

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, 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. 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. The Jockey Club Student Support Centre in Tai Kok Tsui and the Youth Wellness Centre inside Tuen Mun Hospital, were both set up in January 2011. The Student Support Centre tackles the developmental needs of students, while the Youth Wellness Centre provides a one-stop clinical assessment and treatment to young people with addictive behaviour.

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

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Dr. Peter Tsoi Ting-kwok, JP

Vice President

Dr. Philip Hsieh Cheung

Honorary Secretary

Mr. Wan Man-ye, BBS, JP

Honorary Treasurer

Mr. Edward Kwan Pak-chung

Ex-officio

Mr. Lester Garson Huang, JP

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Mr. Wilfred Wong Ying-wai, SBS, JP
Mr. Wilfred Lee Chee-wah
Prof. David Lung Ping-ye, SBS, JP
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Mr. Chau Sai-wing
Dr. Eric Li Ka-cheung, GBS, JP
Ms. Junia Ho Suk-yin, JP
Mr. Walter Chan Kar-lok, SBS, JP
Mr. Chung Ling-hoi, JP
Mr. Vincent Cheng Kin-yuen
Dr. Allen Fung Yuk-lun
Dr. Hubert Chan Chung-ye, JP
Ms. Clara Shek Ka-lai

Executive Director

Dr. Rosanna Wong Yick-ming, DBE, JP

Deputy Executive Directors

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

Youth Service Advisory Committee

Chairman

Dr. Rosanna Wong Yick-ming, DBE, JP

Advisers

Ms. Junia Ho Suk-yin, JP
Prof. Ngai Ngan-pun
Dr. Luk Ting-kwong
Mr. Tsui Cheung-ling
Mr. Ng Sze-yuen
Mr. George Lung Chee-ming, JP
Ms. Zuleika Mok Mo-yin

Members

Mr. Chan Chun-ho
Mr. Chan Kin-wang
Mr. Chan Pok-chi
Mr. Alan Koo Hoi-lun
Mr. Kwan Pui-chun
Ms. Lai Cheuk-ying
Mr. Clive Lee Ka-lun
Ms. Angelica Leung Yiu-wen
Ms. Li Chou-ngan
Mr. Benson Luk Hon-man
Ms. Claudia Ma Hoi-yi
Mr. Shum Shing-hei
Ms. Jenny Tao Chun-ni
Ms. Marina Watt Ka-yin
Mr. Yiu Lok-man

Audit Committee

Chairman

Mr. Wilfred Lee Chee-wah

Members

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

In Attendance

Representative of PricewaterhouseCoopers

Committee on the Provident Fund for the Federation

Chairman

Prof. David Lung Ping-ye, SBS, JP

Member

Dr. Rosanna Wong Yick-ming, DBE, JP

Staff Representatives

Mr. Sew Chang-ho
Ms. Lau Wai-sum
Mr. Leung Wai-man
Mr. Wong Hon-wah

In Attendance

Representative of HSBC Institutional Trustee Services (Asia) Limited
Representative of RCM Asia Pacific Limited
Representative of HSBC Life (International) Limited

Committee on the Federation-Staff Contributory Medical Scheme

Members

Dr. Philip Hsieh Cheung (Hon. Medical Adviser)
Mr. Edward Kwan Pak-chung
Dr. Rosanna Wong Yick-ming, DBE, JP

Staff Representative

Mr. Ronald Chu Chi-lam

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-ye, 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. Ho Wing-cheong
Dr. Tong Kin-kwok
Mr. Poon Chun-kau
Mr. Law Yue-kwan
Ms. Ng Pui-ye
Mr. Lee Ngai-kin
Ms. Lam Kwok-ting
Mr. Lo Chun-ye

