

# ANNUAL REPORT

## 2022/23

### 二零二二至二零二三年

### 年度報告





A Driving Force  
for GOOD

推動社會正向力量



# TABLE OF CONTENTS 目錄

4	Message from Our Chairman 主席致辭
6	Rugby For Good Introduction 橄欖成長基金簡介
14	Vision, Mission, Core Values 願景、使命、核心價值
15	At a Glance 基金會一覽
20	Overview of the Year and Community Impact Events 年度回顧和社區效益活動
33	Projects and Future Projects 現行項目及未來項目
40	Financial Summary 財務摘要
42	ESG 環境、社會及管理



# MESSAGE FROM OUR CHAIRMAN



## A driving force for good: 10 years on!

2023 has been a milestone year, marking our 10<sup>th</sup> anniversary and our rebranding as Rugby For Good. First established in 2013 as the Hong Kong Rugby Union Community Foundation, our mission has been to harness the power of team sports – and more specifically rugby – to build a more inclusive community with a focus on well-being and social inclusion.

To further enhance our recognition as an independent charitable organization and the valuable work we do to serve our community, we are now known as Rugby for Good. This year, we celebrate a decade of successful cooperation with leading non-profit organizations and supporting corporation, enabling Rugby For Good to reach over **32,000 beneficiaries** through **16 active projects**, partnering with over **225 schools** in Hong Kong.

Rugby plays an important role in Hong Kong's social tapestry – indeed, it is one of the most visible sports in the sporting calendar, with Rugby Sevens always a high profile feature. We wish to extend the reach of this amazing team sport beyond elite level and leverage on the strong performances of our men's and women's national teams to make the benefits of rugby more accessible to different parts of society. We are particularly focused on bringing these benefits to the next generation of Hong Kong, the underprivileged, ethnic minorities and other marginalised groups. It has been truly so rewarding to see the ability of sport to break down social barriers. As we can finally put the Covid years behind us, Rugby for Good is well-positioned to ramp up our efforts. We have reflected on our mission, sharpened our vision, and refined our identity.

As we embark upon our second decade, we will build upon our foundation and efforts to bring together corporations, philanthropic partners, donors, as well as our devoted volunteers and staff as we work towards our mission of using sport as a mechanism for enhancing social inclusion. Together, we can serve the communities of Hong Kong.

I would like to express my heartfelt gratitude to all the partners and sponsors who support the cause we stand for. It is through their overwhelming support that Rugby for Good has been able to expand its reach and do more good for all."

- **Ben Harris, Chairman**  
Principal, OCP Asia

# 主席致辭



## 推動社會正向力量——我們十歲了！

2023 年對我們來說是個重要的里程碑，標誌著基金成立十週年及我們將品牌重塑成「橄欖成長基金 (Rugby For Good)」。我們自 2013 年以香港欖球總會社區基金成立以來，一直致力透過團隊運動的強大力量，以大眾身心健康和社會共融兩大焦點為主軸，建設更包容的社會。

我們為基金取了「橄欖成長基金」這個新名字，寄望未來能獲取更多作為獨立慈善組織的認可以及為我們服務社區的寶貴工作更多的肯定。今年，亦是見證我們與各個重要的非牟利團體合作十載和取得驕人成績的一年——我們透過 **16 個計劃** 與本港 **逾 225 所學校合作**，令超過 **32,000 人受惠**。

欖球是香港社會文化重要的一部分，更是年度體育盛事中最具影響力的運動之一，以香港國際七人欖球賽最受大眾矚目。我們冀這項令人著迷的團隊運動能觸及專業運動員以外的受眾，以男女國家隊的出色表現為鼓舞，更廣泛地推廣欖球運動的益處至不同社群。我們特別注重將這些益處帶給香港的下一代、弱勢群體、少數族裔和其他邊緣化群體。看到這項運動擁有打破社會隔膜的力量，我們感到非常恩惠。在這終於跨過疫情年代之際，橄欖成長基金已經作好加倍努力的準備，反思了我們的使命，確立了我們的願景，重新定義了我們的身份。

踏進第二個十年之始，我們以建立了的基石和努力，為企業、慈善合作夥伴、捐助者和一眾真誠的義工與員工充當橋樑，共同推動我們以運動來促進社共會融的願景。讓我們攜手，繼續為香港不同的社群服務。

在此，我謹向橄欖成長基金所有合作夥伴和贊助商致以由衷的謝意。因為你們的全力支持，我們才能不斷擴大服務範圍，繼續為各界作出貢獻。

- Ben Harris, 主席  
OCP Asia 首席執行官

# WHO WE ARE

# 關於我們

Rugby For Good is one of Hong Kong's premier community-led foundations, with an unwavering determination to unite our community through sports. Rugby For Good was established as the Hong Kong Rugby Union Community Foundation (HKRUCF) in 2013 with support from Hong Kong China Rugby (HKCR).

橄欖成長基金是香港領頭的社區發展基金會之一。在中國香港欖球總會的支持下，香港欖球總會社區基金（橄欖成長基金的前身）於 2013 年正式成立，致力透過運動團結各界，凝聚人心。

## What We Do 我們的工作

Through the power of Sport and Education, Rugby For Good strives to equip under-represented members of our community with skills, confidence, resilience, leadership, and tolerance that they can apply to their daily lives.

With two primary areas of focus, **Well-being** & **Social Inclusion**, we ensure growth and development for everyone, leaving no one behind.

橄欖成長基金透過運動與教育的強大力量，致力協助社會代表性不足的群體學習各種技能，幫他們建立信心、抗逆力、領導能力和寬容態度，讓他們將這些技能應用於日常生活中。

我們聚焦於**身心健康**和**社會共融**兩大領域，確保每個人都能健康成長和發展。



Well-being  
身心健康



Social Inclusion  
社會共融





## Board

We have formed a new independent Board, separate from HKCR, bringing together passionate and experienced individuals to oversee the management of Rugby For Good. The Board meets every two months to review the operations and provide guidance and strategic direction to our management team. (See on the right for their bio)

## Board Committees

To ensure that Rugby For Good operates effectively, the Board has established the following committees; Fund Raising Events Committee, The Nomination and Governance Committee, and the Youth Development Committee. These committees play an essential role in supporting the Board in fulfilling its responsibilities.

## From HKRUCF to Rugby For Good

The change of name of the organisation to become Rugby For Good.

## Safeguarding

All Rugby For Good staff are required to go through a Sexual Convictions Record Check and sign the HKCR Safeguarding Policy following mandatory attendance at a safeguarding workshop. A rigorous safeguarding reporting and response system are in place to deal with any safeguarding incidents, under the supervision of our Safeguarding Manager. Regular safeguarding trainings are provided to ensure all staff and coaches are supported to follow our best practice guidelines.

