共創明天
TOGETHER WE GROW
YOUR NEED IS THE LEAD
WALK TOGETHER WITH LOVE

欢迎掃描二維碼瀏覽扶慶會網站
Welcome to scan the QR code to visit the website of Fu Hong Society
扶康會會徽

內層的「H」— Human with disability (殘疾人士)
關注及積極處理殘疾人士及家屬的需求是本會的核心價值

中層的「H」— Home (家庭)
致力為殘疾人士建立溫暖的家庭式生活模式及環境

外層的「H」— Help (幫助)
透過各種的服務及活動，協助殘疾人士發掘潛能，融入社會

The Inner 'H' represents 'Human with disability'
The Society's core value is to actively pay attention and respond to the needs of persons with disabilities and their family members.

The Middle 'H' represents 'Home'
The Society is determined to create a loving family for persons with disabilities and provide heartwarming and homely service environments for them.

The Outer 'H' represents 'Help'
The Society is engaged in comprehensive services and activities to help persons with disabilities develop their potential and integrate into the community.

持續數載的新冠疫情為世界帶來前所未有的挑戰，本會憑藉「與愛同行」的格言，透過科技應用及靈活應對，與持份者保持緊密接觸，從不間斷地提供溫馨的服務與支援，順應充滿困難、時代的形勢新契機。

正如一道積澱深遠的掌聲石，也是我們嘉賓肖肖上的掌聲石，從探索、嘗試、思考、檢討中不斷成長，積澱寶貴經驗、增長智慧與能力；為未來創建更理想的條件，為持份者提供更優質的服務。大大小小的石頭不但貨通貨理時的正軌，也順應時代發展的脈絡，彼此協力謀求團結，一起開創更美好的新景象。

The COVID-19 pandemic that lasted for several years has brought challenges and opportunities to the world. Upholding the spirit of 'Walk Together with Love', the Society maintains close communication with stakeholders through technological applications and flexible measures, and ensures the continuity of appropriate services and support. Together, we worked to overcome difficulties and moved forward in our quest for a better tomorrow.

Just like a climbing wall full of obstacles, the challenges we face can be stepping stones for us to forge ahead, providing opportunities for us to explore, endeavour, reflect, grow, accumulate valuable experience, and acquire new wisdom and abilities. This enables us to create a better future and provide stakeholders with higher quality services. The stones, regardless of size, are testament to the true friendship we have forged in adversity, as we built a caring and inclusive network hand in hand, allowing us to scale the wall and co-create a better future!
扶康會的創立源自服務病者而建立聖父（Father Enea TAPELLA, PME）開創及傳揚以不偏私奉獻精神、達神父跨國慈善、文化、宗教及社會界的情意，留下一群衷心
人士事奉他的教義，成立扶康會，熱誠地
服務社會上最弱小的一群。

本會自1977年開始於香港提供康復服務，
同年成立「友愛之家」，為嚴重智障人士
提供臨時住宿服務。翌年根據香港《公司
條例》註冊為香港有限公司，並於1980年
成為香港社會服務聯會的會員。四十年來，
本會不斷創新建立，緊貼社會需要，
為智障人士、自閉症譜系障礙人士、精神
復元人士及肢體殘障人士提供各種適當
的服務，協助他們發揮潛能，融入社會。

為配合殘障人士及家人的不同需要，本
會一直堅守和實踐「以誠為善」、「以愛
同行」的精神，以臺灣多元化的康復服務。
本會的重心服務包括：住宿服務、日間培
訓服務、職業康復及發展服務、社區精神
健康服務、建設人士社區支援服務、自閉
症及發展障礙支援服務，以及長期障礙
的家庭支援服務。有關本會的服務詳情，
請參閱本年報告第四部分（頁131至130頁）。

現時，本會約有八十名人士來自社會福
利百的資助，其餘約收入本會財政及政府
服務資助，投資收益及社會企業收入等
當中，香港賽馬會慈善信托基金的資助主
要使用作資助「家庭學校」服務，而社會投
資共享基金於2022年4月1日起資助扶康會
「香港最佳志友」運動。

Fu Hong Society (FHS) was founded by a group of
enthusiasts who were inspired by the selfless spirit of Father
Enea TAPELLA, PME. With love transcending the boundaries
of race, culture, religion and ability, his work contributed
immensely to the care of the disadvantaged. FHS has
continued his legacy to serve the most vulnerable in society.

The Society began rehabilitation services in Hong Kong in 1977
when the first ‘Father Tappela Home’ was set up to provide
temporary residential care for adults with severe intellectual
disabilities. The Society was incorporated under the “Hong
Kong Companies Ordinance” as a company limited by
guarantee the following year and it became a member of the
Hong Kong Council of Social Service in 1980. Over the past
four decades, the Society has strived to innovate and change,
and has kept its services relevant to the evolving needs of
persons with intellectual disabilities, autism spectrum disorders
or physical disabilities, as well as persons in recovery, helping
them to realise their potential and integrate into society.

Upholding the spirit of ‘Your Need is the Lead, Walk Together
with Love’, the Society is always committed to developing
multifaceted rehabilitation services, to cater for the diverse
needs of persons with disabilities and their families. Our core
services include Residential Services, Day Training Services,
Vocational Rehabilitation and Development Services, Community
Mental Health Services, Community Support Services for
Persons with Disabilities, Autism Spectrum Disorders and
Developmental Disabilities Support Services, and Family
Support Services that have been actively developed in recent
years. For details, please refer to Part 4 (P. 01 – P. 130) of this
Annual Report.

Currently, around 88% of the Society’s income comprises
subventions from the Social Welfare Department. Other
income sources include donations, service charges, investment
income and revenue from social enterprises. In terms of
donations, funds from the Hong Kong Jockey Club Charities
Trust mainly support our self-financed Family Care Home
Services, while the Community Investment and Inclusion Fund
has supported the FHS ‘BEST BUDDIES HONG KONG’
Movement since 1 April 2022.
顧景
Vision

本會致力建立互愛共融的社會，相互尊重和認同彼此的差異。

We are committed to building an inclusive and loving society for all with mutual respect and recognition of individual differences.

使命
Mission

秉持「以求為導、以愛同行」的服務精神，支持實踐聯合國《殘疾人權利公約》，竭力倡議和提供適切的康復服務，讓殘疾人士全面發展潛能，在家庭和社會裏獲得應有的生活質素。

Upholding the spirit of ‘Your Need is the Lead, Walk Together with Love’, we strive for the advocacy and provision of appropriate rehabilitation services, to support the implementation of the ‘United Nations Convention on the Rights of Persons with Disabilities’, and to enable persons with disabilities to explore and develop their potentials and enjoy quality of life at home and in the community.

核心價值
Core Values

關懷尊重
Care and Respect

扶康人以專業及敬重的態度來接待服務使用者和各持份者，致力建立以人為本的服務。

Staff members serve service users and stakeholders with respectful and caring attitude, striving to establish a service—user oriented model.

專業精神
Professional Spirit

扶康人自覺樂於擔當和盡責的態度，在不同崗位上發揮專業精神，提供優質服務。

Staff members exert professionalism in different positions and deliver the best quality service.

協同效應
Synergy

扶康人與各持份者建立緊密關係，共同努力，和專業團隊間互相支援以發揮「加一一大於二」的協同效應。

Staff members forge partnership with stakeholders and cultivate team spirit to realise the effort of ‘one plus one greater than two’ for achieving cordial collaboration among various professional teams.

熱誠主動
Pro-activity

扶康人願意「多行一步」，主動溝通，熱心參與及承擔工作，積極提出服務建議並積極執行。

Staff members are willing to take an extra step forward, initiative to communicate, enthusiastic about participation and sharing duties, and offer recommendations for service and implement actively.

持續改善
Continuous Improvement

扶康人持續學習、精討及改善服務，以提升服務質素和效益。

Staff members continuously learn, evaluate and improve service to enhance service quality and effectiveness.
President’s Message

It's not about losing, it's about never giving up. The same applies to the challenges we face as a society. We must continue to work together and strive for progress.

As always, our Society’s work is to serve people in need while our strength comes from people’s deeds. While we never swerve from our heart for people-in-need, our strength and deed might sometimes be compromised.

Thinking and caring, my old school motto suddenly occurs to me and seemed to have written the answer.

It advised us to acquire the true meaning of “To serve, and not to be served”. Through serving others, one could find one’s own value and inner worth. My mother school also taught us “To give and not to count the cost, To labour and not ask for any reward, To fight and not to heed the wounds…” Indeed, giving for a cost is only a transaction; labouring for the sake of a premised reward is simply a trade, any fight that is too afraid of injury could never bring along one’s mightiness.

If we are able to epitomize the pandemic as a challenge rather than a blow, I’m sure Fuhongers could view the recent personal dilemma just as another challenge. I believe that everybody in the Society will continue to walk hand-in-hand with mutual trust and cooperation, pull together our heart and strength to face and surpass this challenge. ‘What does not knock us down will make us stronger’.

In fact, the challenges Fuhong Society faces have never ceased. Like waves after waves roaring to shore, earth has never been engulfed. Like strong wind and gale kept howling, a rock still stands hard. Despite ongoing challenges, Fuhong Society still prevails.

I have always felt lucky and enriched by the comradeship of Fuhongers who strive to improve the lives of those in need with unfailing efforts. We will certainly stand firm to serve others and hold fast our spirit of ‘Your Need is the Lead and We’ll Walk Together with Love’. Despite all the challenges, let us continue to give, serve and fight to make this world a better and inclusive one!
員工
Staff

總計 
Total

全職 Full-time
54

兼職 Part-time
4

總計 
Total

1,100
98.2%

1,120

全職 Full-time
20

兼職 Part-time
1

總計 
Total

1,063

全職 Full-time
1063

兼職 Part-time
57

全職 Full-time
1,046

兼職 Part-time
54

總計 
Total

20

總計 
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1,120

總計 
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總計 
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### Service User Age Groups

#### Residential Services
- Total: 1,128
- <15: 9
- 15-20: 66
- 21-30: 143
- 31-40: 286
- 41-50: 321
- 51-60: 252

#### Day Training Services - Adult Training Centres
- Total: 657
- <15: 17
- 15-20: 86
- 21-30: 113
- 31-40: 147
- 41-50: 167
- 51-60: 127

#### Community Support Services
- Total: 1,546
- <15: 137
- 15-20: 107
- 21-30: 197
- 31-40: 192
- 41-50: 232
- 51-60: 288
- >60: 363

#### Vocational Rehabilitation and Development Services
- Total: 558
- <15: 6
- 15-20: 59
- 21-30: 140
- 31-40: 174
- 41-50: 142

#### Autism Spectrum Disorders and Developmental Disabilities Support Services
- Total: 181
- <15: 174
- 15-20: 41
- >20: 6

#### Types of Hostels, Adult Training Centres & Vocational Rehabilitation and Development Services

- **Residential Services**
  - Support Hostel: 26
  - Supported Hostel: 6
  - Hostel for Persons with Severe Physical Disabilities and Intellectual Disabilities: 2
  - Hostel for Persons with Moderate Intellectual Disabilities: 2
  - Hostel for Persons with Severe Intellectual Disabilities: 6
  - Family Care Home: 3

- **Day Training Services**
  - Adult Training Centre: 13
  - Workshop: 2

- **Vocational Rehabilitation and Development Services**
  - Integrated Vocational Development Centre: 3
社區共融
Social Inclusion

本會致力推展社區共融，並透過關愛家庭服務及扶搖青年會「香港最佳老友」運動，與社會各界一起建立平等及友愛共融的社會。

The Society actively promotes social inclusion through Family Care Home Services and FHG’s "BEST BUDDIES HONG KONG" Movement, creating an inclusive, caring and equal society with concerted efforts from community members.

獲香港賽馬會慈善信託基金撥款支持
Receiving Funding Support from The Hong Kong Jockey Club Charities Trust

服務使用者家長/監護人及義工參與
Service Users’ Parents / Guardians & Volunteers Participation

家長/監護人及義工參與
Parents / Guardians & Volunteers Participation

家長及義工（人數）
Parent Volunteers (Persons)

598 家長/監護人參與服務單位或會方活動（人次）
Parents/Guardians Participating in Activities held by Service Units or the Society (Participants)

家長/監護人參與扶搖青年會董事局/委員會/顧問小組及區域小組委員會
Parents / Guardians Participation in Councils/Committees / Advisory Panels & Regional Sub-Committees

總人數
Total Persons

62*

參與董事局（人數）
Council (Person)

1

參與委員會（人數）
Committee (Persons)

6

參與顧問小組及區域小組委員會（人數）
Advisory Panels & Regional Sub-Committees (Persons)

55

* 八人參加多個委員會 / 顧問小組
8 persons join multiple Committees / Advisory Panels

義工參與
Volunteer Participation

企業義工（人次）
Corporate Volunteer Teams (Teams)

18

企業義工（人數）
Corporate Volunteers (Participants)

617

第一次撥款
First Allocation

2020/21

0.94 百萬港元
HK$9.4 million

接受關愛家庭服務人數
Family Members Served by Family Care Home Services (Persons)

29

固定朋友*人數
Regular Friends* (Persons)

24

「香港最佳老友」運動參與人數
Number of Participants of BBHK

584

學生老友
Student Buddies

274

社會老友
Citizen Buddies

211

企業老友
Corporate Buddies

155

老師配對數目
Number of Buddy Pairs formed

155

分社數目（按類別）
Number of Chapters (by Types)

總社數
Total Chapters

26

學校/義務社
Student / Volunteer Chapters

6

企業/專業社
Corporate / Organizational Chapters

6

社區社
Community Chapters

4

十八個月
18 months
2 機構管治
CORPORATE GOVERNANCE
Self-reliance is the core value that Huong Society has always upheld. It is important to equip individuals with the skills and resources to lead fulfilling and integrated lives.

In 2022/23, more than three years into the COVID-19 pandemic, normality is gradually returning to society. What we have learnt through our service and anti-epidemic efforts has reinforced our service approach epitomised by the slogan "Your Need is the Lead, Walk Together with Love". We believe, more than ever, in our work to proactively help persons with disabilities to fully realise their potential, integrate them into society, and help them overcome challenges.

To strengthen the areas of corporate governance, the Task Force on Service and Process Reengineering carried out a number of initiatives. These include reviewing the procedures and guidelines of internal meetings, evaluating the professional development of rehabilitation workers, enhancing computerised systems and improving supervision and management systems. To uphold the quality and safety of meals, many of the Society's service units were involved in initiatives to improve meal preparation procedures and quality checks.

