

## CHAIRMAN'S CALL FOR CHANGE

**‘ I will resign with immediate effect .....Chairman L E Kingston..... ‘ All members of the Chinese Community are urged to read this message.**

Never a Committee meeting goes by or a social function that I attend that I am informed of some complaint or criticism levelled against Hong Ning or to me personally. And these so called complaints are always relayed anonymously either through a relative, a resident at Hong Ning, a good friend or fellow committee member of another association or somebody in the Chinese community, but never for some reason are names mentioned.

*Well, I've finally had enough !! People with genuine and sincere complaints must either contact the Hong Ning Committee or any of its members as listed or please shut up ! Hong Ning is operated as best we can as a business and not as a circus.*

To say that I do not take these comments seriously or feel any emotion or concern or that I am not effected by all this rumour mongering and hearsay, is a total understatement to say the least. I am now serving my 11<sup>th</sup> year as chairman of the Hong Ning Management Committee and have certainly had my ups and downs. I have taken on the job as passionately, sincerely and can say without doubt that I have enjoyed my commitment and dedication to Hong Ning on just about every task at hand to my best ability. Nothing less but hopefully more. But it now seems that there are others who are far more committed, more qualified, more sincere, more dynamic and maybe even more honest and intelligent who can lead Hong Ning. *We really need people like you.* Do not remain anonymous or stay behind the mask and still continue to throw out unfounded accusations or spread rumours. You are the type of person we need at Hong Ning. I say have the courage of your convictions and step forward. I have always encouraged constructive criticism and dialogue and actually thrive on it. That's just me. Time for change !

I maintained way back in April 1997 at the emergency meeting ( I arranged due to the deteriorating situation at HN – do we need reminding ) that the Hong Ning Chairperson elected should stand for 3 to 4 years. I have never ever made the chairmanship role at Hong Ning my own personal possession and on the contrary encouraged others to take over the reigns many times. As close as 19 July 2008 at the HN Management Committee meeting I in fact raised and highlighted the very fact that HN needs to put in place a plan of succession for Executive members, key Staff positions and Committee members. This is normal business practice and promotes maturity, continuity and confidence in Hong Ning operating successfully on all fronts. This comes close on what my message is all about.

I still even to this day have to entertain comments and disagreement on various matters including rumours on a range of matters concerning Hong Ning, for example: Why is Hong Ning spending such a lot of money on expansion of the Frail Care unit and in previous years to the newly revamped dining room, some resident's rooms and modern kitchen, If HN should sell the Home will it recoup all that has been spent on renovations, repairs and maintenance and expansion? Why does Hong Ning stay in Belgravia which many consider to be a very seedy and insecure area of Johannesburg? Why does HN not link itself to a community centre? Why do some residents not pay any residential fees or less than others? We hear that HN subsidises some residents who cannot afford to pay and further we hear of some big write-offs of resident's bad debts and How does HN run as a business as we hear the Home operates at a loss due to mismanagement, Residents are served insufficient food helpings and finally What does Hong Ning do with all the donations and funds raised? There may be other comments that I as chairman am not aware of.

If any members of the community requires any information to the above, kindly enquire in writing stating your full contact details and complaint or enquiry. Forward your letter by email to the Chairman and Treasurer with your complaint to both addresses at [chairman@hongning.org.za](mailto:chairman@hongning.org.za) and to [treasurer@hongning.org.za](mailto:treasurer@hongning.org.za). You may also attend the monthly management committee meetings which have always been held open to concerned members.

Better still join the committee and make a difference. What better way to channel your energy for the benefit of Hong Ning Chinese Aged Home.

The challenge is set: to all who read and pass on this message: If there is a query or complaint based on any of the above or other matters kindly come forward and address the management committee – because that is the most brave and courteous Chinese manner to do things – and will assure you that I will resign with immediate effect should it prove that I as chairman of the management committee have not carried out my proper duties or performed in such a way that is detrimental to Hong Ning. The community has from now until the 7 September 2008 to lodge any complaints which will be handled at the 18 October 08 Management Committee Meeting. You are most welcome to attend.

