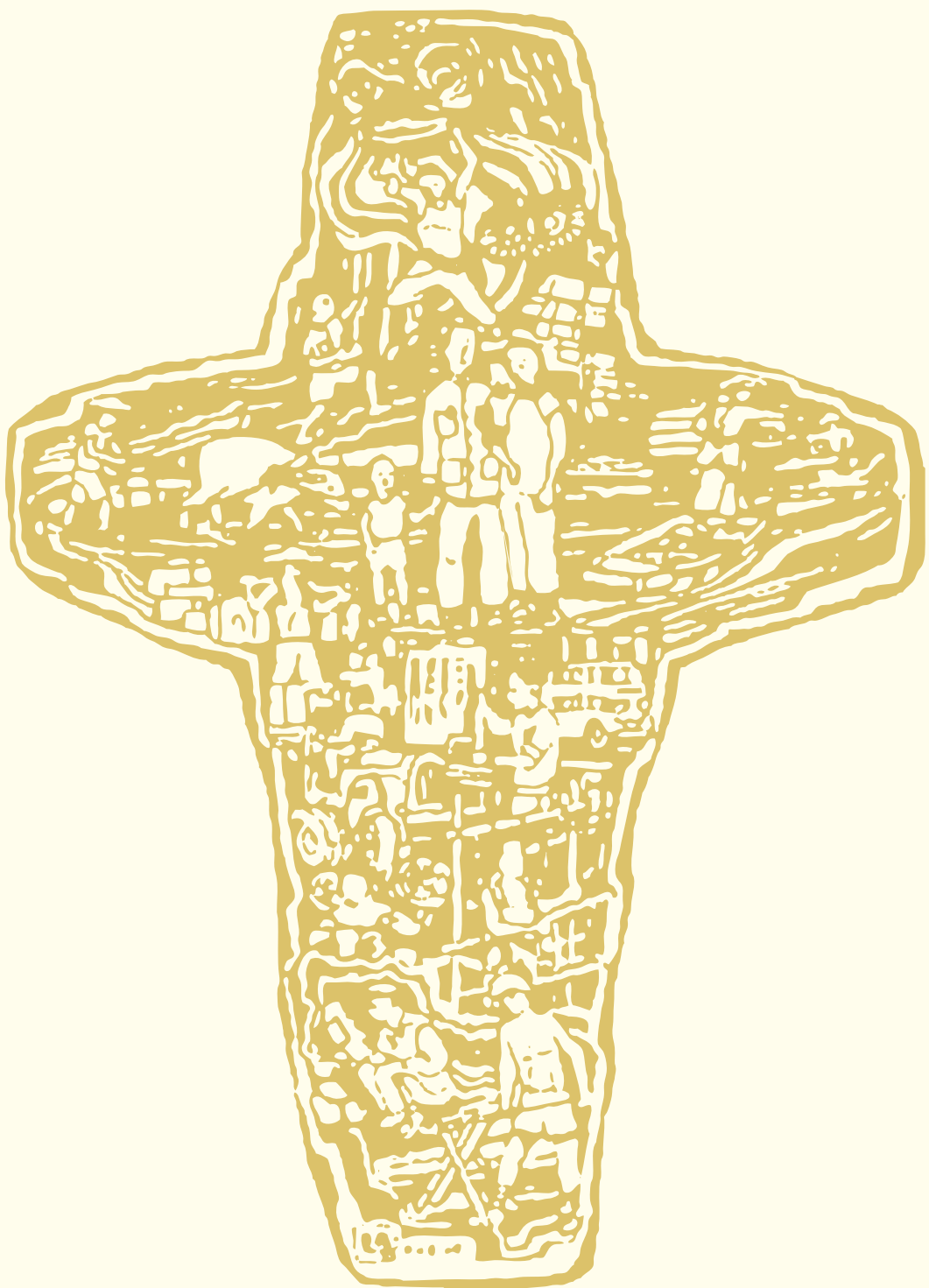




九龍東 同行六十載 新思維 用愛創未來

基督教家庭服務中心
六十周年紀念特刊



耶穌說：「我來了，是叫你們得生命，
並得的更豐盛。」



基督教家庭服務中心 Christian Family Service Centre

使命宣言 Mission

基督教家庭服務中心本著基督的愛服務有需要之人士，致力支持及促進家庭功能，並創造一個可供人們成長及改進的環境。我們提倡社會公義及重視個人尊嚴，並努力在香港建立一個富同情心及關懷的社會。

