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Once again, and for the fourth consecutive year, we prepared our Social Report following the rules of the Global Reporting Initiative (GRI – Standard Version).

Our goal is always to perfect and improve our accountability so that it is increasingly transparent and direct with our partners and the public.

The Social Report below presents a summary of Cepac's activities in 2022, listing its main work fronts, projects, services and results throughout the year for the benefit of hundreds of children, adolescents, young people and their families in situations of vulnerability and social exclusion.

We concentrated the content of the Social Report according to the survey carried out with our stakeholders, which we subdivided into individuals, public authorities, private companies and other institutions. The greatest participation in answering the questionnaire took place with private companies (55%), followed by Individuals (20%).

One topic was unanimous: 100% chose to learn more about Cepac's cause, which immediately refers us to the activities and impact we generate and which demanded more attention and information from us. The second most mentioned point was Transparency and Ethics (75%), a very important topic for Cepac, which has as a principle, since its creation, to follow in an exemplary way the legal determinations, especially the Regulatory Framework for Civil Society Organizations. However, it should be noted that other important points will also be covered by this report.

The financial statements are presented in accordance with the generally accepted guidelines of the External Audit and include all revenues and expenses of the institution's 5 units.

All information in Cepac's Social Report is validated by the Executive Board and Management Board, guaranteeing its authenticity and transparency.

SOCIAL IMPACT

PEOPLE MANAGEMENT

ANTI-CORRUPTION MEASURES

GOVERNANCE

VOLUNTEERING

ABOUT THE REPORT



MESSAGE FROM THE PRESIDENT

At each annual conclusion we celebrate the results, but soon after the celebrations comes the work of looking at the needs of the communities, outlining new strategies, writing new projects and always starting over in the face of new challenges.

In 2022 it was not different. In the post-pandemic social context, children, adolescents and young people arrived with extreme school and social difficulties at the Parque Imperial and Silveira units. Anxiety and depression rates increased by more than 50% compared to previous years. One of the challenges was to understand what would be Cepac's role and how to support families in this new scenario.

In the context of financial resources, it was very difficult for us to maintain the quality of the services provided that year. The lack of resources was aggravated by the Municipal Council for the Rights of Children and Adolescents - CMDCA revoking the resolution on matched grant through the Municipal Fund for the Rights of Children and Adolescents - Fumcad. In order to maintain the services, we had to use resources from the Cepac reserve fund.

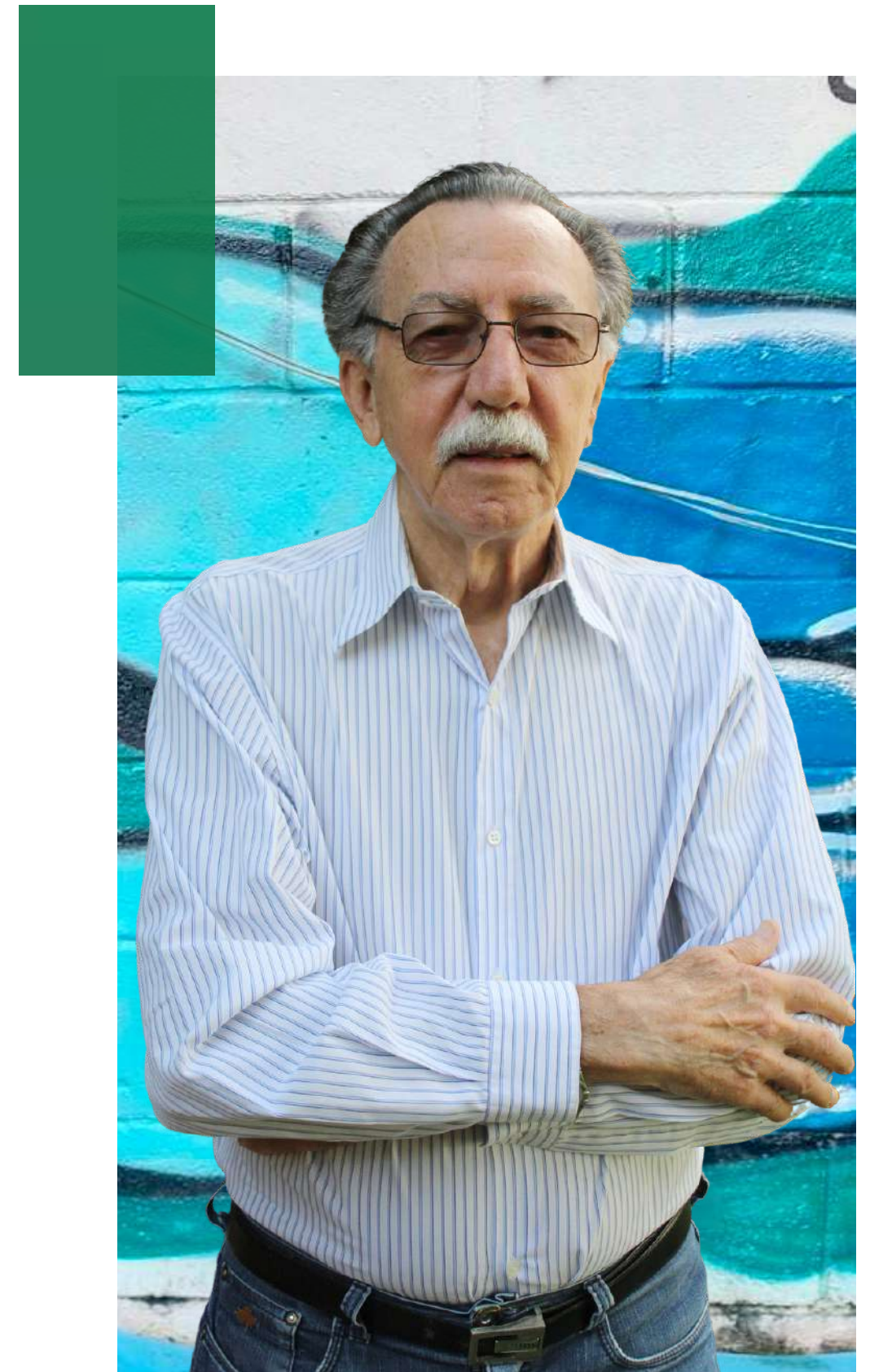
Fortunately, we found some ways beyond the work already carried out, as we formed important partnerships with two educational institutes: Castanheiras and P4.

