



紀利華木球會
CRAIGENGOWER CRICKET CLUB
President's monthly report: June 2024

- 1. Successful recruitment of General Manager (GM).** In response to our advertisement, more than 20 applications for the GM post had been received. Based on the details provided in the applications, the Recruitment Board (comprising four Club Officers) shortlisted five candidates for interview. Thereafter, the Recruitment Board recommended two candidates for a final interview with the General Committee (GC) which subsequently resolved to appoint Mr. Bernard Rodrigues as the new GM. Before joining our Club, Mr. Rodrigues had served as the GM of some five-star hotels in Hong Kong, Macau and South-east Asian countries for more than 15 years. The new GM received his education in Singapore and Switzerland, and he has lived in Hong Kong for more than 20 years. Though his native language is English, he understands most Cantonese and can speak acceptable Cantonese.
- 2. Club office reorganisation.** With a view to strengthening leadership and providing essential manpower support to various sub-committees (SCs) in delivering comprehensive and high-quality sports and recreational activities to members of all ages, with reference to office organisations of similar local clubs, the GC has implemented a significant club office reorganisation. With effect from 1 July 2024, the Club Office is led by the new GM, Mr. Bernard Rodrigues, who is deputised by a Deputy GM, Mr. Kelvin Pang. Six Departments comprising: (a) Membership, Social & Communications (M&SC); (b) Sports & Facilities (S&F); (c) Food & Beverage (F&B); (d) HR & Administration; (e) Accounting; and (f) Building Services are established, each of which is headed by a Manager who is accountable for specific areas of responsibilities. Mr. Kenneth Leung, newly recruited Building Services Manager, has recently assumed duty. Recruitment of the newly created M&SC Manager and S&F Manager, as well as the existing HR & Administration Manager (owing to retirement of the office bearer) are underway. Together with the existing Accounting Manager Ms. Tracy Tang and F&B Manager Mr. Sam Liu, the eight Managers constitute a cohesive and multi-talent team to lead development of our Club. Furthermore, other than those reaching Club retirement age, all other office staff members continue their service with the Club.
- 3. Office accommodation restructuring.** Club office reorganisation will lead to recruitment of two new Managers, one Assistant Manager and four Management Trainees, as well as some Summer Interns. In order to meet with the new office accommodation requirements, the following accommodation restructuring will be implemented: (a) President's Room (mainly used by four Club Officers) will be sized down to provide office space for accommodating two staff members; (b) GM's room will be contracted to furnish an office to house an Executive Assistant; and (c) a room adjacent to the Office presently used for file storing will be converted into an office to seat five officers.
- 4. Launch of a members' opinion survey.** In order to gauge members' views on measures to enhance club services and facilities, as well as invite their participation in club developments, a members' opinion survey was launched last week. Moreover, for the purposes of enriching the variety and frequency of training courses and recreational activities provided to members, the survey invited members' views on a plan to convert the Conference Room and the adjacent seminar room located on the first floor of Braidwood's Hall into an additional multi-function room of 95 square meters, which is slightly smaller than the existing multi-function room located on the second floor of Centenary Building. Furthermore, the survey sought members' comments on proposed Vision and Mission Statements for our Club. Members are encouraged to spend five to ten minutes to complete the questionnaire and return it to the Club by 25 June. Results of the survey will be summarised in President's July report.

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5. **Anticipation of more member-oriented activities.** The following four GC initiatives will significantly enhance the provision of high-quality and member-oriented activities: (a) conduct of a members' opinion survey will help collect information on majority members' preferred activities; (b) launch of a self-nomination scheme for members joining SCs had attracted more than 50 members volunteering to contribute their expertise and experience to lead development of member-oriented activities (see President's May Report); (c) office reorganisation will lead to recruitment of two newly created Managers respectively responsible for M&SC and S&F, as well as an Assistant Manager and four Management Trainees, who will provide essential manpower support to pertinent SCs in implementing and managing member-oriented activities; and (d) proposed provision of an additional sizable multi-function room (which can be divided into two rooms through a sliding partition) will furnish additional venues for conducting new activities.

6. **Revamp of Club website.** After considering presentations by three website vendors, the I.T. Sub-committee recommended and the GC approved awarding a contract to a vendor for revamping Club website, which is targeted for completion by August this year. The new website will be bilingual (English and Chinese) and feature a log-in function for posting information only accessible by members. Member Communications SC, assisted by the newly created M&SC Manager, is charged with uploading onto the website essential, inspiring and attractive information, articles as well as photos, in order to enhance our website delivering its various fundamental functions.

7. **Letter to Culture, Sports and Tourism Bureau (CSTB).** In late May 2024, the President wrote to inform the CSTB of the results of the Club election in April of Officers and GC members, highlighting the success in enhancing Club corporate governance as a result of the recent reform on reducing the voting rights of Special Voting Members (SVMs) from 50 votes to 4 votes, and permitting Ordinary Voting Members (OVMs) to stand for election for Officers and GC members. The April election witnessed 4 OVMs being elected as Officers (including the President) as well as 6 OVMs being elected as GC members, with 2 SVMs filling the remaining 2 GC posts, comparing with only 2 OVMs being elected as Officers and 5 OVMs being elected as GC members in 2023-24 session, and that SVMs occupying all Officer and GC posts in 2022-23 session and before. Furthermore, the letter also pinpointed the following new Club initiatives on enhancing corporate governance in areas embracing transparency, accountability and member participation: (a) promulgating a set of guidelines on appointment of SC members to enhance accountability; (b) launching a self-nomination scheme for members joining SCs to increase member participation; (c) revamping Club website to improve transparency of Club operations; and (d) publishing President's monthly reports to enrich transparency and accountability.

