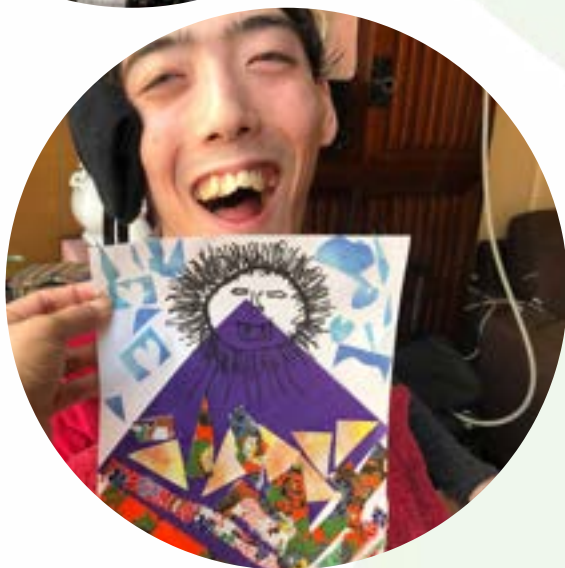


Annual Report

April 2021 – March 2022



ENGAGE



ENRICH



EMPOWER

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ABOUT THE NESBITT CENTRE LIMITED

The Nesbitt Centre (TNC) is a leading charitable social services organisation in Hong Kong that provides Life Development needs of English speaking young adults with learning disabilities through educational, training, and vocational programmes. It was founded in 1993 and is headquartered in Sai Ying Pun. The Nesbitt Centre operates two learning facilities in Sai Ying Pun (SYP) and Pamela Youde (PY), Chai Wan. There are four social enterprises in the F&B sector. Our primary mission is to be an excellent provider of services for people with disabilities through 3 pillars - Engage, Enrich and Empower people with learning difficulties and assist them to lead more meaningful lives in the broader community.

In 2013 with the opening of two social enterprises, The Nest and Café 8. The Nesbitt Centre started to provide meaningful vocational training and employment opportunities for our learners and those from our partner charities. The Nest at St Andrew's Church, Tsim Sha Tsui opened in November 2018 and our 4th social enterprise, a bakery in Sai Ying Pun, opened in March 2020.

In 2020 due to Covid-19 pandemic, E-learning / Blended Learning Programme was developed and implemented to enable students to continue their learning. The Nest Bakery moved to Chai Wan.

In March 2021 Craftable (@craftable.hk) was setup. This initiative is to nurture the learners' talents and creativity through crafts to enable another alternative work experience and opportunity.

We continue to look for new opportunities for the empowerment of our learners within the community and will update you with these happenings in future annual reports.

VISION:

A society where people with disabilities have the same opportunities to develop and use their talents and skills as all other people.

MISSION:

To be an excellent provider of services for people with disabilities.

To drive its long-term goal as an excellent provider of services for people with disabilities, The Nesbitt Centre has set its focus on pursuing these four strategic directions to:

- develop and support our excellent staff so that they can continue to deliver top quality programmes
- focus on our unique value proposition of skills-to-training-to-jobs by creating opportunities to develop capabilities and allow our students to realise their full potential in society
- increase our community impact through expanded partnerships with other NGOs, business, academia and government
- broaden awareness of TNC and of the role of people with special needs, through active communications and engagement with government, NGOs, media, parents and customers of our social enterprises

FIND US AT

 LG/F Sai Ying Pun Community Complex, 2 High Street, Sai Ying Pun, Hong Kong

 +85228134550

 www.nesbittcentre.org.hk

 www.facebook.com/thenesbittcentre

 +85228134536

 info@nesbittcentre.org.hk

 www.instagram.com/nesbittcentre





MESSAGE FROM CHAIRMAN

David Nesbitt

It is an honour to again write this introduction to our Annual Report.

Covid remains with us during this time, but restrictions are gradually being lifted. As many of you will know, attendance at the Nesbitt Centre for programmes has been problematic, but our excellent staff have been flexible, inventive, and always optimistic.

Our Social Enterprises, both in Hong Kong and Kowloon, have managed their way through difficult times and have had to deal with cost savings for many months. We have moved the Nest Bakery to the South Side to save rental costs, and we continue to receive requests to consider new Social Enterprises.

E-learning has been welcomed during this time of virtual communication, and this has been particularly important for our high-support-needs Learners – who continue with their programs with on-screen learning and enjoyment. A new initiative at the Centre has been the establishment and development of Craftable. Craftable has allowed our medium and higher support-needs groups to use their design skills to create beautiful candles, coasters and trays. These are for sale at Cafe8, on-line and through pop-up stores from time to time.

Our industrious Board continues to change and upgrade: we bid a sad farewell to Dominic Scott, who has assisted us since 2014, and welcome Connie Chue, Head of Capital Management at the Link REIT and Christopher Liu, Real Estate Investment & Development, Willowtree Holdings as the new Board Members.