Also with the financial support of a new sponsor, we implemented the Impulse project in three areas: access to higher education through a pre-university preparatory course, access to English classes and international exchange, and access to school complementation, designed to bring the school subjects in an active and innovative way, in addition to effective work around self-knowledge and self-confidence.

In institutional fosters, the Conect@dos project continued, made possible by the Friend of Value Program, an initiative of Santander Bank. We understand that the digital world has become more important post-pandemic, therefore, continuing to digitally include children and teenagers aged 04 to 17 years and 11 months, assisted in the two foster services that we manage in Barueri, was an important movement.

Finally, I would like to thank each individual or legal entity that contributed to the realization of all the actions described here. To each worker who has dedicated time and attention so that Cepac can continue to impact lives.

Carlos Weismith



OUR IMPACT

In 2022, we reached the mark of

14.639

PEOPLE SERVED

We served

914

children and
teenagers

2466

families

We inserted

103

young people in the labor
market

Contamos com

47

Partners

453

Volunteers

61

Financial donors





OUR MISSION

Assist children, adolescents and adults in situations of social vulnerability in Barueri, facilitating access to rights through the development of autonomy, promotion of culture and professional qualification.

VISION

To be a reference in management and innovative methodology, with a focus on social inclusion and reduction of inequalities, as well as sharing experiences with other organizations.

VALUES

Integrity; Loyalty and trust; Transparency; Discipline; Social responsibility; Sustainability in its actions; Respect for others; Prevalence of the human aspect in their relationships; Having collaborators and partners identified with your cause.

ASSOCIATION FOR CHILDREN AND ADOLESCENTS PROTECTION - CEPAC CNPJ 65.698.052/0001-29

HEADQUARTERS
Rua Martim Afonso de Souza, 72
Parque Imperial - Barueri - SP

SILVEIRA
Rua Célia, 30 Jd. dos Camargos
Barueri - SP

OUR HISTORY

1995

Construction of the headquarters in Parque Imperial - Barueri. Acting as Institutional Foster.



1999

The organization ended the foster service and began to serve children and teenagers as a space for education and social assistance.



2000

The organization was visited by Queen Silvia Sommerlath, from Sweden, whose objective was to know the projects of our organization.

2001

Beginning of the hiring of young apprentices



2002

Construction and implantation of the dental ambulatory.



2010

The organization's projects became the Conviviality and Bond Strengthening Service. Resumption of the Institutional Foster service in another district of the municipality.

2016

Beginning of the Inclusive Residence, the organization began to serve young people and adults with disabilities from 18 to 59 years old, in Institutional Foster Service.



2021

The organization assumed yet another institutional foster and inaugurated a unit to serve the Citizen Apprentice Program.

2022

Start of the Impulse project, focused on Education, Foreign Language and Graduation.



1993

Beginning of activities in Barueri, with the aim of preventing children from being on the streets, providing food; civic orientation; religious and school tutoring.



COUNCILS

FEBRAEDA - BRAZILIAN FEDERATION OF SOCIO-EDUCATIONAL ASSOCIATIONS OF ADOLESCENTS

CMDCA - MUNICIPAL COUNCIL FOR THE RIGHTS OF CHILDREN AND ADOLESCENTS

Holder: Valéria D.

CMDPD - MUNICIPAL COUNCIL FOR THE RIGHTS OF PERSONS WITH DISABILITIES

Holder: Lilian P.

CMAS - MUNICIPAL COUNCIL OF SOCIAL ASSISTANCE

Holder: Ivone A. T.

CMC - CONSELHO MUNICIPAL OF CULTURE

Holder: Claudete M.

Surrogate: Renata M.

CMM - MUNICIPAL COUNCIL OF WOMAN

Holder: Claudete M.

Surrogate: Marta J.

CMS - MUNICIPAL COUNCIL OF HEALTH

Holder: Renata M.

Surrogate: Lilian P.

COMAD - ANTI DRUG MUNICIPAL COUNCIL OF BARUERI

Holder: Márcio C.

Surrogate: Andrea L.

CAE - COUNCIL OF SCHOOL FEEDING

Holder: Lilian P.

Surrogate: Andreia X.

CMDPD - MUNICIPAL COUNCIL FOR THE RIGHTS OF PERSONS WITH DISABILITIES

Holder: Lilian P.

Surrogate: Andreia X.

CERTIFICATES

CEBAS - Certificate of Beneficent Entity of Social Assistance

CMAS - Registration with the Municipal Council for Social Assistance

CRCE - Certificate of registration regularity of entities

UPE - Certificate of state public utility

UPM - Certificate of Municipal public utility

CMDCA- Registration with the municipal council for the rights of children and adolescents

