

基督教懷智服務處

WJCS

年報

Annual Report

2015-2016



目錄 WJCS

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遠景、使命及目標

Vision, Mission & Objectives

遠景 Vision

基督教懷智服務處以建立平等共融社會為己任，致力追求卓越創新，務要成為一個倡導殘疾人士福祉的團體。

Wai Ji Christian Service strives for excellence and creativity in serving people with disabilities, promoting their well-being and enhancing their inclusion in society.

使命 Mission

基督教懷智服務處以彰顯耶穌基督的愛為使命，透過社區教育倡導平等共融、提供創新性和多元化服務、配合研究、夥同家人和社區人士，致力支援殘疾人士融入社群，並體現公民權責。

The mission of Wai Ji Christian Service is to reflect God's love for people with disabilities by offering them support, encouraging their efforts to integrate into society, defending their rights and liberties, and empowering them to make contributions to the community at large. To this end, the organization seeks to develop and maintain a diverse yet innovative range of services, facilities, programmes, research and educational activities, in partnership with the families of people with disabilities and with the wider community.

目標 Objectives

- 1 發揚基督精神，實踐每個人都有其價值的信念。
- 2 為殘疾人士提供培育、照顧及訓練，使他們能盡展潛能。
- 3 培訓員工進行對殘疾人士及其家人的培育、照顧及訓練工作。
- 4 支援及教育殘疾人士的家人。
- 5 開展、提倡、策劃、提供、管理及發展其他殘疾人士需要的活動、服務和設施。

- 1 To demonstrate the Christian conviction that each human being is valuable in their own right.
- 2 To provide nurture, care and training for people with disabilities so that they may develop to their full potential.
- 3 To develop staff to provide the nurture, care and training for people with disabilities and their families.
- 4 To support and educate the families of people with disabilities.
- 5 To initiate, promote, plan, provide, manage and develop other activities, services and institutions for people with disabilities as needed.

會徽

About the Agency's Logo

本會的會徽由人、絲帶及十字架組成。人在舞動紅色的絲帶，絲帶與人體配合形成一個心，表達出一種歡欣的心情和對生命的熱愛。這全賴心裏的十字架——基督的救恩。此外，十字架也推動我們懷著基督的愛去服務我們的服務使用者。

The logo of the Agency is made up of a person, a ribbon and the Cross. The person is waving the red ribbon, which forms a heart with the outline of the person's figure. This expresses joy and passion for life, and they come from the Cross inside the heart – the grace of Christ. The Cross also inspires us to serve our service users in Christ's love.



歷史

History

基督教懷智服務處前身為「九龍佑寧堂懷智訓練中心」，是由一群九龍佑寧堂會友於一九七九年體察到社會上智障人士的需要而成立。初期在教堂內提供半天日間訓練服務，至一九八四年獲社會福利署資助，遷址至九龍石硤尾區，提供全日服務。

及後，本會的服務不斷擴展，先後成立日間中心及宿舍、工場及宿舍、家居訓練服務、輔助就業服務、輔助宿舍、智康社、暫居服務、職業治療服務、臨床心理學服務、物理治療服務及直銷代購服務等；更於二零零二至二零零三年度，本會提升家居訓練服務為家居訓練及支援服務，增辦假日照顧服務及社區復康支援服務，另成立「懷智匡業有限公司」，透過經營社會企業輔助殘疾人士的職業發展。至二零零六年三月，本會首間綜合復康服務中心於將軍澳區啟用，為殘疾人士提供護理院、日間訓練中心、宿舍及暫顧服務。另一提供綜合職業康復服務、日間訓練中心、宿舍及暫顧服務的綜合復康服務中心於二零零七年五月在沙田大圍區啟用。及至二零零九年一月，家居訓練及支援服務因應社會福利署對社區支援服務的重新規劃而轉型為一所地區支援中心。

本會於一九九五年改名為「基督教懷智服務處」，並註冊成為有限公司。本會目前共有二十二個服務單位，五百多名職員，服務約一千三百名六歲或以上智障及其他類別的殘疾人士。

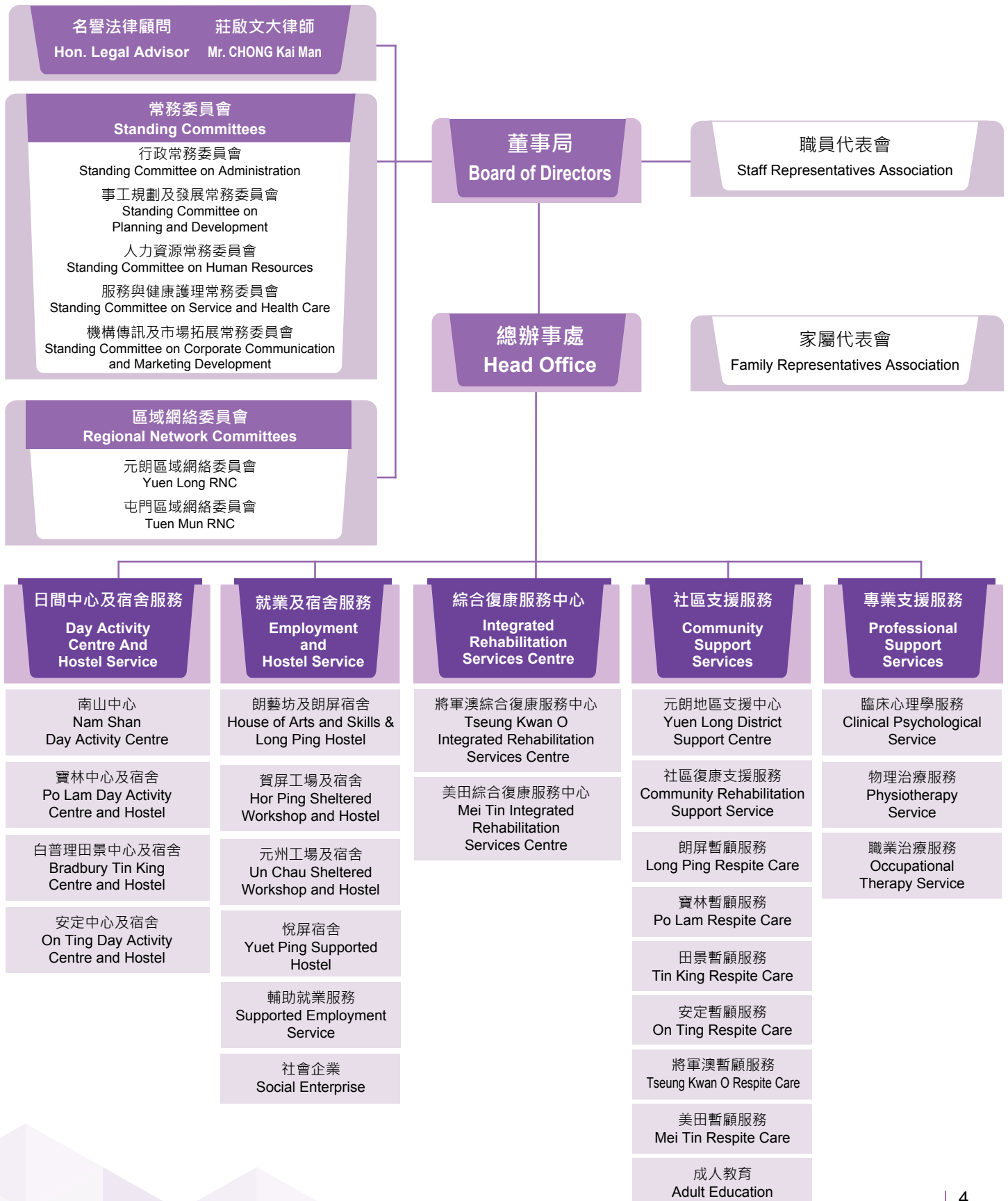
Wai Ji Christian Service, formerly known as the Kowloon Union Church Wai Ji Training Centre, was established in 1979 by a group of church members to minister to the service needs of people suffering from intellectual disabilities. Initially, a half-day service was provided on the church premises. In 1984, the Agency received subvention from the Social Welfare Department and relocated the centre to Shek Kip Mei, Kowloon with a whole-day service.

The types of available services have been extended since then, including day activity centres and hostels, sheltered workshops and hostels, home-based training service, supported employment service, supported hostels, gateway clubs, respite care service, occupational therapy service, clinical psychological service, physiotherapy service as well as direct sales and purchasing service. In the year 2002/03, the home-based training service was enhanced to home-based training and support service. Furthermore, holiday care service and community rehabilitation support service were introduced. A social enterprise named Wai Ji Hong Yip Company Limited was also established to assist the career development of people with disabilities. In March 2006, our first integrated rehabilitation services centre in Tseung Kwan O providing care and attention home service, day activity centre service, hostel service and respite care service was opened. Another integrated rehabilitation services centre in Shatin providing integrated vocational rehabilitation service, day activity centre service, hostel service and respite care service was also opened in May 2007. Following this, under the new planning of the Social Welfare Department on community support services for people with disabilities, our home-based training and support service team was converted to a district support centre in January 2009.

The Agency was renamed “Wai Ji Christian Service” and incorporated as a limited company in 1995. At present, we have 22 service units and more than 500 staff to serve about 1,300 people aged six or above with intellectual and other kinds of disabilities.

組織架構及服務圖

Organization & Service Chart



主席獻辭

Chairperson's Message



本會已經完成2013-2016三年策略發展計劃，並邁進下一個三年策略發展計劃。總結過去三年的工作，我們在強化適齡服務、提升機構品牌及重塑機構文化方面都取得長足發展，成績實在令人鼓舞。

為應對殘疾人士隨著年齡及社會轉變而衍生的需求，本會開展了多項適切的服務計劃，包括「開心由『齒』喜」智障人士外展牙科服務計劃及「智親至愛」智障人士照顧者服務計劃。前者為全港首辦的服務。

此外，本會推行外購營養師服務計劃及服務使用者健康普查計劃，並推出「智障人士照顧需要評估表」，以加強對服務使用者的健康照顧。還有各項特別為老化服務使用者及自閉症服務使用者而設的服務計劃。

而職業復康服務方面，在不同企業伙伴的協助下，本會發展了多項創新性業務或生產工作，包括在屯門醫院的「智快髮」快剪店、「喜善」手工藝宴會禮品、「石頭鳥」手工藝產品、「嚙心園地」餐飲服務等。

在與業界分享服務成果方面，我們舉辦了「智障人士躍動生活由『齒』喜研討會」、「外購營養師服務經驗分享會」，以及出版院舍及家庭均適用的《智營食譜》。這些活動均受到業界關注，並獲媒體報道，提高了本會在業界和社會的知名度。

Having completed the 2013-2016 Strategic Plan, our Agency is now marching into the next three-year strategic plan. In review of our work over the past three years, we have attained much development in strengthening age-gearred services, enhancing the Agency's brand name and reshaping the Agency's culture. This result is really encouraging.

In order to address the needs of people with disabilities emerging from aging and societal changes, we carried out a number of tailor-made service projects, including the "Happy Teeth Happy Life" Outreach Dental Service Project for People with Intellectual Disabilities and the "Infinity in Love" Service Project for Carers of People with Intellectual Disabilities. The former was the first of its kind in Hong Kong.

Besides, to strengthen the health care for our service users, we ran a purchased dietitian service project, conducted a general service user health examination scheme and implemented an assessment inventory on the care needs of people with intellectual disabilities. Furthermore, there were various service projects targeting at elderly service users and autistic service users.

With regard to vocational rehabilitation services, with the assistance of our different enterprise partners, we have developed various innovative businesses or production work, including the Speedy Haircut Shop in Tuen Mun Hospital, Cheers n Care hand-made gifts for banquets, Stone Bird handicrafts and House of Arts and Skills Cafe catering service.

Turning to sharing of the results of our services with workers in the rehabilitation field, a seminar on dental service for people with intellectual disabilities and a sharing session on outsourced dietitian service were organized. Also, a cook book with a collection of nutritious recipes suitable for hostels and homes was published. All of these activities gained attention from the rehabilitation field and were reported by the media, which caused the name of our Agency being more well-known in the rehabilitation field and in the community.

本會能達成上述事工，實有賴一直支持本會的企業、機構、政府部門、社會人士及團體。我謹代表本會董事局向社會福利署和其他政府部門、捐助本會的人士和團體、企業伙伴、義工、服務使用者家屬和持份者致以最真誠的謝意。

鑑於智障人士及其照顧者「雙老」的問題日益嚴峻，本會的2016-2019三年策略發展計劃制訂了相關工作計劃，包括重設言語治療服務、於單位內設立「老齡化智障人士日間服務閣」等。這些工作計劃均是針對老化智障人士的特殊需要，調撥現有資源及人手推行，目的是讓他們得到適切的服務。至於日漸年邁的照顧者的需要，我們會繼續推行「智親至愛」服務計劃，以向照顧者提供支援。

現時本會有逾500位職員。本會一向致力維持一支優秀的工作團隊，在員工間培養正面、積極、尊重、盡責、效率、團結、好學、平等、溫情、知識共享、注重職安健等價值及態度。本會把員工培訓定為社會福利發展基金第三期申請的首要資助項目，讓管理層、專業員工及支援員工均享有更多的培訓機會，讓他們發揮所長，造福服務使用者。

很榮幸已擔任了董事局主席五年時間。能夠親眼見證懷智的服務與時並進，在過去一年又翻過新的一頁，我和其他董事均感到無比興奮。踏上新里程，我們將繼續努力堅守本會的承諾，為殘疾朋友提供適切服務，協助他們活出豐盛、有尊嚴的人生。



鍾建強工程師
董事局主席

We owe much to the support from enterprises, organizations, government departments, and individuals and groups in the community for the accomplishments mentioned above. On behalf of the Board of the Agency, I would like to extend my heartiest thanks to the Social Welfare Department and other government departments, our donors (individuals and groups) and enterprise partners, volunteers, service users' families and stakeholders.

In view of the increasing seriousness of the aging problem among people with intellectual disabilities and their carers, related work plans have been drawn up in our Agency's 2016-2019 Strategic Plan, including the re-provision of speech therapy service and the introduction of day service space for elderly people with intellectual disabilities in some of the units. Aiming to give people aging with intellectual disabilities services tailored to their special needs, these work plans will be carried out by deploying existing resources and manpower. For aging carers, we will continue to run the "Infinity in Love" Service Project to offer support to them.

Currently we have more than 500 staff. We have been striving to maintain a high quality workforce by cultivating among staff the values and attitudes of being positive, active, respectful, responsible, efficient, united, fond of learning, supportive of equality for all people, empathetic, willing to share own knowledge, and attentive to occupational safety and health. We give top priority to staff training in our application for allocations of Phase III of the Social Welfare Development Fund so that the management, professional staff and support staff can have more opportunities to receive training that can enable them to develop their talents for the benefit of the service users.

I feel much honoured to have held the position of the Chairperson of the Board of Directors for five years. It was thrilling for me and the other directors to be able to witness Wai Ji's services growing with time and turning over a new page once again in the past year. Starting a new mileage, we will continue to adhere to our undertaking in providing well-suited services to people with disabilities and helping them to live an abundant life with dignity.



Ir. CHUNG Kin Keung, Lawrence
Chairperson
Board of Directors

董事局

Board of Directors



鍾建強工程師 (主席)

Ir. CHUNG Kin Keung, Lawrence
(Chairperson)



鍾穎欣校長 (副主席)

Ms. CHUNG Wing Yan, Vivian
(Vice-Chairperson)



梁佳樂先生 (副主席)

Mr. LEUNG Kai Lok, Peter
(Vice-Chairperson)



梁耀發先生 (義務司庫)

Mr. LEUNG Yiu Fat, Allen
(Hon Treasurer)



司徒佩玉博士 (義務秘書)

Dr. SZETO Pui Yuk, Grace
(Hon Secretary)



鍾志煒先生 (董事)
Mr. CHUNG Chi Wai
(Director)



鄺心美女士 (董事)
Ms. KWONG Sum Mei, Esther
(Director)



李文基先生 (董事)
Mr. LEE Man Key
(Director)



李曾慧平教授 (董事)
Prof. LI TSANG Wai Ping, Cecilia
(Director)



Rev. Maggie MATHIESON
(Director)



王美鳳牧師 (董事)
Rev. WONG Mei Fung, Phyllis
(Director)

委員會成員名單

Member Lists of Committees

行政常務委員會

Standing Committee on Administration

鍾建強工程師 (主席)

梁佳樂先生

鍾穎欣校長 (由18/12/2015)

王美鳳牧師 (至18/12/2015)

梁耀發先生

司徒佩玉博士

Ir. CHUNG Kin Keung, Lawrence (Chairperson)

Mr. LEUNG Kai Lok, Peter

Ms. CHUNG Wing Yan, Vivian (from 18/12/2015)

Rev. WONG Mei Fung, Phyllis (till 18/12/2015)

Mr. LEUNG Yiu Fat, Allen

Dr. SZETO Pui Yuk, Grace

事工規劃及發展常務委員會

Standing Committee on Planning and Development

李曾慧平教授 (主席)

鍾穎欣校長

李文基先生

王淑怡女士

胡定邦先生

黃廣林先生

蘇天祐先生

馬秀蘭女士

盧家華先生 (由16/4/2015)

廖遠大先生 (至26/8/2015)

何寶玲女士 (由1/9/2015)

黃小華女士 (由1/12/2015)

朱秀蓮女士 (至15/2/2016)

廖少冰女士

李端怡女士

周綺明女士

任偉雄先生

李珮詩女士

鄧志榮先生 (秘書)

Prof. LI TSANG Wai Ping, Cecilia (Chairperson)

Ms. CHUNG Wing Yan, Vivian

Mr. LEE Man Key

Ms. WONG Suk Yi, Queenie

Mr. WU Ting Pang, Sunny

Mr. WONG Kwong Lam, Richard

Mr. SO Tin Yau, Larry

Ms. MA Sau Lan, Sandy

Mr. LO Ka Wah, Patrick (from 16/4/2015)

Mr. LIU Yuen Tai, Gordon (till 26/8/2015)

Ms. HO Po Ling, Pauline (from 1/9/2015)

Ms. WONG Siu Wah, Viola (from 1/12/2015)

Ms. CHU Sau Lin (till 15/2/2016)

Ms. LIU Siu Ping

Ms. LI Tuen Yee, Donna

Ms. CHOW Yee Ming, Claudia

Mr. YAM Wai Hung, Daniel

Ms. LEE Pui Sze, Vicky

Mr. TANG Chi Wing, Fred (Secretary)

人力資源常務委員會 Standing Committee on Human Resources

梁佳樂先生 (主席)	Mr. LEUNG Kai Lok, Peter (Chairperson)
劉明聰先生 (主席)	Mr. LAU Ming Chung, Peter (Chairperson)
鍾志煒先生	Mr. CHUNG Chi Wai
梁耀發先生	Mr. LEUNG Yiu Fat, Allen
劉少媚女士 (由18/12/2015)	Ms. LAU Siu Mei, Rosemary (from 18/12/2015)
蘇天祐先生	Mr. SO Tin Yau, Larry
馬秀蘭女士 (至19/4/2015)	Ms. MA Sau Lan, Sandy (till 19/4/2015)
何寶玲女士 (由1/9/2015)	Ms. HO Po Ling, Pauline (from 1/9/2015)
廖遠大先生 (至26/8/2015)	Mr. LIU Yuen Tai, Gordon (till 26/8/2015)
黃小華女士 (由1/12/2015)	Ms. WONG Siu Wah, Viola (from 1/12/2015)
吳英甜女士 (至18/12/2015)	Ms. NG Ying Tim (till 18/12/2015)
廖少冰女士 (由18/12/2015)	Ms. LIU Siu Ping (from 18/12/2015)
任銘芳女士 (秘書)	Ms. YAM Ming Fong, Kennis (Secretary)

服務與健康護理常務委員會 Standing Committee on Service and Health Care

司徒佩玉博士 (主席)	Dr. SZETO Pui Yuk, Grace (Chairperson)
勞鐸聲醫生 (主席)	Dr. LO Dgok Sing (Chairperson)
梁佳樂先生	Mr. LEUNG Kai Lok, Peter
王美鳳牧師	Rev. WONG Mei Fung, Phyllis
Rev. Maggie Mathieson	Rev. Maggie Mathieson
蘇天祐先生	Mr. SO Tin Yau, Larry
盧家華先生	Mr. LO Ka Wa, Patrick
朱秀蓮女士 (至31/1/2016)	Ms. CHU Sau Lin (till 31/1/2016)
張志剛先生	Mr. CHEUNG Chi Kong, Peter
梁智森先生	Mr. LEUNG Chi Sum, Andrew
湛麗翔女士	Ms. CHAM Lai Cheung, Ven
孫森豪先生	Mr. SUEN Sum Ho, Simpson
葉志榮先生 (秘書)	Mr. IP Chi Wing, Mark (Secretary)

機構傳訊及市場拓展常務委員會 Standing Committee on Corporate Communication and Marketing Development

鍾穎欣校長(主席)	Ms. CHUNG Wing Yan, Vivian (Chairperson)
鍾建強先生	Ir. CHUNG Kin Keung, Lawrence
李文基先生	Mr. LEE Man Key
黃廣林先生	Mr. WONG Kwong Lam, Richard
蘇天祐先生	Mr. SO Tin Yau, Larry
廖遠大先生 (至26/8/2015)	Mr. LIU Yuen Tai, Gordon (till 26/8/2015)
黃小華女士 (由1/12/2015)	Ms. WONG Siu Wah, Viola (from 1/12/2015)
盧家華先生	Mr. LO Ka Wa, Patrick
謝百佳先生	Mr. TSE Pak Kai, Victor
林俊藝先生	Mr. LAM Chun Ngai
黃志恒先生	Mr. WONG Chi Hang
袁錦海先生(秘書)	Mr. YUEN Kam Hoi (Secretary)

諮詢組織成員名單

Member Lists of Consultative Bodies

屯門區域網絡委員會

Tuen Mun Regional Network Committee

黃桂邦先生 (主席)	Mr. WONG Kwai Pong (Chairperson)
賴家偉先生 (副主席)	Mr. LAI Ka Wai (Vice-chairperson)
李笑勤女士	Ms. LI Siu Kan
杜國輝先生	Mr. TO Kwok Fai
關自成先生	Mr. KWAN Chi Shing