Founded to manifest the love of God through serving people in need, Christian Family Service Centre strives to support and enhance family functioning, and foster an environment in which growth and change can take place. We believe in social justice, respect for human dignity, and endeavour to contribute to the building of a humane and caring society in Hong Kong.

願景 Vision

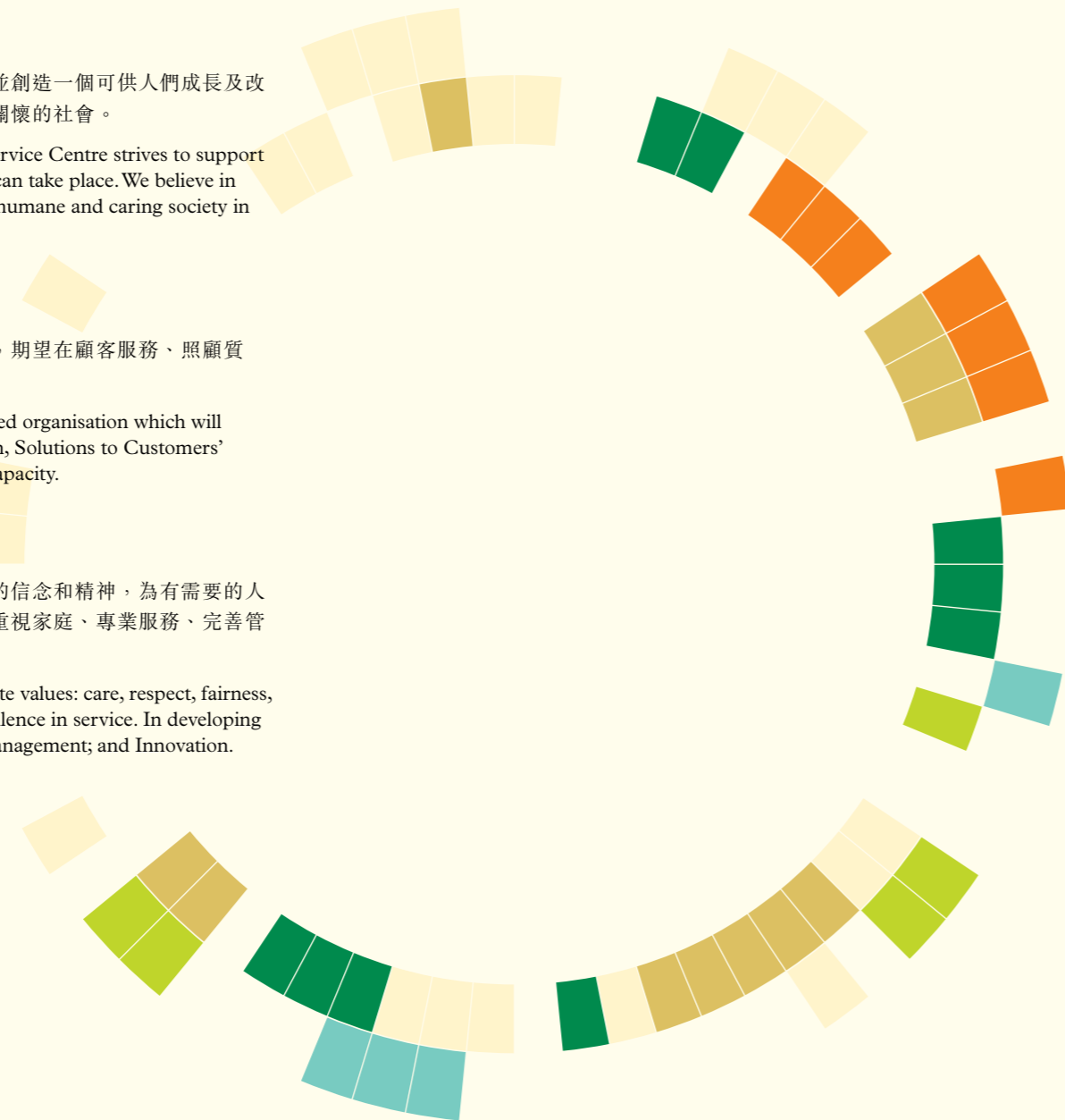
基督教家庭服務中心的願景是成為一間具高度熱誠及重視機構價值的綜合服務機構，期望在顧客服務、照顧質素、服務創意、為服務對象解難、支援家庭及建設社區各方面達至卓越表現。