School Management Committee of HKFYG Lee Shau Kee College

Chairman

Prof. Wong Hoi-kwok, BBS, JP

Members

Prof. Yip Din-yan
Mrs. Judy Chua Tiong Hong-sieng, BBS, JP
Dr. Angela Cheung Wong Wan-yiu, MBE, JP
Mr. Martin Lee Ka-shing
Ms. Melissa Kaye Pang, JP
Ms. Yolanda Chiu Wai-kan
Mr. Ho Wing-cheong
Dr. Francis Cheung Wing-ming
Mr. Poon Chun-kau
Ms. Ho Yan-yan
Mr. Mok Yat-fan
Ms. Eunice Poon Mee-ling
Mr. Shiu Chi-kin

School Management Committee of HKFYG Ching Lok Kindergarten Ching Lok Nursery

Chairman

Ms. Yolanda Chiu Wai-kan

Members

Ms. Junia Ho Suk-yin, JP
Ms. Chen Yuk-chun
Dr. Amy Chan Kit-ling
Mr. Law Yue-kwan
Ms. Kitty So Shuk-fong
Ms. Chan Fung-yi

From the President



I have really enjoyed my first year as President and find myself filled with admiration and thanks for the work of the Federation. As life becomes more competitive and as technology keeps advancing, the challenges and opportunities faced by young people become more and more complex every year. The Federation has therefore ensured that its services and programmes respond relevantly, with new initiatives and staff developments.

As with previous years, we rely on the support and encouragement of those in the community. Our partnerships have sustained us and enabled us to face these challenges head on. It is therefore my great pleasure to express my most sincere thanks to everyone who has contributed to the work of the Federation in so many ways.

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 Education Bureau, the Innovation and Technology Commission, the Hong Kong Science and Technology Parks, the Tourism Commission, Narcotics Division, Airport Authority Hong Kong, Hong Kong Arts Development Council and Hong Kong Cyberport. I must also thank the Lotteries Fund, the Innovation and Technology Fund, the Community Chest, the Hong Kong Jockey Club Charities Trust, the Hongkong Bank

Foundation, the Quality Education Fund, the Community Investment and Inclusion Fund, Beat Drugs Fund, the Sir David Trench Fund for Recreation, the Sir Robert Black Trust Fund, the Verdant Foundation Limited, the Au Bak Ling Charity Trust, the Li Ka Shing Foundation, the Fu Tak lam Foundation, the Hung Hing Ying and Leung Hau Ling Charitable Foundation, the Musketeers Education and Culture Charitable Foundation Limited, the Lanson Foundation and the Victor and William Fung Foundation Ltd. We are equally grateful for the support from the Hopewell Holdings Ltd., Hopewell Highway Infrastructure Ltd., Hang Seng Bank, Standard Chartered Bank (Hong Kong) Limited, Prince Jewellery and Watch Company and the Prudential Assurance Co. Ltd.

I would also like to thank the staff for their incomparable dedication to service and hard work. The Council is always impressed and inspired by this talented and committed group of men and women. I am grateful to my colleagues on the Council for all their time and

efforts and would like to welcome Dr. Allen Fung, Dr. Hubert Chan and Ms. Clara Shek.

As this year ends, I look forward in continued hope and anticipation, firmly believing that with community support and staff devotion, the Federation will continue on its journey to serve the youth of Hong Kong.

A handwritten signature in black ink, appearing to read 'Peter Tsoi'.

Peter Tsoi Ting-kwok

From the Executive Director



The late Dr. Martin Luther King once said, "Life's most urgent question is: What are you doing for others?"

As we begin our second 50 year cycle, the Federation continues answering this question by our pledge and commitment to serving the youth of Hong Kong. We will, as we face the challenges of the 21st century, consolidate the fundamentals of our 12 core services, while also proactively initiating new services to ensure that the concerns of young people will be addressed in a relevant and coherent way.

In order to do this, we must have a staff complement that can meet these expectations. Therefore, our focus in 2010-11 has been on staff training and development. Our strategic way forward is to provide staff the opportunities and openings to further their knowledge, sharpen their skills and deepen their professionalism. The Federation depends on its staff, the heart of the organisation, and we are as committed to their growth as well.

