處)
Jockey Club Shatin Integrated Social Service Centre (Chun Yeung Office)
新界沙田火炭黃竹洋街28號駿洋邨駿時樓地下
G/F, Chun Sze House, Chun Yeung Estate, Fo Tan, Shatin, N.T.
電話 Tel: 2691 9170
傳真 Fax: 2606 6351
電郵 E-mail: itst3@ywca.org.hk

新界 - 屯門、元朗及天水圍
New Territories - Tuen Mun, Yuen Long and Tin Shui Wai

92 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
6/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

93 賽馬會屯門綜合社會服務處
Jockey Club Tuen Mun Integrated Social Service Centre
新界屯門友愛邨愛廉樓地下103號
Unit No. 103, G/F, Oi Lim House, Yau Oi Estate, Tuen Mun, N.T.
電話 Tel: 2451 0311
傳真 Fax: 2450 8984
電郵 E-mail: ittm@ywca.org.hk

94 賽馬會屯門綜合社會服務處(安定分處)
Jockey Club 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

95 賽馬會蝴蝶灣綜合社會服務處
Jockey Club 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, N.T.
電話 Tel: 2466 0136
傳真 Fax: 2455 8040
電郵 E-mail: itbb@ywca.org.hk

96 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 and 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

97 賽馬會早愛同行計劃
Jockey Club Community Support Network for SEN Children
新界天水圍天晴邨天晴社區綜合服務大樓5樓501室
Unit 501, Tin Ching Amenity and Community Building, Tin Ching Estate, Tin Shui Wai, N.T.
電話 Tel: 3907 0491
傳真 Fax: 3907 0498
電郵 Email: fwc_tsw@ywca.org.hk

98 賽馬會天水圍綜合社會服務處
Jockey Club Tin Shui Wai Integrated Social Service Centre
新界元朗天水圍天瑞社區中心地下、1、2及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: itts@ywca.org.hk

新界 - 北區
New Territories - North District

99 秀群松柏社區服務中心
Ellen Li District Elderly Community Centre
新界粉嶺和鳴里7號粉嶺南政府綜合大樓1及2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

100 支援長者離院綜合服務(北區醫院)
Integrated Discharge Support Service for Elderly (North District Hospital)
新界粉嶺和鳴里7號粉嶺南政府綜合大樓1及2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 Email: meel@ywca.org.hk

101 Y Care 新創健青健坊(北區)
長者日間護理中心
NWS Y Care Day Care Centre for the Elderly (North District)
新界粉嶺雅盛苑雅盛商場1樓110室
Room 110, 1/F, 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

102 Y Farm 健康長者農場
Y Farm for Healthy Ageing
新界粉嶺和鳴里7號粉嶺南政府綜合大樓1及2樓(通訊處)
1/F & 2/F, Fanling South Government Complex, No. 7 Wo Ming Lane, Fanling, N.T. (Correspondence Address)
粉嶺丹竹坑老圍
Tan Chuk Hang Lo Wai, Fanling, N.T.
電話 Tel: 2676 2525
傳真 Fax: 2682 0408
電郵 E-mail: meel@ywca.org.hk

103 女青賽馬會青健坊(沙頭角)
YWCA Jockey Club Y Care Elderly Centre (Sha Tau Kok)
新界順興街23號沙頭角邨迎海樓地下5、6及7號舖
Shop 5 - 7, G/F, Ying Hoi House, Sha Tau Kok Chuen, 23 Shun Hing Street, Sha Tau Kok, N.T.
電話 Tel: 2247 5335
傳真 Fax: 2247 5200
電郵 E-mail: ycastk@ywca.org.hk

104 北區地區康健站
North District Health Centre Express
新界上水龍琛路48號上水匯901室
Room 901, Spot, 48 Lung Sum Avenue, Sheung Shui, N.T.
電話 Tel: 2511 6000
傳真 Fax: 2511 6900
電郵 E-mail: dhe@ywca.org.hk

鳴謝 Acknowledgements

本會過去一年事工，承蒙社會各界人士及團體慷慨捐助和支持，謹此致以衷心謝意（排名不分先後）。
The Association would like to express its most sincere thanks to the following donors and supporters for their generous help during the year 2020/21 (In arbitrary order).

