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機構管治 Corporate Governance



董事局主席報告 Council Chairman's Report

錢國強先生
Mr. CHIEN Kwok Keung Kenny



扶康會一直堅守服務各類殘疾人士的使命，秉持「以求為導、以愛同行」的精神，自1977年成立至今，已穩步發展成為一間全面及服務多元化的康復機構。在2024/25年度，本會在完善機構管治、提升服務質素，強化組織效能及優化社會資源運用方面均取得顯著進展。

Fu Hong Society remains steadfast in its mission to serve individuals with various types and degrees of disabilities, guided by the spirit of 'Your Need is the Lead, Walk together with Love'. Since 1977, the Society has distinguished itself as one of Hong Kong's most comprehensive and multi-faceted rehabilitation agencies. In 2024/25, we have made notable progress in strengthening governance, service enhancement, organisational capacity and better leveraging social resources to ensure the well-being of our service users.

迎接挑戰機遇 強化管治職能 Embracing Challenges and Opportunities: Strengthening Governance

恪守法規標準 優化政策指引

本會致力於各層面恪守相關法規，在2024/25年度，我們繼續嚴格遵循法規標準，包括《公司條例》、非政府機構《津貼及服務協議》、社會福利署的《最佳執行指引》和《整筆撥款手冊》中的規定。我們亦定期檢視機構內部的政策和運作指引，確保維持優質服務。

Upholding Regulatory Compliance and Policy Optimisation

The Society continues its unwavering commitment to maintaining the highest regulatory standards. In 2024/25, we strictly adhered to regulatory standards and quality standards imposed by our funders as well as our organisation. To ensure quality service delivery, we consistently reviewed and optimised internal policies and operational guidelines, adapting to both regulatory requirements and the evolving needs of our service users.



強化風險管控機制

本會委託專業顧問對風險管理實務進行全面檢視，具體措施包括：為中高層管理員工提供培訓、對「單位風險登記冊」和「機構風險登記冊」進行綜合評估，並開展在選定地點進行實地審查。顧問團隊與管理層緊密協作，提出建議以強化風險管理架構，鞏固本會應對挑戰的適應能力。

Enhancing Risk Management and Control

We prioritised organisational resilience by engaging a professional consultant to conduct a thorough review of our risk management practices. This included training for senior and middle management, comprehensive assessments of both the Unit Risk Register and the Corporate Risk Register, and targeted site evaluations. The consultant worked closely with our management team to deliver actionable recommendations to strengthen our risk management framework and reinforce the Society's ability to adapt to challenges.

舉行董事局退修會

為集思廣益，凝聚智慧，本會於年初舉行了董事局退修會，探討未來三年（2025-2028）的策略計劃。董事局委員和管理團隊共同研擬前瞻性策略，重點應對當前的挑戰與機遇，包括大灣區的高速發展、人工智能在康復服務的應用、自閉症及過度活躍症的個案上升、以及政府資源削減等，高級管理層已制定年度執行方案，並按部就班推行各個策略項目。

Strategic Visioning through Council Retreat

This year, we held a Council Retreat Day to develop the Society's next three-year strategic plan (2025-2028). During this event, Council Members and the Management team worked collaboratively to craft a forward-looking strategy that addresses critical challenges and adapts to emerging developments, including the rapid growth of the Greater Bay Area, the integration of Artificial Intelligence (AI) in rehabilitation services, the increasing prevalence of autism and attention deficit hyperactivity disorder (ADHD), and reduced government resources. Senior Management has outlined annual initiatives to implement these strategies step by step, ensuring that the Society remains proactive in responding to changing needs and opportunities.

回應社會需要 提升服務水平 Responding to Community Needs: Proactive Service Enhancements



古洞服務單位投入運作

於去年投入運作的古洞之家及古洞成人訓練中心，標誌着殘疾護理服務的新里程。兩個服務單位融合智能家居與樂齡科技，為服務使用者提供安全舒適的環境，並以《國際功能、殘疾和健康分類》(ICF)的框架為基礎，把智能技術及人工智能應用融入復康訓練中，致力開創嶄新的護理模式。

Kwu Tung Service Units: A New Chapter in Care

The Kwu Tung Home and Kwu Tung Adult Training Centre, inaugurated last year, represent a cutting-edge approach to disability care. These facilities emphasise smart home integration and gerontechnology, offering a welcoming and secure environment for service users. Grounded in the International Classification of Functioning, Disability and Health (ICF) framework, they have integrated various smart technologies and AI-driven applications into rehabilitation training, striving to explore a new paradigm of care.

扶康會賽馬會葵興職業發展中心現代化

承蒙香港賽馬會慈善信託基金捐助，本會的葵興職業發展中心現代化工程於2024年完成。現代化後的設施不僅為有意對外就業的服務使用者提供先進的虛擬實境工作訓練，更為年長的服務使用者提供多元化治療及體健活動，其毗鄰港鐵站的位置優勢，有效促進中心與社區團體及商業伙伴的協作，拓展共融網絡。

Modernising Fu Hong Society Jockey Club Kwai Hing Vocational Development Centre

Thanks to the generous support of The Hong Kong Jockey Club Charities Trust, we completed the modernisation of the Kwai Hing Vocational Development Centre in 2024. This revitalised facility now offers advanced virtual reality (VR) training for service users aspiring to external employment, alongside diverse therapeutic and physical care activities for ageing users. Its strategic location near an MTR station strengthens partnerships with community groups and businesses, fostering inclusivity and wider engagement.

