



基督教宣道會香港區聯會

CHRISTIAN & MISSIONARY ALLIANCE CHURCH  
UNION HONG KONG LIMITED

# 關懷由心 長幼展笑

2021-2022 社會服務年報  
ANNUAL REPORT OF SOCIAL SERVICES





# Contents 目錄

宣道會會徽及機構宗旨 The Alliance Emblem & Objectives	2
社會服務組織架構圖 Organization Chart	3
主席獻詞 Chairman's Remarks	4
社會服務總幹事報告 Report from General Secretary for Social Services	6
服務報告 Services Report	
長者服務 Elderly Services	9
幼兒服務 Child Care Services	19
家庭及社區服務 Family & Community Services	29
青少年服務 Youth Services	44
自修室服務 Study Centres	45
其他服務 Other Services	46
特別服務計劃 Special Services	
幼兒服務 Child Care Services : 幼稚園社工服務	48
長者服務 Elderly Services : 360全方位長者鄰里健康服務	49
長者服務 Elderly Services : 歇息得力護老者中心	50
其他服務 Other Services : 天糧網 - 短期食物援助服務計劃	51
核數師報告 Auditor's Report	52
二零二一至二零二二年度財務分析圖表 Financial Chart for 2021/2022	57
整筆撥款儲備及公積金儲備使用 The use of Lump Sum Grant Reserve and Provident Fund Reserve	58
各委員會成員名單 The List of Directors & Committee Members	59
本會服務單位通訊錄及單位主管名單 List of Centre-in-charge and Address List of Offices and Service Units	60
鳴謝 Acknowledgement	66



# 宣道會會徽及機構宗旨

The Alliance Emblem & Objectives



## 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。



### 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。





# 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

劉立武牧師

Rev. LAU Lap-mo

社會服務委員會主席

Chairman of C & M A Social Services Committee



持續兩年的疫情影響了社會不同層面的民生生活，個人習慣、社交活動以至上班文化，也漸形成了群體生活新模式，使用智能電話溝通替代面對面的接觸成為常態。雖然如此，透過我們同工在社區的工作，我們仍看見社會上有許多長者及家庭對具體服務的需求，如長者及幼兒照顧、情緒輔導、派送物資等，實在需要社會服務機構的支援及鄰舍的關懷。

感謝我們各區服務中心的同工，在疫情中仍努力不懈在社區中與我們的長者、家長和幼兒同行，提供各項支援服務，跨越困境。在疫情嚴重的時候，同工採用網絡通訊方法，和服務使用者聯繫及舉行網上小組及學習活動，協助長者重建社交生活及抒發鬱悶的情緒；幼校同工亦能做到停課不停學，以視像通訊等方式，為家長和兒童舉行互動活動。及後疫情趨穩，機構同工按政府部門的指引及做好防護措施的情況下，爭取最大的服務空間，讓中心繼續成為服務使用者直接取得支援的服務點，儘快提供實體服務。看見服務使用者得到適當的支援，回復生活常態，實在感恩，亦具體實現了我們「關懷長幼 展笑同行」的期望。

本年雖然受到疫情的影響，常規服務未能全面推行，但全年平均服務量仍能按

It has been two years. The pandemic has affected livelihood and society, from personal and social life to work culture, forming a new way of community life. Face-to-face contact is replaced by communication over smartphones. Nevertheless, we can still see the elderly's and families' service needs through our community work, such as care support for the old and the young, counselling services and material delivery. All these required social service organisations' support and care among neighbours.

I want to thank our colleagues at service centres who endeavoured to walk alongside our older adults, families and young children, supporting them through services to overcome adversity. When the epidemic was severe, we utilised online communication methods to contact service users and hold online groups and learning activities. It aimed to help our older adults reconnect with others to vent their boredom. Colleagues of nursery schools also continued their teaching despite the suspension of face-to-face classes. They adopted video conferencing to organise interactive activities for parents and children. When the epidemic stabilised, we maximised our service opportunity in compliance with the government's guidelines and protective measures so that service users could directly access the centres' support and receive service physically as soon as possible. We are grateful that service users received timely support and resumed their everyday life. It actualised our objective of caring for the old and the young and walking together with smiles.

Although regular services could not be launched fully due to the pandemic, this year's average outputs could still render adequate support for and fulfil the learning needs of service users, parents and children. Meanwhile, the centres reviewed the service quality standards. They implemented policies and measures accordingly such that service users could receive high-quality services.