元朗區域網絡委員會

Yuen Long Regional Network Committee

勞鐸聲醫生 (主席)	Dr. LO Dgok Sing (Chairperson)
陳惠儀女士	Ms. CHAN Wai Yi
黃偉賢先生	Mr. WONG Wai Yin
鄭俊宇先生	Mr. KWONG Chun Yu
鍾松真先生	Mr. CHUNG Chung Chun
邱嘉強先生	Mr. YAU Ka Keung
梁永發先生	Mr. LEUNG Wing Fat
馬承志先生	Mr. MA Shing Chi
陳智偉先生	Mr. CHAN Chi Wai
林志明校長	Mr. LAM Chi Ming
陳倩莊女士	Ms. CHAN Sin Chong
高詠玲女士	Ms. KO Wing Ling
郭蟾娟女士	Ms. KWOK Sim Kuen
盧文狄先生	Mr. LO Man Tik
謝潔媚女士	Ms. TSE Kit Mei
王秀芳女士	Ms. WONG Sau Fong

家屬代表會 Family Representatives Association

呂少珍女士 (主席)	Ms. LUI Siu Chun (Chairperson)
陳淑嫻女士 (副主席)	Ms. CHAN Suk Han (Vice-chairperson)
方紹雄先生 (副主席)	Mr. FONG Siu Hung (Vice-chairperson)
郭蟾娟女士	Ms. KWOK Sim Kuen
葉少貞女士	Ms. YIP Siu Ching
張弩女士	Ms. CHEUNG No
張佩蘭女士	Ms. CHEUNG Pui Lan
金萬森先生	Mr. KAM Man Sum
李淑珍女士	Ms. LI Shuk Chun
黎少芬女士	Ms. LAI Siu Fan
夏蕙芬女士	Ms. HA Wai Fan
董慶璘女士	Ms. TUNG Hing Lun
李秀瓊女士	Ms. LEE Sau King
余炳林先生	Mr. YU Ping Lam
鄭瑞強先生	Mr. CHENG Sui Keung
黃兆偉先生	Mr. WONG Siu Wai
黃燕燕女士	Ms. WONG Yin Yin
陳倩莊女士	Ms. CHAN Sin Chong
周淑嫻女士	Ms. CHAU Suk Han
吳玉花女士	Ms. NG Yuk Far
李穎真女士	Ms. LI Wing Chun

職員代表會 Staff Representatives Association

吳英甜女士(主席) (至11/2015)	Ms. NG Ying Tim (Chairperson) (till 11/2015)
廖少冰女士(主席) (由11/2015)	Ms. LIU Siu Ping (Chairperson) (from 11/2015)
張志剛先生	Mr. CHEUNG Chi Kong
錢致恒先生	Mr. CHIN Chi Hang
繆旭賢先生	Mr. MAU Yuk Yin
任銘樺女士	Ms. YAM Ming Wa
陳志揚先生 (至11/2015)	Mr. CHAN Chi Yeung (till 11/2015)
陳海欣女士 (至11/2015)	Ms. CHAN Hoi Yan (till 11/2015)
林文安先生 (至11/2015)	Mr. LAM Man On (till 11/2015)
胡俊達先生 (至11/2015)	Mr. WU Chun Tat (till 11/2015)
周耀麟先生 (至11/2015)	Mr. CHOW Yiu Lun (till 11/2015)
鄭永安先生 (至11/2015)	Mr. CHENG Wing On (till 11/2015)
張月昌先生 (至11/2015)	Mr. CHEUNG Yuet Cheong (till 11/2015)
湛世銘先生 (由11/2015)	Mr. CHAM Barnabas Sai Meng (from 11/2015)
王家毅先生 (由11/2015)	Mr. WONG Ka Ngai (from 11/2015)
李穎芯女士 (由11/2015)	Ms. LEE Wing Sum (from 11/2015)
葉錦誠先生 (由11/2015)	Mr. YIP Kam Sing (from 11/2015)
林惠琮女士 (由11/2015)	Ms. LAM Wai King (from 11/2015)
程鳳玲女士 (由11/2015)	Ms. CHING Fung Ling (from 11/2015)
羅麗娟女士 (由11/2015)	Ms. LAW Lai Kuen (from 11/2015)

委員會及家屬代表會報告

Reports of Committees & Family Representatives Association

事工規劃及發展常務委員會報告

Report by the Standing Committee on Planning and Development

於本年度初成立的事工規劃及發展常務委員會承接前服務發展常務委員會奠下的基礎，集中探討機構的長遠策略發展方向，並完成制訂機構的2016-2019策略發展計劃。

委員會於2015年4月份的首次會議開始推動制訂2016-2019策略發展計劃，與管理團隊共同規劃有關工作，包括檢討2013-2016策略發展計劃的成果與遇到的困難，進行「強弱機危」綜合分析(SWOT)以確立機構本身的強處及弱處、外界存在的機會和威脅，以及找出適切的長遠發展方向。在構思發展當中，委員們從宏觀角度檢視本港和外地的康復服務，以探索一些創新或具前瞻性的服務。

為預備制訂新一份策略發展計劃，委員會策劃了一個集合董事、委員、高中層管理員工及治療師參與的退修會，大家一起討論機構的未來發展方向與工作重點。這個退修會除增加了參加者對2013-2016策略發展計劃所達致成果與遇到困難的認識之外，也讓參加者深入交流了對服務現況的看法，並對機構未來三年的願景及服務發展重點提出很多寶貴建議。各人的意見可歸納為三大主題：(1)承傳精神：持守機構的服務信念和價值，繼往開來；(2)獨特亮點：對機構現有的突出服務作更深、更廣的發展，使這些服務成為機構的獨有亮點；(3)服務空隙：找出服務對象需要但業界缺乏供應的服務，然後設法補足。

經過各人的努力，我們已制訂了2016-2019策略發展計劃。整個計劃分為

Formed at the beginning of this year, the Standing Committee on Planning and Development worked on the foundation laid down by the former Standing Committee on Service Development to explore the directions for the Agency's long-term strategic development and complete the writing of the Agency's 2016-2019 Strategic Plan.

We initiated the work of writing the Agency's 2016-2019 Strategic Plan right in the first meeting of the Committee held in April 2015. We framed the planning with the management, including a review of the results achieved and the difficulties encountered in carrying out the Agency's 2013-2016 Strategic Plan, making an "SWOT" analysis of the Agency to establish its strengths and weaknesses as well as the external opportunities and threats, and finding suitable directions for long-term development. In getting ideas for the Agency's development, we examined the rehabilitation services in Hong Kong and other places from a macro perspective so as to identify some innovative or forward-looking services.

In preparation of the new strategic plan, we held a retreat that brought directors, committee members, top-level and mid-level managerial staff and therapists together to discuss the future development direction and the key emphasis work of the Agency. The retreat helped the participants to know more about the results achieved and the problems encountered in carrying out the 2013-2016 Strategic Plan. It also enabled them to share deeply their views on the current services of the Agency and make many valuable suggestions regarding the vision and the key service development for the next three years. Their opinions could be summarized into three themes: (1) Inheritance and transmission - uphold the Agency's beliefs and values for its service; (2) Unique highlights - develop the Agency's existing outstanding services more deeply and more widely so as to make them the unique highlights of the Agency's service; (3) Service gap - identify services that are required by our service targets but not being supplied by rehabilitation organizations and then find ways to fill the gap.

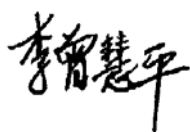
Through the efforts of our team, we have devised the Agency's 2016-2019 Strategic Plan. The entire plan consists of three development directions and fifteen

三個發展方向和15項執行目標/指引，內容包括員工的專業發展、服務對象及照顧者的身心社靈全人照顧、開辦新服務等。眾多事工項目中的核心為智障人士老齡化服務，我們期望能夠朝「專門化」及「實證為本」方向發展有關服務。

委員會與管理團隊曾就服務使用者的需要探討開設小型牙科診所、智障老人宿舍、年幼智障/自閉症人士服務、智障/自閉症人士家屬支援服務和以有特殊教育需要學生為對象的就業諮詢服務。因應可運用的資源，我們建議把部份服務融入2016-2019策略發展計劃中，以滿足服務使用者的需要和累積服務經驗。

委員會明白社福界對新津助服務單位營辦權的競爭十分激烈，本會參與競投時需有不同專才的參與以增加成功競投的機會。委員會曾考慮成立「投標事工委員會」和擴大「諮詢對象庫」，邀請更多專才成為諮詢對象。同時，委員會贊成董事局應設定機構應否競投某個服務單位的準則，以協助管理層和專責工作小組作預備。在本年度內，委員會曾與管理層及專責工作小組成員詳細商討上水祥龍圍邨輔助宿舍服務計劃書，並建議多個增值項目。雖然最終落選，但各成員從中汲取了寶貴的經驗，相信將有助機構在日後再競投服務單位。

最後，我謹代表機構多謝本委員會各成員在過去一年的積極參與及貢獻，並期待與他們繼續攜手合作，有序地規劃機構的發展和滿有力量地迎接新的挑戰。



李曾慧平教授
事工規劃及發展常務委員會主席

execution objectives/guidelines, covering the area of staff's professional development, holistic care for service users and their carers, new service initiatives, etc. Services for elderly people with intellectual disabilities are at the core of our various work items. We expect to develop these services in the direction of "specialization" and "evidence-based".

Based on the needs of the service users, we studied with the management some new service initiatives, such as running small-scale dental clinics, or hostels for elderly people with intellectual disabilities, providing services for the children with intellectual disabilities or autism, or support services for family members of people with intellectual disabilities or autism, and employment guidance service for students with special education needs. In consideration of resources utilization, we recommended the incorporation of some of the services into the 2016-2019 Strategic Plan in order to meet service users' needs and accumulate new service experience.

We understand that there is a keen competition among social welfare organizations for operating new subvented social service units, and inputs by professionals from different fields are needed to increase the chance of success in bidding. Hence we have considered setting up a "Service work tender committee" and expanding the "Consultant database" by inviting more professionals to be the Agency's consultants. At the same time, we supported the opinion that the Board of Directors should lay down the principles for deciding whether or not the Agency should bid for certain social service units. This will assist the management and the working group concerned in making preparations. During the year, together with the management and members of the working group concerned, we had a detailed discussion about the proposal of providing supported hostel service in Cheung Lung Wai Estate, Sheung Shui and suggested a number of value-added items for the service. Although our proposal was not chosen at last, all the people involved obtained some valuable experience. We believe that the Agency will be benefited from such experience regarding future social service unit bidding.

In conclusion, on behalf of the Agency, I would like to thank all members of the Committee for their active participation and contributions over the past year. I look forward to furthering my cooperation with them to plan the development of the Agency in an orderly way and face new challenges with plenty of strength.



Prof. LI TSANG Wai Ping, Cecilia
Chairperson
Standing Committee on Planning and Development

本年度本會進行了董事局轄下常務委員會改組，服務發展常務委員會與健康護理服務常務委員會合併為服務與健康護理常務委員會。這個委員會的職權範圍為：(1)制訂及監督機構服務恆常運作質素標準，特別是與服務使用者權益直接有關的服務政策及程序；(2)擬訂及監督機構健康護理整體服務質素標準；(3)提升機構健康護理服務水平以配合各服務使用者群組之特別需要；(4)審核各單位申請由機構資助之服務計劃；(5)審議機構的職安健工作。

以下是委員會本年度的工作報告：

首先，本會繼續與慈善團體開心樹社會服務及香港基督徒牙醫團契合作，於2015年6月14日在本會美田單位舉辦了第五次「開心由“齒”喜」牙科服務日，由義務醫護人員(牙科醫生、麻醉科醫生及護士)為50名會內服務使用者及36名會外服務使用者提供了多項牙科服務。

其次，聖雅各福群會社區營養服務及教育中心繼續向各單位提供營養師諮詢服務。為與會內及會外人士分享這項服務計劃的成效，並推廣適合復康院舍智障人士的健康食譜，本會於2015年11月28日在本會朗屏單位舉行了外購營養師服務分享會，同時出版了一本名為《智營食譜》的刊物。

此外，委員會審議了加強物理治療服務及職業治療服務計劃書，另也審議了重設言語治療服務建議書。經討論後，委員會支持管理層把這兩份文件提交予人力資源常務委員會審議。

香港理工大學康復治療科學系學生於2015年2月至5月在本會朗屏及賀屏單位進行服務學習計劃，與服務使用者進行物理治療評估及職業治療評估，並為工場的

This year our Agency reshuffled the standing committees under the Board of Directors. The Standing Committee on Service Development merged with the Standing Committee on Health Care Services to form the Standing Committee on Service and Health Care. The terms of reference of this committee are: (1) formulating and monitoring the standards for the quality of the Agency's service on a daily basis, especially the service policies and procedures which are directly related to the interests of the service users; (2) formulating and monitoring the standards for the overall quality of the Agency's health care service; (3) enhancing the standard of the Agency's health care service so as to meet the special needs of different groups of service users; (4) vetting the funding applications from all units for their service projects; (5) giving advice to the work on staff's occupational safety and health.

Below is a report on the work of the Committee over the year:

To begin with, our Agency continued to collaborate with Happy Tree Social Service and Hong Kong Christian Dentist Fellowship to hold the fifth "Healthy Teeth Happy Life" Dental Service Day in our Mei Tin Unit on June 14th, 2015. A group of voluntary medical professionals (dentists, anaestheticians and nurses) provided different dental services to 50 service users of our Agency and 36 service users of other agencies.

Secondly, the Community Nutrition Services and Education Centre of St. James Settlement kept the dietetic consultation service to our units. To share the results of this service with internal and external parties of our Agency and to promote healthy recipes for people with intellectual disabilities living in residential homes, a sharing session on the service was held in our Long Ping Unit on November 28th, 2015. Also, a book named "Smart and Nutritious Recipes" was published.

Furthermore, we deliberated the proposal of strengthening physiotherapy service and occupational therapy service as well as the proposal of re-introducing speech therapy service. After discussion, we supported the submission of these two proposals to the Standing Committee on Human Resources for consideration.

Students from the Department of Rehabilitation Sciences of the Hong Kong Polytechnic University carried out their service learning project in our Long Ping and Hor Ping Unit from February to May 2015. They conducted physiotherapy assessment and occupational therapy assessment for the service users. They also organized

職業康復延展計劃舉辦活動。另該大學言語治療碩士課程學生於2015年5至6月在本會朗屏單位進行實習，為服務使用者提供言語治療評估、溝通訓練及口肌訓練。

在職安健方面，2014-2015年度共發生了51宗工傷意外，工傷人數共51人，佔全會職員人數的10%，工傷率維持於一個低水平。鑑於2014-2015年度的工傷意外有不少是員工工作安全意識不足造成，本會舉辦了職安健宣傳口號及動態創作比賽，從而提高員工的工作安全意識，並向單位提供得獎作品以向員工宣傳職安健。

除上述外，委員會審閱了服務發展常務委員會及健康護理服務常務委員會撥款予7個單位於2014-2015年度推行的活動計劃的完成報告。各項活動計劃均能按照所定時間進行及達致預訂的目標。

最後，我倆謹藉此機會多謝委員會各成員於2015-2016年度在委員會工作上的參與及貢獻。

activities for the work extension programme of the sheltered workshops of the two units. Besides, a student of the Speech Therapy Master's Degree Programme of the Hong Kong Polytechnic University had her practice placement in our Long Ping Unit from May to June 2015. She rendered speech therapy assessment, communication training and oral motor training to service users.

In the area of occupational safety and health, there were altogether 51 accidents involving work injuries in the year 2014-2015. The total number of staff injured in the accidents was 51, which accounted for 10% of the whole staff number of the Agency. The rate of work injury remained at a low level. As quite a few of the accidents were caused by a lack of awareness for work safety, an occupational safety and health multi-media slogan writing competition was organized to raise staff's awareness for work safety. The winning entries were sent to the units for promoting occupational safety and health to their staff.

In addition to the above, we examined the completion reports on the projects carried out by seven of the units in the year 2014-2015 with a funding approved by the Standing Committee on Service Development and the Standing Committee on Health Care Services. All the projects were carried out as scheduled, with their set objectives achieved.

Lastly, both of us would like to take this opportunity to thank all members of the Committee for their participation and contributions to its work over the year 2015-2016.

司徒佩玉 勞鐸聲

司徒佩玉博士 勞鐸聲醫生
服務與健康護理常務委員會主席

Dr. SZETO Pui Yuk, Grace

Dr. LO Dgok Sing
Chairpersons
Standing Committee on Service and Health Care



機構傳訊及市場拓展常務委員會報告

Report by the Standing Committee on Corporate Communication and Marketing Development

本年度機構傳訊及市場拓展常務委員會的主要工作為：(1)舉辦第四屆「筆·凡生活」藝術匯展；(2)於港鐵站張貼「筆·凡生活」藝術匯展宣傳海報；(3)製作機構資料冊；(4)跟進第一階段社會福利發展基金資訊科技計劃的資助項目 - 服務運作及管理系統；(5)進行第二階段社會福利發展基金資訊科技計劃的資助項目 - 知識管理系統及藥物管理系統；(6)商討第三階段社會福利發展基金資訊科技計劃的建議申請項目，包括重建本會網站、會計系統升級及建立工場工資計算系統。

第四屆「筆·凡生活」藝術匯展分別於2016年3月4日至7日在樂富廣場及於2016年3月18日至20日在賽馬會創意藝術中心舉行，是屆邀得著名藝人黃智賢先生為活動擔任宣傳大使。活動的起動禮於2016年3月6日在樂富廣場舉行，由社會福利署助理署長（康復及醫務社會服務）方啟良先生擔任主禮嘉賓。方先生致辭時對本會的殘疾人士服務予以充份的肯定。黃智賢先生與小朋友義工及本會服務使用者一起在天橋上展示智障人士的畫作。活動以「開心生活」作為主題，希望大家不要只看到智障人士匱乏的地方，也要從他們身上學習「簡單就是快樂」的道理，在緊張忙碌的生活中多留空間給自己。感謝各同工的通力合作，是次活動圓滿完成。

為向外宣傳「筆·凡生活」藝術匯展，本會印製了300張宣傳海報，由2016年2月底至3月初於多個港鐵站的月台刊登。

機構資料冊的內容正在修訂中，預期可於2016年底完成製作及印刷。此資料冊除了作招募會員之用外，也可用於招募義工及對外宣傳。

Over the year, the work of the Standing Committee on Corporate Communication and Marketing Development focused on: (1) organizing the 4th "Life, Coloured by..." Art Exhibition; (2) posting promotion posters of the "Life, Coloured by..." Art Exhibition in MTR stations; (3) preparing an information booklet on the Agency; (4) following up the supported items in Phase I of the Social Welfare Development Fund (IT Projects), namely the Service Operation and Management System; (5) carrying out the supported items in Phase II of the Social Welfare Development Fund (IT Projects), namely the Knowledge Management System and the Drug Management System; (6) considering the suggested application items for Phase III of the Social Welfare Development Fund (IT Projects), including revamping the Agency's website, upgrading the accounting system and developing a system to calculate the wages of our sheltered workshop workers.

The 4th "Life, Coloured by..." Art Exhibition was staged at Lok Fu Plaza from March 4th to 7th, 2016 and at Jockey Club Creative Arts Centre from March 18th to 20th, 2016. This time we had famous artist Mr. WONG Chi Yin to serve as ambassador for the exhibition. The kick-off ceremony of the programme was conducted at Lok Fu Plaza on March 6th, 2016. The Assistant Director of Social Welfare (Rehabilitation and Medical Social Service) Mr. FONG Kai Leung was invited to the ceremony as the officiating guest. In his speech, Mr. FONG gave full recognition to our services for people with intellectual disabilities. Mr. WONG Chi Yin, joined by children volunteers and our service users, showed paintings by people with intellectual disabilities on the catwalk. With the theme of "Live a Happy Life", it is hoped that the participants could look beyond the deficiencies in people with intellectual disabilities to see from them that it was "simplicity is happiness" and leave more room for themselves in their hectic lives. Thanks to staff's full cooperation, the exhibition was completed satisfactorily.

In order to publicize the "Life, Coloured by..." Art Exhibition, 300 posters were put up on MTR platforms from late February to early March 2016.

The content of the information booklet on the Agency is under revision at the moment. We expect that its preparation and printing work can be completed by the end of 2016. Not only can this booklet be used for the purpose of recruiting members for the Agency, it can also be used for volunteer recruitment and promotion purposes.

第一階段社會福利發展基金的資訊科技項目 - 服務運作及管理系統已啟用，以加強服務使用者資料的管理。在第二階段社會福利發展基金的資訊科技項目方面，知識管理系統已建立，用戶正在測試中，估計可於今年年底啟用，以促進員工的工作知識及技巧分享。藥物管理系統的招標程序已經完成，獲選用的供應商亦已開始系統建立工作，預計可於今年年底把系統交給用戶測試，繼而啟用，以提高服務使用者服用藥物的安全性。第三階段社會福利發展基金資訊科技計劃的建議申請項目 - 重建本會網站、會計系統升級及建立工場工資計算系統已全部獲委員會通過，並將於今年年底前提提交予社署。

在此，再次感謝各委員於過去一年在本會機構傳訊及市場拓展工作上的參與及貢獻。



鍾穎欣
機構傳訊及市場拓展常務委員會主席

The information system of the First Phase of the Social Welfare Development Fund, Service Operation and Management System, has been launched to strengthen the management of service users' data. Regarding the information systems of the Second Phase of the Social Welfare Development Fund, the Knowledge Management System has been developed and is now under user acceptance test. It is expected that the system can be launched by the end of this year to promote sharing of work knowledge and skills among the staff. The tendering procedure of the Drug Management System has been completed. The tenderer selected has started the work of developing the system. It is expected that the system can be put to user acceptance test by the end of this year and be launched afterwards to increase the safety of medication to service users. For the Third Phase of the Social Welfare Development Fund, the suggested application items, namely revamping the Agency's website, upgrading the accounting system and developing a system to calculate the wages of our sheltered workshop workers, are all adopted by the Committee and will be submitted to the Social Welfare Department by the end of this year.

