



105<sup>TH</sup>  
ANNIVERSARY

女創前行 · 青承主恩

年報

Annual Report 2024-2025

ENHANCEMENT  
OF LIFE  
生命的栽培



# 宗旨

## PURPOSE

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

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

# 會訓

## MOTTO

### 爾識真理 真理釋爾

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

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

# 世界基督教女青年會的格言

## MOTTO OF THE WORLD YWCA

萬軍之耶和華說：「不是倚靠勢力，不是倚靠才能，乃是倚靠我的靈，方能成事。」

（取自舊約聖經撒迦利亞書四章六節）

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



## 藍三角會徽的意義 THE BLUE TRIANGLE

象徵基督教女青年會服務宗旨是生命的栽培。  
它代表了一個人成長及發展的四方面：

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。

(取自新約聖經約翰福音十章十節)

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.

(John 10:10)

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李淑英女士  
Ms. Helen Lee

## 會長的話

### President's Message

蒙主恩典，女青邁進創會105周年，我們將繼續秉持「生命的栽培」為服務宗旨，於各項社會服務中實踐並體現女青的使命和核心價值，造福社群。

By the grace of God, Hong Kong YWCA celebrates its 105<sup>th</sup> anniversary this year. We remain committed to the mission of "Enhancement of Life," steadfastly upholding our core values and delivering social services that enrich lives and benefit the community.

#### 傳揚主愛 憑信而行

自創會以來，女青一直以基督教信仰為服務根基。我們本著基督關愛精神服侍社群，回應社會所需，透過多元化社會服務讓有需要群體獲得支援，並擔當教會與社會的橋樑，傳播福音種子，期望能透過信仰，促進個人身心社靈全面發展和成長，栽培豐盛生命。

#### Share God's love and move with faith

Since its founding, the Association has rooted its services in Christian faith. With Christ's love, we serve those in need through diverse social services, and act as a bridge between church and society, with the aim to nurture holistic development—physical, psychological, social and spiritual—and cultivate abundant lives.

香港女青由四位基督徒婦女於1920年發起成立，由於她們看見婦女的需要，向天父禱告尋求指引。她們委身服侍，並集合婦女研經禱告，回應上帝呼召。學生團契工作亦於多所女子中學展開。時至今日，女青仍緊緊跟隨天父的引領，承傳先賢的腳蹤。由名譽會長發起、名譽董事帶領的查經班每週在總會所舉行；董事團契定期舉行聚會，由董事輪流分享屬靈見證；從董事會、委員會至不同層面的員工會議前都設靈修祈禱時間，為女青事工同心禱告；「創會日祈禱會」、「董事、委員、幹事祈禱會」，以及與香港基督教青年會及香港中華基督教青年會聯合舉辦的「公禱週聯合崇拜暨普世團契」等邀得不同牧者分享信息。藉著感恩、禱告及反思，我們致力培育董事、委員、同工、義工及會員的靈命成長，傳遞以基督教信仰為根基的服務使命，期望能成為上帝施恩的管道，一同見證主裡豐盛的恩典及生命的成長。

此時，社福機構以至社會各行各業正面對著大大小小的挑戰，但相信只要我們能憑信守望，定能跨越困難。就像過去不同年代的女青人，在艱辛或資源緊絀的情況下，仍努力不懈地在不同崗位，以愛和真誠款待有需要的人。這全仰賴著眾人毋忘初心，恆切禱告，相信上帝會與我們同行。最後，讓我以撒迦利亞書四章六節，亦是世界基督教女青年會的格言——「不是倚靠勢力，不是倚靠才能，乃是倚靠我的靈，方能成事」共勉。

### 加強與內地專業交流

作為社福界、香港社會以至國家的一份子，本會積極配合特區政府的良政善治，亦認同維護國家安全的重要性。本人和總幹事，以及管理層員工先後參與香港社福界維護國家安全研討會、《香港國安法》公布實施5周年社福界分享會、參觀國家安全展覽廳，並委派同工參加「香港社福界心連心國情研習團」，前往北京進行六天考察學習，從宏觀角度了解國家發展。本會服務單位亦透過不同形式如升旗禮、問答比賽等於社區推廣國家安全意識，加強愛國情懷。

同時，我們期望與內地在社會服務及福利發展作更深入的專業交流及經驗分享，互相借鑒，提升服務水平。感謝政府專項基金支持及香港社福界心連心大行動悉心安排，本會同工分別參與「香港萬千社工看祖國」各個交流團，先後到潮州、韶關、廣州及佛山考察，參觀當地福利機構，了解內地不同城市的社會民生及福利制度，並交流服務心得，不僅拓闊了專業視野，亦加深對國情的了解。

Hong Kong YWCA was established in 1920 by four devoted Christian women who recognized the needs of women and prayed for divine guidance. They gathered women for Bible study and prayer in response to God's calling. Student fellowships were also launched in girls' schools.

Today, we continue to follow God's guidance and the footsteps of our founders. Weekly Bible study sessions initiated by our Honorary President and led by Honorary Director are held at headquarters. The Board Fellowship meets regularly, with Directors sharing their spiritual journeys. Devotions and prayers precede meetings at all levels—from the Board and committees to staff meetings. Pastors were invited to share messages at the Founding Day Prayer Meeting, Prayer Meeting for Board, Committee and Staff, and World YMCA/YWCA Week of Prayer Joint Service and World Fellowship we co-hosted with YMCA of Hong Kong and Chinese YMCA of Hong Kong. By nurturing the spiritual growth of our Board and committee members, staff, volunteers and members, and passing on a faith-based mission of service, we hope to become vessels of God's grace and witness the richness of life in Christ.

While social service organizations and different sectors of society are facing various challenges, we firmly believe that we can overcome adversity with faith and hope, just as our predecessors who remained determined to serve those in need with love and sincerity despite obstacles and limited resources. This is all made possible by our commitment to original calling and earnest prayer, believing that God walks with us. May I quote a verse from Zechariah 4:6, which is also the motto of the World YWCA: "Not by might nor by power, but by my Spirit," says the Lord Almighty, and hope these words continue to encourage and inspire us.

### Strengthen professional exchange with Mainland China

As a member of the social welfare sector, society, and the nation at large, the Association actively supports the Government's commitment to good governance and recognizes the importance of safeguarding national security.

We have participated in various initiatives, including the symposium on safeguarding national security for social welfare sector of Hong Kong, sharing session for social welfare sector on 5<sup>th</sup> anniversary of promulgation and implementation of Hong Kong National Security Law, and a visit to the National Security Exhibition Gallery. Staff were also delegated to join the "Connecting Hearts" National Studies Programme, a six-day study visit to Beijing to gain a broader understanding of national development. In addition, our service units promoted national security awareness, and cultivated a sense of belonging to our country through activities such as flag-raising ceremonies and quiz competitions.

The Association also strives to strengthen ties with Mainland China through professional exchange and shared learning in social services and welfare development. With support from government funding and the Connecting Hearts, our staff joined exchange tours to Chaozhou, Shaoguan, Guangzhou and Foshan to visit local welfare institutions and exchange insights, broadening our professional horizons and deepening understanding of national development.

## 會長的話

President's Message

此外，本會長者及社區健康服務部組成考察團到大灣區參觀當地安老院舍及醫療機構，親身體會到內地護老及醫療服務的迅速發展。幼兒教育部亦到珠海進行專業發展交流，參觀當地幼兒園及交流教學經驗。另於「共創明『Teen』計劃」四川學習交流團中，本會帶領近百位基層青少年踏上五日四夜的四川探索之旅，深入了解當地文化和發展，開闊眼界，增加對祖國及中華文化的認同感。

事實上，我們一直積極與內地女青姊妹緊密聯繫，年度內欣喜彼此有不少機會進行服務分享和協作，其中包括義工服務之交流，本會與西安女青合作舉辦青年義工服務交流團，安排兩地青年攜手進行義工服務，互相學習，增進彼此理解，建立友誼。未來我們將繼續加強與國家的聯繫，促進兩地專業交流和協作，並期望從中學習和獲得啟發，進一步優化我們的服務。

### 堅守使命 迎接創會 105周年

本會成立於1920年，今年正好是成立105周年。為慶祝這重要里程碑，本會以「女創前行·青承主恩」為主題，寄託著我們滿滿的感恩之心，以及承先啟後，繼續努力推動婦女福祉和服務社會的決心。女青能扎根香港105載，發展成至今超過100個服務單位分佈不同地區，服務對象涵蓋嬰幼兒、青年、長者、婦女與家庭，每年服務人次逾300萬，實在有賴全會上下於不同崗位效力，同心仰望神的帶領。隨著3月份「創會日祈禱會」正式為會慶揭開序幕，多項慶祝活動包括由香港女青中樂團與國內知名音樂家攜手演出的國慶音樂會，以及感恩大會、年青女性論壇、會慶聚餐、服務交流會議等將陸續舉行。我們很高興邀請了國內及亞洲區女青年會蒞臨參與，藉此機會與女青姊妹聚首，增進情誼，亦促進彼此服務交流，攜手推動女青運動。於本會成立105周年之時，就讓我們一同數算天父的恩典，並再次提醒女青的使命和服務初衷，立定心志，服務社群，彰顯基督關愛精神。

最後，我謹代表本會衷心感謝歷年來的名譽會長、名譽董事、董事、委員、同工、義工和會員的付出和承擔，以及相關政府部門、贊助機構、合作夥伴及社會賢達的支持和信任。有賴大家同行，讓本會各項服務和事工取得美滿的成果。

Besides, our Aged Care and Community Health Service Department visited care homes and medical facilities in the Greater Bay Area, gaining firsthand insight into the Mainland's rapid progress in eldercare and healthcare. The Early Childhood Education Department conducted a professional exchange in Zhuhai, visiting kindergartens and sharing teaching practices. Under the Strive and Rise Programme, the Association led nearly 100 grassroots youth on a five-day learning journey to Sichuan, fostering cultural awareness and a stronger sense of national identity.

We have maintained close ties with our YWCA sisters in Mainland China and were pleased to have engaged in various service exchanges and collaborations over the past year. Notably, we co-organized a youth volunteer service exchange tour with YWCA of Xi'an, bringing together young volunteers from both regions to learn from one another, deepening mutual understanding and building lasting friendships. Looking ahead, we will continue to strengthen our connection with the Mainland, foster professional exchange and collaboration, and to learn and enhance our services from these experiences.

### Uphold our mission and celebrate the 105<sup>th</sup> anniversary

Founded in 1920, the Association marks its 105<sup>th</sup> anniversary this year. Reaching this significant milestone, we would like to express heartfelt gratitude for God's blessings and reaffirm our commitment to advancing women's welfare and serving the community. It is with our dedication and unity that the Association, under God's guidance, has grown into an organization with more than 100 service units across Hong Kong serving infants, children, youth, elderly, women and families, with over 3 million service attendances annually.

With the Founding Day Prayer Meeting in March marking the kick-off of the celebration, a series of commemorative events followed, including a National Day concert featuring the Hong Kong YWCA Chinese Orchestra and renowned Mainland musicians, thanksgiving celebration, young women's forum, celebration dinner, and service exchange meeting. YWCA sisters from Mainland China and Asian regions were also invited to foster fellowship and further the YWCA Movement together. On this special occasion, let us reflect on God's abundant grace and renew our commitment to the YWCA's founding mission, and continue to serve the community with Christ's love.

Finally, on behalf of the Association, I would like to extend my gratitude to our Honorary Presidents, Honorary Directors, Board members, committee members, staff, volunteers, and members for their unwavering dedication. We also thank the government departments, donors, partners, and community leaders for their continued support and trust. It is through this shared journey that our services have flourished.



楊建霞女士  
Ms. Yvonne Yeung

# 總幹事報告

## Chief Executive's Report

女青一直緊貼社會需要及時代脈搏，開拓各項前瞻性的社會服務，回應社會所需，並積極透過跨機構及跨界別結連協作，推動服務優化及社會創新，造福更多有需要的社群。

Hong Kong YWCA has all along proactively developed forward-looking social services to address the evolving needs of society. Through cross-sector and cross-agency collaboration, we strive to enhance service quality and foster social innovation to benefit the community.

### 推動基層健康服務 關注精神健康

面對市民的健康需求持續上升，政府近年積極發展基層健康服務，並落實《基層醫療健康藍圖》，透過以預防為重及社區為本之策略方針，期望為市民提供便捷及連貫的醫療服務，建立一個可持續的醫療系統，提升市民健康。有見及此，本會銳意整合現有資源和服務經驗，於2025年4月1日成立基層及社區健康服務部，並感恩邀得於醫療、護理、藥物等相關專業擁有豐富經驗之人士組成基層及社區健康委員會，督導服務發展。我們將秉持醫社結合和全人關顧理念，透過部門轄下單位

### Promote primary health services and mental wellness

In response to increasing healthcare demands, the Government has actively advanced primary health services in recent years, with the Primary Healthcare Blueprint introduced to establish a sustainable, prevention-focused and community-based healthcare system. In alignment with this initiative, the Association consolidated existing resources and expertise to establish the Primary and Community Health Service Department on 1 April 2025. The Primary and Community Health Committee comprising seasoned professionals in medicine, nursing, and pharmacy was also formed to guide service development. Advocating medical-social collaboration and holistic care, the Department oversees units including North District Health Centre Express, PHARM+ YWCA Community Pharmacy,



包括北區地區康健站、藥健同心社區藥房、女青適健中心、Y Fitness等，建構全方位的社區健康支援網絡，並關顧偏遠地區及弱勢社群的醫療保健需要，推動全人及社區健康。

事實上，本會一直重視全人健康，透過各項社會服務促進個人身心社靈的均衡發展，這亦貫徹我們的服務宗旨——「生命的栽培」。其中就著精神健康，年度內我們開展了關注孕婦及其家庭精神健康的賽馬會「順孕無憂」支援計劃，以家庭為本角度支援準爸媽在孕產歷程的情緒需要，為他們及其家人提供專業而有系統的支援。除首創一站式網上資訊及支援平台，亦與公立醫院婦產科合作，提供區本及到戶支援服務。我們亦十分關心青少年的精神健康，本年度透過賽馬會平行心間計劃2.0於三個地區推展「平行心間」服務，藉著多元化服務為青少年提供專屬的青年友善空間，關顧他們的身心靈健康。計劃亦採用三層服務介入模式，因應他們不同情緒需要給予適切支援。

### 促進能力建設及可持續發展 為未來準備

本會多年來積極推動機構能力建設，包括全面推進科技應用，以裝備機構提升前進動力，促進服務質素及社會創新。經過開發團隊的努力及收集各持份者的意見，本會與三間社會服務機構合作，為到校學前康復服務度身研發的電子平台系統「香港賽馬會樂智通平台」於本年度正式啟用。透過其智能排程、個案管理及資訊共享功能，不僅克服了以往服務流程中需要大量人手處理行政工作、溝通協調及以紙本作業的困難，更有助跨專業團隊隨時了解及更新個案資料及訓練進度，及促進不同服務機構的知識共享。平台於「2024香港資訊及通訊科技獎」中榮獲「智慧市民大獎」及「智慧市民獎——智慧轉型（慈善機構方案）金獎」，其後亦有八間服務機構陸續加入平台。

為實現環境可持續發展，有效應對全球氣候變化，實在需要社會不同持份者的共同努力。本會過去曾先後參與由本地科技公司推動的「藍天計劃」、低碳想創坊「賽馬會太陽能關懷計劃」及機電工程署「綠色社福機構」計劃等，藉著使用高能源效益的機電和科技設備，以及安裝太陽能板節省能源。本年度，我們欣喜獲資助進行為期30個月的女青「青綠惜」計劃，為會內部份單位更換環保節能設施，及透過智慧能源管理系統進行實時監控，達到節能目的。除硬件上的配合，計劃亦期望通過培訓及獎勵等方式加強員工環保意識，在工作以至日常生活中為可持續發展出一分力。

Y Health and Wellness Centre, and Y Fitness. Together, they form a comprehensive support network that promotes holistic well-being and addresses the healthcare needs of remote and underprivileged populations.

The Association has all along been committed to promoting holistic well-being through our various social services, fulfilling the mission of "Enhancement of Life." During the year, we launched the Jockey Club "Bama Chill Club" Perinatal Support Project to support the mental health of expectant mothers and their families. Adopting a family-centred approach, it offered professional and structured emotional support throughout the perinatal journey. In addition to a pioneering one-stop online support platform, it also provided district-based and on-site services in collaboration with the obstetrics and gynecology department of public hospitals. Besides, we have stepped up efforts to promote youth mental health. Through the JC LevelMind programme, we created youth-friendly spaces in three districts to support young people's holistic well-being. A three-tier intervention model was employed to deliver tailored support based on their varying emotional needs.

### Capacity building and sustainability: Preparing for the future

The Association has long prioritized organizational capacity building, with a strong focus on technological advancement to enhance service quality and drive social innovation. With collective efforts and stakeholder consultation, the "HKJC e-Platform to Achieve Smart Service for On-site Pre-school Rehabilitation Services" (e-PASS OPRS) jointly launched by the Association with three social service organizations was officially launched. Featuring smart scheduling, case management and information sharing, the platform streamlines administrative processes, improves coordination, and facilitates real-time updates across multidisciplinary teams. It also promotes knowledge exchange among service providers. The platform was honoured with the "Smart People Grand Award" and the "Smart People (Smart Transformation – Solution for Charitable Sector) Gold Award" at the 2024 Hong Kong ICT Awards, with eight additional service organizations joining the platform.

To support environmental sustainability and address global climate change, the Association actively participated in initiatives such as the Blue Sky Project, SolarCare Programme and "Green Welfare NGOs" Scheme, to promote energy saving by adopting energy-efficient technologies and installing solar panels. During the year, we launched the 30-month "Decarbonising NGOs: Social Service Centres" project to retrofit energy-efficient equipment in selected units and implement a smart energy management system for real-time monitoring and energy conservation. The initiative also aims to strengthen staff environmental awareness through training and incentives, encouraging sustainable practices both at work and in daily life.

## 拓展服務點 結連地區資源

本會從成立扎根香港至今，超過100個服務單位分佈不同地區為各階層提供服務。區內不同單位積極結連協作，善用地區資源，發揮協同效應。欣喜年度內本會新服務單位相繼在青衣、將軍澳及上水成立，回應服務發展需要。繼西灣河「賽馬會照顧者中心」於上年度投入服務後，設於青衣及上水的照顧者中心亦先後於本年度正式啟用，為照顧者提供及時和適切的支援。而本會「女青聆兒駐校服務」亦再度獲社會福利署委託於青衣及將軍澳區營辦學前單位駐校社工服務，連同原有之大埔區隊伍，三支服務隊將為區內幼稚園及幼兒學校提供全方位駐校社工專業服務。此外，因應政府於青衣推行公營房屋發展計劃，本會三個青衣服務單位亦搬遷至同區新址。感恩陶哲甫伉儷樂齡中心、青衣幼兒學校及青衣綜合社會服務處已於本年度在新址重新投入服務，以全新面貌服務青衣社區。

## 開展2025-2028策略發展計劃

踏入2025年，本會除了迎來成立105周年的里程碑，我們亦開展新一個策略發展計劃。經過多次深入討論，匯集董事、管理層及同工的意見和回應，最後我們以「女青運動」、「精準服務」、「優化機構能力建設」、「可持續發展」及「共同協作」作為2025-2028策略發展計劃的目標及方向，展現機構未來三年的發展願景。

女青運動作為我們創會至今的使命，我們將持續推動基督教、婦女及會員事工，並因應社會當前需要及發展，集中資源於以下六大服務，包括精神健康、照顧者支持、精準扶貧、基層及社區健康、社區參與及生涯發展。同時，我們會從人力資源及科技應用兩方面優化機構能力建設，並透過環保節能、智慧管理、員工培訓及公眾教育，促進可持續發展，以及繼續與政府部門、不同界別及地區持份者建立緊密協作關係，融入國家發展大局，推動國家安全教育，攜手為社會謀福祉。

展望未來環境充滿挑戰，但我們會繼續發揮女青優勢，秉持基督信仰，凝聚專業才能，以開放、互信和同心的態度，推展各項以人為本的社會服務。我很感恩女青團隊一直在不同崗位實踐本會使命，關顧著不同服務使用者，與他們的生命連結，讓我們能夠見證每個生命栽培的美好成果。謹藉此機會衷心感謝女青上下，以及曾與我們同行的每位夥伴友好。

## Expand service reach and connect community resources

The Association has served people from all walks of life with its over 100 service units across various districts. They closely collaborate to leverage community resources to create synergy and enhance service impact. In response to service needs, several new units were established this year in Tsing Yi, Tseung Kwan O and Sheung Shui. They included the Jockey Club Carer Space centres in Tsing Yi and Sheung Shui, which commenced service this year following the launch of the centre in Sai Wan Ho to offer timely and appropriate support to carers.

Besides, the Association was once again commissioned by the Social Welfare Department to provide social work services for pre-primary institutions in Tsing Yi and Tseung Kwan O. Together with our existing team in Tai Po, our Y Joy Early Childhood School Social Work Service now has three teams offering professional support to kindergartens and nursery schools in their respective districts.

In line with the Government's public housing development plan in Tsing Yi, three of the Association's service units in the area were relocated to new premises. The Mr. & Mrs. C.F. Tao Neighbourhood Elderly Centre, Tsing Yi Nursery School, and Tsing Yi Integrated Social Service Centre have now resumed service and served the community with upgraded facilities.

## 2025-2028 Strategic Development Plan

As the Association celebrates its 105<sup>th</sup> anniversary in 2025, we also embark on a new strategic development plan. After extensive discussions involving Board members, management and staff, five "Bold Steps" have been outlined, namely, YWCA Movement, Targeted Services, Organizational Capacity Enhancement, Sustainability and Collaboration, which embody our vision for the development of the Association over the next three years.

As our founding mission, we will continue to advance YWCA Movement. In response to service needs, resources will be strategically focused on six key areas: mental wellness, carer support, targeted poverty alleviation, primary and community health, community engagement, and career and life development. To strengthen organizational capacity, we will invest in talent development and application of technology. Sustainability will be promoted through energy conservation, smart management, staff training and public education. We will also deepen collaboration with government departments, cross-sector partners and stakeholders, support national security education, and strive to integrate into the overall national development to achieve the vision of working together for the common good.

Looking ahead, we will remain steadfast in our mission rooted in Christian faith and continue to deliver people-centred social services with professionalism, openness, trust and unity. I would like to extend my heartfelt gratitude to our dedicated team, and all partners and friends who have journeyed with us, so that we can together witness and celebrate the abundant fruit of "Enhancement of Life."

# 機構管治與管理

CORPORATE GOVERNANCE AND  
MANAGEMENT

YWCA  
女青





## 勉訓

袁秀琼牧師  
置富浸信會主任牧師



## 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





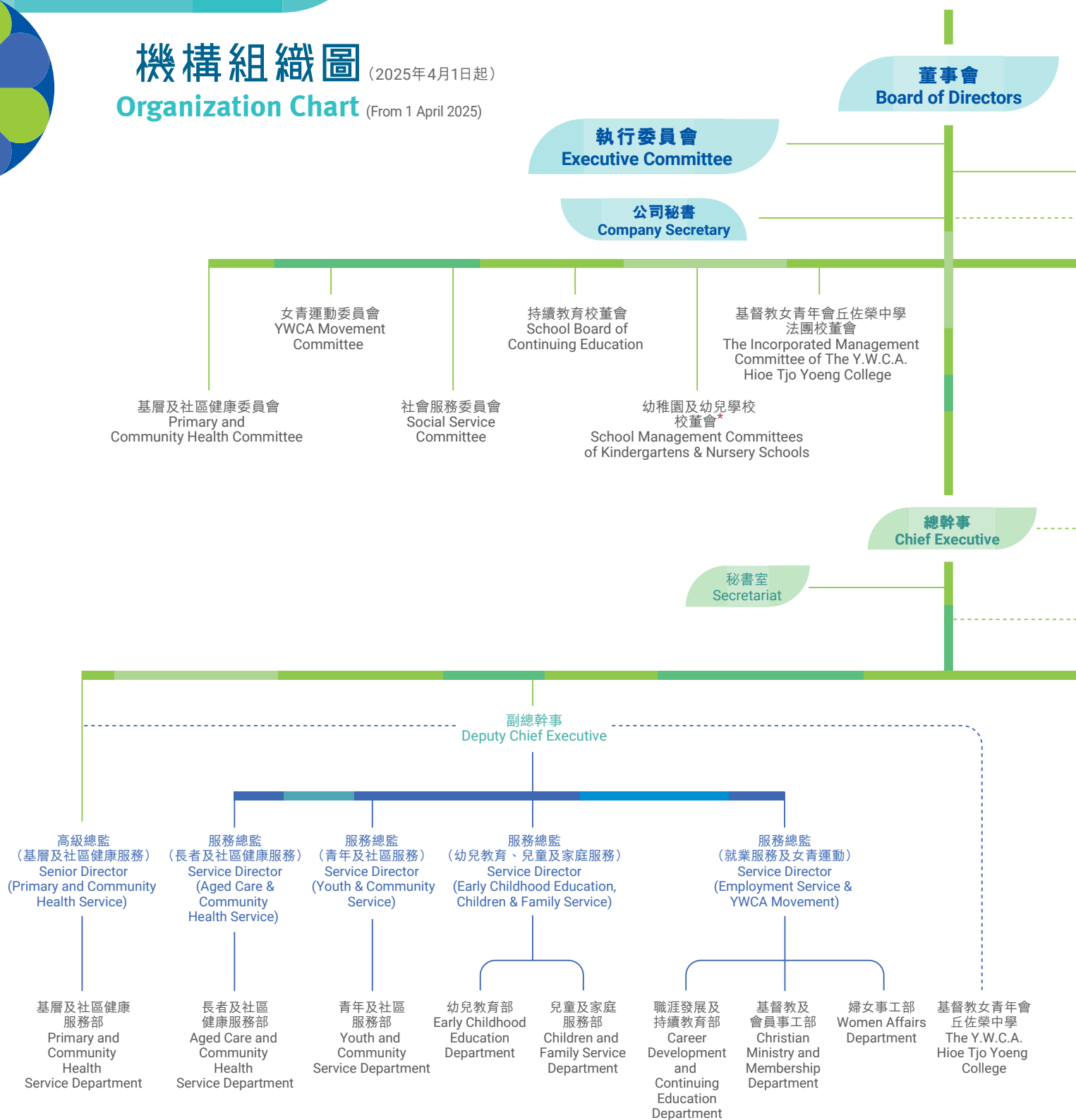
# 核心價值 Values

- 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



### 機構組織圖 (2025年4月1日起)

### Organization Chart (From 1 April 2025)



- \* (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

## 審核委員會 Audit Committee

傳訊及機構事務委員會  
Communication and  
Corporate Affairs Committee

財務及行政委員會  
Finance and Administration  
Committee

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

人力資源  
委員會  
Human Resources  
Committee

女青款待管理有限公司  
HKYWCA Hospitality  
Management Company Limited

董事會  
Board of Directors

內部審核部  
Internal Audit Department

助理總幹事（行政及機構事務）  
Assistant Chief Executive (Administration and Corporate Affairs)

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

行政及採購部  
Administration  
and Procurement  
Department

財務部  
Finance  
Department

資訊系統部  
Information  
System  
Department

人力資源部  
Human  
Resources  
Department

財務部  
Finance  
Department

客務部  
Front  
Office  
Department

房務部  
Housekeeping  
Department

銷售及  
市場部  
Sales &  
Marketing  
Department

物業管理部  
Facilities  
Management  
Department

- (7) 香港基督教女青年會青衣幼兒學校校董會
- (8) 香港基督教女青年會隆亨幼兒學校校董會
- (9) 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 Tsing Yi Nursery School  
School Management Committee of HKYWCA Lung Hang Nursery School  
School Management Committee of HKYWCA On Ting Nursery School  
School Management Committee of HKYWCA Athena Kindergarten  
School Management Committee of HKYWCA Helen Lee Kindergarten

### Corporate Governance

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

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

### 名譽會長、名譽董事及董事

#### Honorary Presidents, Honorary Directors and Board of Directors

##### 名譽會長 Honorary Presidents

鄭容麗女士 Mrs. Grace Tsao

胡秀霞女士 Mrs. Patricia Ling, MH, JP

黃文璿女士 Mrs. Mona Leong, SBS, BBS, MBE, JP

##### 名譽董事 Honorary Directors

孫蓮娜女士 Mrs. Lena Liu

禰秀萍女士 Mrs. S. P. Huen Lee, May

梅以菁博士 Dr. Jennie Lee

邵嘉儀女士 Mrs. Emily Cheng

梁慕清女士 Ms. Leung Mo Ching

吳夢珍博士 Dr. Agnes Ng, JP

簡琮珍女士 Mrs. Leung Kan King Chun

黃麗娟女士 Ms. Wong Lai Kuen, Hannah

楊邦鏘博士 Dr. Hung Yeung Pong Wah

## 2024至2025年度董事

### 2024-2025 Board of Directors

會長  
President



李淑英女士  
Ms. Lee Shuk Ying,  
Helen

第一副會長  
1<sup>st</sup> Vice-President



呂倩文女士  
Ms. Lui San Man,  
Simmy

第二副會長  
2<sup>nd</sup> Vice-President



許玉銘女士  
Ms. Hsu Yu Ming,  
Hanna

第三副會長  
3<sup>rd</sup> Vice-President



陸西琳女士  
Ms. Luk Sai Lam,  
Alice

第四副會長  
4<sup>th</sup> Vice-President



黃慧貞博士  
Dr. Wong Wai Ching,  
Angela

義務書記  
Honorary Secretary



梁萃明女士  
Ms. Leung Sui Ming,  
Olivia

義務司庫  
Honorary Treasurer



金港生女士  
Ms. King Kong Sang,  
Mimi

選任董事  
Elected Directors



謝瑞賢女士  
Ms. Tse Sui Yin,  
Sally



王絳彥女士  
Ms. Wong Chiang Yen,  
May



宋婉真女士  
Ms. Sung Yuen Chan,  
Jeannette



曹妙如女士  
Ms. Tso Miu Yue,  
Agnes



林琮女士  
Ms. Lam King,  
Ivy



馬鳳鈿女士  
Ms. Ma Fung Tin,  
Fanny



謝淑賢女士  
Ms. Tse Shuk In,  
Marisa



樓瑋群博士  
Dr. Lou Weiqun,  
Vivian

特聘董事  
Co-opted Directors



李綺華女士  
Ms. Eva Lee



江慧芝女士  
Ms. Kong Wai Chi,  
Jenny



施熙慶女士  
Ms. Joyce Shih



呂蕙文女士  
Ms. Lui Wai Man,  
Nancy



陳超琪女士  
Ms. Chan Chiu Kai,  
Judy



## 2024至2025年度義務顧問 2024-2025 Honorary Advisers

### 法律事務 Legal Affairs

胡百全律師事務所 P. C. Woo & Co.

蔡克剛律師

Mr. Tsoi Hak Kong, Herbert

### 傳訊及資源拓展 Communication and Resources Development

王佩兒女士 Ms. Catherine Wong

### 業務及服務發展 Business and Service Development

紀治興博士 Dr. Kee Chi Hing, MH, JP  
方乃權教授 Prof. Fong Nai Kuen, Kenneth  
黃永森博士 Dr. Wong Wing Sum, Sam

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

### 資訊科技發展 Information Technology Development

顏國定先生 Mr Gan Kok Tin

### 招標事務 Tender Board

李振強先生 Mr. Lee Chun Keung  
文志泉先生 Mr. Antony Man  
許玉銘女士 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 Rev. Chan Yu Kow  
劉榮佳牧師 Rev. Lau Wing Kai  
潘怡蓉博士 Dr. Pan Yi Jung

曾永昌牧師  
孔繁漢牧師

Rev. Tsang Wing Cheong  
Rev. Hung Fan Hon

### 婦女事工 Women Affairs

林滿馨律師 Ms. Vera Lam  
劉曉欣醫生 Dr. Lau Hiu Yan, Stephanie

鄭煥新律師

Mr. Alvin Cheng

### 幼兒教育 Early Childhood Education

蔣在公醫生 Dr. Chiang Chay Kung  
李家仁教授 Prof. Lee Ka Yan, David, BBS, MH, CStJ, JP  
黃潔薇博士 Dr. Wong Kit Mei, Betty  
林瑞芳博士 Dr. Lam Shui Fong  
彭曉君博士 Dr. Vanessa Pang  
梁淑芳醫生 Dr. Leung Suk Fong, Sophie

孔沃棠醫生  
鄭楚萍女士  
翁善強先生  
鄭佩芸博士  
楊金鳳女士

Dr. Hung Yuk Tong  
Ms. Cheng Chor Ping, Irene  
Mr. Yung Sin Keung, Simon  
Dr. Tay Pui Wan  
Mrs. Chow Yeung Kam Fung

### 兒童及家庭服務 Children and Family Service

苗延琮醫生 Dr. Miao Yin King, May  
葉麗嫦女士 Ms. Ip Lai Sheung  
潘潔玲女士 Mrs. Chan Pun Kit Ling  
曾潔雯博士 Dr. Sandra Tsang, JP

Ms. Kimberly Ann 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 Dr. Tsoi Ting Kwok, Peter, JP  
莊耀洸律師 Mr. Chong Yiu Kwong  
蔡詩贊博士 Dr. Choy Sze Tsan, Clifford  
李耀基醫生 Dr. Lee Yiu Ki  
關信輝先生 Mr. Kwan Shun Fai, Adrian  
陶兆銘教授 Prof. To Siu Ming

崔永康教授  
盧定欣女士  
楊偉強博士  
許守仁博士  
梁詩明博士  
辛豐年先生

Prof. Chui Wing Hong, Eric  
Ms. Lo Ting Yan, Diane  
Dr. Yeung Wai Keung, Jerf  
Dr. Hui Sau Yan  
Dr. Leung Sze Ming, Samuel  
Mr. Jordan Sun

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

洪小蓮女士	Ms. Hung Siu Lin, Katherine
鄭惠容博士	Dr. Kwong Wai Yung, Enid
黃敏兒女士	Ms. Wong Man Yee, Amy
陳凱欣博士	Dr. Chan Hoi Yan, Celia
區偉邦先生	Mr. Au Wai Pong
葉家健先生	Mr. Yip Ka Kin, Sammy
梁健平博士	Dr. Leung Kin Ping
蔡曉青先生	Mr. Patrick Tsoi
黃永根先生	Mr. Wong Wing Kun
羅偉良先生	Mr. Stanley Lor

陳玩芳女士	Ms. Chan Woon Fong, Alice
伍龍威先生	Mr. Ng Lung Wai
李寶滿女士	Ms. Li Po Moon
潘萱蔚先生	Mr. Poon Huen Wai, MH
譚佩群女士	Ms. Tam Pui Kwan
陳慧敏醫生	Dr. Chan Wai Man
李紹權博士	Dr. Raymond Lee
張海藝先生	Mr. Cheung Hoi Ngai, William
潘頌兒博士	Dr. Poon Chung Yee
李健明先生	Mr. Lee Kin Ming, Edwin

**長者及社區健康服務 Aged Care and Community Health Service**

賴錦玉博士	Dr. Lai Kam Yuk, Claudia
陳裕麗博士	Dr. Chan Yue Lai
黃敏櫻女士	Ms. Wong Man Ying, Daisy
文志賢醫生	Dr. Man Chi Yin
陳素娟女士	Ms. Sabrina Chan

雷逸華博士	Dr. Liu Yat Wa, Justina
陳銳堅醫生	Dr. Chan Yui Kin, Jonathan
過培健教授	Prof. Kor Pui Kin
譚煥芝醫生	Dr. Tam Woon Chi
周燕雯教授	Prof. Chow Yin Man, Amy

## 2024至2025年度委員及校董

### 2024-2025 Committee and School Board Members

**人力資源委員會 Human Resources Committee**

王絳彥女士	Ms. Wong Chiang Yen, May
樓瑋群博士	Dr. Lou Wei Qun, Vivian
潘秀琮女士 <sup>#</sup>	Ms. Pun Sau King, Flora <sup>#</sup>
陸西琳女士	Ms. Luk Sai Lam, Alice
李綺華女士	Ms. Eva Lee
鄧祥兒女士	Ms. Tang Cheung Yi, Sheila

金港生女士 <sup>#</sup>	Ms. King Kong Sang, Mimi <sup>#</sup>
林麗霞女士	Ms. Lam Lai Ha, Florence
麥少梅女士	Ms. Mak Siu Mui, Jenny
麥穎頤女士	Ms. Mak Wing Yee, Winnie
姜瑞昌先生	Mr. John Keung
梁士雄先生	Mr. Carlos Leung

**財務及行政委員會 Finance and Administration Committee**

李淑英女士	Ms. Lee Shuk Ying, Helen
黃健先生	Mr. Kenneth Wong
陳維國先生	Mr. Chan Wai Kwok, Jackson
李諾詩女士	Ms. Lee Lok Sze
余家鴻先生	Mr. Yu Ka Hung, Wallace
霍淑華女士	Ms. Fox Suk Wah, Rebecca

謝瑞賢女士 <sup>#</sup>	Ms. Tse Sui Yin, Sally <sup>#</sup>
方蘊萱女士	Ms. Fong Wan Huen, Loretta
陳詠敏女士	Ms. Chan Wing Mun, Grace
楊嘉燕女士	Ms. Karmen Yeung
何文鳳女士	Ms. Ho Man Fung, Edith
金港生女士	Ms. King Kong Sang, Mimi

**女青運動委員會 YWCA Movement Committee**

黃慧貞博士	Dr. Wong Wai Ching, Angela
王絳彥女士	Ms. Wong Chiang Yen, May
馬鳳鈿女士	Ms. Ma Fung Tin, Fanny
鍾嘉穎女士	Ms. Karen Chung
施熙慶女士	Ms. Joyce Shih
霍嘉銘女士	Ms. Fok Ka Ming, Jessica

曹妙如女士	Ms. Tso Miu Yue, Agnes
李諾詩女士	Ms. Lee Lok Sze
麥家裕博士	Dr. Mak Ka Yu, Flora
林琮女士	Ms. Lam King, Ivy
江慧芝女士	Ms. Kong Wai Chi, Jenny
陳詠敏女士	Ms. Chan Wing Mun, Grace

備註：主席 / 校監  
Remarks: Chairperson / Supervisor

副主席  
Vice-Chairperson

<sup>#</sup> 2024年度委員會主席/副主席 (任期至2024年12月)  
2024 Committee Chairperson / Vice-Chairperson (Term of office until December 2024)

## 2024至2025年度委員及校董 2024-2025 Committee and School Board Members

### 社會服務委員會 Social Service Committee

梁萃明女士	Ms. Leung Sui Ming, Olivia
梁琳明醫生	Dr. Leung Lam Ming, Jess
連寶琦女士	Ms. Lin Po Kee, Serena
黃秀娟博士	Dr. Wong Sau Kuen, Stella
何敏儀女士	Ms. Ho Man Yee, Connie
呂倩文女士	Ms. Lui San Man, Simmy

余秀鳳教授	Prof. Yu Sau Fung, Doris
馬家儀女士	Ms. Ma Gar Yee, Grace
馬鳳鈿女士	Ms. Ma Fung Tin, Fanny
宋婉真女士	Ms. Sung Yuen Chan, Jeannette
張蕙然女士	Ms. Cheung Wai Yin, Jennifer

### 審核委員會 Audit Committee

謝瑞賢女士	Ms. Tse Sui Yin, Sally
鍾慧儀女士	Ms. Diana Chung
張偉傑先生	Mr. Teo Wee Chiat, Jack
胡曉穎女士	Ms. Woo Hiu Wing, Hayley
江慧芝女士	Ms. Kong Wai Chi, Jenny

曹妙如女士#	Ms. Tso Miu Yue, Agnes#
周明珠女士	Ms. Libby Chow
何潔雲博士	Dr. Ho Kit Wan
何文鳳女士	Ms. Ho Man Fung, Edith

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

麥國棟先生	Mr. Michael Mak
朱偉年博士	Dr. Welland Chu
林 琮女士	Ms. Lam King, Ivy
劉嫻儀女士	Ms. Jennifer Lau

李淑英女士#	Ms. Lee Shuk Ying, Helen#
梁炳貴先生	Mr. Max Leung
周定茵女士	Ms. Chau Ting Yan, Vivien

### 傳訊及機構事務委員會 Communication and Corporate Affairs Committee

馬錦華先生	Mr. Ma Kam Wah, MH, JP
鄧祥兒女士	Ms. Tang Cheung Yi, Sheila
施熙慶女士	Ms. Joyce Shih
尹美玉女士	Ms. Wan Mei Yuk, Ruby

王絳彥女士	Ms. Wong Chiang Yen, May
江慧芝女士	Ms. Kong Wai Chi, Jenny
韓祖恩女士	Ms. Joanne Hon

### 基層及社區健康委員會 Primary and Community Health Committee

(由2025年4月1日起 From 1 April 2025)

李淑英女士	Ms. Lee Shuk Ying, Helen
文志賢醫生	Dr. Man Chi Yin
余秀鳳教授	Prof. Yu Sau Fung, Doris
林志韜律師	Mr. Lam Chi Yau, Alex
馬錦華先生	Mr. Ma Kam Wah, MH, JP

陸志聰醫生	Dr. Luk Che Chung, JP
梁琳明醫生	Dr. Leung Lam Ming, Jess
陳素娟女士	Ms. Chan So Kuen, Sabrina
林崇綏博士	Dr. Lum Shun Sui, Susie

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

(至2024年12月31日 Until 31 December 2024)

李諾詩女士	Ms. Lee Lok Sze
陳靜嫻女士	Mrs. Lee Chan Ching Han
洪盛興先生	Mr. Hung Shing Hing, Kilias
馬清雯女士	Ms. Emily Ma

韓祖恩女士	Ms. Joanne Hon
馬錦華先生	Mr. Ma Kam Wah, MH, JP
楊斯渝女士	Ms. Yeung Sze Yu, Cindy

### 傳訊及資源拓展委員會 Communication and Resources Development Committee

(至2024年12月31日 Until 31 December 2024)

馬錦華先生	Mr. Ma Kam Wah, MH, JP
鄧祥兒女士	Ms. Tang Cheung Yi, Sheila
尹美玉女士	Ms. Wan Mei Yuk, Ruby

潘秀琮女士	Ms. Pun Sau King, Flora
王絳彥女士	Ms. Wong Chiang Yen, May
陳家華女士	Ms. Ivy Chan

### 丘佐榮中學法團校董會 The Incorporated Management Committee of The Y.W.C.A. Hioe Tjo Yoeng College

呂倩文女士	Ms. Lui San Man, Simmy
羅少文女士	Ms. Law Siu Man
宋婉真女士	Ms. Sung Yuen Chan, Jeannette
李雯珊女士	Ms. Lee Man Shan, Emily

陸西琳女士	Ms. Luk Sai Lam, Alice
許玉銘女士	Ms. Hsu Yu Ming, Hanna
陳妙霞女士	Ms. Chan Miu Ha, Miranda
黎秀玲女士	Ms. Lai Sau Ling

**持續教育校董會 School Board of Continuing Education**

陸西琳女士	Ms. Luk Sai Lam, Alice
周慧賢女士	Ms. Chau Wai Yin, Ada
馬家儀女士	Ms. Ma Gar Yee, Grace
宋婉真女士	Ms. Sung Yuen Chan, Jeannette
鄺潤儀女士	Mrs. Lam Wo Yun Yee, Ruby
湯振玲女士	Ms. Tong Chun Ling, Jacqueline

陳詠敏女士	Ms. Chan Wing Mun, Grace
郭玲麗女士	Ms. Kwok Ling Lai, Lillian
周素名女士	Ms. Chow So Ming, Billie
黃國恩女士	Ms. Wong Kwok Yan, Catherine
黃亞紅女士	Ms. Wong Ah Hung, Carmen

**幼稚園及幼兒學校校董會\* School Management Committees of Kindergartens & Nursery Schools\***

謝淑賢女士	Ms. Tse Shuk In, Marisa
譚潔瑩女士	Mrs. Kwok Tam Kit Ying
羅少文女士	Ms. Law Siu Man
梁萃明女士	Ms. Leung Sui Ming, Olivia
楊金鳳女士	Ms. Yeung Kam Fung
陳志榮先生	Mr. Chan Chi Wing
蕭嘉妍女士	Mrs. Doo Siu Ka Yin, Catherine

陸西琳女士	Ms. Luk Sai Lam, Alice
呂倩文女士	Ms. Lui San Man, Simmy
陳妙霞女士	Ms. Chan Miu Ha, Miranda
馬家儀女士	Ms. Ma Gar Yee, Grace
李諾詩女士	Ms. Lee Lok Sze
鄭佩華教授	Prof. Cheng Pui Wah, Doris

- \* (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麗華幼兒學校校董會  
 (6) 香港基督教女青年會荃灣幼兒學校校董會  
 (7) 香港基督教女青年會青衣幼兒學校校董會  
 (8) 香港基督教女青年會隆亨幼兒學校校董會  
 (9) 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 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  
 School Management Committee of HKYWCA Tsing Yi Nursery School  
 School Management Committee of HKYWCA Lung Hang Nursery School  
 School Management Committee of HKYWCA On Ting Nursery School  
 School Management Committee of HKYWCA Athena Kindergarten  
 School Management Committee of HKYWCA Helen Lee Kindergarten

## 2024至2025年度女青款待管理有限公司董事

### 2024-2025 Directors of HKYWCA Hospitality Management Company Limited

呂蕙文女士	Ms. Lui Wai Man, Nancy
許玉銘女士	Ms. Hsu Yu Ming, Hanna
王絳彥女士	Ms. Wong Chiang Yen, May
陳靜嫻女士	Mrs. Lee Chan Ching Han
韓祖恩女士	Ms. Joanne Hon

