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## History

In 1960, Mr. George Stokes was sent to Hong Kong by the British Christian Welfare Council to develop local youth services. He founded The Hong Kong Federation of Youth Groups, which was then established under the provisions of the Societies Ordinance in 1962 and incorporated under the provisions of the Companies Ordinance in 1970.

In the early days of its development, the Federation's aims were to promote youth services by liaising with other youth organisations and by setting up youth centres in public housing estates. In the mid to late 1960s the Federation began to expand its services to meet the changing and specific needs of young people. In 1967, a pioneer project known as "Detached Work" was set up to help young people who were unwilling to participate in centralised activities. This was the forerunner of today's Outreaching Social Work.

In the 1970s, a Pilot Youth Guidance Project began to offer advice to young people with emotional or adjustment problems. This has expanded into the Youth Counselling Service. The Service March Project was also started at that time, aimed at promoting community service among youngsters. The School Social Work and Family Life Education services began in the late 1970s.

In 1981 the Federation revised its Constitution and established a Service Unit to provide training for staff and members, which has continued to expand, introducing new services and co-ordinating the development of premises. Youth exchange projects were initiated in the mid 1980s and study tours were arranged to a number of countries. With the setting up of the Lee Shau Kee Youth Exchange Fund in 1995, an increasing number of young people were able to benefit from long-term exchange programmes in varying formats. With the change of sovereignty in 1997, ties between Hong Kong and the Mainland became more frequent, and the Federation began to strengthen its dialogue with Mainland colleagues through regular exchange and training programmes.

For two decades, systematic research on youth issues and concerns has been a part of the Federation's increasing programme portfolio. The monthly Youth Poll Series and the in-depth Youth Study Series were first published in early 1993 and The Youth Research Centre opened in May 1996, to further provide scholarly resources to the community.

In September 1998, special resolutions were passed again revising the Federation's Constitution to include all necessary mandates pertaining to the operation of a school. September 2000 marked the Federation's first step into the field of education with the establishment and operation of the HKFYG Lee Shau Kee Primary School in Tin Shui Wai. In September 2006 the Federation went one step further with the HKFYG Lee Shau Kee College, a Direct Subsidy Scheme Secondary School, opening its doors in the same district. A third kindergarten was set up in 2013 in addition to the two previous kindergartens-cum-day nurseries, established in 1997 and 1999.

In April 2000, Leadership 21 was initiated by the Federation to train the city's future leaders. As a long-term investment, the Federation's vision of setting up a Leadership Institute in Hong Kong, a special purpose company was incorporated on 19 June 2013 under the name of "The HKFYG Institute for Leadership Development Limited". The HKFYG Leadership Institute is located on the site of the former Fanling Magistracy and formally started operations in September 2018.

The Federation began a process of performance pledges in July 1997 and has published an Annual Plan since 2001 aiming to make its work both more transparent and accountable to the public. It has also formulated a Strategic Plan for the evaluation of services and budgeting.

In 2002 the Youth Centres changed their name to Youth S.P.O.Ts (Space for Participation, Opportunities and Training). Together with u21.hk, set up the same year, the Federation's presence in the community has increased and become more effective.

The Youth Employment Network began in October 2002, offering job placements, training and counselling to school leavers and school dropouts. With an increased focus on entrepreneurship, the YEN is slowly expanding its services.

Set up in July 2003, the Partnership and Resource Development Office focuses on seeking out corporate partners and sponsorship, both financial and in kind, ensuring long term and diversified support.



In 2004-05, the Federation re-focused its services with a new implementation structure to facilitate the delivery of ten Core Services: Multimedia Services, Employment Services, Leadership Training, Volunteer Services, Youth at Risk Services, Counselling Services, Education Services, Parenting Services, Creativity Education and Youth Exchange and Leisure, Cultural and Sports Services, all of which aim to meet the multifarious needs of today's young people. In 2009, the Core Services were expanded to 12, by including all the Youth S.P.O.Ts, as well as Research and Publications.