## 董事會

我們成立了新的董事會，與中國香港欖球總會分開運作。董事會由一群熱誠而經驗豐富的人士組成，負責監督橄欖成長基金的管理。董事會每兩個月舉行一次會議，以檢視基金運作情況，並向管理團隊提出適當指示和策略。（董事會成員簡歷詳見右方列表）

## 董事會委員會

為確保橄欖成長基金能有效運作，董事會設立了多個委員會，包括籌款和活動委員會、提名和管理委員會以及青年項目和發展委員會。這些委員會在支持董事會履行職責方面，均發揮著重要作用。

## 從香港欖球總會社區到橄欖成長基金

組織已改名為「橄欖成長基金」。

## 保障政策

橄欖成長基金所有全職員工都必須接受性罪行定罪紀錄查核，並於參與必修的保障工作坊後簽署《中國香港欖球總會保障政策》。在保障經理監督下，我們制定了一套嚴格的系統處理安全事故。我們亦定期向所有員工和教練提供保障訓練，以確保他們有效地跟隨保障指引。

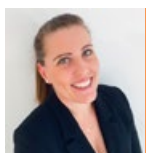




## Ben Harris — Chairman

Ben has been based in Hong Kong since 2000, starting as a banking lawyer with Stephenson Harwood before moving into investment management. Ben is now a Principal at OCP Asia, an Asia-focused alternative investment fund. Ben played as fly-half for Valley RFC and HKFC, as well as the Hong Kong XV's team. Ben is currently a coach at Valley Fort where his son plays. A proud Welshman, Ben is a past President of the St David's Society of Hong Kong and in that role was instrumental in raising significant funds for Hong Kong charities and arranging various community focused events.

Ben 於 2000 年移居香港，最初於羅夏信律師事務所任職銀行法律師，及後投身投資管理行業。現為亞洲另類投資基金 OCP ASIA 負責人。Ben 曾在華利欖球會、香港足球會以及香港 15 人欖球隊擔任接鋒，他目前還擔任赤柱炮台橄欖球會青少年隊的教練，其兒子也是球隊隊員之一。Ben 祖籍為威爾斯。在香港，他曾於 St David's Society of Hong Kong 擔任會長，期間曾為香港不同慈善機構籌集大量資金和舉辦不同社區活動。



## Rebecca Dance-Shuker

Becky has an extensive background in the charity sector generally and is a well-respected expert in the area of sport-for-development. She has held roles with a number of English Premiership football clubs, worked on the legacy programmes for the 2012 Olympic and Paralympic Games, and is currently Head of Development for Laureus Sport for Good where she leads business development and partnerships with funders, corporates, and philanthropic donors who via the Laureus movement give back to some of the most vulnerable children and young people around the world. In addition to her Laureus role, she Chairs the British Chamber Social Sustainability committee, and sits on various changemaker groups in APAC including the Richmond DEI committee championing the Disability workplace agenda.

Rebecca 在慈善界資歷豐富，在體育促進發展方面是一位專家，備受尊敬。她曾在多家英格蘭超級聯賽球會任職，亦曾參與 2012 年奧運會及殘奧會的體育遺產項目；目前是勞倫斯世界體育公益計劃的發展部主管，負責贊助方、企業和慈善捐贈者有關的商務發展和合作事宜，這些合作夥伴通過勞倫斯體育計劃，支援全球各地的弱勢兒童和青少年。Rebecca 亦是香港英商會可持續發展委員會主席，並在亞太地區多個倡議團體中任職，包括歷峰集團的多元共融委員會，負責殘疾人士工作場所議題。

**Jon Abel**

Jon Abel started his rugby at Kai Tak Mini Rugby Club in 1984 and was a product of Hong Kong's grassroots rugby, age grade squads and Senior Elite system culminating in the ultimate accolade in 2009 of becoming the first local player to captain the Hong Kong XV's team. He is an active coach at Sai Kung Stingrays Under 8's and Under 10's and is father to 3 children aged 4, 8 and 10. He has held committee and coaching roles at DeA Tigers and is an ex-Chairman of the club.

Jon 於 1984 年在啟德小型欖球會開展其欖球生涯。他出身於香港社區欖球會、分齡代表隊和精英培訓系統，在 2009 年成為首位擔任香港 15 人代表隊隊長的本地土生土長球員。Jon 目前是西貢魔鬼魚 U8 和 U10 的球隊教練，亦是三個孩子的爸爸，孩子分別為四歲、八歲和十歲。他同時是三軍會猛虎欖球會的委員會成員和教練，過往曾擔任球會的主席。

**Dave Greaves**

Dave has been the Chief Financial Officer of Hong Kong China Rugby since 2013 and has also served previously as a Director of the HKCR Community Foundation. Dave became a Fellow of the Institute of Chartered Accountants for England and Wales in 2019 and worked at PricewaterhouseCoopers in both Hong Kong and London prior to joining the HKCR. He is a graduate of the University of Birmingham with a bachelor's degree and a master's degree from the Institution.

Dave 自 2013 年起為中國香港欖球總會擔任財務總監，亦曾是香港欖球總會社區基金會董事。Dave 是英格蘭及威爾斯特許會計師公會的成員，在加入香港欖球總會前曾任職英國及香港的羅兵咸永道會計師事務所。他畢業於英國伯明翰大學，並擁有該學府的學士及碩士學位。



## Chris Brooke

Chris Brooke is the HKCR Chairman. Chris has lived in Hong Kong since 1979 and played rugby for Valley RFC throughout the 1990's and early 2000's. He also represented Hong Kong in a number of Asian Tournament and World Cup Qualifying matches between 1999 and 2001. Chris then lived in Beijing for eleven years, where he helped drive the growth of the Sports Beijing mini rugby programme, prior to returning to Hong Kong at the end of 2013.

Chris is a Chartered Surveyor by profession and has worked in the property sector in Hong Kong and the Asia Pacific region for the last twenty-eight years, providing strategic advice to both public and provide sector organisations in relation to all aspects of property development, ownership and occupation.

Chris 是中國香港欖球總會的主席，自 1979 年開始居住香港，於 1990 至 2000 年年代初期效力華利欖球會。在 1999 至 2001 年期間，他曾代表香港出戰多個亞洲欖球大賽及欖球世界盃外圍賽事，其後移居北京 11 年，在當地推動運動北京小型欖球計劃，於 2013 年年底回流香港。Chris 為一名特許測量師，過去 28 年服務香港及亞太區地產界，為各公共及私營機構就地產發展、擁有權及佔有權提供策略意見。





## Jacqueline Walsh

Jacqueline is a qualified lawyer in Hong Kong and the United States with over 25 years of experience in complex insolvency assignments, probate and matrimonial disputes, court appointments (provisional liquidator, liquidator, bankruptcy trustee, administrator), formal and informal corporate restructuring, private receiverships, financial investigations and directorship appointments. In the US, Jacqueline represented Chapter 7 and 11 bankruptcy trustees, creditors committees and corporate debtors.

