

宗旨 Purpose

本基督之精神,促進個人德智體群四斉之發展,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 Motto

(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:

德 智 體 群

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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女青一直秉持「婦女為本」的初心,致力回應不同婦女的需要,並以基督的關愛精神,開展各項適切服務,栽培豐盛生命。

As a women-oriented organization, Hong Kong YWCA has all along adhered to its original aspiration of addressing various needs of women, and launched different appropriate services to cultivate abundant life and manifest the love and care of Christ.

承傳創會使命 從服務中彰顯基督關愛

基督教信仰是本會服務的根基,女青的成立源起於四位虔誠的基督徒婦女受到上帝感召,她們關心各階層婦女以至社會的需要,並熱心接待取道香港、遠洋留學的年青女子。這份對社會有需要的人的關愛,以及真誠款待的心意,至今仍體現於本會多元化的服務中,透過女青接近110個服務單位,傳達至各個社區及不同服務對象,讓我們在天父的帶領下,委身服侍社群,從服務中彰顯基督使命和價值。

Pass on the mission by serving others with Christ's love

The provision of our services is based on Christian faith. Hong Kong YWCA was established by four devout Christian women who felt the calling of God. They cared for the needs of the community, particularly women from all walks of life, and warmly offered hospitality to young women travelling via Hong Kong on their way to study abroad. Their genuine concern and sincere welcome towards the people in need are still embedded in our diverse range of services to date, reaching out to different communities and service targets through our nearly 110 service units across the territory. We remain committed to serving the community under the guidance of our Heavenly Father and demonstrating Christian values in our services.

同時,本會一直致力擔當教會和社區之間的橋樑, 提供平台讓教會引領社區人士認識基督。本年度, 本會服務單位與數十間夥伴教會及福音機構緊密 合作,於社區推行各項結合基督教信仰的活動,傳 揚福音。我們亦重視會內的靈性關顧和栽培,除 每年舉行創會日祈禱會、董委幹祈禱會及感恩節 聚會,傳遞機構基督教文化和使命外,董事團契亦 定期舉行聚會,分享屬靈旅程,為女青禱告。而本 年度,董事團契退修會以「Return. Reflect. Renew」 為主題,感謝天父讓我們從中獲得信仰反思和禱 告默想的機會,並互相分享勉勵。同工團契、心靈 加油站及佈道會等讓同工從信仰中得力,彼此支 持。Y-Fire生命大使凝聚會內基督徒同工,按著各單 位靈性需要舉辦福音活動,於職場中實踐召命。此 外,本年度首次舉辦「基督教價值及文化設置」計 劃,透過於單位展示基督教主題的設計圖像及聖 經經文,增加同工及公眾對基督教文化及價值之認 識。讓我引用世界基督教女青年會的格言—萬軍之 耶和華説:「不是倚靠勢力,不是倚靠才能,乃是倚 靠我的靈,方能成事」,期望未來本會能繼續跟隨 天父腳蹤,持守女青服務的初衷,薪火相傳。

栽培具國際視野的女性領袖 承傳女青運動

作為本港歷史悠久的婦女機構,以及世界基督教 女青年會的成員之一,本會一直致力培育關心社 會、具備國際視野的女性領袖,並善用本會國際網 絡,與不同國家連結,為婦女及社會需要發聲,建 立共融、平等和友愛的社會。

自本會於2004年舉辦首屆年青女性領袖培育計劃,推動婦女發展領袖才能及領導改變,計劃至今已是第七屆。以「Think Global. Act Local」為計劃理念,本屆「香港女聲Glocal Y」計劃在疫情下仍成功招募20多位年青女性參與。透過領袖訓練、專題、社區探訪及工作坊等,她們學習從宏觀婦無,可思性別角色、性暴力等議題,了解世界各地時里及思性別角色、性暴力等議題,了解世界各地時事度、思性別角度關注日常及社會時期。對實際行動促進兩性平等。事實上,過去學」計劃已栽培了一群關心本地社會和世界等。對學」計劃已栽培了一群關心本地社會和世界等。對學」計劃已栽培了一群關心本地社會和世界等。對學,獲得成長,並與女青年會同行,讓女專內發揮,獲得成長,並與女青年會同行,讓女專會人發揮,獲得成長,並與女青年會同行,讓有會對學,獲得成長,並與女青年會同行,讓有會對學,獲得成長,並與女青年會同行,讓有會對學,不可持續發展制定的目標,亦貫徹本會「生命的栽培」的服務宗旨。

We endeavour to connect churches with the community by providing a platform for them to engage the community in learning about Christ. Thoughout the year, our service units worked closely with dozens of partner churches and evangelical organizations to launch various Christian faith-based activities to spread the gospel. We also attach importance to spiritual care and cultivation within the Association. Apart from the Foundation Day Prayer Meeting, Prayer Meeting for Board, Committee and Staff and Thanksgiving Meeting to promote Christian culture and mission of the Association, the Board of Directors' Fellowship also held regular gatherings to share their spiritual journey and pray for the Association. With its annual retreat organized under the theme of "Return. Reflect. Renew" this year, we thanked our Lord for giving us the opportunity for mutual sharing and support through prayers, reflection and meditation.

Besides, fellowships, spiritual care activities and evangelistic meetings were held for our staff to gain strength in faith and support each other, while Christian staff played the role of Y-Fire Ambassadors to initiate various evangelistic activities according to the respective spiritual needs of each unit, to fulfil their calling at work. In addition, for the first time this year, we launched the "Christian Values and Cultural Setting" programme, which aimed to enhance the understanding of Christian culture and values among our staff and the public through the display of Christian-themed images and Bible verses in the units. As the motto of the World YWCA goes – "Not by might nor by power, but by my Spirit," says the Lord Almighty, I sincerely hope that the Association will continue to follow the footsteps of Jesus, to uphold and pass on the original purpose of YWCA's services.

Promote YWCA Movement and nurture women leaders

As a long-established women's organization in Hong Kong and a member of World YWCA, the Association is dedicated to nurturing women leaders with a global vision and showing concern for the society. Leveraging the Association's international network, we joined hands with different countries to speak out for the needs of women and community, advancing an inclusive, equal and caring society.

Since the young women's leadership project was launched for the first time in 2004, the project is now in its seventh year to promote leadership development among women to initiate changes. Based on the concept of "Think Global. Act Local", this year's Hong Kong Women's Voice "Glocal Y" Training Project recruited more than 20 participants despite the impact of epidemic. Through leadership training, seminars, visits and workshops, they reflected on issues such as gender roles and sexual violence from a macro perspective, and understood the challenges faced by women around the world. They also learned to use a gender lens to examine daily and social issues, and take concrete actions to enhance gender equality.

Indeed, previous cohorts of the training project have already nurtured a group of young women leaders who are concerned about the needs of the local community and the world. They have not only given full play to their potential and achieved personal growth, but

此外,本會於2023年3月派出由董事、同工及Glocal Y畢業學員組成的代表團出席於美國紐約舉行的第67屆聯合國婦女地位委員會會議。作為聯合國每年定期舉辦的重要活動之一,本年度會議以「數碼化時代的創新科技變革與教育」為主題,7,000多位來自不同國家的參加者互相交流討論,以回應數碼化時代為婦女發展帶來的挑戰和機遇,共同為兩性平等及婦女充權的目標而努力。

提升機構管治能力 實践服務社會使命

隨著社會環境急速轉變,市民對社會服務的需求不斷增加,作為服務公眾的社會服務機構,良好的機構管治尤其重要,透過妥善訂立機構的發展策略,以及領導、管理、問責、監控等制度和程序,機構得以有效地實踐使命及回應社會需要,持續發展。

過去一年,蒙天父對女青的引領和眷佑,讓本會能順利跨過疫情,迎來社會復常,推展各項服務。本人十分感謝本會名譽會長、名譽董事、董事、委員、會員、義工及同工的委身和付出,以及各政府部門、夥伴機構和企業、社會各界的支持和認同,與女青同行。未來,本會將繼續傳承創會使命,為建設更美好的社會而努力。

also partnered with the Association to pass on YWCA Movement. This not only addressed the goal envisioned by World YWCA for promoting the sustainable development of YWCA Movement but also realized the Association's mission of "Enhancement of Life".

In addition, in March 2023, the Association formed a delegation comprising our Board Director, staff and Glocal Y graduate to attend the 67th Session of the United Nations Commission on the Status of Women (UNCSW) in New York, USA. As one of the major events annually organized by the United Nations, the priority theme of this year's session was "Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls". More than 7,000 participants from different countries exchanged views on the challenges and opportunities brought about by the digital age to women's development, and worked together to attain the goals of gender equality and women's empowerment.

Enhance corporate governance for fulfilling our mission

In view of the ever-changing social environment and increasing demand for social services, good corporate governance becomes particularly important for social service organizations which provide services for the public. By formulating sound and appropriate organizational development strategies, as well as systems and procedures concerning leadership, management, accountability and control, the Association effectively achieves its mission, responds to the needs of society and enables sustainable development.

In the past year, with the guidance and blessing of God, we managed to ride out the epidemic and launch various services when the society resumed to normalcy. I would like to extend my heartfelt gratitude to our Honorary Presidents, Honorary Directors, Board Directors, committee members, members, volunteers and staff for their commitment and dedication, as well as the support and recognition from various government departments, partner organizations and enterprises, and different sectors of the society for joining hands with us. The Association will continue to pursue its founding mission and strive for the betterment of the community.

總幹事報告 Chief Executive's Report

隨著疫情緩和,社會逐漸復常,各項社交距離限制相繼取消,本會積極開展各項新服務,回應社會需要,並從多方面裝備機構持續發展能力,迎接未來挑戰。

With the epidemic subsided, the resumption of normalcy and lifting of social distancing restrictions facilitated the Association to launch various new services catering for the needs of community and equip itself for sustainable development to meet future challenges.

推動社區健康服務發展 回應社會需要

Aptly promote community health services

In the face of an ageing population and in order to alleviate the pressure on public healthcare system, the Government actively developed primary healthcare services in recent years, which paved the way for the enhancement of medical-social collaboration. Over the years, the Association has launched a range of services to promote community health, and was commissioned to operate North District Health Centre Express in 2021, to provide districtbased primary healthcare services and enhance the capability in self-management of health among citizens through medical-social collaboration and public-private partnership. The centre has forged partnerships with nearly a hundred district organizations, charities, schools and churches to co-organize various health activities. It also teamed up with allied health professionals to support the chronically ill through a multi-disciplinary approach and enhance the access to primary healthcare services among different parties in the district.



此外,本會與香港中文大學及三間機構攜手開展 「賽馬會We WATCH優活健康計劃」,並於元朗區 成立新服務單位—女青賽馬會優活坊(新界西), 以元朗及天水圍區的中年人士為對象,協助他們 建立健康生活模式,並透過與區內教會、地區組織 及婦女網絡進行宣傳及活動協作,滲透婦女為本 角度及結連福音訊息於服務當中。

開設新服務單位 拓展北區服務

本會獲社會福利署批出營辦位於粉嶺皇后山的長 者日間護理中心,已正式投入服務,並命名為利梁 趣沂樂齡日間護理中心,以感謝利梁趣沂女士的 熱心支持和慷慨捐助。中心除了為區內體弱長者提 供日間照顧服務,亦提供短期或臨時的日間暫託 服務,並透過定期安排家屬聚會及訓練,為護老者 提供支援。而同區另一新設服務單位一女青喜越 嬰幼園(皇后山)的裝修工程亦已竣工,預計能提 供一百個日間嬰幼兒託管名額,以幼兒教顧模式服 務有需要家庭,期望兩個新服務單位能為該區居 民提供適切服務,推動社區發展。

促進個人才能發揮 共同參與社會發展

秉持「生命的栽培」的服務宗旨,本會致力促進個 人成長及全面發展,並鼓勵各人發揮所長,貢獻社 會。年度內,本會開展「賽馬會眾心行善-50+義 工推廣計劃」,為50+及退休人士提供多元化的義 工培訓及服務機會,並善用他們豐富的社會經驗, 人脈網絡及知識,參與及帶領義工活動,服務社 區。而於「賽馬會專業創未來計劃」中,本會獲邀 成為行業統籌之一,夥拍有心僱主,為年青人提供 見習職位,以及職前訓練營、在職培訓及就業支援 等,協助年青人訂定職涯目標,並提升就業能力, 為推動本地人才發展出一分力。此外,為回應青年 人在成長過程中的不同需要,本會與全港十多間提 供青少年綜合服務的社會服務機構,一同參與「賽 馬會21世紀綜合青少年服務中心計劃」,以「青年 成人共創」及「社會創新」為理念,推動青年人共 同參與探索青少年綜合服務的未來發展。本會員工 與青少年以設計思維,就創造新服務空間、新服務 及受眾新體驗進行討論及反思,一同思考及建構 21世紀青少年服務的新形態。

The Association also joined hands with the Chinese University of Hong Kong and three other organizations to launch the "Jockey Club We WATCH Healthy Lifestyle Project", and a new service unit, YWCA Jockey Club Healthy Lifestyle Service Centre (NT West) was set up in Yuen Long, to promote healthy lifestyle among the middleaged in Yuen Long and Tin Shui Wai. Women-oriented perspective and gospel messages were also infused into our publicity activities and other initiatives with churches, organizations and women's networks in the district.

New service units established in North District

The Association was commissioned by Social Welfare Department to operate the day care centre for the elderly at Queens Hill, Fanling. The Centre has commenced service and was named as Helen Lee Day Care Centre for the Elderly in gratitude for Mrs. Helen Lee's enthusiastic support and generous donation. Apart from day care services for frail elders in the district, it also offers day respite services and supports carers through regular family gatherings and training sessions. Meanwhile, fitting-out works of another new service unit in the district, Y-Kids UPlace (Queens Hill), have been completed. It is expected to provide a hundred day care places for infants and young children, and serve the needy families with the Educare model. We hope that the two new service units will provide appropriate services for the residents and drive the community development

Promote talent development and social engagement

Upholding the mission of "Enhancement of Life", the Association is dedicated to promoting the holistic development of individuals and encouraging them to contribute to the community. During the year, the JC VOLUNTEER TOGETHER - 50+ and Retirees Programme was introduced to provide diversified volunteer training and service opportunities for 50+ and retired persons, and to leverage their rich social experience, network and knowledge to serve the community through volunteering. In the JC PROcruit C programme, we were invited to be one of the industry convenors to partner with employers to offer internships, bootcamps, onthe-job training and employment support for young people, so as to help them set career goals and enhance their employability, thereby promoting the development of local talents. In addition, the Association participated in the 21C@JC project, together with over 10 social service organizations offering integrated youth services in Hong Kong, to advocate joint participation of young people in exploring future possibilities of integrated youth services under the concepts of youth-adult partnership and social innovation. Our staff and young people discussed and engaged in design thinking to explore and create new physical space, new services and new user experience for youth services in the 21st century.

Unlock family strength and support families in need

We believe that family is the cradle nurturing the healthy growth of children. Thus, a "family-based" approach is adopted in our children and family services, and we are committed to providing professional, continuous and systematic support to children with

培養家庭正能量 支援有需要家庭

本會相信家庭是培育幼兒健康成長的搖籃,因此我 們一直以「家庭為本」模式推展各項兒童及家庭服 務,並致力為有特殊教育需要的孩子及其家庭,提 供專業、持續而有系統的支援服務,其中包括於本 年度開展的「『絡區樂居』 劏房家庭支援計劃」,協 助居於「劏房」的有特殊教育需要兒童及其家庭面 對生活、成長和管教上的壓力和挑戰,並結連社區 人士與家庭同行,強化他們的支援網絡。同時,鑑 於持續的疫情為不少幼兒的言語發展帶來影響, 「女青賽馬會『言晴』幼兒家庭支援計劃」為育有 言語發展遲緩或障礙的幼兒家庭提供支援,由跨 專業團隊與香港教育大學合作,推行實證為本的情 境生活言語學習配套,以促進幼兒的言語發展,減 輕家長壓力。此外,以高小學生及其家庭為對象的 「女青賽馬會『親』平氣和計劃」,透過親子工作 坊、輔導服務及調解訓練等,讓家長和子女學習如 何有效處理衝突分歧,改善溝通及相處方式,並及 早識別和介入容易爆發親子衝突的家庭。

善用科技推動服務持續發展及優化

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,以配合服務發展。為裝備機構迎接數碼化時代,本會於2020-2025「策略發展計劃」已制定明確方向,積極推動科技應用,促進機構未來持續發展,並於2020年起籌備建立「企業資源規劃系統」,將財務會計、採購、人力資源等行政流程自動化,藉以提高行政效率及優化行政管理,為各項社會服務的推展提供完善支援。感謝項目團隊以及各員工的努力,系統已於本年度分階段推出。期望此項目能為業界起先導作用,展示社會服務機構如何透過科技應用,為機構未來發展注入動力。

此外,本會與本地三間社會服務機構合作構建的到校學前康復服務電子平台一「香港賽馬會樂智通平台」第一階段已正式啟用,系統涵蓋個案管理、訓練內容記錄、資訊交流等應用,不僅有助優化服務流程,提升質素管理及加強跨機構的知識共享,更促進機構、家長和學校三方面的聯繫,攜手支援幼兒健康成長。展望未來,我們相信隨著科技發展和時代轉變,社會服務機構在服務模式、社會創新、管理程序等方面都充滿更多發展空間,本會將積極裝備,與時並進,並期望透過加強業界夥伴及跨界別協作和交流,開展創新、專業而優質的服務,造福社群。

最後,本會能順利開展各項新服務,實在有賴政府,以及社會不同界別的支持,本人謹在此表達衷心謝意,並感謝全會上下在過去一年的努力,用心服務有需要的人。期望社會各界繼續與女青同行,讓更多人受惠於本會服務。

special educational needs (SEN) and their families. This year, "Linking Hub" Project - Community Support Service for Subdivided Unit Families was launched to support SEN children living in sub-divided units and their families to handle challenges in their daily lives, child development and discipline, and to strengthen their support network. In view of the impact of the epidemic on the speech development of young children, the YWCA Jockey Club "Embracing Speech" Early Childhood Family-based Support Project provided support to families with children suffering from speech delay or disorder. Our multi-disciplinary team collaborated with the Education University of Hong Kong to introduce the evidence-based Family Milieu Conditions Assessment Tool and Home Training Kits to enhance the speech development of young children and alleviate the stress of parents. Besides, the YWCA Jockev Club Calm & Caring Family Project enabled upper primary students and their parents to learn how to effectively handle conflicts and disagreements, and to improve their communication and relationship. Early identification and intervention were also provided for families prone to parentchild conflicts.

Application of technology for service enhancement

To cope with the growing demand for social services, the Association has to enhance its administrative efficiency accordingly. Our strategic development plan 2020-2025 already outlined application of technology as one of the goals for promoting its sustainable development in preparation for the digital era. Since 2020, we have planned for the establishment of Enterprise Resources Planning (ERP) system, where procedures of finance, accounting, procurement and human resources were automated to enhance our administrative efficiency, for supporting the implementation of various social services. Thanks to the efforts of the project team and staff, the system rolled out in phases this year. It is hoped that the project will serve as a pioneer for the sector, demonstrating how social service organizations apply technology to give impetus to their future development.

In addition, the initial phase of e-Pass OPRS, an e-platform for onsite pre-school rehabilitation services (OPRS) jointly developed by the Association and three local social service organizations, was launched. The system, which covered applications such as case management, training content record and information exchange, not only helped optimize service delivery, enhance quality management and strengthen inter-organizational knowledge sharing, but also fostered a closer connection among the organizations, parents and schools. Looking forward, we foresee various development possibilities in terms of service mode, social innovation and management procedures, with the advancement of technology and society. The Association will strive to keep abreast of the times and launch innovative, professional and quality services for the betterment of the community by enhancing collaboration within and across sectors.

Finally, I would like to extend my sincere gratitude to the Government and different sectors for their support in the launch of new services, as well as all Board Directors, committee members, members, volunteers and staff for their dedication in serving the needy. I hope that the community will continue to join hands with YWCA so that our services can benefit more people.





遠象 Vision

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

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

使命 Mission

蒙主的恩助,我們致力成為:

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

With God's blessing, we aspire to be:

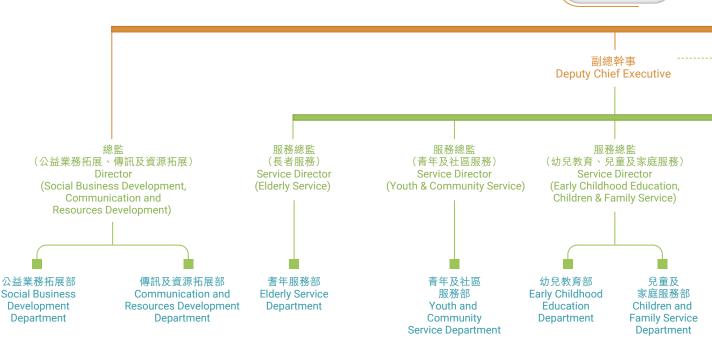
- A Christian organization to enrich life
- A women movement advancing liberty and equality
- A service pioneer in meeting pressing social needs

核心價值

Values

- 基督教倫理觀
- 專業精神及卓越服務
- 誠信及承擔
- 團結契合
- Christian ethics
- Professionalism and service excellence
- Integrity and accountability
- Unity and fellowship

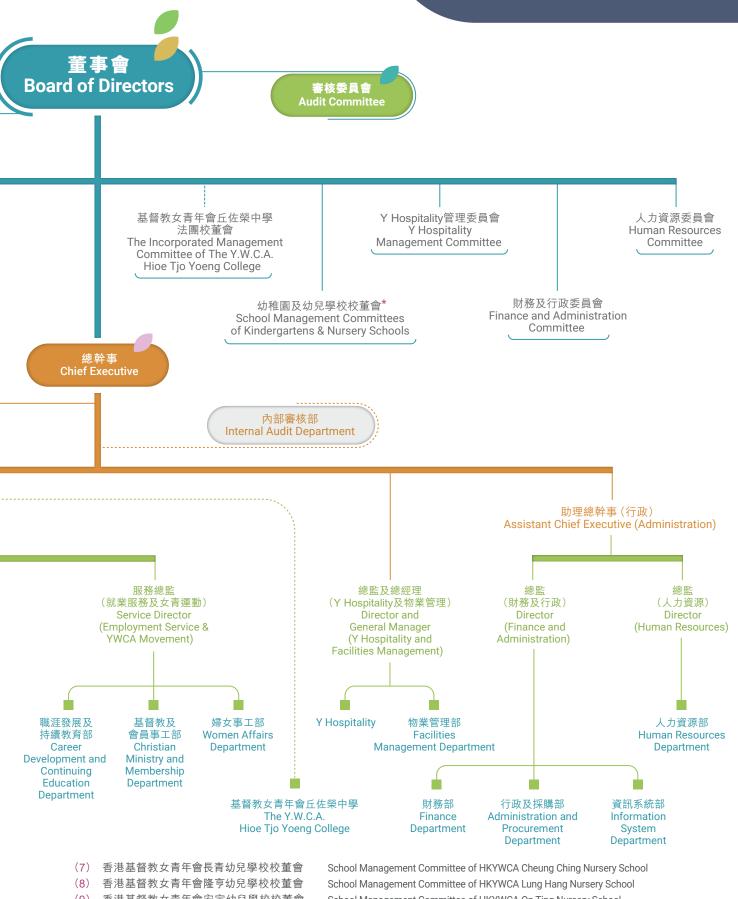




(1) 香港基督教女青年會戴翰芬幼兒學校校董會

- (2) 香港基督教女青年會紹邦幼兒學校校董會
- (3) 香港基督教女青年會彩雲幼兒學校校董會
- (4) 香港基督教女青年會信望幼兒學校校董會 (5) 香港基督教女青年會趙靄華幼兒學校校董會
- (6) 香港基督教女青年會荃灣幼兒學校校董會

School Management Committee of HKYWCA Tai Hon Fan Nursery School School Management Committee of HKYWCA Shiu Pong Nursery School School Management Committee of HKYWCA Choi Wan Nursery School School Management Committee of HKYWCA Faith Hope Nursery School School Management Committee of HKYWCA Chiu Oi Wah Nursery School School Management Committee of HKYWCA Tsuen Wan Nursery School



- 香港基督教女青年會安定幼兒學校校董會
- (10) 香港基督教女青年會宏恩幼稚園校董會
- (11) 香港基督教女青年會趣沂幼稚園校董會
- School Management Committee of HKYWCA On Ting Nursery School
- School Management Committee of HKYWCA Athena Kindergarten
- School Management Committee of HKYWCA Helen Lee Kindergarten

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,致力建立神所喜悦的女青年會,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 黃文璿女士 Mrs. Mona Leong, SBS, BBS, MBE, JP

胡秀霞女士 Mrs. Patricia Ling, MH, JP

名譽董事 Honorary Directors

孫蓮娜女士Mrs. Lena Liu吳夢珍博士Dr. Agnes Ng, JP禤秀萍女士Mrs. S. P. Huen Lee, May羅章文女士Mrs. Helen Koo簡瓊珍女士Mrs. Leung Kan King Chun梅以菁博士Dr. Jennie Lee黃麗娟女士Ms. Wong Lai Kuen, Hannah邵嘉儀女士Mrs. Emily Cheng楊邦鏵博士Dr. Hung Yeung Pong Wah梁慕清女士Ms. Leung Mo Ching

2022至2023年度董事 2022-2023 Board of Directors

會長 President



李淑英女士 Ms. Lee Shuk Ying, Helen

第一副會長 1st Vice-President

Ms. Wong Chiang Yen,

第二副會長 2nd Vice-President

呂倩文女士

Simmy

Ms. Lui San Man,









曹妙如女士 許玉銘女士 Ms. Tso Miu Yue, Ms. Hsu Yu Ming, Agnes Hanna

義務書記

義務司庫 **Honorary Treasurer**

May

選任董事 **Elected Directors**



梁萃明女士 Ms. Leung Sui Ming, Olivia



謝瑞賢女士 Ms. Tse Sui Yin, Sally



杜淑婉女士 (至2023年6月30日) Ms. To Sook Yuen, Helena (till 30 June 2023)



陸西琳女士 Ms. Luk Sai Lam, Alice



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



林琼女士 Ms. Lam King, lvy



馬鳳鈿女士 Ms. Ma Fung Tin, Fanny



金港生女士 Ms. King Kong Sang, Mimi



謝淑賢女士 Ms. Tse Shuk In, Marisa

特聘董事 **Co-opted Directors**



呂蕙文女士 Ms. Lui Wai Man, Nancy



潘秀琼女士 Ms. Pun Sau King, Flora

2022至2023年度義務顧問 2022-2023 Honorary Advisers

法律事務	胡百全律師事		蔡克剛律師	Mr. Tsoi Hak Kong, Herbert
Legal Affairs	林子絪律師	Ms. Lam Tze Yan		
傳訊及資源拓展 Communication and Resources Development	林美麗女士	Mrs. Mary Wong	王佩兒女士	Ms. Catherine Wong
業務及服務發展 Business and Service Development	紀治興博士 方乃權教授 黃永森博士 Mr. Kevin Rusht	Dr. Kee Chi Hing, MH, JP Prof. Fong Nai Kuen, Kenneth Dr. Wong Wing Sum, Sam ton	黃岳永教授 蕭明輝博士 魏志榮先生	Prof. Erwin Huang Dr. Siu Ming Fai, Parco Mr. Ngai Chi Wing, Gorman
機構管治 Corporate Governance	馮文珊女士	Ms. Melissa Fung	高靜芝女士	Ms. Kao Ching Chi, Sophia, GBS, SBS, JP
招標事務 Tender Board	李振強先生 文志泉先生 許玉銘女士	Mr. Lee Chun Keung Mr. Antony Man Ms. Hsu Yu Ming, Hanna	陸西琳女士 李雅婷女士 徐嘉樂女士	Ms. Luk Sai Lam, Alice Ms. Adrienne Li Ms. Charlotte Tsui
基督教及會員事工 Christian Ministry and Membership	陳茹九牧師 劉榮佳牧師 蘇穎智牧師	Rev. Chan Yu Kow Rev. Lau Wing Kai Rev. So Wing Chi, Patrick	曾永昌牧師 孔繁漢牧師 潘怡蓉博士	Rev. Tsang Wing Cheong Rev. Hung Fan Hon Dr. Pan Yi Jung
婦女事工 Women Affairs	林滿馨律師 劉曉欣醫生	Ms. Vera Lam Dr. Lau Hiu Yan, Stephanie	鄭煥新律師	Mr. Alvin Cheng
幼兒教育 Early Childhood Education	孔沃棠醫生 鄭楚萍女士 林瑞金鳳女士 楊金曉君博士 彭曉石教授	Dr. Hung Yuk Tong Ms. Cheng Chor Ping, Irene Dr. Lam Shui Fong Mrs. Chow Yeung Kam Fung Dr. Vanessa Pang Prof. Lee Ka Yan, David, BBS, M	蔣在公醫生 翁善強先生 黃潔薇博士 鄭佩芸博士 陳玩芳女士 H, CStJ, JP	Dr. Chiang Chay Kung Mr. Yung Sin Keung, Simon Dr. Wong Kit Mei, Betty Dr. Tay Pui Wan Ms. Chan Woon Fong, Alice
兒童及家庭服務 Children and Family Service	苗延琼醫生 葉麗嫦女士 潘潔玲女士 曾潔雯博士 Ms. Kimberly A	Dr. Miao Yin King, May Ms. Ip Lai Sheung Mrs. Chan Pun Kit Ling Dr. Sandra Tsang, JP nn Barthel	鄭慧芬醫生 梁智熊教授 陳聲珮博士 莊婉瑜博士	Dr. Cheng Wai Fun, Anna Prof. Leung Chi Hung Dr. To Chan Sing Pui, Tikky Dr. Chong Yuen Yu, Connie
青年及社區服務 Youth and Community Service	蔡定國醫生 吳穎之 莊耀 李耀 李耀 等 宗 官 海	Dr. Tsoi Ting Kwok, Peter, JP Dr. Ng Wing Ying, Angela Mr. Chong Yiu Kwong Dr. Lee Yiu Ki Dr. Hui Sau Yan Mr. Kwan Shun Fai, Adrian Prof. To Siu Ming	崔永康教博 標 禁 詩 京 於 強	Prof. Chui Wing Hong, Eric Dr. Yeung Wai Keung, Jerf Dr. Choy Sze Tsan, Clifford Ms. Lo Ting Yan, Diane Mr. Lam Chi Yau, Alex Dr. Leung Sze Ming, Samuel Mr. Jordan Sun
職涯發展及持續教育 Career Planning and Continuing Education	洪鄺黃朝 東京	Ms. Hung Siu Lin, Katherine Dr. Kwong Wai Yung, Enid Ms. Wong Man Yee, Amy Dr. Chan Hoi Yan, Celia Mr. Au Wai Pong Ms. Tam Pui Kwan Dr. Chan Wai Man Dr. Raymond Lee	陳伍李萱 安先女士 安 安 安 安 安 安 安 安 安 安 安 安 安	Ms. Chan Woon Fong, Alice Mr. Ng Lung Wai Ms. Li Po Moon Mr. Poon Huen Wai, MH Ms. Tam Suk Ching, Lucy Mr. Yip Ka Kin, Sammy Dr. Leung Kin Ping Mr. Cheung Hoi Ngai, William

蔡曉青先生Mr. Patrick Tsoi潘頌兒博士Dr. Poon Chung Yee黃永根先生Mr. Wong Wing Kun余雅穎女士Ms. Jennifer Yu羅偉良先生Mr. Stanley Lor

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 陳鋭堅醫生 Dr. Chan Yui Kin, Jonathan

過培健教授 Prof. Kor Pui Kin

文志賢醫生 Dr. Man Chi Yin 譚煥芝醫生 Dr. Tam Woon Chi 陳裕麗博士 Dr. Chan Yue Lai 黃敏櫻女士 Ms. Wong Man Ying, Daisy

Dr. Lai Kam Yuk, Claudia

鄧智仁先生 Mr. Brian Tang

賴錦玉博士

黃凱茵博士 Dr. Wong Hoi Yan, Gloria

2022至2023年度委員會委員 2022-2023 Committee Members

尹美玉女士	Ms. Wan Mei Yuk, Ruby	文志泉先生	Mr. Antony Man
方蘊萱女士	Ms. Fong Wan Huen, Loretta	王思雅女士	Ms. Wong See Nga, Sarah
朱偉年博士	Dr. Welland Chu	江碧霞女士	Ms. Kong Pik Ha, Amy
江慧芝女士	Ms. Kong Wai Chi, Jenny	何敏儀女士	Ms. Ho Man Yee, Connie
何潔雲博士	Dr. Ho Kit Wan	余秀鳳教授	Prof. Yu Sau Fung, Doris
余家鴻先生	Mr. Yu Ka Hung, Wallace	李 俊女士	Ms. Li Chun. Cat
李綺華女士	Ms. Eva Lee	周定茵女士	Ms. Chau Ting Yan, Vivien
周明珠女士	Ms. Libby Chow	周素名女士	Ms. Chow So Ming, Billie
林麗霞女士	Ms. Lam Lai Ha, Florence	姜瑞昌先生	Mr. John Keung
施熙慶女士	Ms. Joyce Shih	洪盛興先生	Mr. Hung Shing Hing, Kilias
馬仁武先生	Mr. Mar Yan Mo, Ronald	馬家儀女士	Ms. Ma Gar Yee, Grace
馬錦華先生	Mr. Ma Kam Wah, MH, JP	張偉傑先生	Mr. Teo Wee Chiat, Jack
張曼欣女士	Ms. Cheong Mun Shing	梁士雄先生	Mr. Carlos Leung
梁炳貴先生	Mr. Max Leung	梁浩筠女士	Ms. Leung Ho Kwan
梁琳明醫生	Dr. Leung Lam Ming, Jess	莫宜端女士	Ms. Mok Yee Tuen, Zandra
莫華勳先生	Mr. Mok Wah Fun, Peter	連寶琦女士	Ms. Lin Po Kee, Serena
郭玲麗女士	Ms. Kwok Ling Lai, Lillian	陳妙霞女士	Ms. Chan Miu Ha, Miranda
陳志榮先生	Mr. Chan Chi Wing	陳秀芬女士	Ms. Chan Sau Fan, Julie
陳家華女士	Ms. Ivy Chan	陳超琪女士	Ms. Judy Chan
陳維國先生	Mr. Chan Wai Kwok, Jackson	陳靜嫻女士	Mrs. Lee Chan Ching Han
麥少梅女士	Ms. Mak Siu Mui, Jenny	麥家裕博士	Dr. Mak Ka Yu, Flora
麥國棟先生	Mr. Michael Mak	麥穎頤女士	Ms. Mak Wing Yee, Winnie
黃 健先生	Mr. Kenneth Wong	黃秀娟博士	Dr. Wong Sau Kuen, Stella
黃亞紅女士	Ms. Wong Ah Hung, Carmen	黃岳永教授	Prof. Erwin Huang
黃國恩女士	Ms. Wong Kwok Yan, Catherine	楊雪芳女士	Ms. Yeung Suet Fong, Chiffon
楊斯渝女士	Ms. Yeung Sze Yu, Cindy	楊嘉燕女士	Ms. Karmen Yeung
鄔潤儀女士	Mrs. Lam Wo Yun Yee, Ruby	劉嬋儀女士	Ms. Jennifer Lau
樓瑋群博士	Dr. Lou Wei Qun, Vivian	鄧祥兒女士	Ms. Tang Cheung Yi, Sheila
鄭佩華教授	Prof. Cheng Pui Wah, Doris	黎秀玲女士	Ms. Lai Sau Ling
蕭嘉妍女士	Mrs. Doo Siu Ka Yin, Catherine	謝慧芬女士	Ms. Tse Wai Fun, Stella
鍾嘉穎女士	Ms. Karen Chung	鍾慧儀女士	Ms. Diana Chung
韓祖恩女士	Ms. Joanne Hon	羅少文女士	Ms. Law Siu Man
譚偉霖先生	Mr. William Tam	譚潔瑩女士	Mrs. Kwok Tam Kit Ying

