

# History

George Stokes was sent to Hong Kong by the British Christian Welfare Council to develop local youth services in 1960. He founded The Hong Kong Federation of Youth Groups, which was then established under the provisions of the Societies Ordinance in 1962 and incorporated under the provisions of the Companies Ordinance in 1970.

In the early days of its development, the Federation's aims were to promote youth services by liaising with other youth organisations and by setting up youth centres in public housing estates. In the mid to late 1960s the Federation began to expand its own services to meet the changing and specific needs of young people. In 1967, a pioneer project known as "Detached Work" was set up to help young people who were unwilling to participate in centralised activities. This was the forerunner of today's Outreaching Social Work.

In the 1970s, a Pilot Youth Guidance Project began to offer advice to young people with emotional or adjustment problems. This has expanded into the Youth Counselling Service. The Service March Project was also started at that time, aimed at promoting community service among youngsters. The School Social Work and Family Life Education services began by the late 1970s.

In 1981 the Federation revised its Constitution and set up a Service Unit to provide training for staff and members. It continued to expand, introducing new services and co-ordinating the development of premises. Youth exchange projects were initiated in the mid 1980s and study tours were arranged to a number of countries. With the setting up of the Lee Shau Kee Youth Exchange Fund in 1995, an increasing number could benefit from long-term exchange programmes in varying formats. With the change of sovereignty in 1997, ties between Hong Kong and the Mainland became more frequent and close, and the Federation began to strengthen its dialogue with Mainland colleagues through regular exchange and training programmes.

For over ten years, systematic research on youth issues and concerns has been a part of the Federation's increasing programme portfolio. The monthly *Youth Poll Series* and the in-depth *Youth Study Series* were first published in early 1993. The Youth Research Centre opened in May 1996, to extend in-depth and scholarly resources to better provide targeted services.

In September 1998, special resolutions were passed again revising the Federation's Constitution to include all necessary mandates pertaining to the operation of a school. September 2000 marked the Federation's first step into the field of education with the establishment and operation of the HKFYG Lee Shau Kee Primary School in Tin Shui Wai. In September 2006 the Federation went one step further with the HKFYG Lee Shau Kee College, a Direct Subsidy Scheme Secondary School, opening its doors in the same district.

In April 2000, Leadership 21 was set up by the Federation as a centre for the training of the city's future leaders. As a long-term investment, the Federation is also committed to setting up a Leadership Institute in Hong Kong.

The Federation began a process of performance pledges in July 1997 and has published an Annual Plan since 2001 aiming to make its work both more transparent and accountable to the public. It has also formulated a Strategic Plan for the evaluation of services and budgeting.

In 2002 the Youth Centres changed their name to Youth S.P.O.Ts (Space for Participation, Opportunities and Training). Together with u21.hk, set up in the same year, the Federation's presence in the community has increased and is more effective.

The Youth Employment Network was started in October 2002, offering job placements, training and counselling to school leavers and school dropouts. The purpose is really to nurture employability and offer practical guidance and help.

Set up in July 2003, the Partnership and Resource Development Office, focuses on seeking out corporate partners and sponsorship, both financial and in kind. This Office is especially necessary to ensure that other forms of funding might be established.

To facilitate a better understanding of young people across the border, the Federation and Peking University joined forces to set up the Youth Development Research Centre in April 2004. The Centre has produced six comparative studies on youth behaviour, social relationships and values and will continue such effort in a systematic manner.

In 2004-05, the Federation re-focused its services and a new implementation structure was set up to facilitate the delivery of ten Core Services over the coming five years. These Services are: e-Services, Youth Employment, Leadership Training, Volunteer Services, Services for Youth at Risk, Counselling Services, Education Services, Parent-child Mediation, Creativity Education and Youth Exchange and Leisure, Cultural and Sports Services, all of which aim to meet the multifarious needs of today's young people. In 2009, the Core Services were expanded to 12, by including all the Youth S.P.O.Ts, as well as Research and Publications. In 2010, the 5"u-s" online platform was launched. With the uChannel, uCinema, u21 website, uPortal and uServices, connectivity with youth has been enhanced.

February 2008 marked a milestone for the Federation with the moving of all the administrative departments, and some service units into The Hong Kong Federation of Youth Groups Building on 21 Pak Fuk Road, North Point. Included in the new headquarters are Youth S.P.O.T 21, the HKFYG Continuous Learning Centre, as well as Café 21, the first of a series of Youth Social Enterprise projects undertaken by the Youth Employment Network.

