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## 2023 Annual Report

A Future Without Limits  
For Every Child



# We believe in a future without limits for every child.

Children shouldn't know limits. They should live happy, empowered lives at their full potential. But need and disadvantage sometimes prevent that and make their challenges harder than they could be. We're here to change that.



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### About Variety HK

Variety – the Children’s Charity Hong Kong Limited (Variety HK) is a registered Section 88 charity (91/14278). Established in 2015 with the goal to identify the gaps in unmet mental health needs of disadvantaged children and adolescents up to aged 21 to provide access to opportunities, empower them to develop and live to their full potential.

# FROM OUR CHAIR



## “Back to New Normal” for the community

Finally, a year where masks are, mostly, off! We returned to face-to-face interaction which is crucial to our many services.

All of us here are warmed by the many smiling faces of the children, youths and carers that we serve.



However, the impacts of Covid and economic downturn continues to be felt in the mental well being of the community – in the patients for Butterfly, the Caregivers, and the young mentees in Falcon.

Numerous published statistics testify to this deteriorating issue, especially key one like 1 in every 7 people is expected to develop a common mental disorder in their lifetime in Hong Kong.

At Variety we take this challenge seriously and, together with our supporters and partners, strive to continue to serve and look for sustainable solutions for these needs.



These needs remain strong for the time sensitive, gap bridging psychiatric assessment and treatments provide in the Butterfly Programme. This year, despite challenging fund raising conditions, we are grateful to receive continuing support for this critical service which enabled us to add 300+ children to our beneficiaries.

We have further increased the level of services in the Caregiver Programme to support those unpaid, often unseen, critical providers who are also struggling with mental stress of their own from the economic environment and the needs of the children.



To be able to socially interact Has an immediate and positive effect on the bonding between the fresh third cohort of Falcon mentees and their coaches. Mental well-being and resilience have taken on greater focus this year and we have adopted a Theory of Change approach to further refine our activities and impact measurement.

We take this opportunity to thank you for all your interest and tremendous support to all those that we serve. Look forward to another busy and impactful year.

Wishing you all a happy and healthy 2024.

My very best,

A handwritten signature in black ink.

**Lam Wai Yee**



## OUR VALUES

Trust  
**Integrity** *Transparency*  
consistent Authenticity responsive  
**Dependability** access  
*Inclusivity* Committed  
professionalism **Equitability**  
Acceptance *Optimism*  
*Ambitious* **positive**  
**quality**  
Attentive  
...

## HOW WE BEHAVE

**Respectful**  
Responsive  
**Collaborative**  
Appreciative  
**Relationship-driven**  
Beneficiary focused  
**Supportive**  
Social-preneurial  
**Long-termist**  
Self-analytical





# Butterfly Programme

No Health Without Mental Health 1

We are committed to helping children and adolescents access the mental health care they need, addressing the gap of low-income families waiting for critical help under the public health system.

## Over 12,000 children waited for over 2 years to receive public psychiatric service in 2020

- SEN students increased 30% from 2016-17 to 2020-21<sup>2</sup>
- Learning problems escalated due to the impact of COVID-19 pandemic: SLD, ADHD and ASD<sup>2</sup>
- Children and young people with SEN:
  - are more likely to experience increased levels of anxiety.
  - are at greater risk for depression.
  - may experience higher levels of loneliness.
  - may have a lower self-esteem.
  - are at greater risk of substance abuse.
  - may be at greater risk of anti-social behaviour.

## Early intervention and nurturing environment are essential for children's long-term health, development and growth

- It's hard to recognize mental health struggles in SEN children. Effective early childhood intervention is crucial to help them express their emotion and develop coping strategies.
- Neglected parent-child interaction, school-readiness and child-focused activities will worsen children's mental health issues.



“ My 7 year-old son was diagnosed to have ADHD but we would have to wait more than 2 years to see a public psychiatrist. Our family couldn't afford private treatment so I felt quite helpless. We did not know where to find help or what we should do. The Butterfly Programme has been a great help to our family. - A beneficiary family ”

(1) World Health Organization: "Mental health: strengthening our response" Fact sheet 220  
 (2) HKJPAED: "Supporting Child Health and Development during COVID-19 and Beyond"

# Served 2,500+ children in need

(as of December 2023)

## We provide early & free assessment and treatment:

We recruited a network of private practice psychiatrists to provide early assessment, consultation and treatment to underprivileged children and young adults up to the age of 21 with mental health challenges, during the period while they are waiting for public health services.