以上排名以本人姓氏筆劃為序

Names being arranged according to the Chinese Version

7

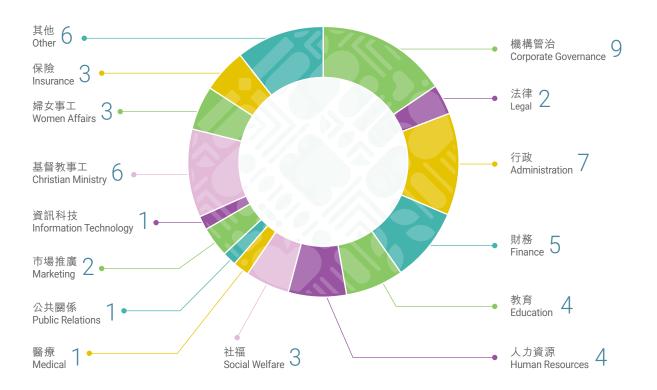
1. 董事會多元化組合

Diversity in the Composition of the Board

按界別分類 By Sector



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



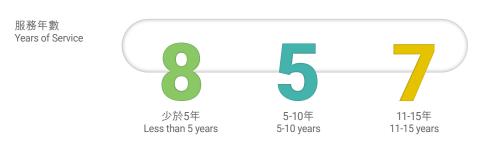
董事會 Board of Directors

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



回應董事會自我評估 Response Rate of the Board of Directors' Self-assessment

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





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 吳鳳屏女士 總監(人力資源)
- 8 林遠濠先生 服務總監(青年及社區服務)
- 9 胡婉玲女士 服務總監(就業服務及女青運動)
- 10 周華達先生 服務總監(長者服務)
- 11 伍偉湛先生 服務總監(幼兒教育、兒童及家庭服務)

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 Ms. Ng Fung Ping, Sonia Director (Human Resources)

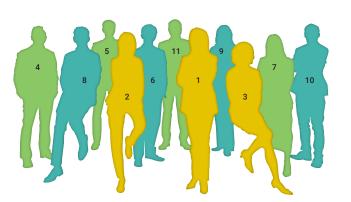
8 Mr. Lam Yuen Ho, Foster Service Director (Youth & Community Service)

9 Ms. Woo Yuen Ling Service Director (Employment Service & YWCA Movement)

10 Mr. Chow Wah Tat, Kenneth Service Director (Elderly Service)

11 Mr. Ng Wai Cham, Raymond Service Director (Early Childhood Education,

Children & Family Service)



管理層員工 Management Staff

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 韓慕琼女士 郭義聰先生 伍慧嫺女士 郭巧玲女士 萬雪芬女士 高佩怡女十 陳鑑銘先生 洪雪霞女十 伍偉基先生 梁佩貞女士 陳頌恩女士 黄麗琪女士

部門主管

督導主任

鄭楚華女士

經理

陳陳梁麥蔡黃蘇鄧蘇曾米 全嘉白慧沛昭期偉永頴家與信儀迅賢思豪權女女先先女先先女先先女先先

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 Mr. Kwok Yee Chung, Ivan Ms. Ng Wai Han, Iris Ms. Kwok Hau Ling, Betty Ms. Man Suet Fan, Cathy Ms. Ko Pui Yee, Kit Mr. Chan Kam Ming, Ken Ms. Hung Suet Ha, Joey Mr. Ng Wai Kei, Ricky Ms. Leung Pui Ching, Yvonne Ms. Chan Chung Yan, Joanne Ms. Wong Lai Ki, Rachel

Head of Department

Ms. Yuen Sau Ying, Fiona Ms. Kwan Pui Ying, Jenny Mr. Wong Ka Wing, Chris Ms. Lui Sau Yi, Joanne Ms. Lee Nga Kee, Katie Ms. Lau Kwok Kiu

Supervisor

Ms. Cheng Chor Wah, Anna

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
Mr. Tsang Ka Ho, Louis
Mr. Mai Chun Wah, Gabriel

單位主任

王志超先生 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 陳鳳琼女士 鄭惠玲女士 鄭雅芝女士 廖彩麟女士 何景祥先生 張卉翠女士 李婉明女士 鄭佩珍女士 杜羡揚先生 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 陳美琼女十 蘇嘉儀女士 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 何家肇先生 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 高凈華女士 何啟銘先生 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

Unit-in-charge

Mr. Wong Chi Chiu 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. Chan Fung King, Jessica Ms. Cheng Wai Ling, Jaclyn Ms. Cheng Nga Chi, Elsa Ms. Liu Choi Lun, Karen Mr. Ho King Cheung, Thomas 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 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. Ho Ka Siu, Vincent 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 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

李學義先生 Mr. Lee Hok Yee, Hut 許婉婷女士 Ms. Hui Yuen Ting, Eva 洪 藝女士 Ms. Hung Ngai 廖碧美女士 Ms. Liu Pik Mei, Denise 李 寧女士 Ms. Li Ning 鄧青欣女士 Ms. Tang Ching Yan, Joyce 冼靜琳女士 Ms. Sin Ching Lam, Ludmilla 魏子揚先生 Mr. Wai Clarence 文嘉莉女士 Ms. Man Ka Lee. Carrie 陳善彤女士 Ms. Chan Sin Tung, Alice 黃潔心女士 Ms. Wong Kit Sum, Fiona 潘詩雅女士 Ms. Pun See Ngar, Christina 侯冠霖先生 Mr. Hau Kwun Lam, Haus 陳憬樟先生 Mr. Chan King Cheung 謝達暉先生 Mr. Tse Tat Fai, Philip 梁嘉頴女士 Ms. Leung Ka Wing, Alice 馮婉姿女士 Ms. Fung Yuen Chee, Vivien 陳偉基先生 Mr. Chan Wai Kee, Jan 潘美施女士 Ms. Poon Mei Sze, Selina 蘇健欣女士 Ms. So Kin Yan, Yan 李雅麗女士 Ms. Lee Nga Lai, Claudia 林燕珍女士 Ms. Lam Yin Chun, Jane 林碧雯女士 Ms. Lam Pik Man, Ivy 鄧旭霖先生 Mr. Tang Yuk Lam, Thomas 沈 憶先生 Mr. Shum Yik 杜曉楠女士 Ms. To Hiu Nam 何嘉賢女士 Ms. Ho Ka Yin, Fion 袁慧明女士 Ms. Yuen Wai Ming, Debby 潘家燕女士 Ms. Poon Ka Yin, Kit 許慧妍女士 Ms. Hui Wai Yin, Suann 陳標煥先生 Mr. Chan Piu Wun 方梓然先生 Mr. Fong Tsz Yin, Aero 謝愷盈女士 Ms. Tse Hoi Ying, Alicia 何詠茵女士 Ms. Ho Wing Yan, Fedora 吳婷茵女士 Ms. Ng Ting Yan, Jenny 李恩諾女士 Ms. Lee Yan Lok, Garrett 林優欽先生 Mr. Lam Yau Yam 陳偉源先生 Mr. Chan Wai Yuen, George 李佩儀女士 Ms. Lee Pui Yee, Gloria 李兆鋒先生 Mr. Li Siu Fung, Dennis 黃德信先生 Mr. Wong Tak Shun 簡麗姿女士 Ms. Kan Lai Chi 劉世媚女士 Ms. Lau Sai Mei 藍 朗先生 Mr. Nan Kurt 曾寶城先生 Mr. Tsang Po Shing

Unit-in-charge

單位主任

丘佐榮中學校長

郭世民先生

幼稚園校長

林愛平女士

柳翠媚女士

幼兒學校校長 周意妙女士

黎嘉賢女士 麥綺筠女士 關綺雯女士

馮如意女士

張安愉女士 羅淑芬女士 鄒嘉儀女士 陳君璤女士

行政主任(教育)

黃詩琪女士

Y Hospitality經理 鄧偉雄先生 曾勉恒先生

方秋明先生 林潔康先生 鄭識怡女士 Principal, The Y.W.C.A. Hioe Tjo Yoeng College

Mr. Kwok Sai Man, Simon

Principal, Kindergarten

Ms. Lam Oi Ping

Ms. Lau Chui Mei, Samantha

Principal, Nursery School

Ms. Chau Yee Miu Ms. Fung Yu Yee Ms. Lai Ka Yin, Patty Ms. Mak Yi Kwan, Eva Ms. Kwan Yee Man, Candy Ms. Cheung On Yu, Angel Ms. Lo Suk Fun, Janice Ms. Chau Ka Yee Ms. Chan Kwan Wai

Executive Officer (Education)

Ms. Wong Sze Ki, Shirley

Managerial staff, Y Hospitality

Mr. Tang Wai Hung, Ken Mr. Tsang Min Hang, Eric Mr. Fong Chau Ming Mr. Lam Kit Hong, Will Ms. Cheng Sik Yee, Angel





A. 各項服務人數及人次統計 Service Statistics



會員人數 No. of members

40,444



義工人數 No. of volunteers

10,597





義工服務總時數 Total no. of hours of volunteering service

123,309



「簡單·義」弱勢社群受惠人數 No. of beneficiaries served by "Simple•Just" Volunteering Scheme





福音活動接觸人次 No. of attendance of evangelistic programmes

73,500





長者服務人次 No. of attendance participated in elderly services



長者精神及身心健康服務人次 No. of attendance participated in elderly physical and mental health services







長者人生規劃服務人次 No. of attendance participated in elderly life planning services

753



長者社區參與服務人次 No. of attendance participated in elderly community participation services

3,612



青年及社區服務人次 No. of attendance participated in youth and community services

,314,654











婦女事工服務人次 No. of attendance participated in women services

37.081





家庭事工服務人次 No. of attendance participated in family services

101,097





特殊發展需要兒童及 其家庭服務人次 No. of attendance participated in SEN children and family services

20,404



特殊發展需要 青少年服務人次 No. of attendance participated in SEN youth services

4,341





幼兒教育服務人次 No. of service attendance of early childhood education

109,947





中學教育服務人次 No. of service attendance of secondary education

62.367







持續教育服務人次 No. of service attendance of continuing education

194,481



社會企業服務人次 No. of service attendance of social enterprises

102,220



住宿服務人次 No. of service attendance of Y Hospitality

142,456



傳媒正面 報導次數 No. of media coverage

coverage 374





抗疫項目受惠人次 No. of beneficiaries of Anti-epidemic Programmes

56,473





_____ 全年服務總人次 Total no. of service attendance

3,268,603

B. 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. 2023年行動方案服務項目之服務效益 Service Impact of 2023 Action Plans

總平均分值對比2022年的增加百分比 Comparing to 2022 figure

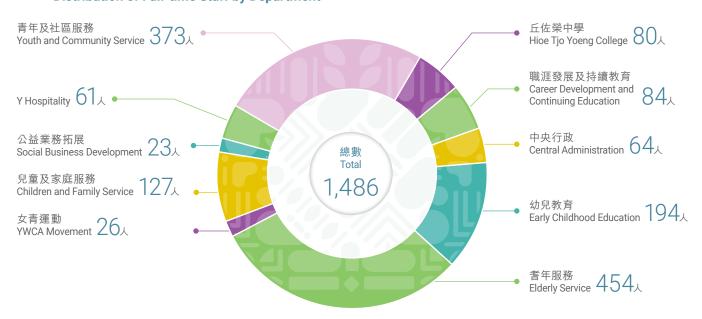


3. 服務效益評估項目之服務參加者滿意度 Selected Service Users' Satisfaction



C. 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

工作性質 Job Nature	員工人數 Number of staff
社會工作 Social Work	382
專職醫療 Allied Health	213
(臨床心理學家、教育心理學家、物理治療師、職業治療師、言語治療師、資深護師、註冊護士、登記護士、配藥員、保健員、物理治療技術助理、職業治療助理、復康助理、保健員助理、照顧員) Clinical Psychologist, Educational Psychologist, Physiotherapist, Occupational Therapist, Speech Therapist, Nursing Officer, Registered Nurse, Enrolled Nurse, Dispenser, Health Worker, Physiotherapy Technical Assistant, Occupational Therapy Assistant, Rehabilitation Assistant, Health Worker Assistant, Care Worker)	
教育 Education	218
(幼兒教育部主管、行政主任(教育)、校長、副校長、主任、教師、特殊幼兒工作員、幼兒工作員、准用教師、教學助理) (Head of Early Childhood Education Department, Executive Officer (Education), Principal, Vice Principal, Senior Teacher, Teacher, Special Child Care Worker, Child Care Worker, Permitted Teacher, Teaching Assistant)	

	員工人數 Number of staff
程序及訓練 Programme and Training	205
(程序幹事、高級活動導師、陪月員導師、營地導師、健 體導師、服務助理/幹事、活動助理) (Programme Secretary, Senior Programme Instructor, Instructor (Post-natal Care Worker), Camp Leader, Fitness Instructor, Service Assistant / Worker, Programme Assistant)	
Y Hospitality	60
支援員工 Supporting Staff	153
(廚師、司機、技術員、庶務員) (Cook, Driver, Technician, Workman)	
行政管理 Executive Management	32
中央行政 Central Administration	50
行政支援 Administration Support 總數 Total	173
1,486	







自2012年起,本會因應社會需要,制定「策略發展計劃」,對機構作內外審視和分析,訂定長遠發展目標和優次,帶領全會上下朝著一致方向實踐使命。2020-2025 「策略發展計劃」推行第三年,我們持續推動機構文化、女青價值及人才培育,亦積極優化及發展創新社會服務,並藉著科研,提升服務的專業和前瞻性。此外,我們於不同層面加強科技應用,亦透過建立女青品牌服務,向公眾展現機構的使命和價值。

"Bold Steps" strategic development plans have been formulated since 2012 in response to the needs of the community, setting long-term goals and priorities for the Association to fulfil its mission with a concerted effort. During the third year of the implementation of 2020-2025 strategic development plan, we not only promoted the organizational culture, YWCA values and talent development, but also developed quality and innovative social services. By conducting research studies, various evidence-based and forward-looking services were facilitated. We also strengthened the application of technology, and established brand services to manifest the Association's mission and values.

4 機構文化/女青價值與人才培育

Organizational Culture/YWCA Values and Talent Development

本會一直致力推動基督教信仰,藉著於人事程序及人才發展項目中融入女青遠象、使命和價值,鞏固機構文化的建立。同時,我們積極投放資源,裝備員工的專業知識,並鋭意加強中層管理員工的領導能力,栽培接班人。

The Association endeavors to promote Christian faith and strengthen organizational culture by integrating our vision, mission and values (VMV) into staffing process and talent development programmes. We have also proactively invested resources in staff training and middle management leadership development to equip our staff with professional knowledge and to nurture successors.





員工甄選過程體現女青遠象、使命及價值

為提升不同職級員工的參與度及促進機構可持續發展,本會著重招攬個人價值觀和行為與本會遠象、使命及價值一致的人才。因此,我們發展了一套以價值觀為本的招聘工具,包括面試問題庫和領導能力評估。這些工具能幫助我們分辨具備合適技能和價值觀的求職者加入本會,抱著一致的熱誠和抱負,在會內充分發揮所長。

融入機構文化元素 優化員工啟導活動

我們繼續於員工啟導活動融入女青運動的要素。 通過短片、互動遊戲和小組討論,傳達前人創立女 青時的理想和抱負,從而讓新員工認識及了解本會 的遠象、使命及價值,並透過在不同場地舉辦員工 啟導活動及增加舉辦次數,豐富了新員工的入職導 向過程。

舉辦管理層員工培訓 促進機構可持續發展

為確保機構的可持續發展,本會一直重視管理層的 承傳,並栽培具潛質的員工。藉著發掘、培育並留 住有潛質的員工,將能顯著提升本會的應對能力, 面對未來挑戰。第四次管理層員工培訓於本年度 順利舉行,共36位管理職級員工參加,於培訓中加 強對變革型領導、敏捷型領導和服務型領導概念 和工具的認識及掌握。

Manifest our VMV throughout the selection process

In order to engage staff at different levels and to facilitate sustainable organizational development, it is crucial to attract talent whose personal values and behaviors are aligned with our VMV. Thus, we have developed a set of value-based recruitment tools, including a library of value-based interview questions and a leadership competency assessment, which help us identify candidates with the right skills and values to excel in the Association with aligned aspiration.

Enhance staff induction programme with elements of organizational culture

We continued to integrate key elements of YWCA Movement into the staff induction programme. Through videos, interactive games and group discussions, the aspiration and passion of the founders were conveyed, giving our newly joined staff an understanding of the Association's VMV. The increased frequency of staff induction programmes at refreshing venues also enriched the orientation process for new staff members.

Management training to promote organizational sustainability

Development of the next generation of leaders and grooming of staff with potential are always a priority for the Association to ensure its sustainability and future readiness. Identifying, developing, and retaining staff with potential can significantly contribute to the YWCA's capacity to cope with future challenges. This year, phase four of the management training was conducted to reinforce the concepts and tools of transformational, agile and servant leadership among our 36 management staff.



「女青友伴成長計劃」傳承女青文化

「女青友伴成長計劃」自2015-2016年度推出,以推動本會未來規劃,並為機構繼任承傳做好準備。第三屆計劃已於本年度啟動,來自不同服務部門的21位員工分成四組,由不同服務總監擔任友師,期望藉著師友間的分享和個人經驗交流,女青文化得以薪火相傳,並發掘參與員工的領導才能,加以栽培。

加強員工培訓 推動服務創新及優化

因應政府撤銷各項社交距離防疫措施,本會於本年度加強員工培訓,以提升前線員工的專業知識,裝備他們提供優質服務。年度內舉辦的培訓項目如下:

- 如何處理SEN青年職場上困難和挑戰
- 兒童言語發展障礙及針對口肌及咬字發音的訓練 策略
- 世界衞生組織「親子技巧訓練課程」—— 星語童遊 之教師專業培訓
- 有皺紋的臉更有趣 國際活躍晚年實例綜覽
- 「森林療癒」同工訓練
- 哀傷輔導及支援失胎家庭介入工作坊

YWCA Mentorship Programme to pass on YWCA culture

The YWCA Mentorship Programme introduced in 2015-2016 aims to prepare the Association for its future planning and succession. The third cohort of Programme was launched this year and participated by 21 staff from different service departments, who formed four groups with each mentored by one of our Service Directors. Through exchange and sharing of personal experience, mentors passed on YWCA culture and nurtured the leadership abilities of participants.

Service innovation and enhancement through training

With the lifting of anti-pandemic measures on social distancing, training programmes to facilitate and equip our frontline staff were strengthened to enhance their professional knowledge in service delivery with high quality. The following training programmes were conducted during the year:

- Managing the difficulties and challenges facing SEN youth in the workplace
- Children speech development disorders and training strategies for mouth muscles and articulation
- World Health Organization "Parenting Skills Training Course" Language development for diversity / non-Chinese speaking / young children
- Wrinkled faces are more interesting An overview of international cases of active ageing
- Forest therapy workshop
- Intervention workshop on grief counseling and support for families experiencing pregnancy loss



服務創新及優化 Service Innovation and Enhancement

2.1 嬰幼兒及家庭服務 Infant, Children and Family Service

家庭是嬰幼兒的成長搖籃,機構一向以「兒童為重,家庭為本」的理念,配合優勢為本的介入模式,開展到位的嬰幼兒服務,並讓家長、照顧者及員工認識嶄新的概念與手法,促進幼兒家庭發展。此外,本會亦與本地大學合作,研發「家庭健康維他命」評量工具,促進家庭健康。



提供幼兒教顧模式的嬰幼兒託管服務

本會位於天水圍天瑞邨的女青喜越嬰幼園已於2023年3月8日投入服務,為雙職父母及有福利需要的家庭提供日間嬰幼兒託管服務,名額88個。服務採用幼兒教顧模式,為0至3歲嬰幼兒提供系統化學習課程和照顧,讓幼兒和家庭喜悦地跨越成長中的每個挑戰,促進身心社靈發展。

本會位於粉嶺皇后山邨的女青喜越嬰幼園(皇后山)的裝修工程已竣工,現正向社會福利署進行註冊。該園提供100個日間嬰幼兒託管名額,同樣採用幼兒教顧模式,服務有需要家庭。

提升團隊支援有特殊教育需要幼兒的介入技巧

賽馬會喜伴同行計劃之實證為本「世界衞生組織一 親職技巧訓練課程」繼續策略性展開,獲世衞認證的種子導師,本會員工黃潔心女士舉辦第二屆認證導師課程,培訓了26位社福機構員工,包括社工、治療師和特殊幼兒工作員,另為11間幼稚園和幼兒學校舉辦校本幼兒教師培訓,促進人才發展。



Adhering to the "child-centred and family-based" philosophy and adopting the strength-

based intervention model, the Association provides appropriate services for infants and children, as well as promotes new concepts and approaches among parents, carers and staff to foster the wellbeing of families with children. We also collaborated with a local university in developing an artificial intelligence (AI) model of Family Wellness Vitamins PSCARE.

Child care services based on Educare model

The YWCA Centennial Child UPlace in Tin Shui Wai commenced service on 8 March 2023 to provide day care services for working parents and needy families. A service quota of 88 is set. Adopting the Educare model, systematic programmes and care for infants and children aged 0 to 3 were provided, allowing children and their families to overcome challenges ahead with joy and promote holistic development.

The fitting-out works of Y-Kids UPlace (Queens Hill) in Fanling have been completed and the centre is in the process of registration with Social Welfare Department. It will provide 100 day care places for infants and children, adopting the same Educare model to serve needy families with children.

Enhance intervention skills for children with special educational needs (SEN)

Under the evidence-based "World Health Organization – Caregiver Skills Training (CST) Programme" of the JC A-Connect: Jockey Club Autism Support Network, the second cohort of licensed facilitator course was delivered by our staff member, Ms. Fiona Wong, a WHO-accredited Master Trainer. 26 staff members of welfare agencies were trained. We also organized school-based training for teachers from 11 kindergartens and nursery schools for talent development.



與大學合作研發家庭健康維他命評量工具

本會與香港教育大學整全成長發展中心研究團隊合作,引入人工智能模式,研發家庭健康維他命評量工具,協助家長認知其家庭健康水平,並讓幼兒工作者能夠客觀地設計服務內容和制定優次。現階段已收集700多份幼兒家庭問卷,研究團隊將進行數據分析。

Develop an Al model of Family Wellness Vitamins PSCARE

In collaboration with the research team of Integrated Centre for Wellbeing of the Education University of Hong Kong, we developed an AI model of Family Wellness Vitamins PSCARE, which helped parents recognize their family wellness level and enabled child care workers to objectively design and prioritize the service content. Over 700 questionnaires were collected from families with children and data analysis would be conducted.

2.2 特殊教育需要兒童及青年服務

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

跨專業團隊 相伴同行

為傳承本會特殊教育需要服務信念和專業技巧,本會青年及社區服務部與兒童及家庭服務部合辦「SEN·友同行」師友計劃,透過跨部門結業禮暨SEN服務巡禮,師友們深入分享過往一年在計劃中的得著和感受,回顧充實而感動的專業成長路。與的員工不但感受到機構給予的支持和鼓勵,包括Infinity HOPE、AIM、Better ME和Y-Flight、掌握本會服務特色和重點,師友均表示獲益良多。是次師友計劃不僅能有效栽培推行特殊教育需要服務的人才,亦藉著跨專業團隊相伴同行,提升員工推展服務的專業性及對服務對象的委身。

Support of multi-disciplinary team

To pass on our beliefs and professional skills in SEN services, our Youth and Community Service Department and Children and Family Service Department jointly organized the SEN Mentorship Programme. Through the inter-departmental graduation ceremony cum introduction of our SEN services, the mentors and mentees shared their gains and feelings, and reviewed the fulfilling journey of their professional growth. Participating staff not only experienced the support from the Association, but also learned about the features and emphasis of our services. The mentorship programme effectively nurtured talents for SEN services, and enhanced the professionalism and commitment of our staff through multidisciplinary collaboration.





家庭為本 逆風高飛

本會多年來積極開拓「社區為本」及「家庭為本」 特殊教育需要兒童支援服務,致力為有特殊教育 需要的孩子及其家庭,提供專業、持續及有系統的 支援服務。過去一年,「逆風高飛計劃2022」成功 招募36個居住於天水圍及深水埗區的家庭參與計 劃,由本會提供親子訓練小組、家長親職培育、家 庭活動及社區實踐等一系列專業介入活動。根據 成效評估結果顯示,參與兒童在社交表現、專注力 及執行功能等範疇均有顯著進步,家長則透過計 劃提升自我效能感,並獲得情緒、資訊及實質的支 援。

專業培訓 跨界別協作

回應有特殊教育需要青少年的成長及生涯發展需要,本會透過跨部門、跨專業和跨界別協作,配以員工培訓,擴闊員工服務視野和專業介入能力,並開展不同創新服務協作平台。針對服務對象的生涯發展狀況和成長階段需要,本會邀請精神和醫生為員工主講「如何處理SEN青年職場上困難和批戰」工作坊,亦舉辦「專注力缺乏/過度活躍症青少年執行功能和情緒抑制能力」員工培訓。此外,透過跨界別夥伴協作交流,提升本會服務團隊提供青少年支援服務的成效,協作夥伴包括廚尊香港、One SEN、自閉兒生命建立發展社及炮台山循道衛理中學等。

為提升有自閉症青少年在自理、社交、情緒和生涯發展方面的適應能力,本會持續以區本模式推行「好在友你」青少年社交適應計劃,提供專業支援配套服務及社交網絡平台。另外,因特殊教育需要青年人對職涯發展服務需求甚高,本會與企業合作推行SHINE@ISS計劃,並與夥伴團體推行「躍進未來」活動,致力透過跨專業團隊協作及社會聯繫,為有自閉症青少年提供支援和培訓。

Family-based service: Y-Flight

Over the years, we have been committed to providing professional, continuous and systematic support services to SEN children and their families with the "community-based" and "family-based" approach. Last year, 36 families living in Tin Shui Wai and Sham Shui Po participated in the "Y-Flight 2022", where a series of professional intervention activities were organized. Outcome evaluation found that participating children showed significant improvements in social performance, concentration and executive functioning, whereas parents increased their self-efficacy and received emotional, informational and practical support through the programme.

Professional training and cross-sectoral collaboration

In response to the career and life development needs of SEN youth, the Association aims to broaden the horizons and professional intervention capability of our staff, and to develop innovative services through inter-departmental, inter-disciplinary and cross-sectoral collaboration as well as staff training. A workshop on "Managing the difficulties and challenges facing SEN youth in the workplace", and a staff training on "Executive Functioning and Emotional Management of Young People with Attention Deficiency/ Hyperactivity Disorder" were organized. Our service impact was also enhanced through networking with our partners from different sectors

In order to enhance the self-care, social, emotional and career development abilities of young people with Autism Spectrum Disorder (ASD), the Association continued to conduct the district-based social adaptation programme to provide them with professional support services and social networking platforms. In view of the considerable demand for career development services from SEN youth, we launched the SHINE@ISS Pre-Employment Training Programme with enterprises and the "Leaping for Future" programme with partner organizations respectively, offering support and training to young people with ASD by fostering multidisciplinary collaboration and social networks.



2.3 青年參與及發展

Youth Engagement and Development

青年主導:線上Sound Chat音樂會

去年青年及社區服務部於YouTube平台開設Oops Channel網上頻道,透過不同節目,發放有意義及有助青年人成長的訊息。本年部門嘗試於Oops Channel線上首辦Sound Chat音樂會,為期12個月,於每月最後一個星期五晚上8至9時以直播形式進行,透過歌曲、傾談及遊戲與線上觀眾分享正面訊息。

音樂會由七位年青人首次擔任線上主持,並由他們 構思迎合年青人興趣的主題,編排內容、互動遊戲 及歌曲,每次音樂會亦分別邀請本會十間青少年綜 合社會服務處及兩隊青年外展社會工作隊的年青 人參與演唱,整個節目全部由青年人策劃及推行, 讓他們發揮不同能力,體現青年有意義參與。

12場Sound Chat音樂會主題包括「分享你和我DSE 點滴」、「捉緊夏天的尾巴」、「失戀教識你啲乜」、 「朋友,我當你一世朋友」等。音樂會廣受年青人 歡迎,於直播後,節目已放於Oops Channel網上頻 道讓更多年青人重溫及觀看。



Youth-led online Sound Chat concerts

Last year, Youth and Community Service Department launched the Oops Channel on YouTube to disseminate meaningful messages that foster the development of young people through different programmes. This year, for the first time, we organized Sound Chat Concerts on Oops Channel for a period of 12 months, which were broadcast live on the last Friday of every month from 8 to 9 pm. Through songs, chats and games, positive messages were shared with the audience.

The concerts were hosted online by seven young people, who developed themes that catered to the interests of young people, and arranged the content, interactive games and songs. Young people from our 10 integrated social service centres and two youth outreaching social work teams were invited to perform at the concerts. The whole programme was initiated and implemented by young people, where they gave full play to their talents and realized meaningful youth engagement. The 12 Sound Chat concerts covered various themes and were well received by young people. After the live broadcast, the programmes are now available on the Oops Channel.



以音樂服務社區:聲大夾樂管樂社

於樂華綜合社會服務處成立的「聲大夾樂管樂社」成立至今已有五年,由數位女青義工離開校園後,希望尋覓場地持續練習及演奏管樂開始,女青便成為他們推廣管樂的基地。管樂社最初只有八名樂手,到後來舉辦首次大型音樂會已增至40名樂手參與演出,主要成員來自各大專院校及中學。

聲大夾樂管樂社更以「音樂」為社區出一分力。管樂社早前希望向更多人推廣音樂,故開始於社區為低收入家庭的兒童提供音樂訓練,讓他們學習吹奏管樂,之後更一同演出,讓基層兒童亦能享受音樂樂趣,共建關愛和諧社區。管樂社未來仍會繼續為社區服務,以音樂提升正能量,實踐青年有意義的社區參與,讓本會與青年人並肩同行,共創未來。



Sforzando Wind Ensemble serving the community through music

It has been five years since Sforzando Wind Ensemble was formed at our Lok Wah Integrated Social Service Centre when several YWCA volunteers looked for a venue to practise and perform wind music. Since then, the Association has become a base for the promotion of wind music. The number of musicians has grown from a group of eight at the beginning to a total of 40 musicians who performed on stage at their first large-scale concert.

Sforzando Wind Ensemble contributed to the community by offering music lessons to children from low-income families. Grassroots children learned how to play wind instruments and performed together to enjoy the fun of music and promote a caring and harmonious neighbourhood. Sforzando Wind Ensemble will continue to serve and bring positive energy to the community through music for driving the meaningful participation of young people.



2.4 長者服務 Elderly Service

隨著香港進入「銀齡時代」,50至65歲人口已超越 180萬。這群50+人士曾經歷香港經濟起飛的年代, 較多為高學歷、體魄健康、具豐富職場經驗與見 識一族,經濟狀況亦較為穩健。他們重視持續學 習,樂於發展新興趣,亦希望取之社會、用之社會, 幫助有需要人士,提升生活意義。因此,本會開展 「璀璨第三人生」事工,以身心健康、啟發潛能及 傳承經驗作為核心目標,為50+退休後締造自主人 生。

To date, there are more than 1.8 million people aged between 50 and 65 in Hong Kong. The majority of them are well educated, physically healthy and financially stable, with a wealth of experience and knowledge. They tend to value continuous learning and are keen to develop new interests. They also wish to contribute to the community by helping the needy and enhance the meaning of life. Therefore, we have developed the "Brilliant Third Act of Life" service, with the core objectives of promoting physical and mental health, realizing potential and passing on experience, to help 50+ retirees establish an independent and fulfilled life.





義工力量 締造豐盛璀璨人生

為鼓勵更多50+成為義工貢獻社會,女青賽馬會樂齡活學中心獲香港賽馬會慈善信託基金贊助,推行為期五年的「賽馬會眾心行善—50+義工推廣計劃」,透過不同類型的義工活動,如義工領袖培語,啟發義工潛能,善用自身才能及經驗,為社包語,為發養工潛能,一鼓勵未有或較少義工經驗。當中包括「關愛型Tier 1」一鼓勵未有或較少義工經驗的50+嘗試提供義工服務及「策劃型Tier 2」一培納50+成為義工領袖,其中「50+設計思維」讓50+透過訪問了解服務對象的需要後,再運用自身才能及資源,設計合適的義工服務,從而貼地及有效地推展各項創新義工活動。計劃共聯繫超過30間長者中心、機構及地區團體參與,並培訓超過1,400位50+義工,逾2,000位社區人士受惠。

Volunteer together for an abundant life

To encourage 50+ volunteers to contribute to the community, YWCA Jockey Club Y Evergreen Learning Centre was funded by the Hong Kong Jockey Club Charities Trust to implement the fiveyear JC VOLUNTEER TOGETHER-50+ and Retirees Programme. Through various volunteer activities, the programme realized the potential of volunteers and utilized their talents and experiences to develop appropriate volunteer services for the needy. They included "Caring Tier 1", which encouraged 50+ with little or no volunteering experience to provide volunteer services, and "Planning Tier 2", which trained 50+ to become volunteer leaders. Among them, the "50+ Design Thinking" programme of Tier 2 enabled 50+ to learn about the needs of service targets through interviews and customize their volunteer services. More than 30 elderly centres, organizations and local groups participated in the programme, and over 1,400 50+ volunteers were trained, benefiting over 2,000 people.





銀丫手作創人生 展現無限可能

由50+手作人主理的「銀丫手作」於本年度不僅推出網上銷售平台,更透過參與不同的實體市集,包括在iSQUARE國際廣場舉辦的「賽馬會齡活市集」、「南豐紗廠市集」、「赤柱聖誕市集」、「D2 Place市集」等,除了由50+義工現場教授鈎織書籤手作,讓一家大小樂在其中,亦展示他們的手藝作品,如香薰蠟燭、手工皂、布藝品、鈎織品等。產品除美觀實用外,更承載著他們的故事和心意,展現50+義工的無限可能。

Y Silvermakers open up endless possibilities for creativity

Y Silvermakers, the 50+ handcrafters, not only launched an online sales platform this year, but also participated in various bazaars. In addition to on-site teaching of bookmark crochet by 50+ volunteers, they also showcased their handicrafts, such as scented candles, handmade soaps, fabric crafts and knitted items, which were not only beautiful and useful, but also carried their stories and were made with heart.

2.5 女青運動 YWCA Movement

疫情後逐步復常的這一年,女青運動依然生生不息,持續促進基督教、婦女及會員義工這三大元素在各項服務裡之揉合與推動,並以「強化女青運動,灌溉生命栽培」為目標,適時優化及創新。全年跨單位女青運動主題協作逾200項,包括按四大策略主線推展的特色項目。

We continued to advance the integration and enhancement of the three key elements of YWCA Movement, Christian ministry, women affairs and volunteerism/membership affairs in our various services, with the objective of "strengthening YWCA Movement and fostering the enhancement of life". Throughout the year, there were more than 200 inter-unit collaborations on YWCA Movement.