February 2008 marked a milestone for the Federation with the moving of all the administrative departments, and some service units into The Hong Kong Federation of Youth Groups Building on 21 Pak Fuk Road, North Point. Included in the new headquarters are Youth S.P.O.T. 21, the HKFYG Continuous Learning Centre, as well as Café 21, the first of a series of Youth Social Enterprise projects undertaken by the Youth Employment Network. The HKFYG Museum opened its doors on the 5th floor of the Building in May 2013 and displays artefacts, pottery, ceramics and other art works of distinctive value.

The Federation set up an Organic Farm in 2010, to promote, practically and through example, the importance of healthy living, sustainable development and environmental conservation. In 2019, an Hydroponic Farm, was set up both as a learning platform to promote the link between healthy living and the environment, as well as giving young people hands-on experience in alternative farming methods.

In early 2013, the Federation's unique flagship multimedia hub, The HKFYG Jockey Club Media 21 (or M21) was established as a venue for young people to explore their creativity and innovation through new media. To comprehensively address issues related to emotional health, relationships and sex, learning difficulties as well as media literacy, the Wellness Mind Centre was set up in August 2017 by consolidating the work of the School Social Work Unit, the Student Guidance Team, the Media Counselling Centre and the Youth Wellness Centre.

Owing to the enactment of the new Companies Ordinance (Chapter 622), which took effect on 3 March 2014, as well as requirements from the Education Bureau to incorporate the standard clauses for the operation of kindergartens, the Federation passed a special resolution at an Extraordinary General Meeting held on 9 October 2014 to adopt the new Articles of Association with the old Memorandum and Articles of Association to be deleted in their entirety.

The Jockey Club Social Innovation Centre was formed in 2015. As the first youth-oriented social innovation centre, it encourages young people to be innovative through entrepreneurial activities seeking positive change to the community and environment. The Federation set up the User Experience Unit in 2019. The purpose is to apply innovative technology in user research, service design and delivery so as to optimise the user experience.

2020 saw the operation of The HKFYG Youth Hostel PH2, the city's first affordable accommodation for working young people under the Government supported Youth Hostel Scheme. It is developed on the in-situ site of the Tai Po Youth S.P.O.T. at 2 Po Heung Street, Tai Po. Tai Po Youth S.P.O.T. has also been reprovisioned to the new building, taking up two storeys on the lower ground level.



## Patrons and Senior Adviser, The Council and Committees

### Patrons and Senior Adviser

#### Patron

The Hon. Mrs. Carrie Lam, GBM, GBS  
Chief Executive of the Hong Kong Special Administrative Region  
The People's Republic of China