	2019	2020	2021	2022	2023
Number of Initial Assessments	337	306	373	417	223
Number of Consultations	2891	2596	2583	3218	2787
Estimated Clinical Hours	1460	1324	1420	1940	1736

## We have made a difference over 8 years:

**2,500+**

Service users with obvious improvement in their mental health problems within 3 months.

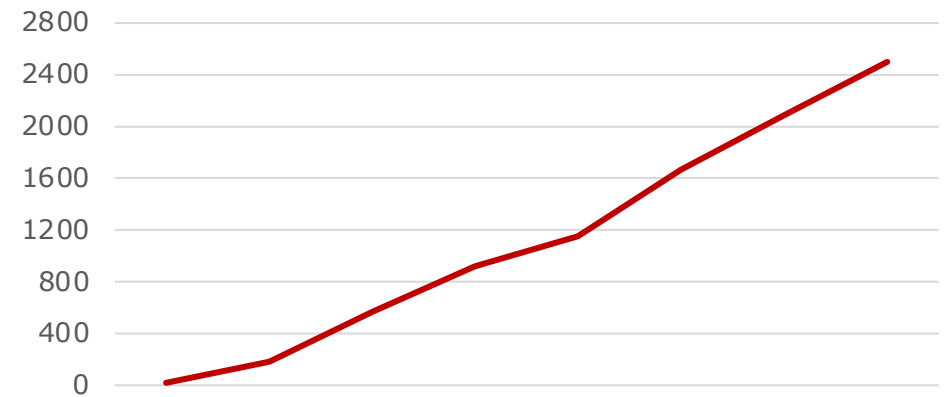
**94%**

Satisfied with programme, with stress levels of affected families lowered, making a significant impact on their lives.

**10,000+**

Key stakeholders have been reached via collaboration conducting more than 100 community education talks targeting students, teachers and social workers.

## Cumulative cases since inception:



## Psychological Treatment:

Prescription	%
Counselling	43%
Psychoeducation	42%
Parenting	38%
Behavioural Therapy	16%
Others	6%



Wait for public Service

Minimum **1.7 years**



# Caregiver Programme

Helping caregivers of children with mental health issues

**The Caregiver Programme supports underprivileged caregivers to take care of their children with mental health issues. A vital element of building better mental health.**

Since inception in 2021, we have conducted seminars to 5 cohorts of parents/caregivers, serving over 100 families with over 400 attendees. Workshops were delivered by clinical professionals, passing onto caregiver knowledge, insights, and practical tips in coping with different types of mental illness in child development, coupled with facilitated peer group discussions. This deep intervention approach enables both child and parent more confidence in facing the challenges together.

## Family wellbeing is challenged in taking care of children with mental health issues

- 80% of parents with special-needs children suffered mild to severe levels of stress leading to family conflicts and problems.<sup>1</sup>
- 55%+ of our beneficiary families indicated a higher risk of child abuse and family violence.<sup>2</sup>
- Only 1/3 of the welfare centres offer help to parents such as support groups, talks and outdoor activities.<sup>1</sup>
- COVID-19 pandemic and related homebound measures posed greater detrimental psychosocial effects on children and families facing mental health issues with lower socioeconomic status.

## Caregivers' mental wellness and children's psychological health is directly correlated

- Need professional help and guidance to make home a safe place for children's long-term health, development and growth.
- Need peer support when they themselves and their children are being misunderstood and rejected by other family members and/or society.
- Need parent-child interactive activities to strengthen positive attitude and foster intimate relationship.

(1) SCMP 8 Aug 2018

(2) Evaluation Study on Variety Butterfly Programme, A Child Mental health Service jointly conducted with University of HK Nov 2022

## Encouraging results from 5 cohorts since 2021, working with Butterfly Programme beneficiaries:

**440+**

Participants from 157 families attended. Provided knowledge, insights and practical tips in coping with different types of mental illness in child development.

**36**

Events conducted to direct relevant activities focused on different mental health issues and parent-child bonding.

**95%**

Satisfaction rate. Attendants reported improvement with their sense of stress and improved confidence in dealing with the issues.

“ After learning from the professionals , I feel more confident in handling the challenges ahead. Sharing our experiences in peer groups gives me great comfort to know that I am not alone in this journey. - parent of an ASD child ”

### ‘Purpose - Professional - Driven’ to support and empower parents/carers based on:



#### Knowledge

Workshops conducted by child psychiatrists, clinical and educational psychologists with facilitated peer group discussions. Provides knowledge, insights and practical tips in coping with different types of mental illness in child development.



#### Support

Social worker facilitated gatherings to help carers acquiring de-stressing techniques to better manage their psycho-physical health. Guided self-help groups to allow carers release stress, vent feelings and share experiences for mutual support.



