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In 1960, Mr. George Stokes was sent to Hong Kong by the British Christian Welfare Council to develop local youth services. 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 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 in the late 1970s.

In 1981 the Federation revised its Constitution and established a Service Unit to provide training for staff and members, which has 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 of young people were able to 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 the Federation began to strengthen its dialogue with Mainland colleagues through regular exchange and training programmes.

For over two decades, 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 and The Youth Research Centre opened in May 1996, to further provide scholarly resources to the community.

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. A third kindergarten was set up in 2013 in addition to the two previous kindergartens-cum-day nurseries, established in 1997 and 1999.

In April 2000, Leadership 21 was initiated by the Federation to train the city's future leaders. As a long-term investment, the Federation's vision of setting up a Leadership Institute in Hong Kong, a special purpose company was incorporated on 19 June 2013 under the name of "The HKFYG Institute for Leadership Development Limited". The HKFYG Leadership Institute is located on the site of the former Fanling Magistracy and formally started operations in September 2018.

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 the same year, the Federation's presence in the community has increased and become more effective.

The Youth Employment Network began in October 2002, offering job placements, training and counselling to school leavers and school dropouts. With an increased focus on entrepreneurship, the YEN is slowly expanding its services.

Set up in July 2003, the Partnership and Resource Development Office, focuses on seeking out corporate partners and sponsorship, both financial and in kind, ensuring long term and diversified support.

In 2004-05, the Federation re-focused its services with a new implementation structure to facilitate the delivery of ten Core Services: Multimedia Services, Employment Services, Leadership Training, Volunteer Services, Youth at Risk Services, Counselling Services, Education Services, Parenting Services, 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.

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 HKFYG Museum opened its doors on the 5th floor of the Building in May 2013 and displays artefacts, pottery, ceramics and other art works of distinctive value.

The Federation set up an Organic Farm in 2010, to promote, practically and through example, the importance of healthy living, sustainable development and environmental conservation. In 2019, an Hydroponic Farm, was set up both as a learning platform to promote the link between healthy living and the environment, as well as giving young people hands-on experience in alternative farming methods.

In early 2013, the Federation's unique flagship multimedia hub, The HKFYG Jockey Club Media 21 (or M21) was established as a venue for young people to explore their creativity and innovation through new media. To comprehensively address issues related to emotional health, relationships and sex, learning difficulties as well as media literacy, the Wellness Mind Centre was set up in August 2017 by consolidating the work of the School Social Work Unit, the Student Guidance Team, the Media Counselling Centre and the Youth Wellness Centre.

Owing to the enactment of the new Companies Ordinance (Chapter 622), which took effect on 3 March 2014, as well as requirements from the Education Bureau to incorporate the standard clauses for the operation of kindergartens, the Federation passed a special resolution at an Extraordinary General Meeting held on 9 October 2014 to adopt the new Articles of Association with the old Memorandum and Articles of Association to be deleted in their entirety.

The Jockey Club Social Innovation Centre was formed in 2015. As the first youth-oriented social innovation centre, it encourages young people to be innovative through entrepreneurial activities seeking positive change to the community and environment. The Federation set up the User Experience Unit in 2019. The purpose is to apply innovative technology in user research, service design and delivery so as to optimise the user experience.

2020 saw the operation of The HKFYG Youth Hostel PH2, the city's first affordable accommodation for working young people under the Government supported Youth Hostel Scheme. It is developed on the in-situ site of the Tai Po Youth S.P.O.T. at 2 Po Heung Street, Tai Po. Tai Po Youth S.P.O.T. has also been reprovioned to the new building, taking up two storeys on the lower ground level.

Patrons and Senior Adviser

Patron

The Hon. Mrs. Carrie Lam, GBM, GBS
Chief Executive of the Hong Kong Special Administrative Region
The People's Republic of China