Here I would like to express my thankfulness to all members of the Committee for their participation and contributions to the corporate communication work and marketing development work of the Agency over the past year.



CHUNG Wing Yan, Vivian
Chairperson
Standing Committee on Corporate Communication
and Marketing Development



人力資源常務委員會報告

Report by the Standing Committee on Human Resources

人力資源常務委員會歡迎劉少媚女士於本年度加入成為委員，深信劉女士將在人力資源政策及措施方面給予本會寶貴的意見。

本年度委員會繼續優化人事管理，除贊成保留員工門診醫療津貼制度外，亦支持為非定影員工作出強積金僱主自願性特別供款。同時，因應社會福利署於年內增加整筆撥款金額，委員會支持開設復康助理編制職位，以紓緩前線員工人手緊張的情況。

在委員會的建議下，上述各項皆獲得董事局通過，並已於年度內執行。

最後，我倆謹對各委員過去一年在委員會工作上給予的支持及意見致以衷心的感謝。

This year we were glad to have acquired a new member, Ms. Rosemary Lau to join the Standing Committee on Human Resources. We were certain that Ms. Lau could offer the Agency valuable opinions on its policies and measures regarding human resources.

During the year, we continued to enhance the Agency's personnel management. Besides agreeing to keep the out-patient medical allowance scheme for the staff, we supported the decision of making a special voluntary employer contribution to the MPF for non-snapshot staff. Moreover, as the Social Welfare Department increased the amount of the Lump Sum Grant to the Agency, we were supportive of the proposal of having a regular rehabilitation assistant post to ease the tight manpower situation in frontline service.

Under the recommendation of the Committee, the above-mentioned policies and measures were all approved by the Board and implemented in the year.

Finally, both of us would like to express our heartfelt gratitude to all members of the Committee for their support and opinions on the work of the Committee over the past year.

梁佳樂



劉明聰
人力資源常務委員會主席

LEUNG Kai Lok, Peter

LAU Ming Chung, Peter
Chairpersons

Standing Committee on Human Resources

兩年一屆的家屬代表會已於2015年4月換屆。本人深感榮幸，能獲得各家屬代表支持，再度當選家屬代表會主席，定當竭盡所能，努力完成任命。

於2015-2016年度，家屬代表會共舉行了四次會議，在會上聽取機構的服務報告及家屬支援服務計劃 - 「智親至愛」服務計劃的報告，接收復康服務新發展資訊，商議2015-2016年度家屬活動的安排，並討論大家關注的議題。

「智親至愛」服務計劃為家屬提供探訪、個案工作、心理輔導小組、親子活動等支援，並向職員、家屬及義工提供培訓。由家屬組成的義工隊共進行了約50次探訪，向有需要的家屬表達關心及支持。

在復康服務新發展方面，我們從列席會議職員的口中得悉，政府推出多項措施以改善智障人士服務及福利，包括優化延展照顧計劃及職業康復延展計劃、加強物理治療服務及職業治療服務、資助在社區居住的智障人士接受流感疫苗注射等，另業界正在關注智障人士在刑事訴訟中的權益保障及探討為智障人士設立公共信託。

在家屬活動方面，我們獲得機構的資助，舉辦了兩項家屬活動：週年家屬聚餐及深圳探訪交流活動。週年家屬聚餐於2015年8月25日舉行，共有142位家屬、1位董事及18位職員參加，筵開13席，場面熱鬧溫馨，席間本會臨床心理學家黎玉蓮女士與我們分享了如何面對困境，給予了我們很多正能量。這個週年聚餐活動，為家屬提供了一個互相支持、關懷、鼓勵的平台。深圳探訪交流活動於2016年3月9日至10日舉行，共有28位家屬及8位職員參加。眾人探訪了當地的三個殘疾人士服務單位，增加了對國內殘疾人士服務的認識，同時得到與國內殘疾人

With each term lasting for two years, the Family Representatives Association changed for a new term in April 2015. I felt much honoured to have the support of the family representatives of the new term in being elected Chairperson of the Association again. I would exert myself to fulfil the duties and responsibilities of this position.

Over the year 2015-2016, four meetings were held by the Association. In the meetings, we listened to the service reports of the Agency and the reports on the support service project for family members named "Infinity in Love project", received information about new developments in rehabilitation services, arranged activities for family members for the year 2015-2016, and discussed our concerned issues.

The "Infinity in Love project" provided family members with supportive services, including visits, case work, counselling groups and parent-child activities. It also rendered training to staff, family members and volunteers. The volunteer team formed by service users' families made some 50 visits in total to needy family members to show their concern and support.

With regard to new developments in rehabilitation services, we learnt from the staff who attended our meetings that the Government had introduced a number of measures to improve the service and welfare for people with intellectual disabilities, namely optimization of the extended care programme and the work extension programme, strengthening of physiotherapy service and occupational therapy service, and funding of influenza vaccination to people with intellectual disabilities living in the community. Besides, people of the rehabilitation field were calling attention to safeguard the rights of people with intellectual disabilities in criminal proceedings and explore the utility of public trust for people with intellectual disabilities.

Regarding the activities for family members, two programmes were organized with the Agency's funding: annual banquet and exchange tour to Shenzhen. The annual banquet was held on 25 August 2015. There were 13 tables seating 142 family members, 1 director and 18 staff. The atmosphere was lively and warm. During the banquet, the Agency's clinical psychologist, Ms. Josanna LAI, shared with us the ways of coping with difficult situations and gave us much positive energy. This annual banquet provided a platform for family members to render support, care and encouragement to one another. The exchange tour to Shenzhen took place from March 9th to 10th, 2016, participated by 28 family members and

士服務人員交流的機會。各人均希望家屬代表會日後能再舉辦這類交流活動。

本年度我們對服務使用者出外旅遊收費的計算準則、服務使用者涉及刑事案件時機構的處理方法，以及派代表參加一些聯合家屬組織或聯席會議進行了討論，意見交機構管理層考慮及跟進。

最後，我衷心感謝神在過去一年的保守帶領、各家屬代表的積極參與及會方給予我們的支持，更多謝機構的員工為我們的孩子提供全面及細心的照顧。謝謝大家。



呂少珍
家屬代表會主席

8 staff. We visited three local service units for people with disabilities. Through the visits, we gained a better knowledge about the services for people with disabilities on the Mainland and a chance to communicate with the workers. All of us hoped that the Family Representatives Association could organize this kind of exchange programme again in the future.

During the year, we had discussions on the principle the Agency used to determine the fee to be paid by service users for a foreign tour programme, the practice the Agency followed in handling cases in which service users were involved in criminal offences, and the suggestion of sending representatives to participate in some joint associations or meetings for family members of people with intellectual disabilities. Our opinions were passed to the Management of the Agency for consideration and follow-up.

Lastly, I would like to extend my sincere gratitude to God for His keeping and guidance over the past year, to all family representatives for their active participation, to the Agency for its support, and to the staff of the Agency for their comprehensive and delicate care to our children. Thank you.



LUI Siu Chun
Chairperson
Family Representatives Association



以愛同行

Walk together with Love

「耶和華的眼目
看顧敬畏他的人
和仰望他慈愛的人」
(詩篇33篇18節)

“But the eyes of the LORD are on
those who fear him, on those whose
hope is in his unfailing love”

Psalm 33:18



服務發展

Service Development

基督教懷智服務處以彰顯耶穌基督的愛為使命，服務殘疾人士。本會透過二十多個服務單位和不同服務計劃，為殘疾人士提供優質服務，實踐機構使命。

The Mission of Wai Ji Christian Service is to reflect the love of Jesus Christ by serving people with disabilities. Towards this mission, quality services are provided to people with disabilities through more than twenty service units and various service projects.

按殘疾人士的實際需要提供適切服務，讓他們發揮潛能，融入社會，並在關懷和尊重的環境下生活，活出精彩人生，是本會堅定不移的目標。回顧過去一年，本會在服務發展、重組架構、提升品牌及人才培訓等方面都有很大進展。

為了讓服務使用者得到適切的服務，除了社會福利署整筆撥款之服務外，本會訂立審批善款運用機制，運用籌款所得加強各項服務，並按年透過機構網站及通訊報道善款使用情況以增加透明度。2015-16年度本會運用了約28萬元籌得的善款資助服務單位推行6項服務計劃，包括「『智』友齊運動·踏出健康新『能量』」計劃、智擊樂團計劃、「耆智通」老齡智障人士平板電腦應用支援計劃、「智」Fun長青老友記計劃、生命歷「情」計劃及憩靜閣計劃。上述計劃透過運動、電腦、園藝治療、音樂治療、生死教育等不同方法協助年長的智障人士延緩、面對老化及獲得新的生活經驗。

還有，本會舉辦外購營養師服務經驗分享會暨烹飪示範活動及出版《智營養譜》，與業界及持分者分享服務成果，以及舉辦全港首創的免費外展智障人士牙科

It has been our unwavering objective to provide people with disabilities with services which are well accommodated to their actual needs so that they can develop their capabilities, integrate themselves into the society and live a wonderful life with other people's regard and respect. Over the past year, we have made remarkable progress in service development, organization restructuring, brand enhancing and talent nurturing.

In order to give service users well-suited services, we established an application and approval mechanism to utilize the funds raised to strengthen services in addition to those subvented by the Lump Sum Grant of the Social Welfare Department. An annual report on the use of the funds raised is given on our Agency's website and newsletter to make it more transparent. During the year 2015-16, about \$280,000 raised were granted to service units for carrying out six service projects, namely a generating energy by physical exercise project, a music playing project, a tablet computer training project, two life and death education projects and a relaxation corner project. The above-mentioned projects helped elderly people with intellectual disabilities to delay or face their aging, and gain some new life experience by different means such as physical exercise, computer, horticulture therapy and music therapy.

Moreover, we organized an outsourced dietitian service sharing session plus a cooking demonstration and published a book that gave a collection of nutritious recipes so as to share the results of this service with workers of the rehabilitation field and stakeholders. Also, we provided the first free outreach dental service for people with intellectual disabilities in Hong Kong to ease dental problems among



◀ 「『智』友齊運動·踏出健康新『能量』」計劃培養智障人士恆常運動的習慣，以增強他們的體格。
The generating energy by physical exercise project aimed to cultivate a habit of taking exercise regularly in people with intellectual disabilities and strengthen their physique.



◀ 園藝治療透過園藝活動延緩年長智障人士的老化。
Horticulture Therapy reduced the rate of deterioration in elderly people with intellectual disabilities through gardening activities.

服務，以舒緩智障人士的牙患問題。

此外，為了確保服務質素及資源能獲得最有效的運用，本會設有機制持續地監察及評估服務單位所輸出服務的質素、數量和成本，未達到指標的服務需制訂改善計劃。

在照顧者服務方面，本會得到香港公益金45週年基金撥款推行一項智障人士照顧者服務計劃——「智親至愛」服務計劃。這個計劃向家屬或照顧者提供家訪、小組、親子活動等支援，並向職員、家屬及義工提供培訓。服務開展至今已逾兩年，累積了50多個個案。社工除了定期探訪個案，提供輔導和情緒支援外，亦會協助尋找適合的社區資源，以解決個案的生活需要。計劃除了向本會的照顧者提供服務外，亦向其他復康機構的照顧者提供服務。根據問卷調查結果，參加者表示計劃對他們舒緩壓力及解決日常生活需要有很大幫助。

本人衷心感謝香港公益金撥款支持本計劃，為智障人士照顧者提供歇息機會，讓他們的生命不再一樣。在我們接觸到的照顧者，尤其是較年長的一群，他們的大半生都承擔着照顧智障子女的責任。他們彷彿已失去了自己。我們就讓他們重拾自我，重新出發，好好享受生命，享受耶穌基督的祝福。

重組架構

為了與時並進，提高管理效能及加強高層管理員工的職能，在過去的一年本會重組了中央管理架構，並重新規劃高層管理員工的職務及分工。此外，本會把服務拓展及支援隊轉型為機構傳訊及拓展部，專責機構對內對外資訊傳遞工作，期望能更有效地推廣本會的服務，從而獲取更多外界的支持及參與。

此外，本會定期舉行中層管理同工交流會，讓管理層收集中層員工對服務或行政管理上不同議題的意見，以收集思廣益之效。



▲ 中電義工參與「智親至愛」服務計劃之「照亮前路結伴行」家訪活動，為有需要的家庭更換電燈泡。

Taking part in a home visit programme of our "Infinity in Love" Service Project, Volunteers from the China Light and Power changed electric light bulbs for families as needed.

people with intellectual disabilities.

Besides, in order to ensure the service quality and that the resources are used in the most effective way, we had a mechanism to continuously monitor and evaluate the services delivered by our service units in terms of quality, quantity and cost. Improvement plans have to be drawn up for services that fail to meet the target.

With regard to services for carers, we obtained an allocation from the 45th Anniversary Fund of the Community Chest of Hong Kong to carry out a service project for carers of people with intellectual disabilities, namely "Infinity in Love" Service Project. Support like home visits, groups and parent-child activities was provided to family carers. Training was conducted to staff, service users' family members and volunteers. By now the project has been run for more than two years and the cumulative number of cases served has exceeded 50. A social worker pays regular visits to the cases and provides counseling and emotional support for them. The social worker will also help to find suitable community resources to satisfy their living needs. Not only does the project serve our Agency's carers, it also serves carers from other rehabilitation agencies. According to the results of a questionnaire survey on the project, the participants felt that the project was very helpful to them in reducing their stress and satisfying their daily living needs.

Here I would like to express my hearty thanks to the Community Chest of Hong Kong for supporting the project financially. The project has provided carers of people with intellectual disabilities a break from their caring work and changed their lives. For the carers we got to know in the project, especially those of a senior age, they had spent most of their lives taking up the responsibility of looking after their children with intellectual disabilities. They seemed to have lost themselves. We enabled them to re-discover themselves and make a new start for their own lives, and enjoy the pleasure of life and the blessings from Christ.

Organization Re-structuring

In order to keep abreast of the time, increase the effectiveness of management and strengthen the duties and functions of senior managerial staff, our Agency

提升品牌

為了強化品牌形象，本會於本年度舉辦「會徽設計比賽」以匯集職員的創意，重新設計會徽；新會徽已於2016年1月起正式使用。

本年度，機構傳訊及拓展部舉辦了「筆·凡生活」藝術匯展，向公眾展示智障人士的藝術才華，從而讓公眾認識他們的才能，增加對他們的接納。我們又發展「喜善」手工藝宴會禮品，同時正式註冊「石頭鳥」手工藝產品的名稱及標誌。上述產品受到市場歡迎，增加了本會的知名度及本會就業服務使用者的工作機會。



▲ 喜樂大使王祖藍先生
Mr. Wong Cho Lam, our
Ambassador of Joy



▲ 愛心大使黃智賢先生
Mr. Wong Chi Yin, our
Ambassador of Love

在宣傳工作方面，本會成功邀請到演藝名人王祖藍先生和黃智賢先生分別擔任喜樂大使和愛心大使，協助宣傳本會服務，讓更多人認識殘疾人士服務及關心他們的權益。此外，我們又塑造了小精靈「迪茜比」（取自“disabilities”一字的發音），用於4格漫畫及宣傳活動，期望能透過迪茜比宣傳殘疾人士的正面形象，促進傷健共融。

人才培訓

人才是機構的一項寶貴資產，故本會一向重視人才培訓。本年度本會在總辦事處增設一位培訓主任，專責統籌全會職員培訓工作。此外，本會把員工培訓定為社會福利發展基金第三階段申請中的優先項目，以給予管理職級員工、專業員工及支援員工更多培訓機會。有關培訓課程涵蓋

reformed the central managerial structure and re-schemed the duties and division of work of senior managerial staff during the past year. Besides, the Service Development and Support Team was converted to the Corporate Communication and Marketing Development Department to take charge of all internal and external information communication work and the Agency's external relations so as to promote the Agency's service and work to external parties in a more effective way and gain more support and participation from them.

In addition, a mid-level managerial staff exchange meeting was held periodically for the Management to collect mid-level staff's opinions on different issues relating to the service, administration or management so as to draw on collective wisdom.

Brand Enhancing

In order to strengthen our brand image, a Logo Design Competition was organized to collect bright and creative ideas from staff. The new logo was in effect since January 2016.

During the year, the Corporate Communications and Development Department organized the “Life, Coloured by...” Art Exhibition to show the public the talent of people with intellectual disabilities in art for the purpose of getting the public to know about their capabilities and, as a result, have a higher acceptance for them. Also, there was development with our Cheers n Care hand-made gifts for banquets and an official registration was made for the name and logo of our Stone Bird handicrafts. These products are sold well in the market, which made the name of our Agency more well-known and brought more job opportunities to users of our employment service.



With regard to promotion work, we succeeded in inviting famous artists Mr. Wong Cho Lam and Mr. Wong Chi Yin to be our Ambassador of Joy and Ambassador of Love respectively and help us to publicize our services for the aim of getting more people to know about services for people with disabilities and to be concerned with their rights. Moreover, we created a little genie named from the pronunciation of the word “disabilities” and used it in four-panel comics and promotion activities. It was hoped that this character could help in the promotion of a positive image of people with disabilities, and then the integration between people with and without disabilities.

Talent Nurturing

Talent is a valuable asset of an organization. Hence we have been attaching importance to talent nurturing. This year a new post of training officer was added to the Head Office for co-ordinating the staff training work

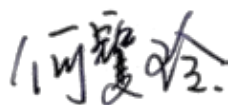
康復服務理論及應用、實務知識及技巧、督導技巧、財政管理、人力資源管理、危機管理等。除了向員工提供不同培訓課程外，員工亦可向會方申請資助報讀與其工作職務有關的外界培訓課程。本會鼓勵員工參加本地研討會、國際會議及外地考察活動，藉此擴闊視野。本會亦鼓勵員工透過內聯網共享知識，發揮自學精神。

善用儲備

在 2015/16 年度，本會運用整筆撥款儲備約95萬元聘用了7名臨時員工，為老化服務使用者加強護理人手。來年本會計劃運用整筆撥款儲備改善前線護理人員的聘用條件，以確保服務質量能有效維持。並會重設言語治療服務，以回應老化服務使用者的特殊需要。此外，本會亦運用非定影員工的強積金儲備68萬元，為非定影員工增加強積金僱主自願性供款，獎勵工作表現良好的員工，並希望藉此使資深員工留在本會工作。預計此措施未來數年仍會實施。

感謝

最後，我感謝董事局過去一年的指導和協助。我感恩機構有一群委身的同工，他們每一位都為本會的服務貢獻出最大的努力。我感謝神在過去一年的保守帶領，以及社會各界對本會服務的支持。展望未來，我們將會加倍努力，以創新思維，朝着本會的願景進發。



何寶玲
署理總幹事

of the Agency. Besides, staff training was given priority in the Agency's application for Phase III of the Social Welfare Development Fund so as to provide managerial, professional and support staff with more opportunities to receive training. The areas covered by the training programmes included theories on rehabilitation service and their application, practical knowledge and skills, supervision skills, financial management, human resources management, crisis management and others. Besides taking courses organized by the Agency, staff can apply for a funding from the Agency to take external courses related to their job duties. We encouraged staff to join local seminars, international conferences and foreign study tours for broadening their horizon. We also encouraged them to share their knowledge with each other on the Agency's Intranet out of the spirit of self-learning.

Making good use of our reserves

During the year, 7 temporary staff was employed with an amount of about \$950,000 from the Agency's Lump Sum Grant reserve to strengthen the manpower for giving care to elderly service users. In the next year, we plan to use funds from the Lump Sum Grant reserve to make better remuneration for frontline staff to ensure that the quality of service can be effectively maintained. Aiming to tailor the special needs of elderly service users, we plan to re-launch the speech therapy service. Besides, an amount of about \$680,000 was drawn from the Mandatory Provident Fund reserve of non-snapshot staff to increase the voluntary employer contributions to the Fund so as to show appreciation to staff with good performance and help encourage long-serving staff to stay in the Agency. It is expected that this measure will be continued in the following few years.

Gratitude

Lastly, I wish to express my thankfulness to the Board of Directors for its direction and assistance over the past year. I am grateful that the Agency had a group of dedicated staff. Each of them made their greatest efforts for the service of the Agency. Thanks should also be given to God for His keeping and guidance over the past year and to the public for their support to our service. Looking ahead, we will step up our efforts to progress towards the Agency's vision with creative thinking.



HO Po Ling, Pauline
Acting Chief Executive

是年度主要活動

Highlights of the Year

2014-2015年度週年大會暨聖誕聯歡會

Annual General Meeting 2014-2015 cum Christmas Dinner Party

本會的2014-2015年度週年大會暨聖誕聯歡會於2015年12月18日晚上假紅磡海逸皇宮大酒樓舉行。會上報告了本會在2014-2015的會務及財政狀況，也宣布了2015-2016年度董事局成員名單，並頒發了2014-2015年度的董事長期服務、職員長期服務、優秀員工及傑出義工獎項。當晚筵開90席，參加人數逾千，氣氛十分熱鬧。

為與服務使用者及其家屬歡度聖誕佳節，除了晚宴外，還有服務使用者與職員的表演和抽獎環節，大家都盡興而歸。

The Annual General Meeting 2014-2015 cum Christmas Dinner Party was held at Laguna Palace Restaurant, Hung Hom in the evening of 18 December 2015. In the meeting, a report on the Agency's services and a report on the Agency's finances for the year 2014-2015 were made, the list of directors for the year 2015-2016 was announced, and various awards for the year 2014-2015 were presented, namely the long service awards (directors), the long service awards (staff), the outstanding staff awards and the outstanding volunteers awards. As for the dinner party, a banquet of 90 tables was hosted. Over one thousand people took part in a hot and festive atmosphere.

To bring more pleasure to the service users and their families in celebration of Christmas, there were performances by service users and staff as well as lucky draws in addition to the dinner. Everybody had a good time that evening.