The Federation set up an Organic Farm in 2010. The aim is to promote, practically and through example, the importance of healthy living, sustainable development and environmental conservation.

## Patrons

### Patron

The Hon. Donald Tsang Yam-kuen, GBM  
Chief Executive of the Hong Kong  
Special Administrative Region  
The People's Republic of China



### Vice Patron

Sir T.L. Yang, GBM, JP



### Vice Patron

Mr. George H. Stokes, MBE



# The Council and Committees

## The Council

### President

Mr. Lester Garson Huang, JP

### Vice President

Mr. Edward Kwan Pak-chung

### Honorary Secretary

Mr. Walter Chan Kar-lok, SBS, JP

### Honorary Treasurer

Dr. Peter Tsoi Ting-kwok, JP

### Members

Mr. Andrew Ma Chiu-cheung  
Mr. Wilfred Wong Ying-wai, SBS, JP  
Mr. Wilfred Lee Chee-wah  
Prof. David Lung Ping-yee, SBS, JP  
Prof. Wong Hoi-kwok, BBS, JP  
Mr. Chau Sai-wing  
Dr. Phillip Hsieh Cheung  
Dr. Eric Li Ka-cheung, GBS, JP  
Ms. Junia Ho Suk-yin, JP  
Mr. Wan Man-yee, BBS, JP  
Mr. Chung Ling-hoi, JP  
Mr. Vincent Cheng Kin-yuen

### Executive Director

Dr. Rosanna Wong Yick-ming, DBE, JP

### Deputy Executive Directors

Ms. Yolanda Chiu Wai-kan  
Ms. Amy Fung Dun-mi

## Youth Service Committee

### Chairman

Ms. Junia Ho Suk-yin, JP

### Members

Prof. Ngai Ngan-pun  
Dr. Luk Ting-kwong  
Prof. Lo Tit-wing  
Dr. Chan Tsang-fai, BBS  
Mr. Tsui Cheung-ling  
Mr. Ng Sze-yuen  
Mr. George Lung Chee-ming, JP  
Ms. Zuleika Mok Mo-yin

### Representatives

Mr. Sanford Poon  
Hong Kong Housing Society

Ms. Esther Leung Pik-wah  
Labour Department

Mr. Chan Ka-po  
Hong Kong Police Force

## Audit Committee

### Chairman

Mr. Wilfred Lee Chee-wah

### Members

Dr. Peter Tsoi Ting-kwok, JP  
Mr. Edward Kwan Pak-chung  
Dr. Eric Li Ka-cheung, GBS, JP  
Dr. Rosanna Wong Yick-ming, DBE, JP

### Representative

Ms. Imma Ling  
PricewaterhouseCoopers

## Committee on the Provident Fund for the Federation

### Chairman

Dr. Peter Tsoi Ting-kwok, JP

### Member

Dr. Rosanna Wong Yick-ming, DBE, JP

### Staff Representatives

Mr. Li Sum-chee  
Mr. Sew Chang-ho  
Mr. Leung Wai-man  
Mr. Wong Hon-wah

### Representatives

Ms. Penny Leung  
HSBC Trustee (Hong Kong) Limited

Ms. Ana Fan  
RCM Asia Pacific Limited

Ms. Teresa To  
HSBC Life (International) Limited

## Committee on the Federation-Staff Contributory Medical Scheme

### Members

Dr. Philip Hsieh Cheung (Hon. Medical Adviser)  
Dr. Peter Tsoi Ting-kwok, JP  
Dr. Rosanna Wong Yick-ming, DBE, JP

### Staff Representative

Mr. Ronald Chu Chi-ham

## Board of Advisers of the Hong Kong Federation of Youth Groups' Lee Shau Kee Youth Exchange Fund

### Chairman

Mr. Wilfred Lee Chee-wah

### Members

Dr. the Hon. Lee Shau-kee, GBM  
The Hon. Michael Suen Ming-yeung, GBS, JP  
Dr. Raymond Ch'ien Kuo-fung, GBS, JP  
Mr. Vincent Cheng Hoi-chuen, GBS, JP  
Mr. Linus Cheung Wing-lam, JP  
Mr. Peter Wong Man-kong, BBS, JP  
Mr. Wan Man-yea, BBS, JP  
Dr. Rosanna Wong Yick-ming, DBE, JP