Albert Wong
President
20 June 2024



紀利華木球會 CRAIGENGOWER CRICKET CLUB

會長每月報告：2024年6月

- 聘任會所總經理** 本會在刊登招聘總經理廣告後，收到二十多份申請書。以該等申請書所提供的資料為基礎，招聘委員會(由本會四名常務理事組成)選出其中五人予以面試。隨後招聘委員會向理事會推薦兩名候選人作最後面試，終於決定委聘伯納羅杰斯先生為總經理。在入職本會前，羅杰斯先生曾先後任職香港、澳門及東南亞國家的五星級酒店總經理，歷時逾十五年。他早年在新加坡和瑞士接受教育，至今居港已二十多年。雖然他的母語是英語，但能聽懂廣東話，亦可說一般的廣東話。
- 會所職務崗位重組** 為了強化領導及為各個小組委員會提供必需的人力支援，使能為不同年齡的會員提供全面及優質的體育和文娛活動，本會參照香港同類會所的組織結構而進行重大的會所職務崗位重組。由2024年7月1日起，本會日常會務將由新任的總經理羅杰斯先生領導，輔助他的是副總經理彭偉軒先生。他們兩人之下設六個部門，分別是：(a) 會員服務、社交及傳訊部；(b) 體育及設施部；(c) 餐飲部；(d) 人力資源及行政部；(e) 財務部；及(f) 建設管理部，每部門設一位經理，負責相關範疇的職務。建設管理部經理梁建強先生近日已經履新，至於新設的會員服務、社交及傳訊部和體育及設施部，以及原有的人力資源及行政部(現任經理將退休)的經理，現正進行招聘中。連同在任的財務部經理鄧丹鳳小姐及餐飲部經理廖廷森先生，八位經理組成一個集多種專才且緊密合作的團隊，將可帶領本會穩步發展。同時，本會現時在職的寫字樓職員，除屆退休年齡者外，都會留任繼續為本會服務。
- 會所辦事處間位改動** 在會所職務崗位重組之下，本會將聘任兩名新經理、一名助理經理及四名在訓管理人員，以及若干暑期實習生。為了應付新的工作空間需求，會所辦事處將進行以下間位改動：(a) 會長室(主要供四名常務理事使用)將改細，騰出空間以容置兩名職員；(b) 總經理室亦將縮小，以便增闢一辦公室供行政助理職員用；(c) 現辦公室隣接的房間(現用作貯存檔案文件)將改作辦公使用，可容置五名職員。
- 進行會員意見調查** 為了察悉會員對優化本會服務及設施的看法，以及吸引他們參與會務，我們於上星期進行了一項會員意見調查。同時，為增益提供予會員的各項訓練課程和文娛活動的頻次與類型，此次問卷調查亦請求會員就計劃將布雷活堂一樓的會議室和隣接的研討室合併，改建為面積達95平方米的多用途室(略小於現時在世紀大樓二樓的多用途室)發表高見。此外，問卷調查也徵詢會員對草擬的會所願景與使命宣言的意見。希望會員能花五至十分鐘時間填答問卷，於6月25日前交回。問卷調查的結果，將會撮要刊載於七月份的會長報告內。

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5. 更多的以會員為本活動將接踵而來 理事會的以下四項舉措，將有助提升優質且以會員為本的活動：(a) 進行會員意見調查，蒐集資料，從而得知多數會員所喜愛的活動；(b) 推出自薦加入小組委員會的計劃，獲得五十多位會員積極回應，願貢其所長及經驗，帶領開發不同的以會員為本活動(見五月份會長報告)；(c) 會所職務崗位重組，將招聘兩個新設的經理職位，分別是會員服務、社交及傳訊經理和體育及設施經理，同時亦招聘一位助理經理及四名在訓管理人員，他們可為有關的小組委員會提供必需的人力支援，以便推展各項以會員為本活動；及(d) 建議增闢一個面積相當大的多用途室(可用滑動間板分隔為兩個房間)，提供額外場地進行嶄新的活動。

6. 更新會所網址 在考慮過三家網址設計公司的演示後，在資訊科技小組委員會建議下，理事會批准與其中一家簽訂合約，讓其更新本會網址，預期今年八月完工。新的網址將會以中、英雙語展示，會所可以在其上發佈資訊，只限會員登入瀏覽。會員通訊小組委員會在新設的會員服務、社交及傳訊經理協助下，負責上載一切基本的、具啟發性的和吸引力的資訊、以及文稿和照片到網址上，讓網址更好地發揮其應有的重要功能。

7. 致函文化體育及旅遊局 本年五月杪，會長去信文化體育及旅遊局，告知其本會四月選舉常務理事及理事的結果，重點指出本會經近期的改革，將特別遴選會員的投票權由 50 票減至 4 票，並容許普通遴選會員出選競逐常務理事及理事職位，令本會的機構管治水平得以提升。四月份的選舉，見證了四名普通遴選會員成功當選常務理事(包括會長在內)，另有六名普通遴選會員當選為理事，餘下兩個理事席位則由兩名特別遴選會員當選。對照 2023-24 屆度，普通遴選會員只有兩人當選常務理事，五人當選理事；2022-23 屆度及以前，則全部常務理事及理事均由特別遴選會員出任。此外，上述信函亦點明本會以下舉措，涵蓋透明度、問責性及會員參與度等範疇，旨在提升本會的機構管治：(a) 頒訂一套委任小組委員會組員的指引，藉以提高問責性；(b) 推出自薦計劃，讓會員可主動爭取晉身各小組委員會，從而增強會員對會務的參與；(c) 更新本會網址，藉以改進本會運作的透明度；及(d) 會長每月刊發報告，深化透明度和問責性。

會長

黃德榮

2024 年 6 月 20 日