It may be hard to believe, but in 2023 the Nesbitt Centre will be 30 years old! And speaking of anniversaries, the Nest at St. John's Cathedral and Cafe8 will also be celebrating their 10th anniversary as well.

Our message for 2022 – 2023 is Moving Forward: our commitment to the Mission and Vision of the Centre, despite current uncertainties, continues to build and prosper. Thank you for your support of our Centre, our Learners and Staff, and our Social Enterprises.

Well done all!

David Nesbitt
Co-founder and Chairman of the Board of Directors.



REPORT FROM EXECUTIVE DIRECTOR

Surinder Punjya

We wish you all good health and safety during these challenging times.

The second year of the COVID-19 pandemic brought many challenges, but The Nesbitt Centre successfully navigated them. It was a busy and rewarding year as we sought to adapt to the ever-evolving situation.

The COVID-19 pandemic had a significant impact on Nesbitt Centre in 2021/2022. The Learning Centre remained open for learners with families who chose them to be at the Centre during the day, but all other programme-related activities at the Learning Centre at Sai Ying Pun and in the residential facility, Pamela Youde (PY) Centre were cancelled occasionally. We had to adapt our programmes and services to the new normal, including moving to online learning. We are grateful to our staff, learners, and families for their resilience and flexibility during this difficult time.

In 2021/2022, we made significant progress despite the challenges. We launched our new e-learning and blended learning platform, which allows us to continue to engage, enrich, and empower our learners. In March 2021, we also launched Craftable, a platform that provides our learners with another way to produce and sell their crafts. Additionally, we made a business decision to move the Bakery from Sai Ying Pun to Chai Wan. This was done in order to save costs, sustain our coffee shops financially, and provide job opportunities for our learners with disabilities.

Throughout 2021/2022, we maintained our dedication to community engagement by organising a diverse range of events and workshops. These included partnerships with organisations to provide job exposure for individuals with disabilities and promote sustainability for social enterprise businesses. Our events served to enhance the knowledge and skills of our learners and employees at the social enterprises, empowering them to achieve their goals.

We are thankful for the support of our staff, learners, families, and donors. Their generosity has made it possible for us to continue our work and make a difference in the lives of so many people. We are excited to continue serving the community in the years to come.

Dominic Scott served the Nesbitt Centre as a Board Director from 2014 to 2021. We are very grateful to Dominic for leading and steering our strategy sessions. These were always carried with much panache and passion. Dominic's keen sense of astuteness in relation to strategy planning was much appreciated and will be missed.

With best wishes,

Dr Surinder Punjya
Executive Director

Our Board of Directors



David Nesbitt
Executive Director & Chairman



Andrew Sheard
Vice Chairman



Simon Booker



Connie Chue



Christopher Liu



Lydia Lee



Anna Sampson



Dominic Scott

ABOUT The Learning Centre

The Nesbitt Centre (TNC) Learning Centre provides a "Preparation for Life Programme" that focuses on Engagement, Enrichment and Empowerment that helps adults with disabilities achieve independence and develop their own potential.

The centre has five student groups: Maroon 5, Journey, Greenday, ABBA, and Avengers.

The centre's hours are:

Monday - Thursday: 9:00am - 5:00pm

Friday: 9:00am - 4:00pm

The centre is located in Sai Ying Pun and Pamela Youde (PY), Chai Wan.

The main activity centre is located in Sai Ying Pun.

Pamela Youde (PY) Centre, Chai Wan is another location where we use as Residential Training Centre.

Due to the COVID-19 pandemic, the centre remained open for learners with families that were unable to care for them during the day. Some programme activities at the centre and residential facility were occasionally cancelled.

The emergence of e-learning and blended learning during the pandemic has provided learners with continuity of learning. Our centre has developed its own e-learning program and produced an e-learning handbook to ensure that our implementation of e-learning and blended learning is aligned with our mission and vision.

The centre also kept students engaged in exercise through an online platform, thanks to the creativity and resilience of the facilitators and volunteers who worked with them.

TNC Learning Centre learners use crafts to improve their motor skills. In March 2021, Craftable was launched to give learners a different work experience. Craftable helps learners nurture their creativity and build confidence in their skills. By making crafts, they reinforce their learning and hone their motor skills. The online platform also provides the learners with the opportunity to learn different tasks, from creating the products to checking the inventory and packing the orders received. Both high and low support learners collaborate with each other in the process.

The centre has collaborated with the government and other organisations to raise awareness of the needs of people with learning disabilities during the pandemic, ensuring their access to essential support services during this challenging time.

TNC Learning Centre is a valuable resource for adults with disabilities in Hong Kong. It offers a variety of programmes and services that help learners achieve independence and develop their full potential.