#### Vice Patron

The Hon. Sir Ti Liang Yang, GBM

#### Senior Adviser

Dr. Rosanna Wong Yick-ming, DBE, JP

### The Council and Committees

#### The Council

##### President

Mr. Wan Man-ye, BBS, JP

##### Vice President

Mr. Kenneth Chen Wei-on, SBS

##### Honorary Treasurer

Dr. Peter Tsoi Ting-kwok, JP

##### Honorary Secretary

Dr. Allen Fung Yuk-lun

##### Members

Mr. Lester Garson Huang, SBS, JP

Mr. Vincent Cheng Kin-yuen

Mr. Walter Chan Kar-lok, SBS, JP

Ms. Junia Ho Suk-yin, JP

Dr. Hubert Chan Chung-ye, JP

Ms. Clara Shek Ka-lai

Ms. Imma Ling Kit-sum

Dr. Kitty Wu Kit-ying, JP

Prof. Paul Cheung Ying-sheung

Mr. Eugene Liu

Mr. Douglas Lee Kar-yan

Ms. Jennifer Ma Yin-wai

Prof. Timothy W. Tong, BBS, JP

Mr. Raymond Cheng Siu-hong

Mr. Joseph Luc Ngai, JP

##### Executive Director

Mr. Andy Ho Wing-cheong

##### Deputy Executive Directors

Ms. Alice Lui Wai-lin

Ms. Angela Ngai Mei-mui

Mr. Wilson Chan Man-ho

## Youth Service Advisory Committee

### Chairman

Ms. Angela Ngai Mei-mui

### Members

Dr. Ronald Chan Cheong-kin  
 Mr. Jevons Chan Cheuk-hei  
 Ms. Nicole Chan Mei-ting  
 Ms. Casey Chan Wing-nga  
 Mr. Jay Chan Yun-san  
 Mr. Ian Chau Yin-wai  
 Ms. Kelly Cheng Hui-kiu  
 Ms. Vanessa Cheung Cheuk-nam  
 Mr. Jason Cheung Pak-ning  
 Mr. Chiu Tsz-chun  
 Ms. Veronica Chow Tsz-ying  
 Ms. Corane Chu Ho-yun  
 Mr. Anthony Fung Siu-tai  
 Ms. Darcy Fung Toi-sze  
 Ms. Jewel Ho Wing-shum  
 Mr. Julian Ip Chun-lim  
 Ms. Kary Kung Yee-ching  
 Mr. Derren Lam Wai-yip  
 Mr. Tony Lau Hon-yiu  
 Ms. Emily Law Hei-yiu  
 Dr. Paul Lee Kong-ngai  
 Ms. Jenny Liu Mei-yan  
 Mr. Bosco Ng Chung-lun  
 Mr. Benny Ng Ka-chun  
 Mr. Ray Poon Hok-chi  
 Mr. Pun Kit-shan  
 Ms. Tsang Lok-chi  
 Mr. Wong Pak-lam  
 Ms. Jess Yu Ka-wing  
 Mr. Yu King-chun

## Audit Committee

### Chairman

Mr. Edward Kwan Pak-chung, MH

### Members

Dr. Peter Tsoi Ting-kwok, JP  
 Ms. Imma Ling Kit-sum  
 Mr. Eugene Liu  
 Mr. Andy Ho Wing-cheong

### In Attendance

Representative of PricewaterhouseCoopers

## Committee on the Provident Fund for the Federation

### Chairman

Ms. Imma Ling Kit-sum

### Member

Mr. Andy Ho Wing-cheong

### Staff Representatives

Ms. Lau Wai-sum  
 Mr. Leung Hong-man  
 Mr. Choy Chi-lun  
 Mr. Leung Wai-man

### In Attendance

Representative of HSBC Institutional Trust Services (Asia) Limited  
 Representative of Schroder Investment Management (Hong Kong) Limited  
 Representative of HSBC Life (International) Limited

## Committee on the Federation-Staff Contributory Medical Scheme

### Members

Dr. Peter Tsoi Ting-kwok, JP (Hon. Medical Adviser)  
 Dr. Kitty Wu Kit-ying, JP (from 1 January 2021)  
 Mr. Andy Ho Wing-cheong

### Staff Representative

Ms. Peggy Siu Wai-chu



### **Investment Task Group**

#### **Members**

Dr. Allen Fung Yuk-lun  
Mr. Edward Kwan Pak-chung, MH (up to 31 December 2020)  
Mr. Vincent Cheng Kin-yuen  
Mr. Eugene Liu  
Mr. Joseph Luc Ngai, JP (from 1 January 2021)  
Mr. Andy Ho Wing-cheong

### **ICT Task Group**

#### **Chairman**

Dr. Hubert Chan Chung-yee, JP

#### **Members**

Mr. Wan Man-yee, BBS, JP  
Prof. Paul Cheung Ying-sheung  
Mr. Raymond Cheng Siu-hong  
Mrs. Agnes Mak Tang Pik-yee, MH, JP  
Mr. Ken Ngai Yuen-keung  
Mr. Joe Yau Kwai-hung  
Mr. Andrew Wong Ho-yuen, GBS  
Mr. Andy Ho Wing-cheong

### **Sustainable Development Task Group**

#### **Chairman**

Mr. Joseph Luc Ngai, JP

#### **Members**

Mr. Wan Man-yee, BBS, JP  
Ms. Junia Ho Suk-yin, JP  
Ms. Clara Shek Ka-lai  
Mr. Douglas Lee Kar-yan  
Ms. Jennifer Ma Yin-wai  
Ms. Peann Tam Pui-ying  
Mr. Brian Shiu Hin-yeung  
Mr. Andy Ho Wing-cheong