推行晚晴照顧服務

承蒙香港賽馬會慈善信託基金資助的「賽馬會安寧頌：融和篇」已於2024年8月1日正式開展。此計劃旨在為本會轄下院舍有需要的服務使用者及其家屬和照顧者提供晚晴照顧支援服務，透過教育認識生死概念，培訓員工掌握紓緩照顧及症狀管理和痛症處理技巧，建立家屬溝通機制，並提升社會大眾對晚期照顧的了解。讓服務使用者有尊嚴地在舒適和熟悉的環境中渡過生命的最後階段。

Launching End-of-Life Care Services

The newly launched 'Jockey Club End-of-Life Community Care Project: Unison' supported by The Hong Kong Jockey Club Charities Fund addresses the unique needs of intellectually and physically disabled individuals in our residential homes. This initiative equips staff with specialised skills in symptom and pain management, facilitates communication with families, and raises public awareness about end-of-life care. Above all, it ensures service users can spend their final days in dignity and comfort.



關注精神健康

本會積極推動融合運動元素的精神健康服務，由精神復元人士、家屬及義工組成的龍舟隊伍「陽光隊」和「猛龍隊」，於去年的《香港仔龍舟競渡大賽》中勇奪佳績，除獲得成功感外，亦可提升自信，改善精神健康。而遠足是另一項重點發展的運動，置身恬靜大自然，不但有益身心，亦可鍛煉個人堅毅。精神復元人士藉著參與活動，釋放內在潛能，更有機會認識新朋友，擴闊社交圈子，促進人際互動。

Promoting Mental Health through Sports

The Society has championed innovative mental health programmes that integrate sports into rehabilitation. Our Dragon Boat Teams, comprising individuals in mental recovery, family members, and volunteers, achieved remarkable results in the Aberdeen Dragon Boat Race. Additionally, hiking initiatives enable participants to build resilience, expand social networks, and improve their mental well-being while enjoying the therapeutic benefits of nature.



支援照顧者

照顧者是殘疾人士的重要支柱。本會全力支援殘疾人士照顧者，減低他們的壓力。為此，臨床心理學團隊編撰了一套「智障人士照顧者的情緒健康」小冊子，提供參考資訊以便盡早識別高危的照顧者或家屬，及早介入。同時定期舉辦照顧者小組或工作坊，並按需要提供延展照顧服務；此外，亦製作了自我關懷教材供照顧者使用。目的是構建一個齊撐照顧者的友善氛圍，為照顧者提供實務上的支援。

Supporting Carers

Carers are the backbone of support for individuals with disabilities, and our Society is fully dedicated to alleviating their stress. To support this, our clinical psychology team has published a booklet focusing on the emotional health of carers for persons with intellectual disabilities. This resource aids in providing reference information and facilitates the early identification of carers or family members who might be at high risk, allowing for timely intervention. We regularly host groups and workshops for carers, offer extended care services tailored to their needs, and produce self-care teaching materials. These efforts aim to create a supportive environment, offering practical support and fostering a carer-friendly atmosphere.

深化大灣區協作 探索服務新機遇

隨著大灣區持續發展，香港與內地服務的連繫日益頻繁。把握機遇，本會的思諾成人訓練中心和怡諾成人訓練中心與東莞市殘疾人托養中心結為姊妹單位，藉此建立恆常溝通機制互相合作，透過會議、交流、培訓以提升服務質素，促進兩地殘疾服務領域的協同效應，雙方更探討香港殘疾人士院舍服務拓展至大灣區的可行性。本會全力支持香港特區政府的政策及回應地區福利事務的需要，積極參與內地交流計劃、研討會、聚焦小組等活動，與社福界攜手為殘疾人士謀福祉。

Strengthening Collaborations with the Greater Bay Area and Explore Future Service Opportunities

With the ongoing development of the Greater Bay Area, service connections between Hong Kong and Mainland China are becoming increasingly integrated. To capitalise on this opportunity, Si Lok Adult Training Centre and Yi Lok Adult Training Centre have established a sister organisation partnership with the Dongguan Disabled Persons' Care Centre. This collaboration aims to create a regular communication platform for mutual cooperation, enhance service quality through meetings, exchanges, and training, and foster synergy within the disability sector in both regions. Additionally, the partnership explores the feasibility of Hong Kong's residential care services for the disabled within the Greater Bay Area. The Society wholeheartedly supports the policies of the HKSAR Government and actively responds to the needs of the social welfare sector by participating in Mainland exchange programmes, seminars, focus groups, and other initiatives—working collaboratively to promote the well-being of persons with disabilities.



凝聚商社伙伴力量

我們將繼續深化與企業及社區團體的合作，為服務使用者開拓資源與機遇。共融就業計劃、藝術展覽及環境、社會和管治 (ESG) 研討會等項目，充分體現本會對可持續發展與社會共融的承諾。

Leveraging Community and Corporate Partnerships

We continue to nurture partnerships with corporations and community groups to maximise resources and opportunities for our service users. Initiatives such as inclusive employment programmes, arts exhibitions, and ESG seminars have reinforced our commitment to sustainability and social inclusion.