Our Objectives and Achievements

Engaging our Learners - Part 1 of 2

At The Learning Centre

TNC Learning Centre engaged learners by collaborating with Jockey Club Sarah Roe School in the "We are the World" exhibit at the Hong Kong Visual Arts Centre. Learners made eco-conscious artworks and viewed different artworks.

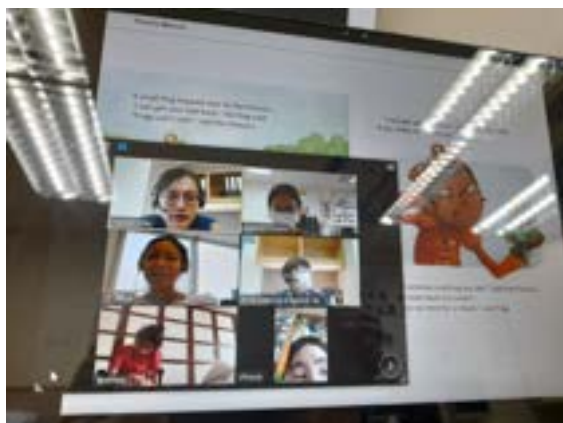


In June, learners from Journey and Greenday groups had an outing to the AIA Observation Wheel and Café 8. The outing was organized by Royal Bank of Canada and volunteers.



Warung Sheung Wan held a fundraising event and donated the proceeds to TNC. They also sponsored dance classes for TNC learners from the ABBA and Greenday groups. The learners enjoyed the classes and had a great time filming their own dance video.

Kershaun Mathew of Discovery College created a virtual run fundraiser for TNC. The fundraiser was a success and the participating runners raised over 100km. This has inspired the TNC community to stay active and healthy.



Pinsent Masons volunteers joined TNC learners' online social stories session. The volunteers read engaging stories to the learners, who enjoyed the experience.

Our Objectives and Achievements

Engaging our Learners - Part 2 of 2

At The Learning Centre



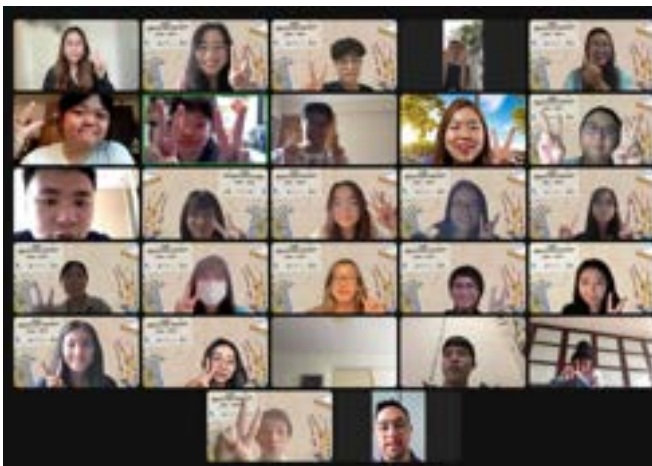
Members of the community volunteered at the centre to engage with learners. Students from Hong Kong International School and Renaissance College assisted in sessions and led activities. Barclays International and Karas LPP engaged learners in Christmas ornament-making. Pinsent Masons volunteers held a storytelling session. Baptist University students organised a fun-filled day with workshops, craft market, talent show, and more to raise awareness for The Nesbitt Centre.



A group of secondary students from Island School helped TNC learners and staff create bookmarks. The bookmarks were then sold, and the proceeds raised HKD1,600 for TNC. This is a wonderful example of how young people can make a difference in the community.

The Department of Translation, Interpreting and Intercultural Studies at Baptist University helped to translate Craftable catalogs and marketing materials into Chinese. They also featured TNC in their school magazine, TransFeed. This is a great way to make TNC's services more accessible to the Chinese community.

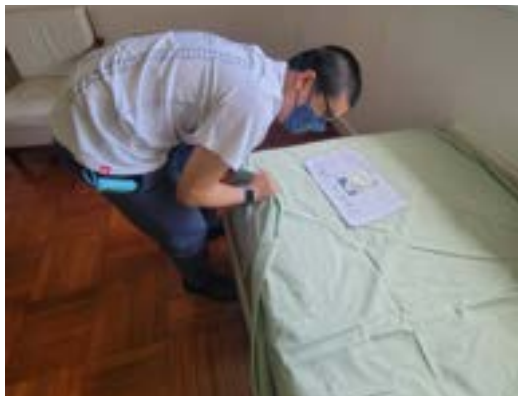
Ballroom Bees, a dance organisation held an online dance competition in March. They chose TNC as their beneficiary, and the competition raised HKD1,800 for TNC. This is how arts can be used to support a good cause.