We also focused on reaching out to young people through their favoured medium of choice: the Internet. Going beyond counselling and providing information, our Internet and online services engage young people in an interactive platform that gives them chances to learn, grow and develop. Given the constant and rapid transformations in both hard- and soft-ware technology, Internet services will be an ongoing and ever changing aspect of our programmatic thrust.

One of the great challenges we are facing is the escalating addictive behaviour of young people. Whether to stimuli like drugs, drink or alcohol, or to gambling

and the Internet, more and more young people are finding it increasingly difficult to reign in their extremes of behaviour. So, with the support of the Fu Tak lam Foundation, the HKFYG Youth Wellness Centre was established in collaboration with the Hospital Authority New Territories West Cluster (NTWC). The Centre, the first of its kind in Hong Kong, offers one-stop clinical assessments and promotes healthy living by a multi-disciplinary professional team.

Of course it is only when young people are involved in setting out their own agenda and issues, can their concerns be effectively addressed by organisations like ours. To facilitate this process, the Youth Service Advisory Committee (YSAC) was established this year. We have every confidence that members of the YSAC will continue to not only provide direction, but also call us to account when our services are not matching needs.

As we wind down, once again I am struck by the hard work and deep commitment of our staff. They have worked hard and they have worked well, managing the expectations placed before them, even as they build up their own capacities. I am proud of them and thank them from the bottom of my heart.

I also thank the donors and our other partners. Their faith in us gives us the courage and strength to do our work and reminds us that only in joining together can we see progress in the community.

Finally, I would like to thank my Board and Council Members. I rely on their wisdom, experience and judgement. For 50 years they have been an unflinching help to all of us and I feel confident that they will continue to exercise their commitment and dedication in helping the Federation move forward for the next 50 years.

A handwritten signature in black ink, appearing to read 'Rosanna Wong Yick-ming'.

Rosanna Wong Yick-ming



Administration and Finance



The Federation has made a greater effort to enhance its corporate governance and accountabilities. New members from different professions with diverse expertise were invited to join the Council, along with the various Committees. 15 young people, between the ages of 18 to 35, now sit on the newly formed Youth Service Advisory Committee, allowing the Federation to keep up-to-date with the views of the younger generation to ensure timely and relevant services.

Continuing to diversify and expand its services, the organisational chart on pages 106-107 indicates the sphere of responsibilities among Supervisors.

As of 31 March 2011, the Federation had a staff complement of 1,183 persons, 347 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 596 staff

members remunerated on contract terms, who represent 71.3% of the regular posts and 240 staff on perennial terms.

To prepare for the Minimum Wage Ordinance, with the initial statutory minimum wage rate of HK\$28 per hour, which took effect from 1 May 2011, the Federation thoroughly reviewed every post and addition resources for some specific posts and extra administrative procedures were adopted to ensure full compliance.

Internal Controls

With diversifying and expanding services, the Federation has made every effort to monitor compliance and initiate improvements where appropriate, as well as to evaluate the efficiency of resource utilisation, and systematically manage the risks involved. Through well defined policies and procedures, it consistently ensures that there are sufficient checks and balances in place to monitor the

internal controls of the organisation. Reference is also made to the best practices and industry guidelines for continuous improvements. As part of internal controls, the Internal Audit Office supports the Federation by functioning independently, and reporting to the Executive Director, Audit Committee and the Council.

During the year, the Internal Audit Office conducted compliance checks to the overall operations of six selected service units. In addition, compliance checks were also conducted on three selected procedures for all service units, with two reports being issued, and another report in progress. The staff further conducted analyses on resource utilisation and the overall financial performance of the organisation, with the preparation of three reports and two summarised findings. Making reference to the *Guide to Corporate Governance for Subvented Organisations* issued by the Hong Kong Government, recommendations for improvements were initiated; while reviewing the *Accounting Manual* was also carried out. With development and enhancement to the information technology systems, recommendations on how to improve internal controls were suggested. Reviews were also made to the risk management of the Federation.