Regarding the governance of C & M A Social Services, I am honoured to be the chairperson of the Social Services Committee this year. Representatives from partnering churches and professionals have also joined us as committee members. We will lead the organisation to practice the principle: "In the Spirit of Christ's Love, to preach the gospel, to provide wholistic care and to serve the community". The two sub-committees, Service Development and Human Resources and Finance, reviewed the service development and the salary structure this



著實際情況滿足服務使用者、家長及幼兒的支援及學習需要。同時，各中心亦按服務質素標準檢視及執行相關政策及措施，讓服務使用者得到優質的服務。

機構管治方面，本年社會服務委員會主席由本人擔任，同時亦有服務單位夥伴堂會代表及專業人士加入成為社會服務委員會委員，共同帶領機構實踐「以基督愛人精神，傳揚福音，關懷全人，服務社群」的宗旨。而服務發展和人力資源及財務兩個小組，本年亦對服務發展及薪酬架構作了檢視，一方面肯定了服務發展方向配合機構使命，另一方面亦針對社會人力資源變化，調整了低層員工薪酬，同時向全體員工推行了一次性強積金僱主自願性供款，各項決策措施均參考社會福利署推行「最佳執行指引」的建議要求。

機構整筆撥款能够應付常規服務經費，儲備水平穩定，亦已按相關政策作定時檢視。但機構在自負盈虧服務項目中仍需籌募經費，感恩本年度繼續有機會於2021年8月28日舉辦全港賣旗日，雖受疫情影響，除以線上形式籌款外，仍有1,650名義工到街上賣旗，本年共籌集到140多萬的善款。

疫情的發展仍有多變的因素，但我們深信我們的主是我們的磐石，讓我們可以安歇依靠。祝願各人身心靈康健，主恩常偕。

year. While they ascertained the alignment between service development and organisational mission, they referenced the change in human resources in society and adjusted entry-level employees' salaries. A one-off employer's voluntary contribution was made to all our staff. All policies and measures are based on the Social Welfare Department's Best Practice Manual.

Our Lump Sum Grant is enough to finance regular service expenditures, and our reserve level was stable. Regular check-up is conducted according to related policies. However, we still needed to raise funds for self-financed services. Thankfully, a territory-wide flag day could be held on 28 August 2021. Despite the pandemic, we recruited 1,650 volunteers to sell flags on the street. In addition to the online fundraising event, we received more than \$1.4 million in donations.

The development of the pandemic wavers because of varying factors. Still, we trust in the Lord that He is the Cornerstone we can rest on with peace of mind. I wish you all good physical and spiritual health with God's grace forever and ever.



老有所為 - Ukulele義工服務



## Report from General Secretary for Social Services

# 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 Social Services



### 關懷長幼、展笑同行

Caring for the old and the young with smiles in walks

在疫情及多變的環境中，我們仍效法基督大愛，關懷長幼全人發展，竭力提供服務，同時以喜樂的心，與服務使用者展笑同行。

長者服務方面，長者中心在疫情反覆持續的情況下，採取謹慎的防護措施，按社會福利署指引及配合防疫政策的前題下，同工在不同時段爭取最大的服務空間維持服務，除了以電話及網上通訊方法持續聯繫長者，提供資訊及表達關懷，同時也有和地區及義工團體協作派發防護物資，使生活在社區的長者有較大的防疫保障及安全感；其後，當中心有序恢復各項實體活動及家居支援服務後，長者得以儘快回復正常家居生活及回到社區進行社交康樂活動。

長者服務持續推行關懷長者全人健康的活動，長者鄰舍中心團隊去年加入了護士同工，推廣長者應用樂齡科技，亦有透過與翠樂長者睦鄰中心的協作繼續參與公益金資助的「360全方位長者鄰里健康服務」計劃，整體服務評估肯定了相關計劃能有效運用多元長者健康服務活動，促進長者關注個人身心靈健康發展及實踐自我管理全人健康的目標。未來服務重點會將全人健康概念推廣至護老者，以護老者為本設計服務。我們一方

In this epidemic and changing situation, we still cared about the holistic development of the old and the young as Christ cared for us. While providing services at our best, we walked alongside service users with smiles and joyful hearts.

In our elderly services, centres adopted stringent protective measures in compliance with the guidelines of the Social Welfare Department and protective measures amidst this persistently volatile epidemic. Nevertheless, we maximised our service opportunities to maintain our services at different times. We offered information and expressed care to the elderly by phone and online communication. Also, we collaborated with district and volunteer groups to distribute protective materials to protect our older adults better, giving them a sense of security. When centres gradually resumed face-to-face activities and home support, the elderly could return to their routine and participate in leisure activities in their communities.

