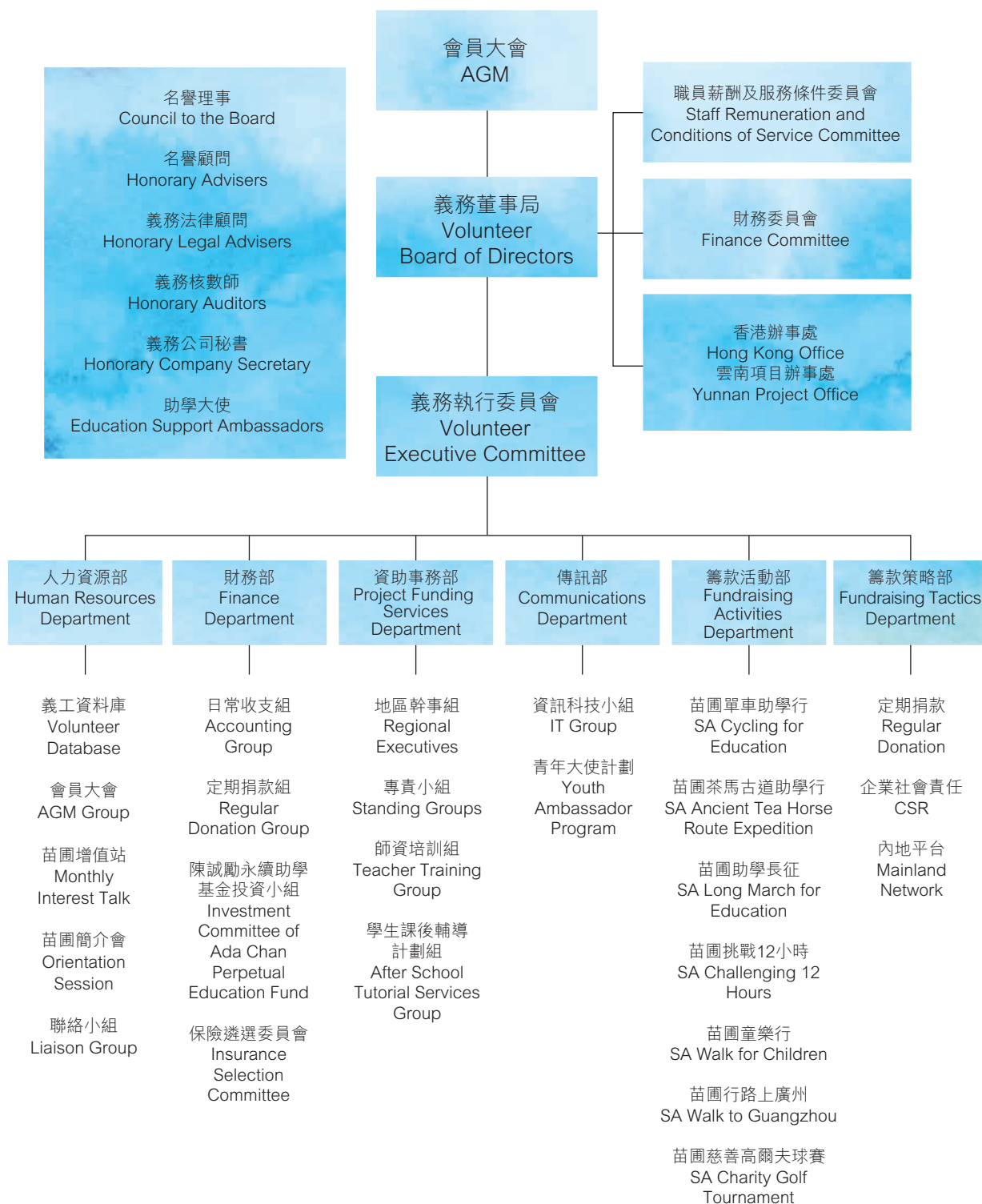


# 管治及團隊 Governance and People

## 苗圃架構 Our Structure



# 管治及團隊

## Governance and People

### 義工、職員的分工與合作

苗圃多年來一直以「義工主導」的模式運作，籌款活動及資助項目絕大部份由義工策劃及執行。在1992年創會時，苗圃並沒有受薪職員，所有工作都是由會員或義工負責。隨著苗圃的發展，在一些必須日間辦公時間處理的、短期和長期等工作碰到了瓶頸，於是在95年開始聘任職員輔助會務，此模式一直沿用至今。

義工和職員的關係密不可分，相輔相成共同完成工作。苗圃的三層架構分工明確全面，層層遞進，包括義務董事局、義務執行委員會（下稱董事局及執委會）及各執行部門。董事局及執委會成員均由來自社會不同界別行業的義工擔任，貢獻其專長。

董事局負責制定會方的整體策略發展，對財務、資助項目及其他重大事情有審批及決策權，由總幹事支援及執行決策。而執委會下屬於董事局，由各執行部門的部長組成，帶領部門執行各項實務工作，現時按不同功能設有6個部門，涵蓋日常會務的不同範疇，由執行幹事支援。各部門的工作由部長、義工委員及職員合作完成。

### Volunteers, Division of Labor and Cooperation of Staff

“Volunteer based” is one of the characteristics of Sowers Action, most of our fundraising activities and subsidizations are coordinated and executed by volunteers. All subsidies related works were handled by volunteers when Sowers Action was just established, but we started to recruit full time staff to assist in daily operations since 1995 due to continuous expansion of our operation scale.

The 3-layer organization structure shows the inseparable relations between volunteers and staff. Volunteer Board of Directors, Volunteer Executive Committee (hereinafter called “Board” and “Excom”) and Departments are working in different functions and specific aspects.

The Board is responsible for setting up organizational development strategy and making important decisions on finance, subsidy and other important issues, supported and executed by the CEO. Different department heads formed the Excom, which subordinate to the Board. We have 6 departments to cover all functions of our work recently with coordination of Executive Officer.