### **Board of Advisers of The Hong Kong Federation of Youth Groups' Lee Shau Kee Youth Exchange Fund**

#### **Chairman**

Mr. Wan Man-yee, BBS, JP

#### **Members**

Dr. the Hon. Lee Shau-kee, GBM  
Mr. Michael Suen Ming-yeung, GBS  
Mr. Kenneth Chen Wei-on, SBS  
Ms. Imma Ling Kit-sum  
Mr. Andy Ho Wing-cheong

### **The Incorporated Management Committee of HKFYG Lee Shau Kee Primary School**

#### **Chairman & Supervisor**

Ms. Alice Lui Wai-lin

#### **Members**

Prof. Yip Din-yan  
Ms. Bonnie Ngan Suet-fong  
Dr. Peter Tsoi Ting-kwok, JP  
Mr. Chan Kam-cheung, BBS, JP  
Mr. Sam Wong Tak-sum, MH (from 28 October 2020)  
Ms. Wong Hang-yee, JP (from 28 October 2020)  
Ms. Hsu Siu-man  
Mr. Lin Chun-pong  
Ms. Tse Wai-lok  
Ms. Ng Pui-yee  
Mr. Matthew Lee Kwok-leung (up to 15 January 2021)  
Ms. Lui Man-chi (from 16 January 2021)  
Ms. Lau Fung-ming  
Ms. Li Kam



## School Management Committee of HKFYG Lee Shau Kee College

### Chairman

Mr. Kenneth Chen Wei-on, SBS

### Members

Ms. Alice Lui Wai-lin (Supervisor)  
 Prof. Yip Din-yan  
 Dr. Angela Cheung Wong Wan-yiu, MBE, JP  
 Ms. Bonnie Ngan Suet-fong  
 Ms. Melissa Kaye Pang, MH, JP  
 Mr. Chan Tak-hang  
 Mr. Richard Lam Yin-cheuk  
 Ms. Hsu Siu-man  
 Mr. Lin Chun-pong  
 Mr. Pang Wai-chung (up to 31 August 2021)  
 Mr. Wei Hong-qiang (up to 31 August 2021)  
 Ms. Chau Hiu-wai (from 2 September 2021)  
 Mr. Lam Chi-leung (from 2 September 2021)  
 Ms. Li Man  
 Mr. Leung Wai-nok  
 Mr. Chan Shun-hei (from 21 September 2020)

## School Management Committee of HKFYG Kindergartens

### Chairman & Supervisor

Ms. Alice Lui Wai-lin

### Members

Ms. Junia Ho Suk-yin, JP  
 Ms. Chen Yuk-chun (up to 31 August 2021)  
 Dr. Gail Yuen Wai-kwan (up to 31 August 2021)  
 Ms. Keung Hung-kuen (from 1 September 2021)  
 Ms. Chan Wai-ling (from 1 September 2021)  
 Ms. Hsu Siu-man  
 Ms. Tse Wai-lok  
 Ms. Kitty So Shuk-fong  
 Ms. Chan Fung-yi  
 Ms. Chiu Ka-man

## Advisory Committee for The HKFYG Leadership Institute

### Chairman

Mr. Peter Wong Tung-shun, JP

### Vice-chairman

Mrs. Susan Chow Woo Mo-fong

### Members

Dr. Moses Cheng Mo-chi, GBM, GBS, JP  
 Dr. Louis Cheung Chi-yan  
 Prof. Paul Cheung Ying-sheung  
 Dr. Raymond Ch'ien Kuo-fung, GBS, CBE, JP  
 Mr. Fred Lam Tin-fuk, JP  
 Dr. Simon Lee Hoey, MH  
 Mr. Joseph Luc Ngai, JP  
 Ms. Clara Shek Ka-lai

