



基督教宣道會香港區聯會

CHRISTIAN & MISSIONARY ALLIANCE CHURCH  
UNION HONG KONG LIMITED



# 伙伴同行

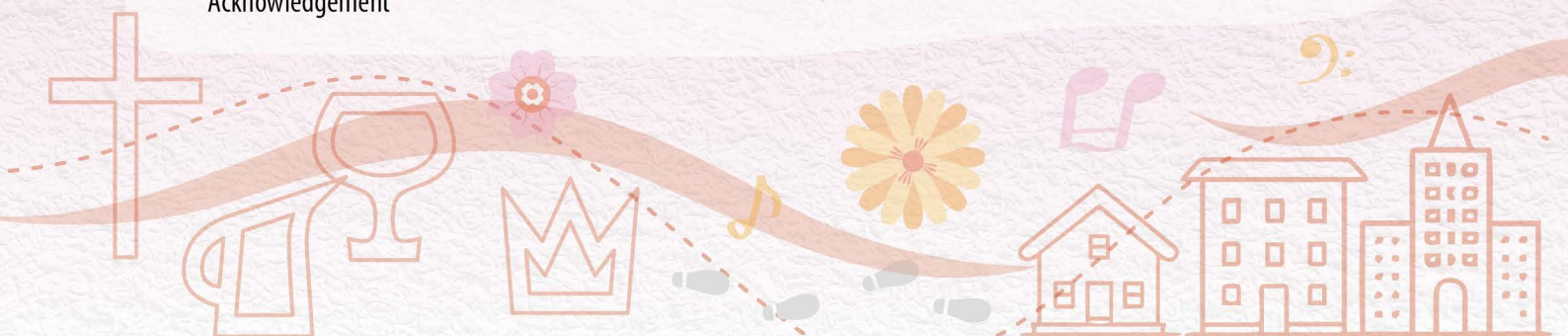
2023-2024 社會服務年報  
ANNUAL REPORT OF SOCIAL SERVICES



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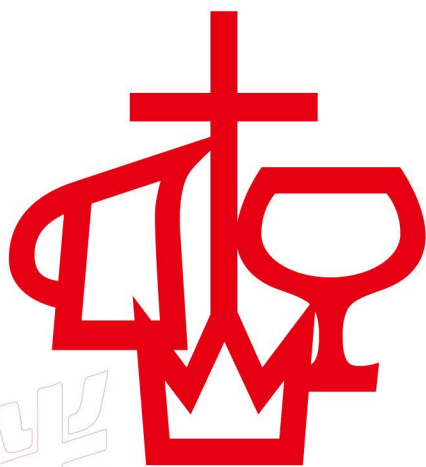
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# 宣道會會徽及機構宗旨