Vice Patron

The Hon. Sir Ti Liang Yang, GBM

Senior Adviser

Dr. Rosanna Wong Yick-ming, DBE, JP

The Council and Committees

The Council

President

Mr. Wan Man-ye, BBS, JP

Vice President

Mr. Kenneth Chen Wei-on, SBS

Honorary Treasurer

Dr. Allen Fung Yuk-lun

Honorary Secretary

Dr. Peter Tsoi Ting-kwok, JP

Ex-officio

Mr. Lester Garson Huang, SBS, JP

Members

Mr. Vincent Cheng Kin-yuen
Mr. Walter Chan Kar-lok, SBS, BBS, JP
Ms. Junia Ho Suk-yin, JP
Dr. Hubert Chan Chung-yee, JP
Ms. Clara Shek Ka-lai
Ms. Imma Ling Kit-sum
Dr. Kitty Wu Kit-ying, JP
Prof. Paul Cheung Ying-sheung
Mr. Eugene Liu
Mr. Douglas Lee Kar-yan
Ms. Jennifer Ma Yin-wai

Executive Director

Mr. Andy Ho Wing-cheong

Deputy Executive Directors

Ms. Alice Lui Wai-lin
Ms. Angela Ngai Mei-mui
Mr. Wilson Chan Man-ho

Patrons and Senior Adviser, The Council and Committees

Youth Service Advisory Committee

Chairman

Ms. Angela Ngai Mei-mui

Members

Dr. Ronald Chan Cheong-kin
Mr. Jevons Chan Cheuk-hei
Mr. Ernest Chan Ho-sing
Mr. Tim Chan King-to
Ms. Casey Chan Wing-nga
Mr. Jay Chan Yun-san
Mr. Ian Chau Yin-wai
Ms. Vanessa Cheung Cheuk-nam
Mr. Jason Cheung Pak-ning
Ms. Donna Chiu Lok-yan
Ms. Veronica Chow Tsz-ying
Mr. Anthony Fung Siu-tai
Ms. Darcy Fung Toi-sze
Mr. Julian Ip Chun-lim
Ms. Kary Kung Yee-ching
Mr. Derren Lam Wai-yip
Ms. Karam Lau Chui-nga
Mr. Tony Lau Hon-yiu
Ms. Law Hei-yiu
Ms. Jenny Liu Mei-yan
Mr. Bosco Ng Chung-lun
Mr. Ivan Ng Mei-chung
Mr. Ray Poon Hok-chi
Mr. Pun Kit-shan
Ms. Tsang Lok-chi
Mr. Wong Pak-lam
Mr. Yu King-chun

Audit Committee

Chairman

Mr. Edward Kwan Pak-chung, MH

Members

Dr. Allen Fung Yuk-lun
Dr. Eric Li Ka-cheung, GBS, JP (up to 31 December 2019)
Ms. Imma Ling Kit-sum
Mr. Eugene Liu (from 1 January 2020)
Mr. Andy Ho Wing-cheong

In Attendance

Representative of PricewaterhouseCoopers

Committee on the Provident Fund for the Federation

Chairman

Dr. Hubert Chan Chung-ye, JP

Member

Mr. Andy Ho Wing-cheong

Staff Representatives

Ms. Lau Wai-sum
Mr. Leung Hong-man
Mr. Choy Chi-lun
Mr. Leung Wai-man

In Attendance

Representative of HSBC Institutional Trust Services (Asia) Limited
Representative of Schroder Investment Management (Hong Kong) Limited
Representative of HSBC Life (International) Limited

Committee on the Federation-Staff Contributory Medical Scheme

Members

Dr. Peter Tsoi Ting-kwok, JP (Hon. Medical Adviser)
Dr. Allen Fung Yuk-lun
Mr. Andy Ho Wing-cheong

Staff Representative

Ms. Peggy Siu Wai-chu

Investment Task Group

Members

Dr. Allen Fung Yuk-lun
Dr. Eric Li Ka-cheung, GBS, JP (up to 31 December 2019)
Mr. Edward Kwan Pak-chung, MH
Mr. Vincent Cheng Kin-yuen
Mr. Eugene Liu (from 1 January 2020)
Mr. Andy Ho Wing-cheong

ICT Task Group

Chairman

Dr. Hubert Chan Chung-yea, JP

Members

Mr. Wan Man-yea, BBS, JP
Prof. Paul Cheung Ying-sheung
Mr. Raymond Cheng Siu-hong
Mrs. Agnes Mak Tang Pik-yea, MH, JP
Mr. Ken Ngai Yuen-keung
Mr. Joe Yau Kwai-hung
Mr. Andy Ho Wing-cheong