Our Objectives and Achievements

Enriching every day - Part 1 of 2

At The Learning Centre



In May, the learners had drama sessions our volunteer drama teacher. In June, some learners enjoyed a movement workshop by the Centre for Community Cultural Development Organisation and Localhood.

At PY centre, some learners learned housekeeping in one of our newly refurbished rooms as part of the Hotel Workshop. There was face-to-face drumming sessions.

The learners had drama, movement, housekeeping, and drumming sessions.



The Nesbitt Centre offers a variety of enriching sessions and activities for learners, such as cooking, arts and crafts, and music. We had different skilled volunteers such as a nutritionist who taught the importance of a balanced healthy diet and a drama teacher who taught learners drama.

The centre celebrated holidays and birthdays. During the Mid-Autumn Festival, learners made their own mooncakes in their home skills sessions. They were engaged in mid-autumn festival themed crafts and stories.

Our Objectives and Achievements

Enriching every day - Part 2 of 2

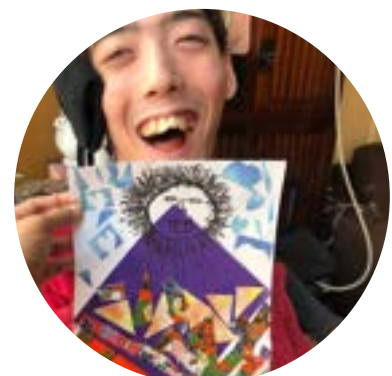
At The Learning Centre



The centre offered a variety of exciting activities, including dance classes and poetry workshops. Halloween, birthdays, and Christmas party were celebrated with the presence and support of the learners' parents and staff.

TNC learners enjoyed e-learning sessions even though they had to stay home for some occasions. They continued to be enriched with yoga, dancing, and drumming sessions by YAMA Foundation, Ballroom Bees, and Drum Jam. TNC staff also created new e-learning sessions such as Self-Care, Mind Camp, Well-Being, Literacy, World of Work, Music and Dancing, E-Manners, and more. Please check out their original story about ABBA & Greenday in the Mind Camp session by scanning the QR code below.

We started the year with a blast by celebrating Chinese New Year. The centre was full of cheer as people celebrated the new year. Learners made crafts and ate loh baak gou, a traditional Chinese New Year food. They had a lot of fun and enjoyed celebrating the new year together.



Our Objectives and Achievements *At The Learning Centre*

Empower our future - Part 1 of 2

Learners from Avengers enjoyed the flower arranging workshop.

A learner started working at Gourmet10 and learned sandwich making, coffee making, stock checking, and table clearing.



Craftable held a pop-up shop with Hong Kong Charity Bazaar in May. Learners helped to greet customers and showcase their handmade products.

In June, Craftable held its first acrylic pour coaster-making workshop. Learners and their family members enjoyed learning how to make their own coasters from the instructors. Learners who created handmade crafts in Craftable received certificates and their salary for that period.

Our learners embraced various work opportunities and experiences. They worked at different places such as SBakery, HSBC, and Ellerman.

At SBakery, one learner prepared boxes for cheesecake packaging.

At HSBC, another learner helped to stock food at the canteen and cleared tables.

At Ellerman, a learner prepared flowers arrangement and created his own bouquet arrangement.



Craftable had many exciting events where learners started making clear resin coasters and crystal candles. With the completion of these items, online catalog was launched.

Two pop-up shops were held at Café8 where learners presented and sold their handmade products there. Learners received their well-earned salary through the sales.

Our Objectives and Achievements

At The Learning Centre

Empower our future - Part 2 of 2

Our learners received facilitator training from Soap Cycling.

We partnered with Pinehappy to assemble and pack Christmas crackers.



The team hosted monthly pop-up shops at Museum Café8, and one at the Discovery Bay Christmas market, where learners participated in sales. In October, we held a coaster-making workshop, and in December, we supported participants of our Christmas candle wreath workshop.



A blended learning project was launched to promote the employability of individuals with special needs. The project provides learners with the opportunity to undertake short online courses in a supportive environment, with the support of mentors from Barclays. The project has enabled 7 learners to broaden their career exposure.

Craftable had a small Chinese New Year pop up and a coaster display at Café 8.

In March 2022, Craftable celebrated its first anniversary by releasing its latest catalog.

BNP Paribas donated €1000 to Craftable through their Help2Help 2022 Programme.

Craftable will use the donation to support its learners once they are back at the workshop to craft.



ABOUT The Social Enterprises

Social Enterprises Location:

The Nest at St John's Cathedral- Garden Rd, Central

Museum Café at The Hong Kong Maritime Museum Pier 8 Central

The Nest at St Andrew's 138, Nathan Road, Jordan

The Nest Bakery at Sunview Industrial Building , 3, On Yip St, Chai Wan.

