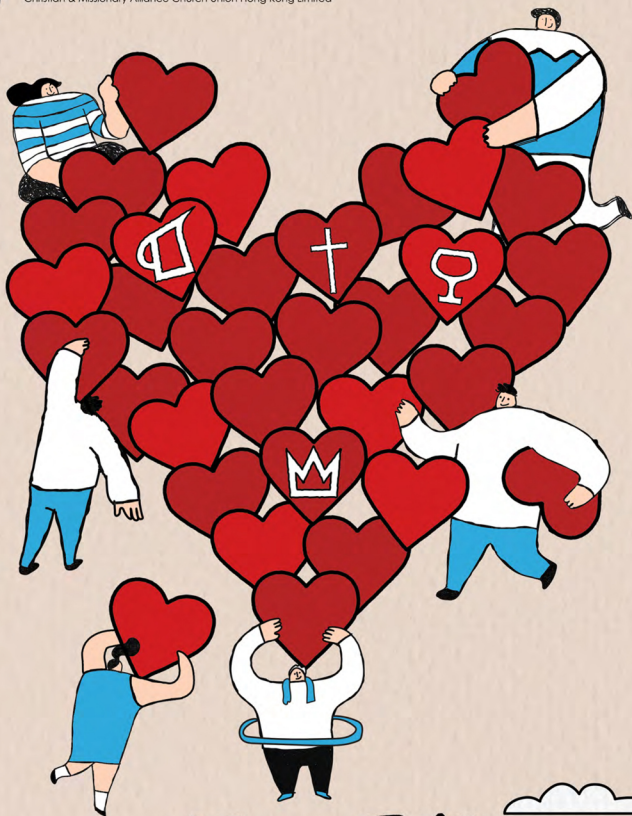




基督教宣道會香港區聯會

Christian & Missionary Alliance Church Union Hong Kong Limited



同心同行愛同在

2020-2021

社會服務年報
ANNUAL REPORT OF SOCIAL SERVICES

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宣道會會徽及機構宗旨



十字架

象徵基督的死作成
每個信徒的救恩。

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。



油瓶

象徵聖靈和醫治。

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。



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，來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。

社會服務組織架構圖



註： — 代表直接督導 — 代表提供支援 — 代表提供協助

Chairman's Remarks 主席獻詞



陳茹九牧師

Rev. CHAN Yu-kow

社會服務委員會主席

Chairman of C & M A Social Services Committee

回顧宣道會社會服務發展，可追溯至50年代，當時在建立堂會的同時，便積極從事各項服務事工，如難民救濟、開辦義學等。及至70年代，宣道會到新市鎮植堂，向政府申請在新建成屋邨開辦各類型的社會服務，如自修室、老人中心、幼兒中心等。90年代，基督教宣道會社區服務工作日益增加，區聯會於1990年成立「宣道會社會服務中央行政處」，並於2003年改名為「宣道會社會服務處」（社服處），轉眼已有卅年。本會服務發展更隨著社會轉變及政府持續投放資源而得以擴展，現時由政府資助的服務單位共有十個，包括四間長者鄰舍中心及六間幼兒學校。同時，因應社會急促發展及人口高齡化的趨勢，我們有四個以自負盈虧方式營運的服務單位服侍長者、幼兒及家庭的需要；亦因為填補服務的縫隙及服務量的需求，我們持續推行有

Looking back on C&MA Social Services (CMASS) development, it can be traced back to the 1950s. When churches were established, various services were developed alongside, for instance, refugee relief and the establishment of free schools. In the 1970s, C&MA planted churches in new towns and applied to the Government for commencing social services in new housing estates, such as study rooms, elderly centres and child care centres. In the 1990s, CMASS's community services grew gradually, so C&MA Church Union (CMACU) established the "C&MA Social Services Central Administration Office" in 1990, which was renamed as "C&MA Social Services" (CMASS) in 2003. Thirty years passed in a blink. Our services have been extended with the transformation of society and the continuous investment of resources by the Government. We currently have ten Government-subsentved service units, including four neighbourhood elderly centres and six nursery schools. At the same time, in response to the rapid development of society and the ageing trend of the population, we have four self-financing service units to serve the elderly, children and families. Also, given the gaps in services and service demands, we continue to implement time-limited services and the Government's scheme on community care service vouchers for the elderly. Churches have also started different caring ministries in response to the needs of different groups and districts.