In response to the uncertain outlook of the labour market and the brain drain caused by various factors, the Society has planned a series of long-, medium- and short-term measures to address this issue. These include retraining and upskilling the organisation's structure, through the application of technology, communication software, and digitalisation of work processes to improve service quality, facilitate communication, enhance work efficiency, strengthen supervision, and further improve the overall corporate governance performance, with the aim of attaining a more effective, productive and cohesive high-performance team. To nurture the growth and management, the Society has launched an Advanced Training Programme to enhance their knowledge and capabilities and equip them with the necessary qualities to level up their careers. Meanwhile, the Society has also carried out all-rounded measures, namely streamlining recruitment procedures, expanding recruitment channels, optimising employee benefits, importing nursing staff to meet manpower needs, and participating in the new force recruitment scheme to recruit students from tertiary institutions of relevant disciplines to join the profession, and help them to gain and deepen their relevant experience and knowledge, with the aim that they would become a part of the industry's workforce. Going forward, the Society will closely monitor the human resource policies, and proactively explore any effective ways in responding to the challenges brought about by the ever-changing environment.
力求進步 拓展新服務
Striving for Progress and Developing New Services

應社會福利署邀請，本會成功投得「院舍一站式日間訓練及照顧服務」先導計劃，在新界的服務安納下，不適合在
微型中心或院舍工作／服務職員日間訓練及護理服務
中心接受專員培訓的服務使用者，可以親自於家屬或接受一站式
及持續的日間訓練、社區及職業訓練和照顧服務。

此外，本會獲香港賽馬會慈善信託基金
假設，於去年成立「賽馬會 “雨在回
國”計劃 — 福康會家庭支援服務」。以「家庭為本」的介入模式，為有需要
的智障人士及特殊學校畢業生之家庭
提供多元化服務。而為擴展現有照顧
者支援服務的範疇，本會於2022年
7月開始於賽馬會專案中心及賽馬會
社會服務事務署「連結職業發展及
先導計劃」，加強對終於社區的服務
使用者的支援，減輕他們生活重負的機
會，並減輕照顧者壓力。本計劃亦將
用本地大學進行實習研究，及與業界分
享計劃成果，希望倡議政府及多投放資源
支援居住於社區的殘疾人士。

The Society successfully bid for the Pilot Project on One-Stop Services for Aged Service Users of Hostel for Seriously Mentally Handicapped Persons (SHMHP) and Hostel for Mentally Handicapped Persons (MHM). Under the new service arrangements, service users who no longer benefit from intensive rehabilitation services at the Day Activity Centres, Shelter Workshops and Integrated Vocational Rehabilitation Services Centres can remain at their hostels to receive one-stop and continuous rehabilitation training and care, as well as participate in social and recreational activities.

Funded by The Hong Kong Jockey Club Charities Trust, the Society also launched the ‘Jockey Club C-Care Programme — Fu Hong Society Family Support Service’ last year. By adopting a family-centric intervention approach, we provide diversified services to support persons with intellectual disabilities, special school-leavers and their families. To fill the service gap due to the lack of support for caregivers, the Society has started to run the ‘Sheltered Workshop Extended Care Pilot Project’ at the Kwai Hing Vocational Development Centre and Jockey Club Shek Wai Kok Workshop since July 2022 to strengthen support for the disabled living in the community, lower the likelihood of accidents happening to them and alleviate pressure on the caregivers. We will engage local universities to conduct empirical research and share what we have achieved with our peers as we continue to advocate the government’s increased deployment of resources to support persons with disabilities living in the community.

不分你我 共融無隔膜
Inclusion Without Barriers

扶康會自2003年成立自負盈虧的社會
企業「扶康服務有限公司」，為殘疾人
士提供就業機會，讓其能力得以發揮，
促進社會共融。「扶康服務有限公司」
一直營運香港博物館的「善融融服務
室」，之為與創維控股聯方的創新工
程，研究及製造生產。該業務
「將服務於香港科學博物
館抵禦廳，並於2022年11月重新開
業，繼續為提供優質的服務服務。

此外，本會推行共融藝術計劃，為服務
使用者提供平等參與藝術活動的機會。
年度內本會成功申請基金撥款，舉辦多
個藝術項目，透過不同的藝術媒體構建
平台，讓服務使用者有機會學習藝術技
術，及展示他們的藝術才華。

Since establishing ‘Hong Yung Services Limited’ (HYSL) in 2003, Fu Hong Society has provided employment opportunities for persons with disabilities through the self-financed social enterprise, where employees can develop their abilities and social inclusion is promoted. HYSL operates Madam Hong Cafe at the Hong Kong Museum of Coastal Defence. The operations there were suspended for a few years partly due to damages caused by a typhoon and also because of major renovation works scheduled by the museum. After these years, HYSL has received funding from the ‘Enhancing Employment of People with Disabilities Through Small Enterprise’ Project of the Social Welfare Department and relocated Madam Hong Cafe to the Upper Gallery of the Hong Kong Museum of Coastal Defence. The Cafe was reopened in November 2022, once again providing high-quality food and beverages to the public.

The Society has also rolled out Inclusive Arts Projects to provide service users with an equal opportunity to participate in art activities. It has successfully obtained funding to support various art events and has built platforms using diverse art media so that service users got to hone their creative skills and showcase their artistic talents.

精益求精 善用新科技
Driving Service Improvements Through Technology

為配合服務發展，本會與同業，善用新
科技以提高服務效率，改善服務質素。
本年度推行的項目包括優化業務管理
系統和內部流程，有助提高業務服務用
戶最新情況，優化業務流程工作，提升
護理質量，以及資本整合共享，提升溝
通，促進不同團隊的緊密合作。

In view of the new developments in our services, the Society has leveraged technology to increase operational efficiency and enhance its services. Projects carried out this year include the optimization of the Case Management System and portal which bring us up-to-date service users’ conditions, improve follow-up actions for individualised care, elevate the standards of healthcare, facilitate information sharing, enhance communication and promote interdisciplinary collaboration.
The Society is an active advocate of corporate social responsibility and environmental protection. In addition to the regular publication of the "Environmental Protection Newsletter", an incentive programme was launched to encourage all our staff to observe our environmental protection guidelines and take relevant measures. Since September 2022, in collaboration with the Department of Physics of Hong Kong Baptist University, the Society has been cultivating a green culture by performing energy conservation assessments and electricity consumption analyses, and taking energy-saving measures at Lok Wah Adult Training Centre. A solar power generation system was then installed at FHS Rehabilitation Centre. The Society also participated in the Feed-In Tariff Scheme to promote the use of renewable energy.

At the end of 2022, Social Welfare Department appointed the Society to implement the "Day Activity Centre—rum—Hostel for Severely Mentally Handicapped Persons and Care and Attention Home for Severely Disabled Persons" project at Kwu Tung North Multi-Welfare Services Complex in Kwu Tung North New Development Area, New Territories. Preparatory work is in full swing and the service is expected to commence in the fourth quarter of 2023.

Over the past year, the Society has observed increasingly stringent compliance requirements, overcome the limitations of our resources and met new challenges arising from an ageing demographic among our service users. We will continue to tap into our existing knowledge base and experience to explore new resources, face future challenges, embrace change and chart a course together with our service users and their families.

I am deeply honoured to have the opportunity to work with our President, Vice Presidents, Spiritual Adviser, and members of the Committees and Advisory Panels. I am also grateful for their support and selfless dedication to the Society in their respective areas of expertise. On behalf of the Council, I would also like to express my appreciation to all our staff for making their utmost efforts to fulfil their duties, and demonstrating in real terms the value of synergy and professionalism.

Last but not least, on behalf of the Society, I would like to extend our heartfelt gratitude to the Government of Hong Kong Special Administrative Region, the Lotteries Fund, The Hong Kong Jockey Club Charities Trust, Community Investment and Inclusion Fund, all donors, individuals and organisations, and all volunteers for their unwavering support and generous donations. We will work determinedly to accomplish our mission and realise our vision. Together with the concerted efforts of the Government and the public, we will continue to strive for the optimal well-being of persons with disabilities and build 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，從而達致本會的機構管治架構及
主要服務的管理要求。

Good corporate governance is the foundation for the
provision of quality service. In compliance with
Companies Ordinance (Cap. 622), Fu Hong Society
is committed to high levels of corporate transparency and
high standards of corporate governance in order to
enhance management efficiency through 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:

扶康會委員會
Committees of Fu Hong Society

常設委員會
Standing Committees

* 會計委員會
Audit Committee
  * 清算及發展委員會
Planning and Development 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
  * 服務審查委員會
Services Monitoring Committee
  * 建設及發展委員會
Building Development and Maintenance Committee
  * 招標委員會
Tender Committee

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

* 「香港發展伙伴」推動顧問小組
Advisory Panel on “BEST BUDDIES HONG KONG”
Movement
  * 樹樁傳媒及資源發展顧問小組
Advisory Panel on Corporate Communications and
Resources Development
  * 社區精神健康服務顧問小組
Advisory Panel on Community Mental Health Services
  * 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
Councils of Related Companies

1. 扶康會的每年報告及財務報告包括有關相關公司的會議。
2. 附屬公司的“香港發展伙伴有限公司”及“臺灣發展伙伴有限公司”的董事局
   委員會須由扶康會董事局委員會委任。所有相關公司的理事
   會及董事局將無償提供服務。
3. 扶康會於1975年成立為香港服務公司，一直致力發展多元服務，服務為有
   相關人士及其家人的需要。現時，扶康會大部分的服務提供社會福利事
   務，並與社會發展局保持密切的合作。

備註 Notes:

1. Fu Hong Society’s annual report and financial statement includes informationpertaining to the subsidiaries.
2. The subsidiary companies “BEST BUDDIES Hong Kong Limited” and “BEST BUDDIES Taiwan Limited” are
   required to have their directors appointed by the Board of Directors of Fu Hong Society. All the subsidiaries
   will provide services voluntarily.
3. Fu Hong Society was established in 1975 as a social service organization, dedicated to the development of
diverse services for the needs of people with disabilities and their families. Currently, the organization
provides most of its services to the community and maintains close cooperation with the Social Welfare
Department.
### 委員會及顧問小組委員

**Committee and Advisory Panel Members**

(截至 As at 30/6/2023)

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<th>常設委員會</th>
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**委員會及顧問小組委員**

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**顧問小組（非執行）**

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The Council has eight committees and two advisory panels supporting the work of the Council. Members of these Committees and Advisory Panels, except those of the Audit Committee, are appointed by the Council. The Committees and Advisory Panels report to the Council regularly, and oversee various operations and functions, dealing with different proposals and issues from their professional perspectives. To maintain independence, the Audit Committee reports to the President directly. The Society reviewed and updated the Corporate Governance Manual this year. The overall average attendance rate at the Committee and Advisory Panel meetings in 2022/23 was over 80% (as at 30 June 2023).

Members of the Society serve on a voluntary basis. Through the Annual General Meetings of the Society, the Members delegate their authority to govern the Society to a Council which is essentially a board of directors. The Council answers to the President and Vice President(s), who are also elected at the Society's Annual General Meetings, and are tasked to support the Council in leading Senior Management to achieve the Society's vision, mission and objectives.

The Society continued to deliver high standards of conduct and best practices at all levels. In addition to complying with the relevant legal obligations including the “Companies Ordinance”, “Best Practice Manual” and “Lump Sum Grant Manual” of the SWD, the Council, management and staff diligently adhered to the various policies and guidelines spelt out in the protocol, rules and procedures covering the code of practice, conflict of interest and safeguards for confidentiality. This year, the Society has developed the “Guidelines on Code of Conduct for Council, Committees and Advisory Panels Members” to ensure that these members always uphold the highest level of integrity and ethical standards. These policies and guidelines, as well as the related protocols, rules and procedures are also constantly reviewed in view of changing circumstances.
Internal Controls

The Internal Auditor is responsible for the independent review of internal controls and reports to the Audit Committee directly. In 2022/23, internal audits were conducted to review Hong Ye Services Limited and our fundraising activities respectively in accordance with the approved audit plan. Apart from making recommendations, these reviews ensure that the controls in place are appropriate, and their regulations and procedures are complied with in all aspects.

Risk Management

Effective risk management is essential to the achievement of the Society’s strategic objectives. The Society established an Enterprise Risk Management (ERM) framework five years ago to identify, assess, respond to and report on risks that may affect the Society in the pursuit of its objectives. The risk awareness of managerial staff at all levels and service units has increased since the implementation.

In response to the new potential threats arising from the spread of COVID-19 and growing concerns about child abuse cases, the Society has added pertinent risk items to the Corporate Risk Register (CRR) for risk monitoring. In order to cater for the needs of individual service units and service districts, risk items were localised to give service units more flexibility in designing their own risk registers. This will empower them to minimise risks as they strengthen and improve existing monitoring measures, formulate contingency plans and share best practices. In addition, the online risk management system was also optimised to further enhance our effectiveness in managing risks.

Reviews by External Parties

The SWD conducts regular reviews and unannounced visits on selected service units annually. It also conducts an accounting inspection once every two to three years. In 2022/23, the SWD visited our Sheung Li Uk Adult Training Centre and was very satisfied with the Society’s performance. For statutory audit, Tse Lo CPA Limited was appointed as the external auditor of the Society and its related companies in this fiscal year at the Annual General Meeting.

Accountability and Transparency

The Society has a clear delegation of authority which facilitates the conduct of its business and operations. The Council oversees the Society’s overall performance, strategic directions and developments in pursuit of its vision, mission and objectives. Senior Management, on behalf of the Council, administers services and supervises operations to implement strategies and projects approved by the Council. Throughout the years, the roles, responsibilities and delegation of powers among the Council, Committees, Advisory Panels and Senior Management have been well-defined and communicated.

The Society is open and transparent in disseminating information. The Society’s operations and performance, corporate partnership and volunteer activities are regularly updated on our official website, and in newsletters and annual reports. Complaints are handled promptly by the relevant managerial staff, as well as Council and Committee members, with proper and thorough investigations conducted. Remedial actions are taken whenever necessary.
The latest news and developments of the Society are shared through the Society’s website, the Fu Hong Newsletter, our Annual Report and other publications, as well as surveys and so on. We hope to help the public and the Hong Kong Government understand the Society’s service development and achievements as well as the changing needs of persons with disabilities. The Society’s website is also designed for web accessibility to promote accessible communication and inclusive society.

Within the Society, we collect the views of various stakeholders including service users and their families, staff members, and Council, Committee and Advisory Panel members. We hold regular Council, Committee and Advisory Panel meetings, staff meetings, and meetings with parent representatives from service units and the Fu Hong Parents’ Association to maintain effective communication.

In the past two years, owing to the pandemic, the Society held meetings in a hybrid format, including conference calls using Microsoft Teams and Zoom. As the numbers of cases stabilise, face-to-face meetings have started to resume. However, web-based platforms will still be utilised to facilitate our communication with stakeholders. To improve epidemic prevention and control management, the Society uses statistical dashboards to analyse and report key figures on the diagnosis, hospitalisation, and vaccination rates of its staff and service users. This helps to increase the readability of data and facilitates anti-epidemic cooperation among service managers.

The Society has applied the "International Classification of Functioning, Disability and Health (ICF)" framework and the "People-Oriented" principle to our Case Management System to improve the efficiency and effectiveness of service planning, implementation, monitoring and evaluation, and to enable the collaborative work of inter-disciplinary professionals in providing timely interventions in therapy. The first phase of optimising the Case Management System was launched in the first quarter of 2023 and the optimised version of the portal was also formally launched at the end of last year. Digital workflows significantly improve administrative efficiency, as they are easier to use, helping staff communicate, transfer information and share knowledge more effectively, as well as promoting teamwork and increasing productivity.

In recent years, the Microsoft Office 365 digital workplace has been implemented in phases to drive digital transformation in the organisation through cloud technology. Apart from promoting collaboration among staff, Office 365 also improves efficiency in daily operations, project management and information security.