The Alliance Emblem & Objectives



同行

伙伴

## 宣道會會徽

宣道會初創時，即已開始用十字架、洗濯盆、油瓶和冠冕，象徵基督福音的完備性。

## 機構宗旨

以基督愛人精神，傳揚福音，關懷全人，服務社群。



**十字架**  
象徵基督的死作成每個信徒的救恩。



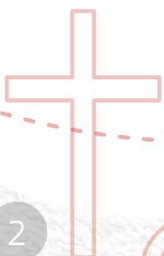
**油瓶**  
象徵聖靈和醫治。



**洗濯盆**  
象徵神使我們成聖的恩典，使我們每日從罪中得潔淨。

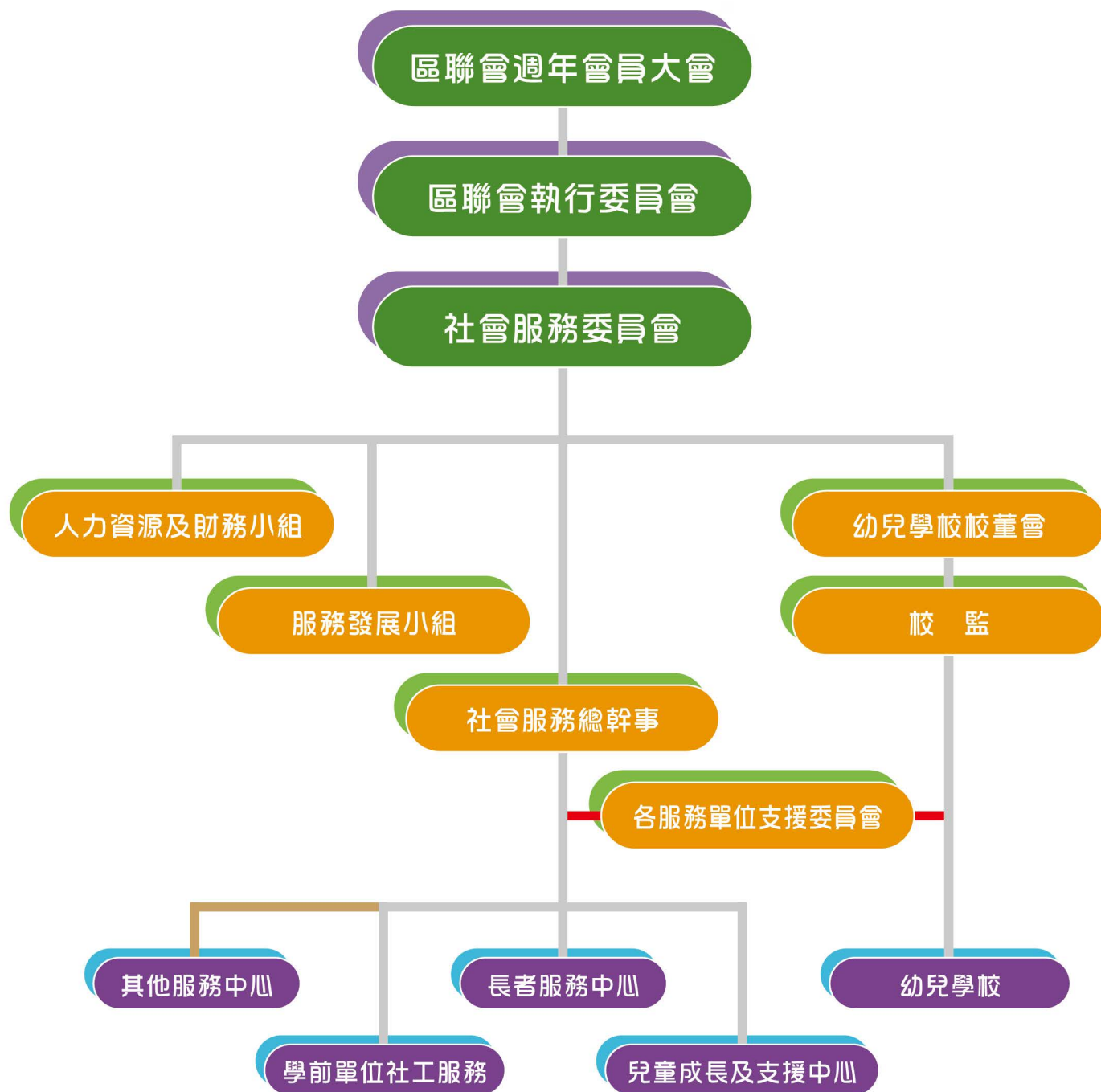


**冠冕**  
象徵主的再來，和那些分享基督榮耀的信徒所獲得的獎賞。



# 社會服務組織架構圖

Organization Chart



註： — 代表直接督導

— 代表提供支援

— 代表提供協助





# 主席獻詞

## Message from the Chairman

**劉立武牧師**  
**Rev. Lau Lap-mo**

**社會服務委員會主席**  
Chairman of the Social Services Committee



今年的服務主題是「40・伙伴同行」，旨在慶祝利福長者鄰舍中心、富山及沙田幼兒學校服務社區40載。感謝所有服務單位的同工、教會弟兄姊妹及社區義工，他們用心關懷，提供各種支援服務，與長者、家長和幼兒攜手同行。

回顧宣道會的社會服務歷程，其發展可以追溯至1950年代。當時，在建立教會的同時，宣道會積極開展各項服務，涵蓋難民救濟和義學等事工。經過多年的發展，目前由政府資助的社會服務單位共有10個，其中包括四間長者鄰舍中心和六所幼兒學校。此外，還有以自負盈虧方式運作的服務中心、自修室服務，以及一些有時限的項目，以回應社會需求，為有需要的群體提供服務。

本年度，我們能夠根據實際情況靈活運作，滿足服務使用者、家長及幼兒的支援和學習需要，並維持以往的服務量。同時，各中心根據服務質素標準，檢視及執行相關政策和措施，確保服務使用者獲得優質的服務。社會服務委員會(社服會)於2024年1月和2月到訪四間長者鄰舍中心及沙田幼兒學校，各委員也喜見服務單位保持良好的服務質素，而服務對象亦有正面回饋。

在機構管治方面，我今年繼續擔任的社會服務委員會主席。新一屆社服會於2023年8月組成，共有14位成員，並邀請

The "40・Partnership" service theme honours the 40<sup>th</sup> anniversary of community services by Lei Fook Neighbourhood Elderly Centre, Fu Shan Nursery School, and Shatin Nursery School. I'd like to thank my colleagues, church brothers and sisters, and community volunteers who offer a range of support services and walk alongside the elderly, parents, and children.