We continued activities that care for the holistic health of the elderly. Neighbourhood Elderly Centres recruited nurses last year and encouraged the elderly to use gerontechnology. Also, with the help of Tsui Lok Good Neighbours Centre for the Elderly, we continued our operation of "360 Neighbourhood Wellness Service for the Elderly", funded by the



透過大小肌肉活動，  
建立輪候概念及學習聆聽能力。



一起探索哪輛車子走得快！



面推行社區照顧券及「歇息得力中心」計劃，減輕護老者壓力及得到身心靈的照顧，另一方面進行對護老者的需要及服務需求作深入了解及調研工作，機構本年亦安排了社工參加護老者個案管理工作培訓。

幼兒服務方面，本會幼兒學校雖受限於疫情影響，未能全面恢復全日課程，但仍能按教育局課程指引內容，調整日程及教學模式，維持均衡的課程，使幼兒能夠投入校園生活，在愉快的環境中學習。本會寶湖幼兒學校及利東幼兒學校本年度均已通過教育局之質素評核，評估報告內容肯定學校的教學質素及關顧兒童的多元需要，對學校整體表現有良好的評價。校董會關注家長在疫情下學生家庭收入受到影響，特別安排減收月費，舒緩家長的壓力。

社會福利署完成檢討優化整筆撥款津助制度，早前陸續落實建議，而本年關注的重點是商討津貼及服務協議內容及對越界補貼的關注，在完成具體指引討論前，機構會在最佳執行指引的及現存的人力資源及財務政策框架下，計劃整合實踐相關的措施。

雖然香港經濟狀況在疫情影響下仍然受到關注，機構財務處於健康水平，本年財務報表已刊登於本年報。另外人力資源及財務小組對機構人力資源及五年財務預算作了全面審視，回應低層員工招聘困難及機構穩健的財務狀況，建議可調整低層員工薪酬表及調高基本薪酬水平。同時，小組經恆常檢視整筆撥款及公積金儲備，亦建議機構推行一次過公積金僱主自願供款計劃。經社會服務委員會審視小組建議，通過上述兩項措施分別於二零二一年三月及二零二二年度內實施。

Community Chest. The overall service evaluation acknowledged the effectiveness of using diversified elderly health services, increasing the elderly's awareness of their physical and spiritual wellness development and facilitating the management of their own holistic health. In the future, we will extend the concept of holistic health to caregivers and design caregiver-based services. We launched the "Pilot Scheme on Community Care Service Voucher for the Elderly" and the "REST Carer Center" to relieve the caregivers' pressure and nourish their physical and spiritual being. We also studied the needs and service needs of caregivers in depth. Social workers were asked to take part in casework training for caregivers.

In our children services, due to the pandemic, whole-day programmes of our nursery schools could not be resumed. Still, we adjusted schedules and teaching modes to maintain a balanced curriculum under the Education Bureau's guidelines. Our children were then able to be engaged in school life and learn in a joyful environment. Plover Cove Nursery School and Lei Tung Nursery School passed the Education Bureau's quality review this year. The review report assured our nursery schools' teaching quality and efforts in fostering children's all-round development. The overall performance of our schools received positive feedback in the review. The School Management Committee considered the impacts of the pandemic on the income of our schoolchildren's parents, and a reduction in monthly fees was specially arranged to relieve their financial burden.

Social Welfare Department completed its review on the enhancement of the Lump Sum Grant Subvention System and implemented some recommendations. This year's main focuses were on discussing the Funding and Service Agreement's content and concerns on cross-subsidisation. Prior to the completion of the discussion of practical guidelines, we will integrate and implement corresponding measures in tandem with the Best Practice Manual and our existing staffing and financial policies.

Although Hong Kong's economy is still worrying in the epidemic situation, our finance is at a healthy level. You may find our financial report in this annual report. Moreover, Human Resources and Finance Sub-committee thoroughly reviewed the organisation's workforce and our five-year budget. Given the challenges of hiring entry-level employees, we suggested an adjustment in the pay scale of entry-level employees and an increment in



本人感謝各位社會服務委員會委員及小組委員、幼兒學校校董、中心同工、學校教職員、社會服務處各同事、合作伙伴機構及義務工作人員，無論在逆境順境，都能以服務使用者的需要為優先考慮，更以喜樂及無私的愛心服侍長幼，以生命影響生命，見證人間有情，天父有愛。

the basic salary level in view of our healthy financial status. At the same time, the sub-committee regularly checked the reserves of the Lump Sum Grant and provident fund and suggested a one-off employer's voluntary contribution. After the Social Services Committee reviewed the sub-committee's suggestions, the two measures above were approved and implemented in March 2021 and the year 2022, respectively.

I would like to express my gratitude to members of the Social Services Committee and Sub-committees, nursery school managers, centre staff, school staff, CMASS staff, partnering organisations and volunteers. In good times and bad, you all prioritise the needs of service users and serve the old and the young with a joyful and selfless loving heart. Your lives impact theirs. Your efforts and love witness the love on earth and in Heaven.

**「在盼望中要喜樂；在患難中要忍耐；禱告要恆切。」羅馬書 12:12**  
**“Be joyful in hope, patient in affliction, faithful in prayer.” Romans 12:12**