The Council has approved a new three-year strategic plan for 2022–2025, which outlines four strategic directions for the Society, namely ‘Advance social inclusion’, ‘Enhance mind-body well-being’, ‘Materialise quality family life’ and ‘Advocate appropriate rehabilitation service and support on service development in any part of China’. Based on these strategic directions, the Management has defined 10 strategic items and 13 key performance indicators in response to service needs and gaps.
専題故事 - 以愛同行

疫情為常的生活模式帶來變動，也為新的生活狀態帶來挑戰。本會秉承「以愛為事，以愛同行」的精神，致力於為服務使用者提供貼切的服務，同時倡導「深化社會共融」、「提升身心靈健康」及「推展具有質素的家庭生活」等策略方向，讓長者人士通過社區、展能自強、建立友誼和享有理想的生活質素，竭誠以服務使用者為依歸，並充分體現機構的願景、使命及核心價值。

世事無常，人生的路途亦將有變化，或喜樂至極，或經歷困難，不如意事十之八九。任何事情的構成，亦即不安的心靈也可平靜。擬似以下專題故事的主人公，經歷走過高山低谷， vidéo本會「以愛同行」的服務，方可突破成限，一步步邁向更精彩的明天。

Feature Stories - Walk Together with Love

The pandemic not only disrupted life as we knew it but also brought challenges to our rehabilitation services. Upholding the service spirit of ‘Your Need Is The Lead, Walk Together with Love’, we have continuously provided our service users with the appropriate services while advocating policies such as social inclusion, mind-body wellness and quality family life. Our goal is to allow persons with disabilities to integrate into society, achieve their potential, build friendships and enjoy an ideal quality of life. We are always guided by our vision, mission and core values, with the well-being of our service users being our top priority.

Life is full of vices and anyone could be vulnerable to them, be it the loss of a family member, or any other curveball that inevitably causes one to feel helpless and anxious. Let us take heart that there is a way out even in the most dire situations. Let us trust that we can find peace no matter how hopeless things may seem. The following stories show that as long as we stay rooted in love as we serve, we can help others to overcome hurdles and usher in a better tomorrow!
Love in the Glimmer of a Spoon

Light and Colours
A stainless steel spoon may seem cold and nothing out of the ordinary to most people but it means something special to one service user at Fu Hong Society’s Leung King Adult Training Centre. To Sai Kit, the steel spoon symbolises love and the light of hope.

Sai Kit, who has moderate intellectual disability and autism spectrum disorder, has a special fondness for light or things that shine. Perhaps it is the light and shadows, glimmer and reflections, and fluidity in motion that captivate him. He would pick up a spoon and place it between him at eye level and a light bulb, waving it at different speeds and to different rhythms to achieve different effects with the light.
Not only was the spoon an artistic connection between Sai Kit and the lights, but it also became a channel of communication between him and the staff. Every time he got worked up, the staff would encourage him to use a spoon to calm himself down by bouncing light off it. Over time, Sai Kit had had fewer meltdowns, and he has gradually become more willing to share what he feels and build a good relationship with the staff.

Art and Beyond
The humble spoon has a remarkable significance. Apart from bringing peace to Sai Kit through the kaleidoscopic lights that bounce off it, the spoon also gets his creative juices flowing. Under the guidance of his art instructor, Sai Kit completed a ‘spoon drawing’ in his own unique style.

The simplicity of the composition, well-defined colours and imaginative use of the spoon imbued his work with a sense of creativity and child-like quality. Sai Kit’s artwork often draws inspiration from his childhood interests and from different facets of life. Every colour used is a reflection of his thoughts, and every line drawn reflects the peace and freedom he feels.

His drawings are also inspired by positive hopes and expectations of life, as well as his reactions to and appreciation for his peers. These heartfelt artworks send ripples of love to those who view them and sow the seeds of inclusion.

The showcase of the untold potential of persons with disabilities would have been incomplete if not for the humble spoon. It not only gives Sai Kit playtime he loves but also enables him to share this love with us, thanks to the glimmer of a spoon.
Living to a Ripe Old Age with Love and Joy

In the minds of many, persons with disabilities are the ones who tend to be cared for, and their lives are often thought to be repetitive and uninteresting. However, Lau Fong’s life is anything but. The zest she has for life, coupled with the relevant services she receives from the care and attention home, have made her life far from ordinary.
隨著年紀增長，柳芳的意識於五年前開始退化，出現生活慣習及
身心健康等方面的問題。有見及此，清蘭之家的跨專業團隊為她進行
估計，並採用本會針對智障人士的老化而制定的「樂活老齡」服務模式，從
靈動、飲食、社交等多方入手，協助柳芳適應老化的過程。

每日的康樂運動由物理治療師及職業治療師安排，如針對上下肢肌肉強度
的鍛練和平衡訓練，並在護理員的協助下，柳芳漸漸學習穿著衣物
和做飯等日常活動。而每週兩次的社會活動，如每個月的生日慶祝晚會，
使她漸漸應對這個大地環境的規律。柳芳從
治療反應良好。因此，她被推薦為「好腳」、「好眼」。在治療護士的
護理下，柳芳的體質和精神逐漸改善，亦成
為為員工們的動力。

As she advanced in age, Lau Fong began to lose some of her abilities about five years ago, leading to her
mix up the schedule and sequence of daily routine. After a review by a transdisciplinary team at Ching Lan Home,
it was decided that the “Active Ageing” service model would help Lau Fong adapt to the ageing process. The
Society adopts this model for elderly persons with disabilities, and it consists of a holistic approach
evaluating exercise, diet, and socialising.

Lau Fong’s daily rehabilitation training is scheduled in turn by a physiotherapist and an
occupational therapist, and it targets the needs of the upper and lower limbs, as well as eye-
hand coordination. With encouragement from the staff, Lau Fong is always happy
to participate in the training. Gradually, Lau Fong became accustomed to sitting in a
wheelchair, wearing slippers and having her diet changed, all while maintaining a
positive outlook on life. In fact, Lau Fong continues to enjoy her lifestyle: She
loves reclaiming by taking afternoon naps before going out for a ride.
Every day, she cleans her teeth, the only one she has remaining,
diligently. She is always generous with her compliments for the
people and things around her, including frequent praises such
as “So pretty!” and “So yummy!”. It is evident that Lau
Fong is a broad-minded person who looks forward to
each day with hope and maturity. The elegant way
she deals with each passing day has earned the
respect and envy of everyone around her, and
become a form of motivation to the
staff.

Lau Fong has a younger brother who loves her very much. He used to bring her that he made himself
every other week. The visits became intermittent due to the pandemic. As normalcy returned and in view of Lau Fong’s 68th
birthday, Ching Lan Home specially organised a birthday celebration that was simple but grand, allowing Lau Fong and
her family to be reunited on the joyous occasion. The event was a picture of blisses and blessings, and it was
a touching moment for anyone who was there.

Apart from her biological family, Lau Fong can also call the staff at Ching Lan Home her family.
They include social workers and therapists who have been by her side for more than ten years.
There are also others who take care of her daily needs and diet. They are so many familiar
faces which remain clear in Lau Fong’s memory even as she starts to forget things. She
is a gem of the care home, as the happiness she exhibits every day attests to the
care and effort put in by the staff. This mutual family-like companionship is
precious in the face of all the ups and downs of life.
復元路上結伴行
Walking the Road to Recovery Together

生命原本是美好的，只是營營役役的勞碌把這份風光遮蓋了。誰願意親眼親耳感受這份呼喚，讓光與熱再次照亮寂寥的心靈？從勝仔和康滿的故事，體認社區精神康復服務不只幫助精神病患人士遠離復元，還讓他們突破局限，發揮潛能。

Life is meant to be beautiful. However, we sometimes neglect the scenery on this journey amid the daily grind. Would anyone care to listen to the cries from those in need, or bring light and warmth to the lonely souls? The stories of Shing and Kam Mun show that the community mental health services can help the mentally disturbed recover, as well as make breakthroughs and achieve their potential in the process.

勝仔和康滿都是精神失常人士，各自從事不同種類的藍領工作，但由於在家庭、壓力和生活習慣等障礙因素的影響下，分別出現幻聽、妄想、腦病、抑鬱等精神病徵狀，轉而求助於精神復康中心中的復元宿舍。

由初到來到成為舍友，他們在這個精神復康專業的ホームnest，並因應個別的特性和需要、為他們制定個化的康復計劃。對勝仔和康滿來說，宿舍不只是長期休息的地方，也是個可以讓他們放鬆心情、放慢腳步的自主空間，透過同行伙伴的接觸與支持，他們逐漸找到自己的生活節奏，並勇於向未知的領域邁出第一步。

Both Shing and Kam Mun are broadwinners of their families and they have done numerous blue-collar jobs. Owing to family issues, stress, lifestyles and other reasons, they experienced symptoms such as auditory hallucinations, delusions, pain and mood disorders such as depression. Eventually, the two strangers became fellow residents at the halfway house of the FHS Rehabilitation Centre where they received professional assessments and follow-up from social workers. Based on their individual needs and traits, rehabilitation plans were customized for each of them. To Shing and Kam Mun, the halfway house was not just a roof over their heads but also a space of their own where they could relax and slow down, and find acceptance and support from their peers. It was there that they also found a routine and the courage to take their first step out of their comfort zone.
隨著勝仔和麒鶴的狀況得到改進，他們離開宿舍，生活重回正軌。即使未能完全復原，但已能與親友共處，人生總有起起跌跌，勝仔和麒鶴從低谷中成長變。宿舍的快樂時光與伙食的貢獻鼓勵著他們堅實地在復元路上繼續前行，欣賞和珍惜生命中每個美好的片段，邁向更豐盛的人生。

As their conditions improved, Shing and Kam Mun left the halfway house and returned to their regular lives. Even if it is early to say they have fully recovered, they have certainly learnt to cope with their conditions. Amid the ups and downs of life, Shing and Kam Mun have emerged from the valley to become better versions of themselves. The happy times they had at the halfway house and the sincere encouragement they received from their friends there will give them strength to persist in their road to recovery. They will appreciate and cherish all the precious memories of their life, and continue to lead fulfilling lives.
我梦想家园

My Dream Home

新的生活、新的體驗

扶康會的敬老成人護理中心對阿偉來說是一個全新的生活體驗。到來這裡之前，阿偉住在一所政府資助的私營宿舍。正所謂窮則思變，窮則思變。樣樣事事都規規矩矩的阿偉，在這裡才真正找到自己的生活。他從未有過這樣的自由，可以去任何地方、可以去任何地方。他開始自由地選擇自己的生活。他開始自由地選擇自己的生活。

New Life, New Experiences

Kai Yuet Adult Training Centre under Fu Hong Society was a whole new life experience for Wai. Before arriving at the centre, Wai lived in a non-subvented private hostel where meals were served on a first-come-first-served basis. Rice, on the other hand, was available for multiple helpings. Over time, the rice-dominant diet caused Wai’s blood sugar levels to fluctuate, so much so that he needed medication for his condition. At the same time, he had to put up with woodloze that often bit through and scarred his skin. Every time Wai’s sister went to visit him and saw his arms filled with bite marks, she felt angry yet helpless.

擁有夢想，擁有未來

I have a dream! Have a dream! My dream came true!
Wai had never thought that even though he was not "artistically talented", he could also participate in artistic creation so comfortably and derive so much joy from it. Using artificial intelligence-powered software, Hong first asked Wai to select the styles of artists such as Michelangelo, Vincent van Gogh and Picasso before getting him to choose the subject of his artwork. Wai thought for a bit before deciding to include things he liked such as the bald head, Chinese food and hamburgers. He signed on his work as a finishing touch to his very own creation. Wai loves his own work and hangs it by his bedside. Participation in diverse activities has allowed Wai to enjoy a higher quality of life.

Ace Partner in Dream Comes True

If Karl Maka can be said to be Wai’s idol, then Hong is certainly Wai’s ace partner. To help Wai fulfill his dream, Hong picked up the skill of shaving heads and bought the necessary tools himself so that Wai could cut his ‘hairstyle’ as Maka. Wai was overjoyed at his new hairstyle and wanted Hong to continue being his hairstylist. Hong, on the other hand, is looking forward to doing that and more as he works to help Wai achieve more of his dreams.

One day, Hong got the bad news that Wai’s mother passed away. He knew that Wai really wanted to be there for her funeral, so he took Wai there himself after making sure Wai was dressed in the right clothes. When Tomb-Sweeping Day was round the corner, Wai got his new haircut as he wished and hoped to visit his mother’s tomb together with his sister in the mountains. To achieve his dream, Hong urged him to do his exercises diligently so that he would be fit enough for the trip. With Hong on his journey, Wai felt confident that he would be able to do it one day.

Wai’s story exemplifies the spirit of the residential services under the “quality family life” model. We care holistically about the service users’ mind and body wellness, and provide them with an ideal home. Here, our service users have an ace partner they can rely on and countless dreams to look forward to!
4 服務
SERVICES
年度亮點
Highlights of the Year

7月
July 2022
開啟「庇護工場延展照顧先導計劃」
Launching of 'Sheltered Workshop Extended Care Pilot Project'

8月
August 2022
榮獲ARC國際年報比賽整體報告金獎
Received the Gold Award of Overall Presentation in International ARC Awards Competition

10月
October 2022
扶康會四十五周年感恩晚宴分享會
FHS 45th Anniversary Celebration
感恩晚宴 cum "Flying Dreams, Flying Colours 2022: Happy Artists" Exhibition

11月
November 2022
18-20 / 11
扶康會四十五周年慶祝挑戰及《藝遊夢飛行2022：快樂藝術家》展覽
FHS 45th Anniversary Celebration
Closing Ceremony cum "Flying Dreams, Flying Colours 2022: Happy Artists" Exhibition

12月
December 2022
11 & 18 / 12
扶康會四十五周年慶祝電影「殊・不簡單」放映會
Screening of FHS 45th Anniversary Celebration Microfilm — 'A Special Journey'

26 / 18
扶康會四十五周年慶開幕禮暨
「擁抱轉變 — 愛護服務的智慧」研討會
Kick Off Ceremony of FHS 45th Anniversary Celebration cum 'Embracing Change — Wisdom in Rehabilitation Services' Symposium

14 / 10
扶康會康復中心二十五周年誌慶
25th Anniversary of Fu Hong Society Rehabilitation Centre

3月
March 2023
獲頒「無懼礙網頁嘉許計劃」金獎
Received the Gold Award of 'Web Accessibility Recognition Scheme'

出版《治療在我手》系列工具書
Publishing "Healing in My Hand" Booklet Set

慶祝咖啡茶重開
Reopening of Madam Hong Café

香港海防博物館
Hong Kong Museum of Coastal Defence
Residential Services

本會以「優質家庭生活」作為住宿服務的服務模式，其中涵蓋五大元素，包括身體及物質福祉、情感福祉、正向互動、培育成長及個別支援。各個住宿服務單位既是一個個小家庭，也是扶養會大家庭中的一分子。

“Quality Family Life” is our core service model for residential units. The model has five main elements, namely physical and material well-being, emotional well-being, positive interaction, parenting and individual support. Each residential service unit is a small family. At the same time, it is also a part of the big Fu Hong family.

Happy or Sad, Every Moment Matters

斷斷續續的疫情無時無刻不在影響著人們的生活，工作人員與服務使用者的聯繫，包括通話、電話、寫簡訊、拍照片等，早已成為日常的一部分，讓大家的關係不那麼疏離，作為一家人，員工與服務使用者都珍惜每一段歡樂時光，同時，服務單位亦鼓勵及支持住戶組織互助網絡，盡討心中情，接納彼此的喜怒哀樂。

The intermittent epidemic has not hindered communication between service users, family members and volunteers. Things like video calls, phone calls, written cards and short videos have become part of our daily life, helping us to maintain relationships. As a family, our staff and service users cherish every happy moment spent together. Our service units encourage service users to form mutual aid networks, share their ups and downs, and accept each other's negative feelings.