## Incorporated Management Committee of HKFYG Lee Shau Kee Primary School

### Chairman

Prof. Yip Din-yan

### Members

Mr. Wilfred Lee Chee-wah  
Mrs. Judy Chua Tiong Hong-sieng, BBS, JP  
Mr. Martin Lee Ka-shing  
Mr. Chan Kam-cheung, BBS, JP  
Ms. Yolanda Chiu Wai-kan  
Mr. Poon Chun-kau  
Mr. Ho Wing-cheong  
Mr. Law Yue-kwan  
Ms. Ng Pui-yea  
Mr. Lee Ngai-kin  
Ms. Emma Fan Man-kin  
Mr. Mok Wai-man



## School Management Committee of HKFYG Lee Shau Kee College

### Chairman

Prof. Wong Hoi-kwok, BBS, JP

### Members

Mrs. Judy Chua Tiong Hong-sieng, BBS, JP  
Prof. Yip Din-yan  
Dr. Angela Cheung Wong Wan-yiu, MBE, JP  
Mr. Martin Lee Ka-shing  
Ms. Yolanda Chiu Wai-kan  
Mr. Poon Chun-kau  
Mr. Ho Wing-cheong



## From the President



For the past 17 years, it has been my honour and privilege to be associated with The Hong Kong Federation of Youth Groups, first as a Member of the Youth Service Committee and, since 2006 as the President.

Over this period, I have been witness as the Federation met every manner of challenge – from economic down turns to health scares, from structural re-organisation to staff changes – head on, resolutely and optimistically, never losing sight of its mission to serve the young people of Hong Kong. This service to youth has in my opinion, been both creative and proactive. I have been most impressed by how, in walking side-by-side with tomorrow's generation, every service, programme or activity nurtures participants to shine and grow.

I have also been deeply moved by the support that the Federation receives. I know that it is this shared vision that sustains our work and mission.

As I end my tenure as President of the Federation this September, I would like to go on record to say thank you to:

first, all those in the wider community: all our donors, partners and of course friends. Without your support and encouragement, we would not have been able to grow and reach out in the ways that we have done over the years. Your heart for the young people of Hong Kong and confidence in our work is what keeps us going.

I would also like to thank my fellow Council and Committee Members. Each of you has been of immense support and I am so grateful for your wise counsel and guidance. I honestly have been humbled by your confidence in me.

Last, but not least I take my hat off to the staff and especially to the Executive Director. Every member of staff, whether back-room or front-line, has

worked really hard with grace and dedication. They have ensured that the Federation's myriad services, programmes and activities are carried out efficiently and effectively. It is only right then, that on behalf of the entire Council, I say how deeply appreciative we are all: our thanks to each and every one of you.

Even though I am stepping down as President, I will continue to be of service to the Federation.

Allow me to conclude by wishing the Federation only the best for the next 50 years and beyond!

Thank you.

A handwritten signature in black ink, which appears to read 'Lester Huang'. The signature is stylized and fluid.

Lester Huang

## From the Executive Director



How does one sum up 50 years of service based on one simple mission: to provide the most relevant, accessible and needed services to the young people of Hong Kong?

Perhaps the answer lies in the following quotation I once read, *When work, commitment and pleasure all become one and you reach that deep well where passion lives, nothing is impossible.*

Herein lies the spirit, value and essence of how The Hong Kong Federation of Youth Groups has grown and thrived in this ever changing city with increasingly complex challenges facing every new generation.

This is an organisation that has never wavered from its commitment to young people, believing, and continuing to believe, that only through their efforts lie the progress and sustainability of our collective future.

Our work over the past five decades would not have been possible without the dedication of hundreds of staff members. Blending together work, commitment and passion, they have served diligently, quietly, effectively and efficiently, meeting every situation with professionalism and care. I am so proud of them and from my own 35 years working in the Federation, I know how great their value is.

Beyond the staff, the Federation would never have been able to carry out its duty without the support of the community. From the government to individuals, from corporations to other NGOs, the Federation has benefited from the partnership, collaboration and friendship of many and we are both humbled and grateful for their faith in us.