謝瑞賢女士	Ms. Tse Sui Yin, Sally
陸西琳女士	Ms. Luk Sai Lam, Alice
陳超琪女士	Ms. Chan Chiu Kai, Judy
莫華勳先生	Mr. Mok Wah Fun, Peter
王慧儀女士	Ms. Wong Wai Yee, Daisy

備註：主席 / 校監  
Remarks: Chairperson / Supervisor

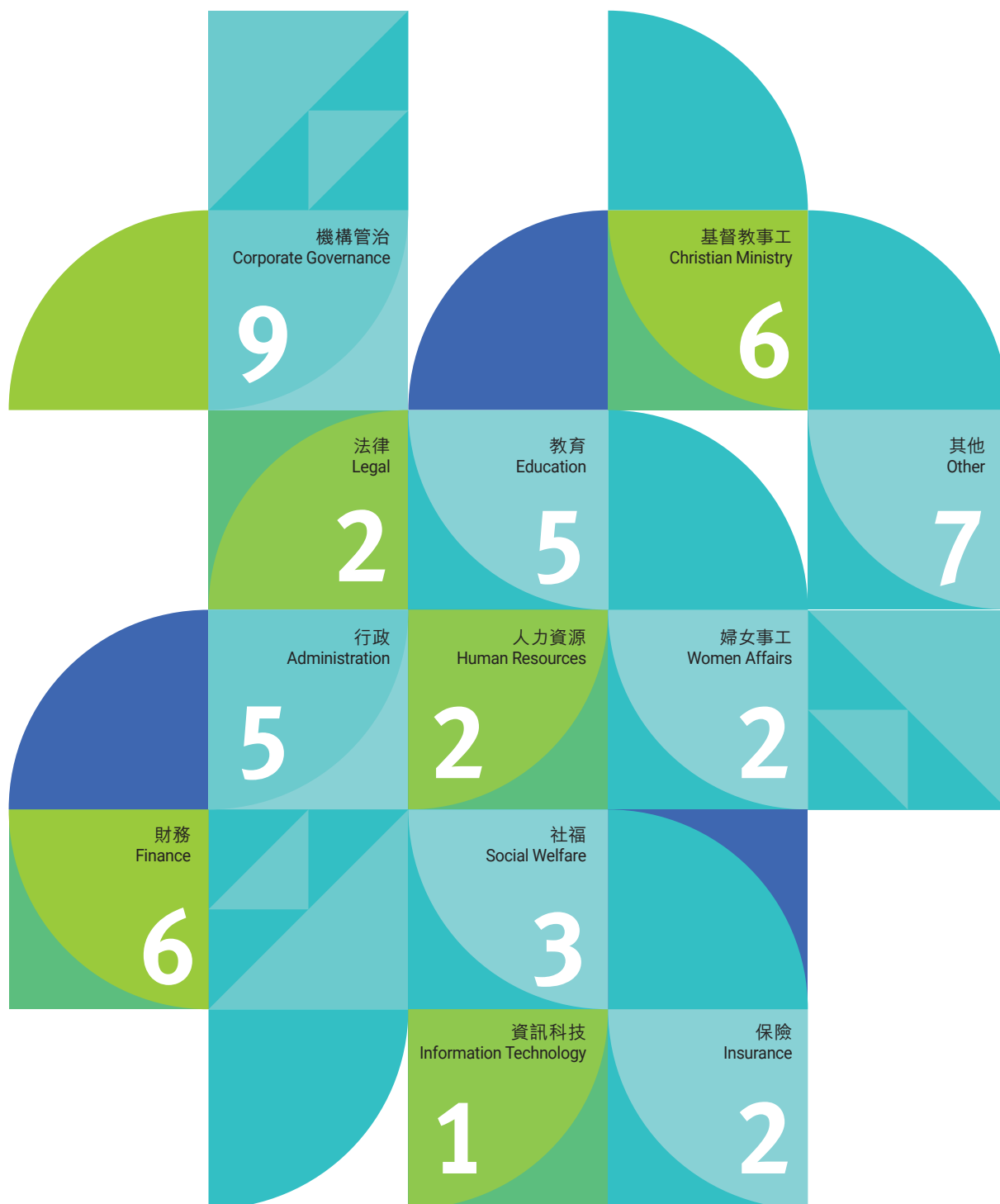
副主席  
Vice-Chairperson

# 2024年度委員會主席/副主席 (任期至2024年12月)  
2024 Committee Chairperson / Vice-Chairperson (Term of office until December 2024)

## 1. 董事會多元化組合

### Diversity in the Composition of the Board

按專長分類  
By Expertise





按界別分類  
By Sector



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

服務年數  
Years of Service



少於5年  
Less than 5 years



5-10年  
5-10 years



11-15年  
11-15 years



多於15年  
more than 15 years



## 管理層

### Senior Management

#### 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（至2025年5月31日）

#### 助理總幹事（行政及機構事務）

4 鄭文達先生（2025年4月1日起）

#### 高級總監／總監

5 黎景光醫生 高級總監（基層及社區健康服務）

6 馮斯狄先生 總監（財務及資訊科技）

7 吳鳳屏女士 總監（人力資源）

8 宋家義先生 總監及總經理

9 林遠濠先生 服務總監（青年及社區服務）

10 胡婉玲女士 服務總監（就業服務及女青運動）

11 周華達先生 服務總監（長者及社區健康服務）

12 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 (Until 31 May 2025)

**Assistant Chief Executive (Administration and Corporate Affairs)**

4 Mr. Cheng Man Tat, Matthew (From 1 April 2025)

**Senior Director/ Director**

5 Dr. Lai King Kwong, David

Senior Director (Primary and Community Health Service)

6 Mr. Fung See Dick, Peter

Director (Finance and Information Technology)

7 Ms. Ng Fung Ping, Sonia

Director (Human Resources)

8 Mr. Sung Ka Yee, Anthony

Director and General Manager

9 Mr. Lam Yuen Ho, Foster

Service Director (Youth &amp; Community Service)

10 Ms. Woo Yuen Ling

Service Director (Employment Service &amp; YWCA Movement)

11 Mr. Chow Wah Tat, Kenneth

Service Director (Aged Care &amp; Community Health Service)

12 Mr. Ng Wai Cham, Raymond

Service Director (Early Childhood Education, Children &amp; Family Service)





## 管理層員工 Management Staff

### 總主任

蘇艷芳女士  
陳明儀女士  
黎玉潔女士  
梁廣浩先生  
吳翠萍女士  
韓慕琮女士  
郭義聰先生  
伍慧嫻女士  
高佩怡女士  
陳鑑銘先生  
洪雪霞女士  
伍偉基先生  
梁佩貞女士  
陳頌恩女士  
黃麗琪女士  
蔡敏茹女士  
方英傑先生  
詹潔瑩女士  
陳雅茵女士  
黃磊亮先生

### 部門主管

阮秀盈女士  
關珮盈女士  
黃嘉榮先生  
呂秀儀女士  
李雅琪女士  
劉國嬌女士  
邵靜儀女士

### 督導主任

鄭楚華女士

### 經理

陳白珊女士  
梁慧敏女士  
麥沛興先生  
蔡昭信先生  
黃期儀女士  
鄧永賢先生  
方嘉敏女士  
許慧妍女士  
賴富新先生

### Chief Officer

Ms. So Yim Fong, Tammy  
Ms. Chan Ming Yee, Nancy  
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. 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  
Ms. Tsoi Man Yu, Anna  
Mr. Fong Ying Kit, Ivan  
Ms. Jim Kit Ying, Crystal  
Ms. Chan Nga Yan, Maggie  
Mr. Wong Lui Leong

### 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  
Ms. Siu Ching Yee, Cheryl

### Supervisor

Ms. Cheng Chor Wah, Anna

### Manager

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. Tang Wing Yin, Anthony  
Ms. Fong Ka Man, Carmen  
Ms. Hui Wai Yin, Suann  
Mr. Lai Fu San, Jack

### 單位主任

李少玲女士  
陳潔儀女士  
江國儀女士  
陳鳳琮女士  
鄭惠玲女士  
鄭雅芝女士  
廖彩麟女士  
何景祥先生  
李婉明女士  
鄭佩珍女士  
杜羨揚先生  
曾藹欣女士  
藍庭芳女士  
黃靄欣女士  
夏雅筠女士  
張健偉先生  
唐麗丹女士  
陳美琮女士  
蘇嘉儀女士  
高保麟先生  
顧嘉慧女士  
黎美霞女士  
李紫芸女士  
鄭逸琳女士  
林素娟女士  
何家肇先生  
朱秀儀女士  
林雅儀女士  
周偉鴻先生  
陳英偉先生  
王力文先生  
周泳琪女士  
李秀華女士  
施倩俐女士  
吳清雅女士  
李學義先生  
許婉婷女士  
洪藝女士  
李寧女士  
鄧青欣女士  
冼靜琳女士  
魏子揚先生  
文嘉莉女士  
陳善彤女士  
潘詩雅女士  
陳憬樟先生  
謝達暉先生  
馮婉姿女士  
陳偉基先生

### Unit-in-charge

Ms. Lee Siu Ling, Safonia  
Ms. Chan Kit Yee, Kitty  
Ms. Kong Kwok Yee, Ivy  
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. 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. 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. Cheng Yat Lam, Rosa  
Ms. Lam So Kuen, Bonnie  
Mr. Ho Ka Siu, Vincent  
Ms. Chue Sau Yee, Amanda  
Ms. Lam Ngar Yee, Catherine  
Mr. Chow Wai Hung, Gary  
Mr. Chan Ying Wai, Simon  
Mr. Wong Lik Man  
Ms. Chow Wing Ki, Winki  
Ms. Lee Sau Wa, Apple  
Ms. Sze Sin Li, Akina  
Ms. Ng Ching Ngar, Emily  
Mr. Lee Hok Yee, Hut  
Ms. Hui Yuen Ting, Eva  
Ms. Hung Ngai  
Ms. Li Ning  
Ms. Tang Ching Yan, Joyce  
Ms. Sin Ching Lam, Ludmilla  
Mr. Wai Clarence  
Ms. Man Ka Lee, Carrie  
Ms. Chan Sin Tung, Alice  
Ms. Pun See Ngar, Christina  
Mr. Chan King Cheung  
Mr. Tse Tat Fai, Philip  
Ms. Fung Yuen Chee, Vivien  
Mr. Chan Wai Kee, Jan

**單位主任**

潘美施女士  
 蘇健欣女士  
 李雅麗女士  
 林燕珍女士  
 沈 億先生  
 杜曉楠女士  
 何嘉賢女士  
 袁慧明女士  
 潘家燕女士  
 陳標煥先生  
 何詠茵女士  
 李恩諾女士  
 林優欽先生  
 陳偉源先生  
 李佩儀女士  
 李兆鋒先生  
 黃德信先生  
 簡麗姿女士  
 藍 朗先生  
 袁志康先生  
 麥瑞麟先生  
 余錦麗女士  
 陳嘉文先生  
 翟凱盈女士  
 蔡鵬輝先生  
 邱詩雯女士  
 張活潮先生  
 梁志雄先生  
 香譚妙女士  
 曾靜瑛女士  
 張耀銘先生  
 陳嘉敏女士  
 潘建安先生  
 楊海欣女士  
 梅婉琪女士  
 梁寶儀女士  
 蘇素芝女士  
 梁詠珊女士  
 葉嘉豪先生  
 陳思聰先生  
 伍婉雯女士  
 葉家敏女士  
 蔡敏怡女士  
 蘇家樂先生  
 羅子恩先生  
 陳紫營女士  
 鄭穎琳女士  
 薛篤信先生  
 陳淑薇女士  
 歐陽卓芝女士

**Unit-in-charge**

Ms. Poon Mei Sze, Selina  
 Ms. So Kin Yan, Yan  
 Ms. Lee Nga Lai, Claudia  
 Ms. Lam Yin Chun, Jane  
 Mr. Shum Yik  
 Ms. To Hiu Nam  
 Ms. Ho Ka Yin, Fion  
 Ms. Yuen Wai Ming, Debby  
 Ms. Poon Ka Yin, Kit  
 Mr. Chan Piu Wun  
 Ms. Ho Wing Yan, Fedora  
 Ms. Lee Yan Lok, Garrett  
 Mr. Lam Yau Yam  
 Mr. Chan Wai Yuen, George  
 Ms. Lee Pui Yee, Gloria  
 Mr. Li Siu Fung, Dennis  
 Mr. Wong Tak Shun  
 Ms. Kan Lai Chi  
 Mr. Nan Kurt  
 Mr. Yuen Chi Hong, Ivan  
 Mr. Mak Sui Lun, Paper  
 Ms. Yu Kam Lai, Emmy  
 Mr. Chan Kar Man, Gary  
 Ms. Chak Hoi Ying  
 Mr. Choi Pang Fai, David  
 Ms. Yau Sze Man, Judy  
 Mr. Cheung Wut Chiu, Jonathan  
 Mr. Leung Chi Hung  
 Ms. Heung Tam Miu, Kylie  
 Ms. Tsang Ching Ying, Candy  
 Mr. Cheung Yiu Ming  
 Ms. Chan Ka Man, Carmen  
 Mr. Poon Kin On, Keyon  
 Ms. Yeung Hoi Yan  
 Ms. Moy Yuen Ki, Anita  
 Ms. Leung Po Yi, Polly  
 Ms. So So Chi, Cathy  
 Ms. Leung Wing Shan, Jessica  
 Mr. Yip Kar Ho, Jacky  
 Mr. Chan Sze Chung, Tony  
 Ms. Ng Yuen Man  
 Ms. Ip Ka Man  
 Ms. Tsoi Man Yi  
 Mr. So Kar Lok, Gabriel  
 Mr. Law Tsz Yan  
 Ms. Chan Chee Ying, Samantha  
 Ms. Cheng Wing Lam, Maggie  
 Mr. Sit Tuk Shun, Carl  
 Ms. Chan Suk Mei, Sherry  
 Ms. Au Yeung Cheuk Chi, Echo

**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**

馮如意女士  
 黎嘉賢女士  
 麥綺筠女士  
 關綺雯女士  
 張安愉女士  
 羅淑芬女士  
 鄧嘉儀女士  
 陳君璉女士  
 林斯朗先生

**行政主任（教育）**

黃詩琪女士

**女青款待管理  
有限公司經理**

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. 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, Kathy  
 Mr. Lam Sze Long

**Executive Officer (Education)**

Ms. Wong Sze Ki, Shirley

**Managerial staff, HKYWCA Hospitality  
Management Company Limited**

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

# 國家及 海外夥伴聯繫

CONNECTIONS WITH MAINLAND  
AND OVERSEAS PARTNERS











## 國家及海外夥伴聯繫

## Connections with Mainland and Overseas Partners

### 同賀國慶75周年

為慶祝中華人民共和國成立75周年，本會於各區主辦及協辦慶祝活動，包括於2024年9月至12月期間在中西區主辦賀國慶系列之「義聚社區計劃」、「藝聚樂居中西區」等；10月於觀塘裕民商場主辦「喜迎國慶75周年——非凡華藝國情教育節2024」；獲西貢民政事務處邀請，於9月參與「童樂在西貢」，協助攤位及表演項目，同賀國慶；秀群松柏社區服務中心參與「賀國慶75周年——關愛社區健康守護日」；北區地區康健站則舉辦開放同樂日，開放中心舉行慶祝活動。此外，2024年10月5日，會長李淑英、總幹事楊建霞與多位管理層同工參加由香港社福界心連心大行動（「心連心」）主辦之「心連心·國慶社福薈萃」茶聚及晚宴。

### 支持及響應國家安全

每年的4月15日為「全民國家安全教育日」，本會多個服務單位均積極回應，包括樂華綜合社會服務處舉辦國家安全問答比賽，透過展版介紹及問答活動，增加小學生對國家安全的認識；秀群松柏社區服務中心及本會11間幼稚園及幼兒學校亦舉行升旗儀式。本會多位管理層亦出席由勞工及福利局、社會福利署及「心連心」聯合舉辦之「香港社福界維護國家安全研討會」。2025年4月迎來第十個「全民國家安全教育日」，本會多個服務單位繼續響應舉辦相關教育活動，副總幹事李雯珊亦出席在香港歷史博物館國家安全展覽廳舉行的專題展覽。

### Celebrate the 75<sup>th</sup> National Day

To commemorate the 75<sup>th</sup> anniversary of the founding of the People's Republic of China, the Association organized and co-hosted celebration events across various districts. From September to December 2024, we led a series of National Day programmes in the Central and Western District. In October, we hosted an event at Yue Man Square in Kwun Tong, featuring traditional Chinese art performances to celebrate the anniversary. At the invitation of the Sai Kung District Office, we participated in a celebration event in September, assisting with the game booths and stage performances. Ellen Li District Elderly Community Centre took part in the "Caring Community Health Protection Day" while North District Health Centre Express held an open day with festive activities. Additionally, our President, Ms. Helen Lee, Chief Executive Ms. Yvonne Yeung and management staff attended the National Day celebration tea gathering and banquet hosted by the Connecting Hearts on 5 October 2024.

### Support and promote national security

15 April of each year is designated as National Security Education Day and service units are actively engaged in promoting national security awareness. For example, Lok Wah Integrated Social Service Centre organized a national security quiz competition to enhance primary students' understanding of national security. Ellen Li District Elderly Community Centre, along with 11 kindergartens and nursery schools, held flag-raising ceremonies. Management staff attended the symposium on safeguarding national security for social welfare sector of Hong Kong, which was jointly organized by the Labour and Welfare Bureau, the Social Welfare Department and the Connecting Hearts. In April 2025, marking the 10<sup>th</sup> National Security Education Day, various educational activities were organized by our service units. Our Deputy Chief Executive, Ms. Emily Lee, also attended a thematic exhibition held at the National Security Exhibition Gallery in the Hong Kong Museum of History.

## 香港萬千社工看祖國

感謝勞工及福利局、社會福利署及「心連心」策劃和安排「萬千社工看祖國」交流團，本會自首團於2024年5月出訪潮州，至今已派出多位專業同工分別參加韶關、廣州及佛山之交流團。每次考察行程均非常豐富，讓同工深入了解當地社會服務的發展和地方特色，與當地機構代表交流服務心得，互相啟發。同工不僅加深對國情的理解，也增加對當地文化和民生的認識，拓闊專業視野。

## 香港社福界「心連心」國情研習班

服務總監胡婉玲代表機構於2024年10月16日至21日聯同40多位來自香港社福界的管理層同工，參加於北京中華文化學院舉行之國情研習班。多位學者帶領學員探討多個專題，包括一國兩制、基本法與香港高品質發展；弘揚中華文化，增強文化自信；學習貫徹中國共產黨二十屆三中全會精神；認識中國的社會保障制度；香港社福領域如何融入國家發展大局，以及中國式現代化專題等。參與的學員均感到從中對國情有了多角度的理解，並促進了社福界同工互相交流及分享。

## 大灣區康養社區及醫療機構考察團

總幹事楊建霞聯同管理層同工，以及長者及社區健康服務部同工等一行29人，於2024年10月14日到深圳參觀了國企深業集團首個安老院舍「深業頤居」、新風和睦家醫院（現行香港政府批准使用香港長者醫療券五大醫院之一）及前海人壽幸福之家養老社區（前海人壽投資興建的首家「醫養結合型」高品質養老社區）。此行有助同工加深認識內地相關服務的發展及機遇。

## Exchange tours to the Mainland

Thanks to the Labour and Welfare Bureau, the Social Welfare Department and the Connecting Hearts, our professional staff participated in several exchange tours to Chaozhou, Shaoguan, Guangzhou and Foshan from May 2024. Each study visit was rich in content, allowing participants to gain deeper insights into the region's development and its local social services. Exchanges with representatives of local institutions were also made. These experiences have not only enhanced the participants' understanding of our country, but also broadened their professional horizons.

## "Connecting Hearts" National Studies Programme

From 16 to 21 October 2024, our Service Director, Ms. Woo Yuen Ling, joined the "Connecting Hearts" National Studies Programme held in Beijing on behalf of the Association, alongside over 40 management staff from the Hong Kong social welfare sector. The programme, led by esteemed scholars, covered topics including the "one country, two systems" principle, the Basic Law and Hong Kong's high-quality development, promotion of Chinese culture to strengthen cultural confidence, the spirit of the Third Plenary Session of the 20<sup>th</sup> Central Committee of the Communist Party of China, China's social security system, integration of Hong Kong's social welfare sector into national development, and Chinese-style modernization. Participants gained multi-faceted perspectives on national development and benefited from meaningful exchanges with peers in the social welfare sector.

## Study tour to community care and medical institutions in Greater Bay Area

Our Chief Executive, Ms. Yvonne Yeung, along with management staff, and staff from the Aged Care and Community Health Service Department visited Shenzhen for a study tour on 14 October 2024. The group, consisting 29 participants, visited three key institutions, including the first residential care home for the elderly of the state-owned Shum Yip Group; Shenzhen New Frontier United Family Hospital, one of the five hospitals currently approved by the Government for the use of Elderly Health Care Voucher; and a high-quality medical-nursing integrated elderly home in Qianhai, funded and run by Qian Hai Life Insurance. The visit provided participants with valuable insights into the development and opportunities in eldercare and medical services in the Mainland.





# 國家及海外夥伴聯繫

## Connections with Mainland and Overseas Partners

### 「飛翔吧，西安！」青年義工服務交流團

本會青年及社區服務部與西安市基督教女青年會合作，於2024年12月舉辦以「義工」和「交流」為主題的五天服務交流團。香港及西安兩地共25名青年義工攜手進行四項義工服務，包括殘疾人士服務、農村小學攤位活動、農戶探訪以及長者院舍服務。過程中兩地義工互相學習分享及表達關愛，亦彼此啟發，建立情誼。西安青年義工帶領香港義工到不同地方參觀考察，並舉辦兩地義工交流會，讓本地義工加深認識祖國的發展及改變、當地青年的生活、升學及就業等議題，深化共鳴，理解差異，並肩同行。

### 幼兒教育部珠海考察團

本會幼兒教育部的教學團隊一行119人於2025年4月16及17日到訪珠海金灣區「航空新城金帆幼兒園」和「金灣區湖城幼兒園」作學術交流。從兩園的兒童活動，同工看到園方運用真實的器材，例如用小電鍋學習煎蛋等，培養兒童的生活技能和社交禮儀，並透過把時令蔬果與二十四節氣連結、把省市特產和名勝嵌在中國地圖及傳統手工藝等生活題材在學習環境展示和操作，培育兒童認識中國文化、歷史和文明，把國情教育自然地融入課程。同工們均感到此行獲益良多。

### “Fly High, Xi'an!” Youth Volunteer Service Exchange Tour

In December 2024, our Youth and Community Service Department collaborated with the YWCA of Xi'an for a five-day exchange tour themed on “volunteering” and “cross-cultural connection.” 25 youth volunteers from Hong Kong and Xi'an came together for four service initiatives, namely, supporting individuals with disabilities, hosting interactive booth activities at rural primary schools, visiting farming households and providing services in elderly homes. Throughout the tour, volunteers from both cities engaged in meaningful exchanges, learned from one another and fostered lasting friendships. They explored local landmarks in Xi'an, and a joint exchange forum was held to foster understanding.

### Zhuhai study tour by Early Childhood Education Department

On 16 and 17 April 2025, 119 teaching staff members of Early Childhood Education Department visited Zhuhai for academic exchange with Aviation New City Jinfan Kindergarten and Jinwan District Hucheng Kindergarten. Teachers observed innovative use of hands-on materials to build children's life skills and social etiquette. Learning spaces cleverly linked seasonal produce, regional specialties and landmarks, and traditional crafts with key cultural concepts, seamlessly weaving Chinese heritage into everyday exploration. The visit offered fresh inspiration on how national education can be naturally integrated into the curriculum and was deeply rewarding.



## 澳門義工服務交流團

獲香港信德中旅船務管理有限公司贊助澳門船票及旅遊巴接載服務，本會長者及社區健康服務部舉辦「澳門義工服務交流團」，24位榮譽義工/資深義工長者及同工於2025年5月20日前往澳門救世軍耆禧長者綜合服務中心及明愛恩暉長者綜合服務中心交流，透過參觀澳門認知障礙症及綜合長者服務及與當地義工交流，擴闊視野，彼此學習。為預備長者義工介紹本會服務，我們特別舉辦多次培訓以增加義工對本會及所屬服務單位之認識。參與之義工均表示是次交流收穫豐富，獲益良多。

## 穗港長青互動交流計劃2025

適逢本會105周年誌慶，長者及社區健康服務部賽馬會樂齡活學中心與青年及社區服務部賽馬會樂華綜合社會服務處，攜手舉辦「穗港長青互動交流計劃2025」，促進跨代跨境交流。活動由廣州基督教女青年會協助策劃及安排行程，成功招募18名本地年青長者及青少年，於2025年7月前往廣州市南沙區，透過參觀廣州城區規劃及發展歷史、大灣區創業及養老服務發展、以及體驗廣州非物質文化遺產之手作藝術、粵劇發展及飲食等，成功促進兩代交流，並對廣州的城市發展有進一步的認識。

## 接待內地及海外團體作專業交流

2025年2月青年及社區服務部接待東莞市大眾社會工作服務中心同工來港交流；女青運動、以及職涯發展及持續教育部同工亦於4月接待四位北京鴻雁社工服務中心的人員，彼此交流兩地婦女及成人職業培訓內容及手法。海外團體方面，婦女事工部聯同Glocal Y董事委員及義工代表於2024年11月接待20多位來自韓國京畿道女青年會的資深義工及同工，交流婦女工作；本年4月本會接待International Students, Inc. 三位代表。該機構以基督教價值服務留學生。同工向他們介紹本會年青女性培育工作，並以真人圖書館分享在女青的成長及婦女充權故事。



## Macau Volunteer Exchange Tour

With sponsorship from Shun Tak-China Travel Ship Management Limited, our Aged Care and Community Health Service Department organized the Macau Volunteer Exchange Tour. On 20 May 2025, 24 senior volunteers and staff visited two integrated elderly service centres in Macau, engaging in meaningful exchanges and learning about dementia care and elderly services. To prepare, we held multiple training sessions to deepen volunteers' understanding of our services. Participants found the exchange tour enriching and inspiring.

## Guangzhou-Hong Kong Intergenerational Exchange Programme 2025

To celebrate our 105<sup>th</sup> anniversary, the Jockey Club Y Evergreen Learning Centre and the Jockey Club Lok Wah Integrated Social Service Centre co-organized the Guangzhou-Hong Kong Intergenerational Exchange Programme 2025. With support from the YWCA of Guangzhou, 18 local youth and young seniors visited Nansha District to explore urban planning of Guangzhou, entrepreneurship and elderly care development in the Greater Bay Area, intangible cultural heritage and traditional arts such as Cantonese opera and cuisine. The programme successfully fostered cross-generational and cross-border understanding.

## Professional exchange with Mainland and overseas delegations

In February 2025, our Youth and Community Service Department welcomed staff from the Dongguan Dazhong Social Work Service Centre for an exchange visit in Hong Kong. Four representatives from the Beijing Hongyan Social Work Service Centre also visited our Career Development and Continuing Education Department in April to have mutual sharing on women's empowerment and adult vocational training approaches in both cities.

On the international front, Women Affairs Department, together with Glocal Y board and committee members and volunteers, engaged in dialogue around women's services with over 20 senior staff and volunteers from the YWCA of Gyeonggi-do in South Korea in November 2024. In April 2025, we also welcomed three representatives from International Students, Inc., a Christian organization serving overseas students, introducing our young women's development programmes, and sharing stories of empowerment and growth in the Association.



# 年度主要數據

KEY FIGURES OF THE YEAR







# 年度主要數據

Key Figures of the Year

## A. 各項服務人數及人次統計 Service Statistics

會員人數  
No. of members  
40,490

義工人數  
No. of volunteers  
11,453

義工服務總時數  
Total no. of hours of  
volunteering service  
171,850

福音活動接觸人次  
No. of attendance in  
evangelistic programmes  
77,235

「簡單·義」弱勢社群  
受惠人數  
No. of beneficiaries served by  
"Simple·Just" Volunteering Scheme  
5,447

婦女事工服務人次  
No. of attendance  
in women services  
39,066

長者服務人次  
No. of attendance in  
elderly services  
1,094,712

長者精神及身心  
健康服務人次  
No. of attendance in  
elderly physical and  
mental health services  
4,234

長者人生規劃服務人次  
No. of attendance in  
elderly life planning services  
738

長者社區參與服務人次  
No. of attendance in elderly community  
participation services  
3,654

照顧者服務人次  
No. of attendance  
in carer services

13,312

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

200,950

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

115,280

基層健康服務人次  
No. of attendance in  
primary health services

34,897

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

1,365,509

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

105,798

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

21,454

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

4,040

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

64,377

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

185,485

傳媒正面報導次數  
No. of media coverage

416

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

96,500

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

3,432,688

## B. 服務效益評估 Service Impact Assessment

因應社會服務需要不斷創新，社福機構在服務營運上趨於多元化以滿足服務需求，然而在有限的資源情況下，實需要有效的管理才能增加機構可持續發展的能力。本會自2013年開始建立了「服務組合管理」，設計「服務效益評估」工具，將服務重新評估定位，檢視資源是否有效投放於不同的服務以提升社會效益。

「服務組合管理」之設計特色在於多角度的服務效益評估，本會經過向會內各部門員工搜集意見，加以整合得出「服務效益指標」，指標除了本會的使命及價值，更反映社區需要之需求程度及資助機構的標準及要求。而在評估的過程，着意建立團隊間的工作默契及透明度，以擴大、優化、縮減或重組四大範疇定位作為各單位較大型活動之「策略行動方案」，透過更新及改革，提升服務效益，並鼓勵發展有潛質的服務。

To ensure organizational sustainability, it is imperative for us to maintain an optimal balance between expanding service scope to meet evolving community needs and exercising prudent resource management. Since 2013, the Association has implemented Service Portfolio Management and developed the Service Impact Assessment tool to ensure strategic resource allocation across different services to maximize social impact.

The key feature of our Service Portfolio Management lies in its multi-angle approach to assess service impact. We have developed a set of service impact indicators, where the Association's mission and values, the community needs and the standards of funding bodies are reflected. Service units work collaboratively to develop strategic action plans under four key directions, namely Enlargement, Enhancement, Reduction and Restructuring. Through regular review, this approach enhances service effectiveness and encourages the programme development with high potential.

2025年全會服務效益指標  
2025 Overall Service Impact Indicators



2025年全會服務效益指標的平均分對比2024年增加12.8%。  
The average score of the overall service impact indicators in 2025 increased by 12.8% compared to 2024.

↑12.8%

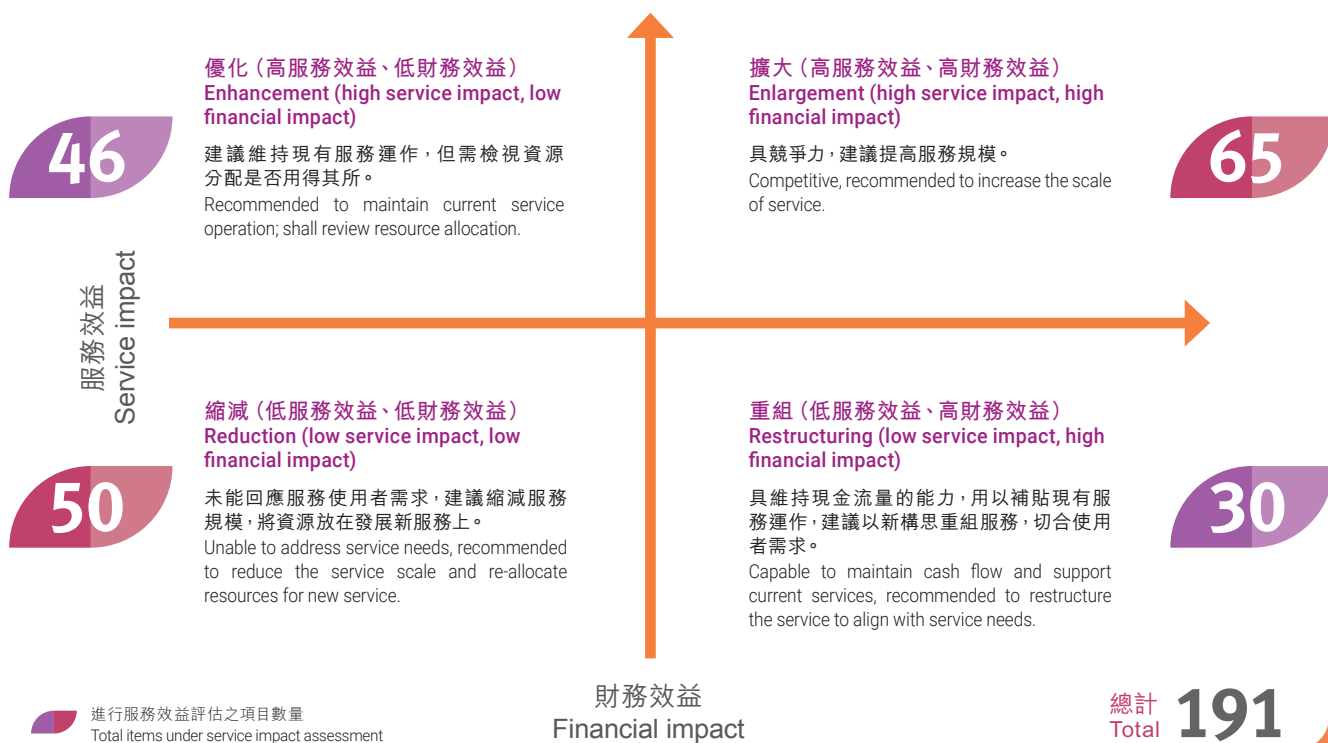
## 策略行動方案 Strategic Action Plans

服務定位可概括分為擴大、優化、縮減及重組四大範疇。

Service positioning can be broadly categorized into four key areas: Enlargement, Enhancement, Reduction, and Restructuring.

本年度，本會共就191個項目進行服務效益評估，從而制訂相應的策略行動方案。

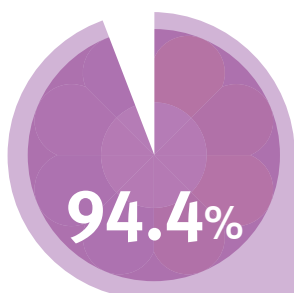
This year, the Association conducted service impact assessment for a total of 191 projects, which guided the development of our strategic action plans.



「服務組合管理」的最終目標乃是建立服務定位、有效運用資源、增強服務效益，以及使用數據作長遠規劃，建立服務持份者的共識，共同為增強服務效益而努力。

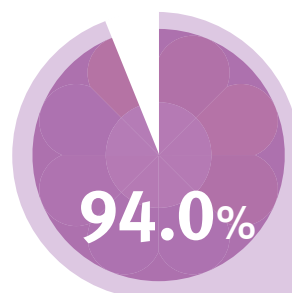
The ultimate goal of Service Portfolio Management is to establish clear service positioning, optimize resource utilization, enhance service impact, and leverage data for long-term planning, thereby building consensus among stakeholders and fostering collective efforts to improve service outcome.

### 2025年行動方案服務項目之服務效益 Service Impact of 2025 Action Plans



總平均分數對比2024年的增加百分比  
Comparing to 2024 figure

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





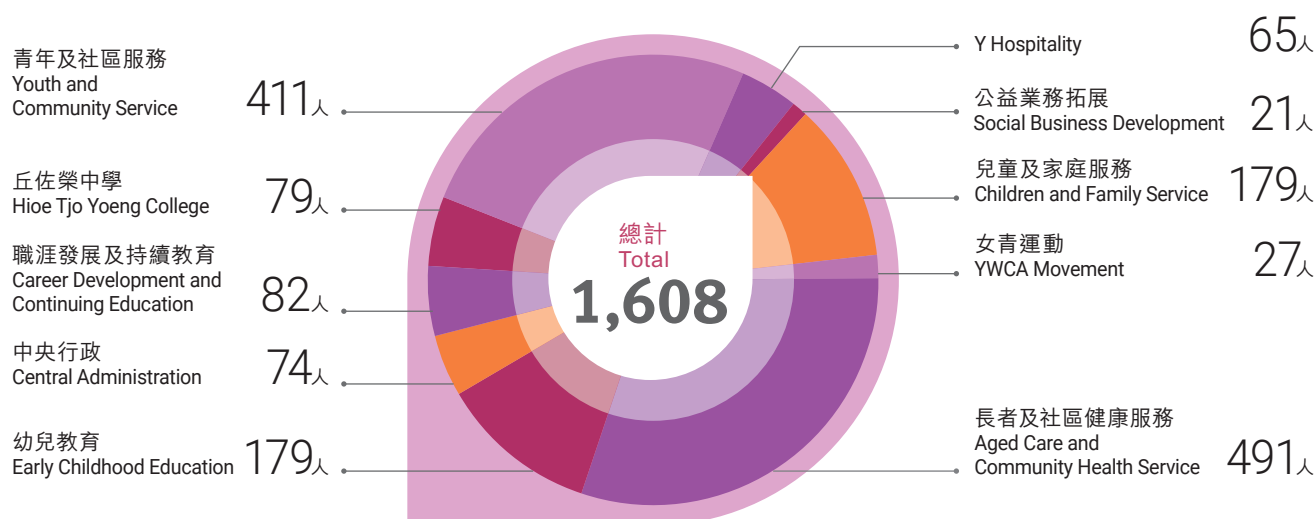
# 年度主要數據

Key Figures of the Year

## C. 人力資源

### Human Resources

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



#### 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

##### 社會工作 Social Work

##### 專職醫療 Allied Health

(臨床心理學家、教育心理學家、物理治療師、職業治療師、言語治療師、資深護師、藥劑師、營養師、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, Pharmacist, Dietitian, Registered Nurse, Enrolled Nurse, Dispenser, Health Worker, Physiotherapy Technical Assistant, Occupational Therapy Assistant, Rehabilitation Assistant, Health Worker Assistant, Care Worker)

##### 教育 Education

(幼兒教育部主管、行政主任(教育)、校長、副校長、嬰幼兒園園長、主任、高級特殊幼兒工作員、高級幼兒工作員、特殊幼兒工作員、幼兒工作員、教師、准用教師、教學助理)

(Head of Early Childhood Education Department, Executive Officer (Education), Principal, Vice Principal, Child Care Supervisor, Senior Teacher, Senior Special Child Care Worker, Senior Child Care Worker, Special Child Care Worker, Child Care Worker, Teacher, Permitted Teacher, Teaching Assistant)

員工人數  
Number of staff

416

238

229

##### 程序及訓練 Programme and Training

(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)

227

##### Y Hospitality

64

##### 支援員工 Supporting Staff

(廚師、司機、技術員、庶務員)  
(Cook, Driver, Technician, Workman)

157

##### 行政管理 Executive Management

35

##### 中央行政 Central Administration

56

##### 行政支援 Administration Support

186

總計  
Total  
1,608



## 同工心靈關懷及健康 Staff Well-being and Spiritual Care

家庭及員工友善假 Family-friendly and staff wellness leave	1,511	受惠員工人次 staff applications
入職信仰協談 New joiner on-board pastoral counseling session	139	參與人次 attendance
創會日祈禱會 Founding Day Prayer Meeting	190	參與人次 attendance
董事、委員、幹事祈禱會 Prayer Meeting for Board, Committee and Staff	160	參與人次 attendance
同工慶祝聖誕佈道會 Christmas Evangelistic Gathering for Staff	160	參與人次 attendance
Blessing Moment一對一同工靈性關顧計劃 "Blessing Moment" one-on-one spiritual care scheme	29	參與人次 attendance
同工福音小組活動 Staff gospel groups activities	3,259	參與人次 attendance

## 人才培訓與發展 Talent Development

>80	429	11,238
舉辦超過80項內部培訓計劃， 強化員工專業能力 Over 80 in-house training programmes tailored to equip staff with job-specific competencies	惠及429名員工 Support 429 staff members	總培訓時數達11,238小時 Total training hours: 11,238

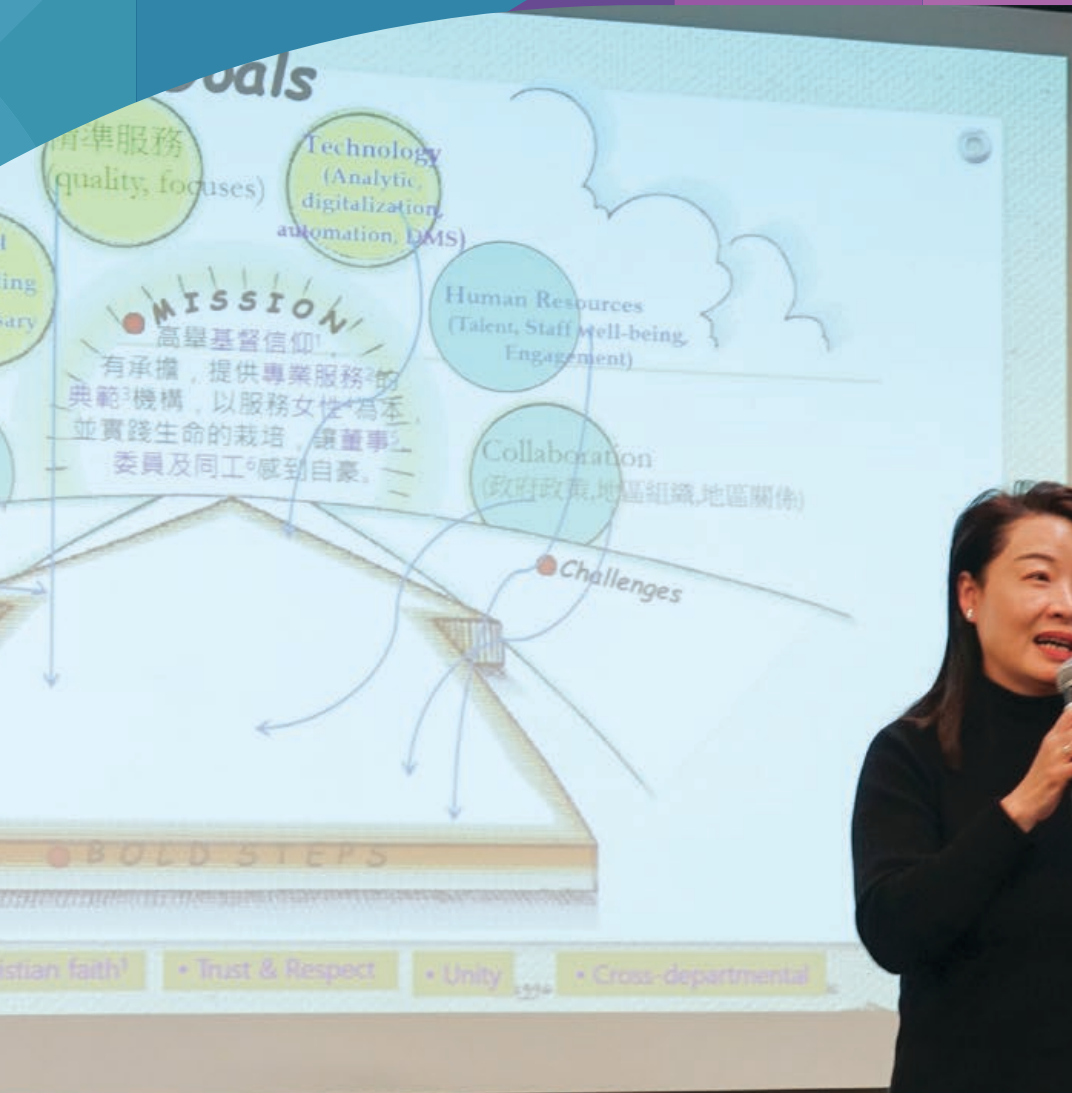
## 加強同工溝通及凝聚力 Strengthening Staff Communication and Cohesion

獲頒發2025年忠誠服務獎之同工 Number of staff entitled "2025 Devoted Service Award"	128	名員工 staff members
分區同工溝通會 Regional staff communication meetings	7	場 sessions
第三屆機構文化調查 The third organization culture survey	1,322	回覆 responses
員工活動精彩回顧 Highlights of staff events	655	人次 attendance
	86%	回應率 response rate
<ul style="list-style-type: none"> <li>2024「同心同行女青人」聖誕聯歡聚餐，共333名員工參與，共度溫馨節日 2024 Staff Christmas Party, with 333 staff members participated in festive celebrations</li> <li>2025同工新春聚餐，843名員工踴躍參與，同慶新春 2025 Staff Annual Spring Dinner, with 843 staff members gathered for spring festival cheer</li> </ul>		

# 策略發展計劃

STRATEGIC DEVELOPMENT PLAN









## 「2020-2025策略發展計劃」 推行成效總結

### Accomplishments of 2020-2025 Bold Steps

本會於2020年開展第三個「策略發展計劃」(2020-2025)，制訂五項目標，展現機構未來發展願景，並為全會發展提供重要指引。策略發展計劃於2025年完成，各項推展取得了正面成果，為機構可持續發展奠定穩定的基礎。

The Association launched the 2020-2025 “Bold Steps” strategic development plan in 2020 where five goals were formulated to envision and provide an important guideline for the future development of the Association. Completed in 2025 with positive outcomes achieved, it laid a solid foundation for the Association’s sustainable development.

## 1. 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，並銳意加強中層管理員工的領導能力，栽培接班人。

#### 將女青遠象、使命及價值融入員工甄選流程及啟導活動

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。此外，我們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。

#### 同心推動機構文化

本會一直鼓勵不同職級之女青員工身體力行，傳揚機構文化。「青心言情」分享活動自2021年3月首次於幹事會舉辦，至今累計舉行了12場分享會。不同部門及年資的員工真誠分享在女青的工作點滴及體會，充分展現他們對工作的熱誠及對服務使用者的關懷。

The Association endeavors to advocate Christian faith and strengthen the organizational culture by incorporating our Vision, Mission and Values (VMV) in our staffing process and talent development programmes. At the same time, we proactively invested resources to equip staff with professional knowledge and enhanced leadership development of middle-level management staff to nurture successors.

