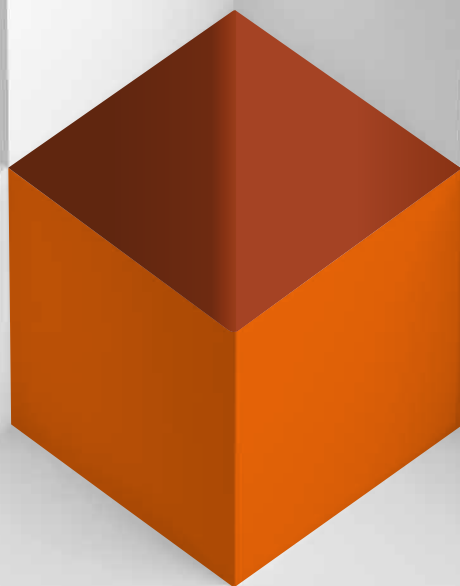


ANNUAL REPORT | 年報
2023-24



香港青年協會
the hongkong federation of youth groups



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歷史 History

香港青年協會創辦人史篤士先生，於1960年由英國基督教福利會派遣來港發展青年服務。1962年，本會根據《社團條例》正式成立，1970年改以《公司條例》註冊。

本會初期的工作目標，一方面是聯絡其他青年服務團體，共同促進青年服務，另一方面是在公共屋邨開設青年中心。本會早於六十年代中後期開始，針對社會及青年的需要而作出多方擴展，並於1967年率先實行「離散青年工作」，專為若干不願意到中心參加活動的青年提供服務，這可算是本港外展社會工作的先驅。

七十年代，本會實行「青年諮詢輔導計劃」，幫助青年解決在情緒及社會適應上的困難。這項計劃已發展成為現行的青年輔導服務。期間，本會又推行「三月服務月」，藉此鼓勵青年積極參與社區服務。在七十年代末期，亦推行了學校社會工作及家庭生活教育等服務。

因應需求及期望變化，本會在2021年推出「全健空間」，為青年提供專業服務和正向教育，幫助他們平衡生活。全健綜合大樓於2024年落成，透過嶄新的健康管理模式，全方位推動青年在身心社的全健發展。本會亦透過轄下4個營地，讓青年在大自然中調節身心。本會輔導服務亦由過往的線下走到線上，再轉變到現時線上與線下互相結合的模式。

隨著服務範圍不斷擴大以適應社會需求，本會在1981年修訂會章。一九八零年代中期，本會開始進行青年交流計劃；李兆基青年交流基金於1995年成立之後，令更多青年在不同形式的海外學習中受惠。隨著1997年主權移交，本會與內地青年工作者亦透過定期的交流及訓練計劃，令兩地的聯繫及合作更趨緊密。

2013年，本會與前海管理局、深圳市青年聯合會三方發起前海深港青年創業夢工場。2022年，本會設立內地事務辦公室，統籌本會內地事務，加深青年對祖國的認識，開拓為國家效力的機會。2024年，香港青年

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 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.

As needs and expectations changed, we now have Wellness PLUS, set up in 2021, for providing professional services to help young people strive for balance through positive education. The Wellness PLUS Complex was established in 2024, to empower the young people to maintain their physical, mental, and emotional health via modern health management solution. We also provide outdoor spaces through our four camps to promote opportunities for individual emotional and physical transformation. And our counselling services have also transformed, from offline to online to now a hybrid mode.

In 1981, the Federation revised its Constitution. Youth exchange projects were initiated in the mid-1980s and 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 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.

In collaboration with Qianhai Authority, Shenzhen Youth Federation, the Federation initiated Qianhai Shenzhen-Hong Kong Youth Innovation and Entrepreneur Hub (E Hub) in 2013. In 2022, the Mainland Affairs Office was set up to synergise the services of the Federation in the Mainland to enable young people to deepen their understanding of the nation, as they discover

協會前海香港青年發展中心啟用，是本會在粵港澳大灣區設立的首個常設服務窗口，致力推出多元服務，支援香港青年在灣區生活、學習、就業和創業，並建立一站式資訊及交流平台。

九十年代起，本會有系統地對青少年事宜進行調查研究。青年研究中心於1996年5月啟用，提供深入的研究及分析數據，從而為青年設計適切的服務。為更加敏銳地洞察青年觀點，本會於2015年成立青年創研庫，由本地年輕專業才俊與大專學生組成智庫，就政策倡導開展實證研究，並與政策制定者及社會各界積極溝通。

本會亦將服務推展至教育領域，先後於1997年及1999年開辦青樂幼稚園/青樂幼兒園與青樂幼稚園青樂幼兒園（油麻地）。繼1998年再次修訂會章後，香港青年協會李兆基小學及香港青年協會李兆基書院，分別於2000年及2006年正式開課。其後，本會於2013年成立鄭堅固幼稚園。

世紀交替之際，本會繼續著力提升現有服務，同時作更多元化的發展。2008年2月，坐落北角百福道21號的香港青年協會大樓啟用，本會所有行政部門及部分服務單位欣然入駐。

2009年，本會確立12項核心服務，包括：青年空間、媒體空間、就業支援、邊青服務、輔導服務、家長服務、領袖培訓、義工服務、教育服務、創意交流、文康藝藝及研究出版，以期更貼切配合現今青年的需要。

在此基礎之上，本會推出其他創新服務，包括：

有機農莊（2010年）；M21媒體空間（2013年）；於2013年成立香港青年協會領袖發展中心有限公司，專責「領袖學院」（2018年正式運作）；社會創新中心（2015年）；青年宿舍PH2（2020年）。本會亦重建四個住宿營地及戶外訓練中心，以滿足青年需求，其中包括2021年竣工並重新投入營運的赤柱戶外訓練營。

發展至今，青協登記會員人數已逾50萬；而為推動青年發揮互助精神、實踐公民責任的青年義工網絡，亦有超過25萬登記義工。此外，每年使用本會服務的人次接近6百萬。在社會各界支持下，青協在全港設有超過90個服務單位，在一千五百多位同工的同心努力下，透過專業服務及多元化活動，培育青年一代發揮潛能，為社會貢獻所長。

opportunities to contribute. The establishment of the HKFYG Qianhai Hong Kong Youth Development Centre in 2024 was our first permanent service window in the Guangdong-Hong Kong-Macao Greater Bay Area to provide diverse services to support Hong Kong youth in living, studying, working, and starting businesses in the Bay Area, as well as to create a one-stop information and communication platform.

Since the 1990s, systematic research on youth issues and concerns became a part of the Federation's increasing programme portfolio. The Youth Research Centre opened in May 1996 to further provide scholarly resources to the community. Gaining a sharper youth perspective was strengthened by the setting up of a local think tank, Youth I.D.E.A.S. in 2015, engaging professional youth and post-secondary school students to conduct evidence-based research for policy advocacy and communicate actively with policymakers and different sectors of society.

The Federation also took its first steps into the field of education by setting up Ching Lok Kindergarten-cum-Nursery in 1997 and Ching Lok Kindergarten-cum-Nursery (Yaumatei) in 1999. After revising the Federation's Constitution in 1998, the HKFYG Lee Shau Kee Primary School and the HKFYG Lee Shau Kee College opened their doors in Tin Shui Wai in 2000 and 2006. KK Cheng Kindergarten was subsequently set up in 2013.