# 管治及團隊

## Governance and People

董事局及執委會成員雖為義工，但肩負重任，承擔苗圃的工作和發展，各人均懷著一顆熾熱的心，為內地貧困地區的教育貢獻已力。以下介紹各層架構的職能：

1. 義務董事局職能
  - (a) 制定政策
  - (b) 審議報告
  - (c) 監察及審批財政預算
  - (d) 委任／辭退職員或義工幹事
  
  - (e) 要求職員或義工幹事提交研究、調查或工作報告
  - (f) 就涉及會務的重大事情作出決策
  
  - (g) 代表本會出席外界機構或團體的活動，及代表本會發言
  
  - (h) 代表苗圃與外界機構簽署合約
  
  - (i) 負責簽署支票、匯票
  - (j) 審議通過各項資助項目
  - (k) 審議通過與會務有關的各項工作守則及工作指引
  - (l) 通過接納新會員
  - (m) 於會員大會休會期間，就會章進行解釋，對有關會務的各項投訴裁決，為最終決定
  - (n) 董事局採用集體負責制

Though the Board and Excom are formed with volunteers, they wholeheartedly contribute their effort for the development of Sowers Action and improve education environment in rural China. Below introduce the function of different structure:

1. Functions of Volunteer Board of Directors
  - (a) Formulate policy
  - (b) Review report
  - (c) Monitor and approve financial budget
  - (d) Appoint/dismiss staff member or volunteer committee
  
  - (e) Request staff members or volunteer committee to submit research, investigation or progress report
  - (f) Make decision on important issues related to the organization
  
  - (g) Represent the organization to attend activities of external parties or organizations, and act as spokesperson of the organization
  
  - (h) Represent the organization to sign contracts with external parties
  
  - (i) Responsible for the signing of cheque and draft
  - (j) Review and approve all subsidy projects
  - (k) Review and approve all the code of practice and advisory guidelines related to the organization
  - (l) Approve the acceptance of new member
  - (m) Explain the M&A, and make a final decision on related complaints when AGM is in recess
  
  - (n) Volunteer Board of Directors adopts collective responsibility

## 2. 義務執行委員會職能

- (a) 董事局下按職能設立執行部門，職責為處理日常會務運作。現行分為資助事務部、傳訊部、籌款活動部、財務部、人力資源部、籌款策略部。各部部长、委員會主席、及小組組長等由董事局委任
- (b) 處理日常會務，執行董事局的議決、決策
- (c) 所有投訴，先經執委會處理，如遇當事人對執委會對投訴的處理仍有不滿時，可向董事局尋求裁決
- (d) 如遇涉及本會重大問題的事項，而又未有董事局既定政策情況下，執委會必須先尋求董事局的指引，再作進一步行動
- (e) 如執委會主席無法履行其職務時，由執委會副主席代行

董事局有審批權、否決權、調查裁決權及解釋權。而執委會則有高度自治權，受董事局監督。

## 2. Functions of Volunteer Executive Committee

- (a) Volunteer Board of Directors establishes different functional departments to execute general operational duties. Volunteer Executive Committee includes Project Funding Services Department, Communications Department, Fundraising Activities Department, Finance Department, Human Resources Department and Fundraising Tactics Department. All department heads, committee chairperson, project team heads, etc., are appointed by Volunteer Board of Directors
- (b) Responsible for the daily operations of the organization, and execute the policies and strategies of Volunteer Board of Directors
- (c) All the complaints first go through by Volunteer Executive Committee. In case complainant is not satisfied with the decision taken by Volunteer Executive Committee, complainant can seek a review of decision to Volunteer Board of Directors
- (d) In case of absence of policies formulated by the Volunteer Board of Directors when encountering critical issues related to the organization, Volunteer Executive Committee must seek advice from Directors before further action
- (e) If the Chairperson of Volunteer Executive Committee fails to perform the duties, the Deputy Chairperson shall perform the functions and duties of the Chairperson

Volunteer Board of Directors has the right of approval, denial, investigation and decision and explanation. Volunteer Executive Committee is autonomous in fulfilling its functions and supervised by Volunteer Board of Directors.



# 管治及團隊

## Governance and People

### 3. 職薪會職能

為董事局常設的一個功能性委員會，如有需要董事局可直接委派成員出席職薪會，同時職薪會擁有完全決定權。主要工作包括：

- (a) 制訂及檢討職員服務條件
- (b) 制訂年度薪級表，制訂必須參照每年政府薪酬趨勢結果
- (c) 評核各職員的工作表現
- (d) 訂定增聘職員的薪酬及服務條件

### 4. 財委會職能

- (a) 向苗圃行動董事局提供意見及負責
- (b) 制訂及定期檢討苗圃行動的財務監管制度
- (c) 制訂苗圃行動周年預算案
- (d) 進行定期內部審查及提出改善方案
- (e) 監察及改進苗圃行動的財務運作
- (f) 建議苗圃行動各基金之管理

### 3. Functions of Staff Remuneration and Conditions of Service Committee

It is a standing functional committee. If necessary, Volunteer Board of Directors can assign director to attend the commit whilst the committee has the full discretion in making decision of staff remuneration. The major job duties are:

- (a) Formulate and review the employment terms and conditions
- (b) Formulate annual pay scales with reference to the result of Government annual pay trend survey
- (c) Conduct employee appraisal for all staff members
- (d) Formulate the terms of appointment and conditions of service for new recruits

### 4. Functions of Finance Committee

- (a) Provide suggestions and report to Volunteer Board of Directors
- (b) Formulate and regularly review financial regulatory system
- (c) Formulate annual budget plan
- (d) Conduct periodic internal review and propose improvement plan
- (e) Monitor and improve financial operation
- (f) Suggest the management methods of all related funds



## 義工服務

苗圃行動一直以來，以義工主導的模式運作，主要工作崗位如董事局、執行委員會、籌款活動籌委會等，有賴會員和義工組成。能吸引更多義工無私投入助學工作，是為苗圃持續發展重要因素。

人力資源部在本年度重新整合，包括定期的部門會議、制訂新的會員和義工面見及安排工作流程，並作及時追蹤記錄，以加強處理人力資料的效率和效益，務使會員和義工更快投入合適的義務工作崗位，減少流失，亦可以為各部門提供更多新血。多位義工定期在日間到會址處理會務，促進了職員及會員和義工間的溝通，更容易及快捷地配合及支援會方工作。例如協助資助事務部整合已建學校資料，本部安排了多位義工定時到會址工作，處理速度因而加快了不少。

## Volunteering

From the very beginning, Sowers Action has been running by a volunteer based model. Its major operation units such as Board of Directors, Executive Committee and Fundraising Committee of various activities are comprised of its members and volunteers. The sustainable development of the organization will also consist in retaining and further recruitment of volunteers who can selflessly devote themselves for educational aid.

