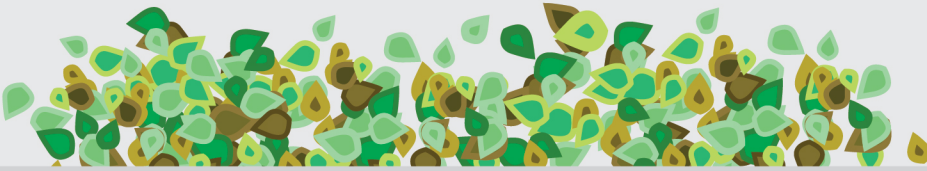


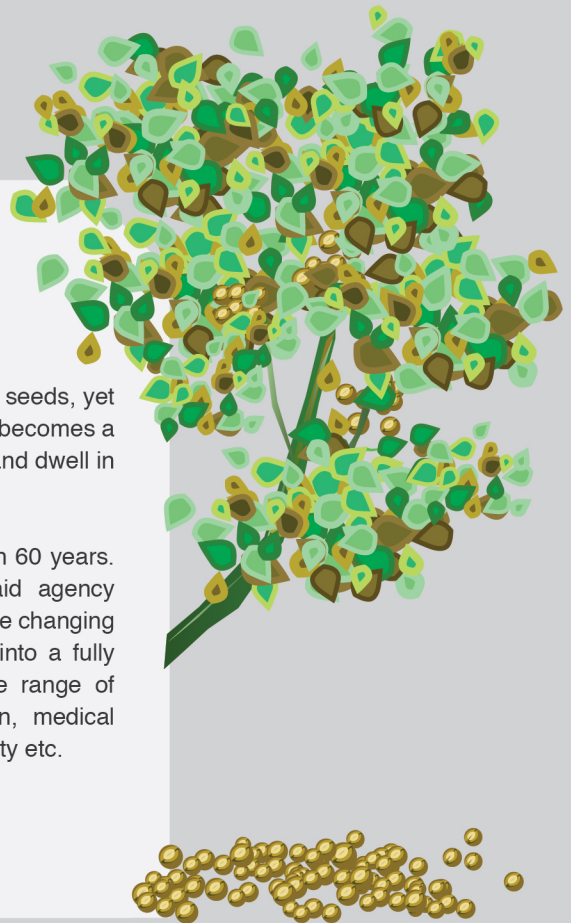
# 1 GENERAL



## Mustard Seed

“It (Mustard Seed) is the smallest of all the seeds, yet when full-grown it is the largest of plants. It becomes a large bush, and the birds of the sky come and dwell in its branches.” (Mt 13:32)

Caritas has been established for more than 60 years. At its inception, Caritas was a small aid agency dispensing relief services. In response to the changing needs of the society, it has today grown into a fully fledged organization that provides a wide range of services, including social work, education, medical care, community development and hospitality etc.



## 1.1 CHIEF EXECUTIVE'S REMARKS



### Trees Grown into Forest

This year's annual report adopted five plants as described in the bible, i.e., mustard seed, sycamore tree, olive tree, wheat and vine, to represent the core services of Caritas – Hong Kong including social work, education, medical, community and hospitality services etc. These services fully demonstrate the essence of Caritas - "Love in the service of Hope" - manifesting the love of God, paying close attention to the needs and desires of the vulnerable groups.

Caritas is like a big forest. The service units under Caritas are single trees in the forest. With varying scales among them, the units have a common vision and share the same view of Caritas. They unite together and make Caritas a great forest. Due to the vast coverage, the forest plays an important role in the reduction of carbon dioxide, provision of a home for the fauna, regulation of water flow and stabilization of soil. Likewise, Caritas services are provided through more than 200 units at over 140 locations throughout Hong Kong Island, Kowloon, New Territories and outlying islands. A wide variety of services is offered to the local residents and to those people in need of care and support. Caritas plays an indispensable role in promoting mutual understanding, care and concern as well as in building a harmonious inclusive society.