寶林中心及宿舍二十五周年

Po Lam DAC and Hostel celebrates its 25th anniversary

寶林中心及宿舍舉行二十五周年紀念晚會，出席人士包括職員、服務使用者及其家屬，還有義工。晚會的主題是「攜手邁步廿五載，恩典喜樂創未來」，大家回顧及總結過去二十五年間的人和事，一起重溫那些難忘的時刻與片段，並展望未来。

Po Lam DAC and Hostel held an evening function for its 25th anniversary. It was participated in by staff, service users and families, as well as volunteers. The theme of the function was "Walking hand in hand over the past twenty-five years; Creating the future with grace and joy". The participants reviewed and summed up the people and things of the unit over the past twenty-five years, recalled those unforgettable moments and scenes, and looked forward to the future.

晚會上頒發了長期服務獎予職員及義工。服務了單位二十五年的行政助理謝招琴女士分享感受，她表示她視服務使用者如家人一樣，感情深厚；菲籍義工團體 Evangelization Family 服務了單位二十年，她們在異地工作賺錢養家，仍不忘服務殘疾人士，實在值得表揚。



▲ Evangelization Family 的代表 Vivian Ma 女士分享：服務殘疾朋友的關鍵就是愛。
Representative of Evangelization Family Ms. Vivian Ma shared it was love that drove them to serve people with disabilities.

During the function, long service awards were presented to staff and volunteers. Ms. May Tse, who had worked in the unit as an administrative assistant for twenty-five years gave a sharing of her feelings. She said that she regarded the service users as her families and had a strong affection for them. The volunteer group Evangelization Family had served the unit for twenty years. The group was formed by Filipinos in Hong Kong. Although they had to work in a foreign place to support the living of their families, they dedicated time to serve people with disabilities. This spirit is really praiseworthy.



◀ 寶林單位出版的《25周年特刊》記錄了單位的歷史及不同人士的分享，並總結了近年的服務經驗及成果。
In Po Lam's special publication for its 25th anniversary, there were an account of the history of the unit, sharings of different parties and a summary of the service experience and results in recent years.

將軍澳綜合復康服務中心十周年 Tseung Kwan O IRSC celebrates its 10th anniversary

將軍澳綜合復康服務中心舉辦一連串活動慶祝十周年，包括職員十周年口號創作比賽、職員聖誕派對暨十周年嘉許禮、十周年嘉年華會及「福猴」賀歲十周年晚宴。職員積極參加口號創作比賽，經投票選出崔美芬女士的「喜樂感恩邁十載，展望懷智創將來」為冠軍作品。

在職員聖誕派對暨十周年嘉許禮上，單位對已在單位服務達十年的職員作出嘉許，並致送由服務使用者種植的盆栽，以感謝職員盡心盡力工作，為服務使用者提供優質的服務。於2016年2月舉行的「福猴」賀歲十周年晚宴獲服務使用者及其家屬、義工和各方好友參與，在活動中回顧過去，展望將來，共度歡樂時光。

Tseung Kwan O Integrated Rehabilitation Services Centre organized a series of programmes to celebrate its 10th anniversary, including a 10th anniversary slogan writing competition for staff, a Christmas party cum 10th anniversary recognition ceremony for staff, a 10th anniversary carnival, and a dinner for the 10th anniversary and the Chinese New Year. The slogan writing competition received a lot of entries from the staff of the unit. After voting, the entry "Getting along with joy and thanks over the past ten years; Creating the future with hope and loving care" by Ms. Chui Mei Fun was chosen as the best slogan.

In the Christmas party cum 10th anniversary recognition ceremony for staff, recognition was given to staff who had worked in the unit for ten years and potted plants grown by service users were presented to them as a token of thanks for they have been working conscientiously to provide quality service for the service users. In the dinner for the 10th anniversary and the Chinese New Year held in February 2016, service users and their families, volunteers and friends from various parties were present. They looked back upon the past, took a view of the future and had a good time together.



「筆·凡生活」藝術匯展 “Life, Coloured by...” Art Exhibition

本會自2008年起隔年舉辦「筆·凡生活」藝術展，目的是讓殘疾人士(主要是智障人士)透過藝術創作展現才華，以提高社會大眾對他們的認同感，同時推廣聯合國《殘疾人權利公約》的精神，促進殘疾人士平等參與藝術活動，以協助構建一個無障礙、共融、平等的社會。

今屆「筆·凡生活」藝術匯展的主題為「簡單生活、快樂泉源」，整個活動包括三部分，首先，服務使用者參與不同的藝術工作坊，培養和刺激他們對藝術的興趣及潛能；然後在2015年11月舉行「Art Jam樂融融」，招募青少年義工，與殘疾人士一齊Jam畫；整項活動的高潮是2016年3月舉辦的公開展覽，展出過二百件本會服務使用者作品，包括：繪畫、水墨畫、紙糊公仔、微縮模型、不織布藝、陶瓷、巨型捲紙畫等。

藝術工作坊

由義務藝術老師在藝術工作坊中教授殘疾人士繪畫技巧，讓他們對藝術發生興趣，繼而鍛鍊技巧及增強自信心，發揮想像力和創意，並希望他們能把藝術創作培養成興趣，豐富生命。

Art Jam樂融融

在2015年11月7日舉行「Art Jam樂融融」，易施義工及香港專業教育學院(黃克競)學生與本會服務使用者一起創作一幅30尺x6尺的大畫，以展現傷健共融的精神。活動有超過200人參與。

Our Agency has been holding the “Life, Coloured by...” Art Exhibition biennially since 2008. The exhibition enables people with disabilities (mainly people with intellectual disabilities) to show their talent through art creation activities so as to increase community acceptance towards them. It also promotes the spirit of the United Nations Convention on the Rights of Persons with Disabilities, helps to boost equal participation in art activities for people with disabilities, and that helps to create a barrier-free, inclusive and equal society.

The theme of this year's exhibition was “Simple Life, Happy Life”. The entire programme consisted of three parts. Firstly, service users took part in different art workshops to develop and stimulate their interest and potential in art. Then, in November 2015, there was an Art Jam activity in which our service users mixed their paintings with teenage volunteers. The highlight of the programme was an open exhibition held in March 2016 displaying more than two hundred pieces of artwork by our service users, including water colour paintings, Chinese ink paintings, paper dolls, miniature models, non-woven fabric artworks, pottery works and a giant paper quilling picture.



Art Workshops

In the art workshops, voluntary instructors taught people with disabilities drawing and painting techniques so as to induce their interest in art and let them utilize their imagination and creativity with the help of strengthened technique and self-confidence. It was hoped that they could develop their interest in art creation and hence enrich their own lives.

Art Jam

The Art Jam activity was held on November 7th, 2015. Participating as volunteers, members of EC Volunteers and students of the Hong Kong Institute of Vocational Education (Haking Wong) created a 30 ft by 6 ft picture together with our service users to demonstrate the spirit of integration between people with and without disabilities. There were more than 200 participants in the activity.



公開展覽起動禮

公開展覽的起動禮於2016年3月6日在樂富廣場舉行，邀得社會福利署(康復及醫務社會服務)助理署長方啟良先生擔任主禮嘉賓。方先生對本會服務殘疾人士予以充分肯定。活動也邀得演藝名人黃智賢先生擔任嘉賓，他與本會服務使用者及兒童義工一起行catwalk，展示智障人士的畫作，市民可訂購印有展覽畫作的T恤。

本會副主席鍾穎欣校長致歡迎辭時表示，是次活動以「簡單生活、快樂泉源」作為主題，是希望大家不要只是看智障人士匱乏的地方，也從他們身上學習「簡單就是快樂」的道理，為忙碌的生活加點清新和暖意。



公開展覽(I)：3月4-7日，樂富廣場 Open Exhibition(I)：March 4th-7th, Lok Fu Plaza



- ▲ 協辦機構香港創意藝術會捐贈畫作供競投，全部收益作本會服務使用者藝術發展用途。
Co-organizer the Hong Kong Creative Art Association donated paintings for an auction. All the income from the auction would be used for our service users' development in art.



Kick-off Ceremony of the Open Exhibition

The kick-off ceremony of the Open Exhibition was held at Lok Fu Plaza on March 6th, 2016. We had Mr. Fong Kai Leung, Assistant Director of Social Welfare Department (Rehabilitation and Medical Social Services) to be the officiating guest. Mr. Fong gave full recognition to our service for people with disabilities. We also had renowned artiste Mr. Ben Wong as our guest. He gave a catwalk with our service users and children volunteers to show paintings by people with intellectual disabilities. The public could order T-shirts to support art development for people with intellectual disabilities.



In her welcome address, our Vice-Chairperson Ms. Vivian Chung pointed that "Simple Life, Happy Life" was chosen as the theme of the exhibition because we wanted people to see beyond the deficiencies in people with intellectual disabilities, and to learn the philosophy of "simplicity leads to happiness" from them.



- ▲ 黃智賢先生對本會服務使用者以普普風格繪畫他的肖像甚感興趣。
Mr. Ben Wong was much interested in his portraits made by our service users using the pop art style.

公開展覽(II)：3月18-20日，賽馬會創意藝術中心 Open Exhibition (II)：March 18th-20th, Jockey Club Creative Arts Centre



- ◀ 讓市民大眾認識智障人士的才能，從而提高他們對智障人士的接納。
Get the public to see the talents of people with intellectual disabilities, thus increase their acceptance towards people with intellectual disabilities.

外購營養師服務經驗分享會暨烹飪示範

Procured Dietitian Service Sharing Session cum Cookery Demonstration

大多數智障人士因認知能力上的限制，往往未能對健康飲食掌握足夠知識或把知識付諸實行，以致營養失衡。而隨著人均壽命延長，智障人士患上慢性老年疾病的機會增加。有鑑於此，協助他們培養健康飲食習慣十分重要。除從知識層面加強他們的認知外，亦需在環境設施、烹煮方法、食材選擇等多方面作考慮和配合，讓他們既可享受到色、香、味俱全的菜式，也能夠做到均衡飲食。

本會透過聖雅各福群會社區營養服務及教育中心營養師提供的指導，結合各院舍單位職員及家屬的參與，於服務使用者的日常生活中實踐健康飲食理念。本會於2015年11月28日舉行「外購營養師服務經驗分享會暨健康烹飪示範」活動，與業界同工、家屬及服務使用者分享服務成果；除了由營養師講解之外，亦安排家屬及服務使用者作即席烹飪示範，以顯示菜式烹調容易，一般家庭成員，甚或智障人士均可依照《智營食譜》煮食，讓大家食得有營。

本會一直注重服務使用者的飲食健康，近年出版了多本相關書籍，包括於2010年與香港中文大學醫學院公共衛生及基層醫療學院合作出版的《智障人士健康飲食指引》、於2011年集合本會跨專業團隊(物理治療師、職業治療師及言語治療師)編寫的《智障人士餵食指引》，以及於2015年出版的《智營食譜》。上述書籍均是針對服務使用者的飲食健康或在飲食方面的需要而出版的。

本會出版一本適合一般家庭及小型復康院舍使用的健康食譜，介紹30款屬於低脂、低鈉、抗氧化、高鈣或高纖維食物的主菜及小食。

Our Agency published a recipe book which is suitable to be used by the general household and small-scale residential homes for people with disabilities. It gives thirty healthy and nutritious recipes of main dishes and light foods under five categories (low fat food, low sodium, anti-oxidization, high calcium and high fibre).



Owing to their limitation in cognitive ability, the great majority of people with intellectual disabilities cannot grasp sufficient knowledge about a healthy diet or put the knowledge into practice. As a result, they suffer from an imbalance in nutrition. Apart from this, as the average life expectancy increases, there is a greater chance for people with intellectual disabilities to get chronic geriatric diseases. In view of the above, it is crucial to help them develop healthy diet habits. Strengthening of their concepts about a healthy diet at the level of cognition should be complemented by adaptations in the dining environment, the way of cooking and the choice of food ingredients for them so that they can enjoy dishes which are good in sight, smell and taste as well as a balanced diet.

Through the guidance provided by the dietitian from the Community Nutrition Services and Education Centre of St. James Settlement and participation of staff and service users' families, ideas about a healthy diet are carried out in the daily lives of service users. On November 28th, 2015, a sharing session cum cookery demonstration was staged to share the results of the purchased dietitian service with workers of the rehabilitation field, service users and their families. Besides the presentation by the dietitian, service users and their families gave cookery demonstrations to show that the dishes in the recipe book could be prepared by an ordinary household member and even a person with intellectual disabilities to have a nutritious diet.

Our Agency has been paying much attention to service users' dietary health. We have published a number of books on this subject, including A Guide to a Healthy Diet for People with Intellectual Disabilities in 2010 in collaboration with the School of Public Health and Primary Care, Faculty of Medicine, the Chinese University of Hong Kong, Feeding Guide for People with Intellectual Disabilities written by our multi-disciplinary professional team made up of physiotherapists, occupational therapists and a speech therapist in 2011, and Smart and Nutritious Recipes published in 2015. All these books were published for service users' dietary health or needs in eating and drinking.



◀ 少貞(烹飪示範家屬)：「第一次在眾人面前煮食，人人都說好味，覺得很滿足！」
Siu Ching, a service user's family member who served as one of the cookery demonstrators, remarked, "This is the first time I have cooked a dish in front of so many people. I feel very satisfied that everybody said the dish was delicious."

年度感恩崇拜 - 懷智主日 Annual Thanksgiving Service – Wai Ji Sunday

「我們愛，因為神先愛我們。」(約翰一書4:19)

本年度「懷智主日」的主題是「愛」，因為愛使我們的服務更有價值，愛使服務使用者和家屬的生命更為豐盛。

為貼近本會的成立日期，本年度「懷智主日」於2016年3月13日假本會母會九龍佑寧堂舉行。正如聖經所言：「萬事互相效力，叫愛神的人得益處，就是按他旨意被召的人。」(羅馬書8：28)，這個主日崇拜得以順利完成，服務使用者的參與給予了很大的幫助 - 賀屏單位及悅屏單位的服務使用者分別獻唱《滿有能力》及《神大愛》，讓會眾一同沐浴於天父的愛中；元朗地區支援中心的陳浩雯宣讀《哥林多前書13章》全章；寶林單位的服務使用者和職員製作精美及附有聖經金句的香皂，作為紀念品送給出席者。

王美鳳牧師的講道讓我們反思耶穌為世人被釘在十字架上的愛，以及如何在日常生活和工作中實踐天父的愛。

誠然，要真真正正實踐耶穌基督無私的愛實在不容易，願與大家共勉之。

“We love because God first loved us.” (1 John 4:19)

The theme of this year’s Wai Ji Sunday was “Love”. With love, our services turn to be more worthwhile; with love, our service users and their families live a more abundant life.

In order to get close to the date of founding of our Agency, this year’s Wai Ji Sunday was held in our mother church, the Kowloon Union Church, on 13 March 2016. The Bible says: “And we know that in all things God works for the good of those who love him, who have been called according to his purpose.” (Romans 8:28), the smooth completion of this Sunday service owed much to service users’ participation – service users of Hor Ping Unit and Yuet Ping Unit offered the songs “Filled with Power” and “The Great Love of God”, through which the congregation were bathed in God’s love; service user of Yuen Long District Support Centre Chan Ho Man read the whole chapter of Corinthians 13; service users and staff of Po Lam Unit made some beautiful soaps accompanied by verses from the Bible as gifts to attendees of the service.

The sermon from Rev. Phyllis Wong led us to reflect on the love in Christ’s crucifixion for mankind and how to practise God’s love in our daily life and work.

Admittedly, it is indeed not easy to truly put Christ’s selfless love into practice. Let’s aim for this together.





「耶穌說：『我就是生命的糧，到我這裡來的，
必定不餓；信我的，永遠不渴。』」
(約翰福音6章35節)

"Then Jesus declared, "I am the bread of life.
Whoever comes to me will never go hungry, and whoever
believes in me will never be thirsty."

John 6:35

營造豐盛人生

Shape a Brighter Future for
People under our care



服務報告

Service Report

本會的服務分為日間中心及宿舍服務、就業及宿舍服務、綜合復康服務中心服務、社區支援服務及專業支援服務。

Our Agency's services consist of day activity centre and hostel service, employment and hostel service, integrated rehabilitation services centre service, community support services and professional support services.

日間中心及宿舍服務

Day Activity Centre and Hostel Service

本會設有一所日間中心、三間日間中心及宿舍。日間中心為15歲或以上低中度至嚴重智障人士提供多方面的訓練及活動，以發展服務使用者的能力及興趣，並協助他們融入社區。而宿舍為15歲或以上低中度至嚴重智障人士提供住宿照顧、健康護理、起居生活訓練及閒暇活動，另為社區中有需要的智障人士提供暫宿及日間暫託服務。

本會致力實踐服務使用者的選擇權及自決權，按他們的興趣和能力推動他們參與多元化活動，並鼓勵他們參加公開比賽或展覽，讓他們發揮潛能，強身健體，最終提升生活質素。

去年度日間中心及宿舍服務的重點如下：

鼓勵躍動生活

大家都知道，多做運動能提高身體機能，對身心有益。為鼓勵服務使用者積極參與運動，本會除了定期舉辦運動活動外，亦積極鼓勵他們參加社區體育賽事。後者亦有助他們融入社區，在社群中發揮潛能，創造自己的躍動人生。

We have one day activity centre and three day activity centres cum hostels. The day activity centres provide various training and activities for people aged 15 or above with low moderate to severe intellectual disabilities so as to develop their abilities and interests as well as facilitating their integration into the community. The hostels provide residential care, health care, daily life training and leisure activities for people aged 15 or above with low moderate to severe intellectual disabilities. They also provide residential and day respite service for people with intellectual disabilities who live in the community and are in need of respite service.

With the aim of realizing service users' right of choice and self-determination, we motivate service users to take part in a wide range of activities according to their interests and abilities, and encourage them to enroll in open competitions or exhibitions. Our purpose is to enable them to harness their potentials and strengthen their physique so that their quality of life can be enhanced ultimately.

The main emphases of the day activity centre and hostel service over the year were as follows:

Promoting a vibrant life

As everybody knows, frequent exercise can improve physiological functions and bring benefits to both the body and the mind. To develop service users' enthusiasm for taking exercise, we organize physical activities for them on a regular basis and encourage them to compete in district-level sports events. The latter can also help service users to integrate into the community, show others their potentials and build a vibrant life for themselves.

Our **Bradbury Tin King Centre and Hostel** devoted efforts to providing its service users with physical fitness programmes in order to improve their health condition. The unit also encouraged its service users to participate in different competitions so as to let them feel the "vibrancy" and "joy in life". The lion dance team of the unit has won the silver award in the lion dance competition of Tuen

◀ 白普理田景中心及宿舍推行由伊利沙伯女皇弱智人士基金贊助的「友共情義工計劃」。With a funding from the Queen Elizabeth Foundation for the Mentally Handicapped, Bradbury Tin King Centre and Hostel carried out a project called "Friends Forever Project".



白普理田景中心及宿舍為了提升服務使用者的健康狀況，積極推行體適能運動，又鼓勵他們參加不同的比賽，以讓他們感受生命的「躍動」及「喜樂」。單位的舞獅小組更奪得屯門區展能運動會舞獅比賽銀獎。

安定中心及宿舍配合服務使用者的不同需要及能力，提供一系列多元化的體適能活動，例如行山遠足的「勇闖高峰」、步行徑散步的「健行樂」、消暑暢遊的「嬉水樂」、強身健體的「功夫大師」等等。

發揮藝術潛能

我們相信殘疾人士與其他人一樣，都有對藝術的興趣，更有平等參與藝術活動的權利。本會按服務使用者的興趣和需要舉辦不同的藝術活動，目的是讓他們對藝術發生興趣，繼而鍛鍊技巧，增強信心，讓他們發揮想像力和創意；在過程中對他們個人產生賦權的效果，並希望他們能把藝術創作培養成興趣，豐富生命。本會隔年舉辦的「筆凡生活」藝術展正是基於「藝術是無界限的，任何人都應該有參與藝術的機會和權利」這信念，積極鼓勵和協助有著不同程度殘障的朋友參與藝術活動。

Mun Sports Day for People with Disabilities.

On Ting Day Activity Centre and Hostel organized a large variety of physical fitness programmes to suit the different needs and abilities of its service users. For example, there were a hiking programme called “Going to the Peak”, a walking programme called “The Fun of Walking”, a swimming programme called “The Fun of Swimming”, and a physical training programme called “Kung Fu Master”.

Developing art potentials

We believe that all people, including people with disabilities, had an interest in art and the right to participate in art activities equally. Hence different kinds of art activities were provided for service users according to their interests and needs so as to foster their interest in art, train their skill in art creation and enhance their confidence in employing their own imagination and creativity. An empowerment effect was produced on them during the process. Besides, it was hoped that they could develop a liking for art creation and enrich their own lives. Based on the belief that art has no boundaries and everybody should have the opportunity and right to participate in it, our Agency organized the “Life, Coloured by ...” art exhibition biennially to encourage and facilitate people with different levels of disability to participate in art activities.

On Ting Day Activity Centre and Hostel organized a large number of workshops and classes on art work, such as pottery, Chinese ink painting, water colour painting, gardening, handicraft and percussion music, to help service users build up their self-confidence and sense of satisfaction. The unit also publicized service users’ abilities by joining open competitions and exhibitions.

Carrying out community integration programmes

Po Lam Day Activity Centre and Hostel was a co-organizer of the “Happy Living Project” for Sai Kung District. Besides helping to promote the Seven Ways to Happiness in the district, the unit arranged its service users to distribute promotional leaflets, visit elderly and share their experiences with the local community by being the ambassadors of the project. The purpose of this arrangement was to give service users a feeling of vibrancy and joy as well as a chance to contribute their efforts to community work.

Bradbury Tin King Centre and Hostel continued to carry out community education and community integration programmes, such as the kite-flying event and the run around the district event.