#### Embed YWCA's VMV throughout recruitment process and staff induction programme

In order to attract talents whose personal values and behaviors align with YWCA's VMV, we have developed a set of value-based recruitment tools, including interview questions library and leadership competency assessment. These tools enable us to identify candidates who possess the right skills and values, and give full play to their strengths in the Association with the aligned passion and aspiration. Moreover, we also incorporated key elements of YWCA Movement into our staff induction programme. Through videos, interactive games and group discussions, founders' aspiration and passion were conveyed, giving our new joiners an understanding the Association's VMV.

#### Joint effort to promote YWCA culture

We are committed to encouraging staff of all levels to promote YWCA culture. Since the first launch of "Youth in the Heart" in March 2021, a total of 12 sharing sessions were held in our All Staff Meeting. Staff of different seniority levels and from different departments shared their experience and passion in the workplace, as well as their care for service users.





## 策略發展計劃

Strategic Development Plan

### 領導培訓促進機構可持續發展

為確保機構的可持續發展及為未來作好準備，本會一直以培育未來領袖及發掘具潛質的員工為重點發展策略。過去五年，女青開展了多項管理培訓計劃。2021年進行了flight path analysis，藉此更深入了解機構人才結構及人力需求，以作長遠的培訓及繼任規劃。2022年舉辦第四屆管理層員工培訓，共36位管理職級員工參加，於培訓中加強參與員工對變革型領導、敏捷型領導和僕人型領導的概念和工具之認識。2023年推出為期18個月之第三屆「女青友伴成長計劃」，透過師友間的分享和交流個人經驗，女青文化得以薪火相傳，並栽培參與員工的領導才能。

### 推動員工培訓 促進服務創新及優化

「服務創新及優化」為本會2020-2025「策略發展計劃」之一。為協助及裝備員工推動服務創新及優化，本會於過去五年共舉辦了33場相關培訓項目。此外，我們亦運用員工培訓及發展資助舉辦各項培訓活動，提升員工專業水平，設計及推行優質的專業服務。



### Leadership development 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. During the past five years, the Association has conducted various management development programmes. Flight path analysis was carried out in 2021 to identify high potentials and get more insights on our talent structure and manpower supply for longer-term training plans and succession planning. In 2022, phase four of the management training was organized to reinforce the concepts and tools of transformational, agile and servant leadership among our 36 management staff. In addition, the third YWCA Mentorship Programme was launched in 2023. In the 18-month programme, mentors passed on YWCA culture and nurtured leadership abilities of the participants through exchange and sharing of personal experience.

### Service innovation and enhancement through training

Service innovation and enhancement is one of our 2020-2025 "Bold Steps" strategic development plans. To align with this direction, a total of 33 related training sessions have been carried out in the past five years to equip our staff. Our staff training and development fund has also been utilized on specific training programmes, enhancing our staff's professional competencies in designing and delivering quality services.



## 2. 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

本會一直努力推動家庭健康運動，關心兒童福祉及家長身心健康，協助家長施行有效管教，促進兒童在家中健康成長。過去五年，嬰幼兒及家庭服務策略小組成員與相關同工舉行多場焦點小組，檢視及探討所推行的家長教育範疇和主題活動。此外，策略小組引入大學研究資源及學習國際認可的介入模式，發展和推動實證為本的幼兒家長教育工作，以助提升服務質素。

#### 針對幼兒家庭轉銜期的需要 提供到位的家長教育

針對嬰幼兒成長和學習的三個關鍵階段，包括初生、入學及升小適應，小組成員整合前線經驗與學術資源，以真實案例為基礎，糅合幼兒教育專業角度，製作親子漫畫集讀物，協助家長提升對年子女面對困難時的同理心及掌握轉銜期的正向管教技巧。部份讀物更向全港幼稚園派發，讓更多幼兒教育界同工關注家庭轉銜期的需要。另外，小組取得會方資源及香港教育大學撥款支持，首次在幼稚園進行「家庭健康維他命」學術研究，以探究本會所推廣的家庭健康元素是否適用於幼兒家庭培育。研究結果十分理想，其中「關懷欣賞」（維他命A - Affection and Appreciation）及「歡聚時光」（維他命E - Enjoyable Time Together）之元素對促進幼兒親子關係，成效尤其顯著。此結果有助小組修訂目前在幼稚園所推行的家長教育小組內容。

#### 引入國際性家長教育課程 支援家長管教有特殊需要年子女

本會是全港首批社福機構引入世界衛生組織「照顧者親職技巧訓練課程」，為育有特殊需要幼兒的家長提供國際認可的親職管教實務課程。獲委派的策略小組成員經過多個月的嚴格培訓和考核，獲世衛頒發課程種子導師資格後，為本會逾60名社工及幼師提供培訓，讓他們學習和掌握實證為本的管教策略，協助有特殊需要幼兒的家長施行有效管教，並紓緩育兒壓力，促進良好親子關係建立。期望在未來三年的新策略發展計劃中，秉持以上專業服務基礎，繼續優化所提供的服務質素，關顧照顧者需要，促進個人及其家庭健康。



The Association has been committed to promoting family wellness initiatives by supporting children's well-being and parents' physical and mental health, encouraging effective parenting for healthy child growth. Over the past five years, our Infant and Family Services Strategic Group has held focus groups to review parenting education programmes being implemented. We also integrated university research resources and studied internationally recognized models to promote evidence-based early childhood parenting education and enhance service quality.

#### Support families during key early childhood transitions

Focusing on three critical stages—newborn, school entry, and transition to primary school, the strategic group combined frontline experience with academic resources and real-life cases, producing a parent-child comic series from professional perspective. These helped parents build empathy during challenges and apply positive discipline. Some materials were distributed to kindergartens territory wide to raise awareness among educators. Supported by the Association and funded by The Education University of Hong Kong, the group conducted its first study in kindergartens on the "Family Wellness Vitamins" initiatives. The findings showed that "Affection and Appreciation" (Vitamin A) and "Enjoyable Time Together" (Vitamin E) significantly strengthened parent-child bonds, guiding improvements to our current parenting education programmes.

#### Introduce international parenting programmes to support families

The Association was among the first social service organizations in Hong Kong to adopt the World Health Organization (WHO)'s Caregiver Skills Training, offering internationally recognized programmes on practical parenting strategies for families with young children with special educational needs (SEN). After months of training and assessment, designated strategic group members were certified as seed instructors by WHO and trained over 60 of our social workers and early childhood teachers in evidence-based discipline strategies, to help parents impose effective discipline, reduce parenting stress, and foster positive parent-child relationship. We will build on this foundation to further enhance service quality, address the needs of carers, and promote personal and family wellness in the upcoming strategic development plan.



# 策略發展計劃

## Strategic Development Plan

### 在嬰幼兒引入嶄新課程框架 促進嬰幼兒健康發展

感恩本會分別於2020及2021年成功獲社會福利署批出營辦兩所位於天水圍及粉嶺皇后山的資助獨立幼兒中心——「女青喜越嬰幼園」，善用本會多年來在嬰幼兒及家庭服務，以及幼兒教育累積的專業經驗和智慧，發揮服務優勢並加以優化，並為有需要的家庭提供188個全日制託管服務名額。為優化本會的教顧服務，天水圍嬰幼園率先由2021年起參與為期三年的「賽馬會幼兒喜步計劃」，為嬰幼兒建立0至3歲課程框架，優化多感官學習課程，促進嬰幼兒「喜」樂地跨「越」各個成長學習上的挑戰。與此同時，該計劃的協作夥伴，耀中幼教學院為本園教師提供系統性的師資培訓，促進本會嬰幼園服務訂立新標準。

### Introduction of an innovative curriculum framework in child care centres

We are grateful that the Association was commissioned by Social Welfare Department in 2020 and 2021 to operate two aided standalone child care centres in Tin Shui Wai and Queens Hill, Fanling. Drawing on our years of professional experience in children and family services, and early childhood education, we offered 188 places of full-day child care service for families in need. Since 2021, the YWCA Centennial Child UPlace in Tin Shui Wai has participated in the three-year "Jockey Club Bright Start Project," designing a curriculum framework and enhancing multi-sensory learning for infants and children aged 0 to 3 to support their progression through developmental milestones. Besides, Yew Chung College of Early Childhood Education, the project collaborator, provided systematic training for our teachers and helped establish new benchmarks for the Association's child care services.

## 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)

本會秉持「家庭為本」與「共融」核心理念，過去五年持續深化及拓展支援特殊教育需要 (SEN) 服務發展。透過策略發展工作小組整合資源，聚焦支援SEN兒童、青年及其家庭需求，推行多元化康復訓練，研發創新教材，並建立家庭同行網絡。同時致力促進SEN青年正面社適與生涯發展，構建跨界協作網絡，推動社會認識神經多樣性，開創共融職場與共建關愛社會。

The Association has remained dedicated to the enhancement of our services for SEN children, youth and their families, guided by the core values of family-centredness and inclusion. Over the past five years, our team has consolidated resources to provide integrated support, developed a range of rehabilitation training programmes and produced pioneering educational materials for diverse learning profiles. We emphasized family engagement and support networks, and focused on enhancing social integration and career development of SEN youth. By fostering cross-sector partnerships and promoting understanding of neurodiversity, we aim to build inclusive workplaces and a compassionate society.

### 專業培訓及團隊建設

過去五年完成了13場策略夥伴參訪交流，2024年更舉辦「新加坡兒童及青少年復康服務考察團」；並由精神科醫生、教育心理學家、職業治療師及資深社工帶領七場專業培訓，累計培訓逾200位同工。另外，首次舉辦「SEN•友同行」師友計劃，傳承經驗，栽培人才，建立支援SEN服務人才庫。

### Professional training and team building

Over the past five years, we completed 13 strategic partner exchange visits, including the study tour to Singapore held in 2024. Seven training sessions were conducted by psychiatrists, educational psychologists, occupational therapists, and senior social workers, reaching over 200 staff members. We also launched the first-ever SEN Mentorship Programme to pass on experience, nurture talent, and build a talent pool for SEN services.





## 重點及特色服務項目

於深水埗及天水圍區聯合推行「逆風高飛計劃 2021社區支援版」；承接「賽馬會喜伴同行計劃」經驗，2021年獲教育局委託恆常化推行「全校參與分層支援有自閉症的學生」協作計劃，2025年更開拓服務至全港八間群育學校。另獲香港賽馬會慈善信託基金撥款推行「賽馬會喜躍悅動計劃 2023-26」，以校本模式及腦神經科學支援專注力缺乏/過度活躍症學童；同時於2023年亦啟動「女青賽馬會『絡區樂居』劏房家庭支援計劃」，針對深水埗、旺角東及大角咀區SEN劏房家庭提供「家庭為本」綜合服務。

## 支援SEN家庭及照顧者需要 建設共融社會

為關顧照顧者需求，本會於2024年創立「女青 A-Strength Family Club」家長平台，發展自閉症家庭支援服務，同年亦開展「接受與承諾治療（ACT）」手法進行跨部門培訓，並舉辦家長小組提升自我價值，學習照顧自身需要；並在2025年於天水圍及深水埗區提供喘息服務，以及發布「特殊教育需要家庭社區共融狀況研究」，透過調查520名SEN家長及619名公眾，揭示社區共融挑戰，推動減少不友善對待，促進社會接納。

## 創新支援SEN青年

針對SEN青年發展，本會推出多項創新計劃：「ACE•2 Connect」青年社適及生涯發展體驗計劃聯同香港賽馬會義工網絡，培訓生命導師以一對一模式發掘青年潛能；本會以跨界別協作推行「青少年職涯計劃」及「社福中心運作助理基礎證書課程」；更開創「Y SENse倉存應援」服務，組建自閉症青年倉務工作隊，提供職場指導與友善環境，協助他們投入職場。

## Key and signature service programmes

We jointly launched the “Y-Flight 2021 – Community Support Edition” in Sham Shui Po and Tin Shui Wai. Building on the experience of the “JC A-Connect: Jockey Club Autism Support Network,” we were commissioned by the Education Bureau in 2021 to implement the regularized Project on “Whole School Approach to Providing Tiered Support for Students with Autism Spectrum Disorder,” which has expanded to eight schools for social development across Hong Kong in 2025. Additionally, funded by the Hong Kong Jockey Club Charities Trust, we launched the “Jockey Club Keen and Active Kids Project 2023–26,” utilizing a school-based approach and neuroscience to support children with Attention Deficit / Hyperactivity Disorder. In 2023, we also initiated the “The Jockey Club ‘Linking Hub’ Project,” offering family-centred integrated services to SEN families living in subdivided units in Sham Shui Po, Mong Kok East and Tai Kok Tsui.

## Support SEN families and carers and build an inclusive society

To address carers’ needs, the Association established the “YWCA A-Strength Family Club” in 2024 – a parent platform dedicated to developing support services for families with autistic children. In the same year, we introduced Acceptance and Commitment Therapy (ACT) training across departments and held parent support groups to enhance self-worth and foster self-care. In 2025, we developed respite care services in Tin Shui Wai and Sham Shui Po, as well as releasing the “Social Inclusion of Families with SEN Children” study, surveying 520 parents with SEN children and 619 citizens. The findings revealed challenges to social inclusion and advocated reducing unfriendly treatment while promoting acceptance for these families.

## Innovative services to support SEN youth

In support of SEN youth development, we introduced several pioneering initiatives. The “ACE•2 Connect” Programme, in collaboration with the Hong Kong Jockey Club Volunteer Team, trained mentors to unlock the potential of SEN youth through one-on-one guidance. We also launched cross-sector programmes such as the Youth Career Scheme and the Foundation Certificate in Social Service Centre Assistant Training. A highlight of our efforts is the launch of the “Y SENse Warehouse Support Team” initiative, which equipped youth with Autism Spectrum Disorder (ASD) by forming a warehouse team. Through structured workplace guidance and a supportive environment, the programme facilitated their transition into employment.

# 策略發展計劃

Strategic Development Plan

## 105個腦力上班族暨Y SENse教材展

整理過去四年多的服務經驗，2025年3月於荃灣南豐紗廠舉辦「105個腦力上班族暨Y SENse教材展」，以神經多樣性角度，透過沉浸式手法互動展示105位自閉症青年職場故事及展出本會過去幾年研發的教材套。此展覽獲香港中文大學大腦與認知研究所的專業指導，23個機構、學校、家長組織及社企等協力，並邀得勞工及福利局副局長何啟明先生，JP主禮，吸引逾1,600人參觀並收集530份公眾錄音鼓勵，有效提升僱主聘用信心，獲有心企業表示願意聘用自閉症青年人，更獲媒體廣泛報導及香港電台邀請作專題訪問。

綜觀五年成果，本會透過有效培訓、專業服務、家庭賦能、兒童及青少年發展及社會倡導，實踐「家庭為本，社會共融」願景，未來將持續深化神經多樣性認知，拓展共融職場與建立友善社區，支援SEN兒童及青少年。

## 2.3 青年參與及發展

### Youth Engagement and Development

#### 持續創新 與青年共成長

過去數年，香港社會經歷疫情及急速變化，青年面對各種挑戰。本會始終以「青年參與及發展」為核心策略，堅持創新思維，與青年同行，積極回應新時代需求。

#### 建構創新工作模式 青年人疫情下持續關心社區

疫情期間，青年雖受限於社交活動，但仍透過線上平台及創新模式積極參與社區：無論是為基層家庭、長者及前線工友派發防疫物資，還是舉辦線上工作坊、音樂劇及網上音樂會，青年人都展現對社會的關懷與責任感。同時，青年主動設計及推行網上電台、伴讀計劃和聲音導航等支援服務，亦積極參與防疫物資派發、電話慰問等行動，服務對象涵蓋特殊教育需要兒童、長者及弱勢社群，充分展現創意和活力。

## The Stories of 105 Brainpower Workers and Y SENse Children's Teaching Materials Exhibition

Drawing on over four years of service experience, we hosted an exhibition in March 2025 at The Mills in Tsuen Wan, showcasing workplace stories of 105 ASD youth in an immersive, interactive format centred on neurodiversity. Our Y SENse teaching materials were also displayed. With guidance from the Institute of Brain and Mind, the Chinese University of Hong Kong and joint efforts from 23 organizations, including schools, parent groups and social enterprises, the event, officiated by Mr. Ho Kai Ming, JP, Under Secretary for Labour and Welfare, attracted over 1,600 visitors and collected 530 public voice recordings of encouragement. It boosted employer confidence and interest in hiring ASD youth, and gained media coverage, including a feature interview by RTHK.

Reflecting on five years of efforts, we have advanced the vision of "Family-Centred, Social Inclusion" through professional training and services, family empowerment, children and youth development and advocacy. Moving forward, we will continue to deepen public understanding of neurodiversity, promote inclusive workplaces, and build a supportive community for SEN children and youth.

#### Driving innovation for youth development

In recent years, Hong Kong's youth have faced various challenges amid rapid change and the pandemic. The Association remains committed to advancing youth engagement and development, and embracing innovation to meet the needs of today's generation.

#### Innovative service models: Youth engagement amid the pandemic

Despite social restrictions during the pandemic, young people stayed actively involved in the community through online platforms and creative initiatives. They distributed protective supplies to grassroots families, seniors, and frontline workers, hosted virtual workshops, musical performances, and online concerts, demonstrating a strong sense of social responsibility and care. Youth also offered support services such as internet radio, paired-reading scheme, and audio tour, while participating in supply distribution and phone check-ins, giving full play to their creativity and energy.





## 推動青年主導 促進個人成長及社區參與

隨著社會逐步復常，本會進一步推動青年主導和共創發展。Oops Channel及Sound Chat音樂會由青年全程策劃與主持，帶來正面訊息，吸引廣泛參與。「聲大夾樂管樂社」不僅推廣音樂教育，更為低收入家庭兒童提供音樂訓練及演出機會，促進社區共融。「Under 30創點計劃」更推動青年社工與青年共同策劃創新項目，如「人類返回地球計劃」、「藉著巴打說故事」及「RE:PLAY一百二十三等份的元州街」，促進社區連繫與青年成長。

此外，本會以創新手法推動青年社區參與。「V-ideas青年義遊新體驗2025」計劃以「擁抱快樂生活」為主題，結合本地與海外義工體驗，促進15-24歲青年個人成長、培養社會責任感及提升精神健康意識。計劃共吸引20支隊伍、90多位青年義工參與，總服務時數超過1,500小時，受惠人次達4,678。當中14位青年更憑創新提案（如「皮基咖啡」、「返老還童」及反網絡欺凌活動）脫穎而出，獲選參與韓國交流及義工團，進一步擴闊國際視野。

## 深化青年賦權與多元參與 共創發展

承蒙香港賽馬會慈善信託基金資助，本會於2022年起透過21C@JC計劃，推動「青成共創」，重新想像青少年服務，讓青年由服務使用者轉化為設計、管理及決策的夥伴，參與中心空間規劃、服務創新，並設立「青年顧問」及種子基金，鼓勵青年主導社區項目，以三大階段推動青年成長：

1. 共創企劃：青年於「實驗沙盒」空間，自主構思及實踐創意。例如蝴蝶灣「有飯腳」關注午膳空間、屯門「CowClub學會制」等。於18個月內共468位青年參與，誕生96項創新企劃，展現無限想像力。
2. 青年主導項目：青年累積經驗後，全面主導項目，包括由計劃書撰寫、預算管理到項目執行。如青衣「真頁社」舉辦音樂會、西環「堅社大」設立「萬事屋」對接社區需要。此階段吸引1,368人參與，產生162個創新項目。
3. 青年顧問：66位青年參與中心規劃與決策會議，將青年意見帶入管理層，確保服務與時俱進、切合需求。

## 展望未來：青年共創新世代

本會深信，只要給予青年信任和空間，他們定能成為為社區帶來改變和更新的重要推手，就如21C@JC計劃不僅是一系列創新項目，更是一場由青年驅動的社區革新運動。未來，我們將持續連結青年、同工及社區夥伴，攜手構建一個讓青年敢夢、敢試、敢創的優質平台，以及共創、共融、創新的新世代。

## Youth-led initiatives to foster personal growth and social participation

As our society resumed normalcy, we further advanced youth-led initiatives and co-creation. Projects like Oops Channel and Sound Chat concerts which were fully planned and hosted by young people spread positive messages and engaged wide audiences. The Sforzando Wind Ensemble promoted music education and offered performance opportunities to children from low-income families, fostering social inclusion. Our Under 30 Programme also encouraged young social workers and youth to co-create innovative projects that strengthened social connections and personal growth.

Besides, the Association has adopted innovative approaches to encourage youth engagement. The "V-ideas Youth Volunteer Programme 2025" themed "Embracing a Joyful Life" promoted personal growth, social responsibility, and mental wellness among youth aged 15-24 through local and overseas volunteer experiences. Over 90 volunteers in 20 teams contributed over 1,500 hours, benefiting 4,678 people. 14 volunteers were even selected for an international exchange and volunteer tour in Korea for their innovative proposals.

## Deepen youth empowerment and inclusive participation

With support from The Hong Kong Jockey Club Charities Trust, the Association launched the 21C@JC in 2022 to drive "youth-adult partnership" and the reimagining of youth services. This approach transformed youth from service recipients into active partners in design, management, and decision-making. Through spatial planning, service innovation, and the introduction of Youth Advisors and a Seed Fund, we empowered young people to lead community projects and promoted youth development through three key stages:

1. Co-creation projects: In the "Sandbox" experimental project, youth turned their creative ideas into reality. Programmes such as "Lunch Together" and "CowClub" were launched. With the participation of 468 young people, 96 innovative projects were developed over 18 months.
2. Youth-led initiatives: Building on their experience, youth took full charge of the projects—from proposal writing and budgeting to execution. 1,368 participants were engaged to generate 162 innovative projects.
3. Youth advisors: A total of 66 young people joined planning and decision-making meetings, bringing their voices into management level to ensure services remain relevant and appropriate.

## Looking ahead: Youth-led innovation for the future

We believe that with trust and space, young people can become powerful agents of change. The 21C@JC is more than a series of projects—it's a youth-driven movement for community transformation. Moving forward, we will continue to connect youth, our staff, and community partners to build a vibrant platform where young people are empowered to dream, experiment, and innovate—co-creating a more inclusive and forward-thinking society.

# 策略發展計劃

Strategic Development Plan

## 2.4 長者服務 Elderly Service

回應高齡人口需要，本會積極推動創新及跨專業長者服務，以五個向度為策略發展支柱，包括（一）開展璀璨第三人生工作，為50歲或以上人士（50+）退休後締造自主人生；（二）針對認知障礙者及護老者，以實證為本手法，推動照顧者支援服務；（三）以「完滿人生」及「五道人生」為方向，透過能力建設及實證為本，建立有女青特色之生命教育；（四）以「結合基督教信仰，關注長者情緒管理」為目標，推動長者精神健康，建立樂活人生；及（五）開拓靈活、嶄新及多元化自資健康服務，推動銀髮經濟，促進長者多元選擇及提升生活質素。

### 璀璨第三人生

針對建立退休適應及理想規劃的範式轉移，本會積極推動規劃生涯人生及建立第三人生平台，透過創活人生理念，提供專項培訓及義工互動平台，推動新興服務及體驗，以此締造社會資本，培育義工領袖，為社會帶來厚實的樂齡力量。另一方面，透過與全港長者中心合作舉辦流動健體班，促進50+新中年身心健康，尤其關注50+女性的身心健康。同時，通過招募及培訓50+新中年成為自造者，建立50+銀力量創夢互動網絡平台及50+人才庫，開展網上市集及推出「銀丫手作」網站，於全港多區參與及舉辦主題市集，締造創夢銷售機會，體現50+創夢人生。為進一步發展跨代共享平台，亦積極舉辦跨代活動，招募及培訓青年人參與銀丫市場、長者學苑聯網及跨代共融活動，鼓勵長者終身學習及促進跨代傳承。

### 認知障礙者及護老者強項

「認知障礙症及護老者強項」是本會重點工作之一，以實證為本手法持續推動照顧者支援服務，曾分別與香港大學及香港理工大學合作進行研究以引證服務成效，包括五感寶盒家居訓練套裝、智能水耕機種植及大自然五感心導遊。研究結果顯示其有效延緩認知障礙症退化及增加照顧者的正面照顧經驗，成效顯著。本會亦獲香港賽馬會慈善信託基金撥款，分別於西灣河、青衣及上水開設三間「賽馬會照顧者中心」，以照顧者為核心支援對象，提供及時和適切的支援，除了長者暫託及照顧技巧訓練外，亦按照照顧者需要及照顧歷程規劃，提供服務建議，推動照顧者友善社區。



In response to the needs of an ageing population, the Association actively promotes innovative and interdisciplinary elderly services, guided by five pillars for strategic development: (1) Create a brilliant third act of life for individuals aged 50+; (2) Provide evidence-based services for individuals with dementia and carers; (3) Develop life education programmes based on the “Fulfilled Life” and “Five Themes of Life” framework; (4) Promote emotional well-being among the elderly by integrating Christian faith; and (5) Launch flexible, innovative, and self-financed health services for silver economy development.

### A brilliant third act of life

To address paradigm shifts in retirement planning and adaptation, the Association promotes retirement planning and active ageing through training, volunteer platforms, and new service experiences. By co-organizing fitness classes with elderly centres, we aimed to enhance the well-being of 50+ individuals, especially women. The Association also recruited and trained 50+ individuals as makers. Initiatives included launching an online marketplace and the “Y Silver Makers” website, hosting themed markets across districts to create entrepreneurial opportunities and showcase their creative potential. We also encouraged intergenerational engagement through youth participation in “Y Silver Makers” markets, Elder Academies Cluster, and joint activities, to support lifelong learning and cross-generational exchange.

### Support individuals with dementia and carers of the elderly

To support individuals with dementia and carers is a key focus of the Association. Using evidence-based approaches, we have partnered with The University of Hong Kong and The Hong Kong Polytechnic University to evaluate the service outcomes such as the Five-Senses Home Training Kit, smart hydroponic planting, and nature-based sensory guided tours. Research findings showed these programmes significantly delayed cognitive decline and enhanced carers’ positive experiences. With funding from The Hong Kong Jockey Club Charities Trust, three Carer Space centres have been established in Sai Wan Ho, Tsing Yi, and Sheung Shui. They provide timely and tailored support, including elderly respite care, caregiving skills training, and personalized service planning based on carers’ needs and care journeys, and promote a carer-friendly community.



## 生命教育

本會強調「重談生、輕論死」，以「完滿人生」及「五道人生（道謝、道愛、道歉、道別、道諒）」為服務策略主軸，舉辦及推動生命教育的員工培訓，以多元主題包括法律、繪本、表達藝術等裝備同事，並邀請香港大學周燕雯教授指導集思會分享。同時，香港中文大學陳裕麗教授及本會研究主任撰寫之相關論文，於2022年香港老年學會年會獲傑出論文獎冠軍殊榮，有關研究亦成功投稿於國際期刊，並於2024年3月參與由香港社會服務聯會主辦之政策研究及倡議會議暨工作坊作海報分享，向業界分享研究及女青在生命教育之工作成果。本會亦透過製作五道人生短片等推動預設照顧計劃、預設醫療指示等社區教育，並舉辦「圓滿茶室」、電影欣賞等大型活動，打破長者對死亡之禁忌，鼓勵以輕鬆手法談生論死。

## 精神健康

本會致力以「結合基督教信仰，關注長者情緒管理」為目標，加強預防抑鬱症，幫助長者樂活人生。重點工作包括推廣預防抑鬱症之健康訊息，建立部門資訊發放平台，於網上直播不同主題及影片分享，並與本會基督教及會員事工部合作完成具基督教元素之《活得自在》小組執行手冊，結連包括教會及長者服務單位在內的地區夥伴，持續結集該小組的執行經驗。我們亦積極培訓情緒大使團隊，製作心晴友伴義工小組訓練課程及素材，因應服務特色安排予護老者、前線同工或企業義工。

## 自資服務發展

為滿足長者不同需要，本會致力開拓靈活、嶄新及多元化的自資健康服務，推動銀髮經濟，促進長者的多元選擇及提升生活質素，在此期間，共推出多項創新服務計劃，並獲香港賽馬會慈善信託基金、社會創新及創業發展基金及肺塵埃沉着病補償基金委員會等資助，推行賽馬會「樂齡e健」離院支援計劃、「好傭易」外傭培訓服務、「3D好幫手」生活輔助及復康訓練計劃及「健康Power Up」企業活動等，促進社區健康，提升長者自主生活能力及生活質素。

## Life education

The Association adopted "Fulfilled Life" and "Five Themes of Life" (Gratitude, Love, Apology, Farewell, and Forgiveness) as the core strategy of life education. Staff training incorporated diverse themes, with Professor Amy Chow of The University of Hong Kong invited to guide the sharing session. A research paper co-authored by Professor Chan Yue Lai of The Chinese University of Hong Kong and our Research Officer received the Champion of Outstanding Paper Award at the 2022 Annual General Meeting of Hong Kong Association of Gerontology. The paper was also published in an international journal and we later gave a poster presentation at the Conference on Research and Advocacy hosted by the Hong Kong Council of Social Service. Besides, we promoted community education on advance care planning and advance medical directives, and organized large-scale events such as the Death Café activity and film screenings to break taboos around death and encourage open conversations.

## Mental wellness

With a focus on integrating Christian faith into emotional care for the elderly, we aim to prevent depression and promote active ageing. Key initiatives included promoting mental health messages, launching an information-sharing platform, hosting livestreams and sharing videos. In collaboration with the Christian Ministry and Membership Department, the Association developed the *Live with Ease* manual with Christian elements, connecting churches and elderly service units to exchange experiences. We also trained emotional wellness ambassadors and developed the "Warm-hearted Companions" volunteer training toolkit tailored to carers, frontline staff, and corporate volunteers.

## Self-financed service development

To meet the diverse needs of older adults, the Association has actively developed flexible, innovative, and diversified self-financed health services, with the aim to promote the silver economy, enhance lifestyle choices, and improve the quality of life for the elderly. Several pioneering service initiatives have been launched with support from The Hong Kong Jockey Club Charities Trust, the Social Innovation and Entrepreneurship Development Fund, and the Pneumoconiosis Compensation Fund Board. Key programmes include the Jockey Club e-Home Discharge Support Programme, Y Good Helper Programme, "3D Helper" Assisted Rehabilitation Programme and "Health Power-up" corporate activities, which have enhanced community health and empowered seniors to lead more independent lives.





# 策略發展計劃

Strategic Development Plan

## 2.5 女青運動

### YWCA Movement

本會於過去五年推動女青運動，盡是恩典。本會的核心價值、信念和使命透過各單位同工及義工，以及愛心夥伴的參與，即使曾經歷嚴峻疫情，仍在社區傳遞祝福與關愛。配合機構策略目標，我們訂定了「女青運動六大主線」，配合全會不同服務及組群特色，強化女青運動。

#### 會員及義工培育

藉全會積極推動，會員總人數曾經突破50,000人；義工人數則累積至11,000多人，義工運動「簡單·義」將關懷帶給弱勢群體每年逾4,000人。過去五年於線上及線下舉辦了多項大型聚會，促進女青運動，包括2020年疫情嚴峻期間舉辦100周年會慶線上國際研討會、感恩大會、周年大會暨董事就職禮；廣受同工及會員歡迎的「女青·薈」趣味歷史文化活動亦持續舉行，五年間共舉辦了77次活動，參與人次達3,000。國際網絡方面，本會與世界基督教女青年會及全球逾100個地區之女青保持聯繫，其中我們與內地及亞洲地區的女青有更多的協作交流，包括亞洲女青地區會議、會慶互訪、婦女議題線上交流分享等。

#### 培育年青女性領袖

強化年青女性領袖培育體現本會婦女領導與傳承。本會於2023年3月委派董事、同工及年青義工親身參與於美國紐約舉行的聯合國婦女地位委員會第67屆大會；翌年再由「香港女聲Glocal Y」成員於第68屆大會以影像性暴力為主題舉辦線上青年論壇，凝聚各地區參加者的交流。本會亦積極推動與亞洲區女青年會之交流，包括於2023年6月舉辦韓國交流團，帶領Glocal Y成員及青年及社區服務部榮譽義工探訪韓國女青總部及認識當地及國際層面議題工作；於2024年12月與西安市基督教女青年會合作，舉辦以「義工」和「交流」為主題的五天義工服務交流團等。



Over the past five years, the advancement of YWCA Movement was full of blessings. Despite the challenges posed by the pandemic, the Association's core values, beliefs, and mission have been consistently upheld and actively demonstrated by staff, volunteers, and caring partners. In alignment with the Association's "Bold Steps" strategic development plans, six pillars of YWCA Movement have been established, which were designed to integrate with the unique characteristics of our various services and service users, reinforcing YWCA Movement.

#### Member and volunteer development

Through active promotion, the total number of members once exceeded 50,000, while the number of volunteers has increased to over 11,000. The volunteer initiative "Simple · Just" reaches more than 4,000 underprivileged individuals annually with care and support. Over the past five years, large-scale events have been held both online and offline to advance YWCA Movement. These included the 100<sup>th</sup> Anniversary International Conference, Thanksgiving Celebration, Annual General Meeting cum Directors' Inauguration Ceremony during the pandemic in 2020. The popular "Y · Hub" programme also continued, with 77 sessions held and an attendance of 3,000 reached. On the international front, the Association maintains strong ties with World YWCA and over 100 regional YWCAs worldwide. Notably, collaborations with YWCA sisters from Mainland China and other Asian regions have deepened through activities such as the Asia YWCA Regional Meeting, anniversary exchange visits, and online discussions.

#### Cultivate young female leaders

The cultivation of young female leaders reflects the Association's commitment to women's leadership and succession. In March 2023, the Association delegated Board members, staff, and young volunteers to attend the 67<sup>th</sup> session of the United Nations Commission on the Status of Women in New York, USA. The following year, Glocal Y members hosted an online youth forum at the 68<sup>th</sup> session, focusing on image-based sexual violence and fostering cross-regional dialogue. The Association also actively promotes exchanges with YWCAs across Asia. In June 2023, a delegation visited the YWCA headquarters in Korea, where Glocal Y members and honorary volunteers of Youth and Community Service Department learned about their local and international advocacy work. In December 2024, a five-day volunteer service exchange tour was co-organized with YWCA of Xi'an, centred on the themes of "volunteering" and "cross-cultural connection."



## 促進性別意識及兩性平等

我們強調兩性平等及婦女充權的重要，提供多元化的性別意識培訓及交流予全會董委幹；在社區層面，我們已向逾100間中小學提供性教育或性別意識入校服務。2024年開始獲企業贊助舉行多場對抗街頭性騷擾之#StandUp旁觀者介入手法工作坊，會內外參加人次逾1,000；團隊更持續獲政府委託於各部門向公務員提供性別主流化培訓每年逾25場，期望藉著不同途徑推動性別意識及兩性平等。

### 婦女支援

本會於2022年獲香港賽馬會慈善信託基金贊助成立女青賽馬會優活坊（「賽馬會We WATCH優活健康計劃」），關注婦女健康；剛於本年推行之「賽馬會就職女途計劃」、賽馬會「Young媽予里」計劃等均重視婦女充權。女青關懷單親婦女而成立之自強同學會亦於2024年踏入26周年，證明本會重視婦女支援及充權的堅持及決心。

### 分享信仰 推動福音事工

感恩至今已結連了44間夥伴教會，透過福音活動和個人靈性培育轉化社區。我們重視個人的「靈身心社」健康發展，透過系列式的舒壓及覺察活動，回應服務使用者需要。現時本會藉多元化福音活動及小組，每年服務人次不少於六萬；而於單位推行的基督教文化設置，五年間共超過50個單位主動參加，讓人走進女青時，都能感到來自基督的溫暖與平安。

### 社會參與

女青各單位同心以行動回應社會需要。本會推行「微義工」計劃，鼓勵更多人藉生活小行動，加上外界或選舉會員的贊助資源，讓基層婦女成就小夢想；我們關懷弱勢婦女、基層街坊、照顧者等需要，動員義工及社區資源去進行支援和探訪，多年來持續協辦精英運動員愛心送暖行動、聯同教會及基督徒婦女義工探訪基層婦女、照顧者及長者等，具體支援並在禱告中記念。

迎向未來，我們將持續實踐女青運動，透過各單位協作，將信仰與服務結連，推動會員、義工和同工服務社會，彰顯基督的愛。



## Promote gender awareness and equality

The Association places strong emphasis on gender equality and women's empowerment. We have provided diverse gender awareness training and exchange opportunities for Board, Committee and staff members. Over 100 primary and secondary schools have received our sex education or gender awareness programmes. Since 2024, with corporate sponsorship, we launched several #StandUp bystander intervention workshops to combat street harassment, engaging over 1,000 participants both within and beyond the Association. Besides, our team has been commissioned by the Government to deliver more than 25 gender mainstreaming training sessions annually to civil servants. Through various initiatives, we aim to promote gender awareness and equality.

### Support for women

In 2022, the Association established the YWCA Jockey Club Healthy Lifestyle Service Centre (The Jockey Club We WATCH Healthy Lifestyle Project) to promote women's health. Recent initiatives such as "Jockey Club HERizon: Women's Career Empowerment Hub" project and "The Jockey Club Young Mom Neighbourhood Connection Project" further advanced women's empowerment. The Self-Strengthening Alumni Association which was established to support single mothers, has entered its 26<sup>th</sup> anniversary in 2024, which fully demonstrated our enduring commitment to supporting and empowering women.

### Faith sharing and gospel ministry

We are grateful to have established partnerships with 44 churches, working together to transform community through gospel outreach and personal spiritual development. Emphasizing holistic well-being, we respond to service users' needs through different stress-relief and mindfulness activities. Currently, our diverse gospel programmes and groups have reached an annual attendance of over 60,000. More than 50 service units have joined the Christian cultural setting programme over the past five years, allowing visitors to experience the warmth and peace of Christ.

### Social engagement

YWCA units work in unity to address social needs through action. Our Micro-Volunteering Scheme encourages individuals to make small acts of kindness in daily life. With support from external parties and our voting members, it helped grassroots women realize modest dreams. We also care for disadvantaged women, grassroots residents, and carers, and mobilize volunteers and community resources for outreach and support. For years, we have co-organized the "Together We Care" campaign, visited grassroots women, carers, and the elderly with churches and Christian women volunteers to offer tangible support and prayers.

Looking ahead, we remain committed to advancing YWCA Movement. Through collaboration across units, we will continue to integrate faith and service, empowering members, volunteers, and staff to serve society and manifest Christ's love.

### 3. 服務創新及研發

#### Service Innovation, Research and Development

本會一向重視服務的質素和專業性，以務實的態度，致力為服務使用者提供優質服務，因此本會於2020年訂立服務創新及研發為策略發展行動方向，目的在於透過社會科學研究及實證為本的方法，通過收集及分析數據，探索社會現象及了解服務使用者的需要，促進新服務之設計及開展創新服務，進行政策倡導，並透過持續的服務成效評估以不斷檢討及優化服務，期望能藉著糅合數據分析討論與臨床經驗，累積服務智慧，為本會服務發展建立紮實的根基。

#### 展開不同研究 探索及了解社會現況

在現象探索與政策倡導方面，隊工展開了多項重要研究，包括「雙職婦女家庭分工及壓力」、「疫情下學童及青少年的學習動機及壓力」、「香港婦女幸福感」、「親子衝突」、「特殊教育需要家庭的社區共融」以及「青少年躺平」。這些研究不僅揭示了婦女及學童的情緒及精神健康、香港婦女在職場上面臨的挑戰和特殊教育需要家庭所遭遇的不友善對待，還探討了兒童和家長之間的常見衝突及「躺平」現象的影響。這些研究引起了社會廣泛關注，共獲得99篇媒體報導，彰顯了研究數據的影響力。

#### 結合研究數據及服務經驗 推動服務創新及優化

配合政府全力推動基層醫療，以及推動本會地區康健站服務，並回應社區人士的需要，隊工展開了「北區居民痛症」研究，為北區地區康健站發展痛症相關服務，並為本會未來的基層醫療服務提供寶貴的方向。在優化現有服務方面，隊工針對多個重點計劃進行成效評估，如「升中特攻隊」評估結果顯示該服務成效顯著，成功幫助中一學生適應升中生活。在拓展精神健康服務方面也取得了顯著進展，針對「青少年擁抱情緒計劃」及「ACT家長小組」的成效評估證實，這些服務對青少年及其家長的心理健康具有積極影響，有助他們更好地應對生活挑戰。

The Association places strong emphasis on service quality and professionalism. With a pragmatic approach, we are committed to delivering high-quality services to our users. In 2020, we established "Service Innovation, Research and Development" as our strategic development plan. By leveraging social science research and evidence-based approaches, we collect and analyze data to understand social trends and user needs, which informs the design of new services, drives innovation, and supports policy advocacy. Through ongoing evaluation and integration of data insights with clinical experience, we continue to enhance our services and build a solid foundation for sustainable growth.

#### Conduct research to gain insights into current social conditions

In the areas of phenomenon exploration and policy advocacy, our team has conducted several key studies, which have shed light on emotional and mental well-being of women and children, workplace challenges faced by women in Hong Kong, and the unfriendly treatment experienced by families with children with special educational needs. They also explored common parent-child conflicts and the social impact of the "lying flat" trend among youth. These findings have aroused widespread public interest, generating 99 media reports.

#### Use of research data to drive service innovation

To support the government's primary healthcare initiative and the service development of North District Health Centre Express, our team conducted a study on chronic pain among North District residents. The findings guided the development of our related services and future planning. To enhance existing services, we carried out evaluation studies on several key programmes. Notably, the "Youth Transformer" programme showed significant effectiveness in helping S1 students adapt to secondary school life. Evaluations of the "Embrace Emotions Programme for the Youth" and the "ACT Parent Support Group" confirmed their positive impact on the psychological well-being of youth and their families, helping them better cope with life's challenges.



## 與不同大學合作研究 為員工舉辦專業培訓

隊工亦與不同大學合作進行多項研究，包括「年青媽媽生涯發展需要」調查、「園藝治療延緩認知障礙」調查、「家庭健康維他命與親子互動」研究等，其中因應研究提供實證支持家庭健康維他命對幼兒成長的重要性，本會進一步研發了「家庭健康維他命」手機應用程式，提升家庭互動的質量。同時，隊工進行了「機構文化研究」，深入了解員工對機構文化的認同、工作滿意度及投入感，結果顯示過去12年中，員工對機構文化的認同和滿意度均顯著提升。此外，為提升員工對研究及服務創新工作的興趣及信心，我們亦為員工舉辦了相關的專業培訓。

回顧過去五年的努力，隊工成功完成了84個研究項目，涵蓋幼兒、兒童、青少年、婦女、家庭及長者，受訪對象超過28,500人。研究方法包含量性、質性及混合研究。其中42個研究項目關注於社會現況及提倡公眾教育，46個項目則為致力於優化現有服務的服務成效評估。隊工舉辦了14次新聞發布會，獲274篇媒體正面報導，引起了社會廣泛關注。隊工亦舉辦了六次研究分享會，向業界人士傳遞我們的研究成果，集結成五本研究報告。這些研究不僅深化了員工對不同群體的理解，還提供了科學數據，幫助他們及社會各界更關注及了解社會的需求，設計合適服務，推動整體社會福祉。

## Collaborate with universities on research and provide training for staff

Our team collaborated with universities on multiple research projects, including studies on the career development needs of young mothers, the effects of horticultural therapy in delaying cognitive decline, and the relationship between Family Wellness Vitamins and parent-child interaction. Based on evidence supporting the importance of Family Wellness Vitamins for early childhood development, we developed a mobile app to enhance family interactions. Additionally, we conducted the Organizational Culture Study to understand staff perceptions, job satisfaction and engagement. Results showed significant improvements over the past 12 years. To further enhance staff interest and confidence in research and service innovation, training sessions were also organized.

Over the past five years, our team completed 84 research projects involving over 28,500 participants across various groups including children, youth, women, families and the elderly. Employing quantitative, qualitative and mixed-method approaches, 42 studies addressed social issues and promoted public education, while 46 evaluated service effectiveness for enhancement. We held 14 press conferences with 274 positive media reports and organized six sharing sessions, resulting in five published reports. These efforts have enriched staff understanding and provided valuable data to better recognize social needs, design appropriate services, and benefit the society.



### 4. 科技應用

#### Application of Technology

隨著資訊科技的迅速發展，數碼化已成為社會及服務機構持續轉型的趨勢。為回應未來服務的需要，機構於「2020-2025策略發展計劃」中，制定三大科技發展重點：優化網絡基礎設施、推廣大數據應用及提升員工科技應用能力。這些策略不僅針對現有挑戰，更為未來服務創新奠定基礎。

##### 提升遠端辦公應用 促進工作靈活度及應對能力

在新冠疫情下，「在家工作」及流動辦公成為新常態，本會迅速完善遠端辦公及虛擬桌面基礎架構，員工經過身份驗證後，便能安全存取文件、查詢服務數據和使用應用程式。此轉型突破了地點限制，讓員工能更靈活、高效地完成工作，並同時維持符合標準的資訊安全水平，保障機構及員工數據。這種「效率與安全並行」的模式，不僅確保服務不中斷，亦為未來混合辦公模式累積經驗。

##### 善用科技數據 優化行政決策及服務營運

在數據應用方面，我們已引入顧客關係管理系統，提供即時可視化圖表，協助管理層分析服務數據，支援決策制定和服務規劃。同時，由香港賽馬會慈善信託基金資助的企業資源規劃系統，在人力資源及財務管理上提供完整數據支持，優化行政流程和提升監管水平。機構的運作能更全面地以數據為依據，提升行政效能並支援社會服務的長遠規劃。

同時，我們亦積極拓展科技應用，為社會服務創造更多優化及創新的空間，例如本會與本地社會服務機構合作，為到校學前康復服務度身訂造電子平台系統「香港賽馬會樂智通平台」，透過其智能排程、個案管理及資訊共享功能，不僅減輕了服務流程中的行政工作及因紙本作業帶來的限制，更有助跨專業團隊隨時了解及更新個案資料及訓練進度，加強溝通協調，提升個案訓練效果，以及促進不同服務機構的知識共享，對提升業界服務質素及推動服務發展帶來莫大裨益。

With the rapid development of information technology, digitalization has become a key trend in the ongoing transformation of society and service organizations. In response to future service needs, we outlined three major priorities for application of technology in our 2020-2025 strategic development plan, namely, enhancing network infrastructure, promoting big data applications and strengthening staff's technological capabilities. These strategies not only addressed current challenges but also laid the foundation for future service innovation.