The Nesbitt Centre (TNC) runs four social enterprises that engage, enrich, and empower people with learning difficulties. These enterprises provide opportunities for people with learning difficulties to work in a community setting, learn new skills, and develop their confidence. They also engage the local community in the social enterprise model, creating a sense of inclusivity and integration.

The Nest at St John's Cathedral, Museum Café8, The Nest at St Andrew's and The Nest Bakery, are all examples of how these social enterprises work. They employ people with learning difficulties and provide them with the opportunity to learn new skills and develop their confidence. The cafes also sell their products to the local community, providing fresh and delicious food and drinks while also generating income for the social enterprises.

In addition to providing employment opportunities, these social enterprises also enrich the lives of people with learning difficulties in a number of ways. They provide training and skills development, which can lead to better job prospects. They also offer opportunities to interact with the community, which can help people with learning difficulties feel more included and valued. Finally, they provide a sense of purpose and self-worth, which can boost confidence and motivation.

The social enterprises set up by Nesbitt Centre Ltd are a valuable asset to the community. They provide employment opportunities, training, and skills development for people with learning difficulties. They also help to create a more inclusive and integrated society. They are providing them with the opportunities they need to succeed and live fulfilling lives.

Our Objectives and Achievements

At the Social Enterprises

Engaging, Enriching and Empowering through employment

PRIVATE EVENTS @MUSEUM CAFE located at Central Pier 8 is a perfect location for private events.

At Museum Café8, our special needs staff is given the opportunity to be trained and practice their skills in areas of serving and communicate with the customers. By engaging in the real workforce, their lives are enriched and empowered by integration and inclusivity with the broader community.



2021/2022 Round Up

Our learners continued to engage with us throughout the 2021/2022 academic year, whether through online learning or in-person sessions at our learning centre. Our programme provides them with enriching activities that promote their overall well-being. From expressive arts to accessible yoga and immersive storytelling, all of our learners are empowered to take on the world with a happy and healthy outlook on life.

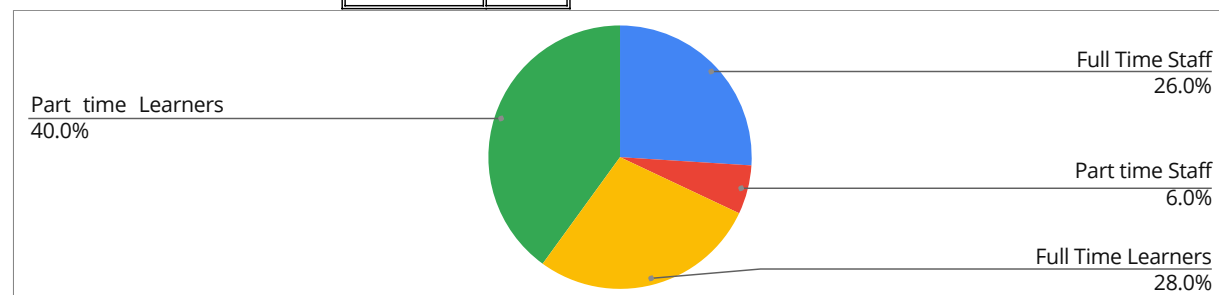
We are proud of the progress that our learners have made in the past year. We are confident that they will continue to engage, enrich, and empower themselves in the years to come.



Demographic - The Nesbitt Centre Limited as at 31 March 2022

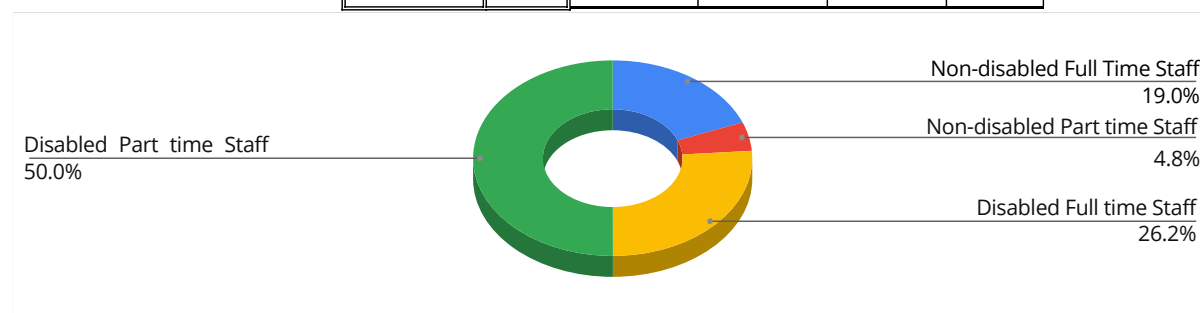
LEARNING CENTRE (DAC) / PAMELA YOUDE (PY) RESIDENTIAL CENTRE