On Ting Day Activity Centre and Hostel organized the “Art for Everybody II” Project. Twelve primary schools, secondary schools and organizations in Tuen Mun District

安定中心及宿舍

舉辦多項藝術工作坊和訓練班的藝術活動協助服務使用者建立自信和滿足感，例如陶藝、水墨畫、水彩畫、園藝、手工藝、敲擊樂等，又透過參加公開比賽及展覽活動，向公眾展現服務使用者的能力。



推行社區共融活動

寶林中心及宿舍是西貢區「快樂人生計劃」的協辦團體，除了協助在區內推廣快樂七式外，亦安排服務使用者擔任「快樂大使」，於區內派發宣傳單張、探訪長者及與社區人士分享心得，讓他們獲得躍

動及喜樂的感覺，同時有機會貢獻自己的力量，建設社區。

白普理田景中心及宿舍持續推行社區教育及社區共融活動，例如放風箏活動、環區跑活動等。

安定中心及宿舍舉辦「愛融樂·藝同行II」公眾教育活動，招募屯門區內12間小學、中學及團體參與，舉辦一系列共融藝術工作坊及義工領袖訓練坊，讓學生與服務使用者互相認識和交流，同時接受義工服務培訓，從而體現傷健共融。

為老化服務使用者提供適切的服務

寶林中心及宿舍推行名為「生命歷程」的生死教育計劃。這個計劃以「生命探索之旅」序幕，安排服務使用者及家屬參觀挪亞方舟及將軍澳華人永遠墳場，認識生命起源與死亡，以及常見殯儀及安葬服務。繼而是「生命之旅小組」，讓服務使用者認識生命的不同階段，明白要珍惜生命。最後是「生命歷程照相館」，服務使用者可邀請親朋好友一起拍照，製作生命紀念冊。

另一方面，各服務單位運用社署撥款增聘舍務助理及活動策劃員，以增加前線照顧工作及活動計劃的人手，為老化服務使用者提供更佳的服務。

南山中心於本年度更換中心巴士及進行單位大裝修，以提供更佳的服務環境予服務使用者。



▲ 南山中心獲深水埗區議會撥款資助「相聚一刻」攝影活動，讓服務使用者及其家人以照片留下美好的回憶。

Nam Shan Day Activity Centre obtained a funding from the Sham Shui Po District Council to organize a photo-taking programme for service users and their family members to keep pleasant memories alive by means of photos.

were recruited into the project. A series of inclusive art workshops and volunteer leadership training workshops were organized. Students and service users were able to get to know each other and receive training on voluntary service, which was a way to let people with and without disabilities integrate with each other.



▲ 寶林中心及宿舍為老化服務使用者製作生命紀念冊，又舉辦家庭外地旅遊，讓服務使用者與家人共度歡樂時光。

Po Lam Day Activity Centre and Hostel made life albums for aging service users. Also, the unit organized family tours outside Hong Kong to enable service users to have a good time with their family members.

Providing well-suited services for aging service users

Po Lam Day Activity Centre and Hostel carried out a life and death education project called “Different Stages of Life”. This project began with a journey of life exploration, which comprised a visit to the Noah’s Ark Hong Kong and a visit to Tseung Kwan O Chinese Permanent Cemetery by service users and their families to learn about the origin of life and death, and also the common funeral and burial services. Then a “Journey of Life” group helped to let service users know about the different stages of life and learn to value their lives. Lastly, a “Life Photo Studio” was arranged for service users to invite their relatives and friends to take photos with them for the production of life albums.

Moreover, our service units utilized new funding allocations from the Social Welfare Department to employ additional hostel assistants and programme organizers, with the purpose of providing better services for aging service users by increasing the manpower of frontline caregiving work and programme planning work.

Nam Shan Day Activity Centre replaced a new bus and conducted renovation works to improve the service environment.

就業及宿舍服務

Employment and Hostel Service

本會設有一所綜合職業康復服務中心及宿舍、兩所庇護工場及宿舍，以及一所輔助宿舍，另提供輔助就業服務，並營運一間社會企業－懷智匡業有限公司。綜合職業康復服務中心及工場提供工作訓練，以培養服務使用者的工作習慣及促進他們的工作能力。宿舍提供住宿照顧服務。輔助宿舍為有自我照顧能力的智障人士提供輔助性住宿照顧、健康護理、獨立生活技能訓練及閒暇活動。輔助就業服務為能力較佳的殘疾人士尋找正式就業機會，並提供就業跟進及支援。社會企業透過商業手法的運作賺取利潤，以扶助弱勢社群及促進社區發展。

職業康復延展計劃

本年度本會獲得社會福利署的新增撥款，於轄下單位開辦職業康復延展計劃，共55個名額。這個計劃的理念是為年老或工作能力衰退的服務使用者，因無法繼續接受庇護工場或綜合職業康復服務中心的日常工作訓練，提供更適切的老齡化服務，目標是延緩他們的老化速度，以享受晚年生活。服務內容關顧服務使用者在身、心、社、靈各方面的需要，包括物理治療及肌能訓練、護理照顧、興趣小組、認知訓練、懷緬小組、社區遊蹤、戶外活動等。

工種多元化

元州工場發展天然環保產品生產線，產品包括手工皂、環保家事皂、茶籽粉、環保酵素等。單位獲得香港房屋委員會屋邨管理諮詢委員會撥款舉辦「家點綠」關愛計劃，內容有環境保護講座、廚餘再生再造工作坊等，目的是提升社區人士的環境保護意識。單位的服務使用者又探訪區內長者，以廚餘再生製造之環保肥皂及環保酵素作為禮物，推廣環保及關愛鄰舍訊息。此外，單位參與市區重建局舉辦的「學建關愛」義工服務計劃，與香港城市大學社會服務團合作。參與學生認識到殘疾人士的工作能力，市區重建局向工場訂購馬賽克相架及燙珠證書架作為

We have one integrated vocational rehabilitation services centre cum hostel, two sheltered workshops cum hostels and one supported hostel. Besides, we provide a supported employment service and run a social enterprise called Wai Ji Hong Yip Co. Ltd. The integrated vocational rehabilitation services centre and the sheltered workshops provide job training for service users with the aim of cultivating a work habit in them and enhancing their work ability. The hostels provide residential care for service users. The supported hostel provides supportive residential care, health care, independence skills training and leisure activities for people with intellectual disabilities who have self-care ability. The supported employment service seeks formal job opportunities for the more capable people with disabilities and provides them with follow-up support. The social enterprise runs its business with commercial practice in order to provide support to disadvantaged groups and promote community development through the profits earned.

Work Extension Programme

This year we received an additional allocation from the Social Welfare Department to provide 55 places of the Work Extension Programme in our units. The rationale of this programme was to provide suitable services for service users who were no longer able to take daily work training from a sheltered workshop or an integrated vocational rehabilitation services centre due to old age or declined work ability. Its objective was to slow down the aging process of the service users and enable them to enjoy elderly lives. In the programme, we took good care of the service users in various respects, by fulfilling their physical, psychological, social and spiritual needs, and carried out physiotherapy and physical training, nursing and care, interest groups, cognitive training, reminiscence groups, community tours and outdoor activities.

Diversified Types of work

Un Chau Sheltered Workshop developed a production line of natural and eco-friendly products, including hand-made soaps and eco kitchen soaps, Camellia seed cleaning powder and eco enzymes. The unit obtained a funding support from the Estate Management Advisory Committee of the Hong Kong

▶ 輔助就業服務使用者在學校任職清潔員，初期不論知識、技巧和速度都不太理想。經導師到場作緊密指導後，各方面漸入佳境，得到僱主的稱讚。

A service user of supported employment service worked as a cleaner in a school. At the beginning his performance was unsatisfactory in terms of knowledge, skill and speed. After the instructor's on-the-spot supervision, he showed gradual improvement in general and won recognition from his employer.





◀ 工場為不同能力的服務使用者提供不同工作訓練。 Sheltered workshops provided different kinds of job training for their service users.

Housing Authority to carry out the “Using Eco-Friendly Products in the Home” Project. Talks on environmental protection and workshops on recycling of kitchen waste were held to enhance people’s consciousness for environmental protection. Service users of the unit paid visits to the elderly living in the district and gave them the soaps and enzymes made from kitchen waste as gifts to spread the message of environmental protection and caring for neighbours. Moreover, having joined the Community Service Partnership Scheme organized by the Urban Renewal Authority, the unit carried out a volunteer service programme with the Social Service Group of the City University of Hong Kong. Through the programme, the participating students realized the work ability of people with disabilities. For the Urban Renewal Authority, it supported the employment of people with disabilities by placing an order for mosaic photo frames and melting beads certificate frames from the workshop as the souvenirs in its events.

活動紀念品，以示支持殘疾人士就業。

賀屏工場成立「按摩洗髮訓練閣」，設有全自動洗頭機及薰腳機，提供有關訓練。操作全自動洗頭機和薰腳機只需簡單技巧，服務使用者能夠掌握。完成訓練的服務使用者可往本會社企新開設的店舖-「好首足@智快髮」實習，表現良好者更有機會獲聘為店務助理，獲得向上流動的機會。

Hor Ping Sheltered Workshop set up a corner that equipped with a fully automated hair-washing machine and a foot sauna machine for training. As the skills required for operating the fully automated hair-washing machine and the foot sauna machine were simple, service users could easily manage their operation. Having completed the training, service users might receive on-the-job training at the hair-cutting and foot sauna shop newly established by our social enterprise. Those with good performance might be employed as shop assistants and get a chance of upward mobility.

朗藝坊的「嚙心園地」每天平均為90名朗藝坊及賀屏工場的服務使用者提供飯餐。約28名服務使用者在嚙心園地接受不同崗位的訓練，包括食材預備、簡單烹調、洗滌、餐費計算等，期望他們朝向公開就業方向發展。

The café of the **House of Arts and Skills** provided meals for their own service users and those of the Hor Ping Sheltered Workshop, daily average reached 90 people. About 28 service users received training on work of different posts in the café, including preparation of food ingredients, simple cooking, cleaning and calculation of meal fees. It was hoped that they could move towards the direction of being employed in the open job market.

攤位展銷

為加深公眾對殘疾人士的認識和鼓勵市民使用他們的產品或服務，給殘疾人士帶來更多工作機會，以協助他們融入社區，本年度本會在港、九、新界各區共舉辦了62次攤位展銷，整體的銷售成績令人滿意。

Sales roadshows

With the objective of increasing the public’s understanding of people with disabilities and encouraging people to use the products or services provided by them so as to bring them more work opportunities and help them integrate into the community, 62 sales roadshows were staged in different parts of Hong Kong Island, Kowloon and the New Territories over the year. The overall results of the sales were satisfactory.

公開就業

本會透過輔助就業服務及在職培訓計劃，本年度成功協助9名服務使用者公開就業。

Open employment

Through our supported employment service and on-the-job training programme, 9 service users were able to be employed in the open job market over the year.

社會企業 - 「懷智匡業有限公司」

本年度社會企業 - 懷智匡業有限公司共僱用了38位員工，當中有25位為殘疾人士。此外，匡業為本會轄下庇護工場及輔助就業服務使用者提供了664人次，共3萬4

Social enterprise – Wai Ji Hong Yip Co. Ltd.

During the year, 38 staff were employed by our social enterprise Wai Ji Hong Yip Co. Ltd out of which

千多小時的工作訓練，以提升他們的工作技能，加強他們出外工作時的信心，為日後能達致公開就業作好準備。

多樣化生活體驗

有關服務單位致力實踐服務使用者的選擇權及自決權，按服務使用者的興趣和能力，推動他們參與多元化活動，例如歷奇訓練、旅遊、遠足、參觀、體育活動、藝術活動、義工服務等，同時鼓勵服務使用者參加公開比賽或展覽，讓他們發揮潛能及獲得多樣化的生活體驗。



▲ 朗藝坊有30名服務使用者參加香港特殊馬拉松比賽2015，其中5位獲得獎牌，另有24位義工陪跑，體現了傷健共融的精神。

Thirty service users of the House of Arts and Skills participated in the Hong Kong Special Marathon 2015 and five of them were awarded with medals. Twenty-four volunteers ran along with the service users, which demonstrated the spirit of integration between the disabled and the non-disabled.

25 were people with disabilities. In addition, more than 34,000 hours of job training were provided by Hong Yip for 664 participants who used our sheltered workshop service and supported employment service in order to enhance their job skills and raise their confidence in going out to work, as well as to prepare them for the goal of open employment in the future.



▲ 服務使用者接受海上歷奇訓練，以鍛鍊意志和毅力。
Service users received sea adventure training to train their will power and perseverance.

Varied life experiences

The service units concerned set out to realize service users' right of choice and self-determination. Service users were motivated to take part in various activities such as adventure training, travelling, hiking, visits, physical exercise, art activities and volunteer service. Also, service users were encouraged to enroll in open competition or exhibition with the aim of developing their potentials and gaining varied life experiences.

綜合復康服務中心服務

Integrated Rehabilitation Services Centre Service

本會設有兩所綜合復康服務中心，分別位於將軍澳尚德邨及沙田美田邨。前者提供嚴重殘疾人士護理院、低中度至嚴重智障人士日間中心、中至嚴重智障人士宿舍、輔助宿舍及暫顧服務。後者提供綜合職業康復服務中心、低中度至嚴重智障人士日間中心、嚴重智障人士宿舍及暫顧服務。去年的工作重點是提升適齡服務及自閉症人士服務。

是年度將軍澳綜合復康服務中心以「無懼殘障、互敬互重、活出精彩」為工作重點，持續為服務使用者提供一個溫馨及安全的生活環境，並以房舍生活小組來提升他們的歸屬感及凝聚力。針對老化服務使用者及自閉症服務使用者的需要，在護理、膳食及訓練方面均作出了調節，期望能更個別

We have two integrated rehabilitation services centres located in Sheung Tak Estate, Tseung Kwan O and Mei Tin Estate, Shatin respectively. The former provides a care and attention home for people with severe disabilities, a day activity centre for people with low moderate to severe intellectual disabilities, a hostel for people with moderate to severe intellectual disabilities, a supported hostel and a respite care service. The latter provides an integrated vocational rehabilitation services centre, a day activity centre for people with low moderate to severe intellectual disabilities, a hostel for people with severe intellectual disabilities and a respite care service. Over the past year, the work focus of the two centres was on enhancing their age-oriented services and the services for people with autism.

During the year, **Tseung Kwan O Integrated Rehabilitation Services Centre** provided its services under the theme of "Be fearless of disabilities, show mutual respect and concern, and live a wonderful life". The centre continued to provide a warm and safe living



▲ 將軍澳綜合復康服務中心派隊參加由尊賢會舉辦的「耆舞派對」椅子舞大賽，獲得「最優美姿態大獎」。
Tseung Kwan O Integrated Rehabilitation Services Centre sent a team to join a chair dance contest organized by the Jade Club. The team won the Most Graceful Movements Award.

化地滿足他們的需要。另一方面，中心舉辦的活動涵蓋服務使用者身、心、社、靈各個方面，促進了他們的全人發展。其中由物理治療師帶領的「養生小組」透過「八段錦」訓練提升服務使用者的體能、身體協調及平衡能力以減慢他們的退化速度，由職業治療師帶領的「國之粹味小組」透過書法訓練提升服務使用者的認知力及專注力，兩者的成效均令人滿意。

美田綜合復康服務中心透過多元介入手法及活動滿足不同年齡和不同殘疾服務使用者的需要。對於年輕的服務使用者，中心提供多種運動活動，包括特殊馬拉松比賽、游泳、歷奇、郊遊、硬地滾球等，鼓勵他們恆常運動，另進行生活技能訓練，提升他們的獨立生活能力及讓他們行使自決權。對於年長的服務使用者，中心為他們安排能延緩老化的活動，配合物理治療及職業治療，另為他們進行健康評估，以作出適當的跟進。中心也透過參加沙田社區園圃計劃及舉辦園藝小組向他們提供園藝活動，讓他們舒展身心。

本年度美田綜合復康服務中心獲得六個外界基金/團體的資助舉辦活動，包括香港公益金、沙田區議會、沙田社區基金、沙田區青年活動委員會、太陽報愛心基金及戴麟趾爵士康樂基金。兩所中心分別舉辦不同主題及形式的活動，以讓服務使用者及其家屬得到一些新的生活體驗。

environment for its service users and used the small group home model to enhance their sense of belonging and cohesion. Nursing, meals and training were tailored to the needs of elderly service users and autistic service users with the objective of satisfying their individual needs. On the other hand, the programmes and activities organized by the centre covered the physical, social and spiritual dimensions of service users, thus helping them to get an all-person development. The life-caring group led by a physiotherapist helped its members to improve their physical strength, coordination of different body parts and ability of keeping balance so as to decrease their rate of deterioration by doing Baduanjin (Eight-Section Exercise). The Chinese traditional arts group led by an occupational therapist helped its members to improve their cognition and concentration. Both groups got satisfactory results.



◀ 將軍澳綜合復康服務中心的嚴重殘疾人士護理院多年來積極發展園藝治療，讓服務使用者從這種治療中獲得身體、情緒及認知方面的改善。
The care and attention home of Tseung Kwan O Integrated Rehabilitation Services Centre has been spending much effort in developing Horticulture Therapy with the aim of improving service users' physical, emotional and cognitive condition by means of this therapy.

Mei Tin Integrated Rehabilitation Services Centre employed a multiple intervention approach and a large variety of activities to satisfy the needs of service users at different ages and with different disabilities. For young service users, various sports programmes, including special Marathon, swimming, adventuring, going to the countryside and playing Boccia games, were carried out to encourage them to take physical exercise regularly. Besides, training on living skills was given to them to enhance their ability for independent living and enable them to exercise their right of self-determination. For elderly service users, activities which could slow down aging were provided together with physiotherapy service and occupational therapy service. Besides, health assessments were conducted to them so that suitable follow-up could be made. Gardening activities were also provided for them for relaxation through their participation in the Shatin Community Garden Programme and a gardening group.

During the year, Mei Tin Integrated Rehabilitation Services Centre obtained funding from six external funds/bodies to organize programmes, including the Community Chest of Hong Kong, Shatin District Council, Shatin District Community Fund, Shatin District Youth Programme Committee, Sun Charitable Fund and Sir David Trench Fund for Recreation. Different kinds of programmes with varied themes were organized to give service users and their families some new life experiences.

推廣社會共融的理念

兩所中心積極發展與外界機構的合作關係，接待不同團體，並定期舉行大型社區活動，讓公眾對殘疾人士的特性有更深入的了解，從而增加公眾對殘疾人士的接納。將軍澳綜合復康服務中心舉辦的社區活動的次數及參與人數分別是2,298及19,650。他們的「筆•凡生活」藝術工作小組及「社區畫室」除了發展服務使用者的藝術潛能外，亦透過與社區人士一起進行Art Jam活動推廣社區融合及睦鄰訊息。



▲ 美田綜合復康服務中心參與「沙田綠絲帶共融大匯演」活動，藉此帶出殘疾人士的正面形象及宣傳傷健共融訊息。

Mei Tin Integrated Rehabilitation Services Centre took part in a grand variety show held in Shatin on community integration to bring out a positive image of people with disabilities and promote the message of integration between the disabled and the non-disabled.



◀ 為加強服務使用者與家屬的正面家庭關係，美田綜合復康服務中心於2015年12月舉行由太陽報愛心基金贊助的「美田是我家 - 生活照相館」活動，聘請專業攝影師為他們拍溫馨家庭照，留住美好的一刻。

To strengthen the positive familial relationship between service users and their families, Mei Tin Integrated Rehabilitation Services Centre held a family photo studio programme for them in December 2015 with a funding from the Sun Charitable Fund. A professional photographer was hired to take photos of them so as to save pleasant moments of their families.

Promoting the notion of social integration

The two centres spent much effort to develop a co-operative relationship with external organizations. They received visits from different parties and held large-scale community programmes regularly to enable the public to have a deeper understanding about the traits of people with disabilities, thus increasing the public's acceptance towards them. The total number of community programmes organized by **Tseung Kwan O Integrated Rehabilitation Services Centre** and the total number of participants were 2,298 and 19,650 respectively. Their "Life, Coloured by" Working Group and "Community Studio" not only engaged in developing service users' artistic talent, but also brought about an art jam activity for service users and the community to promote the message of community integration and good neighbourliness.

社區支援服務 Community Support Services

本會設有一所殘疾人士地區支援中心，名為元朗地區支援中心，為元朗區的殘疾人士及其家人提供支援性服務，以強化他們的家居及社區生活技能，並能融入社區；以及加強其家人的照顧能力及支援網絡，協助減輕他們照顧殘疾家人的壓力。另外，本會開展了一項專門為智障人士照顧者提供支援的服務計劃 - 「智親至愛服務計劃」。其他的社區支援服務包括資源閣、圖書借閱、偶到服務、暫顧服務及成人教育服務。

推廣體能活動

元朗地區支援中心本年度的工作重點是多元運動發展。由物理治療師及資深

We have a district support centre called Yuen Long District Support Centre. It provides support services for people with disabilities and their families living in Yuen Long District. The support services for people with disabilities aim to strengthen their home and community living skills and facilitate their integration into the community. The support services for the families of people with disabilities aim to strengthen their caregiving ability and support networks so as to lessen the pressure in taking care of their family members with disabilities. We have initiated a support service project which was exclusively designed for carers of people with intellectual disabilities. Our community support services also include a resources corner, a library, drop-in service, respite care service and adult education service.

運動教練組成的運動工作小組積極發掘服務使用者的運動潛能，有系統地規劃全年的訓練活動及比賽，鼓勵服務使用者多做運動及參與公開體育活動及比賽，例如香港智障人士體育協會舉辦的田徑、游泳、籃球、曲棍球，以及香港特殊馬拉松比賽，共有數十名會員取得不同獎項，成績亮麗。此外，單位也積極發展硬地滾球運動，由服務使用者擔任推廣大使，向會內單位推廣，期望能在不久的將來在會內舉辦跨單位硬地滾球比賽。

適齡服務的發展

中心推行「長青系列小組」，以運動、健營飲食、緬懷活動等提升老化服務使用者的健康意識及延緩老化速度。另外，針對個別服務使用者的需要推行體適能計劃及伸展操小組等，以遊戲及器械運動等增加樂趣，提升他們的日常運動量。

來年中心會重新規劃各項藝術活動，使手工藝、音樂和舞蹈的發展更多元化。另一方面，會推展家屬工作，包括：加強家屬的支援網絡；招募他們成為義工以發揮個人才能；舉辦親子活動，以促進家屬與服務使用者的溝通及關係。



▲ 元朗地區支援中心的「尋樂舞團」踏上了維多利亞公園的台板，參與「渣打藝趣嘉年華2015」的演出，讓更多社區人士接觸和認識到舞團獨有的風格和特色，並與一眾藝術家進行交流。

This year, Yuen Long District Support Centre's dancing group made a new endeavour – giving a stage performance in the Standard Chartered Arts & Leisure Festival 2015 at Victoria Park. This performance has enabled the group to show its peculiar style and features to more people and benefit from meeting so many artists in the event.