Christian Family Service Centre strives to become a value-driven, passionate and integrated organisation which will be recognised for its excellent performance in Customer Service, Quality Care, Innovation, Solutions to Customers' Problems, Strengthening Families, Making Positive Changes and Building Community Capacity.

信念和價值觀 Values

我們本著基督的愛，以關懷、尊重、公平、公義、以人為本、助人自助及追求卓越的信念和精神，為有需要的人提供優質服務和支援有需要的家庭。此外，我們抱持下列原則和價值觀發展服務：重視家庭、專業服務、完善管理、力求創新。

To manifest the love of God, Christian Family Service Centre holds the following corporate values: care, respect, fairness, justice, commitment to people, enabling people to help themselves and searching for excellence in service. In developing services, we hold the following principles: Family First; Professional Service; Excellent Management; and Innovation.



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註*：CFSC 委託嶺南大學歷史學系劉智鵬教授協助撰寫此部分。
CFSC has commissioned Prof. Lau Chi-pang, Associate Professor,
Department of History Lingnan University to write up this part.

光陰似箭，轉眼間 CFSC 已踏入六十周年，而我亦在不知不覺間，與 CFSC 一眾同工共同經歷了 26 個寒暑。能夠看著本會由一座只有兩層高的石屋，蛻變成現時樓高 10 層的大樓，而所提供之服務亦越趨多元化，我真的感到非常感恩和驕傲。

還記得 26 年前，我在一間跨國企業工作，從沒想到會與 CFSC 這類型社福機構扯上關係。在一次機緣巧合的情況下，我加入了香港社會服務聯會的執行委員會，亦因此認識了當時的 CFSC 總幹事邱可珍女士。她邀請我加入董事會，希望藉由我把大企業的管理模式引進 CFSC，就這樣，我從 1988 年開始為本會服務至今。

當初加入 CFSC 時，我嘗試引入商業機構的財政管理模式，把一些做得較好、有盈餘的項目資金，撥給一些未能得到政府資助、但卻是社會上需求殷切的項目，令本會能秉承創會宗旨，服務有需要之人士。還記得趣樂幼兒園，當年因人手不足，曾考慮停辦其中一項弱能兒童的服務，但是一想到如因財政問題，令有需要服務的對象不能受惠，實有違本會宗旨，便決定把其他服務項目的儲備，用以支援趣樂幼稚園的運作，才令這些服務對象不致受到影響。現在，趣樂幼稚園仍然在為有需要人士服務，更能做到自負盈虧，我真的感到非常鼓舞，而這份使命感令我一直繼續留在 CFSC。

CFSC 發展迅速，在 80 年代末，董事會都認為必須擴充總部以配合發展。由於我本身是一個工程師，因此，在整個重建過程中，我的參與性很高，還記得當年，差不多每個星期六、日，我都到工地檢視進度，真的是忙得不可開交。因此，現在每次看見這棟大樓，我都有很深的感受，覺得所付出的真是非常有價值！

經過 CFSC 董事會和同工的努力，本會已茁壯成長，由我當初加入時不足 200 名員工，到現時超過 1,000 人；服務亦由以家庭為中心走向更全面化及多元化，為社會上不同年齡層人士服務，這些都令身為董事會主席的我感到非常自豪。