And of course the young people themselves – the heart and soul of this vibrant, throbbing city. Since 1960, young men and women, boys and girls have

trusted the Federation to be there for them: to help them learn, to support them in crises, to nurture their potential and to offer them opportunities to grow and develop.

Work, commitment, pleasure and passion – these are the components that have not only sustained us thus far, but will continue to spur us on for the next 50 years and beyond. For we always keep in mind, that together nothing is impossible!

Thank you all.

Rosanna Wong Yick-ming

# Administration and Finance



After reviewing the mandates of the Committees, the Council re-constituted the Youth Service Committee. Now called the Youth Advisory Committee, new members will be made up of young people between the ages of 18 to 35. This change is to reflect the Federation's commitment in providing young people a platform to air their views, while also honing their leadership potential. The changes will become effective only after the Annual General Meeting in September 2010.

Continuing to diversify and expand its services, the organisational chart on pages 104-105 indicates the sphere of responsibilities among Supervisors.

As of 31 March 2010, the Federation had a staff compliment of 1,285 persons, 450 of which are temporary posts created under the training and job-placement schemes to enhance the employability of youth and to facilitate their entrance into the workforce. Alongside this category are 588 staff members remunerated on contract terms and 247 staff on perennial terms, who occupy 70.4% of the regular posts.

## Internal Controls

With its well defined policies and procedures, the Federation consistently ensures that there are sufficient checks and balances in place to monitor the internal controls of the organisation. Every effort is made to monitor compliance and to initiate any improvements as appropriate, as well as to evaluate the efficiency of resource utilisation.

Overseen by the Internal Audit Office, compliance checks were conducted on the overall operations of seven selected service units. In addition, compliance checks were also conducted on selected procedures for all service units, with one report being issued, and another report in progress. The staff also conducted analyses on resource utilisation and the overall financial performance of the organisation, with four reports being issued, and another six summarised findings had been prepared. Reviews and recommendations for improvements to four operational procedures were made, while the review to the Accounting

Manual is in progress. With development and enhancement to the information technology systems, recommendations on how to improve internal controls were suggested. The staff have also begun to look into the issue of risk management.

As is the practice, the Internal Audit Office will report its work to the Audit Committee and the Council after the completion of the financial year.

## Finance

### The Federation

The total income of the Federation for 2009-10 was HK\$356,187,305. Government subvention, which totalled HK\$200,262,541, remained a major source of income. The Federation also received allocations from the Community Chest of Hong Kong, the Hong Kong Jockey Club Charities Trust and other trusts and foundations for recurrent general expenses and special projects.

The total expenditure for the year 2009-10 was HK\$329,524,131, of which 67% of the expenditure was spent on personal emoluments, 29% on other charges and 4% on rent and rates.

Apart from the annual Government subvention and donations from the Community Chest and the Hong Kong Jockey Club Charities Trust, the Federation also received capital grants from a number of funding bodies. During the year, the following funding bodies approved allocations of HK\$25,535,697 towards the Federation:

- 1) Lotteries Fund: HK\$20,864,600
- 2) Lotteries Fund Block Grant: HK\$4,479,700
- 3) Sir David Trench Fund for Recreation: HK\$191,397

### Lee Shau Kee Primary School

The Incorporated Management Committee of HKFYG Lee Shau Kee Primary School was established on 30 August 2008 under the Education Ordinance. For the period from 30 August 2008 to 31 August 2009, the total income of the School was HK\$24,218,976 and its expenditure was HK\$25,123,945.

The operation of the School depends mainly on Government grants from the Education Bureau.

### Lee Shau Kee College

The HKFYG Lee Shau Kee College, operating as a Direct Subsidy Scheme Secondary School, is incorporated as a separate company, with accounts prepared up to 31 August of each year. For the year ending 31 August 2009, the total income of the College was HK\$20,518,062 and its expenditure was HK\$19,665,375.

## Designated Funds

The following funds were established from designated donations, earmarked for specific purposes at the request of the donors and each operates as a separate trust.

- 1) Lee Shau Kee Youth Exchange Fund
- 2) Hong Kong 200 Leadership Development Fund
- 3) Youth Business Fund

Extracts of the audited accounts for the above can be found in the Financial Review in the Appendix. Details of the results from the operation of and financial reports and statements for the Federation, the Incorporated Management Committee of HKFYG Lee Shau Kee Primary School, the HKFYG Lee Shau Kee College Limited, the Lee Shau Kee Youth Exchange Fund, the Hong Kong 200 Leadership Development Fund and the Youth Business Fund can be obtained from the Federation on a per request basis.