婦女領導與傳承:栽種•結連

培育年青女性領袖以 "Think Global. Act Local" 目標去擴闊視野及付諸行動的「香港女聲Glocal Y」計劃於2022年踏入第七屆,招募了24位大專女生及職青參與訓練營,並由婦女事工部與青年及社區服務部攜手推行一連串以個人成長、性別意識、説故事、女權運動、女性與戰爭和環保為主題的訓練,及以分組形式進行聯合國可持續發展目標(SDG)之主題研習。

國際交流也回復實體模式。感恩在世界女青協調名額下,我們於2022年3月派出三位代表團成員,包括董事黃慧貞博士、服務總監胡婉玲及年青領袖義工陳姵璁,赴美國紐約聯合國總部出席第67屆婦女地位委員會會議,就主題「數碼化時代的創新科技變革與教育」進行學習。

Women's leadership and experience sharing

Hong Kong Women's Voice "Glocal Y" Training Project, which aims at nurturing young women leaders with the goal of "Think Global. Act Local", entered its seventh year in 2022. 24 female tertiary students and working adolescents were recruited to participate in the training camp and a series of training programmes jointly organized by our Women Affairs Department and Youth and Community Service Department. Group studies on the United Nations Sustainable Development Goals were also conducted.

International exchanges also resumed to the physical mode. In March 2022, a three-member delegation comprised of our Board Director, Dr. Angela Wong, Service Director, Woo Yuen Ling and volunteer, Fiona Chan, participated in the 67th Commission on the Status of Women (CSW) meeting at the United Nations Headquarters in New York, USA. The theme of this year's meeting was "Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls".



兩性平等及婦女充權:深化•廣傳

我們一直以及早栽種性別意識,推動性別主流化為使命。員工方面,婦女事工工作小組首次製作四條「性別意識培育短片(同工版)」,逾20位來自不同單位的員工粉墨登場,情節圍繞影像性暴力、職場性騷擾、性別角色定型(家庭篇及職場篇),並於幹事會首播。除內容有趣吸引外,更重要是能帶動員工反思及關注有關議題,防患於未然。

公眾教育方面,婦女事工一直重視入校推行性教育工作,每年均向全港中小學發出宣傳。本年舉行逾51項性別意識入校培育計劃、講座及工作坊,參與學生逾5,000人。中學生主題包括兩性相處、向性騷擾説「不」、分手處理及性別定型等;小學生主題則有「童」等權利、友愛共情、勇敢説「不」及性別框框等。本會亦繼續為公務員提供性別主流化培訓課程,全年共舉行22次講座予700多位公務員,探討性別意識概念及常見毛病,促進性別主流化於工作上的應用。

Gender equality and women empowerment

We strive to cultivate gender awareness at an early stage and promote gender mainstreaming. The Women Affairs Taskforce has produced for the first time four "Gender Awareness Cultivation Videos (staff version)" on topics including image-based sexual violence, sexual harassment in the workplace and gender stereotyping, featuring more than 20 staff members from different units. In addition to the interesting content, it also aimed to arouse reflection and concerns among staff.

As for public education, we have all along attached importance to sex education in schools. This year, more than 51 gender awareness programmes, seminars and workshops were held in schools, with over 5,000 students in attendance. The Association also organized training programmes on gender mainstreaming for civil servants. Throughout the year, 22 seminars were conducted for over 700 civil servants to promote the concept of gender awareness and gender mainstreaming in the workplace.

義工及會員培育:優化•開拓

為使義工發展與時並進,全會義工發展工作小組就沿用多年的「女青義工獎勵計劃」進行跨部門檢視與重整,優化方向包括增加義工獎項、調整義工獎項時數門檻、以義工時數換領禮品等;新方案已於2023年4月開始實施。此外,會員培育也邁向數碼化,於本年度嶄新為本會歷史與文化王牌項目「女青・薈」設計了簡易線上有獎問答遊戲,吸引逾300人次的會員及員工參與。

Volunteers' and members' development

The Volunteer Development Taskforce has conducted an inter-departmental review and restructuring of the YWCA Volunteer Reward Scheme to keep up with the times. The new scheme has been in place since April 2023. Besides, an online quiz game was designed for the Association's "Y • Hub" programme, which attracted the participation of more than 300 members and staff to learn about the history and culture of YWCA.



基督教福音工作:撒種 • 觸動

為加強彰顯本會作為基督教機構之形象,以及善用各區服務單位撒播福音種子,逾30個單位參與會內基督教文化設置計劃,優化或新增單位內的相關設計及裝飾,並以不少於50個單位參與為策略目標。

青年福音事工方面,本會於2022年聖誕期間,首次於又一村會所舉辦公開招募的「Ciao青年音樂佈道會」,獲香港大學基督徒團契音樂佈道隊現場分享動人詩歌及見證,配以沙畫、石頭彩繪及流體畫門大作坊,帶領60位青年回顧與展望:更喜獲17人決志、重新立志或願意加深認識基督教,由我們逐一電話關懷及代禱。另我們聯同夥伴教會香港,除本會丘佐榮中學推廣福音,除本會丘佐榮中學推廣福音,除了高倫理與宗教」課堂上與老師一起授課及分享信仰外,亦於中一迎新日介紹教會事工。我們將繼續善用此平台推廣青年及家長福音工作。

婦女福音事工方面,除了受歡迎的沙畫靈修班及生死教育活動外,我們亦推出新猷,透過揉合婦女與神學的試驗活動,例如Iam Tamar劇場及女性神學工作坊,招聚對信仰及生命成長有興趣的女性參加。本會於未來將繼續以多元化手法推動婦女基督徒培育。

Christian ministry

In order to strengthen the image of the Association as a Christian organization and to spread the seeds of gospel through our service units across the territory, more than 30 units participated in the "Christian Values and Cultural Setting" programme, with designs and decorations of Christian value displayed and enhanced in the units.

During the Christmas holiday in 2022, we organized the first "Ciao" Youth Musical Crusade at Yau Yat Chuen, where the evangelistic team of the University of Hong Kong shared inspiring testimonies and hymns with 60 young people. Various art workshops were also conducted. We were pleased to have 17 young persons converted to or willing to learn more about Christianity. We also joined hands with our partner church, the Hong Kong Chinese Church of Christ, to promote gospel at our Hioe Tjo Yoeng College during its ethics and religious studies lessons and form one orientation day. We will continue to leverage this platform to promote evangelism among youth and parents.

For evangelism among women, apart from the popular sand painting workshops and life and death education activities, we also launched new initiatives including pilot activities that integrated women affairs with theology to gather interested women. In the future, we will continue to cultivate Christianity among women through diversified means.



服務創新及研發

Service Innovation, Research and Development

現今香港社會瞬息萬變,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,社會工作須具備專業知識及獨特性,以達致專業水平。因此,本會於2020年制定「服務創新及研發」為策略發展計劃,目的在於透過社會科學研究及實證為本的方法,回應社會現況需要、優化現有服務及拓展創新服務,並推動公眾教育和政策倡導,以及提高本會社工的專業水平。

重視服務專業性 實證為本優化及拓展服務

在回應社會現況的需要上,本會進行了「學生升中適應」調查及「家長處理兒童情緒方法」調查。調查結果獲44篇媒體報導,並協助部門發展學生升中適應的家庭服務、兒童情緒及家長「情緒教練」訓練。在優化現有服務方面,「Y Pace童步6英寸」兒童情緒服務透過實證為本的方法,優化現有服務店過實證為本的方法,優化現有服務框架,令兒童的情緒管理能力有所進步。在拓展創新服務方面,「Youth心靈健心室」及「小繁星高危中學生介入」參考「接受與承諾治療」及「敘數學治療」的框架,發展創新活動,支援有焦慮或抑鬱情緒的中學生。成效評估發現其服務成效顯著,並能提升中學生的精神健康。

藉社會科學研究推動公眾教育及政策倡導

在公眾教育及政策倡導方面,本會進行了「婦女運動習慣及健康意識」調查,透過新聞發布,帶出婦女運動及健康意識不足的情況,並獲11篇媒體報導。在研究專業範疇上,本會進行的「生命教育研究」於香港老年學會第29屆老年學周年會議論研究」於香港老年學會第29屆老年學周年會議論研究」於香港老年學會第29屆老年學周年會議論研究,對長者生死教育及臨終照護的關注。此外,引起,與升員工在服務創新及研發的能力,本會增加了51%研究調查資料庫的內容,亦邀請香港大學高級講師為員工進行培訓,以增強他們進行地區研究及服務效益評估的能力。



In an ever-changing society like Hong Kong, social services need to keep up with the times to meet the needs of different users. The pursuit of professionalism also brings about the demand for professional knowledge and distinctiveness in the social work profession. Therefore, "Service Innovation, Research and Development" has been identified as one of the goals of the Association's strategic development plan. Through social science research and evidence-based practice, we aim not only to address the needs of society, optimize existing services and develop innovative services, but also to promote public education and policy advocacy, and enhance the professionalism of our social workers.

Evidence-based practice for promoting service professionalism

In terms of addressing the needs of the society, we conducted surveys on students' adjustment to secondary school and parents' handling of children's emotions, which received 44 media reports and facilitated the development of relevant services. In terms of service enhancement, the existing service framework of "Y Pace" emotional wellness services for children was optimized by taking an evidence-based approach and the participating children's emotional management skills were enhanced. In terms of innovative service development, the "ACT for Youth" programme and an intervention programme for at-risk secondary students helped students with anxiety or depression through innovative activities by drawing on the acceptance and commitment therapy and narrative therapy frameworks. Both programmes proved effective in improving secondary students' mental health.

Promote public education and policy advocacy through research

In the area of public education and policy advocacy, we conducted a survey on women's exercise habits and health awareness, which received 11 media reports and highlighted the lack of exercise and health awareness among women. At the academic level, our study on life education was awarded in the paper presentation at the 29th Annual Congress of Gerontology hosted by Hong Kong Association of Gerontology and was published in an international journal. To enhance staff capacity in research and service innovation, we increased our research database entries by 51% and invited senior lecturers from the University of Hong Kong to conduct training for our staff.





科技應用 Application of Technology

在現今資訊科技不斷創新及發展的時代,資訊科技應用不僅成為了我們日常工作中不可或缺的一部分,更是在不斷變化的服務環境中,幫助我們應對挑戰的重要工具。本會亦把握機遇,積極運用資訊科技來提升我們的服務質素及工作效率。

展望未來機構和服務發展,我們深知對資訊科技的需求將會持續提高。為此,我們於2020-2025「策略發展計劃」中,重點提出優化資訊科技設備配套、建立及提升網絡連接,以及加強各項科技應用的具體策略,以提高員工在提供服務時與科技應用的配合,作為本會應對社會服務中各種挑戰的關鍵策略。

支援遠端辦公 提升服務靈活性和工作效率

全球疫情改變了我們的工作模式,「在家工作」已經成為新常態。這種變化使我們對遠端辦公和虛擬桌面基礎架構的依賴越來越強,本會亦就此加強資訊科技的應用和配合,員工經過身份驗證後,便可以在機構以外地點安全地進行遠程操作,包括存取文件、索取服務數據和使用各種應用程式。這工作模式不僅提高了工作效率,也提升了服務的靈活性。

重視資訊保安 保障機構和員工資訊安全

為保障機構和員工的資訊安全,我們在本年度持續進行軟件更新,確保新出現的安全漏洞能得到及時的修補。同時,我們不斷提升資訊保安設定,務求在這個數碼化時代,充分利用資訊科技來提升服務質素和工作效率,追求卓越,有效應對未來迅速發展的服務和不斷變化的環境所帶來的各種挑戰。

In the era of continuous innovation and advancement of information technology (IT), IT application has not only become an indispensable part of our daily work, but also an important tool to help us cope with the challenges in the ever-changing environment. We have seized the opportunity to leverage the use of IT to enhance our service quality and work efficiency.

As we envision the future development of the Association, we are fully aware that the demand for IT will continue to evolve. To this end, in our strategic development plan 2020-2025, we have put forward specific strategies to optimize IT infrastructure, establish and enhance network connectivity, and strengthen the application of technology, so as to facilitate the alignment between technology and service delivery.

Remote office support enhanced flexibility and productivity

The global pandemic has changed the way we work. Working from home has become the new norm and contributed to an increasing reliance on remote office and virtual desktop infrastructure. Thus, the Association has strengthened the use of IT to enable staff, after being authenticated, to securely perform remote operation such as accessing documents, requesting service data and using various applications in locations outside the Association. This mode of work not only improved efficiency, but also enhanced the flexibility of service delivery.

Emphasis on information security to protect the organization and staff

To safeguard the information security of the Association and our staff, we conducted software updates on an ongoing basis during the year to address new security loopholes in a timely manner. Meanwhile, we continued to enhance our information security settings, which enabled us to fully utilize information technology to improve service quality and efficiency in the digital age, in the face of the challenges posed by the rapid development of our services and the ever-changing environment in the future.





品牌服務建立 Brand Service Establishment



復辦實體活動 重點推廣品牌服務

本會繼續使用多種宣傳渠道推廣各部門的品牌服務,而疫情後實體宣傳活動得以復辦,更大大提升了大眾的關注。

為了讓更多人認識兒童及家庭服務部的「Y SENse 特殊教育需要專業支援服務」,本會在年初參加 香港社會服務聯會主辦的「社聯會議暨香港社會 服務巡禮 2023」,將展位設置成帶有特別視覺效 果黑板的課室,讓入場人士了解專注力不足/過度 活躍症兒童為何「坐唔定」,以及認識自家設計教 材如何協助特殊教育需要學生。本會透過展覽令 更多合作夥伴了解他們的處境,並探討潛在未來 合作機會,為有需要的兒童謀福利。

青年及社區服務部選定「兒童情緒管理」相關服務為重點品牌服務,自2021年起編撰「情緒教育繪本」系列,2022年中發行的第二本繪本《不想哭的葉子》,更獲第四屆出版雙年獎「出版獎」的殊榮。我們亦在今年初舉行「家長處理兒童情緒方法調查」記者會,透過傳媒發布研究結果以及宣傳繪本,讓家長和孩子一起學習正向情緒管理,改善親子關係。

Resume in-person activities with emphasis on brand service promotion

The Association continued to employ various publicity channels to promote the brand services of our departments, and the resumption of in-person publicity activities after the pandemic helped further enhance public awareness.

For more people to learn about the Y SENse service of our Children and Family Service Department, the Association participated in the HKCSS Convention cum Hong Kong Social Service Expo 2023 organized by the Hong Kong Council of Social Service early this year. Our exhibition booth was set up as a classroom with a blackboard having special visual effects, which allowed visitors to understand why children with attention deficit hyperactivity disorder (ADHD) were not able to sit still, and how our self-designed teaching materials helped students with special educational needs (SEN). Through the exhibition, our partners learned more about SEN children and future collaboration opportunities were explored for the welfare of children in need.

Youth and Community Service Department has selected services on children's emotional management as its brand service, and compiled a series of picture books of emotional education since 2021, with Crying Leaf released in mid-2022, winning the Publication Award at Hong Kong Publishing Biennial Awards 2023. Earlier this year, a press conference on "Survey on Parents' Handling of Children's Emotions" was held to release the findings of the study and promote our picture books, so as to enhance positive emotional management among parents and children and to improve parent-child relationship.



香年服務部方面,本會繼續把握每年九月的「世界認知障礙症月」宣傳認知障礙症相關的品牌服務,並舉行記者會發布有關「多感官認知刺激可延緩病情惡化」的研究,刺激「五感寶盒」銷情。配合期間限定折扣及精準網上廣告瞄準潛在客戶,令產品的網上銷售額高達近兩萬元。

另一方面,為求更有效推廣各部門的品牌服務,本 會今年初委託資深品牌及市場推廣顧問,檢討並 研究女青品牌建立的發展方向。





For Elderly Service Department, the Association continued to leverage the World Alzheimer's Month in September every year to promote its brand service of dementia care. A press conference was held for the research study on "Delay the Deterioration of Dementia by Multi-sensory Cognitive Stimulation", which helped boost the sales of Five-sense Training Kit. Together with the limited-time offer and online advertisements, its online sales amounted to nearly \$20,000.

In order to promote our brand services effectively, the Association commissioned an experienced consultant to review and explore the brand building development for the Association.









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 Association's mission.



推動人才發展 共同參與建設社會 Promote talent development and social participation

秉承「生命的栽培」服務宗旨,本會於年度內開展多項新服務,促進個人潛能發揮,推動不同社群攜手參與社會發展,服務社區。

Upholding the mission "Enhancement of Life", the Association launched new services to realize one's potential to jointly promote the development of society and serve the community.

賽馬會專業創未來計劃 鼓勵有「心」畢業生 邁向專業

由公務員事務局與香港賽馬會慈善信託基金合作 推出的「賽馬會專業創未來計劃」,本會獲邀成為 行業統籌之一,推行為期兩年計劃,與各專業夥伴 包括Generation香港、香港中文大學香港亞太研究 所及其他行業統籌,共同協助四個界別的有心僱 主聘用年輕求職者,讓他們訂定職涯目標,投身專 業領域,為社會創造價值。

JC PROcruit C empowered graduates to start a professional career

Under the JC PROcruit C jointly launched by Civil Service Bureau and Hong Kong Jockey Club (HKJC) Charities Trust, the Association was invited to be one of the industry convenors to implement a two-year project, in which together with professional partners and industry convenors, we assisted committed employers of four sectors in employing young job seekers, helping them set career goals, join the professions and create social values.



本會在四大專業領域中,特別在「商社·有心」及「社健·有心」的範疇,開拓三個具前景的職位—為回應可持續發展事業的快速增長,本會創建了項目助理—企業社會責任職位,為企業注入新力軍;隨著物業管理行業之專業性不斷提高,為給予客戶優質的以人為本服務,本會創建了關愛助理(物業管理)職位,鼓勵年青人運用創新思維貢獻所能;面對香港人口老化,長者服務的人才需求殷切,本會創建了康健助理職位,吸引更多年青人投身行業。

項目於2022年11月正式啟動,2023年1月及3月首兩期已為僱主成功配對20多位青年學員入職。透過職前特備訓練營、在職培訓、同儕分享及就業支援,協助年青畢業生提升就業能力及開展專業生涯。第三期參加者將於2023年7月入職。



面對老齡化,現今社會服務的人手及配套未必能應 付人口老化的需要,唯有更多人願意成為義工,累 積社會資本,才能在常規服務以外,就香港社會的 需要,靈活地注入強而有力的新動力。

本會女青賽馬會樂齡活學中心透過「賽馬會眾心行善一50+義工推廣計劃」,既鼓勵未有或較少義工經驗的50+人士開展義工之旅,亦培訓他們成為義工領袖,透過教授「50+設計思維」,讓他們學跟由服務對象的需要出發,運用義工已有的知識官由服務對象的需要出發,運用義工已有的知識官有挑戰性,亦容許空間作創新嘗試,讓他們跳出一般義工服務已規劃好的限制,創造自己認同、投出例及享受的義工服務。整個計劃為期五年,預計可提供10項義工服務惠及全港超過15區的長者及社區人士,及培訓超過8,500位50+義工,為支援社會的需要帶來一股強大的黃金力量。





In the four major professional domains, the Association particularly created three promising positions in the fields of Business for Good and Healthcare for Good. They are Corporate Social Responsibility Associate, Care Programme Assistant (Property Management) and Wellness Assistant.

Kick-started in November 2022, the programme had helped over 20 young trainees get employed in its first two cohorts by enhancing their employability and readiness for professional careers through bootcamps, on-the-job training, peer sharing and employment support. Trainees of the third cohort will start their career in July 2023.

Nurture 50+ volunteer talents to create social capital

In the face of an ageing population in Hong Kong, existing social services and manpower may fail to cope with the emerging needs. We believe that by nurturing more volunteer talents, they will serve as strong social capital to flexibly meet the needs of community in addition to regular services.

Through the JC VOLUNTEER TOGETHER-50+ and Retirees Programme, 50+ community members with little or no volunteering experience were encouraged to embark on volunteer journeys, and trained to become volunteer leaders. Through the teaching of "50+ Design Thinking", they learned to think from the perspective of service targets, and to make use of their knowledge and resources to design appropriate volunteer services. The process was not only challenging, but also encouraged innovation, so that volunteers could get engaged and launch the volunteer services which they recognized and enjoyed. Expected to train 8,500 50+ volunteers in total, the five-year programme will serve elders and citizens in more than 15 districts across Hong Kong through its 10 volunteer services.



21C@JC發揮「青成共創」力量 共同構建新 服務形態

賽馬會21世紀綜合青少年服務中心計劃強調以社會創新及「青成共創」的理念,探索青少年綜合服務的發展,構建21世紀青少年服務的新形態。計劃包括六大範疇:優化單位設備及裝修、網上青少年綜合服務平台、地區聯盟、社工能力建設、青成共創及數據分析。計劃為期四年,由2022年至2026年,共15間提供青少年綜合服務的社會服務機構參與,合共覆蓋36個青少年綜合服務單位。

計劃的特色之一是以「孵化團隊」理念探索如何推動及落實計劃的六大範疇。女青作為「孵化團隊」的七個機構之一,於計劃推行首年作先行者,積極參與及推行具體計劃內容。本會共有四間會和學院合服務單位參與計劃,包括屯門綜合社會服務處、西環綜合社會服務處、西環綜合社會服務處、西環綜合社會服務處。各單位員工及青少年經歷設計思維歷程,就探索和創造新服務空間、新應歷報,對於本年內或明年初於單位服務上呈現,相信配合活動安排,屆時將會為服務帶來新氣象

Youth and adults co-create a new form of service under 21C@JC

The 21C@JC project emphasizes the concepts of social innovation and youth-adult partnership to explore the development of integrated services for young people in the 21st century. The project has six main strands, namely, physical hub, virtual integrated children and youth services centre (ICYSC), district alliance, community of practice, youth-adult partnership and data analysis. The project runs for four years from 2022 to 2026 and involves 15 social service organizations providing integrated youth services, covering a total of 36 ICYSCs.

One of the features of the project is the application of the concept of "Incubation Team". As one of the seven organizations participating in the "Incubation Team", we took the lead to advance the project in its first year of implementation. Four of our ICYSCs participated in the project. Staff and young people from the service units engaged in design thinking to explore and create new physical space, new services and new user experience on themes ranging from artificial intelligence, mental health, sustainable development to career and life planning, so as to meet the evolving needs of young people as they grow up. The new ideas are expected to be manifested in the services later this year or early next year.





關顧幼兒家庭不同需要 持續優化服務 Comprehensive support for families with young children

本會一直以「家庭為本」的服務模式,提供專業而優質的兒童及家庭服務,支援有需要的幼兒及家庭,並致力促進孩子成長,強化家庭功能及推動家庭健康。

Adopting a "family-based" approach, the Association strives to facilitate children's healthy growth, strengthen family functioning and promote family wellness by providing professional and quality services for children and families.

賽馬會「絡區樂居」劏房家庭支援計劃

家庭是孩子最溫暖的避風港,家人更是孩子最親密的依靠。處身於「劏房」而育有特殊教育需要子女的基層家庭,著實比生活在一般居所的家庭面對更多生活挑戰、成長壓力和管教考驗。自2022年起承蒙香港賽馬會慈善信託基金撥款資助,本會推行為期三年的「『絡區樂居』劏房家庭支援計劃」,目標為700個居於深水埗、旺角及大角咀區並育有6至14歲特殊教育需要兒童的劏房家庭,提供預防性、發展性及教育性的支援及配套服務。

本計劃由香港大學社會工作及社會行政學系研究 團隊進行成效評估,實證以「家庭為本」介入模式 支援有特殊教育需要兒童及其家庭的服務成效。 我們期望為懷疑或確診自閉症、言語障礙、專注力 不足/過度活躍症或讀寫障礙的兒童帶來關懷 鼓勵,建立關愛家庭的關鍵元素,給予基層家庭 包容與支持。另外,本計劃結連社區人士及「社面 學師」為基層家庭注入正能量,與家庭同行,從而 強化家庭的同行網絡、紓緩照顧者的親職管教壓 力,並提升兒童的社會適應能力,建立正面家庭關 係。

Jockey Club "Linking Hub" Project – Community Support Service for Sub-divided Unit Families

Family is the shelter for children and family members are their closest reliance. Grassroots families with children with special educational needs (SEN) living in sub-divided units are indeed facing more daily challenges, developmental pressure and parenting struggles. Funded by the HKJC Charities Trust, we have launched a three-year Jockey Club "Linking Hub" Project – Community Support Service for Sub-divided Unit Families since 2022, aiming to provide preventive, developmental and educational support and ancillary services to 700 families with SEN children living in sub-divided units in Sham Shui Po, Mong Kok and Tai Kok Tsui.

The project outcome was evaluated by the research team of Department of Social Work and Social Administration, the University of Hong Kong, to demonstrate the effectiveness of the "family-based" intervention model in supporting SEN children and their families. We hope to deliver care to children with suspected or diagnosed autism, speech disorder, attention deficit/hyperactivity disorder or dyslexia, to build up the key elements of a caring family and to offer acceptance and support to grassroots families. The project also connected community members and social mentors to inject positive energy into the families, so as to strengthen their peer network, relieve the parenting pressure, enhance children's social adaptability and foster positive family relationship.



女青賽馬會「親」平氣和計劃

當孩子長大,開始有自己的想法時,就容易跟父母產生衝突。親子都要學習如何表達自己、處理意見分歧,改變溝通及相處的方式,才可以維繫親子關係,讓父母及孩子都身心健康。本會承蒙香港馬會慈善信託基金贊助,於2022年10月開展為超三年的「女青賽馬會『親』平氣和計劃」,為超超三年的「女青賽馬會『親』平氣和計劃」,為超超高小學生及其家庭提供服務,期望及早識別及東親過高小學生及其家庭提供服務,期望及早識別及東別及東親子衝突的高危家庭,提升家長親戰長一次接網絡,紓緩管教壓力,建立「親密」而「心平氣和」地溝通的家。

服務內容主要包括處理親子衝突及怒氣家長工作坊、親子藝術活動、親子溝通小組、自學短片系列、親子輔導服務、調解訓練、家庭支援網絡及電話諮詢等。於社區層面上,本計劃亦會進行社區親子衝突調查、成長導師訓練及實務經驗分享會,讓更多社區人士關心高小學生的親子關係與家庭需要。



女青賽馬會「言晴」幼兒家庭支援計劃

經歷漫長疫情對人際相處互動的阻隔,很多幼兒的語言發展大受影響,本會接觸部份焦急尋找言語訓練服務的幼兒家庭,孩子已達適齡入讀幼稚園階段,但仍未能説出短句表達自己的需要。語言發展遲緩不但影響幼兒的社交群性發展,亦增加家長的照顧壓力,影響家庭健康。

本會知悉社區上幼兒家庭在語言評估及訓練的需要,於2022年11月開展為期三年的「女青賽馬會『言晴』幼兒家庭支援計劃」,該計劃獲得香港賽馬會慈善信託基金贊助,為超過450個育有言語發展遲緩或障礙的1至6歲幼兒提供家庭服務。

YWCA Jockey Club Calm & Caring Family Project

As children grow up, they start to have their own ideas. Both parents and children need to learn and adapt the way they communicate and get along with each other in order to maintain the parent-child relationship and stay physically and mentally healthy. Sponsored by the HKJC Charities Trust, the YWCA Jockey Club Calm & Caring Family Project was launched in October 2022 and will run for three years, serving more than 2,000 upper primary students and their families living in Yau Tsim Mong, Kowloon City and Tung Chung districts. The project aims to provide early identification and intervention for families prone to parent-child conflict and to build an intimate home with calm communication.

The project mainly provided services including workshops on managing parent-child conflict and anger, parent-child art activities and communication groups, self-learning videos, counselling services, mediation training, family support network and phone consultation. At the community level, we conducted a survey on parent-child conflict, mentorship training and experience sharing sessions, to raise public awareness of the parent-child relationship and needs of families of upper primary students.

YWCA Jockey Club "Embracing Speech" Early Childhood Family-based Support Project

The prolonged epidemic has greatly affected many children's speech development. We have come across some families who were anxiously seeking speech training services for their children who, despite having reached the appropriate age for kindergarten, were still unable to give utterance to their needs. Delayed speech development not only interrupted the social development of children, but also increased the pressure on parents, which affected the family wellbeing.

We were aware of the speech assessment and training needs of families and thus launched a three-year YWCA Jockey Club "Embracing Speech" Early Childhood Family-based Support Project in November 2022, which was sponsored by the HKJC Charities Trust, to support more than 450 families with children aged 1-6 suffering from speech and language delay or disorder.

計劃以家庭為本角度及「加強版情境教學法」為介入核心,由社工、特殊幼兒工作員及言語治療師組成跨專業團隊,並與香港教育大學特殊教育及輔導學系及整全成長發展中心協作,以實證為本角度推行適切幼兒家庭的情境生活言語學習配套,從而提升家長的親職管教能力,促進幼兒的言語發展。



到校學前康復服務電子平台啟用

就知識管理方面·本會以及三間機構的員工持續就學前康復知識及服務智慧相互分享·並已建立員工交流平台及家長教育資訊平台。待所有系統研發成功後,便可定期上載有關資訊到電子平台,促進跨機構員工·以及員工與家長之間的交流·攜手協助幼兒成長。另外,就社區教育短片「家居訓練融入生活」製作方面·本年度由本會及香港路德會社會服務處的個案家長及言語治療師分享其見解及成功經驗,短片已於2023年3月上載至平台。

The project adopted a family-based perspective and the "Enhanced Situational Approach" as the focus of intervention. A multi-disciplinary team comprising social workers, special child care workers and speech therapists was formed. In collaboration with the Department of Special Education and Counselling and the Integrated Centre for Wellbeing of The Education University of Hong Kong, we introduced the evidence-based Family Milieu Conditions Assessment Tool and Home Training Kits, so as to enhance the parenting skills of parents and facilitate young children's speech development.

OPRS e-platform launched

In collaboration with Hong Chi Association, St. James' Settlement and Hong Kong Lutheran Social Service, LC-HKS, the first phase of e-Pass OPRS, an e-platform for on-site pre-school rehabilitation services (OPRS) funded by the HKJC Charities Trust, was officially launched in October 2022. The customized e-platform for OPRS helped operators better connect with kindergartens and parents, optimize service delivery, enhance quality management and knowledge sharing among agencies, with its applications for case management, training programme content and records, rostering and service analysis. The system is already in use and the service team has been in contact with the system developer to ensure continuous enhancement. A tablet has been distributed to our professional staff to enable their access to the platform outside the Association.

In terms of knowledge management, staff of the Association and the three organizations continued to share their knowledge and insights. Platforms for staff exchange as well as parent education were established. Upon successful development of the systems, the information will be uploaded to the e-platform on a regular basis to facilitate exchange among staff and between staff and parents. For the production of the community education video, parents and speech therapists of the Association and Hong Kong Lutheran Social Service, LC-HKS shared their observations and good practices in this year's programme.



拓展社區健康服務 促進全人健康 Enhance community health services to promote holistic health

回應香港人口老化[,]以及政府近年積極推動地區為本的基層醫療服務[,]本會進一步推展社區健康服務[,]提升市民的自我健康管理能力[,]建立健康生活模式。

The Association continued to develop its community health services during the year, in response to an ageing population and the Government's promotion of district-based primary healthcare services.

北區地區康健站 攜手建設健康社區

配合政府策略發展方針,本會於2021年獲食物及 衞生局(現為醫務衞生局)授權營運北區地區康健 站,以醫社合作及公私營協作模式提供基層醫療 健康服務,提升市民自我健康管理能力及支援長 期病患者。

此外,有見香港過去三年受新冠疫情影響,估計超過150,000人出現長期症狀並影響健康狀況及生活質素,本會獲香港賽馬會慈善信託基金撥款資助,於2022年9月在北區推展為期一年的「賽馬會長新冠復康計劃一社區支援服務」,透過跨專業、公私合營及彈性支援的服務模式,為服務使用者提供直接資助,進行專業評估、復康支援及跟進。協作夥伴包括地區社福機構、香港浸會大學中醫藥學院、香港中文大學醫院、地區私營中西醫診所、物理治療師、體適能教練、職業治療師、言語治療師及營養師等,進一步啟動社區資源及能力。

North District Health Centre (DHC) Express promotes a healthy community

In line with the Government's strategic plan, the Association was commissioned by the Food and Health Bureau (now the Health Bureau) to operate North DHC Express in 2021, providing primary healthcare services through medical-social collaboration and public-private partnership, to enhance self-management of health among the public and support patients with chronic diseases.

North DHC Express joined hands with nearly 100 district organizations, charities, schools, churches and other partners, to co-organize more than a hundred activities for the community. In collaboration with local women's organizations, educational seminars and workshops were launched on 8th March, International Women's Day to raise women's awareness of personal health. The centre also served as a hub for health resources to facilitate residents' access to primary healthcare services in the district. Promoting public-private partnership, it partnered with nearly 50 registered medical practitioners, Chinese medicine practitioners and different allied health professionals to provide multi-disciplinary support to people suffering from diabetes, hypertension, low back pain and degenerative knee pain.

With more than 150,000 people in Hong Kong estimated to have developed long-term symptoms affecting their health and quality of life due to the epidemic over the past three years, the "Jockey Club Long COVID Rehabilitation Programme – Community Support Services", funded by the HKJC Charities Trust, was launched in North District in September 2022. Through multi-disciplinary collaboration and public-private partnership and a flexible service mode, service users were subsidized for professional assessment, rehabilitation support and follow-up. Our partners included School of Chinese Medicine of Hong Kong Baptist University, CUHK Medical Centre, social welfare organizations, private Chinese and Western medicine clinics and allied health professionals in the district.





女青賽馬會優活坊 (新界西) 成立 實践健康 生活

本會婦女事工部喜獲香港賽馬會慈善信託基金撥款,於2022年9月開展為期三年、以中年人士健康生活模式為核心概念的「賽馬會We WATCH優活健康計劃」,以善用「醫社合一」的社會服務新趨勢,並揉合本會「婦女為本」的服務信念。計劃以35至59歲人士為服務對象,並聯同負責健康科研及資訊科技配套的香港中文大學賽馬會公共衞生及基層醫療學院,以及另外三間社會服務機構合作展開,由本會負責元朗及天水圍區之計劃。

感恩本會於元朗大馬路覓得合適地方作為新單位, 於2022年11月遷入後,各項籌備工作隨即開展,包 括地區宣傳、購置器材、參與健康管理專業訓練、 測試跨機構共用的手機應用程式及報名平台等。 在服務初期,我們鋭意策略性地揉合女青運動元 素,結連區內夥伴教會、地區團體及其他服務單 位,廣作宣傳。已登記的區內居民或工作人士超過 90%為婦女,而本會傑出婦女義工協會之成員亦 率先向已登記的使用者,提供婦女健康工作坊及 活動。健康管理教練亦為參加者提供個人化的健 康風險篩查、健康管理指導及策劃,並以小組、班 組、講座等形式提供一系列免費服務,包括體能運 動科學、營養科學、情緒及心理健康活動等,以期 幫助參加者掌握 [治未病] 的概念, 並按步改善生 活模式,學以致用,推己及人至其親友及社區。至 2023年3月,計劃仍處於剛啟動直接服務的階段, 逾100位合資格參加人士已成功登記,並開始參與 體驗活動。

YWCA Jockey Club Healthy Lifestyle Service Centre (NT West) established

Our Women Affairs Department was delighted to receive sponsorship from the HKJC Charities Trust to launch a three-year "Jockey Club We WATCH Healthy Lifestyle Project" in September 2022, promoting healthy lifestyles among the middle-aged. The project, which capitalized on the emerging trend of medical-social integration and embodied our "women-centred" belief, was targeted at people aged 35-59 and launched in collaboration with the Jockey Club School of Public Health and Primary Care of the Chinese University of Hong Kong and three other social service organizations, with the Association providing services in Yuen Long and Tin Shui Wai.

