



ANNUAL REPORT

2024-2025 年度報告

Content/ 目錄

A Message from our Executive Director and Board of Director 董事局及總幹事的話	4-5
Impact in Numbers 成效數字	6-7
What's New 最新動向	8-9
Financial Highlight 財務概況	10-11
Impact Stories 女生故事	
From "Fearing I Can't Do It" to "Knowing I Can Accomplish Many Things" 從「怕自己做不到」到「知道自己做到好多事」	12-19
"When I am a leader, I am simply me—not just a mother." 我做領袖的時候，我就是我，我不是一個媽媽	20-25
Holding Hearts that Long to be Understood: Coexisting with Trauma through Trauma-Informed Practice 接住渴望被理解的心 —— 以創傷知情角度介入，讓弱勢青少年與創傷共存	28-31
Community Workshops —Breaking Out of the Echo Chamber 社區性別工作坊—— 衝破同溫層的新嘗試	32-35
Teen's Key at the 2025 Standard Chartered Hong Kong Marathon: After crossing that finish line, I feel like I can take on any challenges that come my way. 2025 渣打香港馬拉松：衝過終點線之後，我覺得自己可以迎接任何挑戰	36-37
Giving Changes Lives, Lighting the Path of Hope 您的支持能改變生命，為她們帶來無限的希望	38-39
Acknowledgements 鳴謝	40-41
Fifteen Years of Light, Walking Forward Together 點亮十五周年 繼續與妳同行	42-43

Mission/ 宗旨

Empower Young Women Unlock New Beginnings

Established in 2011, Teen's Key Hong Kong is the first recognized young women-led charitable institution under S88 of the IRD (#91/14605). We are also a member of the Hong Kong Council of Social Services. Our mission is to fill the gap with a focus on addressing young women's sexual and reproductive health, and to provide holistic treatment for them, taking them from crisis to better lives.

「青躍 – 青少年發展網絡」於 2011 年正式成立，是香港首間以年輕女性為本的前線慈善機構，2016 年註冊成為香港《稅務條例》第 88 條認可慈善機構 (IRD FILE NO.: 91/14605)，亦是香港社會服務聯會的會員機構。青躍致力協助緩解香港青少年成長期間面對的問題和需要；以非牟利形式促進性別教育及性教育；促進香港的社會和諧及平等。

The Board of Directors

Dr. Ruby Lai, Chair
Vivian Lai, Treasure
Dr. Diana Kwok
Sze Wing Chung
(Till 1/2025)
Yan Yi Li

Staff

Bowie Lam
Founder, Strategic Advisor
Megan Yik
Executive Director, RSW
Eunice Ho
Head of Service &
Outreach Manager
Carey Choi
Education Manager, RSW
Ben Ng
Finance and
Administration Manager
Ally Cheung
Case Manager, RSW
Phoebe Choi
Case Worker, RSW
Yanny Pang
Counsellor, RSW
Zinny Lo
Project Officer

Agnes To
Project Officer, RSW
(Till 8/2024)
Kelly Cheung
Art Project Lead
(Till 8/2024)
Tin Ming Lau
Artistic Advisor
(Till 8/2024)
Rachel Chow
Head of Resource
Development
(Till 10/2024)
Connie Wong
Counsellor
(Till 12/2024)

Teen's Key Hong Kong
Annual Report 2024-25
Published by
**Teen's Key – Young Women
Development Network Limited**

Text: Megan Yik, Zinny Lo
Design: Cynthia Lai

A message from our ED and Board of Director

Dear Teen's Key Community,

The past year has been a tough journey for all of us at Teen's Key. Despite the many challenges we faced, we have remained steadfast in our mission, approaching every obstacle with courage and optimism. It has been a year of resilience, determination, and hope—values that continue to inspire us daily as we serve vulnerable young women and girls in Hong Kong.

The environment in which we operate remains complex. Many of the young people we reach are grappling with stigma, limited access to sexual and reproductive health education, and the hardships of navigating uncertain futures. Amidst this, we have kept our promise to be a safe harbor—a place where young women and teenage girls can find non-judgmental support, knowledge, and empowerment.

Over the past year, our frontline team and volunteers have tirelessly expanded innovative programmes that reach more girls and young women than ever before. Whether through workshops on sexual and reproductive health, life skills training for young mothers, or personalised counselling for girls working in the sex industry, our work has stayed true to creating a supportive community where these young people can realize their potential.

We are deeply grateful to everybody who has continued to believe in and support Teen's Key during this time. Your contributions, unwavering trust, and encouragement have been a crucial pillar that helps us stand strong and keep moving forward. Together, we have been able to amplify the voices of marginalized youth and provide them with tools for safer, healthier, and brighter futures.

Looking ahead, we remain committed to deepening our impact with new initiatives and outreach methods, including expanding our use of digital platforms to reach young people in ways that meet them where they are. Our girl internship model is growing steadily, creating a ripple effect that empowers young women to support each other and build stronger networks.

In these uncertain times, the strength and courage of the young women who come through our doors inspire us every day. They give us hope that no matter how difficult the path, with the right support and opportunities, transformation is possible.

We thank each of you—our donors, partners, volunteers, and community members—for standing by us. Your continued support makes our work possible and amplifies our impact exponentially. We hope you will continue to journey with us as we forge ahead, facing every challenge with bravery and a positive spirit.

With gratitude and renewed commitment,

Dr. Ruby Lai

Chair, The Board of Directors

Megan Yik

Executive Director

Dr Ruby Lai



Chair, The Board of Directors
董事會主席

董事局及總幹事的話

過去一年對我們青躍全體成員而言是一段艱辛的旅程。儘管面臨重重挑戰，我們依然堅守使命，以勇氣和樂觀的態度迎接困難。今年，憑藉信念、決心與希望，我們繼續堅韌致志地服務香港的邊緣年輕女性。

我們面對的外在環境愈發複雜多變。許多年輕人正面臨社會污名、有限的性與生殖健康教育資源，以及對不可控的未來的焦慮。有見及此，我們更堅定地實踐我們的承諾——成為年輕女性的避風港，為她們構築一個非批判的空間，在其中獲得支持、知識及賦權。

過去一年，我們的前線團隊和義工不懈努力，拓展了不少創新計劃，接觸到比以往更多的少女與年輕女性。無論是性與生殖健康工作坊、年輕女性生活技能訓練，或是為性行業青少年提供個別輔導，我們的工作均致力於培育一個涵蓋全面支援的社羣，協助她們發揮潛能。

我們衷心感謝在此期間持續信任及支持青躍的每一位朋友。您的支持和鼓勵，是我們堅定前行的重要支柱。有幸得到您的支持作為後盾，我們得以專注服務最邊緣弱勢的年輕女性，與她們一同創造更多可能性，並實踐這些想像。

展望未來，我們將繼續推動新計劃和外展方式，加強網上平台的運用，以更貼近年輕人的方式連結她們。我們的青少年實習生社羣持續穩健成長，讓年輕女性互相滋養和學習，建立相互賦權的支援網絡。

在這不確定的時代，每位前來求助的年輕女性的堅韌和勇氣，都成為我們的動力。她們讓我們堅信，無論前路多艱難，只要有合適的支援和機會，就會有轉化的可能。

我們謹此感謝所有捐助者、合作伙伴、義工及社羣成員的支持。正是因為你們的持續協助，我們的工作得以順利進行，影響力得以倍增。期待大家繼續與我們同行，共同以充沛的意志，迎接未來每一個挑戰。

誠摯感謝！

Dr. Ruby Lai
董事會主席

Megan Yik
總幹事

Megan Yik

Executive Director
總幹事

成效數字 Impact in Numbers

.....
Young Mothers Services / 年輕媽媽支援服務

12

*young women **equipped with leadership skills***
12 名年輕女性完成領袖培訓

6

*YMC leaders completed 15 sessions of **leadership training**, totalling **33 hours**.*

6名年輕媽媽會領袖，完成15節，共33小時的領袖訓練



Comprehensive Sexuality Education / 全面性教育

97

medical professionals, teachers and social workers received a total of 6 professional comprehensive sexuality education trainings

97 名醫務人員、老師及社工接受共6節全面性教育專業培訓

6,688

students received comprehensive sexuality education workshops

參與全面性教育工作坊學生數字

108

teenage girls joined 11 girls' growth groups

108 名青少女參與共11組青少女小組

209

sexuality education workshops delivered

全年全面性教育工作坊數字

Outreach / 外展服務

1,512

high risk cases managed
高風險個案數字

664

STI tests completed
全年性健康檢查數字

141

hours of outreach services delivered
全年外展服務總時數

28.9%

STI Infection Rate
性病感染率

Counselling / 輔導

24

high risk cases managed
高風險個案數字

438

hours of counselling services delivered
全年輔導總時數

MEET THE NEW FACES

Each year, we look forward to welcoming the fresh perspectives new members bring to our organization. This year, we are pleased to introduce two new colleagues: Counsellor (RSW) **Yanny Pang** and Project Officer **Zinny Lo**.

Both Yanny and Zinny have quickly adapted to their roles at Teen's Key and have made valuable observations. Yanny has found that many young women with trauma backgrounds struggle to express their emotions. Initially focused on emotional counselling, she has realized the importance of collaborating with social workers to address broader needs, including mental health, financial stability, education, and family dynamics. She also recognizes that many of these young women's traumas are closely linked to their family backgrounds and hopes to develop parental education and counselling services in the future to better support vulnerable young women.

Meanwhile, Zinny, primarily responsible for online sexuality education, has observed that media often perpetuates gender bias and sensationalizes the stories of young mothers and at-risk teen girls. Therefore, leveraging Teen's Key's online platform to deliver positive and accurate information is essential. She is excited to explore various platforms, such as written content, podcasts, and Reels—to promote comprehensive sexual education. Despite the rapid changes in the digital world, she is confident that these developments will inspire educators.