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

Chairman

Mr. Wan Man-yea, BBS, JP

Members

Dr. the Hon. Lee Shau-kee, GBM
Mr. Michael Suen Ming-yeung, GBS, JP
Mr. Kenneth Chen Wei-on, SBS
Ms. Imma Ling Kit-sum
Mr. Andy Ho Wing-cheong

The Incorporated Management Committee of HKFYG Lee Shau Kee Primary School

Chairman

Prof. Yip Din-yan

Members

Mr. Wilfred Lee Chee-wah, MH (up to 31 August 2020)
Mrs. Judy Chua Tiong Hong-sieng, BBS, JP (up to 31 August 2020)
Ms. Bonnie Ngan Suet-fong
Mr. Chan Kam-cheung, BBS, JP
Dr. Peter Tsoi Ting-kwok, JP
Ms. Alice Lui Wai-lin
Ms. Hsu Siu-man
Mr. Lin Chun-pong
Ms. Tse Wai-lok
Ms. Ng Pui-yea
Mr. Matthew Lee Kwok-leung
Mr. Cheng Tsz-man (up to 9 November 2019)
Ms. Lau Fung-ming (from 6 January 2020)
Ms. Li Kam (from 6 January 2020)

School Management Committee of HKFYG Lee Shau Kee College

Chairman

Mr. Kenneth Chen Wei-on, SBS

Members

Prof. Yip Din-yan
Dr. Angela Cheung Wong Wan-yiu, MBE, JP
Ms. Bonnie Ngan Suet-fong
Ms. Melissa Kaye Pang, MH, JP
Mr. Chan Tak-hang
Mr. Richard Lam Yin-cheuk
Ms. Alice Lui Wai-lin
Ms. Hsu Siu-man
Mr. Lin Chun-pong
Ms. Ho Yan-yan (up to 31 August 2020)
Ms. Nicole Li Chun-na (from 18 November 2019 to 31 August 2020)
Mr. Pang Wai-chung (from 1 September 2020)
Mr. Wei Hong-qiang (from 1 September 2020)
Mr. Wong Kin-pong (from 18 November 2019 to 31 August 2020)
Ms. Yeung Wai-man (up to 31 August 2020)
Ms. Li Man (from 1 September 2020)
Mr. Leung Wai-nok (from 1 September 2020)
Ms. Szeto Yuk-ting (from 18 November 2019 to 31 August 2020)

Patrons and Senior Adviser, The Council and Committees

School Management Committee of HKFYG Kindergartens

Chairman

Ms. Alice Lui Wai-lin

Members

Ms. Junia Ho Suk-yin, JP

Ms. Chen Yuk-chun

Dr. Gail Yuen Wai-kwan

Ms. Tse Wai-lok

Ms. Hsu Siu-man (from 10 September 2020)

Ms. Kitty So Shuk-fong

Ms. Chan Fung-yi

Ms. Chiu Ka-man

Advisory Committee for The HKFYG Leadership Institute

Chairman

Mr. Peter Wong Tung-shun, JP

Vice-chairman

Mrs. Susan Chow Woo Mo-fong

Members

Dr. Moses Cheng Mo-chi, GBM, GBS, JP

Dr. Louis Cheung Chi-yan

Prof. Paul Cheung Ying-sheung

Dr. Raymond Ch'ien Kuo-fung, GBS, CBE, JP

Mr. Fred Lam Tin-fuk, JP

Dr. Simon Lee Hoey, MH

Mr. Joseph Ngai, JP

Ms. Clara Shek Ka-lai

In Attendance

Dr. Rosanna Wong Yick-ming, DBE, JP

Mr. Andy Ho Wing-cheong

Ms. Angela Ngai Mei-mui

Ms. Miranda Wong Ho-yee

Building Management Committee of The HKFYG Building

Chairman

Mr. Walter Chan Kar-lok, SBS, BBS, JP

Owner's Representatives

Mr. Andy Ho Wing-cheong

Ms. Janice Yuen Siu-ling

Tenants' Representatives

Quarry Bay Integrated Family Service Centre,
Social Welfare Department

The Hong Kong Society for the Aged

The Neighbourhood Advice-Action Council

Hans Andersen Club

Hong Kong PHAB Association

Sheng Kung Hui St. Christopher's Home

Hong Kong Children and Youth Services

SAHK

Richmond Fellowship of Hong Kong

The Free Methodist Church of Hong Kong

In Attendance

Synergis Facility Management Limited



First faced with the protests and now with the pandemic, this has been a very challenging year for Hong Kong. And while the social unrest has subsidised, we are still unable to see an end to the pandemic. This has made the 60th Anniversary year of the Federation one which does not really lend itself to celebration.