Upon moving into the new unit in Yuen Long in November 2022, various preparatory work was carried out, including publicity. purchase of equipment, participation in professional health training, and trial run of the cross-agency mobile application and enrolment platform. During the initial phase, we strategically integrated the elements of YWCA Movement and linked up with partner churches, organizations and other service units in the district to promote our new service. With over 90% of the registered users being women, members of our Outstanding Women Volunteer Association took the lead in organizing women's health workshops and activities for them. Health coaches also provided participants with personalized health risk screening, health guidance and planning, as well as services free of charge, including sports science, nutrition science, emotional and mental health activities. By March 2023, over 100 eligible persons successfully registered and participated in the activities



北區長者服務發展 回應地區需要 Development of elderly services in North District

隨著政府推動北部都會區發展及城鄉共融,為回應區內包括鄉郊地區的長者需要,多項長者服務於北區開展,並透 過加強服務連結及跨專業協作,創造協同效果。

With the Government's initiative on the North Metropolis development and urban-rural integration, new services for the elderly were introduced in the district including its rural areas. Connections among services and multi-disciplinary collaboration were reinforced to achieve synergy.

粉嶺皇后山「利梁趣沂樂齡日間護理中心」 啟用

利梁趣沂樂齡日間護理中心位於粉嶺皇后山邨皇 溢樓,獲社會福利署資助於本年度開展服務,為區 內60歲或以上,經「安老服務統一評估機制」評估 建議適合接受社區照顧服務的體弱長者,提供個 人照顧、復康、社交及康樂活動等,以保持其身體 機能,維持長者的個人照顧能力或減慢其退化。此 外,中心透過樂齡科技產品,結合治療介入的小組 及活動,為患有認知障礙症長者提供治療性訓練 及活動,減慢其認知能力的衰退,維持正常的社交 活動;從而改善其生活質素,並且於所屬社區安享 晚年。

同時,中心為有需要的護老者及長者提供短期或 臨時日間暫託服務支援,透過不同活動及訓練,紓 緩護老者的身心壓力,以加強或維持他們在家照 顧長者的能力。

Helen Lee Day Care Centre for the Elderly commenced service

Located at Queens Hill Estate in Fanling, Helen Lee Day Care Centre for the Elderly has commenced service this year with the subvention from Social Welfare Department. It provides personal care, rehabilitation, social and recreational activities for frail elders aged 60 or above who have been assessed by the Standardized Care Need Assessment Mechanism for Elderly Services to be suitable for community care services, with a view to maintaining their physical functioning and delaying their deterioration of selfcare abilities. The centre also makes use of gerontechnology products to provide therapeutic training and activities to elders with dementia, so as to slow down their cognitive deterioration and maintain social activities, thereby improving their quality of life and supporting them to age in place.

The centre also provides short-term or temporary day respite services for the carers and elders. Through various activities and training, the centre relieves the physical and mental pressure of carers and strengthens their motivation to take care of the elderly.





鄉郊遙距照顧服務 支援北區鄉村長者

北區幅員廣闊,隨着新發展區的落實及北部都會區的發展,城鄉雖各自在基礎建設上有所提升,但 其發展速度始終不同,亦令鄉郊服務在北區顯得 更為重要。繼「從北孤單網鄉情」計劃,本會亦於 年度內針對相關需要開展「鄉郊遙距照顧服務」。

為支援居於鄉郊、患有慢性疾病及需要定期覆診的長者,本會秀群松柏社區服務中心夥拍出者關區監拍表期三年的遙距視診服務,並為長素藥物和安排養療,及提供藥物管理教育等服務。同時上魯藥,及提供藥物管理教育等服務。同時上魯藥,並即時上魯藥,並即顧者不受所或家中定時進行檢查,並即顧者是對人的累積數據,通過圖理共產者其個人的累積數據,通過圖理共產。此外,計劃亦提供遙距健康教育及運動治的及大體,以支援行動不便或未能到村公,與重新不便或未能到村公,與重新不便或未能到村公,與重動示範及與重動,藉以紓緩痛症及身體不適,全方位支援鄉村體弱長者的需要。



Tele-care project for rural villagers in North District

With the development of North Metropolis, improvements in infrastructure were observed in both urban and rural areas. However, there was still a gap between their development levels, which highlighted the need for services in the rural areas of North District. Thus, a tele-care project was launched during the year, following the "Rural-Net Works, LonelyLess" project.

To support elderly people living in rural areas who suffered from chronic diseases and required regular follow-up consultations, our Ellen Li District Elderly Community Centre partnered with North District Hospital to implement a three-year tele-care project. In addition to tele-consultation, it also offered services including the monitoring of cardio-respiratory fitness and vital signs, prescription of medicine, medication delivery and education by pharmacists. Besides, the elderly underwent regular check-ups at village offices or at home, and the results were instantly uploaded to an encrypted electronic system for the elderly and their carers to view and grasp the trend and risk indicators, thereby fulfilling the goal of self-health management. The project also provided remote health education and sports therapy to support the elderly with mobility problems or those who were unable to attend activities at village offices. By watching exercise demonstrations through the mobile application, they exercised together to relieve pain and physical discomfort.



加強服務連結 促進跨界別協作

近年本會整合北區松柏綜合服務,服務單位/計劃包括秀群松柏社區服務中心、新創建青健坊(北區)、女青賽馬會青健坊(沙頭角)、健康長者農場、北區離院長者綜合支援計劃、「共樂皇后山」鄰里互助計劃辦事處、北區地區康健站,以及利梁趣沂樂齡日間護理中心。藉著結連各服務單位,不僅加強彼此協調以達致協同效果,亦透過提供一站式服務,優化服務使用者的體驗。另一方面,因應本會在皇后山新屋邨的發展,包括承辦邨內嬰幼園和長者日間護理中心,本會亦透過新邨適應服務辦事處,強化區內跨服務協作,讓不同合作活動在社區中呈現。



同時,北區服務單位與香港科學園合作,於服務中融入樂齡科技,並結合網絡社會工作的介入技巧,引領長者服務至智能化及個人化的新里程。當中包括在系統基建及以用家為本的手機應用程式上,作全面及跨單位的規劃,為未來新一代長者在自我健康管理及智能家居的需要,奠定堅實的基礎。

此外,因應政府近年積極推展基層醫療服務,除北區地區康健站外,本會在北區長者服務中亦融入基層醫療健康元素,促進醫社合作,並策略性地推動跨專業協作,善用不同專業智慧,為北區發展及城鄉融和所衍生的課題共同構思應對方案。展望未來北部都會區的發展及社會高齡化的趨勢,期望透過於醫社合作中結連房屋界別夥伴,為長者居家安老的願景,整合更理想的條件。

Reinforce collaboration across services and sectors

In recent years, the Association has linked up various service units/ projects in North District, including Ellen Li District Elderly Community Centre, NWS Y Care (North District), YWCA Jockey Club Y Care Elderly Centre (Sha Tau Kok), Y Farm for Healthy Ageing, Integrated Discharge Support Service for Elderly (North District Hospital), Co-joyful Queens Hill – Neighbourhood Mutual Help Project, North DHC Express and Helen Lee Day Care Centre for the Elderly. Coordination among the units was not only strengthened to achieve synergy, but service user experience was also enhanced through the provision of one-stop service. Besides, the Association's service development on Queens Hill Estate, including the establishment of a child care centre and a day care centre for the elderly, has facilitated collaboration across services and enabled the launch of various collaborative activities in the district.



Our service units in North District also collaborated with Hong Kong Science Park to apply gerontechnology to services and integrate cyber social work intervention skills, which paved the way for smart and personalized elderly services. Comprehensive and cross-unit planning on system infrastructure and user-centred mobile applications was conducted, laying a solid foundation for self-health management and smart living for the elderly in future.

In response to the Government's active promotion of primary healthcare services, apart from North DHC Express, elements of primary healthcare were incorporated into our elderly services in North District to enhance social-medical cooperation. We also strategically strengthened multi-disciplinary collaboration, drawing on the wisdom of different professions to come up with solutions to the problems arising from the development of North District as well as urban-rural integration. Looking ahead, it is hoped that liaison with the housing sector will create favourable conditions for advancing the goal of ageing in place.

培育年青女性領袖 促進婦女發展 Nurture young women leaders and promote women's development

本會一直重視婦女的全面發展,新一屆「香港女聲Glocal Y」於年度內順利展開,栽培新一代關心社會而具國際視 野的年青女性領袖。

The Association emphasizes the all-round development of women. With the launch of the new cohort of Hong Kong Women's Voice "Glocal Y" Training Project, young women leaders with a global vision and showing concern about the society have been nurtured.

第七屆「香港女聲Glocal Y」年青女性領袖培育計劃

在2022年7月疫情期間,本會向各大專院校宣傳和招募新一屆「香港女聲Glocal Y」參加者,並於9月底舉行女性領袖訓練營,標誌著計劃正式啟動。本屆共有24位有興趣更深入認識性別意識、婦女運動與充權的年青女性報名參與,於本年度展開了不簡單的學習旅程。

本會一直竭力為年青女性提供領袖發展和培育機會,計劃自2004年首次舉行,至今已是第七屆。以「Think Global. Act Local」為信念與任務,「香港女聲Glocal Y」啓發及促進參加者從宏觀角度反思性別角色、性暴力等議題,了解世界各地婦女所面對的壓迫與挑戰,提升她們對聯合國可持續發展目標(SDG)及世界各地兩性議題之關注,從而反思香港社會就相關議題之討論,向着「正面地為社會需要而發聲」之倡議或義工服務道路前進。

新一代Glocal Y學員不少是千禧年出生的新生代, 並在疫情裡經歷了不一樣的學習生活;她們熱切 關注不同婦女議題,決心透過計劃體驗和學習,從 中促進個人成長。所以,來自本會青年及社區服務 部及婦女事工部的跨部門社工兼「組媽」,策劃了 一連串的共同學習機會,包括:配合國際視野的模 擬戰區體驗、女性主義再思工作坊、説故事技巧培 訓、團隊歷奇活動體驗、女性電影「花生友」漫談 夜、過程戲劇互動工作坊@婦女節、TED Talk x SDG Upcycling等,內容豐富。隨後,她們分成三組進行 配合SDG之專題研習,主題有家庭照顧者壓力、女 性與環保、化妝品迷思等。透過落區探訪、聚焦小 組或訪談、問卷調查、小社區攤位等,加強她們的 自我肯定, 啟發潛能, 並策劃以實際行動去關心或 回饋社會。小組滙報及嘉許禮將於下年度舉行,並 預計於2023年中聯同歷屆師姐前往海外交流。

The 7th cohort of Hong Kong Women's Voice "Glocal Y" Training Project

We recruited participants for the new cohort of Hong Kong Women's Voice "Glocal Y" Training Project at various tertiary institutions in July 2022 and the leadership training camp held in September marked the official launch of the project. A total of 24 young women who endeavoured to deepen their understanding of gender awareness, women's movement and empowerment enrolled and embarked on a remarkable learning journey.

We are committed to providing leadership development opportunities for young women, and the project is now in its seventh year since its debut in 2004. With the belief and mission of "Think Global. Act Local", the project inspires participants to reflect on issues such as gender roles and sexual violence from a macro perspective, to understand the oppressions and challenges faced by women, and to raise their awareness of the United Nations Sustainable Development Goals (SDGs) and gender issues around the world, thereby reflecting on current issues in Hong Kong, and "positively speaking out for the needs of the community" through advocacy or volunteering.



The new generation of Glocal Y participants were keenly concerned about different women's issues and determined to make the most of the project to achieve personal growth. Therefore, social workers from our Youth and Community Service Department and Women Affairs Department planned a series of co-learning activities for the participants. They were also divided into three groups to conduct SDG studies on topics such as family carers' stress, women and environmental protection and cosmetic myths. Through district visits, focus groups or interviews, surveys and community booths, they strengthened their self-affirmation, realized their potential and worked out plans to contribute to the society. The group report session and commendation ceremony will be held next year and an overseas exchange programme with the trainees of previous cohorts is expected to take place in mid-2023.





服務獎項及出色表現

Service Awards and Service Excellence

BDA最佳設計品牌大獎2023 — 最佳可持續品牌大獎 HKDA Brand Design Award 2023 - Excellence in Best Sustainability Award



Y SENse特殊教育需要專業支援服務於香港設計師協會主辦的「BDA最佳設計品牌大獎2023」中,榮獲「最佳可持續品牌大獎」(時裝與玩具組別),對其服務品牌和教材設計予以專業肯定和嘉許。

Y SENse received the Excellence in Best Sustainability Award (Fashion and Toys) in HKDA Brand Design Award 2023 launched by the Hong Kong Designers Association, showing that its service branding and teaching aids were professionally recognized.







勞工處「展翅青見超新星」──「超新星」及「良好表 現學員|嘉許

YETP Most Improved Trainees, Labour Department – Most Improved Trainees Award and Merit Award

本會推薦於勞工處「展翅青見計劃」表現良好的學員參與「展翅青見超新星」選舉·於2022年選舉共三名學員獲表揚·包括獲嘉許為「超新星」的袁黃星·以及「良好表現學員」的范傲姿及麥沅欣·而於2023年選舉·本會推薦學員黃考怡亦獲「超新星」嘉許。

Distinguished trainees of the Youth Employment and Training Programme (YETP), Labour Department were nominated by the Association to run for the election of Most Improved Trainees. In the election of 2022, Andy Yuen received the Most Improved Trainees Award whereas Kathy Fan and Lala Mak received the Merit Awards. And in the election of 2023, Tippy Wong also obtained the Most Improved Trainees Award.

2023香港十大優質社會服務計劃選舉—「香港十大優質社會服務計劃」嘉許 Hong Kong Ten Outstanding Community Services Award 2023



由秀群松柏社區服務中心推行的「北休樂活者妙之旅」計劃,獲國際獅子總會中國港澳303區選為「香港十大優質社會服務計劃」之一,表揚計劃協助50+長者發展個人潛能,以不同形式服務社區,加強與社區的連繫,建立正面和豐盛人生。

The "RetirEnterainment" programme launched by the Ellen Li District Elderly Community Centre was granted the Hong Kong Ten Outstanding Community Services Award 2023 by Lions Clubs International District 303, Hong Kong & Macao, China, in recognition of its contribution to developing the potential of 50+ elders, fostering their connection with the community and establishing an abundant life.



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第四屆香港出版雙年獎 — 出版獎(兒童及青少年) Hong Kong Publishing Biennial Awards 2023 – Publication Award (Children and Youth)

本會出版的兒童情緒教育繪本《不想哭的葉子》於香港出版學會主辦的第四屆「香港出版雙年獎」中獲頒「出版獎(兒童及青少年)」,肯定了出版團隊的努力,以及繪本有助推動兒童情緒教育。



Crying Leaf, a picture book of YWCA's emotional education series received the Publication Award (Children and Youth) at Hong Kong Publishing Biennial Awards 2023 hosted by Hong Kong Publishing Professionals Society, recognizing the effort our team made and the role of picture books in promoting children's emotional education.

僱員再培訓局 ─ ERB30培訓大獎 Employees Retraining Board (ERB) - ERB30 Grand Award for Training





於「ERB30周年典禮暨年度頒獎禮」中,本會獲頒「ERB30培訓大獎」;課程 導師李玉芬獲頒「ERB30傳承導師獎」。另本會亦獲發嘉許狀,以表揚年度 內課程質素保證工作表現持續優異。

At the ERB30 cum Annual Award Presentation Ceremony held by the Employees Retraining Board (ERB), the Association received the "ERB30 Grand Award for Training" whereas our instructor, Lee Yuk Fun was conferred the "ERB30 Grand Award for Instructor". The Association was also awarded the Certificate of Commendation in recognition of the sustained outstanding performance in programme quality assurance during the year.





「香港義工獎」2022 — 傑出協作計劃 Hong Kong Volunteer Award 2022 -Outstanding Collaboration Project

本會與企業夥伴合作推行的「新創建EXP之旅」及「從北孤單網鄉情」計劃, 於民政及青年事務局與義務工作發展局合辦的「香港義工獎」2022中同時獲 頒「傑出協作計劃」,嘉許計劃推動義務工作,促進社會共融。

The NWS "EXP" Journey and "Rural-Net Works, LonelyLess" projects which were launched in collaboration with our corporate partners were recognized as Outstanding Collaboration Project at the Hong Kong Volunteer Award 2022 jointly organized by Home and Youth Affairs Bureau and Agency for Volunteer Service, appreciating their contribution to promoting volunteering and building a caring and inclusive society.

香港社企員工嘉許計劃2022 — 傑出社企員工

Hong Kong Social Enterprises Employee Recognition Scheme 2022 – Employee Recognition Award



本會園景軒餐廳員工朱素娟於香港社會企業總會主辦的「社企員工嘉許計劃」2022中獲 得「傑出社企員工」嘉許,表揚她優秀的工作表現。

Joyce Chu, our Garden View Lounge staff member received the Employee Recognition Award in the Hong Kong Social Enterprises Employee Recognition Scheme 2022 organized by the Hong Kong General Chamber of Social Enterprises, in recognition of her excellent work performance.



2022年度《旭茉JESSICA》成功女性大獎 JESSICA Most Successful Women 2022 Award





本會總幹事楊建霞獲頒2022年度《旭茉JESSICA》成功女性大獎,並先 後接受不同機構訪問及應邀擔任主講嘉賓,就跨界別協作、青年人成長 及就業、社會服務創新、科技應用等不同議題分享交流。

Our Chief Executive, Yvonne Yeung was awarded as JESSICA Most Successful Women 2022. She was also interviewed and invited to be guest speaker by various organizations, sharing on themes such as cross-sector collaboration, youth development and employment, social innovation and application of technology.

香港老年學會 — 老年學周年會議傑出論文獎冠軍 Hong Kong Association of Gerontology - Champion of Outstanding Paper Award



本會耆年服務部生命教育工作小組總主任黎玉潔、夥拍部門義務顧問香港中文 大學醫學院那打素護理學院陳裕麗教授及本會研究主任藍朗,合力撰寫之論文 「香港長者在臨終照護決策意願」,獲頒香港老年學會第29屆老年學周年會議傑 出論文獎冠軍。

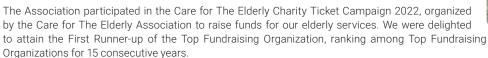


The paper, *Decision Control Preference for End-of-life Care among Chinese Older Adults*, co-authored by Rosanna Lai (Chief Officer of Elderly Service Department and its Task Force on Life Education), Prof. Helen Chan of the Nethersole School of Nursing, Faculty of Medicine, The Chinese University of Hong Kong (Honorary Adviser of Elderly Service Department), and Kurt Nan (Research Officer), was awarded the Champion of Outstanding Paper Award by the Hong Kong Association of Gerontology at its 29th Annual Congress of Gerontology.

「敬老護老愛心券2022」慈善籌款運動 — 「機構最高籌款獎」亞軍 Care for The Elderly Charity Ticket Campaign 2022 – First Runner-up of the Top Fundraising Organization



本會參與敬老護老愛心會「敬老護老愛心券2022」慈善籌款,為長者服務籌募經費,並成功獲得「機構最高籌款獎」亞軍,連續15年躋身「機構最高籌款獎」三甲。









「綠建環評」— 銀級認證 BEAM Plus Assessment - Silver Rating

九龍會所復修工程於香港綠色建築議會和建築環保評估協會合辦的「綠建環評」中,獲認證為新建建築(1.2版)銀級項目,肯定了本會為推動環保及可持續發展所作的努力。

The rehabilitation project of HKYWCA Kowloon Centre achieved Silver Rating under the BEAM Plus Assessment for New Buildings (v1.2), in recognition of our effort to build a green and sustainable environment.

丘佐榮中學校外獎項 2022-2023

External Achievement of Hioe Tjo Yoeng College 2022-2023

The 74th Hong Kong Schools Speech Festival (English Speech)

	Solo Verse Speaking	Winner	1 item
		1 st Runner-up	3 items
		2 nd Runner-up	2 items
		Certificate of Merit	19 items
		Certificate of Proficiency	2 items
	Dramatic Duologue	Certificate of Merit	14 items
		Certificate of Proficiency	6 items

第74屆香港學校朗誦節(中文)

	冠軍	2項
二人朗誦一粵語	季軍	2項
	優良獎狀	8項
	良好獎狀	20 項
散文獨誦—粵語(女子組)	季軍	1項
詩詞獨誦一粵語(女子組)	優良獎狀	2項
	良好獎狀	2項
詩詞獨誦一粵語 (男子組)	冠軍	1項
	良好獎狀	3項
詩詞獨誦一普通話(女子組)	季軍	4項
	優良獎狀	9項
	良好獎狀	4項
詩詞獨誦一普通話(男子組)	優良獎狀	1項
	良好獎狀	2 項

Thailand International Mathematical Olympiad Heat Round 2022-2023

Gold Award	1 item
Silver Award	9 items
Bronze Award	11 items

Thailand International Mathematical Olympiad Semi-Final 2022-2023

Gold Award	1 item
Silver Award	2 items
Bronze Award	7 items

Thailand International Mathematical Olympiad Final 2022-2023

Gold Award	1 item
Bronze Award	3 items

Guangdong-Hong Kong-Macao Greater Bay Area Mathematical Olympiad Preliminary Round 2023

1st Class Prize	2 items
2 nd Class Prize	5 items
3 rd Class Prize	7 items

Guangdong-Hong Kong-Macao Greater Bay Area Mathematical Olympiad Qualifier Round 2023

Hong Kong International Mathematical Olympiad Heat Round 2023

Gold Award	1 item
Silver Award	7 items
Bronze Award	7 items

Hong Kong International Mathematical Olympiad Semi-Final Round 2023

Bronze Award	1 item

The 40th Hong Kong Mathematics Olympiad

3rd Class Honour	1 item

The 25th Hong Kong Mathematical High Achievers Selection Contest

Contest		
	Bronze Award	2 items

Mathconceptition

Silver Award	1 item
Bronze Award	7 items

The Hong Kong Award for Young People

Silver Award	10 items
Bronze Award	2 items

Samsung Solve for Tomorrow 2022

Merit Award 3	items
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Coral REEFStoration Ambassador Programme

2 nd Runner-up
Star Coral REEFStorator

ICE Challenge 2023 - Code Combat

Silver Award	1 item
Bronze Award	1 item

The A.S. Watson Group HK Student Sports Award

1 student

2023 Harvard Prize Book

2022 Hong Kong Youth Music Interflows – Symphonic Band Secondary School Junior Session

School Symphonic Band	Silver Award
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The 22nd Inter-school Bird Race

1 st Runner-up
「是日精選雀鳥」獎

The 12th World Children Art Awards 2022

	Senior Secondary	1st Runner-up	1 item
	Group	Merit Award	4 items
WCACA Outstanding S		School Award for Ar	ts Education

「童」心展藝●識法 ─ 「兒童權利公約」推廣計劃 2022 ─ 吉祥物設計比賽

1 st Runner-up	1 item
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The 13th Hong Kong Anime Figure Design Competition 2022

Merit Award	1 item
Judges Commendation Award	1 item







我們傳福音的心志沒有因為疫情而減退,卻以愛不斷升溫。由前線服務單位舉辦的福音小組及活動接觸了50,255人次,加上由中央部門統籌協調351個小組及725項福音活動共23,245人次,本會全年的福音活動合共接觸73,500人次。當中有86人決志及9位轉介教會,可見福音種子在不斷散播中。

The epidemic did not diminish our desire to spread the gospel and we continued to grow in love. In addition to 50,255 people reached by the evangelistic groups and activities organized by our frontline service units, 23,245 people were reached by the 351 groups and 725 activities coordinated by our central department. It amounted to an annual attendance of 73,500. Among them, 86 were converted to Christianity and nine were referred to churches. The seeds of the gospel were being sown and spread.

加強基督教文化與價值之展現

為配合推展策略發展計劃,本會透過於單位展示基督教文化設置,由單位制訂主題、選用經文及設計圖像等,增加員工及公眾對基督教文化及價值之認識,讓環境變得賞心悅目,別具基督教意義,並讓到訪者感到舒服、被愛、被祝福和愉快。第一期「基督教價值及文化設置」計劃於本年展開,我們除往會外進行參觀及導賞活動外,亦邀請會內先導單位分享構思與心得:最終獲16個單位主動響應參與,成效可喜。

Enhancement of Christian culture and values

To take forward the strategic development plan, the Association promoted the understanding of Christian culture and values among staff and the public through the display of Christian cultural facilities in the units, so as to build a pleasant environment with Christian significance, and to make visitors feel comfortable, loved, blessed and delighted. The first phase of the "Christian Values and Cultural Setting" programme was launched this year. Apart from conducting visits and guided tours outside the Association, we also invited the pioneering units to share their ideas and experiences. 16 units took the initiative to participate, which was very encouraging.







聯繫福音網絡 擴展天國

本會一直致力成為「教會」及「社會」的橋樑,提供平台讓教會引領社區人士認識基督。本年成功邀請43間夥伴教會及福音機構成為前線單位的緊密合作夥伴,透過聯繫不同福音網絡去推展讚美操、信仰聚會及宣傳服務,使人活出豐盛生命,結果纍纍。此外,皇后山新屋邨社工隊已協助單位組織了四間教會,建立平台共同服務地區,並在員工及教會義工的努力下,成功轉介35位居民往教會接受牧養,實在感謝主。

Connect the gospel network

We are determined to serve as a bridge between the church and the community, providing a platform for churches to engage the community in learning about Christ. This year, we have invited 43 partner churches and evangelical organizations to become our frontline unit's close collaborators, jointly promoting praise dance, Christian fellowship and publicity services, so as to enable people to live their lives to the fullest. In addition, our Queens Hill New Estate Social Work Team has assisted the unit in establishing four churches to serve the local community. With gratitude to the Lord, 35 residents were successfully referred to churches.





基督教事工 Christian Ministry



延續本會福音主題「持定信念,傳使命,凝向前」,今年本會以「凝向前」為重心,於董事會、行政會議靈修、董事委員幹事祈禱會等不同平台作推展。本部又揉合聖經故事、女性神學家故事、女性主義等多重角度,發展嶄新課程,例如「亮麗管道」課程:並與婦女事工部合作「旨因有妳」婦女信仰成長課程,以及基督徒年青女性「I am Tamar」參與式劇場工作坊,以回應參加者的身心社靈需要,並活出自由平等、有尊嚴及富足的生命。





Manifest Christian faith and pass on core values of YWCA

Carrying on with the theme of the Association's gospel work, "Hold on to the Faith, Pass on the Mission and Move Forward", this year we strengthened our promotion on various platforms including the devotion of the Board of Directors Meeting and Administration Meeting, and Prayer Meeting for the Board, Committees and Staff. We also developed new programmes, such as the "Bright Channel" women empowerment course, from the perspectives of Bible stories, women theologians' stories and feminism. In collaboration with the Women Affairs Department, the "Because of You" women's faith growth programme and the "I am Tamar" participatory theatre workshop were launched, addressing the physical, psychological, social and spiritual needs of the participants and promoting a life of freedom, equality, dignity and abundance.



培育Y-Fire生命大使 祝福員工生命





Since 2014, we have been recruiting Christian staff as "Y-Fire Ambassadors" to organize appropriate evangelistic activities according to the spiritual needs of their respective units, and to participate in the worship teams at large-scale evangelistic gatherings and pray for the Association. The "Appreciate the Truth, Goodness and Beauty of Nature" Retreat Day this year helped 63 Y-Fire Ambassadors find peace of mind and body, draw closer to the Lord through nature and renew their strength. During the epidemic, we were concerned about the spiritual needs of our staff and invited Dr. Charles Yu to record a "6-minute channel" which was broadcast for three days to cheer up our staff. When the epidemic subsided, we organized Spiritual Care Programme for Staff, "Lost Love" Film Appreciation, in which Rev. Paul Ng was invited to share how he had learnt the importance of companionship through the adoption of his son and the ways to care for his son with the love of Christ. Participating staff members expressed that they had learnt the caring spirit of YWCA from various activities.





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40,444位會員提供適時及具質素的服務,並加深他們對女青運動的認識和歸屬感,又動員10,597位義工投入共123,309小時的服務,共同參與義工服務,關心社群。

The Association actively recruited members and volunteers through various departments and units, and fostered their moral, intellectual, physical and social development by organizing diversified programmes and activities. During the year, we provided quality services to 40,444 members and enhanced their understanding of and sense of belonging towards YWCA Movement. 10,597 volunteers were mobilized to contribute a total of 123,309 hours in volunteer services to serve the community.







善用資源 祝福基層

不少善心人士樂於捐獻,為社區帶來祝福。本會肩 負起妥善協調及分配之角色,確保資源用得其所。 繼有選舉會員、單位會員及義工樂捐支持「快閃祝 福行動一校服津助計劃」,又獲連續6年支持「暖 暖學子心一校服津助計劃」的旭日集團增加津助 名額,兩項計劃讓更多人獲得支援,今年共52位就 讀中小學或幼稚園的基層家庭學生受惠,購買合身 校服,在成長路上獲關懷支持。

本會持續與一眾教會及基督教機構合作推行「PeaceBox祝福大行動」,有前線單位開放成為物資收集點,連同大會捐贈的370份禮物,悉數派發予會內單位及夥伴教會,於關懷探訪時親手送到基層家庭手上。



Deploy resources to bless the grassroots

Many kind-hearted people bless the community by donation of resources. The Association has taken up the role of coordination and allocation of resources to ensure that they are put to good use. In addition to the donations from our voting members, unit members and volunteers in support of the "Flash Blessing" School Uniform Subsidy Scheme, the Glorious Sun Group, which has supported the "UniWarm" School Uniform Subsidy Scheme for six consecutive years, has also increased the subsidy quotas of the scheme this year. The two schemes benefitted a total of 52 grassroots students.

We continued to collaborate with churches and Christian organizations to launch the PeaceBox Campaign. Some of our frontline units served as collection points and the 370 gifts we received were all distributed to the grassroots families by our units and partner churches during family visits.



會員事工

Membership Affairs



傳承機構歷史文化,看似枯燥乏味,但只要加點創意,參加者必定能樂在其中。「女青·薈」進入第七年,繼續以各種趣味活動向參與者述説女青故事,而在新常態下,我們今年致力透過網上問答遊戲傳承機構文化,先後舉辦「女青Café問答比賽」及「集合吧!女青保衛隊」,分別給公眾及全會員工參與。參與者使用線上遊戲工具Blooket,享受開Café的樂趣,或化身正義之師守護家園,藉此認識女青歷史及冷知識;我們同樣注重實體體驗,新增「以訛傳訛」、「傳情畫女青」等遊戲以增加互動,對象包括兒童、青年就業計劃學員、實習生、長之過工等。全年線上遊戲及實體活動參加人次達652,令人鼓舞。



A century of history and heritage

Passing on an organization's history and culture need not be boring. With a little bit of creativity, it could be fun for the participants. The "Y•Hub", in its seventh year, continued to narrate the YWCA stories through a variety of fun activities. Under the new normal, this year we focused on online quizzes and organized the "YWCA Café Competition" and the "Defense for YWCA!" for the public and staff respectively. Participants learned about the history and trivia of the YWCA by opening a café or defending the homeland in the games. We also developed new physical games such as "YWCA Whispers" and "Lost in YWCA Canvas" to increase interactions. The number of participants in online games and physical activities for the year reached 652, which was encouraging.











連繫社區 共襄義舉

此外,我們繼續協辦一年一度的「精英運動員愛心送暖」,聯同香港精英運動員協會及香港賽馬會於2022年11月13日進行大型探訪活動,以「社區關懷,鄰里互助」為題,除了派發豐富禮物包外,大會亦邀得幾位知名運動員或教練寫心意卡,為基層家庭打氣祝福。1,369位義工的探訪足跡遍達15區,共2,560戶女青服務的有需要家庭受惠,送出禮物包達2.791份。



Connect with the community for a good cause

We spared no effort in promoting volunteering, and we were grateful for the many people joining us in this endeavour. For example, some companies joined hands with us to create pastel greeting cards and made donations to women; some groups organized pairedreading days for children from grassroots families or with special educational needs. The programmes all adhered to the theme of our Volunteer Movement - "Simple • Just", which was established since 2015, meaning that volunteering is not difficult and can be started from our everyday life. This year, "Simple • Just" entered its seventh year. Carrying the theme of "Connecting and Sharing", we not only provided tangible assistance to the underprivileged, but also offered spiritual support to strengthen their community engagement in the post-pandemic era. With the support of 327 volunteers and eight schools, churches, charities and companies, 15 volunteer services were organized by our 13 frontline units for 1,297 people this year, benefitting 1,172 grassroots families.

We also continued to co-organize the annual "Together We Care" event with the Hong Kong Elite Athletes Association and the Hong Kong Jockey Club and jointly conducted a large-scale visit on 13 November 2022. In addition to the distribution of gift packs, we invited renowned athletes or coaches to write messages on cards to encourage grassroots families. A total of 1,369 volunteers visited 15 districts and delivered 2,791 gift packs, benefitting 2,560 needy families served by the Association.





跨越百載,本會時刻不忘在社會服務或教育工作裡渗透「婦女為本」這初心與價值,致力回應不同女性群體之需要,推動能促進兩性平等的活動或計劃,並於近年重點就婦女身心社靈健康而提供多元化的培育或支援,亦持續鼓勵女性成為義工,與人同行,回饋社群。

For more than 100 years, the Association has been determined to integrate the "womenoriented" aspiration into its social services and education work, addressing the needs of different women and promoting gender equality through various activities or programmes. In recent years, we have focused on enhancing the physical, mental, social and spiritual wellbeing of women, as well as encouraging them to volunteer and give back to the community.





兩性平等種子 及早栽種

平等與尊重,乃家庭及社會的重要基石。我們把性別觀點融入服務,主動向全港中小學推廣多元化的「性別意識入校講座及工作坊」,着力加強新一代的性別意識,建立互相尊重及健康的兩性關係。全年服務共22間中學及11間小學,接觸逾8,800學生人次。



急婦女所急 集腋成裘

本會獲瑰麗酒店集團贊助,在疫情嚴峻時支援來自33個前線單位共600位單親婦女、年青媽媽或基層婦女,每人獲贈以婦女視角購置的抗疫禮品包,紓解困境。何東爵士慈善基金則贊助多項技能培訓活動如烘焙、營養、衍紙,為婦女建立安全空間,在繁重的多重角色裡得以喘息。跨基督教機構的「PeaceBox祝福大行動」及本會「疫是有情」抗疫支援計劃廣邀會員捐贈有用物資,再發動義工及夥伴教會走進社區,派發禮物予基層婦女及家庭,又製作心意卡贈予過百基層勞工。上述服務共為2,328人次帶來關懷。

Sow the seeds of gender equality

Equality and respect are the cornerstones of family and society. Integrating gender perspectives into our services, we proactively promoted a wide range of gender awareness seminars and workshops for primary and secondary schools in Hong Kong to raise the gender awareness of the new generation, and foster mutual respect and healthy relationships between two genders. During the year, 22 secondary schools and 11 primary schools were served, with 8,800 students reached.