#### Staff Commendation

The achievements of the Federation could not have been possible without a dedicated and committed staff team. 35 staff members were given Long Service Awards and five staff received the Staff Commendation Award in recognition of their loyalty and outstanding performance. The award recipients were:

##### 35-Year Award:

Dr. Rosanna Wong Yick-ming.

##### 20-Year Award:

Ms. Man Siu-kuen, Ms. Tsui Hang-yin, Ms. Lai Pui-kwai, Ms. Virginia Chung Man-chi, Ms. Yu Fan, Ms. Lau Lai-king, Ms. Yang Sau-kuen, Ms. Ng Lai-kam, Mr. Ma Wai-kit, Ms. Ng Kam-kuen, Mr. Gary Tang Leung-shun and Ms. Mazie Chung Suk-yin.

##### 15-Year Award:

Ms. Ng Mei-wan, Ms. Lee Wing-shan, Ms. Mendy Sit Hau-man, Ms. Lau Wai-sum, Ms. Lui Wai-lin, Ms. Joey Li Pik-yin, Ms. Li Suet-ching, Ms. Ng Sin-man, Ms. Fung Kwai-chun, Ms. Lam Chuk-wing, Ms. Fiona Sze Siu-fung, Ms. Leung Siu-fan, Ms. Ho Lai-ling, Mr. Poon Chun-kit, Ms. Tang Yin-wah, Mr. Choi Yu-sing, Mr. Lee Man-fat, Ms. Wong Sing-wing, Ms. Lydia Chung Kit-man and Ms. Liu Mei-chun.

##### 10-Year Award:

Ms. Lam Chun-yuk and Ms. Cheung Chung-yan.

##### Staff Commendation Award:

Ms. Tess Chan Tim-ching, Dr. Lakshmi Kiran Jacotă, Ms. Lillian Yeung Wing-yee, Mr. Tse Koon-man and Ms. Yeung Lai-har.

#### Outstanding Programme Awards and President's Award

Two Outstanding Programme Awards were given out. First prize went to the *Anti Drug Resource Kit for School Sector* of the Youth at Risk Unit. Second prize was awarded to the *Child Development Fund Pilot Scheme - Fly High with Us Young Savers Scheme*, a joint initiative by the Jockey Club Kin Sang, Tsuen Wan, Tsuen King and Kwai Fong Youth S.P.O.Ts. The Award is an in-house recognition and show of appreciation for outstanding and innovative activities organised by the respective service units. The President's Award went to the Jockey Club Verbena Youth S.P.O.T. to recognise their efforts, excellent team spirit and cooperation, as well as their outstanding service delivery.

#### Staff Social Committee

The Staff Social Committee, responsible for organising social and recreational activities for staff members, once again did a good job with the Annual Dinner. Staff members demonstrated their active and enthusiastic support of the event by their high level of participation and response.

To provide dynamic communication with the staff members, the Committee created a new Facebook account so that staff could keep abreast of the latest news and activities. Photos and videos filled with laughter and fun were also posted. To celebrate the 50th Anniversary, all staff had been invited to participate in the *Happy 50th Birthday to the Federation Campaign* and many creative videos showing their greetings were created.

Thanks to the generosity and kindness of the staff and their families, the Committee collected quite a number of cakes, noodles and daily necessities as gifts to the needy living in Ping Shek during the Mid-Autumn Festival and Lunar New Year. At the same time, members of the Volunteer Team also visited the elderly in these areas and helped paint the doors and gates of their homes.

To the staff members who participated in the Standard Chartered Hong Kong Marathon 2010 organised by the Hong Kong Amateur Athletic Association in February 2010, the Committee gave each a tee-shirt with "HKFYG Spirit" emblazoned on it.

Sporting abilities were also apparent at the Inter-agencies Basketball Tournament organised by the Hong Kong Playground Association and the Inter-agencies Football Tournament organised by the Hong Kong Social Workers' General Union. The Federation men were second runners-up in the football with Mr. Hau How-man of NetWise Support Centre for Families the Top Scorer.

Congratulations to everyone!