最後，藉著六十周年這個日子，我在此向董事會各成員、歷任及現任總幹事、與及全體員工致以最由衷的感謝，沒有他們的無私貢獻及努力，CFSC 要發展成今天的規模是不可能的。

現在，本會就像一輛列車，正朝著一個已定的方向，順暢地行走著，未來只要大家能繼續努力，上下一心，這輛列車必定能加速前行，開往更大更遠的目的地。

註：趙世存先生於 2002 至 2007 年期間擔任本會主席，並於 2008 年至 2013 年期間擔任本會義務司庫。

序言

Foreword



趙世存先生 BBS, MBE, JP
Mr. Nicholas Chiu Sai-chuen, BBS, MBE, JP

董事會主席
Chairman, Board of Directors

Time flies, CFSC has come to its 60th anniversary in the blink of an eye. Unwittingly, I have been working together with CFSC's staff for 26 years. Witnessing our Headquarters from a 2-storey stone house turned into a 10-storey building, I am truly grateful and contented.

I worked in a multinational company 26 years ago and never thought of coming across with a social welfare agency like CFSC. I was a member of the Executive Committee of the Hong Kong Council of Social Service, and had the opportunity to meet the then CFSC Director, Miss Nora Yau. She invited me to join the CFSC Board, where I started to help out in this agency from 1988.

Employing my knowledge in working in a multi-national company and sharing the concepts of business strategy in financial management in a NGO, the surplus from the profitable projects to those initiatives which responded to community needs but receiving no financial support from government. I remember our Cheerland Kindergarten was on the verge of closing a project due to financial constraints, however, the mission to serve the children with mental challenges has taken precedence over all the financial decisions. Today, Cheerland Kindergarten is still providing quality education to those needy children and running on a self-financing basis. This is very encouraging and the sense of mission keeps me stay connected with CFSC.

CFSC has been developing rapidly. In the late 1980s, the Board decided to re-develop the headquarters building in order to meet the agency's development. Since I was an engineer, I was highly involved in the reconstruction process. I oversaw the progress of the works. It was really busy and I walked through the sites almost every Saturdays and Sundays. Looking back, all my efforts were worthy!

With the dedication and unwavering passion of CFSC Board and colleagues, the agency has thrived. Now we have over 1000 employees compared with only 200 when I first joined. CFSC has evolved from providing family service in the early years to its present role of providing a diversified range of professional services to people of all ages.

Last but not least, on this special occasion of the 60th anniversary, I would like to take this opportunity to offer my deepest gratitude to all the Board members, former and incumbent Chief Executives and all the staff. Without their selfless dedication and effort, it would not be possible for CFSC to develop into today's scale.

Like a train running smoothly on the right track, CFSC will keep gearing its goals to a border perspective and direction.

Note: Mr. Nicholas Chiu Sai-chuen served as Board Chairman of CFSC for the period of 2002-2007, and as Honorary Treasurer of CFSC during 2008-2013.

十年人事幾番新，何況是六十年！80 年代早期，我於外國學成歸來，受到當時 CFSC 董事局主席周永新教授的邀請，加入了本會的董事局，想不到一轉眼間已經那麼多年。

過去 20 多年來，CFSC 經歷了很大的變化。對外界來說，最明顯的莫過於是本會的總部由一所兩層高的石屋，重建成為現時樓高 10 層的綜合大樓。但對於我與 CFSC 的同工，我們所看到及經歷過的轉變卻絕不僅只於此。

就以這座大樓的重建工程為例，當時本會面對不少問題，籌募足夠經費便是其中一大挑戰。幸好在各方努力之下，再加上政府於清拆調景嶺石屋所給予本會的補償款項，最終大樓得以按我們的構思完成。

大樓的重建可以說是本會的一個重要里程碑。有了全新的大樓，我們的服務得以全面擴展，由當初以家庭服務為主，逐漸發展至現時的長者服務、殘疾人士服務、醫療及健康服務及環保與綠色生活等等，除了服務更趨多元化，本會的服務範圍亦由觀塘區擴展到不同地區，包括天水圍、銅鑼灣等，隨著社會的轉變及需要而作出配合。