Here I thank our colleagues for their diligence in fulfilling the mission "in the spirit of Christ's love, to preach the Gospel, to provide holistic care, to serve the community". In the past few years, we have taken "holistic health" as the service development direction, and this year, under the influence of COVID-19, the development of health services has been more prominent. The epidemic situation was so volatile in the past year that we had to maintain social distancing and other protective measures in our services. Nevertheless, our colleagues' care for the community was not distanced, and innovative means were used to provide materials, emotional and spiritual support for the elderly, children and parents.

CMACU has appointed the "Social Services Committee" to supervise and monitor CMASS's work in response to the service development and the public's expectation for transparency in service organisations. The nursery school management committee



時限服務項目及政府推行的社會服務券計劃，各堂會亦應對不同群體及地區需要而開展不同關懷事工。

感謝同工努力實踐「以基督愛人精神，傳揚福音，關懷全人，服務社群」的使命，這幾年我們以「全人健康」為服務發展方向，本年在新冠疫情影響下，更突顯發展健康服務的重要。過去一年，新冠疫情反覆，雖然服務要在維持社交距離及相關防護措施的前提下推行，同工願意發揮社區關愛精神，並以創新手法，使長者、幼兒及家長在疫情下仍能得到物質、情緒及心靈上的支持。

因著服務的發展及回應社會對服務機構提升透明度的期望，社服處工作的督導及監察會由區聯會委任「社會服務委員會」負責。而幼兒學校校董會於2005年成立後，繼續協助負責管理六所幼兒學校事宜。近年社會服務委員會更設立針對服務發展和人力資源及財務兩個小組，加強了機構管治的透明度及效能，有助執行社會福利署推行「最佳執行指引」的要求，對機構的管治、人力及財務的管理給予有效支持。同時機構以審慎的態度管理資源，靈活運用整筆撥款及儲備，按服務人力需要及建立有質素團隊。本年服務中心聘用護士，配合服務發展，服務團隊整體因而在質和量都有所提升。

在籌募自負盈虧中心營運經費方面，感謝主，我們於2020年12月12日再一次舉辦全港賣旗日的籌款，但在疫情期間，我們未能安排義工到街上賣旗，但我們仍能以線上籌款方法，籌集到80多萬的善款，實在令我們鼓舞，更激勵我們努力繼續提供通切的服務。

has been managing our six nursery schools since its establishment in 2005. The Social Services Committee has also set up two workgroups for service development and human resources and finance in recent years, which enhance the transparency and effectiveness of the organisation's governance and help implement SWD's recommendations in the Best Practice Guidelines. The workgroups have effectively supported the organisation's governance and human resources and financial management. Meanwhile, we prudently manage our resources and flexibly use the lump-sum grants and reserves to build quality teams according to service staffing needs. Considering service development, we recruited nurses this year, and the quality and quantity of the service team are generally improved.

Regarding the fundraising for our self-financing centres, we thank God for another opportunity to hold a territory-wide flag day on 12 December 2020. However, we were unable to arrange volunteers to sell flags on the street during the epidemic. Nonetheless, we could still receive more than \$800,000 of donation using online means, which inspired us all and encouraged us to continue providing appropriate services.