Yanny Pang

Counsellor (RSW)
輔導員 (註冊社工)

Zinny Lo

Project Officer
項目幹事

歡迎新血加入

每一年，我們期待着新血加入，亦翹首盼望着他們會為機構帶來怎樣的新火花。今年，公司有兩名新同事入職，分別是輔導員（註冊社工）**彭梓茵**及項目幹事**盧乙彬**。

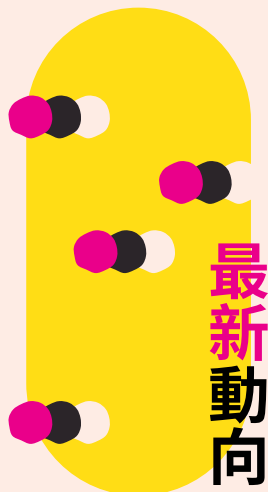
目前，二人在青躍的工作都已漸上軌道，在崗位上有不少發現與反思。彭梓茵發現許多有創傷經歷的青躍女生，苦於沒法找到抒發情緒的出口。

本以為只需要專注於情緒輔導服務的她，發現到

可和社工互相配合，回應她們在生活、精神健康、經濟、學業、家庭等方面的需求。她亦發現，不少青少年的創傷與原生家庭息息相關，故此期望日後有機會發展家長性教育及輔導服務，更全面地回應弱勢青少年的需要。

至於主要負責網上性教育的項目幹事盧乙彬，有感媒體的遣詞用字經常帶有性別偏見，亦經常以聳動的方式報道年輕媽媽及弱勢青少年的故事，故此，活用青躍的網上平台傳遞正向的性別資訊格外重要。目前，她正熱衷於以文字、Podcast、Reels等不同媒介來進行全面性教育工作。縱然網絡發展瞬息萬變，她堅信時代會為教育工作者帶來啟發。





Collaborating with **New Partners** in the AI Era

In the era of artificial intelligence, the internet is saturated with misinformation, algorithms reinforce gender stereotypes, and incidents of image-based sexual violence are increasingly common. Adapting comprehensive sexuality education to effectively address these challenges is a crucial concern for educators.

In response, we launched the "**Gender & Media Education Programme**" this year, aimed at enhancing adolescents' digital literacy. This initiative is funded by **Operation Santa Claus** and developed in collaboration with **Factcheck Lab**. The programme consists of five engaging sessions that teach students how to evaluate online information, protect their digital footprints, and recognize the gender stereotypes perpetuated by various media

Additionally, it empowers them to avoid becoming perpetrators of new forms of sexual violence.

Together, we are dedicated to creating a safer and more informed online environment.

與**新伙伴**合作 回應人工智能年代

在人工智能年代，網絡世界充斥失實資訊，演算法進一步加劇性別定型，影像性暴力事件層出不窮，全面性教育課程內容如何能更適切地回應時代？這是性教育工作者必須嚴肅思考的問題。

有見及此，我們今年舉辦了「**性別 × 媒體性教育先導計劃**」，為青少年建立正面的網絡素養。此全新計劃由「**愛心聖誕大行動**」資助，並由我們與 **Factcheck Lab 事實查核實驗室** 合作設計五節課程，旨在教導學生分辨網上資訊真偽，保護個人網絡足跡，避免墮入不同媒體論述當中隱含的性別定型陷阱，亦不要成為新型性暴力的加害者。

Sexuality Education Redefined: Our Podcast Journey

As times change, the platforms for sexuality education are becoming increasingly diverse. With the rising popularity of podcasts among teenagers, we are pleased to launch our podcast, "**All Around Girls**," in October 2024. This podcast offers an engaging platform to discuss various topics related to online dating, masturbation, relationships, breakups, and more.

Whether exploring intimate perspectives on love or addressing gender culture that affects everyone, we are eager to share insights with our listeners. Our goal is to emphasize that **gender is a part of everyday life**.



性教育新視野：Podcast上線

隨着時代變遷，性教育的媒介也漸趨多元化。有見Podcast在青少年之間大行其道，我們也踏進了Podcast的世界！「**無死角女生性別台**」已在2024年10月啟播，以輕鬆的方式，討論網上交友、自慰、拍拖、分手等，各式各樣性別二三事。無論是私密的愛情觀，還是與每個人息息相關的性別文化，我們都樂意與聽眾分享，務求告訴大家——**性別即日常**。

財務概況

Financial Highlight

.....



*For Year ended 31 March 2025

For the 2024–25 financial year, Teen's Key recorded a total income of HK\$6.26 million, representing a 13% decrease from HK\$7.20 million in the previous year. This decline was primarily due to the conclusion of certain funded programmes, alongside a reduction in both individual and corporate donations. Correspondingly, our total expenditure for the year decreased by 12% to HK\$7.17 million. **The funds raised have been primarily allocated to support the core operations of the Teen's Key Service Hub and directly channelled into our frontline programmes.**

於2024-25財政年度，青躍的總收入為626萬港元，較上一年度的720萬港元下降13%。這主要是由於部分受資助計劃已經結束以及個人及企業捐款減少所致。亦因如此，該年度的總支出下降12%至717萬港元。**我們所籌集到的善款主要用於支持青躍的營運，並會直接用於前線項目。**

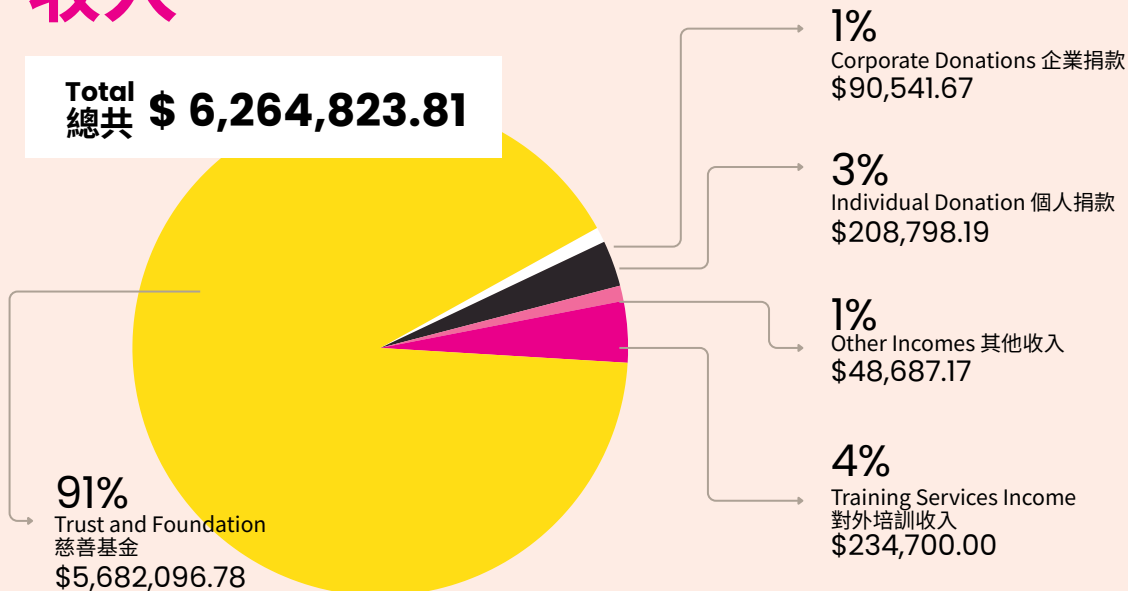
Ben Ng



Finance and Administration Manager
財務及行政經理

Income 收入

**Total
總共 \$ 6,264,823.81**



53%

Prevent & Intervene 預防及介入

\$3,822,980.12

11% Comprehensive Sexuality Education 全面性教育項目

7% Operation Santa Claus - Key to Healthy Consent 「健康同意關鍵」計劃

35% Outreach and Crisis Intervene 外展及危機介入服務

11%

Welcome & Support 全面支援服務

\$791,302.85

9% Counselling Services 輔導服務

2% Help for Children Asia - Young Mother Safeguarder

30%

Learn & Influence 學習與啟發

\$2,140,540.73

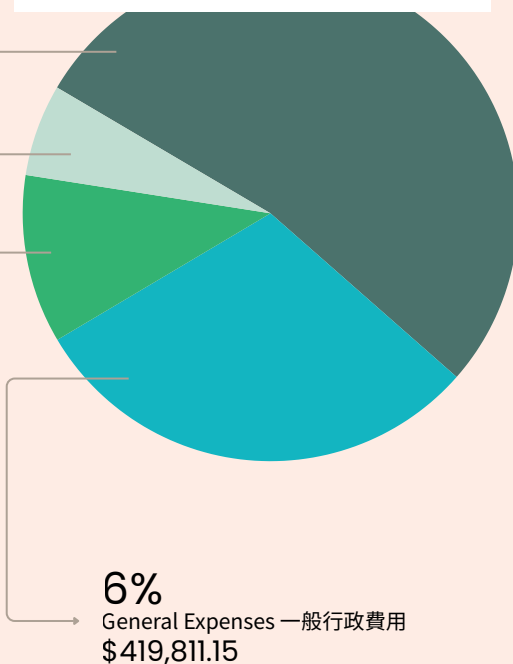
16% HKJC Free Flow Creative Dance Education and Social Services Support Programme for At-risk Female Youth Well-being 賽馬會「自主・流」身體律動計劃

12% Other Life Enrichment Education 其他成長教育

2% Financial Literacy Programme 理財教育計劃

Expenses 支出

**Total
總共 \$ 7,174,634.85**





From "Fearing I Can't Do It" to "Knowing I Can Accomplish Many Things"

For a long time, the word **"lost"** constantly hovered in the mind of Miss Ben (a pseudonym).

Back then, she was trapped in an unhealthy intimate relationship, repeatedly criticized by her partner until she felt entirely worthless. Coupled with the looming pressure of graduation and the anxiety of job hunting, she entered the nightclub industry twice, leaving her feeling as though she was wandering blindly in a dense fog.

Today, the fog has finally lifted. The young woman who once constantly muttered, "I'm afraid I can't do it," can now confidently declare, "I know I am capable of so many things."

A Youth Ruled by Fear and Denial

"I didn't think I had the ability to do it"—when recalling her past experiences and state of mind, Ben repeats this phrase multiple times. That lingering lack of self-confidence stemmed partly from her partner's relentless emotional blows and partly from her profound fear of the future.