Promoting sports activities

Over the year, the main emphasis of the work of **Yuen Long District Support Centre** was on developing different sports skills in service users. Made up of a physiotherapist and several well-experienced sports instructors, the working group on sports activities took an active role in bringing out service users' abilities for sports and made a systematic planning of the training and competitive events throughout the year. The working group encouraged service users to take exercise and participate in open sports events and competitions more often, such as the field-and-track, swimming, basketball, hockey and special Marathon competitions organized by the Hong Kong Sports Association for Persons with Intellectual Disability. Dozens of members won different awards in the events and competitions. This result was remarkable. In addition, the centre spent much effort on the boccia game. Service users were given the job of promoting the game to other units in the Agency. It was hoped that an inter-unit boccia competition could be held in the Agency in the near future.

Development of services suited to the service user's age

The centre ran a group for its elderly service users. Physical exercise, healthy diets and reminiscence activities were provided to raise elderly service users' attention to their health and reduce their rate of deterioration. Besides, physical fitness programmes and stretching exercise groups were conducted in accordance with the needs of individual service users to increase the amount of their daily physical activity through games and physical training equipment.

In the coming year, the centre will renew its planning for artistic programmes so as to make the development of handicraft, music and dancing more diversified. Apart from the above, it intends to pursue the work on service users' family members, including strengthening their support networks, recruiting them to be volunteers to utilize their talent and increase their own life satisfaction,



◀ 元朗地區支援中心會員蘇文德夥拍職員梁金漢參與由扶康會主辦的「第八屆互唱共融齊OK才藝大賽」，憑一曲「沉默是金」勇奪合唱組冠軍、最佳造型及最具台風三個獎項。

Yuen Long District Support Centre's member SO Man-tak partnered with worker LEUNG Kam-hon to participate in a singing contest organized by Fu Hong Society. Their song "Silence is Golden" won the champion, best costume and best stage performance awards in the group singing division.

「智親至愛」服務計劃

本會承蒙香港公益金四十五週年基金撥款贊助推行「智親至愛」服務計劃。本計劃是一項支援智障人士照顧者的服務，內容包括個案輔導、治療性小組、親子活動、義工培訓及服務、員工培訓、社區教育等，希望透過上述服務一方面舒緩家屬的照顧壓力，並且與家屬一同發掘作為智障人士照顧者以外的生命意義，從而協助他們建立積極的人生。

服務開展至今已累積了50多個個案。社工除了定期家訪及提供輔導和情緒支援外，亦會協助尋找適合的社會資源，以解決他們的生活需要。服務計劃亦提供治療性小組，讓照顧者以正向思維去面對生活挑戰；以及舉辦不同形式的親子活動，以促進照顧者與智障子女的關係。活動邀請不同界別的義工參與，以擴闊照顧者的社交圈，同時亦讓社區人士了解他們的需要。由服務開始至今，共舉辦了6次親子活動，當中包括1次聚餐、4次旅行和1次聖誕聯歡，共有598人次出席。有參與活動的照顧者表示活動能幫助他們減輕照顧壓力，讓他們能夠享受與家人共聚天倫的樂趣。

服務運用社會資源向照顧者提供支援，例如與中華電力有限公司合辦「照亮前路結伴行」義工服務，為有需要的家庭更換電燈泡，並教授省電方法，另與中國基督教播道會恩福堂合辦「智凝智愛」團契，以關顧照顧者在靈性上的需要。



▲ 為配合自閉症服務使用者的需要，元朗地區支援中心推行「飛越圍牆—自閉症人士支援計劃」，透過一系列小組活動，如陶藝小組、音樂治療小組等，讓自閉症會員培養興趣、學習社交技巧及提升專注力。

To address the needs of service users with autism, Yuen Long District Support Centre carried out a support project to help them develop hobbies, learn social skills and increase their attentiveness through a series of programmes such as pottery group and music therapy group.

and organizing parent-child activities to promote communication and build relationship between the service users and their parents.

“Infinity in Love” Service Project

The “Infinity in Love” Service Project was initiated with a funding obtained from the 45th Anniversary Allocations of the Community Chest of Hong Kong. The project targets at carers of people with intellectual disabilities. Services such as case counseling, therapeutic groups, parent-child activities, volunteer training and service, staff training and community education were provided. It was hoped that these services can reduce carers’ stress in the caregiving work and help them to find a meaning for their lives other than the role of a carer so as to build a positive and active life.

By now the number of cases in the project has grown to more than 50. The social worker made regular home visits to the cases to render them counseling and emotional support as well as helping them to find suitable social resources for their living needs. Also, therapeutic groups were conducted to help them face challenges in their lives with positive thinking. Different kinds of parent-child activities were organized to promote healthy relationship between the parents and their children with intellectual disabilities. Volunteers from different fields were invited to join these activities so as to enlarge the social circles of carers and enable people to know about carers’ needs. So far six parent-child programmes have been held, namely one meal gathering, four picnics and one Christmas party. The total number of person-times of participation was 598. Some participants reflected that the programmes could help them to get a relief from the caregiving pressure and give them joy in being with their children.

The project utilized social resources to provide support for carers. For example, a voluntary service was organized with China Light and Power Co. Ltd. in which



▲ 香港公益金代表到訪本會，聽取「智親至愛」服務計劃在過去一年的成果和參加者的心聲分享。

Representatives from the Community Chest of Hong Kong visited our Agency to learn about the results of the “Infinity in Love” Service Project over the past year and listen to participants’ sharings.

其他社區支援服務

有關其他社區支援服務，本年度社區復康支援服務共有528人次使用其服務；暫顧服務共有352人次使用，總入住/託管日數為1,803；成人教育服務共開辦了2個課程，總參加人數為27人。

volunteers went to carers' homes to replace light bulbs as needed and teach them ways of economizing the use of electricity. A fellowship was run together with the Evangelical Free Church of China Yan Fook Church for carers to cater for their spiritual needs.

Other community support services

Regarding the other community support services, the head count of services users of community rehabilitation support service and respite care service was 528 and 352 respectively, and the total number of days of residential care or day care was 1,803. Two courses were offered by the adult education service and the total number of participants was 27.

專業支援服務

Professional Support Services

本會的專業支援服務包括職業治療服務、物理治療服務及臨床心理學服務。

職業治療服務

職業治療師會透過不同的方法，例如個別治療、小組治療、環境改裝、輔助器具等，提升殘疾人士在日常生活中自立的能力。全年職業治療服務共提供了390節個案評估及1,797節個別治療。

本年度職業治療師引入聽樂治療法協助有處理感官訊息困難或專注力不足的服務使用者。接受治療者通過特別設計的耳筒收聽一段經過電子設備修改的音樂，音樂的音調和節奏能促使接受治療者專注，並觸發其神經系統的自我組織能力，從而改善接受治療者的感覺調節能力、動作協調及專注力。

Our Agency's professional support services consist of occupational therapy service, physiotherapy service and clinical psychological service.

Occupational Therapy Service

The occupational therapists use various means such as individual treatment, therapeutic group, environmental modifications and assistive devices to help people with disabilities to achieve a higher level of independence in their daily life. Over the year, 390 case assessment sessions and 1,797 individual treatment sessions were provided.

This year the occupational therapists introduced therapeutic listening to help service users who had difficulty in processing sensory information or attention deficiency. The recipient of the therapy listened to a piece of music which had been electronically altered with specially designed headphones. The tunes and rhythm of the music could make the recipient attentive and trigger the self-organizing ability of his or her nervous system, thus improving the recipient's sensory adjustment, motor co-ordination and attention sustainability.

In order to raise the awareness of occupational safety and health and reduce the work-related wear and tear on the body of the services users of sheltered workshops, the occupational therapists gave them educational talks and showed them the way of lifting a heavy object on a video. Also, the occupational therapists set a period of time for doing stretching exercise in the daily schedule.



▲ 服務使用者正在接受聽樂治療。
A service user is receiving a therapeutic listening treatment.

為提高工場服務使用者的職業安全意識及減低他們的工作勞損，職業治療師舉辦教育講座，製作提舉重物方法示範錄影，並在每天流程中訂立伸展運動時段。

物理治療服務

本年度物理治療師致力深化評估服務使用者平衡力和預防跌倒工作，根據評估結果向有關單位提供改善方案，包括調整環境設施、修改照顧安排、進行相關職員培訓等。

此外，物理治療師亦編製服務使用者活動能力總表，使物理治療訓練更系統化，另統一訓練器材使用指引和訓練材料內容，以提升訓練的質素。

全年物理治療服務共提供了8,725小時個別/小組治療，36次家訪，另協助工傷職員復工評估及工作適應安排。



▲ 物理治療師協助老化服務使用者進行步行訓練。
Physiotherapist helped an aging service user to practise walking.

臨床心理學服務

本會的臨床心理學家以應用心理學的原理幫助服務使用者解決各種思想、情緒及行為上的困擾，並運用有關行為成因及行為矯正方法的專業知識向員工及服務使用者家屬提供意見，以協助他們明白及處理服務使用者的情緒及行為問題。全年臨床心理學服務共提供了493節服務，包括個案評估、諮詢、個人及小組治療、職員培訓等。

Physiotherapy Service

This year the physiotherapists devoted their efforts to consolidating the work of assessing service users' ability to maintain balance and preventing fall accidents among service users. Based on the results of the assessment, suggestions such as modification of the environment and facilities, change of caregiving arrangements and staff training were offered to the units concerned.

In addition, the physiotherapists compiled a list of various kinds of motor ability in order to make the physical training to service users more systematic. They also standardized the user guides of training equipment and the content of training materials so as to enhance the quality of the training.

Over the year, 8,725 hours of individual/group treatment were provided and 36 home visits were conducted. Besides, assistance was given in assessing staff's suitability to return to work after a work injury and in making arrangements to help with their adaptation after returning to work.

Clinical Psychological Service

Our clinical psychologist helps service users solve various cognitive, emotional and behavioural problems by applying principles of applied psychology. She also employs her professional knowledge on behaviour attribution and behaviour modification when giving advice to staff and families of service users so as to assist them to understand and handle the emotional and behavioural problems of service users. Over the year, 493 sessions of service were provided, including case assessment, consultation, individual therapy, group therapy and staff training.



▲ 服務使用者正投入多感官訓練活動。
A service user is receiving multi-sensory training.

服務統計資料

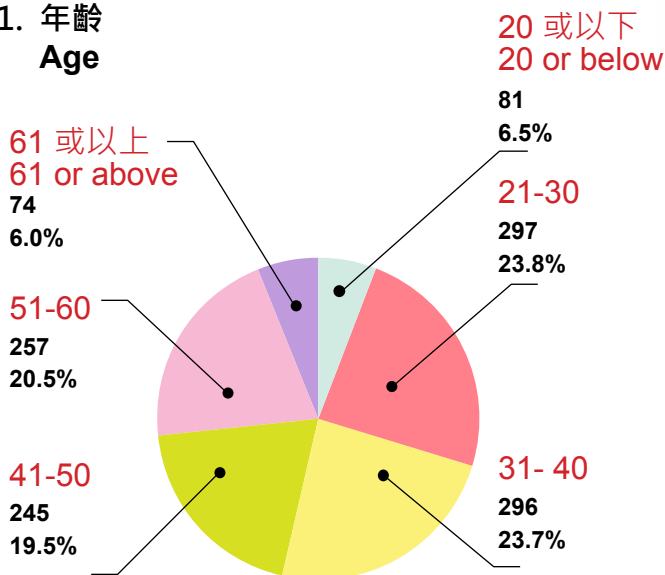
Service Statistics

服務使用者年齡、性別及主要殘障類別

Age, Sex and Classification of Major Disability of Service Users

(於2016年3月31日 As of 31 March 2016)

1. 年齡 Age

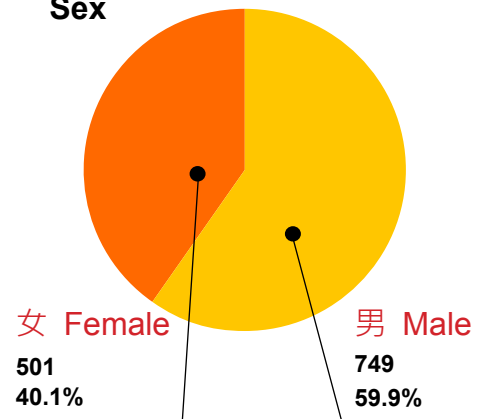


總服務使用者人數

Total number of service users

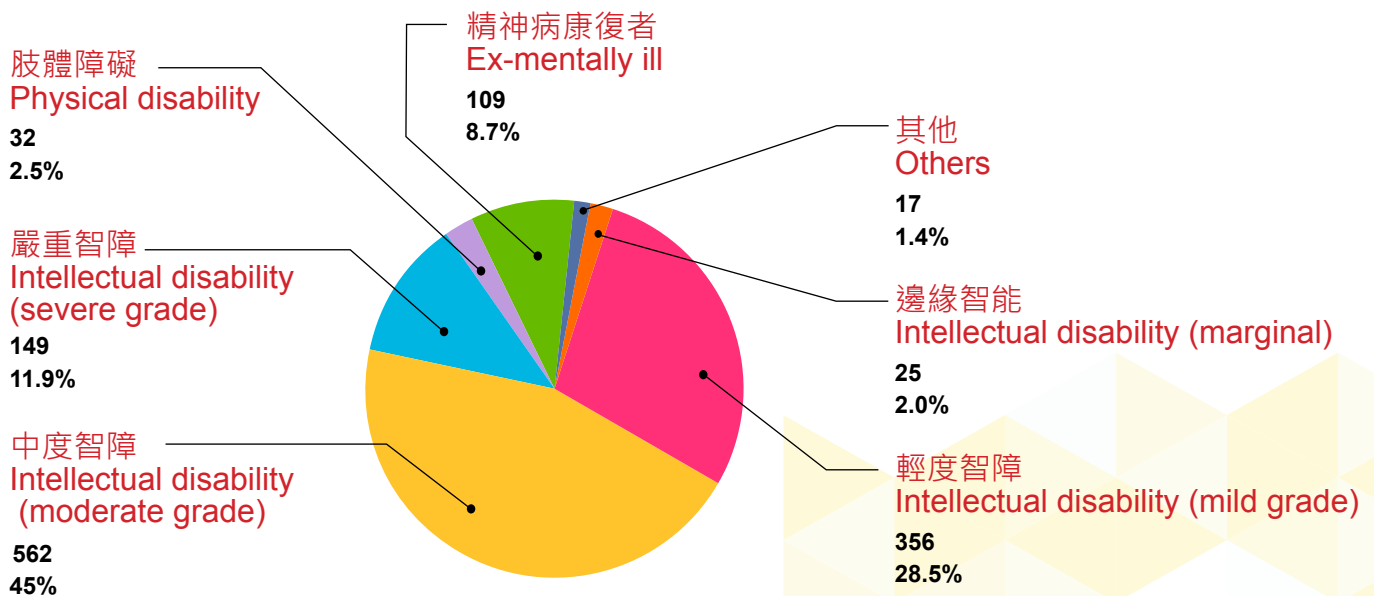
1250

2. 性別 Sex



3. 主要殘障類別

Classification of Major Disability



服務名額及服務使用者人數 Service Capacity and Number of Service Users

(於2016年3月31日 As of 31 March 2016)

服務類別及單位 Service Type and Units	服務名額 Capacity	服務使用者人數 No. of Service Users
日間中心及宿舍服務 Day Activity Centre and Hostel Service		
南山中心 Nam Shan Day Activity Centre	52	52
寶林中心及宿舍 Po Lam Day Activity Centre and Hostel	56 (中心centre) 55 (宿舍hostel)	56 (中心centre) 55 (宿舍hostel)
白普理田景中心及宿舍 Bradbury Tin King Centre and Hostel	51 (中心centre) 50 (宿舍hostel)	51 (中心centre) 49 (宿舍hostel)
安定中心及宿舍 On Ting Day Activity Centre and Hostel	51 (中心centre) 50 (宿舍hostel)	51 (中心centre) 50 (宿舍hostel)
就業及宿舍服務 Employment and Hostel Service		
朗藝坊及朗屏宿舍 House of Arts & Skills and Long Ping Hostel	185 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 51 (宿舍hostel)	189 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 51 (宿舍hostel)
賀屏工場及宿舍 Hor Ping Sheltered Workshop and Hostel	115 (工場sheltered workshop) 52 (宿舍hostel)	125 (工場sheltered workshop) 52 (宿舍hostel)
元州工場及宿舍 Un Chau Sheltered Workshop and Hostel	170 (工場sheltered workshop) 60 (宿舍hostel)	172 (工場sheltered workshop) 60 (宿舍hostel)
輔助就業服務 Supported Employment Service	50	49
悅屏宿舍 Yuet Ping Supported Hostel	40	39
懷智匡業有限公司 Wai Ji Hong Yip Co. Ltd.	不適用 Not applicable	不適用 Not applicable
綜合復康服務中心 Integrated Rehabilitation Services Centre		
將軍澳綜合復康服務中心 Tseung Kwan O Integrated Rehabilitation Services Centre	28 (護理院care and attention home) 45 (日間中心day activity centre) 80 (宿舍hostel)	27 (護理院care and attention home) 45 (日間中心day activity centre) 80 (宿舍hostel)
美田綜合復康服務中心 Mei Tin Integrated Rehabilitation Services Centre	55 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 51 (日間中心day activity centre) 51 (宿舍hostel)	57 (綜合職業康復服務中心 integrated vocational rehabilitation services centre) 51 (日間中心day activity centre) 51 (宿舍hostel)
社區支援服務 Community Support Services		
元朗地區支援中心 Yuen Long District Support Centre	不限 No limit	321
社區復康支援服務 Community Rehabilitation Support Service	不適用 Not applicable	不適用 Not applicable
暫顧服務 Respite Care Service	14 (日間day) 18 (住宿residential)	不適用 Not applicable
成人教育 Adult Education	不適用 Not applicable	不適用 Not applicable
專業支援服務 Professional Support Services		
臨床心理學服務 Clinical Psychological Service	不適用 Not applicable	不適用 Not applicable
物理治療服務 Physiotherapy Service	不適用 Not applicable	不適用 Not applicable
職業治療服務 Occupational Therapy Service	不適用 Not applicable	不適用 Not applicable



「我以永遠的愛愛你，因此我以慈愛吸引你。」
(耶利米書31章3節)

"I have loved you with an everlasting love; I have drawn
you with unfailing kindness.

Jeremiah 31:3

同途有心人

Friends with Heart



企業社會責任

Corporate Social Responsibility



本會除了竭誠服務殘疾人士及其家人，亦非常重視企業社會責任。在2015/16年度，本會積極實踐本會在輔助殘疾人士就業與及推動義務工作、社區參與、社會服務發展上的社會責任。

Besides being committed to serving people with disabilities and their families, we put emphasis on our responsibility for the society as a social service organization. In the year 2015-2016, we strived to fulfill our social responsibility in helping people with disabilities to get employed and in promoting voluntary work, community participation and social service development.

開設社會企業 · 協助殘疾人士就業

Running a social enterprise to help people with disabilities to get employed

於2002年，本會成立了一所社會企業 - 「懷智匡業有限公司」(下稱匡業)，目的是向殘疾人士提供就業及培訓機會，協助他們自力更生，投入社會。本年度，匡業共僱用了38位員工，其中25位是殘疾人士。

匡業營辦多項業務，包括清潔、汽車清潔、理髮、假髮和護髮產品銷售、手工藝品銷售等，本年度更新增了環保產品 - 手工皂、環保肥皂、茶籽粉、環保酵素等的銷售。為向公眾推廣這些產品，有關單位參與了工展會、年宵市場，以及多個展銷活動。

本年度匡業獲得社會福利署「創業展才能」計劃的資助，於長沙灣福華街開設一間名為「好首足」的店舖，提供理髮及薰腳服務，並銷售頭髮護理產品。店舖計劃聘請9位殘疾人士擔任店務助理協助接待客人及店舖清潔工作，預定於2016年6月啟業。

In 2002, we started a social enterprise called Wai Ji Hong Yip Co. Ltd. (Hong Yip) to provide employment and training opportunities for people with disabilities so as to enable them to earn their own living and get integrated into the society. Over the year, 38 people were employed by Hong Yip, of which 25 were people with disabilities.

An array of businesses were run by the company, including cleaning, car cleaning, hair-cutting, sale of wigs and hair care products, and sale of handicrafts. This year there is an addition of sale of eco-friendly products including hand-made soaps, eco kitchen soaps, Camellia seed cleaning powder, eco enzymes, etc. To promote these products to the general public, the unit concerned participated in the Hong Kong Brands and Products Expo, Chinese lunar new year market and a number of sales exhibitions.

During the year, Hong Yip obtained a funding from the "Enhancing Employment of People with Disabilities through Small Enterprise" Project of the Social Welfare Department to run a new shop called "Fine Head and Foot" Shop in Cheung Sha Wan. Hair-cutting service and foot sauna service will be provided and hair care products will be sold in the shop. Scheduled to open in June 2016, the shop is planned to provide employment to nine people with disabilities. They will be employed as shop assistants and assist in reception work and cleaning work in the shop.



◀ 匡業參加「社聯商界展關懷社區伙伴合作展」。
Hong Yip participated in the Community Partnership Exhibition of the Caring Company Scheme run by the Hong Kong Council of Social Service.



◀ 匡業督導主任盧家華先生接受明報財經版「Money Monday」訪問，介紹「智快髮」店。
Hong Yip Supervisor Mr. Patrick Lo introduced the "Smart Hair Studio" Shop in an interview by Ming Pao for its finance section "Money Monday".