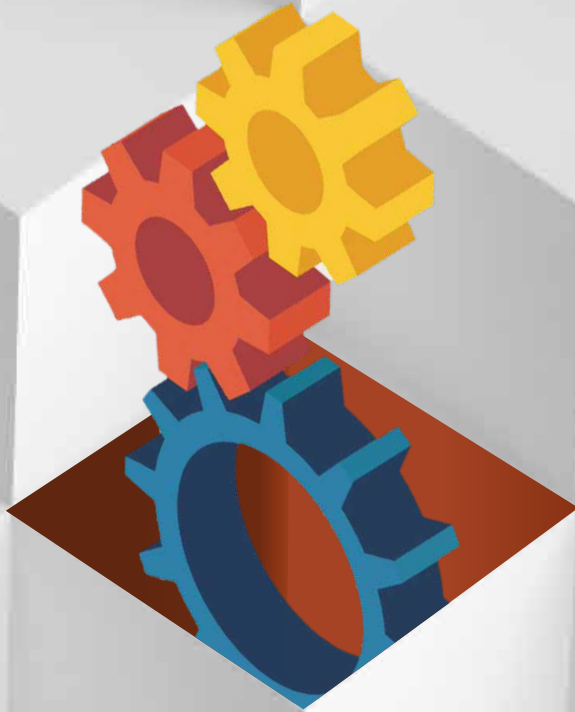
By the turn of the Century, the Federation continued to enhance existing services while expanding into other arenas of youth needs. The highlight was when in February 2008, the Federation moved all the administrative departments, along with some service units, into The Hong Kong Federation of Youth Groups Building on 21 Pak Fuk Road, North Point.

In 2009, the Federation confirmed its focus on twelve Core Services: Youth S.P.O.Ts, Multimedia Services, Employment Services, Youth at Risk Services, Counselling Services, Parenting Services, Leadership Training, Volunteer Services, Education Services, Creativity Education and Youth Exchange, Leisure, Cultural and Sports Services, and Research and Publications.

This enabled the Federation to launch other innovative services, which included:

An organic farm (2010); a multi-media hub called M21 (2013); the Leadership Institute, incorporated under the name "The HKFYG Institute for Leadership Development Limited" as a special purpose company in 2013 with formal operations in 2018; a social innovation centre in 2015; and a youth hostel called PH2 in 2020. Various camp sites and outdoor training centres are renovated to meet needs of youth including the reopened Stanley Training Camp completed in 2021.

At present, the Federation is the city's largest youth service organisation, with over 250,000 registered volunteers and over 500,000 registered members, and an annual attendance to our services, activities and programmes of nearly six million. With community support, we now have over 90 service units and over 1,500 staff, committed to serving the youth of Hong Kong and encourage youth to reach their fullest potential and grow into responsible and dutiful citizens.



機 構 管 治

Corporate
Governance

贊助人、顧問、理事會及委員會 Patrons and Advisers, The Council and Committees

機構管治 Corporate Governance

贊助人

中華人民共和國香港特別行政區行政長官李家超先生，
大紫荊勳賢，SBS, PDSM, PMSM

高級顧問

王葛鳴博士，DBE, JP

內地事務辦公室顧問

何永昌先生，MH

理事會

會長

陳維安先生，GBS

副會長

馮玉麟博士

義務司庫

廖於勤先生

義務秘書

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鄭建源先生

陳重義博士，JP

石嘉麗女士

凌潔心女士

胡潔瑩博士，JP

張英相教授

李嘉胤先生

馬賢慧女士

鄭小康先生

倪以理先生，JP

王葛鳴博士，DBE, JP（由2024年7月23日起）

Patron

The Hon John Lee, GBM, SBS, PDSM, PMSM
Chief Executive of the Hong Kong
Special Administrative Region
The People's Republic of China

Senior Adviser

Dr Rosanna Wong Yick-ming, DBE, JP

Adviser to Mainland Affairs Office

Mr Andy Ho Wing-cheong, MH

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Ms Clara Shek Ka-lai

Ms Imma Ling Kit-sum

Dr Kitty Wu Kit-ying, JP

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Mr Douglas Lee Kar-yan

Ms Jennifer Ma Yin-wai

Mr Raymond Cheng Siu-hong

Mr Joseph Luc Ngai, JP

Dr Rosanna Wong Yick-ming, DBE, JP (from 23 July 2024)

總幹事

徐小曼女士

副總幹事

呂慧蓮女士

陳文浩先生

鍾偉廉先生

青年服務諮詢委員會

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陳曉程女士

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陳蔚程女士

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何浩賢先生

何家騏先生

何映頤女士

許樂珩女士

高明心女士

林頌賢先生

劉健宇先生

梁愷俊先生

梁偉基先生

梁綺玟女士

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李菀容醫生

連柏迪先生

吳浩鏘先生

吳錕淇女士

潘子鋒先生

曾慶倫先生

王梓縵女士 (由2024年1月1日至6月2日)

黃來恩先生

葉卓誠先生

Executive Director

Ms Hsu Siu-man

Deputy Executive Directors

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Mr Wilson Chan Man-ho

Mr William Chung Wai-lim

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Mr. Eddie Chan Kong-man

Ms Mabel Chan

Ms Rachel Chan Wai-ching

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Mr Tony Lin Pak-tik

Mr Ronald Ng Ho-cheong

Ms Annette Ng Si-ki

Mr John Poon Tsz-fung

Mr Alexander Tsang Hing-lun

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Mr Yip Cheuk-shing

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凌潔心女士

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徐小曼女士

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僱員公積金計劃委員會

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黃民信先生

蔡芷麟先生

梁偉文先生

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施羅德投資管理（香港）有限公司

滙豐人壽保險（國際）有限公司

協會僱員供款醫療計劃委員會

委員

廖於勤先生

蔡定國醫生，JP（義務醫療顧問）

胡潔瑩博士，JP

徐小曼女士

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蕭瑋珠女士

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Ms Imma Ling Kit-sum

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Ms Hsu Siu-man

In Attendance

Representative of PricewaterhouseCoopers

Committee on the Provident Fund for the Federation

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Ms Imma Ling Kit-sum

Members

Ms Hsu Siu-man

Staff Representatives

Mr Leung Hong-man

Mr Wong Man-shun

Mr Choy Chi-lun

Mr Leung Wai-man

In Attendance

Representative of BOCI-Prudential Trustee Limited

Representative of Schroder Investment

Management (Hong Kong) Limited

Representative of HSBC Life (International) Limited

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Dr Peter Tsoi Ting-kwok, JP (Hon. Medical Adviser)

Dr Kitty Wu Kit-ying, JP

Ms Hsu Siu-man

Staff Representative

Ms Peggy Siu Wai-chu

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鄭建源先生
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倪以理先生，JP
徐小曼女士

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陳重義博士，JP

委員

張英相教授
鄭小康先生
麥鄧碧儀女士，MH, JP
魏遠強先生
邱桂雄先生（至2024年3月31日止）
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徐小曼女士

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倪以理先生，JP

委員

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李嘉胤先生
馬賢慧女士
邵顯揚先生
張綽嵐女士
徐小曼女士

Investment Task Group

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Mr Eugene Liu
Dr Allen Fung Yuk-lun
Mr Vincent Cheng Kin-yuen
Dr Peter Tsoi Ting-kwok, JP
Mr Joseph Luc Ngai, JP
Ms Hsu Siu-man

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Dr Hubert Chan Chung-ye, JP

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Mr Raymond Cheng Siu-hong
Mrs Agnes Mak Tang Pik-ye, MH, JP
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Mr Joe Yau Kwai-hung (up to 31 March 2024)
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Ms Hsu Siu-man

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Mr Joseph Luc Ngai, JP

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Mr Douglas Lee Kar-yan
Ms Jennifer Ma Yin-wai
Mr Brian Shiu Hin-yeung
Ms Vanessa Cheung Cheuk-nam
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The Council and Committees

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徐小曼女士

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主席兼校監

呂慧蓮女士

委員

葉殿恩教授

徐子淇女士（至2024年2月29日止）

梁美寶女士（由2024年4月24日起）

蔡定國醫生，JP

陳錦祥先生，BBS, JP

黃幸怡律師，JP

李力恒博士（由2024年1月10日起）

徐小曼女士

黃好儀女士

連鎮邦校長

謝煒珞校長

吳佩儀副校長

呂敏芝主任

楊證樺先生

劉皚婷女士

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Dr the Hon Lee Shau-kee, GBM