Respond to women's urgent concerns

Sponsored by the Rosewood Hotel Group, the Association gave away gift packs to a total of 600 single mothers, young mothers or grassroots women from our 33 frontline units during the epidemic to alleviate their hardship. With the support of the Sir Robert Ho Tung Charitable Fund, a number of training activities such as baking, nutrition and paper quilling were organized to create a buffer zone for women to take a break from their multiple roles. The PeaceBox Campaign and the "Love amid the Pandemic" Programme collected donated items from our members and mobilized our volunteers and partner churches to distribute them to grassroots women and families. More than 100 grassroots workers also received our greeting cards. The attendance of the above services reached 2,328 in total.

婦女事工 Women Affairs

自強網絡 逆境路上彌足珍貴

婚姻逆境婦女支援服務致力為同路人充權,透過「自強同學會」網絡及活動去協助改善親子關係、提升健康和自信美,又支援單親婦女面對法律、住宿及情緒等困窘,為173人次提供免費法律諮詢及峰景軒短期社會住宿服務。新猷方面,本會首次與香港中文大學及香港教育大學合辦「單親婦女理財知識課程」,幫助47位面對分居或離婚經濟困境之婦女培養理財習慣;推廣婦女精神健康的「躍動、生命」獲東區崇德社贊助,各藝術活動、劇場及社區日獲129人次參與。配合個案輔導及小組工作,女青堅定地與婦女風雨同路。





Precious support in times of adversity

We strive to empower women in marital adversity through the Self-strengthening Alumni Association and its activities, which helped women improve their parent-child relationship, enhance their wellbeing and self-confidence, and supported single mothers facing legal, housing and emotional difficulties. 173 single mothers received our free legal advice and short-term accommodation service at Summit View Kowloon. In terms of new services, the Association co-organized the "Single Mothers' Financial Literacy" Workshop with the Chinese University of Hong Kong and the Education University of Hong Kong for the first time, which helped 47 separated or divorced women with financial difficulties establish financial habits; and the "Move on · Life" Programme sponsored by the Zonta Club of Hong Kong East promoted women's mental health and attracted 129 participants in its art activities, theatres and community days. Along with counselling and group activities, YWCA has always stood by women through thick and thin.







現代主婦或職業女性常常身兼照顧者角色,關注自身健康及身體警號尤其重要。香港傑出婦女義工協會以線上及線下模式推行「與你何干?乳健社區推廣計劃」及「舒心解困」身心健康中醫講座,持續關注女性乳房健康及精神健康,並促進建立社交互助網絡,惠及57人次。「We MOVE婦女健康動起來」之Sure Run 跑步隊和 Sure Fit 健體班這兩項運動訓練都深受婦女歡迎,尤其有效減低痛症,參與人次達802。而本會於2023年進行之「香港婦女運動習慣研究」旨在了解婦女做運動狀況,並倡議建立良好運動習慣。



Volunteers promoted physical and mental health

Housewives or working women nowadays often play the role of carers and it becomes important for them to be aware of their own health. The Hong Kong Outstanding Women Volunteer Association has launched the Breast Health Awareness Project and Relaxation Workshop for Body and Mind – Talk on Acupressure Skill, to promote women's breast health and mental health, as well as strengthen their social support network, which benefitted 57 people. The "Sure Run Team" and "Sure Fit Class" of the "We MOVE" Women's Health Project were well received with an attendance of 802 reached. The "Study on Women's Exercise Habits in Hong Kong" was conducted in 2023 to explore and promote women's exercise habits.



婦女事工 Women Affairs



本會首辦「Ciao 青少年音樂佈道會」,於聖誕假期 聚首、回顧與展望:香港大學佈道隊學生於現場之 勵志見證及詩歌觸動人心,無論認識或未認識本 會或基督教信仰的青年人都投入其中。今年成們 再度結連夥伴教會,推展CR大團契及CR生命成長 女子組,突破生命成長,並透過與基督教事工部門 合辦的「旨因有妳」及嶄新的「創藝時刻」,如七色 沙畫靈修體驗、Art Jamming、石頭彩繪等,讓婦 女、學生、教牧及社區人士認識基督教價值,又從 女性主義角度剖析母親角色。共911人次透過這些 特色活動得以釋放心靈空間。



Combine art with spiritual care to free the mind and soul

We organized the first "Ciao" Youth Musical Crusade during the Christmas holiday, where the inspiring testimonies and hymns sung by the evangelistic team of the University of Hong Kong touched the hearts of young people. This year, in addition to working with our partner churches again to launch the Celebrate Recovery Fellowship and Celebrate Recovery Women's Growth Group, we also co-organized the "Because of You" and "Moment of Creative Artwork" activities with the Christian ministry department, which provided opportunities for women, students, pastors and the community to learn about Christian values and the role of mothers from a feminist perspective. These programmes provided peaceful spiritual moments for a total of 911 participants.







有觸動的服務 義工傳承生命價值

婦光團編織組義工於「觸及生命工作坊」中,教授中學生鉤織八爪魚,探討生命價值。「HERstory 2.0 生命故事計劃」則透過婦女口述歷史,讓義工以性別角度去記錄及為婦女製作屬於「她和她」的生命故事冊,以生命激勵生命。兩項有意義服務惠及179人次。

Manifest the meaning of life in the service of volunteers

Volunteers from the knitting group of the Fu Kwong Club taught secondary school students how to crochet octopus dolls and explored the value of life. In the "HERstory Life Story Project 2.0", women narrated their life stories, which were recorded by volunteers from a gender perspective to create an album for inspiration and encouragement. These two programmes benefitted 179 participants.



擁抱尊嚴 關注照顧者壓力

「飛越女性計劃」獲婦女事務委員會贊助舉辦魔術及藝術活動,以性別角度反省女性的生命及壓力;「萬能女俠」填色比賽吸引逾1,000名兒童參與,連同婦女作品於展才日展出;另有衍紙、和諧粉彩體驗等推廣自在人生及性別意識之活動,鼓勵女性多欣賞自己。

Address the stress of carers

With the sponsorship from the Women's Commission, magic and art activities were organized under the "Splendid Women" Programme for participants to reflect on women's lives and pressures from a gender perspective. The "Super Woman" Colouring Competition was participated by more than 1,000 children, whose works were displayed on the "Splendid Women" Talent Day along with the women's artworks. Activities such as paper quilling workshop and Pastel Nagomi Art workshop were also held to promote inner peace and gender awareness, and to encourage women to appreciate themselves.





幼稚園教育計劃政策循多方面提升幼稚園教育的質素,並由有關當局制訂檢討機制。 展望未來,相信幼稚園教育將更切合兒童發展需要,更具質素保證。

The policy of Kindergarten Education Scheme improved the quality of kindergarten education on various aspects and a review mechanism was put in place by the relevant authorities. Looking ahead, it is believed that kindergarten education will better meet the needs of children's development and provide better quality assurance.

「一『喜』同遊」推動家庭齊運動

根據研究,兒童經常做運動,不單可以強身健體, 增強腦部發展,還可以提升自信和專注力,對紓緩 情緒很有幫助。相反,兒童缺少運動,除了會出現 肥胖問題外,亦會因肌肉量不足而容易受傷,他們 的專注力短暫,情緒也容易波動。

今年趣沂幼稚園參加了由香港中文大學教育學院 體育運動科學系的運動教育學及身體活動評估實 驗室策劃之「一『喜』同遊」計劃,旨在推動家校 合作,一起培育兒童的體育素養。









計劃先培訓教師團隊學習基礎動作技巧,包括操控工具技巧,例如拋接球、平衡穩定技巧,以及移動動作技巧,例如單腳跳、雙腳向前跳等。教師會把這些內容融入課程,讓兒童在學校裡練習,並同時安排家長參與工作坊,教導他們在家裡與子女遊戲時運用這些技巧,建立家庭運動文化,讓兒童減少久坐行為,培養他們持之以恆的運動習慣。

宏恩幼稚園於2023年3月期間也舉辦了親子運動會,讓家長與子女享受運動帶來的樂趣。過程中樂見親子互相合作,努力完成任務,家長表現不計較輸贏的精神,為子女樹立體育精神的良好榜樣。

PA REALITY Programme promoted family exercise

Research evidence revealed that regular exercise for children not only strengthened their body and mind, but also improved self-confidence, concentration and emotional well-being. On the contrary, children lacking exercise were prone to obesity and injuries due to insufficient muscle mass. They also tended to have short attention spans and mood swings.

This year, our Helen Lee Kindergarten participated in the Physical Activity Routines, Education, Assessment, Literacy, and Information Technology application in Young children (PA REALITY): A social cognitive theory-based movement education programme for preschool students initiated by the laboratory of the Department of Sports Science and Physical Education, Faculty of Education, The Chinese University of Hong Kong, which aimed to promote children's physical literacy through home-school collaboration.

The programme first trained teachers in basic movement skills, including manipulative skills, balance skills and locomotor skills. They then incorporated the training content into the curriculum for children to practise at school, and held workshops for parents to learn to apply them when playing with their children at home, thus creating a family culture of exercise, reducing sedentary behaviours, and cultivating exercise habits among children.

In March 2023, our Athena Kindergarten organized a sports day for parents and their children. During the event, parents and children cooperated with each other and spared no effort to complete the tasks involved. Parents set a good example of sportsmanship for their children by not emphasizing winning or losing the game.



幼兒教育

Early Childhood Education



教育局為加強幼稚園教師專業發展,特意按學生人數撥備10萬至20萬元津貼作教師培訓之用。本部分析職員之需要後,為管理層員工安排了一系列的「高效能人士的七個習慣」培訓課程,強化學員管理的知識和技能,幫助他們先從自身建立良好的工作習慣,從而提升人際關係和工作效率。

聯校教師發展日則以「幼兒繪本綜合教學」為題, 讓教學團隊掌握如何選擇合適的繪本和演繹技 巧,並善用繪本提供的材料進行綜合教學,以涵蓋 幼兒學習的六個範疇。老師在課堂實踐所學,兒童 顯得十分投入,雀躍地回答問題。有趣的繪本故事 亦擴闊了學生的學習經驗。





Optimize resources for teachers' professional development

In order to enhance the professional development of kindergarten teachers, the Education Bureau (EDB) has allocated a subsidy ranging from \$100,000 to \$200,000 for teacher training, depending on the number of students. After analyzing the needs of our staff, training courses on the "Seven Habits of Highly Effective People" were arranged for the management staff to strengthen their knowledge and skills in management, and establish good working habits for enhancement of their interpersonal relationships and work efficiency.

The joint teachers' development day, on the theme of "applying picture books in integrated teaching for young children", enabled the teaching team to learn the skills of selecting suitable picture books and presenting them, and to conduct integrated teaching covering the six domains of children's learning. Teachers practised what they had learnt in the classroom and the response of children were enthusiastic. The interesting stories in the book enriched children's learning experience.



推動系統化家長教育課程

教育局為協助學校啟動有系統的校本家長教育課程,為學校提供為期三年合共八萬元的津貼,課程內容需配合以下四個範疇:(一)認識兒童發展、(二)促進兒童健康、愉快及均衡的發展、(三)促進家長身心健康及(四)促進家校合作與溝通。這經範疇與本部親職教育學院推行的家長教育目標各。於2022年10月22日,我們邀請了聖雅各福群會SOWGOOD! 正向品格教育館主講「你『擊』我悟倒」情緒自理網上講座,幫助家長建立雙贏新衛時到情緒自理網上講座,幫助家長建立雙贏新衛期,出席人數多達570人。至於宏恩和趣新幼稚園舉辦的「星語童遊」家長工作坊,則為有特殊教育需要兒童之家長提供有效策略,幫助子女學習和管理情緒。



EDB has provided schools with a three-year grant of \$80,000 to assist schools in implementing systematic school-based parent education programmes, with content in line with four areas: (1) understanding child development, (2) promoting healthy, joyful and balanced child development, (3) promoting physical and psychological well-being of parents, and (4) forging home-school collaboration and communication. They aligned with the parent education objectives of our Parenting Education Academy. On 22 October 2022, we invited SOWGOOD! Positive Education Centre of St. James' Settlement to present a webinar on emotional self-care, which helped parents develop win-win parenting skills and was attended by 570 participants. The Caregiver Skills Training (CST) workshop organized by Athena Kindergarten and Helen Lee Kindergarten equipped parents of children with special educational needs with effective strategies to help their children manage their emotions.





基督教女青年會丘佐榮中學(丘中)創辦於1971年,一直致力為莘莘學子提供優質教育,多年來靠著神的恩典,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668人,共24班,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。2023年1月,有447位小六學生申請丘中41個自行收生學位,比例為11:1,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 testifying God's grace. In 2022-2023, HTYC, running on a 24-class structure and offering a full-range English as a Medium of Instruction (EMI) curriculum, had a total of 668 students. The school establishes its education on the basis of Christian teachings and upholds the notion of "High Expectations with Love", catering for the balanced development of students. In January 2023, the school recorded a total of 447 applications for its 41 S1 discretionary places (a ratio of 11:1).

疫後校園生活復常 豐富全方位學習經歷

每個學年,丘中為學生提供多元化的學習機會,讓學生發展興趣,發揮才華,並安排各類班際比等。全校性大型活動如福音週、英文週和學術週等。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,也為學生舉辦多元化活動,讓他們享受豐富而踏實的學習生活。丘中在資,讓他們享受豐富而踏實的學習生活。丘中在資,到技範疇表現出色,多次在學界比賽中得獎,並由養政府資助開辦資訊科技增潤班。本年度更經經數學團體成功申請優質教育基金「電子學習配套計劃」撥款資助,於未來三年帶領學界發展一套









「編程電子學習及評測平台」,讓全港修讀高中資訊與通訊科技科的學生更有效地學習編程知識。此外,學生在視覺藝術、音樂及體育等範疇亦充分發揮個人能力,表現出眾。



過去三年疫情令學生失去不少學習經歷。今年疫 後復常,丘中積極安排各類型全方位學習活動,以 豐富學生的學習經歷,讓他們留下難忘的校園回 憶。2022年9月,我們舉辦兩項50周年校慶活動一 網上音樂會及視覺藝術展覽,以音樂和藝術凝聚 師生和校友。在11月,全校學生參與了海洋公園或 迪士尼樂園旅行日,師生們度過了愉快而難忘的一 天。我們亦首次舉行大學及大專之旅,讓全體中二 至中五學生透過參觀不同大學及專上學院,增加對 未來升學資訊的了解。因疫情暫停三年的陸運會及 水運會亦於今年復辦,同學積極參與各項比賽及 落力打氣,洋溢歡樂氣氛。2023年4月至7月,學校 安排了精彩的全方位學習活動,為學生帶來更多師 生互動,讓他們享受校園生活,其中包括中四歷奇 訓練、高中外展訓練、中二「創新未來@九龍東」香 港學生挑戰賽、專業航空STEAM 飛行體驗課程、 中三STEAM專題學習同樂日、首屆中六畢業營、中 五珠海航天內地交流團、中文科校園集古村中華 文化體驗活動、中四音樂科音樂劇比賽、各級參觀 活動及年度歌唱比賽等,同學們投入活動,為疫情 後的校園生活增添色彩,實在感恩。

Enrich life-wide learning experience after pandemic

HTYC offers a good variety of opportunities to suit the diverse interests and needs of students. Teachers provided a wide spectrum of learning activities, ranging from daily activities to special weeks, inter-class competitions and whole school events. Extra-curricular activities were also organized by various student bodies. All these conjoint efforts allowed students to enjoy a rich and fruitful school life. HTYC performed well in the field of Information Technology. It has won various awards in competitions, and has been funded by the government to run Enriched Information Technology Classes. This year, HTYC obtained funding support to develop a "Programming e-Learning and Assessment Platform" under the "e-Learning Ancillary Facilities Programme" of Quality Education Fund (QEF). Students' performances in areas such as visual arts, music and physical education were also outstanding.

In the past three years, most activities were cancelled because of the pandemic. This year, HTYC tried the best to arrange different life-wide learning activities for students to enrich their learning experiences and teacher-student interactions. These activities included 50th Anniversary Online Concert and Visual Arts Exhibitions, S1-S6 Ocean Park or Disneyland school picnic, S2-S5 tours to universities and higher education institutions, Athletic Meet and Swimming Gala, S4 Adventure Training, Outward Bound Training, S2 Hong Kong Student Challenge, Professional Aviation STEAM Flight Experience Course, S3 STEAM Fun Fair Day, the first S6 Graduation Camp, S5 Zhuhai Study Tour, Chinese culture experience activities, S4 musical, various visits and the annual singing contest, etc. All students were very involved in the activities.



中學教育 School Education

學生勤奮堅毅 屢獲優異成績

丘中大部份學生在畢業後都繼續升學。在2023年香港中學文憑考試中,學生成績優異,68%的學生於大學聯招獲派學士學位課程,獲派課程包括計算機科學、工程學、護理學、商業及管理、視覺藝術等。

丘中學生一向在不同比賽中取得優異成績, 屢獲 殊榮。在資訊科技及創科方面,丘中隊伍在多項比 賽中獲獎,當中包括於「國際青少年創科奧林匹克 大賽2023」勇奪人工智能組中學組校際賽冠軍、遊 戲編程中學組校際賽冠軍、隊際賽冠軍、個人賽冠 軍及另外四個大獎;於海洋公園舉辦的「活化珊瑚 大使計劃」比賽中獲得中學組季軍及「星級活化 珊瑚大使」嘉許;於國際編程基金會舉辦的「國際 編程精英挑戰賽2022-23|中勇奪亞季及季軍;以 及於三星電子舉辦的「Solve for Tomorrow 2022比 賽」中獲得優異獎。在視覺藝術方面,丘中同學於 「第12屆世界兒童繪畫大獎賽」獲頒數個獎項,丘 中更獲得傑出藝術教育學校大獎。在音樂方面,丘 中管樂團於「2022香港青年音樂匯演一管樂團中 學初級組」比賽中勇奪銀獎。此外,丘中同學參加 由香港濕地公園及香港觀鳥會合辦的「第22屆學 界觀鳥比賽」,並獲得亞軍及是日精選雀鳥獎項。



Diligent and persevering students with excellent achievements

Most HTYC graduates continued their studies. In HKDSE 2023, the performance of HTYC students were outstanding. About 68% of S6 students had JUPAS degree offers to local universities. Graduates of 2023 had different pathways for further academic and career pursuits, including Computer Science, Engineering, Nursing, Business and Management, Visual Arts, etc.

HTYC students had indeed demonstrated talent, tenacity and team spirit in a wide range of competitions. In particular, they accomplished remarkable achievements in IT and STEAM education, being awarded in different competitions including "International Youth Tech Olympics 2023", "Coral REEFStoration Ambassador Programme" competition organized by Ocean Park, "International Coding Elite (ICE) Challenge 2022-23" and "Solve for Tomorrow 2022 Competition" organized by Samsung Electronics. For visual arts, our students won several prizes in the "12th World Children Art Awards 2022" organized by World Children Arts & Culture Association (WCACA) whereas HTYC received WCACA Outstanding School Award for Arts Education. Besides, our School Band won the Silver Award in the Hong Kong Youth Music Interflows 2022-Symphonic Band Secondary School Junior Session. S4 students also participated in the "22nd Inter-school Bird Race", coorganized by the Hong Kong Wetland Park and the Hong Kong Bird Watching Society and won the 1st Runner Up and the "Bird of the Day" Award.







擁抱轉變 迎難奮進

過去數年,我們經歷了不少困難,現在疫後復常, 正是我們重新出發的時候,以開放的心態認識和 接納轉變,以愛主愛人的心凝聚彼此,期望丘中人 在主的真理和恩典中,如明光照耀,將生命的道顯 明出來。

丘中相信,學生面對世界的急速發展和變化,除了要有廣博的知識基礎和均衡的發展外,個人品格素質的培育更為重要。學校會繼續盡力提供多元化學習機會,發掘學生強項,讓他們在品格、知識和才能上好好發展,成為傑出人才。多年來得蒙上主恩佑,丘中的教育孕育了優秀的畢業生,學校有良好的發展,學生有卓越的表現,見證主恩。期份丘中於未來能夠繼續服務社群、延伸主愛、榮神益人,培育出有良好品格、傑出領導才能、以及無私服務精神的僕人領袖,擁抱轉變,迎難奮進。

Embrace change and strive through adversity

As we resumed normalcy after the pandemic, it is time for us to start anew despite the difficulties we experienced in the past few years. With an open mind and with love, let us come together and persevere through these challenging times, shining like a beacon of light through the truth and grace of the Lord. HTYC believes that in the face of an ever-changing world, students need a broad knowledge base and balanced development, with particular emphasis on the cultivation of personal character. Thus, HTYC upholds holistic well-being of students who are expected to pursue academic excellence as well as good character. Indeed, the community has witnessed remarkable development of the school over the past 50 years of school history. With God's protection and guidance, all Hioecians possess admirable competence, upright character, leadership qualities and a spirit to serve—they are servant leaders for the future.





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年間不斷拓展下,我們先後成立了三間家庭健康促進中心、到校學前康復服務、為輪候資助學前康復服務的兒童提供學習訓練津貼項目及學前單位社工服務等。本會在聚焦資源的運用下,於2019年4月1日成立兒童及家庭服務部,拓展幼兒中心服務,並加強與各界的協作,為服務的專業性及發展訂下明確的方向,讓服務使用者獲得更優質及與時並進的家庭服務。

Children's potential is limitless and family is their nurturing ground. Over the past 20 years, we have established three family wellness centres, launched the on-site preschool rehabilitation service, engaged in the training subsidy programme for children on the waiting list of subvented pre-school rehabilitation services and provided social work service in pre-primary institutions to address the ever-changing social needs. To facilitate effective use of resources, Children and Family Service Department was established on 1 April 2019. Child care service has been developed and the collaboration with different sectors was strengthened. It helped steer the development of our service and enhance its professionalism, thus enabling our service targets to receive quality family services which keep pace with the times.







女青喜越嬰幼園

蒙天父恩典,本會第一間喜越嬰幼園已於3月8日 正式投入服務,為有需要的家庭提供零至三歲的 嬰幼兒日間託管服務。中心實用面積約5,800呎, 設備先進,為嬰幼兒打造一個衛生、舒適和整潔的 生活環境。嬰幼園以分齡班組模式管理,設有喜蒙 室、喜動室、喜樂室、喜越室、喜睡寶寶室等專區, 配合不同階段的嬰幼兒發展需要,提供優質的教 顧服務。為求精益求精,本園與同業和區內同工舉 行多場專業交流會議,以助提升服務質素。

祖父母的快樂繪本

承蒙李錦記家族基金的贊助,本會於2021年至2023年成功推行「祖父母的快樂繪本」計劃,教導幼稚園及初小學生親手製作送給祖父母的繪本,用圖畫和文字記錄跟祖父母的相處點滴及回顧與公母的往事,令他們更主動去了解自己的祖父母的安排下有更多跟祖父母相處的機會。另一方面,祖父母也透過跟孫兒分享自己。服務亦包括為家庭拍攝三代母的會生經驗,肯定自己。服務亦包括為家庭拍攝三代母的會生經驗,肯定自己。服務亦包括為家庭拍攝三代母的高速驗,肯定自己。服務亦包括為家庭拍攝三代母的自己。服務亦包括為家庭拍攝三代母的的人主,以及三代一起參與「跨代遊戲日」。計劃合共近190個家庭參與,一共製作了209本快樂繪本期,並舉辦了「我給祖父母的快樂繪本展」及製作繪本套裝供大家免費索取,鼓勵更多人關心跨代家庭關係。

YWCA Centennial Child UPlace

By God's grace, our first child care centre, YWCA Centennial Child UPlace commenced service on 8 March, providing day care service for infants and children aged 0 to 3. With a usable area of approximately 5,800 square feet, the centre is equipped with modern facilities to provide a hygienic, comfortable and tidy environment for infants and toddlers. There are various designated zones where quality educare services are provided to meet the developmental needs of infants and toddlers of different ages and at different stages of development. To enhance the quality of our services, we also co-organized a number of meetings with our peers in the sector and colleagues in the district.

"Picture Book of My Grandparents" Project

Thanks to the sponsorship of the Lee Kam Kee Family Foundation, we have successfully launched the "Picture Book of My Grandparents" Project from 2021 to 2023, in which kindergarten and primary school students were taught to make picture books to record their experiences with their grandparents with pictures and words and look back on their grandparents' past, so that they could get to know their grandparents better. Grandparents also affirmed themselves by sharing their life experiences with their grandchildren. Photo shoot sessions, activities for grandparents to reminisce about their childhood and an intergenerational fun day for three generations were organized. Nearly 190 families participated in the project and 209 picture books were produced. An exhibition was held and picture book sets were produced for free distribution to promote intergenerational family relationships.



兒童及家庭服務

Children and Family Service



承蒙香港賽馬會慈善信託基金贊助,本會於2021年9月舉辦為期三年的賽馬會「小足・福」失胎支援計劃,為失胎父母提供100天急性失胎支援、輔導服務和藝術療癒活動,並提供殯葬或懷緬物資。計劃踏入第二年,本會聯同香港大學和香港明明發起。內後,本會以「10月15日透過網上舉行服務啟動禮,以喚醒各界對服務對象的關注。及後,本會以「世物・大意義」為題,採訪失胎父母們對失胎人士的關顧,並以直播方式介紹相關課題。本會亦親王學校,提供多場孕產及失胎支援講座。內以及國爾斯親王學校,提供多場孕產及失胎支援講座。內《談生論死》及《鏗鏘集》的《愛仍在》節目主持邀請,進行專題訪談。





The Jockey Club Perinatal Bereavement Care Project

The Jockey Club Perinatal Bereavement Care Project, sponsored by The Hong Kong Jockey Club Charities Trust, was launched in September 2021 for a period of three years. It provided 100 days of acute support, counselling and art therapy activities, as well as funeral and remembrance services to parents who experienced pregnancy loss. In the second year of implementation, we partnered with the University of Hong Kong and Caritas Hong Kong to organize an online kick-off ceremony on 15 October 2022. Interviews were also conducted with the parents on the theme of "Small Gift • Big Meaning", with related topics introduced through live broadcasts. Besides, we organized a number of seminars on pregnancy and pregnancy loss support for the Faculty of Medicine of the University of Hong Kong and the Chinese University of Hong Kong, as well as for the School of Midwifery of Prince of Wales Hospital. Our staff were invited to share on the topic in radio and television programmes.



Y SENse兒童教材展

女青賽馬會家庭健康促進中心負責特殊教育需要服務的專隊Y SENse於2022年7月29至31日假荃灣愉景新城舉行大型兒童教材展,展出超過40款獨家教材。場內設有兩大生活情境區一「家居情境區」及「課室情境區」,讓家長與教師能夠更出為與人工多認識SEN兒童的特性,促進社區共融。三天參與人數眾多,亦有多個機構與學校代表蒞與人數眾多,亦有多個機構與學校代表蒞臨指導,出席人次超過500。參與的家長和學校人員均表示展覽有助提升對本會教材工具的認識和應用。

Y SENse exhibition of children's teaching materials

Y SENse, which is under the YWCA Jockey Club Family Wellness Centre and dedicated to serving children with special educational needs (SEN) and their families, organized an exhibition of children's teaching materials from 29 to 31 July 2022 in Tsuen Wan, showcasing more than 40 exclusive teaching materials. The exhibition featured two zones simulating the home environment and classroom setting respectively, which enabled parents and teachers to grasp the use of teaching materials in different contexts. SEN children and their parents also hosted the game booths so that the public could learn more about SEN children, thereby promoting social inclusion. The three-day exhibition was well received by over 500 participants. Parents and school staff commented that the exhibition helped enhance their understanding and application of the teaching materials.





本會以「生命的栽培」為服務宗旨,一向關心青少年的成長,培育他們成為未來社會棟樑。面對社會發展步伐迅速,本會轄下的青少年及社區服務單位,包括:十間綜合社會服務處、兩隊青少年外展社會工作隊、兩隊鄰舍層面社區工作隊、學校社會工作服務、梁紹榮度假村及女青中樂團,積極回應社區需求,著力推動青年參與,並啟動多元生涯發展服務及提升青年精神健康,促進他們健康成長與全面發展,實現個人理想與目標。

Committed to the service mission of "Enhancement of Life", the Association is always concerned with the growth of young people and strives to nurture them to become future pillars of society. In response to the rapid development of society, the Association's youth and community service units, including ten integrated social service centres, two youth outreaching social work teams, two community work teams, school social work service, Sydney Leong Holiday Lodge and Hong Kong YWCA Chinese Orchestra, actively address the needs of community and advance youth participation. Multi-faceted career and life planning services were initiated and mental well-being of adolescents were promoted for their healthy growth and all-round development to realize their dreams and goals.







全面推動生涯發展服務主流化

為推動「生涯發展服務」主流化,本會青少年服務積極引入生涯發展介入框架。於本年度,本會兩隊青年外展社會工作隊參與社區夥伴協作,以「與趣為本」介入手法,促進青年從興趣體驗、深化訓練,以至相關行業體驗及實習經驗中,重新認識自我,並擴闊他們對相關行業發展的視野,當中包括與夥伴拳館協作,提供搏擊體驗、深化訓練課程,讓與戰比賽機會。另外,亦舉辦領犬員訓練課程,讓青年人有嶄新的行業體驗。於2023年1月,本會更長人有嶄新的行業體驗。於2023年1月,本會更長有對新的行業體驗。於2023年1月,本會更長有對於一個於與於國際,與外展服務對象進行生涯發展輔導的介入經驗。

此外,為增加在學青年對職場的認知,本會學校社工組與生涯發展服務隊,於2022年7至8月期間,聯合策動兩場「職志遊樂場」活動,合共為28間學校共103位學生,提供各類行業體驗,並與導師交流,讓學生嘗試不同工種,認識自己喜好,亦透過導師分享生涯發展故事,讓學生對於將興趣轉化為自己的職業有更深刻的了解。

Enhance the mainstreaming of career and life development services

To promote the mainstreaming of career and life development (CLD) services, CLD intervention framework was actively implemented in our youth services. During the year, our two youth outreaching social work teams collaborated with community partners and adopted an interest-based intervention approach to enhance self-understanding among young people and broaden their horizons on the development of related industries through enriched training and hands-on experience, including the collaboration with the boxing gym and the launch of dog trainer programme. In January 2023, we also participated in a seminar organized by CLAP@JC, to share with peers of the sector the experience of applying "career construction interviews" in the provision of CLD counselling to our outreaching service targets.

Besides, in order to enhance students' understanding of the workplace, our School Social Work Team and CLD Service Team jointly organized two rounds of "Career Playground" activities from July to August 2022, providing a total of 103 students from 28 schools with opportunities for job tasters and exchanges with instructors. Students not only better grasped their interests and preferences by exploring different job positions, but also gained a deeper understanding of turning one's interests into careers through the instructors' sharing on their career development experiences.





青年及社區服務

Youth and Community Service



實證為本 關注兒童及青少年身心健康

為探討兒童情緒健康及家長處理兒童情緒的手法,本會於2022年6月至8月期間,以問卷調查1,362位家長及其孩子(年齡介乎6至13歲),發現兒童負面情緒主要與學業及家長態度有關。而且,受訪家長表示曾用較負面的行動或説話處理孩子情緒,即使採用正面方法,調查結果顯示孩子都未必能感受到,情況值得家長反思。此外,本會第二本以情緒為題的兒童繪本《不想哭的葉子》於2022年出版,並榮獲第四屆香港出版雙年獎兒童及青少年出版獎。

2019年起·本會中學駐校服務以接納與承諾治療法為理論基礎·進行了不同形式的服務實踐。本會於本年度就「中學生焦慮情緒與心靈彈性」進行了服務評估研究·針對中學生的焦慮、情緒效能感、心靈彈性等多個元素進行探討,研究結果顯示當學生焦慮感減低,他們能更有效管理及掌控自我情緒反應,而自我覺察的能力亦有所提升,從而增加了整體的心靈彈性面對生活上的困擾·有關結果讓前線社工更能掌握青少年服務需要。



Address the physical and mental health of children and youth with an evidence-based approach

To explore children's emotional health and parents' handling of their children's emotions, we surveyed 1,362 parents and their children between June and August 2022, and found that children's negative emotions mainly came from their studies and parents' attitudes. Some parents reported that they had responded to their children's emotions with negative actions or words. Findings also revealed that even when a positive approach was taken, children might not be able to understand it and the situation needed parents' attention. Besides, our second picture book on the theme of emotions, *Crying Leaf*, was published in 2022 and won the Publication Award (Children and Youth) at Hong Kong Publishing Biennial Awards 2023.

Since 2019, our school social work service has rendered various services based on the theoretical framework of Acceptance and Commitment Therapy (ACT). This year, we conducted an evaluation study on "Anxiety and Resilience in Secondary School Students", focusing on the factors of anxiety, emotional efficacy and resilience. The study found that when students' anxiety decreased, their emotional management competence and self-awareness improved, which in turn increased their overall resilience to deal with daily challenges. The findings facilitated frontline social workers to better understand the service needs of young people.



年青媽媽生涯發展支援服務



Career and life development service for young mothers

Our CLD Service for Young Mothers not only provided on-site postnatal care and baby care guidance to support young mothers aged 15-24 in their role as mothers, but also initiated "Parenting Zoom" for new mothers to learn about baby developmental needs and parenting skills online on a monthly basis. For young mothers who were ready to work, we were pleased to garner the full support of DBS Bank in training 30 young mothers to become curators and teaching 700 corporate volunteers to produce "Blessing Packs" for the community, improving their skills in planning and organization, time management, teamwork and communication. We also brought together young photographers and storywriters to launch the "Shine My Life" online virtual photography exhibition, which enabled more than 1,700 community members to understand the feelings and struggles of young mothers, and to see their radiant beauty and inner strength through images and words.



青年及社區服務

Youth and Community Service



為了讓中學生於疫情後有一個展現才能的平 台, Oops Channel於本年增設「認真試一場(中學 版)」節目,透過本部駐校社工於33間中學進行招 募,並期望中學生以認真的態度做好準備,於只 得一次的機會盡力做到最好。評審團於海選環節 挑選勵志及具水準和特色的個人故事參與正式 演出,並安排進行拍攝,於Oops Channel播放。海 選共有34隊個人及團隊參與,表演項目多樣化, 包括獨唱、樂隊、四手聯彈鋼琴演奏、古典結他演 奏、舞蹈、話劇及粵曲等。雖然大部份參加者未獲 邀參與第二部份拍攝,但他們都表示很珍惜這次 疫情後表演的機會。最後拍攝成短片的五個勵志 故事包括:「熱愛拉丁的女孩(洪芷翹)」、「自彈 自唱-歌聲療癒人心(蘇俊旭)」、「心懷熱血、迎 難而上(Alison跳繩隊)」、「從喜愛到堅趣─戲腔 少女(葉思言)」及「小眾文化御宅藝(曾朗彥)」。



Secondary school students showcased their talents in "Give It a Try" programme

To provide a platform for post-epidemic secondary school students to give full play to their talents, Oops Channel launched a new programme this year called "Give it a Try (Secondary School Edition)". Recruitment was conducted in 33 secondary schools by our school social workers, and students prepared seriously and give their best for this precious opportunity. During the auditions, the judges selected inspiring personal stories of good standard for the official performance, and arranged for the filming and broadcast on Oops Channel. A total of 34 individuals and groups participated in the audition and gave a variety of performances. Although the majority of participants were not invited to take part in the second part of the filming, they appreciated the opportunity to perform after the epidemic. Short films were produced based on five uplifting stories.