### In Attendance

Dr. Rosanna Wong Yick-ming, DBE, JP  
 Mr. Andy Ho Wing-cheong  
 Ms. Angela Ngai Mei-mui  
 Ms. Miranda Wong Ho-yee

## Building Management Committee of The HKFYG Building

### Chairman

Mr. Walter Chan Kar-lok, SBS, JP

### Owner's Representatives

Mr. Andy Ho Wing-cheong  
 Ms. Janice Yuen Siu-ling

### Tenants' Representatives

Quarry Bay Integrated Family Service Centre, Social Welfare Department  
 The Hong Kong Society for the Aged  
 The Neighbourhood Advice-Action Council  
 Hans Andersen Club  
 Hong Kong PHAB Association  
 Sheng Kung Hui St. Christopher's Home  
 Hong Kong Children and Youth Services  
 SAHK  
 Richmond Fellowship of Hong Kong  
 The Free Methodist Church of Hong Kong

### In Attendance

Synergis Facility Management Limited







## From the President



This past year was another challenging one for Hong Kong, just as it was for the rest of the world. The restrictions and regulations that we had to observe, as a result of the pandemic, meant that many programmes and services had to be adapted and reimagined to take into consideration social restrictions and continual school suspensions.

In spite of these frustrations, we continued to offer opportunities to young people to keep alive their hope and optimism for the future, socially, politically and economically. Many of our programmes and activities focused on the future, whether developing skills or learning how to manage expectations or building up their emotional and adversity quotients. Hong Kong is their home and we believe that they have a part to play in contributing to its development.

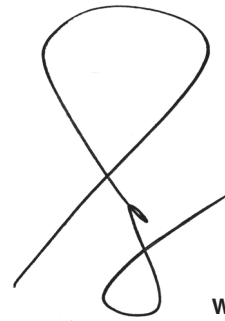
For this reason, I would, on behalf of the Council, thank the staff for being strong and enthusiastic in the face of so much uncertainty. They showed by example what it meant to be resilient and determined. They showed by example what it meant to be flexible and positive. They showed by example that the Federation trusts this younger generation. Thank you all.

For me personally, I would also like to thank my Council colleagues. It has not been easy for us to gather or to make personal visits to various programme units. However, the enthusiasm and commitment that the Council has shown is deeply inspiring, both to me and to the wider community as well. Thank you all so much.

Lastly, I would like to thank our many partners and friends in the community. All of you have had different challenges and struggles, yet your shared passion for the youth of this city has not wavered. My deepest thanks to you, especially, the various government departments and agencies, including the Social Welfare Department; the Home Affairs Bureau; the Leisure and Cultural Services Department; the Education Bureau; the Innovation and Technology Commission; the Hong Kong Science and Technology Parks; the Tourism Commission; Hong Kong Tourism Board; Commissioner for Heritage's Office; and the Airport Authority Hong Kong.

I must also thank the Au Bak Ling Charity Trust; the Child Development Fund; The Community Chest of Hong Kong; The Hong Kong Jockey Club Charities Trust; the Ping Wo Fund; the Quality Education Fund; the Innovation and Technology Fund for Better Living; the Standing Committee on Language Education and Research; The Hongkong Bank Foundation; the Simon K.Y. Lee Foundation; the Tin Ka Ping Foundation; Save the Children Hong Kong; and the Greater Bay Area Homeland Youth Community Foundation. We are equally grateful for support from CLP Power Hong Kong Ltd.; Ocean Park Hong Kong; Facebook Hong Kong Ltd.; and Google.org.

As we look forward, even if it means remaining with the pandemic, let us not give into despair, but remain positive and optimistic, both about the work we do, and the people for whom we do it: Hong Kong's young people.



**Wan Man-yee**





## From the Executive Director



In many ways, the past year seems like a continuation of the previous one, most especially with a global pandemic that continues with no sign of abating. For young people, the disruption to their education and their extracurricular activities has been particularly difficult, and so it is not surprising that their challenges have had repercussions on their self-confidence, their self-identity and even their general sense of optimism for the future.