透過大小肌肉活動，建立輪候概念及學習聆聽指令



社會服務總幹事報告

劉國華先生

Mr LAU Kwok Wa

社會服務總幹事

General Secretary for C&MA Social Services



同心同行 愛同在
Walk together in love

過去一年，疫情反覆持續，服務中心只能維持有限度的服務，但同工們以不同手法，繼續為服務使用者提供支援，長者中心聯同社區團體義工，籌集及派發防疫物資，探訪特別需要長者及其家庭照顧者，使社區在疫情影響下，更顯關愛有情。幼兒學校在疫情期間雖沒有面授課堂，但仍會支援有幼兒照顧需要的家長，老師甚至走出校園，探訪特別需要的家庭派發物資。老師及社工們更發揮使用電子科技的才能，拍攝教育及資訊短片，並透過通訊軟件傳遞給會員及幼兒家庭，協助幼兒、家長及長者在家中維持身心健康發展的活動。

機構持續發展全人健康的服務，長者鄰舍中心服務團隊本年增聘了護士，帶動服務團隊的跨專業合作，加強中心全人健康教育及諮詢服務。長者鄰舍中心團隊除了加入護理專業，也透過和本會翠樂長者睦鄰中心協作，參與公益金資助的「360全方位長者鄰里健康服務」計劃，健體指導員會為長者提供體適能的訓練，也會配合使用創科產品，增強練習的趣味及效能，計劃亦有包括足部治療師、營養師及物理治療師的專業諮詢服務。使長者真的能做到自我管理「全人健康」的目標，落實推行多元長者健康服務。

In the past year, the epidemic situation was remained volatile, that our centres could only maintain limited services. Still, our colleagues continued to support service users in different ways. Our elderly centres, together with other community groups' volunteers, gathered and distributed protection items and visited the elderly with special needs and their carers, which brought warmth and care to the community amidst the epidemic. Though face-to-face teaching was suspended in our nursery schools during the epidemic, parents with child care needs were still supported. Teachers stepped out from schools to visit and give protection materials to families with special needs. Teachers and social workers utilised their talents in digital technology to film educational and informative videos, which were sent to members and families of school children via communication software. It was hoped to help our children, parents, and the elderly maintain their physical and mental health development activities at home.

We continued to develop holistic health services that our Neighbourhood Elderly Centres (NECs) had recruited nurses this year, encouraging interdisciplinary work amongst service teams and strengthening our holistic health education and consulting service. Additionally, our NEC team organised jointly with Tsui Lok Good Neighbours Centre for the Elderly in the Community Chest funded project, "360 Neighbourhood Wellness Service for the Elderly", in which fitness instructors provided fitness training for the

模擬使用剎泥車和
沙來興建道路和樓宇



本年另外一個服務重點是提供以護老者為本的服務，一方面翠樂長者睦鄰中心繼續推行「長者社區照顧服務券」計劃，協助長者社區安老，並對護老者給予實在的照顧支援服務。另外亦會在海濱花園耆學軒發展「歇息得力護老者中心」，以護老者為本的原則，配合多元健康及支援服務，減輕護老者壓力及得到身心靈的照顧。

本會幼兒學校持續改善課程，參考教育局課程指引內容，強調全日課程需具備自由遊戲元素，並按校本情況，訂定各校關注事項，其中因幼兒有較長時間未有校園生活，故學校會提供較多體能及群體生活的機會，協助幼兒全面發展。對於特別需要幼兒，在疫情期間，老師亦按需要提供個人訓練，支援家長應付照顧上的壓力。

本年機構參與社會福利署推行第三階段幼稚園駐校社工先導計劃，為五間幼兒學校（機構營辦）及三間幼稚園提供駐校社工服務，駐校社工服務能有效及早識別及協助有潛藏危機的幼兒及其家庭，同時為家長及教職員舉辦家長教育活動、

elderly and used innovative products to increase the fun and effectiveness of exercises. The project also included professional consulting services provided by podiatrist, nutritionist and physiotherapist to enable our elderly members to achieve the goal of self-management of holistic health and implement diversified elderly health services.

Another service highlight this year was the carer-based services. On the one hand, Tsui Lok Good Neighbours Centre for the Elderly continued to implement the "Community Care Service Voucher for the Elderly" scheme to support the elderly's ageing in place and provide substantial care and support to carers. On the other hand, "REST Carer Centre" was established at Riviera Garden Elderly Learning Centre to relieve carers' stress and render care support physically and mentally with our carer-focus principles and multifaceted health and support services.