##### Enhance remote work capabilities and flexibility

During the pandemic, remote and mobile work became the new norm. The Association swiftly upgraded its remote work and virtual desktop infrastructure, enabling staff to securely access documents, service data, and applications after identity verification. The transformation removed geographical barriers, allowing staff to work more flexibly and efficiently while maintaining high standards of data security. This "efficiency with security" model ensured uninterrupted services and provided valuable experience for future hybrid work arrangements.

##### Leverage technology to enhance decision-making and service operations

To strengthen data-driven management, the Association has adopted the Customer Relationship Management (CRM) system that provides real-time visual dashboards to support service data analysis, strategic planning, and decision-making. With funding from The Hong Kong Jockey Club Charities Trust, we also launched the Enterprise Resources Planning (ERP) system to offer comprehensive data support in human resources and financial management, which helps streamline administrative processes and enhance governance standards. These tools enable more efficient, data-informed operations and long-term planning for social services.

Besides, we expanded our use of technology to drive service innovation and enhancement. For example, we collaborated with local social service organizations to develop the Hong Kong Jockey Club e-Platform to Achieve Smart Service for On-site Pre-school Rehabilitation Services (e-PASS OPRS). With features such as smart scheduling, case management, and information sharing, the platform not only reduces administrative burdens and limitations associated with paper-based workflows, but also allows multi-disciplinary teams to access and update case information and training progress in real time, which helps enhance coordination, improve service outcomes, and promote knowledge exchange across agencies. This significantly contributes to service quality upgrade and sector-wide development.





### 提升員工科技應用能力 實踐科技應用的價值

在推動數碼轉型的同時，機構深明員工的能力與意識是關鍵因素。我們秉持「人員與系統並重」的方針，持續提供培訓，協助員工掌握新系統與流程，並提升資訊安全意識，例如辨識釣魚電郵或訊息、妥善管理含有個人資料的系統，以及提升密碼安全性等，確保操作符合規範，降低潛在風險。這不僅提升了員工對數碼工具的運用能力和信心，亦讓工作更靈活高效，真正實踐科技帶來的價值。

總結來說，機構的資訊科技發展並不限於技術升級，而是從系統基建、人員培訓、數據應用及資訊安全多方面同步推進。這種全方位的發展模式，使機構能靈活應對環境變化，持續提升效率及服務成效，並為未來的社會服務奠定穩定的數碼基礎。

### Enhance technological competency of staff

As we advance digital transformation, we recognize that staff capability and awareness are critical to success. Therefore, we provided ongoing training to help staff navigate new systems and workflows while strengthening their cybersecurity awareness, such as identifying phishing emails, managing personal data securely, and improving password protection. These efforts not only ensured compliance and reduced risks, but also boosted staff confidence and efficiency in using digital tools, realizing the value of technology.

In summary, our information technology development strategy goes beyond technical upgrades. It integrates infrastructure, staff training, data utilization, and cybersecurity in a holistic approach. This comprehensive model enables us to adapt to changing environments, continuously improve operational efficiency and service outcomes, and lay a solid digital foundation for the development of social services.





### 5. 品牌服務建立 Brand Service Establishment

品牌形象乃外界對女青的第一印象。女青一直深耕地區服務之餘，自2020年起亦建立四大品牌服務，並循傳媒報道、大型活動、企業協作以至形象翻新等不同渠道，展現服務與機構的使命和價值。五年下來，成果豐碩，尤以每年獲得的傳媒正面報道，由352篇大增至452篇，足證品牌形象策略得宜，社會各界均表認同。

#### 小手大愛 宣揚婦女為本

女青的傳訊及資源拓展部每年均籌劃大型活動，向外界宣揚婦女為本的宗旨。其中，以派發紅棗茶行動推廣關顧婦女健康的「ChariTea棗點愛慈善計劃」，五年間派發的茶包數量由35,000增至60,000個，平均每年派出約45,000個茶包。計劃於去年踏入15周年後，把豐碩的成果和經驗帶到今年與香港賽馬會合作的「3.8小手傳大愛」行動，以拍片、工作坊及派發香薰按摩油等形式，繼續宣揚女性和家庭價值。

#### 賣旗盛事 凝聚女青力量

賣旗活動是向公眾推廣女青品牌形象的良好機會。過去五年，女青籌辦兩次九龍區賣旗日，為婦女為本服務籌款；去年的賣旗活動以「愛的村莊」為主題，更首度推出網上賣旗平台，及與人氣童話角色「姆明一族」跨界合作，精美旗紙及紀念品的宣傳成效斐然。



Brand image shapes the public's first impression of the YWCA. While deeply rooted in community services, the Association has developed four brand services since 2020, showcasing its mission and values through media coverage, large-scale events, corporate partnerships and brand image revamps. Significant results have been achieved over the past five years. In particular, positive media reports increased from 352 to 452 annually, reflecting the success of our branding strategy and widespread recognition.

#### “Little Hands, Big Love” to promote women-centred mission

Our Communication and Resources Development Department organizes annual flagship events to promote the Association's women-centred mission. Our ChariTea programme, which marked its 15<sup>th</sup> anniversary last year continued to raise awareness of women's well-being through the distribution of red date tea. Over the past five years, the number of tea bags distributed increased from 35,000 to 60,000, averaging around 45,000 tea bags per year. Building on its success, we partnered with the Hong Kong Jockey Club for the “3.8 Little Hands, Big Love” campaign, with videos, workshops and aromatherapy oil giveaways to advocate for women and families.

#### Flag Day to unite YWCA strength

Flag Day offers a valuable opportunity to promote the YWCA's brand image to the public. We have held Flag Day for two times over the past five years in Kowloon to raise funds for women-centred services. For the one held last year, it themed “Village of Love” and featured the first-ever online flag-selling platform and a cross-sector collaboration with the beloved Moomin characters. The beautifully designed flags and souvenirs achieved impressive promotional results.



## 企業協作 一呼百應

企業夥伴是女青服務不斷向前的重要支柱，除了各類型的活動及贊助，女青每年提名夥伴參與「商界展關懷」計劃，合作名單數目穩步上揚。女青亦參與每年由香港社會服務聯會主辦的跨界別盛事，積極聯繫業界及商界，開拓合作空間，今年以「She出無限可能」參與「S+高峰會暨博覽2025」，獲得不少企業支持。

## 傳媒報道 推廣服務成果

女青每年均就婦女服務及其他重點研究或服務，邀請傳媒採訪，推而廣之。過去五年，累計策劃19次記者會或傳媒訪問，亦多次協調單位同工接受電視台、電台、報章、雜誌以至社交媒體節目訪問，例如「中學生躺平生活與價值觀」研究、「特殊教育需要（SEN）家庭社區共融狀況」調查，把資訊和女青的觀點傳播到社會每個角落。

## 更新網頁 創設網店 拓展線上渠道

網絡世界一日千里，為迎合網購大趨勢，女青近年創設網上商店，整合各單位的精美手作、教材、圖書和各類愛心禮品，不單能起宣傳作用，收益扣除開支後亦用作支持相關單位營運，一舉多得。而為提升機構形象，女青已全面革新機構網頁，發放最新動向、服務概覽、年報及《女聲》網上版等，讓公眾隨時閱覽第一手資訊。

## 品牌服務 持續創新

為更有效推廣品牌，女青委託資深品牌及市場推廣顧問，檢討品牌建立發展方向；並於2023年進行品牌形象調查。2024年初，管理層亦參與了工作坊，逐步實踐更全面的品牌形象策略。此外，女青亦推動同工由下而上的參與，包括邀請資深公關顧問，介紹如何建立服務知名度；及由資深企業發展顧問，講解機構服務如何配合ESG的發展趨勢。



## Corporate collaboration

Corporate partners are vital for our service development. Beyond sponsorships and joint events, the Association annually nominates partners for the "Caring Company" Scheme, with the number of collaborators steadily growing. We also actively participate in cross-sector events organized by The Hong Kong Council of Social Service, expanding partnership opportunities. This year, we joined the "S+ Summit and Expo 2025" under the theme "SHE unlocks infinite possibilities" which has received popular corporate support.

## Media coverage for promotion

Each year, we invite media to cover our women-focused services and key research initiatives. Over the past five years, we have organized 19 press conferences and interviews, and coordinated staff appearances on TV, radio, newspapers, magazines, and social media programmes. Topics included studies on youth values and the social integration of families with children with special educational needs, helping spread YWCA's perspectives across society.

## Website revamp and online store

To meet the growing trend of online shopping, the Association launched an online store featuring handmade crafts, teaching materials, books, and charity gifts from various units. The net proceeds from the store will support our unit operations, beyond promotional effect. Besides, the Association's website was also revamped to enhance its image and provide easy access to updates, service overviews, annual reports, and the online edition of *Women's Voice*.

## Brand services and continuous innovation

To strengthen brand promotion, we engaged experienced branding and marketing consultants to review our development strategy of brand service establishment and conducted a brand image survey in 2023. In early 2024, management staff participated in a workshop for the implementation of a more comprehensive branding approach. Staff were also engaged by participating in expert-led sessions on building service visibility and aligning our social services with ESG trends.



## 策略發展計劃

Strategic Development Plan

## 整全使命 INTEGRAL MISSION

- ▶ 婦女參與 Women's participation
- ▶ 婦女支援 Support for women
- ▶ 婦女充權 Women's empowerment
- ▶ 婦女領袖 Women's leadership
- ▶ 福音工作 Gospel ministry
- ▶ 國際網絡 International network

女青運動  
YWCA  
Movement

- ▶ 綠色行動 Go green  
女青「青綠惜」計劃  
Decarbonising NGOs: Social Service Centres  
機電工程署「綠色社福機構」計劃  
EMSD Go Green Project
- ▶ 智能管理 Smart management
- ▶ 員工培訓及公眾教育  
Staff training and public education

可持續發展  
Sustainability

## 使命

- ▶ 高舉基督信仰，凝聚專業才能，
- ▶ 服務以人為本，彰顯女性力量，
- ▶ 實踐基督精神，活現生命栽培，
- ▶ 成為廣為人知的典範。

## 支持 SUPPORTS

- ▶ 有利環境：政策、文化、溝通、  
機構管治、科技、資源  
Enabling environment: Policies,  
culture, communication,  
governance structure,  
technology, resources

2025-2028  
策略發展計劃

## 原則 GUIDING PRINCIPLES

服務卓越  
Service excellence

開放及透明  
Openness and transparency

基督信仰  
Christian faith

## 土壤：栽培生命

塑造基督文化，培育真理，治愈傷痛，彰顯被贖的恩典和慈愛，帶來生命的盼望，建構婦女自強等活潑豐盛的生命，恢復神創造美好的秩序。



## 精準服務 Targeted Services

- |           |                              |
|-----------|------------------------------|
| ▶ 精神健康    | Mental wellness              |
| ▶ 照顧者支援   | Carer support                |
| ▶ 精準扶貧    | Targeted poverty alleviation |
| ▶ 基層及社區健康 | Primary and community health |
| ▶ 社區參與    | Community engagement         |
| ▶ 生涯發展    | Career and life development  |

## 優化機構 能力建設 Organizational Capacity Enhancement

- ▶ 人力資源 Human resources
  - 栽培生命 Enhancement of life
  - 繼任計劃 Succession planning
  - 人手管理 Headcount management
- ▶ 科技 Technology
  - 企業資源規劃系統 Enterprise Resources Planning (ERP) system
  - 顧客關係管理系統2.0 Customer Relationship Management (CRM) system 2.0
  - 網路安全風險管理 Cyber security and risk management

## MISSION

- ▶ Uphold Christian faith; Unite professional talents;
- ▶ Serve with a people-centred approach; Empower women;
- ▶ Live out the spirit of Christ; Enhancement of life;
- ▶ Become a model of excellence.

## 共同協作 Collaboration

- |          |                             |
|----------|-----------------------------|
| ▶ 政府政策   | Government policies         |
| ▶ 社區關係   | Community relations         |
| ▶ 跨界別合作  | Cross-sector communication  |
| ▶ 國家安全教育 | National security education |

## 挑戰 CHALLENGES

- |            |                                    |
|------------|------------------------------------|
| ▶ 外在環境不確定性 | External uncertainty               |
| ▶ 人口趨勢     | Population trend                   |
| ▶ 繼任承傳     | Succession                         |
| ▶ 資助效率優化計劃 | Productivity Enhancement Programme |

2025-2028 Bold Steps

信任及尊重  
Trust and respect

同心合一  
Unity

跨界別協作  
Cross-sector collaboration

### Nurturing ground: Enhancement of life

To cultivate Christian culture, nurture truth, heal wounds, and reflect the grace and love of redemption—bringing hope to life, empowering women to live vibrant and abundant lives, and restoring the beauty of God's creation.

### 邁向可持續發展新篇章

#### The Beginning of Our Sustainability Reporting Journey

女青一直秉持基督的關愛精神服務社會，致力為社會帶來有意義的影響。隨著時代發展，本會深切體會到可持續發展的重要性與日俱增。因此，我們積極裝備以應對當下及未來的環境、社會和管治（ESG）挑戰，就環境保護、社會影響力及機構管治肩負責任，並以女青的遠象、使命和核心價值為根基，於本年度透過多項行動，邁向可持續發展的目標。

#### 可持續發展—承諾與實踐

我們一直以提供優質而具效益的專業社會服務為使命。本會自2013年起推行「服務效益評估」，持續透過系統化的檢視與評估，促進服務優化。承接本會過去推行兩個重要項目，包括「簡單·義」及「藍天計劃」所累積的觀察與經驗——前者透過集合義工幫助有需要社群，將「扶貧」與「環保」理念融入義工服務中，後者旨在運用最新科技提升能源效益、改善單位室內空氣質素，並推動環境保護，我們繼續積極投入各項環保倡議，其中包括獲香港賽馬會支持推行女青「青綠惜」計劃，於本會六個處所推動環保節能，履行我們在營運過程中持續實踐可持續發展的承諾。此外，我們制訂了完善的管治架構和政策守則，建立良好的機構管治。董事會及11個委員會/校董會委身投入規劃機構會務，以及各項社會服務的策略性發展。其中就ESG範疇，我們於本年成立傳訊及機構事務委員會，監督本會可持續發展的策略。

#### 建構機構的可持續發展框架

透過諮詢和收集相關專家與顧問的專業意見，我們將建構最適合女青的可持續發展框架，為機構未來的ESG發展報告奠定基礎。當中工作包括初步檢視本會目前運作表現及現行各項與可持續發展相關的政策，並嘗試將績效和政策指標融入可持續發展框架中。同時，我們將審視本會的策略發展重點，確保其與整體ESG發展框架一致。

我們計劃根據聯合國的可持續發展目標（SDGs）制定框架，以確保其在跨界別不同範疇中仍能產生有意義的影響。檢視17項可持續發展目標，其中五項目標尤其配合本會的社會服務及機構發展。因此在規劃階段，我們將重點探討以下五項目標的可行性：

Dedicated to making a meaningful impact in society, the Association recognizes the growing importance of sustainability. We have always aimed to serve the community with Christ's love, and now, we are evolving to address the environmental, social, and governance (ESG) challenges of today and the future. With sustainability challenges intensifying, the Association seeks to proactively take responsibility for its environmental footprint, social impact, and governance structures that can fully align with our Vision, Mission and Values (VMV). This year, we are taking some initiatives to embark on our journey towards a sustainable future.

#### Our commitments and current efforts

We are committed to delivering effective, high-quality social services. Since 2013, we have adopted the Service Impact Assessment (SIA), a systematic process for measuring and evaluating the outcomes of our services to ensure continuous improvement. Building on the insights and experience gained from two key programmes, namely "Simple-Just" Programme, which integrates poverty alleviation and environmental care into volunteering services by uniting volunteers to assist those in need, and the Blue Sky Project, which aims to utilize the latest technology to optimise energy efficiency, improve air quality in our centres, and protect our environment, we actively launch other environmental initiatives. These include the "Decarbonising NGOs: Social Service Centres" Project, supported by the Hong Kong Jockey Club, targeting reduced energy consumption at our six premises. These efforts demonstrate our ongoing commitment to promoting sustainability across our operations. Furthermore, we are proud to have a robust governance structure, including a highly engaged Board and 11 committees/ school boards that have been actively engaged for the whole organization. Specifically, in the ESG area, Communication and Corporate Affairs Committee was newly established this year to oversee our sustainability strategy.

#### Develop our own sustainability framework and define our SDGs

By engaging with various sustainability experts and consultants, we will establish the best-fit framework for our sustainability development and future ESG reporting. This would include an initial review of our current operational performance and existing policies related to sustainability, as well as exploring the integration and harmonisation of existing performance or policy indicators into our sustainability framework. Additionally, the YWCA's priorities will be examined first to ensure alignment with the overall ESG strategy.

Regardless of the framework chosen or developed, we initially plan to align our efforts with the United Nations' Sustainable Development Goals (UNSDGs) to ensure our initiatives have meaningful impacts across various sectors. Among all 17 SDGs, the following five are particularly aligned with our local social services and efforts, and we will explore their feasibility during the planning phase:



### 重要性評估與持份者參與

掌握對持份者而言最具重要性的ESG議題，是推動可持續發展過程中的關鍵一環。因此，我們計劃於2026年啟動重要性評估，分辨對機構及本會服務對象來說最為重要的ESG議題，以幫助我們制定優次，集中投入資源於帶來最大績效的範疇。

此外，持份者的參與將是我們工作的重點。除加強機構內部團隊的溝通協調外，本會將與不同合作夥伴、會員、義工和供應商等關注可持續發展的持份者保持緊密協作，並積極推動員工參與ESG工作和倡議，期望透過加強培訓和協助，將可持續發展融入機構日常運作中。

### 可持續發展工作路線圖

為確保本會可持續發展工作能有序地推進，我們制定了未來三年的發展路線圖：

### Materiality assessment and stakeholder engagement

A key part of our sustainability journey is to understand what matters most to our stakeholders. In 2026, we will start a materiality assessment to identify the ESG factors most important to the Association and the community we serve. This assessment will help us prioritise actions and ensure that our resources are directed where they can have the greatest impact.

Stakeholder engagement will be central to our efforts, with strong collaboration and communication across various partners, our internal teams, members, volunteers, and vendors, among others, who focus on sustainability initiatives. We also need to engage our staff in new ESG priorities and initiatives, as well as provide training and foster internal support to integrate sustainability into our daily operations.

### Our sustainability roadmap

To ensure that our sustainability efforts are structured and measurable, the Association has developed a clear roadmap for the next three years:





# 服務創新與發展

SERVICE INNOVATION AND DEVELOPMENT









## 服務創新與發展

## Service Innovation and Development

本會一直致力為不同服務對象提供專業而適切的多元化社會服務。年度內，本會開展多項新服務，除回應社會當前需要，為未來發展作策略性部署，亦秉承和體現本會的服務使命及初衷。

The Association strives to deliver professional and appropriate social services to our service users. During the year, we launched a range of new initiatives, not only in response to emerging needs in society, but also as part of our strategic preparation for future development. These efforts reflect and reinforce our core mission and founding values.





## 1. 婦女充權 助婦女多元發展及發揮潛能 Women's empowerment for all-round development

秉持「婦女為本」的初心，本會一直關心婦女的不同需要，不僅為有需要婦女提供適切支援，更期望她們能充分獲得參與及發揮的機會，貢獻所長，活出豐盛生命。

We remain deeply committed to addressing different needs of women. Beyond providing appropriate support to those in need, we strive to create opportunities for women to actively participate, contribute their talents, and lead fulfilling and abundant lives.

### 賽馬會就職女途計劃 裝備婦女實現職涯目標

針對許多婦女因家庭照顧責任或其他原因長時間離開職場，缺乏信心及技能重新就業，本會承蒙香港賽馬會慈善信託基金邀請及贊助，聯同負責服務成效評估的香港大學，以及其他合作夥伴，攜手策動以「婦女為本」之「賽馬會就職女途計劃」。

計劃於2025年3月正式啟動，三年內預計服務約540位婦女，重點提升她們的就業信心，幫助她們突破重返職場的心理關口。項目包括完備課程，涵蓋從電腦實務技能至處理職場與家庭衝突的溝通技巧，協助婦女在職場、家庭及同儕間建立穩健的支援網絡。此外，亦提供一對一生涯啟導服務、工作技能體驗、行業招聘活動及家庭活動，以「信心提升」、「網絡建立」及「實務能力」為核心，全方位支援婦女規劃職場目標。首班課程於本年6月完成，並為20位婦女提供36小時培訓。計劃亦會創建婦女專屬的聚腳點，地點設於葵芳新都會廣場辦公大樓，預計在2025年8月正式啟用。

### Jockey Club HERizon: Women's Career Empowerment Hub

To support women who have left the workforce due to caregiving or other responsibilities, and now lack the confidence or skills to re-enter employment, the Association, supported by The Hong Kong Jockey Club Charities Trust and in partnership with the University of Hong Kong and other collaborators, launched the women-centred "Jockey Club HERizon: Women's Career Empowerment Hub" project.

Launched in March 2025, the three-year initiative aims to support about 540 women, with emphasis on rebuilding their confidence and skills for re-employment. The project provides a comprehensive curriculum covering digital literacy and communication skills for managing work-family balance, alongside one-on-one career coaching, job tasters, recruitment events and family activities. It focuses on building confidence, developing support networks, and enhancing practical capabilities to help women plan and pursue their career goals. The first course, completed in June 2025, provided 36 hours of training to 20 participants. A dedicated women's hub will open in August 2025 at Metroplaza, Kwai Fong, serving as a community anchor for ongoing support.



## 賽馬會「Young媽予里」計劃 促進年青媽媽全面發展

自2015年，本會參與「賽馬會鼓掌•創你程」計劃，致力創造一個支持性社區環境，讓15至24歲的年青媽媽獲得「生涯發展」的平等機會，協助她們擁抱母親角色的同時，重拾學習者及裝備工作者身份，實現人生的全面發展。承蒙香港賽馬會慈善信託基金慷慨資助，我們於2025年4月至2028年3月開展為期三年的賽馬會「Young媽予里」計劃。計劃試行可持續的商業模式，致力為15至24歲基層年青媽媽提供職前培訓，裝備她們營運企業及服務社區的知識和技能，並於本港五區，包括觀塘、深水埗、沙田、屯門及天水圍，營運賽馬會「享里左近」共享站，分階段設置「嬰幼兒用品自助服務機」，為育有6歲或以下子女的基層家庭提供免費且優質的嬰幼兒用品。計劃成員在育兒的同時，不僅能獲得彈性工作機會，累積職場經驗，亦培養新身份和價值，促進其個人成長與社會包容。另計劃設立「地區Young媽互助網絡」，讓地區年青媽媽定期見面，建立具支持性的地區互助網絡，共同為自己及其家庭開創更光明的未來。

## The Jockey Club Young Mom Neighbourhood Connection Project

Since 2015, the Association has participated in the "CLAP @ JC" and endeavored to create a supportive environment that offers equal opportunities for career development to young mothers aged 15 to 24. The programme helps them embrace their role as mothers while reclaiming their identity as learners and preparing themselves for employment. With funding from The Hong Kong Jockey Club Charities Trust, we launched the three-year "Jockey Club Young Mom Neighbourhood Connection Project" from April 2025 to March 2028. This initiative pilots a sustainable business model that equips grassroots young mothers with entrepreneurial skills through pre-employment training. The project also operates Jockey Club Neighbourhood Support Stations across five districts and introduces self-service machines for infants and toddlers products in phases, offering free and high-quality products to families with children aged six or below. It not only allows young mothers to gain flexible work opportunities and accumulate experience, but also helps them develop new identities, fosters personal growth and promotes social inclusion. A support network for young mothers is also established to conduct regular gatherings, empowering them to strive for brighter futures for themselves and their families.





## 2. 跨界別及專業協作 於社區推動全人健康

### Cross-sector and interdisciplinary collaboration to promote holistic health

為提升市民全人健康，本會積極結連社區資源，透過跨界別及跨專業協作，為不同群體提供專業而有系統的健康支援服務，推動身心社靈健康。

To enhance the physical, psychosocial, and spiritual well-being of the public, we actively connect community resources and foster cross-sector and interdisciplinary collaboration, in order to deliver structured and professional health services.

#### 成立基層及社區健康服務部 加強基層社區健康服務推展

面對持續增長的健康需求及醫療環境的挑戰，本會於2025年4月1日成立「基層及社區健康服務部」，為市民提供更高效及全面的健康服務。部門服務緊扣《基層醫療健康藍圖》的策略方向，全面響應建立基層醫療系統、強化資源整合及推動科技應用，提升基層健康服務效能，為市民帶來高質素、可持續的醫療體系。

新部門結合現有服務資源，包括北區地區康健站、藥健同心社區藥房、女青適健中心等服務單位，引領本會基層醫療服務的發展，鞏固社區健康資源的整合與協作，實現健康公平與共融的願景。部門將積極實踐醫社合作，發展中西醫診所服務，提供個人化的疾病預防及健康管理方案，改善健康的決定因素，推動社區可持續發展。

為進一步推動基層醫療服務的普及與便利性，部門將大力推動遙距醫療及社區外展計劃，將醫療服務延伸至北區偏遠地區及弱勢群體，縮小社區間的健康差距及提高偏遠地區居民獲取醫療服務的便利性，促進居民對健康的關注與參與。

#### The establishment of Primary and Community Health Department

To meet rising healthcare demands and the challenges facing the medical landscape, we established the Primary and Community Health Service Department on 1 April 2025, to provide the public with more efficient and comprehensive health services. To align with the strategic direction of *Primary Healthcare Blueprint*, the Department fully supports the development of a primary healthcare system, and enhances service efficiency through resource integration and technology, aiming to build a high-quality and sustainable healthcare system.

The new department consolidates our existing resources, including North District Health Centre Express, PHARM+ YWCA Community Pharmacy, and the Y Health and Wellness Centre to lead the Association's primary health service development and strengthen the integration of community health resources, with a vision of achieving health equity and inclusion. To promote medical-social collaboration, the department will actively develop integrated Chinese and Western medicine clinic services to offer personalized disease prevention and health management plans. These efforts aim to address the determinants of health and support sustainable community development.

To further enhance the accessibility and reach of primary healthcare services, we will actively promote telemedicine and community outreach programmes. These initiatives aim to extend medical services to remote areas in the North District and the underprivileged, reduce health disparities between communities, and improve access to care for residents in remote regions, thereby encouraging greater health awareness and participation.





## 賽馬會「順孕無憂」支援計劃 「家庭為本」 角度支援準爸媽身心健康

有本港研究反映，超過16%孕婦有產後抑鬱症狀，並有約40%產前抑鬱症患者未獲精神健康服務支援。為回應此需要，蒙香港賽馬會慈善信託基金捐助，本會與協作夥伴攜手以「家庭為本」角度，推行為期三年的賽馬會「順孕無憂」支援計劃，期望對孕產家庭提供專業及有系統支援，並提升社會對孕婦產期前後精神健康的關注。

本計劃全港首創一站式網上資訊及支援平台，功能包括孕產資訊、學習短片、跨專業團隊孕產支援服務等。網上平台啟動禮暨社區教育展覽於2025年3月順利舉行，藉此提升公眾關注。在醫院管理局轄下八間醫院婦產科合作推行下，啟動區本及到戶支援服務，提供多元化產前工作坊及小組，至今已有近200名孕婦及其家庭接受由專業義工所提供的產前產後電話慰問服務。另外，有77位「孕產大使」完成到戶支援培訓，以更全面地照顧準爸媽的家庭需要和身心健康。需要深入支援的孕產家庭，亦可透過三層服務分流獲得適切的跨專業個案支援，由社工、精神科醫生及臨床心理學家介入回應孕產歷程需要。期望此創新服務能有效幫助面對困擾的孕產家庭，並為各界帶來整全和專業的篩查及服務介入模式。



## Jockey Club "Bama Chill Club" Perinatal Support Project

A local study revealed that over 16% of pregnant women in Hong Kong experienced symptoms of postnatal depression and approximately 40% of those suffering from prenatal depression did not receive mental health support services. To address this pressing need, The Hong Kong Jockey Club Charities Trust has funded the three-year Jockey Club "Bama Chill Club" Perinatal Support Project. Adopting a family-centred approach, we aim to deliver professional and structured support to families during the perinatal period, while raising public awareness of maternal mental health.

This pioneering project has launched the territory's first one-stop online information and support platform, offering maternal and child health information, educational video clips and multi-disciplinary perinatal support services. The launch ceremony and public education exhibition were successfully held in March 2025. In partnership with the obstetrics and gynecology department of eight public hospitals, district-based and on-site support services including prenatal workshops and support groups have been initiated.

To date, our trained professional volunteers have provided telephone outreach services to nearly 200 expectant mothers and their families. Besides, a total of 77 ambassadors have completed training to better address the physical and emotional needs of expectant parents. For families in need of intensive support, a three-tier model is employed to deliver appropriate support by social workers, psychiatrists and clinical psychologists. This service strives to assist families to navigate perinatal challenges and offer a comprehensive, professional screening and intervention model.





### 3. 關注青年精神健康 支援基層學童及青年個人發展 Support youth mental health and personal development

本會重視年青人的健康成長，一直與青年同行，面對成長中的挑戰和情緒需要，並致力支援基層學童及青年全面發展。

We have all along walked alongside and supported young people as they navigate emotional challenges and developmental milestones, with particular emphasis being placed on promoting the holistic development of grassroots children and youth.

#### 「賽馬會平行心間」計劃 與青年共創友善成長空間

為回應青少年精神健康的迫切需要及推動青年主導文化，本會青年及社區服務部獲香港賽馬會慈善信託基金捐助，於天水圍、沙田及將軍澳三區推展「賽馬會平行心間」。本計劃採用由香港大學精神醫學系研發的「兩分鐘（2M）問卷」，及早識別有情緒困擾的青少年，並結合三層介入模式，為他們提供多元且個人化的支援服務，並營造友善的成長空間。

#### JC LevelMind: Building a supportive environment for youth well-being

To address the pressing mental health needs of young people and promote youth-led culture, with support from The Hong Kong Jockey Club Charities Trust, our Youth and Community Service Department launched the JC LevelMind in Tin Shui Wai, Sha Tin and Tseung Kwan O. The programme utilizes the "Two-Minute (2M) Questionnaire" developed by the Department of Psychiatry, The University of Hong Kong to identify emotional distress early among youth. It integrates a three-tier model to offer personalized and diverse support services, while fostering a supportive environment for growth.

三間中心分別以“H.E.A.L.”（健康、飲食、藝術、愛與價值）、“Smiles Along The Miles with You”及“From Seed to Soul: A Journey Within”為主題，與青年攜手共創多元化的情緒支援服務及相關活動。同時，中心特別設立舒適的休閒空間，讓青少年能夠放鬆身心、舒緩壓力，促進整體心理健康發展。

Each of the three centres operates under a unique theme, namely, “H.E.A.L. – Health, Eating, Art, Love and Values,” “Smiles Along the Miles with You” and “From Seed to Soul: A Journey Within.” Joining hands with the youth, we co-design various emotional wellness services and activities. Dedicated leisure areas are also provided for young people to relax and relieve stress, and enhance psychological well-being.

#### 共創明「TEEN」計劃第三期展開 栽培基層青年茁壯成長

由政府推動，通過政、商、民三方協作之共創明「Teen」計劃，第二期畢業禮已於2025年1月12日圓滿舉行，畢業學員的表演獲得各方肯定和讚賞，其中女青學員演繹《凡星》一曲，勉勵學員在不同範疇都能發光發亮。

#### Strive and Rise Programme

Launched by the government and supported through a tripartite collaboration among the public, private, and civil sectors, the Strive and Rise Programme successfully concluded its second cohort graduation ceremony on 12 January 2025. Graduates showcased their talents to great acclaim, with our trainees performing the song *Stars*, encouraging their peers to shine in their own ways across different fields.



## 服務創新與發展

Service Innovation and Development



計劃為每名學員配對一名義務友師。畢業學員感謝友師耐心陪伴嘗試各種活動，發掘個人興趣所在，並共同制定個人發展計劃，給予鼓勵，帶來堅持目標的動力。在為期一年的計劃中，友師對學員的陪伴與同行，實在非常寶貴。

隨著計劃展開第三期，本會繼續推行新一期計劃，用心培育一群基層青少年茁壯成長，成功招募了超過820名來自九龍城、油尖旺和深水埗的中一至中四學員參加，期望透過計劃培育他們成為充滿自信的優秀學員，讓學員認識自己、擴闊視野、發展潛能及規劃人生。

共創明「Teen」計劃為學員提供許多參加團體活動和學習交流團的機會，不但幫助學員擴闊其視野，還培養了一群具領袖才能的Teen Leader，協助第三屆學員參與和投入各項活動，成為新一屆學員的引領者，結伴前行。

### 在校課後託管服務計劃（擴展計劃） 為有需要學童提供課後支援

龍翔綜合社會服務處及樂華綜合社會服務處獲關愛基金資助，於本學年為區內兩間小學推行「在校課後託管服務計劃（擴展計劃）」，為約100名小一至小六學生提供課後支援。計劃主要服務低收入、綜援家庭及有特殊學習需要的學童，讓學童於放學後至下午六時半在安全的校園環境中接受功課輔導、溫習支援及多元成長活動，促進學業與社交發展。

此外，本處亦於非上課日在中心提供託管服務，安排戶內外成長活動，擴闊學童視野，同時減輕家長的照顧壓力，協助他們投身職場，改善家庭生活。計劃自9月開展以來，成效顯著，有效回應基層家庭需求，全面支援學童成長。

Each trainee in the programme was paired with a volunteer mentor, who offered guidance, encouragement, and companionship throughout the year. Graduates expressed heartfelt gratitude for their mentors' support in exploring new experiences and personal interests, which motivated them to pursue their goals.

As the programme entered its third cohort, the Association continued to take part in the new cohort to nurture the holistic development of grassroots youth, with over 820 S1 to S4 students from Kowloon City, Yau Tsim Mong, and Sham Shui Po districts recruited. The Programme aims to help them build confidence, broaden their horizons, unlock their potential, and plan for their future.

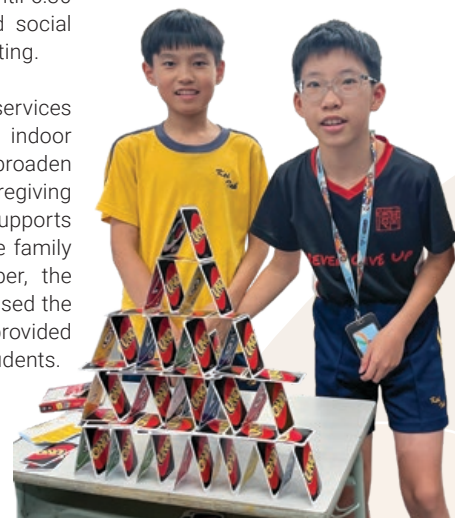
The Programme provides abundant opportunities for trainees to engage in group activities and learning exchanges. It has also cultivated a cadre of Teen Leaders, who facilitate the active participation of trainees of the new cohort and serve as their companions.



### School-based After School Service Scheme (Expanded Programme)

With funding from the Community Care Fund, our Lung Cheung Integrated Social Service Centre and Lok Wah Integrated Social Service Centre launched the School-based After School Service Scheme (Expanded Programme) this school year, serving around 100 Primary one to six students across two schools in the district. Primarily targeting children from low-income families, Comprehensive Social Security Assistance households, and those with special educational needs, the programme offers homework guidance, study support, and enrichment activities from school dismissal until 6:30 pm to foster their academic and social development in a safe campus setting.

On non-school days, care services continue at the centres, featuring indoor and outdoor activities that broaden students' horizons and ease caregiving pressure for parents, which supports them to take up jobs and improve family livelihood. Launched in September, the programme has effectively addressed the needs of grassroots families and provided support for the development of students.





## 4. 加強機構能力建設 為未來作好部署

### Strengthen organizational capacity for future readiness

本會一直致力提供專業而優質的服務，並積極為未來作準備，因此我們持續加強機構能力建設，除將服務經驗結合科技應用，促進服務優化及創新，亦推動節能環保，以實現可持續發展。

We are committed to delivering professional and quality services while proactively preparing for the future. This involves ongoing organizational capacity building to drive service enhancement and innovation, as well as the promotion of energy saving and efficiency to achieve sustainability.

#### 「香港賽馬會樂智通平台」全面啟用

及早識別、及早介入，對有特殊教育需要的學前兒童是非常重要的。獲香港賽馬會慈善信託基金贊助，由本會、香港路德會社會服務處、聖雅各福群會及匡智會共同研發之「香港賽馬會樂智通平台」，於2024年5月全面啟用。配合第一層支援服務及輪候者服務的推行，樂智通平台亦有相關新增功能，團隊可於系統內進行第一層支援服務及輪候者服務個案管理，便利日後轉變服務時有整全紀錄。

為讓更多業界人士認識此平台，我們於2024年6月21日下午舉行了啟動禮暨簡介會，邀得時任社會福利署助理署長（康復及醫務社會服務）梁綺莉女士及香港賽馬會慈善事務總經理（人才及業界發展）曾芷詩女士擔任主禮嘉賓，以及香港中文大學教育心理學系蘇詠芝教授以「如何利用AI機械人協助自閉症兒童」為題作分享。當日共20間學前康復服務營辦機構派代表出席，亦有參與的幼稚園校長及家長分享使用此平台之點滴，即場更設有系統示範，全場有多達180人參加。

截至2025年3月，已有另外四間機構加入平台。期望此系統能有效回應業界需要，讓更多持份者受惠，包括獲得最新服務資訊及介入策略，優化行政安排，並促進社、家、校的溝通。

樂智通平台於「2024香港資訊及通訊科技獎」中同時獲得「智慧市民獎 — 智慧轉型（慈善機構方案）金獎」及「智慧市民大獎」。本會隨後獲香港社會服務聯會邀請，於2024年12月代表香港參加汶萊舉行的國際性資訊科技比賽，向海外人士推廣此嶄新的資訊及通訊科技應用平台。

#### Full launch of e-PASS OPRS

Early identification and intervention are crucial for preschool children with special educational needs. Sponsored by The Hong Kong Jockey Club (HKJC) Charities Trust, the "HKJC e-Platform to Achieve Smart Service for On-site Pre-school Rehabilitation Services" (e-PASS OPRS) was jointly developed by the Association, Hong Kong Lutheran Social Service, LC-HKS, St. James' Settlement and Hong Chi Association. The platform was officially launched in May 2024. To support the implementation of Tier 1 Support Services and Waitee Services, it has been enhanced with new features for Tier 1 and Waitee Service case management, ensuring comprehensive documentation for future service transitions.

To promote the platform across the sector, a launch ceremony cum briefing session was held on 21 June 2024, with Ms. Maggie Leung, then Assistant Director (Rehabilitation and Medical Social Services) of Social Welfare Department, and Ms. Elsie Tsang, Executive Manager, Charities (Talent and Sector Development) of HKJC invited as officiating guests. Professor Catherine So from the Department of Educational Psychology of the Chinese University of Hong Kong also shared on "Using AI Robots to Support Children with Autism." Representatives from 20 preschool rehabilitation service providers attended, alongside kindergarten principals and parents who shared user experiences. A live demonstration of the system was also conducted, with over 180 participants in total.

As of March 2025, four additional organizations joined the platform. It is hoped that the system can effectively respond to sector needs and benefit a broader range of stakeholders by providing up-to-date service information and intervention strategies, streamlining administrative processes, and strengthening communication among service providers, families and schools.

The platform received top honours at the 2024 Hong Kong ICT Awards, winning both Smart People (Smart Transformation – Solution for Charitable Sector) Gold Award and Smart People Grand Award. In recognition of its innovation, the Association was invited by the Hong Kong Council of Social Services to represent Hong Kong at an international IT competition in Brunei in December 2024.



## 女青「青綠惜」計劃 推動可持續發展

為應對全球氣候變化和實現碳中和的策略和目標，本會響應政府《香港氣候行動藍圖2050》，致力於機構實現節能減碳，為達致環境可持續發展出一分力。

於2020年，本會四個單位參與由藍天科技有限公司推動為期兩年的「藍天計劃」，透過科技節省能源和改善單位空氣質素，計劃期內合共為單位節能14.5%，相等於種植6,400多棵樹木。於2022年，本會參與由低碳想創坊推行的賽馬會太陽能關懷計劃，於梁紹榮度假村的天台安裝太陽能板，此舉有助減少碳排放，同時推動能源轉型，展現本會對減碳和保護環境的決心。

其後於2023-2024年，本會八個單位獲機電工程署「綠色社福機構」計劃的贊助，先後更換了100多部變頻式冷氣機及3,100多支發光二極管燈，並於單位內進行能源審核，藉使用高能源效益的機電設備達致節能減碳的行動策略。本會亦於2024年6月成功申請由香港電燈有限公司提供的「智惜用電能源審核」服務，為本會總會所及園景軒進行能源審核，分析能源效益表現，發掘節能機會和提升能源效益。

今年度，本會成功向香港賽馬會慈善信託基金申請資助，進行為期30個月的女青「青綠惜」計劃，為轄下六個處所/單位（總會所、九龍會所、梁紹榮度假村、深水埗綜合社會服務處/誌寶松柏中心、鄭傍卿護理安老苑及雲華護理安老苑）更換環保節能設施，配合智慧能源管理系統的安裝，進行實時監控，確保在不影響單位運作的前提下，減少用電和碳排放。此外，本會亦計劃進行員工培訓和公眾教育，加強員工以至社區對可持續發展的意識，鼓勵大眾在工作和日常生活中作出可持續元素的選擇，達致節能減碳和保護環境。

## Decarbonising NGOs: Social Service Centres

To address global climate change and achieve carbon neutrality strategies and goals, the Association supports *Hong Kong's Climate Action Plan 2050* presented by the Government and is committed to promoting energy conservation and carbon reduction within the Association.

In 2020, four of our units participated in Blue Sky Project introduced by Blue Sky Energy Technology Limited to achieve energy conservation, which resulted in the reduction of energy consumption by 14.5% during the implementation period, equivalent to planting over 6,400 trees. In 2022, we took part in Jockey Club SolarCare Programme initiated by CarbonCare InnoLab to install solar panels on the rooftop of our Sydney Leong Holiday Lodge to help reduce carbon emissions and promote energy transition. This demonstrated our commitment to carbon reduction and environmental protection.

Subsequently, in 2023-2024, eight of our units have benefited from "Green Welfare NGOs" Scheme organized by the Electrical and Mechanical Services Department. Throughout the Scheme, the units have conducted energy audits, and installed more than 100 inverter-type air conditioners and over 3,100 LED lightings, with the goal to achieve energy conservation and carbon reduction through the use of high energy-efficient equipment. In June 2024, we applied for the "Smart Power Energy Audit" service, provided by The Hongkong Electric Company Limited, for the Headquarters and Garden View Hong Kong to evaluate energy performance, identify energy-saving opportunities and enhance overall energy efficiency.

During the year, we obtained funding support from Hong Kong Jockey Club Charities Trust to launch a 30-month project, "Decarbonising NGOs: Social Service Centres" to retrofit environmental friendly and energy saving facilities in our six premises/units. With the aid of the smart energy management system, real-time monitoring can be achieved to reduce electricity consumption without compromising operational efficiency in the units. Additionally, we will conduct staff training and public education to raise the awareness of environmental sustainability among employees and the community as a whole. We believe that such project could facilitate individuals to make sustainable choices in both work and daily life, ultimately leading to energy conservation, carbon reduction and environmental protection.





## 5. 拓展服務點 加強地區服務發展部署

### Newly established service units across various districts

本會逾百個服務單位分佈不同地區，服務區內不同對象。本年度，本會服務繼續於多區拓展，其中於青衣區，除照顧者中心投入服務外，幼稚園駐校社工服務亦於區內開展。同時，原有的幼兒學校、長者及青年服務單位於搬遷後以全新面貌服務社區，期望透過整合部署，為未來地區服務發展帶來協同效應和新動力。

#### 三所賽馬會照顧者中心相繼投入服務

「賽馬會護老導航照顧者支援計劃」由香港賽馬會慈善信託基金策劃和捐助，透過設立10間照顧者中心，為照顧者提供及時和適切的支援。本會營辦其中三間「賽馬會照顧者中心」，繼於西灣河的中心在2024年3月11日啟用後，位於上水及青衣的中心亦相繼於6月24日及7月9日投入服務。

三間中心從環境佈局到服務設計，均融入本會「大自然五感療愈」品牌介入元素。透過提供沉浸式森林療愈空間、五感休息區、自助茶室及半結構性活動，配合靈活暫顧，讓照顧者充電喘息。為確保服務更到位，中心採用個案管理模式，為所有已登記的照顧者進行由香港大學開發之服務需要評估，並按結果建議不同服務，包括社交康樂活動、義工服務、身心舒壓活動、治療小組、照顧歷程規劃、個案輔導及轉介等，讓照顧者能夠順利過渡至常規服務，長遠獲得支援。去年服務接近1,400位照顧者及約400位長者。除支援照顧者外，三間中心亦致力營造照顧者友善社區。透過兩次開放日暨服務推廣，結連來自社會福利署、醫院、關愛隊、企業、商戶及教會等區內持份者，期盼透過協作與社區教育，讓照顧者友善得以在社區實踐。

During the year, new service units were established in multiple districts. Particularly, a new Carer Space centre commenced service in Tsing Yi District, along with the launch of Y Joy Early Childhood School Social Work Service. Besides, three service units in the district were also relocated to new premises. It is hoped that through strategic district-based planning, synergy and momentum will be generated for future service development.