Mr Michael Suen Ming-yeung, GBS, JP

Mr Kenneth Chen Wei-on, GBS

Ms Imma Ling Kit-sum

Dr Allen Fung Yuk-lun

Mr Eugene Liu

Ms Hsu Siu-man

The Incorporated Management Committee of HKFYG Lee Shau Kee Primary School

Chairman & Supervisor

Ms Alice Lui Wai-lin

Members

Prof Yip Din-yan

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Ms Leung Mei-po (from 24 April 2024)

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Mr Chan Kam-cheung, BBS, JP

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Dr Lee Lik-hang (from 10 January 2024)

Ms Hsu Siu-man

Ms Miranda Wong Ho-ye

Mr Lin Chun-pong

Dr Hazel Tse Wai-lok

Ms Ng Pui-ye

Ms Lui Man-chi

Mr Yeung Man (from 19 February 2024)

Ms Lau Ngoi-ting (from 19 February 2024)

香港青年協會李兆基書院學校管理委員會

主席

陳維安先生，GBS（至2024年9月30日止）
呂慧蓮女士（校監）（由2024年10月1日起）

委員

葉殿恩教授
張黃韻瑤博士，MBE, JP
徐子淇女士（至2024年2月29日止）
梁美寶女士（由2024年4月29日起）
彭韻僖女士，BBS, MH, JP
陳德恒先生
林彥卓先生
徐小曼女士
黃好儀女士
連鎮邦校長
彭緯聰老師（至2024年8月31日止）
潘詠詩老師（至2024年8月31日止）
陳昕彤女士（至2024年8月31日止）
溫玉華女士（至2024年8月31日止）
徐文萍女士
梁偉諾先生（由2024年10月3日起）
林志良老師（由2024年10月3日起）
盧加浩老師（由2024年10月3日起）
吳惠琦女士（由2024年10月3日起）

香港青年協會幼稚園校董會

主席兼校監

呂慧蓮女士

委員

馬賢慧女士
陳惠玲博士
姜紅娟女士
黃好儀女士
謝煒瑤校長
陳鳳儀校長
趙嘉汶校長
袁嘉寶校長

School Management Committee of HKFYG Lee Shau Kee College

Chairman

Mr Kenneth Chen Wei-on, GBS (up to 30 September 2024)
Ms Alice Lui Wai-lin (Supervisor) (from 1 October 2024)

Members

Prof Yip Din-yan
Dr Angela Cheung Wong Wan-yiu, MBE, JP
Ms Cathy Chui Chi-kay (up to 29 February 2024)
Ms Leung Mei-po (from 29 April 2024)
Ms Melissa Kaye Pang, BBS, MH, JP
Mr Chan Tak-hang
Mr Richard Lam Yin-cheuk
Ms Hsu Siu-man
Ms Miranda Wong Ho-yee
Mr Lin Chun-pong
Mr Pang Wai-chung (up to 31 August 2024)
Ms Poon Wing-sze (up to 31 August 2024)
Ms Viola Chan Yan-tung (up to 31 August 2024)
Ms Wan Yuk-wah (up to 31 August 2024)
Ms Chui Man-ping
Mr Leung Wai-nok (from 3 October 2024)
Mr Lam Chi-leung (from 3 October 2024)
Mr Lo Ka-ho (from 3 October 2024)
Ms Ng Wai-kei (from 3 October 2024)

School Management Committee of HKFYG Kindergartens Chairman & Supervisor

Ms Alice Lui Wai-lin

Members

Ms Jennifer Ma Yin-wai
Dr Chan Wai-ling
Ms Keung Hung-kuen
Ms Miranda Wong Ho-yee
Dr Hazel Tse Wai-lok
Ms Dorothy Chan Fung-yi
Ms Carman Chiu Ka-man
Ms Zoe Yuen Ka-po

贊助人、顧問、理事會及委員會
Patrons and Advisers,
The Council and Committees

香港青年協會領袖學院諮詢委員會

主席

王冬勝先生，GBS, JP

副主席

周胡慕芳女士

委員

鄭慕智博士，大紫荊勳賢，GBS, JP

張子欣博士

張英相教授

錢果豐博士，GBS, CBE, JP

林天福先生，GBS, JP

李浩然博士，MH

倪以理先生，JP

石嘉麗女士

列席代表

王葛鳴博士，DBE, JP

徐小曼女士

鍾偉廉先生

周若琦女士

Advisory Committee for The HKFYG Leadership Institute

Chairman

Dr Peter Wong Tung-shun, GBS, JP

Vice-chairman

Mrs Susan Chow Woo Mo-fong

Members

Dr the Hon 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, GBS, JP

Dr Simon Lee Hoey, MH

Mr Joseph Luc Ngai, JP

Ms Clara Shek Ka-lai

In Attendance

Dr Rosanna Wong Yick-ming, DBE, JP

Ms Hsu Siu-man

Mr William Chung Wai-lim

Ms Ada Chau Yeuk-kei

香港青年協會大廈管理委員會

主席

李嘉胤先生

業主代表

徐小曼女士

何雪瑩女士

租戶代表

社會福利署鰂魚涌綜合家庭服務中心

香港耆康老人福利會

鄰舍輔導會

安徒生會

香港傷健協會

聖公會聖基道兒童院

香港青少年服務處

香港耀能協會

利民會

香港循理會

列席代表

昇捷設施管理有限公司

**Building Management Committee of The HKFYG Building
Chairman**

Mr Douglas Lee Kar-yan

Owner's Representatives

Ms Hsu Siu-man

Ms Deborah Ho Suet-ying

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

會長的話

From the President

機構管治 Corporate Governance

光陰荏苒，轉眼間我已完成兩年的會長任期。任期始於新冠疫情尾聲，當時本會的各项服務屢受影響；及至社會復常，所有活動煥然一新，重新出發，盡顯青年機構的活力朝氣。

本會同工表現卓越，我引以為榮。他們迎難而上，積極應對每項挑戰，努力把握每個機遇，全心全意投入工作。正是這種心態、決心及熱誠，使本會得以服務全港青年逾六十載。明年，青協將迎來六十五周年，回顧過去，我們對所取得的斐然成就深感自豪。展望未來，我們將肩負新使命，繼續砥礪前行。

How time flies. I have just completed my 2-year term as President of the Federation. This was a period that commenced at the tail-end of the Covid pandemic, when the Federation's programmes suffered constant disruptions, and ended with all our activities springing back to life with all the vigour characteristic of our youthful organisation.

I am proud of what the Federation's staff have done, taking every challenge in their stride and embracing every opportunity to further our mission. This is the mindset, determination and passion that have enabled the Federation to serve young people of Hong Kong for more than six decades. As we celebrate our 65th anniversary next year, I have every confidence that we will look back at our history with pride and look ahead with a renewed sense of purpose.



感謝社會各界人士、熱心伙伴及朋友對本會的慷慨支持及信任，讓本會的青年服務得以拓展。我在此特別感謝香港特別行政區政府各部門及機構，包括民政及青年事務局、勞工及福利局、社會福利署、教育局、水務署、青年發展委員會及香港機場管理局。

此外，我要感謝獎券基金、香港賽馬會慈善信託基金、香港公益金、禁毒基金、滙豐銀行慈善基金、攜手扶弱基金、語文教育及研究常務委員會、星展基金會、環境及自然保育基金、工銀亞洲慈善基金有限公司、李錦記家族基金、優質教育基金、瑰麗慈善基金，以及李國賢嘉倫基金。我亦十分感謝可口可樂中國有限公司、中華電力有限公司、香港上海滙豐銀行有限公司、香港銀行公會、中國工商銀行（亞洲），以及香港鐵路有限公司的鼎力支持。

我必須衷心感謝一眾理事會委員的睿智建言，務實獻策，讓我可安心處理會務。同時，在總幹事及管理層的領導下，本會有幸擁有一支充滿熱誠幹勁的優秀團隊，絕對是本會的功臣，我由衷感謝各位無私付出及貢獻的精神。

陳維安, GBS

Our work would not be possible without the support and trust of our community partners, friends and supporters. I would like to pay special tribute to the various government departments and agencies, including the Home and Youth Affairs Bureau; Labour and Welfare Bureau; the Social Welfare Department; the Education Bureau; Water Supplies Department; Youth Development Commission and the Airport Authority Hong Kong.