Facing this scenario, it was why the Federation decided to take on what can be called a '60+1' approach. That is, building on our experience of the last six decades, but looking forward with a clear and determined eye to help assist young people out of this unique and trying time.

Our future agenda, then, focuses on how to enable, engage, educate and encourage young people to 'help themselves to help others'. The underlying purpose of this is to show, in a very concrete way, that we believe in young people as our future; that we believe that young people have a role to play in contributing to society. We believe that young people are the constructive solution to many of Hong Kong's issues.

This will take the form and focus of what we have set out in our Annual Plan: digitalisation, upskilling and sustainability. Digitalisation will see the revamping of internal systems and building new systems that will ensure better user experience and service delivery. Upskilling will equip young people with new knowledge and skill sets, to develop their own goals, while also giving back. Not only will they be trained in general competencies, like creativity, resilience, self-efficacy and empathy, but they will also learn to address specific needs of the community.

For example, we live in an aging society and with the support of young people and their mastery of information technology, we are offering them opportunities to use their knowledge and skills to help the elderly. Similarly, as we have learnt during the pandemic, we need more public health advocates and assistants. There are so many other areas covered in our many programmes and services – which continue to be a hybrid combination of on- and off-line gatherings – that instil in young people confidence and conviction to move forward.

Finally, our focus on sustainability. 'Going green' can no longer be seen as something fringe; it has to permeate all that we do and all that we have, from the programmes we run to our buildings, farm and camps. Going green is our commitment to the future and we will do everything possible to make it an intricate part of Federation culture.



I feel immensely grateful to all our staff for sharing in this vision, and who with passion and dedication continue to defy all odds in carrying out their jobs. I have seen time and time again, from front line to back office colleagues, that their hearts for young people in our city has ensured that the Federation continues to shine. A big thank you to all my colleagues. I am so proud of all your efforts.

In fact, I would like to thank all those who have been dedicated to the Federation over the past year: the Council, our Senior Adviser, our partners, the government, parents, educational institutions, volunteers, friends and the general public. We have all felt the challenges of the past year, but with your encouragement and support, we have been able to carry out our services.

As before, I would like to say to the youth of Hong Kong: you have once again shown that hardships cannot defeat you! You have managed to do your best and you never give up. It has not been easy, and we really don't know what the next year will bring. But I want to assure you: we are here and you are always welcome in the Federation.

A stylized, handwritten signature in black ink. The signature is fluid and cursive, with a large loop at the beginning and a long, sweeping tail that ends in a small hook.

**Andy Ho Wing-cheong**



## Adminstration and Finance



The Federation maintained a stable management team during the year. The sphere of responsibilities among Supervisors is reflected in the organisational chart, on pages 96 – 97, highlighting the Federation's continued diversified and expanding services. As of 31 March 2021, the Federation had a staff complement of 1,367 persons. There are 1,142 staff (or 84%) remunerated on contract terms, while 225 (16%) staff are on perennial terms.

As a result of the pandemic, staff were encouraged to work from home in order to reduce social contact. This special arrangement was allowed during the periods from 20 July to 13 September in 2020 and 2 December 2020 to 15 February 2021. According to the attendance records, 36.6% of the duty sessions dispatched by staff were 'work from home', while there was a 52.6% physical presence at the service units. The remaining 10.8% accounted for leave of various kinds.

To encourage staff to get vaccinated, vaccination leave was implemented, echoing similar arrangements among civil servants. Implemented on 5 June 2021, the policy would also recognise vaccinations taken earlier, under the government's "Early Vaccination for All" campaign which commenced in February 2021.

As the Federation has been promoting wellness among young people in its services, the same concern should also be addressed to the staff. A working group on workplace wellness was formed in July and has already begun meeting staff. The group will also study family-friendly employment practices, including five-day work week; family leave; as well as office facilities, with views of staff gathered during sharing sessions and online submissions.

### Corporate Governance and Risk Management

The Federation recognises the importance of risk management as an essential element to good corporate governance and during the year, staff at different levels continued to be involved in the process. The Report on Risk Assessment and Risk Management was prepared and discussed among senior management and then presented to the Audit Committee and the Council for endorsement. The Risk Register contained eight main categories: strategic; financial; human resources management; project management; operational; technological; reputation and compliance. These were further divided into 20 sub-categories.

