

**Activity  
Report**

**2016**



**APAÉ  
DE SÃO PAULO**



# Summary

Activity Report **2016**

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# Institutional

**Jô Clemente**

One of the founders of APAE DE SÃO PAULO

## 2016: another year of challenges



This time as never seen before. Political uncertainties. Economic uncertainties. Social uncertainties. Changes all around the world. Often, increasing our already large national uncertainties.

In this scenario, both troubled and unsafe, we could have a gratifying certainty: all the governance activities, good practices, people management policies, intelligent administrative and financial management, and constant attention to innovation, both in attending people with Intellectual Disability with new techniques and technologies, gave results.

Consistently, well managed and controlled way, we have been overcoming all the difficulties that have been lining up day by day. We have a modern, firm and effective management. Tried by one of the worst crises to which this country has ever been subjected. The built structure proved capable.

This is good news. We have the basis of the project designed for the many challenges that we will have to face. Challenges that do not depend on the circumstances of the Brazilian scenario. Evolution challenges on view on Intellectual Disability. On how to face public policies. On how to use technology for the cause. On how we look at the elderly people with Intellectual Disability. On how to create and manage the knowledge gained to transform it for the benefit of people with Intellectual Disability, their families and society as a whole. So many challenges after a major victory. It's normal. It's not the fight of one life, but of some of lives.

Let's go!

**CASSIO DOS SANTOS CLEMENTE**

Chairman of the Board of Directors of APAE DE SÃO PAULO

## Innovation and Creativity: what makes us reference

For a non-profit organization, of course, each year represents a challenge. There are many struggles, conversations, and agreements for the structure to function as it should. APAE DE SÃO PAULO relentless in its mission to support people with Intellectual Disabilities, to #irpromundo (Go to the world), which is the theme of our media and social media campaign to celebrate its 55th anniversary.

2016 was one of the most challenging years, but full of achievements that ended a difficult year marked by a crisis thus it is important to always have new partnerships and donors. In 2016, the Newborn Screening, brought to Brazil by APAE DE SÃO PAULO, completed 40 years. And the news was the introduction of two new tests, which now makes it possible to diagnose 50 diseases in newborns. Such information became national news.

Besides, our Teaching & Research Institute took great steps. A new and brilliant Board took office, which came to add and bring new ideas; and the execution of the Small Giant (Pequenos Gigantes) Project, financed by PRONAS (National Support Program for the Healthcare of People with Disabilities), of the Ministry of Health and support from the City Department of Education of the city of São Paulo. And, once again we made it to the news!

These are just some of the highlights of the year, which was pretty intense. And certainly it is a pleasure to be a part of this work.

**FELIPE CLEMENTE SANTOS**  
CEO of APAE DE SÃO PAULO



# Corporate Governance

Years of crisis are even more challenging for civil society organizations. APAE DE SÃO PAULO turned 55 years old in 2016 and has been through prosperous and lean periods. The key to maintaining a sustainable management, without losing quality and focused on operational efficiency is to constantly evaluate processes, review procedures, protocols and always look for alternatives, thinking in an innovative way.

The year can be described like this: a lot of planning, uncertainties, constant monitoring of actions, qualified professionals to achieve their goals and revise them, with the ever-present financial transparency. All this is to ensure the high performance of the services offered and the excellence in the care of people with Intellectual Disability and their families.

The challenge of always doing more is presented in the pages of this Report, which shows the highlights of the year in a more objective and direct way, with the quantitative and qualitative indicators of each strategic axis.



Network Brazil

With all this, APAE DE SÃO PAULO goes on with its history by fighting for the social integration of people with Intellectual Disability, supporting them to go to the world. Working in line with the Convention on the Rights of Persons with Disabilities promulgated by the UN.

In addition, APAE DE SÃO PAULO reaffirms its support for the United Nations Global Compact, whose mission is to promote corporate sustainability in the areas of Human Rights, Labor, Environment and Anti-Corruption. Through the areas of Defense and Guarantee of Rights it supports, promotes and respects the protection of internationally recognized human rights, as well as guaranteeing the non-violation of these rights.

With an eye on the trends and challenges aimed at strengthening the management of APAE DE SÃO PAULO, in 2016, the work was intensified with the Dom Cabral Foundation, as well as thematic committees were created in the Board of Directors.

Finally, it is impossible not to highlight Jô Clemente's 90th birthday, a visionary of philanthropy in Brazil and one of the founders of APAE DE SÃO PAULO, who in 2016 was honored with the Citizen Sustainability Award (Prêmio Cidadã Sustentabilidade), conferred by MadiaMundoMarketing and Editora Referência.

## Have a good read!





**Children of the Newborn Screening**

**People with Intellectual Disabilities attended/supported\***

**People trained / able\***

### Quantitative Indicators

<b>Health</b>	Lab (Newborn Screening)
	Newborn Screening Service
	Divina Dieta
	Diagnosis Ambulatory
	Stimulation and Enabling
<b>Inclusion</b>	Education
	Social Education
	Qualification and Professional Inclusiveness
	Aging
<b>Defense and Guarantee of Rights</b>	Social Law / Violation of Rights
	Advocacy
	Self-Advocates
	Articulation and Mobilization of the Protection Network (Everyone for Rights Program (Programa Todos Pelos Direitos))
<b>Generation and Dissemination of Knowledge</b>	Training
	Ended Researches
	Technical-scientific Publication

*\* Indicator(s) with the new concept for accumulation (accounting)*

	2015	2016	Variation	
	392,231	378,121	-14,110	-4%
	16,328	16,625	297	2%
	6,953	2,480**	-4,473	-64%

	2015	2016	Variation	
<i>Children Newborn Screening</i>	392,231	378,121	-14,110	-4%
<i>Medical Exams</i>	2,616,773	2,504,878	-111,895	-4%
<i>Patients</i>	4,801	4,663	-138	-3%
<i>Appointments</i>	18,422	19,133	711	4%
<i>Food production (kilos)</i>	13,094	13,111	17	0.1%
<i>Patients</i>	5,826	6,309	483	8%
<i>Appointments</i>	21,419	22,779	1,360	6%
<i>Patients</i>	1,933	2,055	122	6%
<i>Therapies</i>	229,977	258,757	28,780	13%
<i>Students Supported</i>	429	548	119	28%
<i>People with Intellectual Disabilities attended</i>	307	312	5	2%
<i>People Included in the Job Market</i>	405	435	30	7%
<i>People with Intellectual Disabilities attended</i>	121	134	13	11%
<i>People with Intellectual Disabilities and families</i>	2,506	2,169	-289	-12%
<i>Councils of Law, Networks, Forums and Others*</i>	12	15	3	25%
<i>Number of Self-Advocates</i>	13	14	1	8%
<i>People Trained</i>	6,315	871	-5,444	-86%
<i>Mobilized Cities</i>	645	47	-598	-93%
<i>Courses Made</i>	24	9	-15	-63%
<i>Projects</i>	1	3	2	200%
<i>People Trained</i>	638	1,609	971	152%
<i>.</i>	5	10	5	100%
<i>Under development</i>	24	27	3	13%
<i>Articles</i>	17	18	1	6%

\*\* There is a reduction in the number of trained people in 2016 due to the non-implementation of the Everyone for Rights (Todos Pelos Direitos) Program in the state of São Paulo.



### Quantitative Indicators

<b>Health</b>	Laboratory
	Ambulatory Newborn Screening Service
	Divina Dieta
	Diagnosis Ambulatory
	Stimulation and Enabling
<b>Inclusion</b>	Education
	Social Education
	Aging
	Qualification and Professional Inclusion
<b>Generation and Dissemination of Knowledge</b>	APAE DE SÃO PAULO Institute
<b>Development Institutional</b>	Customer Services
<b>People Management</b>	Volunteering

\*\* NA - Not Applicable (Survey measured starting from 2016)

	2015	2016	Variation
% of screened babies who performed collection up until the 7th day of life	94%	95%	1%
Average Time for Releasing of Exam Results (working days)	5	5	-
# of confirmed cases from the total of diseases	801	734	-8%
Index of Customer Satisfaction with the Service (Corporations Hospitals/Maternities)	97%	98%	1%
Index of Customer Satisfaction with the Service (Individuals)	99%	98%	-1%
Patient Monitoring Index (Phenylketonuria and Congenital Hypothyroidism)	95%	100%	5%
Index of Customer Satisfaction with the Service	98%	98%	-
Index of Customer Satisfaction with the Service	100%	97%	-3%
Index of Closed Diagnoses (with etiology = cause for Intellectual Disability)	53%	46%	-7%
Index of Customer Satisfaction with the Service	99%	99%	-
Index of Customer Satisfaction with the Service**	NA	98%	-
% Improvement of students in school performance (Aspects assessed: 1- Identity, Autonomy, Participation, 2- Socialization, 3- Communication and Expression, 4- Logical-Mathematical Thinking and 5- Motricity)	93%	91%	-2%
% Adherence rate of family members and/or caregivers of People with Intellectual Disability in monitoring the Individualized Care Plan (PIA)	95%	95%	-
% People with Intellectual Disability attended who obtained gains or still in the evaluation of functionalities (to perform their Autonomy and Independence)	80%	80%	-
Rate of permanence in job of people with Intellectual Disability who are Qualified and included in the job market	98%	98%	-
Index of surveyors' satisfaction	90%	95%	5%
Institutional Satisfaction Index	99%	98%	-1%
Index of Volunteer Satisfaction (with the Organization)	99%	97%	-2%



# Service

**"We're watching all baby feet throughout Brazil. In addition to being pioneers in the Newborn Screening Test in the country, we are always aware of news and events in the area".**

**Danielle Arita**

from the APAE DE SÃO PAULO Laboratory

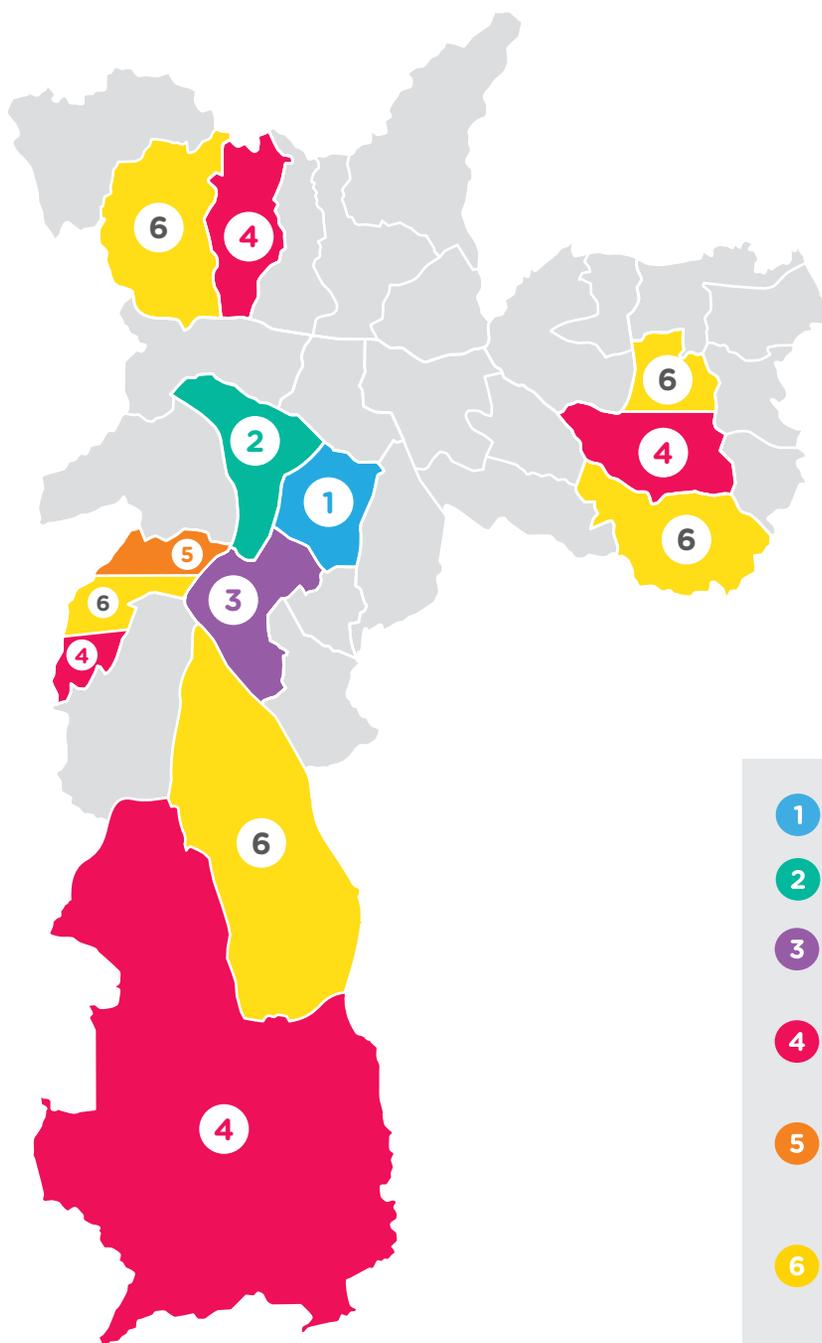
# Our Structure

Our position and what we can offer for the care of people with intellectual disabilities, their families and society

APAE DE SÃO PAULO is present at 13 places in the city of São Paulo. There are three units and 10 centers strategically located to facilitate the displacement of the families that look for assistance of the Organization. Three of these centers were inaugurated, including, in 2016, to offer the Specialized Educational Assistance (AEE), fulfilling, once again, the purpose of being in the places that need most.

## 13 service points

- 1 Central Unity**  
All Services, except Aging
- 2 Itaim Unit**  
Aging
- 3 Interlagos Unit**
  - Stimulation and Enabling
  - Qualification and Professional Inclusiveness
- 4 Stimulation and Training Centers**
- 5 Center of Social Education**
- 6 Educational and Introduction to the World of Working Center**



- 1** Vila Clementino
- 2** Itaim Bibi
- 3** Interlagos
- 4** Campo Limpo  
Freguesia do Ó  
Itaquera  
Parelheiros
- 5** Campo Limpo
- 6** Campo Limpo  
Capela do Socorro  
Itaquera  
Pirituba  
São Mateus

# Customer Services

When you arrive at the Organization or when making a call, people who are looking for the APAE DE SÃO PAULO are assisted by the staff of the Public Assistance Service (SAP). These professionals are responsible for guiding families who have a first contact with the Organization, who seek help, to schedule appointments, receive complaints, suggestions and compliments and direct cases to the responsible departments. In addition, they make the Toy Library service, that is available at the Central Unit.

SAP's biggest challenge is to reduce the waiting time for calls, face-to-face calls and more and more assertively forward the families that come to the Organization.

## HIGHLIGHTS OF THE YEAR

- Implementing of the Auditory Response Unit (URA) of Typing, which made possible the optimization of the service and the decrease of the waiting time. In addition to the functionality of more precise targeting in connecting with the responsible sector, the communication between the Organization and the client has improved, resulting in a higher service satisfaction.
- Implementation of the Relationship Central Project, which standardized good practices and customer service, carried out by all employees of the Organization's help desks.



### Institutional Satisfaction Index



98%

2016

1.681

Number of researched clients



99%

2015

1.677

Number of researched clients

# Health

The services offered by APAE DE SÃO PAULO are a reference in the health area. The Organization is responsible for conducting the Newborn Screening, through its Laboratory, and has an interdisciplinary medical and technical team that works in Ambulatories, Stimulation and in the Divina Dieta, which seeks to fully meet the needs of its clients.

## Laboratory

The APAE DE SÃO PAULO Laboratory is the largest laboratory in Latin America in Newborn Screening and has a qualified technical and medical team, both to perform the diagnosis and to locate and guide families in cases of altered results.

That's because APAE DE SÃO PAULO was responsible for implementing the Newborn Screening test in Brazil in 1976 and, after participating in public advocacy, make it a right for every baby. In the public system the Basic Test is performed, which identifies up to six diseases, but the Laboratory, which is a reference service accredited by the Ministry of Health, can detect up to 50 diseases.

## Offered Exams

### **Newborn Screening BASIC (06 diseases)**

It detects phenylketonuria, congenital hypothyroidism, cystic fibrosis, sickle cell anemia and other hemoglobinopathies, biotinidase deficiency and congenital adrenal hyperplasia.

### **Newborn Screening PERSONALIZED**

It is carried out in accordance with the physician's orientation and the patient needs.

### **Newborn Screening PLUS (10 diseases)**

In addition to have the six Basic tests, it includes deficiency of G.6.P.D., Leucinosi, Congenital Toxoplasmosis and Galactosemia.

### **Newborn Screening SUPER + SCID and AGAMA (50 diseases)**

One of the most complete Neonatal Screening tests. It responds to the diagnosis of 50 diseases, uses traditional technology, Tandem Mass Spectrometry MS/MS and real-time PCR.

## APAE DE SÃO PAULO Laboratory Differentials:

- The first one to perform the Newborn Screening in the Country;
- It is a reference service accredited by the Ministry of Health;
- It is the largest in Latin America in exams performed with modern equipment;
- It has technical specialists and doctors qualified to carry out the exams;
- Highly reliable results;
- It has an agile and humanized system of Active Search directed towards communication with the family.