I must also thank the Lotteries Fund; The Hong Kong Jockey Club Charities Trust; The Community Chest of Hong Kong; the Beat Drugs Fund; The Hongkong Bank Foundation; the Partnership Fund for the Disadvantaged; the Standing Committee on Language Education and Research; DBS Foundation Ltd.; Environment and Conservation Fund; ICBC (Asia) Charitable Foundation Ltd.; Lee Kum Kee Family Foundation; Quality Education Fund; Rosewood Foundation; and the Simon K. Y. Lee Karen's Fund. We are equally grateful for support from Coca-Cola China Ltd.; CLP Power Hong Kong Ltd.; The Hongkong Shanghai and Banking Corporation Ltd.; Hong Kong Association of Banks; The Hong Kong Jockey Club; Industrial and Commercial Bank of China (Asia) Ltd.; and the MTR Corporation Ltd.

On a personal note, I have relied heavily on the wise counsel of my colleagues on the Federation Council to whom I wish to express my deepest appreciation. The Federation is also blessed to have a team of dedicated staff, led by our indefatigable Executive Director and her able management team, who are the true heroes behind all that the Federation has achieved. Thank you all from the bottom of my heart!

Kenneth Chen Wei-on, GBS

總幹事的話 From the Executive Director

機構管治 Corporate Governance

本人接任總幹事職務已逾一年，謹此感謝理事會、高級顧問、內地事務辦公室顧問、管理團隊、督導主任、同工、合作伙伴及各方好友。全賴大家的信任與支持，讓我能夠順利度過這重要時刻。

肩負此重任之前，我有幸為協會服務多年，這段難能可貴的經驗，讓我見證各項服務的發展。過去一年，本會完成了第四個五年計劃，取得豐碩成果，不僅持續深化與青年的連繫，服務更推陳出新。從前線工作到幕後默默耕耘的同工，均持續提升專業水平，精益求精，共同努力推動青年工作的發展。

在這一年裡，大家同心協力為協會創建了多個里程碑：社交媒體平台網上聯繫人次突破2,500萬；動員青年參與超過100萬小時的義務工作；成立「香港青年協會前海香港青年發展中心」，與大灣區九個城市的三十多個合作伙伴簽訂戰略合作協議；透過健康管理服務，持續關注青少年的精神及情緒健康；為同工提供高達8,700小時的專業培訓，並透過「青協領袖人才培訓計劃」培育會內人才，拓闊青年工作知識領域。

I have just completed a little more than a year in my position as the Executive Director, and I would be remiss if I did not begin by thanking all those who have supported me as I have settled down. The Council, the Senior Adviser, Adviser to Mainland Affairs Office, my management team, all the supervisors and staff, and of course, our friends and partners, each has made my transition smoother than I could ever have imagined.

One of the rewards of having been a part of the Federation even before assuming this role, is that I have been able to experience all that we continually strive for in fulfilling our mission. Over the past year we have concluded our fourth Five-Year Plan, and I am happy to report that we have made great strides in not just deepening our engagement with young people, but also embracing innovation in our services, while at the same time, enhancing our own professionalism, irrespective of whether we are on the front line, or in less visible, but equally important roles.

Several milestones this year include, an online engagement of over 25 million on social media platforms and the mobilisation of youth in contributing over a million service hours. We have also set up the HKFYG Qianhai Hong Kong Youth Development Centre and signed an agreement to strategically cooperate with more than 30 partners in the nine cities of the Greater Bay Area. We continued to prioritise the mental and emotional health of young people with preventative education through an Integrated-Cognitive-Behavioural Therapy and Meaning Centred Approach; and we offered 8,700 training hours to staff, along with nurturing internal talents through the HKFYG Executive Leadership Programme.

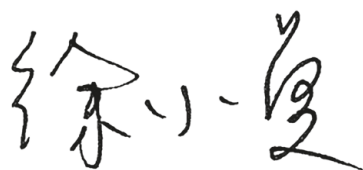


前路或許充滿挑戰，但也蘊藏著無限機遇。展望新的五年計劃，本會將透過所訂立的策略方向，促進青年全面發展及成長，提升他們的抗逆力及適應力。

香港面臨人口老化與出生率下降，以及貧富差距持續擴大的雙重挑戰，其影響與年輕一代息息相關，不容忽視。同時，科技發展日新月異，本會致力培養青年的數碼思維及技能，並善用創新科技為他們開拓多元職業路向，創造新機遇。青年在身體、心理、社交、職業、數碼及環境各環節的挑戰中努力奮鬥，而本會正持續開拓服務新領域，引入健康管理模式，提供全方位支援，促進青年全健發展。此外，青年在義務工作及選民投票方面的參與度亦值得關注，本會將為青年提供更多參與社會事務的機會，培養他們的公民意識及責任，回饋社會。

沒有大家的共同努力，難以實現這些目標。我衷心感謝各方好友、合作伙伴及善長仁翁的鼎力支持，以及同工的無私付出。我亦對青年為追求理想生活所展現的活力及熱忱感到欣喜。

最後，我謹再次向所有人致意。讓我們攜手前行，共同迎接青協六十五周年。



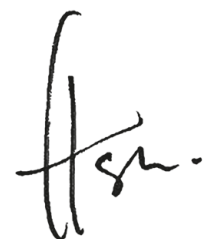
徐小曼

Now, in looking forward to the next Five-Year Plan, we understand that unanticipated challenges will no doubt arise, as well as unexpected opportunities. Nevertheless, we will strategically plan for what we hope will be a foundation of proactive services from our part, as well as building up resilience and adaptability amongst the youth.

Two critical areas which we cannot ignore, include Hong Kong's aging population and decreasing birth rate and the growing wealth disparity, both of which will have a serious impact on young people. Similarly, the speed with which technology is developing, requires not only the push to remain digitally aware and adept, but to also seriously consider diversified career opportunities that will use enhanced technology. Most of all, we must continue to develop wellness strategies, tools and knowledge. Young people are already struggling with physical, mental, social, occupational, digital and environmental challenges which are affecting well-being and we will be looking into how we can make our services all encompassing and expansive. Finally, we are concerned about the declining rates of volunteering and voting, so we will also focus on how to assist young people to become civically responsible and dutiful.

These are big tasks ahead, and I know we cannot do it without all of you. Given what I have experienced over the past year, I have no doubt about the support of friends, partners and well-wishers; the commitment and dedication of my colleagues to serve; and the energy and enthusiasm of young people to be agents of their own lives.

All I can do is humbly say thank you, again. And I look forward to celebrating the Federation's 65th anniversary together.