During her 20 years in Asia, Jacqueline's restructuring and insolvency experience has spanned a range of industries, including retail, forestry, e-automobiles, property investment and development, aircraft, cold storage warehousing, trade and manufacturing. This experience includes restructuring of listed companies in Hong Kong by way of court appointment or as a director of the company, operational restructuring of private corporates, appointed as a receiver of shares to secure and realise assets, investigatory assignments including the pursuit and prosecution of legal complex claims, implementing schemes of arrangement and matrimonial disputes including division of family assets and maintenance and disputes on beneficial interests of assets. Many of these assignments have a cross-border focus including work in Hong Kong, PRC, Singapore, US, British Virgin Islands, Bermuda, Cayman Islands, Russia, Cyprus and Nigeria.

Jacqueline 是一位在香港及美國均具專業資格的律師，在多個範疇擁有超過 25 年經驗，包括複雜的破產轉讓、遺囑認證及婚姻糾紛、被法庭任命為臨時清盤人、清盤人、破產受託人及管理人、正式及非正式企業重組、私人接管、財務調查及董事任命等。在美國，Jacqueline 曾代表第 7 章及第 11 章破產案件受託人、債權人委員會和企業債務人。

在亞洲，Jacqueline 累積了 20 年企業重組及清盤經驗，橫跨不同行業，包括零售、林業、電動車、房地產投資及開發、飛機、冷庫倉儲、貿易及製造業等。有關重組及清盤項目涉及不同形式，包括以法庭任命或擔任公司董事的方式，對香港上市公司進行重組或對私人企業進行業務重組、被任命為股份接管人，以取得及變現資產、進行調查工作（包括就複雜的法律索賠案件進行追究及起訴）、處理償還債務安排及婚姻糾紛，當中包括家產分配與保障，以及資產受益權利的糾紛。這些工作有不少均屬跨境任務，涉及地區包括香港、中國大陸、新加坡、美國、英屬處女島、百慕達、開曼群島、俄羅斯、塞浦路斯和尼日利亞。

### Our Team 我們的團隊

Rocky Chow  
Peter Ng  
Emmy Chan  
James Owens  
Jung Ho Jung  
Aljon Rae Grospe  
Cheng Tik Him  
Yoyo Lee  
Jason Lai  
Alex Woo  
Danielle Miguel  
Moon Chan  
Jahsfer Angelo Enriquez

Chief Community Officer 首席社區發展總監  
Head of Operations 項目總監  
Project Funding Manager 項目發展經理  
Programme Development Manager 項目發展經理  
Curriculum Development Manager 課程發展經理  
Project Manager 項目經理  
Assistant Project Manager 助理項目經理  
Senior Project Officer 高級項目幹事  
Project Officer 項目幹事  
Project Officer 項目幹事  
Project Officer 項目幹事  
Project Assistant 項目助理

### Our Ambassadors 我們的大使

Jim Hamilton  
Graeme Morrison  
John Barclay  
Jamie Tsang  
Royce Chan

Scottish RFU and Saracens Rugby Player 欖球員  
Scottish RFU and Saracens Rugby Player 欖球員  
Scotland International Captain 隊長  
Former Hong Kong China XV's Captain 前隊長  
Former Hong Kong China VII's Captain 前隊長,  
Head of Women's Performance — Hong Kong,  
China Rugby 女子高水平欖球總監







## Our Vision

A brighter future, where everyone has a sporting chance at better health and lifelong benefits that come from play-based learning.

## 願景

創建更美好未來，讓所有人都有機會通過以遊戲為主的學習模式，保持健康，並終身受益。

## Our Mission

To empower young people with social and emotional skills, and for them to actualise their potential through the power of sport and education.

## 使命

賦權年輕人建立社交和情感溝通技巧，並鼓勵他們通過運動和教育發揮個人潛能。



Connect  
聯繫



Play  
參與



Grow  
成長



# AT A GLANCE

## 基金會一覽

Rugby For Good celebrated our tenth anniversary this year as we refreshed our brand and sharpened our approach to ensure that we are well positioned to embrace the next decade of our journey in bringing rugby to diverse communities in Hong Kong.

橄欖成長基金今年慶祝成立十週年，我們因此進行了品牌重塑和策略重整，確保以最佳狀態迎接下一個十年的旅程，並向更多社區群組推廣欖球運動。

This journey is not just about sharing our love of the game but, more importantly, about sharing the spirit, values, and inclusion embodied by our sport. Our overriding mission is to level the playing field for all members of the community and provide them with opportunities to connect, play, and grow as they develop skills for their personal development. And what better medium than doing it through the game we love?

在這旅程我們不只向大眾分享我們對欖球的熱情，更重要的是不斷推廣欖球運動展現的精神、價值觀和包容性。我們最重要的使命是為社區內所有成員提供公平的競爭環境，讓他們有機會互相連繫、一起運動和成長。同時培養他們各種技能，促進個人發展。以大家喜愛的遊戲作為學習媒體更可事半功倍。

As we look back on the last year, we can celebrate a pivotal time in a decade defined by transformative growth. Among our many highlights:

當我們回顧過去的一年時，我們可以慶祝十年來以變革性成長為標誌的關鍵時刻。我們的眾多亮點包括：

#### A Name Change

To mark our commitment to supporting the diverse communities in Hong Kong, we have refreshed the brand of the Hong Kong Rugby Union Community Foundation to make what we do more accessible for everyone. Looking ahead, we have become known as **Rugby For Good**, encapsulating the heart of our mission. Rugby has a unique vaulted position in the cultural fabric of Hong Kong, and we want to use this as a driving force for positive change. At the same time, we have launched a new logo with two rugby balls meeting to form a heart. We hope this conveys the message that we are using sport to reach out to the hearts and minds of the people around us.

#### 重新命名

為體現我們建設多元社區的承諾，我們為香港欖球總會社區基金重塑品牌，讓大眾容易理解我們的工作。基金現已改名為「**橄欖成長基金**」，充份展現我們的核心使命。欖球在香港本地文化擁有獨特的位置，我們希望以這項運動推動社會正向力量。與此同時，我們為基金推出了全新標誌，將兩個欖球相連形成一顆心，以示我們致力透過體育感動人心。



### Refining Our Approach

The joy of rugby can be shared by everyone. At Rugby For Good, we want to harness the power of the game to build a more inclusive community and use it as a platform for positive change – bringing together people from all different walks of life and uniting them and making Hong Kong a better place for all. We have consolidated all of our play-based learning programmes around two primary areas of focus: **Well-being & Social Inclusion**. The organisation supports a variety of initiatives to empower young people, women and the wider community, helping them achieve their potential through the power of sport and education. In short, our approach is built around 3 clear principles:

- i) utilising rugby-inspired play-based learning;
- ii) ensuring that all programming is intentionally designed to promote Well-being or Social Inclusion;
- iii) leveraging measurable and data-driven processes to drive transformational change.