SEDS - Registration with the state department of social development

CNEAS - National Register of Social Assistance Entities

SADS - Registration with the Secretariat for Assistance and Social Development

AWARDS



**Social Innovation
Award
2014**

Prêmio
ENATS
de Boas Práticas 2019
de Gestão do 3º Setor

**Best Practices of 3rd
Sector Management
Award
2019**



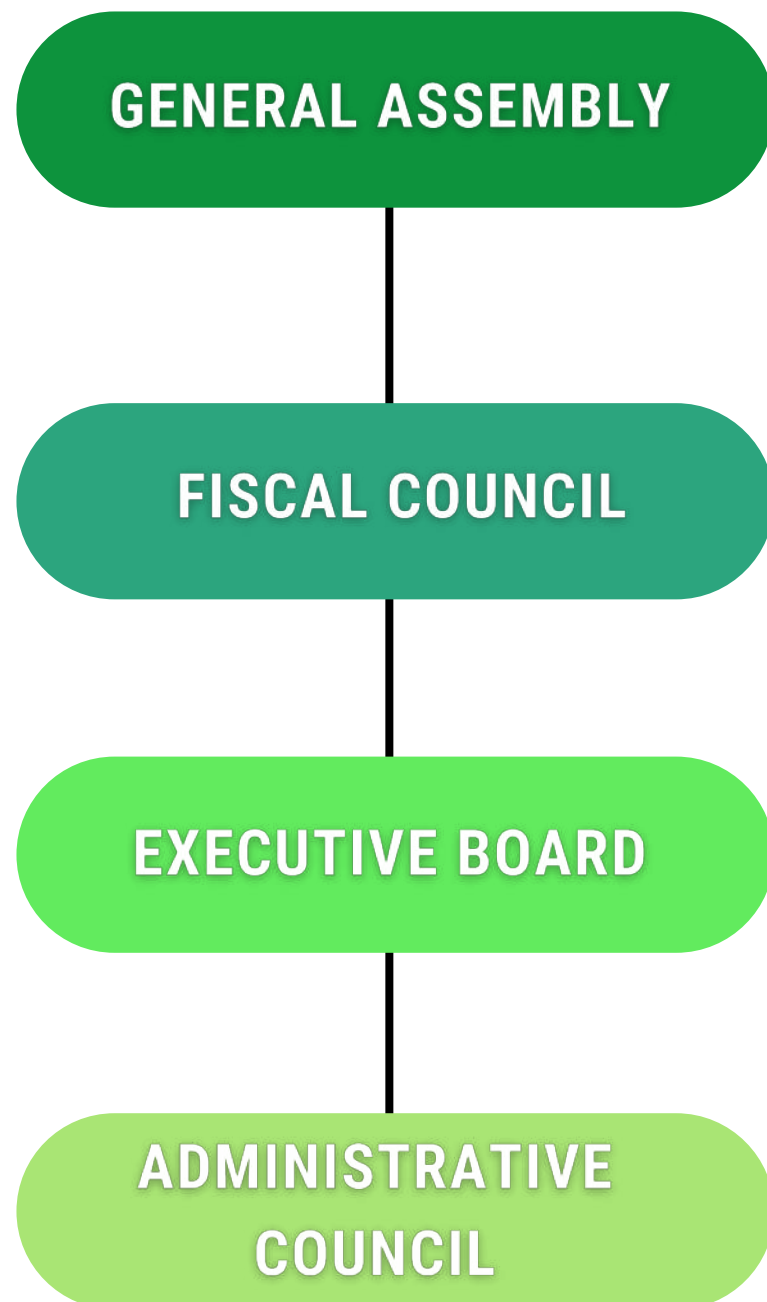
**Creativity in Educational
Projects in non-formal
education Award
2020**

MELHORES
ONGS
2020

SELO A
DOAR
GESTÃO E TRANSPARÊNCIA

2021

GOVERNANCE



Responsibility, transparency and ethics are the main values that guide all our activities. To ensure these values, Cepac has a General Assembly, a Fiscal Council, an Executive Board and an Advisory Council whose members are volunteers. Since the second half of this year, has yet another reinforcement of the Administrative Council, also made up of unpaid volunteers.

In addition to monitoring and supporting the Executive Board in strategic decisions, the Administrative Council also oversees transparency in the management of resources and relationships with its Stakeholders.

All institutional financial activity is submitted to an independent External Audit, duly audited for more than 10 years, which in turn follows the fundamental principles of accounting, includes all the necessary information, according to the facts that occurred in the year in question, and is publicized in the local press and available on the institution's website.

It should be clarified that the opinion contains reservations, only with regard to the devaluation of the institution's fixed assets, not having to mention any reservation that discredits Cepac's financial management, which, in addition to compliance with the norms and guidelines of the legal framework for Brazilian CSOs, a mature and efficient management can be seen, which for almost 30 years has been overcoming its challenges, always aiming for excellence in all its practices.

MANAGEMENT 2020-2023

MEETINGS IN 2022

EXECUTIVA BOARD



CARLOS
M.
*President
(Engineer)*



SIDNEY
V.I.
*Vice President
(Counter)*



KARINA
P.
*treasurer
(Veterinary)*

General
Assembly
4 meetings

FISCAL COUNCIL



DANIELA
M.
Architect



HELOISA
M.
Retired



PAULO
P. JR
Businessman

Fiscal Council
6 meetings

ADMINISTRATIVE COUNCIL



JOÃO
B.
Administrator



MARCELO
B.
Businessman



RENATA
T.
*Financial
Director*

Administrative
Council
6 meetings



VIVIANE
S.
University Teacher



NIZA
M.
Teacher

ORGANIZATIONAL STRUCTURE



Ivone T.

General Coordination

Basic Social Protection

Special Social Protection

Administrative

Fundraising

Communication



Valéria D.

Technical Coordination



Lilian P.

Technical Coordination

Coordination

Coordination



Marcio C.

Cepac Silveira



Celso A.

Cepac Imperial



Renata M.

Glorinha House



Andreia X.

Inclusive Residence



Gesika M.

Child and Adolescent House

Technical Team

Instructors

Educators

Technical Team

Administrative

Educators

SUSTAINABLE DEVELOPMENT GOALS MORE ALIGNED WITH CEPAC'S ATUATION

We guarantee the inclusion of adolescents and young people in social vulnerability in projects that promote personal, social and cultural development, aiming at their autonomy and protagonism to overcome economic difficulties.

Encouragement to return and/or permanence in formal education, promoting sociability and creative capacity and stimulating the cognitive potential of the children and teenagers assisted.

We started the installation of a Photovoltaic Plant to generate clean energy, a silent source and with immediate savings for the institution and with a deadline to start operating in 2022.

We have been carrying out responsible and transparent work for over 28 years. We always seek to be in line with the legislation relating to the services we operate, not tolerating any act of corruption. In addition to valuing ethics, inclusive and participatory management in all its relationships.

1 no poverty

4 quality education

7 affordable and clean energy

16 peace, justice and strong institutions



3 good health and well-being

We promote lectures and workshops to raise awareness and strengthen the prevention of alcohol and drug use. Provides information on sexual health, STDs and teenage pregnancy. Dental and psychological care.

5 gender equality

We guarantee the insertion and equality of opportunities for women in our projects. We also hold lectures and workshops on gender equality and female empowerment.

10 reduced inequalities

We guarantee and promote equal opportunities and social and economic inclusion, regardless of age, gender, disability, race, ethnicity or religion.

17

partnerships for the goals

Through various partnerships, the Institution carries out its mission of reducing inequalities by articulating with various actors in the territory, such as government, private companies, universities, other organizations and movements of civil society that have as a common agenda the local and sustainable development, always aiming at the transformation of lives.



SERVICES,



PROGRAMS



AND PROJECTS

INCLUSIVE RESIDENCE

Institutional Foster Care Service, within the scope of the High Complexity Social Protection of the SUAS for young adults with disabilities, whose age group is between 18 and 59 years old, in a situation of dependence, who do not have conditions for self-sustainability or family support.