Hsu Sui-man

管理團隊 Management Team

機構管治 Corporate Governance

總幹事

徐小曼女士

副總幹事

呂慧蓮女士

陳文浩先生

鍾偉廉先生

業務總監（服務）

鄧良順先生

業務總監（財務）

吳偉玲女士

總審計主任

黃瑋珩女士

督導主任（行政）

何雪瑩女士

督導主任（青年空間）

黃秀儀女士

胡偉全先生

謝少莉女士

督導主任（媒體服務）

黃定邦先生

Executive Director

Ms Hsu Siu-man*

Deputy Executive Director

Ms Alice Lui Wai-lin*

Mr Wilson Chan Man-ho*

Mr William Chung Wai-lim

Coordinator (Services)

Mr Gary Tang Leung-shun*

Coordinator (Financial Control)

Ms Irene Ng Wai-ling

Head of Internal Audit

Ms Clare Wong Wai-hang

Supervisor (Administration)

Ms Deborah Ho Suet-ying

Supervisor (Youth S.P.O.Ts)

Ms Carrie Wong Sau-yeet*

Mr Wu Wai-chuen*

Ms Lily Tse Siu-lee*

Supervisor (Multimedia Services)

Mr James Wong Ting-bong*



督導主任（領袖發展及出版）

周若琦女士

督導主任（青年違法防治）

梁兆騏先生

督導主任（學生輔導）

余艷芳女士

督導主任（青年輔導）

陳英杰先生

督導主任（健康及輔導）

馬佩雯女士

督導主任（持續進修）

蔡裕星先生

督導主任（資訊科技及創意）

張頌欣女士

督導主任（青年交流）

黃好儀女士

督導主任（可持續發展及營舍）

翁艷夢女士

督導主任（傳訊及研究）

張淑鳳女士

Supervisor (Leadership & Publications)

Ms Ada Chau Yeuk-kei

Supervisor (Youth Crime Prevention)

Mr Michael Leung Siu-kei*

Supervisor (Student Counselling)

Ms Fanny Yu Yim-fong*

Supervisor (Youth Counselling)

Mr Andy Chan Ying-kit*

Supervisor (Health & Counselling)

Ms Sandy Ma Pui-man*

Supervisor (Continuous Learning)

Mr Choi Yu-sing*

Supervisor (Information Technology & Creativity)

Ms Mavum Cheung Chung-yan

Supervisor (Youth Exchange)

Ms Miranda Wong Ho-ye

Supervisor (Sustainability & Camps)

Ms Winky Ang Yim-mung*

Supervisor (Communications & Research)