### 重整策略

橄欖球之樂是人人都能享受。橄欖成長基金希望透過橄欖球的強大力量，建設更包容的社區和推動積極轉變的平台，團結各行各業的人，令香港成為更美好的地方。我們所有以遊戲為主的學習項目均圍繞著兩大理念：**身心健康與社會共融**。我們致力支持旨在賦予年輕人、女性和廣大社區更強大力量的舉措，好讓他們能透過體育和教育的力量發揮個人潛能。我們的策略建基於三大明確的原則：

- i) 所有學習活動均由橄欖球啟發、以遊戲學習為主；
- ii) 所有項目均以特定設計內容促進人們身心健康或社會共融；
- iii) 透過量度成效和數據驅動的流程來推動轉變。



# CELEBRATING 10 YEARS!

## 慶祝十周年！

In the 10 years since our founding, Rugby For Good has grown to provide 16 programmes for over 32,000 beneficiaries in 225 schools across all 18 Districts of Hong Kong.

自成立以來的十年間，橄欖成長基金不斷發展壯大，為香港十八區 225 所學校的 32000 多名受益人提供了 16 個項目。

Marginalisation often comes from systemic exclusion and can make it very difficult for disadvantaged children and youth to participate fully in their community. Our ongoing Social Inclusion programmes have continued to help students and youth from the margins engage and interact through play, achieve shared goals that are meaningful to them, and improve their health and wellbeing through community participation. Similarly, our Well-being programmes have worked to destigmatise mental health and used the sport of rugby to provide an opportunity for participants from a range of different backgrounds to build support networks and access important learnings around mental wellness to support themselves and their peers. In this way, we have brought the pure joy of sport – as well as the skills, confidence, and inspiration that come with it – to some of our communities that need it most.

邊緣化往往源自制度性排斥，令弱勢兒童和青少年難以投入社區。我們現正進行的社會共融計劃，持續協助邊緣學生和青少年透過運動走進社區，和社區互動，實現對他們有意義的共同目標，從而促進其身心健康，並更投入社區。此外，我們的身心健康項目致力為心理健康去污名化，並透過橄欖球為背景各異的參加者建立支援網絡，給予他們及其身邊的同齡人士重要支持，同時為他們提供心理健康的資訊。透過上述方式，我們成功令不少需要支援的社區感受到運動最純粹的樂趣，這亦有助他們學習新技能、增強自信和得到啟發。

As we look forward, we are excited to continue to build on our approach – strategically designed around social inclusion and wellbeing – and deliver play-based learning programmes to generate tangible outcomes for vulnerable members of our community. We are proud of our journey to become one of Hong Kong's leading community-led organisations, and recognize this was only possible thanks to the support of our philanthropic partners, donors, active members, and volunteers; we look forward to continuing to work together as we pursue our shared commitment to use sports as a catalyst to drive positive change in the community.

展望未來，我們會繼續積極推進以社會共融和身心健康為本的策略，推行以遊戲為主的學習項目，為弱勢社群成員帶來切實的學習成果。橄欖成長基金已發展成為香港領先的社區主導組織之一，我們為此深感自豪，並深明如此成就全賴我們的慈善合作夥伴、捐助者、活躍成員和義工的持續支持和付出。我們期望繼續與大家一同努力，秉持共同承諾，利用體育推動積極社區轉變。

Our Impact  
我們的影響力

18

Districts  
個地區

16

Active Projects  
個活躍項目

225

Schools in Partnership  
間參與學校

32,435

Beneficiaries  
位受惠人

# OVERVIEW OF THE YEAR AND COMMUNITY IMPACTS EVENTS

## 年度概覽及社區項目

### Jockey Club Rugby United Programme

01

#### 賽馬會「友情達陣」欖球計劃

The Jockey Club Rugby United Programme uses the sport of rugby as a vehicle to **deliver important life skills to children in Hong Kong**. The project brings together youngsters from a range of socioeconomic and ethnic backgrounds to build understanding and friendship and teach important skills including teamwork, respect, positive thinking, determination, leadership, and embracing diversity.

賽馬會「友情達陣」欖球計劃以欖球運動為載體，**致力向兒童傳授各種重要技能**。年輕參加者來自不同的社會和民族背景，他們將會透過合作互相認識、建立友誼和學習團體合作、尊重、正面態度、決心、領導能力和擁抱多元化等重要技能。

20+

Schools  
Participated  
間學校參加

700+

Students  
Benefited  
位學生受惠

3

Fun Days  
欖球同樂日

2

Regional Rugby  
Experience Days  
中港欖球體驗日



Jockey Club Rugby United Programme, 賽馬會「友情達陣」欖球計劃



## Tackling Language

02

### 嘉道理基金會「Tackling Language」計劃

The Kadoorie Charitable Foundation Tackling Language uses rugby as a medium to **promote social inclusion by facilitating the integration of students from different cultural and language backgrounds**. We leverage the team dynamics and core values of rugby to boost youngsters interest in second language learning and build their communication confidence to help them thrive within and outside of the school classroom.

嘉道理慈善基金會 Tackling Language 以欖球為媒介，幫助文化和語言背景各異的學生融入社會，並促進社會共融。活動透過欖球的核心價值和團體活動性質，提高青年人學習第二語言的興趣，並增強他們與別人溝通的信心，從而在學校內外茁壯成長。

6

Schools  
Participated  
間學校參加

100+

Students  
Participated  
位學生參加

2

Joint Training  
場聯校訓練  
(28/03/23 & 19/05/23)

2

Tournament  
場比賽  
(03/07/23)



Tackling Language, 嘉道理基金會「Tackling Language」計劃

## Embrace Wellness — Youth Training Programme

03

### 擁抱健康——青少年欖球訓練計劃

Thanks to the support of HSBC's Community Partnership Programme, we were able to deliver the Embrace Wellness — Youth Training project. This initiative was developed in response to the impact of the COVID-19 pandemic on youth, with limited access to daily outdoor activities and a significant increase in mental health issues. In partnership with the Hong Kong Federation of Youth Groups and Revolution Sports and Recreation Club, **we delivered a year-long integrated rugby and mental wellness curriculum to over 40 boys and girls aged 6-14 from underprivileged backgrounds in the Kowloon City District.**

We also partnered with KELY Support Group to **deliver two mental health workshops for parents**, to help equip them with the knowledge and tools to support their children when they face mental health challenges and to build greater resilience.

擁抱健康——青少年欖球訓練計劃在滙豐香港社區夥伴計劃的支持下，我們推出擁抱健康——青少年欖球訓練計劃。此項目之推行，源於新冠疫情對青少年的影響，當時他們的日常戶外活動受到限制，這愈發加重其心理健康所面對的挑戰。我們與香港青年協會及革命之旅體育遊樂會合作，**為九龍城區超過 40 位 6 至 14 歲的弱勢兒童及青少年提供為期一年的欖球及心理健康綜合課程。**

此外，今年我們與啟勵扶青會合作，**為參加者的家長舉辦了兩場工作坊**，向他們教授各種知識和方法，以幫助其子女面對心理健康有關的挑戰和培養更強抗逆力。

**This year we held 本年活動：**

- 25** Integrated Rugby Training Sessions with Rugby Skills and Mental Wellness Education  
場綜合欖球訓練課程，內容包括欖球技巧和心理健康教育
- 3** Community Days (December, April, August)  
次社區日（十二月、四月、八月）
- 2** Hong Kong Sevens Visits (November, April)  
次參觀香港七人欖球賽（十一月、四月）
- 2** Themed Parent Workshops (December, April)  
個家長主題工作坊（十二月、四月）
- 1** Exhibition Booth in the HSBC Community Festival (November)  
次在「滙豐香港社區節」設置展覽攤位（十一月）





Embrace Wellness — Youth Training Programme,  
擁抱健康——青少年欖球訓練計劃



## Square Mile Sport: Domestic Helpers Rugby Programme

04

### Square Mile Sport: 外藉家庭傭工欖球計劃

With the funds raised from Bloomberg Square Mile Relay, we were able to expand support for our migrant domestic worker rugby program, which **aims to breakdown prejudice, promote inclusion, and raise awareness of mental health issues.**

Our Social Inclusion for Helpers Project now **encompasses three teams with over 150 participants** – Eagles Ladies Rugby Club, Kowloon Rays Rugby and FDH Unite. Coaches from these three clubs **delivered 22 integrated rugby and mental health training sessions for their members.**

In addition, **we organised two touch rugby tournaments** that gave the 3 teams an opportunity to play with local rugby clubs, building friendships and understanding in an inclusive environment.

我們得到 Bloomberg Square Mile Relay 資金資助，推出外藉家庭傭工欖球計劃，以加強對外傭的支援。計劃旨在消除歧視、推廣包容，並提高外傭對心理健康問題的認識。

我們的「外傭共融計劃」現擁有三支欖球隊，分別為 Eagles Ladies Rugby Club、Kowloon Rays Rugby 及 FDH Unite，參加者逾 150 人。這三個球會的教練為會員舉辦了 22 場欖球及心理健康綜合訓練課程。

此外，我們舉辦了兩場非撞式欖球錦標賽，讓三支欖球隊有機會與本地欖球會互相較勁、建立友誼，並學習不同文化。

This year we held 本年活動：

22

**Integrated Rugby Training Sessions with Rugby Skills and Mental Wellness Education**

場綜合欖球訓練課程，內容包括欖球技巧和心理健康教育

2

**Rugby Tournaments for Social Inclusion**

場促進社會共融的欖球錦標賽



Square Mile Sport: Domestic Helpers Rugby Programme, Square Mile Sport: 外籍家庭傭工欖球計劃



## Deaf Rugby Programme with Wilson Group

05

### 威信集團聾人欖球計劃

This project aims to use rugby as a medium to **help members of the deaf community enhance their self-esteem and self-confidence** and through engagement sessions with the wider rugby community **promote awareness and understanding of the challenges they face**. Through the provision of sport in a safe and inclusive environment we also aim to encourage new positive exercise habits that in turn will bolster physical and mental well-being.

此計劃以欖球作為媒介，幫助聾人社區提升其自尊及自信，並讓他們與廣大的欖球社區互動，令大眾更認識聾人社區及聾人面對的問題。另外，本計劃致力為參加者提供安全和具包容性的學習環境，鼓勵他們養成良好的運動習慣，以促進其身心健康。

#### Major Events 主要活動：

# 5-9<sup>th</sup> Apr 23

World Deaf Sevens Argentina  
阿根廷聾人七人欖球世界盃

# 22<sup>nd</sup> Jun 23

Community Day  
社區日



Deaf Rugby Programme with Wilson Group, 威信集團聾人欖球計劃



## Rugby English Active Learning (REAL) Programme with SCOLAR 語常會「英語欖球學習計劃」 06

This programme aims to **foster interest among students in learning English and communicating more confidently** by delivering language, values and rugby training in a fun environment outside the classroom.

Each participant is given an English "Rugby book" at the start of the programme which outlines the content and objectives of the 4 REAL sessions, which are then delivered by Native English-speaking coaches.

此計劃提供有趣的校外環境，向學生教授外語和正面價值，並提供欖球訓練，從而激發學生對學習英語的興趣，亦令他們更有信心與別人溝通。

計劃開始時，每位參加者均會獲贈一本以英文撰寫的「欖球書」。當中概述了四節 REAL 課程的內容和學習目標，課程會由以英語為母語的導師負責教授。

# 40

Schools Participated  
間學校參加

# 1,320

Students Benefited  
位學生受惠



Rugby English Active Learning (REAL) Programme with SCOLAR, 語常會「英語欖球學習計劃」

## Ageas Inclusive Rugby Programme

07

### 富通共融欖球計劃

This programme offers students from Special Schools with a range of physical and/or mental challenges the **opportunity to engage in a team sport with the objective of tackling isolation and boosting participants' self-confidence and self-esteem** by creating opportunities through rugby that increase their sense of pride.

**KPI:** We partner with Special Schools, and each school has **a class of up to 20 students** who will participate in **16 training sessions** culminating in **the Inclusive Inter School Rugby Sevens Competition Day** at the end of March and **a trip to the Cathay/HSBC Hong Kong Sevens**.

This year total **7 schools** with **93 students** joined the programme.

此計劃以特殊學校的學生為對象，這些同學在身心方面均面對不同挑戰。欖球能增強個人自豪感，本計劃讓參加者有機會參與團隊運動，從而打破孤立感，並加強自信和尊嚴。

**關鍵績效指標 (KPI):** 我們與特殊學校合作，每間學校會派出最多 **20 名學生參與 16 次培訓活動**。最終參與三月底舉行的**共融校際七人欖球比賽日**，以及參觀**國泰航空／滙豐香港國際七人欖球賽**。

今年有 **7 間學校共 93 名學生** 參與此計劃。

Major Events 主要活動：

# 10<sup>th</sup> Mar 23

Inclusive Inter School Rugby Sevens  
共融校際七人欖球比賽日

## 6

SEN Schools Participated  
間(SEN)學校參加

## 59

SEN Students Participated  
位(SEN)學生參加



Ageas Inclusive Rugby Programme,  
富通共融欖球計劃

## Po Leung Kuk Buddy Rugby with Ageas

08

### 「保良百·錦欖出友情」計劃

The Buddy Rugby concept was developed with Po Leung Kuk to **bring together students from special and mainstream schools to play, learn and grow together through joint schools' trainings and events.**

A series of basic rugby skills sessions are held initially in the separate schools before the students come together for two joint annual events, a "Christmas Fun Day" in December and "Fun Sharing Ceremony" in May.

「保良百·錦欖出友情」計劃的概念由本基金及保良局共同構思。計劃把特殊學校與主流學校配對，學生通過聯校訓練和比賽，一起運動、學習和成長。

各間學校會參與一連串的基礎欖球訓練，其後學生會參加兩項聯校活動，分別為十二月的「聖誕同樂日」和五月的「共融欖球分享會」。

#### Major Events 主要活動：

# 10<sup>th</sup> Dec 22

Christmas Fun Day  
聖誕同樂日

# 30<sup>th</sup> Jun 23

Fun Sharing Ceremony  
同樂典禮



Po Leung Kuk Buddy Rugby with Ageas, 「保良百·錦欖出友情」計劃



## Jockey Club "All About Rugby" Programme — Rugby Spirit Programme

09

### 賽馬會欖球齊起計劃 —— 一攬雄心欖球計劃

This is a programme **in partnership with Integrated Brilliant Education** to use rugby sessions as a medium to **encourage students from Non-Chinese Speaking communities to practice their Cantonese language skills** and build confidence in communication.

此計劃由本基金及匯成教育中心合辦，透過欖球活動鼓勵非華語社區的學生嘗試以廣東話溝通，建立其技巧和信心。

#### Major Events 主要活動：

# 12<sup>nd</sup> May 23

1<sup>st</sup> IBEL Fun Day  
首次 IBEL 同樂日

# 80

Students Participated  
位學生參加

# 1<sup>st</sup> Jul 23

2<sup>nd</sup> IBEL Fun Day  
第二次 IBEL 同樂日

# 92

Students Participated  
位學生參加



IBEL Fun Day, IBEL 同樂日

## Rugby for Children with ADHD and their Families

10

### 關顧 ADHD 兒童親子欖球計劃

This programme uses rugby to deliver value-based education to children with ADHD and equip their parents with the skills needed to promote a positive learning environment on and off the pitch. It also encompasses community integration with children being provided with a pathway to join a local rugby club.

這個計劃透用欖球向專注力失調及過度活躍症 (ADHD) 兒童灌輸各種價值觀教育, 並為他們的父母提供在球場內外促進積極學習環境所需的技能。它還包括社區融合, 為兒童提供加入社區欖球會的途徑。



Rugby for Children with ADHD and their Families, 關顧 ADHD 兒童親子欖球計劃



## Edrington Community Rugby Engagement Programme

11

### 愛丁頓社區欖球計劃

The Edrington Rugby Programme **targets teenagers from underprivileged backgrounds through schools and NGOs in 5 districts**. Participants are encouraged to develop new positive exercise habits that in turn enhances their physical and mental well-being.

愛丁頓欖球計劃透過本港五個地區的學校和非牟利組織，服務來自弱勢背景的青少年。本計劃鼓勵參加者養成良好的運動習慣，從而改進其身心健康。

#### Major Events 主要活動：

# 14<sup>th</sup> Apr 23

Sham Shui Po District Fun Day  
深水埗區同樂日

# 21<sup>st</sup> Jul 23

Tin Shui Wai District Fun Day  
天水圍區同樂日

## 250-280

10-16 Year Old's Local School Children Benefited  
位 10-16 歲本地學校學童受惠



Edrington Community Rugby Engagement Programme, 愛丁頓社區欖球參與計劃



# PROJECTS AND FUTURE PROJECTS

## 現行項目及未來項目

### Jockey Club Rugby United Programme (JCRU) 01 賽馬會「友情達陣」欖球計劃

This year JCRU aims to deliver **demo sessions in 24 schools for an estimated 2,880 students**, along with training sessions in a total of 27 schools.

Schools will be given the **opportunity to join 3 value-themed Rugby Fun Days** bringing together all students in a series of interactive and educational games and activities.

They will also be received an invitation to **visit the Cathay/HSBC Hong Kong Sevens** and apply for **rugby exchange tours to the Greater Bay Area**.

本計劃今年的目標為 **24 間學校提供欖球示範課**，估計將有 **2880 名學生參加**。此外，共 27 間學校會參與訓練課程。

學校將有機會參與**三次以某個特定價值為主題的欖球同樂日**，讓眾學生聚首一堂，參與互動遊戲和具教育內容的遊戲和活動。

他們亦會獲邀參觀**國泰航空／滙豐香港國際七人欖球賽**，並可以申請參加**大灣區欖球交流之旅**。

# 24

Schools Participated  
間學校參與

# 2,880

Students Benefited  
位學生受惠



## Domestic Worker 家庭傭工

02

This season we will pilot a Sunday touch rugby league for the 6 Migrant Domestic Worker teams and aim to further grow interest and participation in the community.

我們將在這個球季為六支外傭欖球隊試行周日非撞式欖球聯賽，旨在進一步提高社區對欖球的興趣和參與度。



## HKFYG Embrace Wellness — Youth Training Programme 03

### 香港青年協會擁抱健康——青少年欖球計劃

This year Embrace Wellness — Youth Training Programme will aim to;

- Provide **10 integrated rugby and mental health sessions** for youngsters to **develop mental health knowledge** in an active, structured and inclusive learning environment.
- Provide **18 rugby sessions for youth** to develop new **positive exercise habits**
- Deliver **2 mental health workshops for parents** with support from KELLY Support
- Organise **a community festival** to facilitate the integration of youth with wider community in order to expand their support network
- **Encourage participants to join a local rugby club** to continue their long term engagement with the sport

擁抱健康-青少年欖球訓練計劃今年的目標如下：

- **為青少年提供十場綜合欖球及心理健康課程**，讓他們在積極、有系統和包容的學習環境下認識心理健康
- **舉行十八節欖球課堂**，助青少年養成良好的運動習慣
- 在啟勵扶青會支持下，**為家長舉辦兩場心理健康工作坊**
- **舉辦社區節**，助年輕人融入廣大社區，從而擴大其支援網絡
- **鼓勵年輕人加入地區欖球會**，並持續參與欖球活動

**10** Integrated Rugby and Mental Health Sessions  
場欖球及心理健康課程

**18** Rugby Sessions  
項欖球課程

**2** Mental Health Sessions for Parents  
場向家長教授心理健康知識的工作坊

**1** Community Festival  
社區節



## Tackling Language

04

### 嘉道理基金會「Tackling Language」計劃

In the coming year we aim to expand from eight to ten schools, which would equate to almost 2,000 students participating in the associated activities such as demos, training sessions, joint training, and an annual tournament.