Staff Category	OVERALL TOTAL	Ratio
Full Time Staff	13	26.0%
Part Time Staff	3	6.0%
Full Time Learners	14	28.0%
Part Time Learners	20	40.0%
	50	100.0%



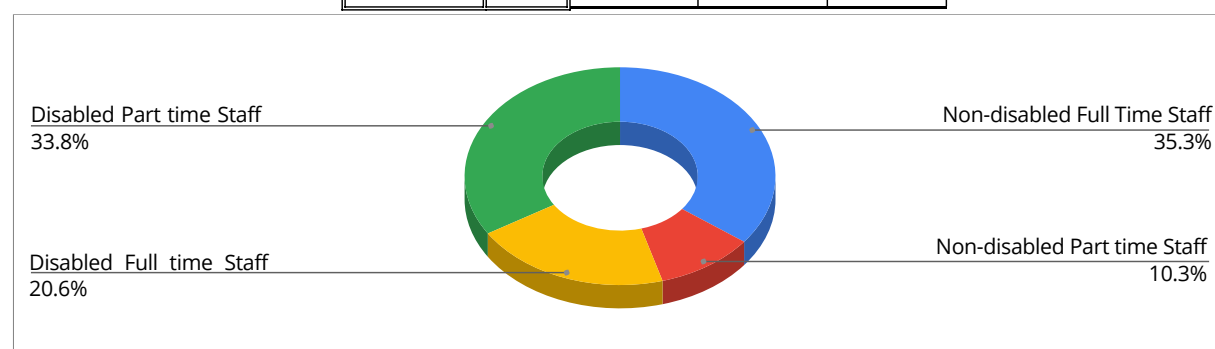
SOCIAL ENTERPRISES

Staff Category	OVERALL TOTAL	RATIO	ST JOHN'S	CAFE 8	ST ANDREW'S	NEST BAKERY
Non-disabled Full Time Staff Non-disabled Part time Staff Disabled Full time Staff Disabled Part time Staff	8	19.0%	1	6	0	1
	2	4.8%	0	0	0	2
	11	26.2%	2	3	2	4
	21	50.0%	0	18	3	0
	42	100.0%	3	27	5	7

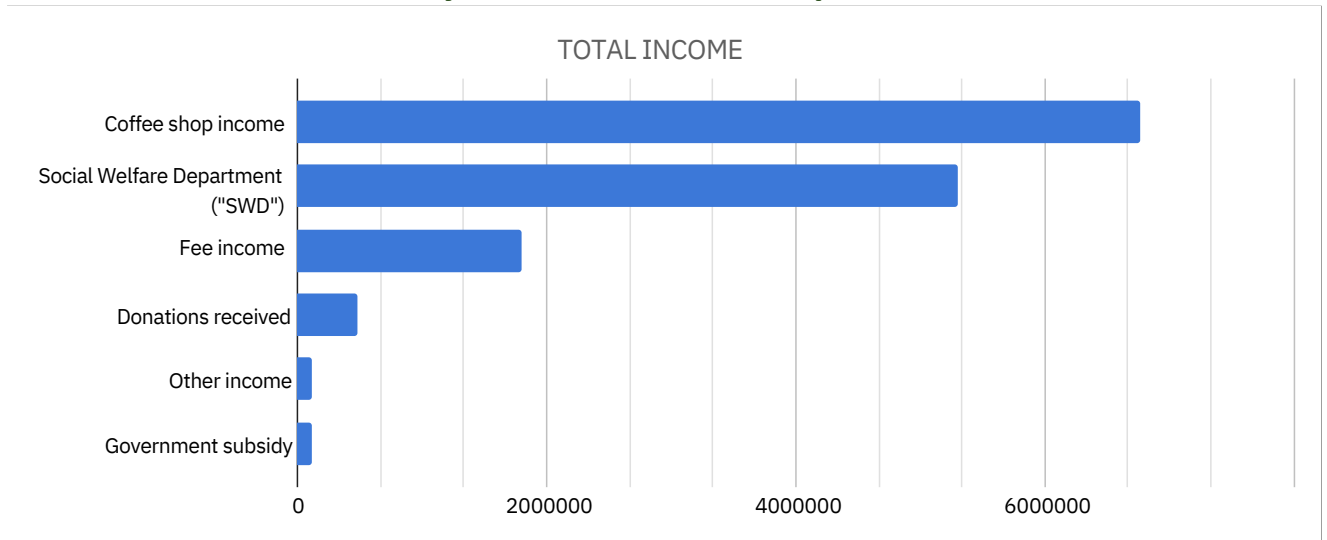


OVERALL: NESBITT CENTRE STAFF

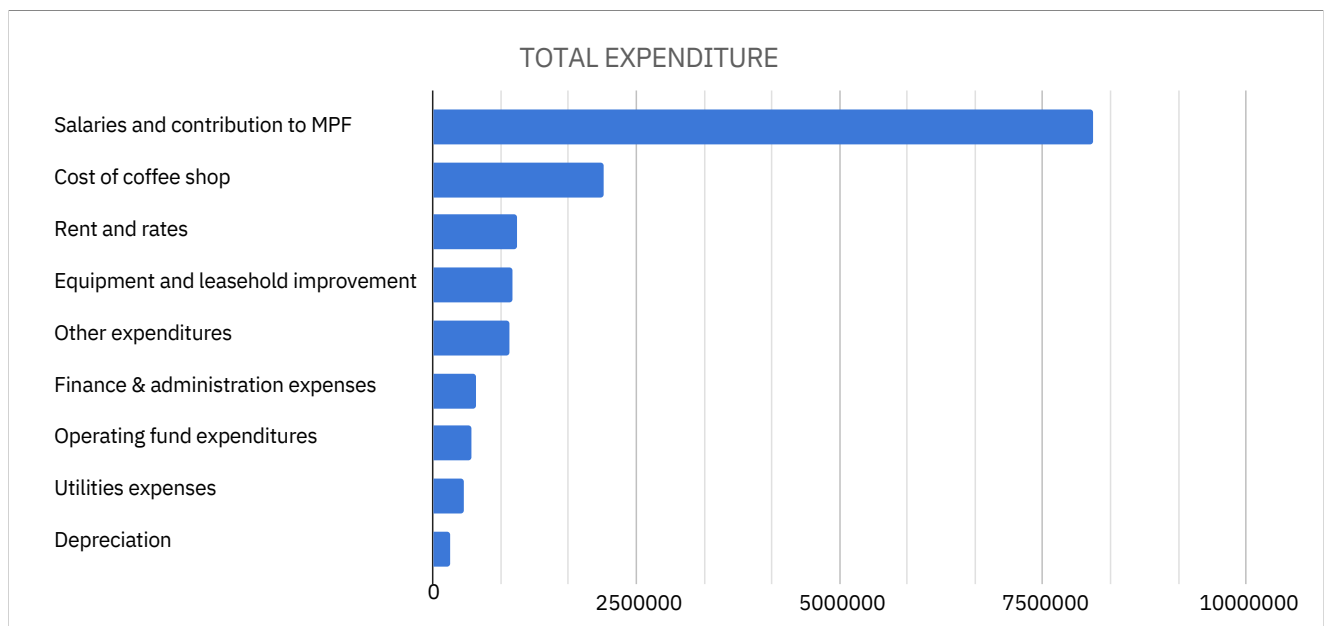
Overall Staff Category	OVERALL TOTAL	RATIO	MANAGEMENT, FINANCE & ADMIN.	LEARNING CENTRE	SOCIAL ENTERPRISES
Non-disabled Full Time Staff	24	35.3%	3	13	8
Non-disabled Part time Staff	7	10.3%	2	3	2
Disabled Full time Staff	14	20.6%	3	0	11
Disabled Part time Staff	23	33.8%	2	0	21
	68	100.0%	10	16	42



Statistics and Financial Summary - Total Income & Expenditure as at 31 March 2022



TOTAL INCOME	AMOUNT
Government subsidy	116,000
Other income	121,385
Donations received	482,399
Fee income	1,799,354
Social Welfare Department ("SWD")	5,297,094
Coffee shop income	6,759,039
TOTAL AMOUNT	14,575,271



TOTAL EXPENDITURE	AMOUNT
Depreciation	217,496
Utilities expenses	372,329
Operating fund expenditures	478,729
Finance & administration expenses	527,283
Other expenditures	936,254
Equipment and leasehold improvem	981,946
Rent and rates	1,034,691
Cost of coffee shop	2,093,916
Salaries and contribution to MPF	8,110,470
TOTAL AMOUNT	14,753,114

ACKNOWLEDGEMENT OF DONORS

We are grateful for the following individuals & organisations who have made donations in the year in support of our work and programmes.

Day Activities Centre / Learning Centre

Anson, Cherry, Onnie, Jojo, David
BNP Paribas
Perservance Lodge of HK No. 1165

Museum Café8

Armand and Angela
Green Drinks
Hailey Boo
Petrova Krasimira
Public
Tap & Go by HKT
The Public Customer
Warung

The Nesbitt Centre (TNC)

Alison McCallen
Andrea Fletcher
Benevity Inc.
Benoit Van
Bloomberg LP
Café 8 Customers
Charitable Choice Ltd.
Charities Aid Foundation
Charities Trust
Constance Cheung
Grace Cheng
Hong Kong Baptist University
Hudson Soo
Independent Schools Foundation Academy
Janice Pang
John M. Nicholls
Kin Nga Lo
Lian Khoo Li
Orange Tree Concepts Ltd.
Rita Chan
The Cathedral Clares
The Shamdassani Foundation
Victoria Ahn
William Ng
Yurika Shito
Yuthika Samaranayake

JOIN US IN MAKING A DIFFERENCE



DONATIONS are very important to us

The Nesbitt Centre Limited secures funds from three major sources:

- Fees from learners attending programmes at our learning centre in Sai Ying Pun and residential and homeskills facility in Chai Wan
- Subvention from the Social Welfare Department of the HKSAR Government
- and Corporate and private donations from the community

Every year we receive generous donations from various walks of life in Hong Kong. This generosity has substantially empowered us to enrich services provided to our students.