推動社會共融 構建可永續社會 Advancing Social Inclusion and Sustainability



實踐社會共融

本會不遺餘力推動社區共融，並將此目標納入策略方向。透過共融藝術計劃，讓服務使用者發揮所長，亦向公眾展示殘疾人士的藝術潛能。年度舉辦的藝術展覽包括「由我創」展覽、「繆斯·想·賞」展能藝術家畫展、「超越界限的藝術」藝術聯展、屋苑巡迴藝術展，及共融創意壁畫活動等，吸引不少市民積極參與，既深化公眾對殘疾人士的認知，亦推廣「樂見共融」的訊息。而為更有效地展示服務使用者的藝術作品及進一步推動社會共融，本會推出了新名片設計，於名片背面加入服務使用者的藝術畫作，為名片增添色彩。

Social Inclusion in Action

The Society is deeply committed to promoting community inclusion and has integrated this goal into its strategic vision. Through inclusive arts projects, we have highlighted the strengths and artistic potential of our service users, showcasing their talent to the public. This year's art exhibitions include the 'Art Create Exhibition,' 'Muse • Imagine • Appreciate,' 'Art Beyond Boundaries,' a roving exhibition in housing estates, and a mural creation project. These initiatives have attracted significant public participation, which has not only deepened public understanding of persons with disabilities but also advanced the message of social inclusion. To effectively display the artwork of our service users and further promote social inclusion, we have introduced a new name card design featuring their artwork on the back, adding a splash of colour and personal expression to the name card.

倡導企業社會責任

本會於本年1月舉辦的ESG研討會，匯聚業界專家與持份者，共商如何將可持續發展、企業社會責任及社區關懷融入商業實踐。研討會強調企業與社會福利機構協作的重要性，推動「共創·永續」的理念，共同構建一個兼容並蓄及可持續發展的活力社區。

Advocate Corporate Social Responsibility

In January this year, the Society hosted an ESG seminar to foster stronger partnerships with corporate entities and advocate for heightened social responsibility. The event brought together industry experts and stakeholders to share strategies for integrating sustainable development, corporate social responsibility, and community care into business practices. Emphasising the vital role of collaboration between corporations and social welfare organisations, the seminar aimed to promote the principles of 'Co-Create and Sustainability,' inspiring businesses to actively contribute to building a vibrant, inclusive, and sustainable community.

提倡環保生活

本會致力推動環保意識融入日常生活，舉辦「食譜設計比賽」倡導健康飲食、善用剩餘食材減少浪費，培養可持續烹飪和飲食習慣。為節能減廢，服務單位積極推行各項環保活動及措施，其中本會的秦石成人訓練中心把綠色生活概念納入單位年度計劃，透過為員工提供環保知識培訓、在日常運作滲入綠色生活元素及成立環保小隊等，教導服務使用者正確使用廚餘回收機及分類回收箱，攜手實踐可持續的環保生活。

Promoting Green Living

We are dedicated to promoting environmental consciousness in our daily lives. The Recipe Design Competition is designed to raise awareness of healthy eating, encourage creative use of leftover ingredients, reduce food waste, and foster sustainable cooking and eating habits. To conserve energy and minimise waste, our service units have implemented various green initiatives and activities. Chun Shek Adult Training Centre, for instance, has integrated green living principles into its annual plan by providing staff with environmental training, incorporating eco-friendly practices into daily operations, and establishing a green team. This team actively educates service users on proper use of food waste composters and recycling bins, empowering everyone to contribute to environmental sustainability.

員工培訓及發展

員工是機構的重要資產，為支持員工的個人及事業發展，年內本會提供了多元化的培訓，包括財務管理訓練，介紹財務管理政策及程序指引、良好管治防貪講座，讓員工認識法規，建立誠信管治之道。鑑於近年自閉症個案上升，本會亦提供正向行為支援訓練，教導員工有效應對需關注行為，減少挑戰性行為出現。

Staff Development: Investing in Human Capital

Our staff are our most valuable asset. To support their personal and professional growth, the Society offers a variety of training programmes throughout the year. These include financial management training to familiarise staff with policies and procedural guidelines, as well as good governance and anti-corruption training to promote understanding of rules and regulations and foster a culture of integrity. In response to the rising number of autism cases in recent years, we also provide Positive Behaviour Support (PBS) training to equip staff with strategies for effectively managing challenging behaviours and reducing their occurrence.

總結

Looking Ahead

縱然面對與日俱增的服務需求，及社會大眾的殷切期望，本會將繼續堅守核心價值，與時並進，拓展服務範疇，提升服務質素，竭盡所能為更多殘疾人士及家屬提供適切支援。

本人深感榮幸能與會長、副會長，各委員會及顧問小組成員並肩同行，各位憑藉專業領域的睿智，以無私精神鼎力支持會務發展，實為本會前行的基石。同時，本人謹代表董事局感謝全體員工克盡己任，充分發揮協同效應和專業精神。

此外，本人亦謹代表董事局向本會創辦人及神師，於今年榮休的方叔華神父致以最崇高敬意與由衷感謝。方神父近半世紀以來躬行服務，以熱忱與無私奉獻深耕本會，此等精神將永為明燈。祝願方神父退休生活主恩滿載，福壽康寧。

最後，本人謹代表扶康會衷心感謝中央人民政府、香港特別行政區政府、獎券基金、香港賽馬會慈善信託基金，捐助本會的團體和社區人士，以及所有義工的熱心支持和慷慨解囊。本會將堅定履行使命，與政府及社會各界竭誠以殘疾人士的福祉為依歸，邁向傷健共融的關愛社會。

Despite the increasing demand for services and the high expectations of the community, the Society is committed to upholding our core values. We will continue to adapt to changing times by expanding our service scope, enhancing the quality of our support, and reaching more persons with disabilities and their families with appropriate assistance.