She vividly remembers being deeply entangled in a toxic intimate relationship. Words of belittlement, denial, and contempt poured endlessly from her boyfriend's mouth, striking her like heavy stones and knocking her down completely. "He told me that his ex-girlfriend used to work in a nightclub and easily made eighty to a hundred thousand dollars a month." His every word remains branded in her heart. "He said I was the most 'pathetic' and 'unsuccessful' among all his past girlfriends."

As graduation approached, the anxiety of job hunting and the dread of office politics overwhelmed her, leaving her breathless. "Whether it was my practical skills or my language proficiency, I felt inadequate in every way, and I lacked experience." At that moment, her boyfriend's harsh words echoed in her mind again. "I was so indignant. I didn't think I was any worse than them; I had the exact same ability to do what his ex-girlfriend did." Driven by a complex mix of defiance and despair, she made the resolute decision to step into the nightclub industry.

True Observations of Nightclub Work

The outside world often assumes that working in a nightclub is entirely shrouded in the dark shadows behind the neon lights, but Ben sees it quite differently. "I actually enjoyed the work. It felt like playing—chatting and drinking with customers, and the income was substantial."

Having seen the reality for herself, she now rejects the stigma that society so easily and unfairly attaches to the industry. She recognized that those within the industry bring with them a wide range of life stories and backgrounds. She met many young women who, just like her, entered the industry simply because they felt lost on their career paths. "This is the only industry that allows them to earn enough money to sustain a reasonable livelihood." She believes the public's accusations that sex workers are "greedy," "uneducated," "heartless," or "deceitful" are gross, unfair generalizations. "Not everyone has bad habits. In fact, many know how to save money and plan to leave the industry once they've saved enough to get ashore."

However, after working in the nightclub for some time, hidden crises gradually surfaced. The loss of bodily autonomy in her workplace and lingering worries about her sexual health began to make her deeply uncomfortable. "I realized that making enough money was fine, but I didn't want to stay there any longer."

Seeing My Own Abilities

In the abyss of self-doubt, she encountered Teen's Key's outreach team. This brand-new chapter allowed her to rediscover herself, acting as a guiding light that slowly led her out of the fog that had trapped her for so long.



Struggling with mental health challenges, she received counselling at Teen's Key, where she finally realized that she had been deliberately manipulated, demeaned, and invalidated by her then-boyfriend. "I slowly rebuilt and retrieved my inner confidence. I started to believe in my own abilities. With every counseling session, I felt like I was walking one step further away from that boyfriend."

On her journey to rebuilding her confidence, she also took on a new responsibility—becoming an intern at Teen's Key. The girl who once claimed she "didn't even know what her own interests were" decided to boldly challenge herself. Instead of hiring a teacher, she took the stage herself as the tutor for an accessory-making workshop.

To prepare, she spent nearly a month burying herself in researching accessory-making techniques. Though she experienced moments of deep frustration, she persevered, learning from her mistakes. On the day of the event, seeing the joyful smiles of the participants, she felt a profound sense of wonder: "It was magical. I never thought I actually had the ability to pull this off."

Her remarkable efforts were entirely witnessed by Phoebe, Case Worker at Teen's Key, who had accompanied her throughout the journey. It is rare for an intern to volunteer as an instructor while organizing their very first event. Even knowing Ben had anxieties beforehand, Phoebe always maintained full confidence in her. "I could feel her determination and saw how she constantly strove for perfection during the preparation." Ben's performance on the day of the event also amazed Phoebe. "There were inevitably a few minor hiccups, but she always found a way to gracefully resolve them while effectively delivering the message of the event."



Stepping into the **Light,
Hand in Hand**

The sense of fulfillment brought by the internship gradually dispersed the fog lingering in Ben's heart. "I used to be dominated by fear, thinking I was incapable. It turns out I have the ability to handle many things."

More importantly, she finally took the courageous step to leave that manipulative intimate relationship. Having once unconditionally accepted her boyfriend's unreasonable demands, Ben now reflects much more deeply on love: "I now know what an equal relationship should look like." Phoebe, who supported and encouraged Ben from the sidelines, is deeply moved by her transformation. "She recognizes that she is actually a wonderful person, and she continues to work hard in her life. This change is incredibly precious."

We understand that even after leaving these dangerous circumstances, life ahead will still be full of unpredictable ups and downs. Currently navigating a new workplace, Ben is still exploring her identity, and her emotions occasionally fluctuate. Looking toward the future, she hesitates slightly but holds firmly onto hope: "Living in the present and doing the task at hand well is enough. Don't be too afraid of the future, because as long as you do what is in front of you well, the future you desire might just arrive."

Ben knows that if she ever feels lost and helpless in the days to come, Teen's Key will always be there. "I am no longer completely alone. Whatever happens, I can reach out to the colleagues at Teen's Key for help, talk to them, and know there will always be someone offering support."



從「怕自己做不到」到「知道自己做到好多事」

在過去的一段日子，「迷惘」兩個字在Ben小姐（化名）腦海中縈繞不去。

當時，她正處於一段不健康的親密關係中，被對方多番挑剔至一文不值；加上即將畢業，求職壓力襲來，亦兩度進入夜總會工作，令她彷彿置身在重重迷霧中。

如今，迷霧散去，那位曾把「怕自己做不到」掛在口邊的女生，今時今日已可以自信地說：
「知道自己做到好多事」。

被恐懼與否定支配的青春

「覺得自己能力未必做到」——Ben小姐憶述昔日的經歷和心境時，多次重複這句話。那份盤踞在心頭的不自信，一部分源自於伴侶的打擊，一部分則來自對於未來的恐懼。

她猶記得當時深陷一段不健康的親密關係中，貶低、否定、輕蔑她的惡言，從男友口中不絕地吐出，宛如石頭般向她擲來，將她重重擊倒。「他說自己以前有女朋友做夜總會，一個月搵十萬八萬好基本。」男友的一字一句，至今仍然烙印在她心底，「他說我是他過去的女朋友之中『撈得最靚』的一個。」

畢業臨近，求職焦慮與對辦公室政治的恐懼排山倒海地湧來，壓得她喘不過氣。「不論是技能，抑或是語文能力也好，覺得自己各種能力都不夠，又缺乏經驗。」此時，男朋友的說話又在她腦海中浮現：「好唔忿氣，我覺得自己唔會比佢哋差，我一樣有能力可以做到他前女友做到的事。」最後，她毅然決定入行到夜總會工作。

夜總會工作的真實觀察

外界往往認定夜總會工作，想必是燈紅酒綠背後的一道濃重陰影，Ben小姐倒有不同的體會：「我做得好開心，因為與顧客好像玩一樣，和他們傾偈飲酒，又搵得多。」

正是這段經歷，讓她對社會加諸於性工作的污名感到深深不忿。在她眼中，行業內各人的背景迥異，亦遇見與她一樣，在求職路上感到迷惘而入行的年輕女生，「只有這個行業才可以令到他們賺到足夠的錢去支撐合理的生活」。她認為坊間往往指控性工作「貪錢」、「學歷低」、「無情」、「呃人」，大多是以偏概全：「不是每個人都有不良習慣，其實好多都識得儲錢，打算儲夠一筆就上岸。」

然而，在夜總會工作一段時間後，危機日漸浮現。工作中身體自主權的喪失以及對性健康的擔憂，讓她開始感到不適。「我真係覺得錢夠用就算，不想再在那裏停留。」

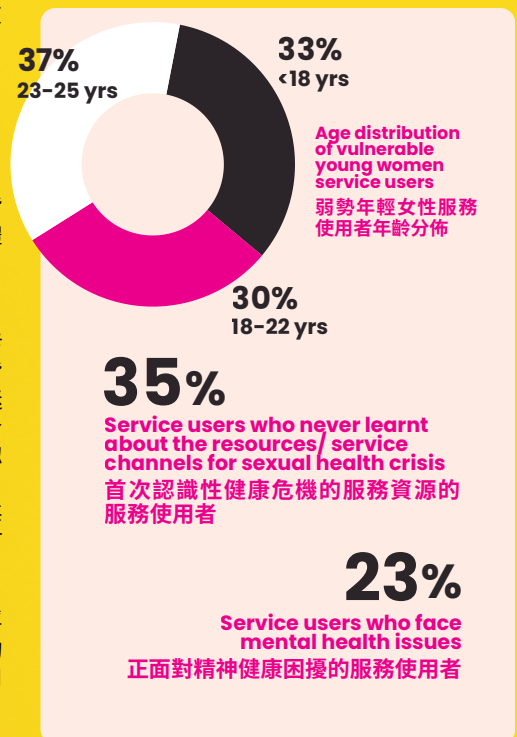
在自我懷疑的深淵中，她遇上了青躍的外展隊。這一段嶄新的經歷，讓她重新認識自己，引領她漸漸走出困住自己的那團迷霧。

面對精神健康困擾的她，在青躍接受輔導的過程中，始明白自己被當時的男朋友蓄意操控、貶低與否定。「我在內在慢慢建立和找回自信，開始相信自己的能力，覺得每一次輔導都好像令我一步一步遠離這個男朋友。」

在建立自信的路上，她亦肩負起新的責任——成為青躍的實習生，嘗試籌辦活動。昔日「連自己有甚麼興趣都不知道」的她，甚至決定挑戰自己，不外聘老師，而是親身上陣，擔當飾物工作坊的導師。

為了備課，她在活動前埋首鑽研了製作飾物的方式近一個月。過程中一度氣餒，仍再接再厲，從錯誤中學習。活動當日，看着參加者的笑容，她也感到不可思議：「好神奇，想不到我真的有能力做到。」

她的努力，一直從旁陪伴她的青躍個案工作員（註冊社工）蔡凱霖（Phoebe）全看在眼里。鮮少有實習生首次籌備活動就自動請纓做導師，縱使知道對方在活動前有過擔心，但Phoebe對她一直信心十足。「感覺到她的決心，亦看到她在準備過程中精益求精。」Ben小姐於活動當日的表現，亦令Phoebe眼前一亮。「少不免會有少少蝦轆位，但她又總會有方法解決，又能夠帶出活動的訊息。」