Soft Meal or Special Meal, Every Meal Is a Good Meal

喜以食為先，家以樂為先，除了平日的日常餐飲外，當然更少不了更有節日的家常、家常菜，特別是特別的食辰。這不僅是營養的均衡，更是品與味的實至名歸。為讓住戶吃得快樂有味，地區服務單位總會推出特別的餐點，除了提供營養豐富之外，還提供額外的糕點與果汁。本會的中途宿舍更全面翻新小廚房，運用給服務使用者一同做飯，共享美食。

Happiness is integral to the quality of family life and food is perhaps the most important thing that brings people together on a daily basis. Apart from regular daily meals, food at our residential service units also includes festive treats, customised special meals and tasty soft meals. Every dish on the table is the result of tremendous care and effort, and subject to strict safety and culinary requirements. While that is hard work, it is the greatest gratification for our staff to see the service users eating with gusto. Apart from providing high-quality meals, the kitchen area of the Society’s halfway house has been fully renovated and service users are welcome to cook their favourite dishes there and share them with others.

Tasty food and aesthetic in the making
Artist or Dreamer, Talent Abounds

Although our hostels promote a communal style of living, great attention is also paid to the preferences, interests and strengths of individual service users. A variety of activities are on hand to help showcase our service users' talent and also cultivate their temperament. These activities also bring harmonious and cheerful vibes. With the guidance of coaches from different fields, many service users have shown previously undiscovered potential over time and developed unique talent, allowing the public to see persons with disabilities in a different light.

For a family to be cohesive, happiness and a sense of belonging are essential. Our staff constantly brainstorms ideas to organise relaxing and joyful activities for service users, including studio photography that showcases their personal styles, adrenaline-charged sports days or even prayer days. Meanwhile, as members of the family, service users are also happy to do their part. They have sent handmade thank-you cards to the doctors who worked hard during the pandemic. This is a gesture of respect and courtesy, and also one that makes the service users themselves feel a greater sense of belonging.
Family Care Home Services

Family Care Home Services provide small-group family services aimed at providing family life for the orphaned adults with intellectual disabilities or their parents are unable to take care of them due to old age. The Family Care Home committed to helping its Family Members integrate into the community, allowing them to use community facilities and interact with members of the community to promote mutual understanding and acceptance. This helps to achieve the goal of creating a caring and inclusive society.

This year, the Family Care Home organized a milestone activity called 'Happy Together'. Volunteers were paired with 24 Family Members who participated in the activity held at Ng Wah College. The activity promoted friendship and social inclusion among the participants and provided an opportunity for positive interactions.

此外，關愛家庭亦定期舉辦義工和義工的活動，包括參與不同類型的活動，如回憶錄的分享、社區活動的參與等，以促進彼此的友好和增進他們的互信互動。

The Family Care Home also regularly arranged for its Family Members to join in various community activities with volunteers and staff. These activities included a day trip to Disneyland, the Closing Ceremony of Fu Hong Society's 45th Anniversary and fundraising charity auctions. Most of our Family Members were able to participate, showing great enthusiasm and satisfaction with the service quality. Interest groups had also been organized to enrich the social lives of the Family Members in addition to providing spiritual support to them and the Housemothers. The participants found these activities heartwarming.
日間訓練服務
Day Training Services

持續三年的新型冠狀病毒感染對日間訓練服務帶來極大的挑戰。然而挑戰終於在2022年年底隨著疫情開始緩和，社會亦逐步復常。過去一年受疫情影響，日間訓練服務的需索變得特別嚴峻。社會福利署緊急擴展日間訓練服務，以應付不同服務群組的需索。日間訓練服務包括社區日間康復服務、小組訓練、個別訓練、社區康復及社區支援計劃等。

The COVID-19 pandemic brought great challenges to the Society’s adult training centres over the past three years. At the end of 2022, the situation finally eased somewhat and Hong Kong gradually returned to normal. In the past year, the Society’s adult training centres adopted different strategies to provide day services to persons with mild, moderate and severe intellectual disabilities, and provided a variety of learning methods such as individual training, group activities, hands-on learning and art media so that service users can develop in all aspects of self-care, leisure and social life. This is aimed not only at improving their quality of life, but also to enhance their body, mind and spiritual wellness.

推廣「樂活老齡」減緩退化
Promote ‘Active Ageing’ Model to Slow Down Deterioration

本會成人訓練中心推廣「樂活老齡」模式，包括健康管理、運動、預防跌倒、社交聯繫與健康飲食五大原則，推行身心靈康復訓練及活動，例如修習福、烹煮技巧、園藝及音樂等，以減緩他們的身體機能退化。此外，員工發覺創意，推行不同形式的訓練及活動，於中心內舉辦長者享用美食、親子戶外遊及參加節慶活動以體驗生活的樂趣。

Our adult training centres implemented the ‘Active Ageing’ service model in response to the needs of ageing service users. The five principles of this model are health management, physical exercise, injury prevention, social contact and healthy eating. We organised diversified training activities such as dance classes, cooking groups, horticulture therapy and artistic activities to help slow down the deterioration of the service users’ health conditions. The staff also used their creativity to organise different forms of group training and activities. For example, the service users joined indoor activities such as banquets and enjoyed delicious food, as well as simulated outdoor camping. They also participated in festivals to experience the fun of life.
跨專業介入提升身心靈健康

Multidisciplinary Interventions for Enhancing Body and Mind Wellness

The Society has applied the "International Classification of Functioning, Disability and Health" (ICF) framework in case intervention. It was adopted for evaluation and analysis of the relationship among health, physical functions, participation in activities and environmental factors of the service users for the purpose of gaining a comprehensive understanding of the needs of our service users. This also helps us formulate an interdisciplinary individual plan and intervention direction which allow professionals to devote more attention to the needs of service users. Moreover, with the collaboration among multidisciplinary staff, the body and mind wellness of our service users would be enhanced. The spiritual development of service users is also a concern at our adult training centres. By organising life and death education groups with activities such as the production of a collection of life stories and mock mourning, persons with intellectual disabilities can learn more about life and enrich their experiences.
Community Participation in Promoting Social Inclusion

The centres resumed organising volunteer activities as the pandemic eased. For instance, the student and community volunteers of the "BEST BUDDIES HONG KONG" Movement visited the centres to show their concern and maintain precious friendships with our service users. At the same time, the service users are very excited about participating in outdoor activities. The outdoor tours and visits to theme parks were welcomed by our service users and their parents. Last year was the 45th anniversary of the Society, and all centres actively participated in the FHSC 45th Anniversary Celebration Closing Ceremony with "Flying Dreams, Flying Colours 2022: Happy Artists Art Exhibition". It was a good opportunity to promote social inclusion, as it helped to demonstrate the potential of persons with intellectual disabilities.
職業康復及發展服務
Vocational Rehabilitation and Development Services

本會職業康復及發展服務包括兩間庇護工場、一間綜合職業康復服務中心，以及就業支援服務。透過一站式不同工作技巧訓練和就業機會，籍此向社會各界展示弱勢使用者的工作潛能，發展他們的長處，提升社會大眾對他們的接納程度，從而建立一個共融社會。

The Society’s Vocational Rehabilitation and Development Services consist of two Sheltered Workshops; one Integrated Vocational Rehabilitation Centre and the Employment Support Service. They provide one-stop work skills training as well as employment opportunities to enable service users to realise their potential, develop their strengths, increase public acceptance and build an inclusive society.

復常路上推動共融就業
Promoting Inclusive Employment Alongside Normalcy

本會各工場致力推廣優質職能，自疫情期間一直不遺餘力地提供個化及市場化的職業康復訓練服務，以助弱勢學員成功公開就業，廣泛界有更多的接觸。自復常以來，本會各工場積極把握各行各業復甦契機，為服務使用者於公開市場尋找就業機會，亦與不同行業、不同規模的公司合作，例如國際連鎖時裝店、本地大學、公立學校及大型餐飲、洗衣工場及社會企業等，在一年內成功獲多位服務使用者獲得就業機會，使他們除了可以自力更生之外，也能在適合自己的崗位上貢獻社會。

Our Workshops are committed to promoting inclusive employment opportunities for persons with disabilities. It has also continued to provide vocational rehabilitation training during the pandemic to enhance the employability of our service users. This has helped to strengthen their connection with society. As the pandemic gradually subsides, we have been actively seizing opportunities for our service users to find employment in the open market by collaborating with companies of different industries and scale. They include international fashion chains, local universities, public hospitals, restaurants, laundry shops and social enterprises. Many service users have been hired after receiving personalised training. This not only allows them to be self-sufficient but also empowers them to contribute to society in their own ways.

開展「葵興職業發展中心現代化計劃」
Launch of Kwai Hing Vocational Development Centre Modernisation Project

承蒙香港賽馬會慈善信託基金捐資一千四百一十一萬港元，葵興職業發展中心於2022年8月展開現代化計劃，以恆常化高質素使用的需要及應對職業康復服務的發展趨勢，葵興職業發展中心亦將會進一步發揮其社會功能，一如過去與社區的共融活動，增加接觸機會，提高區內人士對殘疾人士的認知和接納程度。預計整個現代化計劃的裝修工程將於2023年第四季完成。

The Kwai Hing Vocational Development Centre Modernisation Project was made possible by the generous support of the Hong Kong Jockey Club Charities Trust through a grant of HK$14.11 million. The project will commence in August 2023 and it will turn the centre into an up-to-date advanced workshop that meets the needs of ageing service users. This would also be aligned with the trend towards vocational rehabilitation services. The modernised centre will go one step further in performing its social function of increasing community awareness and acceptance of persons with disabilities by organising inclusive activities that will increase social contact between persons with and without disabilities. The renovation is expected to be completed in the fourth quarter of 2023.

葵興職業發展中心現代化計劃的裝修工程預計於2023年第四季完成
The modernisation project of Kwai Hing Vocational Development Centre is expected to be completed in the fourth quarter of 2023.
推展「就業支援服務」

Promote Employment Support Service

就業支援服務為具公開就業潛能的服務使用者提供適切服務，協助他們尋找合適工作，包括工作種類、性質、所需技能、職責、環境等等，增加公開就業機會，讓他們發揮所長，除增加收入外，更可增加信心和實現自我。本年度共為約一百一十位服務使用者提供就業支援服務。此外，本服務亦積極鼓勵服務使用者成為義工及參與音樂、戲劇及舞蹈等培訓，讓他們的多元才能得以發揮，加強他們的自信，讓他們盡展發光。

The Employment Support Service provides appropriate services to service users with potential for employment in the open market. Over the year, 110 service users benefited. The services help to match service users to suitable jobs based on criteria such as job type, job nature, work skills, duties and environment so that they can use their skills and talent not only to earn income but also to boost their confidence and self-actualisation. In addition, the services actively encourage service users to become volunteers and participate in music, drama and dance-related training so that they can develop diverse talent and become more confident, allowing their self-worth to shine.

面對服務使用者老化情況，本會各工廈應用「樂
活長者」概念，主動去年全的服務使用者做好准
備，協助他們應對整個年長者的挑戰。服務單位
從「健康管理」、「預防傷風」、「運動」、「社
交技巧」和「健康飲食」五方面著手。除了每天
常進行日常運動及發威膀胱外，亦會與其他機構合
作舉辦視力檢測、氣功活動，前列腺檢查等，務求
令服務使用者度過健康有活力的晚年。

In response to the ageing of service users, our Workshops have adopted the ‘Active Ageing’ service model and are proactively preparing elderly service users for ageing-related challenges. Under this model, the Workshops focus on five aspects: health management, injury prevention, physical activities, social connectedness and healthy eating. In addition to daily exercise and health monitoring, the Workshop also collaborates with other organisations to organise activities such as eye examinations, qigong, and prostate checks, with the aim of helping service users enjoy their old age in good health.
Social Enterprises

The Society set up Hong Yung Services Limited (HYSL) in 2003, adopting a business and operational strategy that seeks to achieve the social objective of promoting employment of persons with disabilities. The social enterprise provides diverse employment opportunities for persons with disabilities, encourages them to participate in the community and allows them to demonstrate their work capabilities to the community. Its operations include setting up a store that sells cleaning and disinfection products, operating Chinese and Western-style restaurants, contracting to provide sanitation work, and providing door-to-door air disinfection and pest control services.

Our catering business aims to provide persons with disabilities with training in actual working environments so as to enhance the skills they need to work in the catering industry in the future and prepare them for future employment in related fields. Furthermore, they can improve their communication skills and gain self-confidence through a satisfying work experience, which would in turn encourage them to live actively in the community, HYSL currently operates two catering outlets, namely Madam Hong Restaurant at Ko Shan Theatre and Madam Hong Cafe at the Hong Kong Museum of Coastal Defence. These two restaurants not only provide employment opportunities for persons with disabilities but also allow them to interact with customers from different countries in the course of providing catering services and demonstrate their working abilities. In short, they are platforms for social inclusion.
康馨的GERMAGIC 服務專業團隊是香港首間社會企業獲得香港科技大學認可，並且是目前唯一由社會企業營運的專業服務團隊。過去數年，在疫情肆虐期間，康馨 GER MAGIC 服務專業服務團隊為不同的企業、學校、食肆、商場、物業機構、院舍、企業、公共場所、小巴、的士等提供全面消毒服務，包括長達九十天的內窩消毒服務，不但服務了數萬人士為社區抗疫作出貢獻，亦同時可以幫助康馨人士積極參與社區，當他們將不同地方為客戶提供服務時，有很大機會接觸到社區內不同的設施及人士，增加他們的社區存在感，讓他們感到自己是真正社區的一分子。

HYSL’s GEM magic coating specialist team is Hong Kong’s first social enterprise to be recognised by the Hong Kong University of Science and Technology. It is also the only coating specialist team that is operated by a social enterprise. During the pandemic in the past few years, HYSL’s GEM magic coating specialist team provided the 90-day GEM magic thyme antivirus coating service for various indoor and outdoor venues such as companies, schools, restaurants, shops, social welfare institutions, hostels, residential homes, public venues, minibuses, tour buses and taxis. The antivirus coating service demonstrates the contributions that persons with disabilities can make in preventive efforts and encourages them to participate in the community. As they travel to different districts to provide the services, they gain access to different facilities and people in the community, increasing their sense of presence in the community and allowing them to feel that they are truly a part of the community.

此外，康馨透過服務，成功延續了香港大學賽馬會學生二宿舍的兩年清潔服務約合，由2023年1月1日起生效。這座康馨為該宿舍提供清潔服務的第十八年。這意味著，香港大學不僅認識到康馨的服務質量，而且還鼓勵康馨人士就業。

康馨多元化的業務，能夠為康馨人士參與社區的機會，並讓社區人士了解康馨人士的能力，促進社會共融，展望將來，康馨將繼續爭取工商界的支助，為康馨人士創造更多就業機會，一起構築「互助共融社會」。

HYSL has also successfully extended a two-year cleaning service contract with Jockey Club Student Village II of the University of Hong Kong with effect from 1 January 2023. In an open tender exercise, that means this would be the 18th year for HYSL to provide cleaning services to this dormitory. Not only is it a recognition of the service quality HYSL delivers, it is also a form of encouragement to others to employ persons with disabilities.

HYSL’s diverse services can increase opportunities of social participation for persons with disabilities and allow the community to recognise the capabilities of persons with disabilities, promoting social inclusion in the process. HYSL will continue to exist support from the industrial and commercial sectors for the creation of employment opportunities for persons with disabilities so as to “Build an Inclusive Society for All” together.