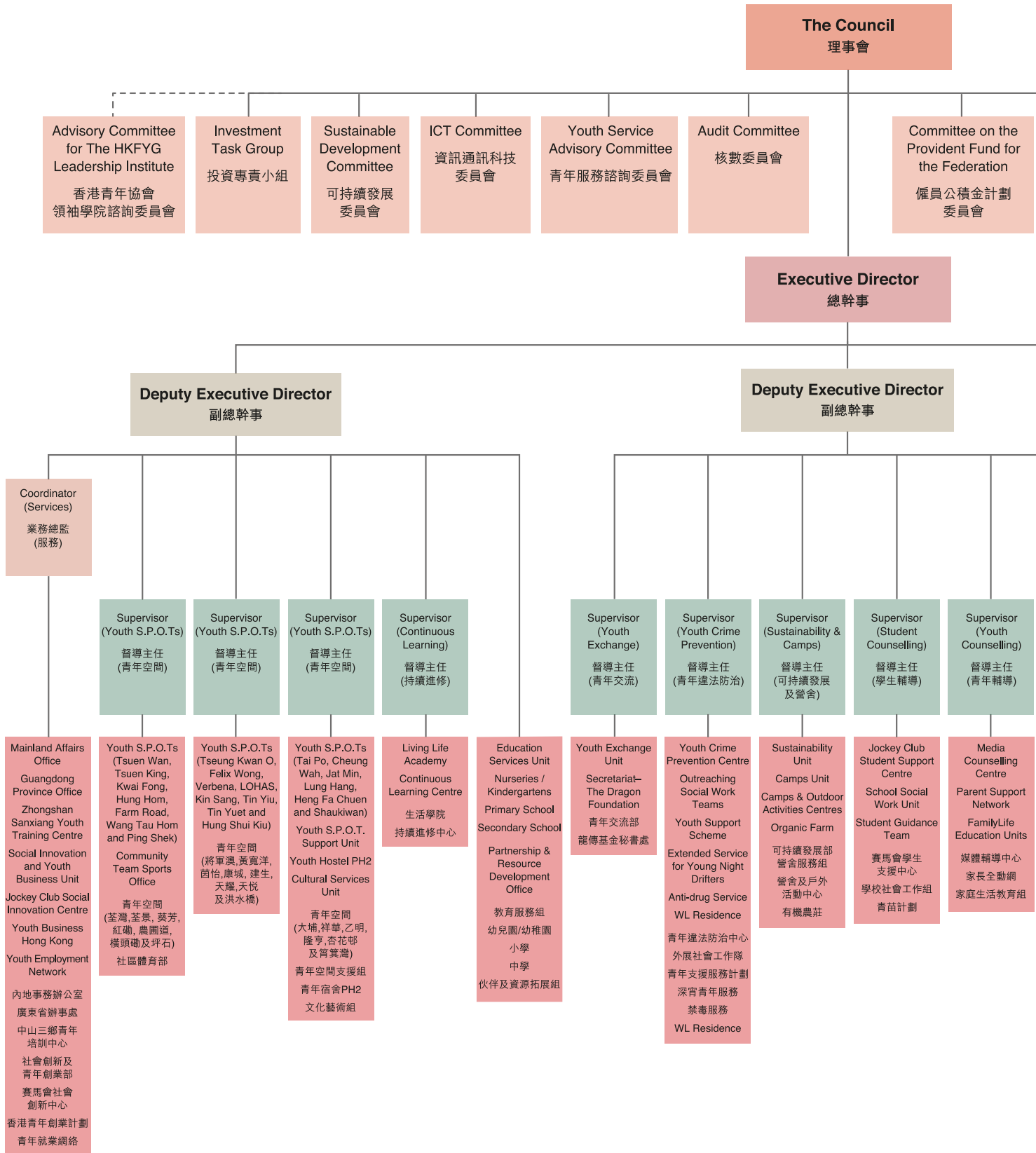
Ms Christa Cheung Shuk-fung*

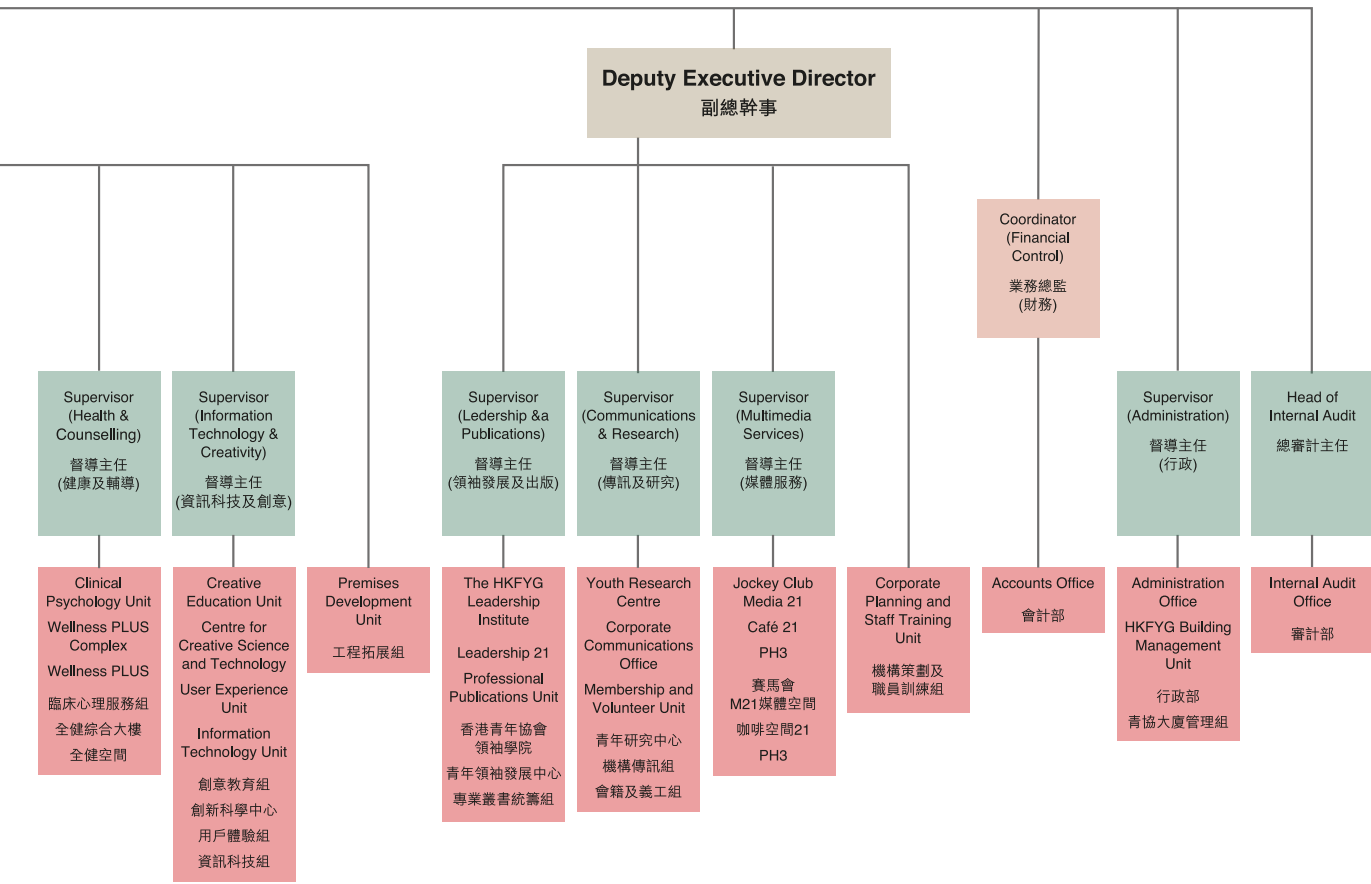
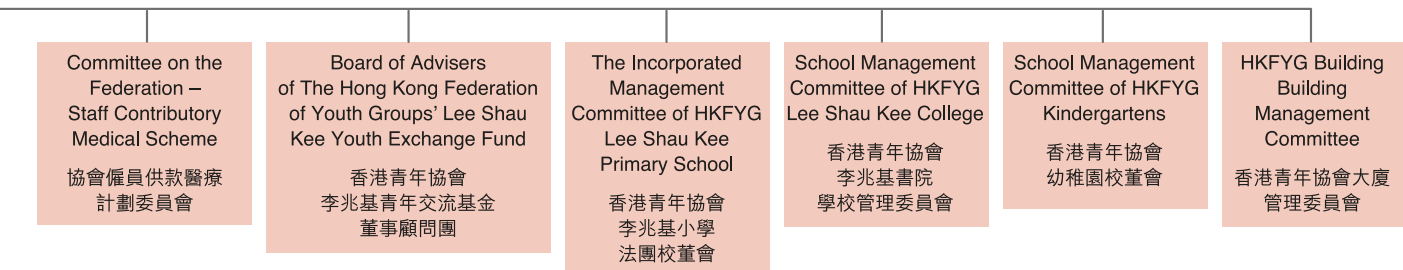
*註冊社工(香港) Registered Social Worker (Hong Kong)

機構架構圖

Organisational Chart

機構管治 Corporate Governance





2024年9月1日起生效
Effective from 1 September 2024



行政

隨著同工於年內退休和離職，本會的督導架構和人員亦有所調整，詳見第20至21頁的組織圖表。

截至2024年3月31日，本會共有1,529名員工，其中1,301名（85%）為合約制同工，228名（15%）為長期合約同工。

本會持續檢視人力資源政策，加強同工福利。年內，我們在人力資源政策方面採取了多項措施，包括實施單位主任職務津貼、調整部份崗位的薪酬架構、上調超時工作時數累積的上限，以及優化支取補假的安排。

本會於年內檢視現行政策，並作出兩項更新，包括修訂《協會標誌使用守則》，以配合於受津助/資助服務單位展示社會福利署資助服務標誌的規定，反映政府對福利服務的承擔；配合政府部門的規定，更新《採購/報價及招標程序指引》，監察購置物品及服務的批核程序，以及相關的報價或招標要求。

Administration

There have been changes in the supervisory structure of the Federation with the reshuffling of duties among the incumbents owing to retirements and turnover among the senior staff. An up-to-date organisational chart can be seen on pages 20 – 21 for easy reference.

As of 31 March 2024, the Federation had a staff complement of 1,529 persons. There were 1,301 staff (85%) remunerated on contract terms, and 228 (15%) staff on perennial terms.

The Federation remains dedicated to the ongoing review of our Human Resource policies to enhance the benefits and welfare of our valued staff members. During the year, several proactive human resources measures have been implemented, including the introduction of monthly allowances for Unit-in-charges, adjustments to the salary structure for specific positions, raising the ceiling of the recognised overtime hours and fine-tuning the criteria to take compensation leave.

因應科技風險持續上升，協會推出《網路安全指引》，提升同工網絡安全意識；並加強網絡管理，確保會內系統及資訊得到保障。



職員訓練

在2023-24年，本會同工參與了69個內部培訓、59個本地培訓和76個自主培訓，共完成了8,710個培訓小時，總出席人數達到3,446人次。我們重視人才培育和機構管治，透過「青協領袖人才培訓計劃」策略性地培育機構接班人。在過去五年，計劃已培訓了52人，其中四分之一已晉升至單位主任或更高職位。年內我們為同工安排一次到北京的國情班，加深同工對國家發展的認識，從而了解青年服務的新機遇。

As a result of our policy reviews, the following two changes have been undertaken: revising Guidelines on the use of The HKFYG Signature to align with the requirements to display a logo to acknowledge the Government's financial support in providing welfare service; and procurement guidelines governing the approval for acquisition of stores and services, as well as related quotation or tendering requirements which make reference to the stipulations of government departments. In response to the increasing cyber risks, a comprehensive Cybersecurity Guideline has been introduced to enhance staff awareness of cybersecurity. It also strengthened network management to ensure the protection of our systems and information.

Staff Training

In year 2023-24, we saw staff members accomplished a total of 8,710 training hours by attending 69 in-house programmes, 59 local training programmes, and 76 self-applied staff training, achieving a total attendance of 3,446. We place a high priority on talent development and corporate governance. **The HKFYG Executive Leadership Programme (ELP)** is strategically designed for corporate succession planning. Over the past five years, the programme has successfully trained 52 individuals, with a quarter of them ascending to leadership roles such as unit-in-charge or higher. We organised a National Study Tour to Beijing. This initiative aimed to deepen staff's understanding of the developmental trajectory of our country and identify potential opportunities for enhancing youth services.

企業管治與風險管理

本會深明風險管理是企業管治中重要的一環。本年度，各層級同工繼續參與相關流程。審計部負責探討及編制《風險評估及風險管理報告》，經管理層討論後呈交核數委員會及理事會批核。風險記錄冊涵蓋八大主要類別，包括策略、財務、人力資源管理、項目管理、營運、科技、聲譽及合規；並再細分為二十個子類別。

作為風險管理的一部分，我們設有審計部，主要負責根據法例和其他持分者的要求，檢視內部管理政策及程序的充分性及效用，並評估資源運用的效率，監控風險管理流程。我們將繼續參考最佳實務守則及業界指引，以臻完善。審計部為獨立運作的部門，並向總幹事、核數委員會和理事會匯報。

疫情過後，外部環境發生了很大的變化。透過各層級同工的持續監測，及作出相應的緩解措施，本會面對的風險大致得到控制。

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.

As part of risk management, an Internal Audit Office was set up, with a key role to monitor the adequacy and effectiveness of internal control policies and procedures with reference to legislative and other stakeholders' requirements, 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.