Eunice Ho



Head of Service & Outreach Manager
服務主管及外展經理

活在當下 不再孤單

實習過程帶來的滿足感，漸漸驅散了在Ben小姐心頭的迷霧，「我以前被恐懼支配，我不是真的如想像中般沒能力，原來我有能力處理許多事。」

更重要的是，她終於邁步離開那段被操控的親密關係。曾經對男友不合理要求照單全收的Ben小姐，現在對親密關係有更多反思：「我知道一段平等的關係應該是怎樣。」一直在旁給予Ben小姐支持與鼓勵的Phoebe也樂見她的改變：「她認清其實自己是很好的，然後在生活中繼續努力，這個改變好難得。」

我們明白，即使離開了高危處境，未來的人生亦盡是高低起伏。目前，剛進入新職場的Ben小姐尚在探索自我，情緒亦偶爾浮沉。展望未來，她有點遲疑，但依然不失冀盼：「活在當下，做好眼前的事就夠，不要太過害怕將來，因為只要做好眼前的事，自己想要的未來就會可能會到。」Ben小姐知道，日後徬徨無助之時，青躍都在：「自己不再是好孤單一個人，有甚麼事都可以找青躍的同事幫忙，找他們傾訴，有人提供支援。」

Scan to donate for young women like Miss Ben
捐款支持更多像Ben小姐這樣的女生



Stepping into the Gaps of Social Taboos: Frontline Observations and Practices in Outreach Services

Drawing on extensive frontline experience, Case Worker (RSW) Phoebe sheds light on the difficulties inherent in providing outreach services. She shares how the team actively intervenes to fill the gaps in mainstream services, ensuring that high-risk young women are no longer left isolated and helpless.

How Can Service Gaps Be Filled to Truly Meet the Needs of High-Risk Young Women?

Young women who have experienced trauma often find it difficult to let down their guard in traditional, co-ed youth centres. To address this, Teen's Key has created a safe space led entirely by a female frontline team. Beyond running interest classes and programmes focused on career planning and mental health, this space breaks social taboos by encouraging the girls to engage in open dialogue on sexual health and concerns arising from intimate relationships.

Despite coming from vastly different backgrounds, they find common ground in their shared experiences and reclaim a long-lost sense of belonging.

As Community Dynamics Quietly Shift, How Can Frontline Support Keep Pace?

In recent years, community dynamics have been quietly shifting. Many young women reject the label of "sex worker," viewing receiving gifts, being treated to meals, or going to theme parks instead as a form of transactional relationships. Responding to this evolution, the team has adapted its mindset and intervention approaches to move alongside the community, bridging the gap between service and reality.

How Can Support Reach Hidden High-Risk Young Women When Stigmatisation Blocks the Way?

With society still viewing sex as a taboo, many vulnerable young women engaged in sex work or transactional relationships silently endure sexual and reproductive health crises. Yet, deterred by social stigma, they rarely seek help voluntarily. To reach these hidden cases within the community, the online outreach service was developed, alongside active efforts to promote sexual health testing at tertiary institutions, striving to intervene early before crises escalate.

Faced with Vast Service Demands, How Does the Team Respond Within Resource Limits?

The case support team has always collaborated closely with a clear division of labour. Social workers focus primarily on case management, while our counsellor is devoted to personal counselling. Despite limited manpower, the team consistently supports one another. Upholding the belief of doing as much as we possibly can, we strive to weave the most resilient safety net for these young women within our limited resources.



走進社會禁忌的縫隙 —— 外展服務的前線觀察與實踐

個案工作員（註冊社工）蔡凱霖（Phoebe）結合前線經驗，剖析外展服務當前的挑戰，並分享團隊如何主動介入，填補主流服務缺口，確保高危青少年在逆境中不再孤立無援。

我們如何填補服務缺口，令服務真正迎合高危青少年所需？

曾受創傷的少女，在傳統男女混合的青少年中心往往難以卸下防備。為此，青躍打造「全女班」的安全空間，由全女性前線團隊帶領。除了舉辦興趣班、與生涯規劃及精神健康有關的活動以外。這裏更打破社會禁忌，鼓勵女孩們開放討論性健康疑難、親密關係的困擾。背景各異的她們，在此因相似經歷產生共鳴，重新找回久違的歸屬感。

當社羣形態悄然改變，前線支援如何與時並進？

近年社羣形態悄然轉變，許多青少年抗拒「性工作者」的標籤，認為收取禮物、被請客或同遊主題樂園，僅屬於「有酬交友」（Transactional Relationship）。面對此轉變，前線團隊必須與時並進，調整既定認知與介入手法，才能真正與社羣同行。

社會污名之下，如何找出隱藏在社區的高危少女？

當社會仍然視「性」為禁忌，許多從事性工作或有酬交友的弱勢青少年，正默默承受着性與生殖健康的危機。然而，礙於社會標籤，她們往往不會主動求助。為求接觸到更多隱藏在社區的高危個案，我們的網上外展服務應運而生，亦積極到大專院校推廣性健康測試，務求及早介入危機個案。

面對龐大的服務需要，團隊如何應對？

負責個案支援的團隊一直緊密合作，妥善分工。社工主力負責個案管理，輔導員則專注個人輔導。儘管人手有限，但團隊一直互相支援，並且秉持着「做得幾多得幾多」的信念，竭力在有限資源中為她們編織最堅韌的安全網。



Phoebe Choi

Case Worker, RSW
個案工作員（註冊社工）



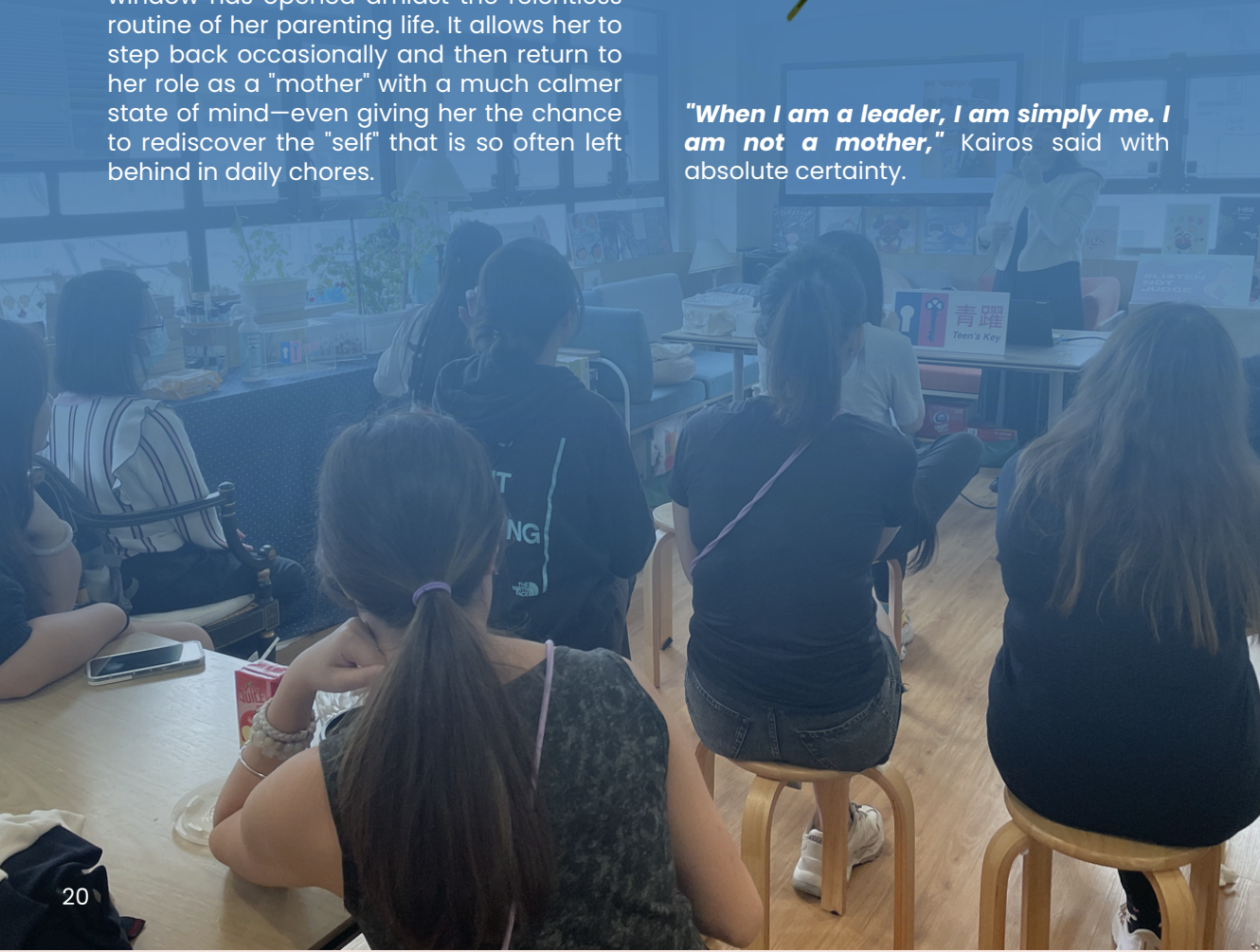
"When I am a leader, I am simply me—not just a mother."

Last year, typhoons frequently battered Hong Kong. On the day of the interview with Kairos, a young mother, Super Typhoon Ragasa was sweeping across the city, forcing our face-to-face chat to be moved online. There were initial worries that having her two children stuck at home due to school suspensions would leave her overwhelmed. To one's surprise, sitting comfortably in a quiet corner of her home, she flashed a bright smile at the camera and shared that she had temporarily handed the childcare duties to her husband. "This is my space to escape for a while," she said.

Since deciding to become a leader in the Young Mothers Club four years ago, a window has opened amidst the relentless routine of her parenting life. It allows her to step back occasionally and then return to her role as a "mother" with a much calmer state of mind—even giving her the chance to rediscover the "self" that is so often left behind in daily chores.