I am truly honoured to work alongside our President, Vice Presidents, and the members of our Committees and Advisory Panels. Their support and selfless dedication, grounded in their areas of expertise, are vital to our progress. On behalf of the Council, I also wish to express my deepest appreciation to all our staff for their unwavering commitment and professionalism, which exemplify the power of teamwork and shared purpose.

Furthermore, I would like to pay heartfelt tribute to our Founder and Spiritual Adviser, Father BONZI Giosuè, who retired this year. We are grateful for his nearly half-century of close involvement with the Society, his passion for service, and his selfless dedication — values that inspire us all. I wish Father BONZI Giosuè a blessed life filled with health, happiness, and peace.

Finally, on behalf of the Society, I extend our sincere gratitude to the Central People's Government, the Government of the Hong Kong Special Administrative Region, the Lotteries Fund, The Hong Kong Jockey Club Charities Trust, our donors, individuals, organisations, and volunteers. Your unwavering support and generosity enable us to fulfil our mission. Through the concerted efforts of the government and the community, we will continue striving for the well-being of persons with disabilities and moving toward a truly caring and inclusive society.



機構管治架構

Corporate Governance Structure

良好的機構管治是提供優質服務的重要基石。扶康會遵從《公司條例》（第 622 章），致力加強機構的透明度，以達到高水平的機構管治，並建立清晰及全面的管治架構，致力提升管理效益。右圖概述本會的機構管治架構及主要服務的管理要點：

Good corporate governance is the foundation of the provision of quality services. Under compliance with the Companies Ordinance (Cap. 622), Fu Hong Society is committed to high levels of corporate governance to enhance management efficiency by establishing a clear and comprehensive governance structure. Key features of the Society's corporate governance structure and the management of major services are outlined on the right:



扶康會
會員大會
FHS General Meeting

會長
President

副會長
Vice Presidents

董事局
Council

常設委員會 Standing Committee

- 審核委員會
Audit Committee

常設委員會 Standing Committees

- 建築拓展及維修委員會
Building Development and Maintenance Committee
- 財務及投資委員會
Finance and Investment Committee
- 人力資源委員會
Human Resources Committee
- 提名委員會
Nomination Committee
- 策劃及發展委員會
Planning and Development Committee
- 服務監察委員會¹
Services Monitoring Committee¹
- 招標委員會
Tender Committee

顧問小組（非常設） Advisory Panels (non-standing)

- 社區精神健康服務顧問小組
Advisory Panel on Community Mental Health Services
- 機構傳訊及資源發展顧問小組
Advisory Panel on Corporate Communications and Resources Development
- 資訊及通訊科技顧問小組
Advisory Panel on Information and Communication Technology
- 港外服務顧問小組
Advisory Panel on Services Outside Hong Kong

相關公司董事局² Councils of Related Companies²

多元化康復服務³ Multifaceted Rehabilitation Services³

- 住宿服務
Residential Services
- 扶康家庭服務⁴
Casa Famiglia Services⁴
- 日間訓練服務
Day Training Services
- 護理及專職醫療服務
Nursing and Allied Health Services
- 職業康復及發展服務
Vocational Rehabilitation and Development Services
- 社會企業
Social Enterprises
(透過康融服務有限公司管理)
(Managing through Hong Yung Services Limited)
- 殘疾人士社區支援服務
Community Support Services for Persons with Disabilities
- 自閉症及發展障礙支援服務
Autism Spectrum Disorders and Developmental Disabilities Support Services
- 社區精神健康服務
Community Mental Health Services
- 共融藝術計劃
Inclusive Arts Project
- 其他服務
Other Services

備註 Notes:

1. 服務監察委員會亦監督四個區域小組委員會。
The Services Monitoring Committee also oversees four Regional Sub-Committees.

2. 相關公司為「康融服務有限公司」及「友愛之家協會有限公司」，其董事局委員必須為扶康會董事局委員 / 神師，全屬非受薪董事。
Related companies are 'Hong Yung Services Limited' and 'Agape Society Limited'; their Council members must be the Council members / Spiritual Adviser of Fu Hong Society, and they all serve without any remuneration.

3. 扶康會於 1978 年註冊成為擔保有限公司，一直致力提供多元化康復服務，積極為殘疾人士及其家人的需要而努力。現時，本會大部分的服務均由社會福利署資助。服務詳情載於本年報第 55 至 110 頁。
Since 1978, Fu Hong Society, a company limited by guarantee, has begun providing multifaceted services to address the needs of persons with disabilities and their families. The majority of services are now funded by Social Welfare Department. Service details are shown on pages 55 to 110 of this Report.

4. 扶康家庭服務是本會其中一項自負盈虧服務，現時獲香港賽馬會慈善信託基金贊助部分經費。
The Casa Famiglia Services is one of the Society's self-financed projects, and it is now partially funded by the Community Project Grant of the Hong Kong Jockey Club Charities Trust.