#### Family-bonding

Fun based interest workshops to offer a relaxing environment for intimate carer-child interaction. Children’s mental and physical wellbeing is a direct result of carers’ good quality of life.










# Falcon Programme

Every young person can soar to new heights

The Variety Falcon Programme is a unique, sustainable 2-tier youth development initiative providing local 16–21 year olds with personal and career development support, with high-impact mentoring at its core.

The Falcon Programme is one-of-a-kind in the range of factors and skills it addresses:

-  **Mentoring** – trained and experienced mentors matched to the mentee’s needs.
-  **Soft skills development** - a structured curriculum of people skills, personal development and wellbeing training.
-  **Industry exposure** - access to potential employers, career fairs and industry talks.
-  **Practical experience** - access to internships, leadership training, volunteering opportunities and teamworking events.
-  **Networking** - opportunities to interact with employers, mentors and each other.

A 2-tier programme addresses the critical needs of this key stage of development:

## 1-Year Training

Series of classroom training, together with practical industry experiences and networking, to broaden their understanding and horizons prior to many key decision-making during the 16-21 age years.

## 2-Years Mentoring & coaching

Customised 1-to-1 mentoring and group coaching as an in-depth career-life development support to youth aged 18–21 to prepare for successful transition to work life.

Results from our 2 Cohorts:

**90%**

of participants felt they had strengthened self confidence in tackling challenges, most learned to be better team players.

**95%**

More than 95% thought they had enhanced their self-awareness and problem-solving skills.

**85%**

Over 85% were satisfied with the work experience and industry exposure gained from their interactions with companies.

# PROGRAMME SNEAK PEEK



## Career Exploration Day

A platform for Falcon students to listen to keynote speeches which were followed by opportunities for small groups to talk to mentors from various backgrounds and career paths about the modern working world.



## Company On-site Visits

Direct interaction with different companies in different sectors to expand the students' horizon and depth of understanding of career possibilities in Hong Kong. Some of the companies visited include, logistics and supply Chain management in Vogue Laundry; MultiTech R&D Centre; Cathay Pacific Services Limited; The Swire Institute of Marine Science and Standard Chartered Bank Hong Kong.

“ I have learnt to persist, to give back to society and to adopt a positive attitude towards things and people. I have become more positive about HK. I used to believe that my academic results were not good enough for me to become a doctor / lawyer and so I would be useless. The Falcon Programme has helped me understand there are many more pathways and possibilities. Now I know that when I work hard, and with my interests in mind, I could do well. – Mentee ”

“ I feel grateful to get to know my mentee, and we can learn from each other. I also got the chance to develop my soft skills, such as active listening. My mentee's passionate character has reignited my own passion as well. – Mentor ”

## BRANCH-OUT PROGRAMME

# Young Falcon

**1-year programme to help secondary school students develop soft skills and better understand the future of work.**

We have added more partner schools to Young Falcon which was added in summer 2021. The Young Falcon program is for Secondary Form 4 – Form 5 students, during which they take part in soft skill development and career exploration activities. Upon successful completion, they can apply for the full Falcon Programme. Visits have been organised for the Young Falcons to facilitate their understanding of different commercial sectors in Hong Kong, and to enable them to experience various workplaces.

Partner Schools:



# OUR CULMINATIVE IMPACT

## Mental Health Assessments

> 2,200

Children &  
Young Adults

## Clinical Sessions

> 16,800

Sessions

## Outreach Talks / Seminars

> 160

Sessions  
with Teachers,  
Students and  
Social workers

## Volunteer Hours

> 5,000

Volunteer Hours

## Collaborated with

20+

NGO Partners  
and Schools

## Youth Enrichment Supported

> 2,000

Underprivileged  
Youth

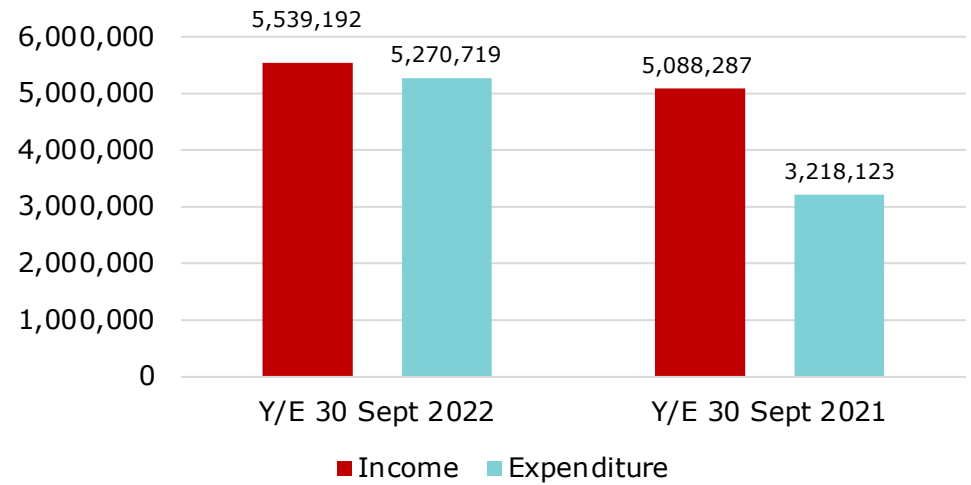




# Financials

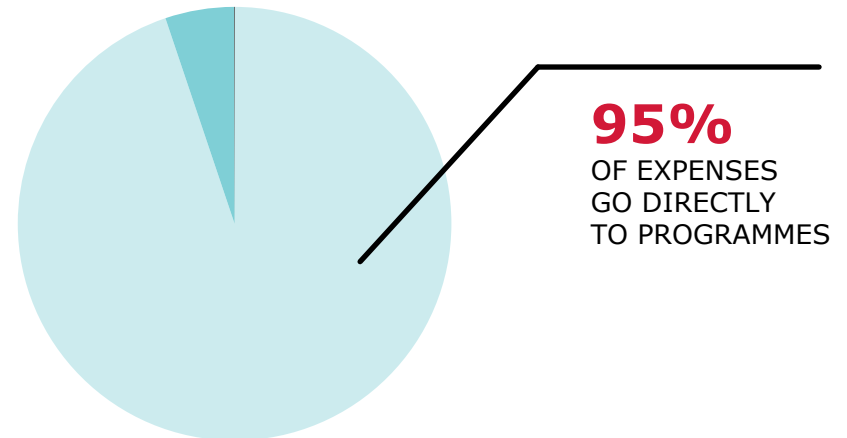
Latest Audited Report for the year ended 30 September 2022

## Income & Expenditure:



## Expenses:

(Y/E 30 Sept 2022)



- Programmes Expenditure (HK\$ 4,998,327): 95%
- Administrative & Other Operating Expenses (HK\$ 270,311): 5%
- Bank Charges (HK\$ 2,081): 0%

# OUR TEAM

We deliver our work and results through a combination of our devoted **board**, passionate **staff team** and committed **volunteers**. The board members bring expertise from various professional disciplines, and together they provide oversight of excellence, governance and strategic direction for the work of the charity.

The Board is underpinned by a great team of passionate and talented staff members who deliver excellence in our programmes every day.

We are also grateful for our too numerous to be named volunteers whose commitment is a core part of what we do.

## BOARD MEMBERS



**Wai Yee Lam**  
Chairperson



**Esther Pak**  
Deputy Chairperson



**Monique Wing Yee Yu**  
Treasurer



**Virginia Lam**  
Director



**Tommy Chan**  
Director



**Steven Amio**  
Director



**Don Hess**  
Director



**Genevieve Chan**  
Director

## HONORARY ADVISOR



**Dr May Mei-Ling Lam**  
(Founder Butterfly Program)

## STAFF TEAM



**Catherine Cheung**  
Butterfly Programme  
Manager



**Kaia Chung**  
Caregiver Programme  
Associate Manager



**Caitlyn Poon**  
Youth Development  
Programme Manager



**Chloe Chau**  
Programme Executive



**Leo Chan**  
Programme Executive



**San Iong**  
Programme Executive

# GET INVOLVED

Help us improve their mental health. Let your love and care shape the future of the children and make the community mental health stigmatization-free.



## Volunteer

As we grow our support for children in Hong Kong, we need help in many ways. Organising fundraising events, joining a committee, helping with the administration of our programmes, helping at an event or even becoming a mentor for the Falcon Programme are just some of the ways you can support us.



## Donate

Donations directly support Variety Hong Kong's ability to plan and fund our core programmes. Every dollar is valuable and helps make a difference to a child.



## Partner

If you represent a business, resources from organisations like you can make a radical difference to our efficacy. We would love to talk to you about venues, materials, internship, group volunteering or expertise you can provide.

We believe in collaboration for greater impacts so other service providers please get in touch if there are areas we can partner.



## Support

If our causes speak to your heart then become a supporter of us - help us fund raise and spread the message among your community. Your network effect can make a radical difference to the number of people we can help in Hong Kong.



# OUR SUPPORTERS

Since our establishment in 2015, We are grateful to many organizations who have supported, or continue to support, us in our mission. These have included:

