



## ***A WORD FROM THE PRESIDENT***

***Rev. Joseph Fung***

The end of the 2<sup>nd</sup> year of my involvement with First Light Care management committee is fast approaching. Thank God for the expansion of our services to the community. I have witnessed again the many needed changes in the organisation this year.

### **Consolidating Our Professional Counsellor Training Program**

First Light Care believe in the importance of training good counsellors for the next generation and therefore commits a fair amount of our resources for this program. We have continued our effort in the training of post-graduate counselling students this year.

### **Expanding Our Preventive Education Program**

First Light Care believes in the importance of preventive education programs. I am pleased to see that resources committed to these programs have significantly increased by 160% this year. It should be noted that increase in income generated from these programs was 44%. In other words, the entire education program of itself ran at a financial deficit. However, it is a price we consider worth paying in our attempts to contribute to building a better-informed community!

### **Reorganising Our Supporting Structure**

Thank God that First Light Care expanded many services to the community this year. However, these services incurred heavy costs to our financial and human resources. Our existing support structure is experiencing fatigue. The growing workload also stretches our staffing resources to their limits. In order for us to continue expanding these services, we need to raise more funds and improve our efficiency through organisational restructuring.

Towards the end of 2008, our Management Committee shared these concerns with some of our supporters from diverse professional backgrounds. The response was encouraging. As a result, in early 2009, the Management Committee invited members on the Advisory Committee as well as staff to help determine the wisest direction forward both organizationally and financially.

**Steps Taken:**

1. With the help of a team of three experienced management consultants (Mrs. Sumi Lim, Mrs. Michelle Zwar and Mr. Sam Fung), we held a one-day planning session in February. We are grateful to this professional team for spending hours researching on the First Light Care's operating environment and facilitating the planning day, free of charge.
2. The outcome of the planning day was that we form three separate working teams to propose respective operational strategies/plans and execute these strategies/plans following approval from the Management Committee. These three teams are:
  - i. the fund-raising team;
  - ii. the marketing team; and
  - iii. the human resources team.
3. We pray for God's provision of more volunteers to join these working teams.

We are still in the early stages of making changes to this supporting structure. We need people who share First Light Care's vision to join us to give better support for First Light's expanding ministries in order to better reach our communities.

**How and where will you be able to help First Light Care achieve our goal?**