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漢堡麵包
綠在元朗
億京發展及策劃有限公司

鳴謝 Acknowledgements

橙天嘉禾娛樂有限公司
興隆室內設計工程有限公司
聯合新零售（香港）有限公司
豐盛髮廊
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基督教宣道會利東堂
置富浸信教會
基督教宣道會清泉堂暨好鄰舍中心
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基督教榮光堂
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香港青年協會賽馬會橫頭磡青年空間
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香港精英運動員協會
大埔區認知障礙症照顧聯盟
香港東區婦女福利會梁李秀娛長者鄰舍中心
蓬瀛仙館祥華長者鄰舍中心
聖雅各福群會
浸信會愛群社會服務處
香港聖公會深水埗綜合家居照顧服務隊
鄰舍輔導會深水埗康齡社區服務中心綜合家居照顧服務
香港基督教服務處深水埗綜合家居照顧服務隊
仁愛堂長者牙科外展服務計劃
葵涌醫院老齡精神科外展隊
香港聖約翰救護機構
香港愛護動物協會
香港老年學會
惜食堂
路向四肢傷殘人士協會
大澳鄉事委員會
大澳漁民互助社
中西區青少年發展協會
仁濟醫院蓬瀛仙館聯和睦鄰社區服務中心
安徒生會大澳中心
安徒生會包威信中心
亞洲動物基金狗醫生
明愛深水埗綜合家居照顧服務隊
東區青年會
東華三院方樹泉長者地區中心
東華三院寶鍾全英安老院
美差會潮浸服務聯會浸信會鳳德青少年綜合服務
香海正覺蓮社長者社區照顧服務北區日間護理中心
香港西區婦女福利會關啟明紀念松鶴老人中心
香港青年協會賽馬會祥華青年空間
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
香港家庭福利會大澳分會
香港耆康老人福利會
香港婦女中心協會 — 慧思薈
香港婦聯彩湖服務中心
香港傷健協會
香港勵志會陳融晚晴中心
香港聾人福利促進會
基督教靈實協會靈實將軍澳及西貢地區支援中心
智樂兒童遊樂協會
薈色園主辦可健耆英地區中心
新生精神康復會利東宿舍
聖雅各福群會土作時分
路德會富欣花園長者中心
路德會賽馬會華明綜合服務中心
關護長者協會銀鈴護士站

學校及教育團體

Schools and Educational Bodies

沙田官立中學
五旬節聖潔會永光書院
浸信會呂明才中學
沙田蘇浙公學
基督教粉嶺神召會恩光幼稚園
平安福音堂幼稚園（天水圍）
禮賢會元朗幼兒園
元朗東莞同鄉會熊定嘉幼稚園
神召會麥嘉倫紀念幼稚園
寶血幼稚園（深水埗）
真理浸信會富泰幼稚園
青衣商會石蔭幼稚園
荃灣聖多明尼幼稚園
基督教家庭服務中心德田幼稚園
九龍禮賢學校
聖公會慈光堂柯佩璋幼稚園
新九龍婦女會樂華幼兒園
禮賢會順天幼兒園
中華基督教會深愛堂幼稚園
基督教家庭服務中心趣樂幼稚園
港青基信幼兒學校（農圃道）
神召第一小學暨幼稚園
美雅幼兒園
美雅幼稚園
真理浸信會幼稚園
真理浸信會碧濤幼稚園
保良局田家炳幼稚園
保良局曾星如幼稚園
保良局劉陳小寶幼稚園
迦南幼稚園（窩打老道）
寶血幼稚園
美雅幼稚園（分校）
啟思幼稚園（帝堡城）
真理浸信會恩典幼稚園
真理浸信會榮光幼兒園
平安福音堂幼稚園（青衣）
保良局易桂芳幼稚園
保良局郭羅桂珍幼稚園
基督教宣道會大澳幼稚園
金巴崙長老會青草地幼稚園
救世軍林拔中紀念學校
青松侯寶垣小學
鮮魚行學校
寶兒中英文幼稚園
保良局羅傑承（一九八三）中學
嘉諾撒小學（新蒲崗）
佛教林金殿紀念小學