During the past year, close monitoring was made to the risks arising from the prolonged pandemic, including service continuity; financial risk; safety; and changing service needs



of users, with prompt mitigation plans being adopted. Work on Healing and Hope, All-round Wellness, and Future Skills addressed the changing needs of youth; while a three-year ICT Strategic Plan (2021-24) was worked out, with the formulation of action items to address different aspects of technological risk.

Risks reduction was identified in the areas of safety, and compliance to requirements of funders/external parties. Areas with medium level of risks mainly focused on different aspects of technological risk.

As part of risk management, an Internal Audit Office was set up, with a key role to monitor the adequacy and effectiveness of internal control policies and procedures, as well as to evaluate the efficiency of resource utilisation, and monitoring the risk management process. To ensure improvements, reference continues to be made to best practices and industry guidelines. The Office functions independently, and reports back to the Executive Director, Audit Committee and Council.

During the year, seven checks were initiated: five on unit-level compliance to procedures; one conducted on operational

procedures; and another check at the HKFYG Lee Shau Kee College according to the requirements of the Education Bureau for the Governance Review Sub-committee. Financial analyses were conducted on income received, while reviews were made to the internal controls for the revamped Service Resource Planning System.

### Finance

The total income of the Federation for 2020-21 was HK\$582,265,013. Government subvention, which totalled HK\$318,016,616, remained a major source of income. The Federation also received allocations from The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust and other trusts and foundations for recurrent general expenses and special projects.

The total expenditure for the year 2020-21 was HK\$507,709,285, of which 70% was spent on personal emoluments, 26% on other charges and 4% on rent and rates.

The Federation also received capital grants from the Lotteries Fund Block Grant, Sir David Trench Fund for Recreation, Environment and Conservation Fund and Home Affairs Bureau during the year.





### Lee Shau Kee Primary School

The Incorporated Management Committee of HKFYG Lee Shau Kee Primary School was established on 30 August 2008 under the Education Ordinance. For the year ending 31 August 2020, the total income of the School was HK\$55,977,536 and its expenditure was HK\$53,655,129. The operation of the School depends mainly on Government grants from the Education Bureau.

### Lee Shau Kee College

The HKFYG Lee Shau Kee College, operating as a Direct Subsidy Scheme Secondary School, is incorporated as a separate company, with accounts prepared up to 31 August of each year. For the year ending 31 August 2020, the total income of the College was HK\$80,786,748 and its expenditure was HK\$67,694,659.

### Designated Funds

The Lee Shau Kee Youth Exchange Fund was established from designated donations, earmarked for specific purposes at the request of the donor and operates as a separate trust.

Details of the results from the operation of and financial reports and statements for the Federation, the Incorporated Management Committee of HKFYG Lee Shau Kee Primary School, the HKFYG Lee Shau Kee College Limited and the Lee Shau Kee Youth Exchange Fund can be obtained from the Federation on a per request basis. The Annual Financial Report on operations subvented by the Social Welfare Department can be found at [hkfyg.org.hk/en/about-hkfyg/annual-reports/](http://hkfyg.org.hk/en/about-hkfyg/annual-reports/)

### Staff Commendation

The achievements of the Federation could not have been possible without a dedicated and committed staff team. Long Service Awards were given to 69 staff members and six staff received the Staff Commendation Award in recognition of their loyalty and outstanding performance. The award recipients were:

**40-Year Award:** Ms. Cheng Siu-ping and Ms. Chan Chor-wa.

**30-Year Award:** Ms. Ho Lai-fong, Ms. Anette Cheung Fuk-ying, Mr. Sew Chang-ho, Ms. Lee Kwai-ling, Ms. Ho Shuk-yi and Mr. Leung Hong-man.