推動義工服務 Promoting volunteer service

本會透過不同的義工服務推動傷健共融精神，招募個人義工及企業義工隊，向他們提供多元化的義工服務機會，包括到單位探訪服務使用者、與服務使用者一起遊戲及製作手工藝或小食、外出活動等。

於2015/2016年度，義工服務總時數高達17,736小時。義工類別分個人、團體及家屬。為表揚義工的貢獻，本會推行「傑出義工嘉許計劃」，每年均會在週年大會頒發「長期服務獎」及「最高服務時數獎」。

本會亦積極鼓勵及組織能力較高的服務使用者在接受別人服務之餘參加義工活動，讓他們對社會作出貢獻，同時藉此帶出「智障人士也有能力服務社會」的訊息。



▲ 悅屏義工隊積極服務社區，帶出「智障人士也有能力服務社會」的訊息。

Yuet Ping Unit's volunteer team engaged themselves in serving the community to deliver the message that people with intellectual disabilities can serve the society as well.



▲ 寶林中心及宿舍獲「伊利沙伯女皇弱智人士基金」資助舉辦義工活動，單位積極與區內教會、學校、制服團隊、青少年中心、老人中心、私人公司等合辦義工服務活動，總數超過10個。

Po Lam Day Activity Centre and Hostel obtained a funding from the Queen Elizabeth Foundation for the Mentally Handicapped for organizing volunteer services. The unit co-organized volunteer service programmes with churches, schools, uniform groups, centres for children and youth, centres for the elderly and private companies. There were more than ten organizations or groups in total.

Different volunteer services were organized to promote the spirit of integration between people with and without disabilities. Individual volunteers and corporate volunteer groups were recruited and a variety of service opportunities were provided for them, such as visiting service users at service units, playing games and making handicrafts or preparing snacks with service users, and picking up service users from service units for an activity.

The total number of hours of volunteer service was 17,736 in the year 2015/2016. There are three types of volunteers: individuals, groups and family members of service users. In order to give recognition to volunteers' contributions, we run an Outstanding Volunteer Award Scheme and present the Long Service Award and the Highest Number of Hours of Service Award at our Annual General Meeting every year.

Also, we encourage and organize service users who are more able to participate in volunteer service and serve others while receiving service from other people. Our aim is to enable them to make contributions to the society and to deliver the message that people with intellectual disabilities can serve the society as well.



◀ 白普理田景中心及宿舍舉辦的環區跑活動有超過200位來自不同團體(包括入境事務處義工隊、警察義工服務隊及4間中、小學)的義工及個人義工參與。

A large-scale outdoor programme organized by Bradbury Tin King Centre and Hostel had the participation of more than 200 group volunteers (from the Immigration Department Volunteer Work Team, Police Volunteer Services Corps and four primary/secondary schools) and individual volunteers.

社區參與

Community participation

本會致力倡導殘疾人士的福祉，藉著社區教育、充權及其他工作，一方面增加社會大眾對殘疾人士的認識及接納，另一方面鼓勵服務使用者及其家屬實踐公民權利。

本會其中一個諮詢組織家屬代表會由本會轄下服務單位的家屬代表組成，以關注服務使用者及其家人的需要和權益為宗旨，並透過舉辦多元化的活動，促進家屬之間的聯繫。本年度，本會的另一個諮詢組織地區諮詢委員會改組為區域網絡委員會，期望能擴大社區人士參與，吸納更多寶貴意見以持續提升服務質素。

With the aim of promoting the well-being of people with disabilities, we work to increase the public's understanding and acceptance of people with disabilities and, at the same time, to encourage service users and their families to realize their civil rights by community education, empowerment and other means.

One of our consultative bodies, Family Representatives Association, is formed by family representatives of our service units. It aims to give concern to the needs and rights of service users and their families and promote the connection among service users' families. During the year, another consultative body, our Local Advisory Committee, was converted into District Network Committee for the purpose of increasing the participation of external parties in the district and gaining more valuable opinions to enhance the quality of our service continuously.

賀屏工場及宿舍獲得平等機會委員會社會參與資助計劃的撥款舉辦「AI智能計劃」，成立由服務使用者及學生組成的魔術馬戲義工隊，到不同機構表演魔術和雜耍，以展示殘疾人士的能力，消除偏見，並宣揚傷健共融。

Hor Ping Sheltered Workshop and Hostel got a funding from the Community Participation Funding Programme of the Equal Opportunities Commission to carry out the "AI Intelligence Project". A team formed by service users and students visited different organizations to perform magic tricks and acrobatic acts so as to show what people with disabilities could do, remove bias and promote integration between the disabled and the non-disabled.



安定中心及宿舍獲勞工及福利局撥款舉辦「愛融樂·藝同行II」義工服務計劃，招募了屯門區共12間學校及團體參與，透過舉辦了不同的共融藝術工作坊以及義工領袖訓練，讓學生及其他人士與智障人士互動，體現傷健共融。

On Ting Day Activity Centre and Hostel obtained a funding from the Labour and Welfare Bureau to carry out the "Art for Everybody II Project". Twelve schools and bodies in Tuen Mun District were recruited for the project. Different inclusive art workshops and volunteer leadership training sessions were conducted for the recruits to interact with people with intellectual disabilities, thus realizing an integration between the disabled and the non-disabled.

元朗地區支援中心參與由社會福利署與元朗區議會合辦的「社區共融情味濃」活動計劃，聯同其他服務單位，在區內演出以元朗情懷為主題，名為「天變地變情不變」的歌舞劇，獲得觀眾的熱烈掌聲和讚賞。

Yuen Long District Support Centre participated in the “Love and Care in an Inclusive Community” Project jointly organized by the Social Welfare Department and Yuen Long District Council. It collaborated with other service units to perform in the district a musical about people’s sentiments for Yuen Long. The musical received loud applause from the audience.



推動社會服務發展

Promoting social service development

本會一直致力推動社福服務發展，為回應社會轉變及服務需要，本會除與業界保持緊密聯繫，亦透過接待不同機構及團體到訪參觀，分享本會的服務理念，彼此交流，提升服務質素，為社會帶來裨益。此外，本會亦不時與兩岸四地的社福團體交流學習，了解社福界在各地的發展狀況，集思廣益，為服務發展注入創新元素，讓更多有需要人士受惠。

本年度本會舉辦了一個深圳探訪交流團，職員和家屬探訪了深圳市鹽田區的三個殘疾人士服務單位，以增加對國內殘疾人士服務的認識，並與國內殘疾人士服務人員交流。

Our Agency has been working to promote the development of social services. In response to societal changes and service needs, we keep a close connection with other agencies in the field and receive different visiting organizations and bodies so as to share our service rationale with other social service agencies and enhance the quality of our services for the benefit of the society. In addition, we have professional exchange with social welfare organizations in Hong Kong, Macau, Taiwan and mainland China to learn about social welfare developments in different regions, which is a way to impart innovative elements to the service out of collective wisdom and bring benefits to more people in need.

During the year, an exchange tour to Shenzhen was organized. Staff and service users’ families visited three service units providing services for people with disabilities in Yantian, Shenzhen to increase their knowledge about services for people with disabilities in mainland China and have an exchange with workers of these services.

「商界展關懷」計劃 Caring Company Scheme

於2015/2016年度，本會提名的5間企業或專業團體成功獲得由香港社會服務聯會頒發的「商界展關懷」或「同心展關懷」標誌。



In the year 2015/2016, five enterprises or professional bodies were awarded the Caring Company/Organization Logo of the Caring Company Scheme by the Hong Kong Council of Social Service under our nomination.



「但那等候耶和華的、必從新得力、他們必如鷹展翅上騰、他們奔跑卻不困倦、行走卻不疲乏。」

(以賽亞書40章31節)

“But those who hope in the LORD will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.”

Isaiah 40:31

協同創新

Innovation and
Teamwork



員工關係與發展

Staff Relations & Development

於2015/16年度末，本會共有531位員工，當中5位為殘疾人士；轄下社會企業則僱用了38位員工，其中25位為殘疾人士。

本會除了竭誠服務殘疾人士及其家人外，亦非常重視及關懷員工。本年度本會繼續在培訓與發展、職業安全及健康、與員工保持良好溝通、嘉許與獎勵不同範疇與員工團隊同行。我們深信這樣員工將更投入工作，並能與本會共同努力，提供優質服務，讓服務使用者受惠。

At the end of the year 2015/16, our Agency had 531 staff, of whom 5 were people with disabilities whereas the social enterprise of our Agency had 38 staff, of whom 25 were people with disabilities.

Besides being dedicated to serving people with disabilities and their families, we give much care and concern to our staff. Over the year, we continued to spend strenuous efforts on areas like training and development, occupational safety and health, maintaining a good communication with the staff, and giving staff recognition and awards. We deeply believe that caring for staff could achieve greater employee engagement, and staff would work together with the Agency to provide quality service for the benefit of service users.



▲ 新員工導向日協助新員工認識機構的文化。
The New Staff Orientation Day helps new staff members to learn about the Agency's culture.

培訓及發展

Training and development

為了持續提升本會服務及專業的水平，讓員工吸取新知識及技巧，過去一年本會職員培訓工作小組及服務單位舉辦了不同主題的培訓，例如園藝治療、感覺統合、藝術治療、智障人士在刑事司法程序中的權益和保障，以及重點培訓項目老化智障人士服務及自閉症人士服務。除內部培訓外，本會資助員工參加外間講座、研討會、工作坊、交流探訪及分享會等。另外，為關顧員工的身、心、靈需要，鼓勵單位為員工推行「正向心理學」、「啟發創新思維」及「快樂教練」計劃。

此外，本會資助8位員工探訪深圳市鹽田區三個殘疾人士服務單位，考察當地智障人士及家屬支援服務。

全年員工培訓活動的總參與人次為3,609，總培訓時數為10,072小時。

In order to achieve a steady enhancement of the standard of service and professionalism and enable staff to gain new knowledge and skills, staff training programmes on various subjects were organized by the Staff Training Working Group and the service units, such as horticulture therapy, sensory integration, art therapy, the rights of and protections for people with intellectual disabilities in judicial procedures for a criminal offence, and the focal courses on services for elderly people with intellectual disabilities and services for people with autism. Besides internal training, financial support was provided for staff for joining external talks, seminars, workshops, exchange visits and sharing sessions. Moreover, as we care for staff's physical, psychological and spiritual needs, we encouraged the units to run projects for their staff based on positive psychology, creative thinking and coaching towards happiness.

Furthermore, with the Agency's financial support, eight staff went to visit three service units providing services for people with disabilities in Yantian, Shenzhen and learn about the support services for people with intellectual disabilities and their families there.

Over the year, the total number of attendance of staff training programmes in person-times was 3,609 and the total number of training hours was 10,072.

本會資助職員探訪深圳彩虹特殊兒童發展中心。▶
We supported our staff made a visit to a special children development centre in Shenzhen.



職業安全健康

Occupational safety and health

本會一直關注員工的職業安全及工作環境安全，為提升員工的職安意識及減少工傷意外，本會設有職安健工作小組統籌有關工作。去年度職安健工作小組進行的有關工作包括對工傷意外作出成因分析及改善建議、更新職安健用品資料庫、舉辦職安健宣傳口號及動態創作比賽等。此外，本會物理治療師及職業治療師定期與單位職員進行與職安健有關的培訓，例如扶抱技巧、輔助器材使用方法、輪椅使用須知等。

Our Agency has been concerned for staff's occupational safety and health as well as safety in their working environment. In order to raise staff's consciousness for occupational safety and reduce the number of work injury accidents, we have a working group on occupational safety and health to co-ordinate the work concerned. The work done by the working group last year including analyzing the causes of workplace accidents and suggesting ways of improvement, updating the database of safety and health appliances, organizing an occupational safety and health slogan design competition, etc. In addition, our physiotherapists and occupational therapists gave training to our units' staff related to occupational safety and health, such as the techniques of lifting service users, the ways of using assistive devices and the points to note when using the wheelchairs.

員工溝通

Communication with staff

為加強員工的凝聚力及團隊精神，本會設有多元化渠道讓管理層與員工作雙向溝通，收集員工的意見，並讓員工了解本會的服務策略、發展計劃及期望。

本會設有由各單位代表組成的職員代表會，代表會主席可列席董事局會議，直接表達員工的意見。為所有員工提供機構最新資訊及動向的內聯網、每季出版的《員工通訊》、網上員工討論區、中層管理同工交流會、員工退修日及員工活動等都鼓勵機構與員工，以及員工之間互相溝通。



With the aim of producing a stronger cohesion and a higher team spirit among staff, we have various channels to effect a two-way communication between the Management and the staff, collect staff opinions and inform the staff of the Agency's service strategies, development plan and expectations.

We have a staff representatives association formed by the representatives of our units. The chairperson of this association is allowed to attend the meetings of our Board of Directors and voice out staff opinions directly. Apart from the intranet through which the Agency would use to distribute the latest news and information to all staff, the quarterly staff newsletter, the web forum for the staff, the mid-level managerial staff sharing sessions, the staff retreat days and the staff gatherings are the channels that encourage communication between the Agency and the staff, and among the staff themselves.

◀ 本會資助職員代表會每年舉辦員工活動，以加強不同單位員工之間的關係。
A funding was granted to the Staff Representatives Association every year for organizing a programme to strengthen the relationship among staff of different units.



▲ 本會定期舉辦不同活動收集員工對服務的意見。
Different activities held regularly for collecting staff's opinions on the service.

關懷與獎勵

Care and Recognition

為獎勵工作多年及緊守工作崗位的員工，本會每年在週年大會頒發「長期服務獎」，向他們致敬。於2015/16年度，共有49位員工獲獎，表揚他們多年來同心同德服務殘疾人士，當中包括一位已服務本會超過三十年的員工。

還有，為表彰於本年度表現優秀的員工，本會頒發「優秀員工獎」予6位員工，其中3位為前線員工，另外3位為社會服務員工。

In appreciation of their long and conscientious service in the Agency, staff are presented with the Long Service Award in our annual general meeting every year to pay tribute to them. For the year 2015/16, awards were presented to 49 staff to acknowledge their concerted efforts in serving people with disabilities over the years. Among them was a staff member who had served in the Agency for more than thirty years.

Furthermore, in recognition of staff with outstanding performance over the year, six staff were granted the Outstanding Employee Award. Three of them were frontline staff and the other three were social service staff.



▲ 本會董事司徒佩玉博士頒獎予「職安健宣傳口號及動態創作比賽」的優勝者。
Our director Dr. Grace Szeto presented a prize to the winner of the Occupational Safety and Health Slogan Design Competition.



▲ 本會副主席鍾穎欣校長頒獎予「會徽創作比賽」的優勝者。
Our Vice-Chairperson Ms. Vivian Chung presented a prize to the winner of the Agency Logo Design Competition.



▲ 本年度長期服務獎的部分得獎者。
Here are some of the recipients of this year's Long Service Award.



▲ 本年度優秀員工獎的部分得獎者。
Here are some of the recipients of this year's Outstanding Employee Award.

職員資料

Staff Information

第一部份 主要行政及服務人員

Part One Principal Administrative and Service Personnel

(於2016年10月 As of October 2016)

署理總幹事 Acting Chief Executive

何寶玲女士
Ms. HO Po Ling, Pauline

督導主任 Supervisor

盧家華先生
Mr. LO Ka Wa, Patrick
馬秀蘭女士
Ms. MA Sau Lan, Sandy

署理機構傳訊及 拓展部經理 Acting Manager, Corporate Communication and Development Dept.

石小恩女士
Ms. SHEK Siu Yan, Joan

高級行政經理 Senior Administration Manager

黃小華女士
Ms. WONG Siu Wah, Viola

人力資源及行政經理 Human Resources and Administration Manager

任銘芳女士
Ms. YAM Ming Fong, Kennis

健康服務經理 Health Services Manager

羅影儀女士
Ms. Law Ying Yi, Esther

臨床心理學家 Clinical Psychologist

黎玉蓮女士
Ms. LAI Yuk Lin, Josanna

一級物理治療師 Physiotherapist I

張志剛先生
Mr. CHEUNG Chi Kong, Peter
劉偉先生
Mr. LAU Wai, Raymond
虞佩華女士
Ms. YU Pui Wah, Rachel

一級職業治療師 Occupational Therapist I

張淑蓮女士
Ms. CHEUNG Shuk Lin, Phyllis
梁智森先生
Mr. LEUNG Chi Sum, Andrew
黃惠蘭女士
Ms. WONG Wai Lan, Jacqueline
任偉雄先生
Mr. YAM Wai Hung, Daniel
袁可欣女士
Ms. YUEN Ho Yan, Jessie

單位主管 Officers-in-charge

湛麗翔女士
Ms. CHAM Lai Cheung, Ven
陳錦輝先生
Mr. CHAN Kam Fai, Kelvin
張志雲女士
Ms. CHEUNG Chi Wan, Doris
蔡啟然先生
Mr. CHOI Kai Yin
周寶麗女士
Ms. CHOW Po Lai, Polly
鍾焯漢先生
Mr. CHUNG Cheuk Hon
樊桂秋女士
Ms. FAIN Kwai Chau
林俊藝先生
Mr. LAM Chun Ngai
林小燕女士
Ms. LAM Siu Yin, Zoe
李端怡女士
Ms. LI Tuen Yee, Donna
廖少冰女士
Ms. LIU Siu Ping, June

第二部份 員工類別統計

Part Two Staff Composition

(於2016年3月31日 As of 31 March 2016)

(a)

總辦事處及服務單位 (不包括轄下社會企業)

Head Office and Service Units (excluding the Agency's social enterprise)

護士及輔助醫療人員
Nurses and paramedical staff

人數 Number : 67
百分率 Percentage : 12.62

前線訓練及支援人員
Frontline training and support staff

人數 Number : 357
百分率 Percentage : 67.23

社會工作者
Social workers

人數 Number : 65
百分率 Percentage : 12.24

行政及文書人員
Administrative and clerical staff

人數 Number : 42
百分率 Percentage : 7.91

總員工人數

Total number of staff

531

(共有 5 名殘疾人士受僱)
(5 people with disabilities were employed)

(b)

轄下社會企業

The Agency's Social Enterprise

管理人員
Managerial staff

人數 Number : 1
百分率 Percentage : 2.63

服務人員
Service staff

人數 Number : 25
百分率 Percentage : 65.79

訓練人員
Training staff

人數 Number : 12
百分率 Percentage : 31.58

總員工人數

Total number of staff

38

(共有 25 名殘疾人士受僱)
(25 people with disabilities were employed)

收入及支出

Income & Expenditure

財務概要

Financial Highlights

收入

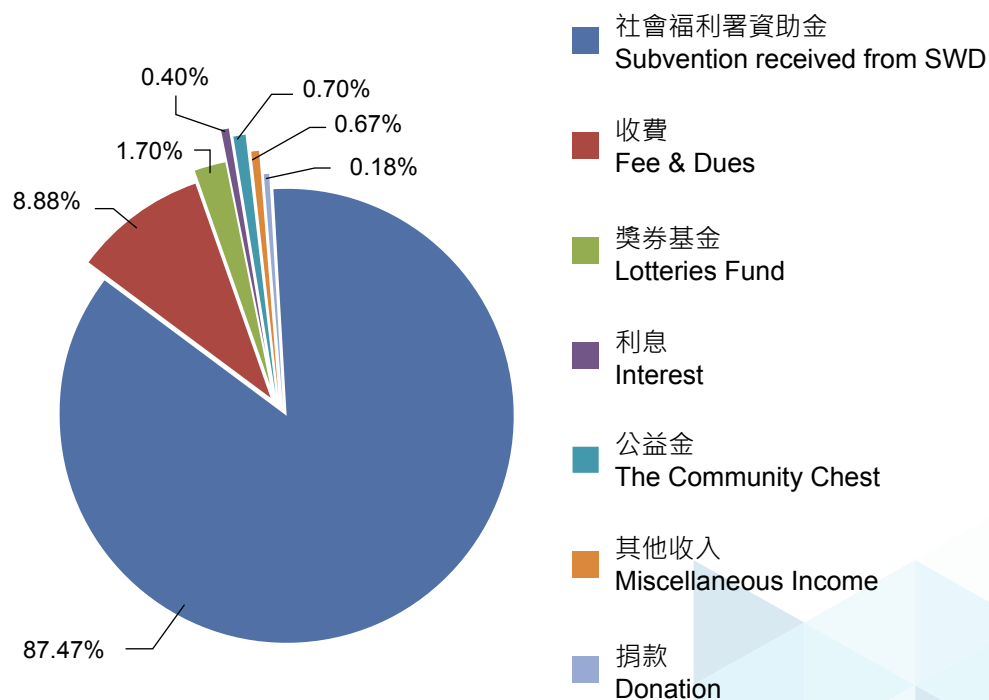
於2015/2016年度之總收入為港幣一億八千七百五十六萬元。與上年度比較，增加了港幣一千四百零五萬元或百分之八點一（2014/2015年度總收入為一億七千三百五十一萬元）。本年度收入增加主要由於政府提高資助額。

Income

Total income was increased by HK\$14.05 million or 8.1% to HK\$187.56 million in 2015/2016 as compared with the previous year. (Income for 2014/2015 was HK\$173.51 million) The increase was mainly attributable to increased subvention from the Government.

按收入來源

By source of income



支出

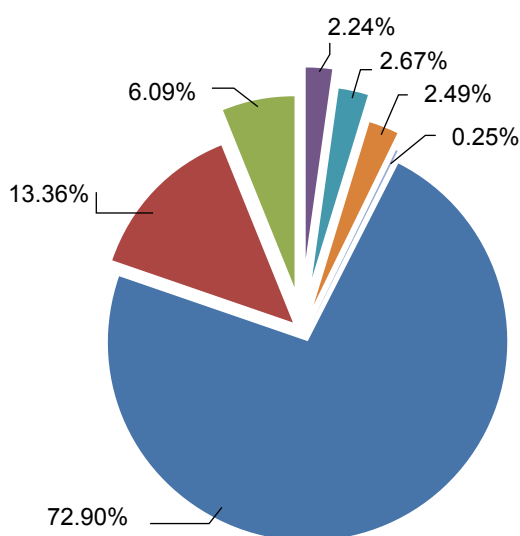
2015/2016年度之總支出為港幣一億八千二百八十九萬元。與上年度比較，增加了一千六百五十五萬元或百分之九點九（2014/2015年度總支出為港幣一億六千六百三十四萬元）。本年度支出增加主要是由於薪酬及其他營運開支增加。

Expenditure

Total expenditure was increased by HK\$16.55 million or 9.9% to HK\$182.89 million in 2015/2016 as compared with the previous year. (Expenditure for 2014/2015 was HK\$166.34 million) The increase was mainly due to increase in staff and other operating costs.