Goal: to develop adaptive capacities for daily life, insertion in social and community participation, promote coexistence among residents, strengthen family bonds with a view to reintegration and/or family conviviality, and contribute to interaction and overcoming barriers.



9
ASSISTED

AGE
GROUP

67% are between 18 to 30 yers
33% are between 50 to 60 years

GENDER

78% are women
22% are men

SKIN
COLOR

67% are black and brown
33% are white

ACTIVITIES

birthday parties: During the birthday celebrations, the cohabitants have freedom to invite their relatives to participate on the festivities at the Residence. The initiative is intended to maintain and strengthen ties that were once weakened.

Planned purchases: During the foster purchases, eventually part of the cohabitants are invited to participate so that instrumental skills of daily life can be developed, from the measurement of the use of money in the purchase of goods and the management of values.

Individual care: Technicians often provide individual assistance to give emotional support, guidance and mediate conflicts that arise according to the demands of the house and each cohabitant.

Self-care: The team as a whole always tries to work on aspects of self-care, self-esteem and hygiene with the cohabitants, considering that their context has not always provided possibilities for such care. Self-care actions contribute as basic activities of daily living essential to every human being.



ASSISTANCE

SOCIAL

254

FAMILY

187

PSYCHOLOGICAL

125

INSTITUTIONAL FOSTER

It is a service that takes care of Children and Adolescents under protective measures by court order, as a result of violation of rights (abandonment, negligence, violence) or the impossibility of care and protection by their original, extended and/or substitute family.

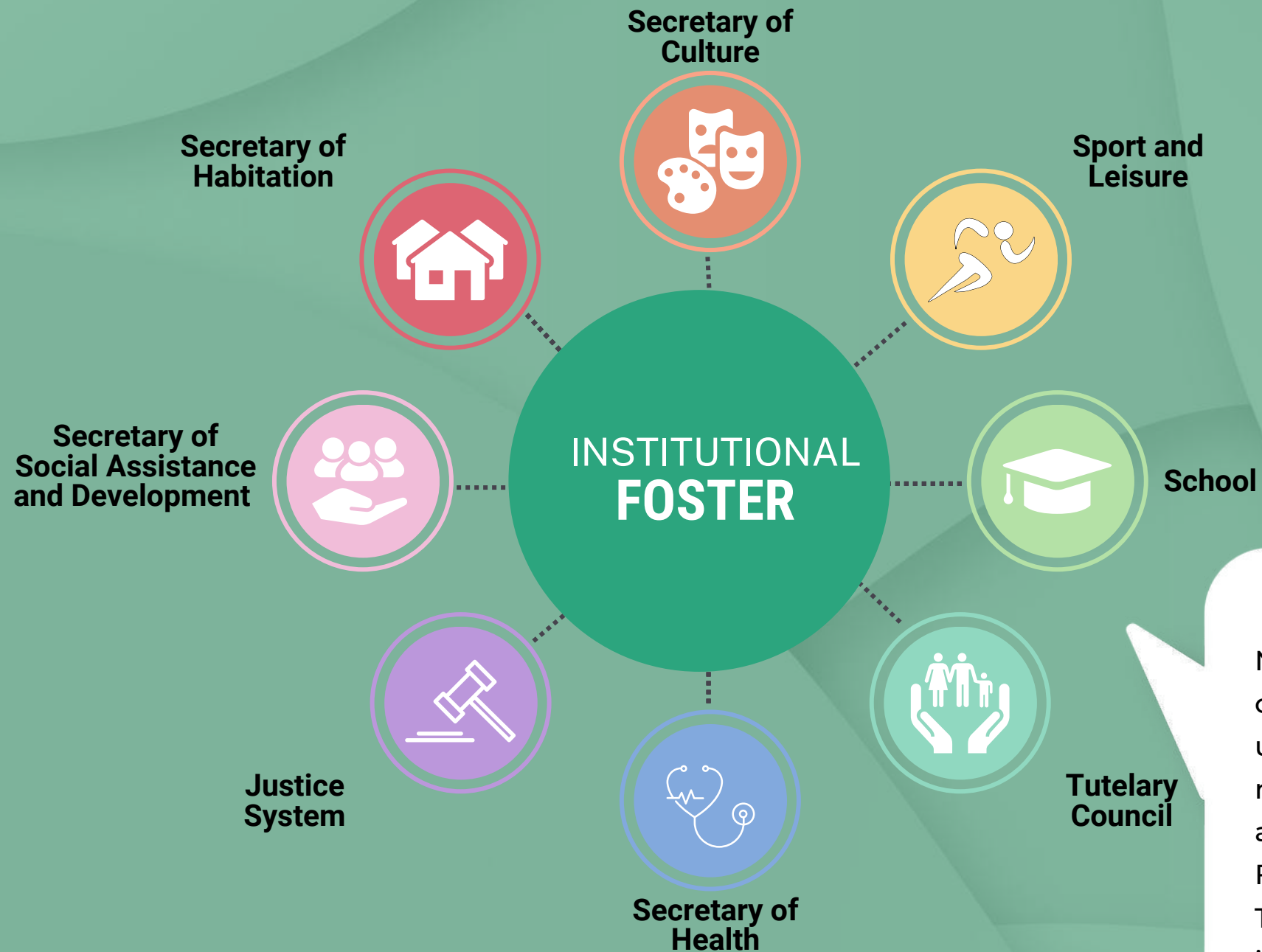
The service looks similar to a residence and is inserted in the community. We offer a welcoming environment and institutional conditions for care in favor of the dignity and biopsychosocial development of children and teenagers. Temporarily, "We play the role of family".

The service assists Children and Adolescents from 0 to 18 years of age, with uninterrupted permanence, referred by the Guardianship Council and the Childhood and Youth Court of Barueri, in cases where the competent bodies assess negligence and deprivation of rights by those responsible, exhausting the possibility permanence in the family environment at that time.



The main purpose of this project is that children and teenagers can be, as a priority, reintegrated into their original, extended and substitute families. Adolescents who reach the age of 18, without the possibility of returning to family life, are socially reinserted through their inclusion in the social rent benefit, according to municipal law No. 2674, of April 16, 2019. To this end, the actions carried out are involved in social, cultural and leisure activities, guiding the right to socializing and community experiences, the development of the sense of belonging and identity, through the strengthening of family and social ties.