"When I am a leader, I am simply me. I am not a mother," Kairos said with absolute certainty.



Keeping the Mind Sharp and Discovering Parenting Insights

Before becoming a leader, she had never actually participated in any Young Mothers Club activities. Recalling her first visit to the Teen's Key Service Hub, she could not help but laugh at herself. "I was stuttering and had no idea what was going on." With a "take it one step at a time" mindset, she bravely took on the operational and event-planning duties of the club.

At the time, she felt she had lost touch with society for a few years due to focusing entirely on raising her child. Becoming a leader offered her the perfect opportunity to learn interpersonal skills and hone her ability to negotiate. "Because of my role as a leader, my brain hasn't had the chance to rust. It also gives me a space to step away for a moment whenever I feel helpless on my parenting journey."

Stepping slightly away from her caregiver role unexpectedly led her to discover unique parenting insights. Recently, her eldest daughter started primary one. Understandably nervous, Kairos pushed hard while tutoring her, hoping to help her daughter adapt to school life quickly. Instead, feeling suffocated by the pressure, her daughter threw a massive tantrum. It was then that Kairos's leadership skills came into play. Having frequently communicated with leaders of vastly different personalities while organizing events, she deeply understood that "different people require different communication strategies." Seeing her daughter's reaction, she realized she needed to change her approach—to let go at the right time and allow her daughter to explore on her own, rather than pushing too hard and getting the exact opposite result.

Being a Full-Time Mother Does Not Mean Standing Still

"Life planning" seems ingrained in the DNA of Hong Kong people: scrambling for internships while studying, and fighting for promotions once in the workplace. However, Kairos does not believe there is only one rigid path in life. "My pace is different from the average Hong Konger, but it's really not that bad." Watching her children grow, she occasionally imagines exploring other possibilities for her life in the future. "I want to equip myself as much as possible, at least to give myself more choices." To this end, she has not only served as a leader in the Young Mothers Club for three consecutive terms, but has also dedicated her spare time to proactively mastering various new skills. "Even when I face an interviewer in the future, I can confidently say that I haven't just been standing still during this time."

Kairos believes that, as a mother, she "still has a lot of hard work ahead." Even though the future remains unknown, she will keep striding forward to compose her own life story.



You Can Put Down the Baggage Named "Mother"

For Kairos, the leadership journey within the club is anchored by a mentor she likens to a 'teacher'. "She grades our assignments, and we are a class of students who need to complete the homework the teacher gives us." This "teacher" is Ally Cheung, the Case Manager at Teen's Key.

Ally has observed that many young women, upon becoming mothers, shoulder the crushing expectations placed upon this role by both society and themselves. When discussing life priorities, their children always come first, partners second, and only a tiny, reluctant corner is left for themselves. Consequently, they often find themselves trapped in trivialities, overwhelmed by a sense of powerlessness, and their lives fall out of balance.

Transforming Success into Self-Worth

Society often forgets that young mothers, apart from being parents, are also young women. Ally emphasizes that the original intention of the Young Mothers Club is to allow these girls to briefly set aside the heavy baggage of motherhood and rediscover their own boundless potential.

Therefore, Ally constantly supports them from the sidelines, designing "missions" one after another to give them opportunities to take the lead. From communicating with team members of opposing personalities and organizing various activities, to stepping into schools to share their personal journeys, and even meeting directly with donors. "These experiences actually have nothing to do with being a mother," Ally notes. "But when they gain successful experiences in the outside world, these moments can be translated into a belief that they are more than capable of handling their own lives and families."

Mending a Shattered Sense of Self-Worth Takes Time

Every time a leadership term ends, Ally looks at the smiling faces of the mothers. Alongside her relief, she also sighs, knowing that the journey to truly support young mothers is still a long one.

"Many mothers actually struggle with very low self-worth." A voice often echoes in their hearts: I don't deserve good things, or I'm doing okay now; I could never find anything better. This mindset not only suffocates their hopes for the future but also pushes them toward danger. When facing an abusive or manipulative intimate relationship, they often feel powerless to change the status quo, sinking deeper into the mire.

This shattered self-worth requires consistent mental health support to mend, which is exactly what society currently lacks. Ally expresses her frustration, explaining that she can only find small windows to subtly integrate mental health elements into activities and casework. However, deep-rooted trauma and low self-esteem cannot possibly be reversed by just one or two events; it takes years of dedicated effort.

"It's like you start boiling a pot of soup, and suddenly you run out of money for gas. Just when it's getting warm, the fire has to be put out." The road ahead is long, but we are still on the journey.

As a senior leader, Kairos loves to quietly observe the changes in other young mothers during events. "You see their tense shoulders slowly relax. I believe this is the true meaning of the Young Mothers Club's existence." We hope that in the future, there will be more consistent support networks and more comprehensive family-friendly policies, allowing these young women to learn how to gently embrace themselves before they even become mothers.



我做領袖的時候，我就是我，我不是一個媽媽

去年，香港颱風頻頻，與年輕媽媽Kairos訪問那天，剛好遇上超強颱風樺加沙襲港，原本面對面的訪談改在線上進行。原本擔心停課留家的兩個孩子會讓她分身不暇，怎料窩在家中一隅的她，朝鏡頭爽朗地一笑，說孩子已暫且交由丈夫照顧：「現在是我逃離的空間。」從四年前她決定成為媽媽會領袖開始，育兒生活的縫隙中，就倏忽開了一扇窗，讓她不時可以抽離一下，再以更從容的狀態，重投「媽媽」這個身份，甚至探索那個被日常瑣事生活拋下的自我。

「我做領袖的時候，我就是我，我不是一個媽媽。」Kairos說得篤定。

大腦再生鏽 領略育兒心得

成為領袖以前，她其實從未參加過年輕媽媽會的活動。憶起初次造訪青躍Service Hub的自己，她也不禁失笑，「當時『窒吓窒吓』，不知道發生了什麼事」。本着「見步行步」的心態，她接下了媽媽會的運作與活動籌辦工作。

當時，她有感自己因專注育兒與社會脫節了兩、三年，成為領袖恰好讓她有機會學習待人接物，磨練與人協商的技巧。「因為領袖這個身份，我的腦袋沒有機會生鏽，亦令到我在育兒期間遇上不知所措的時候，可以有一個空間給我逃離一會。」

從照顧者的身份中稍稍抽身，反而讓她找到獨門育兒心法。近來，大女剛升上小一，Kairos難免緊張，加緊指導功課，希望令女兒盡快銜接上小一的生活，結果女兒反而因為覺得媽媽迫得太緊而大發脾氣。此時，Kairos的領袖功力就派上用場。籌備活動時，她經常與性格迥異的領袖溝通，她深明「對不同的人要有不同的溝通技巧」。看到女兒的反應後，她便告訴自己應該換個方式，適時放手，讓她自行探索，不然只會適得其反。

全職媽媽不代表原地踏步

「人生規劃」彷彿刻進了香港人的基因中：求學期間忙着求職和實習，踏入職場後，又開始為升職拼搏。Kairos倒不認為人生只有一條路可以走：「我和普遍香港人的節奏是不同的，但又不是那麼差。」眼見子女日漸長大，偶爾她也會設想，日後自己的人生還會有別的嘗試。「我會盡量裝備自己，起碼我會多些選擇」，所以不單連續擔任了三屆年輕媽媽會領袖，更把握閒暇時間學習各種技能，「即使之後面試官問到，我都可以很有自信地說，這段時間我不是原地踏步。」

Kairos笑言，身為一個母親，自己「仍需努力」。縱使未來是未知之數，她仍會邁步向前，譜寫自己的人生。

你可以放下那個名為「母親」的包袱

在Kairos眼中，年輕媽媽會領袖的背後，有一位引導她們認識世界的「老師」。「她負責批改我們的作業，而我們就是一班學生，需要去完成老師交給我們的功課。」這位「老師」，就是青躍個案經理張璧雯（Ally）。

Ally看見許多女生成為年輕媽媽後，獨自扛起外界以及自己對於這個角色的期望。當與她們談到生活的優先次序時，生活排序永遠是孩子第一，伴侶第二，最後才勉強擠出一個角落給自己。結果，經常為生活瑣事所困，被無力感拖垮，生活失序。

轉化成功經驗 提升自我價值

外界往往忘記了，年輕媽媽除了是一名母親以外，同樣是青少年。Ally強調，「年輕媽媽會」的初衷，是希望女生們稍稍放下母親的包袱，重新探索屬於自己的潛能。所以，Ally一直從旁輔助，設計出一個又一個「任務」，給予機會讓各人主導工作。從與性格南轅北轍的隊員溝通、籌備各式各樣的活動，到走進校園分享心路歷程，甚至直接與捐助者見面交流，「其實這些體驗和媽媽這個身份沒有關係，但當你外面獲得成功經驗的時候，這些經驗可以轉化，令她們覺得自己有能力去處理家事。」

修補破碎的自我價值 非一朝一夕

每逢一年任期屆滿，Ally看着媽媽們臉上的笑靨，在欣慰之餘亦慨嘆，支援年輕媽媽的路，依然漫長。

「很多媽媽的自我價值其實很低。」她們心底裏常常迴盪着一個聲音：「我不值得擁有好的。」或者是：「我現在已經算好了，不可能再找到更好的。」這種心態，不僅扼殺了她們對未來的期盼，更會將她們推向危機。當面對一段充滿操控或傷害的親密關係時，她們往往覺得自己無力改變現狀，在泥沼中愈陷愈深。

這份破碎的自我價值，需要恆常精神健康支援服務來修補，然而，這正是社會所缺乏的。Ally無奈地表示，只能在夾縫中尋找的方式，將活動與個案在心底的創值，絕不動就能年計的煲了一沒錢了，好，空間，用「Subtle」精神健康的元素融入工作中。可是，根植傷與低落的自我價值可能單靠一兩次活逆轉，而是需要以心力，「可能你只陣子，就突然間，明明煲得挺都要熄火了。」



Case Manager, RSW
個案經理（註冊社工）

Scan to donate for young
women like Kairos
捐款支持更多像Kairos
這樣的女生



道阻且長，但我們尚在途中。

作為資深領袖，Kairos 總愛在活動中靜靜觀察其他年輕媽媽的變化：「你會看到她們原本緊繃的肩膀，慢慢放鬆了下來。我相信，這個就是『媽媽會』存在的意義。」

我們期盼，未來能有更恆常的支援網絡，以及更完善的家庭友善政策，讓這些女生在成為母親以前，能先學會溫柔地擁抱自己。





「我以前被恐懼支配，
我不是真的如想像中般沒能力，
原來我有能力處理許多事。」



「因為領袖這個身份，
我的腦袋沒有機會生鏽，
亦令到我在育兒期間遇上不知所措的時候，
可以有一個空間給我逃離一會。」

Holding Hearts that Long to be Understood: **Coexisting with Trauma** through Trauma-Informed Practice



Every young woman entering the counselling tree hole of Teen's Key carries a tapestry of complex experiences and profound trauma. How do we properly embrace these individuals who yearn to be heard and understood? Over the past year, Dr Renee Chiu (Renee), Lecturer at the Department of Social Work of the Chinese University of Hong Kong and Clinical Supervisor for Teen's Key, has provided professional supervision to our counsellor. In her view, the defining value of Teen's Key lies in our commitment to trauma-informed practice: "Our objective is not to eradicate all past traumas, but rather to empower these young women to safely coexist with them, allowing their lives to gradually transform through the healing process."