We at the Federation can understand the frustrations and disappointments of the young people, especially on issues over which they have no control, including things such as the housing shortage. However, we are also committed to proactively re-building trust and optimism for the future and our strategic response is one of “Healing” and “Hope”, which forms the theme for how we move forward. This is because we live in a community where demands are better met through negotiations and dialogue, rather than by confrontation.

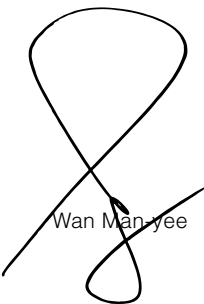
From the President

Our staff have a special duty to continue their dedicated service towards young people by enabling and encouraging them to take up their civic responsibilities and abide by the Rule of Law, caring for our common future and caring for others. The young are the future and I wish our future will be bright, colourful and joyful. On behalf of our Council, I thank members of our staff for their hard work.

I would particularly like to mention the various government departments and agencies, including the Labour and Welfare Bureau; the Social Welfare Department; the Labour Department; the Home Affairs Bureau; the Leisure and Cultural Services Department; the Development Bureau; the Education Bureau; the Financial Services and Treasury Bureau; the Innovation and Technology Commission; the Hong Kong Science and Technology Parks; the Tourism Commission; the Youth Development Commission; the Narcotics Division and the Airport Authority Hong Kong.

I must also thank the Lotteries Fund; The Community Chest of Hong Kong; The Hong Kong Jockey Club Charities Trust; the Beat Drugs Fund; the Ping Wo Fund, the Quality Education Fund; the Innovation and Technology Fund for Better Living; The Board of Management of the Chinese Permanent Cemeteries; the Standing Committee on Language Education and Research; The Hongkong Bank Foundation; the JPMorgan Chase Foundation; The Keswick Foundation; K&K Charity Limited; the Simon K.Y. Lee Foundation; The D.H. Chen Foundation and the Tin Ka Ping Foundation. We are equally grateful for support from the Chinachem Group; CLP Power Hong Kong Ltd.; Maxim's Caterers Ltd.; Prudential Hong Kong Limited; and The Hongkong Electric Co., Ltd.

I wish you all good health and success in your hard work.



Wan Man-ye



This has been an unprecedented year for Hong Kong. For the last six months in 2019, the city was gripped by protests and an outpouring of youth frustration and despair that very severely divided the community. Hardly had the new year begun when we were confronted by a global pandemic, which once again disrupted our lives to an extent unseen before. Schools were closed while classes went online; businesses were affected and 'work from home' became routine; and new words entered our everyday vocabulary: social distancing, self isolation and quarantining. Within this milieu, the Federation had to respond immediately and with sensitivity as, very literally, the needs and concerns of young people were changing all the time. This was a challenge for everyone, especially social workers and youth service providers.

Over these past few months, I believe that our response has been robust. What helped us was our strong foundation built up over 60 years of service provision, along with our diverse and widespread networks in the community. As we commemorated our Diamond Jubilee, we were able to build on this strong foundation, as we expanded, consolidated or initiated new programmes and services. We ensured that everything we did was relevant and addressed the new environment where young people found themselves. In this difficult year, our commitment was most obviously seen through our counselling, both online and off; our outreach to youth at risk; our leadership training; our volunteering; and the opportunities provided to learn, to be creative, scientific, artistic or sporty.

From the Executive Director

No one knows what the future holds in terms of a return to a so-called 'normal life' and we cannot wait until things settle down before we prepare today's youth for tomorrow's challenges. And so we look towards the future, both for them and for us as an organisation. The way to do this is through three pillars – engagement, professionalism and innovation – as key areas for organisational development. What this means in practice is being open to new ideas, new ways of thinking and new ways of work. We need to be able to handle both the unexpected (like the pandemic) while also being able to cope with young people's anxieties and upset when society is in upheaval (like the protests).

I have said before that young people must be made more resilient – emotionally, mentally, intellectually and physically – and we must build up their IQ, EQ and AQ (or Adversity Quotient) if we want them to both be competitive and successful in the future. This is our commitment to the values, vision and mission that the Federation has upheld for the last 60 years.