NETWORKING



Networking is fundamental for a sharp look at the needs of children and adolescents, considering that all actors that make up the Child and Adolescent Rights Guarantee System (SGDA) need to be sensitive to their stories, in particular those of children and teenagers who are under protective measure in Institutional Foster Service.

This movement aims to build dialogue and boost the power of interventions, which in the intersectoral aspect are strengthened and enable greater care, protection, inclusion and look at the uniqueness of each one.

ACTIVITIES IN PARTNERSHIP WITH THE MUNICIPALITY

Graffiti workshops in partnership with the Department of Assistance and Social Development.

The maintenance of the partnership with actions related to Affective Sponsorship, enabling the inclusion of three teenagers and contributing to the strengthening of affective relationships.

The computer workshops of the Conect@dós project, contemplated through the partnership with the Social Assistance and Development Secretariat and the Friend of Value Program – Santander, provided participants access to information and knowledge that contributed to autonomy and protagonism.

Another special moment was that, through the parliamentary amendment and in line with Electronic Auction No. 160/2022 and, in partnership with the Secretariat for Assistance and Social Development, children and adolescents from this service were contemplated with sports, handicrafts and beauty activities.



GLORINHA HOUSE



ASSISTANCE

153

Family

171

Social

186

Pedagogicals

354

Psychological

ACTIONS WITH FAMILIES

- Home visits
- Guidance and bonding groups
- Thematic groups
- Family service
- Referrals to intersectoral network

IMPACTO

07

Children and teenagers returned to family life

07

Adolescents were inserted into the labor market

40

Assisted

05

Children were adopted

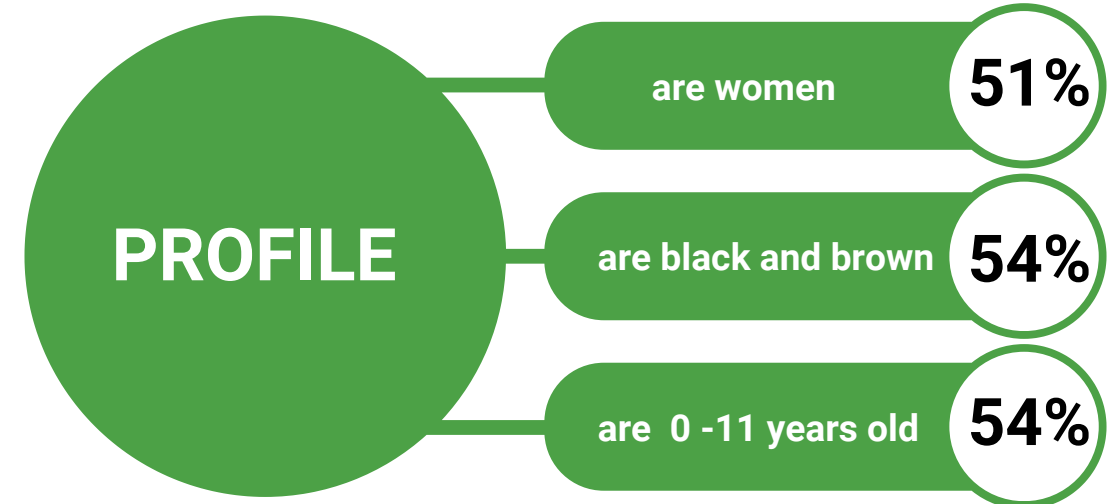
05

Affective sponsorship

03

Teenagers were benefited with rent assistance

CHILD AND TEENAGER HOUSE



ASSISTANCE

310

Family

192

Social

210

Psychological

305

Pedagogicals

IMPACT

39

Assisted

08

Affective sponsorship

07

Children and teenagers
returned to family life

02

Adolescents were inserted
into the labor market

03

Children were adopted

03

Teenagers were benefited with
rent assistance

ROUTE



The Conviviality and Strengthening of Ties Service - SCFV, is carried out in groups and the activities are organized in PATHS, considering a period of time for their execution.

This means that, based on the guiding axes of the service: RIGHT OF BE, SOCIAL PARTICIPATION AND SOCIAL CONVIVIALITY, the planning of activities to be carried out with the groups must predict the beginning, middle and end of their development, according to objectives and action strategies preset. Being a “form of planned social intervention, which creates challenging situations, stimulates and guides users in the construction and reconstruction of their individual and collective stories and experiences, in the family and in the territory”.



SOWING THE FUTURE

The Conviviality and Strengthening of Ties Service – Sowing the Future serves children and adolescents from 06 to 15 years old with the objective of contributing to the Development of Sociability and Self-knowledge.

200 children and teenagers assisted

DEVELOPMENT

- Culture
- Citizenship
- Communication
- Self-knowledge

(330 hours workload)

PROFILE

AGE GROUP

65%
of those served are teenagers

GENDER

57%
of those served are boys

SKIN COLOR

66%
are black and brown

INCOME

R\$395
is the average per
capita family income

RESPONDENTS

26% are single mothers
61% completed high school
8% went to university



ACTIVITIES

JOURNEY OF MYSELF

To propitiate self-knowledge and recognition of the Self.

DIGITAL WORLD

To enable users and families to experience technological experiences with guidance and safety. Identify limits, self-control and self-responsibility in the virtual universe.

ME WITH THE OTHER

Develop citizen awareness, encourage the creation of strong social bonds based on mutual respect.



SERVICES FOR FAMILIES

602
Social Services

The main demands for assistance are: domestic violence, sexual abuse, depression, school difficulties, school or territory conflicts.

647
Psychological

ACTIONS WITH FAMILIES

- Health and self-care.
- Fight violence against women
- Get-togethers
- Data privacy prevention
- Digital Inclusion Classes
- Suicide prevention
- Diversity and Inclusion

Social integration & Access to Rights



EXPANDING THE FUTURE

The Conviviality and Strengthening of Ties Service – Expanding the Future, assists teenagers from 15 to 17 years old with the aim of contributing to the Construction of the Life Project, facilitating access to work and other rights.