#### Three Carer Space centres commenced service

Funded by The Hong Kong Jockey Club Charities Trust, the Jockey Club Carer Space Project established 10 Carer Space centres across the territory to provide timely and tailored support to carers. Three of the Carer Space centres are operated by the Association. Following the opening of the centre in Sai Wan Ho in March 2024, the other two centres in Sheung Shui and Tsing Yi also commenced service in June and July respectively.

The centres are thoughtfully designed with both the environment and services aligned with our five senses therapeutic intervention approach, allowing carers to recharge and unwind through immersive forest therapy spaces, five senses rest zones, self-service tea rooms and semi-structured activities, alongside flexible respite services. To better meet individual needs, a case management model is adopted. All registered carers undergo an assessment developed by The University of Hong Kong and tailored services are recommended based on the results, which facilitates carers to transition smoothly into regular services and receive long-term support. In the past year, nearly 1,400 carers and around 400 seniors have benefited from our services. Beyond direct services, we also promote a carer-friendly community through open days and outreach, engaging stakeholders across sectors to foster a supportive environment for carers through collaboration and education.





## 服務創新與發展

Service Innovation and Development

### 推展青衣及將軍澳幼稚園駐校社工服務

女青駐幼稚園社工服務早於2003年展開，為本會的幼兒學校及幼稚園以自資及試驗模式提供服務。期間，團隊不斷整理及建構可行的服務模式及內容，配合學校發展。於2011年獲得中銀香港慈善基金贊助，發展系統化駐校社工服務，並推展至非本會的學前單位。至2018年，服務擴展至本會轄下10間學校及來自其他辦學團體的19間學校。本會分別於2019年2月和8月，以及2020年8月參與社會福利署第一、二及三階段的「在學前單位提供社工服務先導計劃」，期間為38間學前單位提供以保護兒童為本的駐校社工服務，名為「女青聆兒駐校服務」。

經過先導計劃的實踐，社會福利署在2023年8月展開第一階段的恆常地區化學前單位社工服務，本會獲成功甄選在大埔區建立第一隊學前單位社工隊，並於2024年8月同時獲選在青衣區及將軍澳區建立第二及第三隊學前單位社工隊，合共為40多間學前單位提供駐校服務，及早識別及支援有福利需要的學前兒童及其家庭，包括委派社工為有需要的幼兒及家長提供輔導及轉介服務、舉辦親職教育小組及講座、為教職員提供專業諮詢，以及為有需要的個案提供危機處理等。社工隊致力與區內不同持份者協作，為保護兒童及支援家庭建立區本安全網。



### Y Joy Early Childhood School Social Work Service in Tsing Yi and Tseung Kwan O

The Association first launched its on-site kindergarten social work services in 2003, initially offering self-financed and pilot services to our nursery schools and kindergartens. Throughout the years, the team continued to develop and enhance the services according to the school development. With sponsorship from BOCHK Charitable Foundation in 2011, systematic services were developed and expanded to pre-primary institutions (PPIs) beyond the Association. In 2018, we served 10 of our schools and 19 schools run by other school sponsoring bodies. In 2019 and 2020, we participated in all three phases of the Social Welfare Department (SWD)'s Pilot Scheme on Social Work Service for PPIs. The service was named "Y Joy Early Childhood School Social Work Service" and offered support to a total of 38 PPIs with emphasis on child protection.

Subsequent to the pilot scheme, SWD launched phase one of its regular district-based social work service for PPIs in August 2023. The Association was selected to establish its first pre-primary social work team in Tai Po, followed by the second and third teams in Tsing Yi and Tseung Kwan O respectively in August 2024. The teams now deliver services to over 40 PPIs, identifying and supporting young children with welfare needs and their families at an early stage. Services include counseling and referrals for children and parents, parenting education groups and seminars, professional consultation for school staff, and crisis intervention. The teams also actively collaborate with various stakeholders in the district to build a localized safety network that protects children and promotes family wellness.



## 青衣區服務單位以全新面貌服務社區

因應政府計劃於青衣長青邨增建公營房屋，區內長青社區中心需清拆以配合有關規劃，本會三個原位於該社區中心之服務單位，包括青衣綜合社會服務處、長青幼兒學校（搬遷後名為青衣幼兒學校）及長青松柏中心（搬遷後名為陶哲甫伉儷樂齡中心）因而搬遷至長青邨青荷樓新址，並以全新面貌服務青衣社區。

因應服務需要，原長青松柏中心重置於青荷樓平台一樓，並蒙贊助命名為陶哲甫伉儷樂齡中心。中心設計以海洋為主題，並融入基督教文化元素，如船錨寓意長者人生風浪中的平安及穩妥，燈塔亦為波濤中指引方向；而不同年齡的長者，亦有如海中珍寶，各有耆材，散發出不同的能量。中心設施配套以現代化、實用及靈活間隔為基礎，善用不同的空間，再配合不同的健體器材、樂齡科技設施、森林療愈及五感體驗區，提供與時並進的服務。

中心於2024年10月4日舉行開幕禮，獲香港聖公會教省主教長陳謳明大主教、社會福利署總社會工作主任（安老服務）曾秀芳女士蒞臨出席，與贊助人陶潘麗瑤女士、陶國樂先生及本會會長李淑英女士及總幹事楊建霞女士一同主持開幕儀式。

開幕禮上，先由婦女事工部及單位榮譽義工以沙畫表演展現主題「以愛啟航，陶造銀色旅途」，然後換上青衣綜合社會服務處年青人的無伴奏唱歌表演，接著由青衣幼兒學校一群精靈可愛的學生以舞龍表演營造熱鬧氣氛，緊接樂齡活學中心50+長者英姿勃發的雙截棍演出，呈現長者活力十足的一面，壓軸出場是澎湃激昂的非洲鼓，透過台上台下的互動，讓一眾嘉賓感受長幼共融，群策群力，同心共賀的熱鬧氣氛。

此外，三個服務單位亦於2024年10月5日舉行聯合開放日，安排了各具特色的活動，讓不同社區人士認識各單位服務。青衣幼兒學校以「中華博物館」為開放日主題，設不同攤位遊戲宣揚中國文化特色，並藉此讓公眾了解學校的教學設施。青衣綜合社會服務處則透過手作攤位讓參加者體驗創作的樂趣，並設打卡位供拍照留念，創作展區更讓公眾從青少年的視角了解年青一代的想法。陶哲甫伉儷樂齡中心於開放日設不同遊戲讓公眾參與，參加者可以體驗中心內的樂齡設施，並從中了解中心服務及設施。開放日當天人流絡繹不絕，超過2,700人出席活動。



## Service units in Tsing Yi moved to new premises

In response to the government's public housing development plan in Tsing Yi, three of our service units previously located in Cheung Ching Estate Community Centre—namely Tsing Yi Integrated Social Service Centre, Cheung Ching Nursery School (renamed Tsing Yi Nursery School after relocation) and Cheung Ching Neighbourhood Elderly Centre (renamed Mr. & Mrs. C.F. Tao Neighbourhood Elderly Centre after relocation)—have been relocated to Ching Ho House, Cheung Ching Estate.

Mr. & Mrs. C.F. Tao Neighbourhood Elderly Centre is named after Mr. & Mrs. C.F. Tao, who donated and supported the relocation of the Centre. Its design adopts an ocean theme, complemented by elements of Christian faith. Seniors of all ages are likened to treasured gems of the sea, each possessing unique talents and radiating diverse energies. The facilities are grounded in a modern, practical and flexible spatial design that maximizes the use of available space. This is further enhanced by a range of fitness equipment, gerontechnology facilities, forest therapy and five-sense experience zones.

The opening ceremony was held on 4 October 2024. The Most Revd. Andrew Chan, Archbishop and Primate of Hong Kong Sheng Kung Hui and Ms. Mable Tsang, Chief Social Work Officer (Elderly), Social Welfare Department officiated at the ceremony together with Mrs. Nancy Tao, the benefactor of the Centre, Mr. Hampton Tao, Ms. Helen Lee, President of YWCA and Ms. Yvonne Yeung, Chief Executive of YWCA.

The ceremony began with a captivating sand art performance by Women Affairs Department and its honorary volunteers, illustrating the theme "Sailing with love to create a silver journey." This was followed by an impressive a cappella performance by the youth from Tsing Yi Integrated Social Service Centre. Adding to the lively atmosphere, a group of adorable students from Tsing Yi Nursery School presented a dragon dance show and spirited seniors aged 50+ from Y Evergreen Learning Centre showcased their vitality through a powerful nunchaku performance. The event culminated in a dynamic African drumming performance, engaging both the stage and the audience, with all guests experiencing the joyful harmony of intergenerational unity.

On 5 October 2024, the three service units jointly hosted an open day, featuring a variety of themed activities designed to introduce their services to the public and foster community engagement. Tsing Yi Nursery School offered booth games that highlighted traditional Chinese cultural elements and visitors also explored the school's teaching facilities during the activity. Tsing Yi Integrated Social Service Centre invited participants to enjoy creative experiences through DIY craft booths, a photo zone, and a youth-led exhibition area that showcased the perspectives and ideas of the younger generation. Mr. & Mrs. C.F. Tao Neighbourhood Elderly Centre organized a series of engaging games for visitors to experience the centre's facilities firsthand, and learn more about its services. The event attracted over 2,700 attendees throughout the day.



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## 服務獎項及出色表現

### Service Awards and Service Excellence

01

**2024香港資訊及通訊科技獎 — 「智慧市民大獎」及「智慧市民獎 — 智慧轉型（慈善機構方案）金獎」**

**Hong Kong ICT Awards 2024 – Smart People Grand Award and Smart People (Smart Transformation – Solution for Charitable Sector) Gold Award**

本會聯同其他社會服務機構共同研發，為「到校學前康復服務」度身定制的「香港賽馬會樂智通平台」於政府舉辦的「2024香港資訊及通訊科技獎」頒獎禮上，獲頒「智慧市民大獎」及「智慧市民獎—智慧轉型（慈善機構方案）金獎」，嘉許平台有效解決現時服務的痛點，全面提升服務質素及成效。本會隨後獲香港社會服務聯會邀請，代表香港參加汶萊舉行的國際性資訊科技比賽，向海外人士推廣此嶄新科技應用平台。

The “Hong Kong Jockey Club e-Platform to Achieve Smart Service for On-site Pre-school Rehabilitation Service” (e-PASS OPRS), jointly developed by the Association and other social service organizations, received recognition in Hong Kong ICT Awards 2024, namely Smart People Grand Award and Smart People (Smart Transformation – Solution for Charitable Sector) Gold Award. Invited by the Hong Kong Council of Social Service (HKCSS), the Association later represented Hong Kong at an international IT competition in Brunei, promoting the platform to overseas audiences.



02

**香港社會服務聯會「至善獎」2025 — 「卓越革新領航獎」及「卓越績效獎」白金獎**  
**HKCSS “Champions for Good Awards” 2025 – The “Grand Prix Award in Driving Change” and “Excellence in Impact Award” Platinum Award**

由香港賽馬會慈善信託基金策劃及捐助，本會與其他社會服務機構共同推動的「賽馬會鼓掌·創你程計劃」，於香港社會服務聯會主辦的「至善獎」中榮獲「卓越革新領航獎」及「卓越績效獎」白金獎，肯定了團隊在服務創新的努力，以及跨界別協作在推動青年生涯發展上的重要性。



Initiated and funded by The Hong Kong Jockey Club (HKJC) Charities Trust, CLAP@JC was launched by the Association in partnership with other social service organizations. It was honoured at the HKCSS “Champions for Good Awards” 2025 with the “Grand Prix Award in Driving Change” and “Excellence in Impact Award” Platinum Award, in recognition of its achievement in driving innovation and the significance of cross-sector collaboration.



03

**社會福利署「老有所為活動計劃」—全港最佳「兩年計劃」冠軍及季軍、「別具創意獎」**  
**Opportunities for the Elderly Project (OEP), Social Welfare Department – Champion and 2<sup>nd</sup> Runner-up of Hong Kong Best OEP Award for two-year projects, Special Award of Creativity**

雲華護理安老苑「疫」能快樂」布偶活動計劃及明儒松柏社區服務中心「豐盛生命傳奇計劃」分別獲得2022-2024年度「老有所為活動計劃」全港最佳「兩年計劃」之冠軍及季軍殊榮，後者更同時獲頒「別具創意獎」，嘉許兩項計劃鼓勵長者發展潛能，充分體現「老有所為」的精神。

The “Muppet Show - Healing with Pleasure” of Wan Wah Care and Attention Home for the Elderly and the “Abundant Life Project” of Ming Yue District Elderly Community Centre respectively garnered the Champion and 2<sup>nd</sup> Runner-up of Hong Kong Best OEP Award 2022-2024 for two-year projects by Social Welfare Department. The latter was also awarded the Special Award of Creativity.



04

**第七屆「香港十大優質社會服務計劃」嘉許**  
**The 7<sup>th</sup> Hong Kong Ten Outstanding Community Services Award**

雲華護理安老苑「疫」能快樂」布偶活動計劃及秀群松柏社區服務中心「健康小屋：鄉郊遙距照顧服務」於國際獅子總會中國港澳303區舉辦的「第七屆香港十大優質社會服務計劃2025」中，同時獲選為十大優質社會服務計劃之一。

The “Muppet Show - Healing with Pleasure” of Wan Wah Care and Attention Home for the Elderly and “Smart Hub – Telecare Project for Rural Villagers of North District” of Ellen Li District Elderly Community Centre were both awarded at the 7<sup>th</sup> Hong Kong Ten Outstanding Community Services Award organized by Lions Clubs International District 303-Hong Kong & Macao, China.



05

**香港義工獎2024 — 年度十大最高義工時數及卓越金獎**  
**Hong Kong Volunteer Award 2024 – Top Ten Highest Volunteer Hours Award and Excellence Gold Award**

本會一直致力推動義工運動，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」2024中，本會榮獲「年度十大最高義工時數（非商業機構）」及「卓越金獎」，以示嘉許。

In recognition of our efforts in promoting volunteer service, the Association received the Top Ten Highest Volunteer Hours Award (Non-Commercial Organization) and Excellence Gold Award at the Hong Kong Volunteer Award 2024, co-organized by the Home and Youth Affairs Bureau and Agency for Volunteer Service.





06

## 2024/25年度HKMA/HKT環球創新獎 — 傑出社會創新獎 HKMA / HKT Global Innovation Award 2024/25 – Special Award

由本會與香港都會大學及香港心理衛生會攜手推行的賽馬會「順孕無憂」支援計劃網上平台榮獲由香港管理專業協會主辦的第二屆2024/25年度HKMA/HKT環球創新獎之「創新機構—中小型機構特別獎」傑出社會創新獎。

The Jockey Club "Bama Chill Club" Perinatal Support Project Online Platform, jointly launched by the Association, Hong Kong Metropolitan University, and The Mental Health Association of Hong Kong, received the Special Award for its excellence in social innovation under the "Innovative Organizations – Small and Medium-sized" category at the HKMA / HKT Global Innovation Award 2024/25, organized by the Hong Kong Management Association.



07

## 第五屆香港出版雙年獎 — 兒童及青少年類別「出版獎」 Hong Kong Publishing Biennial Awards 2025 – Publication Award (Children and Youth)

繼《不想哭的葉子》·本會青年及社區服務部出版的兒童情緒教育繪本系列中的《最討厭梳頭了》及《怕游泳的水獺》於香港出版學會主辦的第五屆「香港出版雙年獎」中再度奪得「兒童及青少年」類別之「出版獎」，肯定了團隊的努力。

Following *Crying Leaf*, *Disgusting Hair* and *Worrying Otter* of the children's emotion education picture book series published by our Youth and Community Service Department were honoured with the Publishing Award in the "Children and Youth" category at the Hong Kong Publishing Biennial Awards 2025, organized by the Hong Kong Publishing Professionals Society.



08

## 僱員再培訓局— ERB推廣宣傳獎及ERB課程管理獎 Employees Retraining Board (ERB) – ERB Outstanding Award for Promotion and Marketing and ERB Outstanding Award for Course Management



於「ERB年度頒獎禮2024-25」中，本會獲頒「ERB推廣宣傳獎」及「ERB課程管理獎」；於本會任教的一名導師獲得「ERB傑出導師獎」，四名學員則獲「ERB傑出學員獎」及「ERB優異學員獎」。此外，17間為本會畢業學員提供就業機會的企業亦獲頒僱主獎。另本會的課程質素保證工作亦獲得肯定，年度內獲僱員再培訓局嘉許為2024-25年度表現持續優異的培訓機構。

We received the "ERB Outstanding Award for Promotion and Marketing" and "ERB Outstanding Award for Course Management" at the ERB Annual Award Presentation Ceremony 2024-25. One of our instructors was awarded for his excellence whereas four trainees garnered "ERB Outstanding Award for Trainees" and "ERB Merit Award for Trainees" respectively. 17 corporate partners also received the employer awards. We were also commended as the training bodies with sustained excellence for 2024-25 by ERB for our outstanding performance in programme quality assurance.

09

### 香港學校社工協作卓越計劃 — 最佳協作學校機構卓越獎 Recognized for excellence in school social work services

本會沙田綜合社會服務處於「香港學校社工協作卓越計劃」中獲頒「最佳協作學校機構卓越獎」。是項計劃由香港教育工作者聯會及香港社福界心連心大行動合辦、教育局及社會福利署支持，旨在表揚優秀的學校社工協作模式，促進學校與社工之間的有效合作，提升學生福祉和學校環境。

Our Shatin Integrated Social Service Centre was awarded by the Connecting Hearts and the Hong Kong Federation of Education Workers for exceptional performance in school social work services and collaborations with schools to enhance student well-being and school environment.



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### 女青學員獲選為「展翅青見超新星2024」 Trainee of YWCA was recognized as YETP Most Improved Trainees 2024



本會推薦學員參與勞工處「展翅青見超新星2024」選舉，其中莫深兒獲選為十位超新星之一。她在女青「展翅青見計劃」個案經理的鼓勵下，報讀僱員再培訓局「寵物護理員基礎證書」課程，並獲一所寵物善終公司聘用，找到發展方向和目標。

Ms. Rinna Mok, one of the trainees of the Youth Employment and Training Programme (YETP), Labour Department nominated by the Association, was recognized as YETP Most Improved Trainees 2024. With the support of the Association, she enriched her job skills and found her direction and goals in career development.

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### 2024-25「最動人社工及社工課程學生」選舉 — 優異獎 The Heartwarming Social Workers Awards 2024-25 – Merit Award

本會兒童及家庭服務部單位主任潘詩雅於由香港社會工作人員協會舉辦的2024-25「最動人社工及社工課程學生」中獲頒發優異獎，對她的專業服務予以肯定。

Our Unit-in-charge of Children and Family Service Department, Ms. Christina Pun received the Merit Award of the Heartwarming Social Workers Awards 2024-25 hosted by the Hong Kong Social Workers Association in recognition of her professional services.



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## 香港社企員工嘉許計劃2024 — 傑出社企員工

### Hong Kong Social Enterprises Employee Recognition Scheme 2024 – Employee Recognition Award



本會青健坊（北區）照顧員廖秀紅及園景軒餐廳員工鍾建芳於香港社會企業總會主辦的「香港社企員工嘉許計劃」2024暨十周年慶典中獲得「傑出社企員工」嘉許，表揚她們的優秀工作表現和貢獻。

Ms. Liao Xiuhong, our Y Care (North District) care worker and Ms. Chung Kin Fong, our Garden View Lounge staff member received the Employee Recognition Award in the Hong Kong Social Enterprises Employee Recognition Scheme 2024

cum 10<sup>th</sup> Anniversary Celebration organized by the Hong Kong General Chamber of Social Enterprises, in recognition of their outstanding performance and contribution.

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## 2024年民政及青年事務局局長嘉許計劃 — 「傑出社區服務人士」嘉許狀

### Secretary for Home and Youth Affairs' Commendation Scheme 2024 – Certificate of Commendation for "Distinguished Service for Community Building"

本會時任長者及社區健康服務部總主任萬雪芬，於2024年民政及青年事務局局長嘉許計劃中獲頒「傑出社區服務人士」嘉許狀，以表揚她過去致力推動社會服務，造福社群。

Ms. Cathy Man, the then Chief Officer of our Aged Care and Community Health Service Department, received Certificate of Commendation for "Distinguished Service for Community Building" in the Secretary for Home and Youth Affairs' Commendation Scheme 2024, to commend her long-term dedication to community services.



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## 「敬老護老愛心券2024」慈善籌款運動 — 「機構最高籌款獎」亞軍

### Care for The Elderly Charity Ticket Campaign 2024 – 1<sup>st</sup> 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2024」慈善籌款，為長者服務籌募經費，並獲得「機構最高籌款獎」亞軍，連續17年躋身「機構最高籌款獎」三甲。

The Association attained the 1<sup>st</sup> Runner-up of the Top Fundraising Organizations in the Care for The Elderly Charity Ticket Campaign 2024, organized by the Care for The Elderly Association, ranking among Top Fundraising Organizations for 17 consecutive years.



# 丘佐榮中學校外獎項 2024-2025

## External Achievement of Hioe Tjo Yoeng College 2024-2025

### 2024 Pokemon Go World Championships

World Champion	S5 Cheng Yip Kai (first Hongkonger awardee)
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### 2024 Universal Robotics Challenge

Real Robotics (Senior Division)	First runner-up
Idea Contest (Hong Kong Division)	Champion
Idea Contest (Worlds Final)	First runner-up

### Python Application Challenge 2025

First runner-up
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### Inter-School BioBlitz Challenge 2024 (Agriculture, Fisheries and Conservation Department)

Champion of Record of BioBlitz survey
"Today's Featured Record" Award

### The 20<sup>th</sup> Hong Kong Butterfly Watching Contest

First runner-up (Secondary & Primary Section)
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### Hong Kong Bird Race Fundraising Event 2025

最佳雀鳥紀錄 (Bird of the Day)
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### Hong Kong Carlton Trophy Competition 2024 (Scout Association of Hong Kong)

Merit Award
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### The 76<sup>th</sup> Hong Kong Schools Speech Festival (English Speech)

Solo Verse Speaking	Certificate of Merit	19 items
Public Speaking Solo	Certificate of Merit	1 item
Dramatic Duologue	Third Class Award	2 items
	Certificate of Merit	8 items

### 第76屆香港學校朗誦節 (中文)

二人朗誦—粵語	季軍	4 項
	優良獎狀	12 項
散文獨誦 — 粵語 (男子組)	季軍	1 項
散文獨誦 — 粵語 (女子組)	亞軍	1 項
	優良獎狀	2 項
詩詞獨誦 — 粵語 (男子組)	優良獎狀	1 項
詩詞獨誦 — 粵語 (女子組)	季軍	1 項
	優良獎狀	1 項
詩詞獨誦—普通話 (女子組)	亞軍	1 項
	季軍	1 項
詩詞獨誦—普通話 (男子組)	優良獎狀	10 項
	優良獎狀	2 項
散文獨誦—普通話 (女子組)	季軍	1 項
	優良獎狀	2 項

### The 61<sup>st</sup> Schools Dance Festival

Highly Commended Award
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### Hong Kong Elite Dance Competition 2025

Silver Award
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### Hong Kong Youth Music Interflows – Symphonic Band Contest

School Symphonic Band	Bronze Award
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### Thailand International Mathematical Olympiad Heat Round 2024-2025

Gold Award	4 items
Silver Award	6 items
Bronze Award	5 items

### Thailand International Mathematical Olympiad Semi-Final 2024-2025

Silver Award	3 items
Bronze Award	1 item
Merit	2 items

### Guangdong-Hong Kong-Macao Greater Bay Area Mathematical Olympiad 2025 – Preliminary Round (Hong Kong Region)

First-class Honour	2 items
Second-class Honour	3 items
Third-class Honour	5 items

### The 27<sup>th</sup> Hong Kong Mathematical High Achievers Selection Contest

Second-class Honour	1 item
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### Hong Kong International Mathematical Olympiad 2024

Gold Award	4 items
Silver Award	4 items
Bronze Award	5 items

### Mathconception

Gold Award	2 items
Silver Award	1 item
Bronze Award	3 items

### Asia International Mathematical Olympiad Open Contest

Gold Award	1 item
Silver Award	3 items
Bronze Award	7 items

### Hong Kong Inter-school Orienteering Championship (Sprint) 2024-25

Overall Girls C Grade	Third Runner-up
Kowloon Girls C Grade	Third Runner-up
Kowloon Girls Overall	Third Runner-up

# 服務簡報

SERVICE REPORT







# 傳承女青恩-凝聚力量

## 服務簡報

Service Report

105周年創會日祈禱會



## 女青運動

## YWCA Movement

女青運動是一個世界性、實踐基督信仰的婦女運動。此運動亦猶如一客滿載溫暖的列車，駛往香港不同角落，透過「會員及義工」轉化社區；以「婦女為本」角度推動充權及兩性平等尊重；透過「基督教信仰」將關愛澆灌在社會服務及教育工作中。這輛列車於本年度共接待40,490位會員，提供適時及具質素的服務；又動員11,453位義工，投入共171,850義工時數，以愛同行，關心社群；藉分享福音，接觸了77,235人次，滋養屬靈生命。碩果纍纍，盡皆恩典。

The YWCA Movement is a global women's movement rooted in Christian faith. It is like a train filled with warmth, journeying across Hong Kong and driving meaningful community transformation through the commitment of our members and volunteers. With a women-centred approach, it promotes empowerment and mutual respect between genders, while manifesting Christian love through social services and education. This year, this "train" welcomed 40,490 members and delivered timely, high-quality services. It also mobilized 11,453 volunteers who contributed a total of 171,850 service hours, serving the community with love and care. Our gospel sharing reached an attendance of 77,235, nurturing spiritual growth. These abundant fruits are all a testament to grace.





## 微小義行 支援婦女

全會層面的會員及義工培育，不但讓個人得著生命栽培，受助者亦獲得實際幫助。為推動義工服務生活化，本會第二年推行創新的「微義工」計劃——參加者可彈性參與義務工作，不受地域或時間所限，隨時隨地可作善舉。

2024年7月至11月，女青運動部門聯同青年及社區服務部舉行「其實唔難」微義工計劃，推出四大類任務，包括：熱血任務（Y – Young）、幫助婦女（W – Women）、心靈支援（C – Caring）、讚好我們（A – Appreciation），合共21項「微任務」，部份更與聯合國可持續發展目標（SDGs）扣連，例如「關冷氣3晚」（SDG 13氣候行動）及「淨灘1小時或以上」（SDG 14海洋生物）。115位微義工完成任務及交回相關證明後，本會把任務所得分數配對外贊助，讓47位基層婦女每人獲500元「小小夢想金」，劉房戶女士可為自己添置新衣裳；母親可以帶一家人外出晚膳。按婦女的身心社靈需要而實報實銷，成就關愛自己的行動，我們會把計劃延續。

## 結連夥伴 祝福社區

「簡單·義」為女青義工運動主題，意謂義務工作並不困難。本年度獲20間學校、教會、慈善團體及企業支持，共793位來自本會17個單位的義工響應，共舉辦20項主題義工服務，讓1,972個家庭受惠（共2,691人）。

我們又持續與企業及團體祝福社區，例如與香港精英運動員協會及香港賽馬會協辦一年一度「愛心送暖行動」，於2024年11月攜手動員共1,400位義工探訪13區共2,800戶女青服務的家庭。另獲旭日集團支持「暖暖學子心」校服津助計劃，讓52位就讀中小學或幼稚園的基層學生購買適切校服及用品。本會六個單位及四間幼兒學校持續參與跨基督教背景機構的「PeaceBox祝福大行動」，動員會員、義工及學生捐贈物資，成為共100個滿載祝福的和平盒子，由女青及教會義工送給基層住戶，並為家庭禱告。

## “Just Easy” Micro-Volunteering Scheme

Our member and volunteer development fosters personal growth while delivering meaningful, tangible support to those in need. To promote everyday volunteering, we launched our innovative “Micro-Volunteer” Scheme for the second year, allowing participants to contribute flexibly—anytime, anywhere—without constraints of location or schedule.

From July to November 2024, the YWCA Movement Department co-hosted the “Just Easy” Micro-Volunteering Scheme with Youth and Community Service Department, featuring 21 bite-sized missions across four themes, namely, Y – Young, W – Women, C – Caring and A – Appreciation. Some missions aligned with the UN Sustainable Development Goals (SDGs), such as “Turn Off the Air Conditioner for 3 Nights” (SDG 13: Climate Action) and “Beach Cleanup for 1 Hour or More” (SDG 14: Life Below Water). After completing tasks and submitting proof, 115 micro-volunteers earned points that were matched with external sponsorships. 47 grassroots women each received HK\$500 in “Little Dream Funds.” Based on individual physical, emotional and spiritual needs, the funds were used to support self-care and we plan to continue the programme.

## Bless the community through partnership

Under the theme “Simple • Just”, the YWCA volunteer movement emphasizes that volunteering is accessible to all. This year, with support from 20 schools, churches, charities, and corporations, a total of 793 volunteers from 17 YWCA service units participated in 20 themed volunteer initiatives, benefiting 1,972 families (2,691 individuals).

We continued to collaborate with corporate and community partners to bless the wider community. In November 2024, we co-organized the annual “Together We Care” campaign with the Hong Kong Elite Athletes Association and the Hong Kong Jockey Club, mobilizing 1,400 volunteers to visit 2,800 families across 13 districts. With support from the Glorious Sun Group, we launched the “UniWarm” School Uniform Subsidy Scheme, enabling 52 grassroots students to purchase appropriate uniforms and supplies. Our six service units and four nursery schools also took part in the “PeaceBox Campaign”, a cross-denominational initiative. Members, volunteers and students donated supplies to fill 100 Peace Boxes, which were delivered to underprivileged households by YWCA and church volunteers, accompanied by prayers for each family.





## 女青運動

### YWCA Movement



#### 多元手法 細說女青

本會歷史文化深厚，「女青·薈」擔當分享及傳承的使命，為切合不同年齡對象，以新穎手法細說女青，包括推出三項網上問答比賽（女青狂想曲、女青人勇闖巨塔及女青咖啡室2.0）；又將女青故事融入藝術，舉辦香水療心室，新增「毛毛嘢」戳戳繡俄羅斯刺繡製作，輕鬆體驗女青文化。共677位兒童、家長、展翅青見學員、長者、同工及市民參加。

#### Various creative means to share YWCA stories

With a rich cultural heritage, we launched the “Y • Hub”, a platform dedicated to sharing and passing on our story. To engage audiences of all ages, we adopted creative approaches such as three online quiz games—YWCA Rhapsody, Tower of YWCA and YWCA Café 2.0. We also infused storytelling with art, by hosting the “Perfume Healer” activity and introducing the “Fluffy Stuff” punch needle embroidery workshop, to offer a relaxing and hands-on way to experience YWCA culture. A total of 677 participants, including children, parents, youth trainees, seniors, staff and citizens, took part in these activities.

#### 年青女性領袖 培育與倡議

##### 「悅事期待·月事美麗」月經平權計劃

「香港女聲Glocal Y」年青女性領袖持續關注月經平權議題，在又一村會所設置本會首個「月事友善洗手間」，為下一代締造性別友善的環境，又設置藝術及月經產品展覽，營造能開放地談論月經及女性生殖健康的安全空間，逾200人參觀。再於大學、社區及婦女組織介紹世界各地月經貧窮故事，鼓勵學生推動月經友善社區，減少傳統的月經污名化。已於三個女青單位提供免費衛生用品供女士取用。

#### Empower young women – Leadership and advocacy

##### “Joyful Period” Menstrual Equity Project

Young female leaders from Hong Kong Glocal Y continued their advocacy for menstrual equity by establishing the Association's first “Period-Friendly Washroom” at Yau Yat Chuen. This initiative promotes a gender-inclusive environment for future generations. The space also featured installation art and a menstrual product exhibition, creating a safe and open setting to discuss menstruation and women's reproductive health, which attracted over 200 visitors. The campaign also extended to universities, communities and women's groups, where stories of period poverty around the world were shared to inspire students to build period-friendly communities and challenge traditional menstrual stigma. Free sanitary products are now offered for women at three of our service units.

##### Change Makers青年論壇

Glocal Y義工持守“Think Global. Act Local.”信念，聯同香港紅十字會合辦是項倡議共學夜，由青年人主持分組討論，暢談性別平等、精神健康及氣候變化議題。

##### “Change Makers” Youth Forum

Embracing the belief “Think Global. Act Local.”, Glocal Y volunteers co-hosted a youth-led advocacy night with the Hong Kong Red Cross. Young participants facilitated discussions on gender equality, mental health and climate change, fostering dialogue and action on pressing social issues.







## 關懷婦女角色 重塑幸福感

### 「喜·有此妳 Mindful Happiness」婦女精神健康計劃

關懷女性面對多重角色之擔子，我們獲香港東區崇德社贊助，為女性提供安全空間，透過運動、多元藝術及社區展覽，提升婚姻逆境婦女精神健康與抗逆能力；又推動健康新生活模式，鼓勵她們釋放壓力，活在當下，促進自我關懷文化。

### 2025國際婦女節《蛋白「幸人」茶》市集

凝聚婦女團體及地區教會力量，以提升婦女幸福感為目標，義工先落區派發手織杯墊及無酬勞動關注卡，再於又一村會所舉行糅合手作與福音的市集、收納工作坊、家庭照顧者無酬勞動工作坊、青年獻唱等。近100位婦女得以相聚及彼此打氣欣賞。

### 《虎毒不》電影欣賞及映後分享會

為慶祝母親節，部門於2025年5月10日假荔枝角一影院包場邀請女士免費欣賞電影《虎毒不》，並邀得導演陳小娟與男女主角盧鎮業及譚善言到場分享，探討社會就育兒上之男女角色、傳統性別枷鎖下之家庭分工、對女性選擇之尊重；又談及女性賦權、女士窘境和打破禁忌，呼籲社會大眾關心及支援身邊照顧者。



## Care for women's well-being

### "Mindful Happiness" Women's Mental Health Project

With sponsorship from the Zonta Club of Hong Kong East, we launched the "Mindful Happiness" Women's Mental Health Project to support women navigating multiple roles. Through exercise, creative arts and community exhibitions, the initiative promotes mental resilience and emotional well-being, especially for women facing marital challenges. It also encourages healthier lifestyles, stress relief and a culture of self-care.

### Joyful Happiness Market Place on International Women's Day

We united women's groups and local churches to promote women's well-being. Volunteers first distributed handwoven coasters and unpaid labor awareness cards in the neighborhood, then a vibrant community market and various workshops, along with youth performances and gospel sharing were held at Yau Yat Chuen. The event welcomed nearly 100 women and fostered connection, encouragement and joy.

### "Montages of a Modern Motherhood" film screening cum sharing

In celebration of Mother's Day, we hosted a free screening of the film, *Montages of a Modern Motherhood* on 10 May 2025, at a cinema in Lai Chi Kok. Director Oliver Chan, lead actress Hedwig Tam and lead actor Siu Yea Lo joined a post-show sharing to explore gender roles in parenting, traditional expectations in family roles, and the importance of respecting women's choices. The conversation also addressed women's empowerment, challenges facing them, and breaking social taboos to call for greater public awareness and support for carers.





推廣性別意識 發揮影響力

性別意識及男女平等教育

入校服務方面，獲得逾百間學校邀請舉辦超過85場講座及工作坊，逾9,900位學生參與，主題包括網上危機及色情陷阱、兩性相處、性騷擾及性別定型等；又增設性教育小組，為學校度身訂造切合學生需要之內容。而特色兒童活動Go Goal Y- New GENeration小領袖計劃，則以小組形式與小學生探討性別、自身及社區關係。政府協作方面，本會繼續獲邀為政府部門包括入境事務處、社會福利署、食物環境衛生署、康樂及文化事務署和公務員事務局等進行27場「性別意識培訓」，促進共逾1,000位公務員對性別主流化和《消除對婦女一切形式歧視公約》之認識、反思及應用。

Promote gender awareness and inspire change

Gender awareness and equality education

Over the past year, we were invited by more than 100 schools to deliver over 85 talks and workshops, reaching 9,900 students. Topics included online sexual threats, getting along with the opposite gender, sexual harassment and gender stereotypes. We also introduced customized sex education groups tailored to the specific needs of each school. Our children's leadership programme, Go Goal Y - New GENeration, engaged primary school students in small group discussions on gender, personal identity and community relationships. For government collaboration, we continued to support public sector training by conducting 27 gender awareness workshops for government bureaus and departments. These sessions helped over 1,000 civil servants deepen their understanding of gender mainstreaming and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), encouraging reflection and application.





## 婚姻逆境路 同路人彼此支援

本會建立逾26年的自強同學會，一直盛載着在不同歲月遇上婚姻逆境或單親的姊妹，由婦女事工隊以個案、小組、身心社靈活動、同路人家訪等，支援逾600名有故事的女子。「法理情」社區法律教育系列推廣贍養費權與責，本年度獲民政及青年事務局資助舉辦「愛無價」標語創作比賽，收到超過630份中學組及公開組，來自10至74歲參賽者的作品；佳作情感真摯，能傳達經歷離異的家庭及子女心聲。女青亦透過地區展覽及社交平台分享作品，加強社會關注婚姻逆境家庭。同時，常設的活出新天地小組、恩典之路團契、免費婦女法律諮詢、婚姻法講座；還有特色活動如美麗人生體驗日營、Joyful Dance、「從心如初見」表達藝術治療、家居維修班、親子放大鏡、She展身心、照顧者有得咁，回應姊妹們身心社靈及互助網絡之需要；亦透過傳媒訪問就單親狀況發聲。全年服務逾2,000人次。

另峰景軒社會住宿服務自推出以來這數年間，以特惠價格為36位獲社工轉介、有短期住宿需要的女士提供安心住處，善用資源去支援面對婚姻逆境、家庭或其他需要之婦女。

## Walking together through marital challenges

For over 26 years, the Self-Strengthening Alumni Association has walked together with over 600 women who have experienced marital adversity or single parenthood. Our Women Affairs Team also provides them with support and care through casework, support groups, wellness activities and peer visits. To raise awareness of legal rights and duties pertaining to spousal maintenance, a community legal education series was launched. With funding from the Home and Youth Affairs Bureau, we organized a slogan contest, receiving over 630 entries. Many heartfelt submissions reflected the stories of children and families affected by divorce. They were showcased in exhibitions and shared on social media.

Besides, ongoing programmes such as support groups, fellowships, free legal consultations and marriage law seminars continue to meet the emotional, physical and spiritual needs of women. Featured activities including day camp, Joyful Dance, expressive arts therapy, home repair workshops fostered mutual support and self-rejuvenation. We also raise public awareness of the situations of single-parent women through media interviews. These services reached a total attendance of over 2,000.

In addition, the Summit View Kowloon has provided safe, affordable accommodation to 36 women referred by social workers over the past few years. This initiative makes meaningful use of resources by offering short-term housing support for women facing marital, family, or other personal challenges.







### 關注婦女健康 發揮協同效應

「香港傑出婦女義工協會」繼續致力舉辦婦女健康主題服務，包括乳房健康及婦女尿滲問題，讓婦女更認識及關心自己需要，提倡及早識別、及早治療，減少因忌諱而引致之健康問題。另「Sure婦女健康系列」透過多元化健體運動及工作坊，以及女子跑步隊等，提供專業運動及飲食指導，增強婦女實踐健康生活模式的決心。

配合本港推動基層健康，「賽馬會We WATCH優活健康計劃」服務元朗區35至59歲人士，透過健康風險篩查、個人化健康管理指導、體能運動及營養科學、情緒及心理健康活動，幫助參加者改善日常習慣及生活方式。推行近三年累積逾1,333個成功接受健康管理服務個案。有見逾70%參加者為女士，特設「婦女健康增值學院」，舉行預防骨質疏鬆、舒緩常見痛症、認識子宮頸癌等活動，回應女性需要。

### Promote women's health and build synergy across communities

The Hong Kong Outstanding Women Volunteer Association continues to promote women's health through targeted services addressing health issues such as breast health and urinary incontinence. These initiatives encourage self-care among women as well as early detection and treatment, and help reduce health risks often overlooked due to social taboos. To empower women in adopting healthier lifestyles, the "Sure Women's Health Series" offers diverse fitness programmes and workshops to provide expert guidance on exercise and nutrition, and forms a women's running team.

In support of Hong Kong's primary healthcare development, the Jockey Club We WATCH Healthy Lifestyle Project serves residents aged 35–59 in Yuen Long and helps them establish healthy lifestyles through health risk screenings, personalized health management, fitness and nutrition coaching, and mental wellness activities. Over the past three years, more than 1,333 individuals have received our health management service. Recognizing that over 70% of participants are women, we established the Women's Health Academy, offering activities focused on osteoporosis prevention, pain relief and cervical cancer awareness to address women's health needs.





### 栽培婦女靈命 強化事奉心志

我們致力培育跨宗派及多元處境的基督徒婦女，傳承基督教文化及女青核心價值，引發她們反思個人、與他者、與上主及與環境之關係，察覺和關心個人身心社靈需要，建立健康的自我形象，發掘恩賜與發揮女性的屬靈影響力，與人共感同行，轉化及祝福社區，傳揚基督永恆不變的愛。

介入手法也與時並進，同工精心設計以大自然、藝術活動、生死教育、生命見證、靈修操練等為藍本之特色靈性培育項目，包括恩典之路團契、靜心之旅體驗日營、「儼入蜜薈」身心靈健康體驗日、「從藝術說說生死」工作坊、「靈基一觸：心靈突破之旅」靈修小組、兩日一夜結伴同行靜修營、沙畫靈修等，為現代女性提供安全、獨處及同行的空間，互相聆聽、守望及祈禱；感恩獲回饋指活動擴闊了靈性體驗，滋潤心靈，並提昇服侍社群的心志。

### 糅合福音與社會服務 廣撒種子

本會致力連結社會服務與教會牧養，與44間夥伴教會建立策略合作，將信仰關懷深耕社區。本年度重點事工涵蓋不同年齡層福音工作，包括青少年轉化、校園牧養、夥伴教會婦女培育及地區服事協作，發揮協同效應。

### Nurture women's spiritual growth

We are committed to cultivating the development of Christian women from different denominations and backgrounds, passing on Christian culture and the core values of the YWCA, and encouraging them to reflect on their relationship with self, others, God and creation. Through this journey, they recognize and care for their needs, build a healthy self-image, discover their gifts, and become agents of Christ's love and bring transformation in their communities.

Our intervention approach evolves with the times. Staff thoughtfully designed spiritual programmes such as fellowship, day camp, wellness day inspired by nature, art, life education, personal testimony and contemplative practices. These experiences offered women safe, reflective space for solitude, companionship, empathetic listening, mutual support and prayer. Participants shared that these activities deepened their spiritual awareness, nourished their souls, and renewed their commitment to serving the community.

### Sow seeds of faith through social service

The Association continues to connect social service with church ministry, forming strategic partnerships with 44 churches to bring faith-based care into the heart of our communities. This year, we focused on gospel outreach across all age groups, supporting youth transformation, school-based pastoral care, women's development and neighborhood collaboration.





## 女青運動

### YWCA Movement

#### 結連教會夥伴 築成橋樑

##### 校園生命師傅計劃

為啟動靈性培育，本會基督教事工結連本會丘佐榮中學及香港華人基督會，於中一級倫理與宗教科課堂推行是項計劃。三福佈道策略成功引導60位學生決志歸主；為延續牧養果效，教會善用午膳時段的成長小組，跟進升讀中二學生，定期鞏固信仰根基，建立可持續的靈性培育模式。

##### 暑期福音營

為轉化青少年生命，我們以“To be Aware, To be Accepted, To be a Better Me”為核心主題，於2024年暑假在本會梁紹榮度假村舉辦三日兩夜營會，吸引29位中三至中五的「共創明Teen」學員參與，透過守護天使、黑夜探索、勇闖石澗等歷奇活動，結合基督教體驗式學習，促進接納自我及勇於表達；夥伴教會基督教中國佈道會尖沙咀迦南堂的關浩然牧師於尾聲的佈道環節，感恩促成26位學員決志信主。其後，教會的活動（例如「家南Amazing Team」）讓學員發展潛能，五位「共創明Teen」學員更參加了於2025年7月由教會舉辦的馬來西亞信仰文化體驗團，深化栽培。

##### 「BeYoutiful = Beautiful活出自己，最為美麗」計劃

我們於本年度連繫本會三個單位及七間夥伴教會（中華傳道會祐寧堂、宣道會清泉堂好鄰舍中心、基督教主恩會、中華基督教會錦江紀念禮拜堂、香港宣教會恩佑堂、中華基督教會基磐堂、中華基督教會青衣全完堂），同心推行是項教會婦女義工培育計劃，建立網絡。11期工作坊共接待483婦女人次，透過創意藝術媒體及創作，分享聖經中女性的特質，引導參加者探索、接納及欣賞個人的獨特性，並糅合紓壓及慢活體驗，讓她們活得更自信美麗。部份學員更成為義工，於明儒松柏社區服務中心成立「燃愛小組」，以定期聚會關顧基督徒婦女。參與者回饋能透過藝術找到真實自我，重新體認女性信仰價值，展現生命轉化見證。

#### Connect with partner churches

##### Campus Life Mentor Programme

In partnership with YWCA Hioe Tjo Yoeng College and the Hong Kong Chinese Church of Christ, we launched the Campus Life Mentor Programme during the ethics and religious studies lessons for S1 students, where 60 students were converted to Christianity. To nurture their spiritual journey, lunchtime fellowship groups were formed, helping S2 students grow in faith and build a lasting foundation for spiritual development.