The C & M A's social service history dates back to the 1950s. While the church was being planted, C & M A actively developed different services, such as refugee relief and free school. After years of development, we currently have 10 subvented social service units, including four neighbourhood elderly centres and six nursery schools. In addition, there are self-financing service centres, study room services, and a number of time-limited projects to respond to social needs and provide services to those in need.

During the year, we operated flexibly in response to the actual scenario, meeting the support and learning needs of our service users, parents, and young children while maintaining the existing service volume. At the same time, the centres review and implement relevant policies and measures that are consistent with service quality standards to guarantee that service users receive high-quality care. In January and February 2024, the Social Services Committee (SSC) visited four neighbourhood elderly centres and Shatin Nursery School, and members were delighted to observe that the service units maintained high service quality, and service users provided positive feedback.

This year, I will continue to serve as Chairman of the Social Services Committee regarding corporate governance. The new Social Services Committee, consisting of 14 members, was formed in August 2023 and invited partners from service units, church representatives, and professionals to join in to promote the organisation's development and actualise the mission of "In the Spirit of Christ's Love, to preach the Gospel, to provide holistic care, to serve the community." In 2023, the Social Services department began the "corporatisation" process. We expect that corporatisation will allow us to be more adaptable to the needs of modern society,



了服務單位的伙伴、堂會代表及專業人士加入，攜手推動機構的發展，實踐「以基督愛人精神，傳揚福音，關懷全人，服務社群」的宗旨。社會服務處於2023年啟動了「公司化」的程序。透過公司化，我們期望能更靈活地適應現代社會的需求，從而提升整體的管治和運作效率，進一步推動社會服務的可持續發展。

社服會於2024年3月舉辦交流活動，邀請社服會委員、堂會及各單位主管參與，共同為機構未來的發展訂立方向和策略。我們參考了社會福利署的「最佳執行指引」建議，持續對服務發展及薪酬架構進行檢視。人力資源小組向委員會提出了及時的建議，優化人力資源政策及管理，包括改善前線員工的薪酬和上調非學位社工的入職薪酬，這些措施於2023年9月1日實施，以應對聘請前線員工的挑戰及挽留人才。在幼兒服務方面，我們於2023年9月組成了新一屆的校董會，共有九位成員。

我們依據相關政策建議定期檢視和優化整筆撥款的措施，包括儲備五年推算建議，並為寄存賬戶提出具體建議。機構的整筆撥款能夠應付常規服務經費，儲備水平穩健。然而，在自負盈虧的服務項目中，仍需籌募經費。感謝上帝的供應，儘管在2023年沒有進行賣旗籌款，我們仍以其他形式籌款，共獲得89萬善款，以維持自負盈虧服務單位的運作，感謝各位對我們的支持。

在未來，我們將繼續為社區提供優質的服務和支援，並進一步改善我們的服務質素和效率。我們將持續關注和應對社區的需求和挑戰，確保我們的服務能夠配合時代的轉變。即使社會和環境急速變化，主耶穌永遠是我們的磐石。祝願大家身心靈康健，主恩常偕！



社會服務委員會探訪  
油麗長者中心

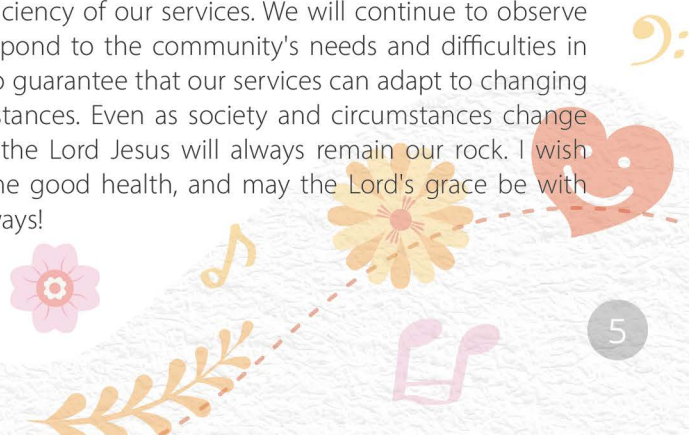


consequently improving overall governance and operational efficiency and encouraging the long-term development of social services.