“ I love how there has been serious criticism of what I've done.  
It feels like something has been provoked.  
My job isn't to pass judgement, but to make sense of a life. “  
Courtesy – Mark Gevisser - Journalist

Laurence Kingston

Chairman HN Management Committee 2008/09

21 July 2008

# 康寧華人養老院

成立於 1980 年 專門為年長人士設立的非營利機構

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## 主席變天宣言

“本人在此宣布立即辭去主席職務.....主席 LE Kingston.....”敬請所有華人僑胞注意。

在我參加過的所有會議或是社交場合中，從來沒有遇到直接針對康寧養老院或是我個人的批評，而一般所謂的批評都是透過某個親戚、康寧的居民、朋友、其他協會成員或是僑界的某人以隱姓埋名的方式傳達。

**本人決定不再繼續忍受下去！如果有人想要提出真心的建議或是批評，請直接與康寧養老院或是其委員會成員聯繫，不然就請閉嘴！我們已經盡全力將康寧養老院當作一項事業在發展，而不是當作馬戲團一樣在耍。**

若是有人認為我沒有認真看待這些批評、沒有感受到任何心理壓力或是完全不受這些流言蜚語傳播的影響，根本就不了解我的感受。我已經擔任康寧養老院管理委員會主席這個位置 11 年了，也不是沒經歷過大風大浪。我以熱情和真誠的態度來履行我的職務，同時我也對每一件康寧養老院的事務都盡心盡力去做並且樂在其中。不過現在看來，還有許多更熱情、

更投入、更合格、更真誠、更有活力甚至更有智慧的人可以來領導康寧養老院，我們非常需要向你這樣的人。千萬別躲在背後或是隱姓埋名的繼續發出不實的指控，或是四處散播流言，像你這樣的人正是康寧最需要的人才，在我看來，有膽子發出批評就要有膽子出面承擔，我一直以來都很歡迎富有建設性的批評和對話並且採納建言，不過這只是我個人的看法，看來是需要改變的時候了。

早在 1997 年 4 月份緊急會議的時候(當時為了討論康寧的去留問題，因此我安排了這次會議)，我就提出過意見，主席這個職位每隔三、四年就必須重新選一次。我也從來沒有把主席這個職位當作是我個人財產，我反而多次發出呼籲希望有人能夠接替我的職位。就在 2008 年 7 月 19 日的康寧管理委員會會議中，我還特別提出並強調康寧必須擬定計畫來選擇執行成員、主要幹部以及委員會成員的職位。這是一個能夠確保康寧長久經營的成熟做法，好讓康寧在各方面都能夠成功運作，而這也是我這份聲明最主要的目的。

一直到今天我還在聽取各種建議和反對意見，試圖解決一切關於康寧運作方面的傳言和建議，比方說：為什麼康寧要花這麼多錢在病殘老人看護設備上，然後又在前一年重新裝潢餐廳、部份居民的房間以及打造現代化的廚房，若是康寧打算將老人院資產賣掉的話，是否能夠收回花在裝潢、維修以及擴建上的成本？為什麼康寧還繼續設立在 Belgravia 這樣一個在約堡算是治安比較亂的地區？為什麼康寧不和當地的社區活動中心連結呢？為什麼有些居民付的費用比別人少，甚至根本不須付費呢？我們還聽說康寧對部份付不起錢的居民提供補助金，我們還聽說康寧還幫某些居民償還了鉅額債務、我們聽說康寧因為管理不善而經歷虧損，這樣怎麼繼續經營下去呢？有些居民根本得不到足夠的食物，除了以上這些以外，我們

最常聽到的就是：“康寧把所有的捐款和募款都用在哪裡了？”，另外還有一些傳言是我個人沒有聽到過的。

如果僑胞對以上這些問題有疑問的話，請來函詢問並且附註您的姓名和聯絡方式，同時還可以將您的信函以電子郵件的方式寄給主席以及財務長，主席電郵地址：

[chairman@hongning.co.za](mailto:chairman@hongning.co.za)，財務長：[treasurer@hongning.co.za](mailto:treasurer@hongning.co.za)。同時您還可以參加每個月舉

行的管理委員會議，這個會議一直以來都對所有會員開放，更好的方法是加入委員會，對康寧盡一份心力。還有什麼比投入心力來幫助康寧養老院更好的方法嗎？

我們根據以上所說的發出一個挑戰，所有看到這篇聲明的僑胞敬請把話傳出去：如過針對以上這些聲明有任何疑問或是批評的話，請與管理委員會聯繫，這也是華人最有勇氣的作事方式，若是我身為主席沒有盡到職責或是對康寧造成任何傷害的話，我願意立即辭職以示負責。從即日起到 2008 年 9 月 7 日為止，歡迎僑胞們踴躍建言，我們將於 2008 年 10 月 18 日的會議中為您解答，屆時歡迎參加。

“我喜歡聽人們對我所做的一切發出批評，因為這讓我感覺到有所返響，而我的工作不是發

出批評而是追尋生命的真理。”名記者 Mark Gevisser

**Laurence Kingston**

**康寧管理委員會主席 2008/09**

**2008 年 7 月 21 日**