From the trees, buds sprout and new branches and leaves emerge and grow into a forest. Similarly, after years of effort, Caritas has grown from a small social welfare agency and developed into an organization providing diversified social services. Caritas has been established in Hong Kong for more than 60 years. It takes care of the last, the least and the lost within the community and provides them with the needed services and assistance. Each Caritas staff is like a seed. Everyone works hard in his own respective units and is dedicated in his service area. The development of the Agency is adopted as his personal goal so that every tree in the Caritas forest is growing prosperously.

I am particularly grateful to the enthusiastic support of the community for Caritas. Your generous contributions can be compared to the water and nutrients needed for trees. Through your wholehearted devotion and irrigation, Caritas is able to strive for excellence thus constantly providing quality service in the challenging environment of the rapidly changing society.

May God's mercy rest upon every service user, supporter and staff of Caritas – Hong Kong!

A handwritten signature in black ink, which appears to read 'Joseph Yim'. The signature is fluid and cursive, with a horizontal line above the main body of the name.

Rev Joseph T.L. Yim



## 1.2 CARITAS FUNDRAISING CAMPAIGN 2015 / 2016

Appeals for support and running bazaar stalls made to the parishes, schools and associations were met by encouraging responses. About 500 units, including parishes, mass centres, schools, organizations and Caritas service units participated in this year's Campaign. The six bazaars held in Hong Kong, Tuen Mun, Kowloon, Sha Tin, Tsuen Wan and Cheung Chau with over 470 stalls were operated by about 12,000 enthusiastic volunteers. The official opening of the Hong Kong Bazaar was officiated by the Hon Mrs Carrie Lam Cheng Yuet Ngor, GBS JP, Chief Secretary for Administration while that of the Kowloon Bazaar was officiated by the Hon Matthew Cheung Kin Chung, GBS JP, Secretary for Labour and Welfare. The other four bazaars were opened by local dignitaries.



- Mrs Carrie Lam participated in the stall games together with Cardinal John Tong and Most Rev Michael M.C. Yeung at the Hong Kong Bazaar



- Mr Matthew Cheung shopped around stalls at the Kowloon Bazaar

The Industrial & Commercial Bank of China (Asia) has taken up the chairmanship of the Campaign for 17 consecutive years. A total of \$30.62 million had been raised from the Campaign, which included \$6.86 million from the six bazaars, \$12.59 million from the sale of raffle tickets and \$11.17 million from patrons of the Campaign, corporate donors, individual benefactors and the Friends of Caritas (through fundraising activities including Charity TV Show and Golf Day).



- Thousands of visitors came to the six Caritas Bazaars for charity and for fun



- The professional performance of the Hong Kong Youth Symphony Orchestra and artists added colour to the Charity TV Show







- Around 100 golfers participated in the Golf Day which had raised a record high of \$1.3 million

## 1.3 CATHOLIC CHURCH LENTEN CAMPAIGN 2015 AND GRANT FROM LENTEN ALLOCATION

The Catholic Church Lenten Campaign Organizing Committee (“the Committee”) chose “Believe in God; Live in Love” for its theme. Caritas, serving as the Committee’s Secretariat, helped in the campaign by organizing promotion seminar, preparing press release, designing posters, managing the webpage, coordinating the printing and distribution of Lenten messages, printing “Way of the Cross” booklets, producing banners, Lenten Boxes and Paschal Lamb savings boxes for collection of donations.

With the support of parishes, Catholic schools and organizations, a total of \$6.95 million was raised in response to the appeal in 2015, as compared with \$7.04 million raised in 2014.

An amount of \$5.9 million was allocated to Caritas to fund the services for the needy through its social, medical care and education programmes.

In the spirit of solidarity, a sum of \$0.5 million was allocated for overseas and local emergency relief activities with Caritas providing the administrative and secretarial support.