In March 2024, the SSC hosted an exchange event to invite SSC members, the heads of churches, and representatives from other units to collaborate on setting the organisation's future direction and strategy. We have referenced the recommendations of the Social Welfare Department's "Best Practice Guidelines" and are constantly reviewing our service development and remuneration structures. The Human Resources Sub-committee made timely recommendations to the Committee to improve human resources policies and management, such as improving frontline staff remuneration and increasing the entry pay of non-degree social workers, which were implemented on September 1, 2023, to address the challenges of frontline staff recruitment and retention. On early childhood services, we established a new term of the School Management Committee in September 2023, consisting of nine members.

We assess and revise our Lump Sum Grant measures on a regular basis to align with key policy suggestions, such as the reserve's five-year projection proposal, and provide specific recommendations for depository accounts. The organisation's Lump Sum Grant can provide regular service funding, and the reserve level is enough. However, self-financing services still require funding. Thank God for His provision that, despite the fact that we did not raise funds through flag-selling in 2023, we raised a total of \$890,000 in other ways to support the operation of the self-financing service unit.

In the future, we will continue to deliver quality services and support to the community while also improving the quality and efficiency of our services. We will continue to observe and respond to the community's needs and difficulties in order to guarantee that our services can adapt to changing circumstances. Even as society and circumstances change swiftly, the Lord Jesus will always remain our rock. I wish everyone good health, and may the Lord's grace be with you always!





# 社會服務總幹事報告

Report from General Secretary for Social Services



吳燕卿女士

Ms. Ng Yin Hing, Helen

社會服務總幹事

General Secretary for Social Services

## 40 · 伙伴同行

40 · Partnership

過去一年，各服務中心及幼兒學校的運作順利，員工們持續為服務使用者提供穩定的服務。今年是利福長者鄰舍中心、富山及沙田幼兒學校40周年的服務，感謝神的帶領和豐富的恩典。

本會於2023年推行多項內部培訓，涵蓋國家安全、僱傭條例、保護兒童及實務工作訓練等，旨在提升員工的專業能力，增強安全意識，促進良好的工作環境，並強化員工對勞工權益的理解，為機構的可持續發展奠定基礎。

在長者服務方面，機構持續發展全人健康的服務。長者鄰舍中心的服務團隊今年繼續聘任護士，以促進跨專業合作。健體指導員為長者提供體適能訓練，推進全人健康教育及諮詢服務。今年，我們獲得傳德蔭基金的贊助，在兩間長者中心推展「『獨』不孤單 – 『里好』義工鄰里支援服務」，同工們積極動員義工及專業人士，為體弱及缺乏支援的長者提供身心復健運動。

在護老者支援方面，除了翠樂中心，我們亦在海濱花園耆學軒新增長者社區照顧服務券計劃。透過社署的資助，配合多元訓練及專業支援服務，提供中心及家居為本服務，從而減輕護老者的壓力。

In the past year, our service units and nursery schools operated smoothly, and our staff constantly delivered services to service users. We were thankful for God's guidance and grace that Lei Fook Neighbourhood Elderly Centre, Fu Shan Nursery School and Shatin Nursery School marked their 40<sup>th</sup> anniversary of service this year.

In 2023, we organised a number of internal training sessions covering national security, employment regulations, child protection, and practical training to enhance staff professional competence, safety awareness, working environment, and employees' understanding of labour rights, laying the foundation for the Organisation's sustainable development.

Concerning our Elderly Services, the Organisation kept developing whole-person health services. The service team of the Neighbourhood Elderly Centres continued to employ nurses this year to promote interdisciplinary collaboration. Fitness instructors conducted fitness training for older people and encouraged holistic health education and consultation services. This year, we received a sponsorship from the Fu Tak lam Foundation to launch the "'Living-alone" elderly is not lonely!" "Good Neighbor" Volunteer Support Service". The staff actively mobilised volunteers and professionals to provide physical and mental rehabilitation exercises for the frail and unsupported elderly.

In terms of carer support, this year, in addition to Tsui Lok Good Neighbours Centre for the Elderly, we also launched the Community Care Service Voucher Scheme for the Elderly at Riviera Gardens Elderly Learning Centre. With the Social Welfare Department's subvention, we provided centre-based and home-based services with a wide range of training and professional support services to alleviate the pressure on carers.