按支出性質

By nature of expenditure



儲備及基金

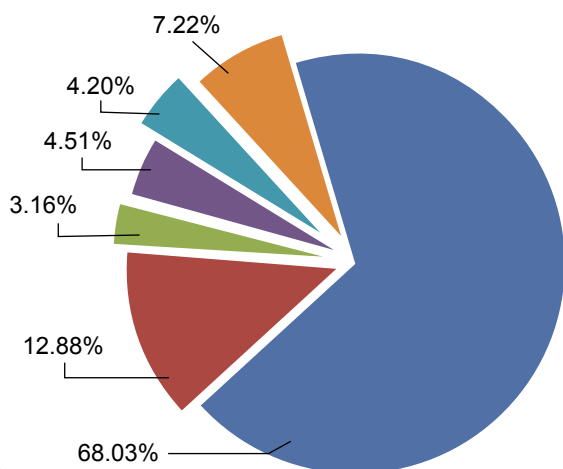
2015/2016年度的總盈餘為港幣四百六十七萬元（2014/2015年度為七百一十七萬元）。全數已撥入本會各有關儲備及基金，截至31/3/2016，本會儲備總額為港幣九千七百四十九萬元。

Reserves and Funds

There was a total surplus of HK\$4.67 million for the year 2015/2016 (2014/2015: HK\$7.17 million), which was transferred to various reserves and funds held by the Society. As at 31/3/2016, the Society had total reserve of HK\$97.49 million.

按基金來源

By source of fund



收支表

INCOME AND EXPENDITURE ACCOUNT

(截至二零一六年三月三十一日之年度)

(FOR THE YEAR ENDED 31 MARCH 2016)

	2016 HK\$	2015 HK\$
收入		
Income		
政府津助 Government subvention	164,154,806	151,208,809
社會福利發展基金 Social Welfare Development Fund	1,890,946	263,008
住宿費 Hostel fees	11,436,149	11,486,326
庇護工場收入 Sheltered workshop earnings	2,897,369	2,596,291
膳食費 Meal fees	790,560	772,641
成人教育資助 Adult Education Subvention	29,517	35,851
香港公益金 The Community Chest		
- 設施資助計劃 Capital Project Fund	2,785	2,785
- 年度撥款 Annual allocation	837,750	739,400
- 智親至愛項目 Project – Infinity in love	477,138	--
勞工及福利局資助 Labour and Welfare Bureau	52,147	99,167
獎券基金 Lotteries Fund	1,155,064	1,975,690
伊利沙伯女皇弱智人士基金 Queen Elizabeth Foundation	274,689	432,856
活動收入 Programme income	1,376,574	1,037,256
售旗籌款活動收入 Flag day appeal	--	688,407
其他捐款 Other donations	326,030	504,388
車費收入 Income from transport service	156,882	154,893
存款利息 Interest income	754,713	1,017,207
雜項 Miscellaneous	956,429	499,803
總收入	187,569,548	173,514,778
Total income		

	2016	2015
	HK\$	HK\$
支出		
Expenditure		
薪酬	122,514,569	112,095,302
Salaries and wages		
公積金供款	13,567,348	9,161,064
Provident fund contributions		
服務使用者訓練津貼	4,581,007	4,144,397
Clients' training allowance		
租金及差餉	10,270,266	10,132,610
Rent and rates		
膳食	6,015,127	5,726,246
Food expenses		
活動支出 (由以下資助支付)		
Programme expenses supported by		
- 伊利沙伯女皇弱智人士基金	240,201	387,722
Queen Elizabeth Foundation		
- 其他活動支出	4,572,715	4,070,982
Other programme expenses		
- 售旗籌款活動支出	--	45,377
Flag day appeal		
用品及設備	5,784,626	4,862,319
Stores and equipment		
公用事業費用	4,516,745	4,437,127
Utilities		
運輸及交通	837,866	863,386
Transport and travelling		
核數費用	66,400	62,500
Auditor's remuneration		
折舊 (由以下資助支付)		
Depreciation supported by		
- 伊利沙伯女皇弱智人士基金	30,468	30,468
Queen Elizabeth Foundation		
- 其他折舊	2,437,787	3,614,178
Other depreciation		
電話費及郵費	187,769	183,251
Telephone and postage		
員工培訓	401,594	501,498
Staff development		
招聘支出	210,200	167,610
Recruitment expenses		
保險費	2,638,465	2,400,923
Insurance premium		
服務費	1,605,089	1,268,263
Service fee		
雜項	2,414,515	2,188,100
Miscellaneous		
總支出	182,892,757	166,343,323
Total expenditure		
本年度盈餘	4,676,791	7,171,455
Total comprehensive income for the year		

財務狀況表

STATEMENT OF FINANCIAL POSITION

(截至二零一六年三月三十一日 AS AT 31 MARCH 2016)

	2016 HK\$	2015 HK\$
非流動資產		
Non-current assets		
傢具及設備		
Furniture and equipment	3,931,661	3,652,737
流動資產		
Current assets		
貿易及其他應收賬款		
Trade and other receivables	2,478,842	2,284,557
可發還的資本性支出		
Reimbursable capital expenditure	2,056,911	674,013
應收關聯公司款項		
Amount due from a related company	170,150	111,504
三個月以上定期存款		
Deposits held for more than 3 months	83,057,567	81,059,914
現金及現金等價物		
Cash and cash equivalents	14,183,869	14,971,941
	101,947,339	99,101,929
流動負債		
Current Liabilities		
其他應付賬款		
Other payables	4,830,140	5,614,860
遞延收入		
Deferred income	3,552,063	3,103,714
	8,382,203	8,718,574
流動資產淨值	93,565,136	90,383,355
Net current assets		
資產淨值	97,496,797	94,036,092
Net assets		

	2016	2015
	HK\$	HK\$
儲備及基金		
Reserves and funds		
累積基金	14,538,474	14,660,476
General fund		
傢具及設備及小型工程整體補助金儲備	1,539,550	1,355,348
Furniture and equipment replenishment and minor works block grant reserve		
售旗日基金	995,578	1,152,582
Flag day fund		
社會福利發展基金	1,537,066	687,818
Social welfare development fund		
社署整筆撥款儲備等	78,886,129	76,179,868
Social welfare lump sum grant reserve and others		
	<hr/>	<hr/>
總儲備及基金	97,496,797	94,036,092
Total reserves and funds	<hr/>	<hr/>

以上賬目不是關於公司的指明財務報表，本會賬目本要涵蓋的財政年度的指明財務報表，將於會員大會後交付公司註冊處處長，並已就關乎該財政年度的指明財務報表擬備核數師報告，在會計師報告中：i) 沒有保留或以其他方式修改；ii) 沒有提述該核數師在不就該報告作保留的情況下以強調的方式促請有關的人注意的任何事宜；iii) 沒有載有根據第406(2)或407(2)或(3)條作出的陳述。

The above accounts are not specified financial statements in relation to the company. The specified financial statements for the financial year with which those accounts purport to deal will be delivered to the Companies Registrar after the Annual General Meeting. An auditor's report has been prepared on the specified financial statements for the financial year. The auditor's report i) was neither qualified nor modified; ii) did not refer to any matter to which the auditor drew attention by way of emphasis without qualifying the report; iii) did not contain a statement under section 406(2) or 407(2) or (3).

現金流量表

STATEMENT OF CASH FLOWS

(截至二零一六年三月三十一日之年度)

(FOR THE YEAR ENDED 31 MARCH 2016)

經營活動

Operating activities

年度盈餘

Surplus for the year

2016
HK\$

2015
HK\$

調整：

Adjustments for :

已收取傢具及設備及小型工程整體補助金

Furniture and equipment replenishment and minor works block grant received

2,272,000

2,099,000

已使用傢具及設備及小型工程整體補助金

Furniture and equipment replenishment and minor works block grant utilized

(2,098,773)

(1,443,641)

社會福利署收回盈餘

Surplus recovered by Social Welfare Department

(1,400,288)

(211,982)

折舊

Depreciation

2,468,255

3,644,646

利息收入

Interest income

(754,713)

(1,017,207)

營運資金變動前的經營盈餘

Operating surplus before changes in working capital

5,163,272

10,242,271

貿易及其他應收賬款增加

Increase in trade and other receivables

(194,285)

(372,800)

可發還資本性支出 (增加) / 減少

(Increase) / decrease in reimbursable capital expenditure

(1,382,898)

59,066

應收關聯公司款項 (增加) / 減少

(Increase) / decrease in amount due from a related company

(58,646)

18,984

其他應付賬款增加 / (減少)

Increase / (decrease) in other payables

(784,720)

1,545,855

遞延收入增加 / (減少)

Increase / (decrease) in deferred income

448,349

(1,818,492)

經營活動產生之現金流

Cash flow generated from operating activities

3,191,072

9,674,884

	2016	2015
	HK\$	HK\$
投資活動		
Investing activities		
已收取利息	765,688	1,024,636
Interest received		
採購傢具及設備	(2,747,179)	(2,056,127)
Purchases of furniture and equipment		
三個月以上定期存款增加	(1,997,653)	(1,995,586)
Increase in deposits held for more than 3 months		
現金流用於投資活動	(3,979,144)	(3,027,077)
Cash flow used in investing activities		
現金及現金等價物 (減少) / 增加淨額	(788,072)	6,647,807
Net (decrease)/increase in cash and cash equivalents		
年初之現金及現金等價物	14,971,941	8,324,134
Cash and cash equivalents at the beginning of the year		
年末之現金及現金等價物	14,183,869	14,971,941
Cash and cash equivalents at the end of the year		

服務總覽表 Service Directory


(於2016年10月 As of October 2016)

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
總辦事處 Head Office	基督教懷智服務處 九龍石硤尾大坑東邨東海樓 地下9-15號 Wai Ji Christian Service No. 9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon.	黃小華女士 (高級行政經理) Ms. WONG Siu Wah (Senior Admin. Manager) ☎ 2776 2622 ☎ 2784 6717 hqwj@wjcs.org.hk	---	-- / --	09:00-18:00 (一 Mon) 09:00-17:45 (二至五 Tue-Fri)
日間中心及 宿舍服務 Day Activity Centre and Hostel Service	南山中心 九龍石硤尾南山邨南明樓 地下20-32號 Nam Shan Day Activity Centre No. 20-32, G/F, Nam Ming House, Nam Shan Estate, Shek Kip Mei, Kowloon.	鍾焯漢先生 (主任) Mr. CHUNG Cheuk Hon (Officer-in-charge) ☎ 2784 6687 ☎ 2994 1138 nswj@wjcs.org.hk	15歲或以上低中度至 嚴重智障人士 People aged 15 or above with low moderate to severe grade of intellectual disabilities	52 / --	09:00-17:00 (一至五 Mon-Fri) 09:00-12:00 (隔週六· 公眾假期除外 Alternative Saturday, except public holidays)
	寶林中心及宿舍 新界將軍澳寶林邨寶寧樓地下 Po Lam Day Activity Centre & Hostel G/F, Po Ning House, Po Lam Estate, Tseung Kwan O, New Territories.	林俊藝先生 (主任) Mr. LAM Chun Ngai (Officer-in-charge) ☎ 2701 7778 ☎ 2703 7235 plwj@wjcs.org.hk		56 / 55	24小時hours
	白普理田景中心及宿舍 新界屯門田景邨田敦樓地下 7-14號及二樓217-224室 Bradbury Tin King Centre & Hostel No. 7-14, G/F and Rm. 217-224, 2/F, Tin Tun House, Tin King Estate, Tuen Mun, New Territories.	陳錦輝先生 (主任) Mr. CHAN Kam Fai (Officer-in-charge) ☎ 2465 0098 ☎ 2462 5199 tkwj@wjcs.org.hk		51 / 50	
	安定中心及宿舍 新界屯門安定邨定德樓地下 On Ting Day Activity Centre & Hostel G/F, Ting Tak House, On Ting Estate, Tuen Mun, New Territories.	樊桂秋女士 (主任) Ms. FAIN Kwai Chau (Officer-in-charge) ☎ 2457 1108 ☎ 2457 5808 otwj@wjcs.org.hk		54 / 50	
就業及宿舍 服務 Employment and Hostel Service	朗藝坊及朗屏宿舍 新界元朗朗屏邨悅屏樓地下 5-20號及二樓216-226室 House of Arts and Skills & Long Ping Hostel No. 5-20, G/F and Rm. 216-226, 2/F, Yuet Ping House, Long Ping Estate, Yuen Long, New Territories.	蔡啟然先生 (經理) Mr. CHOI Kai Yin (Manager) ☎ 2477 6900 ☎ 2470 1276 lpwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	175 / 51	24小時hours

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
就業及宿舍 服務 Employment and Hostel Service	賀屏工場及宿舍 新界元朗朗屏邨賀屏樓地下 5-8號及二樓204-214室 Hor Ping Sheltered Workshop & Hostel No. 5-8, G/F and Rm. 204-214, 2/F, Hor Ping House, Long Ping Estate, Yuen Long, New Territories.	林小燕女士 (經理) Ms LAM Siu Yin (Manager) ☎ 2443 3830 ☎ 2470 6191 hpwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	100 / 52	24小時hours
	元州工場及宿舍 九龍深水埗元州邨元康樓一樓 Un Chau Sheltered Workshop & Hostel 1/F, Un Hong House, Un Chau Estate, Sham Shui Po, Kowloon.	湛麗翔女士 (經理) Ms. CHAM Lai Cheung (Manager) ☎ 2729 0178 ☎ 2708 4424 ucwj@wjcs.org.hk		160 / 60	
	輔助就業服務(元朗) 新界元朗朗屏邨賀屏樓 地下5-8號 Supported Employment Service (Yuen Long) No. 5-8, G/F, Hor Ping House, Long Ping Estate, Yuen Long, New Territories.	林小燕女士 (經理) Ms LAM Siu Yin (Manager) ☎ 2443 3830 ☎ 2470 6191 sewj@wjcs.org.hk	15歲或以上輕度至 中度智障人士 People aged 15 or above with mild to moderate grade of intellectual disabilities	40 / --	09:00-17:00 (一至五 Mon-Fri)
	輔助就業服務(深水埗) 九龍深水埗元州邨元康樓一樓 Supported Employment Service (Sham Shui Po) 1/F, Un Hong House, Un Chau Estate, Sham Shui Po, Kowloon.	林小燕女士 (經理) Ms LAM Siu Yin (Manager) ☎ 2443 3830 ☎ 2470 6191 sewj@wjcs.org.hk		10 / --	09:00-12:00 (六 Sat)
	悅屏宿舍 新界元朗朗屏邨悅屏樓 二樓204-214室 Yuet Ping Supported Hostel Rm. 204-214, 2/F, Yuet Ping House, Long Ping Estate, Yuen Long, New Territories.	周寶麗女士 (經理) Ms. CHOW Po Lai (Manager) ☎ 2443 3385 ☎ 2475 2879 ypwj@wjcs.org.hk		-- / 40	24小時hours
	懷智匡業有限公司 九龍石硤尾大坑東邨東海樓 地下9-15號 Wai Ji Hong Yip Co. Ltd. No. 9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon.	黃小華女士 (高級行政經理) Ms. WONG Siu Wah (Senior Admin. Manager) ☎ 2776 2622 ☎ 2784 6717 wjhy@wjhy.org.hk	----	-- / --	09:00-18:00 (一 Mon) 09:00-17:45 (二至五 Tue-Fri)

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
綜合復康 服務中心 Integrated Rehabilitation Services Centre	將軍澳綜合復康服務中心 新界將軍澳 尚德邨尚美樓 地下(A室)至五樓 Tseung Kwan O Integrated Rehabilitation Services Centre G/F (Unit A)-5/F, Sheung Mei House, Sheung Tak Estate, Tseung Kwan O, New Territories.	張志雲女士 (院長) Ms. CHEUNG Chi Wan (Superintendent) ☎ 2178 0916 ☎ 2178 0926 tkowj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	40 / 108	24小時hours
	美田綜合復康服務中心 新界沙田大圍美田邨 美景樓地下 Mei Tin Integrated Rehabilitation Services Centre G/F, Mei King House, Mei Tin Estate, Tai Wai, Shatin, New Territories.	廖少冰女士 (經理) Ms. LIU Siu Ping (Manager) ☎ 2634 5666 ☎ 2634 5626 mtwj@wjcs.org.hk		106 / 51	
社區支援服務 Community Support Services	元朗地區支援中心 新界元朗屏邨繡屏樓地下 Yuen Long District Support Centre G/F, Sau Ping House, Long Ping Estate, Yuen Long, New Territories.	李端怡女士 (主任) Ms. LI Tuen Yee (Officer-in-charge) ☎ 2442 3225 ☎ 2442 3227 dscwj@wjcs.org.hk	在社區中生活的 殘疾人士 People with disabilities living in the community 殘疾人士家屬/照顧者 Family members/ carers of people with disabilities	不限 / -- No limit / --	09:00-18:00 (一、二、四、 五) (Mon, Tue, Thu, Fri) 14:00-18:00 (三 Wed) 09:00-17:00 (六 Sat)
	社區復康支援服務 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Community Rehabilitation Support Service Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	石小恩女士 (署理機構傳訊及 拓展部經理) Ms. SHEK Siu Yan (Acting Manager, Corporate Communications and Development Department) ☎ 2777 9039 ☎ 2784 0008 crss@wjcs.org.hk	15歲或以上智障 人士、學習遲緩者 及其家屬 People aged 15 or above with intellectual disabilities or learning disabilities, and their families	不適用 unapplicable	09:00-18:00 (一 Mon) 09:00-17:30 (二至五 Tue- Fri) 午膳時間休息 Closed during lunch hours: 13:00-14:00
	田景暫顧服務 Tin King Respite Care Service	(單位主任) (Officer-in-charge)	各單位日間/住宿的 服務對象均不同· 需致電該單位查詢 The service target is different for day / hostel service. Please check with the respective centres for details.	2 / 2	24小時hours
	寶林暫顧服務 Po Lam Respite Care Service			2 / 2	
	朗屏暫顧服務 Long Ping Respite Care Service			1 / 2	
	安定暫顧服務 On Ting Respite Care Service			1 / 2	
將軍澳暫顧服務 Tseung Kwan O Respite Care Service	4 / 8				
美田暫顧服務 Mei Tin Respite Care Service	2 / 2				

服務類別 Type of Service	服務單位 Service Unit	聯絡人/電話/ 傳真/電郵 Contact Person/ Tel/Fax/E-mail	服務對象 People Served	名額 日間/住宿 Capacity Day/Hostel	開放/服務時間 Opening/ Service Hours
社區支援服務 Community Support Services	成人教育 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Adult Education Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	石小恩女士 (機構傳訊及 拓展部高級主任) Ms. SHEK Siu Yan (Senior Officer, Corporate Communications and Development Department) ☎ 2777 9039 ☎ 2784 0008 hqwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	-- / --	不定 Not fixed
專業支援服務 Professional Support Services	臨床心理學服務 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Clinical Psychological Service Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	黎玉蓮女士 (臨床心理學家) Ms. LAI Yuk Lin (Clinical Psychologist) ☎ 2777 9039 ☎ 2784 0008 cpwj@wjcs.org.hk			09:00-18:00 (一 Mon) 09:00-13:00 (三 Wed) 09:00-18:00 (五 Fri)
	職業治療服務 九龍石硤尾大坑東邨東海樓 地下9-15號 Occupational Therapy Service No. 9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon.	張淑蓮女士 梁智森先生 黃惠蘭女士 任偉雄先生 袁可欣女士 (一級職業治療師) Ms. CHEUNG Shuk Lin Mr. LEUNG Chi Sum Ms. WONG Wai Lan Mr. YAM Wai Hung Ms. YUEN Ho Yan (Occupational Therapist I) ☎ 2776 2622 ☎ 2784 6717 occwj@wjcs.org.hk	15歲或以上殘疾人士 People aged 15 or above with disabilities	-- / --	09:00-18:00 (一 Mon) 09:00-17:45 (二至五 Tue-Fri)
	物理治療服務 九龍石硤尾棠蔭街17號 大坑東社區中心一樓115室 Physiotherapy Service Rm. 115, 1/F, Tai Hang Tung Community Centre, 17 Tong Yam Street, Shek Kip Mei, Kowloon.	張志剛先生 劉偉先生 虞佩華女士 (一級物理治療師) Mr. CHEUNG Chi Kong Mr. LAU Wai Ms. Yu Pui Wah (Physiotherapist I) ☎ 2777 9039 ☎ 2784 0008 ptwj@wjcs.org.hk			



「凡事都是為你們，好叫恩惠因人多越發加增，
感謝格外顯多，以致榮耀歸與神。」

(哥林多後書4章15節)

"All this is for your benefit, so that
the grace that is reaching more and more people may cause
thanksgiving to overflow to the glory of God."

2 Corinthians 4:15

無言感激

Immense Gratitude



鳴謝

Acknowledgements (按筆劃排序)

本會謹此向各慷慨捐助的善長及贊助團體，以及協助本會轄下各中心推行服務及活動的家屬和義工致以衷心的謝意。

We would like to thank all donors and funders for their generous donations to our service users and their families, as well as parents and volunteers who assisted in Centres' daily programmes.

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機構／團體

九龍佑寧堂	社會福利署將軍澳綜合家庭服務中心	香港警察義工服務隊
九龍金域扶輪青年服務團	保良局嚴重殘疾人士家居照顧服務	香港警察學院
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仁愛堂田家炳護理安老院	星河警察義工隊	基督教香港信義會靈暉堂
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王建萍女士	林振聲先生	郭立椿先生	黃欣琴女士	鄭淑珍女士
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9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon, Hong Kong

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總辦事處 Head Office

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