Question 1: What are the psychological imperatives of trauma-exposed young women?

Renee: Many young women enter our doors in the grip of a crisis," such as volatile intimate relationships, urgent financial distress, or severe emotional dysregulation and high-risk behaviours. Renee notes that these are often the visible tips of a much deeper iceberg, that these are often symptoms of deeper, systemic issues. Their struggles are often multifaceted; some rooted in unstable families of origin, while others are involved with partners facing similar domestic challenges. If these unresolved emotional attachments from their developmental years remain unaddressed, harmful patterns in behavior and relationships inevitably recur. To break the cycle, we don't just fix the immediate problem; we work to heal the "foundation" of the self.

Question 2: How does Teen's Key establish a safety net to address these deep-seated needs?

Renee: First and foremost, Teen's Key provides a non-judgmental safe space. The Service Hub is intentionally designed to feel comforting—a vital prerequisite for safety. Upon arrival, they find that they do not have to face rigid, clinical protocols; instead, they feel respected and regain a sense of autonomy. Secondly, Teen's Key implements a trauma-informed practice, guiding them to understand that their current predicaments and defence mechanisms were developed for survival with function and meaning. Throughout the counselling process, we guide them away from a "victim" identity, fostering self-compassion and helping them reframe their histories so they can learn to support themselves.



Question 3: How do we tailor our counselling interventions to address such complex trauma?

Renee: The profound issues and past traumas faced by Teen's Key girls often result in heightened emotional reactivity. Deep trauma often leaves the brain in a state of "chronic anxiety," which can impair the brain regions responsible for language. This leaves many feeling "speechless," even when they have a desperate desire to express and communicate. To address this, our counsellor adopts "non-verbal" and "bottom-up" approaches tailored to each individual's emotional state. By starting at the sensory level, we help them reconnect with their bodies and find a sense of "presence." This stabilizes the nervous system and allows the brain to form new neural circuits through a healthy relationship with the counsellor. We also use creative means like LEGO®; physical movement stimulates neural connectivity, helping to rewire the brain so that their perception of the world is no longer confined by the past. We hope that through emotional co-regulation, they can gradually enhance their emotional management skills, process traumatic memories, and develop more adaptive ways of thinking and coping to manage stress and relationships.

Question 4: What is your strategic vision for the future of counselling services at Teen's Key?

Renee: Our cases are becoming increasingly complex, often involving the entire family system. To truly "fortify the foundation," we must address the intricate intergenerational relationships within the family of origin. Intervening with the young woman is merely the initial step; I hope that in the future, Teen's Key can further engage with the families, treating the entire family as an "emotional unit." This will gradually enhance the depth and effectiveness of our intervention.

Furthermore, managing such multi-faceted cases requires more than just a social worker or a counsellor. I look forward to spearheading closer cross-disciplinary collaborations, enabling professionals from various fields to work together and provide more holistic support for vulnerable young women. Additionally, Teen's Key shall continue to lead closer cross-disciplinary collaborations, bringing together professionals from various fields to provide holistic, multifaceted support.

The path forward is one of deeper connection. Renee envisions a future where we treat the family as a whole, healing the intergenerational wounds that impact the individual. By fostering collaboration across different professional fields, Teen's Key aims to provide a holistic web of support that ensures no young woman has to navigate her healing journey alone.

The Healing Power
of Emotion



接住渴望被理解的心 —— 以創傷知情角度介入， 讓弱勢青少女與創傷共存



走進青躍輔導樹洞的年輕女性，無一不是懷抱着複雜的經歷與創傷，我們怎樣好好接住一顆顆渴望被聆聽與理解的心？過去一年，香港中文大學社會工作學系講師、青躍臨床督導趙芊嵐博士（Renee）為青躍的輔導團隊提供專業督導。在她的眼中，青躍服務的可貴之處在於以創傷知情角度介入：「不是幫她們處理所有創傷，而是去幫她們重新與這些創傷共處，從而慢慢從創傷中轉化生命」。

Q1：受過創傷的年輕女性在精神健康上有何需要？

Renee: 許多前來求助的年輕女性，當下都正面對着「急性危機（Acute crisis）」，例如身處不健康的親密關係、面臨迫切的經濟壓力，或是出現情緒失控與高危行為。但當我們繼續跟進她們的情況，就會發現這些都只是表面的「症狀（Symptoms）」。

她們的處境往往非常複雜。有些女生本身來自不穩定的原生家庭，或者伴侶的家庭狀況也充滿缺失。如果這些成長過程中的核心依附關係（Unresolved Emotional Attachment）沒有被妥善處理，她們的行為、情緒及關係模式（Patterns）就會周而復始地出現。因此，她們需要的是更深層次、更長遠的服務，幫助她們「固本培元」。

Q2：針對這些深層需要，青躍如何為她們築起安全網？

Renee: 首先，青躍提供了一個非批判的安全空間。青躍 Service Hub 的氛圍很舒服，對於受過創傷的女生來說，環境是否令她們感到安全和舒服是非常關鍵的。當女生來到，她們發現，原來不需要面對冷冰冰、刻板的程序，她會感受到自己被尊重，並且擁有自主性。

第二，是青躍運用創傷知情的角度，引導她們去理解自己所面對的困境與防衛機制，其實並非一朝一夕形成的。在輔導過程中，我們希望幫助她們不要將自己定型為「受害者（Victim）」，而是學會對自己抱有多一份關懷及接納。當她們能重新理解自己的成長經歷，就會懂得如何尊重並幫助自己。

Q3：當了解到這些年輕女性複雜的創傷後，我們怎樣用適當的輔導手法回應？

Renee: 青躍女生面對着複雜的問題與過往的創傷，導致她們的情緒反應（Emotional Reactivity）極高。這種長期的慢性壓力（Chronic Anxiety）狀態不僅影響身心，更會直接影響大腦的運作與發展，使大腦負責語言的區域受損。所以，即使她們很想表達内心的感受，也有口難言。

因此，青躍的輔導員會因應她們個別的情緒狀態而採用「非語言（Non-verbal）」及「由下而上（Bottom-up）」的手法。我們會先從「感官」入手，加強她們當下與自己身體及周遭環境的連結，建立此時此刻的臨在感（Being Present）及加強安全感，令大腦及神經系統覺得安穩，令她們可以從慣有的記憶及壓力反應模式走出來，從而透過與輔導員建立健康的關係模式，令腦部重新去建立新的迴路，期望最終能夠逐步在彼此情緒互相協調下（Emotional Co-regulation），加強她們管理情緒的能力，並逐步整理過去的創傷記憶，建立更適應性的思維及行為方式去處理壓力及關係。

我們用創意去回應創傷，舉個例子，我們會將 LEGO[®] 應用於輔導中。手部動作能連結大腦內的神經細胞，動手砌LEGO[®]能幫助大腦重塑新的神經迴路，當新的迴路建立，她們看待世界的方式，就不會被過往的創傷經驗所局限。

Q4：您對青躍未來的輔導服務發展有着怎樣的願景？

Renee: 目前的個案情況愈來愈複雜，很多問題不只源於個人層面，更牽涉到整個家庭。要做到之前提及的「固本培元」，疏理原生家庭代與代之間那些千絲萬縷的關係是不可或缺的部份。因此，服務青少年只是第一步，我期望青躍未來能進一步接觸到個案的家庭，將整個家庭視為一個情緒單位（As an Emotional Unit）來處理，令整個介入的切入點、深度與成效逐步提升。

其次，面對如此複雜的個案，單靠社工或輔導員是不足夠的。我期盼未來能推動更緊密的跨專業合作，讓不同領域的專業人士能夠互相協作，為弱勢青少年提供更整全的支援。



Community Workshops — Breaking Out of the Echo Chamber



Teen's Key has long been rooted in sexuality education. One lesson stands out: real progress on gender equality does not happen inside an echo chamber or behind closed doors. It happens in the community, through open conversations that make visible the gender issues woven into everyday life but often overlooked. With that in mind, we launched a new public series this year—Community Workshops—to deepen understanding of gender, sexuality, and the diverse communities around us.

Centering Youth Voices, Sparking Deeper Conversations

Gender topics are tightly woven into daily life, and while online discussions are abundant, they can be fragmented. Through these workshops, we create space for different voices to be heard and for more nuanced, grounded dialogue to flourish. Since August 2024, we have hosted six sessions on themes including ethnic minority women, Filipino migrant workers, men's mental health, the male gaze, reproductive justice, and misogyny. We start with familiar entry points—pop culture, trending topics, and common myths—then move into questions of gender stereotypes, consent and boundaries, power, and equity. To ground these discussions, we invite speakers from medicine, academia, social work, and the creative field—including private photo models—who share both expertise and lived experience.