##### Summer gospel camp

This summer, 29 mentees from the Strive and Rise programme took part in an overnight camp at Sydney Leong Holiday Lodge under the theme “To be Aware, To be Accepted, To be a Better Me.” By integrating adventure activities with experiential faith-based learning, it promotes self-acceptance and expression among participants. Subsequent church activities also helped them develop their potential. During the closing session led by Rev. Leo Kwan from Evangelize China Fellowship Tsim Sha Tsui Canaan Church, 26 mentees were converted to Christianity. Five of them joined a religious culture tour to Malaysia in July 2025.

##### “BeYoutiful = Beautiful” Women Volunteer Programme

In collaboration with three of our service units and seven partner churches, we launched the “BeYoutiful = Beautiful” Women Volunteer Programme designed to empower women through creative art. Across 11 workshops, participants explored the traits of female characters in the Bible, and were guided to embrace and appreciate their uniqueness. Activities that promoted slow living and stress relief were also launched. A total attendance of 483 was reached. Following the programme, some participants volunteered to establish the “Ignite Love Group” at our Ming Yu District Elderly Community Centre, offering ongoing support and fellowship to Christian women through regular gatherings. Many shared that the programme enabled them to rediscover their spiritual identity and express their faith more deeply through the medium of art.







### 「愛的根源」話劇團

凝聚不同教會婦女義工組織，構思《生命的奇蹟》話劇，以四個真實生命故事呈現婦女支援/參與/領導及福音工作，於2025年3月創會日祈禱會上首演，展現「生命的栽培」之可貴。

### 夥伴教會牧者參訪團

為提升協作機會，我們於2025年5月邀請20位顧問及教牧人員，前往本會五個服務單位或隊伍（利梁趣沂樂齡日間護理中心、皇后山新屋邨社工隊、女青喜越嬰幼園、北區地區康健站及藥健同心社區藥房）參觀，深化對女青新服務的認識。近數年，本會亦透過服務探訪而落實了不少事工，例如中國基督教播道會太古城堂粵曲組定期到單位表演及探訪；浸信會彩恩福音堂黃遠萍牧師定期每月於利梁趣沂樂齡日間護理中心主領「彩虹人生」福音小組，讓長者得著靈性餵養。

未來，女青運動將持續堅守「促進者」之角色，在會員、義工、婦女及福音事工上繼續與會內會外多方合作，實踐「資源互補、關懷共生、以愛同行」，迎向充滿變化的世界，引領社區見證富溫度的服務及信仰生命力，攜手共築天國在地上的具體見證，與有心人一起祝福更多生命。



### “Rooted in Love” Drama Troupe

Women volunteers from various churches came together to create the original production *Miracles of Life*. The play featured four true stories highlighting women's roles in support, participation, leadership, and gospel outreach. It premiered at the Association's Founding Day Prayer Meeting in March 2025, illustrating the preciousness of “Enhancement of life.”

### Church partnership visits

To strengthen collaboration, 20 pastors and advisors were invited in May 2025 to visit five of our service units and teams. These visits not only deepened their understanding of the Association's social services, but also led to impactful ministries in recent years. For example, the Cantonese Opera Group of Evangelical Free Church of China Taikoo Shing Church now regularly performs at our service units, while Rev. David Wong of Rainbow Grace Baptist Chapel leads the “Rainbow Life” gospel group at Helen Lee Day Care Centre for the Elderly on a monthly basis, offering spiritual nourishment to seniors.

Looking ahead, we will continue to advance YWCA Movement and uphold our role as a facilitator, fostering collaboration on members, volunteers, women's and Christian ministries. Guided by the principles of “Complementing Strengths, United in Care, Journeying in Love,” we remain committed to serving the community with heart and faith in an ever-changing world.





## 幼兒教育

## Early Childhood Education

本會幼兒教育部關顧兒童的發展需要和身心靈健康，而家長和教師作為當中的重要持份者，都積極為孩子裝備自我，同心「童」行，教養孩子。

Our Early Childhood Education Department cares for children's developmental needs and their physical, mental and spiritual well-being. As key stakeholders, parents and teachers actively prepare themselves to nurture and walk alongside children in unity, supporting their growth together.

### 學與教 — 教師專業發展

為期46個月（2024-2027）的賽馬會「點亮•亮點」計劃於本年度啟動，計劃主題為「拉闊教育，擁抱共融」，信望幼兒學校和趣沂幼稚園率先參加了第一期培訓課程及校園設施優化。教師透過體驗式培訓活動，加深認識兒童多樣化的學習需要和實用性的全納教學技巧。計劃亦支援學校優化學習環境和教材設置，倡議給孩子選擇的機會，以滿足

### Learning and teaching – Teacher professional development

The 46-month Jockey Club "Spark & Spot" Project (2024-2027) themed "Enriching Education. Empowering Diversity" has been launched this year. Faith Hope Nursery School and Helen Lee Kindergarten joined the initial phase of training and school facility enhancements. Through experiential training activities, teachers deepened their understanding of children's diverse learning needs and inclusive teaching strategies. The project also supports schools in improving learning environments and teaching





他們多樣性需要，並先由座椅及教材做起，當兒童的感官需要得到滿足後，便會變得更專注上課，為校園營造全納性和互動性的教學氛圍。

趙靄華幼兒學校及宏恩幼稚園參加了第二階段的賽馬會「智•幼•趣」計劃。教師從計劃中加深認識如何從日常生活環境中擷取題材和材料，為兒童提供動手操作和感官刺激的機會。通過一些概念認知，如「水」、「植物」和「動物」等設計主題活動，並運用STEAM元素，讓兒童透過探索來理解周遭環境。計劃同時推動家長參與，鼓勵他們到學校一起參與親子活動，了解兒童怎樣從遊戲建構新知識和技能。

materials, promoting the idea of giving children choices to meet their varied needs. Once children's sensory needs are met, they become more focused in class, and an inclusive and interactive learning atmosphere on campus can be fostered.

Chiu Oi Wah Nursery School and Athena Kindergarten participated in the second phase of the Jockey Club "CoolPlay" Project. Through the programme, teachers enhanced their understanding of how to draw inspiration from everyday lives, creating opportunities for children to engage in hands-on activities and obtain sensory stimulation. Theme-based activities were designed around conceptual topics such as water, plants and animals, incorporating STEAM elements to help children explore the world. The initiative also encouraged parental involvement by inviting parents to take part in school-based parent-child activities and learn about how children acquire new knowledge and skills through play.







走進社區的校本課程 女青萌動「寫」意童樂日

語文包括「聽、說、讀、寫」四個元素，家長對「寫」常存誤解，以為抄寫是唯一的練習方法。有見及此，2025年3月和4月，我們分別在屯門文娛廣場和九龍公園廣場舉行了「女青萌動『寫』意童樂日」，把在學校裡運用的寫字策略轉化為大型遊戲，合共3,024位公眾人士入場參與。寫字涉及視覺感知、手眼協調、小手肌技能和視覺追蹤等一連串的兒童發展，而視覺感知發展與寫字能力關係密切。兒童進行與視覺感知相關的遊戲，有利提升其寫字能力，也增強書寫的動機和趣味。當日家長與子女投入參與各項主題遊戲，可謂寓學習於娛樂，一家人玩得樂也融融。

Community-based curriculum – YWCA Fun “Writing” Play Day

Language learning involves listening, speaking, reading and writing. Many parents mistakenly believe copying is the only way to practise writing. In light of this, we hosted YWCA Fun “Writing” Play Day respectively in March and April 2025 at Tuen Mun Cultural Square and Kowloon Park Piazza. The initiative transformed writing strategies used in schools into large-scale games, attracting a total of 3,024 participants. Writing development involves visual perception, hand-eye coordination, fine motor skills and visual tracking, among which, visual perception is closely tied to writing ability. The games helped boost their writing capacity and motivation by stimulating these skills. Families engaged enthusiastically in the games, enjoying quality time together and learning through play.







### 「『營』在起跑線」親職講座

在2024年10月26日，我們舉行了「『營』在起跑線」聯校親職講座，邀請了兒科專科梁淑芳醫生以兒童健康飲食為主題向家長分享，內容涵蓋從兒童成長的數據、均衡的飲食到食量與食材對健康的影響。梁醫生在講座中提出一點喚醒家長的迷思：食物質素由家長掌管，吃的份量由兒童決定，不要使進餐時間變成兒童與家長角力的戰場。簡單地說，家長給孩子的食物不應影響健康，肥胖引發的健康問題，如心血管疾病、血糖過高等已趨年輕化；孩子的胃口因人而異，如果強迫他們完成家長指定的份量，使進食變成懲罰，孩子便失去吃正餐的動機。

### “Start with a Healthy Diet” Parenting Seminar

On 26 October 2024, we held the joint-school parenting seminar titled “Start with a Healthy Diet,” and invited pediatric specialist, Dr. Sophie Leung to share insights on children growth, balanced diets, and how food choices and portions affect health. Dr. Leung addressed a common misconception: while parents take charge of the quality of food, children should have the right to decide how much to eat. Mealtimes should not become a battleground. In short, food given to children should support their health since childhood obesity, along with related health issues like cardiovascular disease and high blood sugar, have become more common. Every child has their own appetite. When we pressure them to clear their plates, it can take the joy out of eating and make mealtimes feel like a chore.







## 中學教育

## School Education

基督教女青年會丘佐榮中學（丘中）於1971年創辦，靠著神的恩典，丘中一直致力為莘莘學子提供優質教育，多年來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688人，共24班，以英語授課。丘中抱持基督教教育的使命，以「健康顯活力，堅毅添關懷」的丘中精神悉心栽培學生，讓他們有均衡健康的發展。2025年1月，有459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 with well-recognized results, testifying God's grace in more than 50 years of school history. In 2024-2025, HTYC, running on a 24-class structure and offering a full-range English as a Medium of Instruction (EMI) curriculum, had a total of 688 students. HTYC established its education on the basis of Christian values and upholds the HTYC Spirit of "Health, Tenacious, Young, Caring", catering for the balanced needs of the students. In January 2025, HTYC recorded a total of 459 applications for their 41 S1 discretionary places (ratio of 11:1).





## 愛與學習的多彩旅程

丘中持守基督教的價值培育學生，讓學生明白到愛是最重要。丘中每年舉行全校性大型活動如福音週、英文週、學術週等。不同的學生組織，如四社、學生會、領袖生、學生輔導員、興趣學會等，也為學生舉辦多元化的活動，讓他們享受豐富而精采的學習和校園生活，有更多師生互動。活動包括中四歷奇訓練、高中外展訓練、專業航空STEAM飛行體驗課程、中三STEAM專題學習同樂日、內地及海外交流團、中華文化體驗活動、音樂科中四音樂劇比賽及一年一度歌唱比賽等。另今年更舉行了三場演藝人校園巡迴表演，包括香港演藝人協會校園巡演、英皇娛樂校園巡演、無綫電視《聲夢傳奇》校園巡演，更有香港本地原創長壽音樂劇《我們的青春日誌》校園巡迴表演。同學們都非常投入活動，為校園生活增添了很多色彩，實在感恩。

丘中學生一直在不同比賽中均取得優異成績，屢獲殊榮，尤其在資訊科技及STEAM範疇表現特別出色，多次在學界比賽中獲獎。本年度中五同學鄭業楷在美國夏威夷舉辦的遊戲2024 Pokémon GO世界錦標賽中勇奪冠軍，成為香港首位Pokémon GO世界冠軍；四位中五同學於「2024國際機械人挑戰賽」香港區選拔賽（發明比賽）中亦勇奪高中組冠軍，並代表香港參加於日本大阪追手門學院中●高等學校舉行之日本總決賽及奪得世界賽亞軍。此外，四位同學於漁農自然護理署主辦的「校際生態速查挑戰賽2024」中勇奪「速查紀錄獎」全港冠軍及「是日精選紀錄」獎；四位同學參加「第20屆香港觀蝶大賽及攝影比賽2024」並勇奪全港亞軍；五位同學參加「香港觀鳥比賽2025」並奪得「最佳雀鳥紀錄」獎；九龍第六十七旅童軍於「2024年全港嘉爾頓錦標總決賽」中勇奪優異獎。



## A colorful journey of love and learning

HTYC aims to nurture students with Christian values, emphasizing that love is of utmost importance. HTYC offers a wide spectrum of learning activities, including large-scale whole school events such as Gospel Week, English Week and Academic Week. Moreover, there are extra-curricular activities organized by various student bodies including Student Union, School Prefects, four Houses, Student Counsellors. All these conjoint efforts create a vibrant learning environment and enrich their campus life, promoting teacher-student interactions. These activities include S4 Adventure Training, Outward Bound Training, Professional Aviation STEAM Flight Experience Course, S3 STEAM Fun Fair Day, mainland and overseas study tours, Chinese culture experience activities, S4 musical, various visits and the annual singing contest. This year, the school also welcomed three campus touring performances by artists, including the Hong Kong Performing Artistes Guild School Tour, the Emperor Entertainment School Tour, and the Stars Academy School Tour 2025. School Tour of the original long-running local musical *Our Journal of Springtime* was also held. All students are very engaged and enthusiastic about these activities.

HTYC students had demonstrated talent, tenacity and team spirit in a wide range of competitions, including remarkable achievements in information technology and STEAM education with many awards in competitions. This year, S5 student Cheng Yip Kai, became the first Hongkonger to win 2024 Pokémon Go World Championships in Hawaii. Four S5 students also won the championship (senior secondary section) in the "2024 Universal Robotics Challenge" – Invention Competition (Hong Kong District) and won the world 1<sup>st</sup> runner-up when they represented Hong Kong to participate in the 2024 International Robot Challenge Japan Finals held at Osaka. Moreover, four students participated in the "Inter-School BioBlitz Challenge 2024" and won the Champion of "BioBlitz Record Award" and "Today's Featured Record" Award. Four students participated in the "20<sup>th</sup> Hong Kong Butterfly Watching Contest 2024" and won the 1<sup>st</sup> runner-up. Five students participated in the "Hong Kong Bird Race Fundraising Event 2025" and won the "Bird of the Day" Award. Kowloon 67<sup>th</sup> Scout Brigade participated in "Hong Kong Carlton Trophy Competition 2024" and won the Merit Award.



## 中學教育

## School Education



## 作丘中人 — 立身養志 博學致知

丘中今年開展了新的三年學校發展計劃。我們的主題口號是「作丘中人 — 立身養志 博學致知」。我們有三個關注事項：(1) 培養丘中人成為有能力的學習者；(2) 促進丘中人的身、心、社、靈健康；

(3) 以基督信仰、校訓和丘中精神為基礎，建立培育優秀丘中人的發展藍圖。我們深化了跨課程閱讀，又透過普通話日豐富了校內普通話的氛圍。我們亦以一個校本的PIES模式（準備—探究—參與—自我反思）作為有效學習和教學的框架，並於本年建立校本人才庫系統，以加強資優教育及進一步發揮學生潛能，以及舉行了第一屆「年度成果展示日」，展示了今年學生在不同領域的學習成果。此外，我們舉辦了不同的交流團來豐富學生的學習經歷。其中包括四川文化體驗和服務學習之旅，學生在四川梓潼縣仙鶴小學進行義教，不僅豐富了丘中人對四川的認識，還透過服務學習體現了關懷的精神。

另一方面，我們促進丘中人的身、心、社、靈的健康，並強調正向教育和班凝聚力。今年學校組織了各種班級經營活動，以加強同學之間的聯繫，並舉辦了「快樂星期五」和「心理健康日」活動，促進學生的心理健康。我們持續美化丘中校園的不同角落，以建立健康的校園環境。基督教教育是丘中最重要的元素。我們透過中一及中二的體驗式宗教及倫理課程來培養學生的靈性健康。同時，今年新落成的健身中心已經投入使用，用於體育課和運動校隊訓練。我們亦加強了學生的服務學習，以增強丘中人的社會關懷和責任感。

丘中大部份學生在畢業後都是繼續升學。在2025年香港中學文憑考試中，學生成績優異，約72%的學生考獲符合入讀本地學士學位課程成績。

## Nurture Virtue, Embrace Wholeness: Be a Hioecian

HTYC started a new three-year School Development Plan this year, guided by the theme "Nurture Virtue, Embrace Wholeness: Be a Hioecian" with focus on three areas: (1) nurturing students into competent learners; (2) fostering students' mental, spiritual, physical and social well-being; and (3) cultivating students as outstanding Hioecians in accordance with Christian values, the School Motto and the HTYC spirit. We have enhanced reading across the curriculum and enriched the Putonghua-speaking atmosphere on campus through Putonghua Day. We have also developed a school-based PIES Model (Preparation-Inquiry-Engagement-Self-reflection) as a framework for effective learning and teaching. A school talent pool system has been established to enhance gifted education and unlock students' potential. The 1<sup>st</sup> HTYC Annual Showcase Day was also held to celebrate students' accomplishments across various domains for this year. We have enhanced students' learning experiences by organizing different study tours. In Sichuan cultural experience and service learning tour, Hioecians served as volunteer teachers at Zitong County Xian'e Primary School. This experience not only enriched their understanding of Sichuan culture but also embodied the spirit of caring through service learning.

Besides, we promoted holistic well-being of Hioecians, emphasizing positive education and class cohesion. We organized a variety of class-based activities to strengthen connections among classmates, as well as hosted "Happy Friday" and "Mental Health Day" to promote students' mental health. Besides, we continue to enhance various corners of the campus to foster a healthy learning environment. Christian Education remains the core element of HTYC. We nurture students' spiritual well-being through an experiential ethics and religious studies curriculum in S1 and S2. Our new Fitness Centre was put into service this year for physical education lessons and school team training. We have also strengthened students' service learning to enhance their sense of social care and responsibility.

Most HTYC graduates continue their studies. In HKDSE 2025, the performance of HTYC students was outstanding. About 72% of students attained the minimum entrance requirement for local universities.





### 以信念培育未來 以信心面對挑戰

在這個快速變化的世界中，尤其是近幾年人工智能的迅速崛起，我們深知學生面臨著前所未有的挑戰，但我們相信這也會帶來許多新的機會。只要學生勇敢向前，以堅韌的意志克服困難，並倚靠神的力量，他們必能實現更高的成就。丘中將持續致力於培育出優秀學子，讓他們在未來社會不同崗位上成為優秀的「丘中人」。

### Nurture faith and confidence

In today's rapidly changing world, especially with the recent rise of artificial intelligence, we understand that students are facing unprecedented challenges. However, we believe that these will also bring many new opportunities. With courage, resilience, and faith in God's strength, students can overcome obstacles and reach even greater achievements. HTYC will continue to nurture outstanding learners who will serve in different roles in society as exemplary Hioecians.





2016 2017-18 2019 2020-21 2023 2024

## 服務簡報

Service Report



# 兒童及家庭服務

## Children and Family Service

年度內，兒童及家庭服務部持續引入外界資源，以優化現有服務及拓展新服務試點，其中包括參與「賽馬會幼兒喜步計劃2.0」、優化孕產家庭熱線支援服務、製作以失胎為題的微電影，以及為有特殊教育需要青少年提供生涯發展服務等，以回應個人及家庭健康的需要。

Over the year, Children and Family Service Department has continued to introduce external resources to enhance existing services and explore new pilot initiatives to address both individual and family wellness needs. Key efforts include participation in the "Jockey Club Bright Start Project 2.0" project, enhancements to the hotline service for families of expectant and new parents, production of a short film on pregnancy loss, and career and life development support for adolescents with special educational needs (SEN).





### 嬰幼兒教顧服務

女青兩所喜越嬰幼園，合共為188位零至三歲嬰幼兒提供全日制託兒服務、延長時間服務及暫託服務。為提升服務質素，園方參與由香港賽馬會慈善信託基金贊助的「賽馬會幼兒喜步計劃1.0」，進行課程改革、優化園內設施、舉行家長論壇及教師培訓等，並綜合專業知識及實務經驗，配合學習發展金字塔，於2024年11月出版《BB「感」學習0-3歲多感官活動結集》，為業界作出一分貢獻。完成該計劃後，我們於2024年12月1日繼續參與計劃2.0，以助持續提升教師的教顧知識和技巧，亦配合電子平台研發以精簡行政流程，為嬰幼兒家庭提供更高質的教顧服務。

### Educare service for infants and toddlers

Our two child care centres provide full-day, extended hours and occasional child care services for a total of 188 children aged from birth to under 3. To raise service standards, the centres participated in the "Jockey Club Bright Start Project 1.0" sponsored by The Hong Kong Jockey Club Charities Trust to conduct curriculum reform, facility upgrades, parent forums and teacher training. Drawing on professional knowledge and practical experience, and guided by the pyramid of learning, *A Collection of Multisensory Activity Ideas for Early Learning* was published in November 2024. Upon the completion, we joined the project 2.0 in December, incorporating digital platforms to streamline administration and strengthening educator expertise for service enhancement.



## 兒童及家庭服務

### Children and Family Service



#### 女青輔導熱線

2024年是女青輔導熱線的40周年。熱線自1984年7月起服務大眾，屬全港性的支援服務，鼓勵受情緒困擾的有需要人士及早求助，避免問題惡化，促進個人身心健康，回應社會所需。約40人的受訓義工團隊，逢星期一至五於下午及晚上時段當值，每年支援約2,000多個求助來電。熱線分為「婦女專線」和「輔導熱線」，並於2000年與醫院合作，加入「產前產後電話慰問計劃」。至2023年，由於本會獲得香港賽馬會慈善信託基金贊助，開展了為期三年的「賽馬會順孕無憂支援計劃」，為懷孕期間家庭提供更完善的支援服務，原有的電話慰問計劃因而更名為「順孕無憂專線」，成為家庭服務發展一個重要里程碑。

#### YWCA Counseling Hotline

2024 marked the 40<sup>th</sup> anniversary of YWCA Counseling Hotline, which has served the public since July 1984 as a territory-wide support service. It encourages individuals facing emotional challenges to seek early help, preventing problems from worsening and promoting mental and physical well-being. A trained volunteer team of around 40 members takes shifts on weekday afternoons and evenings, handling over 2,000 incoming calls annually.

The hotline is divided into the "Women's Hotline" and "Counseling Hotline." In 2000, the "Prenatal and Postnatal Telephone Care Programme" was introduced in collaboration with hospitals. With sponsorship from The Hong Kong Jockey Club Charities Trust, a three-year initiative "Jockey Club Bama Chill Club" was launched in 2023 to enhance support services for families during pregnancy. As a result, the care programme was renamed "Bama Chill Support Line," marking a major milestone in the service development.

#### 《沒有見過世面的孩子》微電影

每年10月15日是國際失胎紀念日，又一村家庭健康促進中心透過賽馬會「小足·福」失胎支援計劃的資源，特意製作一齣以關注失胎家庭為題的微電影《沒有見過世面的孩子》，敘述夫婦在懷孕期間失去孩子的故事，盼能加強社會人士對失胎課題的認識。微電影首映禮暨小天使父母分享會於10月19日在又一城電影院舉行，共有約100位來自香港賽馬會慈善信託基金、醫護界、社福界、大學、宗教團體、喪葬及生命教育團體的代表及熱心人士入場參與。及後我們繼續在不同場地為相關專業界別人士舉行微電影分享會，讓更多人能夠了解失胎家庭的真正需要。微電影現已上載至線上影片平台，供大眾免費收看。

#### A Child Who Has Never Seen the World short film

To mark Pregnancy and Infant Loss Remembrance Day on October 15, Yau Yat Chuen Family Wellness Centre produced a short film titled *A Child Who Has Never Seen the World* supported by the Jockey Club Perinatal Bereavement Care Project. The story follows a couple navigating pregnancy loss, aiming to promote public awareness around the issue. A premiere and sharing session were held on October 19 at a cinema in Festival Walk, with around 100 participants from The Hong Kong Jockey Club Charities Trust, healthcare and social service sectors, universities, religious groups, funeral services and life education organizations. Additional screenings held at various venues for professionals in relevant sectors further strengthened understanding of family needs during grief. The film is now available online for free public viewing.







### 特殊教育需要青少年生涯發展試驗服務

Y SENse 特殊教育需要服務中心為特殊教育需要 (SEN) 青少年開拓生涯發展服務，名為「Y SENse 倉存應援」。中心為他們組織倉務工作隊，善用其特性及專長，並締造一個SEN友善工作環境及指導方式，發展一套適合他們的工作模式，讓他們獲得正面的工作經驗及職涯發展機會。於4月6日，我們參與由香港關顧自閉聯盟主辦，教育局及各大機構聯合統籌的「生涯規劃」博覽會，展示及分享不同SEN友善的支援工具與介入手法，教育局、社會服務機構及家長等各界人士，均對此服務十分欣賞。至今，Y SENse 特殊教育需要服務中心跨專業團隊已栽培八位年青人成為可靠的員工。

### Career and life development pilot initiative for SEN youth

Y SENse Special Educational Needs Service Centre has launched a career and life development pilot initiative, "Y SENse Warehouse Support Team" to create job opportunities for SEN youth. The initiative forms a work team that builds on individual strengths and offers a SEN-friendly environment with tailored guidance. This innovative model equips participants with positive workplace experience and real career development prospects. On April 6, the team joined the "STAR Planning Expo" hosted by Hong Kong Autism Awareness Alliance and co-organized by Education Bureau and other institutions. They showcased SEN-friendly tools and intervention approaches, earning strong praise from educators, social service providers and parents. To date, the Centre's interdisciplinary team has trained eight teenagers as dependable warehouse staff.







## 青年及社區服務

## Youth and Community Service

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。

Guided by the mission of "Enhancement of Life," the Association has long been committed to supporting youth development. Our 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 enhance youth participation. Multi-faceted career and life planning services were initiated and mental well-being of adolescents was promoted for their holistic development and pursuit of personal goals.





### 青少年精神健康服務 — 賽馬會擁抱情緒計劃

隨著香港青少年精神健康問題日益嚴峻，學生自殺個案持續上升，社會對有效介入及支援措施的需求越加迫切。本會獲香港賽馬會慈善信託基金支持，推行為期兩年的「賽馬會擁抱生命系列2.0 — 青少年擁抱情緒計劃」，旨在提升青少年及相關持份者對精神健康的認識、壓力管理能力及求助意識。

計劃推行一年以來，已於20多間學校為逾5,500名初中生、600多位家長及1,200多位教師提供情緒教育及支援服務，並舉辦成效分享會及專業工作坊，為駐校社工及青年工作者提供持續培訓。此外，計劃特別為中學生家長設計「家長資源套」，內容涵蓋青少年常見的情緒困擾及親職技巧，並介紹多元的情緒管理活動及社區資源，協助家長更有效地支援子女的心理康復。

### 《情感友SYNC》桌上遊戲推動青少年精神健康

本會認為在青少年成長過程中，壓力來源廣泛且多樣化，及時辨識並採取適切的減壓方法尤為重要。為促進青少年有效管理情緒及壓力，沙田綜合社會服務處青年代表與香港專業教育學院學生聯手設計並開發了一款名為《情感友SYNC》的桌上遊戲。該遊戲全程由青年人主導設計及製作，運用視覺描繪及設計技巧，創作出能模擬真實生活情景的遊戲卡，幫助玩家表達面對困難時的感受，從而抒發情緒、促進溝通，並有效減輕壓力。透過創新且多元化的介入方式，本會致力於為青少年提供全面支援，協助他們正面面對精神健康挑戰，共建充滿關愛的社區。

### Youth mental health services – Embrace Emotions Programme for the Youth

With the growing severity of youth mental health issues in Hong Kong and a continued rise in student suicide cases, there is an urgent need for effective intervention and support measures. Supported by The Hong Kong Jockey Club Charities Trust, we launched a two-year initiative titled “Jockey Club Embrace Life Series 2.0 – Embrace Emotions Project for the Youth,” which aimed at enhancing mental health awareness, stress management skills and help-seeking behavior among young people and stakeholders.

After the first year of implementation, the programme has reached over 5,500 junior secondary students, 600 parents and 1,200 teachers across more than 20 schools, delivering emotional education and support services. Sharing sessions and professional workshops were also hosted to provide ongoing training for school social workers and youth practitioners. Additionally, a parent resource kit covering common emotional challenges faced by youth, parenting strategies and a variety of emotional wellness activities and community resources was developed to empower parents of secondary school students to better support their children's mental well-being.

### “EmotionSync” Tabletop Game to promote youth mental health

In view of the multiple sources of stress faced by adolescents, timely identification and appropriate stress-relief strategies have become pivotal. To support youth in managing emotions and stress effectively, our Sha Tin Integrated Social Service Centre collaborated with students from the Hong Kong Institute of Vocational Education (IVE) to co-design a tabletop game called “EmotionSync.”

Entirely youth-led in its design and production, the game uses visual techniques and creative design to simulate real-life scenarios through interactive game cards. These cards help players express their feelings when facing challenges, facilitating emotional release, communication and stress reduction. Through innovative and diverse intervention strategies, the Association remains committed to providing holistic support for young people to face mental health challenges with resilience.

## 青年及社區服務

### Youth and Community Service



#### 青少年生涯發展計劃 — 賽馬會鼓掌・創你程計劃

為促進青年探索多元發展路徑，本會作為香港賽馬會慈善信託基金的策略夥伴，攜手推動的「賽馬會鼓掌・創你程計劃」已邁入第十年。我們致力於推廣香港生涯發展自評基準及服務主流化，至今已覆蓋會內各青年服務單位。為了確保經驗能有效傳承，我們編寫了《生涯發展個案介入指引》及《生涯建構訪談實務指引》，並組織成果共享會及青年主導職趣體驗活動，促進同工間互相交流與學習。

在香港社會服務聯會主辦的「至善獎」評選中，我們與其他策略夥伴榮獲「卓越革新領航獎」及「卓越績效獎」白金獎，這不僅是對我們的創新努力的肯定，更彰顯跨界協作在推動青年生涯發展上的重要性。

#### Youth career and life development programme – “CLAP@JC”

The Association, as one of the strategic partners of The Hong Kong Jockey Club Charities Trust, has been actively promoting CLAP@JC, now in its tenth year. The programme strives to empower youth to explore diverse career pathways and advance the mainstreaming of the career and life development self-assessment framework and services in Hong Kong. To ensure effective knowledge transfer, the Association has developed two key resources, namely, *Guidelines for Career and Life Development Case Intervention* and *Practical Guide to Career Construction Interviews*. Sharing sessions and youth-led experiential activities were also organized to foster peer learning and exchange among staff.

At the “Champions for Good Awards” 2025 organized by the Hong Kong Council of Social Service, the Association and other strategic partners were honoured with the “Grand Prix Award in Driving Change” and “Excellence in Impact Award” Platinum Award, which not only recognizes our commitment to innovation but also accentuates the critical role of cross-sector collaboration in youth career and life development.



#### 賽馬會鼓掌・創你程 「青少年生涯發展介入」主

#### 成果共享







### 賽馬會 “The Year of Go!” 計劃

本會緊貼時代脈搏，積極回應青少年服務需要。承蒙香港賽馬會慈善信託基金捐助，本部聯同其他本地青少年服務機構，聯合推行“The Year of Go!” (JCTYoG) 計劃，旨在鼓勵Z新世代發掘和體驗日常生活中的美好經歷，提供認識新朋友的機會，尋回數年前「消失的社交時間」。本會提供多元手作藝術體驗及美食製作經歷，於全港100多個工作坊及訓練地點，舉辦逾300多個手作藝術體驗及美食製作興趣小組，包括肌理畫夜燈、皮革與銀器手作、天然素材藍染、手造曲奇及朱古力糖等，共吸引接近3,300名青少年登記參與及完成小組，當中100位青少年更獲培訓成為策展青年。本會更分別於南區赤柱廣場及中西區元創坊，為他們籌辦“Take the First Step”「一切從嘗試開始」手作展・市集・互動工作坊及「青の染匠」本地藍染展銷活動。兩場大型活動共吸引逾4,000名青少年及市民參與，計劃成效不俗。

### 香港女青中樂團

樂團年度內分別舉辦了《躍動青春・樂與怒》盧亮輝作品專場音樂會與《女青菁英2025》音樂會，以豐富多元的演出內容，展現青年樂手的藝術實力與中樂的無窮魅力。

《躍動青春・樂與怒》於2024年9月8日假香港大會堂音樂廳舉行，透過演出盧亮輝先生多首經典及香港首演作品，細膩地演繹出盧老師筆下對青春的深刻詮釋，令觀眾從音樂中感受到跨年代的情感共鳴。

《女青菁英2025》音樂會於2025年3月15日在牛池灣文娛中心劇院舉行，展示新一代團員的音樂造詣。上半場演奏包括以詩仙李白與書聖王羲之為題《太白醉酒》等多首作品，下半場演出則涵蓋《俄羅斯組曲》及《瑪依拉》等樂曲。



### Jockey Club “The Year of Go!” initiative

With support from The Hong Kong Jockey Club Charities Trust, we joined forces with other local youth service organizations to launch “The Year of Go!” (JCTYoG) initiative. The programme aims to encourage Generation Z to rediscover the beauty in everyday life, reconnect socially, and make new friends—reviving the “lost social time” of recent years. We offered a wide range of creative arts and culinary experiences, with over 300 interest groups held across more than 100 workshop and training venues throughout Hong Kong. Nearly 3,300 young people registered and participated, 100 of whom were trained to become youth curators. To showcase their talents, we organized two major events, “Take the First Step” Craft Fair・Market・Workshop at Stanley Plaza and “Indigo Artisans” Local Indigo Dyeing Exhibition and Pop-up Store at PMQ. Together, they attracted over 4,000 youth and citizens, demonstrating the programme’s success.

### The Hong Kong YWCA Chinese Orchestra

The Orchestra presented two major concerts this year, including a concert dedicated to Mr. Lo Leung Fai’s works and the “YWCACO Elite 2025.” Both concerts featured a rich and diverse repertoire that highlighted the artistic excellence of young musicians and the enduring charm of Chinese music. The former was held on 8 September 2024, at the Hong Kong City Hall. By performing a selection of classic and premiere works by Mr. Lo, it conveyed a nuanced interpretation of Mr. Lo’s profound reflections on youth. The latter took place on 15 March 2025, at the Ngau Chi Wan Civic Centre, showcasing the musical talents of the new generation of orchestra members through their performance of different pieces.







## 職涯發展及持續教育

## Career Development and Continuing Education

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

Committed to fulfilling the 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.





## 重視人才發展 持續開辦ERB多元及青年培訓課程

本會自1993年參與再培訓服務，至今超過30載，致力為有需要人士提供職業技能培訓及就業服務，鼓勵持續增值，提升競爭力。年度內共開辦172班僱員再培訓局(ERB)課程，當中包括新課程「學校行政助理證書」、「京川滬菜初級廚師基礎證書」、「嬰幼兒食物製作知識基礎證書(兼讀制)」及「潮州菜的認識與製作基礎證書(兼讀制)」，此外，為鼓勵15至24歲青年人的職涯發展，年度內共開辦六班「青年培訓課程」，並成功投得四個新青年培訓課程，包括「全方位演藝人員基礎證書」、「西式料理製作助理基礎證書」、「社區導賞員基礎證書」及「特色甜品及鹹點製作助理基礎證書」，展望來年可擴展課程種類，讓青年人有更多選擇，學習多元技能。

本會的課程質素保證工作亦獲得肯定，年度內獲ERB頒發「2024-25年度嘉許表現持續優異的培訓機構」；另在「ERB年度頒獎禮2024-25」中獲頒「ERB推廣宣傳獎」及「ERB課程管理獎」，肯定了本會在培訓人才、推廣宣傳及課程管理的工作成果；另有一位導師獲「ERB傑出導師獎」、四位學員分別獲頒「傑出學員獎」及「優異學員獎」，當中一位獲獎學員是青年培訓課程畢業學員；及有17間企業夥伴獲頒僱主獎項。

本部於2024年11月舉行「ERB人才發展計劃畢業禮」，邀得香港宣教會恩佑堂義務牧師馮偉權牧師蒞臨訓勉，出席的學員及其親友、導師及嘉賓等合共約160人。他們亦見證本部嘉許九位優秀學員的學習及就業成果，以及八位導師孜孜不倦的教學熱誠。

## ERB diverse and youth training courses for talent development

Dedicated to providing vocational skills training and employment services to those in need for their upskilling and increase in competitiveness, the Association has been involved in retraining services for more than 30 years since 1993. During the year, 172 Employees Retraining Board (ERB) courses were offered, including the new programme of Certificate in School Administration Assistant Training, Foundation Certificate in Junior Cook for Beijing, Sichuan and Shanghai Cuisine Training, Foundation Certificate in Infant and Toddler Food (Part-time), Foundation Certificate in Chiuchow Cuisine (Part-time). Besides, to encourage the career development of young people aged between 15 and 24, six youth training courses were organized. The Association also secured four new youth training courses, namely Foundation Certificate in All-round Performer Training, Foundation Certificate in Western Cuisine Assistant Training, Foundation Certificate in Community Docent Training, and Foundation Certificate in Featured Dessert and Salty Pastry Cooking Assistant Training, to offer young people opportunities to acquire diverse skills.

In recognition of our achievements in programme quality assurance, during the year, we were not only honoured as the training body with sustained excellence for 2024-25 by ERB, but also received the "ERB Outstanding Award for Promotion and Marketing" and "ERB Outstanding Award for Course Management" at the ERB Annual Award Presentation Ceremony 2024-25. One of our instructors was awarded for his excellence whereas four trainees received "ERB Outstanding Award for Trainees" and "ERB Merit Award for Trainees" respectively, with one of which being the graduate of youth training course. 17 corporate partners also received the employer awards.

The Department held the ERB Manpower Development Scheme Graduation Ceremony in November 2024, and was glad to have invited Rev. Fung Wai Kuen, the Advisory Pastor of Hong Kong Evangelical Church Yan Yau Church, to officiate the ceremony. Trainees, their relatives and friends, as well as instructors and guests, totaling about 160 attended the ceremony. They also witnessed six outstanding trainees being commended for their academic and employment achievements, and eight instructors for their dedication in teaching.



## 職涯發展及持續教育

### Career Development and Continuing Education

#### 婦女為本 關顧婦女健康、自我保護及職涯需要

部門營運之ERB「陪月一站」，年度內為1,507位家庭僱主成功轉介陪月及嬰幼兒照顧員，並協助陪月及嬰幼兒照顧員獲得1,363個就業機會。平台持續與本會「年青媽媽陪月服務支援計劃」及「賽馬會『順孕無憂』支援計劃」合作，為13位有需要的媽媽提供陪月支援。

除此之外，年度內舉辦「婦女健康講座—活得健康美魔女」及「拒絕街頭性騷擾工作坊」予再培訓及成人基本教育學員，合共89人參與。

由香港賽馬會慈善信託基金策動及捐助，本會於2025年3月開展為期三年的「賽馬會就職女途計劃」，透過就業裝備課程、生涯啟導服務、工作技能體驗、僱主招聘活動及家庭活動等，為不少於540位因家庭照顧責任或其他原因而長時間離開職場的婦女重新裝備就業、提升信心及建立支援網絡。

#### Support for women's health, self-protection and career development needs

The ERB Smart Baby Care Scheme ran by the Department successfully referred post-natal care helpers as well as infant and child care helpers to 1,507 household employers, and secured 1,363 job opportunities for the helpers during the year. The platform continues to collaborate with the Post-natal Support Scheme for Young Mothers and the Jockey Club Bama Chill Club Perinatal Support Project to provide postnatal support to 13 mothers in need.

In addition, two events were organized for retraining and adult education trainees: the "Women's Health Seminar – Embrace Wellness and Confidence" and the "Say No to Street Harassment" Workshop. A total of 89 participants attended the activities.

Initiated and funded by the Hong Kong Jockey Club Charities Trust, a three-year project "Jockey Club HERizon: Women's Career Empowerment Hub" was launched by the Association in March 2025, with the aim to empower women who have been away from the workforce for an extended period due to caregiving responsibilities or other reasons. Through employment readiness training, career coaching, job tasters, recruitment events and family activities, it targets to support no fewer than 540 women to rebuild their capabilities for employment, regain confidence and establish support networks.





## 集合力量 多方位提升青年就業技能及機會

年度內，本部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，包括九龍倉集團「學校起動計劃」生涯規劃日、民政及青年事務局資助的「敢創我夢」生涯規劃體驗計劃等，合共為88間學校學生、老師及家長提供行業及專題講座、職場參觀、行業試讀班及工作坊等活動。

本會於2022年11月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，計劃已於2024年10月完成。此計劃為職場新鮮人創建三個嶄新職位，包括項目助理（企業社會責任）、關愛項目助理（物業管理）及康健助理。兩年的計劃成功為有心僱主招募73位青年擔任一年的專業見習職位，三期合共約八成見習生（58位）順利畢業，其中42位更獲僱主續聘，九位見習生在完成見習後自行找到工作或升學。

本會參與營辦之兩間青年就業起點（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，並特別為商務會員提供實戰機會。2024年11月舉行之「Chill級市集2024—青年創業實戰日」，為25位商務會員於Mira Place提供免費攤檔出售手作或創業產品，活動更獲勞工及福利局局長孫玉菡先生、JP、時任勞工處處長陳穎韶女士、JP及本會副總幹事李雯珊女士出席開幕禮，為一眾年青創業會員打氣。兩天的市集共吸引超過3,500名公眾人士入場。

## Collective efforts to enhance employment skills and opportunities of young people

During the year, with the support and funding of corporate partners and government departments, and in partnership with our Youth and Community Service Department, we launched a number of youth career development programmes including the Wharf's Project WeCan Career Exploration Day, and the "Own My Dream" Life and Career Planning Project funded by the Home and Youth Affairs Bureau, organizing seminars, workplace visits, taster classes and workshops for students, teachers and parents from 88 schools.

In November 2022, we were invited by the Hong Kong Jockey Club Charities Trust to be one of the industry convenors of the JC PROcruit C programme, which concluded in October 2024. The two-year initiative introduced three job roles for young jobseekers, namely Corporate Social Responsibility Associate, Care Programme Assistant (Property Management) and Wellness Assistant, and has successfully matched 73 youths with one-year professional placement offered by committed employers. Across three cohorts, nearly 80% of the trainees (58 in total) graduated, 42 of which received job offers by their employers for continued employment, and nine secured employment or pursued further studies.

The two Youth Employment Starts (Mongkok and Kwai Fong) run by the Association provide one-stop career guidance, enhancement training and self-employment support for young people, as well as opportunities for gaining hands-on experience to our business members. "Chill Bazaar 2024 – Entrepreneurship Experience Day" was held in November 2024 to provide 25 business members with free stalls at Mira Place to sell their products. The two-day event attracted more than 3,500 visitors. We were glad to have invited Mr. Chris Sun, JP, Secretary for Labour and Welfare, Ms. May Chan, JP, former Commissioner for Labour, and Ms. Emily Lee, Deputy Chief Executive of the Association to participate in the opening ceremony.







## 長者及社區健康服務

## Aged Care and Community Health Service

面對本港超老齡社會的挑戰，長者及社區健康服務部採取更全面及創新的策略，針對及促進長者醫療與健康、支援及照顧護老者、強化社區照顧及院舍服務，以回應超老齡社會的關鍵發展，締造結合科技與社區資本以實現「健康老齡化」目標。

In light of Hong Kong's rapidly ageing population, the Aged Care and Community Health Service Department has adopted comprehensive and innovative strategies to address the evolving needs of a super-aged society. These efforts focus on enhancing elderly healthcare and wellness, supporting and relieving carer burden, and strengthening both community-based and residential care services. By integrating technology with community resources, the Department aims to advance the goal of healthy ageing.







### 「護理・愛護里」護老者支援計劃

部門與香港理工大學護理學系合作「護理・愛護里」護老者支援計劃，透過學習「行為激活」及「靜觀」減壓練習，以支援認知障礙症照顧者的研究，包括為照顧者及認知障礙患者進行基本健康評估、減輕照顧者壓力、提升壓力管理技巧、促進長者的認知健康，以及緩解認知障礙患者的行為及心理症狀。計劃招募了100個認知障礙症家庭及40位護理學系學生，每位學生配對一名長者義工定期探訪長者及照顧者，提供專業健康評估及分享「行為激活」與「靜觀」減壓方法。參加者對義工上門探訪及電話跟進回饋正面，認為定期互動有助熟悉學生義工，並有效提醒他們實踐靜觀減壓技巧，改善其生活質素。

### 結合基督教信仰 關注長者情緒管理

結集多年推廣基層精神健康訊息成果，本年度我們提升「慢活時光3點3」內容至各類較深入議題及連結本會支援服務，製作短片於網上發放，包括「護老者一起喘息」、「孤獨與關聯感」及「壓力與情緒支援」。此外，我們進一步推廣《活得自在》小組執行手冊及「心晴友伴」義工訓練教材，舉辦「精神健康工作分享會」與同工分享實務經驗，並邀請中醫師提供穴位按摩減壓工作坊，介紹減壓舒懷的醫理，讓同工裝備身心以應對工作上的挑戰。



### “Care & Companion” Dementia Carer Support Programme

To better support carers of individuals with dementia, we partnered with the School of Nursing at The Hong Kong Polytechnic University to launch the “Care & Companion” Dementia Carer Support Programme to explore how behavioral activation and mindfulness could support carers of individuals with dementia. The programme includes basic health assessments, stress management training and support for managing behavioral and psychological symptoms of dementia.

We recruited 100 dementia-affected families and 40 nursing students, each paired with an elderly volunteer. These student-volunteer teams conducted regular home visits, offering professional health assessments and introducing behavioral activation and mindfulness. Feedback from participants was positive. In particular, carers appreciated the regular home visits and follow-up calls, which helped them get familiar with the student volunteer and reminded them of the mindfulness techniques, ultimately improving their quality of life.