我們計劃在今年擴大 Tackling Language 的覆蓋範圍，目標對象由八間學校增至十間，預計約 2000 位學生會參與包括示範、訓練課程、聯合訓練和年度比賽等活動。

10

Schools will be Recruited  
間學校將會參與

2,000+

Students will be Benefited  
位學生將會受惠







## Deaf Rugby Programme with Wilson Group 威信集團聾人欖球計劃

05

In the upcoming year, our plans include organising 2 Fun Days, an Easter course, and a summer course in collaboration with the Hong Kong Society of the Deaf. We will also **continue to work with the Lutheran School for the Deaf and offer a demo & training course for their students.**

在未來一年，我們計劃與香港聾人福利促進會聯辦兩次同樂日、復活節和暑期訓練班，此外，我們將繼續與路德會啟聾學校合作，為他們的學生提供示範和訓練課程。

2

Fun Days  
次同樂日

1

Easter Course  
個復活節訓練班

1

Summer Course  
個暑期訓練班





## Rugby English Active Learning (REAL) Programme with SCOLAR

06

### 語常會「英語欖球學習計劃」

This year REAL Programme will again target 40 primary schools (Primary 4-6), but widen our offering to include a "Train the Trainers" workshop that will be offered to teachers from all participating schools. Upon completion of the workshop, teachers will become PLUS coaches, able to deliver sessions alongside our Rugby for Good PLAY coaches.

今年此計劃會繼續以 40 所小學（小四至小六學生）為目標受眾，並加添為參加本計劃的教師而設的「教練培訓」工作坊。教師在完成工作坊後，將成為 PLUS 教練，並與橄欖成長基金的 PLAY 教練一起授課。

40

Primary Schools (P4-6)  
間小學（小四至小六）

1,320

Students Participated  
位學生參加



## Rugby for Children with ADHD and their Families

07

### 關顧 ADHD 兒童親子欖球計劃

We have identified a clear set of qualitative and quantitative KPIs for this program;  
我們為本計劃定下了清晰的 KPI:

#### KPI 1

A community that is more open to dialogue and conversation around mental health challenges within the sporting context.

在學習運動的環境下，社區成員能夠開放坦誠地討論心理健康的種種挑戰。

75%

of youth players have an increased willingness to share challenges with their teammates/coaches

的青少年球員比以前更願意與隊友或教練討論他們面對的挑戰

75%

of coaches and youth players increase awareness of the relationship between positive mental health and sport performance

的教練和青少年球員比以前更明白良好心理健康與運動表現之間的關係

#### KPI 2

Improvement in help seeking behaviour among youth & the ability of coaches in supporting them through the process.

青少年更主動尋求協助，教練在過程中亦更能對他們給予支持。

75%

of coaches can identify at least 2 ways to support their youth players

的教練能夠找到最少兩種支持青少年球員的方法

75%

of youth players are able to identify 2 people they could reach out for support

的青少年球員在需要支援時能找到最少兩個人幫忙

#### KPI 3

Improvement in the skills and ability of youth players to manage their mental health throughout stressors they may face both on and off the playing field.

青少年球員應對心理健康問題的技巧和能力有所改善，較能處理他們在球場內外面對的壓力。

75%

of youth players can identify at least 2 healthy coping strategies for themselves

的青少年球員能為自己找到至少兩種健康的辦法應付問題

#### KPI 4

Improvement in overall performance and health – Number of sick days (physical or mental health related) within an acceptable amount for youth players.

整體表現和健康均得到改善——青少年球員請病假天數（與身體或心理健康有關）在可接受的範圍內。

# FINANCIAL SUMMARY 財務摘要

## Statement of Financial Position as at 30<sup>th</sup> April 2023

### 截至 2023 年 4 月 30 日之財務狀況表

	2023 (HK\$)	2022 (HK\$)
<b>Current assets 現有資產</b>		
Trade receivables 貿易應收帳款	1,734,436	516,189
Prepayment 預付款項	9,373	8,600
Cash and cash equivalents 現金及現金等價物	10,771,393	10,318,826
Amount due from Hong Kong China Rugby Union 中國香港欖球總會應收款項	366,028	301,806
	<b>12,881,230</b>	<b>11,145,421</b>
<b>Current liabilities 流動負債</b>		
Other payables, accruals and deferred income 其他應付款項、應計費用及遞延收入	4,120,854	3,189,840
	<b>4,120,854</b>	<b>3,189,840</b>
<b>Net current assets 流動資產淨值</b>	<b>8,760,376</b>	<b>7,955,581</b>
<b>Net assets 淨資產</b>	<b>8,760,376</b>	<b>7,955,581</b>
<b>Financed by 資助者</b>		
Retained profit 保留盈餘	<b>8,760,376</b>	<b>7,955,581</b>

Income Statement for the Year Ended 30<sup>th</sup> April 2023

## 截至 2023 年 4 月 30 日止年度損益表

	2023 (HK\$)	2022 (HK\$)
<b>Income 收入</b>		
Donations and sponsorship 捐款及贊助	5,361,164	4,213,556
Programme income 項目收入	554,739	483,165
Sundry income 雜項收入	26,377	229
Commission income 佣金收入	154,617	--
	<b>6,096,897</b>	<b>4,696,950</b>
<b>Expense 支出</b>		
Programme costs 項目支出	(2,472,094)	(1,240,196)
Donations 捐款	--	(110,530)
Staff costs 人員成本	(2,682,048)	(2,371,743)
Auditor's remuneration 核數師酬金	(76,000)	(55,620)
Other expenses 其他支出	(61,960)	(28,530)
	<b>(5,292,102)</b>	<b>(3,806,619)</b>
Profit before taxation 除稅前利潤	804,795	890,331
Taxation 稅	--	--
<b>Profit for the year 本年利潤</b>	<b>804,795</b>	<b>890,331</b>



# ENVIRONMENT

## 環境

We are working towards increasing our environmental sustainability and are taking key steps towards hosting "green" community events and tournaments, with an emphasis on eliminating plastic waste through the reduction of single use plastic (including water bottles) and moving towards sustainable, recycled, and environmentally friendly trophies and souvenirs.