As is the practice, the Internal Audit Office reported its work to the Audit Committee and the Council after the end of the financial year.

Finance

The Federation

The total income of the Federation for 2010-11 was HK\$398,735,808. Government subvention, which totalled HK\$198,452,477, 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 2010-11 was HK\$357,756,303, of which 63% of the expenditure was spent on personal emoluments, 34% on other charges and 3% on rent and rates.



Apart from the annual Government subvention and donations from The Community Chest of Hong Kong 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\$3,296,302 towards the Federation:

- 1) Lotteries Fund Block Grant: HK\$2,672,100
- 2) The Hong Kong Jockey Club Charities Trust: HK\$256,900
- 3) Sir David Trench Fund for Recreation: HK\$128,302
- 4) Sir Robert Ho Tung Charitable Fund: HK\$239,000

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 2010, the total income of the School was HK\$22,720,261 and its expenditure was HK\$22,854,138.

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 2010, the total income of the College was HK\$28,509,676 and its expenditure was HK\$25,451,688.

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. 42 staff members were given Long Service Awards and three staff received the Staff Commendation Award in recognition of their loyalty and outstanding performance. The award recipients were:



30-Year Award:

Ms. Ivy Jim Sek-chu, Ms. Cheng Siu-ping, Ms. Li Wai-mun, Mr. Leung Kam-tong, Mr. Andrew Cheung Kin-wai and Mr. Luk Wai-kwok.

20-Year Award:

Mr. James Mok Hon-fai, Ms. Ho Lai-fong, Ms. Anette Cheung Fuk-ying, Ms. Wong Man-fong, Mr. Sew Chang-ho, Ms. Anna Wong Man-kwan, Ms. Lee Kwai-ling, Ms. Chan Yuen-ling, Ms. Ho Shuk-yi, Mr. Yiu Yuk-cheung and Ms. Leung Yin-mee.

15-Year Award:

Ms. Doris Lo Chui-pik, Ms. Carmen Ho Lai-kwan, Ms. Lai Chui-ching, Ms. Seto Ming-wai, Ms. Cheung Wai-han, Ms. Leung Sin-man, Ms. Tung Kuen-kuen, Mr. Too Wing-keung, Ms. Tam Yuen-ye, Ms. Chow Yee-har, Mr. Chee Man-kam, Ms. Cheung Yuen-fong, Mr. Wong Man-shun, Ms. Yeung Lai-har, Mr. Chen Yu, Ms. Choi Yuk-ching, Ms. Lam Kam-fong, Ms. Au Yeung Ying-ye and Ms. Wong Sau-ye.

10-Year Award:

Ms. Kitty So Shuk-fong, Mr. Peter Lau Wing-chiu, Ms. Pang Shuk-han, Ms. Kit Cheung-tai, Mr. Fong Man-fai and Ms. Tam Yuen-man.

Staff Commendation Award:

Mr. Ling Wai-hang, Mr. Yeung Chi-fung and Ms. Lo Chun-yu.



Outstanding Programme Awards and President's Award

Two Outstanding Programme Awards were given out. First prize went to the "Project Shine" of Tsuen Wan and Kwai Chung Outreaching Social Work Team. Second prize was awarded to the "Flying High" Youth Employment Concern Project" of Jockey Club Cheung Wah Youth S.P.O.T. 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 Cheung Wah 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 wonderful job with the Annual Dinner. Staff

members demonstrated their active and enthusiastic support of the event by their high level of participation and response.

The Committee continued to update the latest news and activities through its official Facebook account and received positive responses from staff. Photos and videos filled with laughter and fun were also posted.

Staff showed off their sporting abilities at the Inter-agencies Basketball Tournament organised by the Hong Kong Playground Association, as well as at the Inter-agencies Football Tournament organised by the Hong Kong Social Workers' General Union. The Federation men were first runners-up in the basketball tournament.

Congratulations to everyone!