

# Human Resources

## 群策・人力



苗圃行動成立至今已20年，成員由當日3位創辦人，到今日擁有逾六百名會員、義工，靠的是苗圃人的熱誠、投入和堅持。憑著會員和義工的無間合作，群策群力，我們才能排除萬難，組成越見強大的助學團隊。我們希望促進中國教育發展，使得更多貧困學生有機會接受平等教育，讓他們開拓人生的無限可能，為未來帶來更多希望。

苗圃為義工主導的機構，因此，我們的活動統籌及日常運作就格外依賴義工的協助。為了不斷「激活」我們的義工隊伍，過去一年，我們分別通過網上招募、朋友推薦、義務工作發展局轉介等不同途徑，希望吸引更多有心人成為我們的一份子，一同分享助學工作的苦與樂。

我們亦在不同地區，舉行了「苗圃簡介會」，跟市民分享苗圃的助學理念、工作成果和最新動向。為了令招募活動更見多樣，我們更舉行了多場「苗圃增值站」，透過分享趣味知識，如管理技巧、人生經驗分享和經濟分析等，以更多角度的方法吸引市民「走近」苗圃。

為了進一步配合「多元助學」的新路向，我們會繼續完善記錄系統、優化組織架構和做好培訓工作，並進一步界定各個職位的權責。我們相信，唯有清楚自身的定位和需要，苗圃才能繼續穩定和健康發展，將我們有限的人力資源發揮最大的效用。

Founded two decades ago, Sowers Action has grown from three members to more than 600 nowadays, supported by every member and volunteer's participation, passion and dedication. Only by concerted efforts can we overcome the difficulties and obstacles along the way and build up an even stronger education assistance team. We aspire to improve China's education, particularly in the mountain areas, so that more and more impoverished young students can receive quality education, allowing them to make the most of their lives, and the country's future a brighter one.

With funds fully allocated to education assistance, we especially count on volunteers to support our event coordination and daily operations. To keep our organization in good shape, we strive to attract new members and volunteers by various ways, including online recruitment, referrals from friends and the Agency for Volunteer Service, so that we can share with more people the joy of education assistance — it's a labor of love.

Sowers Briefings were held in various districts to promote our mission, achievements and developments. To make our recruitment activities more interesting, we organized Sowers Value-Added Talks to share some funny facts, hoping that the public would find us more "approachable".

Going along with our direction of "multipurpose educational aid", we will continue to optimize our recording system, organizational structure and training programs, as well as better defining the responsibilities of different positions. It is our belief that, to maintain healthy and sustainable development, we need to be clear about where we are now and where we are going, so that our valuable human resources can be utilized in the best possible way.