梁紹榮度假村 紓緩都市人壓力

社交距離加重了我們的生活壓力,大眾對休閒活動的需求也大為提升。為了滿足市民需要,營地活動也隨之轉型。本年度,度假村首次推出「廿四節氣窯邊食」活動,讓參加者了解中國傳統飲食工人,並透過欣賞四季大自然變化之美,學習慢活飲緩都市人壓力,提倡身心靈健康。疫情期間,度假村帶領了65期日營或展外服務,讓學生在校園中也能參加學習紀律、解難及溝通的歷奇活動。另外,為培養營地接班人,度假村首次推出「Y Camp營地導師訓練計劃」,透過三日兩夜營會培育新人。計劃結束後,有兩位學員成為了營地的全職同工,9位成為營地兼職導師,體現了薪火相傳。

女青中樂六十載 弘揚樂藝育英才



Sydney Leong Holiday Lodge relieved the stress of urbanites

Social distancing during the pandemic increased the pressure of our lives, and the public's demand for leisure activities grew. To cater for the needs of the public, camp activities had undergone transformation. This year, the Lodge launched the "Kiln Cooking of 24 Solar Terms" programme for the first time, which allowed participants to learn about traditional Chinese food culture and appreciate the beauty of nature in the four seasons. It helped relieve the stress of city dwellers, and promote their physical and mental well-being. During the epidemic, the Lodge organized 65 day camps or outreaching services to enable students to participate in adventure activities on campus. In addition, the first-ever "Y Camp Instructor Training Programme" was launched to train new camp instructors. Upon the completion of the programme, two trainees were hired as full-time staff of the Lodge and nine as part-time camp instructors.



Celebrate the 60th Anniversary of HKYWCA Chinese Orchestra

Founded in 1962, the Hong Kong YWCA Chinese Orchestra celebrated its 60th anniversary this year with a concert entitled "Stargazing and Riding Surf" on 25 December at the Concert Hall of the Hong Kong Cultural Centre. The concert was an opportunity to reflect on its history and to extend gratitude to the guidance of many renowned musicians and the participation of generations of members. The theme of the concert was "Back to the Past. Eyes to the Future", reflecting the orchestra's years of experience and endeavour, as well as the enthusiasm and energy of the new generation. In addition to the 70-odd young members of the Orchestra, more than 20 former members were invited to perform the song, Fishermen's Song of the Eastern Sea on stage. In addition, Mr. Alfred Wong, a renowned composer, was invited to compose a piece for the concert, Night Poem IV "Ride the Surf", which was given a world premiere that night. More than 1,200 audience and guests were present to witness the Orchestra's milestone and to pay tribute to the mentors and friends who have made remarkable contributions to its development.



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





持續參與人才發展 ERB服務跨越三十載

本會自1993年參與再培訓服務,與僱員再培訓局(ERB)同行三十載,致力為有需要人士提供職業技能培訓及就業服務,鼓勵增值自強,提升競爭力,至今已為接近13萬人次提供ERB課程。再培訓服務一直迅速回應社會及人力市場需求,年度內疫情雖漸見緩和,惟社會經濟和就業市場仍面對不少壓力,失業及就業不足人士對培訓及就業服務仍有一定需求,因此僱員再培訓局推出的第五期「特別、愛增值計劃」亦延續至今年度。本會全年共開辦211班ERB課程,當中就業掛鈎課程之平均就業率亦達86%。

本部一向重視服務質素,在ERB周年審計中,多年 持續獲評為「第一組」最佳評級,年度內獲頒發 「嘉許狀」,以表揚本會在課程質素保證工作上表 現持續優異。

僱員再培訓局在年度內舉行「ERB30周年典禮暨年度頒獎禮」,本會獲頒「ERB30培訓大獎」,嘉許本會為自僱員再培訓局成立以來,累計入讀課程人次最多的培訓機構之一:另課程導師李玉芬獲頒「ERB30傳承導師獎」。此外,本會提名之三位學員分別獲「傑出學員獎」及「優異學員獎」,而13間僱主企業亦獲得僱主獎項。局方同時於頒獎禮上連同上年度之「就業服務獎」一併頒發。

年度內本部舉行「ERB人才發展計劃畢業禮」,邀得中國基督教播道會恩福堂盧德仁牧師蒞臨訓勉,出席兩場畢業禮的學員及其親友、導師及嘉賓等合共約200人,一同見證本部嘉許八位優秀學員的學習及就業成果,以及11位導師對學員孜孜不倦的教學熱誠。

Retraining services for talent development spanning three decades

The Association has been involved in retraining services since 1993 and worked with the Employees Retraining Board (ERB) for 30 years, committed to providing vocational training and employment services for self-enhancement, with the total attendance of ERB programmes reaching close to 130,000. ERB's retraining services have always responded promptly to the needs of the community and the labour market. Although the epidemic situation in Hong Kong gradually alleviated during the year, the unemployed and underemployed still had a considerable demand for training and employment services, thus the ERB launched the fifth phase of Love Upgrading Special Scheme. A total of 211 ERB courses were offered throughout the year and the average placement rate of placement-tied courses reached 86%.

The Department always places great emphasis on the quality of its services and has been rated band one in the ERB's annual audit for years. During the year, we were awarded the Certificate of Commendation in recognition of our continued excellence in programme quality assurance.

At the ERB 30 cum Annual Award Presentation Ceremony, we were awarded the "ERB30 Grand Award for Training", recognizing the Association as one of the training bodies with the highest number of cumulative enrolment since the establishment of ERB. Our course instructor, Lee Yuk Fun also received the "ERB30 Grand Award for Instructor". In addition, three trainees nominated by the Association received the "ERB Outstanding Award for Trainees" and the "ERB Merit Award for Trainees" respectively, whereas 13 companies obtained the employer awards. The "ERB Outstanding Award for Placement Services" of the previous year was also presented at the ceremony.

During the year, the Department organized the ERB Manpower Development Scheme Graduation Ceremony and invited Rev. Steven Lo from the Evangelical Free Church of China – Yan Fook Church to give words of encouragement. A total of 200 participants, including trainees, their relatives and friends, trainers, and guests attended the two graduation ceremonies and witnessed the achievements of eight outstanding trainees as well as the dedication of 11 trainers in their teaching.



職涯發展及持續教育

Career Development and Continuing Education



持續的疫情令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1,720 位家庭僱主成功轉介陪月及嬰幼照顧員,並協助陪 月及嬰幼照顧員獲得1.553個就業機會。本部持續 參與「年青媽媽陪月服務支援計劃」,為四位年青 媽媽提供陪月支援服務,加強她們照顧嬰幼兒的 信心及知識。

面對人口老化及疫情的影響,護理照顧業人手嚴 重短缺,本會除開辦ERB醫護及護理相關課程,為 學員提供轉職護理工作的機會外,亦持續與僱主 合辦護理員「先聘用 • 後培訓」計劃,提供兼職護 理員空缺,並讓員工於工作期間進修護理員課程。 此外,本會年度內續辦「銀齡守護者計劃」,讓有 志投身長者護理行業的人士可入職長者服務的不 同崗位。本會亦獲提供長者服務的僱主邀請,開辦 「護理員訓練基礎課程」予21位透過輸入外勞計 劃而入職的護理員。

Post-natal care support and nursing training addressing the needs of women and demand for nursing care

Pregnant women and their families needed additional support under the ongoing epidemic. Commissioned by ERB, the Association ran the Smart Baby Care Scheme, in which post-natal care helpers and infant and child care helpers were referred to 1,720 household employers whereas 1,553 helpers were offered employment opportunities during the year. We also continued to participate in the Post-natal Support Scheme for Young Mothers, providing four young mothers with post-natal care services to build their confidence and skills in caring for their children.

With the impact brought by an ageing population and the epidemic, there was an acute shortage of manpower in the nursing care industry. Apart from offering ERB healthcare and nursing related courses for trainees to switch to nursing careers, the Association continued to co-organize the First-Hire-Then-Train Scheme with employers to offer part-time care worker positions and to enable staff to enroll in nursing courses during their employment. Besides, the Guardians of the Silver Age - Eldercare Talent Training Programme continued to help those who wish to join the elderly care industry to work in various positions in the field. We were also invited by the employers of elderly services to organize basic training course for 21 care workers recruited under the Labour Importation Scheme.





拓展新服務及結連企業 提升青年就業技能及 機會

本會於年度內持續獲企業夥伴及政府部門的支持及資助,並集合青年及社區服務部的力量,推行多項青年職涯發展計劃,包括新創建集團「EXP之旅」為六間中學之高中生安排多項生涯規劃活動,開拓視野,認識各行業資訊及所需技能;九龍倉集團「學校起動計劃」生涯規劃日,為86間中學約6,890位高中生以線上加實體混合模式舉辦生涯規劃探索日;教育局資助的「職業專才教育:中學諮詢服務先導計劃」,為10間學校學生、老師及家長提供行業及職業專才教育的工作坊。

本會亦成功續辦兩間青年就業起點(旺角及葵芳), 為青年人提供一站式擇業指導、增值培訓及自僱支 援服務。

此外,本會持續開拓新服務及結連合作夥伴,於年度內獲深水埗民政事務處邀請,開展深青躍動之「深」思廚房服務,透過有營廚藝班、手調咖啡班、探訪長者義工服務及社企餐廳實習,讓年青人增值自我、參與實務工作及促進兩代共融。本會亦獲香港賽馬會慈善信託基金邀請,成為「賽馬會專業創未來計劃」行業統籌之一,開展兩年計劃,夥拍有心僱主提供為期一年的專業見習崗位予畢業生及職場新鮮人,並輔以職前及在職持續培訓、專業輔導,協助他們發展專業,建立人際網絡。

New services and collaboration with corporate partners to enhance youth employability

With the support and sponsorship from corporate partners and government departments, as well as the collaboration with our Youth and Community Service Department, a number of youth career development programmes were implemented during the year. They included the NWS EXP Journey, which provided senior secondary school students from six secondary schools with career and life planning activities to broaden their horizons; the Wharf's Project WeCan Career Exploration Day, which was organized for about 6,890 senior secondary students in 86 secondary schools through a hybrid mode of online and on-site activities; and the External Consultancy Services for Secondary Schools on Vocational and Professional Education and Training (VPET) Pilot Scheme funded by Education Bureau, organizing workshops for students, teachers and parents in 10 secondary schools.

Besides, we continued to operate the two Youth Employment Starts in Mong Kok and Kwai Fong to provide one-stop career guidance, value-added training and self-employment support services to young people.

During the year, we were invited by the Sham Shui Po District Office of Home Affairs Department to launch the SSP Youth Corps Kitchen Service, which enabled young people to enhance their capabilities, get involved in hands-on work and promote inter-generational integration through cooking and coffee classes, visit to the elderly and internship training at restaurants of social enterprise. We were also invited by the Hong Kong Jockey Club Charities Trust to be one of the industry convenors of the two-year programme, JC PROcruit C, where we partnered with employers to provide one-year professional placement positions to graduates, along with pre-employment and on-the-job training as well as professional counselling, to support their professional development and networking.









隨著新冠疫情逐漸放緩[,]耆年服務部各項服務亦隨之啟動,透過跨專業、多元化的創新服務及支援[,]協助長者投入新常態生活[,]保持身心健康及獨立自主[,]享受積極而豐盛的晚年生活,締造璀璨樂活人生。

As the epidemic gradually subsided, our Elderly Service Department has launched various services. Through our multi-disciplinary and diversified innovative services and support, we helped the elderly maintain their physical and mental health, and remain independent in the new normal, so that they could enjoy an active and fruitful life in their twilight years, and embrace a brilliant and joyful life.

集結義工力量 成就璀璨第三人生

疫情令很多社會服務暫停,拉遠了人與人之間的距離,形成社交孤立,影響長者的身心健康。本會長者中心、社區照顧及院舍服務單位等推動不同義工服務,連結社區,其中「北休樂活耆妙之旅」及「拉闊生活・伴您共啟航計劃」透過興趣與技能培訓,訓練50+退休人士成為義工,將學習所得結合自身經驗,服務社區,當中包括善用平板電腦關顧獨居兩老長者,及運用社區導賞、新興運動等帶動長者參與,拉近彼此距離,增強社區連繫。

除50+義工服務外,本會亦策劃了「手作悦・義開心」關懷行動,鼓勵體弱長者成為手作義工,從心出發,親手製作特色手作如生態標本相框、毛冷線書簽、手偶、蠟品等,並在長者月(11月)送給長者們,傳達關愛之餘,亦燃起各區義工做手作之熱情,展現愛與關懷。

Gather the power of volunteers for a bright third act of life

The epidemic has led to the suspension of social services, resulting in social isolation, which affected the physical and mental health of the elderly. Our elderly centres, community care and residential care units have promoted different volunteer services to connect the elderly with the community. Among them, the "RetirEnterainment" and "Voyage with You" programmes trained 50+ retirees to become volunteers and serve the needy in the community. These included caring for the elderly doubletons with the use of tablet computers, and organizing guided community tours and emerging sports activities to engage the elderly and strengthen their connection with the community.

In addition to the 50+ volunteer services, we also launched the "Handmade Delight" campaign to encourage the frail elderly to become volunteers and make handicrafts. During the Senior Citizens Month, we gave away various featured handicrafts to the elderly to show our love and care. It also ignited the passion for handicrafts among volunteers in various districts.



融合基督教元素 關顧長者精神健康

本會一直關注長者精神健康,自2020年起便成立精神健康工作小組,推行不同情緒健康活動及支援,本年度更推出《活得自在》小組執行手冊,旨在為社工、教會及義工等提供指導。手冊內容完備且生動有趣,主題包括:情緒、壓力、失眠、思緒、感恩及重新出發,促進長者覺察自我情緒,學習「情緒急救」方法,並融合基督教元素及靈性培育,期望長者在靈裡得到啟迪,達致活得自在、樂活人生。

事實上,適切的舒壓療癒有助身心靈健康,本會透過「森林療癒」提升長者的認知能力、專注力、情緒及主觀幸福感,讓他們及其照顧者感受大自然的療癒力量。而「藝·文·青活動」則以多元表達藝術手法,如視覺藝術、音樂等讓長者抒發感受和情感,帶來身心社靈的正面影響,減少因疫情而引致的抑鬱情緒,提升整體生活質素。

同時,為支援受情緒困擾的長者需要,本會四間長者中心獲香港賽馬會慈善信託基金資助推行「賽馬會樂齡同行計劃」,為長者提供治療性小組及社區教育活動,如森林療癒、香薰減壓舒眠、聲音療癒及痛症講座等,讓參加者了解日常生活中放鬆及紓緩情緒的方法。





Integrate Christian elements in mental health care for the elderly

We are committed to promoting the mental health of the elderly. In 2020, a mental health task force was set up to launch various emotional health activities and provide relevant support. This year, we published the *Live with Ease* manual for psycho-spiritual therapeutic groups to offer guidance to social workers, churches and volunteers on topics such as emotions, stress, insomnia, thoughts, gratitude and renewal. The comprehensive and lively manual not only promoted emotional self-awareness among the elderly and provided emotional first-aid strategies, but also integrated elements of Christianity and spiritual cultivation in the hope that the elderly would be inspired to lead fulfilled lives.

Proper stress reduction therapy is beneficial to physical and mental health. Through forest healing, the elderly and their carers were immersed in the healing power of nature. Their cognitive abilities, concentration, emotional and subjective well-being were enhanced. The "Arts, Culture and Youth" programme employed a variety of artistic methods, such as visual arts and music, to facilitate the elderly to express their feelings, which helped bring about positive physical, mental and social impacts, reduce depression caused by the epidemic and improve their overall quality of life.

Meanwhile, to address the needs of emotionally distressed elders, our four elderly centres were funded by the Hong Kong Jockey Club Charities Trust to implement the "JC JoyAge" project, which organized therapeutic groups and community education activities for the elderly, such as forest healing, aromatherapy, sound therapy and pain management talks, so as to help participants learn about relaxation techniques for their daily lives.



耆年服務 Elderly Service



為使照顧者獲得即時及適切支援,本會長者社區中心、日間及家居照顧等服務單位提供不同服務及支援,讓照顧者能有喘息空間,紓緩壓力。疫情期間,本會率先推出「五感High-Tea套裝」,贈予500個認知障礙症患者的家庭,套裝包含五感遊戲卡、懷舊小食及茶包等,同時更推出健腦教材《五感寶盒》2.0,包括經優化及新增的18個感官遊戲和彩色木棒等,讓照顧者更易掌握訓練方法及便利使用,促進照顧者與認知障礙症患者的溝通,增進彼此關係。

另一方面,為了提升社區關注,本會與太古地產「婦女展才計劃」合辦「我們都是照顧者」展覽活動,並以「每一扇窗都是希望」作為主題,由藝術家Nothing Serious以十幅畫作將照顧者的真實故事展現於每一扇窗上,帶領大家走入一個充滿愛的城市。此外,我們亦與恒隆地產開展「『智愛無垠』認知友善計劃」,為長者及照顧者提供一系列工作坊及支援,並為懷疑有認知障礙症長者提供診症津貼,以及早識別及轉介至政府醫療系統。



Five-sense cognitive training to relieve carers' stress

To provide immediate and appropriate support to carers, our elderly community centres, day care and home care service units provided different services and support to give carers a brief respite and relieve their stress. During the epidemic, the Association gave away the "5 Sense High-Tea Pack" containing game cards, snacks and tea bags to 500 families of demented persons. The "Five-sense Training Kit®" 2.0, which was enhanced with 18 new sensory games and colourful wooden sticks, was also launched to promote the communication and relationship between people with dementia and their carers.

To raise awareness in the community, we co-hosted the "We Care You Care" storytelling exhibition with the Swire Properties "SEWomen" scheme. Under the theme of "Windows of Hope", the illustrator Nothing Serious presented the real-life stories of carers in ten window paintings, leading us into a city full of love. In addition, we launched the "Love • No • Limit" dementia-friendly programme with Hang Lung Properties to organize workshops and provide support for the elderly and their carers. A subsidy for medical consultation was also offered to those suspected of dementia to enable early identification and referral.





推廣生命教育 圓滿豐盛晚年

「生命的禮讚」是本年度生命教育工作小組的主題,本會長者社區中心合作推行「豐盛生命傳奇計劃」,由跨代義工與長者回顧人生不同經歷,藉以認識生命之可貴及培養積極正向的人生態度,並由長者義工透過生動的話劇表演在學校與中學生談生論死,讓他們以正面態度認識及學習面對家人離世。

另一方面,為了解長者在疫情下對生命教育的認知和看法,本會進行了一項社區研究,收集近700位長者的意見,並就所得結果撰寫論文「香港長者在臨終照護決策意願」。論文於香港老年學會第29屆老年學周年會議獲頒傑出論文獎冠軍殊榮,有關研究亦於2023年1月刊登於國際期刊。

Promote life education for a fulfilled old age

With "Praise of Life" as this year's theme of our Task Force on Life Education, our elderly community centres jointly implemented the "Legend of Abundant Life" project, in which volunteers from different generations reviewed life experiences with elderly people to help them understand the significance of life and cultivate a positive attitude towards life. The elderly volunteers also performed dramas in schools to deliver life education to secondary school students.

Besides, to explore older people's perception of life education in the context of epidemic, the Association conducted a community study to gather the views of about 700 elders, the findings of which were published in the paper, *Decision Control Preference for End-of-life Care among Chinese Older Adults*. In addition to winning the Champion of the Outstanding Paper Award at the 29th Annual Congress of Gerontology hosted by the Hong Kong Association of Gerontology, the study was also published in an international journal in January 2023.





由於新冠疫情關係,許多行業受到嚴重衝擊,其中旅遊及酒店業尤其受影響。 Y Hospitality累積了過往兩年多的抗疫經驗,實施了一系列嚴格的安全防護措施,以確 保客人及員工的健康得到保障。疫苗接種率的提升、公共衞生限制逐步放寬,以及邊境 重新開放等因素,都為Y Hospitality的營商環境帶來積極影響。在管理層和員工的共同 努力下,Y Hospitality的收入表現在2023年第一季度顯著提升,所得利潤均用作支持女 青的社福服務,幫助有需要的社會人士,為促進社區和諧出一分力。

With the challenges posed by COVID-19, many industries suffered greatly, and the hospitality sector was among the hardest hit. Having accumulated over two years of experience in pandemic prevention and control, Y Hospitality implemented a series of strict health and safety measures to ensure the well-being of guests and employees. The increase in vaccination rates, gradual lifting of public health restrictions and in particular, the reopening of borders between mainland China and Hong Kong, all have positive impact on Y Hospitality's business environment. Through the joint efforts of the management and staff, revenue performance has greatly improved in the first quarter of 2023, with all its operating income used to support the Association's self-financing social services for the needy and contribute to the community.







設施提升配合優質服務

為提升賓客的入住體驗,園景軒全面裝修酒店大堂,設計概念以簡約明亮,清新優雅為主。配合一貫的優質服務,期望賓客有更佳的入住體驗。

協助青年人規劃職涯

一如既往,我們致力與本地不同的教育及社福機構合作,透過參觀、講座及實習機會,讓學生及年青人更深入了解行業,期望能幫助他們對其職涯發展作更理想的規劃。

短期社會住宿服務

本著基督關愛的精神和實踐婦女為本的宗旨,峰 景軒為有緊急住宿需要的婦女提供短期社會住宿 服務,透過特惠房租提供適時住宿支援,回應社會 需要。

Enhanced facilities with high-quality service

To improve guest experience, Garden View Hong Kong has fully renovated the hotel lobby with a design concept that emphasizes simplicity, brightness, freshness and elegance. Together with our usual quality service, we hope that our guests will have a better accommodation experience.

Youth career planning

As always, we are committed to working closely with local educational institutions and social welfare organizations to support young people. Through visits, seminars and internships, we strive to provide students and young people with opportunities to deepen their understanding of the industry and help them better plan their career path.

Social accommodation service

To fulfill the spirit of Christian love and women-oriented mission, Summit View Kowloon offers short-term social accommodation service with preferential rates for women who are in urgent need of a safe space.







縱使疫情為2022年初帶來混亂和限制,但並未阻礙服務的發展。在疫情之下,本部三個社企項目一眾員工發揮抗逆精神,迎難而上,一方面妥善和靈活應對當前困難,另一方面把握市場新機遇,並優化服務以備重新起步。

Although the epidemic brought chaos and constraints in early 2022, it did not hinder the development of our services. Under the epidemic, the staff of our three social enterprise projects were resilient and ready to embrace the challenges by responding appropriately and flexibly to the difficulties that arose, seizing the new market opportunities and optimizing the services in preparation for the relaunch.

Y Silver Link 安居通

新冠疫情令香港市民,甚至長者,都變得更熟悉網上購物。安居通於本年度亦透過更完善的網上平台技術,如後台下單及快速結帳功能,接觸及幫助更多長者透過安居通網店購買長者用品。網店更以長者友善的角度,整理產品分類;又因應近年熱門話題,如樂齡科技、居家防跌及長者旅遊等,加入專題分類,讓長者更容易搜尋合適自己的產品。

完善網購體驗帶來顯著的成效,除提升網店銷量外,亦更有效地讓更多長者及照顧者接觸網上平台。為讓照顧者更了解長者需要,安居通在社交平台以不同主題分享知識、時事資訊及推介嶄新的長者友善產品。而本年度,安居通亦積極參與健康博覽、社企組織的活動及各區商場展銷活動,向社會大眾推廣及教育長者居家安全及防跌的知識,提升長者的生活質素。

Y Silver Link

As a result of the epidemic, Hong Kong people, even the elderly have become more familiar with online shopping. With the enhanced features of the online platform such as back-end ordering and quick checkout functions, Silver Link was able to reach out to and help more seniors purchase elderly products from our online shop. The products were categorized from an age-friendly perspective, and classifications according to hot topics in recent years, such as gerontechnology, fall prevention and senior travel was also made so that elders can easily search for the products that suit their needs.

Improving the online shopping experience has brought positive impacts. It not only increased the sales of our online shop, but also facilitated the access of elders and carers to the online platform. To encourage carers to better understand the needs of elders, we shared news and knowledge on various topics and introduced innovative age-friendly products on social media. We also participated in health expos, activities organized by social enterprises and marketing campaigns in shopping malls in various districts to educate the public on home safety and fall prevention for the elderly, with a view to enhancing their quality of life.







Y Garden View Lounge 園景軒餐廳

受限於多項社交距離措施,園景軒餐廳於服務上推出靈活應變方案,當中包括推出多款派對美食便當,以滿足顧客對乾淨衞生及包裝整齊的服務要求。自2022年5月起,隨著社交距離措施放寬,區內上班一族、學生及旅客人數逐步上升,餐廳餐飲收入亦大幅增加。同時,不同機構團體重新舉辦社交活動,到會及包場的需求亦明顯增加。餐廳開業踏入第13年,憑著讓有意繼續工作的年長人士重投社會之理念努力經營,至今已為超過40名長者提供持續就業機會。

Y Fitness 躍動力

疫情在過去兩年為整個健體行業帶來前所未見的「寒冬期」,躍動力於停課期間,主力裝備自身,為將來作好準備。我們一方面試行了「實體+網上+戶外」混合授課模式,以網上班及戶外班代替受限聚令禁止開辦的實體班,既互補服務限制,亦增加服務彈性;另一方面,我們推出新的網上報名系統,透過一站式管理報名申請,簡化流程,提高效率,讓學員能體驗更簡易省時的報名程序。及至疫情漸見緩和,充足的準備讓YFitness能以快速的步伐,重回服務發展上升軌道。

Y Garden View Lounge

With various social distancing measures in place, Y Garden View Lounge developed flexible solutions, including the introduction of party bento to meet customers' demand for cleanliness and neat packaging. From May 2022 onwards, following the relaxation of social distancing measures, the number of employees, students and tourists in the district increased, contributing to a significant growth in the restaurant's revenue. Social activities also resumed and the demand for outside catering and catering for private function was on the rise. Since its opening 13 years ago, the restaurant has provided employment opportunities for more than 40 elders, fulfilling the mission of promoting the community engagement of elders who wish to continue working.

Y Fitness

In the past two years, the fitness industry was hard hit by the epidemic, and Y Fitness had focused on equipping itself during the class suspension. On the one hand, we piloted a "physical + online + outdoor" hybrid mode of teaching, to make up for service constraints and to increase service flexibility. On the other hand, we launched a new online registration system which enabled the one-stop management of applications, thereby streamlining various workflows and providing a simpler and more time-saving registration procedure for our trainees. As the epidemic subsided, Y Fitness service was back on track at a fast pace owing to the adequate preparations.





女青活學中心是一個以家庭為對象、創新及專業的教育中心,提供一站式全方位及國際化的教育課程及活動,增進親子及家庭關係。本中心亦舉辦一系列以成人及家傭為對象的增值課程,例如瑜伽、劍道、繪畫、長衫製作、烹飪及急救等,全面照顧所有家庭成員所需。

The Centre of Learning and Life Enhancement (CLLE) is a family-oriented, innovative and professional one-stop learning centre, featuring a full spectrum of multicultural and educational courses and activities to enhance parent-child and family relationships. CLLE also organizes various programmes for adults and domestic helpers, such as yoga, Kendo, painting, Tang Suit tailor course, cooking and first-aids, to cater for the needs of all family members.





疫情期間,本中心嚴格執行各項防疫措施及配套,讓學員在安全及舒適的環境下上課,包括以小組形式上課、開展網上課堂及戶外課程等,並開拓不同服務項目,以配合市場及學員於新常態下的需要。隨著疫情於2022-23年間逐步緩和,中心全面回復正常服務。學員期待已久,以「寓遊戲於學習」為本的International Kids Club亦全面回歸,復辦各項讓孩子快樂地學習和成長的兒童課程及活動。同時,本中心提供一系列親子互動課程,並舉辦足球分齡賽、學員畫作展覽及節日小手工等互動活動。在過去一年,中心提供超過2,600個適合不同年齡層的課程及活動,服務人次達12,220,讓孩子與家庭成員可以在愉快的環境下,共同參與,一起成長和分享喜悦。



During the epidemic, CLLE strictly enforced the epidemic prevention measures, such as group classes, online lessons and outdoor courses to enable students to learn in a safe and comfortable environment. Various services were also developed to meet the needs of the market and students under the new normal. As the epidemic gradually subsided, CLLE resumed its normal services including the long-awaited International Kids Club, which offered a wide range of programmes and activities for children to learn and grow in a joyful manner based on the principle of "learning through play". Interactive parenting programmes were also organized, as well as activities such as Kinder Kick Fun Tournament, Kid Art Exhibition and festive craft activities. Last year, CLLE provided more than 2,600 tailored programmes for different age groups, with a total attendance of 12,220, enabling children and their family members to participate, grow and have fun together.



Watsons 屈便氏



服務簡報 Service Report in Brief

傳計及資源拓展 Communication and Resources Development

新冠疫情去年初迎來大反彈[,]到後來陸續消退[,]口罩令的撤除讓香港全速向復常之路邁進,本會的傳訊及資源拓展部,因應多變的市場環境適時調整宣傳策略,保持敏捷和靈活,由集中線上推廣[,]到後疫情期間重新舉辦大型實體活動,線上線下宣傳互相配合,提高女青品牌知名度。

As the COVID-19 gradually receded and the mask mandate was lifted, Hong Kong is resuming normalcy. Maintaining its agility and flexibility, Communication and Resources Development Department adapted its publicity strategy in response to the changing market environment. Moving from a focus on online promotion during the epidemic, we resumed large-scale physical activities in the post-epidemic period to increase YWCA's brand awareness through both online and offline publicity.

疫情消退 重啟大型實體推廣活動

本部連續第14年在三八國際婦女節舉辦「ChariTea 棗點愛慈善計劃」,透過派發紅棗茶包提醒大眾 關愛身邊女性。因應限聚令解除,闊別三年的街頭 派茶活動再次舉行,本部當日早上聯同百名義工在 港九新界派發茶包,又與大型企業合作在其門市增 設茶包派發點,令全港派發點增至歷來最多的180 個,讓更多市民可以認識這個一年一度的女青盛 事。整個活動合共派出55,000個茶包。

今年活動以「動力升CUP」為主題,提醒婦女要多做運動,因此所有茶袋及20部「棗點愛」主題巴士椅背廣告均印有由 Y Fitness 健體教練提供的婦女運動貼士的QR Code,不少著名精英運動員及健身關鍵意見領袖(KOL)均在社交媒體協助宣傳。

Large-scale physical promotions resumed as epidemic subsided

For the 14th consecutive year, we organized the ChariTea programme on the International Women's Day on 8 March, reminding the public to take care of the women around them by distributing red date tea bags. Thanks to the lifting of group gathering ban, the outdoor distribution of tea bags was resumed following three years' suspension. We teamed up with 100 volunteers to distribute tea bags across the territory and liaised with enterprises to set up additional distribution points in their retail outlets. It brought the total number of distribution points to a record of 180 and thereby enabled more citizens to learn about this annual event. A total of 55,000 tea bags were distributed.

As this year's campaign was themed on women sparing time for exercise, by scanning the QR code printed on the tea bags and seat-back advertisements on 20 buses, one could obtain tips on exercises for women from our Y Fitness coaches. A number of well-known elite athletes and fitness key opinion leaders (KOL) also helped promote the campaign on social media.

籌募經費 企業市民熱心支持

本部參與「社聯會議暨香港社會服務巡禮2023」 (前稱「商界展關懷」展覽),藉此與政府、商界 及社福界代表交流,推廣女青服務。展位以「要坐 定,先要坐唔定!」為主題,介紹Y SENse特殊教育 需要專業支援服務。本部繼續與合作夥伴推展各 項關懷社區項目,並積極支持他們參與「商界展關 懷/同心展關懷」計劃,本年度共提名了116間合作 夥伴,全數獲頒標誌。

疫情雖然不穩,但在各界支持下,女青在「敬老護老愛心券」2022慈善籌款中成功籌集超過106萬元善款,並獲得「機構最高籌款獎」亞軍。

另外,疫情期間應運而生的女青官方禮品網店 (https://gift.ywca.org.hk),過去一年加入不同服務 部門自家設計的教材或慈善禮品,目前上架禮品 增至近20款,總營業金額超過4.7萬元,扣除成本 後將用作支援女青不同服務。



順應市場趨勢 加強數碼宣傳

在過去一年,本部加強使用Google搜尋廣告,配以精準的關鍵字及競價策略,讓女青不同服務的網站,額外增添12.6萬次曝光及1.5萬次點擊。

另外,社交媒體及通訊軟件繼續大行其道,本部新設女青官方LinkedIn專頁,宣傳企業形象,亦首次運用WhatsApp廣播功能,以女青官方帳號向會員或目標受眾發送宣傳訊息,鼓勵參與活動或購買慈善商品,接觸人次超過8,000。

至於女青官方Facebook專頁的追隨者人數,亦上升至逾9,900人,比去年同期上升四成。本部年內亦積極舉辦多場調查發布會及採訪活動,共獲逾374篇正面新聞報導。



Support from the corporates and community in fundraising

The Department participated in the HKCSS Convention cum Hong Kong Social Service Expo 2023 to exchange views with representatives from the government, business and social welfare sectors and promote YWCA services. Our booth this year introduced Y SENse, the Association's services for SEN children and their families. The Department continued to carry out various community projects with our partners and supported them to participate in the Caring Company / Caring Organization Scheme. 116 partners were nominated by the Association and all were awarded the logo.

Despite the fluctuating epidemic, YWCA raised over \$1.06 million in the Care for The Elderly Charity Ticket Campaign 2022 and attained the first runner-up of the Top Fundraising Organizations.

The official YWCA online gift shop was launched during the epidemic, selling teaching materials and charitable gifts designed by our service departments. With nearly 20 gifts available for purchase, the total turnover has reached over \$47,000, which after deducting costs will be allocated to support YWCA's services.

Enhance digital publicity in response to market trend

In the past year, we enhanced the use of Google search ads with precise keywords and bidding strategy, which brought an additional 126,000 exposures and 15,000 hits to the Association's different service websites.

Besides, we have newly set up an official LinkedIn page for the Association to promote its corporate image, and for the first time ever, the WhatsApp broadcasting function was used to disseminate promotional messages to members or target audiences through the YWCA's official account, yielding a total of more than 8,000 contacts.

The number of followers of YWCA's official Facebook page rose to over 9,900, a 40% increase over the same period last year. During the year, we also organized a number of press conferences and interviews, and received more than 374 positive media reports.







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。因此,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。此外,「企業資源管理系統」亦於年度內啟用,進一步優化本會之行政管理及機構能力建設,以應對社會服務需求持續增加,並為服務發展創造更多空間。

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 with service departments and offer quality comprehensive administrative support. Besides, the Enterprise Resources Planning (ERP) System was kicked off during the year to further enhance the administrative management and capacity building of the Association, in response to the growing demands for social services.