我們在不同持分者的參與下，共同制定2024-29年的第五個《五年發展計劃》。我們密切監察疫情後不斷轉變的服務需求，致力處理青年身心靈健康問題，在數位化的趨勢下為青年提供不同的機會；設立不同單位，有系統地協調內地事務發展；就著環球網絡安全及資訊科技風險的急速轉變，致力維持相關風險於現有水平；著力處理與人才挽留及繼任相關的風險。

管理資訊科技項目的風險有所增加。中等風險主要集中在人力資源管理及科技風險等不同範疇。

本年度，審計部對服務單位遵守各項程序的情況進行七次審查，並根據持分者要求進行其他審查，包括本會的直資中學及貸款業務等。其他工作包括檢視指引及流程，以符合法例要求和作業程序的準則，對青年空間的「暑期活動」進行財務分析，並檢視客戶關係管理系統的內部監控程序。

機構管治 Corporate Governance

The pandemic changed much of the landscape and now, with continuous monitoring by staff at different levels, and with corresponding mitigation measures, the Federation's risks were kept under control.

Different stakeholders got together to formulate the upcoming 5-Year Plan, 2024 – 29. Close monitoring was made to the changing service needs following the prolonged pandemic. Efforts were made to address the challenges of the health and wellness of youth, and opportunities were provided to the youth under the trends of digitalisation. Different offices were set up to systematically coordinate the developments of Mainland affairs. Also addressed were the risks related to talent retention and succession planning. Various works were arranged to improve cybersecurity, as well as hardware, systems and network infrastructure.

Increased risk was identified in the area of IT project management. Areas with medium level of risks mainly focused on different aspects of human resources management and technological risk.

During the year, seven checks on unit-level compliance to procedures were initiated; and other checks according to the stakeholders' requirements were conducted, including the secondary school under the direct subsidy scheme, and the money lending business. Reviews were also made to guidelines regarding compliance to legislative requirements and operation procedures. Financial analyses were conducted on the financial performance of the Summer Youth Programmes at the Youth S.P.O.Ts, while reviews were also made to the internal controls for the Customer Relationship Management System.

財務報告

香港青年協會

本會2023-24年度的總收入為港幣732,637,579元。政府津貼仍是主要收入來源，合共港幣334,931,552元。本會亦接受香港公益金、香港賽馬會慈善信託基金及其他信託和基金就經常性開支及特別項目所提供的資助。

本會2023-24年度的總開支為港幣658,431,412元，其中百分之六十二用於支付員工薪金，百分之三十四為其他費用，而百分之四用於支付租金及差餉。

本會於年內尚蒙獎券基金、香港公益金、香港賽馬會慈善信託基金、戴麟趾爵士康樂基金及民政及青年事務局就非經常性開支撥款資助。

特定基金

李兆基青年交流基金由特定捐贈設立，按捐贈人的要求須用於特定目的，並以獨立信託基金的形式運作。

有關本會、香港青年協會李兆基小學法團校董會、香港青年協會李兆基書院有限公司及香港青年協會李兆基青年交流基金的收支詳情及財務報表，歡迎向本會索取。至於社會福利署資助服務的周年財務報告，則可參閱：

hkfyg.org.hk/機構年報/

Finance Report

The Hong Kong Federation of Youth Groups

The total income of the Federation for 2023-24 was HK\$732,637,579. Government subvention, which totalled HK\$334,931,552, 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 2023-24 was HK\$658,431,412, of which 62% was spent on personal emoluments, 34% on other charges and 4% on rent and rates.

The Federation also received capital grants from the Lotteries Fund, The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust, Sir David Trench Fund for Recreation and Home and Youth Affairs Bureau during the year.

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. The Annual Financial Report on operations subvented by the Social Welfare Department can be found at:

hkfyg.org.hk/annual-reports/

職員服務獎

本會的成就全賴一群竭盡忠誠、矢志不移的同工。年內共有64名同工獲頒長期服務獎及16名同工獲頒職員優異服務獎，以表揚他們對工作的投入和貢獻。獲獎名單如下：

三十五年長期服務獎：余艷芳女士、郭玉霞女士及關慧群女士

三十年長期服務獎：梁珊珊女士、陳麗明女士、湯港生先生、蕭璋珠女士、許強懋先生、趙惠燕女士、何銘怡女士及曾楚翹女士。

二十五年長期服務獎：李燕明女士、余英豪先生、袁小敏女士及吳詩梅女士。

二十年長期服務獎：邱華俊先生、蕭巧雯女士、江奕謙先生、何遂心女士、廖麗英女士及石秀雲女士。

十五年長期服務獎：羅婉婷女士、麥綺筠女士、黃好儀女士、周若琦女士、謝美華女士、李曉藍女士、張淑鳳女士、侯孝文先生、譚雅月女士、崔毅先生、李律蔚女士、鄭志偉先生、梁偉文先生及劉偉冲先生。

十年長期服務獎：黃邵紅女士、林燕珍女士、朱倩明女士、劉愛妹女士、陳浩然先生、孫慧怡女士、蔡璋謙先生、陳浩民先生、李德麟先生、梁嘉樂先生、楊浩賢先生、嚴淑君女士、麥耀圖先生、鄧惠詩女士、黃嘉穎女士、李麗雲女士、趙珈珮女士、葉文龍先生、周穎祺先生、陳家恒先生、簡智偉先生、關倩琳女士、羅雅妍女士、梁嘉恩女士、梁敏婷女士、林偉紅女士、黃頌珩先生、陳詠琪女士及董敏佩女士。

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 64 staff members and 16 staff received the Staff Commendation Award in recognition of their loyalty and outstanding performance. The award recipients were:

35-Year Award: Ms Yu Yim-fong Fanny, Ms Kwok Yuk-har Jenny and Ms Kwan Wai-kwan.

30-Year Award: Ms Leung Shan-shan, Ms Chan Lai-ming, Mr Tong Kong-sang, Ms Siu Wai-chu Peggy, Mr Hui Keung-mau, Ms Chiu Wai-yin, Ms Ho Ming-yee Mary and Ms Tsang Chor-kiu Karen.

25-Year Award: Ms Lee Yin-ming, Mr Yu Ying-ho Wallace, Ms Yuen Siu-man Amy and Ms Ng Sze-mui.

20-Year Award: Mr Chiu Wah-chun, Ms Siu Hau-man, Mr Kong Yick-him, Ms Ho Sui-sum, Ms Liu Lai-ying and Ms Shek Sau-wan.

15-Year Award: Ms Law Yuen-ting, Ms Mak Yee-kwan, Ms Wong Ho-yee, Ms Chau Yeuk-kei, Ms Hsia Mei-wah, Ms Lee Hiu-lam, Ms Cheung Shuk-fung, Mr Hau How-man, Ms Tam Nga-yuet, Mr Tsui Ngai, Ms Li Leut-wai, Mr Cheng Chi-wai, Mr Leung Wai-man and Mr Lau Vai-chong.

10-Year Award: Ms Wong Siu-hung, Ms Lam Yin-chun, Ms Chu Sin-ming, Ms Lau Oi-mui, Mr Chan Ho-yin, Ms Sun Wai-yi, Mr Choi Wai-him, Mr Chan Ho-man, Mr Lee Te-lien, Mr Leung Ka-lok, Mr Yeung Ho-yin, Ms Yim Shuk-kwan, Mr Mak Yiu-to, Ms Tang Wai-sze, Ms Wong Kar-wing, Ms Li Lai-wan, Ms Chiu Ka-pui, Mr Yip Man-lung, Mr Chow Wing-kee, Mr Chan Ka-hang, Mr Kan Chi-wai Norris, Ms Kwan Sin-lam, Ms Law Nga-yin, Ms Leung Ka-yan, Ms Leung Man-ting, Ms Lin Weihong, Mr Wong Chung-hang, Ms Chan Wing-kee and Ms Tung Man-pui.