Some of the environmentally friendly initiatives that we have already started to implement are as follows:

- Collection and re-use of rugby kit through the Redbox collection container at King's Park
- The re-use and re-distribution of unbranded rugby balls
- Increase the use of trophies and medals made from environmentally friendly materials

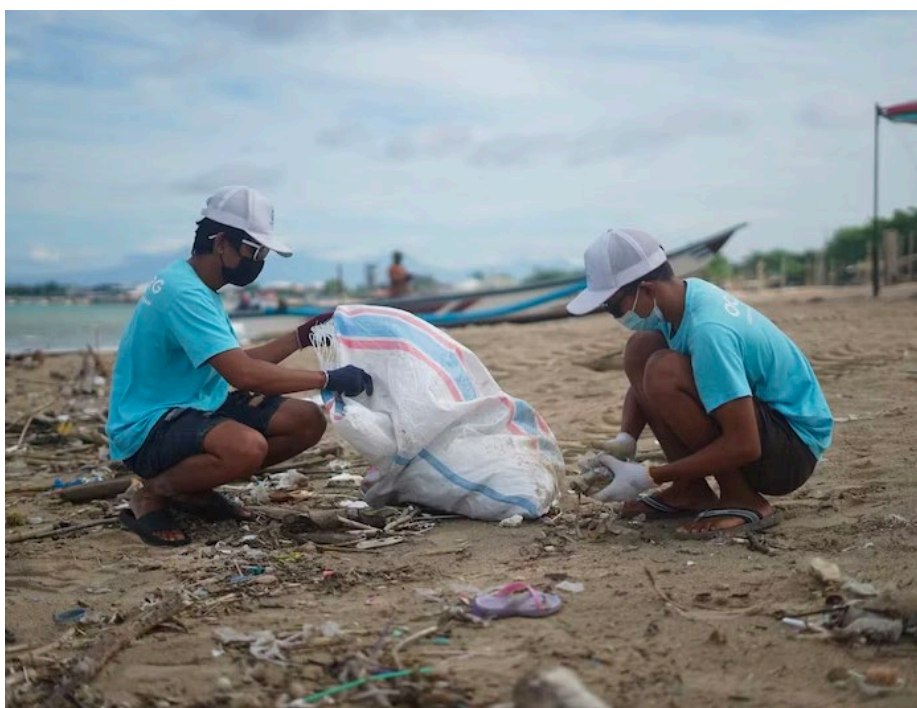




我們積極推動環境可持續性，舉辦綠色社區活動和錦標賽等關鍵環保項目，並減少使用即棄塑膠產品（包括膠樽等），從而為社區減少塑膠廢物。此外，我們已逐步轉用以回收物料製造的獎盃和紀念品，以配合我們的環保和環境可持續性方針。

我們已經開展的部分環保行動如下：

- 透過京士柏運動場的 Redbox 收集箱收集及重用舊的欖球會球衣
- 重複使用及分發沒有品牌印刷的欖球
- 使用更多以環保物料製成的獎盃和獎牌



# SOCIAL

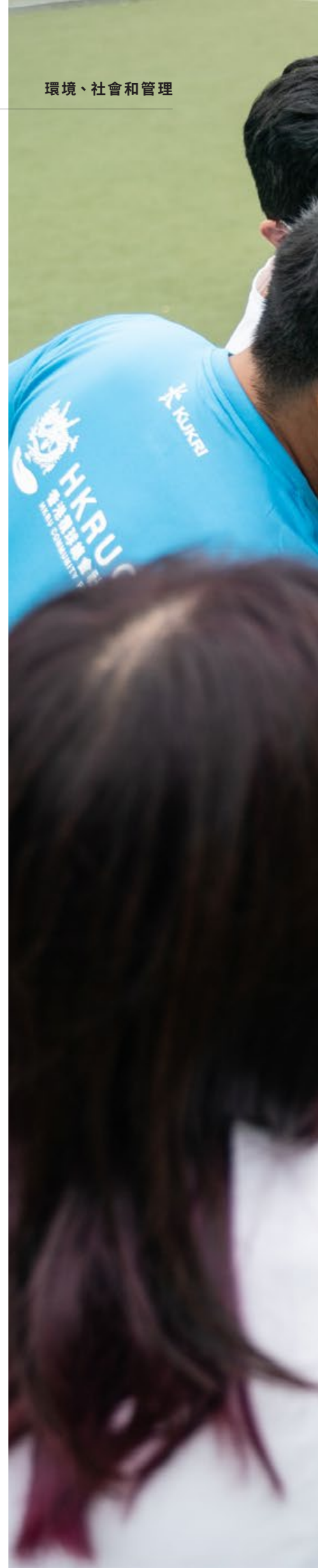
## 社區

Our Sport for Development initiatives promote inclusivity, diversity, and equality by providing opportunities for individuals from different backgrounds, regardless of their gender, age, race, or socioeconomic status.

These initiatives also contribute to community development by fostering social cohesion, promoting teamwork, and enhancing interpersonal skills. Moreover, they can serve as a platform to address and raise awareness about social issues such as discrimination, violence, and inequality.

For our Rugby for Good team we will;

- Continue to promote and celebrate the diversity of our team
- Offer training workshops and professional development opportunities
- Provide regular opportunities for community engagement across our programmes







我們以體育促進發展的倡議為背景各異的人（不分性別、年齡、種族及社會經濟地位）帶來機會，從而促進社會共融、多元化和平等。

體育活動還有助增強社會凝聚力、促進團隊合作和幫助參加者改善人際交往能力，從而推動社區發展。體育亦為社會提供平台解決各種社會問題，並加強社會對包括歧視、暴力和不平等問題的認識。

橄欖成長基金團隊將會：

- 繼續推廣多元化員工隊伍
- 提供培訓工作坊及專業發展機會
- 在我們的活動中定期提供社區參與的機會



# GOVERNANCE

## 管理

We undertake to uphold the highest principles of transparency, accountability, and fair play, ensuring that rules and regulations are followed.

We will encourage ethical behavior, discourage corruption, and promote good governance; by setting an example of responsible governance, we hope to inspire other sectors to adopt similar practices and contribute to a more ethical and well-governed society.



我們堅守透明、問責和公平競爭原則，確保所有規則和法規均得到遵守。

我們鼓勵人們行事時遵守道德規範、防止腐敗行為，並推廣良好治理。我們亦希望藉著負責任的治理，鼓勵其他界別採取同樣方式，從而提升社會治理及道德水平。





# OUR PARTNERS

## 我們的合作夥伴

### Charity Partners 合作夥伴：



### Donors 捐贈機構：



Technical Partners 技術合作夥伴：



Membership 會員：











Community Foundation  
for Hong Kong  
屬於香港的社區基金會





## Rugby For Good 橄欖成長基金

### Tel. 電話

+852 2504 8311

### Email 電郵

[info@rugbyforgoodhk.org](mailto:info@rugbyforgoodhk.org)

### Address 地址

4/F SPACES, Lee Garden 3, 10 Sunning Road,  
Causeway Bay, Hong Kong  
香港銅鑼灣新寧道 10 號利園三期 4 樓 SPACES

### Website 網站

[www.rugbyforgoodhk.org](http://www.rugbyforgoodhk.org)