CFSC 能夠由最初的規模，發展至今天擁有超過 1,000 名同工，實在是賴本機構上下一心的努力。

我深深地相信，CFSC 的優勢在於擁有一班實幹的同工，他們非常重視團體合作，加上他們很多都是親身走入社區的服務提供者，因此最能了解社會上的變化及需要。因此，當他們向董事局提出新的服務構思時，我們都會盡量給予支持，因為作為社會服務提供者，必須與時並進，才能真正幫助到有需要的人。

作為現屆董事會的副主席，我很想藉著本會六十周年的機會，衷心感謝全體同工，同時，亦希望勉勵他們，在這個瞬息萬變的時代，大家必須配合社會發展而作出改變，即使在面對困難時，我們都絕不能輕言放棄，只要抱著永不言敗的精神，就算有些目標暫時未能達成，只要再接再勵，繼續努力嘗試，終有一天，成功之門會為你而開。

註：關銳煊教授於 1996 至 2001 年、及於 2008 至 2013 年期間擔任本會主席，並於 2002 年至 2007 年期間擔任本會副主席。



關銳煊教授
Professor Alex Kwan Yui-huen

董事會副主席
Vice-chairman, Board of Directors

The world is ever-changing, so does the 60-year-old CFSC. In the early 80s, I returned home from overseas after graduation and was invited by the then CFSC Board Chairman, Professor Nelson Chow Wing-sun, to join the Board.

Over the past 20 plus years, CFSC has undergone tremendous changes. The most eminent change was the reconstruction of the headquarters building from a two-storey stone house to the present 10-storey social service building. It was a tough job indeed. The agency faced a lot of difficulties in the course of reconstruction. Fundraising was one of the major challenges. Fortunately, with the efforts of different parties, and the compensation from demolishing Tiu Keng Leng stone houses by the government, the fitting-out works of the building could be successfully completed in the end according to our plan.

The reconstruction of the headquarters building was a major milestone to CFSC. With the new building, our services could be expanded, from family-oriented services, gradually extended to elderly services, services for people with disabilities, medical and health services, and environmental protection and green living, etc. Not only did the services expand in scope but also in scale. The service boundaries has spanned from Kwun Tong to Tin Shui Wai and Causeway Bay.

With the effort and shared commitment from all members of CFSC, we have developed into an organisation with more than 1,000 staff.

CFSC colleagues have served the public with commitment, dedication and enthusiasm. Their professionalism is exemplary. Therefore, when they proposed new service ideas to the Board, we would support as much as we can, knowing that a social service provider should keep pace with social changes and our colleagues are at the forefront and best understand the needs of the community.

As the Vice-Chairman of the Board, I would like to take the opportunity of 60th anniversary to express my gratitude to all Board members and staff for their commitment to the underprivileged. Meanwhile, I am confident that CFSC colleagues will go from strength to strength in meeting the ever-changing needs of the community and uphold the spirit of persistence for the benefit of the needy.

Note: Professor Alex Kwan Yui-huen served as the Board Chairman of CFSC during the periods of 1996-2001 and 2008-2013, and as Vice-Chairman of CFSC in 2002-2007.

1995年10月，我代表香港基督教協進會加入CFSC董事會，到現在已差不多有20個年頭。在這20年間，曾經發生很多難忘的事，其中，總部大樓的重建不能不提。

雖然大樓擴建計劃開始時我還沒有加入CFSC，但是我卻有幸參與後期的工作，並在1996年大樓奠基典禮上祝禱。大樓的落成可說是CFSC的一個重大里程碑，使其服務發展得更快。

難忘的經歷還包括在2000年，政府的社會福利政策有變，推出了「整筆撥款」計劃，令社福界出現了翻天覆地的轉變。以CFSC為例，因為這個新的政策，除了部分服務項目面臨被削減外，同事們的薪酬亦受到很大的影響。幸好，CFSC的董事會一向透明度極高，主動與職員代表開會，向他們解釋整個政策對CFSC的影響，藉著溝通以了解同事的心情及需要，減低同事的憂慮。正因為董事會的開明，縱然CFSC經歷了不少挑戰，很多同事到了現在仍然與CFSC共同進退。亦因為有一班如此忠誠的合作伙伴，CFSC的發展才能如此迅速，成為區內備受認同的社會服務機構。