Of course none of this would be possible without a dedicated and passionate staff. The Federation is lucky to have such people in its family and I am overwhelmed with gratitude for all that they have done, under extraordinary circumstances, while still looking to the future with positivity and optimism.

In fact, I would like to thank all those who have been dedicated to the Federation for the past 60 years, especially those long serving Council Members and staff. In particular, I would like to express my deep gratitude to Dr. Rosanna Wong, our former Executive Director and current Senior Adviser, for her selfless service, all of which has laid a secure foundation on which we can build into the future. I have personally benefited from their guidance, advice, encouragement and support, as well as that from partners, volunteers and friends. Thank you all so very much.

Finally, to the young people themselves I would like to say: yes, this has been a challenging year; but you will always have a home in the Federation where we guarantee that you remain at the centre and heart of all that we do. As we move into our 61st year, we reaffirm that we are Here for YOUth.



Andy Ho Wing-cheong



There have been changes in the supervisory structure of the Federation. A new Deputy Executive Director was appointed based on vacancy. The sphere of responsibilities among Supervisors is reflected in the organisational chart, on pages 92 – 93, highlighting the Federation’s continued diversified and expanding services. As of 31 March 2020, Federation had a staff complement of 1,343 persons. There are 1,119 staff (or 83%) remunerated on contract terms, while 224 (17%) staff are on perennial terms.

A new arrangement has been implemented with the announcement of “extreme conditions” after super typhoons. This is to cater for the resultant adverse traffic conditions or road problems. The Staff Handbook has also been updated for work arrangements as a result to ensure staff safety in terms of returning to work.

As a result of the COVID-19 pandemic and following on various government regulations, staff have been allowed to work from home in order to reduce social contact. This is something new for the Federation and efforts have been made to balance protection of staff with the provision of services. From 29 January to 3 May 2020, 47.7% of the duty sessions dispatched by staff were ‘work from home’, while there was a 42.4% physical presence at the service units. The remaining 9.9% accounted for leave of various kinds.

Corporate Governance and Risk Management

The Federation recognises the importance of risk management as an essential element to good corporate governance and during the year, staff at different levels continued to be involved in the process. The Report on Risk Assessment and Risk Management was prepared and discussed among senior management and then presented to the Audit Committee and the Council for endorsement. The Risk Register contained eight main categories: strategic, financial, human resources management, project management, operational, technological, reputation and compliance. These were further divided into 20 sub-categories.

During the past year, efforts were made to address technological risks and work was done to improve cyber security. Some of the outdated IT systems were upgraded and revamped, and the workflow for managing IT projects was improved. In addition, there was close monitoring to risks arising from the protests and the impact of the pandemic, with regular discussion among the senior management and close communication with the staff; and prompt mitigation plans were in place.

Risks reduction was identified to talent retention, succession planning and legal risks. The protests and pandemic were the key factors for which there was an increase in risk levels.

As part of risk management, the Internal Audit Office was set up, with the key role to monitor the adequacy and effectiveness of internal control policies and procedures, as well as to evaluate the efficiency of resource utilisation, and monitoring the risk management process. To ensure improvements, reference continues to be made to best practices and industry guidelines. The Office functions independently, and reports back to the Executive Director, Audit Committee and Council.

During the year, nine checks were conducted: seven on unit-level compliance to procedures; one conducted on the procedures for appointment and payments to the instructors; and another checking at HKFYG Lee Shau Kee College according to the requirements of the Education Bureau for the Governance Review Sub-committee. Analyses were carried out on the financial performance of Summer Youth Programmes at the Youth S.P.O.Ts, while reviews were made to the internal controls for the revamped Service Resource Planning System.

Finance

The Hong Kong Federation of Youth Groups

The total income of the Federation for 2019-20 was HK\$586,360,799. Government subvention, which totalled HK\$292,968,192, 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 2019-20 was HK\$566,815,408, of which 61% was spent on personal emoluments, 35% on other charges and 4% on rent and rates.

The Federation also received capital grants from the Lotteries Fund Block Grant, Sir David Trench Fund for Recreation, Environment and Conservation Fund and the Home Affairs Bureau during the year.

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 year ending 31 August 2019, the total income of the School was HK\$49,810,498 and its expenditure was HK\$49,531,365. 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 2019, the total income of the College was HK\$71,121,815 and its expenditure was HK\$62,342,656.