### Integrate Christian faith in promoting elderly emotional wellness

Building on years of commitment to promoting mental health awareness, this year we enriched our “Leisure Moments at 3:15” initiative to touch on more profound topics, linking them to our support services. A series of short videos like “Respite for Caregivers,” “Loneliness and Connection,” and “Stress and Emotional Support” were produced and released online. Besides, we further promoted the reach of our *Live with Ease* manual and the “Warm-hearted Companions” volunteer training toolkit, and hosted a sharing session for staff to exchange insights and experiences. Chinese medicine practitioner was also invited to lead acupressure workshops, introducing therapeutic techniques to help staff relieve stress and strengthen both body and mind in facing workplace challenges.



## 長者及社區健康服務

### Aged Care and Community Health Service



#### 大自然五感療癒活動

本港多項研究指出，照顧者長期承受沉重壓力，身心健康面對嚴峻挑戰。本會一直致力發展多元化的照顧者支援服務，以回應本地照顧者的迫切需要，並協助減輕照顧壓力。2024年4月至7月期間，本部聯同香港大學開展全港首項探討「大自然五感療癒活動」對認知障礙症照顧者影響的研究，並於9月21日國際認知障礙症日舉行發佈會，分享研究成果。

是次研究招募了104對輕至中度認知障礙症患者及其照顧者，當中53對為實驗組，參與了三次由專業導師帶領的大自然療癒活動，透過視覺、聽覺、嗅覺、味覺及觸覺，深入體驗公園內的大自然環境。每次活動後，導師均派發教材，鼓勵參加者於日常生活中持續實踐大自然療癒，達致助人自助。研究結果顯示，實驗組照顧者的焦慮及抑鬱情況均有明顯改善，反映大自然五感療癒有助釋放壓力，提升精神健康，從而減輕照顧負擔。

#### 生命教育工作

隨著香港人口急速老化，以及有關居處離世、維持生命治療的預作決定等條例已獲通過；而參考本會近年兩個研究結果顯示，被訪者對預設照顧計劃認識不足，亦難有機會跟家人商討後事意願。因此，部門工作小組近年積極推動預設照顧計劃執行，強調四個範疇包括：(一)預設照顧計劃如預設醫療指示；(二)身後事安排如生前物品整理；(三)財務安排；及(四)個人價值和心願如復和(自己、親友、神)等，並以強調「重談生輕論死」，把累積多年以「五道」為方向的生命教育工作，匯集成生命教育推展手冊。此外，藉著舉辦「《破•地獄》電影欣賞活動」及「圓滿茶室」活動，邀請長者及其家人一同透過「五道棋跡」桌上遊戲，一邊喝茶，一邊討論生死話題，促進長者與照顧者之間的討論，讓彼此毫無忌諱地討論對生死的看法。

#### Nature-based sensory healing activities

Research in Hong Kong has shown that carers often face intense, prolonged stress that affects their overall well-being. Therefore, the Association has all along developed diverse support services to address their needs. From April to July 2024, we partnered with The University of Hong Kong to launch the city's first study on how nature-based sensory healing activities could benefit carers of people with mild to moderate dementia. A press conference was held on World Alzheimer's Day (September 21) to share the findings.

The study recruited 104 caregiver-patient pairs, with 53 pairs participating in three professionally guided nature healing sessions. These activities engaged the five senses—sight, sound, smell, taste, and touch—to immerse participants in the natural environment of local parks. After each session, participants received educational materials for continued practice of nature-based healing in daily life. Results showed significant improvements in anxiety and depression levels among carers in the experimental group, demonstrating that five senses nature healing can help reduce stress, enhance mental health, and ease the burden of caregiving.

#### Life education initiatives

While population continues to age and legislation relating to dying in place and Advance Decision on Life-sustaining Treatment Ordinance have come into effect, our two recent studies found that a majority of respondents lacked awareness of Advance Care Planning (ACP) and rarely had opportunities to discuss their preferred after-death arrangements with their families. Therefore, our departmental taskforce has stepped up efforts to promote ACP, focusing on four key areas, namely, ACP, such as advance medical directives; after-death arrangements; financial arrangements; and personal values and wishes. We have also consolidated our years of work under the "Five Themes of Life" framework into a comprehensive life education handbook. To further engage the community, we hosted *The Last Dance* film screening and the Death Café activity. Seniors and their carers were invited to have an open, stigma-free conversations on life and death topics while playing tabletop games and having tea.







### 靈活及多元化自資健康服務

因應人口老化，為滿足長者的不同需要，本會致力開拓靈活、嶄新及多元化的自資健康服務，推動銀髮經濟，促進長者的多元選擇及提升生活質素。自過去五年共推出了多項創新服務計劃，更獲香港賽馬會慈善信託基金、社會創新及創業發展基金及肺塵埃沉着病補償基金委員會等資助推行，包括賽馬會「樂齡e健」離院支援計劃、「好僑易」外傭培訓服務、「3D好幫手」生活輔助及復康訓練計劃及「健康Power Up」企業活動等，提升社區健康及長者自主生活能力。

### 「陪你森呼吸」大型社區展覽

部門獲得太古地產贊助照顧者友善活動，於2024年10月在太古城中心合辦一連三日「陪您森呼吸—照顧者療癒之旅」大型社區展覽，與地區上不同持份者包括照顧者資訊網、復康機構及社企等攜手為社區照顧者打氣，香港演藝界名人陳錦鴻及杜文惠夫婦更以錄音方式，分享照顧者的故事，演繹非常感人。展覽會場以「五感」森林為題，除展出本會與香港大學合作的「大自然五感療癒」研究結果，更特設3D藝術打咭區、伸展體驗、減壓手工DIY、藝人聲演照顧者故事、照顧者集氣區及合作團體的資訊攤位等，當日中心更安排社工輪值，解答現場查詢。展覽參觀及工作坊參與人次接近5,000，活動獲得多份報章報導，反應熱烈。



### Flexible and diversified self-financed health services

In response to an ageing population and the diverse needs of older adults, the Association is committed to developing flexible, innovative and diversified self-financed health services, with the aim to promote the silver economy, expand choices for seniors, and enhance their quality of life. Over the past five years, we have launched a range of pioneering service initiatives, supported by funding bodies such as The Hong Kong Jockey Club Charities Trust, the Social Innovation and Entrepreneurship Development Fund, and the Pneumoconiosis Compensation Fund Board. Key programmes include Jockey Club e-Home Discharge Support Programme, Y Good Helper Programme, "3D Helper" Assisted Rehabilitation Programme and "Health Power-up" corporate activities, which have enhanced community health and empowered seniors to lead more independent lives.

### "Let's Breathe Together – A Healing Journey for Carers" Exhibition

With support from Swire Properties, the Department co-hosted a three-day large-scale exhibition titled "Let's Breathe Together: A Healing Journey for Carers" at Cityplaza in October 2024. The event brought together various stakeholders to show appreciation and encouragement for carers in the community. Artist Mr. Sunny Chan and his wife, Ms. Ada To shared heartfelt audio recordings of their moving stories as carers. The exhibition was themed around "Five-Senses Forest." In addition to showcasing the findings of our collaborative research with The University of Hong Kong on nature-based sensory healing, it also featured 3D installation, stretching exercises, DIY crafts, audio storytelling, cheer-up zone and information booths. Social workers were also on-site to respond to inquiries and offer support. The exhibition and workshops drew nearly 5,000 participants, and received positive media coverage.





## 基層及社區健康服務

## Primary and Community Health Service

為應對日益增長的健康需求和醫療挑戰，基層及社區健康服務部於2025年4月成立，致力推動可持續且高質量的社區健康服務。通過資源整合與智能科技應用，全面強化疾病預防，促進健康及慢性病管理，並透過遠程醫療與數碼健康平台，為市民提供便捷及高效的基層醫療服務，尤其惠及偏遠地區及弱勢群體。

Primary and Community Health Service Department, established in April 2025, is committed to delivering sustainable and high-quality community healthcare services. By consolidating resources and applying smart technologies, it enhances disease prevention, and promotes health and chronic disease management. It also offers accessible and efficient primary healthcare services through telemedicine and digital health platforms, especially benefiting residents in remote areas and vulnerable groups.







本會秉承創新與專業的核心理念，為市民健康福祉注入新動力。隨着婦女健康服務整合至醫務衛生局基層醫療署的地區康健網絡，北區地區康健站作為其中一環，積極與策略性夥伴緊密協作，善用社區資源，針對婦女健康需求設計多元化的「婦女為本」服務，為合資格婦女提供全面健康支援，促進健康公平。

配合政府重新定位醫院管理局普通科門診的政策，本會聚焦基層醫療服務對弱勢群體的覆蓋，透過外展及協作模式結連地區夥伴力量，積極推動糖尿病、高血壓及血脂篩查，實現慢性疾病的早期預防與管理。

藥健同心女青社區藥房以創新服務為核心，結合個性化用藥指導、健康篩查及健康教育，幫助市民建立「預防為先」的健康觀念，發揮市民與醫療系統之間的重要橋樑作用。

女青賽馬會青健坊利用創新科技推出「3D好幫手」生活輔助及復康訓練計劃，結合3D打印技術及專業建議，為中風患者提供個人化復康方案，提升其自理能力與生活質素。另透過「吞嚥及言語治療計劃」，為有吞嚥困難/言語表達障礙人士提供免費吞嚥及言語治療篩檢，協助早期識別及介入治療，進一步改善患者的生活質素。

Driven by the core values of innovation and professionalism, we continue to advance public health and well-being. With women's health services now integrated into the District Health Network under the Primary Healthcare Commission of the Health Bureau, North District Health Centre Express closely collaborates with partners and taps into community resources to offer a wide range of women-centred services. These initiatives provide comprehensive support and promote health equity across the community.

In response to the government's repositioning of general outpatient services, we have focused on extending primary healthcare to underserved groups. Through outreach and collaborative models, we partnered with local stakeholders to promote early screening and management of chronic diseases such as diabetes, hypertension and high cholesterol.

PHARM+ YWCA Community Pharmacy places innovation at its core, offering personalized medication guidance, health screenings and wellness education. These services help citizens connect with essential healthcare resources, fostering a "prevention-first" mindset and strengthening the link between the community and the medical system.

YWCA Jockey Club Y Care Elderly Centre introduced the "3D Helper" Assisted Rehabilitation Programme, combining 3D printing technology with professional guidance to design personalized rehabilitation plans for stroke survivors, empowering them to regain independence and improve daily living. The Swallowing and Speech Therapy Scheme also offers free screenings for individuals facing swallowing or speech challenges, enabling timely support and enhancing overall quality of life.





# Y Hospitality

當前全球經濟環境不確定，各種挑戰如關稅和貿易爭端經常出現，導致市場出現一定程度的未知性。此外，港元持續強勢，加上旅客消費模式轉變，為香港的旅遊業帶來重大挑戰。儘管如此，Y Hospitality的管理團隊和員工仍展現卓越的敬業精神和堅定承擔。在眾人的共同努力下，整個財政年度的收益保持穩定，體現我們的堅毅精神和對追求卓越的堅持。Y Hospitality的全部營運收入均用於支持本會的社會服務，貢獻社會，貫徹及宣揚女青之核心價值和使命。

In light of the uncertain global economic environment, various challenges such as tariffs and trade disputes frequently emerge, leading to a degree of unpredictability in the market. Additionally, the persistent strengthening of the Hong Kong dollar, coupled with shifts in tourist spending patterns, has presented significant hurdles for the tourism industry in Hong Kong. Despite these challenges, the management team and staff at Y Hospitality have demonstrated exceptional diligence and commitment. Their concerted efforts have resulted in stable revenue over the fiscal year, underscoring our resilience and dedication to continuous improvement.

All operating income generated by Y Hospitality is used to support the social services of the Association, actively contributing to society, and upholding the core values and mission of the Association.





### 提升設施

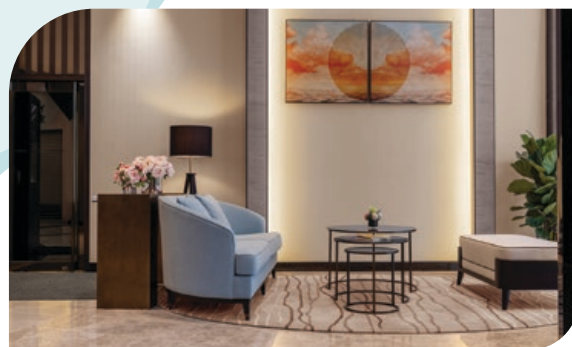
Y Hospitality致力提供一個舒適的環境，讓客人感到賓至如歸。本年度，我們完成了園景軒九樓所有客房的翻新。是次翻新專注於提升舒適度、簡約性和優雅感，提升客人的入住體驗。

### 提供短期社會住宿支援

在為客戶提供優質住宿服務的同時，我們亦致力為社區帶來正面影響，包括為有需要人士提供短期的關愛住宿優惠。

### 為年青人提供職業培訓機會

我們繼續與本地教育和社福機構合作，為年青人提供職業培訓機會。本年度，我們接待了三間中學的學生，為他們舉辦資訊講座和實習，既提供有關酒店業的專業見解，亦幫助他們規劃職業路向，期盼能啟發和培育下一代的專業人才，促進他們的未來發展。



### Facilities improvement

At Y Hospitality, we prioritize creating a comfortable and welcoming environment for our guests. Over the year, we have completed the renovation of all guest rooms on the 9<sup>th</sup> floor of the Garden View Hong Kong. This renovation focused on enhancing comfort, simplicity and elegance to elevate our guests' experience.

### Offer social accommodation support

In addition to delivering exceptional accommodation services to our valued customers, we are committed to making a positive impact on our community by offering short-term social accommodation support to those in need.

### Youth career training

We continue to collaborate with local educational institutions and social welfare organizations to empower young individuals. This year, we welcomed students from three secondary schools for informative seminars and internships, equipping them with valuable insights into the hospitality industry and helping them navigate their career paths. Through these efforts, we aim to inspire the next generation of professionals and contribute to their future development.





## 公益業務拓展

## Social Business Development

配合社會及市場環境變化，本會三個社企項目緊貼市場及顧客的需求，優化營運策略，致力提升服務質素和顧客滿意度。這一連串的努力將有助增強各個社企的競爭力，並實現可持續發展的目標。

Our three social enterprises have continued to refine the operational strategies according to market trends and customer needs with the aim to enhance service quality and customer satisfaction. These efforts help strengthen their competitiveness in the market and support their sustainable development in the long run.

### 園景軒餐廳

面對2024年的經濟挑戰，園景軒餐廳積極迎接機遇，努力滿足顧客需求。餐廳今年全面應用的手機下單系統不僅提升了用餐體驗，更有效減輕前線員工的壓力，使他們能專注於提供卓越服務。此外，我們不斷探索創新的餐飲方案，例如推出主題活動的包場服務及企業活動，以吸引更多顧客光顧，促進業務增長。無論面對何種挑戰，我們始終以顧客需求為導向，並積極把握每個機會，持續提升服務質素，確保每位顧客都有愉快的用餐體驗。

### Y Garden View Lounge

Y Garden View Lounge has proactively embraced opportunities to meet customer needs amid the economic challenges in 2024. The full implementation of the mobile ordering system has not only enhanced the dining experience of customers, but also significantly eased the burden on frontline staff. We also continue to explore innovative dining solutions, such as catering services for themed private functions and corporate events, to attract customers and drive business growth. Regardless of the challenges ahead, we remain customer-oriented and committed to enhancing our service quality to ensure a pleasant dining experience for every customer.





## 安居通

隨著社會發展，網購已為大勢所趨。對於長者與子女不同住的家庭來說，如獨居長者、以老護老者，網購可能是一個較便利和有效的方法，幫助子女支援非同住長者的日常需求。為了實現居家安老的願景，安居通在本年度不斷探索及引入最新和實用的長者生活用品，並陸續推出更多元化的健康儀器、個人護理產品及保健食品，全方位照顧長者衣食住行的需要。

在服務發展方面，安居通優化了為外間機構採購長者用品的服務。我們因應不同機構的需求度身定制一站式服務，旨在為前線同工提供支援，與他們共同支援社區的長者。同時，我們於社區開展一系列的防跌服務，提高長者對家居安全的意識。透過這些舉措，期望能引發社會對長者需求的更多共鳴與理解。本年度，安居通更積極與多間企業及院校展開合作，深入社區，廣泛傳遞居家安老及防跌知識，提升大眾關注。

## 躍動力

隨著人口老化和健康意識的提升，市民對健康服務的需求持續增長。有見及此，Y Fitness積極擴展服務，特別針對中年及銀齡人士的需求，推出多個全新運動班，包括器械健體運動班、修身帶氧瑜伽班、強化關節太極及強化關節八鍛錦等，以鼓勵更多40+市民積極運動，促進身心健康。本年度，Y Fitness學員人數已突破1,300人，並成功在全港14個地區開設運動班及提供多達16項運動課程，以滿足社區不同人士的健康需求。

為培養學員的健康生活意識，並教導維持健康生活習慣的方法，除了運動班外，Y Fitness於本年度還擴展服務至開辦多元化的工作坊及健康活動，主題涵蓋營養飲食及精神健康等。我們相信這將為更多學員帶來積極的改變，促進整體健康。

## Y Silver Link

Online shopping has emerged as a prevailing trend. For families where the elderly and their children live apart, such as singleton elderly and the elderly caregivers, online shopping offers a convenient and effective solution for children to support the daily needs of seniors remotely. In pursuit of the vision of ageing in place, Y Silver Link has actively explored and introduced the latest and practical products for the elderly. This included a wider selection of health devices, personal care items and nutritional supplements, providing comprehensive support to the elderly in all aspects of daily living.

In terms of service development, Y Silver Link has enhanced its procurement service for external organizations by offering customized one-stop solutions based on their varying needs, with the aim to support frontline staff to jointly serve the elderly in the community. Besides, a series of fall prevention initiatives were launched to raise awareness of home safety among the elderly. Through these measures, we hope to foster greater empathy and understanding of the needs of seniors across the society. This year, Y Silver Link has also actively collaborated with several corporations and academic institutions to increase public awareness of ageing in place and fall prevention.

## Y Fitness

With an ageing population and growing health awareness, public demand for wellness services continues to rise. In response, Y Fitness has expanded its services to cater to the needs of the middle-aged and seniors. Several new fitness classes were launched so as to encourage 40+ individuals to stay active and promote well-being. This year, Y Fitness has served over 1,300 participants and rolled out classes across 14 districts in Hong Kong, offering up to 16 different programmes to meet the diverse community needs.

To foster awareness of personal well-being and promote healthy lifestyle habits among participants, Y Fitness expanded its offerings beyond exercise classes this year. A range of workshops and health-related activities covering topics such as nutrition and mental health were introduced. We believe these initiatives will inspire positive lifestyle changes and enhance overall health.







## 女青活學中心

## Centre of Learning and Life Enhancement

女青活學中心以家庭為核心，並以推動每名家庭成員持續學習為宗旨。中心彰顯女青百年來致力服務社群、賦權婦女的價值，同時透過不同學習活動，讓服務使用者體驗香港豐富的文化底蘊。本年度，中心提供超過1,400項課程及活動，包括舉辦14次導賞團、工作坊、展覽及體育競賽服務，服務逾3,000個家庭或個人單位，參與人次達10,000。

Focusing on the family, The Centre of Learning and Life Enhancement (CLLE) is dedicated to promoting lifelong learning among all family members. CLLE embodies the commitment of the Association to serving the community and empowering women, and enables participants to experience the rich cultural heritage of Hong Kong through a variety of courses and activities.







### 邁向成為文化、藝術與體育多元的新樞紐

中心所設立的 International Kids Club 及 Parents Hub，透過提供親子互動課程、恆常課外活動、季節性日營及學習評估，促進兒童的全面發展及家庭凝聚力。而「青藝薈」及「家傭訓練學院」為社區提供文化、藝術、體育、健康、語言及家傭專業培訓課程之餘，同時推廣國際文化認知。

為回應社會需求，中心在本年度拓展服務範圍。除舉辦一直深受歡迎的幼兒課程外，今年新增更多針對青少年的課程，包括體育與運動精神、表演藝術與音樂欣賞、國際文化認識、語言與溝通技巧、STEAM、腦部發展與創意思維等，旨在為他們的學習旅程提供更完善的階梯，在學習中取得新的突破。

此外，成人課程變得更多樣化，以「展開女青文化藝術旅程」為主題，涵蓋藝術創作、文化交流及健康生活等項目，推出包括長衫旗袍製作、嶺南派國畫和淳武詠春拳學等重點課程，旨在向來自各地的參與者展示中國獨特的文化，並提升他們的文化素養與生活質素。

### A hub of diversity in culture, arts and sports

Through interactive parent-child programmes, regular extra-curricular activities, seasonal camps and learning assessments, the "International Kids Club" and "Parents Hub" aim to promote children's holistic development and strengthen family bonds. Meanwhile, the "Adults Leisure Zone" and "Helper Training Academy" offer courses in culture, arts, sports, health, language, and professional training for domestic helpers, while also fostering international cultural awareness.

The Centre has broadened its service scope this year. In addition to the all-time popular programmes for children, a wider range of youth programmes were introduced, including sports and sportsmanship, performing arts and music appreciation, international culture, language and communication skills, STEAM, brain development and creative thinking. They aim to support youth in their learning journey and help them achieve new breakthroughs.

The adult programmes have also become more diverse. Under the theme of "Embarking on a Cultural and Artistic Journey with YWCA", they span artistic creation, cultural exchange and healthy living, including featured courses such as cheongsam tailoring, Chinese paintings and Chinese martial arts, with the aim to showcase the unique essence of Chinese heritage to participants from diverse backgrounds, while enhancing their cultural awareness and quality of life.

### 回應社區需要 推動優質教育體驗

中心結合了社會使命導向、靈活的營運模式與快速回應社區需求能力，在社區中發揮其具策略性的角色。我們將繼續發展高質素的教育服務，從幼童的知識啟蒙、青少年的學習階梯、家庭傭工的技能提升，以至成人的生活興趣探索，中心都會與社區共同成長，成為一個終身學習的基地。

### Promote high-quality educational experiences

With a strong social mission, flexible operations and agile responses to evolving community needs, the Centre continues to play a strategic role in the community. We are committed to serving as a lifelong learning hub by developing high-quality educational services, from early childhood enlightenment and youth development, to skill enhancement for domestic helpers and nurturing personal interests for adults.



## 傳訊及資源拓展

## Communication and Resources Development

傳訊及資源拓展部一直肩負凝聚社會關注、推廣服務使命的重要任務，通過專業與創意並重的能力，以及靈活的傳播策略，促成多方合作，提升女青整體形象與服務觸及率。

Communication and Resources Development Department strives to cultivate broader public awareness and promote YWCA's service mission. By integrating professionalism and creativity with agile communication strategies, cross-sector collaboration is promoted, thereby enhancing both the reputation of the Association and reach of its services.

### 賣旗日開新篇 連結社區傳愛心

女青於本年度舉辦賣旗日，為疫情後首次以實體形式舉辦賣旗活動。是次邀得全球人氣童話角色「姆明一族」跨界合作，由旗紙、紀念品到義工感謝狀等，一律採用角色圖案，設計精美，成功吸引市民捐款支持。隨著電子支付工具愈趨普及，本會首次設立網上賣旗平台，線上線下同步籌款，令活動成效更為顯著，有助支援本會的婦女服務。

### YWCA Flag Day: A fresh chapter of community giving

The Association organized its Flag Day fundraising event this year, which was the first in-person campaign since the pandemic. In a unique cross-sector collaboration, the globally beloved Moomin characters were featured across all materials from flag stickers and souvenirs to volunteer appreciation certificates. The eye-catching designs captured public interest and encouraged generous support. In light of the increasing prevalence of electronic payment tools, the Association launched its first-ever online flag-selling platform, enabling fundraising both online and offline, thereby enhancing the overall effectiveness of the campaign to support our women services.





另外，本會透過「敬老護老愛心券2024」慈善籌款運動，為長者服務成功籌集約港幣110萬元善款，支援體弱長者、需要復康及護理服務的病患及其照顧者。本部亦推動不同節日籌款企劃，包括慶祝「ChariTea棗點愛慈善計劃」15周年，推出以懷舊茶室為主題的紅棗茶禮盒，以及根據自閉症孩子畫作設計而成的抱枕，除了為相關服務籌募經費外，亦有助提升大眾對有需要社群的了解。

### 婦女為本 關愛同行

在2025年3月，女青公布「婦女幸福感」調查，揭示香港女性面對工作與家庭壓力時的身心狀況。為喚起公眾關注，本部舉辦「小手傳大愛」系列活動，透過工作坊、教學影片及派發香薰按摩油，鼓勵兒童以行動表達對母親的愛與感激，並促進家庭成員之間的情感連結，成功營造關愛婦女、紓解壓力的正向氛圍。

### 加強企業網絡 展現女青實力

配合服務發展，本會舉辦多場記者會、調查發布及採訪活動，提升社會對議題的探討與倡議，獲逾400次正面媒體報導。女青共有120間合作夥伴獲頒「商界展關懷」/「同心展關懷」標誌，並於S+高峰會暨博覽2024以創新方法展示年青媽媽的潛能，當日的日式超市攤位設計成功吸引參觀者的目光和讚賞，為服務使用者帶來發展機會。



Besides, the Association raised about HK\$1.1 million in the Care for The Elderly Charity Ticket Campaign 2024 to support elderly services for the frail elderly, patients in need of rehabilitation and nursing care, and their carers. The Department also launched various festive fundraising initiatives, such as the 15<sup>th</sup> anniversary celebration of ChariTea programme, the launch of nostalgic tea house-themed red date tea gift sets, and cushions designed based on artwork by children with autism. These initiatives served the dual purpose of fundraising for our services and fostering public awareness and empathy towards communities in need.

### Walking hand in hand with women

In March 2025, the Association released findings from its Women's Well-being Survey, revealing the physical and mental challenges faced by women in Hong Kong amid the pressures of work and family life. To raise public awareness, the Department launched the "Little Hands, Big Love" campaign with a series of activities to encourage children to express their love and appreciation towards their mothers. These activities have strengthened family bonds and cultivated a nurturing atmosphere that supports women's wellness and stress relief.

### Enhance corporate networks to showcase YWCA's strengths

To support service development, multiple press conferences, press releases of survey findings and media interviews were hosted to foster public discussion and advocacy on social issues, resulting in over 400 positive media reports throughout the year. A total of 120 partners of the Association received the "Caring Company Logo / Caring Organization Logo". At the S+ Summit cum Expo 2024, the Association creatively highlighted the potential of young mothers through an engaging showcase. The Japanese-style supermarket booth design captured attention and appreciation from visitors, creating opportunities for service users.



# 中央行政

CENTRAL ADMINISTRATION











## 中央行政

## Central Administration

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。

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



## 人力資源管理

### Human Resources Management

在員工全人健康備受重視的年代，人力資源部與各服務單位協作，守護員工的健康安全及確保服務之穩定提供。與此同時，我們持續就人才留任、吸引人才、策略性人才發展及繼任計劃等方面推進各項關鍵措施，以強化機構之能力建設。

In an era where employee holistic well-being is a top priority, Human Resources Department partnered with service units to safeguard the well-being of staff, ensuring uninterrupted service delivery. Concurrently, we advanced key initiatives in staff retention, talent attraction, strategic talent development and succession planning to strengthen the Association's organizational capacity.

#### 1. 加強溝通以促進員工參與及機構可持續發展

有效的溝通是提升員工參與度及推動機構發展的關鍵。本年度我們舉辦了七場員工分區溝通會，涵蓋各層級共655名員工，並進行了機構文化研究調查，旨在提供有效的平台供員工反映意見，確保他們的意見獲得聆聽，同時在可行性及員工關注之間取得平衡。調查結果顯示員工對機構文化各主要範疇的滿意度均達80%，反應正面。

#### 2. 員工健康及福利

本會致力營造一個健康的工作環境，充分關注員工的心理和情緒健康，並推行一系列措施以協助員工在工作與個人生活中取得平衡：

- 本年度推出家庭及員工友善假期，讓員工有更大彈性靈活處理個人事務，維持健康的工作生活平衡。
- 年度內啟動「員工健康Power Up計劃」，透過提供物理治療服務折扣，關懷員工及其家庭成員的身體健康。
- 關顧員工的精神健康，我們於本年度繼續推行「僱員支援計劃」，協助員工面對工作或生活上可能遇到的挑戰。

#### 1. Enhance communication to promote staff engagement and organizational sustainability

Effective communication remains central to fostering employee engagement and driving organizational growth. This year, we held seven communication sessions, engaging 655 employees across all levels, and conducted an organizational culture survey. These efforts aim to provide meaningful platforms for employee feedback, ensuring their voices are heard while balancing feasibility in addressing concerns. The response has been overwhelmingly positive, with the survey results showing that satisfaction across key areas of the organizational culture reached 80%.

#### 2. Staff well-being and benefits

The Association's staff well-being policy reflects a strong commitment to fostering a healthy and supportive work environment. Recognizing the importance of employees' mental and emotional well-being, the Association has provided a range of initiatives designed to support staff in both their professional and personal lives:

- Family-friendly and wellness leave has been launched this year to ensure our staff have the flexibility to attend to personal needs and maintain a healthy work-life balance.
- "Staff Wellness Power Up" programme has been introduced this year to support the physical well-being of employees and their families by offering discounted physiotherapy services.
- To support our employees' mental health, we continued the Employee Assistance Programme this year, helping staff manage challenges in both work and personal life.

## 人力資源管理 Human Resources Management

### 3. 人才發展及繼任規劃

我們致力提升機構在人才發展方面的可持續性。為拓展員工視野並啟發員工積極發展服務，本會籌辦了以下培訓發展項目及考察活動：

- 參與「賽馬會社福機構能力提升及創新計劃」，讓本會管理層員工報讀及參與各個管理及服務提升培訓課程。
- 大灣區安老服務一天參觀。
- 新加坡兒童及青少年復康服務五天考察團。
- 本會成功通過僱員再培訓局的評核，獲延續 ERB「人才企業」之嘉許資格兩年，由2025年4月1日至2027年3月31日，肯定了本會對人才發展的支持和努力。

### 4. 科技賦能：持續優化的策略重點

我們持續投放資源發展數碼基礎建設，強化智慧營運能力。本年度，藉著企業資源管理系統中人力資源管理系統之持續優化，我們的數據分析及洞察能力獲得顯著提升，從而促進更有效的管理決策，亦藉著加強即時分析功能，得以更精準地檢視及優化人力成本，善用人力資源。

### 3. Talent development and succession planning

We determined to enhance the sustainability of the organization in terms of talent development. To broaden employees' horizons and inspire innovative service development, the Association organized the following staff development programmes and study tours:

- Participated in the Jockey Club Capacity Building & Innovation Project for NGOs, enabling management staff to attend leadership and service enhancement courses.
- 1-day Greater Bay Area Elderly Care Services Visit.
- 5-day Singapore Study Tour for Children and Youth Rehabilitation Services.
- Assessed by the Employees Retraining Board (ERB), the Association's "Manpower Developer" award status has been renewed for another two years from 1 April 2025 to 31 March 2027. Our support and effort in people development is recognized.

### 4. Technology enablement: A strategic priority for continuous improvement

We continue to invest in developing digital infrastructure to strengthen our smart operational capabilities. The continued enhancement of the Enterprise Resources Planning (ERP) HRMS system this year has significantly improved the generation of business intelligence insights, enabling more effective management decision-making, as well as refined analysis and overview of personal emoluments.

### 5. 2025年忠誠服務獎名單

#### Name List of 2025 Devoted Service Award

##### 服務滿四十五年之員工(1人)

劉國嬌

##### 服務滿三十五年之員工(5人)

馮如意 李雅琪 陳明儀 陳兆輝 黃小華

##### 服務滿三十年之員工(8人)

鄭惠玲 鄭雅芝 何冠毅 鄭楚華 凌少芝 陳結明 鄭桂鳳 郭義聰

##### 服務滿二十五年之員工(11人)

盧燕卿 洪雪霞 廖永豪 鄧嘉儀 鄧楚恩 高保麟 阮秀盈 鄭麗麗 陳錦雲 潘惠玲 鄧青欣

##### 服務滿二十年之員工(8人)

李寧 吳杏梅 陳雅慈 鍾鳳賢 許鵬 劉惠強 羅永祥 唐偉傑

##### 服務滿十五年之員工(25人)

謝潔芳 李素蓉 邱詩雯 馮家暉 郭燕琮 洪藝 胡皓文 潘詩雅 方秋明 林愛平 施偉昇 陳晚妹 何嘉賢  
陳善彤 潘迪霖 顏妙琴 魏子揚 方淑婉 林凱欣 黃德祺 陳素婷 張淑敏 黎庭洪 林啟東 余詠文

##### 服務滿十年之員工(34人)

梁淑華 王力文 曾小琴 吳梅香 張善銘 王翠恩 勞顯貞 譚敏儀 林靜英 羅忼妍 李兆鋒 李健衡 劉旨祈  
李建美 朱子欣 黃穎嘉 鄭咏鳳 余燕妮 香譚妙 劉少清 黎鳳儀 林志豪 馮美蓮 黃淑君 羅子恩 尤國樑  
丘玉蘭 凌文揚 黃美琪 李秋英 張春梅 陳民鋒 林輝霞 梁嘉豪

##### 服務滿五年之員工(36人)

郭麗琮 雷玉雲 張明麗 陳家揚 鄧事領 高佩怡 鍾惠玲 蔡詠璇 陳惠珍 羅秀芹 何鳳明 何嘉軒 葉嘉恩  
陳家裕 陳家文 蘇智樂 莊鳳玲 林樂婷 李楚萍 張瑞賢 冼凱婷 吳轉好 梁美美 譚定蓉 劉林湘 邱子儀  
蘇健欣 謝家輝 何雪雯 李詠儀 賴惠寶 俞麗云 馮婉晴 范家汶 黃利英 刁兆康



## 物業管理

### Facilities Management

為配合本會獲得香港賽馬會慈善信託基金資助非牟利機構推行之女青「青綠惜」計劃，物業管理部全力參與計劃的前期準備工作，包括聘請專業工程顧問團隊及協助本會六個處所/單位（包括總會所、九龍會所、梁紹榮度假村、深水埗綜合社會服務處/誌寶松柏中心、鄭傍卿護理安老苑及雲華護理安老苑）展開各項資助工程的招標工作。另外，本部持續響應政府節能環保政策，在進行所有新裝修工程中，積極鼓勵全面採用環保節能設備，如LED照明、感應式水龍頭及沖廁系統、變頻冷氣機和變頻水泵等。

Funded by the Hong Kong Jockey Club Charities Trust for launching the "Decarbonising NGOs: Social Service Centres" Project, Facilities Management Department (FMD) has taken the initiative to appoint a Project Consultant and assisted in the procurement process of the funded items for six premises/units (including Headquarters, Kowloon Centre, Sydney Leong Holiday Lodge, Sham Shui Po Integrated Social Service Centre/Chi Po Neighbourhood Elderly Centre, Cheng Pon Hing Care and Attention Home for the Elderly, and Wan Wah Care and Attention Home for the Elderly). Meanwhile, in response to the energy-saving and environmental protection policies advocated by the Government, FMD continues to encourage the use of energy-saving equipment in all new renovation projects, such as LED lights, sensor type faucets and toilet flushing systems, inverter air conditioner and water pump inverter, etc.

#### 2024-2025年度之大型重點工程項目包括：

1. 香港賽馬會慈善信託基金資助的女青「青綠惜」計劃；
2. 賽馬會21世紀綜合青少年服務中心計劃 — 青衣綜合社會服務處；
3. 總會所停車場翻新工程；
4. 幼兒學校正門翻新工程；
5. 人才發展中心（葵芳）；及
6. 園景軒九樓客房翻新工程。

#### Major projects in 2024-2025 included:

1. The Hong Kong Jockey Club Charities Trust-Decarbonising NGOs: Social Service Centres;
2. 21C@JC-Tsing Yi Integrated Social Service Centre;
3. Car park renovation work at the Headquarters;
4. Facade and signage improvement works for Nursery Schools;
5. Talent Development Centre (Kwai Fong); and
6. Full renovation works of guest rooms and corridor on 9/F of Garden View Hong Kong.

## 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 the Audit Committee. To support the Board and Management of the Association to enhance the effectiveness of governance, IAD provides professional, independent and objective audit reviews on the effectiveness of internal control and the efficiency of operations of the Association. The Head of IAD periodically reports to the Audit Committee and has direct access to the Board via the Audit Committee.

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

### 2024-2025年度完成之重點項目包括：

1. 突擊巡查服務單位之現金及行政管理；
2. 安老院舍分配機構名額之審核；
3. 幼兒學校之審核；
4. 特殊教育需要服務中心之審核；
5. 學校社會工作辦事處之審核；
6. 綜合社會服務處之審核；
7. 青年就業資源中心之審核；
8. 臨床心理服務之審核；
9. 家庭健康促進中心之審核；
10. 大澳社區工作辦事處之審核；
11. 大澳文化生態綜合資源中心之審核；
12. 樂齡活學中心之審核；
13. 綜合家居照顧服務隊之審核；
14. 地區康健站之審核；
15. 物業管理部之審核；
16. 女青住宿服務之審核；
17. 採購政策之遵循審核；及
18. 舉行審核經驗及技巧分享會。

### Major tasks completed in 2024-2025 included:

1. Surprise cash and administrative 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 Special Educational Needs Service Centre;
5. Review on School Social Work Office;
6. Review on Integrated Social Service Centres;
7. Review on Youth Employment Resource Centre;
8. Review on Clinical Psychological Service;
9. Review on Family Wellness Centres;
10. Review on Tai O Community Work Office;
11. Review on Y Eco Tour Tai O Cultural and Ecological Integrated Resource Centre;
12. Review on Y Evergreen Learning Centre;
13. Review on Integrated Home Care Services Team;
14. Review on District Health Centre Express;
15. Review on Facilities Management Department;
16. Review on Y Hospitality;
17. Compliance review of Procurement Policy; and
18. 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全面的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，務求使各單位得到妥善的協助。

The Administration and Procurement Department provides comprehensive 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 quality support.

#### 2024-2025年度完成之重點項目包括：

1. 持續為企業資源規劃系統採購模組研究及測試新增值功能，例如：優化採購單及發票工作流程、為供應商名冊進行隨機排序、自動配對供應商揀選理由等；
2. 更新企業資源規劃系統採購模組的使用手冊；
3. 全年處理採購合約大約65宗，總金額超過港幣\$35,000,000；
4. 參與由香港賽馬會慈善信託基金撥款的女青「青綠惜」計劃；
5. 撰寫更換總會所電話系統的項目要求，籌備及策劃整個新電話系統工程；
6. 為人才發展中心（葵芳）聘請建築師；及
7. 處理總會所停車場翻新工程和設立新單位，包括人才發展中心（葵芳）及北區地區康健站—粉嶺北服務點的工程招標工作。

#### Major tasks completed in 2024-2025 included:

1. Continued development and testing of value-added features for the Enterprise Resources Planning (ERP) system's procurement module, including workflow optimization for purchase requisition and invoices, randomized sorting of supplier lists, and automated matching of supplier selection justifications;
2. Updated the user manual for the ERP procurement module;
3. Handled approximately 65 procurement contracts throughout the year, with a total value exceeding HK\$35 million;
4. Participated in the "Decarbonising NGOs: Social Service Centres" project funded by The Hong Kong Jockey Club Charities Trust;
5. Drafted the project specifications for the replacement of the headquarters' telephone system, and led the planning and implementation process;
6. Appointed an architect for Talent Development Centre (Kwai Fong); and
7. Managed the tender procedures for the fitting-out works of the car park at headquarters and new service units, including Talent Development Centre (Kwai Fong) and North District Health Centre Express – North Fanling Service Point.

## 資訊系統 Information System

為滿足不同服務的發展需求並提升行政效率，資訊系統部負責規劃、協調及支援所有資訊科技相關工作。我們持續發展、維護並更新資訊科技基礎設施，確保核心系統能在一個穩定且安全的環境中運行，員工亦得以更便捷地獲取所需資訊，從而確保各項服務能夠順利營運，並幫助機構在迅速變化的服務環境中保持競爭優勢。

To meet the evolving needs of services development and to enhance administrative efficiency, Information System Department (ISD) plays the role in planning, coordinating and supporting various IT-related tasks. We continuously develop, maintain and update our IT infrastructure to ensure that our major systems operate in a stable and secure environment, enabling our staff to access necessary information for smooth service operations, thereby helping the Association remain competitive amid the rapidly changing environment.

### 2024-2025年度完成之重點項目包括：

1. 協助優化「香港賽馬會樂智通平台」、企業資源規劃系統和顧客關係管理系統，以滿足服務單位的運作需求，同時提升系統帳戶管理的效率；
2. 加強資訊科技安全措施，包括將電子郵件服務轉移至雲端平台、啟用多重驗證，以及進行安全審核以識別並解決潛在的安全漏洞；
3. 通過部署城域網路以提升網絡穩定性和頻寬，並更換九龍會所不間斷電源系統，以改善資訊科技基礎設施；
4. 協助使用Microsoft Power BI平台進行數據集中管理，並通過報表實現數據視覺化；及
5. 支援服務單位建設和改善城域網絡、無線網絡，以及資訊科技設備的規劃和系統製作。

### Major tasks completed in 2024-2025 included:

1. Assisted in the enhancement of the Hong Kong Jockey Club e-Platform to Achieve Smart Service for On-site Pre-school Rehabilitation Services (e-PASS OPRS), Enterprise Resources Planning (ERP) System and Customer Relationship Management (CRM) System, to meet the operational needs of service units while enhancing the efficiency of system account management;
2. Enhanced IT security measures, which included migrating email services to a cloud platform, enabling multi-factor authentication, and conducting security audits to identify and address potential vulnerabilities;
3. Upgraded IT infrastructure by deploying Metronet to enhance network stability and bandwidth, as well as replacing the uninterruptible power supply system at Kowloon Centre;
4. Enabled centralized data management with Microsoft Power BI and data visualization through charts and reports; and
5. Supported service units in the construction and improvement of Metronet and Wi-Fi, as well as the planning and system development of IT equipment.



## 財務管理

### Finance Management

財務部致力向本會及其管理團隊提供優質的財務及會計方面的輔助，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，提升機構管治與內部監控水平，以及符合各財務規定及要求。

Finance Department (FD) aims to provide quality financial and accounting supports 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, deployed efficiently and effectively; enhance corporate governance and internal control levels; and adhere to the governing regulations or requirements.

2024-2025年度完成之重點項目包括：

#### 1. 提供高質素財務管理以支持機構發展：

- 定時提供財務數據、報表及分析予董事會、委員會及管理層，使他們及時了解最新的財務狀況，從而制訂合適的發展策略及計劃。
- 密切監控流動性和儲備水平並每月追蹤整筆撥款津助服務的實際及預測財務表現，以確保本會的財務穩健，減輕撥款削減和經濟不確定性所帶來的影響。
- 統籌制訂全會年度預算以實現會內財務目標。

#### 2. 與各持份者保持密切溝通並加強協作

- 向管理層提供建議應對資助削減，並每月監察相關措施的成效。
- 向財務及行政委員會和投資小組委員會匯報最新的投資表現及潛在風險，以協助他們檢視及監察本會之投資策略及回報。
- 成功舉辦企業資源規劃系統的意見反饋會及線上簡報會，促進使用者參與度及對新功能的了解，並舉辦年度預算培訓課程，為系統員工用戶提供最新資訊。

Major tasks completed in 2024-2025 included:

#### 1. Provided high quality financial management to support Association's developments

- Regularly provided the Board, Committees and Management with financial data, reports and analyses to timely inform them of the latest financial position for the purpose of formulating appropriate financial strategies and plans.
- Closely monitored liquidity position and reserves levels, and tracked the actual and projected financial performance of Lump Sum Grant (LSG) services on a monthly basis, in order to ensure the Association's financial health and mitigate effects from subvention cut and uncertain economic conditions.
- Coordinated the preparation of annual budget to ensure achievement of the Association's financial goals.

#### 2. Closely communicated with stakeholders and strengthened collaboration

- Advised the Management on remedial measures in response to subvention cut and monitored the effectiveness of such measures on a monthly basis.
- Reported the latest investment performances and potential risks to Finance and Administration Committee as well as Investment Sub-Committee for their regular review and monitoring of the Association's investment strategies and return.
- Successfully conducted Enterprise Resources Planning (ERP) system feedback and online briefing sessions to promote user engagement and understanding on new functions, and the annual budget training session to update ERP users.

財務管理  
Finance Management

3. 善用科技優化工作流程並提升效率

- 持續優化企業資源規劃系統以提高整體使用率和效能，與系統供應商開發新功能以配合機構發展策略。
- 檢視及簡化財務政策及程序，以改善運作效率，並重點透過電子支付方式、自動化和Power BI來支援服務單位的日常營運。
- 分別發佈財務和採購相關的Power BI儀錶板，以促進從項目、服務單位到整個機構不同層面的有效財務和營運管理。

4. 落實環境、社會和管治措施

- 確保機構管治適當到位，以妥善和具透明度的方式運用公帑和資產，利用企業資源規劃系統提高資料可見度並實現財務監控自動化。
- 透過企業資源規劃系統實現數位化和減少財務報告流程中的紙張消耗，推動無紙化工作環境。

3. Leveraged technology to enhance workflow and improve efficiency

- Continuously enhanced the ERP system to improve overall utilization rate and effectiveness, and developed new functions with the vendor in line with the Association's development strategies.
- Reviewed and streamlined the finance policies and procedures to improve operational efficiency, with a focus on utilizing digital payment methods, automation and Power BI to facilitate daily operation of service units.
- Published Power BI dashboards for Finance and Procurement respectively to facilitate effective financial and operational management at different levels from projects, service units to the whole Association.

4. Implemented ESG measures

- Ensured proper corporate governance is in place, of which public funds and assets are used in an appropriate and transparent manner; leveraged the ERP system which has improved data visibility and enforced automated financial control.
- Fulfilled our environmental initiatives for a paperless working environment through digitalization enabled by ERP system and reduced paper consumption in financial reporting process.

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

To enhance transparency and communication with our stakeholders, the Association, through appropriate channels, has disseminated information about the utilization of the 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.