康馨作為香港大學賽馬會學生二宿舍提供清潔服務的第二十年，向學生宿舍提供清潔服務

HYSL’s cleaning team has provided services to Jockey Club Student Village II of the University of Hong Kong for 20 years.
Community Mental Health Services

The Society provides Community Mental Health Services through three halfway houses, namely Yuet Kwan Home, Yuet Chi Home and Yuet Hang Home, and the Integrated Community Centre for Mental Wellness is called Sunrise Centre. Halfway houses provide community-based residential services to persons in recovery, facilitating their reintegration into the community. Sunrise Centre serves the residents in the Central District and some parts of the Southern District, and provides one-stop and district-based integrated community mental health support services. The centre also plays an active role in community outreach to enhance public awareness of mental wellness.

Connecting Community through Physical Activities

The sports group regularly organized hiking, stretching, table tennis and running activities during the pandemic. Through these activities, service users could get in touch with nature, breathe fresh air and enjoy the beautiful scenery while hiking in the countryside. These not only relieve the pressure of daily life but also strengthens body and mind resilience. Through the "Sowers Action Challenging 12 Hours", "Green Power Hike", and "Adventureship", service users and community volunteers supported one another and achieved goals together.
拥抱身心灵

Embracing Body-Mind-Spirit Wellness

宿舍举办瑜伽和颈项体验活动，让舍友从忙碌繁重的生活中抽出时间去聆听自己的身心需要，在活动中参与者感受到身体及精神上的放松，身心恢复平和，身体受痛或疲惫的地方亦得到适度舒缓，整体的身心状态更能使舍友感受及掌控自己的身体，以增强身心的健康。

Service users spend time listening to their inner needs through yoga and neck exercises amidst the bustle of daily life, gaining a sense of calm through physical and mental relaxation with these activities. Some of their physical pain was also alleviated. Aerial yoga gives service users better control over their bodies, and enhances their body and mental coordination.

與照顧者同行

Walking with Caregivers

後代的家屬也需學習照顧，宿舍舉辦家屬互助小組，鼓勵照顧者更關注自己的身心需要，好好善待自己，活動除紓緩了照顧壓力，亦促進同路人互相傾聽及經驗分享，以正面樂觀的態度，發揮自己的力量迎接業界路上的種種挑戰。

Family members of persons in recovery also have needs to be met. Halfway houses organised mutual support groups for family members, encouraging caregivers to prioritise their own physical and mental needs, and treat themselves well. The activity not only alleviated stress and pressure but also encouraged fellow members to support each other and share experiences. With a positive and optimistic attitude, they gained the strength to meet various challenges on the road to recovery.

樂活老頤GO！

Active Ageing GO!

針對長者住舍的身心需要，宿舍透過健康飲食及生活模式教育，讓他們學會以適合自己的方式去應對老齡化，進而提升身心靈健康水平。活動中亦加入年青住友的參與，彼此建立關係並促進世代共融。

In response to the physical and social needs of silver-haired service users, halfway houses encourage them to learn how to prepare for ageing, and to maintain physical and mental health, through education on healthy diet and lifestyle. As part of this activity, young service users are invited to participate as well as to build friendships and promote cross-generational interaction.

康晴天地

Sunrise Centre

康晴天地是一所精神健康綜合社區中心，由社工、職業治療師、精神科護士、臨床心理學家及個案管理工作組成專業團隊，為後代人士、疑似受輕微症狀人士、他們的家人/照顧者及居住於社區及區內的居民，提供社區為本的一站式綜合精神健康服務。

Sunrise Centre is an Integrated Community Centre for Mental Wellbeing that provides community-based mental health services to persons in recovery, persons with suspected mental disturbances, their family members / caregivers and residents living in the Central and Southern Districts. The professional team comprises social workers, occupational therapists, psychiatric nurses, a clinical psychologist and peer support workers.
Utilising Information Technology

Sunrise Centre launched a mobile application in July 2022, allowing members to use smartphones to register for centre activities and receive the latest information from the centre. Registered members of the programme expressed their appreciation for the programme’s ability to strengthen communication and connection between the centre and its members.

《藝與夢飛行》藝術展 / 藝術工作

“Flying Dreams, Flying Colours” Art Exhibition / Artistic Work

More than ten members of Sunrise Centre participated in creating art for the exhibition. They showed self-appreciation through their portraits and shared stories. Their exhibits were highly praised.

同路互助・分享經驗

Mutual Support with Experience Sharing

Peer Support Service actively cooperates with schools and community groups. Through the “Human Library”, community members have the opportunity to exchange their experiences with persons in recovery, and their understanding of mental health and acceptance of persons in recovery can be enhanced. The three peer support workers drew from their own recovery experience to conduct inclusive activities for participants at schools in the Southern District and at the Hong Kong and Shanghai Banking Corporation Limited (HSBC). At the same time, peer supporters gave support and encouragement to others on the road to recovery.
康晴天地友誼人計劃
Friendship Project

計劃鼓勵會員之間建立友誼，一同參與定期活動，增加個人的支援網絡。其中的雙月聚會每次均以不同的悅元素為主題，讓會員認識身心健康的的重要，中心在節慶日子舉辦活動，鼓勵會員到中心共度歡樂時光。每年舉辦的康晴大旅行，讓會員及家屬一起參與一天遊活動，除增進家人關係外，亦促進他們融入社區。

The programme encourages friendship among members, as they participate in regular activities together and expand their networks of personal support. Each bimonthly gathering has a specific theme on recovery elements so that our members can better understand the importance of physical and mental health.

The centre organises activities on festive days and encourages members to come to the centre for the gatherings and have a joyful time. Every year, the centre organises a mass outing so that the members and their families can participate in a 3 day trip together. In addition to enhancing family relationships, such trips also promote their involvement in the community.

賽馬會樂齡同行計劃
JC JoyAge: Jockey Club Holistic Support Project for Elderly Mental Wellness

賽馬會與本會2022年1月起，參與由香港賽馬會慈善信託基金贊助及贊助的“賽馬會樂齡同行計劃”，以應對長者的康 Jailage，服務結合長者地區服務及社區精神健康服務，以逐步引入模式，根據風險程度，提供個別化、系統營養及支援。項目的目标是，透過舉辦活動和參與活動，為長者提供康健的預防和適當的介入服務，從而提升長者的心理健康。

Since January 2022, Sunrise Centre has participated in JC JoyAge: Jockey Club Holistic Support Project for Elderly Mental Wellness, a project initiated and funded by the Hong Kong Jockey Club Charities Trust, to deal with depression issues in the ageing population. The service combines regional elder services and community mental health services by using a stepped care model with appropriate prevention and intervention services for the elderly who are at risk of depression or have symptoms of depression.

樂齡之友及家屬對香港城市大學社會工作系

樂齡之友及家屬於香港城市大學社會工作系

The professional staff and service users have completed all relevant training. This means they are now the human resources and social capital required in the work of improving mental health care for the elderly. By acquiring practical knowledge of mental health, the elderly can improve their abilities and skills in coping with emotional problems. Meanwhile, they can support their peers suffering from depression in the community as well. This achieves the goals of self-help and helping others.

樂齡之友講座“身心康健行動計劃”的五大核心概念，參會者通過分享各個不同的學習經驗，實踐當中的“學習”，完成

The professional staff and service users have completed all relevant training. This means they are now the human resources and social capital required in the work of improving mental health care for the elderly. By acquiring practical knowledge of mental health, the elderly can improve their abilities and skills in coping with emotional problems. Meanwhile, they can support their peers suffering from depression in the community as well. This achieves the goals of self-help and helping others.
Community Support Services for Persons with Disabilities

参加由社工及导师主持的简报会“残障人士社区支援服务”

本会为提高社区对残障人士的认识及接纳，特别为残障人士及其家人提供支援服务。该服务包括多元化的训练小组、户外活动、职安监察等，以及特殊服务，包括在社区内寻求工作机会。本会的目标是透过社区支援服务，让残障人士能够更加融入社会，获得应有的尊重和机会。

The project continues to promote the message of emotional health to the public. In December 2022, this service completed its large-scale community education programme named "Journey of Pure Heart - Joy in Wai Fu". Besides explaining how to regain normalcy after the pandemic, the programme also stressed the importance of physical and mental health.

At the height of the pandemic, many social services were forced to be suspended but the centre’s doors remained open, providing support services to those in need. It conducted online training, offered home visits to deliver anti-epidemic resources and daily necessities, and accompanied members for COVID-19 vaccination, among other things. The team helped a housebound member by donating luncheon deliveries and providing support to tide her over an emergency. This gesture won the Shui Wai District Support Centre third place in the "8th Good Staff and Good Event Recognition Scheme".
As the pandemic eased, social norms gradually returned. In October 2022, the centre held the “1st Bocca Championship” aimed at encouraging members to reconnect with the community. In November 2022, the centre partnered with the Hong Kong Polytechnic University to launch a fashion design workshop and the related fashion show will be held in September 2023. The centre also held roadshows in Tin Shui Wai District to reach out to ethnic minority groups and their family members who have disabilities. It also provided them with translation services and medical escorts. To create a caring community that embraced people of all races and abilities, the centre rolled out a series of community initiatives for the ethnic minority groups, including the “Caregiver Café” and an island-wide cycling team called “Ride with You”.

Hong Kong has undergone major changes during the pandemic. The team has learnt to swiftly respond to the rapidly changing environment and provide services in an agile manner. Mutual support among neighbours is indispensable for persons with disabilities living in the community. In view of this, the centre is committed to training Tin Shui Wai residents to become “Friends of HKIE” volunteers, strengthening the collaboration with community partners, and proactively embracing upcoming changes and challenges in the Tin Shui Wai community.
自閉症及發展障礙支援服務
Autism Spectrum Disorders and Developmental Disabilities Support Services

本會「華健中心」及「華健康兒中心」的成立，專門為特殊需要的兒童提供適切的治療與訓練，包括為輕微自閉症的兒童提供學校訓練支援服務、個別訓練、密集式訓練小組、感覺統合治療、物理治療、語言治療及心理評估服務等。

‘Hin Dip Centre’ and ‘Hin Dip Hong Yee Centre’ were established to provide appropriate treatment and training for children with special needs, including those on the waiting list for subsidised preschool rehabilitation services. Our services cover subsidised learning and training, individual training, intensive training groups, sensory integration therapy, physiotherapy, speech therapy and psychological assessment services.

網上直播雲端教學
Online Teaching during the Pandemic

自2020年疫情後，一連串的限制與社會距離影響，對特殊需要的學生及家長帶來重大的挑戰。為此，華健康兒中心網頁和直播雲端教學，設計一系列的課實操課程，結合故事、遊戲、美術及STEM科學等元素，做到「停課不停學」，靈活多樣的學習方式為兒童進行實體訓練。

During the pandemic that started in 2020, there were frequent disruptions to children’s face-to-face classes. The challenges that this caused children with special learning needs and their parents were especially great. To enable the children to lead more fulfilling lives even when in-person classes were suspended, the centres conducted online teaching. The ‘Learning Fun Online Class’ was designed as a series of coherent courses that combined elements such as stories, games, art and STEM subjects so as to provide the children with continuous learning. The centres resumed face-to-face training for children after the pandemic eased.
製作教學影片及網上教學平台
Production of Educational Video and Online Teaching Platform

為支援家長為兒童提供適切的家庭訓練，中心製作多款教學影片和教材，供家長免費下載使用，並透過網上教學平台「華德.&」及「悅兒小學堂」讓家長在家也能學習。此外，中心每月定期出版「華德物語」分享育兒資訊，給予家長全方位的支援，紓緩照護者的壓力。

To help parents to provide appropriate training to their children at home, the centres have produced a number of instructional videos and materials for parents to download and use for free. The centres also created online teaching platforms ‘Hin Dip Channel’ and ‘Hong Yi Classroom’ as well as published the monthly ‘Hin Dip Newsletter’ to share parenting information. This provides comprehensive support for parents who want to train their children, which helps to relieve the pressure on caregivers.
Family Support Services

The ‘Jockey Club C-Care Programme – Fu Hong Society Family Support Service’ aims to provide family support services to persons with disabilities and their family members, especially when it comes to special school graduates. By means of a family-centred intervention model, diversified services are provided to support special school leavers with intellectual disabilities and their family members. The scope of the programme includes individual and family counselling, buddy matching programmes, educational workshops, informative e-platforms as well as leisure groups. The centre also actively connects service users with community resources to promote participation and social inclusion. In addition, the Society continues to provide consultation services to the applicants of ‘Institution Carer Services Supporting Special Need Trust’.

The opening ceremony of the centre was successfully held in hybrid mode on 23 July 2023. Ms. YIP Hau Yu, Assistant Director of Social Welfare Department (Rehabilitation and Medical Social Services), Ms. CHUNG Wai Man, Senior Charities Manager (Rehabilitation and Medical) of the Hong Kong Jockey Club, and Ms. LAM Siu Ling, MH, Council Chairman of the Society, were invited to officiate at the ceremony.
Moreover, the centre organises diversified family activities to cultivate family relationships and social interaction. The activities include parent-child interest classes and festive activities, as well as the ‘Buddy Programme’ that broadens the social circles of families with special needs.

Traditional Group: Providing support to pre-special school learners by helping them understand the path after graduation and adapt to adult services.

Buddy Programme: Making friends with professional football players.

Sports Day: Festive activities were arranged for persons with intellectual disabilities and their family members, enhancing their well-being and facilitating their integration into the community.
扶康會「香港最佳老友」運動．屯天共融網絡
FHS ‘BEST BUDDIES HONG KONG’ Movement
－ Tuen Tin Inclusive Network

「最佳老友」的發起人 Mr. Anthony Kennedy Shrimer 是美國高爾夫家族成員之一，他於
1989 年創辦「國際最佳老友」，推動智障人士與非障礙人士建立一對一的平等友誼。他的
積極推廣下，目前於全球四十七個國家推行，以提高障礙人士的生活質素，促進社會共融。

"BEST BUDDIES" was founded by Mr. Anthony Kennedy Shrimer, a member of the
Kennedy clan in the United States who established ‘Best Buddies International’ in
1989 to promote one-to-one friendships between persons with and without intellectual
disabilities. Owing to his dedication, Best Buddies programmes have been launched in
47 countries and territories around the world.

在2004年，本會獲「最佳老友」總部邀請及授權成立「香港最佳老友」運動，成為香港唯一獲認可推動此類
運動的機構。在過去十八年透過舉辦多元化的活動，讓障礙人士與非障礙人士，為老友們提供互動、學習與分享
的機會，加深社人士對障礙人士的了解，促進社會共融。於2022年4月起，本會獲社區投資共享基金贊助
「香港最佳老友」運動，屯天共融網絡”的行政及活動開支，以繼續推展「香港最佳老友」運動的共融精神。

In 2004, by the invitation of Best Buddies International, Fu Hong Society was authorised
as the sole organisation in Hong Kong to promote the "BEST BUDDIES HONG KONG"
Movement. In the past 18 years, we have sought to connect persons with and without
intellectual disabilities, and provided the Buddies with opportunities to interact, learn and
share with each other, in order to cultivate friendship among them and foster social inclusion
through diversified activities. Since April 2022, the Community Investment and Inclusion Fund has
sponsored the Society to launch the "BEST BUDDIES HONG KONG" Movement – Tuen Tin Inclusive
Network", so as to continue promoting the inclusive spirit of "BEST BUDDIES HONG KONG".
To mitigate the impact of the pandemic in the past year, we made good use of information technology to continue launching friendship programmes to help the Buddies stay in touch. When the pandemic eased slightly, the Buddies still strictly abided by the pandemic prevention measures when participating in activities. A variety of one-to-one friendship activities were held, including the 'Chepiter Friendship Walk' programme which consisted of visits to the Peak, Kedron Farm and strawberry fields as well as other activities. The Buddies could speak face-to-face to maintain social contact with the service users, build friendships and enhance their wellness and holistic health.
同時，「香港最佳老友」運動安排服務使用者與老友一起學習水墨畫，藉此機會互相認識和欣賞殘障人士的才能。『香港最佳老友』運動更首次舉辦共融水墨畫展，並運用服務使用者和社區老友合作而成的水墨畫印製精美的利是封，讓社區人士從中了解殘障人士的才能，體現平等和接納，一起營造共融社會。

Meanwhile, the Buddies got to learn Chinese ink painting together while they got to know each other and appreciated the abilities of persons with disabilities. It was the first time ‘BEST BUDDIES HONG KONG’ held a Chinese Ink Painting Exhibition, and made use of the ink paintings jointly drawn by the service users and Citizen Buddies for printing of beautiful red packets. Letting members of the community understand the potential of persons with disabilities, and delivering the message of equality and acceptance helped to create an inclusive society.