我加入了CFSC這個大家庭已經20年，我見證著CFSC的成長，本會不單在服務上有了很大的改變，在服務範圍上，亦已由觀塘拓展至整個九龍東、將軍澳、港島及新界，令更多有需要人士都能受惠。CFSC是一家與時並進、勇於開拓新服務的機構，只要看到社會上有需要，便會發展相應服務以配合社會的轉變。同時，CFSC樂於與其他團體合作，例如在2002年與香港中文大學中醫學院合作，為社區提供中醫服務，後來更進一步，與醫院管理局及香港中文大學中醫學院三方合作，營辦牛頭角中醫教研中心。時至今日，這個服務已經發展得非常成熟，更成為CFSC其中一個最受歡迎的服務。

最後，藉著六十周年的恩典，我期望CFSC的同事們能繼續本著「幼有所養，壯有所用，老有所終」的宗旨，透過提供不同類型的服務，讓有需要的人士得到幫助。同時，我更希望同事們能以關懷、尊重為本，與服務使用者彼此扶持，以行動實踐「愛人如己」的精神，把愛傳揚出去。

註：李日誠牧師於2008至2013年期間擔任本會副主席。



李日誠牧師 Reverend Daniel LiYat-shing

董事會義務司庫 Honorary Treasurer, Board of Directors

In October 1995, I joined the Board of Directors of CFSC on behalf of the Hong Kong Christian Council. It has been almost 20 years from then. During these two decades, a lot of memorable things happened, of which the re-development of the headquarters building must not be left to mention.

Although I was not yet a member of CFSC when the building re-development plan started, I was fortunate to have the chance to participate in the latter stage of the project, and to say a prayer at the Foundation Stone Laying Ceremony of the building in 1996. The completion of the building is considered a major milestone of CFSC. It helped speeding up the development of CFSC’s service.

Another unforgettable memory was in 2000 when the government changed the social welfare policy and introduced the ‘Lump Sum Grant’ subvention mode, making an enormous change in the social welfare sector. Taking CFSC as an example, because of this new policy, CFSC needed to consider cutting back some of the service projects, and colleagues’ salaries were also affected. Fortunately, the CFSC Board of Directors has always been highly transparent. They actively met with the staff representatives and explained to them the impact of the whole policy on CFSC, thereby wishing to understand the thoughts and needs of colleagues through communications and, most importantly, to reduce their anxiety. Because of the openness of the Board, even though CFSC has experienced many different challenges, many colleagues are willing to stay and work together with CFSC. It was the working partners’ loyalty helping CFSC to develop fast and become a highly recognised social service organisation in the community.

I have joined the CFSC big family for 20 years and witnessed its growth. The agency not only changed a lot in its services, but also in the scope of service, expanding from Kwun Tong to Kowloon East, Tseung Kwan O, Hong Kong Island, and New Territories, so that more people who need help can be benefited. CFSC is an agency grows with time, and is always willing to explore new services. Whenever they see needs in the community, they develop a corresponding service in response to the change in society. Moreover, CFSC is willing to collaborate with other organisations. For instance, in 2002, CFSC cooperated with the School of Chinese Medicine of The Chinese University of Hong Kong in providing Chinese medicine services. Later, the collaboration extended to include the Hosptial Authority to operate the Chinese Medicine Centre for Training and Research in Ngau Tau Kok under the tripartite collaboration scheme. To date, this service has been maturely developed and also became one of the most popular services in CFSC.

Lastly, I wish that the colleagues of CFSC continue to hold the principle of ‘Nurture the young, support the abled to contribute, care the old’, and to help the people who need help through providing different services. Meanwhile, I also hope that the colleagues will uphold the importance of care and respect in service support each other, putting the spirit of ‘love others like yourself’ in action and manifest the love of God.

Note: Reverend Daniel LiYat-shing served as Honorary Treasurer of CFSC during 2008-2013.