企業資源規劃系統啟用 為數碼化時代做好 準備

隨著社會福利服務需求不斷增加及為應對機構未來服務發展,行政流程的數碼化必須同步並進,因此,本會於2020-2025「策略發展計劃」已制定了明確方向,為數碼化時代做好準備,並自2019年起尋找全面的應對方案,確立企業資源規劃(ERP)系統為當中可行的平台,讓本會實踐行政流程自動化,提高行政效率及強化機構發展動力,以配合服務發展,為各項社區服務的推展提供完善支援,並透過加強管理和問責,提升公眾對機構的信任。

ERP System launched to gear up for the digital era

With the rising demand for social welfare services and an emphasis on future service development, digitalization of administrative processes had to go hand in hand with service innovation. Thus, the Association's "Bold Steps" strategic development plan 2020-2025 laid out the strategic direction to ensure the organizational readiness to excel in the digital era. Since 2019, the Association began exploring comprehensive solutions to modernize its operations. The ERP System emerged as a viable platform for automating administrative tasks, with the aim to increase efficiency through automated processes, fortify the organization's capacity for growth, enhance community service, and foster stakeholder trust through solid governance.

在2020年·本會成功獲香港賽馬會慈善信託基金 撥款資助,建立ERP系統,透過此線上平台,將財 務會計、採購、人力資源、商業智能等各項流程自 動化,並與本會現有系統,包括「顧客關係管理系 統」等對接。所有數據都受到資訊保安措施的保 護,並設嚴謹的用戶權限監察,以確保資訊得到妥 善運用。

項目的推行須多方面的協調,因此我們組成了項目督導委員會,由本會資訊科技發展委員會主席領導,成員包括委員會之委員及本會高級管理層團隊,主要職責為監督項目的推行、確立項目的里程碑、審查和監察項目進度、檢視項目成效及潛在風險、為項目提供建議等。委員會亦定期與系統顧問公司進行會議,以及時和妥善處理過程中出現的問題。

另外,由系統顧問、本會相關行政管理層及項目經理組成的項目管理辦公室亦同時成立,以確保各項工作能按時及到位完成。他們在各個範疇通力合作,並與由各部門代表組成的ERP工作小組全面協調,收集用戶需求、開發系統功能、進行分析、培訓和系統測試等工作,期望系統能夠順利推展。

同時,本會了解項目的推行將為會內行政員工帶來不少工作上的轉變,因此我們組成了應變管理團隊,期望員工能夠從現時的工作模式順暢過渡至ERP系統。為促進員工對新系統的掌握及應用,各相關行政部門向員工提供培訓,並製作系統手冊、用戶指南及視頻等教材,供他們隨時參考。

於2022年·ERP系統已分階段實施。在系統推出後·項目團隊建立了一個線上平台·供用戶反映和查詢他們在使用系統時遇到的問題。項目團隊將繼續監察系統的穩定性和表現·收集用戶反饋及改善功能,讓機構在數碼化進程上不斷前進。

In 2020, the Association secured funding support from the Hong Kong Jockey Club Charities Trust to implement the ERP system. This web-based integrated platform automated various functions, including financial accounting, procurement, human resources, and business intelligence. It also interfaced with our existing systems like Customer Relationship Management System. To ensure data integrity and proper governance, stringent security measures and appropriate user access rights were put in place.

The implementation required a coordinated approach. The Project Steering Committee (PSC), led by the Chairperson of our Information Technology Development Committee, was thus formed. The PSC played a vital role in overseeing the project's timeline, confirming milestones, and monitoring progress, deliverables, and potential risks. Regular meetings were held with system consultant firms to address any issues promptly.

A Project Management Office was also established, consisting of solution consultants, the Association's process owners and project managers. It worked collaboratively across functional areas to collect user requirements, develop specifications, perform fit-gap analysis, and manage training, acceptance and system roll-out. Various working groups, including the ERP Working Group and the ERP Management Engagement Taskforce, were formed to address system functions, end-user concerns and other related matters.

The implementation was not only about technological integration; it also involved significant change management. Efforts were made to ease the transition from existing manual processes to the new ERP system. Training sessions were held, and instructional materials like system manuals, user guides, and video clips were made available.

In 2022, the ERP system was rolled out in phases and by modules, symbolizing a significant milestone in the journey towards complete digitalization. An online platform was established for users to make inquiries about the system. The project team continued to monitor the system performance and user feedback, ensuring continuous improvement in this ongoing transformation, and solidifying the organization's standing in the digital landscape.

人力資源管理

Human Resources Management

作為本會百多個服務單位的夥伴,人力資源部一直與各單位維持緊密溝通,並以實踐女青遠象和使命、推動全會服務發展為目標。在過去一年,全球受疫情籠罩,本部積極支援員工在疫情下為服務使用者提供適切協助,亦致力保障員工健康,以及持續推展各項相關策略發展計劃,包括女青領導能力建設、人才挽留、人力資源程序數碼化及鞏固機構文化等。

As a partner of more than 100 service units of the Association, Human Resources Department (HRD) closely communicates with all service units, aiming to fulfill the vision and mission of the Association and advance the overall service development. During the year, HRD not only backed up the staff to maintain appropriate support to service users in the wake of global pandemic, we also strived to safeguard the well-being of staff and continued to put forward the strategic development plan, including YWCA leadership capacity building, staff retention, digitalization of human resources processes and strengthening of organizational culture.

2022-2023年度完成之重點項目包括:

1. 員工健康及安全

- 第五波新冠疫情於2022年首季爆發,對本會員工的工作和健康造成影響。因此,本會特別推出同心合一「有你真好・We Love We Care」系列活動,包括向編制員工派發滋潤湯券、安排由醫生主持的健康講座和分享活動,以及舉辦「女青員工網上運動班」,以紓緩他們的壓力。
- 為協助員工應對工作和家庭生活中可能出現的壓力和困擾,本部推行各項員工健康支援計劃,其中「僱員支援計劃」以全會員工為對象,幫助他們面對工作或生活上遇到的挑戰。
- 本會重視員工的健康。在2022-2023年季節性 流感期間,除了員工醫療補助和住院保障計劃 外,我們亦為員工提供流感疫苗接種資助,以 鼓勵他們接種疫苗,獲得更好的保護。

2. 鞏固機構文化

本部致力於各項人力資源政策中實踐女青的遠象、使命和價值,藉以加強機構文化建立,體現本會一直秉持的基督關愛精神。本年度,我們於會內舉辦三次「青心言情」分享,邀請員工分享他們在女青的成長點滴,讓我們的服務熱誠和機構文化得以傳承。

Major tasks completed in 2022-2023 included:

1. Staff well-being and safety

- The fifth wave of COVID-19 in the first quarter of 2022 had affected the work and well-being of our staff. The Association thus rolled out the "We Love • We Care" Programme with different initiatives, such as giving away Chinese soup coupons, organizing health seminars and sharing sessions by medical practitioners and online fitness training sessions for regular staff to relieve their pressure.
- We have implemented different programmes to support staff wellness so that they are able to manage potential challenges at work and at home. Among them, Employee Assistance Programme is offered to all staff to assist them with work or life issues.
- The health of our staff is of great importance to the Association. During the season of 2022-2023 seasonal influenza, in addition to staff medical schemes and insurance coverage, we introduced the vaccination subsidy scheme for staff to encourage them to receive vaccination for better protection.

2. Strengthened organizational culture

We advocate the caring spirit of Christ and keep on strengthening our organizational culture by incorporating our vision, mission and values into human resources strategies. This year, we had organized sessions of internal sharing "Youth in the Heart", a platform for staff to share their journey in YWCA to pass on our service passion and organizational culture.

3. 人才發展及繼任規劃

- 為確保管理團隊之承傳,迎接未來的挑戰,本 會定期舉辦管理層員工培訓,為有潛質的員工 提供發展和學習的機會。於2022年,本會舉辦 了第四次管理層員工培訓,集中加強參加者對 變革型、敏捷型和服務型領導概念和工具的理 解及掌握,共36位管理職級員工參加。
- 「女青友伴成長計劃」自2015-2016年度推出,期望為本會未來規劃及繼任承傳做好準備。第 三屆計劃已於今年啟動,來自不同服務部門的 21位員工分成四組,每組由不同服務總監擔任 友師。
- 參與「賽馬會社福機構能力提升及創新計劃」, 讓本會管理層員工能報讀及參與各個管理及 服務提升培訓課程。
- 本會成功通過僱員再培訓局的評核,獲延長 ERB「人才企業」之嘉許資格兩年,由2023年 4月1日至2025年3月31日,證明本會對人才發 展的支持和努力獲得認同。

4. 企業資源規劃—人力資源資訊系統

- 科技應用是本會策略發展計劃的核心目標之一。於2022年啟動的「企業資源規劃系統」將進一步提升機構的運作效能,讓員工更專注於服務創新及優化。作為系統的分支之一,人力資源資訊系統加快了各項人力資源範疇的工作流程,例如人手規劃和預算、招聘、績效管理、培訓和人才發展、薪酬檢討及推算、薪酬福利、繼任規劃等。這樣的轉型令我們在數碼化進程上更趨成熟,帶領機構邁向未來。
- 為嘉許各職級員工在系統推行過程中,努力學習和適應新工作流程,本會在2022年底向他們發放一次性特別津貼,以表達對他們的感謝。

3. Talent development and succession planning

- To ensure long-term sustainability of the management team and to face the challenges ahead, the Association organizes management training regularly to provide development and learning opportunities to staff with high potential. In 2022, phase four of the management training was organized to reinforce transformational, agile and servant leadership concepts and tools among 36 management staff.
- YWCA Mentorship Programme was introduced in 2015-2016 to prepare the Association for its future planning and succession. The third cohort of the Programme was launched this year. 21 staff from different service departments formed four groups, with each mentored by one of our Service Directors
- Participated in the Jockey Club Capacity Building & Innovation Project for NGOs and enabled management staff to enroll and participate in various management and service enhancement courses.
- Assessed by the Employees Retraining Board (ERB), the Association's "Manpower Developer" award status has been renewed for another two years from 1 April 2023 to 31 March 2025. Our support and effort in people development is recognized.

4. Enterprise resources planning – Human resources information system

- Technology enablement is one of the core objectives of our strategic development plans. Enterprise Resources Planning (ERP) System which has been launched in 2022 aims to further enhance our operational efficiency, thereby staff can be more focused on service innovation and enhancement. As one of the streams of the ERP project, Human Resources Information System (HRIS) expedites the process workflow on various human resources domains. Such transformation allows us to be more digitally mature and become a futureready organization.
- To appreciate the effort of staff of all levels in learning and adjusting to the new system workflow, the Association granted a special one-off allowance by the end of 2022 for their hard work and support in the implementation process.

5. 2023年忠誠服務獎名單

Name List of 2023 Devoted Service Award

服務滿三十五年之員工(1人)

胡嘉良

俞卓瑩

李潔雲

周文娟

服務滿 三 黃磊亮	十 年之員工 梁豪華	(6人) 曾潔容	伍慧嫺	黃素嫻	陳婉宜				
服務滿二 何惠玲 劉雪韻	十五 年之員: 張春燕	工(15人) 黃麗芳	陳禮翰	丁淑芬	詹潔瑩	馮珏盈	何佩欣	夏雅筠	i
服務滿 二 陳英偉 陳德妍	十 年之員工 謝順英	(15人) 林美嬌	鄧偉雄	黎美霞	任國銘	胡婉玲	翟家燕	英國平	
服務滿十 鄧琼珍 袁志康	五 年之員工 蘇瑞蘭 周俙妏	(29人) 廖碧美 文嘉莉	劉艷娜張淑儀	蔡昭信 何家肇	馮偉新 馮 梅	鄧麗貞 關潤美	王玲玲 簡仙珮	林思琪 陳思文	

李琼娟

徐淑瑜

余嘉達

伍慧婷

服款	湛土	- 午 う	吕丁	(35人)	١

梁嘉宜

葉嘉豪 沈 憶

譚嘉鈺

張活潮

陳柳靜

林碧英	殷麗霞	呂鳳媚	朱家樂	嚴家雯	周兆麒	林健昇		,,,,,,,			_,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
服務滿五年之員工(98人)													
張宇潔	詹佩玉	盧家彤	劉曉鴻	王煥兒	侯琼清	梁金笑	羅顏芬	羅德昌	香麗雅	孫蕙娜	龐翠蓉	陳泳宜	張蕙玲
黃美玲	簡凱晴	潘建安	張滿琼	尹艷蘭	黃淑儀	凌玲	曾紀芝	李嘉慧	陳偉兒	林少霞	邵旭英	許琰妮	陳國英
李惠芳	盧可勤	吳天宇	鄧綺玲	陳曉彤	張苡蓕	禤凱欣	周鶴麟	張夢玲	楊海欣	張安愉	郭綺玲	莫慧欣	黃少英
邱怡珠	刁芷茵	陳詩煥	彭慧誼	吳溰盈	陳凱婷	陳蔚楓	袁敏慧	鍾綺婷	林詩敏	施艷鳳	谷 娟	梁嘉欣	黃晞明
嚴詠詩	何嘉碧	余絳蘅	甄翠准	周映瑜	譚少梅	王自文	陳旭光	陳秋嬋	譚倩瑜	鍾燕翠	黃家俊	莫月興	蕭惠紅
林潔康	陳冬梅	徐凱怡	羅輝苑	梁鳳珍	王桂梅	胡蝶英	鄧永賢	鄺可晴	彭德華	陳嘉浩	盤浩雯	區嘉誠	甘先麗
侯嘉禧	李恩諾	張俊傑	陳用蘭	李慧敏	張妙	李彥儀	李曉雯	趙祤彤	謝金好	林嘉諺	温碧雲	呂珠瑩	林靄詩

陳楚文

鄭識怡

張健偉 林炳巽 宗鋭程 陳細玉 黃建昭

黃詠珊

伍偉基

張來玉

劉佩珊

王美賢 郭大龍

何濤濤

陳麗欣

林優欽

陳嘉儀

練慧賢

趙淑怡 王家芝

黃惠義

何思琪

黃志偉

梁美霞

巫秀蓮

黎偉明 莫嘉芙 胡秋鳳

黃潔心 鍾頴欣 馮秋儀 李 莉

梁沛業

洪玉卿

曾藝珠

陳惠珍

6. 2022-2023 健康達人名單

Name List of 2022-2023 Health Master Award

員工姓名	單位/部門	員工姓名	單位/部門	員工姓名	單位/部門
宋家義	Y Hospitality	馮偉新	般咸軒服務式住宅	胡運濃	宏恩幼稚園
朱金瑤	峰景軒	陳細玉	般咸軒服務式住宅	袁佩珊	宏恩幼稚園
邱琼芝	峰景軒	張添龍	園景軒	莫倩敏	宏恩幼稚園
盧可勤	峰景軒	方秋明	園景軒	鄒嘉儀	長青幼兒學校
蕭希晉	峰景軒	李 莉	園景軒	馮麗娥	信望幼兒學校
關保賢	峰景軒	庾壽華	園景軒	譚嘉鈺	信望幼兒學校
郭大龍	海棠軒服務式住宅	梁慧敏	人力資源部	麥錦蘭	信望幼兒學校
胡笑連	海棠軒服務式住宅	王玲玲	內部審核部	黃月花	荃灣幼兒學校
馮美蓮	海棠軒服務式住宅	LAO Eliseo B	女青活學中心	馮如意	荃灣幼兒學校
陳紹連	海棠軒服務式住宅	徐英賢	公益業務拓展部	丘蘭英	荃灣幼兒學校
趙秉輝	海棠軒服務式住宅	林凱欣	幼兒教育部辦事處	黎偉明	彩雲幼兒學校
葉小明	海棠軒服務式住宅	劉國嬌	幼兒教育部辦事處	胡家意	彩雲幼兒學校
梁沛業	般咸軒服務式住宅	關綺雯	安定幼兒學校	李毅堅	彩雲幼兒學校
何啟聰	般咸軒服務式住宅	李慧娟	安定幼兒學校	黎嘉賢	紹邦幼兒學校

員工姓名	單位/部門	員工姓名	單位/部門	員工姓名	單位/部門
郭惠芬	紹邦幼兒學校	付幸花	明儒松柏社區服務中心	林健昇	丘佐榮中學
劉金梅	紹邦幼兒學校	侯嘉禧	明儒松柏社區服務中心	羅永祥	丘佐榮中學
駱偉彩	紹邦幼兒學校	羅秀芹	明儒松柏社區服務中心	黄清香	丘佐榮中學
魏萬英	降亨幼兒學校	唐靜如	明儒松柏社區服務中心	陶景晟	丘佐榮中學
羅韻儀	隆亨幼兒學校	張嚴存	林護紀念松柏日間護理中心	張炳芬	丘佐榮中學
周文娟	趙靄華幼兒學校	周淑儀	林護紀念松柏日間護理中心	陳佩詩	丘佐榮中學
蔡詠璇	趣沂幼稚園	李建美	林護紀念松柏日間護理中心	何可恩	丘佐榮中學
陳家文	趣沂幼稚園	李翎	長青松柏中心	黃小華	丘佐榮中學
陳嘉儀	趣沂幼稚園	謝牧宸	長青松柏中心	駱祖媚	丘佐榮中學
胡曉慧	趣沂幼稚園	鄭惠玲	長青松柏中心	94 11774	T 1 1 1 1
劉美紅	趣沂幼稚園	孔樂群	青健坊 (又一村)		
楊少萍	戴翰芬幼兒學校	李鳳娟	青健坊 (又一村)		
黄曉筠	戴翰芬幼兒學校	陳務嬌	青健坊 (東區)		
麥沛興	行政及採購部	袁惠容	青健坊 (東區)		
謝潔芳	行政及採購部	李寧	雲華護理安老苑		
施偉昇	行政及採購部	吳寬群	雲華護理安老苑		
許燕霞	女青昕兒駐校服務	梁美霞	雲華護理安老苑		
梁嘉頴	女青昕兒駐校服務 (丙隊)	陳晚妹	雲華護理安老苑		
朱巧莊	女青賽馬會家庭健康促進中心	李秋嫻	雲華護理安老苑		
黃潔心	天水圍家庭健康促進中心	王金霞	雲華護理安老苑		
蔡昭信	物業管理部	張彩濃	雲華護理安老苑		
劉家煊	物業管理部	李健衡	雲華護理安老苑		
張小燕	物業管理部	許雁笑	雲華護理安老苑		
孫煥芬	物業管理部	邱寶玲	雲華護理安老苑		
英建群	物業管理部	賀雪英	雲華護理安老苑		
梁素嫻	中西區及離島青年外展社會工作隊	廖亦琦	新創建青健坊 (北區)		
梅婉琪	天水圍綜合社會服務處	張美新	照顧易		
陳偉基	屯門綜合社會服務處	潘詠茵	誌寶松柏中心		
高保麟	生涯發展服務隊	黃德祺	鄭傍卿護理安老苑		
殷麗霞	青衣綜合社會服務處	趙永珍	鄭傍卿護理安老苑		
鍾衛民	青衣綜合社會服務處	李琼娟	鄭傍卿護理安老苑		
王易麟	梁紹榮度假村	李慧敏	鄭傍卿護理安老苑		
張耀銘	梁紹榮度假村	陳偉芳	鄭傍卿護理安老苑		
胡嘉良	樂華綜合社會服務處	蘇頴思	財務部		
張燕紅	樂華綜合社會服務處	陳佩紅	財務部		
蘇智樂	蝴蝶灣綜合社會服務處	黃志偉	傳訊及資源拓展部		
林優欽	龍翔綜合社會服務處	馮家暉	傳訊及資源拓展部		
黃國傑	九龍城綜合家居照顧服務隊	伍偉湛	管理層辦公室		
陳標煥	九龍城綜合家居照顧服務隊	陳安而	九龍東持續教育中心		
林家盛	女青賽馬會青健坊	廖彩麟	九龍東持續教育中心		
李啟兒	北區地區康健站	呂以峰	青年就業資源中心		
廖永豪	秀群松柏社區服務中心	陳嘉文	青年就業資源中心		
張滿琼	秀群松柏社區服務中心	譚敏儀	青年就業資源中心		
溫幸添	秀群松柏社區服務中心	葉靖	青年就業資源中心 (葵芳)		
陳惠珍	秀群松柏社區服務中心		Richard Neil 丘佐榮中學		
王曉婷	秀群松柏社區服務中心	周港中	丘佐榮中學		
吳浩民	秀群松柏社區服務中心	鍾鳳賢	丘佐榮中學		
梁淑華	明儒松柏社區服務中心	洪楚楊	丘佐榮中學		

物業管理

Facilities Management

物業管理部協助本會服務單位之工程時,除了維持基本的防疫措施及衞生質素外,如提倡使用UV-C LED紫外光殺菌 燈具和抗病毒油漆等,亦積極鼓勵採用更多節能環保設備,如LED照明、感應式水龍頭及沖廁系統、變頻空調機、 變頻水泵等,以響應政府倡議的節能環保政策。

Facilities Management Department (FMD) provides technical support and assistance to our service units in carrying out sustainable development projects. Other than maintaining basic epidemic prevention measures and hygiene quality, such as promoting UV-C LED disinfection lights and anti-virus paint, FMD also actively encourages the adoption of energy-saving equipment, such as LED lights, sensor type faucets and toilet flushing systems, inverter air conditioner and water pump inverter, in response to the energy-saving and environmental protection policies advocated by the Government.

2022-2023年度之大型重點工程項目包括:

- 1. 圆景軒地下大堂翻新;
- 2. 新服務單位——利梁趣沂樂齡日間護理中心;
- 3. 新服務單位—女青喜越嬰幼園(皇后山);
- 4. 重新遷置工程——長青松柏中心;
- 5. 重新遷置工程——青衣綜合社會服務處;
- 6. 重新遷置工程——長青幼兒學校;及

Major projects in 2022-2023 included:

- 1. G/F lobby renovation, Garden View;
- 2. New service unit Helen Lee Day Care Centre for the Elderly;
- 3. New service unit Y-Kids UPlace (Queens Hill);
- Re-provisioning Project Cheung Ching Neighbourhood Elderly Centre;
- Re-provisioning Project Tsing Yi Integrated Social Service Centre;
- 6. Re-provisioning Project Cheung Ching Nursery School; and
- 7. Low Carbon Project Sydney Leong Holiday Lodge joined the CLP Feed-in Tariff Scheme.

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。

The Internal Audit Department (IAD) serves as an independent appraisal function as mandated by 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 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 Audit Committee or as requested by the Board and Management.

2022-2023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. 女青喜越嬰幼園之審核;
- 5. 基督教女青年會丘佐榮中學之審核;
- 6. 安居通長者家居用品店之審核;
- 7. 大澳文化生態綜合資源中心之審核;
- 8. 社區工作辦事處之審核;
- 9. 綜合社會服務處之審核;
- 10. 梁紹榮度假村之審核;
- 11. 青年外展社會工作隊之審核;
- 12. 持續教育中心之審核;
- 13. 護理安老院舍之審核;
- 14. 綜合家居照顧服務隊之審核;
- 15. 長者日間護理中心之審核;
- 16. 青健坊長者日間護理中心之審核;
- 17. 松柏社區服務中心之審核;
- 18. 採購政策之遵循審核;及
- 19. 舉行審核經驗及技巧分享會。

Major tasks completed in 2022-2023 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 YWCA Centennial Child UPlace;
- 5. Review on The Y.W.C.A. Hioe Tjo Yoeng College;
- 6. Review on Y Silver Link Elderly Household Product Retail Store;
- 7. Review on Y Eco Tour Tai O Cultural and Ecological Integrated Resource Centre;
- 8. Review on Community Work Office;
- 9. Review on Integrated Social Service Centres;
- 10. Review on Sydney Leong Holiday Lodge;
- 11. Review on Youth Outreaching Social Work Team;
- 12. Review on Continuing Education Centres;
- 13. Review on Care and Attention Home for the Elderly;
- 14. Review on Integrated Home Care Services Team;
- 15. Review on Day Care Centre for the Elderly;
- 16. Review on Y Care Day Care Centre for the Elderly;
- 17. Review on District Elderly Community Centre;
- 18. Compliance review of Procurement Policy; and
- 19. Audit experience and knowledge sharing session.

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。

The 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.

2022-2023年度完成之重點項目包括:

- 1. 全年處理採購合約大約470宗,總金額多於 \$61,000,000,當中接近全部在採購預算之內,沒 有出現超支情況;
- 2. 處理利梁趣沂樂齡日間護理中心聘任「認可人士」(AP):
- 3. 協助處理新租約及續租事宜,包括女青賽馬會優活坊(新界西)、人才發展中心(九龍西)、九龍城綜合家居照顧服務隊、女青賽馬會樂齡活學中心、女青昕兒駐校服務、賽馬會青衣綜合社會服務處及賽馬會深水埗綜合社會服務處就業支援服務、15個房委會單位:
- **4.** 協助各政府資助服務單位申請「綠色社福機構計 劃」節能設備;
- 5. 推出企業資源規劃系統採購範疇項目:
- 6. 制定國安法下的採購安排新指引;
- 7. 為「補充勞工優化計劃」住宿安排提供意見;及
- 8. 確保政府於疫情期間推出之「安心出行」及「疫苗通行證」安排在各單位妥善執行及釐清細節。

Major tasks completed in 2022-2023 included:

- About 470 purchase contracts were handled throughout the year, with a total amount of over \$61,000,000. Nearly all of them were within the purchase budget, without overspending;
- Recruitment of Authorized Person (AP) for Helen Lee Day Care Centre for the Elderly;
- 3. Assisted in the processing of new leases and lease renewals for units including YWCA Jockey Club Healthy Lifestyle Service Centre (NT West), Talent Development Centre (Kowloon West), Kowloon City Integrated Home Care Services Team, YWCA Jockey Club Y Evergreen Learning Centre, Y Joy Early Childhood School Social Work Service, Employment Support Services of Jockey Club Tsing Yi Integrated Social Service Centre and Jockey Club Sham Shui Po Integrated Social Service Centre and 15 rental units of Hong Kong Housing Authority;
- 4. Assisted the Association's subvented units in the application for Green Welfare NGOs scheme:
- 5. Launched the procurement module of the Enterprise Resources Planning (ERP) System;
- Formulated new procurement guidelines under the National Security Law;
- 7. Offered advice on the accommodation arrangements of Enhanced Supplementary Labour Scheme; and
- 8. Ensured the "LeaveHomeSafe" and "Vaccine Pass" launched by the Government during the pandemic were smoothly implemented in units and details were clarified.

資訊系統

Information System

為滿足各類服務的發展需求並提高行政效能,資訊系統部負責規劃、協同和支援各項資訊科技相關工作。此外,我們持續對資訊科技的基礎架構進行發展、維護和更新,以確保各主要系統在一個穩定和安全的環境下運行,並使員工更便捷地存取所需信息,以協助各項服務順利營運。

同時,本部也重點參與企業資源規劃系統的建設工作,改進人力資源、財務和採購流程,並將工作模式從過往以紙本為主轉變為數位形式。這轉型不僅有助優化工作流程,亦增強機構數據分析和管理能力,從而全面提升本會的行政效能,以滿足持續增加的服務需求。

To cater for various services development and to enhance administrative efficiency, Information System Department (ISD) plays the role in planning, coordinating and supporting various IT-related activities. In addition, we continue to develop, maintain and update our IT infrastructure to ensure that our major systems operate in a stable and secure environment, and enable our staff to have facilitated access to the information they need for a smooth operation of services.

Meanwhile, ISD has also actively participated in the establishment of Enterprise Resources Planning (ERP) System, which aims to refine our human resources, finance and procurement procedures, and to shift our previously paper-based practice to a digital mode of operation. The transition helped optimize our workflow, enhance data analysis and management capabilities, thereby strengthening the Association's overall administrative efficiency to address the ever-growing demand for our services.

2022-2023年度完成之重點項目包括:

- 協助到校學前康復服務電子平台──「香港賽馬 會樂智通平台」推出,讓服務流程自動化,強化個 案管理及訊息分享;
- 2. 為九龍會所換上新防火牆、網絡設備及備份設備,並加設新超融合基礎架構,以追上網絡安全的標準及應對未來機構服務需求;
- 3. 建立顧客關係管理系統與企業資源規劃系統的 連接,加強活動及小組的財務管理及資訊流通;
- 4. 啟用Microsoft Power BI平台,將數據集中及通過報表呈現:及
- 5. 支援服務單位建設及改善國際虛擬專屬企業網絡頻寬、無線網絡及網站製作。

Major tasks completed in 2022-2023 included:

- Assisted in the launch of IT Platform for On-site Pre-school Rehabilitation Services (OPRS) – The Hong Kong Jockey Club e-Platform to Achieve Smart Service for OPRS (e-PASS OPRS) to automate the service operations, enhance case management and facilitate information sharing;
- Replaced the firewall, network equipment and backup facilities of Kowloon Centre and installed new hyper-converged infrastructure, so as to catch up with the standard of network security and to cope with the future service demand;
- 3. Established the connection between the Customer Relationship Management (CRM) System and the ERP System to enhance the financial management and information flow of programmes and activities;
- 4. Employed Microsoft Power BI platform to centralize and visualize data through charts and reports; and
- Supported service units to set up and improve IPVPN, Wi-Fi and website.

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,配合新企業資源規劃系統的推行,使營運效率及監控更趨平衡。

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, used efficiently and effectively, and adhere to the governing regulations or requirements. With the implementation of the new Enterprise Resources Planning (ERP) System, FD monitors the effective use of the system to facilitate operational efficiency as well as to ensure that proper internal control is in place.

2022-2023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. 制訂全會年度預算,實現會內財務目標;
- 3. 向投資委員會匯報投資回報及潛在風險,以檢視及監察本會之投資策略;
- 4. 推行轉數快、電子支票及機構信用卡等電子支付 方式,以支援業務發展及運作;
- 5. 檢視及簡化固定資產政策,並進行妥善監察,以 配合運作需要,提升效率;
- 6. 與服務單位舉行溝通會,促進他們對企業資源規 劃系統(財務範疇)的掌握及應用,並持續優化 系統,以提高整體使用率和效能;
- 7. 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;
- 8. 持續監察及確保機構在新冠疫情下維持財政穩 健;及
- 9. 推行企業資源規劃系統(財務範疇),並順利銜 接舊財務及會計系統。

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布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。

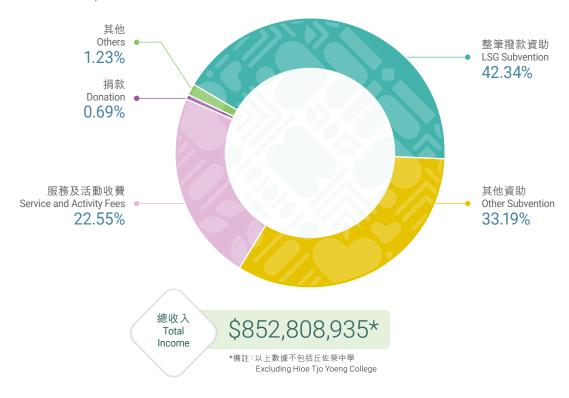
Major tasks completed in 2022-2023 included:

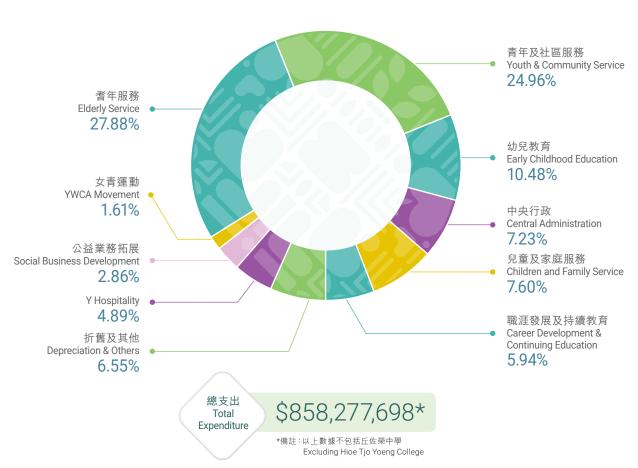
- Kept the Board, Committees and Management informed of the financial positions, reports and analysis which were furnished on time with regular updates;
- 2. Prepared the annual budget and ensured achievement of the financial goals for the Association;
- Highlighted return on investment and potential risk areas to Investment Committee for mitigation and investment strategy review:
- 4. Implemented electronic payment gateway including Faster Payment System (FPS), e-cheque and corporate credit card to support business development and facilitate operation;
- Reviewed and streamlined the fixed asset policy in line with the operation needs while ensured proper monitoring and control of fixed asset to improve operational efficiency;
- Conducted communication sessions with service units to update and facilitate understanding and effective use of the ERP Finance functions; while keeping progress of system enhancement to improve overall system usage and effectiveness;
- Closely reviewed the level of various reserves and deployed resources appropriately to ensure reserves aligned with the strategic development of the Association;
- 8. Closely monitored the Association's financial positions to ensure healthy development even under the impact of COVID-19; and
- 9. Rolled out the Finance Module of ERP System successfully and enabled a smooth transition from old Finance System.

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.

2022-2023年度機構整體收入與支出

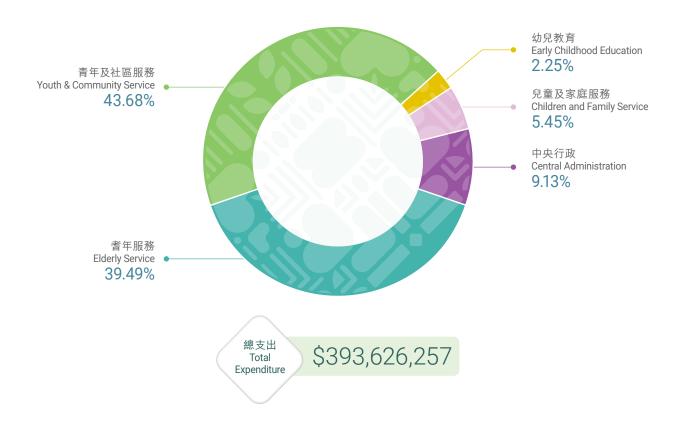
2022-2023 Financial Report of the Association





2022-2023年度社會福利署整筆撥款支出分佈

Breakdown of Social Welfare Department LSG Expenditures for 2022-2023



Remarks

The figures and financial information relating to the year ended 31 March 2023 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2023年3月31日,本會之整筆撥款儲備約為港幣\$116,800,000。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、支持員工作專業發展等,以建立一支高質素的工作團隊。

At the year ended 31 March 2023, the total cumulative LSG Reserve amounted to HK\$116,800,000.

Based on the actual circumstances and our development strategies, the Association has deployed 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2023年3月31日,本會累積之公積金及強積金儲備約為港幣\$40,700,000。

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 2023, the total cumulative ORSO and MPF Reserve amounted to HK\$40,700,000.