Spotlighting Marginalized Issues

A big part of our work is bringing marginalized issues into the spotlight. Stories from private photo models open up questions of bodily autonomy and the so-called "female privilege." Hearing from people who choose their own sexual boundaries and pleasures helps us rethink attitudes toward sex and erotic expressions. The experiences of unmarried mothers challenge assumptions about intimacy, partnership, and marriage. Firsthand reflections on assisted reproductive technology reveal how far Hong Kong still is from reproductive justice. We also want to help everyone really understand intersectionality. That's why we have invited Filipina migrant workers and ethnic minority women to share what they face at work, at home, and in their communities—highlighting how religion and culture shape gender norms.

Though Teen's Key primarily serves young women, we hold fast to a simple principle: gender equality means equal rights and dignity for everyone. Patriarchal norms harm everyone, including men. Alongside amplifying women's resilience, we examine men's challenges, unpack the expectations placed on them, and consider how these pressures affect relationships, work, and family life. We also discuss practical ways to notice and support men experiencing mental health difficulties.

Planting Seeds in the Community to Grow Gender Awareness

Participants tell us the conversations leave a mark.

"The speakers' experiences and the audience's questions gave me so much to think about."

"Every speaker had powerful stories—I hope they get more chances to be heard."

"The content was rich and comprehensive."

"I learned so many new things."



Carey Choi

The dialogue has been vibrant; many participants linger after each session at our Service Hub to keep talking with the speakers. They are keen to join again, this time with a partner or friends. This is exactly what we hope for. In the months ahead, we will continue to start from everyday life, open dialogue across communities, and engage gender and sexuality issues—so the seeds of change can take root across the city.



**Education Manager,
RSW, Professional Sexuality Educator**
教育經理（註冊社工，專業性教育工作員）

社區性別工作坊——

衝破同溫層的新嘗試

深耕性教育工作多年，我們愈來愈確信要推動性別平權，不能留在同溫層，也不可閉門造車。我們需要走進社區，主動促進對話，讓更多人看見日常生活中無處不在，卻常被忽略的性別議題。故此，我們今年作出了新嘗試——籌辦了一系列面向公眾的社區性別工作坊，期望拓展大眾對不同性別議題及多元社羣的理解。

聚焦青少年所想 帶入深度討論

性別議題和日常生活緊密扣連，網絡上亦充斥着碎片化的討論。立足於眾聲喧嘩的時代，我們希望通過社區性別工作坊，開闢出一片可以容納不同聲音，深入探討各類議題的空間。

自2024年8月起，我們籌辦了6場以少數族裔女性、菲律賓移工、男士精神健康、男性凝視、生育公義、厭女為主題的工作坊，每場皆以流行文化、網上熱話、大眾迷思為切入點，與青少年一起討論關於性別定型、男性凝視、性別平等、厭女等議題。為了使討論內容更趨多元，我們亦廣邀來自不同領域的嘉賓，包括醫生、學者、社工、私影模特兒等，分享專業觀察及自身經歷。

讓小眾議題被看見

與此同時，我們也帶入較少被看見，甚至被邊緣化的議題。「賣相」的私影模特兒，恰好可以引領大家探討身體自主權及「女性紅利」；性慾自主實踐者的經歷，有助大眾反思社會對「性」及「情色」的取態；不婚媽媽的經歷，則可以挑戰親密關係與婚姻觀的既定形態；人工受孕過來人剖白生育的艱辛，則讓參加者切實地了解香港和生育公義之間的距離。

我們亦希望讓大眾真正理解何謂多元交織性（intersectionality），所以邀請了菲律賓移工及少數族裔女性分享她們在工作、家庭、社區中面對的真實處境，將不同宗教及文化背景下的性/別文化帶入公眾視野。

雖然青躍的服務對象為年輕女性，但我們從來都知道，性別平權的着眼點在於不論任何性別，都可以享有相同的權利。所以，對於男性在父權社會上面對的壓力，我們同樣予以深切關注。除了讓一個又一個的女性韌性故事被看見，工作坊亦聚焦於男性困境，讓大眾了解如何關心及支援受精神健康問題困擾的男性。



感謝古明慧律師行的招蕙莉律師和鍾伊婷律師應邀成為社區性別工作坊「走出婚姻後，她想說的是……」的嘉賓，並且義務前來分享。

Our sincere thanks to Elaine Chung and Florence Chiu of Rita Ku & Ser for their pro bono contribution to our workshop, "What She Wants to Say After Leaving a Marriage..."

在社區散播種子 提升性別意識

「嘉賓的經歷和參加者問的問題令我有許多思考。」

「每位嘉賓都有好多故事，
希望他們有更多被聆聽的機會。」

「內容準備得好豐富，
涵括的內容好廣泛。」

「聽到好多新知識。」

——社區性別工作坊參加者回應

工作坊的討論氣氛熾熱，不少參加者甚至會在活動完結後留在Service Hub與嘉賓詳談，還會攜同伴侶或朋友再次參與我們的活動，這正是致力於性/別工作的我們所希望看到的。日後，我們會繼續從日常出發，與不同社羣打開對話，以不慍不火的步調介入各種性/別議題，讓改變的種子在社區紮根。



Teen's Key at the 2025 Standard Chartered Hong Kong Marathon: After crossing that finish line, I feel like I can take on **any** **challenges that** **come my way.**

This year, Teen's Key proudly joined the Standard Chartered Hong Kong Marathon Charity Programme, a milestone that reflects our commitment to empowerment and resilience. Despite the cold weather, our runners' energy and determination shone brightly, proving that nothing can dampen the spirit of young women striving for change.

Months of training culminated in an unforgettable race day. 29 runners in total—including 16 Teen's Key young women, 10 charity runners, and 3 staff members—took on the challenge. Among them, 22 completed the 10km race, 5 conquered the half marathon, and 2 pushed their limits in the full marathon. Every finish line crossed was more than just a personal triumph; it was a collective achievement that embodied courage, perseverance, and hope.

For many, the marathon was not just about crossing a line but about discovering new strength. As Jane, one of Teen's Key girls, shared: "After crossing that finish line, I feel like I can take on any challenges that come my way." Her words capture the essence of the day—running not only for themselves but for the empowerment of young women across Hong Kong.

Through the Marathon Charity Programme, every stride directly supported comprehensive sexuality education and essential services for vulnerable young women. This initiative amplified our mission to promote gender equality, strengthen resilience, and create safe spaces where young women can thrive.



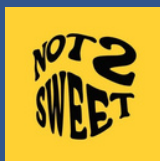
2025 渣打香港馬拉松： 衝過終點線之後， 我覺得自己可以迎接 **任何挑戰**

今年，青躍非常榮幸參與「2025 渣打香港馬拉松——馬拉松慈善計劃」。雖然比賽當天天氣嚴寒，但跑手們的活力與決心卻為大家帶來溫暖，亦讓團隊上下更加堅定推動年輕女性充權的熱誠與決心。

經過數月的刻苦訓練，我們終於迎來難忘的比賽日。是次活動共有 29 位跑手參與，包括 16 位青躍女生、10 位慈善跑手及 3 位同工。當中，有 22 位順利完成 10 公里賽事，5 位挑戰半馬，更有 2 位成功征服全馬賽事。

對許多參加者而言，馬拉松不只是一場體能競賽，更是一趟探索自我的旅程。青躍女生 Jane 分享道：「衝過終點線的一刻，我覺得自己足以迎接未來的任何挑戰。」這番話為當日的活動寫下了最圓滿的註腳——跑步，不只為了突破自我，更是為香港年輕女性充權而跑。衝線的那一刻，不僅代表跑手完成了個人挑戰，更凝聚了團隊同行的勇氣與希望。

慈善跑手邁出的每一步，都直接支持了弱勢青少年的危機介入與全面性教育工作，推動我們建立安全空間與促進性別平等的使命，讓年輕女性能在逆境中茁壯成長。



Ms. Sophia Leung
Scott Frain and Winnie Tsang



With Thanks to Our Sponsors

Teen's Key sincerely thanks our sponsors and partners for their invaluable support throughout 2024–2025. Your generosity enabled our young women to participate in the Standard Chartered Hong Kong Marathon and ensured that vital health education and support services reached those who need them most.

Together, we are running toward empowerment, equality, and brighter futures for young women in Hong Kong.

鳴謝合作伙伴及贊助商

青躍衷心感謝各位贊助商及合作伙伴在 2024–2025 年的鼎力支持，讓我們一起向着年輕女性賦權、性別平等和更光明的未來邁進。



Giving changes lives, lighting the path of hope

As we look ahead, Teen's Key recognizes that sustaining and growing our mission requires urgent investment. Vulnerable young women continue to face barriers in accessing healthcare, safe spaces, and opportunities for growth. To meet these needs, we must close funding gaps in care services and ensure continuity of essential support.

Your donation will also enable us to develop and expand services, reaching more communities and amplifying our impact. By investing in staff professional development, you help equip our team with the skills and compassion needed to deliver high-quality care. Maintaining and enhancing our facilities ensures safe, welcoming environments where young women can learn, heal, and thrive.

Most importantly, your support will provide emergency grants and bursaries for vulnerable young women, offering immediate relief and pathways to education and empowerment.

Together, we can close gaps, expand opportunities, and build brighter futures. Support Teen's Key today.





Charity Shop



Scan to Donate/ FPS



161820584

Scan to Donate



Corporate Partnership

企業合作

info@teenskey.org

您的支持能改變生命， 為她們帶來無限的希望

在香港，許多弱勢年輕女性每天都在努力面對現實的挑戰——她們尋求醫療服務、安全空間，以及成長機會。青躍深信：只要有您的支持，她們的生命將綻放更多可能。

您的捐助不只能夠填補服務缺口，更是一份陪伴她們走過困境的力量；能讓我們把服務延伸至更多社羣，讓更多有需要的青少年知道自己並非孤立無援。您的支持，亦將用於團隊的專業培訓及改善機構現有資源，提升服務質素，確保青少年擁有安全、包容的地方去學習、療癒與成長。

最重要的是，您的支持也將轉化為緊急援助金與助學金，為弱勢年輕女性解燃眉之急，並為她們鋪設教育與就業的道路。

每一份捐助，都乘載着一份真切的盼望。只要我們攜手同行，定能為她們拓展更多機遇，共同建構更光明的前路。

請支持青躍，讓更多年輕女性看見希望，勇敢迎向未來。

鳴謝

Acknowledgements

.....