行政及財務 Administration and Finance

另外，本會亦向凌潔心女士頒發十年長期服務獎，感謝她多年來在理事會的熱誠奉獻。

職員優異服務獎：鍾偉廉先生、區梓俊先生、李綺蓮女士、冼允彥先生、譚景政先生、王昌哲先生、陳雅瑩女士、陳穎琦女士、洪婉穎女士、劉盛然先生、石秀雲女士、周希莉女士、李玥瀾女士、黃靜儀女士、代鳳女士、林淑懷女士。

獎項

本會透過頒發內部獎項，以認可和感謝不同服務單位所舉辦的卓越創新活動。

卓越活動程序獎

冠軍：青年研究中心的「青年創研庫」

亞軍：青年違法防治中心（青年支援服務計劃）的「『重新出發』青年嘉許計劃」

創新獎

由專業叢書統籌組的「校園作家大招募計劃」及「全港即興創意寫作比賽」奪得。

最佳團隊服務獎

賽馬會建生青年空間獲頒最佳團隊服務獎，用以表揚他們的團隊合作精神，以及迅速回應需求及提供適切服務的能力。

Long Service Award was also given to Ms Imma Ling Kit-sum for her 10 years of continuous service sitting on the Council of the Federation.

Staff Commendation Award: Mr Chung Wai-lim, Mr Au Tsz-chun, Ms Lee Yee-lin, Mr Sin Wan-yin, Mr Tam King-ching, Mr Wong Chang-zhe Ernest, Ms Chan Nga-ying, Ms Chan Wing-ki, Ms Hung Yuen-wing, Mr Lau Shing-yin, Ms Shek Sau-wan, Ms Chau Hay-lei, Ms Li Yuet-ying Joselyn, Ms Wong Ching-ye, Ms Dai Feng, Ms Lam Shuk-wai.

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:

First Prize: To "Youth I.D.E.A.S." of Youth Research Centre

Second Prize: To "The Turning Point – Youth Improvement Award" of Youth Crime Prevention Centre (Youth Support Scheme)

Innovation Awards

To "Hong Kong Creative Writing Competition" and "School Young Writers Nurturing Programme" of Professional Publications Unit

The President's Award:

To Jockey Club Kin Sang Youth S.P.O.T. for its excellent team spirit and cooperation, as well as its ability to respond to needs and to provide relevant services.



職員康樂委員會

職員康樂委員會負責組織員工聯誼及康樂活動。本年度周年聚餐氣氛高漲，員工踴躍參與，大家都度過了一個愉快的晚上。

青協跑步隊定期進行訓練，並一同參加比賽，一起建立健康生活。本會同工及服務使用者積極參與2024社工長跑活動，並取得了優異的成績。

青協同工也在社工盃足球賽及社工機構籃球賽展現了超卓的運動能力及團隊精神。協會男、女子籃球隊雙雙奪得今屆社工機構籃球賽「許晉奎盾」的冠軍，全體員工均感到無比興奮。恭喜大家！

Staff Social Committee

The Staff Social Committee, responsible for organising social and recreational activities for staff members, once again did a splendid job with the Annual Dinner. There was a high turnout of staff, and a good time was had by all.

Members of the running team has practiced regularly throughout the year, pursuing wellness together and joining races. The Federation actively participated in the Social Worker Run 2024 and our representatives achieved excellent results.

Staff also showed off their superb sporting abilities and team spirits at the Inter-agencies Football Tournament and the Inter-agencies Basketball Tournament. All staff members were thrilled that both our men's and women's basketball teams won the Championships in the basketball tournament. Congratulations to everyone!



青協積極承擔讓香港邁向更宜居及可持續發展的城市的責任，透過兩大策略方向：青協減碳和青年減碳，與青年攜手實現香港在2050年前達到碳中和的目標。

青協減碳

青協自2012年起已實施環保政策，至現時逐步優化成為可持續發展政策，並成立可持續發展委員會負責持續檢視、督導和監察協會在這方面的進展。

為進一步提升協會對保護環境的承諾，協會年內已制定了《綠色工作間管理指引》，為同工提供教育培訓，改變行為習慣，並啟動了「青協減碳」五年計劃，與員工一同逐步降低碳排放；另外，協會亦實踐多項綠色行動，包括簽署了《戶外燈光約章》，在17個設有戶外燈光的場所，於預設時間關閉對戶外環境有影響的燈光裝置；逐步以電動車輛取代燃油車輛，走向車輛零排放；在24個服務單位安裝變頻式冷氣機、LED燈和太陽能設備，透過智能監控系統即時收集能耗數據並進行改進等。

在監察和評估減碳工作方面，青協按照溫室氣體守則的分類一和分類二範圍，監測和量度協會車輛的燃料消耗、電力使用和水量，同時也監控紙張的使用量。我們持續與「綠在區區」和第三方廢物管理公司合作，收集和處理紙張、塑膠和紙包飲品盒，並記錄回收後的碳減排量。

The Federation actively shares the responsibility of making Hong Kong a more liveable and sustainable city through decarbonisation efforts on both corporate and youth levels, contributing towards the aim of achieving carbon neutrality in Hong Kong by 2050.

Corporate Decarbonisation

We have had an environmental policy in place since 2012, which has progressively transformed into a sustainable development policy. A Sustainable Development Committee has been set up to regularly assess, advise and monitor our development in this area.

A *Green Workplace Guideline* has been released this year, accompanied by training and educational programmes for staff aimed at fostering sustainable habits. We have also launched a Five-year Decarbonisation Plan to systematically reduce carbon emissions with our colleagues. Several environmentally friendly initiatives include the participation in the Charter on External Lighting, which mandates the scheduled switch-off of outdoor lighting in 17 locations; the replacement of petrol vehicles with electric vehicles to achieve zero emissions; the installation of energy-saving air conditioners, LED lighting systems and solar equipment across 24 service units, together with the use of a smart system to collect instant data for close monitoring and continuous improvement.

In our pursuit of monitoring and assessing carbon emission, we adhere to the descriptions of Scope 1 and Scope 2 as stipulated by the Greenhouse Gas Protocol. This involves monitoring the fuel consumption of vehicles, electricity usage, water consumption and paper usage. Additionally, our collaborative efforts extend to strategic partnerships with GREEN@COMMUNITY and third-party waste management entities for the collecting and processing paper, plastics and beverage cartons. We meticulously document the carbon reduction achieved through our recycling endeavours.



青年減碳

在青年減碳方面，我們通過環境教育、行動實踐及帶領改變三層策略，動員青年主導減碳行動。年內共舉辦536個綠色相關活動，包括校園減碳、多樣生物性教育及導賞、循環時尚、塑膠及能源再生等，培育青年成為可持續發展的領袖，貢獻綠色香港。

成果及展望未來

我們過去一年在減碳工作上的努力得到環境運動委員會頒發「香港綠色機構」，並獲得「減廢證書」和「節能證書」，表揚我們在日常運作中採取各種環保措施以減少廢物產生和能源消耗的努力和承諾。我們的減碳工作進度符合預期，未來將探討分階段實施標準化流程和設施，包括基礎設施政策、綠色採購和員工培訓等。同時，我們將對單位進行能源審核，評估能源效益，持續、逐步及科學化地減少能源消耗。

Youth Decarbonisation

We mobilise young people to lead carbon reduction actions through a three-tiered strategy: environmental education, practical initiatives and driving change. Over the year, we hosted 536 green-focused events, such as campus decarbonisation, biodiversity education and guided tours, circular fashion, plastic recycling and renewable energy projects. These initiatives aimed to cultivate youth leadership in sustainable practices, fostering a greener Hong Kong.

Achievements and the Way Forward

Our endeavours in carbon reduction over the previous year have been acknowledged by the Environmental Campaign Committee. We have been recognised as a Hong Kong Green Organisation and have been awarded the WastewiSe Certificate and EnergywiSe Certificate. This recognition underscores our dedication and actions towards waste reduction and energy conservation. Our progress in carbon reduction is on track, and moving forward, we are committed to implementing standardised procedures and facilities. This includes establishing infrastructure policies, deploying green procurement strategies and initiating staff training programmes. We will also conduct energy audits to accurately assess energy efficiency, enabling us to consistently, progressively and systematically reduce electricity consumption.