老友們和心意手製水墨畫
Buddies drawing Chinese ink paintings together wholeheartedly

至於推廣方面，本會員工首次到香港都會大學介紹「香港最佳老友」運動計劃，並招募了學生參與，年度內亦分別在屯門及元朗舉辦了三次校園展覽，除推廣「香港最佳老友」運動外，社區人士還可在展覽中與聾障人士一起參與藝術工作坊，增進彼此認識。此外，員工悉心把老友的共融故事拍製成短片，藉以加強向大眾宣傳「香港最佳老友」運動。

In the past year, the staff of the Society visited the Hong Kong Metropolitan University to promote the ‘BEST BUDDIES HONG KONG’ Movement for the first time. Students there were recruited to join the project. In addition, the ‘BEST BUDDIES HONG KONG’ Community Education Exhibition Tour was held in Tuen Mun and Yuen Long. Apart from promoting the ‘BEST BUDDIES HONG KONG’ Movement to the public, community members were invited to make handicrafts with persons with intellectual disabilities. This helped to foster their mutual understanding. Moreover, the inclusive stories of the Buddies were featured in short films for the promotion of the ‘BEST BUDDIES HONG KONG’ Movement too.

老友們一同分享於列車駐駕的共融水墨畫展
Buddies visiting the Chinese Ink Painting Exhibition at Lo Tung Station

「香港最佳老友」運動
The inclusive stories of Buddies were featured in short films for promotion of the ‘BEST BUDDIES HONG KONG’ Movement.
共融藝術計劃
Inclusive Arts Project

The Inclusive Arts Project advocates the use of art as a mean to unleash the artistic potential of talented service users through three aspects: cultivating interest, imparting skills and providing a platform. At the same time, it is aimed at promoting social inclusion through public education and collaborative activities.

提供共融平臺
Providing an Inclusive Platform

We believe everyone has an equal right to participation. Promoting social inclusion is to allow persons with disabilities to move from the point of absence to community presence. To raise public awareness and recognition of the diverse capabilities of persons with disabilities, an art exhibition was held at VESSEL in Kwan Tong, with over 1,300 participants turning out for this three-day event. Nearly 200 artists with disabilities presented 110 artworks which included 2D visual art and 3D installation art pieces. Musical performances were also arranged at the event.

我們相信「美」是每個人的權利。本會早前與香港扶輪社、振星國際扶愛有限公司及三層本地機構於赤柱廣場街辦首次雋秀，通過教授姿勢技巧，服務使用者化身成攝影模特兒，並透過攝影作品展現他們的美麗和自信，更讓公眾人士認識「美」是能超越殘疾的限制。

We believe everyone has the right to be beautiful. We co-organised a charity album exhibition at Stanley Plaza with the Rotary Club of the HUB Hong Kong, Primo Management Limited and three local organisations. Through learning posing techniques, the service users became photographic models manifesting their beauty and confidence. They provided an opportunity for the public to understand “beauty” is not limited by disabilities.
釋放藝術潛能

Unleashing Potential in Arts

我們相信每人都擁有無限的潛能，推動共融，就是讓有障礙人士擁有發展才能的過程。

本會早前獲康復基金會資助舉辦「音樂路」計劃，為來自本會青器一百五十名服務使用者，提供超過二百五十小時的樂器及樂隊技巧訓練，透過收音及樂器表演複雜的樂曲，社區精神健康服務的服務使用者更結成樂隊，除了在本會四十五周年活動上表演外，亦到專業錄音室錄音作品及拍攝音樂視頻，進一步讓大眾了解精神復元人士的優點及內心世界。

We believe everyone is gifted and promoting social inclusion is facilitating the process of persons with disabilities transforming from being invisible to visible. We were sponsored by the Arts Development Fund for Persons with Disabilities to organise ‘Fu Hong Music Journey’. We provided more than 250 hours of training on singing and band performance, enabling our service users to express their complex emotions through music. In particular, the band formed by the service users of Community Mental Health Services performed at the Fu Hong Society 45th anniversary celebration. In addition, the band also recorded songs and shot videos in a studio. This allowed the public to better understand the strengths and inner world of persons in mental recovery.

除了以聲音表達藝術，身體也是另一種天賦。由伊利沙伯女皇醫學

人士基金資助的「愛舞動」計劃，為本會十九個服務單位舉辦了二

十三個舞動小組，共一百八十位服務使用者參與。他們以現代舞為

基礎，配合創意肢體及形體動作，以身體表達自我，網絡不同藝術

發展的可行性。

Aside from vocal music, the arts can also be expressed through

body movement. With the support of the Queen Elizabeth

Foundation for the Mentally Handicapped, we organised 23

dancing groups for 180 service users who came from 19 service

units in the ‘Dance with Love’ Project. With modern dance as a

foundation, the participants expressed themselves through

creative body movements and opened up different possibilities for

their artistic development.

服務使用者也「愛舞動。」

Service users also love to dance
Cultivating Artistic Interest

There is no right or wrong in the world of arts. Apart from skills enhancement, we also value the process of nurturing persons with disabilities to appreciate the arts. Last year, we organised 340 sessions of visual arts activities and 448 sessions of musical activities for a total of over 4,000 participants. We integrated the concept of environmental friendliness into the activities as well. Apart from making music instruments from recycled materials, we also made handicrafts by reusing the remaining flags collected from Fu Hong Society’s territory-wide Flag Day. With creativity, we can always integrate arts into our daily life.
護理及專職醫療服務
Nursing and Allied Health Services

The Society is always concerned about the physical and mental development of service users. Hence, the Society provides services ranging from Clinical Psychology and Physiotherapy to Occupational Therapy, Speech Therapy and Health Care to train the service users by applying professional knowledge for them to achieve balanced physical and mental development, and cope with age-related problems such as deterioration of physical faculties and swallowing difficulties.

臨床心理服務
Clinical Psychological Service

Clinical psychologists help people in need to prevent and deal with various emotional, cognitive and behavioural disturbances. Clinical psychologists help service users to effectively manage their emotions through evidence-based positive behavioural support strategies.

對抗壓力最強大的武器，
是我們選擇想法的能能力。
—威廉.詹姆斯 (1842-1915)

在疫情中員工及服服務使用者的情緒健康
Emotional Well–Being of Staff and Service Users During the Pandemic

員工的情緒健康
As a care giver, in the pandemic period it is necessary to be aware of one's own mental health, as well as that of their families and service users. During the pandemic, clinical psychologists supported the emotional health of staff through various activities to help them remain positive and active.

疫情下的情緒健康
Emotional Well–Being of Staff and Service Users During the Pandemic

對抗壓力最強大的武器，
是我們選擇想法的能力。
—威廉.詹姆斯 (1842-1915)
提升服務使用者的情緒健康及社交技巧

在家園服務上，我們關注服務使用者的情緒健康。在相關訓練及活動中，我們啓發他們從自我理解中建立情緒的穩定性。服務使用者在日間 <$br />
活動中，透過簡單有效的訓練，他們可以學到情緒管理的方法。通過這種方式，我們希望服務使用者能夠學到處理日常情緒的方法，並增強他們的社交技巧。

Emotional Well-Being of Service Users

In response to the sudden changes during the pandemic, a handbook about emotional management was produced for service users. Staff have learned how to arrange the routine, manage emotions and use practical ways to help service users reduce anxiety and stress. In addition, workshops ‘Communication of Love’ and ‘Mindfulness’ were organised at Sunrise Centre to help participants engage in mindfulness and love-based communication to improve their relationships with their families during this critical moment.
物理治療服務

Physiotherapy Services

2022年5月，第五波新型冠状病毒感染的流行情况逐渐受到控制，大部分服务单位陆续恢复正常服务。在此期间，物理治療服務面臨著很大的挑戰。在這段時期，我們的服務人員不時接受輪班、隔離，導致服務量大增。在物理治療服務的服務人員需求大增，而我們的服務人員人手出現短缺的問題。在2023年的第二季度，我們採取了一系列措施來應對不足的問題，包括增加人手、優化排班制度及改善教育培训等。這些措施大大改善了我們的服務質量，同時也在一定程度上緩解了人手短缺的問題。
服務使用者接受治療前測試，以量度其肢體恢復前的柔軟度。

The service user is taking a sit and reach test to assess lower back and hamstring flexibility.

另外，為了增強「新冠康復者」接受物理治療後在身體狀況上的轉變，團隊以「功能行走量表」作為評估工具進行前後測比對。團隊共計評估了三百一十四位曾經接受物理治療服務的「新冠康復者」，數據發現平均有八成七的「新冠康復者」的身體狀況相對於感染第三波疫情前有所改善，成績令人鼓舞。

過去一年，物理治療團隊克服重重困難，保持上下一心，成功為一千三百九十二位服務使用者，提供超過二萬二千二百四十的物理治療服務。

To evaluate how effective a treatment is, we use the ‘Modified Ambulation Category Scale’ as an assessment tool to determine the changes in the physical condition of service users who have recovered from COVID-19 before and after receiving physiotherapy treatment. Our team assessed 314 recovered service users who received physiotherapy services and we found that 87% of them were able to return to premorbid levels while 12% recorded an improvement in their physical condition after receiving physiotherapy services. The results are inspiring and encouraging.

Over the past year, despite several challenges, our team has committed to overcoming all difficulties. The physiotherapy services successfully provided more than 22,800 sessions of assessment, treatment and consultation to 1,392 service users.
職業治療服務

Occupational Therapy Services

職業治療服務透過「職業功能、殘疾和健康分類」模式優化「身心靈健康」的工作。

Occupational Therapy Services for mind-body wellness under the ‘International Classification of Functioning, Disability and Health’ framework.

「身體結構」方面職業治療的工作

針對坐姿問題，職業治療師進行手法治療，處理各種骨性及軟骨變型的情況；亦會透過鍛鍊核心肌群、改善坐姿，或是安排有創意、立體坐姿、立體坐墊、頭枕、腕帶、背包或坐姿傾斜傾斜治療，甚至創模式坐姿，處理坐姿的問題。

Occupational Therapy Services for “Body Structure”

Seating and positioning intervention is a major domain of concern for Occupational Therapy Services. In particular, service users diagnosed with cerebral palsy suffer from a range of spinal and pelvic deformities. Occupational therapists can use tumbler forms to manage deformity or core muscle training to increase active postural control. In addition, occupational therapists can configure lateral support, contour seat cushion, contour back cushion, head support, hardness, pelvic belt, tilt-in-space wheelchair or moulded seat.
Physical dysfunction and deterioration also generate pressure points. Occupational therapists utilise the C-shape cushion, wedge cushion, knee separators, electric air-mattress or electric turning air mattress for the prevention of pressure sores.

**Occupational Therapy Services for ‘Body Function’**

To provide various hand function training, occupational therapists use training videos with visual and auditory guidance. For cognition, occupational therapists utilise downloadable training materials to conduct social cognition training for service users with autism spectrum disorders. In addition, occupational therapists conduct reminiscence and reality orientation programme for service users with dementia.
Activity and Participation
Downloadable training materials with visual and auditory guides are useful for training motor skills for Activities of Daily Living (ADL) and essential to enhance participation in daily living.

Making Best Use of New Resources in Soft Meals
In response to the challenges arising from an ageing population, the Government proposed in the 2020 Policy Address to allocate resources to subsidise elderly care services for the provision of soft meals. The funding was officially expanded last year to include subvented residential care homes for persons with disabilities and subsidised community support services for persons with disabilities. In addition to joining the soft meal development working group and supporting the soft meal recipe design competition that was part of the Society’s life and death education endowment last year, the speech therapy team is taking advantage of the formal launch of the Social Welfare Department’s recurrent provision to deepen the level of support for service units in providing soft meals.

In March this year, Si Lok Adult Training Centre held a highly anticipated Chinese New Year banquet for its service users. In the Town Hall Rehabilitation Centre, six banquet tables were set up for everyone to welcome the new year and to celebrate the return to normalcy in society after the pandemic. To allow service users of different abilities to share the joy of festive food together, the service unit ordered the soft meal version of ‘Poong Choi’ and soft meal assortment of dim sum for those who were unable to have regular foods. The speech therapist was present to provide advice on soft meal preparation and feeding techniques. Even for those with weaker oral and pharyngeal functions and who were unable to consume the soft meals directly, the speech therapist shared methods to heat up the soft meals until they melted and mix them with a small amount of water to further improve their texture. With the right feeding techniques, the service users were able to enjoy delicious food safely. Witnessing the joy the soft meals brought to the service users helps strengthen the team’s determination to promote high-quality meals in the future.
Introducing New Tool for Oro-Motor Exercises

For many service users, regular oro-motor exercises are an important means to maintain their ability to eat. However, unlike limb and trunk activities, orofacial movements require coordination and endurance training of much smaller muscle groups. Studies have shown that tongue pressure is significantly related to swallowing ability and tongue pressure measurement devices have been in the market for years. Unfortunately, there was a lack of systematic tongue pressure training tools in the past. Last year, our speech therapy services introduced a tongue pressure training system called ‘Peco Panda’ which was developed in Japan. Peco Panda is not only a portable and easy-to-administer tool that looks cute but is also systematically graded in terms of hardness by colour for systematic training. That means we can choose according to the colours to suit the abilities of different service users. This also allows service users to have a cleaner understanding of their progress, which helps to motivate them to train.

Publishing Therapy Tool Books

Last year, Fu Hong Society launched the “Healing in My Hand” allied health booklets as part of its 45th anniversary activities. Among them, the speech therapy team introduced “Speaking Well, Swallowing Well” tool book in which training activities for oro-motor muscles, swallowing and communication were introduced. It serves as a reference for ideas on how therapy activities can be incorporated into daily training. In March this year, along with the occupational therapy and physiotherapy teams, we took part in the book launch to introduce the new set of resource books. We hope to offer these valuable resources to colleagues, caregivers and fellow practitioners in the rehabilitation industry.

2022/23年度成人言語治療服務統計

Annual Statistics of Speech Therapy Services for Adult (2022/23)

<table>
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<th>Service</th>
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<tr>
<td>Training / educational programme provided</td>
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護理照顧服務
Health Care Services

本會現有的護理人員包括註冊護士、登記護士及保健員，護理人員為服務使用者提供相關的護理服務。為提升服務單位的護理質量，會方安排護士主任到各個單位進行巡視，以了解各單位護理工作的情況，並根據業務護理工作所知，採取相關措施及改進，以提高護理工作的質量及效率，讓服務單位能夠提供的護理服務減少，提升本會護理服務的質量。

The existing nursing staff of the Society include registered nurses, enrolled nurses and care workers who collectively provide nursing services to our service users. In order to improve the nursing quality of service units, the Society arranges the Nursing Officer to visit each unit to understand the nursing work there and provide advice on nursing services related to aspects such as administration, medical knowledge, drug management and first aid skills as necessary. The consolidated feedback, knowledge and results will be shared with the service units for follow-up and improvement, and presented at the health care services meetings so that our nursing staff of different units can learn from one another and improve the quality of our nursing services continuously.