機構管治成員 Corporate Governance Members

贊助人 Patron

香港特別行政區行政長官
李家超先生 大紫荊勳賢, SBS, PDSM, PMSM
Chief Executive of HKSAR
The Honourable John KC LEE GBM, SBS, PDSM, PMSM

神師 Spiritual Adviser



方叔華神父 PIME, BBS
Fr. BONZI Giosuè Giovanni PIME, BBS

會長 President



葉恩明醫生 JP
Dr. IP Yan Ming JP

副會長 Vice President



王淦基醫生 JP
Dr. WONG Kam Kee Simon JP

副會長 Vice President



許宗盛先生 GBS, MH, JP
Mr. HUI Chung Shing
Herman GBS, MH, JP

副會長 Vice President



林余佩馨女士
Mrs. LAM YUE Pui Hing
Eleanor

主席 Chairman



錢國強先生
Mr. CHIEN Kwok Keung
Kenny

副主席 Vice Chairman



陳曉峰先生 BBS, MH, JP
Mr. CHAN Hiu Fung Nicholas
BBS, MH, JP

義務秘書 Hon Secretary



黃光磊先生
Mr. WONG Kwong Lui

義務司庫 Hon Treasurer



林振敏先生 SBS, QFSM, CPM
Mr. LAM Chun Man
Anthony SBS, QFSM, CPM

董事局委員 Council Members



盧萬珍博士
Dr. LO Man Chun



陳達文先生
Mr. CHAN Tat Man



冼權鋒教授 MH
Prof. SIN Kuen Fung MH



林小玲女士 MH
Ms. LAM Siu Ling MH



李春霖先生
Mr. LEE Chun Lam



施家殷先生 MH
Mr. SZE Kyran MH



胡君仲先生
Mr. WU Kwan Chung



蔡惠琴女士 JP
Ms. CHOI Wai Kam JP



徐慕菁醫生
Dr. CHUI Mo Ching Eileena



簡聚坤醫生
Dr. KAN Chui Kwan



吳錫汶女士
Ms. NG Shik Man Illya



李燕瓊教授
Prof. LEE Yin King

榮譽法律顧問 Hon Legal Adviser

梁肇漢律師樓
Messrs. S H Leung & Co

核數師 Auditor

謝盧會計師事務所有限公司
Tse Lo CPA Ltd., Certified Public Accountants

委員會及顧問小組委員 Committee and Advisory Panel Members

(截至 As at 30/6/2025)

	常設委員會 Standing Committees							顧問小組 (非常設) Advisory Panels (non-standing)				相關公司 Related Companies		
	AC	BD&MC	F&IC	HRC	NC	PDC	SMC	TC	CM HS	CR & D	I & CT	SO HK	Agape	HYS
錢國強先生 Mr. CHIEN Kwok Keung Kenny	★	★				★	★			★				★
陳曉峰先生, BBS, MH, JP Mr. CHAN Hiu Fung Nicholas, BBS, MH, JP						🏠			🏠	🏠				
黃光磊先生 Mr. WONG Kwong Lui				★	🏠	★	★		★				🏠	★
林振敏先生, SBS, QFSM, CPM Mr. LAM Chun Man Anthony, SBS, QFSM, CPM			🏠			★		★						
盧萬珍博士 Dr. LO Man Chun				★		★						🏠		
陳達文先生 Mr. CHAN Tat Man		🏠							★					
冼權鋒教授, MH Prof. SIN Kuen Fung, MH						🏠							★	
林小玲女士, MH Ms. LAM Siu Ling, MH						★		🏠						
李春霖先生 Mr. LEE Chun Lam						★			★	★	★			★
施家殷先生, MH Mr. SZE Kyran, MH		★	★	★	★	★		★						🏠
胡君仲先生 Mr. WU Kwan Chung				🏠		★								
蔡惠琴女士, JP Ms. CHOI Wai Kam, JP			★	★	★									
徐慕菁醫生 Dr. CHUI Mo Ching Eileena									★			★		
簡聚坤醫生 Dr. KAN Chui Kwan				★				🏠						
吳錫汶女士 Ms. NG Shik Man Illya				★		★				★			★	
李燕瓊教授 Prof. LEE Yin King						★						★		
方叔華神父, PIME, BBS Fr. BONZI Giosuè Giovanni, PIME, BBS														★
吳文堅先生 Mr. NG Man Kin	🏠													
馮子華先生 Mr. FUNG Tze Wa Andy	★													
伍大城先生 Mr. NG Tai Sing Jonathan	★													
劉志強博士 Dr. LAU Chi Keung		★												
鄧華耀先生 Mr. TANG Wah Yiu Keith		★												

	常設委員會 Standing Committees							顧問小組 (非常設) Advisory Panels (non-standing)				相關公司 Related Companies		
	AC	BD&MC	F&IC	HRC	NC	PDC	SMC	TC	CM HS	CR & D	I & CT	SO HK	Agape	HYS
蔡俊明先生 Mr. CHOI Chun Ming		★												
林國偉先生 Mr. LAM Kwok Wai Denny			★											
盧華基先生 Mr. LO Wa Kei Roy			★											
吳遠興先生 Mr. NG Yuen Hing Charles			★		★	★		★						
陳靖逸先生 Mr. CHAN Ching Yat Roy							★							
林伊利女士 Ms. LAM Yee Li Elaine							★							
鄭裔威先生 Mr. CHENG Yui Wai							★							
朱佩雯女士 Ms. CHU Pui Man							★							
王陳芝英女士 Mrs. WONG CHEN Chi Ying							★							
陳秀蘭女士 Ms. CHAN Sau Lan							★							
梁郭淑燕女士 Mrs. LEUNG KWOK Sok Yin							★							
黃漢龍先生 Mr. WONG Hon Lung							★							
陳淑芬女士 Ms. CHAN Suk Fan Anita									★					
鄭寶儀女士 Ms. CHENG Po Yee Ivy									★					
陳芳女女士 Ms. CHAN Fong Nui										★				
陳惠芳女士 Ms. CHAN Wai Fong Christina										★				
陳麗英女士 Ms. CHAN Lai Ying										★				
陸慧妍女士 Ms. LUK Wai Yin Becky										★		★		
陸亞芳女士 Ms. LUK Ah Fong										★				
陳煒國先生 Mr. CHAN Wai Kwok Kenneth											★			
黃於唱教授 Prof. WONG Yu Cheung											★			
郭鍵勳博士, BBS, JP Dr. KWOK Kin Fun, BBS, JP												★		
李百灝先生, MBE, JP Mr. LI Pak Ho, MBE, JP														🏆