141 teenagers assisted

DEVELOPMENT

- Citizenship
- Digital inclusion
- Job market
- Self-knowledge

(330 hours workload)

PROFILE

AGE GROUP

82%
of the users are
16-17 years old

GENDER

50% Men
48% Women
1% Trans women
1% Trans men

SKIN COLOR

69%
are black and brown
31%
are white



INCOME

R\$414
is the average per capita family income

73%
of the families are beneficiaries of
income transfer programs

VULNERABILITIES

8%
referred by the CRAS, CREAS and
Tutelary Council network

13%
experienced situations of violence
and/or neglect

ACTIVITIES

JOB MARKET

Enable the recognition of work and education as citizenship rights and develop knowledge about the working world and specific basic skills.

IDENTITY AND SOCIETY

Enabling the expansion of self-knowledge and reflection around dreams and life planning, connecting the SELF to the other and society.

CULTURE AND TERRITORY

Stimulate participation in the public life of the territory, community coexistence and develop skills for a critical understanding of social reality and the modern world.

1266
Social Services

The main care demands are: anxiety, depression and family conflicts.

1200
Psychological

ACTIONS WITH FAMILIES

- Cultural tour
- Monthly meetings
- Fight violence against women
- Get-togethers
- Home visits
- Empower Women Nucleus





#IAMPROTAGONIST

The #IAmProtagonist program serves adolescents aged 15 to 17 years, aiming to encourage personal and social protagonism by stimulating reflection and the creation of a life project, with progressive and contextualized actions for access to culture, sports and leisure.

130 teenagers assisted

DEVELOPMENT

- Territory
- Technology
- Self-knowledge
- Job Market

(192 hours workload)

PROFILE

GENDER

59% Men
35% Women
3% Trans Women
2% Trans Men

AGE GROUP

72%
of the users are 16-
17 years old

SKIN COLOR

75%
are black and brown
25%
are white

INCOME

R\$530
is the average income
family income



ACTIVITIES

TERRITORY

Strengthen and disseminate the concept of adolescents as protagonists of their journeys and agents of interventions and positive social transformations in their neighborhoods.

SELF-KNOWLEDGE

Enabling the expansion of self-knowledge and reflection around dreams and life planning, connecting the SELF to the other and society.

TECHNOLOGY

Enabling experience in the digital world and allow the expansion and planning of life, connecting the ME to the other and society.

JOB MARKET

Strengthen and disseminate the concept of adolescents as protagonists of their journeys and agents of interventions.

494

SERVICES TO FAMILIES

The main care demands are: anxiety, school conflicts and learning difficulties.

ACTIONS WITH FAMILIES

- Monthly family gatherings
- Home visits





APPRENTICE CITIZEN

The program assists teenagers and young people from 15 to 24 years of age, through insertion in the labor market, based on the Learning Law n° 10.097/2000.

103 Young people in the formal work market

53%

are black and brown

49%

are women

73%

18-20 years old

ACTING AREAS

Logistics 18%

Administration 82%

Of the 240 users served in 2022

11%

Became permanent in jobs

99%

Increase in average family income

11%

Attending Higher Education



IMPULSE GRADUATION

Pre-university course, offered to young people from the Apprentice Citizen program, with the aim of preparing them to enter public universities and compete for scholarships at private universities through Enem.

33

Young people
participated in the
course

21

Young people
completed the
course

06

Were drawn with a
grant

68% were approved at public universities
or got full scholarships through Prouni



IMPULSE LANGUAGES

The Impulse Languages project is an initiative that aims to: provide access to an English course, through scholarships in language schools for young people in the Apprentice Citizen program and international exchange for 2 young people.

09

Scholarships

02

International Exchanges

DEVELOPMENT

Writing

80%

Orality

89%

Assiduity

96%





IMPULSE INTEGRAL EDUCATION

The Impulse Integral Education Project was carried out throughout 2022 in partnership with the P4 Institute, a social organization founded by P4 Engineering. It was organized with the aim of stimulating self-knowledge, self-confidence and autonomy of its participants, so that their performance improves, both in formal education and in their multiple learning experiences, aiming to “light the flame” for the effective construction of their Project of Life.

To achieve this objective, we organized the project into training trails distributed in two phases and which are anchored in 3 basic points: popular education, active teaching methodology, experiential learning methodology. In its first phase, running from June to December 2022, young people crossed the Communication and Expression trails; Self knowledge; Technology and Reasoning; Citizenship and Territory.

In addition to training trails, the project has cultural tours to museums, theater plays, soirées; events focused on professional development; job interview simulations; among others. These actions reinforce the experiential character of the project, expanding the cultural, informational and life repertoire of the youths assisted.

ACTIVITIES



30 young people between 13-16 years old

144h of formative trails

Results: Development of self-confidence; Communication; Self-knowledge and autonomy; Reduction in absences and school evasion; Improved school performance.



2 Rounds of Interview Simulation



1 Coffee with Professions



1 Cultural Exchange



8 Cultural Tours

ACCESS JOB!

The Project Access Job! serves adolescents and young people between 15 and 24 years old in situations of social vulnerability, with the objective of preparing them for the job selection process.

DEVELOPMENT

- Digital Inclusion
 - Job Market
- (Workload of 32h)

of 57 assisted:

61%

are men

56%

are black or brown

9%

are LGBTQIAP+

74%

Completed the project

78%

Inserted in the labor market



RESOURCE MOBILIZATION

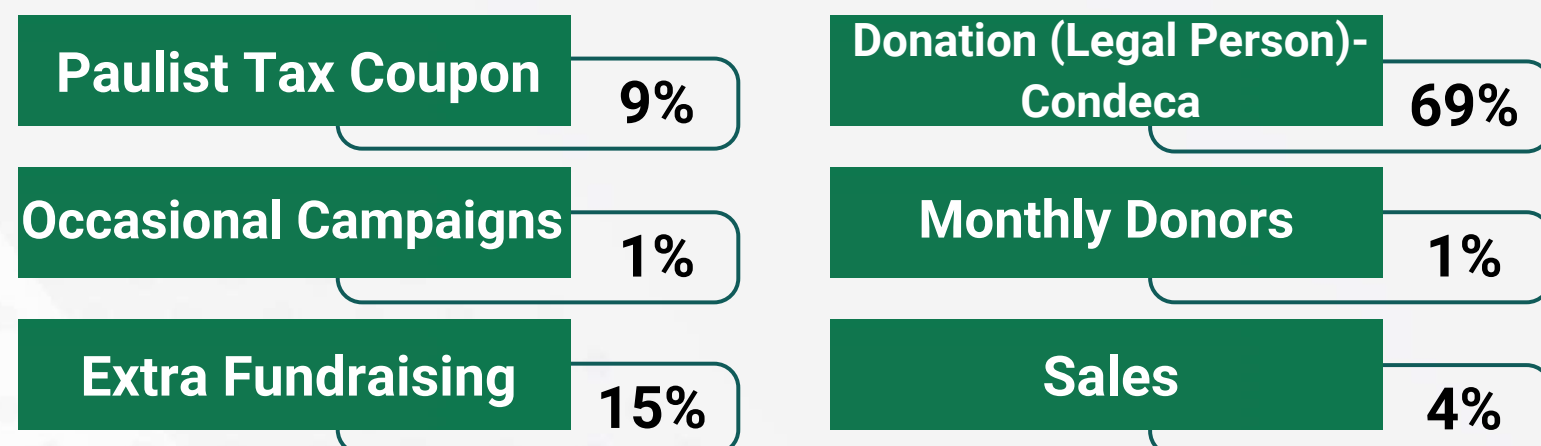
To fund projects, programs and institutional expenses, we have several sources of funds, subdivided into: funding from the Government, private companies, Notices and Institutes, sale of products and services, donations from individuals and tax incentive programs.

In 2022, the focus of fundraising revolved around sales at the thrifth shop and destination via Tax Incentive, the latter having undergone restructuring and changes from the Municipal Fund of Barueri (FUMCAD) to the State Fund (CONDECA). The targets exceeded the predicted values for these two sources.

Of the goals stipulated for the year, we missed only two: the Paulista Tax Coupon Program and monthly donors, sources that will be analyzed and tested with new strategies next year, as well as international funding and the Socio-learning Program (Programa Apprentice Citizen).

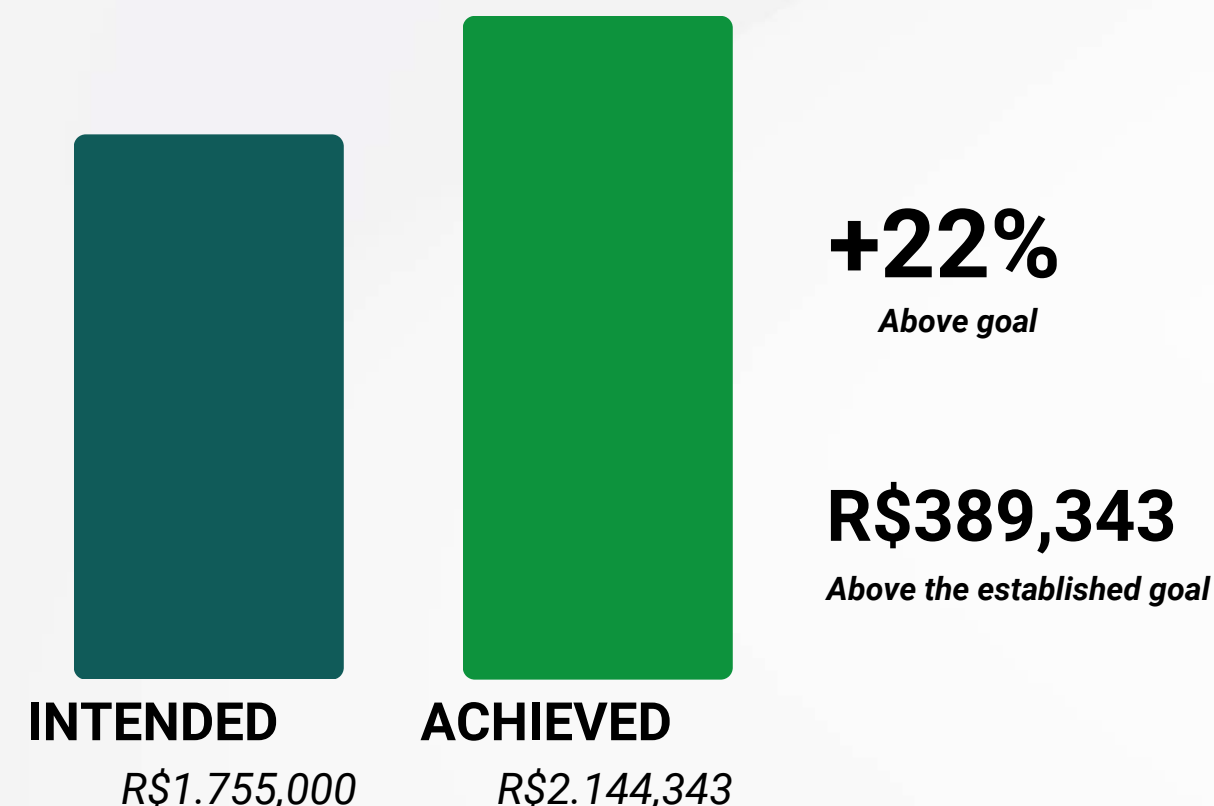
In 2022, we increased fundraising by about 17,68% compared to the previous year, mainly because we have people, companies, volunteers, partners and communities that recognize and fight with us for the end of social inequalities and extreme poverty.

FONTES



In this sense, we highlight the commitment of the entire Board and Coordination, especially the mobilization carried out by Mr. Marcelo B. and the company Kluber Lubrication (Freudenberg Group) which, in addition to the partnership in Socio-learning, will sponsor the Acess Job Project for the next three years. We also welcome the new partners in the allocation of tax incentives: Elo, Liveloo and CSU.

ANNUAL FUNDRAISING GOAL 2022



VOLUNTEERING PROGRAM

The year 2022 was a year of great achievements for the Volunteering program. With the participation of engaged volunteers and companies committed to social responsibility, the program has contributed to transforming the reality of many young people and strengthening the bond between society and companies.

The impact of the program was felt directly by 1736 young people, who had their lives transformed thanks to the voluntary work of these companies and volunteers. In all, there were more than 6,200 hours of volunteering dedicated in various areas, from education and work to the environment.

The actions carried out by Volunteering were diverse and impactful. Among them, actions of Simulations of Interviews, Profession Fair, Language Mentoring, workshops on tips for ENEM, among others. In addition, the program also promoted training activities for volunteers, aiming to improve their skills and increase their impact on the actions carried out.