**25-Year Award:** Ms. Seto Ming-wai, Mr. Too Wing-keung, Ms. Tam Yuen-yee, Ms. Chow Yee-har, Mr. Wong Man-shun, Ms. Yeung Lai-har, Ms. Lam Kam-fong, Ms. Wong Sau-yee, Ms. Cheung Wai, Ms. Ho Wai-sim, Ms. Lui Yuen-mei, Ms. Wong Sim-fung, Mr. Chan Man-ho, Ms. Chan Ka-sin and Ms. Lam Wai-sze.

**20-Year Award:** Ms. Kitty So Shuk-fong, Mr. Peter Lau Wing-chiu and Ms. Tam Yuen-man.

**15-Year Award:** Ms. Sally Yip Wai-ying, Ms. Ho Suet-ying, Mr. Leung Pak-ho, Mr. Yeung Chi-fung, Ms. Leung Po-yee, Ms. Chan Wing-yu, Ms. Hon Wing-chi, Ms. Peggy Leung Pik-sang, Mr. Lau Hok-yin, Mr. Yau Hoi-to, Ms. Tse Sau-ha and Ms. Ho Sau-wan.

**10-Year Award:** Ms. Wong Pui-shan, Mr. Li Man-kuen, Ms. Mak Sin-ying, Mr. Lo Ka-kin, Ms. May Mak Sui-ying, Mr. Leung Kin-pong, Ms. Chan Fung-yi, Ms. Winnie So Yuk-wan, Ms. Ko Wing-yan, Ms. Lui Ting-shuk, Mr. So Kam-ting, Mr. Liao On-tung, Ms. Wu Ka-in, Mr. Ki Sik-kwan, Ms. Lee Pou-chu, Ms. Karina Chan Po-po, Ms. Wan Chung-ling, Mr. Au Chun-hong, Mr. Barry Yung Wai-kit, Ms. Kan Wai-man, Ms. Man Wai-ying, Ms. Choi Shue-tung, Ms. Chan Mei-wa, Ms. Celia Cheng Kay-ying, Ms. Yip Ka-man, Ms. Cathy Chan Ka-wing, Ms. Chau Man-wai, Ms. Leung Po-kam, Mr. Shum Hok-lai, Ms. Tsang Chung-sze and Mr. Yeung Chi-bun.

**Staff Commendation Award:** Ms. Grace Li Tin-wai, Ms. Li Suet-ching, Ms. Tam Yuen-yee, Mr. Lam Fu-kwai, Ms. Lam Yin-ling and Ms. Li Lai-wan.

### Outstanding Programme Awards, Innovation Awards and The President's Award

The Federation gives in-house Awards to recognise and appreciate outstanding and innovative services and activities organised by different service units.

#### Outstanding Programme:

First Prize: To the Begin from Family project of the Youth Crime Prevention Centre (Tsuen Wan and Kwai Chung Outreaching Social Work Team)

Second Prize: To the HKFYG Jockey Club Youth Arts Education Programme of the Cultural Services Unit

#### Innovation Award:

First Prize: To the Be a Better Me project of the Media Counselling Centre

Second Prize: To the Online Leadership Training Series, I-Leader, of The HKFYG Leadership Institute

#### The President's Award:

To the Professional Publications Unit for its excellent team spirit and cooperation, as well as its ability to respond to needs and to provide relevant services.

#### Staff Social Committee

To celebrate the 60th anniversary of the Federation in the midst of the pandemic with social distancing measures in force, a virtual Annual Dinner was held online on 15 October 2020. Though attending through network, staff members joined with members of the Council in cake-cutting and toasting. They were greatly entertained by the singing performance of Dr. Peter Tsoi, JP, Honorary Treasurer of the Federation and participating enthusiastically in the interactive online games and lucky draw.

A special leave designated as Wellness Day to be taken on or before 31 March 2021 has been granted to staff. This is especially for the promotion of all-round wellness and raising their awareness of physical and emotional health. A Wellness Goody Bag was also given out to the staff, expressing our care and concern.

The annual Inter-agencies Basketball Tournament has been suspended during the year. The annual Inter-agencies Football Tournament has been reopened and the Federation men won the first runner-up. Well done!