2004年1月，亦即中心準備慶祝成立50周年時，本人從工作崗位退下，有幸獲得郭烈東先生接任總幹事一職。時光荏苒，一晃眼便十年，今年已踏入60周年，郭先生領導同工致力繼往開來，期間擴大了復康服務，長者服務，中、西醫及牙科服務等，亦增設了青少年精神健康及治療中心，並於去年開拓位於九龍灣的都市綠洲農圃，服務地區亦因此同時延展。為了配合及支援不同服務的運作，中心總部大樓部分樓層於期間曾進行了一些改動，以配合同工需要。

值得一提的是，面對人口高齡化，可以預見身體傷殘及智障人士在未來歲月所需要的支援及服務有增無減。同時，由於他們的照顧者（多半是父母）亦日趨年老，日後誰去負責照顧這群殘障家庭成員（指不須入住宿舍那些），亦是逼近眉睫的問題。至於長者認知障礙的情況持續增長，亦須同工開展新服務去協助這些人士。

「都市綠洲」分「心靈綠洲」及「農圃」兩部分營運，前者透過園藝治療、種植和小組活動去改善認知障礙及情緒出現問題的社群；後者則把農圃租給不同家庭或團體作種植用；這些安排正突顯出服務手法不斷創新。

未來十年，市區重建局將繼續進行重建，由於中心在觀塘區內一直提供市區重建隊服務，可以預測這方面的工作將繼續拓展。

員工福利方面，中心除提供醫療保險及撥款舉行康樂活動外，近年更加設了獎學金（除原有進修津貼外），鼓勵員工進修。這是栽培人才的一個好例子，值得讚賞。

在慶祝中心成立60周年之際，本人盼望郭先生在董事會的指導，政府及有關團體的支持下，帶領機構邁進新紀元，與員工上下一心，努力為社區人士服務，在未來的日子再放異彩。



邱可珍女士 Miss. Nora Yau Ho-chun

前CFSC總幹事 CFSC Ex-Director



In January 2004, I retired from my position when the Agency was celebrating the 50th anniversary and Mr. Kwok Lit-tung replaced me. Time flies, 10 years had passed and the Agency is now celebrating its 60th anniversary. Under the leadership of Mr. Kwok, the staff devoted to expand the services, and the Agency has developed new services including Rehabilitation Services, Elderly Services, Chinese Medicine, Medical and Dental Services, and also established the Centre for Adolescent Mental Health Prevention and Intervention, as well as opened up Urban Oasis in Kowloon Bay last year. Meanwhile, CFSC’s services also extended to other districts. To cope with the increasing demand of different services, modification have been done at the Agency’s headquarters to suit the needs of staff.

The ageing population is going to be an issue that needed to be considered, it is foreseeable that the demand of support and services for people with physical and intellectual disabilities will definitely increase in the coming years. Meanwhile, the carers (mostly their parents) are getting older, which leads to an urgent concern on who can take care of these family Members with disabilities (those who do not need residential service) in the future. With the continued growth of elders with early dementia, the staff also need to explore new services to help these people.

‘Urban Oasis’ offers two separate services which include ‘Serene Oasis’ and ‘Garden’. The former helps to improve the community with early dementia and emotional problems through horticultural therapy, gardening and group activities; while the latter is leasing farmland to different families and organisations for planting use. These arrangements completely showcased the continued development of innovative services.

Urban Renewal Authority will continue the redevelopment project in the next decade, the Agency’s Kwun Tong Urban Renewal Social Service Team has all along been providing services in the community, and thus their work in this area is expected to keep expanding.

For employee benefits, the Agency has newly established scholarships (apart from the existing training allowance) in recent years to encourage employees to pursue further education in addition to providing medical insurance and funding different recreational activities. This is a good for cultivating talent and should be highly commanded.

In celebration of 60th anniversary of CFSC, I hope that with the guidance of the Board of Directors, support from the government and related bodies and the contribution of staff, Mr. Kwok can lead the agency to enter a new era, offer an even better community services and strive for a splendid future.