Human Resources Department has undergone an overhaul in the year. Departmental meetings are held regularly. A new orientation and volunteer start-up program with timely follow-up and record tracking for our freshmen has been established to enhance efficiency and effectiveness in human resources information management. It is our aim to shorten lead-time of having our new members or volunteers settle and perform in appropriate positions so as to reduce losing of valuable human capital and drive intake of personnel for other departments. A number of volunteers come to our office regularly in day time to assist our business. Their contribution makes things easy and fosters communication among our staff and volunteers which facilitates coordination, deployment and support the accomplishment of our various initiatives. For instance, the department has sent several volunteers to come to our office regularly to assist Project Funding Services Department in aligning information of constructed schools, thus reducing the time required for data processing.

# 管治及團隊

## Governance and People

2014年5月，本部開始整理會址及葵涌倉庫的庫存，經過多位義工的努力，騰出了寶貴空間，並為儲存物品分類及記錄，有助會務運作更暢順。在整理倉庫的同時，向多家中學的圖書館及其他慈善團體送出由苗圃出版之書冊，推廣苗圃助學訊息。

今年本部增設了會員福利小組，為會員、義工、捐資者及活動參加者尋找優惠和福利，藉此增加持份者熱誠，亦是對他們長期支持苗圃的一點回饋。第一項福利為汽油公司的入油優惠，苗友可以申請折扣卡，在入油時可獲得額外折扣優惠，反應不錯。而定期舉行的苗圃增值站及普通話班亦會繼續舉行，為會員義工提供學習機會，並可凝聚力量，保持會員義工與會方的聯繫。

我們來年將會繼續加強會員義工的發展及維繫，並優化義務工作安排，增加他們對會務的積極性，逐漸壯大苗圃團隊，參與助學工作，最後，更多的內地貧困學生得以受惠，就是所有苗友的心願。

In May 2014, the department began to tidy up our office and the Kwai Chung warehouse and do inventory. Through the efforts of several volunteers, valuable space was freed up and storage items were recorded and reclassified, enabling our business to run more smoothly. Simultaneously, we gave our published books to libraries of a number of secondary schools and other charitable organizations to promote our ideas on education aid.

To promote our stakeholders enthusiasm and give compliments for their long-term support to Sowers Action, we set up a "Member Welfare Team" in the year which focuses on searching for and identifying special offers and good deals to our members, volunteers, donors and participants in our activities. The first favorable treat is the eligibility for special offers from gasoline companies. Sowers supporter can apply for the discount cards to enjoy additional discount when filling petrol and the campaign are well-received. Moreover, our "Monthly Interest Talk" keeps on opening courses regularly and Mandarin classes continue to be held to provide various learning opportunities to our members and volunteers as well as unite us as a team and maintain contact between members or volunteers and the organization.

In coming years, we will further strengthen the development of our team comprising by members and volunteers and relationship among ourselves and optimize task arrangement to increase volunteers' enthusiasm. As such, our team in participation of education aid can grow gradually. It is the unanimous wish of our Sowers supporter to assist poverty-stricken students in Mainland China.



## 苗圃團隊 Our Team

### 名譽理事

伍永漢先生  
吳永光先生  
李穎妍小姐  
周智聰先生  
孟顧迪安女士  
林漢武律師  
施永青先生  
洪磯正醫生  
梁天富先生  
莊宏仁先生  
陳炎光先生  
陳炳根先生  
馮玉珍女士  
葉鄧麗芬女士  
劉富榮教育基金有限公司  
羅啟堅先生

### 名譽顧問

李焯芬教授  
梁君國博士  
程介明博士  
楊清瑞先生

### 義務法律顧問

何善應律師  
李鳳翔律師  
陳可義律師  
龔麗艷律師

### 義務核數師

陳黃鍾蔡會計師事務所  
黃偉健會計師事務所  
德勤 • 關黃陳方會計師行

### 義務公司秘書

卓佳秘書商務有限公司

### 助學大使

張家輝先生

排名按中文筆劃序

### Council to the Board

Mr. Ng Anthony  
Mr. Eric Ng  
Ms. Vivian Li  
Mr. Andrew Chau  
Mrs. Louise D.A. Mon  
Mr. Frederick H. M. Lam  
Mr. Shih Wing Ching  
Dr. Hung Kei Ching Kevin  
Mr. Eddie Leung  
Mr. Chuang Hong-Jen  
Mr. Chan Yim Kwong  
Mr. Raymond Chan  
Ms. Gayle Fung  
Mrs. Fannie Yip  
Professor Fu Wing Lau Education Foundation  
Mr. Eric Lo

### Honorary Advisers

Prof. Lee Chack Fun  
Dr. Leung Kwan Kwok  
Dr. Cheng Kai Ming  
Mr. Yeo C.S. Jimmy

### Honorary Legal Advisers

Mr. Lincoln Ho  
Mr. Li Fung Cheung, John  
Mr. Chan Hor Yee, Alex  
Ms. Gon Liyan

### Honorary Auditors

CWCC  
W.K. Wong & Co.  
Deloitte Touche Tohmatsu

### Honorary Company Secretary

Tricor Secretaries Limited

### Education Support Ambassador

Mr. Cheung Ka Fai, Nick

The list is in Chinese stroke order.

# 管治及團隊

## Governance and People

### 義務董事局

### Volunteer Board of Directors

主席	Chairperson	何毅良	Albert Ho
副主席	Deputy Chairperson	毛錫強	Gilbert Mo
董事	Directors	張少雲	Bolivia Cheung
		白保羅	Paul Pak
		張漢芬	Alex Cheung
		歐 豪	Eddie Ho
		李雪冰	Vickie Li

### 義務執行委員會

### Volunteer Executive Committee

主席	Chairperson	蔡兆明	Choi Shiu Ming
副主席	Deputy Chairperson	張容貞 +	Marjorie Cheung+
籌款活動部部長	Head of Fundraising Activities Department	張益謙	Cheung Yik Him
傳訊部部長	Head of Communications Department	張群卿*	Rosetti Cheung*
傳訊部副部長	Deputy Head of Communications Department	鍾志傑	Kidd Chung
資助事務部部長	Head of Project Funding Services Department	黃淑勤	Rain Wong
人力資源部部長	Head of Human Resources Department	梁玉潔 +	Leung Yuk Kit+
財務部部長	Head of Finance Department	張民光	Thomas Cheung
籌款策略部部長	Head of Fundraising Tactics Department	趙森如	Billy Chau
		張少雲	Bolivia Cheung