- ☀️ 董事局主席
Council Chairman
 - 🏠 委員會 / 顧問小組主席
Committee / Advisory Panel Chairman
 - ★ 委員會 / 顧問小組委員
Committee / Advisory Panel Member
 - 👤 董事局代表
Council Representative
 - 🏆 顧問
Adviser
 - ❤️ 神師
Spiritual Adviser
 - 🌿 服務使用者家長 / 家屬
Parent / Family Member of Service User
-
- AC 審核委員會
Audit Committee
 - BD&MC 建築拓展及維修委員會
Building Development and Maintenance Committee
 - F&IC 財務及投資委員會
Finance and Investment Committee
 - HRC 人力資源委員會
Human Resources Committee
 - NC 提名委員會
Nomination Committee
 - PDC 策劃及發展委員會
Planning and Development Committee
 - SMC 服務監察委員會
Services Monitoring Committee
 - TC 招標委員會
Tender Committee
 - CMHS 社區精神健康服務顧問小組
Advisory Panel on Community Mental Health Services
 - CR&D 機構傳訊及資源發展顧問小組
Advisory Panel on Corporate Communications and Resources Development
 - I&CT 資訊及通訊科技顧問小組
Advisory Panel on Information and Communication Technology
 - SOHK 港外服務顧問小組
Advisory Panel on Services Outside Hong Kong
 - Agape 友愛之家協會有限公司董事局
Council of Agape Society Limited
 - HYS 康融服務有限公司董事局
Council of Hong Yung Services Limited

區域小組委員會委員 Regional Sub-Committee Members

(截至 As at 30/6/2025)

 小組委員會主席
Sub-Committee Chairman

 小組委員會副主席
Sub-Committee Vice Chairman

 小組委員會委員
Sub-Committee Member

		中區及南區 Central & Southern	沙田、觀塘及 港島東區 Sha Tin, Kwun Tong & Hong Kong Island East
梁郭淑燕女士 Mrs. LEUNG KWOK Sok Yin	怡諾成人訓練中心家長代表 Parent Representative of RCYLATC		
陸亞芳女士 Ms. LUK Ah Fong	義務委員 Volunteer Member		
張李雪英女士 Mrs. CHEUNG LEE Suet Ying	怡諾成人訓練中心家長代表 Parent Representative of RCYLATC		
林麗娟女士 Ms. LAM Lai Kuen	思諾成人訓練中心家長代表 Parent Representative of RCLATC		
羅澤源先生 Mr. LAW Chak Yuen	毅信之家家長代表 Parent Representative of RCNSH		
張淑賢女士 Ms. CHEUNG Shuk Yin	毅誠工場服務使用者代表 Service User Representative of RCNSW		
封嘉泰先生 Mr. HONG Kar Tai	悅群之家服務使用者代表 Service User Representative of RCYKH		
嚴偉祥先生 Mr. YIM Wai Cheung	悅智之家家屬代表 Family Member Representative of RCYCH		
尹敬深先生 Mr. WAN King Sum Alexander	悅行之家家屬代表 Family Member Representative of RCYHH		
吳婉冰女士 Ms. NG Yuen Ping	康晴天地會員代表 Member Representative of SC		
蕭嘉鏗先生 Mr. SIU Ka Lau	康晴天地家屬代表 Family Member Representative of SC		
王陳芝英女士 Mrs. WONG CHEN Chi Ying	清蘭之家家長代表 Parent Representative of CLH		
黃惠雲女士 Ms. WONG Wai Wan	啟康之家家長代表 Parent Representative of KTKHH		
馮布玉娟女士 Mrs. FUNG PO Yuk Kuen	順利成人訓練中心家長代表 Parent Representative of SLATC		
黃德裕先生 Mr. WONG Tak Yu	順利成人訓練中心家長代表 Parent Representative of SLATC		
阮林瓊娜女士 Mrs. YUEN LAM King Na	靄華之家家長代表 Parent Representative of OWH		
區美琮女士 Ms. AU Mei King	興華成人訓練中心家長代表 Parent Representative of HWATC		
石少蓮女士 Ms. SHEK Siu Lin	興華成人訓練中心家長代表 Parent Representative of HWATC		
李祖銘先生 Mr. LEE Cho Ming	興華成人訓練中心家長代表 Parent Representative of HWATC		
洪輝卿女士 Ms. HUNG Sim Hing	樂華成人訓練中心家長代表 Parent Representative of LWATC		
王國才先生 Mr. WONG Kwok Choi	秦石成人訓練中心 / 禾輦成人訓練中心家長代表 Parent Representative of CSATC / WCATC		
張周惠芳女士 Mrs. CHEUNG CHOW Wai Fong	秦石成人訓練中心 / 禾輦成人訓練中心家長代表 Parent Representative of CSATC / WCATC		
王銀娜女士 Ms. WONG Ngan Na	啟康之家家長代表 Parent Representative of KTKHH		
伍錦源先生 Mr. NG Kam Yuen	啟悅成人訓練中心家長代表 Parent Representative of KTKYATC		
葉麗華女士 Ms. YIP Lai Wah	啟悅成人訓練中心家長代表 Parent Representative of KTKYATC		