機構資料

Organization Information

中央行政 Central Administration

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

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

公益業務拓展 **Social Business Development**

- 公益業務拓展辦事處 Social Business Development Office
- 女青活學中心 Centre of Learning and Life Enhancement
- 園景軒餐廳 Y Garden View Lounge
- Y Silver Link 安居通長者家居用品店 Y Silver Link Elderly Household Product Retail Store 12
- Y Fitness 躍動力 Y Fitness

幼兒教育 **Early Childhood Education**

- 幼兒教育部辦事處 Early Childhood Education Department Office 43
- 戴翰芬幼兒學校 Tai Hon Fan Nursery School 16
- 紹邦幼兒學校 Shiu Pong Nursery School 39
- 57 彩雲幼兒學校 Choi Wan Nursery School
- 58 信望幼兒學校 Faith Hope Nursery School
- 65 趙靄華幼兒學校 Chiu Oi Wah Nursery School
- 79 荃灣幼兒學校 Tsuen Wan Nursery School
- 81 長青幼兒學校 Cheung Ching Nursery School
- 86 隆亨幼兒學校 Lung Hang Nursery School
- 安定幼兒學校 On Ting Nursery School 91
- 66 宏恩幼稚園 Athena Kindergarten
- 趣沂幼稚園 Helen Lee Kindergarten

青年及社區服務 Youth & Community Service

- 梁紹榮度假村 Sydney Leong Holiday Lodge 31
- 賽馬會西環綜合社會服務處 Jockey Club Western District Integrated Social Service Centre 19
- 60 賽馬會龍翔綜合社會服務處 Jockey Club Lung Cheung Integrated Social Service Centre
- 賽馬會樂華綜合社會服務處 Jockey Club Lok Wah Integrated Social Service Centre
- 將軍澳綜合社會服務處 Tseung Kwan O Integrated Social Service Centre
- 賽馬會深水埗綜合社會服務處 Jockey Club Sham Shui Po Integrated Social Service Centre 67
- 82 賽馬會青衣綜合社會服務處 Jockey Club Tsing Yi Integrated Social Service Centre
- 賽馬會沙田綜合社會服務處 Jockey Club Shatin Integrated Social Service Centre
- 賽馬會沙田綜合社會服務處(禾輋分處)
 - Jockey Club Shatin Integrated Social Service Centre (Wo Che Office) 賽馬會沙田綜合社會服務處(駿洋分處)
- 90
 - Jockey Club Shatin Integrated Social Service Centre (Chun Yeung Office)
- 92 賽馬會屯門綜合社會服務處 Jockey Club Tuen Mun Integrated Social Service Centre
- 93 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) 94 賽馬會蝴蝶灣綜合社會服務處 Jockey Club Butterfly Bay Integrated Social Service Centre
- 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
- 將軍澳青年外展社會工作隊 Tseung Kwan O Youth Outreaching Social Work Team 78
- 觀龍樓社區工作辦事處 Kwun Lung Lau Community Work Office
- 大澳社區工作辦事處 Tai O Community Work Office 29
- 30 Y Eco Tour 大澳文化生態綜合資源中心

婦女事工隊 Women Affairs Team

- Y Eco Tour Tai O Cultural and Ecological Integrated Resource Centre
- 學校社會工作辦事處 School Social Work Office
- 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**

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

婦女事工 **Women Affairs**

33

女青賽馬會優活坊 (新界西) YWCA Jockey Club Healthy Lifestyle Service Centre (N.T. West)

兒童及家庭服務

- 又一村家庭健康促進中心 Yau Yat Chuen Family Wellness Centre
- **Children and Family Service**
- 賽馬會天水圍家庭健康促進中心 Jockey Club Tin Shui Wai Family Wellness Centre

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

- 96 女青賽馬會「言晴」幼兒家庭支援計劃
 - YWCA Jockey Club "Embracing Speech" Early Childhood Family-based Support Project
- 45 女青賽馬會家庭健康促進中心 YWCA Jockey Club Family Wellness Centre
- 34 臨床心理服務 Clinical Psychological Service
- 36 女青悦兒成長服務 (甲隊) Y Seeds Wellness Service (Team A)
- 37 女青悦兒成長服務 (乙隊) Y Seeds Wellness Service (Team B)
- 74 女青昕兒駐校服務 (甲隊) Y Joy Early Childhood School Social Work Service (Team A)
- 75 女青昕兒駐校服務 (乙隊) Y Joy Early Childhood School Social Work Service (Team B)
- 76 女青昕兒駐校服務 (丙隊) Y Joy Early Childhood School Social Work Service (Team C)
- 00 女青昕兒駐校服務 (大埔) Y Joy Early Childhood School Social Work Service (Tai Po)
- 64 Y SENse 特殊教育需要服務中心 Y SENse Special Educational Needs Service Centre
- 46 全校參與分層支援有自閉症的學生一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
- 98 女青喜越嬰幼園 YWCA Centennial Child UPlace
- 107 香港基督教女青年會喜越嬰幼園(皇后山)
 - Hong Kong Young Women's Christian Association Y-Kids UPlace (Queens Hill)

學校教育 School Education

41 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

- The Little Type Tooling College
- 44 青年就業資源中心 (旺角) Youth Employment Resource Centre (Mong Kok)
- 85 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)
- 73 人才發展中心 (香港島) Talent Development Centre (Hong Kong Island 73 人才發展中心 (九龍西) Talent Development Centre (Kowloon West)
- 50 女青賽馬會人才發展中心 YWCA Jockey Club Y Plus+ Talent Development Centre
- 59 九龍東持續教育中心 Kowloon East Continuing Education Centre
- 80 麗瑤社會服務處 Lai Yiu Social Service Centre
- 87 沙田持續教育中心 Shatin Continuing Education Centre
- 61 旺角持續教育中心辦事處 Mongkok Continuing Education Centre Office
- 51 ERB服務點 (九龍西) ERB Service Spots (Kowloon West)
- 55 Y Serenity 青心坊 Y Serenity
- 56 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
- 26 明儒松柏社區服務中心(北角)Ming Yue District Elderly Community Centre (North Point)
- 101 秀群松柏社區服務中心 Ellen Li District Elderly Community Centre
- 102 支援長者離院綜合服務(北區醫院)
 - Integrated Discharge Support Service for Elderly (North District Hospital)
- 20 西環松柏中心 Sai Wan Social Centre for the Elderly
- 84 長青松柏中心 (青葵樓) Cheung Ching Neighbourhood Elderly Centre (Ching Kwai House)
- 83 長青松柏中心 (長青社區中心) Cheung Ching Neighbourhood Elderly Centre
- 68 誌寶松柏中心 Chi Po Neighbourhood Elderly Centre
- 69 誌寶松柏中心分處 Chi Po Neighbourhood Elderly Centre Sub-Division
- 71 林護紀念松柏日間護理中心 Lam Woo Memorial Day Care Centre for the Elderly
- 42 九龍城綜合家居照顧服務隊 Kowloon City Integrated Home Care Services Team
- 72 深水埗綜合家居照顧服務隊 Sham Shui Po Integrated Home Care Services Team
- 27 鄭傍卿護理安老苑 Cheng Pon Hing Care and Attention Home for the Elderly
- 70 雲華護理安老苑 Wan Wah Care and Attention Home for the Elderly
- 52 女青賽馬會樂齡活學中心 YWCA Jockey Club Y Evergreen Learning Centre
- 53 賽馬會眾心行善—50+義工推廣計劃 JC VOLUNTEER TOGETHER-50+ and Retirees Programme
- 17 港島區長者學苑聯網 Hong Kong Island Elder Academies Cluster
- 47 女青賽馬會青健坊長者日間復康中心 YWCA Jockey Club Y Care Elderly Centre
- 48 女青適健中心 Y Health and Wellness Centre
- 49 照顧易家居照顧服務 Y Senior Care
- 38 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)
- 103 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)
- 104 Y Farm 健康長者農場 Y Farm for Healthy Ageing
- 105 女青賽馬會青健坊 (沙頭角) YWCA Jockey Club Y Care Elderly Centre (Sha Tau Kok)
- 28 女青賽馬會樂齡活學中心 (香港島) YWCA Jockey Club Y Evergreen Learning Centre (Hong Kong Island)
- 106 北區地區康健站 North District Health Centre Express
- 108 香港基督教女青年會利梁趣沂樂齡日間護理中心
 - Hong Kong Young Women's Christian Association Helen Lee Day Care Centre for the Elderly

Y Hospitality

- 18 般咸軒 Bonham Residence Hong Kong
- 40 海棠軒 Begonia Residence Kowloon
- 54 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

1 總辦事處

Headquarters

香港麥當勞道1號

No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1300 傳真 Fax: 2524 4237

電郵 E-mail: ywca@ywca.org.hk

2 行政及採購部

Administration and Procurement Department

香港麥當勞道1號4樓 4/F, No. 1 MacDonnell Road,

Hong Kong

電話 Tel: 3476 1303 傳真 Fax: 2524 4237

電郵 E-mail:apd@ywca.org.hk

3 資訊系統部

Information System Department

香港麥當勞道1號4樓

4/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1366 傳真 Fax: 2524 4237 電郵 E-mail: isd@ywca.org.hk

4 財務部

Finance Department

香港麥當勞道1號4樓

4/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1317 傳真 Fax: 3476 1418 電郵 E-mail: fd@ywca.org.hk

5 人力資源部

Human Resources Department

香港麥當勞道1號4樓 4/F, No. 1 MacDonnell Road,

Hong Kong

電話 Tel: 3476 1347 傳真 Fax: 3476 1362

電郵 E-mail: hrd@ywca.org.hk

6 傳訊及資源拓展部

Communication and Resources Development Department

香港麥當勞道1號2樓

2/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1311 傳真 Fax: 3476 1364

電郵 E-mail: crdd@ywca.org.hk

7 物業管理部

Facilities Management Department

香港麥當勞道1號2樓

2/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 2549 9292 傳真 Fax: 2549 8853

電郵 E-mail: fmd_mail@ywca.org.hk

8 內部審核部

Internal Audit Department

香港麥當勞道1號1樓

1/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1423 傳真 Fax: 3476 1392

電郵 E-mail: iad@ywca.org.hk

9 基督教及會員事工部

Christian Ministry and Membership Department

香港麥當勞道1號106室

Rm 106, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1322 傳真 Fax: 3476 1326

電郵 E-mail: cmmd@ywca.org.hk

10 公益業務拓展辦事處

Social Business Development Office

香港麥當勞道1號1樓

1/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1328 傳真 Fax: 3443 1320

電郵 E-mail: sbdd@ywca.org.hk

11 女青活學中心

Centre of Learning and Life Enhancement

香港麥當勞道1號3樓

3/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1340 傳真 Fax: 3476 1346

電郵 E-mail: clle@ywca.org.hk

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

香港麥當勞道1號1樓(通訊處) 1/F, No. 1 MacDonnell Road,

Hong Kong (Correspondence Address)

電話 Tel: 3476 1328 傳真 Fax: 3476 1320

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

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, Sham Shui Po, Kowloon

13 Y Fitness 躍動力 Y Fitness

香港麥當勞道1號1樓

1/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1328 傳真 Fax: 3476 1320

電郵 E-mail: yfitness@ywca.org.hk

14 園景軒

Garden View Hong Kong

香港麥當勞道1號

No. 1 MacDonnell Road, Hong Kong

電話 Tel: 2877 3737 傳真 Fax: 2845 6263

電郵 E-mail:gardenview@yhk.com.hk

15 園景軒餐廳

Y Garden View Lounge

香港麥當勞道1號6樓

6/F, No. 1 MacDonnell Road, Hong Kong

電話 Tel: 3476 1390 傳真 Fax: 3476 1320

電郵 E-mail:gvl@ywca.org.hk

16 戴翰芬幼兒學校

Tai Hon Fan Nursery School

香港中環皇后大道中99號中環中心地下 G/F, The Centre, No. 99 Queen's Road Central, Central, Hong Kong

電話 Tel: 2545 1177 傳真 Fax: 2789 1163

電郵 E-mail: nsthf@ywca.org.hk

17 港島區長者學苑聯網

Hong Kong Island Elder Academies Cluster

香港麥當勞道1號4樓403室

Room 403, 4/F, No. 1 MacDonnell Road,

Hong Kong 電話 Tel: 2670 0171

電郵 E-mail: hkieac@ywca.org.hk

港島 - 西區

Hong Kong Island-Western District

18 般咸軒

Bonham Residence Hong Kong

香港般含道38號C

No. 38C Bonham Road, Hong Kong

電話 Tel: 2915 2345 傳真 Fax: 2915 5677

電郵 E-mail:bonham@yhk.com.hk

19 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

20 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

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

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,

Hona Kona

電話 Tel: 2818 8298 傳真 Fax: 2816 2213

電郵 E-mail: yot@ywca.org.hk

22 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

Shop Nos. 60, 62, 64, G/F, Block D, Kwun Lung Lau, 20 Lung Wah Street, Kennedy Town, Hong Kong

電話 Tel: 2610 0769 傳真 Fax: 2424 9609

電郵 E-mail:cdkll@ywca.org.hk

23 人才發展中心(香港島)

Talent Development Centre (Hong Kong Island)

香港般含道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

24 生涯發展服務隊

Career and Life Development Service Team

香港般含道38號C般咸軒1樓 1/F, Bonham Residence Hong Kong, 38C Bonham Road, Hong Kong

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

25 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

26 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 Email: memy@ywca.org.hk

27 鄭傍卿護理安老苑

Cheng Pon Hing Care and Attention Home for the Elderly

香港鴨脷洲利東邨東業樓101-108, 117-124及201-224號

Units 101-108, 117-124 & 201-224, Tung Yip House, Lei Tung Estate, Ap Lei Chau, Hong Kong

電話 Tel: 2874 3663 傳真 Fax: 2874 2236

電郵 E-mail: hecph@ywca.org.hk

28 女青賽馬會樂齡活學中心(香港島)

YWCA Jockey Club Y Evergreen Learning Centre (Hong Kong Island)

香港北角銅鑼灣道180號 百樂商業中心803室

Rm 803, Park Commercial Centre, No. 180 Tung Lo Wan Road, North Point,

Hong Kong

電話 Tel: 2638 2010 傳真 Fax: 2967 1626

電郵 E-mail:yeghk@ywca.org.hk

大嶼山

Lantau Island

29 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

30 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

31 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

32 趣沂幼稚園

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 - Kownloon Tona. Kowloon City and Shek Kip Mei

33 婦女事工隊

Women Affairs Team

九龍九龍塘又一村海棠路66號 No. 66 Begonia Road, Yau Yat Chuen, Kowloon Tong, Kowloon 電話 Tel: 3443 1600

傳真 Fax: 3443 1620

電郵 E-mail: wad@ywca.org.hk

34 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

35 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

36 女青悦兒成長服務(甲隊)

Y Seeds Wellness Service (Team A)

九龍石硤美邨美禧樓302及303號舖 Shop Nos. 302 & 303, Mei Hei House,

Shek Kip Mei Estate, Kowloon 電話 Tel: 3168 7530 傳真 Fax: 3749 5117

電郵 E-mail: yseeds@ywca.org.hk

37 女青悦兒成長服務(乙隊)

Y Seeds Wellness Service (Team B)

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 1622 傳真 Fax: 3443 1691

電郵 E-mail: yseeds@ywca.org.hk

38 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

2/F, No. 66 Begonia Road, Yau Yat Chuen, Kowloon Tong, Kowloon 電話 Tel: 3443 1686

傳真 Fax: 3443 1698

電郵 E-mail: ycyyc@ywca.org.hk

39 紹邦幼兒學校

Shiu Pong Nursery School

九龍九龍塘又一村海棠路66號地下 G/F, No. 66 Begonia Road, Yau Yat Chuen, Kowloon Tong, Kowloon

電話 Tel: 3443 1678 傳真 Fax: 3443 1670

電郵 E-mail: nssp@ywca.org.hk

40 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

41 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

42 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

43 幼兒教育部辦事處

Early Childhood Education Department

九龍九龍塘又一村海棠路66號2樓202C室 Rm 202C, 2/F, No. 66 Begonia Road, Yau Yat Chuen, Kowloon Tong, Kowloon

電話 Tel: 3443 1637

44 青年就業資源中心(旺角)

電郵 E-mail: eced@ywca.org.hk

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

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

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 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

47 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

48 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

49 照顧易家居照顧服務

V 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

50 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

51 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

52 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

53 賽馬會眾心行善一50+ 義工推廣計劃 JC VOLUNTEER TOGETHER - 50+ and

Retirees Programme

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

54 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

55 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

56 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

57 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

58 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

59 九龍東持續教育中心

Kowloon East Continuing Education

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

60 賽馬會龍翔綜合社會服務處

Jockey Club Lung Cheung Integrated Social Service Centre

九龍黃大仙下邨 (二區) 商場平台2樓 PL P1號

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

61 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

电話 Tel: 3146 3211 傳真 Fax: 3146 3388

電郵 E-mail: ceco@ywca.org.hk

62 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

63 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

64 Y SENse 特殊教育需要服務中心

Y SENse Special Educational Needs Service Centre

九龍新蒲崗八達街9號宏基中心二期15樓01室

Unit 1501, Two Portside, 9 Pat Tat Street, San Po Kong, Kowloon

電話 Tel: 3520 0910 傳真 Fax: 3020 6215

電郵 E-mail: ysense_centre@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

65 趙靄華幼兒學校

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, Sham Shui Po, Kowloon

電話 Tel: 2386 6339 傳真 Fax: 2194 8892

電郵 E-mail: nscow@ywca.org.hk

66 宏恩幼稚園

Athena Kindergarten

九龍深水埗長沙灣道311號 怡靖苑閒靜閣地下1至8室 Units 1-8, G/F, Han Ching House, Yee Ching Court, No. 311 Cheung Sha Wan Road, Sham Shui Po, Kowloon 電話 Tel: 2728 1122

电码 Tel: 2728 1122 傳真 Fax: 2728 1214

電郵 E-mail: kga@ywca.org.hk

Integrated Social Service Centre

67 賽馬會深水埗綜合社會服務處 Jockey Club Sham Shui Po

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, Sham Shui Po, Kowloon

電話 Tel: 2720 4318 傳真 Fax: 2720 4201

電郵 E-mail: itssp@ywca.org.hk

68 誌寶松柏中心

Chi Po Neighbourhood Elderly Centre

九龍深水埗元州街59至63號 元州街市政大廈4樓 4/F, Un Chau Street Municipal Services Building, Nos. 59-63 Un Chau Street, Sham Shui Po, Kowloon 電話 Tel: 2720 6364 傳真 Fax: 2720 5818

電郵 E-mail:secp@ywca.org.hk

69 誌寶松柏中心分處

Chi Po Neighbourhood Elderly Centre Sub-Division

九龍深水埗海壇街218號愛海頌第1座2樓 2/F, Tower 1, Seaside Sonata, 218 Hai Tan Street, Sham Shui Po, Kowloon 電話 Tel: 2720 6218

傳真 Fax: 2720 9968

電郵 E-mail: secp@ywca.org.hk

70 雲華護理安老苑

Wan Wah Care and Attention Home for the Elderly

九龍麗安邨麗廉樓及麗榮樓地下 (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

71 林護紀念松柏日間護理中心

Lam Woo Memorial Day Care Centre for the Elderly

九龍深水埗海壇街218號愛海頌第1座1樓 1/F Tower 1, Seaside Sonata, 218 Hai Tan Street, Sham Shui Po, Kowloon

電話 Tel: 2725 0697 傳真 Fax: 2725 6107

電郵 E-mail: delw@ywca.org.hk

72 深水埗綜合家居照顧服務隊

Sham Shui Po Integrated Home Care Services Team

九龍深水埗麗安邨麗廉樓地下(辦公室) G/F, Lai Lim House, Lai On Estate, Sham Shui Po, 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, Sham Shui Po Kowloon

Sham Shui Po, Kowloon 電話 Tel: 2725 7702 傳真 Fax: 2725 7798

電郵 E-mail: hhssp@ywca.org.hk

73 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,

Sham Shui Po, Kowloon 電話 Tel: 3970 0800 傳真 Fax: 3970 0887

電郵 E-mail: lkc@ywca.org.hk

74 女青昕兒駐校服務(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

75 女青昕兒駐校服務(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

76 女青昕兒駐校服務(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

77 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

電話 Tel: 2709 3388 傳真 Fax: 2709 3311 電郵 F mail: ittle@w

電郵 E-mail: ittko@ywca.org.hk

78 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

79 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

電話 Tel: 2490 9060 傳真 Fax: 2490 0144

電郵 E-mail: nstw@ywca.org.hk

80 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:rslys@ywca.org.hk

81 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

82 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

83 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

84 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

85 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

86 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

87 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

88 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

89 賽馬會沙田綜合社會服務處(禾輋分處) Jockey Club Shatin Integrated

Social Service Centre (Wo Che Office) 新界沙田禾輋邨協和樓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

90 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 Yueng 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

91 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

92 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

電郵 E-mail: ittm@ywca.org.hk

傳真 Fax: 2450 8984

93 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

94 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

95 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

96 女青賽馬會「言晴」幼兒家庭支援計劃 YWCA Jockey Club "Embracing Speech" Early Childhood Family-based Support **Project**

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:ittsw@ywca.org.hk

98 女青喜越嬰幼園

YWCA Centennial Child UPlace

新界元朗天水圍天瑞二邨瑞豐樓地下G01室 Unit No. G01, G/F, Shui Fung House, Tin Shui (II) Estate, Tin Shui Wai, Yuen Long, N.T.

電話 Tel: 3795 7050 傳真 Fax: 3460 3577

電郵 E-mail: yup@ywca.org.hk

99 女青賽馬會優活坊(新界西)

YWCA Jockey Club Healthy Lifestyle Service Centre (N.T. West)

新界元朗青山公路元朗段99-109號 元朗貿易中心801室

Room 801, Yuen Long Trade Centre, 99-109 Castle Peak Road-Yuen Long,

Yuen Long, N.T. 電話 Tel: 3702 0204 傳真 Fax: 3568 3020

電郵 E-mail: hlp@ywca.org.hk

新界 - 大埔

New Territories-Tai Po

100 女青昕兒駐校服務(大埔)

Y Joy Early Childhood School Social Work Service (Tai Po)

新界大埔廣福道33號美德大廈2樓C室 Flat C, 2/F, Mee Tak Building, 33 Kwong Fuk Road, Tai Po, N.T.

電話 Tel: 3703 9663 傳真 Fax: 3955 2799

電郵 E-mail: yjoytp@ywca.org.hk

新界 - 北區

New Territories-North District

101 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/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

102 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

103 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 Eldery (North District)

新界粉嶺雍盛苑雍盛商場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

104 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

105 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至7號舖 Shops 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: ycstk@ywca.org.hk

106 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

107 香港基督教女青年會喜越嬰幼園(皇后山) Hong Kong Young Women's Christian Association Y-Kids UPlace (Queens Hill)

新界粉嶺龍峻路6號皇后山

社區綜合大樓1樓

1/F, Queens Hill Community Complex, 6 Lung Chun Road, Fanling, N.T.

電話 Tel: 3547 1440 傳真 Fax: 3905 8101

電郵 E-mail: ykids@ywca.org.hk

108 香港基督教女青年會利梁趣沂樂齡日間 護理中心

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新界粉嶺龍馬路68號皇后山邨皇溢樓地下 LG/F, Wong Yet House, Queens Hill Estate, 68 Lung Ma Road, Fanling, N.T.

電話 Tel: 2676 2000 傳真 Fax: 3563 7080

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北區認知障礙症關愛慈善基金

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「家·南·天地 | 基督教中國佈道會 尖沙咀迦南堂 Community Church H.K. 中國基督教播道會太古城堂 中國基督教播道會恩福堂以勒團契 中國基督教播道會恩福堂四牧團契 中國基督教播道會恩福堂信望愛團契 中國基督教播道會窩打老道山福音堂 中華宣道會宣中堂 中華基督教會錦江紀念禮拜堂 五旬節聖潔會 元朗靈糧堂 伍濤基金會 沙田平安福音堂 南屯門平安福音堂 盲教會恩磐堂 官道會天頌堂 官道會美田堂 盲道會基蔭堂 洪水橋靈糧堂 香港盲教會恩佑堂 香港基督徒短期宣教訓練中心 香港聖公會聖多馬堂 香港聖公會聖提摩太堂 神召會西環堂 神召會迦勤堂 國際四方福音會隆亨堂 基石教會恩盛堂 其督教中國佈道會深水埗伽南堂 基督教主恩會 基督教宣道會大澳堂 基督教宣道會利東堂

基督教宣道會大澳堂 基督教宣道會會忠主堂 基督教宣道會會忠立榮堂 基督教宣道會會清泉堂暨好鄰舍中心 基督教香港信義會宗學 基督教香香福會 基督教會豐盛之家 基督教會豐田宣活石堂 電景震會 聖公會 華拜與讚美教會 題會大學官

榕樹頭之光教會

團體

Non-governmental/ Other **Organizations**

⊢海總會 153 旅童軍

Generation Hong Kong Kelly Animals Shelter Maker Bay Foundation

One SEN

SUNNY 義工隊

九龍城浸信會長者鄰舍中心(樂富) 九龍城浸信會長者鄰舍中心(龍翔中心)

九龍倉「學校起動計劃」 上水區鄉事委員會 上水鄉鄉公所 大澳文化協會 大澳華商會

大澳鄉事委員會 大澳漁民互助社

小小生命

中西區公益少年團

中區獅子會

中國香港綜合搏擊運動總會

中國香港體適能總會

中華錫安傳道會慈雲山錫安青少年綜合

服務中心 中藥藥劑師協會 仁人家園 仁足社

仁濟醫院曾榮夫人長者鄰舍中心

北區獅子會 古洞義工團 打鼓嶺耆樂會計 打鼓嶺區鄉事委員會 吉澳村村公所

安徒生會大澳中心 安徒生會包威信中心 自強協會有限公司 白閉兒生命建立發展社

扶攜會有限公司 沙頭角區鄉事委員會 尚德青少年綜合服務中心 明愛北區綜合家居照顧服務隊 明愛粉嶺綜合家庭服務中心 明愛深水埗綜合家居照顧服務隊

明愛筲箕灣綜合家庭服務中心

明愛樂晴軒

明愛醫院老人社區評估隊 東華三院方樹泉長者地區中心

東華三院改善家居及社區照顧服務(東區/

沙田/大埔/北區)

東華三院賽馬會利東綜合服務中心

金錢村村公所 長者安居協會 青衣社區健康中心 **吉華長者學**苑 非常協作 保良局 保良局幼童組 保良局生命號

保良局田家炳關愛家庭中心

建祝義工隊 後後後藝術群

盈愛行動有限公司 美差會潮浸服務聯會浸信會鳳德青少年

綜合服務 軍地村村公所

香海正覺蓮社北區改善家居及社區照顧服務 香海正覺蓮社佛何李寬德耆英康樂中心 香海正覺蓮社佛教正覺蓮社學校 香港大學學生會香港基層健康關顧會

香港女童軍總會 香港小童群益會會

香港工程師學會機械、輪機、造船及化工分部 香港中華基督教青年會寶石湖長者鄰舍中心

香港中樂團

香港仔街坊福利會有限公司

香港北區獅子會 香港老年學會

香港西區婦女福利會關啟明紀念松鶴老人中心

香港田愛

香港明愛賽馬會黃大仙青少年綜合服務 香港東區婦女福利會梁李秀娛長者鄰舍中心

香港社區組織協會 香港社會服務聯會 香港青年協會

香港青年協會康城青年空間 香港青年協會賽馬會茵怡青年空間 香港青年協會賽馬會將軍澳青年空間 香港青年協會賽馬會將軍澳青年空間 香港青年協會賽馬會橫頭磡青年空間

香港宣教會白普理上水家庭中心綜合家居照顧服務 新生精神康復會安泰軒

香港宣教會恩霖社區服務中心

香港建築師學會 香港紅十字會 香港家庭計劃指導會 香港家庭福利會大澳分會

香港家庭福利會將軍澳分會將軍澳(南)綜合家庭

服務中心

香港家庭福利會愛東服務中心

香港家庭福利會藝進同學會賽馬會將軍澳青年坊

香港家庭福利會麗閣服務中心 香港海景驕陽扶輪社 香港耆康老人福利會 香港基督女少年軍

香港基督教服務處深水埗綜合家居照顧服務隊

香港基督教青年會

香港理工大學扶輪青年服務團 香港傑出青年義工協會 香港港南獅子會

香港聖公會多元文化外展服務隊 香港聖公會深水埗綜合家居照顧服務隊

香港聖公會麥理浩夫人中心就業發展綜合服務 香港聖公會黃大仙長者綜合服務中心

香港聖公會福利協會有限公司 香港路德會社會服務處 香港精英運動員協會 香港輪椅輔助隊 香港勵志會陳融晚晴中心

香港醫學組織聯會

香港聾人福利促進會家長資源中心

恩庭長者活動中心 浸信會愛群社會服務處 浸會愛群樂心匯(葵青) 粉嶺區鄉事委員會 耆康會方樹泉中心 耆康會東區長者地區中心 耆康會柴灣長者地區中心

國際培幼會

國際獅子總會中國港澳三0三區 基督教香港信義會

基督教香港崇直會福禧陌樂天地

基督教家庭服務中心

基督教家庭服務處學校社會工作部

基督教耆福會

基督教勵行會

基督教靈實協會

惜食堂 救世軍

救世軍大埔長者綜合服務大埔長者社區服務中心

救世軍竹園綜合服務竹園青少年中心

博愛醫院社區健康中心

博愛醫院香港新界獅子會家庭發展中心(長青)

博愛醫院陳士修紀念社會服務中心

博愛醫院陳馮曼玲護理安老院

博愛醫院慧妍雅集家庭多元智能中心(長亨)

循道愛華村服務中心社會福利部愛華青少年綜合服務隊 循道愛華村服務中心愛華綜合家居照顧服務(筲箕灣中心)

循道衛理楊震社會服務處

智樂兒童遊樂協會

港島西老人評估組外展醫療服務

舜禹學堂

華人永遠墳場管理委員會

華明邨婦女會 華明邨聯委會 街坊帶路

嗇色園主辦可頌綜合家居照顧服務

敬老護老愛心會有限公司 新牛精神康復會利東宿舍 新創建愛心聯盟 瑞安建業海鷗社

義務工作發展局 聖雅各福群會

葵青安全社區及健康城市協會 葵青精神健康綜合社區中心 路德會利東展能中心/宿舍 路德會學校社會工作組 夢想成真有限公司 銀鈴護士站 銅鑼灣獅子會

鳳溪公立學校鳳溪長者鄰舍中心

蓬瀛仙館祥華長者鄰舍中心

鄰舍輔導會 學前弱能兒童家長會 燕崗村村公所 蕉徑村村公所

龍躍頭村公所 禮賢會彩雲綜合青少年服務中心

簡頭村村公所 職業訓練局 VTC 醫護行者社區藥房 離島區鄰舍輔導會 離鳥婦聯 關護長者協會 靈實長者地區中心

學校及教育團體

Schools and Educational Bodies

香海正覺蓮社佛教陳式宏學校 THEi 香港高等科技學院(青衣分校) 九龍真光中學 九龍禮賢學校 九龍禮賢學校暨幼稚園 上水官立中學 上水官道小學

大角嘴天主教小學 中華基督教青年會小學 中華基督教會大澳小學 中華基督教會方潤華中學 中華基督教會何福堂書院

中華基督教會扶輪中學 中華基督教會協和小學(長沙灣) 中華基督教會基全小學 中華基督教會基協中學 中華基督教會基法小學 中華基督教會基智中學 中華基督教會基華小學 中華基督教會深愛堂幼稚園 中華基督教會譚李麗芬紀念中學 中華基督教會灣仔堂基道小學 中華傳道會劉永生中學 五旬節于良發小學 五旬節聖潔會永光書院 五旬節靳茂生小學 五邑鄒振猷學校 仁濟醫院第二中學 仁濟醫院羅陳楚思小學 元朗東莞同鄉會熊定嘉幼稚園 元朗寶覺小學 天水圍官立小學 天水圍香島中學 天主教善導小學 天主教領島學校 天主教鳴遠中學 方樹福堂基金方樹泉小學 王肇枝山粤 台山商會學校 平安福音堂幼稚園 平安福音堂幼稚園(天水圍) 平安福音堂幼稚園(沙田) 平安福音堂幼稚園(青衣) 石湖塘公立學校 石籬聖若望天主教小學 伊利沙伯中學舊牛會小學 佐敦谷聖若瑟天主教小學 佛教林金殿紀念小學 李陞小學 沙田官立中學

沙田官立中學 沙田園胡素貞博士紀念學校 沙田蘇浙公學 亞斯理衛理小學 佳寶幼稚園(第三分校) 拔萃女書院 明愛胡振中中學 明愛樂亞望中文學校 明愛樂學校 東涌天主教學校(小學部)

保良局陳溢小學 保良局曾星如幼稚園 保良局董玉娣中學 保良局劉陳小寶幼稚園 保良局蔡繼有學校 保良局錦泰小學 保良局羅傑承(一九八三)中學

南屯門官立中學 南亞路德會沐恩中學 宣道會陳元喜小學 柏立基教育學院校友領

柏立基教育學院校友會盧光輝紀念學校

美雅幼兒園 美雅幼稚園 美雅幼稚園(分校) 英皇書院同學會小學第二校 英華女學校

英華書院 迦南幼稚園(窩打老道) 迦密唐賓南紀念中學 迦密梁省德學校 迦密愛禮信中學

香港大學社會工作及社會行政學系

香港大學護理學院 香港中文大學社會工作學系 香港中文大學校友會張煊昌中學

香港中文大學賽馬會公共衛生及基層健康醫療學院

香港中國婦女會中學 香港公開大學 香港仔浸信會呂明才書院

香港伍倫貢學院 香港扶幼會則仁中心學校 香港扶幼會盛德中心學校 香港扶幼會許仲繩紀念學校 香港青少年培育會陳南昌紀念學校

香港青年協會李兆基小學 香港科技大學

香港紅卍字會屯門卍慈小學

香港浸會大學

香港浸會大學中醫藥學院 香港浸會大學社會工作系 香港神託會培敦中學 香港專業教育學院IVE(屯門) 香港專業教育學院IVE(青衣)

香港專業進修學校 香港教育大學賽馬會小學 香港教育工作者聯會黃楚標中學 香港教師會李興貴中學

香港理工大學公共衛生學院 香港理工大學護理學院 香港道教聯合會鄧顯紀念中學 香港管理專業協會李國寶中學

香港湖商學校 香港樹仁大學

香港理丁大學

香港樹仁大學社會工作學系 柴灣角天主教小學 浸信會呂明才中學 真理浸信會幼稚園 真理浸信會幼稚園 真理浸信會恩典幼稚園 真理浸信會屬秦幼稚園 真理浸信會際光幼兒園 真理浸信會碧濤幼稚園•幼兒園

神召會麥嘉倫紀念幼稚園 粉嶺官立小學 荃灣聖多明尼幼稚園 馬頭涌官立小學 啟思幼稚園(帝堡城) 基督教宣道會大澳幼稚園

神召第一小學暨幼稚園

基督教宣道會宣基小學(坪石) 基督教香港信義會元朗信義中學 基督教香港信義會紅磡信義學校 基督教家庭服務中心德田幼稚園 基督教家庭服務中心趣樂幼稚園 基督教粉嶺神召會恩光幼稚園

基督教崇真中學 基督教聖約教會堅樂第一小學

將軍澳天主教小學 張沛松紀念中學 救世軍林拔中紀念學校 深水埔街坊會小學校 深水埗官立小學

循理會白普理基金循理小學

循道中學 惠僑英文中學 曾梅千禧學校

港九街坊婦女會孫方中小學港九潮州公會中學

港大同學會小學

港青基信幼兒學校(農圃道)

華仁書院(九龍) 慈雲山天主教小學 新九龍婦女會樂華幼兒園 新界西頁坑口區鄭植之中學

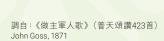
嘉諾撒書院 瑪利灣學 福建中學 慕光善堂梁隸小學 等華天主學 衛宙大學 衛宙大學

嶺南大學亞太老年學研究中心

賽馬會萬鈞毅智書院 鮮魚行學校 禮賢會所明幼兒園 禮賢會順子幼兒園 寶血小鄉種園 寶血幼稚園(深水埗) 寶血幼稚園(渺馬地) 寶兒中英文幼稚園 獻主會小學

獻主會溥仁小學

觀塘官立中學







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。

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

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

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

回應表 Feedback Form

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

	代禱 Prayer			
参與常務義工行列,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.*				
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