Special Thanks

We extend our heartfelt gratitude to **Tim and Tim Limited** for their unwavering support of Teen's Key Service Hub. Their generosity has been instrumental in sustaining a safe, welcoming, and empowering space for vulnerable girls and young women in Hong Kong. With their partnership, we have been able to provide not only essential services but also a sense of dignity, belonging, and hope to those who need it most.

Tim and Tim Limited's commitment goes beyond financial support—it reflects a shared vision of building a more inclusive and compassionate community. By standing alongside Teen's Key, they have helped us strengthen our programmes in education, crisis intervention, and life skills training, ensuring that young women can access the resources and opportunities they deserve.

We are deeply grateful for their trust and belief in our mission. Their support has allowed us to amplify our impact, nurture resilience, and inspire positive change. Together, we are creating pathways for young women to thrive, and we look forward to continuing this meaningful journey with Tim and Tim Limited.

Recognition of Our Board, Collaborators, and Volunteers

We wish to express our sincere appreciation to our Board of Directors, collaborators, and volunteers, whose dedication and vision have been central to Teen's Key's mission.

The Board's steadfast leadership has guided us with wisdom and accountability, ensuring that our work remains impactful and sustainable. Our collaborators have generously shared expertise and resources, strengthening our programmes and extending our reach to more young women in need. Equally, we are deeply grateful to our volunteers, whose compassion and commitment bring warmth and vitality to our Service Hub.

Together, this collective effort embodies the spirit of community, creating a safe and empowering environment where vulnerable girls and young women can find hope, dignity, and the opportunity to thrive.

Thank You to Our Donors and In-Kind Supporters

We sincerely thank all our donors and in-kind supporters for their generosity and care. Your contributions—whether through financial support or donations of goods and services—have been vital in sustaining Teen's Key's Service Hub. With your help, we are able to provide a safe and empowering space for vulnerable girls and young women in Hong Kong.



特別鳴謝

我們衷心感謝 **Tim and Tim Limited** 對青躍-青少年發展網絡的持續支持。他們慷慨解囊，讓我們能夠為香港的青少年和年輕女性提供一個安全、溫暖與充滿力量的空間。在這裡，她們不僅能得到支援，更能得到尊重、歸屬感與希望。

Tim and Tim Limited 的支持不僅限於資源上的投入，更與我們抱有同樣願景——共同建立更包容與關愛的社羣。他們一直與我們並肩同行，協助加強教育、危機介入及生活技能培訓等項目，確保更多年輕女性獲得更多的機會。

有賴他們的信任與承諾。我們才得以擴大影響力、鞏固服務網絡，並推動積極改變。我們萬分期待與 Tim and Tim Limited 繼續這段充滿意義的旅程，攜手並進，為年輕女性開拓成長之路，

致謝董事會、合作伙伴及義工

我們誠心感謝董事會、合作伙伴及義工的支持與付出，他們的力量一直是青躍發展的重要基石。董事會的領導和智慧，為我們提供清晰方向，確保工作持續具影響力並能長遠發展。合作伙伴慷慨分享專業與資源，讓我們的服務更臻完善，並惠及更多有需要的年輕女性。同時，我們深深感激義工的熱心與關懷，他們的參與為我們帶來溫暖與活力。

每一個改變，都印證了團結的力量。只要大家繼續攜手向前，我們就能為弱勢青少年創造更安全的空間，助她們充權自立，重尋希望、尊嚴與成長的機遇。

致謝捐助者及物資捐贈伙伴

我們由衷感謝所有捐助者及物資捐贈伙伴的慷慨與關懷。無論是財務上的支持，還是捐贈物資與服務，您們的付出都對我們的服務至關重要。幸得您們的幫助，我們才能夠持續推動各項前線工作，成為香港青少年和年輕女性最堅實的後盾。

Major Donor — Service Hub Venue Support 主要贊助 – 服務中心會址贊助

- Tim & Tim Limited

Key Funders 主要贊助

- British Consulate General Hong Kong
- Estee Lauder Hong Kong Limited
- Help for Children Asia
- HKEX Foundation Limited
- Keswick Foundation Limited
- Manan Trust
- Operation Santa Claus
- The Hong Kong Jockey Club Charities Trust

Individual Donors 個人贊助

- Anna Pfeiffer
- Camy Chan
- Carmen Hui
- Carmen Ka-Yan Chan
- CarmenY
- Carrie Chen
- Chan
- Charlotte Yan Yau Chak
- Chloe Bibby
- CHUN FAI TAM
- Chung Shuk Yu
- Chung yan Chan
- Cyndie Adam
- Daisy Wong
- Danielle Veilleux
- Debby Lau
- Deborah Ky
- Dr Z Li
- Eliza Carter (Fleck)
- Eric Hui
- Eric Lam
- Fiona Cheng
- Ganix Tai
- Godfrey Pun
- Hang Sim Nip
- HAU YIN FONG
- Hayman
- Hillary Sandeen
- Hiu ling Li
- Ho Pong Chan
- IRENE C L LEE
- Jacinta Mallis
- Jane Chung Yan Wong
- Jann Day
- Jarijn Nijkamp
- jayden marco chow
- Jeni Chesnut-Tangerman
- John叔叔
- Jonathan Dei Jeng Fu
- Josephine Delia Kirstein
- Julia Mascetti
- Ka Man Chan
- Ka Yan Lee
- Kar Fai Lok
- Karen Lau
- Ken
- KF LEUNG
- KI KEVIN NG
- Kong Wai Fun Grace
- Kwok Hang Leung
- Kylie Yeung
- Kz
- Lauren loh
- Libby Harris
- LOK HON
- Lucia tsoi
- Maggie Li
- Man Ying Chan
- Martin Heidelmann
- Min Wang
- Momo
- Morgan Davis
- Natalie
- Oi Chu Chung
- Oi Hei Ng
- Olivia Yuen Ue
- On Yi Kwok
- OY
- Pui fong Leung
- Pui Ling Ho
- Pui Yun Katherine
- Pun Lap Hang
- Rachel Baker
- Rachel Chow
- Rhonda Leung
- Salaeha Ahmad
- Sally Anne Claire London
- Sarah Allen
- Sarah Elizabeth Wheatley
- Sau Fong Koo
- Shaniqua Singharamalanjalan
- Sharon Li
- Shuk Man Choi
- Simon Lee
- Simon Lian
- Simon Phillips
- Sin Tung Oehl
- Stella
- Stephanie Yau
- Stephen Cheng
- Suk Ling Villy Lo
- SUM MEI SCARLETT WONG
- Sum Mei Wong
- Sum Yi Freya Tong
- Sylvia Li
- Sze Hin Tong
- T Moon
- Tin Chun Lee
- Tracy Xue
- Tsui Ying To
- Tsz Yu Wong
- Venesse Sly

Cooperate Donors 公司贊助

- TYFRON Solutions Limited
- Wai Yin Association
- Win Seng Manufacturing Factory Limited
- Ying Wa Girls' School
- Zurich Insurance (Hong Kong)
- 香港台灣婦女協會

- Vicky Wong
- VICTORIA HOI-TING CHAN
- Vivian Lok
- WAI MAN YEUNG
- WAI MUN CORINA CHEUNG
- WAI SHAN CHUI
- Wai Yi Tong
- Wang Min
- Wing
- Wing shan Lam
- Winnie Ng
- Wong Fanny
- Wong Kin Chung
- Wong Kit Lin
- Wong Ming Lai
- Wood Anthony J H
- Ya Ying Chan
- Yan Yan Tam
- Yan Yee Katherine Cheung
- Yang
- Yin ting Kwong
- Yuanchunya
- Yumi Nicole
- 小少女
- 石天恩
- 超哥
- 簡翠萍

Supporting Organizations 支持機構

- Hong Kong Commercial Broadcasting Co., Ltd Programme: "Share My Song" – 商業電台《有誰共鳴》節目
- THE EXECUTIVE CENTRE – TEC x Teen's Key "Give Back With Every Cup" Campaign



Fifteen Years of Light, Walking Forward Together: **HEART AS OUR GUIDE, LIGHT BY OUR SIDE.**

In 2026, Teen's Key marks its 15th anniversary. Over the years, we have walked alongside many young women—parting at one crossroads and meeting new faces at the next—and we treasure every encounter.

Some young women have described Teen's Key as light, letting them know that “there is still light in life.” In the years ahead, we will continue guiding young women as they explore more possibilities—and we hope they will come to see that their own light is strong enough to guide the way.

The work of these 15 years keeps us moving forward, enabling us to reach more vulnerable young women. Our 15th-anniversary initiatives are well underway, and we look forward to meeting you on the journey.



點亮十五周年 繼續與妳同行： 初心為引，與光同行

2026年，青躍就會迎來15周年。時光荏苒，我們與許多青少女並肩同行了一段路，在分岔路作別，然後在下一路口遇上新面孔。每一場相遇，我們都珍而重之。

有青少女形容青躍是光，是我們讓她知道「生命還有光」。未來的日子，我們希望可以繼續引領年輕女性探索人生更多可能，把更多的光迎進她們的生命，也盼望她們終將知道——其實她們自身的光芒足以燃亮一切。

這15年來的養分將支持我們繼續負重前行，燃亮更多弱勢青少女的人生。目前，各項周年焦點活動正籌備得如火如荼，盼待今年仍會在路上與您相見。



🌐 www.teenskey.org
✉ info@teenskey.org
📷 [f](#) [in](#) @teenskeyhongkong
☎ +852 2302 0068

Teen's Key Hong Kong
青躍 - 青少年發展網絡
IR file No.: 91/14605



Copyright @ Teen's Key Hong Kong, 2026