		荃葵青及 九龍西區 Tsuen Wan, Kwai Tsing & Kowloon West	屯門及元朗區 Tuen Mun & Yuen Long
黃漢龍先生 Mr. WONG Hon Lung	澤安成人訓練中心家長代表 Parent Representative of COATC		
麥曜寶先生 Mr. MAK Yiu Po	麗瑤成人訓練中心家長代表 Parent Representative of LYATC		
林亞妹女士 Ms. LAM Ah Mui	義務委員 Volunteer Member		
鄭坤儀女士 Ms. KWONG Kwun Yee	麗瑤成人訓練中心家長代表 Parent Representative of LYATC		
韓周衛文女士 Mrs. HON CHOW Wai Man	麗瑤之家家長代表 Parent Representative of LYH		
嚴汝洲先生 Mr. YIM Yu Chau	麗瑤之家家長代表 Parent Representative of LYH		
張美芬女士 Ms. CHEUNG Mei Fan	上李屋成人訓練中心家長代表 Parent Representative of SLUATC		
林月英女士 Ms. LAM Yuet Ying	上李屋成人訓練中心家長代表 Parent Representative of SLUATC		
何思敏女士 Ms. HO Sze Man	祖堯成人訓練中心家長代表 Parent Representative of CYATC		
鄧婉華女士 Ms. TANG Yuen Wah	澤安成人訓練中心家長代表 Parent Representative of COATC		
湯戴夏萍女士 Mrs. TONG TAI Ha Ping	長康之家家長代表 Parent Representative of CHH		
李秀珍女士 Ms. LEE Sau Chun	長康之家家長代表 Parent Representative of CHH		
羅翠雲女士 Ms. LAW Tsui Wan	友愛之家家長代表 Parent Representative of FTH		
陳麗英女士 Ms. CHAN Lai Ying	賽馬會石圍角工場家長代表 Parent Representative of JCSWKW		
黃潔嫻女士 Mrs. KEUNG WONG Kit Han	賽馬會英興職業發展中心家長代表 Parent Representative of JCKHVDC		
莫徐潔靈女士 Mrs. MOK CHUI Kit Ling	賽馬會英興職業發展中心家長代表 Parent Representative of JCKHVDC		
陳秀蘭女士 Ms. CHAN Sau Lan	天水圍地區支援中心家長代表 Parent Representative of TSWDSC		
魏婉玲女士 Ms. NGAI Yuen Ling	柔莊之家服務使用者代表 Service User Representative of YCH		
石楊小玲女士 Mrs. SHEK YEUNG Siu Ling	義務委員 Volunteer Member		
馮紫程女士 Ms. FUNG Chi Ching	天水圍地區支援中心家長代表 Parent Representative of TSWDSC		
胡長大女士 Ms. WU Cheung Tai	柔莊之家服務使用者代表 Service User Representative of YCH		
張志偉先生 Mr. CHANG Chi Wai Kelvin	潔康之家家長代表 Parent Representative of KHH		
黃進第先生 Mr. WONG Chun Tai	潔康之家家長代表 Parent Representative of KHH		
丘新麗女士 Ms. YAU Shu Lai	天耀之家家長代表 Parent Representative of TYH		
莫瑞玲女士 Ms. MOK Shui Ling	天耀之家家長代表 Parent Representative of TYH		
陳日喜女士 Ms. CHAN Yat Hee	良景成人訓練中心家長代表 Parent Representative of LKATC		
劉鳳英女士 Ms. LAU Fung Ying	良景成人訓練中心家長代表 Parent Representative of LKATC		
梁慧明女士 Ms. LEUNG Ming Wai	山景成人訓練中心家長代表 Parent Representative of SKATC		

機構管治工作 Corporate Governance Practices

本會遵照《公司條例》要求和實施社會福利署（社署）推行的《最佳執行指引》，力求達致高水平的機構管治，以確保對各持份者負責。此部分總結了本會於 2024/25 年度的機構管治工作概況。

The Society complies with the 'Hong Kong Company Ordinances' and the 'Best Practices Manual' of the Social Welfare Department (SWD) to maintain a high corporate governance and stakeholder accountability standard. Below is a summary of the corporate governance practices of the Society in 2024/25.

管治架構 Governance Structure



扶康會的管治架構嚴謹而有效，本會董事局負責監督機構事務，並承擔整體和最終責任。董事局由來自不同專業領域的十六位委員組成，旨在提供多元化的觀點和知識，協助監察本會各種事務，同時保持決策的獨立性和客觀性。

The Society maintains rigorous and effective corporate governance. The Council is comprised of 16 members from various professional backgrounds. It has the ultimate responsibility to govern the businesses of the Society. This diversity is deliberate to avail the Society of different kinds of expertise necessary to govern the multiple activities of the Society in a fair, objective, and balanced manner.