「長者社區照顧服務券」認知訓練



幼兒學校在今年致力為學童提供更多體能和群體生活的機會，協助他們適應各方面的挑戰。為配合教育局的政策方向，各校積極推行中華文化活動，以培養學生的國民身份認同。值得一提的是，2023年7月舉行的聯合畢業禮是本會疫後的首個畢業典禮，以「盼望·愛」為主題，為畢業生帶來了帶來難忘及美好的回憶。此外，沙田幼兒學校及海怡幼兒學校均已通過教育局的重點視學，評估報告對學校的教學質素及對兒童需求的關顧表示肯定。

在社會服務委員會(社服會)的督導下，機構的財務狀況保持在健康水平。本年度的財務報表已刊登在年報中。我們並未需要動用整筆撥款儲備，對於公積金儲備的運用，機構將繼續根據服務年資調高公積金供款的措施。機構將積極實施社會福利署對優化整筆撥款津助制度的檢討建議，並以謹慎的態度妥善處理政府資源。

社服會定期審視機構的財務、儲備和人力狀況，包括為寄存帳戶提出建議和規劃，進行五年財務推算等工作。在檢討整筆撥款及儲備運用時，委員會亦提出了改善前線員工薪酬政策的建議，並於2023年9月實施。此外，機構已按照最佳執行指引的要求，持續改進管治工作。

This year, the nursery schools were committed to providing more opportunities for students to achieve physical fitness and community living to help them adapt to various challenges. In line with the policy direction of the Education Bureau, schools actively promoted Chinese cultural activities to foster students' national identity. It is worth mentioning that the joint-school graduation ceremony held in July 2023 was the first graduation ceremony of the Organisation after the COVID-19 pandemic, with "Hope & Love" as the theme, bringing unforgettable and wonderful memories to the graduates. Moreover, Shatin Nursery School and South Horizons Nursery School passed the Education Bureau's Focus Inspections, and the quality of teaching and care for children's needs were well recognised in the inspection reports.

Under the supervision of the Social Service Committee (SSC), the Organisation's financial position was maintained at a healthy level. The financial statements for the year were published in the annual report. We were not required to use the Lump Sum Grant reserve. For the provident fund (PF) reserve, the Organisation will continue to increase the PF contribution according to the length of service. The Organisation will actively implement the recommendations of the Social Welfare Department's review on enhancing the Lump Sum Grant Subvention System and prudently handle government resources.

The SSC will regularly review the Organisation's financial, reserve and human resources status, including making recommendations and planning for depository accounts, and conducting five-year financial projections. In reviewing the Lump Sum Grant and the use of reserves, the Committee also recommended improving the remuneration policy for frontline staff, which was implemented in September 2023. In addition, the Organisation has continued to strengthen its governance performance following the requirements of the Best Practice Guidelines.

幼兒樂於閱讀





機構一向重視與員工的溝通，主管會定期與各部門舉行會議，並親自到訪各單位，讓同事了解機構的財務和人力政策，特別是整筆撥款和儲備的情況。今年，社服會到訪了四間長者鄰舍中心及沙田幼兒學校，與前線員工及服務對象進行了交流。我們將持續加強與員工的溝通，以提升士氣，建立優質的服務團隊。

在此，我要感謝各位社服會的主席及委員、幼兒學校的校董、中心同工、學校教職員和社會服務處的所有同事，以及所有服務使用者的關愛同行。只有大家同心協力，才能共同面對困難，跨越逆境。感謝神，因為靠著祢，「我們曉得萬事都互相效力，叫愛神的人得益處，就是按祂旨意被召的人。」（聖經：羅馬書 8:28）

Supervisors hold regular meetings with various departments and visit service units to keep colleagues abreast of the Organisation's financial and manpower policies, especially the status of Lump Sum Grant and reserves. This year, SSC visited four Neighbourhood Elderly Centres and Shatin Nursery School to exchange views with frontline staff and service users. We will continue strengthening communication with employees to improve morale and build a high-quality service team.

I want to thank the chairperson and members of the SSC, managers of the nursery schools, centres' staff, school staff, all the staff of the Social Services office, as well as all the service users for their caring companionship. Only when we work together can we face difficulties and overcome adversity together. Thank God that through You, "And we know that all things work together for good to them that love God, to them who are the called according to his purpose." (Romans 8:28)



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