## 2024-2025年度機構整體收入與支出

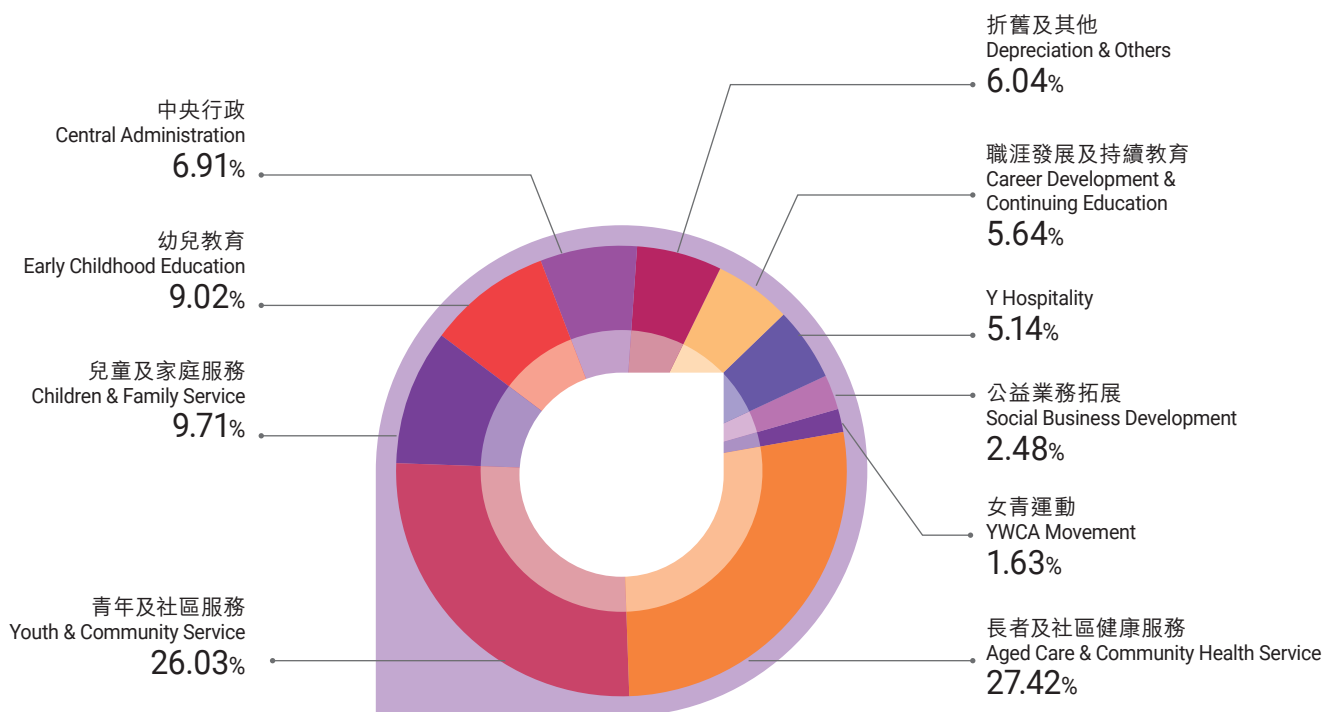
### 2024-2025 Financial Report of the Association



總收入  
Total Income

**\$1,047,809,880\***

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

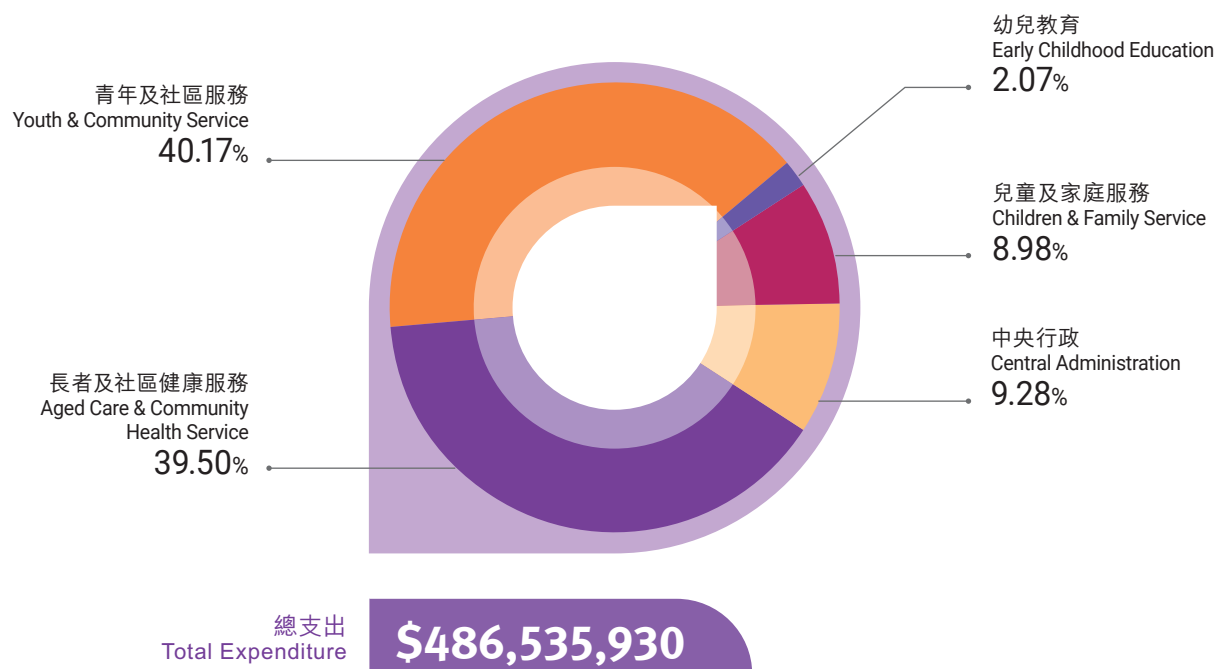


總支出  
Total Expenditure

**\$1,049,718,479\***

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

## 2024-2025年度社會福利署整筆撥款支出分佈 Breakdown of Social Welfare Department LSG Expenditures for 2024-2025



### Remarks:

The financial information presented in the supplementary information relating to the years ended 31 March 2025 and 31 March 2024 included in these documents are not the Association's statutory annual consolidated financial statements for these years. Further information relating to those statutory consolidated financial statements required to be disclosed in accordance with section 436 of the Companies Ordinance, Cap. 622 (the "Companies Ordinance") is as follows:

The Association's auditor has reported on those consolidated 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2025年3月31日，本會之整筆撥款儲備約為港幣\$124,700,000。按著過去一年的實際需要和發展策略，本會分配整筆撥款儲備用於不同範疇，例如：履行對員工的合約承諾、維持或加強服務推展，以及執行策略發展計劃，包括透過改善現有員工的聘用條件、支持員工工作專業發展等，以建立一支高質素的工作團隊。

At the year ended 31 March 2025, the total cumulative LSG Reserve amounted to approximately HK\$124,700,000.

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%、6%、8%、9%、10%或15%。截至2025年3月31日，本會累積之公積金及強積金儲備約為港幣\$46,400,000。

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%, 6%, 8%, 9%, 10% or 15%.

At the year ended 31 March 2025, the total cumulative ORSO and MPF Reserve amounted to approximately HK\$46,400,000.

# 機構資料

ORGANIZATION INFORMATION







## 機構資料 Organization Information

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

### 總會所 Headquarters

- 1 總辦事處 Headquarters
- 2 行政及採購部 Administration and Procurement Department
- 3 資訊系統部 Information System Department
- 4 財務部 Finance Department
- 5 人力資源部 Human Resources Department
- 6 傳訊及資源拓展部 Communication and Resources Development Department
- 7 物業管理部 Facilities Management Department
- 8 內部審核部 Internal Audit Department
- 10 女青活學中心 Centre of Learning and Life Enhancement
- 14 園景軒餐廳 Y Garden View Lounge

### 幼兒教育 Early Childhood Education

- 39 幼兒教育部辦事處 Early Childhood Education Department Office
- 15 戴翰芬幼兒學校 Tai Hon Fan Nursery School
- 37 紹邦幼兒學校 Shiu Pong Nursery School
- 53 彩雲幼兒學校 Choi Wan Nursery School
- 54 信望幼兒學校 Faith Hope Nursery School
- 62 趙靄華幼兒學校 Chiu Oi Wah Nursery School
- 75 荃灣幼兒學校 Tsuen Wan Nursery School
- 77 青衣幼兒學校 Tsing Yi Nursery School
- 84 隆亨幼兒學校 Lung Hang Nursery School
- 88 安定幼兒學校 On Ting Nursery School
- 63 宏恩幼稚園 Athena Kindergarten
- 30 趣沂幼稚園 Helen Lee Kindergarten

### 青年及社區服務 Youth and Community Service

- 29 梁紹榮度假村 Sydney Leong Holiday Lodge
- 17 賽馬會西環綜合社會服務處 Jockey Club Western District Integrated Social Service Centre
- 56 賽馬會龍翔綜合社會服務處 Jockey Club Lung Cheung Integrated Social Service Centre
- 57 賽馬會龍翔綜合社會服務處(啟善樓分處)  
Jockey Club Lung Cheung Integrated Social Service Centre (Kai Sin House Office)
- 60 賽馬會樂華綜合社會服務處 Jockey Club Lok Wah Integrated Social Service Centre
- 72 將軍澳綜合社會服務處 Tseung Kwan O Integrated Social Service Centre
- 64 賽馬會深水埗綜合社會服務處 Jockey Club Sham Shui Po Integrated Social Service Centre
- 78 賽馬會青衣綜合社會服務處 Jockey Club Tsing Yi Integrated Social Service Centre
- 86 賽馬會沙田綜合社會服務處 Jockey Club Shatin Integrated Social Service Centre
- 87 賽馬會沙田綜合社會服務處(禾輦分處)  
Jockey Club Shatin Integrated Social Service Centre (Wo Che Office)
- 89 賽馬會屯門綜合社會服務處 Jockey Club Tuen Mun Integrated Social Service Centre
- 90 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)
- 91 賽馬會蝴蝶灣綜合社會服務處 Jockey Club Butterfly Bay Integrated Social Service Centre
- 93 賽馬會天水圍綜合社會服務處 Jockey Club Tin Shui Wai Integrated Social Service Centre
- 19 中西區及離島青年外展社會工作隊  
Central, Western & Islands District Youth Outreaching Social Work Team
- 73 將軍澳青年外展社會工作隊 Tseung Kwan O Youth Outreaching Social Work Team
- 20 觀龍樓社區工作辦事處 Kwun Lung Lau Community Work Office
- 27 大澳社區工作辦事處 Tai O Community Work Office
- 28 Y Eco Tour 大澳文化生態綜合資源中心  
Y Eco Tour Tai O Cultural and Ecological Integrated Resource Centre
- 59 學校社會工作辦事處 School Social Work Office
- 21 生涯發展服務隊—「年青媽媽」生涯發展支援服務  
Career and Life Development Service Team—Career and Life Development Supportive Service for Young Mothers
- 95 生涯發展服務隊—YES青年就業服務  
Career and Life Development Service Team—YES Youth Employment Service
- 71 共創明Teen計劃辦事處(九龍西) "Strive and Rise Programme" Office (Kowloon West)

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

### 婦女事工 Women Affairs

- 9 基督教及會員事工部 Christian Ministry and Membership Department
- 31 婦女事工隊 Women Affairs Team



## 兒童及家庭服務 Children and Family Service

## 學校教育 School Education

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

## 長者及社區健康服務 Aged Care and Community Health Service

## 基層及社區健康服務 Primary and Community Health Service

## 女青款待管理有限公司 HKYWCA Hospitality Management Company Limited

- 33 家庭健康促進中心(又一村) Family Wellness Centre (Yau Yat Chuen)
- 92 賽馬會天水圍家庭健康促進中心 Jockey Club Tin Shui Wai Family Wellness Centre
- 42 女青賽馬會家庭健康促進中心 YWCA Jockey Club Family Wellness Centre
- 32 ▀ 臨床心理服務 Clinical Psychological Service
- 34 ▀ 悅兒成長服務(甲隊)——到校學前康復服務 Y Seeds Wellness Service (Team A) –OPRS
- 35 ▀ 悅兒成長服務(乙隊)——到校學前康復服務 Y Seeds Wellness Service (Team B) –OPRS
- 96 ▀ 昕兒駐校服務(大埔) Y Joy Early Childhood School Social Work Service (Tai Po)
- 81 ▀ 昕兒駐校服務(青衣) Y Joy Early Childhood School Social Work Service (Tsing Yi)
- 74 ▀ 昕兒駐校服務(將軍澳) Y Joy Early Childhood School Social Work Service (Tseung Kwan O)
- 61 Y SENse 特殊教育需要服務中心 Y SENse Special Educational Needs Service Centre
- 94 ▀ 喜越嬰幼園 YWCA Centennial Child UPlace
- 107 ▀ 喜越嬰幼園(皇后山) Y-Kids UPlace (Queens Hill)
- 40 基督教女青年會丘佐榮中學 The Y.W.C.A. Hioe Tjo Yoeng College
- 51 青年就業資源中心(旺角) Youth Employment Resource Centre (Mong Kok)
- 80 青年就業資源中心(葵芳) Youth Employment Resource Centre (Kwai Fong)
- 70 人才發展中心(九龍西) Talent Development Centre (Kowloon West)
- 46 女青賽馬會人才發展中心 YWCA Jockey Club Y Plus+ Talent Development Centre
- 55 九龍東持續教育中心 Kowloon East Continuing Education Centre
- 76 麗瑤社會服務處 Lai Yiu Social Service Centre
- 85 沙田持續教育中心 Shatin Continuing Education Centre
- 58 旺角持續教育中心辦事處 Mongkok Continuing Education Centre Office
- 47 ERB服務點(九龍西) ERB Service Spots (Kowloon West)
- 50 青心坊 Y Serenity
- 52 旺角持續教育中心 Mongkok Continuing Education Centre
- 83 人才發展中心(葵芳) Talent Development Centre (Kwai Fong)
- 22 ▀ 明儒松柏社區服務中心 Ming Yue District Elderly Community Centre
- 23 ▀ 明儒松柏社區服務中心(北角) Ming Yue District Elderly Community Centre (North Point)
- 24 ▀ 明儒松柏社區服務中心綜合家居照顧服務隊(北角)  
Ming Yue District Elderly Community Centre Integrated Home Care Services Team (North Point)
- 97 ▀ 秀群松柏社區服務中心 Ellen Li District Elderly Community Centre
- 98 ▀ 秀群松柏社區服務中心綜合家居照顧服務隊  
Ellen Li District Elderly Community Centre Integrated Home Care Services Team
- 18 ▀ 西環松柏中心 Sai Wan Social Centre for the Elderly
- 79 ▀ 陶哲甫伉儷樂齡中心 Mr. & Mrs. C.F. Tao Neighbourhood Elderly Centre
- 65 ▀ 誌寶松柏中心 Chi Po Neighbourhood Elderly Centre
- 66 ▀ 誌寶松柏中心分處 Chi Po Neighbourhood Elderly Centre Sub-base
- 68 ▀ 林護紀念松柏日間護理中心 Lam Woo Memorial Day Care Centre for the Elderly
- 41 ▀ 九龍城綜合家居照顧服務隊 Kowloon City Integrated Home Care Services Team
- 69 ▀ 深水埗綜合家居照顧服務隊 Sham Shui Po Integrated Home Care Services Team
- 25 ▀ 鄭傍卿護理安老苑 Cheng Pon Hing Care and Attention Home for the Elderly
- 67 ▀ 雲華護理安老苑 Wan Wah Care and Attention Home for the Elderly
- 48 女青賽馬會樂齡活學中心 YWCA Jockey Club Y Evergreen Learning Centre
- 16 女青港島區長者學苑聯網 Hong Kong Island Elder Academies Cluster
- 36 ▀ 青健坊(又一村) Y Care Elderly Centre (Yau Yat Chuen)
- 99 ▀ 青健坊(北區) Y Care (North District)
- 100 女青 Y Farm 健康長者農場 Y Farm for Healthy Ageing
- 101 ▀ 女青賽馬會青健坊(沙頭角) YWCA Jockey Club Y Care Elderly Centre (Sha Tau Kok)
- 108 ▀ 利梁趣沂樂齡日間護理中心 Helen Lee Day Care Centre for the Elderly
- 110 賽馬會照顧者中心(上水) Jockey Club Carer Space (Sheung Shui)
- 82 賽馬會照顧者中心(青衣) Jockey Club Carer Space (Tsing Yi)
- 26 賽馬會照顧者中心(西灣河) Jockey Club Carer Space (Sai Wan Ho)
- 102 北區地區康健站 North District Health Centre Express
- 103 北區地區康健站-粉嶺服務點 North District Health Centre Express-Fanling Service Point
- 104 北區地區康健站-粉嶺北服務點 North District Health Centre Express-North Fanling Service Point
- 105 北區地區康健站-沙頭角服務點 North District Health Centre Express-Sha Tau Kok Service Point
- 106 北區地區康健站-打鼓嶺服務點 North District Health Centre Express-Ta Kwu Ling Service Point
- 109 藥健同心女青社區藥房 PHARM+ YWCA Community Pharmacy
- 11 安居通 Y Silver Link
- 12 躍動力 Y Fitness
- 43 ▀ 女青賽馬會青健坊(何文田) YWCA Jockey Club Y Care Elderly Centre (Ho Man Tin)
- 44 女青適健中心 Y Health and Wellness Centre
- 45 ▀ 照顧易 Y Senior Care
- 111 女青利榮傑綜合醫健中心 YWCA WK Lee Integrated Health Centre
- 13 園景軒 Garden View Hong Kong
- 38 海棠軒 Begonia Residence Kowloon
- 49 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1樓106室

Rm 106, 1/F, 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 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

##### 11 安居通

##### Y Silver Link

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 1442

傳真 Fax: 3476 1320

電郵 E-mail: ysl@ywca.org.hk

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.

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

九龍何文田文福道5號2樓

2/F, No. 5 Man Fuk Road, Waterloo Road Hill,

Kowloon

##### 12 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 1442

傳真 Fax: 3476 1320

電郵 E-mail: yfitness@ywca.org.hk

##### 13 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

##### 14 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

##### 15 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

##### 16 女青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: hkicac@ywca.org.hk

#### 港島 - 西區

#### Hong Kong Island - Western District

##### 17 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

1座1樓前座

1/F, Front Portion, Block 1,

Centenary Mansion,

Nos. 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

##### 18 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

##### 19 中西區及離島青年外展社會工作隊

##### Central, Western & Islands District Youth Outreaching Social Work Team

香港西營盤高街2號西營盤社區

綜合大樓地下

G/F, Sai Ying Pun Community Complex,

No. 2, High Street, Sai Ying Pun,

Hong Kong

電話 Tel: 2818 8298

傳真 Fax: 2816 2213

電郵 E-mail: yot@ywca.org.hk



**20 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

**21 生涯發展服務隊—**

**「年青媽媽」生涯發展支援服務  
Career and Life Development Service  
Team—Career and Life Development  
Supportive Service for Young Mothers**

香港西環域多利道9至15號百年大樓  
1座1樓前座  
1/F, Front Portion, Block 1,  
Centenary Mansion,  
Nos. 9-15 Victoria Road,  
Western District, Hong Kong  
電話 Tel: 2818 8356  
傳真 Fax: 2855 9004  
電郵 E-mail: youngma.connect@ywca.org.hk

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

**22 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

**23 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

**24 明儒松柏社區服務中心綜合家居照顧服務隊（北角）****Ming Yue District Elderly Community Centre Integrated Home Care Services Team (North Point)**

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  
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

**25 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

**26 賽馬會照顧者中心（西灣河）****Jockey Club Carer Space (Sai Wan Ho)**

香港西灣河鯉景灣觀輝閣地下GA19-20號地舖  
Shop GA19-20, Kwun Fai Mansion,  
Lei King Wan, Sai Wan Ho, Hong Kong  
電話 Tel: 3464 0077  
傳真 Fax: 3614 5017  
電郵 E-mail: crce@ywca.org.hk

**大嶼山  
Lantau Island**

**27 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

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

新界大嶼山大澳永安街105號地下  
G/F, No. 105 Wing On Street, Tai O,  
Lantau Island, N.T..  
電話 Tel: 2985 6310  
傳真 Fax: 2985 6313  
電郵 E-mail: cerc@ywca.org.hk

**29 梁紹榮度假村****Sydney Leong Holiday Lodge**

新界大嶼山礮石灣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

**30 趣沂幼稚園****Helen Lee Kindergarten**

新界東涌滿東邨滿樂坊1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 - 九龍塘及石硤尾  
Kowloon - Kowloon Tong  
and Shek Kip Mei**

**31 婦女事務隊****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

**32 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

**33 家庭健康促進中心（又一村）****Family Wellness Centre (Yau Yat Chuen)**

九龍九龍塘又一村海棠路66號  
No. 66 Begonia Road, Yau Yat Chuen,  
Kowloon Tong, Kowloon  
電話 Tel: 3443 1600  
傳真 Fax: 3443 1640  
電郵 E-mail: fwc@ywca.org.hk

**34 悅兒成長服務（甲隊）—到校學前康復服務****Y Seeds Wellness Service (Team A) – OPRS**

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

**35 悅兒成長服務（乙隊）—到校學前康復服務****Y Seeds Wellness Service (Team B) – OPRS**

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: yseedsb@ywca.org.hk

**36 青健坊（又一村）****Y Care Elderly Centre (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: ycycc@ywca.org.hk

**37 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

**38 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

### 39 幼兒教育部辦事處

#### Early Childhood Education Department Office

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  
電郵 E-mail: eced@ywca.org.hk

九龍 - 九龍城、旺角及油麻地

Kowloon - Kowloon City, Mong Kok  
and Yau Ma Tei

### 40 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

### 41 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

### 42 女青賽馬會家庭健康促進中心

#### YWCA Jockey Club Family Wellness Centre

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

### 43 女青賽馬會青健坊 (何文田)

#### YWCA Jockey Club Y Care Elderly Centre (Ho Man Tin)

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: ychmt@ywca.org.hk

### 44 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

### 45 照顧易

#### Y Senior Care

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 1750  
傳真 Fax: 2700 1755  
電郵 Email: ysc@ywca.org.hk

### 46 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

### 47 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

### 48 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

### 49 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

### 50 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

### 51 青年就業資源中心 (旺角)

#### Youth Employment Resource Centre (Mong Kok)

九龍旺角亞皆老街8號  
朗豪坊辦公大樓42樓8至11室  
Suites 8-11, Level 42, Office Tower,  
Langham Place, No.8 Argyle Street,  
Mongkok, Kowloon  
電話 Tel: 2111 8533  
傳真 Fax: 3580 7743  
電郵 E-mail: yerc@ywca.org.hk

### 52 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

### 53 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

### 54 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

### 55 九龍東持續教育中心

#### Kowloon East Continuing Education Centre

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

### 56 賽馬會龍翔綜合社會服務處

#### Jockey Club Lung Cheung Integrated Social Service Centre

九龍黃大仙正德街103號黃大仙中心  
南館平台2樓  
Unit No. P1, Podium Floor, Temple Mall  
South, No.103, Ching Tak Street,  
Wong Tai Sin, Kowloon  
電話 Tel: 2326 0192  
傳真 Fax: 2351 7152  
電郵 E-mail: itlc@ywca.org.hk

### 57 賽馬會龍翔綜合社會服務處 (啟善樓分處)

#### Jockey Club Lung Cheung Integrated Social Service Centre (Kai Sin House Office)

九龍黃大仙上邨啟善樓地下2-4號  
Units 2-4, G/F, Kai Sin House,  
Upper Wong Tai Sin Estate, Kowloon  
電話 Tel: 2326 0192  
傳真 Fax: 2351 7152  
電郵 E-mail: itlc@ywca.org.hk



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

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

**59 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

**60 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

**61 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

**62 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

**63 宏恩幼稚園****Athena Kindergarten**

九龍深水埗長沙灣道311號  
怡靖苑閣靜閣地下1至8室  
Units 1-8, G/F, Han Ching House,  
Yee Ching Court, No. 311 Cheung  
Sha Wan Road, Sham Shui Po,  
Kowloon  
電話 Tel: 2728 1122  
傳真 Fax: 2728 1214  
電郵 E-mail: kga@ywca.org.hk

**64 賽馬會深水埗綜合社會服務處****Jockey Club Sham Shui Po Integrated Social Service Centre**

九龍深水埗元州街59至63號  
元州街市政大廈5及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

**65 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

**66 誌寶松柏中心分處****Chi Po Neighbourhood Elderly Centre Sub-base**

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

**67 雲華護理安老苑****Wan Wah Care and Attention Home for the Elderly**

九龍深水埗麗安邨麗廉樓及麗榮樓  
地下B及C翼及1字樓A至D翼  
G/F, Wing B & C and 1/F Wing A to D,  
Lai Lim House, Lai On Estate,  
Sham Shui Po, Kowloon  
電話 Tel: 2708 3677  
傳真 Fax: 2729 1359  
電郵 E-mail: heww@ywca.org.hk

**68 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

**69 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  
麗蘭樓平台314室  
Unit 314, Podium Level, Lai Lan House,  
Lai Kok Estate, No. 12 Tonkin Street,  
Sham Shui Po, Kowloon  
電話 Tel: 2725 7702  
傳真 Fax: 2725 7798  
電郵 E-mail: hhssp@ywca.org.hk

**70 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: lkcc@ywca.org.hk

**71 共創明Teen計劃辦事處(九龍西)****"Strive and Rise Programme" Office (Kowloon West)**

九龍長沙灣長順街7號西頓中心  
2901-2902室  
Room 2901-2902, Saxon Tower,  
7 Cheung Shun Street, Cheung Sha Wan,  
Kowloon  
電話 Tel: 3850 6020  
傳真 Fax: 3565 0536  
電郵 E-mail: teen@ywca.org.hk

**新界 - 將軍澳****New Territories - Tseung Kwan O****72 將軍澳綜合社會服務處****Tseung Kwan O Integrated Social Service Centre**

新界將軍澳調景嶺澳景路88號  
維景灣畔第17座地庫第3層  
LG3, Tower 17, Ocean Shores,  
No. 88 O King Road, Tiu Keng Leng,  
Tseung Kwan O, N.T.  
電話 Tel: 2709 3388  
傳真 Fax: 2709 3311  
電郵 E-mail: ittko@ywca.org.hk

**73 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

**74 聆兒駐校服務(將軍澳)****Y Joy Early Childhood School Social Work Service (Tseung Kwan O)**

新界將軍澳唐賢街33號  
Capri 1樓102, 103 & 105號舖  
Shop Nos. 102, 103 & 105, 1/F, Capri,  
No.33 Tong Yin Street, Tseung Kwan O, N.T.  
電話 Tel: 3792 0669  
傳真 Fax: 3792 0714  
電郵 E-mail: yjoytko@ywca.org.hk

新界 - 荃灣、葵涌及青衣  
New Territories – Tsuen Wan,  
Kwai Chung and Tsing Yi

### 75 荃灣幼兒學校

#### Tsuen Wan Nursery School

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

### 76 麗瑤社會服務處

#### Lai Yiu Social Service Centre

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

### 77 青衣幼兒學校

#### Tsing Yi Nursery School

新界青衣長青邨青荷樓平台1樓  
P1/F, Ching Ho House,  
Cheung Ching Estate,  
Tsing Yi, N.T.  
電話 Tel: 2495 7678  
傳真 Fax: 2431 0322  
電郵 E-mail: nsty@ywca.org.hk

### 78 賽馬會青衣綜合社會服務處

#### Jockey Club Tsing Yi Integrated Social Service Centre

新界青衣長青邨青荷樓平台2樓2號  
Unit 2, P2/F, Ching Ho House,  
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

### 79 陶哲甫伉儷樂齡中心

#### Mr. & Mrs. C.F. Tao Neighbourhood Elderly Centre

新界青衣長青邨青荷樓平台1樓  
P1/F, Ching Ho House,  
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

### 80 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

### 81 昕兒駐校服務 (青衣)

#### Y Joy Early Childhood School Social Work Service (Tsing Yi)

新界葵芳興芳路223號新都會廣場辦公大樓  
1期26樓2608-2610室  
Units 2608-2610, 26/F, Metroplaza Tower I,  
No. 223 Hing Fong Road, Kwai Fong, N.T.  
電話 Tel: 3188 1543  
傳真 Fax: 3585 2693  
電郵 E-mail: yjoyty@ywca.org.hk

### 82 賽馬會照顧者中心 (青衣)

#### Jockey Club Carer Space (Tsing Yi)

新界青衣涌美老屋村118號地下  
G/F, No.118 Chung Mei Lo Uk Village,  
Tsing Yi, N.T.  
電話 Tel: 2322 1038  
傳真 Fax: 2322 1099  
電郵 E-mail: crckt@ywca.org.hk

### 83 人才發展中心 (葵芳)

#### Talent Development Centre (Kwai Fong)

新界葵芳興芳路223號新都會廣場辦公大樓  
1期38樓3801-04, 3805A及3825室  
Shop Nos. 3 & 4, G/F, Commercial Block 1,  
Lai Kok Estate, No. 12 Tonkin Street,  
Sham Shui Po, Kowloon  
電話 Tel: 2559 6310  
傳真 Fax: 2559 6810  
電郵 E-mail: rskf@ywca.org.hk

新界 - 沙田

New Territories – Sha Tin

### 84 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

### 85 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 521 & 522, 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

### 86 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

### 87 賽馬會沙田綜合社會服務處 (禾輦分處)

#### Jockey Club Shatin Integrated Social Service Centre (Wo Che Office)

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

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

### 88 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

### 89 賽馬會屯門綜合社會服務處

#### Jockey Club Tuen Mun Integrated Social Service Centre

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

### 90 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, G/F, 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

### 91 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

### 92 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

### 93 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



**94 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

**95 生涯發展服務隊—YES青年就業服務****Career and Life Development Service Team—YES Youth Employment Service**

新界元朗天水圍天瑞社區中心1樓  
1/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 : yes@ywca.org.hk

**新界 - 大埔****New Territories—Tai Po****96 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****97 秀群松柏社區服務中心****Ellen Li District Elderly Community Centre**

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

**98 秀群松柏社區服務中心綜合家居照顧服務隊****Ellen Li District Elderly Community Centre Integrated Home Care Services Team**

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

**99 青健坊 (北區)****Y Care (North District)**

新界粉嶺一鳴路23號牽晴間購物廣場地下  
G1C號舖  
Shop G1C, G/F, Dawning Views Shopping  
Plaza, 23 Yat Ming Road, Fanling, N.T.  
電話 Tel : 2278 2100  
傳真 Fax : 2278 2300  
電郵 E-mail : ycnd@ywca.org.hk

**100 女青 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)  
新界粉嶺丹竹坑老圍  
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

**101 女青賽馬會青健坊 (沙頭角)****YWCA Jockey Club Y Care Elderly Centre (Sha Tau Kok)**

新界沙頭角順興街23號沙頭角邨迎海樓地下  
5至7號舖  
Shop 5 - 7, G/F, Ying Hoi House,  
Sha Tau Kok Chuen, 23 Shun Hing Street,  
Sha Tau Kok, N.T.  
電話 Tel : 2247 5335  
傳真 Fax : 2247 5200  
電郵 E-mail : ycastk@ywca.org.hk

**102 北區地區康健站****North District Health Centre Express**

新界上水龍琛路48號上水匯9樓901室  
Room 901, 9/F, 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

**103 北區地區康健站-粉嶺服務點****North District Health Centre Express-Fanling Service Point**

新界粉嶺一鳴路23號牽晴間購物廣場地下  
G1C號舖  
Shop G1C, G/F, Dawning Views Shopping  
Plaza, 23 Yat Ming Road, Fanling, N.T.  
電話 Tel : 2511 6000  
傳真 Fax : 2511 6900  
電郵 E-mail : dhe@ywca.org.hk

**104 北區地區康健站-粉嶺北服務點****North District Health Centre Express-North Fanling Service Point**

新界粉嶺聯安街43號美輪大廈地下  
G/F & Cockloft, May Lun Building,  
43 Luen On Street, Fanling, N.T.  
電話 Tel : 2511 6000  
傳真 Fax : 2511 6900  
電郵 E-mail : dhe@ywca.org.hk

**105 北區地區康健站-沙頭角服務點****North District Health Centre Express-Sha Tau Kok Service Point**

新界沙頭角順興街23號沙頭角邨  
迎海樓地下5至7號舖  
Shop 5-7, G/F, Ying Hoi House,  
Sha Tau Kok Chuen, 23 Shun Hing Street,  
Sha Tau Kok, N.T.  
電話 Tel : 2511 6000  
傳真 Fax : 2511 6900  
電郵 E-mail : dhe@ywca.org.hk

**106 北區地區康健站-打鼓嶺服務點****North District Health Centre Express-Ta Kwu Ling Service Point**

新界打鼓嶺坪輦路223號  
No.223 Ping Che Road,  
Ta Kwu Ling, N.T.  
電話 Tel : 2511 6000  
傳真 Fax : 2511 6900  
電郵 E-mail : dhe@ywca.org.hk

**107 喜越嬰幼園 (皇后山)****Y-Kids UPlace (Queens Hill)**

新界粉嶺龍嶺路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 利梁趣升樂齡日間護理中心****Helen Lee Day Care Centre for the Elderly**

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  
電郵 E-mail : dehl@ywca.org.hk

**109 藥健同心女青社區藥房****PHARM+ YWCA Community Pharmacy**

新界上水龍琛路48號上水匯9樓903室  
Room 903, 9/F, Spot, No. 48 Lung Sum  
Avenue, Sheung Shui, N.T.  
電話 Tel : 2511 6020  
傳真 Fax : 3740 0684  
電郵 E-mail : cpnd@ywca.org.hk

**110 賽馬會照顧者中心 (上水)****Jockey Club Carer Space (Sheung Shui)**

新界上水龍琛路39號上水廣場7樓  
720-721室  
Room 720-721, 7/F, Landmark North,  
39 Lung Sum Avenue, Sheung Shui, N.T.  
電話 Tel : 3460 3499  
傳真 Fax : 3956 9710  
電郵 E-mail : crnd@ywca.org.hk

**111 女青利榮傑綜合醫療中心****YWCA WK Lee Integrated Health Centre**

新界上水龍琛路48號上水匯9樓904室  
Room 904, 9/F, Spot, No. 48 Lung Sum  
Avenue, Sheung Shui, N.T.  
電話 Tel : 待定 to be confirmed  
傳真 Fax : 待定 to be confirmed  
電郵 E-mail : ihcnd@ywca.org.hk

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香港童軍港島第153旅

香港華人基督會恩庭長者活動中心

香港傷健協會情融坊家長資源中心

香港傷殘青年協會賽馬會活動中心

香港聖公會多元文化外展服務隊

香港聖公會將軍澳安老服務

香港聖公會深水埗綜合家居照顧服務隊

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

香港聖公會福利協會學前兒童課餘託管中心

香港路德會社會服務處

香港遊樂場協會賽馬會竹園青少年綜合服務中心

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

香港藥學服務基金

香港聾人福利促進會

海外潮企慈善基金有限公司

浸信會愛羣社會服務處

粉嶺區鄉事委員會

耆妙人生有限公司

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

國際培幼會有限公司

國際獅子總會中國港澳303區

基督教宣道會觀塘堂暨家庭服務中心

基督教香港信義會北區青少年綜合服務中心

基督教香港信義會尚德青少年綜合服務中心

基督教香港信義會社會服務部

基督教香港崇真會社會服務部福禧頤樂天地

基督教家庭服務中心學校社會工作部

基督教勵行會

基督教聯合那打素社康服務

基督教靈實協會靈實長者地區中心

婦女事務委員會

惜食堂

救世軍

理財啟苗

陳校長免費補習天地

博愛醫院社區健康中心

博愛醫院慧妍雅集家庭多元智能中心

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）

循道衛理亞斯理社會服務處

循道衛理楊震社會服務處旺角綜合家庭服務中心

智樂兒童遊樂協會

港島西老人評估組外展醫療服務

無家者同行

舜禹慈善基金會

華永會

敬老護老愛心會有限公司

新生精神康復會安泰軒

新生精神康復會利東宿舍

新界崇德社

晴彩慈善基金有限公司

義務工作發展局

聖雅各福群會伍集成聽力及視力中心

聖雅各福群會深水埗地區康健中心

葵青安全社區及健康城市協會青衣社區健康中心

路德會友安長者中心

路德會采頤長者中心

僱員再培訓局

精英運動員慈善基金

蒲窩青少年中心有限公司

銅鑼灣獅子會

鳳溪公立學校鳳溪長者鄰舍中心

樂施會

蓬瀛仙館祥華長者鄰舍中心

鄰舍輔導會天瑞鄰里康齡中心

鄰舍輔導會利東課餘託管服務中心

鄰舍輔導會利東鄰里康齡中心

鄰舍輔導會東涌綜合服務中心

鄰舍輔導會深水埗康齡社區服務中心綜合家居照顧服務

融匯一少數族裔人士支援服務中心（CHEER）

嶺南大學亞太老年學研究中心

禮賢會彩雲綜合青少年服務中心

豐盛社會企業有限公司

醫專會愛心基金



醫護行者社區藥房  
懲教署愛群義工團  
關護長者協會銀鈴護士站  
鐘聲慈善社陳守仁長者鄰舍中心  
觀塘扶輪社  
讚美操協會（香港）

## 學校及教育團體 Schools and Educational Bodies

九龍真光中學  
九龍禮賢學校  
粉嶺救恩書院  
博愛醫院歷屆總理聯誼會鄭任安夫人學校  
上水官立中學  
上水宣道小學  
大埔浸信會幼稚園  
大埔浸信會幼稚園運頭塘邨分校  
大埔禮賢會幼稚園（分校）  
中國基督教播道會茵怡幼兒學校  
中國基督教播道會寶雅幼兒學校  
中華基督教會大澳小學  
中華基督教會扶輪中學  
中華基督教會協和小學（長沙灣）  
中華基督教會基協中學  
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  
五邑鄧振猷學校  
仁愛堂張慕良夫人幼稚園暨幼兒園  
仁德天主教小學  
仁濟醫院九龍崇德社幼稚園  
仁濟醫院羅陳楚思小學  
元朗東莞同鄉會熊定嘉幼稚園  
天水圍官立中學  
天水圍宣道會葉紹蔭紀念小學  
天水圍香島中學  
天水圍循道衛理中學  
天主教大埔幼稚園  
天主教聖安德肋幼稚園  
心光盲人院暨學校  
方樹福堂基金方樹泉小學  
比華利中英文幼稚園  
王肇枝中學  
世佛會文殊幼兒學校  
加拿大神召會嘉智中學  
平安福音堂幼稚園（天水圍）  
平安福音堂幼稚園（青衣）  
石湖墟公立學校  
伊利沙伯中學舊生會中學  
伊斯蘭博愛幼稚園  
伊斯蘭學校  
匡智屯門晨崗學校  
竹園區神召會太和康樂幼兒學校  
宏福幼兒園（青富）  
李陞小學  
沙田官立中學  
沙田崇真中學  
沙田蘇浙公學  
沙頭角中心小學  
明愛胡振中書院

明愛聖方濟各大學  
明愛翠林幼兒學校  
東華三院力勤幼稚園  
東華三院方麗明幼兒園  
東華三院甲寅年總理中學  
東華三院李嘉誠中學  
東華三院徐展堂幼稚園  
東華三院郭一葦中學  
青衣商會幼稚園  
青衣商會石蔭幼稚園  
保良局方王煥娣幼稚園  
保良局田家炳幼稚園  
保良局曹金霖夫人幼稚園  
保良局葉吳彬彬幼稚園  
保良局董玉娣中學  
保良局劉進幼稚園暨幼兒園  
保良局邵碧雲紀念幼稚園  
保良局錦泰小學  
南亞路德會沐恩中學  
宣道會陳朱素華紀念中學  
美雅幼稚園（分校）  
英華女學校  
英華書院  
迦南幼稚園（將軍澳）  
迦密梁省德學校  
迦密愛禮信中學  
香海正覺蓮社佛教正覺蓮社學校  
香海正覺蓮社佛教梁植偉中學  
香海正覺蓮社佛教陳式宏學校  
香港九龍塘基督教中華宣道會陳瑞芝中學  
香港大學生物科學學院  
香港大學社會工作及社會行政學系  
香港大學護理學院  
香港中文大學中醫學院  
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  
香港中文大學醫學院  
香港中國婦女會中學  
香港伍倫貢學院  
香港西區婦女福利會何瑞棠紀念中英文幼稚園  
香港扶幼會許仲繩紀念學校  
香港知專設計學院  
香港城市大學  
香港浸信會聯會香港西北扶輪社幼稚園  
香港浸信會大學社會工作系  
香港真光書院  
香港高等教育科技學院  
香港基督教服務處石硤尾幼兒學校  
香港專業教育學院  
香港理工大學專業及持續教育學院  
香港理工大學護理學院  
香港華人基督教聯合真道書院  
香港聖公會基督顯現堂幼稚園  
香港道教聯合會鄧顯紀念中學  
香港演藝學院  
香港樹仁大學  
旅港開平商會學校  
浸信會呂明才中學  
真理浸信會富泰幼稚園  
神召第一幼稚園

粉嶺神召會小學  
荃灣商會鍾來幼稚園  
啟思幼稚園（青衣）  
基督教宣道會大澳幼稚園  
基督教宣道會太和幼稚園  
基督教宣道會利東幼兒學校  
基督教宣道會茵怡幼稚園  
基督教香港信義會心誠中學  
基督教香港信義會靈工幼兒學校  
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  
基督教聖約翰教會司務道幼稚園  
將軍澳循道衛理小學  
崇真會美善幼稚園  
張沛松紀念中學  
救世軍慶恩幼稚園  
梁文燕紀念中學（沙田）  
富亨浸信會呂郭碧鳳幼稚園  
惠僑英文中學  
曾梅千禧學校  
港青基信幼兒學校（農圃道）  
港專賽馬會馬鞍山校園  
港澳信義會小學  
港澳信義會明道小學  
港鐵學院  
順德聯誼總會伍晃端小學  
順德聯誼總會胡少渠紀念小學  
順德聯誼總會梁銑琚中學  
順德聯誼總會鄭裕彤中學  
順德聯誼總會譚伯羽中學  
慈雲山天主教小學  
新九龍婦女會樂華幼兒園  
新界婦孺福利會長發幼兒學校  
聖士提反堂中學  
聖公會慈光堂柯佩璋幼稚園  
聖文德書院  
聖芳濟書院  
聖保羅書院小學  
聖若翰天主教小學  
裘錦秋中學（葵涌）  
裘錦秋中學（元朗）  
路德會沙崙堂幼稚園  
路德會長青幼兒園  
路德會青衣城幼兒園  
路德會景林幼兒園  
福榮街官立小學  
翠林邨浸信會幼稚園  
德貞女子中學  
慕光英文書院  
樂善堂梁蕙芳紀念學校  
樂華天主教小學  
優才（楊殷有娣）書院  
禮賢會元朗幼兒園  
禮賢會順天幼兒園  
職業訓練局VTC  
寶血幼稚園（深水埗）  
歡樂創意幼稚園  
聖公會蔡功譜中學  
聖公會林護紀念中學  
沙田崇真中學


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

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

# 會歌

## YWCA Hymn

調自：《做主軍人歌》（普天頌讚423首）  
John Goss, 1871



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

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

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

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



## 誠邀您的支持，推展女青服務！

Offer your support to promote YWCA service!

蒙上帝的祝福並各界熱心人士之支持與襄助，本會會務得以不斷發展，歷年積極為嬰幼兒、青少年、婦女、長者、家庭及社區、基層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 multi-faceted services to keep abreast of the times for infants and children, youths, women, elderly, family and community, and deprived groups.

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

### 回應表 Feedback Form

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

- ☐ 代禱  
Prayer
- ☐ 參與常務義工行列，請與我聯絡  
Joining as a YWCA volunteer. Please contact me.
- ☐ 成為會員，附上會費港幣二十九元正\*  
Joining as a YWCA Ordinary Member and enclose herewith \*HK\$29 as membership fee.
- ☐ 捐款支持女青服務，幫助社會上有需要的人士\*  
\*Donating to YWCA
- ☐ 了解更多關於女青服務，請提供資料  
Getting to know more about the YWCA's \_\_\_\_\_ service. Please send me more details.
- ☐ 提出以下意見：  
Offering my comments: \_\_\_\_\_
- ☐ 其他（請註明）：  
Other (Please specify): \_\_\_\_\_

- \* 以劃線支票繳付會費或捐款，抬頭人祈付「香港基督教女青年會」或Hong Kong Young Women's Christian Association，連同此頁，寄回香港麥當勞道一號「基督教及會員事工部」收。（港幣一百元或以上捐款收據，可在香港申請減免稅項）。
- \* For payment of membership fee or donation, please send a crossed cheque, payable to "Hong Kong Young Women's Christian Association", together with this completed form, to the YWCA Christian Ministry and Membership Department, No.1 MacDonnell Road, Hong Kong. (YWCA's receipt of donation of HK\$100 or above can be used for tax deduction)

為方便本會寄回收據及跟進，請填寫以下資料：  
For our returning the official receipt and follow up, please fill in the information below:

姓名 Name: _____	先生/女士/小姐 Mr./Ms./Miss _____	聯絡電話 Tel: _____
通訊地址 Address: _____	傳真/電郵 Fax/E-mail: _____	

郵票  
STAMP

寄  
香港麥當勞道一號  
香港基督教女青年會  
「基督教及會員事工部」收

**Christian Ministry and Membership Department**  
Hong Kong Young Women's Christian Association  
No.1, MacDonnell Road, Hong Kong





女創前行 • 青承主恩

# YWCA



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

總會所 Headquarters

香港中環麥當勞道1號 No. 1, MacDonnell Road, Central, H.K.

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