Impact of COVID-19 on the Body Mass Index of Service Users and Corresponding Improvement Plans

In the past year, the Society noticed that some service users lost weight after being diagnosed with COVID-19. In view of this, the Society’s nursing team held several meetings with staff of different professions to discuss and formulate a plan to help service users regain their pre-pandemic weight levels.

To that end, we worked with external nutritionists to improve meals and absorption of nutrition. At the same time, nutritionists gave talks to our staff and service users. In addition, our speech therapists evaluated the swallowing conditions of service users, and discussed ways to improve the feeding method or adjust the softness and texture of the food and drinks according to their needs.

The Society encouraged service users to keep in touch with their families through means such as video conferencing, as that would keep them in high spirits which would help them increase their appetite. Through transdisciplinary collaboration and close monitoring of weight changes by the nursing team, the impact of COVID-19 on our service users can be mitigated.
5 企業社會責任
CORPORATE SOCIAL RESPONSIBILITY
本會以不同形式推動服務工作，例如於天水圍地區支援中心定期召開會員大聯盟會議，為患病會員及照顧者提供資訊平台，有助他們了解地區的動態及與醫療人士相關的事務。本中心亦鼓勵服務使用者關注社區不同群體的需要，並積極參與及推動社區活動。在疫情下，本中心亦提供醫療及照護相關資訊，包括評估、照護和緊急護理等，為照顧者提供相關知識。}

The Society endeavoured to promote advocacy through different channels. The Society actively shared information about social services and community updates with our members with disabilities and their caregivers at the members’ assembly. The centre also encouraged the service users to concern and support different groups in need. They actively participated in efforts to build an inclusive community. During the pandemic, the members’ assembly served as a valuable platform to establish a mutual support network for the service users and caregivers to relieve the stress faced from financial difficulties, as well as daily life and caregiving duties. The mutual support groups also provided breathing space for the families.

*本會維持為堵塞人士和照顧者提供資訊
Persons with disabilities and their caregivers received various updates and other information from the Society

本會同時通過各式的倡導平台，例如透過直接收集服務使用者及照顧者的意見，或以問卷形式收集數據，了解他們的服務需要及期望，並就時優化服務及鼓勵他們向政府部門提出建議，讓論症人士和照顧者能夠順利地在社區生活。

The Society collected views and data from our service users and caregivers through direct conversations and questionnaires on various communication platforms. With the exchange of views, we were able to understand the needs and expectations of persons with disabilities and their caregivers, which helped us optimise the quality of our services and convey the matters concerned to the Government for the purpose of helping them live happily in the community.

**扶康家長會**

扶康家長會為發展了一系列會員活動，包括課程、健康講座和創意營等，藉此加強會員間的互助和凝聚力，同時加強對照顧者的訓練。此外，扶康家長會亦積極參與社區服務活動，以增強照顧者對嬰兒開發服務的了解。

As the epidemic gradually eases, the Fu Hong Parents’ Association (FHPA) has launched a series of member activities, including courses, health seminars and social gatherings, aiming to strengthen trust and cohesion among members while enhancing care for caregivers. Additionally, FHPA actively participates in social service seminars to deepen caregivers’ understanding of the latest rehabilitation services.

**Family Support Workshop for supporting the caregivers**

The Annual General Meeting of FHPA held by Committee members.
扶康文化
Fu Hong Culture

員工為扶康會的重要資產及發展動力。過去新冠疫情肆虐期間，本會服務面對種種困難，全體員工無私的付出，堅守工作崗位，才能跨越一個又一個的挑戰；充分展現本會關懷尊重和專業精神的核心價值，貫徹本會「以求為導，以愛同行」的精神。

Our staff are the prized assets and driving force for development at Fu Hong Society. During the onslaught of the pandemic, the Society’s services faced one challenge after another. It was the selfless dedication and staunch commitment to their roles that helped us overcome every hurdle. They have demonstrated the Society’s core values of care, respect and professionalism, as well as the spirit of ‘Your Need is the Lead, Walk Together with Love’.

持續改善
Continuous Improvement

為處理招聘困難及挽留員工，董事局成立專責小組，在三位董事局成員帶領下，與副總幹事（人力發展）、副總裁監及人力資源經理，共同研究並制定策略。

為確保員工體能時間經典困難，但經與管理人員反覆討論和研究後，在沒有增加額外資源，並在服務質素透過服務改善下，本會終於可以為每週四十五小時工作的總部員工提供體能時間，大大改善了員工的工作情況。

本會增加「新員工推薦計劃」奬勵金額，藉此鼓勵員工介紹更多新人加入扶康會大企業，亦開放招募渠道，令更多外界人士可透過不同的途徑 knocking 本會招聘的訊息。

本會於2022年5月參加由香港社會服務聯會舉辦的招聘日活動，當天派出資深的管理人員到現場進行面試，同時透過現場的展覽和講座活動，讓更多外界人士認識扶康會的服務。

To address hiring challenges and improve talent retention, the Council set up a working group to study and discuss the relevant strategies to be rolled out. The working group was led by three Council Members and supported by the Deputy Chief Executive Officer (Capacity Development), Service Director and Human Resources Manager.

Although the discussion on mealtimes for frontline staff was not an easy one, continual discussions with the managers yielded positive outcomes. Without having to pump in additional resources, the Society was able to provide its frontliners working 45 hours a week with meals, simply by optimising workflows at the service units.

The Society also increased the quantum of the incentive under the ‘New Staff Referral Scheme’ to encourage its staff to refer more potential candidates to join the Fu Hong family. Meanwhile, the Society also expanded its recruitment channels so that hiring updates can be shared more broadly.

The Society participated in the recruitment event organised by the Hong Kong Council of Social Service in September 2022. Senior managerial staff of the Society conducted on-the-spot interviews. They also took the opportunity to share information about the Society’s services with the public so that there would be more awareness of what we do.
**補充勞工計劃**

**Supplementary Labour Scheme**

補充的人手對服務的穩定性非常重要。本會參加社會福利署首次 Guinea 助理服務的補充勞工計劃，第一批勞工已於2022年下半年到職。未來，本會亦會繼續參加有關計劃，以解決人手不足的情況。

The availability of sufficient manpower is critical to the stability of services. The Society applied for the ‘Supplementary Labour Scheme’ of the Social Welfare Department. This is the first time subvented services are eligible for the scheme. The first batch of staff under the scheme onboarded in the second half of 2022. In the future, the Society will continue to participate in this exercise to ensure adequate manpower for caregiving.

**關懷尊重**

**Care and Respect**

本會深信只有優秀的工作團隊才能帶來優質服務，秉持以人為本的原則，本會致力培養關懷尊重的工作文化，營造健康工作環境。

The Society believes that only a happy workforce can provide services of high quality. With a people-oriented approach, the Society is committed to cultivating a compassionate and respectful work culture, as well as a healthy work environment.

**長期服務獎**

**Long Service Award**

本會每年向每個服務年資滿多年者，向他們的盡心服務表達感謝和敬意。在疫下，本年度共有一百三十八位員工獲頒長期服務獎。

The Society presents the Long Service Award to eligible staff every year in appreciation of their dedication. During the year, in the midst of the pandemic, a total of 138 staff members received the award.

<table>
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<th>服務年期</th>
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<th>員工數目</th>
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<tr>
<td>5-10年</td>
<td>5–10 years</td>
<td>70</td>
<td></td>
</tr>
</tbody>
</table>

本會連續五年獲選為「優質雇主獎」。疫情期間，本會為員工安排線上職業進修課程，讓員工了解市場動態，為自己的投資和退休生活作好準備。

Fu Hong Society won the ‘Good MPI Employer Award’ for the fifth consecutive year. During the pandemic, the Society organised online seminars to help its staff understand market dynamics so that they could prepare for their investment decisions and retirement.
Two-Way Communication and Careful Listening

The Society believes that having open and candid conversations are critical to building a harmonious and inclusive relationship with its staff. Through multiple communication channels, the Society maintains mutual trust and strengthens communication between its staff and Management. In the past year, the Society organised a total of four ‘Fu Hong Focus Group’ Meetings. At the meetings, staff of different levels engaged directly with the Chief Executive Officer in conversation, and shared their views on work and the Society’s services. In addition, eight All-Staff Meetings were also held. These were attended by a total of more than 300 staff members. The Chief Executive Officer, Deputy Chief Executive Officers, Service Directors and managers of the various departments shared their highlights and future developmental plans at these meetings so that the staff could reinforce their understanding of the Society’s service philosophy and developments.

The Staff Consultative and Development Meetings are made up of staff representatives from service units and of various job levels, as well as management representatives. Meetings are held every quarter and are chaired by the Chief Executive Officer. The agenda includes topics for discussion that are close to the heart of the staff or related to our services. The Society also has a staff consultation system in place so that diverse views can be heard when key policies are due for review.

Appreciation for Our Staff

The Society is grateful to all its staff for their hard work and contributions. During holidays such as Lunar New Year, the Society would present its staff with some tokens of appreciation. During the pandemic in 2022, the stuff lucky draw was moved online and the staff could take part by watching the livestream. More than 300 prizes were given out in this lucky draw in appreciation of our stuff’s unwavering dedication.
多元化培訓課程，回應社會策略發展項目

培訓部每年舉辦多元化的培訓課程，以回應社會策略發展項目。有關高層次培訓使用者或中層培訓項目，亦會舉辦一系列以高層次培訓使用者或中層培訓項目，亦會舉辦一系列

Flexible Training Modes in Response to COVID-19
Training activities were either suspended or cancelled during the COVID-19 pandemic. In response to the attendant changes, the Training Department arranged training sessions and classes using Online Live Classroom or hybrid learning. The aim of this was to let our staff members benefit from flexible training modes. In particular, the Training Department introduced an e-learning platform which enabled our staff members to learn in a quick and convenient way. The online training courses customised for our staff members and service needs included topics such as occupational safety and health, care skills, and other aspects of basic and practical work-related knowledge. The e-learning platform allows our staff members to review course materials anytime. Online assessments that have proven to be effective are available as well. In short, self-directed learning is now the general trend, and the e-learning platform helps our staff design their own learning plans and enhance learning efficiency.
扶康傳承：人才儲備及培訓計劃經理進階課程

扶康傳承計劃以系統的管理和領導能力培訓，培育優秀的員工成為機構未來的管理人才。以傳承機構的理念、使命、價值和策略的發展。自2018年及2018年起推行第一及第二個扶康傳承訓練課程。超過四十名專業及管理員工參加一系列十八個月的培訓計劃。秉承過去兩年傳承計劃的成功，本會於2022年9月推行為期一年的扶康傳承訓練課程，期望透過一系列的訓練，未來員工能更快融入機構的風格和價值觀。

Management Staff Development Programme: Advanced Training Programme for Middle Management

To groom outstanding managerial staff in a systematic manner, and to realise the vision and mission of the Society while exercising effective corporate governance for its healthy and continued development, the Management Staff Development Programme was held twice in 2018 and 2018 respectively. More than 40 high-performing professional and managerial staff members were equipped with management competencies on a well-structured 18-month training programme. With the success of the two runs, the Advanced Training Programme for Middle Management was also launched in September 2022. Altogether, 18 staff members of various management levels participated in the programme which comprised a series of professional management courses and coaching. In addition, members of senior management were assigned to each participant as mentors for sharing work experience and giving guidance.

Aromatherapy Workshop

 aroma therapy workshop to experience the benefits of aroma therapy before applying it to service users

Human Resources System and Procedures

Deepen understanding of the human resources system and procedures so as to enhance management capabilities

Administration, IT Systems and Procedures

Deepen understanding of administration, IT systems and procedures so as to enhance management capabilities
Environmental Protection

Our Environmental Working Group is dedicated to promoting sustainable development and has put in place environmental policies to proactively promote conservation efforts among all staff.

The group published two issues of the Environmental Protection Newsletter during the year, featuring interviews with colleagues and units on their eco-friendly practices, as well as recommendations for eco-friendly activities and tips for green living. These efforts aimed to strengthen environmental education, enhance awareness and pique our colleagues' interest in environmental conservation.

Last year, our Environmental Working Group collaborated with the Department of Physics of Hong Kong Baptist University to provide energy-saving assessments for Lok Wah Adult Training Centre, and the outcome revealed that electricity consumption was mainly due to air conditioning and laundry systems (Note 1). Our overall electricity consumption decreased significantly from 318,330 kWh in 2019/20 to 285,830 kWh in 2021/22. Based on this data, the Energy Use Intensity of the center decreased by approximately 8%, indicating significant progress in improving energy efficiency.

Furthermore, to cultivate environmental awareness and habits among our colleagues in their daily work, our Environmental Working Group launched the "We Care about Environmental Protection" Award Programme. The programme comprises nine indicators, including encouraging colleagues to save energy, reducing paper use, purchasing energy-labelled electrical products, making use of recycling bins and others. Regular reviews were conducted on the implementation of the programme. Altogether, 14 service units participated in the programme and initiated various effective environmental measures. Along the way, valuable experience was gained as our service users and staff joined hands to promote environmental protection work.

Note 1: In the three-year data from 2019 to 2022, it was found that the laundry room’s electricity consumption accounted for nearly 50% of the overall consumption, followed by air conditioning at 30%, with lighting and other facilities accounting for the remaining 20%.
環境教育工作，讓服務使用者理解物料
循環再用
Environmental education allows service users to understand material recycling better.

服務使用者實踐廢棄物回收，並培養
分類習慣
Service users practicing plastic bottle recycling and cultivating the habit of sorting.

同時，環境工作小組積極推動環境教育工作，每年舉辦興趣班及提供相關培訓，如環境
園藝坊、綠色種植小植物及製作天然護
膚品等，藉著園藝活動，推廣及運用環保概
念於日常生活中，並促進在工作單位內
加以發揮。

At the same time, our Environmental Working Group actively promotes environmental education by organising classes that cater for different interests every year, including eco-gardening workshops, plant cultivation and natural skincare product classes. These activities promoted ecological concepts and their application in daily life and at workplaces.

綠色種植，營造健康綠色文化
Building a green corporate culture

除環境工作小組的努力外，社會服務
署及工作坊亦透過升級及再造
產品為環保作
出貢獻，工場從資源和廢棄物中取得
可
循環的材料，轉化為有設計構想的手工藝品
，升級
再造工作坊為職業人士提供就業機會，更促進
賦能及社會共融，展現大眾可通過支持循環
再
工場的升級再造產品，參與環境保護及鼓勵
循環經濟的發展。

Apart from the effort of the Environmental Working Group, the Jockey Club Shek Wei Kik Workshop also contributes to environmental protection by upcycling products. By utilising materials that would otherwise end up in landfills, the workshop collects abandoned and broken red wine boxes from shops and wine cellars, transforming them into beautifully designed handicraft products. This not only provides employment opportunities for persons with disabilities but also fosters empowerment and social inclusion. By supporting upcycled products from sheltered workshops, consumers are participating in environmental protection and encouraging the development of a circular economy.