Designated Funds

The Lee Shau Kee Youth Exchange Fund was established from designated donations, earmarked for specific purposes at the request of the donor and operates as a separate trust.

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 and the Lee Shau Kee Youth Exchange 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. Long Service Awards were given to 57 staff members and two staff received the Staff Commendation Award in recognition of their loyalty and outstanding performance. The award recipients were:

30-Year Awards

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

25-Year Awards

Ms. Lee Wing-shan, Ms. Lau Wai-sum, Ms. Mendy Sit Hau-man, Ms. Alice Lui Wai-lin, Ms. Joey Li Pik-yin, Ms. Li Suet-ching, Ms. Fung Kwai-chun, Ms. Ng Sin-man, Ms. Lam Chuk-wing, Ms. Leung Siu-fan, Mr. Poon Chun-kit, Mr. Choi Yu-sing, Mr. Lee Man-fat, Ms. Lydia Chung Kit-man, Ms. Carmen Ho Lai-kwan and Ms. Lai Chui-ching.

15-Year Awards

Mr. Wu Wai-chuen, Ms. Jennifer Fung Shui-ching, Ms. Li Man-chi, Ms. Chan Yuk-lan, Ms. Wong Wan-chi, Mr. Cheng Kam-chung, Mr. Choi Tat-wai, Ms. Poon Kit-ting, Ms. Ho Yuen-fai, Mr. Lam Yuk-fai, Mr. Shum Tiu, Mr. Cheung Wai-sum, Ms. Maggie Chan Mei-kei, Ms. Amy Wong Ying-ying, Ms. Ling Yuen-kwan, Mr. Ronald Chu Chi-lam, Ms. Ching Shuk-man, Ms. Chung Shuk-shan, Ms. Mak Man-hei, Ms. Cecilia Suen Wing-sze, Ms. Law Wing-yan, Ms. Yeung Wai-chong, Ms. Wong Man-sze and Ms. Winky Ang Yim-mung.

10-Year Awards

Ms. Kwong Wing-ki, Ms. Wong Nga-yik, Ms. Chau Hay-lei, Mr. Kenneth Yeung Kin-wa, Mr. Gavin Lam Ho-cheong, Ms. Lo Man-ting, Ms. Tang Hiu-yun and Ms. Cheung Ming-shan.

Staff Commendation Awards

Mr. Ronald Chu Chi-lam and Mr. Kwok Siu-hang.

Outstanding Programme Awards, Innovation Awards and The President's Awards

The Federation gives in-house Awards to recognise and appreciate outstanding and innovative services and activities organised by different service units.

Outstanding Programme Awards

Two championship prizes were awarded to:

"Project E.Positive" organised by the Youth Crime Prevention Centre (Sai Kung and Wong Tai Sin Outreaching Social Work Team) and "NEIGHBOUR-Food Delivery" jointly organised by the Youth S.P.O.Ts, Youth Employment Network, Sai Kung Outdoor Training Camp and Partnership and Resource Development Office.

Innovation Awards

First Prize: To "Global Youth Science and Technology Bowl" of the Creative Education Unit.

Second Prize: To "Easy Volunteer, Easy Tutoring" of the Membership and Volunteer Unit.

The President's Awards

To the Continuous Learning Centre and the Jockey Club Tseung Kwan O Youth S.P.O.T. for their excellent team spirit and cooperation, as well as their ability to respond to needs and to provide relevant services.

Staff Social Committee

To ensure the safety of all participants, the Annual Dinner originally scheduled for 15 October 2019 was cancelled because of the protests. 2020 was the 60th Anniversary of the Federation and there had been plans to celebrate with staff, friends and supporters. However, with the pandemic, large gatherings were rendered impossible. As an alternative, "Wellness Day @Organic Farm" was held on 28 June 2020. Participants visited the HKFYG Organic Farm as well as the Ho Pui Reservoir. They learnt handicrafts, while also enjoying organic snacks at the Farm, and generally having a relaxing day out after months of stress.

Due to the social distancing measures, the annual Inter-agencies Basketball Tournament and Inter-agencies Football Tournament were also cancelled. The Federation basketball and football teams will continue their practice and be prepared for upcoming tournaments when the sports facilities are reopened again.