## HIGHLIGHTS OF THE YEAR

- The Newborn Screening had its 40 year anniversary and, to mark the date, APAE DE SÃO PAULO announced an innovation: the screening of newborns for Severe Combined Immunodeficiency (SCID) and Agammaglobulinemia, also known as AGAMA, genetic diseases in which there is a decrease or absence of T and/or B cells and protective antibodies in the blood.
- An Icon of national pediatrics, Dr. Ana Escobar has become the health ambassador of the Organization.

## Newborn Screening

### Productivity (Exams)



### Children of Neonatal Screening



### Positive Cases of diseases



### Service Quality\*

95%

2016

94%

2015

### Satisfaction Index Private Individuals

98%

2016

99%

2015

### Satisfaction Index Legal Entity (hospitals/maternities)

98%

2016

97%

2015



\* % of screened babies who performed the collecting until the seventh day of life and with releasing of results in an average of 5 days

## Active Search

After the Newborn Screening, the sample is analyzed in the Laboratory specialized in Neonatal Screening. When an exam result is abnormal, the families are immediately called to remake the exam and confirm the laboratory diagnosis. This service offered by APAE DE SÃO PAULO is a reference and essential in the prevention of Intellectual Disability, as it helps to provide an improvement in the quality of life of the babies. If the diagnosis is confirmed, the families are referred to initiate follow-up and treatment.

## Neonatal Screening Ambulatory

Previously known as the Patient Care Ambulatory Clinic, this area is responsible for receiving infants who presented abnormalities in the Neonatal Screening for evaluation of the diagnosis. Once this diagnosis is confirmed, the interdisciplinary team welcomes these families and initiates treatment, offering the first orientations. In the ambulatory clinic of the Organization the diseases phenylketonuria, congenital hypothyroidism and biotinidase deficiency are watched over, according to the clinical protocols defined by the Ministry of Health. In relation to other diseases, families are referred to specific reference centers.

### Satisfaction Index



### Medical Appointments Made



## Divina Dieta

In addition to making the diagnosis, APAE DE SÃO PAULO aims to promote the improvement of the quality of life for people with metabolic diseases identified in the Newborn Screening.

One of these is called phenylketonuria. If properly treated, through a specific nutritional diet, it does not lead to Intellectual Disability. Having prevention as its mission, APAE DE SÃO PAULO created the Divina Dieta (Divine Diet), responsible for developing a line of food products suitable for phenylketonuria, homocystinuria, leucinosi, isovaleric acidemia, propionic acidemia, methylmalonic acidemia and urea cycle defects. Other people also benefit, such as those who are celiac, lactose intolerant, allergic to cow's milk protein, vegetarians, vegans and sympathizers. This is because the food is low in protein, and has no gluten, milk, eggs and other animal products.



### Production volume

13.094 kg

13.111 kg



2015

2016

### Satisfaction Index



2016



2015

### Special Basket

Since APAE DE SÃO PAULO serves a significant number of families in social vulnerability, a Special Food Basket donation project was created in 2012. Individuals and businesses can become sponsors and donate the monthly Food Baskets for a period of two years to people who need this specific diet to prevent Intellectual Disability. In 2016, 82 baskets were delivered.

## Diagnosis Ambulatory

Often, Intellectual Disability is not directly linked to the diagnosis of an illness in the newborn, and many cases end up appearing, for example, when the child does not reach the developmental milestones expected in the first years of life or in their school life. For these cases, APAE DE SÃO PAULO offers the Diagnostic Ambulatory Clinic, with a team highly specialized in completing the diagnosis of Intellectual Disability, trying to establish the cause when possible.

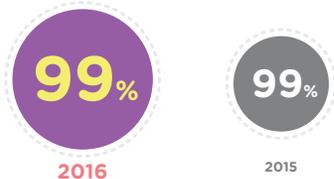
## Medical Appointments Made



## Index of completed diagnoses with etiology



## Satisfaction Index



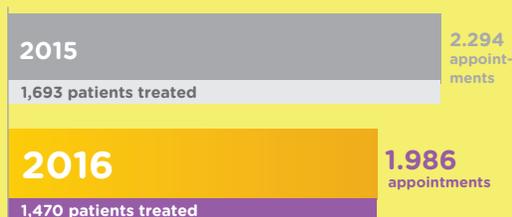
## Genetic Counseling

In the Diagnostic Ambulatory clinic the families receive Genetic Counseling, which informs the possible unfolding associated to a genetic disease.



## New Look

Inside the Diagnostic Clinic, the families also have ophthalmological assistance, offered in a complete, modern and effective office. The place is the result of a partnership with the Ophthalmological Foundation Dr. Rubem Cunha.



## Stimulation and Enabling

In case of suspicion or confirmed diagnosis of delay in neuropsychomotor development or Intellectual Disability, APAE DE SÃO PAULO offers to children and adolescents from 0 to 14 years of age, the Stimulation and Enabling. The main objective of this area is to guide and stimulate the global development of these people. To that end, services are offered in the areas of physiotherapy, aquatic physiotherapy, speech therapy, occupational therapy, psychology, pedagogy and social work, providing an improvement in their quality of life and their families.

98%

of clients satisfied with 2016 services\*

\*beginning of measuring

### Therapies made



Stimulation and Enabling	2016
<b>Units and Integrated Centers of Rehabilitation (NIR)</b>	
<b>Patients (total)</b>	<b>2,055</b>
Central Unity	559
Interlagos Unit	279
NIR Norte Freguesia do Ó	310
NIR Leste Itaquera	363
NIR Sul Campo Limpo	392
NIR Sul 2 Parelheiros	152

## Moment of Information Program

The Program, successfully implemented by professionals and volunteers, has been running for 30 years as of 2016. Created to support parents and guardians in the delicate moment of when a diagnosis is positive i.e. in the Moment of Information. Program members are psychologists and support-parents trained to talk with the families. In 2016, 52 maternity hospitals were visited and the teams became aware of the importance of the moment of information.



# Inclusion

An important part of the mission of APAE DE SÃO PAULO is to provide support so that people with intellectual disabilities can #IrProMundo (Go to the World). It is definitely what social assistance services do, whether at school, at work, in sports or to maintain the functionalities during aging. Wherever they want to be, the Organization gives support.

## Educational

Children and adolescents, from 4 to 17 years old, should be at school and this is not different for students who have Intellectual Disability. That's why APAE DE SAO PAULO provides Specialized Educational Service (AEE) to this group, who is enrolled and attending regular school. The Service also offers Pedagogical Assessment and Student Support in School Transition. Additionally, the Organization helps schools, by providing lectures, workshops, guidance and all necessary support for the student who has Intellectual Disability or neuropsychomotor developmental delay. Such services are provided by the teachers of the City of São Paulo, whether from public or private schools.

And, in order to follow up the students' development, the Organization implements the Monitoring Instrument, which assesses individual development.

### THAT'S NEW

Additionally to the Central Unit, the Service is present in five Decentralized Centers, with three of them officially opened in 2016: Itaquera, Pirituba and São Mateus. This is APAE DE SÃO PAULO, getting closer to more distant places and those that need the most. All this, in order to reduce the journey of the families attended.

## Initiation in the World of Working

For young people and adults between 15 and 29 years of age, the Educational, in partnership with the São Paulo Municipal Education Department, also offers the Initiation to the World of Working (IMT) program.

The objective is to initiate young people with Intellectual Disabilities in contexts related both to the world of work and in the development of their autonomy.

## Probing

An instrument developed by APAE DE SÃO PAULO, it is composed of a series of tests taken by 100% of the students attended. Identity, Autonomy and Participation, Socialization, Communication and Expression, Logic-Mathematical Reasoning and Motricity are evaluated, which measure school performance and learning in a general way for each participant.

### HIGHLIGHTS OF THE YEAR

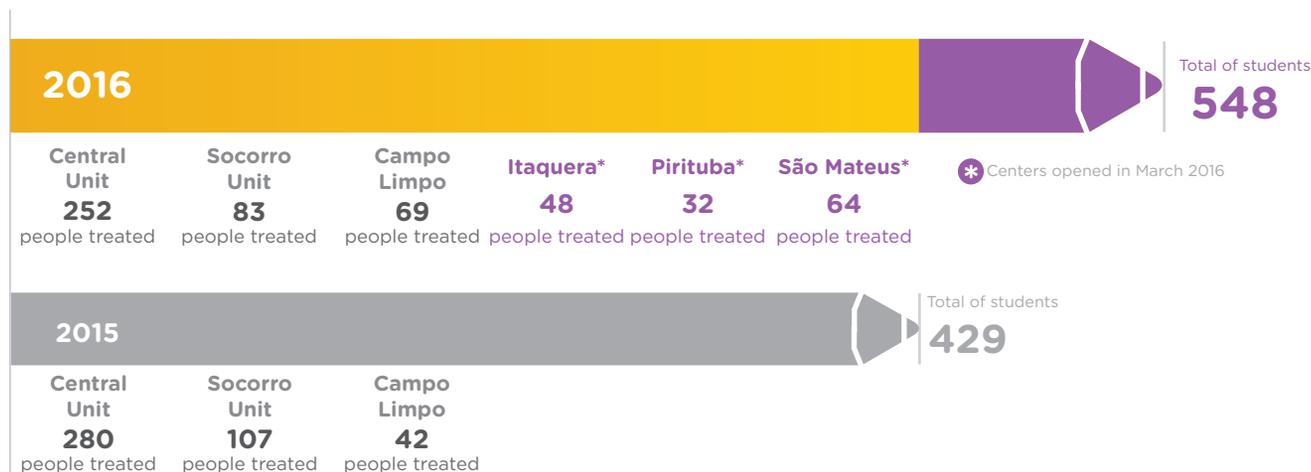
91%

*Of the students attended by Educational presented improvement in school development.*

12

*People were cared for in the Sensorial Integration Room.*

## Number of students supported



## Social Education

For teenagers from 14 up, APAE DE SÃO PAULO offers different activities aiming at fostering the development of self-governing skills and abilities. To this end, projects comprehending culture, sport and leisure are carried out half-year.

And, to monitor these teenagers' development and get a broad view, the Social Education professionals apply the Individual Service Plan (PIA).

### HIGHLIGHT OF THE YEAR

This year, the show "Brasil Dançante – Nossos Ritmos, Nossa Gente" (Dancing Brazil – Our Rhythms, Our People) reached the city stages. Sponsored by Chevron, Consigaz and Libbs, and with the incentive of Rouanet Law, the Organization's Artistic Company, which now is officially called Kinearte, currently formed by 33 teenagers, held several performances in public parks and subway stations.



People with Intellectual Disabilities attended

307

312



2015

2016

Purposes achieved through PIA\*

80%

80%



2015

2016

*\*95% - Rate of families who joined for monitoring.*

**BRAZIL  
DANCES  
OUR  
RHYTHMS  
OUR  
PEOPLE**



## Qualification and Professional Inclusiveness

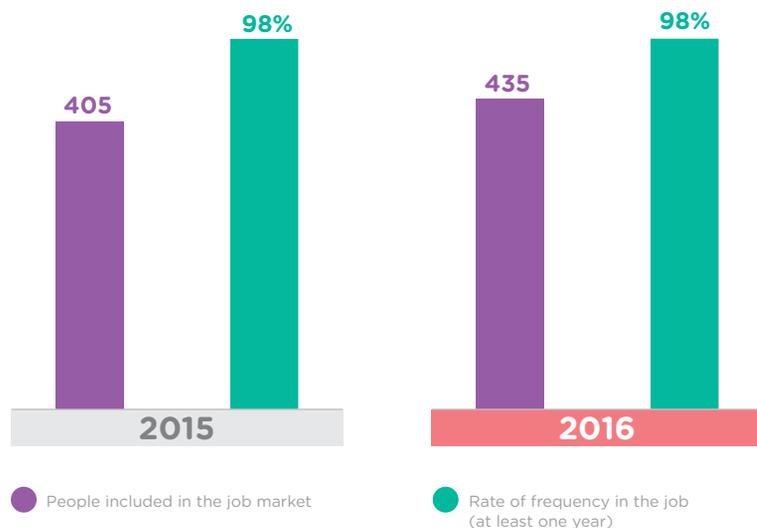
To feel a fully productive and participant citizen within the society, integrating the job market is essential. In order to ensure the exercise of the Intellectually Disabled person's right to work, APAE DE SÃO PAULO acts as a training organization, providing qualification and inclusion in companies, as a part of the Youth Apprentice program and by CLT hiring standards, stimulating the enforcement of the Quota Law.

### Used methodology

To perform this work APAE DE SÃO PAULO, counts on a, multidisciplinary team acting on several fronts: candidate interviewing for profile assessment, monitoring of job openings, inclusion of people, actions for raising awareness, and at last, monitoring after the inclusion and partnerships with companies.

The methodology used by the Organization to reach an impressive rate of 98% of employee maintenance is Supported Job, which basically assumes that everyone can work since they are provided with the necessary support.

And, aimed to public and private companies, APAE DE SÃO PAULO offers customized assistance service and programs, according to the organizational cultures, so that the inclusion there can be inclusion.



### HIGHLIGHTS OF THE YEAR

- In 2016, such an uncertain year for the job market with the increasing in the unemployment rate, APAE DE SÃO PAULO consolidated its methodology practice and once more reached a historical goal with the inclusion of Intellectually Disabled citizens in the world of work. **Precisely 435 people got employed.**
- With the approval of funding by FUMCAD (Fundo Municipal dos Direitos da Criança e do Adolescente - Municipal Fund for Child and Adolescent Rights) and PRONAS (Programa Nacional de Apoio à Atenção da Saúde da Pessoa com Deficiência - National Support Program for the Healthcare of People with Disabilities), APAE DE SÃO PAULO have also improved in qualification and inclusion, and it was more effective when diffusing this work. Additionally, Fundação Prada supported us with R\$ 70 thousand for the qualification of 40 teenagers from the Organization's project.



## COMPANIES ASSISTED BY APAE DE SÃO PAULO - ENFORCEMENT OF QUOTA LAW

- 1) Abril Comunicações
- 2) Agulhas Negras (BMW)
- 3) Brasanitas Empresa Bras. Saneamento
- 4) CCEE Energia Elétrica
- 5) Colgate Palmolive Indústria
- 6) Credigy Soluções Financeiras
- 7) Firmenich & Cia.
- 8) Flexomarine
- 9) Gomes da Costa
- 10) Giga Br Distribuidor e Atacadista
- 11) GM - General Motors do Brasil
- 12) Grupo Pão de Açúcar / Extra/ Casas Bahia/ Ponto Frio
- 13) Libbs Farmacêutica
- 14) Locaweb Serviços de Internet
- 15) Lojas Renner
- 16) Manserv
- 17) Mc Donald's (Arcos Dourados Comércio de Alimentos)
- 18) Metalúrgica Sanayr
- 19) Mira Otm Transportes
- 20) MSX Internacional
- 21) Multipark Estacionamentos
- 22) Natura Cosméticos
- 23) Nespresso / Nestlé Brasil
- 24) Open Text Tecnologia da Informação (Brasil)
- 25) Pearson Educacional
- 26) Roldão Atacadista
- 27) Restoque
- 28) Socicam Terminais Rodoviários e Representações
- 29) Sodexo do Brasil
- 30) Sulamericana Comércio de Fantasias
- 31) Supermercado Padrão
- 32) Syncreon Logística
- 33) Tribunal de Justiça do Estado de São Paulo

## Aging

Promoting longevity and maintenance of functionality of aging people with Intellectual Disability and breaking paradigms are the main activities of the Service performed by APAE DE SÃO PAULO.

### Used methodology

The changes in an Intellectually Disabled person's aging can be identified by functional decrease, which is evidenced by abilities in daily activities being compromised when compared to childhood and adulthood. That way, early intervention by investigating current health conditions and checking the functional profile during the Intellectually Disabled person's aging is essential to increase their longevity and improve life condition.

Based on those aspects Aging Support Service aims at maintaining functionality through actions for promoting health, with activities offered by the workshop model that are led by multidisciplinary team specialized in Human Aging.

Over these years, this approach has presented an advantage regarding functionality maintenance, monitoring of health condition and guidance to family/caregivers.

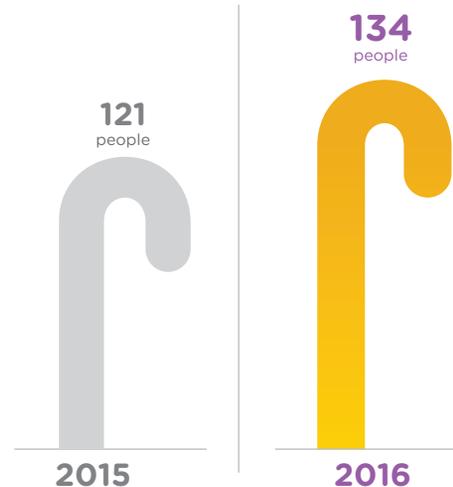
Functional performance	2015	2016
Maintenance / Improvement	80%	80%

When compared to previous years, progressive increasing in functionality can be observed. As to losses, decreasing in functionality maintenance is expected, due to comorbidities associated to aging and Intellectual Disability simultaneously.

### HIGHLIGHTS OF THE YEAR

- **Self-governing Pilot Project:** promoting autonomy and independence during this stage in life is essential to the self-governing process. That was the goal for the project which was performed with people with Intellectual Disability who were attended to by the Service.
- **Multidisciplinary Family Consulting:** started as a consulting model for families and caretakers of people with Intellectual Disability who presented a higher degree of functional dependence in key areas of life. The perspective is to increase consulting in 2017.
- **External Excursions:** took place to promote even more the inclusion and living experience in the city's cultural points. The action fosters practicing civic awareness, leisure and entertainment. There were 20 external excursions to places such as Caixa Cultural, Itaú Cultural, Museu do Relógio among others.

### PEOPLE CARED FOR IN THE AGING SERVICE





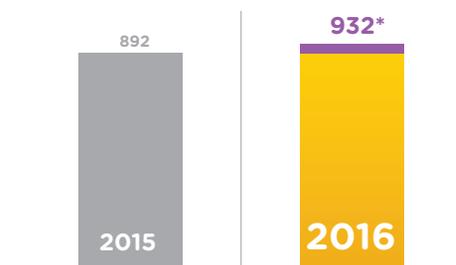
# Defense and Guarantee of Rights

APAE DE SÃO PAULO, through the Service for Defense and Guarantee of Rights, aims at ensuring basic and essential rights of people with Intellectual Disability. However, more than that, it also works for raising awareness and inform society that they are citizens with rights same as everyone else and they are central figures, seeking emancipation and self-advocacy.

## Legal-social Program

This program focuses on promoting and ensuring common and collective civil, political and social rights of people with Intellectual Disability and their families. The team is formed by lawyers and professionals from the social service.

### Number of Legal-social Appointments



\*Total including post-interdiction services

### HIGHLIGHTS OF THE YEAR

- There was an increase in the number of voluntary lawyers which made it possible to handle in a faster way the demand from families and people with Intellectual Disability.
- **884** appointments related to Continuing Benefit Conveyance (BPC), interdiction, guardianship and inheritance, violation of rights and violence were carried out.

## Standing for Rights and Facing Violence Project

In 2016, **480** people with Intellectual Disability and their families were attended to by the "Standing for Rights and Facing Violence" project.

Additionally, the campaign "Mistreatment of Intellectually Disabled people", created by agency Zero11, was awarded by the 15<sup>th</sup> edition of Prêmio Marketing Best Sustentabilidade (Marketing Best Sustainability Award), conducted by Editora Referência and MadiaMundoMarketing.



Francisco Madia, from Marketing Best, awards Rosana Ameixeira and Felipe Clemente Santos (right), at the 15<sup>th</sup> Prêmio MKT Best Sustentabilidade (Marketing Best Sustainability Award).

## Program of Violence Prevention

This front acts based on mandatory notices from other areas of APAE DE SÃO PAULO. The main goal is that professionals identify the urgent need for intervening with the families, trying to minimize vulnerability situations.

Additionally to psychosocial services focused on people with Intellectual Disability and their families, as it can be seen by the name, the Program works with prevention and carries out guidance, awareness-raising and training actions, not only for employees of Organization but also for other professionals dealing with Intellectual Disability. The goal of such trainings is to prepare professionals to identify possible signs of violence and build a peace and prevention culture.

### HIGHLIGHT OF THE YEAR

**1,697** psychosocial appointments were carried out.

### Acts of Violence Communicated to APAE DE SÃO PAULO

Total communications: 165		Types	Females 48%	Males 52%	
Physical Violence					12%
Psychological Violence					39%
Sexual Violence					14%
Negligence					29%
Bullying					6%

### People with Intellectual Disabilities attended





# Society

**"With our work, we act on the application of public policies, participate in councils and forums, and mobilize, coordinate and train professionals from networks comprehending the system of guarantee of rights."**

**Anna Beatriz Leite, from Advocacy, and Deisiana Paes, from Everyone for Rights Program (Programa Todos Pelos Direitos)**

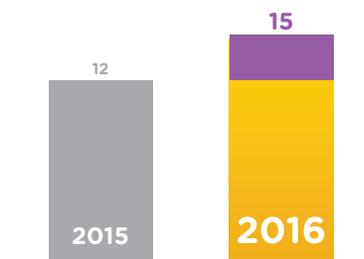
# Public Policies and Advocacy

Aiming at contributing and applying public policies focused on the person with Intellectual Disability, APAE DE SÃO PAULO has been present in several spaces throughout the year:

## Boards for Rights

- City Board of the Person with Disability
- City Board of Social Service
- City Board of Children and Adolescent Rights
- City Board of Youth Rights
- National Board of Children and Adolescent Rights;

## Presence in Councils of Law, Networks, Forums and Others\*



## Networks, Forums and others

1. City Commission for Confronting Violence, Abuse and Sexual Exploitation of Children and Adolescents;
2. State Coordination Office for Self-Governing and Self-Advocacy of APAES in the State of São Paulo;
3. National Coordination Office for Social Service;
4. National Coordination Office for Defense and Mobilization of the National Apaes Federation;
5. Forum for Entities of People with Disability of the Sate of São Paulo;
6. State Program of Service to People with Intellectual Disability;
7. National Network of Early Childhood;
8. National Union of Reference Work in Neonatal Screening (UNISERT).
9. Brazilian Society of Neonatal Screening (SBTN).

In the Ministry of Health we form the following spaces:

1. National Committee of the Intellectually Disabled Person's Health (Comitê Nacional de Saúde da Pessoa com Deficiência);
2. Workgroup – Guidelines for the Elder Person's Healthcare (Diretrizes de Atenção à Saúde da Pessoa Idosa);
3. 1<sup>st</sup> Meeting of the National Network of Specialists in Zika Virus and Related Diseases.

### HIGHLIGHTS OF THE YEAR

- Through a member from APAE DE SÃO PAULO, who represents National Apaes Federation (FENAPAES) at the National Board for the Rights of Children and Adolescents (Conselho Nacional dos Direitos da Criança e do Adolescente - CONANDA), we attended the 105<sup>th</sup> General Meeting of the National Board of People with People with Disability (CONADE) about cross-sector and cross-cutting policies for People with Disabilities within the childhood policies. At this meeting, the Organization approached the importance of CONADE's creation of a system comprehending CONANDA in the Brazilian Inclusion Law topics, which will require regulation or are directly related to childhood and adolescence. Additionally to that, the need for expanding the dialog in relation to the Legal Capacity and Supported Decision-Making of people with Disability was raised, among other subjects related to violence and other violations of rights;
- Representation of APAE DE SÃO PAULO in the workgroup aiming at contributing with the elaboration of the document "Guidelines for the Elder Person's Healthcare" ("Diretrizes de Atenção à Saúde da Pessoa Idosa"), from the Ministry of Health, under the General Coordination Office of the Person with Disability and Elders (coordenação Geral de Saúde da Pessoa com Deficiência e Pessoa Idosa). Significant considerations on attention and care to elder people, particularly to the ones aging with disability, were made;
- Presentation of the Everyone for Rights Program (Programa Todos Pelos Direitos), of APAE DE SÃO PAULO at CONADE, aiming at open discussion on the topic of violence and other violation of rights regarding the person with disability.
- National APAES Federation (FENAPAES) was elected as the holder when composing the CONANDA the biennium of 2017/2018. Organizations with evidenced national actions in the defense of children and adolescent rights fought for the spot.
- Contribution to elaborate and review health policies and technical regulations regarding Intellectually Disabled people, from the National Committee of the Intellectually Disabled Person's Health (Comitê Nacional de Saúde da Pessoa com Deficiência);
- Attendance in the 1<sup>st</sup> Meeting of the National Network of Specialists in Zika Virus and Related Diseases.

# Everyone for Rights Program



To service people with Intellectual Disabilities, APAE DE SÃO PAULO also leads the Everyone for Rights Program (Programa Todos Pelos Direitos), which counts on the support and partnership from agents and institutions within the three public power branches. The Program's proposal is acting to mobilize, coordinate and train professionals from networks comprehending the system guarantee of rights. In 2016, the Program acted with two teams and two concurrent projects, aside from producing and disclosing three newsletters, and publishing one theoretical article on a scientific journal.

## PROJECT - CONFRONTING VIOLENCE TO THE PERSON WITH DISABILITY - REGIONAL FORUMS

Funded by the State Department of Rights of People with Disabilities (SEDPcD/SP), the purpose of information and trainings was to make it possible, through Regional Forums, the coordination of the network of protection of the rights of the person with disabilities, gathering of data from city territories and demands, aiming at producing discussions that could help creating new ideas and proposals to create Public Policies for the prevention of violence to the person with disability. In total, 28 forums were carried out, with 820 participants within seven regions of the State, comprehending a total of 35 cities.

## PROJECT - NETWORKS OF PROTECTION TO CHILDREN AND ADOLESCENTS WITH DISABILITIES

Funded by the State Board for the Rights of Children and Adolescents (CONDECA), the main purpose of this project is mobilizing the actors within the network of protection and defense of rights to identify and intervene in situations of violence and violation of rights against children and adolescents with disabilities in 12 cities of the State of São Paulo.

871

Participants

47

Comprehended cities

28

Formation Forums

## CHECK BELOW THE CITIES PARTICIPATING IN PROJECTS

### 1 Barueri

- 2 Cotia
- 3 Itapevi
- 4 Osasco
- 5 Taboão da Serra

### 6 Bauru

- 7 Assis
- 8 Garça
- 9 Lençóis Paulista
- 10 Ourinhos
- 11 Pederneiras
- 12 Piratininga

### 13 Botucatu

- 14 Conchas
- 15 Itatinga
- 16 Laranjal Paulista
- 17 São Manuel

### 18 Campinas

- 19 Americana
- 20 Indaiatuba
- 21 Hortolândia
- 22 Leme
- 23 Sumaré

### 24 Ribeirão Preto

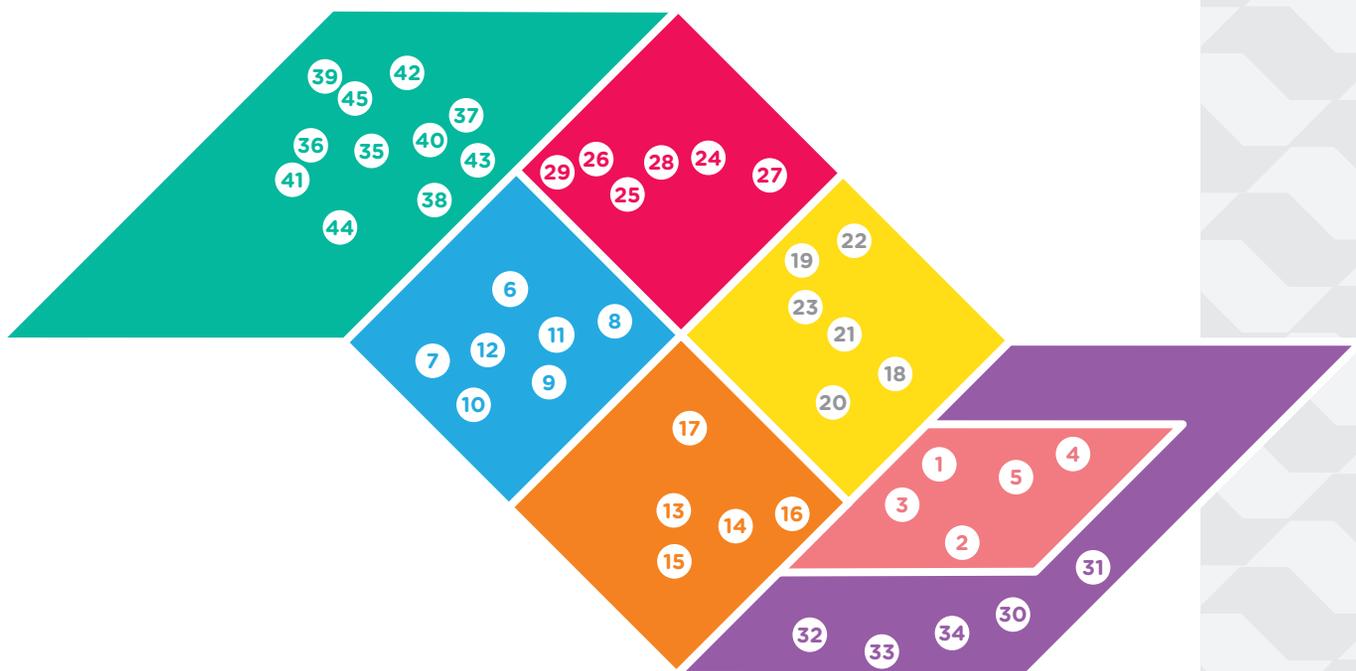
- 25 Barrinha
- 26 Jaboticabal
- 27 Serrana
- 28 Sertãozinho
- 29 Taquaritinga

### 30 Santos

- 31 Guarujá
- 32 Itanhaém
- 33 Praia Grande
- 34 São Vicente

### 35 São José do Rio Preto

- 36 Andradina
- 37 Bebedouro
- 38 Catanduva
- 39 Fernandópolis
- 40 Guapiaçu
- 41 Mirassol
- 42 Nova Granada
- 43 Olímpia
- 44 Penápolis
- 45 Votuporanga

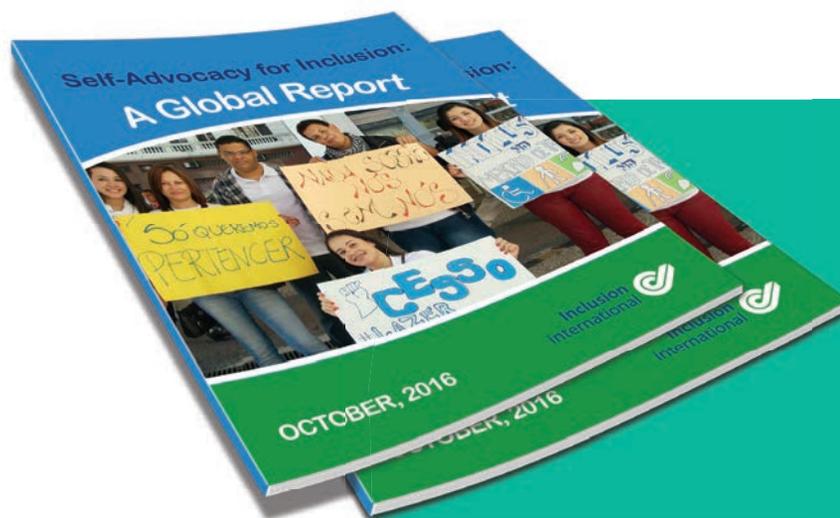


# Self-Advocacy

APAE DE SÃO PAULO believe that people with Intellectual Disabilities can improve their potentials when properly supported, promoting their reflection and participation.

The Program has the purpose to contribute in exercise self-advocacy of the people with Intellectual Disability, performing actions that promote the defense and grant of rights within the collective scope of Intellectual Disability.

In order to do that, the team of Organization professionals performs individual weekly services with the self-advocate groups to create support materials to be used in the actions they participate.



## Number of Self-Advocates



### HIGHLIGHTS OF THE YEAR

- In the City Board of Youth Rights it has been highlighted the creation of the City Youth Plan in which, Wellington Melo, participant of the Self-Advocacy Program and holder of the deficiency seat, created proposals to be applied in the city of São Paulo.
- By participating in the Youth Board, the Self-Advocacy Program was invited to manage a debate on Intellectual Deficiency in the Seminar of Youth Realities of the State of São Paulo. Stephanie Lima, Self-Advocate, was there.
- The Board of People with Disabilities promoted the São Paulo Meeting (Encontro Paulistano), a moment to strengthen and ensure the fight for the rights of people with disabilities. In 2016, Camila Rocha, Board Substitute and Self-Advocate, participated of the Meeting, which had as its agenda the Brazilian Law of Inclusion.
- Throughout the year, study groups were performed having the Self-Advocates to wonder on the progress and challenges of the Brazilian Inclusion Law.

- The Program represented Brazil and was a highlight in the International Convention of Self-Advocates, Orlando - USA. In the event, a video was presented with testimonies of young self-advocates on the importance of the work performed in APAE DE SÃO PAULO.

The program also was the cover of the Convention World Report, with material produced by interviews with self-advocates and families of many places in the world, in order to understand how the promotion and advocacy of the right of people with disabilities is happening, presenting data from Europe, Africa, America, Middle East, North Africa and Asia-Pacific.

The report makes for understanding how society can aid/support in the self-advocacy process of the people with disabilities and show activities and methodologies used by the organizations to support the self-advocacy process.

# Teaching & Research Institute of APAE DE SÃO PAULO Institute

The Teaching & Research Institute of APAE DE SÃO PAULO has as mission the generation and dissemination of knowledge on Intellectual Deficiency for all society.

One of the main purposes of the Institute is to be up to date with the world's scientific productions, thus the Institute actively participates in congresses, seminars and trainings.

In addition, the Institute believes that research, through academic and empirical research, validates the actions proposed in professional training and contributes to the transformation of understanding into knowledge.

Targeting a national benchmark regarding Intellectual Disability implies a daily commitment to concentrate efforts and strongly invest in institutional investments so that the solid recognition of the academic community is effective and has a real impact on the community.

## Scientific Board

In 2016, the Scientific Board of the Institute has a new superintendent, Prof. Dr. Antonio Carlos Lopes, and technical members, scientists, academics from several areas of knowledge in an integrated and transversal way, and has the purpose to collaborate in decisions regarding education, research and set processes, protocols, and procedures to develop and share content in reasoned and consistent way.

## Science

By in importance of knowledge generation, encourage the production of researches and ensure its disclosure in the scientific society and in the society are the foundations of the Institute actions.

To tread a path of achievements, the Institute uses as reference the main research centers of the world to support and provide safety in the conduction of studies regarding the Intellectual Deficiency theme.

The purpose is to promote the education and maturation of the researchers, stimulating their curiosity and providing tools and support to develop studies at the highest academic and practical level.

## Continuing and Qualified Training

The Institute promotes the development, systematization and dissemination of scientific, technical and educational knowledge on Intellectual Disability, bringing updated information to all society.

Free, short-term courses for updates, as well as a *lato sensu* post-graduation specialization course, in partnership with universities, are offered to interested professionals.

The Institute also works in the training of the public services and Social Organizations, in order to contribute to the improvement of professionals' quality that are involved and active in regarding Intellectual Disability.

## Specialized Bibliographic Collection

The library has a collection of books, newspapers, films, articles and videos about Intellectual Disability. The materials can be checked on site or borrowed. The Institute also has a digital library, with over six million national and international items, which can be accessed in APAE DE SÃO PAULO website.

In 2016, a small movie theater was opened in the library's premises to exhibit movies addressing the issue of disabilities.

### PROGRAMS & PROJECTS

9

*Courses performed*

1,327

*Hours of training*

1,609

*Trained people*

## Live Debates

Another highlight of the year was the first live broadcast by Facebook of a debate held among APAE DE SÃO PAULO professionals. The purpose is to bring quality information, more effectively, to the interested audience.

## Scientific Journey

In 2016, the 1st Scientific Journey of the Institute of Education & Research was held, with the purpose of sharing the scientific productions made throughout the year. Professionals from the Organization and from other locations exchanged experiences for mutual updating and collaboration.

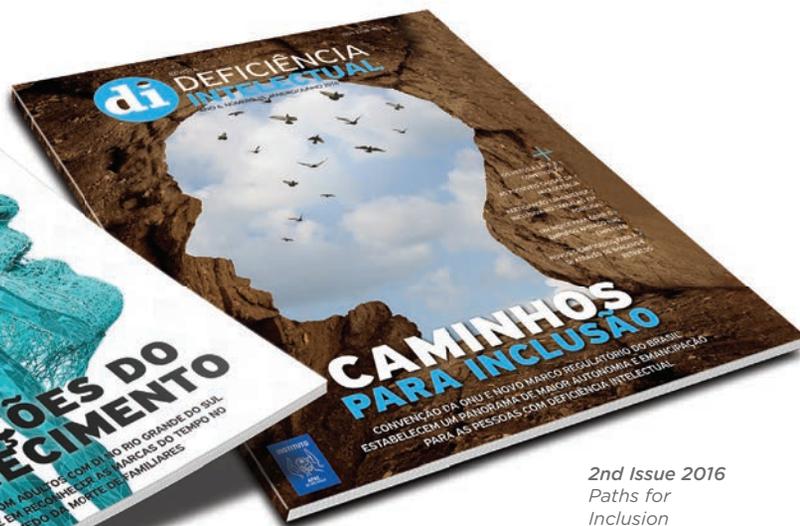
## Intellectual Disability Journal

The Intellectual Disability (DI) Journal, of a technical and scientific nature regarding Intellectual Disability, integrates the productions of the APAE DE SÃO PAULO Teaching & Research Institute and publishes articles from Brazilian and foreign researchers on Intellectual Disability and its transversalities. The publication stands out as the only Brazilian journal on Intellectual Disability field indexed in ISSN (International Standard Serial Number) under number 2238-4618.

In 2016, two editions of the Journal were published.



1st Issue 2016  
Perceptions of Ageing



2nd Issue 2016  
Paths for  
Inclusion

## Partnerships

Partnerships contribute to validate the work performed and for good results. In 2016, the Education & Research Institute entered a partnership with the following institutions:

- Faculdade Paulista de Serviço Social (FAPSS);
- Faculdades Metropolitanas Unidas (FMU);
- Instituto Professor Antonio Carlos Lopes;
- Universidade Anhembi Morumbi;
- Universidade José do Rosário Vellano - UNIFENAS.



Laureate International Universities®



Prof. Antonio Carlos Lopes

## Incentive Training Projects

The essential actions for the Institute are seeking incentives to continue the professional training program, maintaining and expanding partnerships to grant the scientific production programs and research projects.

An example of this is the Project Small Giants (Pequenos Gigantes), funded by PRONAS and supported by the City Department of Education of the city of São Paulo, which trained 1,400 teachers of Early Childhood Education, enabling them to detect signs of delay in early childhood. The Project was news in the *Jornal Nacional* (The primetime news program in Brazil).

In addition, the Project to Strengthen the Inclusive Network of Congenial Social Organizations, in partnership with the State Board for the Rights of Children and Adolescents (CONDECA), was initiated to train 30 social organizations located in areas of high vulnerability to manage projects that may assist them in their sustainability.

## Technical-Scientific Production

In 2016, the Institute was responsible for 18 national and international technical-scientific publications.

### 11 NATIONAL PUBLICATIONS

- 1) Intellectual Disability, Aging, and Neuroscience - More consistent cognitive intervention programs for people with Intellectual Disabilities and their families that rely on more research, which still scarce;
- 2) Care technologies for people with Intellectual Disability and aging;
- 3) Intellectual Disability at APAE DE SÃO PAULO;
- 4) How does the brain respond to learning?;
- 5) Neonatal screening for severe combined immunodeficiency in Brazil;
- 6) Food, Nutrition & Diet Therapy Treaty;
- 7) Awareness, memory and action functions in adults with Intellectual Disability: Proposal and analysis of a battery of evaluation;
- 8) Prevention and Promotion of Oral Health in the Aging of the Person with Intellectual Disability: Theoretical and practical description;
- 9) Scientific Involvement in Neuropsychological/Cognitive Intervention and Evaluation of Adults and Elders with Intellectual Disabilities;
- 10) Validation of Guidelines for Laboratory Investigation of Deletion Syndrome 22q11.2: Preliminary results in 302 cases;
- 11) Uncommon Results in the Investigation of Deletion Syndrome 22q11.2.

### 7 INTERNATIONAL PUBLICATIONS

- 1) Frontal Lobe Degeneration in Adults with Down Syndrome and Alzheimer's Disease;
- 2) Newborn Screening for Congenital Adrenal Hyperplasia: Improving the Effectiveness of the Neonatal 17OH-Progesterone and Serum Confirmatory Tests;
- 3) Preliminary Analysis of the Reliability of a Matching Timing Task in Virtual Reality Game;
- 4) Increasing and Alternative Communication in Virtual Reality Game as a Stimulus in the Learning of Individuals with Down Syndrome: Pilot Study;
- 5) Virtual Reality as a Stimulus in the Reaction Time of Adolescents with Down Syndrome;
- 6) Cognitive Stimulation for Adults and Elders with Intellectual Deficiency using Online Games: Report of Brazilian Experience;
- 7) Analysis of the cognitive and linguistic profile in people with Down Syndrome using the Arizona Battery for Communication Disorders in Dementia.

## Scientific Production

The Institute had 16 research results presented at national and international congresses.

### 12 POSTER CATEGORY

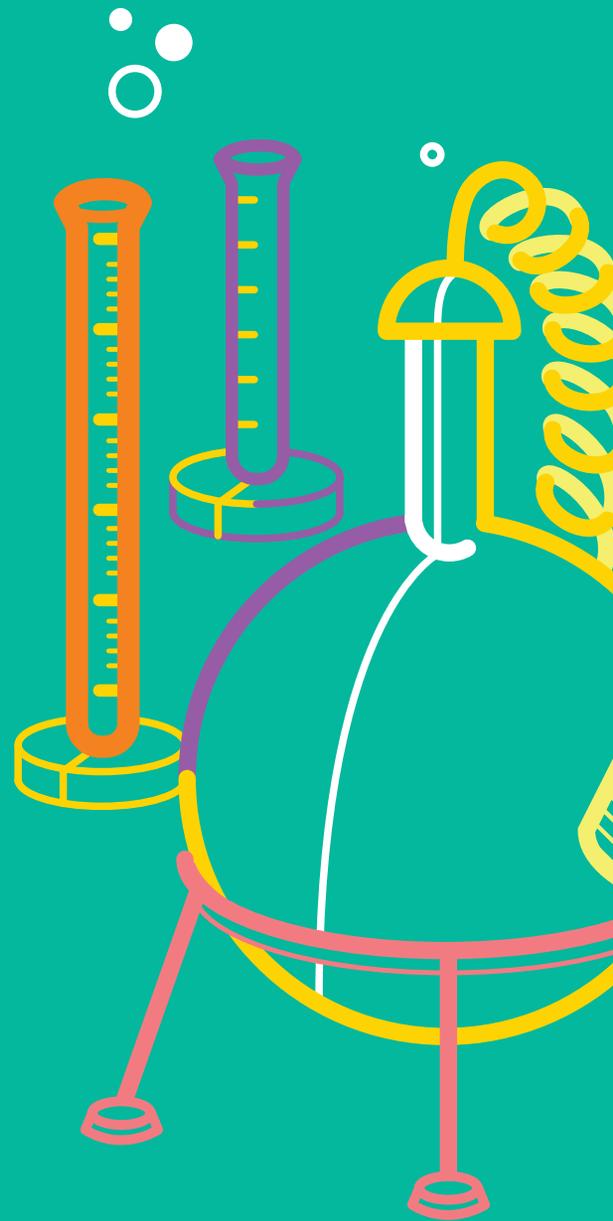
- 1) Preliminary Analysis of the Reliability of a Matching Timing Task in Virtual Reality Game;
- 2) Increasing and Alternative Communication in Virtual Reality Game as a Stimulus in the Learning of Individuals with Down Syndrome: Pilot Study;
- 3) Virtual Reality as a Stimulus in the Reaction Time of Adolescents with Down Syndrome;
- 4) Cognitive Stimulation for Adults and Elders with Intellectual Deficiency using Online Games: Report of Brazilian Experience;
- 5) Analysis of the cognitive and linguistic profile in people with Down Syndrome using the Arizona Battery for Communication Disorders in Dementia;
- 6) The action of Social Service in the process between the school stimulation and inclusion in the early childhood of a person with DI at APAE DE SÃO PAULO;
- 7) Main Comorbidities in the Person with DI that gets old from the Department of Aging of the APAE DE SÃO PAULO;
- 8) Audiological Profile of Adults and Elderly with DI using Tonal Audiometry, Logaudiometry and Acoustic Immitance Measurements;
- 9) Broad Geriatric Assessment- Aga in DI: Multimorbity Detection by the Multidisciplinary Team;
- 10) Awareness, Memory and Action Functions in Adults with DI: Proposal and Analysis of a Battery of Evaluation;
- 11) Scientific Involvement in Neuropsychological/Cognitive Intervention and Evaluation of Adults and Elders with Intellectual Disabilities;
- 12) Program for acquisition and enhancement of attention, memory and executive functions for adults with DI: A pilot study.

### 4 FREE THEME CATEGORY (ORAL)

- 1) Newborn Screening for Congenital Adrenal Hyperplasia: Improving the Effectiveness of the Neonatal 17OH-Progesterone and Serum Confirmatory Tests;
- 2) Increasing and Alternative Communication in Virtual Reality Game as a Stimulus in the Learning of Individuals with Down Syndrome: Pilot Study;
- 3) Virtual Reality as a Stimulus in the Reaction Time of Adolescents with Down Syndrome;
- 4) Description and application of the game "Battleship with Graphic representation" for people with Intellectual Deficiency (DI) in process of becoming older".

## 10 COMPLETED STUDIES

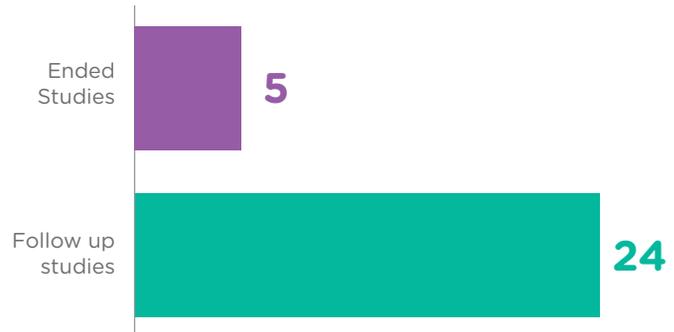
- 1) NEONATAL 17OH-progesterone presents the lowest *cut-off* value in blood samples collected before 72 hours of life in neonatal screening of congenital adrenal hyperplasia (TN-HAC);
- 2) Deficiency in language vs language deficiency: the omission of determinants as clinical marker;
- 3) Acquisition and improvement of actions: a program focused on adult independence and quality of life of people with intellectual disability / development of the Portuguese version of the questionnaire for quality of life assessment; International Delphi Study: a preliminary stage;
- 4) Congenital anomalies in the immune system: neonatal screening, early intervention, genetic counseling and epidemiological study;
- 5) International entrepreneurial orientation in the mobilization of financial resources of the voluntary sector;
- 6) Performance in the Leiter-R of patients with Down Syndrome;
- 7) Static balance in people with Down syndrome: use of the Nintendo Wii Balance Board as an evaluation tool;
- 8) Validation of the fragileasy TM kit for the diagnosis of X-Fragile Syndrome;
- 9) Aging and Down Syndrome: communicative and linguistic aspects in cases of functional decline and Alzheimer dementia;
- 10) Description of movement pattern in infants with Down syndrome.



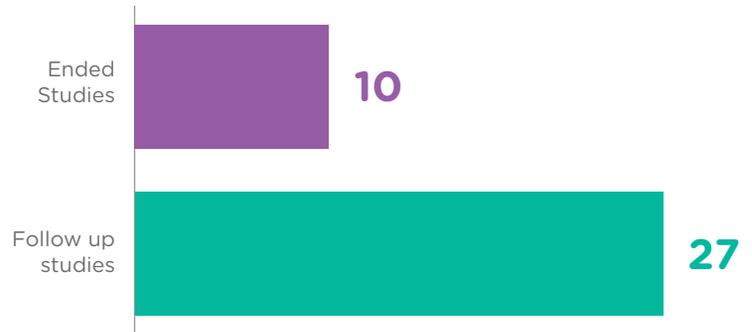


## Research Projects

2015



2016



# Marketing & Communication

The department has the challenge of communicating to the internal and external audience the actions, campaigns, partnerships and issues related to Intellectual Disability. There are broad ways to do this and they are performed through internal communication channels, social networks, radio messages, newspaper and magazine ads, information on site, news articles, or award registrations. The rule is to be dynamic and creative, providing good content and never losing innovation.

## #IrProMundo Campaign

To celebrate the Organization's 55 years, the #IrProMundo campaign was launched. Focused on advertising, the purpose was to show society our support for people with Intellectual Disabilities to gain their place in the world, developing themselves as citizens and individuals.

The campaign was developed in partnership with CDI - Comunicação Corporativa, Sal Grosso and Lua Nova agencies, and with the support from the Colégio Dante Alighieri, which together produced a film with the voice of the actor Mateus Solano. In addition to the film, which is the basis of the campaign, a radio spot and three types of ads were produced, which brought people with Intellectual Disability using different spaces.

The film was watched by over 200,000 people on Facebook and YouTube.

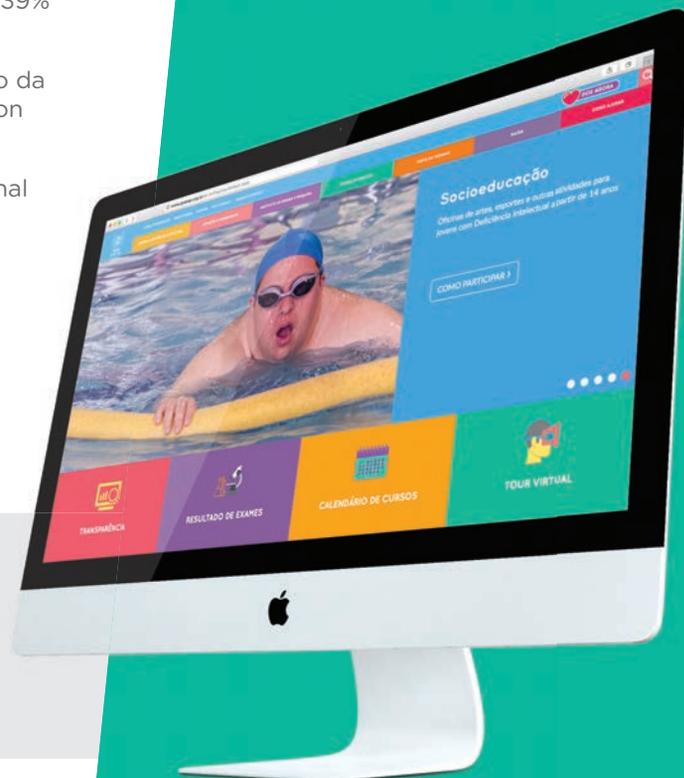


## Highlights of the year

- In partnership with ATB Comunicações agency, Juventus, Sentimental Filme, and S de Samba, the Organization won the Prêmio MKT Best award with the campaign Time do Pezinho, that has awarded the society regarding the importance of the Newborn Screening;
- For the seventh year in a row, APAE was voted the country's most admired and trusted brand by Revista Seleções (Reader's Digest).
- APAE DE SÃO PAULO got a national media exposure corresponding to R\$ 57.2 million, according to clipping service provider Sino. The organization was a source of information for several media such as Jornal Nacional, SPTV, Jornal do SBT, Jornal da Record, CBN, Folha de S. Paulo, O Estado de S. Paulo, Diário de S. Paulo, and magazines: Viva Mais, Reação, and Caras;
- Through its publicity campaigns published in the media, the Organization had an exposure equal to R\$ 9.7 million, audited by IBOPE;
- Regarding social networks, APAE DE SÃO PAULO has increased its visibility in the main media. It grew 262.79% on Facebook and 74.39% on Instagram. The year ended with 104,340 fans on Facebook;
- In partnership with Antena 1 radio, the Minute of Inclusion (Minuto da Inclusão) was launched, a one-minute program with information on Intellectual Disability;
- On Organization's anniversary, employees gained one more internal communication channel: the intranet. In it we can find important Organization information for the daily activities.



*Aracélia Lúcia Costa, APAE DE SÃO PAULO Superintendent, Aracy Maria da Silva Lêdo, APAES National Federation President, and Isa Degaspari, Institutional Development Manager during the award ceremony.*



In order to expand the Organization's digital presence and meet the needs of an increasingly interconnected public through the virtual world, the new APAE DE SÃO PAULO website was launched in December. In addition to integration with social media, it offers a virtual tour, accessibility features, responsive design and intuitive navigation.



SOU  
APAE

# People Management

**“Our friendship and life history mix together with APAE DE SÃO PAULO journey, where we donated, learnt, gained experience and find comfort for our losses.”**

**Cida Martins Costa and Silvia Camasmie Dib**

Organization Volunteers for 45 years

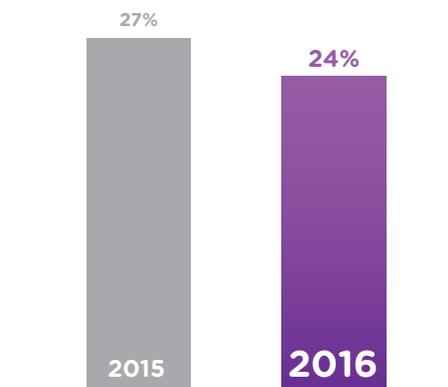
# Employees

Working for such a relevant cause is not an easy task, it requires commitment and courage, thus APAE DE SÃO PAULO counts on a group of 490 qualified and focused professionals on the Organization's mission.

Number of Employees



Turnover



\*2014 - 35%

To adequate the Report, now we will present the turnover data in an annual basis and not on a monthly basis as we used to do.

## Employee profile

### Educational background

Doctor's Degree, Master's Degree, Post-Graduation	25%
Higher education	31%
High school	32%
Elementary school	12%

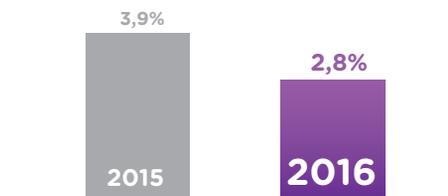
### Gender

Female	78%
Male	22%

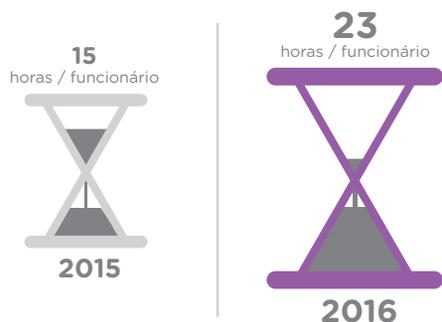
### Age

18-25	6%
26-43	67%
44-50	13%
Above 50	14%

Absenteeism



## Training Hours per Employee (Average)



### HIGHLIGHTS OF THE YEAR

- In order to promote the ongoing improvement and qualification of the employees, 10,934 hours of training were carried out, an average of 23 hours per person;
- Following the strategic planning regarding People Management, actions were reinforced to reduce turnover and absenteeism, which are important indicators that impact the organizational environment;
- Leadership was also focused, summoned for monthly meetings called 'Conversations with Leaders'. In these meetings the Organization's values and detailed processes, indicators, HR trends and behavior were reinforced. The positive result appears in the significant improvement of the indicators.



## Endomarketing

One of the most effective ways that is used by the Human Resources and Communication areas of companies to engage and better relate to their internal audience is the endomarketing.

To motivate employees and show how important they are to the Organization, the People Management area, in partnership with Marketing and Communication, launched the internal campaign "Sou + APAE DE SÃO PAULO", created by the partner agency CriaMonkey.

Every two months, after meeting a series of requirements, such as attendance and achievement of goals, an employee is the highlight of the campaign. For this, pieces of publicity were produced for the internal communication channels, such as the intranet, and materials for the mural newspaper, the "APAE DE SÃO PAULO Informa".

The objective of the campaign is for the employee to recognize himself as a symbol of the Organization, to expose, by their performance, the mission, vision and values of APAE DE SÃO PAULO.



*Sou + Wallpaper*



Mural for APAE DE SÃO PAULO Informa

The APAE DE SÃO PAULO Informa is the organization's weekly mural newspaper. One of the main communication channels, it brings relevant information to employees, family and visitors. The mural is strategically located in the Centers and Units.



Sticker placement on the elevator doors of the Central Unit

# Volunteers

Part of the gears that make the Organization work comes from Volunteering. With a lot of commitment and responsibility, the volunteers play relevant roles within the services, after an analysis of their profiles, the needs of the Services and the activities demands.

To join, the interested parties must fulfill some requirements and participate in a lecture at the Volunteering Center of São Paulo, a partner of the Organization. In addition, throughout the year, social activities and courses on topics related to Intellectual Disability are carried out for the permanent development of volunteers.

## Volunteer Actions

### Practical Arts

Responsible for the manufacture of handicraft products sold throughout the year with profits reverted to the Organization's projects. In 2016, R\$ 42,025.00 was collected.

### Espaço Família Program

It is an area of the Organization for living and exchange experience among relatives and people responsible for people with Intellectual Disability. Every year an exhibition with a different theme is held.

Monthly, about 120 people frequent the place. Throughout 2016 6,052 activities were carried out, such as talking circles, craftsmanship, yoga classes, skin cleansing, massages, among others.

IN 2016, WE  
WELCOMED

1,731

people in this  
Program

## Partners



**A.C. Camargo  
Cancer Center**

Since 2009, the Despertar da Saúde Program, a cancer prevention campaign, has been carried out in partnership with the hospital. Free examinations and treatment of the disease are offered when necessary.



In addition to all the assisting and support offered on a daily basis, the Center advertises open positions in the Organization.



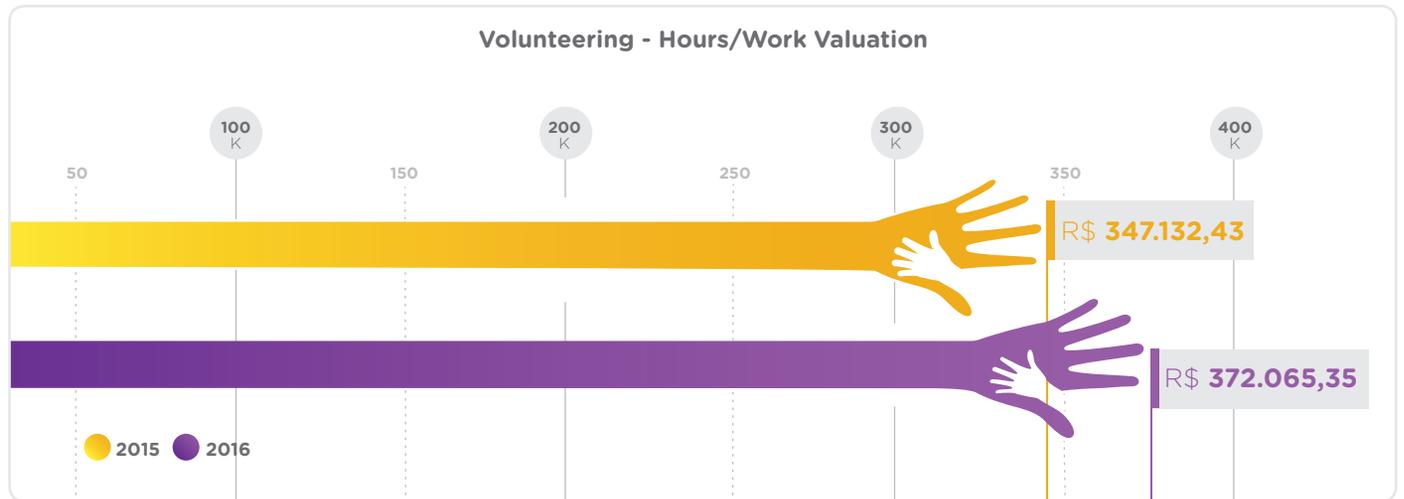
It is a social platform that connects people and organizations. An Important partner also in the disclosing of the APAE DE SÃO PAULO vacancies

### HIGHLIGHT OF THE YEAR

In 2016, the Volunteering in APAE DE SÃO PAULO, completed 45 years. To celebrate, the volunteers were honored with a party.



## Volunteers





*Volunteers gathered for the traditional annual photo*



# Financial Management

**“We know that our work is really important for the Organization financial sustainability. Together, we mobilize resources and carry out the strategic management of expenses to increase the investments on the services provided for the society”.**

**Elaine Galvani, from Fundraising,  
and George dos Santos, from Accounting**

# Resource Mobilization

The objectives of this area are to seek partnerships with private companies, engage civil society with the cause of the Organization, to convene on incentivized projects, innovate and expand the ways of raising resources with individuals and legal entities to complement the financial sustainability of APAE DE SÃO PAULO. In 2016, R\$ 3,280 Million was collected.

## Associates

Individuals from civil society and legal entities may become Members of the Organization and contribute a fixed monthly amount. Becoming a member is simple and there is no mandatory stay period.

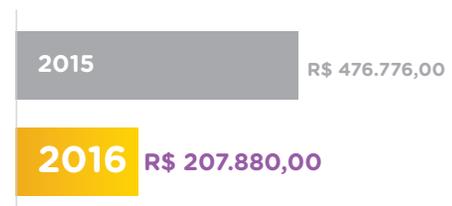
### Annual Revenue from Associate donations



## Donation of materials and services

This front of action allows the reduction of expenses that the Organization would have with the contracting of services, purchase of equipment, products or the implementing of tools. Companies can directly assist APAE DE SÃO PAULO, by donating products and services.

### Annual revenue from materials and services



## Bazaar

The Organization maintains a fixed bazaar that promotes the sale of different products (clothes, shoes, toys, household goods, electronics, household appliances, furniture, bed, table and bath, food, hygiene, cleaning, etc.) new and used that are in good condition, coming from donations, with affordable prices. Companies and individuals can contribute. Donations may be withdrawn by the Organization, subject to availability.

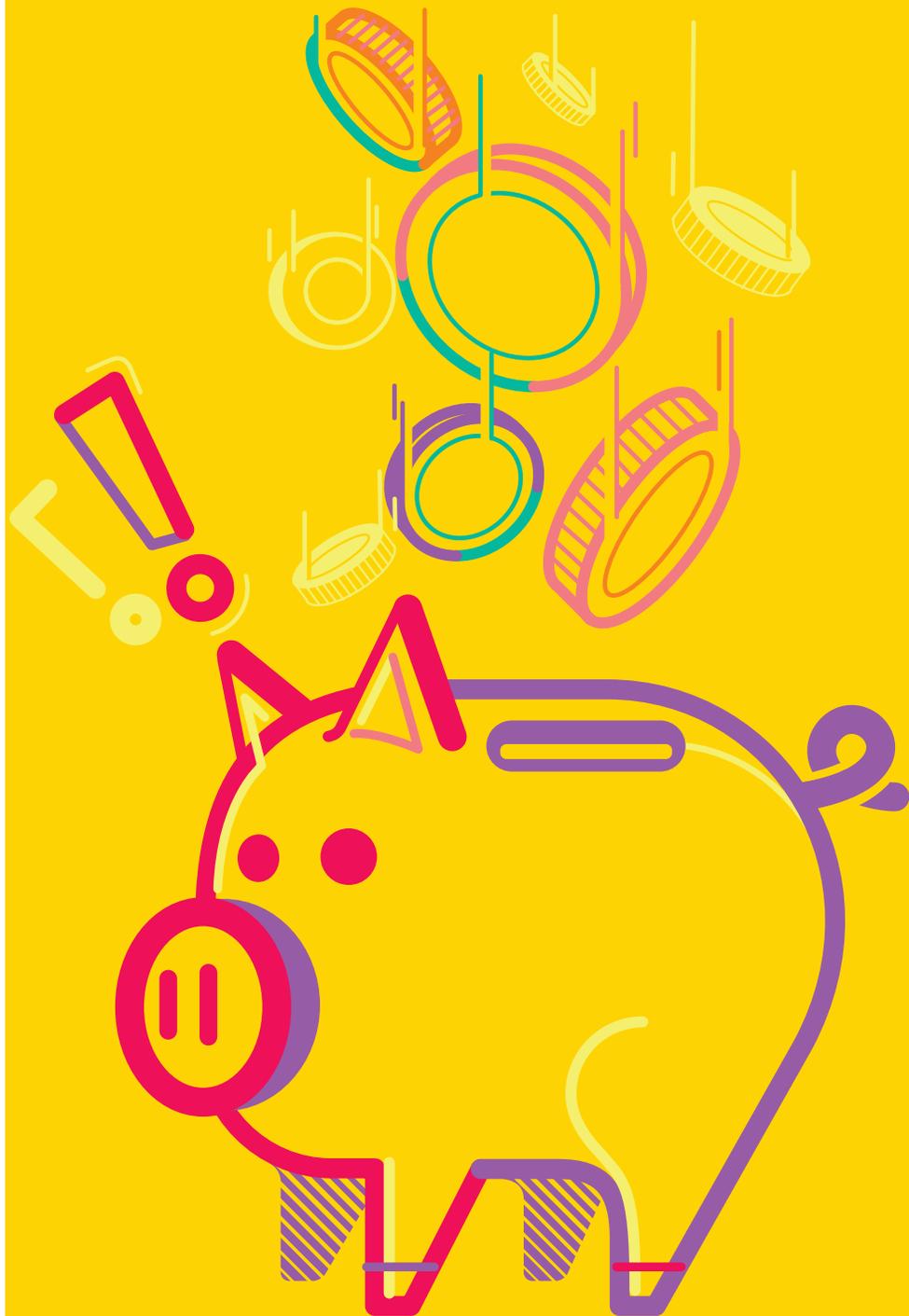
### Annual Bazaar revenue value



## Partner Companies

The Organization gives the Partner Company seal to companies that allocate financial resources of at least R\$ 50,000, through the provision of services, sales campaigns and direct investment in non-incentive projects. Based on the value of the investment, the Partner Company seal can be used in promotional and corporate materials, products or websites.

### Annual Revenue from partner companies



## Nota Fiscal Paulista

The collection is made through partnerships with shopkeepers and companies that make our custom urns available and sensitize their employees and clients to donate their Invoices.

Annual revenue  
from Nota Fiscal Paulista

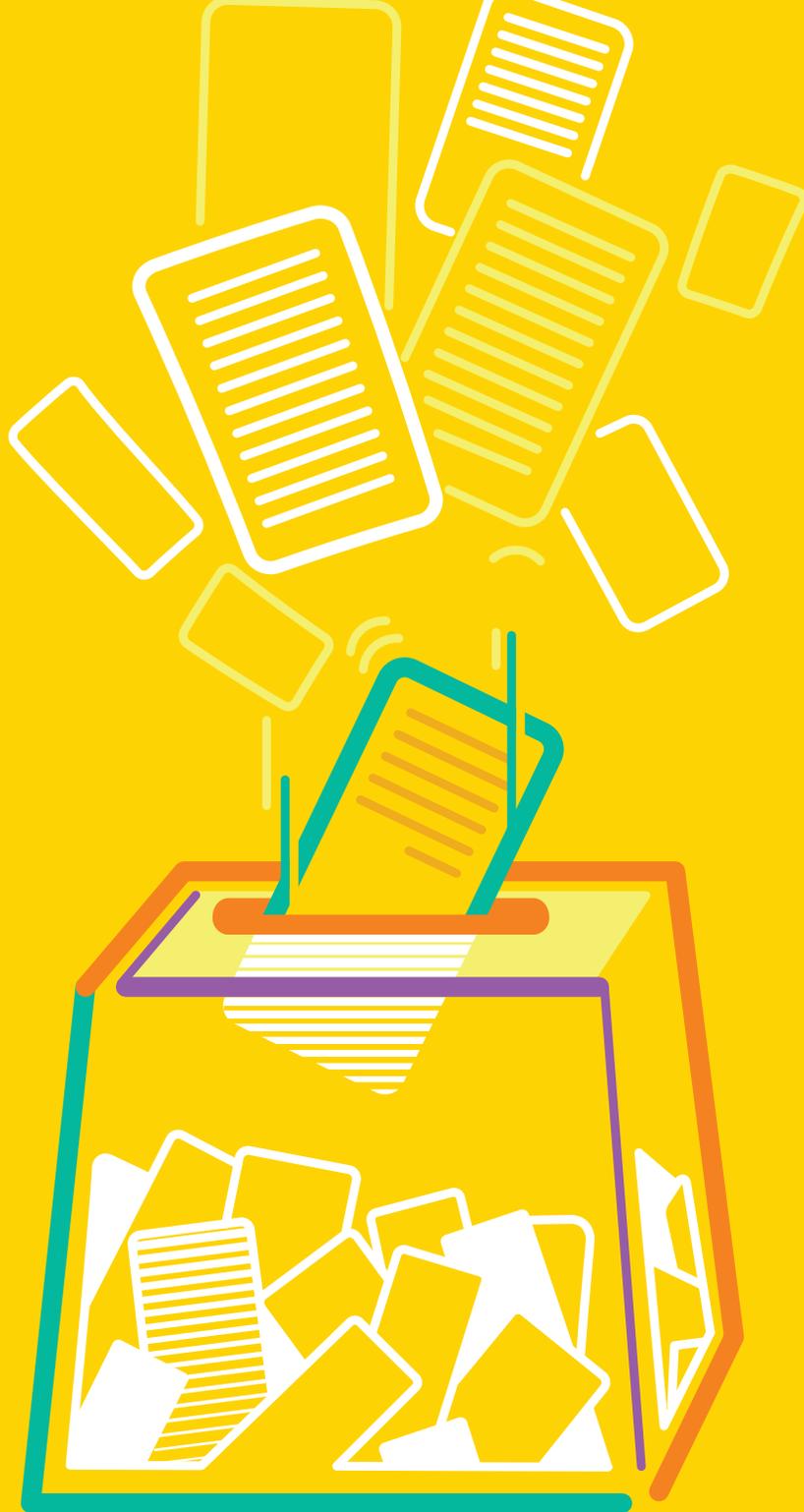
R\$ 1.161.239,00



R\$ 784.930,00

2015

2016



## Institutional Products

APAE DE SÃO PAULO has an institutional product line that is sold through the virtual store, the Organization's emporium, guilds in the company and several fairs and events throughout the year. It is an excellent option for companies to gift their employees, customers and suppliers and also contribute to the Organization.

### Annual revenue from institutional products sales



# Events

Throughout the year, events are promoted with the objective of raising funds. In 2016, the biggest event of the year celebrated the 90 year birthday of Jô Clemente, one of the founders of the Organization. In addition, Brincando de Doar and the 3rd Beneficent Gourmet were held, in a partnership with the Escola de Culinária Laurent.



## 3<sup>rd</sup> Beneficent Gourmet

Sponsored by Bradesco Cartões and held in partnership with the Escola de Culinária Laurent, this event is dedicated to the stimulation of the senses through gastronomy. Chef Laurent, who in 2016 received the highest French decoration, the Legion of Honour, created by Napoleon Bonaparte, opened its doors to the guests with a menu specially prepared for the evening.



## Brincando de doar

And, to be closer to the small supporters of the cause, APAE DE SÃO PAULO, in partnership with Espaço Buticabeira, held Brincando de Doar. The children and their caregivers enjoyed a lively afternoon filled with activities.

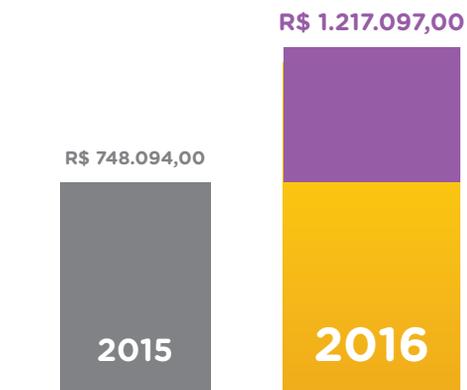
## Jô Clemente celebrates her 90 year birthday!

In 2016, one of the women who worked the most for the cause of Intellectual Disability in the country turned 90 years old. Dona Jô, as she is known, made an opportunity out of adversity and raised the flag in favor of better living conditions for people with Intellectual Disabilities.

On May 31, at Júlio Prestes Station, a celebration worthy of this date was made to celebrate Jô Clemente's birthday, which was attended by 450 guests.

The result was an unforgettable night with illustrious presences such as the singer Sandy and host Otaviano Costa.

### Annual revenue from special events



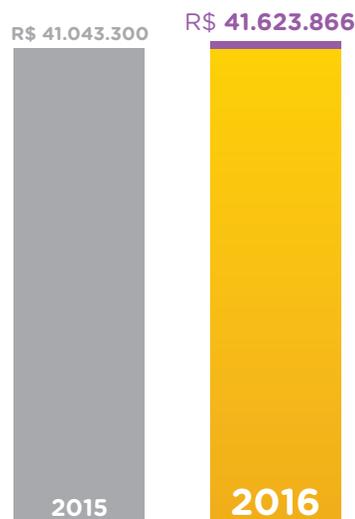
# Financial

The concern with financial self-sustainability is constant. Improving business results, reducing costs without compromising service quality and rationalizing and prioritizing investments show management efficiency and a responsible use of available resources, looking for an increase in the social impact and, in this way, Offer a complete quality care to people with Intellectual Disabilities.

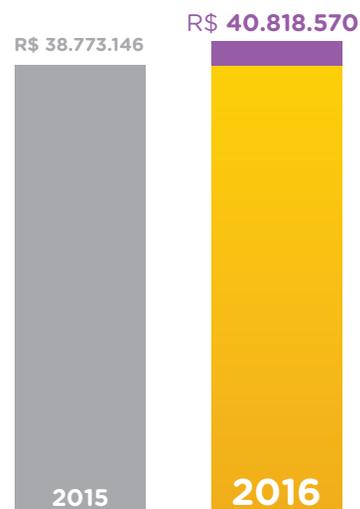
Part of the services provided by APAE DE SÃO PAULO is paid by the partnership that the Organization has with the Unified Health System (SUS) and the City Department of Education (SME), but the rest depends on donations, service provision, and sponsorship of approved projects by public bodies that are financed by partner companies and individuals who use the tax exemption as a counterpart.

The financial crisis that our country is going through demands assertiveness from the Institutions and much more creativity. Although there is a sense of despair and discouragement by the entrepreneurs, acting in crisis is challenging. Assessing opportunities, postponing investments, and developing new business can contribute to the Organization's strategy, and strengthen its activities for a more growth-friendly year. The secret lies in be maturity when taking decisions.

### Revenues evolution

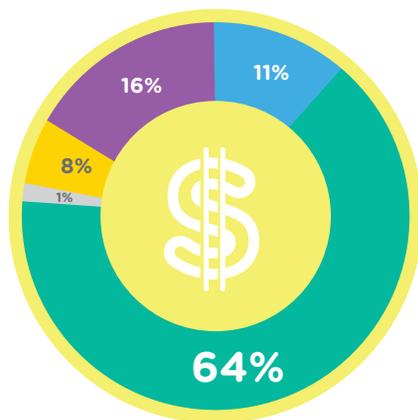


### Expenses evolution



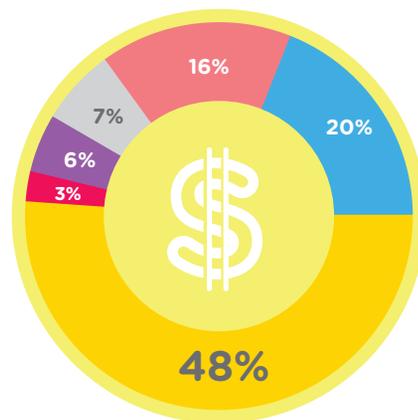


### Expenditure breakdown



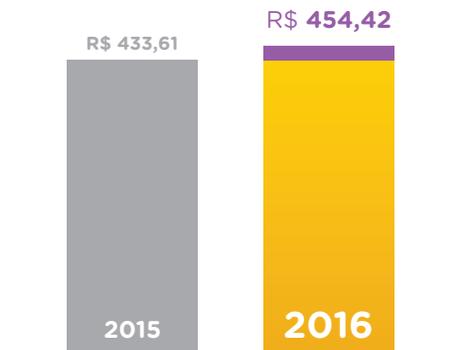
- Staff
- Lab Kits
- Services
- Consumption
- Other

### Revenues breakdown

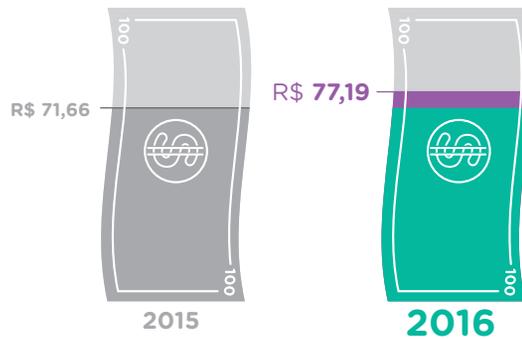


- Medical Exams
- People treated
- Fund-raising
- Capacitation support
- Events
- Other

### Cost per person served



### Cost per consultation



## Independent auditors report on financial statements

### **To the Agents and Officers of the Associação de Pais e Amigos dos Excepcionais de São Paulo-SP - APAE DE SÃO PAULO.**

We have examined the financial statements of the Associação de Pais e Amigos dos Excepcionais de São Paulo-SP - APAE "Entity", which comprises the balance sheet as of December 31, 2016 and the related statements of income, comprehensive income, changes in net equity and cash flows for the year ended on this date, as well as the related accompanying notes, comprising significant accounting policies and other clarifying information.

In our opinion, the financial statements referred to above present fairly, in all material respects, the equity and financial position of the Association of Parents and Friends of the Associação de Pais e Amigos dos Excepcionais de São Paulo - APAE as of December 31, 2016, the performance of its operations and its cash flows for the year ended on this date, pursuant to the accounting practices adopted in Brazil.

### **BASIS FOR OPINION**

Our audit was conducted in accordance with Brazilian and international auditing standards. Our responsibilities, pursuant to such standards, are described in the following section entitled "Auditor's Responsibilities for the Financial Statements audits." We are independent regarding the Entity, in accordance with the relevant ethical principles set forth in the Accountant Code of Ethics and in the professional standards issued by the Federal Accounting Board, and we comply with the other ethical responsibilities in accordance with these standards. We believe that the audit evidence we have obtained is enough and adequate to substantiate our opinion.

### **MANAGEMENT RESPONSIBILITY ON THE FINANCIAL STATEMENTS**

Management is responsible for the preparation and fair presentation of the financial statements according to the accounting practices adopted in Brazil and by the internal controls that it has determined to be necessary to enable the drawing up of financial statements free from material misstatement, whether caused by fraud or error.

When preparing the financial statements, management is responsible for evaluating the Entity's ability to continue operating, disclosing, when applicable, issues related to its operational continuity, and the use of this accounting basis when drawing up the financial statements, unless Management intends to liquidate the Entity or end its operations, or has no realistic alternative to avoid ending the operations.

The people responsible for Entity management are those responsible for monitoring the process of drawing up the financial statements.

### **RESPONSIBILITY OF INDEPENDENT AUDITORS**

Our purposes are to obtain reasonable certainty that the financial statements, taken as a whole, are free from relevant distortions, regardless of whether they are caused by fraud or errors, and issuing an auditing report containing our opinion. Reasonable certainty is a high level of certainty, but not a guarantee that the audit carried out in accordance with Brazilian and international auditing standards can always detect eventual existing relevant distortions. Such distortions can be due to fraud or error and are considered relevant when they can affect, individually or jointly, within a reasonable perspective, users' economic decisions taken based on the mentioned financial statements.

As a part of the audit carried out in accordance with Brazilian and international auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. Further:

- We identify and assess the risks of relevant distortions in financial demonstrations, regardless of whether they are caused by fraud or error, plan and execute auditing procedures as a response to such risks, as well as obtain audit evidence appropriate and sufficient to ground our opinion on. The risk of not detecting a relevant distortion resulting from fraud is higher than one caused by error, since a fraud can encompass the act of cheating internal controls, collusion, forgery omissions or intentional false representations;
- We obtained an understanding of the internal controls relevant for the audit to plan appropriate audit procedures to the circumstances, but not with the purpose of expressing opinion on the effectiveness of the Entity internal;
- We evaluated the compliance with the accounting policies used and the reasonableness of the accounting estimates and respective disclosures made by Management;
- We concluded on the adequacy of the management's use of the accounting basis for operational continuity and, based on the obtained audit evidences, whether there is a material uncertainty regarding events or conditions that could raise a significant doubt regarding Entity's capacity for operational continuity. If we conclude that there is material uncertainty, we should draw attention in our audit report for the respective disclosures in the financial statements or include any change in our opinion if the disclosures were inadequate. Our conclusions are based on the audit evidence taken up to the date of our report. However, future events or conditions may cause the Entity to no longer remain in operational continuity;
- We assessed the overall presentation, structure and content of financial statements, including disclosures, and whether the financial statements represent the related transactions and events in a manner consistent with the purpose of the appropriate presentation.

We get in communication with the Management regarding the planned scope, timing of the audit, and significant audit findings, including any significant deficiencies in the internal controls we have identified during our work.

São Paulo, February 23, 2017.

*KPMG Auditores Independentes*  
CRC 2SP014428/O-6

*Flávio Gozzoli Gonçalves*  
Accountant CRC 1SP290557/O-2

# Balance Sheet

Year ended on December 31, 2016 and 2015  
(In thousands of reais)

Current Assets	2016	2015	Current Liabilities	2016	2015
Cash and cash equivalents	4,458	5,681	Suppliers	1,092	894
Bounded resources	7,593	8,562	Wages, vacations and social charges	3,488	3,272
Receivables	6,204	6,124	Other receivables	135	160
Stocks	982	650	Obligations with projects	5,923	8,162
Other receivables	1,098	1,152		<b>10,638</b>	<b>12,488</b>
Project reimbursements	533	393			
	<b>20,868</b>	<b>22,562</b>			
Non-current	2016	2015	Non-current	2016	2015
Receivables	19	38	Other receivables	-	-
Judicial deposits	204	184	Contingencies	157	139
Real estate for sale	70	70		<b>157</b>	<b>139</b>
Property for investment	1,653	1,696			
Fixed asset	5,862	6,457	Net equity	2016	2015
Intangible	660	725	Social Equity	16,754	15,240
	<b>8,468</b>	<b>9,170</b>	Reevaluation Reserve	2,156	2,351
	<b>29,336</b>	<b>31,732</b>	Accumulated Surpluses	(369)	1,514
				<b>18,541</b>	<b>19,105</b>
				<b>29,336</b>	<b>31,732</b>



# Partners

Thank you very much!

APAE DE SÃO PAULO

## Public Bodies

MINISTRY OF CULTURE

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MINISTRY OF HEALTH (NATIONAL COORDINATORSHIP OF THE DISABLED PERSON)

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SECRETARY OF HEALTH OF THE STATE OF SÃO PAULO

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SECRETARY OF RIGHTS OF THE PERSON WITH DISABILITY OF THE STATE OF  
SÃO PAULO

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SECRETARY OF HEALTH OF THE CITY OF SÃO PAULO

---

SECRETARY OF EDUCATION OF THE CITY OF SÃO PAULO

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SECRETARY OF HUMAN RIGHTS OF THE CITY OF SÃO PAULO

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MINISTÉRIO DA  
CULTURA



MINISTÉRIO DA  
SAÚDE



# Investing Partners



## Corporations

10e20 Filmes	AFR - Associação Fluminense de Reabilitação	Amankay	Asian Company Transportes Ltda.
2mb Agenciamento Artístico	Agência ATB Comunicações	Amaral Pizzaria Ltda.	Associação Arte Despertar
A S Transportes	Agência Bloom Comunicação	Amarante Comércio de Roupas e Lingerie Ltda.	Associação Atlética Ponte Preta
A vida como a vida quer	Agência Cria Monkey	Amazônia Care Brazil Cosméticos Ltda.	Associação Carpe Diem
AACD - Associação de Assistência à Criança Deficiente	Agência DMAIS1 Comunicação	AMB - Associação Médica Brasileira	Associação Portuguesa de Desportos
ABADS - Associação Brasileira de Assistência e Desenvolvimento Social	Agência Gloria Brasil	Ambulatório de Especialidades José Bonifácio IV	Atacadão Brás
Abdalla, Landulfo e Zambrotti Sociedade de Advogados	Agência labCorp	AMC Têxtil	Atados
ABRA - Associação Brasileira de Autismo	Agência Mantra Comunicação	América Móvil Brasil	ATEC Original Design
ABRH Brasil	Agência Plug	Anastassiadis Arquitetos	Atelier de Alta Confeitaria Wagner Bertazzo
AC Restaurante e Bar	Agência Repense Comunicação	Anges	ATT/PS Informática
Accessorize	Agência Reverb	Antonietta Culinária Italiana	Augusta e Respeitável Loja Simbólica
Aché Laboratórios	Agência Zero 11	Any Any	Auto Posto Cumbica
Açougues Silvia	AICI - Association of Image Consultants International	Aparecida Gasparine de Moraes - ME	Auto Posto Primavera
Acrilex	Aida Jirjos Sleiman Veratti	APAS - Associação Paulista de Supermercados	Autopel Automação e Informática
ACSP - Associação Comercial de São Paulo	Ajinomoto	APF - Associação Paulista de Fundações	Autostar Harley Davidson - Santo Amaro
Adequatta	Ajudai - 4all	APM - Associação Paulista de Medicina	Avanti Palmeiras
ADERE - Associação para o Desenvolvimento, Educação e Recuperação do Excepcional	AK Delicatessen Restaurant Ltda - EPP	Aquário de São Paulo	Avanxo Brasil
ADID - Associação para o Desenvolvimento Integral do Down	Al Mare Frutos do Mar	Arabia	AVAPE- Associação para Valorização para Pessoas com Deficiência
Adidas	Alberto Macedo Advogados Associados	Aramis	Avianca Passagens Aéreas
Admix	Albino Fernandes Pereira Neto	Arbro Consultoria e Gestão Empresarial	Avila Steak House
Adobe Systems Brasil	Alcaçus	Arcos Dourados Com. de Alimentos	Baby Cottons
Advocacia Sérgio Monello	Aldeias Infantis SOS Brasil	Arezzo	Bacio di Latte
AEDREHC - Associação Esportiva da Divisão de Reabilitação do Hospital das Clínicas	Alfama Bolsas	Armani Jeans	Balaio das Ostras Bar Ltda.
AFIP - Associação Fundo de Incentivo à Pesquisa	Allan Vila Espejo Restaurante - EPP	Armarinhos Fernando	Banco da Amazônia
	Allfood	Arredondar	Banco da Família
	Allianz Parque	Arruar Produtora	Bar Brahma
	Allianz Saúde	Artgraphic Publicidade S/C Ltda.	Bar e Café Ferrara
	AlphaGraphics Brasil		Bar e Café Vila Conte
	Alvenius		Bar e Lanchonete Alaska Ltda.
	AM Company		Bar Leo
			Bardega

Barreds  
 Bauducco  
 Bayard  
 BBQ em Casa  
 BEM Emergências Médicas  
 BenCorp Benefícios & Saúde Ocupacional  
 Benefit San Francisco  
 Best Park  
 Estacionamentos  
 Better Brand Comércio Eletrônico S.A.  
 BGP - Restaurante e Entretenimento S.A.  
 Biblioteca Pública Vicente de Carvalho  
 Biblioteca Vinicius de Moraes  
 Bicho Molhado  
 Bien! Restaurante  
 Big Bazar do Bem  
 Biosev  
 Bistrô Express  
 Bloomberg Media  
 Bludeni Advocacia  
 BMW Agulhas Negras  
 Bobo  
 Bombril  
 Boutique Liola  
 BP Andrioti Comércio de Sandálias e Acessórios do Vestuário Ltda.  
 BR Bebidas  
 BR Souvenir´s Ltda.  
 Brado Gastronômico  
 Brasanitas  
 Brascol Mega Atacado  
 Brasserie Victória  
 Brinquedos Estrela  
 Bruka Calçados e Acessórios Eireli  
 BSK Contabilidade  
 Buffet França  
 Buffet Jaboticabeira  
 C & M Tupinamba Com de Calçados  
 C H Comunicação Ltda.  
 C&C  
 Ça-Va Restaurant  
 Caden Souccar  
 Café de Évora Ltda.  
 Café do Ponto - Shopping Eldorado  
 Café do Ponto - Shopping Jardim Sul  
 Café do Ponto - Shopping Tamboré  
 Café do Ponto - Shopping Tatuapé  
 Caixa Cultural  
 Caixa Econômica Federal  
 Callme Comunicações  
 Calvin Klein Jeans  
 Camila Klein  
 Canais ESPN  
 Canais Fox  
 Canais Globosat  
 Candide Indústria e Comércio Ltda.  
 Canivello Comunicação  
 Cantareira Norte Shopping  
 Cantina La Grassa  
 Capodarte  
 Cara de Cuica  
 Cardinal Tecnologia  
 Caritas Diocesana de Campo Limpo  
 Carla Amorim Joias  
 Carlos Paulo Rauscher  
 Carolina Falluh Aldrigue  
 Carolina Herrera  
 Carta Editorial  
 Casa da Criança Paralítica de Campinas  
 Casa das Alianças  
 Casa das Festas  
 Casa de Carne Ipanema  
 Casa de Carne Nova Parisiense  
 Casa de Carnes Boi Caprichoso  
 Casa de Carnes Boi João Dias  
 Casa de Carnes Ibitirama Ltda - EPP  
 Casa de Carnes no Ponto  
 Casa de Carnes Novilhão Ltda.  
 Casa de Carnes Riviera  
 Casa de Carnes Super Boi Helena Maria Ltda.  
 Casa de Carnes Super Parisiense Ltda.  
 Casa Castro  
 Casa de Cultura Grajaú - Palhaço Carequinha  
 Casa de Lanches New Dog Ltda.  
 Casa Fernandes de Pneus Ltda.  
 Casa Grande Hotel  
 Casa Santa Gemma Supermercado  
 Casa Santa Luzia  
 Casa Tema  
 Casa Valduga  
 Casas Pernambucanas  
 Çavá Gestão & Eventos  
 Cavalaria  
 CCEE - Câmara de Comercialização de Energia Elétrica  
 CDF Comércio de Calçados e Acessórios Ltda.  
 CDG Construtora Ltda.  
 CDI Comunicação Corporativa  
 CDM Portela  
 Cecilia Dale  
 Cecilia Porto Joias  
 CEFAI Butantã  
 CEFAI Campo Limpo  
 CEFAI Capela do Socorro  
 CEFAI Freguesia do Ó  
 CEFAI Guaianases  
 CEFAI Ipiranga  
 CEFAI Itaquera  
 CEFAI Jaçanã/Tremembé  
 CEFAI Penha  
 CEFAI Pirituba  
 CEFAI Santo Amaro  
 CEFAI São Mateus  
 CEFAI São Miguel Paulista  
 CEJAM - Escola de Saúde  
 Celso Lima Junior Advogados e Consultores Legais  
 Centauro  
 Central de Carnes Horto de Boi  
 Central de Carnes Santa Catarina  
 Central Mailling List  
 Centro de Cidadania e Defesa da Mulher - Capela do Socorro  
 Centro Universitário São Camilo  
 Cesta Básica Celeiro Grande  
 CEU Cidade Dutra  
 CEU Jambeiro  
 Chag Eventos  
 CH2A Comunicação  
 Chácara Santa Cecília  
 Chicco  
 Chicletaria  
 Chico Rei  
 ChildFund Brasil - Fundo para Crianças  
 Childhood Brasil  
 Chilli Beans  
 Chinelli Comércio de Calçados e Acess. Ltda.  
 Chocolates Munik  
 Churrascaria Camelo  
 Cia. Hering  
 Ciao Mao Acessórios - Market Place  
 CIC - Centro de Integração da Cidadania  
 Cinemateca Brasileira  
 Citibank Clube  
 CL&M  
 Claudio Bonuccelli  
 Clínica Carmagnani de Saúde Bucal  
 Clínica Maristella Estética  
 Clínica Saúde e Movimento  
 Clube Atlético Juventus  
 CMDCA - Conselho Municipal dos Direitos da Criança e do Adolescente  
 Cobasi  
 Cobertores Parahyba  
 Cold Stone - Creamery  
 Colégio Dante Alighieri  
 Colégio Neolatino  
 Colégio Paulicéia  
 Colégio Santa Amália  
 Collins

## Corporations

Comercial de Alimentos Ipanema Foods	Desigual	El Bigodon Paletería Ltda.	FARM	Fundação Dorina Nowill para Cegos
Comércio de Aparas de Papel FM	DGA Comercial Ltda - EPP	Eli Lilly do Brasil	FEAPAES-SP	Fundação Gol de Letra
Comércio de Calçados Donne Femmine	Diário do Grande ABC	EMC²   Territory Management	Federação Nacional das APAEs	Fundação José Fernandes de Araújo
Complexo Educacional FMU	Digital Roi	EMI - Estética e Medicina Interativa	Feira da Gestante, Bebê e Criança	Fundação Maria Cecília Souto Vidigal
Comunidade São Paulo	Dinâmica Bombas Elétricas	Empório Cosette Ltda.	Felipe Saad Silveira Eireli - EPP	Fundo Social da Solidariedade do Estado de São Paulo
Confecção Binty	Dinx Automation	Empório da Gravata	Félix & Antunes Ltda.	Fuoco Comércio de Calçados Ltda.
Confeitaria da Luana	Discovery Networks Brasil	Empório dos Metais	FEPE - Fepe - Fundação Ecumênica de Proteção ao Excepcional	Futurarte
Confeitaria Filmes	Disney	Empório Ravioli	Fernando H. Maldonado Calçados - ME	Future Maman Confeccões Ltda - EPP
Conrad Punta del Este Resort & Casino	Divino Fogão	Empório Vip Ltda.	Ferreira Guilhoto Avaliação e Diagnóstico em Neurologia	Gaasa e Alimentos
Consulado da Bahia	DJ Gq Eventos	Encantos da Índia	Firmenich	Gabriel Rodriguez Brito - ME
Consulate Of The Republic of Indonesia - Brazil	DLE - Diagnósticos Laboratoriais Especializados	Eokoe soluções tecnológicas Ltda.	FIS Centro Empresarial	Galeria das Lonas
Copacabana Palace Hotel	DNA+	EPC vestuário, calçados e acessórios Ltda.	Flexomarine	Galzerano
CPA - Centro de Profissionalizacão de Adolescentes	Doctor Feet	Equalizze	Flor das Américas Arte Doces dos Pães Ltda.	Garrido Marketing
CPR Alimentos Ltda.	Dom Lauro Chocolates e Presentes	Ericsson Inovação S.A.	FNAC	Gasball Armazenadora e Distribuidora de Gás Ltda.
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CREIM - Centro de Referência em Erros Inatos do Metabolismo	Donna Exp. Comércio de Calçados Ltda - EPP	Espaço Arte	Foco Agenciamento	Gasteria Bar e Serviços de Buffet Ltda.
Criação Brasil	Dotz	Espaço Cultural Laurent	FOM	Gelson Ferrareze Sociedade de Advogados
Criando Desenvolvimento Institucional	DQR Comércio de Aparas de Papel Ltda.	Espaço Farfalla	Fórmula Ativa	GEN - Grupo Editorial Nacional
CVSP - Centro de Voluntariado de São Paulo	Dream Fischer	Espelhinho Promocional	Forneria Di Napoli Pizzaria	GEP Brasil
D. de L. Barreto Lopes Calçados - ME	DSV - CET	Espichamos.com	Forneria Itália D.O.C.G	Geraes Tecnologia Assistiva Ltda.
Dafiti	Duarte Garcia, Caselli Guimarães e Terra Advogados	Esteves Cia Ltda.	Fort Moda	Germinal Editora e Marketing
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Darling Confeccoes	DZARM	EveryMundo	Frank Mili Carpetes	Giga BR Distribuidor e Atacadista
Darol Participações	Echo´s Studios	Explane Assessoria de Comunicação	FRJ Lanche Ltda.	Gilberto Leal
Data Mailing	Editare Editora Ltda.	F. R. Sandálias Ltda.	Froner & Froner Odontologia	Ginastic Shop
De La Paix Café e Doceria	Editora 4 Capas	F2 Com. de sandálias e acess. do vestuar Ltda.	Fukurou Restaurante	Gisele Veras Ethel - EPP
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DERDIC - Divisão de Educação e Reabilitação dos Distúrbios da Comunicação	Editora Atlas	Fábrica de Cultura	Fundação 25 de Janeiro - São Paulo Convention & Visitors Bureau	GM - General Motors do Brasil
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	Editora Caras	Facebook Brasil	Fundação Dom Cabral	
	Editora Globo	Faculdade Integral Cantareira		
	Editora Gráficos Burti	Fair Faz Brasil Seguros		
	Editora Leitura Prima	Fakiani Construtora e Incorporadora Ltda.		
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	Editora UNESP			

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Gráfica K9	Hotel Emiliano	Instituto Criança é Vida	KASPTRUP	Lojas Renner
Grand Mercure São Paulo Ibirapuera	Hotel Gran Mercure Ibirapuera - SP	Instituto de Pesquisa - USP	Khelf Modas	Lojas Rikwill
Grande Conselho Municipal do Idoso	Hotel Hermitage Monte-Carlo	Instituto de Responsabilidade Social e Cidadania	Kieh'l's	Lojas Sukiya
Green By Missako Moda Infantil	Hotel Radisson Blu São Paulo	Instituto Ester Assumpção	Kimberly-Clark	Lola e Maria
Green Floor Pisos e Revestimentos	Hoteleria Accor Pdb Ltda.	Instituto Ethos	Kina da Vila	Lolla Parrilla
Gregory	Hoteleria Brasil	Instituto Fonte para o Desenvolvimento Social	Kipling	Lopes - Decorações e Eventos
GRSA	Hotel Plaza Athénée - Paris	Instituto Gente	Kiyoshi Geradores	Lotérica Nova Guaicurus Ltda.
Grupo Arcor	Hyundai Caoa do Brasil Ltda.	Instituto GESC	Locação de Equip Ltda.	Loungerie
Grupo Cereja AS	I.Social	Instituto Horas da Vida	KK Consultoria e Projetos Ltda.	Luar Company
Grupo Comolatti	Ibirapuera Park Hotel Ltda.	Instituto Pão de Açúcar	Kocanaby	Lukscolor Tintas
Grupo Estado	IBOPE - Instituto Brasileiro de Opinião Pública e Estatística	Instituto Phorte Educação	KPMG Auditores Independentes	Lumini Eq. Iluminação
Grupo Fleury	ICC - Instituto Criança Cidadã	Instituto Professor Antonio Carlos	KZA Arquitetos Associados	M. Cardoso Auto Parts Imp. E Exp.
Grupo Folha	IDIS - Instituto para o Desenvolvimento do Investimento Social	Instituto Sorrir para Vida	L'Hotel PortoBay São Paulo	M. Officer
Grupo Globo	IFC - International Finance Corporation	Instituto Stop Hunger	La Mela	M&R Sandálias Riviera Ltda.
Grupo Interbrot de Seguros	Ifruit Boutique de Soluções Digitais	Iódice	La Pepa Parrilla	MAC
Grupo Marista	IGEIM - Instituto de Genética e Erros Inatos do Metabolismo	IT Mídia	La Rouge Belle	Macéa Cerâmica Técnica Ltda.
Grupo Pão de Açúcar	Impeto	Itaú Cultural	La Table	Macetes de Mãe
Grupo SmartBrasil	Inclusion Internation	Itaueira Agropecuária	Labsystems Diagnostics	Machado Meyer Advogados
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Guilhermina	Indústria de Produtos Alimentícios Piraquê	Jack Vartanian Eireli - EEP	LARAMARA - Associação Brasileira de Assistência à Pessoa com Deficiência Visual	Madia Mundo Marketing
Gustavo G. Lopes Calçados	Indústria de Torrone Nossa Senhora de Montevérgine	Jacmar Joalheiros	La Table	Mãe com Filhos
H. Stern	Indústria Gráfica Foroni	Jeans CO.	Le Postiche	Magazine Luiza
Handbook	Inos Corradin	Jequití	Legítimo lanches e restaurante	Magazine Milani
Hanesbrands Brasil Têxtil	Inovathi	JET e-business	Leitor Recortes	Maison Antique
Hasbro do Brasil	Inspetoria São João Bosco - SALESIANOS	Jhenny Bolsas	Lemar Convecção	Makanudo
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HAVER		Joalheria Cartier	Letage	Mammy Gestante
HCL Technologies Brasil		João Armentano	Liga Solidária	Mandi & Co
Healthers		Jogê	Linda Luz	Manserv
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Herbalife		John John	LMN Comércio de Calçados e Acessórios Ltda.	Marcelo Abílio Pereira
Hering		Johnson & Johnson do Brasil	Locaweb	Tavares - ME
Hideko Higuchi Wada		Joie Comércio de Alimentos e Participações Eireli - EPP		Mariza Doces
Holiday Inn Parque Anhembi		Jornal Polo Paulistano		Mash
Homu Restaurante				Matrix Saúde

## Corporations

Mauro de Meo com. Ltda - ME	Mult-Connect	Open Text	Pontifícia Universidade Católica de São Paulo	Restaurante Açougue Central
Mauro Pini França	Multicoisas	Optique de France	Ponto 3 Comunicação	Restaurante Cantaloup
Mauricio Monteiro Joias	Multipark Estacionamentos	Oscar Café	Portal da 3ª idade	Restaurante Caroline
Max Mara - AMW Comercial	Multiplus	Osklen	Portal do Envelhecimento	Restaurante Fasano
MCM Solutions	Mundial Calçados	Ótica ABC	Potência	Restaurante Folha de Uva
Mednefro Serviços Médicos	Mundo do Enxoval	Óticas Carol	Pousada Villa Camboa	Restaurante Jussara e Regina Ltda - EPP
Meia de Seda	Museu da Lâmpada	Ótica Joá	Practory	Restaurante Marcel
Meka Montagem Industriais	Museu do Relógio	Ótica Ômega	Prefeitura Regional Sé	Restaurante Nina
Meliá Brasil Adm. Hotelaria e Comercial Ltda.	Professor Dimas de Melo Pimenta	Outback - Shopping Santa Cruz	Preparato	Restaurante Praça São Lourenço
Melitta do Brasil	N. Ferreira Publicidade	Overboard	Presente Consciente	Restaurante Turma da Mônica
Meltex	Nanny Promoção de Vendas	Pack Food Comércio de Alimentos	Presunto Vegetariano	Restoque
Memo	Nasa Laboratórios	Pad. Ubatuba Calçados Ltda.	Prime Performance Sistemas	Retroca
Mercadão de Carnes Novilhão Ltda - EPP	Natura	Padrão Argil Empreendimentos	Primetour Viagens & Experiências	Revista Carta Capital
Meritor	Nay Multicoisas	Palmeiras	Print Graph	Revista Coop
Mescla Pizzaria Ltda.	Nello's	Panalpina	Priscaf Gráfica e Editora	Revista late
Metalúrgica Sanayr	Nerd Pai	Paneria	Produtora Lua Nova	Revista Pais e Filhos
Metro Jornal	Nerd Universe	Pandurata	Produtora S de Samba	Revista Seleções
METRA	Nery Sociedade de Advogados	PANROTAS	Projeto Novo Olhar	Revista Wine Senses
Milton Martins de Aguiar - ME	Nestlé	Pantufle Comércio Ltda.	Prosegur	Richard´s
Mina Cultural	New Zori Comércio de Calçados Eireli	Paola Di Verona	PUC	Ristorante Pasta Nostra
Mini Pães e Doces do Cestony Ltda.	NewHaus Comunicação e Marketing	Papoula	Q Líquido	Rochas
MIRA Transportes	Ngo Assoc. Corret Cambio	Parque Raul Seixas	Qualicolor Brasil Ltda.	Rolamentos CBF Ltda.
Miriam Falluh Aldrigue - ME	Nicaje - Agropecuária, Comércio de Máquinas Agrícolas e Industriais e de Bens Móveis	Passarelli	Quilino Produtos Alimentícios Ltda.	Roldão Atacadista
Mix TV	Nigri Basiches	Pastel da Maria	Quintal do Espeto	Romes Teixeira Restaurante
Mixamo Comércio de Combustíveis Ltda.	Planejamento de Interiores	Patrolink	R.F da Silva Psicologia	Rotary
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Mmartan	Nipo Center	Paulo Ruas Decoração Hoteleira	Rachkorsky	RP1 Comunicação Empresarial
Modern Marketing	NIR - Núcleo Integrado de Reabilitação Parelheiros	PB Imóveis	Rádio Antena 1	Rubaiyat Brasil
Moet Hennessy do Brasil	NK Store	Pearson	Rádio Energia 97	Rubens Decorações
Molinos & Trein	NI7 Serviços Técnicos	Pedro Geraldo Costa Junior - ME	Rancho da Empada	Runrun.it
Montenegro e Raman	NMC Deco	Pepe Nero	Rapi Nett Comercial Ltda.	S.O.S Vida
Morada da Moda	NUBE	Pisoag do Brasil Ltda.	Rápido Transpaulo	Sala São Paulo
Morana	O Polen	Pizzaria 1900	Raul's Cozinha, Bar & Acessórios	SAL GROSSO Filmes
Movietrack	Obá Restaurante	Pizzaria Camelo	Rede Adventista	Sandali Comércio Ltda.
Movimento Down	Obra Social Dom Bosco	Pizzaria Carlitos	Rede Cidadã	Sandálias Vila Mascote
Mr. Cat	Olimpikus	Pizzaria Dídio	Rede Galinha Morta	San Raphael Country Hotel - Itu
MSP Alimentos Ltda.	Oliveira e Meschiari Calçados Ltda.	Pizzaria Macedo	Rede Transamérica	Santa Cabeleira
MSX International	On Map	Pizzaria Santa Marcelina	RedeTV!	Santa Causa
	Opaque	Plateia Agenciamento Artístico	Renaissance São Paulo Hotel	Santa Maricota Café Bar e Rest.
		Polícia Militar do Estado de São Paulo	Renata Camargo Joias	
			Renna Alumínio e Componentes	

Santa Nota	Serelepe Distribuidora	Sodexo Brasil	Tribunal de Contas do Estado de São Paulo	Viver a Vida Restaurante
Santana Parque Shopping	Serviço de Saúde Dr. Candido Ferreira	Soft-goma	Tribunal de Contas do Município de São Paulo	Voe Azul
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Santo Caos	Shinju	Solazer Comércio de Produtos Esportivos Ltda - EPP	Trousseau	VSP Comércio de Bebidas Ltda.
Santos Store	Shintori Restaurantes	South Watches Group	Tuca Lobo Vianna	Vult Cosmética
São Paulo Restaurant Week	Shirley Gennari Martins - ME	Sport Club Corinthians Paulista	TV Gazeta	Vyvedas
Sarrasin Restaurante	Shopping Boulevard Tatuapé	ST Marche	Twig Roupas	Wacto Informática Ltda.
Sassá Sushi - Jardins	Shopping Butantã	Stefanini	Txai Comércio Eireli - EPP	Weengo Consultoria
Sassi Negócios em Comunicação & Cultura Ltda.	Shopping Center 4	Stilo Bijoux	UBS Jardim Guanabara	XR Comercial Ltda.
Sato Leilões	Shopping Center Norte	Studio Imagine	UBS Parque Arariba	Yachtsman
SBP - Sociedade Brasileira de Pediatria	Shopping D	Studio W Cabeleireiros	UFRB - Universidade Federal do Recôncavo da Bahia	Zad Lopes Calçados
Secretaria da Educação do Estado de São Paulo	Shopping Higienópolis	Super Ótica São José	Ultraceram Comércio Exterior Ltda.	Zago Gás Natural em Veículos Ltda.
Secretaria da Justiça e da Defesa da Cidadania	Shopping Lar Center	Supermercado Padrão	Ulysses Cruz Arte e Entretenimento	Zeni Sport
Secretaria de Estado dos Direitos da Pessoa com Deficiência	Shopping Market Place	Supermercados Mambo	UNIFENAS - Universidade José do Rosário Vellano	
Secretaria de Estadual da Educação	Shopping Metrô Tatuapé	Syncreon Logística	UNIFESP - Universidade Federal de São Paulo	
Secretaria de Municipal de Direitos Humanos e Cidadania	Shopping Patio Paulista	Szazi Bechara Storto Advogados	Unimax Trading Ltda.	
Secretaria do Desenvolvimento Social	Shopping Raposo Tavares	T2 Comércio de Sandálias e Acessórios do Vestuário Ltda.	UNINOVE - Universidade 9 de Julho	
Secretaria Estadual de Saúde	Shopping Santa Cruz	Talchá	Universidade Anhembi Morumbi	
Secretaria Municipal de Educação (DOT Educação Especial)	Shopping SP Market	Taquería La Sabrosa	Universidade Presbiteriana Mackenzie	
Secretaria Municipal de Educação (Setor de convênios)	Shopping Vila Olímpia	TCA International	Up Grade	
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Secretaria Municipal Pessoa com Deficiência e Mobilidade Reduzida	Siberian	Tecelagem de Fitas Anhanguera	UW Casa das Cuecas	
Senac São Paulo	Sicula Stúdio de Moda e Papeis	Tegma Gestão Logística	VAGAS.com	
SENAI	Side Walk	Thaze Comércio de Calçados Eireli	Valencian	
Sentimental Filmes	Siemens	The Falls Hotel	Valisere	
Serac Serviços de Contabilidade Ltda.	Silvia Maria Muffo	Tiffany & Co.	Varanda	
	SILVIO ROGERIO DA SILVA - ME	Tip Top	Vegnice Eventos Veganos & Ações Solidárias	
	Sindicato do Comércio Atacadista de Tecidos	TNG Comércio de Roupas Ltda.	Vene Vici	
	Sinhá	Toke e Crie Comércio Importação Exportação Ltda.	Verti	
	Sinta-se Paulistano	Tomás de Aquino, Costa Vilar Advogados	Vicunha Têxtil	
	Sky Land and Sea	Tony Roma's	Villa Deli Confeccões	
	Smartdata Treinamentos	Transportadora R. B. Ltda.	Villa Editores Ltda.	
	SOBEI - Sociedade Beneficente Equilíbrio Interlagos		Vindi Tecnologia e Marketing	
	Sociale Consultoria e Assessoria			
	Socicam			
	Sociedade Amigos do Jardim Monjolo			
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 Daniel Fontes  
 Daniel Pascoal Zambotti  
 Daniel Rodrigo de Oliveira  
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 Daniel Souza Campos  
 Miziara  
 Daniela Vieira Baialardy  
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	Murylo Bellucci	Pablo Mir Palmer		
	Myrtes Rossi	Paschoal Lourenco Paione		
		Patricia Figueiredo Correia		
		Patricia Garcia de Almeida		

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 Roberto Riberto  
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 Roberto Yoshihiro Nishio  
 Robinson Accacio Ariaz de Oliveira Junior  
 Robinson Eduardo Nahus Paciani  
 Robson Almeida de Jesus  
 Rodemil Noveli  
 Rodnei Noveli  
 Rodrigo dos Santos Bastos  
 Rodrigo Dubois  
 Rodrigo Franco Montoro  
 Rodrigo Lopes  
 Rodrigo Marcelo dos Santos  
 Rodrigo Torres Lourenço  
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 Rogério Oliveira de Souza  
 Roges Alberto  
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 Romilton Pereira Barreto  
 Ronaldo Rizzato Bueno  
 Ronaldo Roberto da Cruz  
 Ronaldo Terranova de Lima Gomes  
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 Rosa Maria Barone Russo  
 Rosa Maria de Almeida Pignotti Maielo  
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 Rosana Gomes Ribeiro dos Santos  
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 Rosane Meira de Menezes Lohbauer  
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 Roseli Maria do Nascimento Ferreira  
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 Rosilene Maria Cruzes Leite da Silva  
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 Rosy do Carmo Esteves  
 Rubens Castro Pellozo  
 Rubens Ferreira de Oliveira  
 Rubens Rejowski Junior  
 Rubens Teixeira Penna  
 Rudi Jorge de Moraes Silva  
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 Sonia Maria Fraga Moreira  
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 Sonia Regina Piraino  
 Sonia Sahão  
 Sonia Tortorelli Martins  
 Sonia Vasconcelos dos Santos  
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 Suely Celezuelo Paparelli  
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 Therezinha Maluf Chamma  
 Therezinha Maria Goldemberg  
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 Thiago Henrique Lima Castro  
 Thiago Massao Cortizo Teraoka  
 Thiago Massao Teraoka  
 Thiago Rodrigues Liberato  
 Thiago Turcato do Rego  
 Thomás Carvalho  
 Tomokyo Massukado  
 Toyomi Takayanagi  
 Ubaldo Pereira Lima Filho  
 Ulysses Cruz  
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 Valmirian Miranda de Sousa  
 Valney de Moraes S. S. Périgo  
 Valter Carmona  
 Valter Nardi  
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 Vanderlei Galatti  
 Vanessa de Fátima Sivil de Souza  
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 Vera Garcia L. de Cerqueira  
 Vera Lobo de Mello Almada  
 Vera Lúcia de Almeida  
 Vera Lúcia Rubio  
 Vera Maria Loyola  
 Cunningham  
 Verence A. A. Sobral  
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 Vicente Renato Bagnoti  
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 Victoria Vida  
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 Walter Alexandre Bussamara  
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 Walter Baptista Gonçalves  
 Walter Bussamara  
 Walter Guimarães Torelli  
 Walter Sacca  
 Walter Teixeira Medeiros  
 Walter Xavier Bezerra  
 Wanda Moreira Magalhães  
 Wander Lopes  
 Wanderley Marini  
 Washington Euzebio Pinto  
 Werner Alex dos Santos Silva  
 Wesley Horizonte  
 William Eid Junior  
 Willy Beçak  
 Wilma Duchein Pedroso  
 Wilson Edson Jorge  
 Wilson Sindona  
 Wilson Tognetti  
 Woolhemberg Ferreira de Melo  
 Yan Gabriel de Souza  
 Yara Pinto Chaves  
 Yeda Aparecida de Oliveira Duarte  
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 Yolanda Freitas Guimaraes  
 Yoshie Shibata  
 Yoshio Kawamura  
 Yuri Andrey Mattana Freitas  
 Yvone Matos de Oliveira  
 Zilda Maria S. V. Schmidt  
 Zilda Maria Zapparoli  
 Zoraide Aparecida de Araújo Baptista  
 Zulmira Guilhermino Pereira

## Executive Group

### LIFETIME COUSSELLORS

Alda Moreira Estrázulas (*in memoriam*)  
Antônio dos Santos Clemente Filho (*in memoriam*)  
Emirene da Costa Moniz (*in memoriam*)  
Fernando Silva Telles  
Gilberto Penteado da Silva Telles (*in memoriam*)  
Hermógenes Troyano  
Jô Clemente  
João Leondarides  
Joaquim Burin (*in memoriam*)  
Oscar César Leite (*in memoriam*)  
Seme Gabriel (*in memoriam*)  
Vera Dias Toledo Vicente de Azevedo (*in memoriam*)

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### BOARD OF DIRECTORS

**CEO:** Cassio dos Santos Clemente  
**Secretary:** André Luiz Litmanowicz

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### SUPERVISORY BOARD

Cristiano Frederico Ruschmann  
Daniel Souza Campos Miziara  
Nelson Bechara

### COUNSELLORS

André Luiz Litmanowicz  
Cassio dos Santos Clemente

Clóvis Ermírio de Moraes Scripilliti  
Dalton Luiz Bertolini  
Flávio Strapetti  
Hugo Antônio Jordão Bethlem  
João Leondarides  
José Diogo Bastos Neto  
Leo Braga Furness Filho  
Liliana Clemente Santos  
Luiz Vicente Barros Mattos Jr  
Luiz Eduardo Moreira Caio  
Maria Lídia Clemente Braidatto  
Rodrigo Afonso Pimentel  
William Eid Junior

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### VOLUNTARY BOARD OF DIRECTORS

**CEO:** Felipe Clemente Santos  
**Vice-President Director:**  
Eduardo Camasmie Gabriel  
**Secretary Director:**  
Cláudio Pacheco do Amaral  
**1st CFO:** Raul Manuel Alves  
**2nd CFO:** Paulo D. Pestana Jr.

## HONORARY PRESIDENT

Jô Clemente

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## EXECUTIVE GROUP

**Executive Superintendent:** Aracélia Lucia Costa

**Financial Administrative Manager:** Hailton Oliveira Mendes Junior

**Institutional Development Manager:** Isa Degaspari

**People Management Manager:** Antonio Caetano de Souza

**Research and Teaching Manager:** Rita de Cássia Alves

**Health Care Manager:** Daniela Machado Mendes

**Social Assistance Services Manager:** Valquiria Ribeiro Barbosa

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## AMBASSADORS

Ana Escobar

Gustavo Borges

Maria Cândida

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## SPONSOR

Roberto Shinyashiki

## SCIENTIFIC BODY OF APAE DE SÃO PAULO

**Honorary President:** Antonio dos Santos Clemente Filho (*in memoriam*)

**Honorary President:** Willy Beçak

**Voluntary Scientific Superintendent** Antonio Carlos Lopes

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## COUNSELLORS

Antônio Macedo Junior

Cintia Johnston

Fernando Jose de Nóbrega

Mina Regen

Olgaria Matos

Oswaldo Duek

Renato Delascio Lopes

Rosana Nogueira Pires da Cunha

Rui Maciel

Yoití Fujiwara

Rosângela Nezeiro da Fonseca Jacob

Yeda Aparecida de Oliveira Duarte

Carlos Monero

## DECENTRALIZED CENTERS:

### EDUCATIONAL

#### Zona Sul 1 – Núcleo Capela do Socorro

##### Sobei – Sociedade Beneficente Equilíbrio de Interlagos

Av. Rubens Montanaro de Borba, 477 - Capela do Socorro

CEP: 04811-120 - São Paulo - SP - Brasil

Tel.: (11) 5660-6623

#### Zona Sul 2 – Núcleo Campo Limpo

##### Cáritas Diocesana de Campo Limpo

Rua Serra da Esperança, 190 - Jardim Bom Refúgio

CEP: 05788-370 - São Paulo - SP - Brasil

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#### Zona Oeste – Núcleo Pirituba

##### Centro de Integração da Cidadania (CIC) Oeste

Estrada das Taipas, 990 - Jardim Panamericano

CEP: 02991-000 - São Paulo - SP

Tel.: (11) 3942-5184 | 96417-2129

#### Zona Leste 1 – Núcleo São Mateus

##### CPA - Centro Profissionalizante de Adolescentes – Padre Belo

Rua Estrada da Colônia, 110 - Jardim São Gonçalo

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##### Comunidade São Paulo – Irmã Italvina / Padre Paulo

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## STIMULATION AND ENABLING:

#### Zona Sul 1 – Núcleo Campo Limpo

##### NIR – Núcleo Integrado de Reabilitação Campo Limpo

Rua Francisco Soares, 135 - Parque Arariba

CEP: 05744-300 - São Paulo - SP - Brasil

Tel.: (11) 5844-3425 | (11) 5842-5716

#### Zona Sul 2 – Núcleo Parelheiros

##### NIR – Núcleo Integrado de Reabilitação Parelheiros

Av. Senador Teotônio Vilela, 8.895 - Parelheiros

CEP: 04858-001 - São Paulo - SP - Brasil

Tel.: (11) 5922-8733

#### Zona Leste – Núcleo Itaquera

##### NIR – Núcleo Integrado de Reabilitação Boni IV

Rua Andréas Amon, 150 - Itaquera

CEP: 08255-130 - São Paulo - SP - Brasil

Tel.: (11) 2522-8287 | (11) 2524-4873

#### Zona Norte – Núcleo Freguesia do Ó

##### NIR – Núcleo Integrado de Reabilitação Jardim Guanabara

Av. Ministro Petrônio Portela, 663 - Freguesia do Ó

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## SOCIOEDUCATION:

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##### Cáritas Diocesana de Campo Limpo

Rua Serra da Esperança, 190 -

Jardim Bom Refúgio

CEP: 05788-370 - São Paulo - SP - Brasil

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**CARTA RESPOSTA**  
NÃO É NECESSÁRIO SELAR

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O SELO SERÁ PAGO POR  
**APAE DE SÃO PAULO**

AC Vila Mariana  
CEP 04010-999 SÃO PAULO-SP