為了加強機構管治，本會設有八個委員會及四個顧問小組。委員會 / 顧問小組分別負責監督不同範疇的運作及職責，或從專業角度處理提案和議題，並須定時向董事局匯報。當中，審核委員會直接向會長匯報，以維護機構管治的獨立性。本會每年都會對各委員會及顧問小組的職權範圍進行檢視，以確保各委員會 / 顧問小組能充分發揮其效能。

To strengthen corporate governance, the Society has eight committees and four advisory panels supporting the work of the Council. The Committees and Advisory Panels regularly report to the Council and oversee various operations and functions, dealing with different proposals and issues from their professional perspectives. The Audit Committee reports directly to the President to maintain independence. The Society reviews and updates the Terms of Reference of Committees and Advisory Panels annually to ensure that they can fully exert their effectiveness.

內部審計及財務監控 Internal Audit and Financial Control

本會高度重視內部監控，致力於確保組織運作符合相關規範並有效降低潛在風險。為此，本會設有獨立的內部審計經理一職，專責每年對內部監控系統的效能進行審查，並直接向審核委員會匯報。過去一年，內部審計部嚴格按照已核准的審計計劃，分別對自負盈虧的「扶康家庭」服務及受資助服務的標準進行了內部審核，並提供改善建議，以確保本會實施有效的監控措施，及符合相關的規則和程序。同時，部門亦跟進審查了主要工程招標工作及本會的籌款活動，確保去年提供的建議得到落實和執行。除了上述審計項目之外，本會於今年內根據年度審計計劃的安排，

The Society places significant importance on internal controls to ensure compliance with regulations and mitigate risk. The Internal Auditor is responsible for the independent review of internal controls and reports directly to the Audit Committee. In 2024/25, an internal audit exercise was conducted to review the standard of self-financed Casa Famiglia Services and other subvented services as per the approved audit plan. Apart from making recommendations, these reviews ensure that the controls in place are appropriate and that regulations and procedures are complied with in all aspects. Furthermore, follow-up reviews on tender exercises on major works and fundraising activities were conducted to ensure that all the recommendations have been properly implemented. Building on these audit projects, and in accordance with this year's annual audit plan, the Society has initiated an audit of subsidised residential and day training

啟動了對受資助的住宿及日間訓練服務的審計工作，旨在確保服務運作更臻完善。

services, with the goal of further enhancing the quality and robustness of our service operations.

此外，本會於周年大會委任謝盧會計師事務所有限公司為外聘核數師，為本會及相關公司進行法定賬目審計。

For statutory audit, Tse Lo CPA Limited was appointed as the external auditor of the Society and its related companies at the Annual General Meeting for this fiscal year.

風險管理及服務質素 Risk Management and Service Standard



本會對風險管理十分重視，為進一步提升監察和管理風險的成效，各服務單位可根據其服務性質和環境，靈活調整風險管理項目，包括增減相關內容，以強化監控措施、完善應變計劃，並分享最佳實務經驗，力求將風險降至最低。與此同時，本會特別委聘專業風險管理顧問，審視並優化風險管理制度，確保其與時並進。此外，本會亦為單位經理及高級管理層員工提供風險管理培訓，旨在全面提升團隊的風險識別與應對能力，進一步鞏固本會風險管理的效能。

The Society values risk management and takes it seriously. Risk items were localised to give service units more flexibility in designing their own risk registers to monitor risk management more effectively. This will empower them to minimise risks by strengthening monitoring measures, formulating and refining contingency plans, and sharing best practices. Concurrently, the Society has specially engaged a professional risk management consultant to review and optimise the risk management system, ensuring it remains up-to-date and effective. Additionally, risk management training is provided to service unit managers and senior management staff to enhance the team's risk identification and response capabilities comprehensively, further solidifying the overall efficacy of the Society's risk management framework.

除了風險管理，本會亦致力提升服務質素。本會各服務單位定期接受社會福利署的評估探訪或突擊探訪，並每隔兩至三年進行一次全面的財務審計。在 2024/25 年度，本會的賽馬會石圍角工場、悅群之家、悅智之家、樂華成人訓練中心、啟康之家及啟悅成人訓練中心順利接受了社署的評估探訪，社署對本會各方面的表現均非常滿意。

Apart from risk management, the Society also prioritises enhancing service quality. The SWD conducts regular reviews and spot checks on selected service units annually. It also performs accounting inspections once every two to three years. In 2024/25, the SWD visited our Jockey Club Shek Wai Kok Workshop, Yuet Kwan Home, Yuet Chi Home, Lok Wah Adult Training Centre, Kai Hong Home, and Kai Yuet Adult Training Centre and was very satisfied with the Society's performance.

問責性及透明度 Accountability and Transparency

本會設有明確的審批權限制度，有效促進機構事務的管理和問責。同時，本會秉持高度透明的原則，定期透過官方網站發布會務資訊及相關資料，並印製通訊刊物及年報，讓持份者能適時獲取機構信息。

The Society has a clear delegation of authority, which facilitates its management and accountability. Furthermore, the Society is transparent in disseminating information with regular updates on our official website and in newsletters and annual reports to enable stakeholders to get the information timely.

未來，本會將繼續致力於優化機構管治，確保機構運作符合最高標準和最佳實踐，並有效地應對不斷變化的環境和社會的需求。

Moving forward, the Society will persist in its commitment to continuously enhancing corporate governance, ensuring adherence to our operations' highest standards and best practices. The Society will effectively respond to the ever-changing environment and the community's needs.