基督教宣道會宣基小學（坪石）
迦密愛禮信中學
慕光英文書院
循道中學
基督教聖約教會堅樂第二小學
天主教鳴遠中學
天主教領島學校
保良局甲子何玉清中學
將軍澳天主教小學
聖公會油塘基顯小學
仁濟醫院第二中學
聖公會基愛小學
台山商會學校
天主教善導小學
九龍禮賢學校暨幼稚園
中華基督教會基全小學
亞斯理衛理小學
香港紅卍字會屯門仁慈小學
道教青松小學（湖景邨）
聖公會聖多馬小學
香港教育大學賽馬會小學
聖公會蔡功譜中學
屯門官立中學
港九街坊婦女會孫方中小學
佐敦谷聖若瑟天主教小學
聖公會主風小學
柴灣角天主教小學
港九潮州公會中學
香港航海學校
石籬聖若望天主教小學
香海正覺蓮社佛教陳式宏學校
基督教香港信義會紅磡信義學校
平安福音堂幼稚園（沙田）
佳寶幼稚園（天瑞）
香港中文大學賽馬會公共衛生及基層醫療學院
香港中文大學賽馬會老年學研究所
香港中文大學社會服務隊
香港大學秀園老年研究中心
香港理工大學眼科視光學院
香港教育大學學生事務處
香港浸會大學中醫藥學院
香港理工大學護理學院
香港大學護理學院
上水官立中學
中華聖潔會靈風中學
元朗朗屏邨東莞學校
田家炳中學
佛教林炳炎紀念學校
佛教葉紀南紀念中學

宏恩基督教學院
李陞小學
沙頭角中心小學
明愛粉嶺陳震夏中學
東涌天主教學校
東華三院李嘉誠中學
保良局世德小學
保良局陳溢小學
宣道會陳朱素華紀念中學
英皇書院同學會小學第二校
英華女學校
迦密柏雨中學
香港大學社會工作與社會行政學系
香港中國婦女會中學
香港仔浸信會呂明才書院
香港扶幼會許仲繩紀念學校
香港浸會大學生物系
香港教育大學
香港道教聯合會鄧顯紀念中學
香港管理專業協會羅桂祥中學
香港潮商學校
旅港開平商會學校
粉嶺官立中學
荃灣公立何傳耀紀念中學
啟思中學
基督教宣道會利東幼兒學校
基督教香港信義會元朗信義中學
將軍澳官立中學
張沛松紀念中學
郭怡雅神父紀念學校
曾梅千禧學校
匯知中學
慈雲山聖文德天主教小學
聖士提反堂中學
聖公會呂明才紀念小學
聖公會阮鄭夢芹銀禧小學
聖公會林護紀念中學
聖公會青衣主恩小學
聖公會基恩小學
聖公會聖彼得小學
聖公會聖馬太小學
聖公會鄧肇堅中學
聖保羅書院
聖傑靈女子中學
裘錦秋中學（葵涌）
福德學社小學
樂善堂梁植偉紀念中學
獻主會聖馬善樂小學

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 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.



會歌 YWCA Hymn

調自：《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.



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，本會會務得以不斷發展，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服務，與時並進。

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 services to keep abreast of the times for children, youths, women, elderly, community, unemployed persons, new arrival families and deprived groups.

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——

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。（港幣一百元以上捐款收據，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)

_____ (夜間 night-time)

通訊地址 Address: _____ 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





Hong Kong Young Women's Christian Association

香港中環麥當勞道1號

香港中環麥當勞道1號

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