By referring to the Education Bureau's curriculum guidelines, our nursery schools continued to improve the curriculum. We emphasised free play elements in our full-time classes and drew up schools' concerns according to their conditions. For example, some children had not had school life for a long time, so our schools would provide more opportunities for physical fitness and group life to support their all-rounded development. During the epidemic, teachers also rendered individual training for children with special needs to support parents in coping with child care pressure.

This year, we participated in the third phase of the Pilot Scheme on Social Work Service for Pre-primary Institutions of the Social Welfare Department (SWD). We provided school-based social work services in five nursery schools organised by our organisation and three kindergartens to identify and support children and their families with potential risks effectively at an early stage. Parent education activities, emotional support and crisis intervention for parents and staff were also organised. The scheme would tentatively complete the service evaluation and recommendation by August 2021.

Under the supervision of the social service committee, the organisation's finance was healthy. The lump-sum grant reserve report had already been published in this year's annual report. While the Social Services Committee reviewed the usage of lump-sum grants and reserves, they agreed to continue to build a multi-disciplinary team to support the development of health services for the elderly, aligning with the organisation's development. During the epidemic, temporary workers were recruited to assist in the cleaning and protective works at NECs, without any expenses from our reserve. We would review the pay scale and ranks as scheduled in the coming year, making adjustments when necessary. Concerning the use of provident fund reserves, our organisation would maintain the policy of increasing provident fund contributions based on years of service.



社會服務總幹事報告

情緒支援及危機介入。計劃暫定於二零二一年八月完成成效檢討及服務建議。

在社會服務委員的督導下，機構財務處於健康水平；機構整筆撥款儲備水平已刊登於本年年報內。社會服務委員會檢討整筆撥款及儲備運用時，同意繼續以多專業團隊支持發展長者健康服務，配合機構服務方向。另在疫情期間特別增聘臨時工友，協助長者鄰舍中心清潔及防護工作。機構本年仍未有需要動用儲備。來年，在薪酬架構及職級方面會按計劃作出定期檢討，有需要時，將作出調整。有關公積金儲備的運用，機構會維持按服務年資而調高公積金供款水平的措施。

機構會繼續關注社會福利署對優化整筆撥款津貼制度的檢討工作，因應香港經濟在疫情下受到的影響，政府可能以更謹慎的態度處理資源，包括社會福利服務資助開支。因此，社會服務委員會會全面審視機構財務以應對或會出現的資源緊絀情況，維持員工士氣及建立優質服務團隊，為服務使用者提供適切服務。

有關最佳執行指引的實施，機構已執行第一組別指引的項目及部份第二組別指引的項目。機構會定期檢視指引執行情況，並持續改善機構管治、人力資優管理及財務管理三方面的工作。

過去一年，各位社會服務委員會及小組委員、幼兒學校校董、中心同工、學校教職員及社會服務處各同事無私的付出和支持中同行，服務使用者的互相關愛，同心面對困難，還有天父的保守同在，相信我們必會一起跨過逆境。

We would keep paying attention to SWD's review on the enhancement of the lump sum grant subvention system. Owing to the epidemic's impact on the Hong Kong economy, the Government might be more careful in handling the resources, including subventions for social welfare services. Therefore, our Social Services Committee would comprehensively review the organisation's finances to cope with possible resource constraints to maintain staff morale and establish a high-quality service team to provide appropriate services for service users.

Regarding implementing the best practice guidelines, our organisation had already implemented the items in the first group of guidelines and some of the items in the second group of the guidelines. We would constantly review the implementation of the guidelines and continue to improve in the three aspects of organisational governance, human resources and talents management and financial management.

In the past year, we were all living in a challenging epidemic situation. We would like to express our gratitude to the Social Services Committee and subcommittees, nursery school directors and colleagues of centres, schools and CMASS office, as well as service users for their love and care. Only by fighting against challenges together could we overcome adversity.



「每早晨，這都是新的；你的誠實極其廣大！」聖經（耶利米哀歌 3:23）
"They are new every morning; great is your faithfulness." (Lamentation 3:23 of the Bible)