Volunteering has consolidated itself as a reference in volunteer programs, being recognized not only for the number of actions carried out, but also for the quality and social impact it has generated in the community/territory.



IMPACT OF THE VOLUNTEERING PROGRAM

35

VOLUNTEERING
ACTIONS

32

COMPANIES

453

VOLUNTEERS

6200

HOURS OF
VOLUNTEERING

1736

YOUNG PEOPLE
IMPACTED

PAULIST TAX COUPON

The funds raised are used for the maintenance and expansion of the projects.

109

Automatic
donors

100

Collection
points

AMOUNTS COLLECTED

2020 R\$ 219.073,73

2021 R\$ 346.221,20

2022 R\$ 237.382,78



INDIVIDUAL DONORS

Recurrent

43

Incentived

16

One-off

2



CHRISTMAS CAMPAIGN DONORS

About 72 people



RESOURCE MANAGEMENT

REVENUES	VALUES (R\$)	%
Barueri City Hall	5.349.512,54	61,60
Companies (Matched Donations)	555.479,73	6,40
State of São Paulo Government	93.000,00	1,07
Federal Government	186.000,00	2,14
Apprenticeship Partners	990.590,46	11,41
Companies and Institutes	676.067,01	7,78
Paulist Tax Coupon	237.382,78	2,73
Financial income	174.465,47	2,01
Benefit Events	90.027,86	1,04
Recurring Donors	31.030,00	0,36
Product Donations	145.428,75	1,67
Donations for the Fosters	4.833,61	0,06
Non-Operating Revenues	52.959,58	0,61
Others	97.492,89	1,12
Total Revenue	8.684.270,68	100,00

OPERATIONAL EXPENSES	VALUES (R\$)	%
Personal	6.483.781,69	73,74
Administrative	2.283.007,79	25,96
Financial	23.388,96	0,27
Tax	2.519,55	0,03
Total Revenue	8.792.697,99	100,00
OPERATIONAL RESULT	-108.427,31	
PERIOD RESULT	-108.427,31	

The R\$ 8,684,270.68 (eight million, six hundred and eighty-four thousand, two hundred and seventy reais and sixty-eight cents) of income were allocated as follows: 71% Cause/Projects, 2% Fundraising, 23% Administration and 3% investments. The numbers presented are intended to show, with transparency, how Cepac operates with the resources, investments and donations we receive with the commitment to transform them into a positive and sustainable impact in all our social interventions. The values referring to income and expenses can be verified in the summary and in full on the institution's website in the TRANSPARENCY tab, emphasizing that it is a balance sheet encompassing all Cepac units.

ANTI-CORRUPTION MEASURES

For Cepac, corruption is a repulsive practice and, since its foundation, ethics, honesty and transparency have been its main values in all its actions and relationships.

In relationships with all its partners, the institution complies with and follows the legal and ethical standards relevant to CSOs, the portfolio and the public it operates, always valuing legality and transparency in its relationships.

In the Terms of Partnership signed with the Municipal, State and Federal Government, with the advent of the Regulatory Framework for CSOs - Law 13019/14, the institution fully observes the provisions of the aforementioned legal rule, as well as Law 8666/93 in acquisitions and purchases above one minimum wage with amounts received from this financial partner, as well as the Anti-Corruption Law No. 12,846/2013 with partnership disclosure on the website.

As a training unit in Socio-learning, the institution complies with Law 10.093/2000 and its normative ordinances, affiliating itself with FEBRAEDA - BRAZILIAN FEDERATION OF SOCIO-EDUCATIONAL ASSOCIATIONS OF ADOLESCENTS, consulting this body whenever any doubt arises, legally supporting its employability partners.



OUR TEAM

We are proud on having a diverse team and we value the unique contribution that each employee brings to the team, allowing an exchange of ideas and enriching perspectives.

We hold diversity at the core of our culture and recognize that an inclusive and equitable work environment is essential to the success of our employees and the organization as a whole.

We will continue to invest in initiatives that promote diversity, always seeking to move towards a more inclusive and egalitarian future.



OF THE 121 EMPLOYEES

71%

are women

70%

are black or brown

10%

are LGBTQIAP+

25%

are graduate or post-graduate

24

trainings

129

hours of training

EMPLOYABILITY PARTNERS



FINANCIAL PARTNERS



OCCASIONAL



GRI - CONTENT SUMMARY

GENERAL DISCLOSURES		
ORGANIZATION'S PROFILE		
102-1	Name of the organization	5
102-2	Activities, brands, products and services	13
102-3	Headquarters Location	5
102-4	Location of operations	5
102-5	Ownership and legal form	5
102-6	Served markets	5
102-7	Size of the Organization	44
102-9	Supply Chain	46
102-10	Significant changes in the Organization and its supply chain	Not applicable
102-11	Precautionary principles or approaches	Not applicable
102-12	External Initiatives	33,34,35
102-13	Participation in Associations	7

STRATEGY		
102-14	Statement by the organization's most senior decision-maker	3
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	5
GOVERNANCE		
102-18	Governance structure	9
102-21	Consultation with interested parts on economic, environmental and social topics	2
102-22	Composition of the highest governance body and its committees	10
102-23	President of the highest governance body	10
102-24	Appointment and selection of the highest governance body	10
COMMITMENT OF THE INTERESTED PARTS		
102- 40	List of interested parts	2
102- 42	Basis for identifying and selecting stakeholders for engagement	2
102-43	Approach to stakeholder engagement	2

REPORTING PRACTICES		
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102-45	Entities included in the financial statements	47
102-46	Definition of Report content and topic limitations	1
102-50	Period covered by the report	2
102-51	Last report date	Maior 22
102-52	Report Cycle	Annual
102-53	Point of contact for questions about the report	2
102-55	GRI Content Summary	48

FORMS OF MANAGEMENT		
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103-1	Explanation of the topic and its limits	1
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ECONOMIC DISCLOSURES		
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ECONOMIC PERFORMANCE		
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201- 1	Direct economic value generated and distributed	44
201- 4	Financial assistance received from the government	44

INDIRECT ECONOMIC IMPACTS		
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203- 2	Significant indirect economic impacts	38
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ANTI-CORRUPTION		
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203- 2	Communication and training on anti-corruption policies and procedures	45
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SOCIAL DISCLOSURES		
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412- 2	Employee training in Human Rights policies or procedures	46
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Серас