Our donations supported:

- Additional therapy services and teaching aids at the TNC learning centre in Sai Ying Pun
- General enrichment of the TNC learning programmes
- Enhancing the music therapy programme at TNC & much more

A heart-felt thank you to all individuals and organisations who have supported and continue to support us.

If you would like to make a donation, kindly fill the [Donation Form](#) on the following page.

WOULD YOU LIKE TO BECOME A VOLUNTEER ?



The Nesbitt Centre provides a professional platform for our volunteers and interns to contribute their time and expertise to support our students both at our learning centre in Sai Ying Pun and residential facility in PY, Chai Wan.

If you are interested in becoming a volunteer or an intern, please email:

 info@nesbittcentre.org.hk

DONATION FORM 捐款表格

You may choose to make an online donation at www.nesbittcentre.org.hk

閣下亦可在本會的網站作網上捐款 www.nesbittcentre.org.hk

Thank you for your donations, please complete this form for receipting purpose and return it to The Nesbitt Centre by Post or Facsimile or Email
感謝閣下的捐款，請填妥本表格作收據編發用途，選擇下列其中一種方式交回本會。

✉ LG/F Sai Ying Pun Community Complex
2 High Street, Sai Ying Pun, Hong Kong

☎ +852 2813 4536

✉ info@nesbittcentre.org.hk

All donations of HK\$100 or above are tax deductible. 捐款港幣一佰元或以上，可申請免稅。

Donor Information 捐款者資料

☐ Corporate donor 機構捐款

☐ Individual donor 個人捐款

Organisation 機構名稱

Name 姓名

Address 地址

Phone number (Day Time) 日間聯絡號碼

Email address 電郵地址

☐ Donated by Credit card 以信用卡捐款

I would like to be a monthly donor
我希望以月捐方式支援貴會服務

Monthly donation amount 月捐金額

☐ HKD 200

☐ HKD 400

☐ HKD 600

☐ Other amount 其他金額 HKD _____

I would like to donate

我希望捐贈下述款項支援貴會服務

One-Off donation amount 單次捐款金額

☐ HKD 400

☐ HKD 600

☐ HKD1000

☐ Other amount 其他金額 HKD 港 _____

☐ Visa



☐ Master Card

萬事達



The authorization for The Nesbitt Centre Ltd. debit the specified amount on a one-off or monthly basis from below stated credit card account will continue after the expiry date of the credit card and with the issuance of a new card until further notice.

Cardholder's name 持卡人姓名

Card no. 信用卡號碼

Expiry date 有效期:

Month 月 ____ / Year 年 ____

Cardholder's signature 持卡人簽名

☐ Direct Deposit 直接存款至 to The Nesbitt Centre Ltd Bank Account



HSBC 滙豐銀行

172-9-056208

Please send this form together with the original bank receipt by fax or email.
請連同存款收據正本傳真或電郵回本會。

☐ Crossed cheque 劃線支票



Payable to The Nesbitt Centre Limited

Please write donor's name and phone number at the back of the cheque.
支票背面請寫上捐助者姓名及電話號碼並郵寄回本會。

☐ Paypal 貝寶



Via Paypal - The Nesbitt Centre

Please send a screenshot of the successful payment page with donor's name and phone number by email.
請把成功捐款的頁面截圖連同捐款者姓名及電話號碼並電郵回本會。

☐ PayMe Code



Please scan the PayMe code
請掃描PAYME 二維碼

☐ The personal data collected will be treated as strictly confidential and will be used only for receipting and communication purposes only.
If you would not like to receive any mailings from us, please check this box.

本表格所收集的個人資料將保密處理，只作為寄發收據及通訊用途。若閣下不欲收到本會郵寄或電郵的定期通訊，請在左方格子內加上剔號。

Donors will be acknowledged at our Annual Report. 為答謝閣下的慷慨捐助，捐贈者芳名將刊載於本會年報。

請在以下其中一個方格內加上剔號，表達閣下同意本會的年報捐助者鳴謝欄目上顯示閣下的姓名。

☐ To use the donor name 使用表格上的捐款者姓名

☐ I would like to use another name:

☐ No, thank you. 不用，謝謝。

欲刊登的名字為: _____



Donation Enquiry 捐款事項查詢 : 852 2813 4550