### 職員薪酬及服務條件委員會

### Staff Remuneration and Conditions of Service Committee

召集人	Convener	張漢芬	Alex Cheung
委員	Committee	程淑瑩	Vanessa Ching
		林建民	Jay Lam
		蔡明威	Benjamin Choi
		歐 豪	Eddie Au

### 財務委員會

### Finance Committee

召集人	Convener	趙森如	Billy Chau
委員	Committee	容夏谷	Victor Yung
		陳小慧	Ivy Chan
		林健民	Jay Lam
		張少雲	Bolivia Cheung
		許彬彬 +	Brianna Hui+
		陳桂蓮 +	Bonnie Chan+

## 籌款活動部

## Fundraising Activities Department

部長	Head of Department	張益謙	Cheung Yik Him
委員	Committee	張群卿*	Rosetti Cheung*
		李枝滿	Moon Li
		林樂欣	Rita Lam
項目幹事	Project Officer	何嘉倩+	Bonnie Ho+
		凌慧聰*	Ling Wai Chung*

## 苗圃單車助學行 2013

## Sowers Action Cycling for Education 2013

總監	Convener	張景成	Kent Cheung
副總監	Deputy Convener	潘少芳	Poon Siu Fong
總領隊	Tour Leader	李達熹	Lee Tat Hei
物資	Resources	梁燕榮	Ewing Liang
物資及總務	Resources & General Affairs	高雪清	Nicole Ko
宣傳	Promotion	江志鴻	Darren Kong
		張嘉進	Kevin Cheung
商業贊助	Corporate Sponsorship	林寧	Jenny Lam
		鄭之欣	Joyce Kwong
		潘麗明	Liza Pun
		何翠珊	Tracy Ho
科技資訊	Information Technology	林潔冰	Patty Lam
文書及財務	Secretary & Treasurer	周有嬌	Yuki Chow
項目統籌	Coordinator	吳芹瑋	Phoebe Ng

## 苗圃茶馬古道助學行 2013

## Sowers Action Ancient Tea Horse Route Expedition 2013

總監	Convener	徐子漪	Hazel Tsui
事務協助	Coordinator	楊坤	Yeung Kwan
外事副總監	Deputy Convener (External)	廖國球	Frank Liu
內務副總監	Deputy Convener (Internal)	陳健勤	Chan Kin Kan
行動組	Operation	陳惠貞	Christina Chan
總務組	General Affairs	吳秀芳	May Ng
		張念斯	Cheung Lim Sze
宣傳組	Promotion	黃銘基	Ken Wong
籌款組	Fundraising	鄭玲玲	Ling Ling Cheng
		陳玉媚	Lilian Chan
		杜展華	Winnie To

## 中銀香港苗圃助學長征 2013

## BOCHK Sowers Action Long March for Education 2013

總監	Convener	夏金寶	Ha Kam Bo
籌款副總監	Deputy Convener (Fundraising)	李潔雲	May Li
宣傳副總監	Deputy Convener (Promotion)	林志偉	Billy Lam
行動副總監	Deputy Convener (Operation)	羅傑明	Roger Lo
總務副總監	Deputy Convener (General Affairs)	姚錦鴻	Tony Iu
財務	Treasurer	尹淑貞	Susy Wan
秘書	Secretary	彭素恒	Nicole Pang
籌委	Committee	李志強	Raymond Li
		李明威	Lee Ming Wai
		廖素蘭	Sarah Liu
		劉潔明	Lau Kit Ming
		羅小鳳	Eva Luo
		廖仲良	Mick Liu

# 管治及團隊

## Governance and People

### 苗圃挑戰 12 小時慈善越野 馬拉松 2013

總監  
行動副總監  
宣傳籌款副總監

財務  
資訊科技  
行動

### Sowers Action Challenging 12 Hours Charity Walkathon 2013

Convener  
Deputy Convener (Operation)  
Deputy Convener  
(Promotion & Fundraising)  
Treasurer  
Information Technology  
Operation

梁興平  
鄧群英  
冼玉蓮  
  
董慧恩  
郭恆進  
高輝  
羅永波  
王婉平

Happy Leung  
Michelle Tang  
Melina Sin  
  
Vivian Tung  
Derek Kwok  
Ko Fai  
Stephen Law  
Grace Wong

### 苗圃童樂行 2013

總監  
行動副總監  
宣傳籌款副總監

行動

宣傳籌款

聯絡

### Sowers Action Walk for Children 2013

Convener  
Deputy Convener (Operation)  
Deputy Convener  
(Promotion & Fundraising)  
Operation

林樂欣  
關艷蘭  
陳曼藝  
  
練文苑  
李劍霞  
藍杏芳  
張容貞+  
葉麗華

Rita Lam  
Carrie Kwan  
Wendy Chan  
  
Mad Lin  
Esther Lee  
Rita Nam  
Marjorie Cheung+  
Grace Ip

### 苗圃行路上廣州 2014

總監  
副總監  
行動副總監  
宣傳籌款  
財務  
文書

### Sowers Action Walk to Guangzhou 2014

Convener  
Deputy Convener  
Deputy Convener (Operation)  
Promotion & Fundraising  
Treasurer  
Secretary

張群卿  
李枝滿  
朱永昌  
張諾文  
李若如  
宗丹嫻

Rosetti Cheung  
Lee Chi Moon  
Chu Wing Cheong  
Ike Cheung  
Eunice Lee  
May Chung

### 第十八屆苗圃慈善高爾夫球賽

總監  
副總監  
副總監  
副總監  
副總監  
副總監  
支持機構

### The 18th Sowers Action Charity Golf Tournament

Convener  
Deputy Convener  
Deputy Convener  
Deputy Convener  
Deputy Convener  
Deputy Convener  
Support Organization

鄭文聰  
孫啟烈  
鍾錦榮  
梁嘉彥  
陳偉聰  
張傑  
中國銀行(香港)

Daniel M. Cheng  
Cliff Sun  
Dickie Chung  
Lawrence Leung  
Ricky Chan  
Kit Cheung  
Bank of China (Hong Kong)

### 傳訊部

部長  
副部長  
委員  
項目幹事

### Communications Department

Head of Department  
Deputy Head of Department  
Committee  
Project Officer

鍾志傑  
黃淑勤  
劉可欣  
吳穎欣+  
胡潤儀+

Kidd Chung  
Rain Wong  
Sammi Lau  
Priscilla Ng+  
Debbly Wu+

資訊科技小組  
委員

IT Group  
Committee

白保羅  
章俊齡  
許翼熙  
鍾志傑

Paul Pak  
Aegean Cheung  
Jason Hui  
Kidd Chung

苗圃青年大使計劃2013-2014

**Sowers Action Young Ambassador Program 2013-2014**

總監

副總監

文書及財務

活動統籌主管

活動統籌副主管

籌委

組長

Convenor

Deputy Convenor

Secretary & Treasurer

Activities Coordinator

Deputy Activities Coordinator

Committee

Group Leader

陸其亨

陳嘉詠

楊卓謙

李詠芝

陳家勝

朱家儀

梁穎彤

蕭志浩

陳韋瓊

何凱欣

江文彥

林雨欣

陶詠淇

陳健樂

李采穎

鄧柏林

鄭海珊

周安琪

鄧嘉雯

鄭鑫浩

何松樺

歐思敏

黃慈影

許嘉寧

黃頌文

鄧淑盈

陳韻如

Ethan Luk

Wing Chan

Marco Yeung

Gigi Li

Henry Chan

Kelly Chu

Ivy Leung

Howard Siu

Alex Chan

Levina Ho

Thomas Kong

Ashley Lin

Winkie To

David Chan

Diana Lee

Pauline Tang

Sandy Cheng

Angel Chow

Carman Tang

Tim Cheng

Cherry Ho

Mandy Au

Sally Ng

Keller Hui

Man Wong

Apple Tang

Cassie Chan



# 管治及團隊

## Governance and People

### 湖南文化交流體驗團2014

總監  
團長  
代團長  
秘書長  
活動統籌

後勤統籌

司儀

團務幹事

組長

### Hunan Cultural Exchange Tour 2014

Convenor  
Supervisor  
Acting Supervisor  
Administrative Officer  
Programme Executive

Logistics Executive

MC

General Executive

Group Leader

陸其亨  
蕭志浩  
陳嘉詠  
陳詠賢  
陳韋瓊  
李詠芝  
朱家儀  
楊卓謙  
吳駿威  
廖李琳  
郭曉慈  
吳政霖  
梁寧珊  
利幗湘  
陳健樂  
鄧淑盈  
蔡翹暉  
黃樂詩  
黃頌文  
何凱欣  
江文彥  
林源議  
莊綽人  
陳啟明

Ethan Luk  
Howard Siu  
Wing Chan  
Jasmine Chan  
Alex Chan  
Gigi Li  
Kelly Chu  
Marco Yeung  
Wai Ng  
Agnes Liu  
Vincy Kwok  
Lam Ng  
Vincy Leung  
Maggie Lee  
David Chan  
Apple Tang  
Anderson Choy  
Sisi Wong  
Man Wong  
Levina Ho  
Thomas Kong  
Tim Lam  
Charlie Chong  
Ming Chan

### 財務部

部長  
會計主任  
高級會計文員  
辦公室文員

日常收支組

### Finance Department

Head of Department  
Accounting Officer  
Senior Accounts Clerk  
Office Clerk

Accounting Group

趙森如  
陳桂蓮+  
王秀芬+  
吳駿威+

黃詩敏  
梁妙嫦  
孫民輝  
劉鳳英  
鄭德泉  
黃黎敏琪  
關艷蘭  
梁淑芬  
陳薇  
潘潔怡  
陳碧蓮

Billy Chau  
Bonnie Chan+  
Maggie Wong+  
Ng Chun Wai+

Wong Sze Man Florence  
Leung Miu Sheung  
Eddie Suen  
Lau Fung Ying  
Cheng Tak Chuen  
Wong Lai Man Kei  
Kwan Yim Lan, Carrie  
Leung Sheuk Fan  
Chan Mei  
Poon Kit Yee  
Chan Big Lin

<b>定期捐款組</b>	<b>Regular Donation Group</b>		
自動轉賬	Autopay	歐陽詠儀	Clara Au Yeung
<b>陳誠勵永續助學基金投資小組</b>	<b>Investment Committee of Ada Chan Perpetual Education Fund</b>		
主席	Chairperson	毛錫強	Gilbert Mo
委員	Committee	容夏谷 黃元山	Victor Yung Stephen Wong
<b>保險遴選委員會</b>	<b>Insurance Selection Committee</b>		
主席	Chairperson	李雪冰	Vickie Li
委員	Committee	梁興平 張景成 陳桂蓮+	Happy Leung Kent Cheung Bonnie Chan+
<b>人力資源部</b>	<b>Human Resources Department</b>		
部長	Head of Department	張民光	Thomas Cheung
委員	Committee	關艷蘭 李枝滿 伍國榮	Carrie Kwan Moon Li Dan Ng
會員大會	AGM Group	程淑瑩 郭少芳 關艷蘭 陸翠紅	Vanessa Ching Fion Kwok Carrie Kwan Gaby Lok
倉務組	Warehouse Group	李枝滿	Moon Li
會員福利組	Member Privilege Group	伍國榮	Dan Ng
苗圃增值站	Monthly Interest Talk	何善應	Lincoln Ho
苗圃簡介會	Orientation Session	郭少芳	Fion Kwok
聯絡小組	Liaison Group	馮月媚	Bianca Fung
<b>籌款策略部</b>	<b>Fundraising Tactics Department</b>		
部長	Head of Department	張少雲	Bolivia Cheung
定期捐款組組長	Regular Donation Team Leader	伍國強	Ng Kwok Keung
企業社會責任組組長	CSR Team Leader	張少雲	Bolivia Cheung
<b>資助事務部</b>	<b>Project Funding Services Department</b>		
部長	Head of Department	梁玉潔+	Leung Yuk Kit+
項目幹事	Project Officer	陳依媚+	Margaret Chan+
助理項目幹事	Assistant Project Officer	黃詩媛+ 李穎欣*	Angel Wong+ Jennifer Li*

# 管治及團隊

## Governance and People

### 雲南省

### Yunnan Province

#### 昭通市

#### Zhaotong City

永善縣  
大關縣  
昭陽區  
鹽津縣  
水富縣  
綏江縣  
魯甸縣  
巧家縣  
彝良縣  
威信縣  
鎮雄縣

Yongshan County  
Daguan County  
Zhyaoyang District  
Yanjin County  
Shuifu County  
Suijiang County  
Ludian County  
Qiaojia County  
Yiliang County  
Weixin County  
Zhenxiong County

姜耀洪  
姜耀洪  
姜耀洪  
姜耀洪  
姜耀洪  
姜耀洪  
姜耀洪  
鍾癸權  
姜耀洪  
洪舜良  
洪舜良

Simon Keung  
Simon Keung  
Simon Keung  
Simon Keung  
Simon Keung  
Simon Keung  
Simon Keung  
Chung Kwai Kuen  
Simon Keung  
Hung Shun Leung  
Hung Shun Leung

#### 臨滄市

#### Lincang City

雲縣  
鳳慶縣  
耿馬縣  
滄源縣  
雙江縣  
臨翔區  
鎮康縣  
永德縣

Yun County  
Fengqing County  
Gengma County  
Cangyuan County  
Shuangjiang County  
Linxiang District  
Zhenkang County  
Yongde County

楊天來  
楊天來  
翁民欣  
翁民欣  
翁民欣  
何錦輝  
何錦輝  
何錦輝

Dexter Young  
Dexter Young  
Amy Yung  
Amy Yung  
Amy Yung  
Fan Ho  
Fan Ho  
Fan Ho

### 四川省

### Sichuan Province

#### 瀘州市

#### Luzhou City

雷波縣  
布拖縣  
中江縣  
涪城區  
三台縣  
蘆山縣

Leibo County  
Butuo County  
Zhongjiang County  
Fucheng District  
Santai County  
Lushan County

陳依媚+  
陳依媚+  
陳依媚+  
鍾癸權  
鍾癸權  
鍾癸權  
王雅萍\*  
孫 敏+  
王雅萍\*  
孫 敏+  
王雅萍\*  
孫 敏+

Margaret Chan+  
Margaret Chan+  
Margaret Chan+  
Chung Kwai Kuen  
Chung Kwai Kuen  
Chung Kwai Kuen  
Wang Ya Ping\*  
Sun Min+  
Wang Ya Ping\*  
Sun Min+  
Wang Ya Ping\*  
Sun Min+

#### 寶興縣

#### Baoxing County

#### 會理縣

#### Huili County

**貴州省**

三都水族自治縣

**Guizhou Province**Sandou Shuizu Autonomous  
County

陳依媚+

Margaret Chan+

**甘肅省**

文縣

成縣

禮縣

西和縣

兩當縣

徽縣

武山縣

秦安縣

甘谷縣

清水縣

麥積區

通渭縣

隴西縣

渭源縣

岷縣

崇信縣

崆峒區

莊浪縣

靜寧縣

靈台縣

環縣

寧縣

鎮原縣

慶城縣

西峰區

**Gansu Province**

Wen County

Cheng County

Li County

Xihe County

Liangdang County

Hui County

Wushan County

Qinan County

Gangu County

Qingshui County

Maiji District

Tongwei County

Longxi County

Weiyuan County

Min County

Chongxin County

Kongtong District

Zhuanglang County

Jingning County

Lingtai County

Huan County

Ning County

Zhenyuan County

Qingcheng County

Xifeng District

顏 巧+

顏 巧+

顏 巧+

顏 巧+

顏 巧+

顏 巧+

利明威

利明威

利明威

利明威

利明威

陳依媚+

陳依媚+

陳依媚+

陳依媚+

顏 巧+

顏 巧+

顏 巧+

顏 巧+

顏 巧+

吳誌華

吳誌華

吳誌華

吳誌華

吳誌華

Yan Qiao+

Yan Qiao+

Yan Qiao+

Yan Qiao+

Yan Qiao+

Yan Qiao+

Lee Ming Wai

Lee Ming Wai

Lee Ming Wai

Lee Ming Wai

Lee Ming Wai

Margaret Chan+

Margaret Chan+

Margaret Chan+

Margaret Chan+

Yan Qiao+

Yan Qiao+

Yan Qiao+

Yan Qiao+

Yan Qiao+

Richard Ng

Richard Ng

Richard Ng

Richard Ng

Richard Ng

**湖南省**

桑植縣

保靖縣

花垣縣

桂東縣

汝城縣

**Hunan Province**

Sangzhi County

Baojing County

Huayuan County

Guidong County

Rucheng County

王雅萍\*

孫 敏+

王雅萍\*

孫 敏+

王雅萍\*

孫 敏+

王雅萍\*

孫 敏+

王雅萍\*

孫 敏+

Wang Ya Ping\*

Sun Min+

Wang Ya Ping\*

Sun Min+

Wang Ya Ping\*

Sun Min+

Wang Ya Ping\*

Sun Min+

Wang Ya Ping\*

Sun Min+

**西藏自治區**

西藏自治區

**Xizang(Tibet) Autonomous Region**

Xizang(Tibet) Autonomous Region 顏 巧+

Yan Qiao+

# 管治及團隊

## Governance and People

### 其他項目

長征項目  
茶馬項目

### Others

Long March Projects  
Tea Horse Projects

賀玲燕+  
賀玲燕+  
顏 巧+

He Ling Yan+  
He Ling Yan+  
Yan Qiao+

### 專責小組

資助項目審批委員會  
審批委員

### Standing Groups

Project Assessment Committee  
Committee

鍾癸權  
利明威  
洪舜良  
陳依媚+  
工程組  
雲南項目辦事處  
姜耀洪\*  
吳誌華\*

Chung Kwai Kuen  
Lee Ming Wai  
Hung Shun Leung  
Margaret Chan+  
Engineering Group  
Yunnan Project Office  
Simon Keung\*  
Richard Ng\*

項目管理系統  
委員

### Project Management System Committee

黃慕英  
劉劍明  
張益謙  
梁玉潔+  
陳依媚+

Grace Wong  
Angus Lau  
Cheung Yik Him  
Leung Yuk Kit+  
Margaret Chan+

學生發展小組  
委員

### Students' Development Group Committee

利明威  
鍾癸權  
洪舜良  
何錦輝  
翁民欣  
余狄恩  
梁展新  
張珧于  
梁玉潔+  
陳依媚+

Lee Ming Wai  
Chung Kwai Kuen  
Hung Shun Leung  
Fan Ho  
Amy Yung  
Dicken Yu  
Henry Leung  
Jasminia Kristine Cheung  
Leung Yuk Kit+  
Margaret Chan+

工作組統籌組  
委員

### Work Group Co-ordination Group Committee

杜麗華  
葉麗華  
陳依媚+  
黃詩媛+  
李穎欣\*

Peg To  
Grace Yip  
Margaret Chan+  
Angel Wong+  
Jennifer Li\*

孤兒項目關愛組  
委員

### Orphan Students' Project Team Committee

李劍霞  
杜麗華  
李樂心  
馬文偉  
張容貞+

Esther Lee  
Peg To  
Sum Lee  
Thomas Ma  
Marjorie Cheung+



**水富苗圃理事會**

監事  
主席  
理事

**Council of Shuifu Sowers Children's Home**

Supervisor	龔麗艷	Gon Liyan
Chairperson	薛永剛	Xue Yonggang
Member of Council	楊亞媛	Yang Ya Yuan
	楊潔	Yang Jie

**水富苗圃管委會**

主席  
委員

**Management Committee of Shuifu Sowers Children's Home**

Chairperson	蔡兆明	Choi Shiu Ming
Committee	成聯俊	Cheng Lianjun
	楊德輝	Yang Dehui
	鄧昌傑	Tang Chong Kit
	劉葵	Liu Kui

**水富苗圃關愛組**

委員

**Shuifu Sowers Children's Home Project Team**

Committee	蔡兆明	Choi Siu Ming
	何愛華	Ho Oi Wah
	鄧昌傑	Tang Cheong Kit
	吳誌華	Richard Ng
	張韶于	Jasminia Kristine Cheung
	陳曼藝	Wendy Chan
	何錦輝	Fan Ho
	藍杏芳	Rita Nam
	李雪冰	Vickie Li
	歐豪	Eddie Au
	黃淑勤	Rain Wong
	許彬彬+	Brianna Hui+
	梁玉潔+	Leung Yuk Kit+
	陳依媚+	Margaret Chan+

資料整理組  
委員

**Data Enhancement Team**

Committee	李枝滿	Moon Li
	伍國榮	Dan Ng
	關艷蘭	Carrie Kwan
	張麗珠	May Cheung
	潘潔怡	Kit Poon

# 管治及團隊

## Governance and People

香港工程組  
委員

**Engineering Group – Hong Kong**  
Committee

何毅良  
馮冠文  
何日光  
房震  
陳俊偉  
張鍾雄  
黎添  
單冬怡  
何嘉樂  
潘國軒\*

Albert Ho  
Clement Fung  
Alex Ho  
Anderson Fang  
Jeffrey Chan  
David Chang  
Tim Lai  
Toni Zen  
Alfred Ho  
Poon Kwok Hin\*

師資培訓組  
學校發展小組  
委員

**Teacher Training Group**  
School Development Team  
Committee

馮靖戈  
容淑儀  
丘日謙  
蘇潔清  
梁玉潔+  
潘進麗+

Claudia Fung  
Sukyee Yung  
Paul Yau  
So Kit Ching  
Leung Yuk Kit+  
Pan Jin Li+

英語小組  
委員

**English Learning Team**  
Committee

容淑儀  
陳芳明  
劉幹飛\*  
周舟\*  
潘進麗+  
鍾鑫+

Sukyee Yung  
Chan Fong Ming  
Vincent Lau\*  
Zhou Zou\*  
Pan Jin Li+  
Zhong Xin+

雲南師範大學講師

Lecturer of Yunnan Normal  
University

侯雲潔  
符芬

Jenny Hou  
Fu Feng

幼兒教育小組  
委員

**Early Childhood Education  
Team**  
Committee

陳曼藝  
林浩昌  
梁慧芬  
梁藝嘉  
溫志倫  
鄭慧敏  
關栢朗  
王翔  
潘進麗+  
蔡向晶\*

Wendy Chan  
HC Lam  
Leung Wai Fan  
Leung Ngai Ka  
Alvin Wan  
Jessica Cheng  
Kwan Pak Long  
Wang Xiang  
Pan jin li+  
Cai Xing Jing\*

蘇州幼教導師

**Early Childhood Teachers  
in Suzhou**

張春霞	Zhang Chunxia
孟 瑾	Meng Jin
宋麗芳	Song Lifang
傅 英	Fu yu
唐偉娟	Tang Weijuan
張偉文	Zhang Weiwen
馮雅晶	Feng Yajing
石 英	Shi Ying
胡奇章	Hu Qizhang
錢 嵐	Qian Lan
莊 瑜	Zhuang Yu
鄭 莉	Zheng Li
徐 健	Xu Jian
韓文珍	Han Wenzhen
張 雲	Zhang Yun
滕 昕	Teng Xin
肖 雨	Xiao Yu
王秋英	Wang Qiuying
焦 宵	Jiao Xiao
黃建紅	Huang Jianhong
龔 皓	Gong Hao
錢 雲	Qian Yun
王曉慶	Wang Xiaoqing
尹留英	Yin Liuying
陳偉琴	Chen Weiqin

心理健康小組  
委員

**Mental Health Team  
Committee**

利明威	Lee Ming Wai
馬 磊+	Ma Lei+
肖 琼	Xiao Qiong
應 力	Ying li
毛紫瓊	Mao Zi Qiong
王麗萍	Wang Li Ping
李彥然	Li Yan Ran
馬玉娟	Ma Yu Juan
範美玲	Fan Mei Ling
房山海	Fang Shan Hai
王 梅	Wang Mei
劉菊香	Liu Ju Xiang
李 剛	Li Gang
朱慧慧	Zhu Hui Hui
王海堂	Wang Hai Tang
高萬紅	Gao Wan Hong
楊婉秋	Yang Wan Qiu
楊文潔	Yang Wen Jie
劉 毅	Liu Yi
騰 燕	Teng Yan
楊月明	Yang Yue Ming
方麗芬	Fang Li Fen
高 傑	Gao Jie
張璟玉	Zhang Jing Yu

陝西西安講師  
山東省濰坊市講師

Mental Health Teacher in Xian  
Mental Health Teacher in Weifang

雲南大學講師

Mental Health Teacher of Yunnan  
University

# 管治及團隊

## Governance and People

### 特殊教育小組 委員

### Special Education Team Committee

陳玉玲  
黎世光  
杜耀光  
劉啓泰  
王 玥  
唐智良  
何譚鈺菁  
曾志虹  
鍾 鑫+  
梁玉潔+  
劉 葵+  
蔡向晶\*

Charing Chan  
Benjamin Lai  
Kenneth To  
Joseph Lau  
Noel Wong  
Tong Chi Leung  
Barbara Ho  
Christina Tsang  
Zhong Xin+  
Liang Yu Jie+  
Liu Kui+  
Cai Xing Jing\*