從舊品和瓶蓋收集的廢棄
"Catering is one of the businesses of our social enterprise Hung Yung Services Limited which is tackling plastic waste by expanding the use of eco-friendly packaging and materials like edible sugarcane straws and biodegradable corn straw takeaway food containers to minimise the impact on the environment.

The Society hopes all stakeholders can enjoy the opportunities to participate in environmental protection so as to jointly fulfill environmental responsibilities, and work together to build a sustainable and green future.
6 企業傳訊
CORPORATE
COMMUNICATIONS
在2022/23年度，本會得到企業、團體/社區人士的支持，並籌得三百六十萬港元，扶
康會與各界人士同行共融四十五年，感謝各友好伙伴多年來鼎力支持，讓本會可以持
守信念，克服挑戰。籌款工作的主要目的是支持本會非師助服務的運作，及推動社會共
融。本會每年均舉辦多項籌款活動，以實際為殘疾人士提供適切康復服務的承諾。

In 2022/23, Fu Hong Society received support from corporate partners, organisations and the general public, and raised a total of HK$3.6 million. For 45 years, the Society has been firmly advancing on the path to inclusion, not alone but with many like-minded people. We would like to thank all corporate partners, organisations and donors for joining hands with us throughout all these years, allowing the Society to uphold its service spirit and overcome challenges. The main purpose of our fundraising activities is to support the operations of our non-subsidized services and promote social inclusion. The Society organises numerous fundraising activities every year to fulfil its commitment to provide appropriate services for persons with disabilities.

全港齊歡日
Territory-wide Flag Day

扶康會全港齊歡日籌款活動已於2023年1月21日順利舉行，
籌得善款用作發展及營運本會非師助服務。是日超過二千名義
工、員工、服務使用者及其家人於全港各區協助齊歡日工作，為
本會籌得超過一百一十四萬港元善款。

Fu Hong Society’s territory-wide Flag Day was successfully held on 21 January 2023. More than 2,000 volunteers, staff members, service users and their family members joined in different places in Hong Kong Island, Kowloon and the New Territories. The Society has raised more than HK$1.14 million, which will go towards supporting the development and operation of our non-subsidized services.
The Society again invited local illustrator Shu Hui to design flag stickers based on the five Social Inclusion Elements proposed by sociologist John O’Brien, which are “Choices”, “Learning or Competence”, “Community Presence”, “Relationship Building” and “Respect”, hoping to promote social inclusion through our Flag Day.

Cheering on Fu Hong Staff

The Society organised a cheering activity to show its appreciation for the provision of care by our staff, supporting our service users even in the midst of the fifth wave of the pandemic. We would like to relay our heartfelt thanks to Eu Yan Sang for donating anti-epidemic soup, and Wai Yuen Tong for donating herbal tea and arranging an online seminar for our staff members to enhance their health knowledge.
Business Community Scheme

In 2022/23, the Society successfully nominated a total of 91 companies, professional bodies and chambers of commerce to receive the ‘Caring Company’ and ‘Caring Organisation’ logos presented by the Hong Kong Council of Social Service. We would like to express our appreciation for the support of corporate partners in maintaining a long-term partnership with the Society and continuing to walk hand in hand with us, even through the ups and downs during the pandemic in the past few years. Going forward, and when facing the challenges ahead, Fu Hong Society will uphold the service spirit of ‘Your Need Is the Lead, Walk Together with Love’ and continue this journey together with all corporate partners.

香港社會服務巡禮2023

香港社會服務巡禮2023由香港社會服務聯會舉辦，活動於2023年2月15日假灣仔香港會議展覽中心舉行。本會的展位以專業態度及發展服務為主題，特別設立了在工作坊接受工作技能訓練的服務使用者到場，向參加者介紹工作坊及展區他們的支持。本會代表攜手各界人士交流，期望可以帶來新動態和新合作機會，進一步讓不同界別人士認識本會的殘疾人士服務。

香港社會服務巡禮2023

Hong Kong Social Service Expo 2023

Hong Kong Social Service Expo 2023 organised by the Hong Kong Council of Social Service was held on 15 February 2023 at the Hong Kong Convention and Exhibition Centre in Wan Chai. The Society’s booth was themed based on our vocational rehabilitation and development services. Service users who received job training at our workshops were invited to introduce the workplace environment and showcase their talent to the participants. Representatives of the Society also actively communicated with the participants with hopes of bringing new inspiration and new cooperation opportunities, and further introduce the services of the Society to people from different sectors.

香港社會服務巡禮2023

Art Training Courses

Top Dynamic Electronics Limited again sponsored service users to attend art training courses and solicited some of their artworks for publication in their 2023 corporate desk calendar, making it possible for more people to know about the artistic potential of persons with disabilities.
協作計劃

Collaborative Projects

會德豐地產 x 扶康會

會德豐地產有限公司致力於與本會舉辦聯繫活動，包括多次舉辦「我，不簡單」微電影放映會，藉此向其員工及學生分享自強訊息及宣揚殘疾人士的堅韌意志，並

向本會社會餐飲——善緣小館訂購午膳予其參與活動的員

工。此外，會德豐地產亦提供機會予本會服務使用者於

其他活動展示藝術及音樂才能，及展銷自家製作的手

織品及藝術品，以及換換Care代理的消毒防護用品。

Wheelock x Fu Hong Society

Wheelock Properties (Hong Kong) Limited actively organises joint inclusive activities with the Society, including holding a “A Special Journey” microfilm screenings several times to share the message of inclusiveness and to demonstrate the perseverance of persons with disabilities with its employees and students. It also ordered lunch boxes from Madam Hong Restaurant for participating employees. In addition, Wheelock provides opportunities for our service users to showcase their artistic and musical talent, display and sell cookies from Madam Hong’s Bakery and artworks created by our service users, as well as promote the disinfection and protective products represented by Madam Hong Care in their events.

《動人匙光》展能藝術家畫展暨藝術分享會

秉持2021年《花花世界》展能藝術家畫展的良好口碑，本會善

德隆重慶祝其十週年紀念的 Beyond Coffee & Bar 再度啟動，

讓本會的展能藝術家畫展於2022年11月19日至20日舉辦兩個

個人畫展《動人匙光》，並將其藝術作品為本會展能藝術項

目籌款籌款。

‘Amazing Time with Spoon’ Exhibition and Sharing Session by Artist with Disability

In view of the good feedback on the “A Bloomy World” Exhibition and Sharing Session by artists with disabilities organised in 2021, Beyond Coffee & Bar, located on Yu Wah Street, Causeway Bay, provided the venue for the Society’s artist with disability, Sai Kit, to hold his first solo art exhibition “Amazing Time with Spoon” from 16 November to 20 November 2022. He also sold his artworks to raise funds for the development of the art project for artists with disabilities.
國際廚師日 2022
扶貧基金增強香港廚師協會職能，成為「國際廚師日」的參與機構之一。縱然疫情持續，仍強烈香港廚師協會一眾成員的愛心。近二十位不同國家和來自不同廚房的名廚及廚藝學院學生廚師，在2022年10月18日於扶貧基金會電視中心，為超過六百名無家者製作愛心飯盒。

International Chefs Day 2022
The Society is honoured to be invited by the Hong Kong Chefs Association and to be selected as one of the beneficiaries again. Even in the midst of the COVID-19 pandemic, the love and care from the members of the Hong Kong Chefs Association remained undiminished. About 20 chefs of different nationalities and from different restaurants, together with the trainee chefs from the Culinary Institute, came and prepared lunch boxes for over 600 service users on 18 October 2022 at FHS Rehabilitation Centre.

友邦慈善基金 疫情支援計劃
為慶祝第五波新冠肺炎帶來的挑戰，友邦慈善基金捐出一千萬港元，與香港社會服務聯會合作出戰疫情支援計劃，以支援本港有經濟困難的殘疾人士。本會為計劃的夥伴之一，負責處理居於元朗及天水圍地區的殘疾人士申請及發放現金的安排。

COVID-19 Emergency Response by AIA Foundation
In response to the severe challenges posed by the fifth wave of the pandemic, AIA Foundation generously donated HK$10 million to the Hong Kong Council of Social Service to provide instant support to persons with disabilities in financial difficulties. Fu Hong Society was one of the partners of this programme, and it was responsible for handling applications and distribution of cash vouchers to successful applicants living in the Yuen Long and Tin Shui Wai districts.

企業義工活動
Corporate Volunteer Activities

線上共享藝術活動
非凡中國控股有限公司義工與學生合組南綫中心服務使用者，一同參與由會的線上共享藝術活動，藝術導師與機構員工會兼顧受眾，讓義工與服務使用者開創設計自己的環保袋，並透過藝術活動促進義工和服務使用者的交流，實行以「義」會友。

Viva China x FHS Inclusive Arts Activity
The volunteers of Viva China Holdings Limited participated in our online inclusive arts activity together with the service users of Chun Shek Adult Training Centre. In response to the eco-friendly theme, art instructors taught the volunteers and service users to design their own reusable bags. The service users and volunteers who participated had the opportunity to communicate with one another, allowing them to make friends through arts.

殘疾人士招聘計劃之職場工作體驗
UNIQLO 自2022年7月起啟動‘Here for U’計劃，透過支援殘疾人士就業，推動社會上的多元共融。為令家家能更好地善用於就業而對社區可以有更佳的理解，特別是香港社會內工作者的務實需求。將舉辦工作體驗活動，由UNIQLO的職場與化身為小導師，教授服務使用者於商品識別、清潔及上貨的主要業務，讓服務使用者親身體會實際的工作內容，學習工作技巧、流程及要求，發揮自己的興趣與能力，而部分參與體驗活動的服務使用者更成功獲聘任。

Employment Scheme for Persons with Disabilities and Work Experience Day
UNIQLO has run the ‘Here for U’ Employment Scheme since launching it in July 2022. The scheme aims to promote diversity and inclusion at the workplace by supporting the employment of persons with disabilities. To enable our service users to have a better understanding of the work before a job interview, UNIQLO specially held an in-store workshop experience day for the service users of Jockey Club Shek Wai Kit Workshop. UNIQLO staff became mentors and taught our service users about the duties of product sorting, cleaning and loading, allowing service users to experience the actual work content and to learn about work-related skills, processes and requirements. Through this, the service users could discover their own interests and abilities. Some of the service users who participated were successfully hired.

企業展銷
感謝多個企業夥伴於服務使用者提供義工機會，不僅讓他們得到實務可貴的機會，更讓社會大眾了解他們的能力。

Corporate Trade Fair
Thanks to our corporate partners who provided charity sales opportunities for our service users, they not only gained valuable experience but also let the public understand their abilities.
The Society uses a variety of media platforms to put out messages of social inclusion and our latest updates. The sharing of such information helps the public to learn more about our services, and raises awareness and recognition of the abilities of persons with disabilities.

In 2022/23, a total of 30 news articles reported on the Society’s services on various media platforms. These reports included topics such as residential services, day training services, arts for persons with disabilities, employment for persons with disabilities, catering services of our social enterprise and family support services.
康姨咖啡室復業報導
Report on Re-opening of Madam Hong Café

經濟日報 Hong Kong Economic Times

報導A
報導B
報導C
報導D
報導E
報導F
報導G
報導H
報導I
報導J
報導K
報導L
報導M
報導N
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報導Q
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報導U
報導V
報導W
報導X
報導Y
報導Z

U港生活 ULifestyle

TOPick

香港01 HK01

東方日報 Oriental Daily News

明報 Ming Pao

大公報 Te Kung Pao

展能藝術報導
Report on Art for Persons with Disabilities

「庇護工場延展照顧先導計劃」及 賽馬會「樂在照顧」計劃
— 扶康會家庭支援服務專訪
Report on Sheltered Workshop Extended Care Pilot Project and Jockey Club C·Care Programme – Fu Hong Society Family Support Service
7 附錄
APPENDICES
### Service Units

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<th>Service Unit</th>
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<td>3631-6037</td>
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**注意：** 以上資訊為人工手動提取，可能存在誤差，請以實際情況為準。
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企業/Corporations

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- AHI Education Consultants Limited
- AMTEK Limited
- Anpo Production Limited
- Artware Limited
- Auto Beauty
- Autodeck Far East Limited
- Beauty and the Brands Limited
- Belltron International Limited
- Beyond Cotton & Bar
- Bookazine Limited
- Brabantford Limited
- Briton Limited
- Café de Coral Fast Food Limited
- Café de Coral Holdings Limited
- Cayce Design Limited
- Central Insurance Management Limited
- Century Pools Limited
- CherryPick Limited
- Chipahua Industries Limited
- China Everbright Securities International Company Limited
- Citrachem Group
- Chinonhong Express Holdings Limited
- Chu & Lau Solicitors & Notaries
- Citibank (Hong Kong) Limited
- Citic Capital Holdings Limited
- Citybase Property Management Limited
- CLP Power Hong Kong Limited
- ComfyWear Hong Kong
- Computer and Technology Limited
- Cosmos Machinery Enterprises Limited
- Country House Property Management Limited
- CPS Insurance Brokers Limited
- CPS Insurance Consulting Limited
- Dunsford Development Company Limited
- Eu Yan Sang (HK) Limited
- Everbright Sun Hung Kai Property Limited
- Face Worldwide Limited
- Felicity and Health KFit Diet Limited
- Firstline HK Co
- Forever Harvest Corporation Limited
- Fu Loy Construction Engineering Limited
- Futurart Limited
- G.L.F. Wealth Management Limited
- Goodwill Investment Limited
- Good Point Food Company Limited
- GPM Crystal
- H.K. Tet's Hospice Care Service Limited
- Hang Yick Properties Management Limited
- Hannah Construction Company Limited
- Harbour Heros Limited
- Honest Risk & Finance Management Limited
- Hong Kong Cannery
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- ICS Insurance Group
- JKI Asia Limited
- JYF Cleaning Equipment Limited
- J. Roger Preston Limited

鸣謝/Acknowledgement

我們衷心感謝各捐款人士、義工、企業、機構及學校在過去一年（2022年4月1日至2023年3月31日）對本會的捐贈及支持。由於篇幅所限，致謝名單不能盡錄，如有遺漏，謹此致歉。

We would like to extend our gratitude to all donors, volunteers, corporations, organisations and schools for the generous donations and support for our services last year (from 1 April 2022 to 31 March 2023). Owing to limited space, the Society regrets not being able to mention all volunteers and contributors by name here.
Foundations

- AIA Foundation
- Arts Development Fund for Persons with Disabilities
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- CWB Foundation Limited
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- Founders Foundation Limited
- SF Family Foundation Limited
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Government Departments / Organisations / Volunteer Groups

- Aberdeen Kaifong Welfare Association Services Centre
- Bradford Centre and Hostel at Tin King
- CAREShijtng Volunteer Team
- Consumer Council
- Diocesan Pastoral Centre for the Disabled
- Food Angel
- Food Grace
- HKCEC Tai Hong Neighbourhood Elderly Centre
- HKUC Volunteer Team
- Holy Redeemer Church
- Hong Kong Arts Centre
- Hong Kong Chamber of Insurance Intermediaries
- Hong Kong Chefs Association
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- Hong Kong General Insurance Affairs Association Limited
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- Independent Commission Against Corruption
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- Mary Help of Christians Parish
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- Red Hill Lions Club
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- Rotary Club of Tuen Wan
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- St. Edwards Parish
- St. Margaret Mary’s Church
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- The Catholic Diocese of Hong Kong
- The Chinese Sisters of The Immaculate Conception
- The Hong Kong Country Club
- The Securities and Futures Commission
- Tuen Mun Ling Liang Church
- Very Hong Kong
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