Caritas supported the Committee in the Lenten Charitable School Award Scheme which received positive response from 103 Catholic schools and kindergartens with a total of 113,020 entries. Prizes were presented by Most Rev Stephen Lee to winners of the drawing, colouring and blog writing competitions in May 2015.



- Lenten Promotion Seminar 2015 by Most Rev Joseph Ha



## 1.4 STAFF POSITION

The total number of full-time staff was 5,374 as at 31 March 2016 which was close to the same date, last year's. The number of full-time staff for Social Work Services Division and Education Services Division were 56.6% and 26.8% respectively while the number of full-time staff for supporting services from local service coordination, central administration was only 3%. Due to economic downturn, the number of full-time staff for Hospitality Services dropped significantly by 16% through natural staff turnover.

The turnover rate of full-time staff for the period April 2015 to March 2016 was 19.2%, which was 2.2% less as compared to the year 2014/2015.

The total number of part-time staff was 1,742 as at 31 March 2016 which rose by 56.8% as compared to the year 2015. The significant increase was mainly from Community Education Service.

Diagram 1 shows the distribution of full-time and part-time staff as well as the manpower loss of full-time staff in various services.

Diagram 2 delineates the position of staff having served for 10 years or more by gender. The number of female staff constituted 73% of the long-serving staff members which was the same as last year's.

The Agency has started its succession planning to prepare for the retirement wave.

Diagram 1

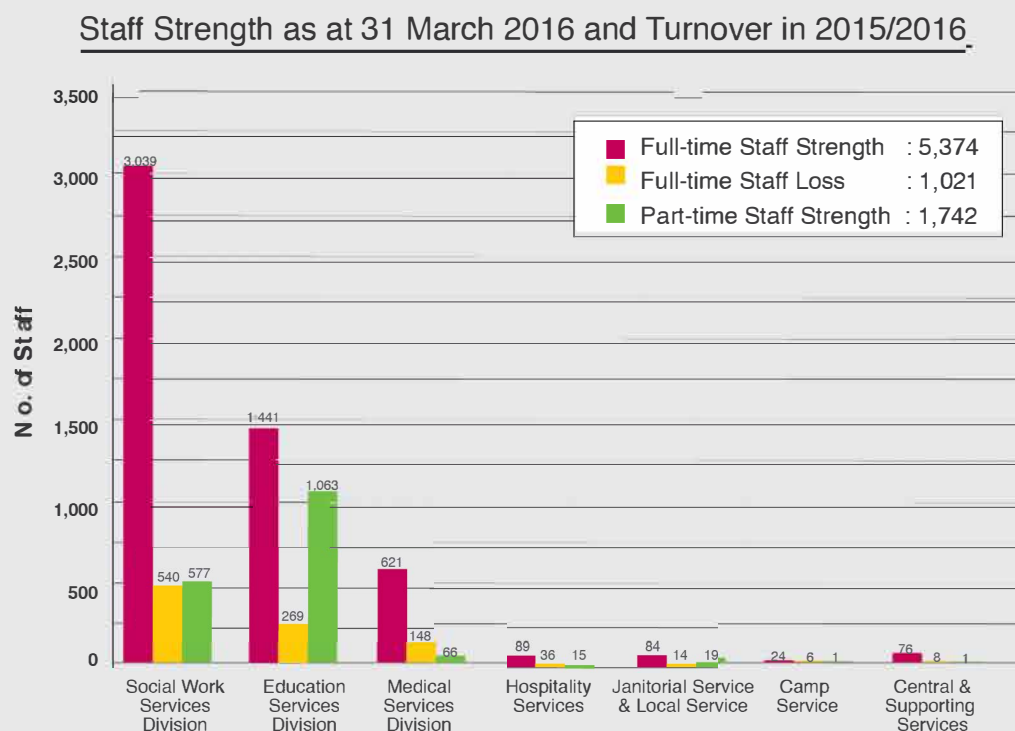


Diagram 2

Position of Long-serving Staff as at 31 March 2016