### 昆明新萌學校導師

### Teacher of Kunming XinMeng School

張昆湘  
胡 華  
劉麗美  
李 潔

Zhang Kunxiang  
Hu Hua  
Liu Limei  
Li Jie

### 盤龍培智學校導師

### Teacher of Panlong PeiZhi School

蔣 艷  
秦碧波  
泰宏偉

Jiang Yan  
Qin Bibo

### 昆明盲啞學校導師

### Teacher of Kunming School for the Blind and Deaf

周海龍  
蕭勝南  
曹 燕  
程雪懿  
董慶娟  
趙麗芳  
裴金才  
肖 進  
沈紅莉

Tai Hongwei  
Zhou Hailong  
Xiao Shengnan  
Cao Yan  
Chen Xueyi  
Dong Qingjuan  
Zhao Lifang  
Pei Jincai  
Xiao Jin  
Shen Hongli

### 評估小組

### Assessment Team

胡燕婷  
李 燁  
潘進麗+

Sandy Hu  
Grace Li  
Pan Jin Li

### 項目支援小組

### Projects Support Team

林震暉  
丘日謙  
鄭煥潔

Stephen Lam  
Paul Yau  
Anna Kwong

### 學生課後輔導計劃組

召集人  
副召集人  
顧問  
培訓  
宣傳  
財務  
秘書  
支援

### After School Tutorial Service Group

Convener  
Vice-Convener  
Adviser  
Trainer  
Promotion  
Treasurer  
Secretary  
Support

嚴觀富  
蔡浩澎  
董美嬋  
婁國芳  
黃淑勤  
王秀芬+  
吳慕蘭  
黃詩媛+  
李穎欣\*

Yim Koon Fu  
Raymond Choi  
Elsa Tung  
Mable Lau  
Rain Wong  
Maggie Wong+  
Angel Ng  
Angel Wong+  
Jennifer Li\*

**職員****Staff****香港辦事處****Hong Kong Office**

行政辦事處  
總幹事  
執行幹事

Executive Office  
Chief Executive Officer  
Executive Officer

許彬彬  
張容貞

Brianna Hui  
Marjorie Cheung

財務及行政部  
會計主任  
高級會計文員  
辦公室文員

Finance & Administration Department  
Accounting Officer  
Senior Accounts Clerk  
Office Clerk

陳桂蓮  
王秀芬  
吳駿威

Bonnie Chan  
Maggie Wong  
Ng Chun Wai

宣傳籌款部  
項目幹事  
項目幹事  
項目幹事  
項目幹事

Promotion and Fundraising Department  
Project Officer  
Project Officer  
Project Officer  
Project Officer

何嘉倩  
吳穎欣  
胡潤儀  
凌慧聰\*

Bonnie Ho  
Priscilla Ng  
Debby Wu  
Ling Wai Chung\*

資助事務部  
資助事務經理  
項目幹事  
助理項目幹事  
助理項目幹事

Project Funding Services Department  
Manager  
Project Officer  
Assistant Project Officer  
Assistant Project Officer

梁玉潔  
陳依媚  
黃詩媛  
李穎欣\*

Leung Yuk Kit  
Margaret Chan  
Angel Wong  
Jennifer Li\*

**雲南項目辦事處****Yunnan Project Office**

辦事處主任  
高級項目幹事  
高級項目幹事  
高級項目幹事  
項目幹事  
項目幹事  
項目幹事  
項目幹事  
項目幹事  
行政幹事  
助理項目幹事  
助理項目幹事  
助理項目幹事  
助理項目幹事

Administrator  
Senior Project Officer  
Senior Project Officer  
Senior Project Officer  
Project Officer  
Project Officer  
Project Officer  
Project Officer  
Project Officer  
Administrative Officer  
Assistant Project Officer  
Assistant Project Officer  
Assistant Project Officer  
Assistant Project Officer

劉 葵  
孫 敏  
王雅萍\*  
蔡向晶\*  
馬 磊  
潘進麗  
顏 巧  
賀玲燕  
李依穎  
鍾 鑫  
趙山卉  
李 洋\*  
張 芳\*

Liu Kui  
Sun Min  
Wang Ya Ping\*  
Cai Xiang Jing\*  
Ma Lei  
Pan Jin Li  
Yan Qiao  
He Ling Yan  
Li Yi Ying  
Zhong Xin  
Zhao Shan Hui  
Li Yang\*  
Zhang Fang\*



# 管治及團隊

## Governance and People

### 水富苗圃兒童福利院

副院長  
助理項目幹事  
助理項目幹事  
助理項目幹事  
助理項目幹事  
總務組長  
生活助理  
護理員  
護理員  
兼職司機  
司機  
廚房工作人員  
廚房助理

+ 職員 Staff

\* 已離職 Resigned

### Shuifu Sowers Children's Home

Deputy Administrator  
Assistant Project Officer  
Assistant Project Officer  
Assistant Project Officer  
Assistant Project Officer  
General Affairs Officer  
Living Assistant  
Health Care Worker  
Health Care Worker  
Driver (Part Time)  
Driver  
Culinary Staff  
Culinary Assistant

胡明仙  
溫紅\*  
母麗娟  
狄楊書  
孫一平  
周容  
蔣英  
彭宗繪  
杜茂英  
向武松\*  
王海  
羅華英  
彭宗瓊

Hu Ming Xian  
Wen Hong\*  
Mu Li Juan  
Di Yang Shu  
Sun Ying Ping  
Zhou Rong  
Jiang Ying  
Peng Zong Hui  
Du Mao Ying  
Xiang Wu Song\*  
Wang Hai  
Lou Hua Ying  
Peng Zong Qiong

祝苗圃能夠繼續在內地貧困地區提供適時及溫暖的幫助，亦希望貧困地區學生老師能感受到我們彼此互愛的精神！

I wish Sowers Action continues their efforts and wholehearted support in remote areas in China, and all the students and teachers in deprived regions can feel our love and concern.

Marco Yeung  
義工 Volunteer

你們的資助對我的家庭來說是雪中送炭，給了我很大的鼓勵，我一定會更加努力地學習，爭取在今年的高考中考出好成績，將來盡所能報答好心人，孝敬父母。

Your subsidies are the greatest gift to my family which light up my life. I will work very hard and try my best in the coming national college entrance exam. I will take good care of my parents and contribute to the society.

小菊 雲南省受助學生  
Xiao Ju Sponsored Student in Yunnan Province

