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# who we are

## Vision

Live in a sustainable society, founded on people who are ethical and participate.

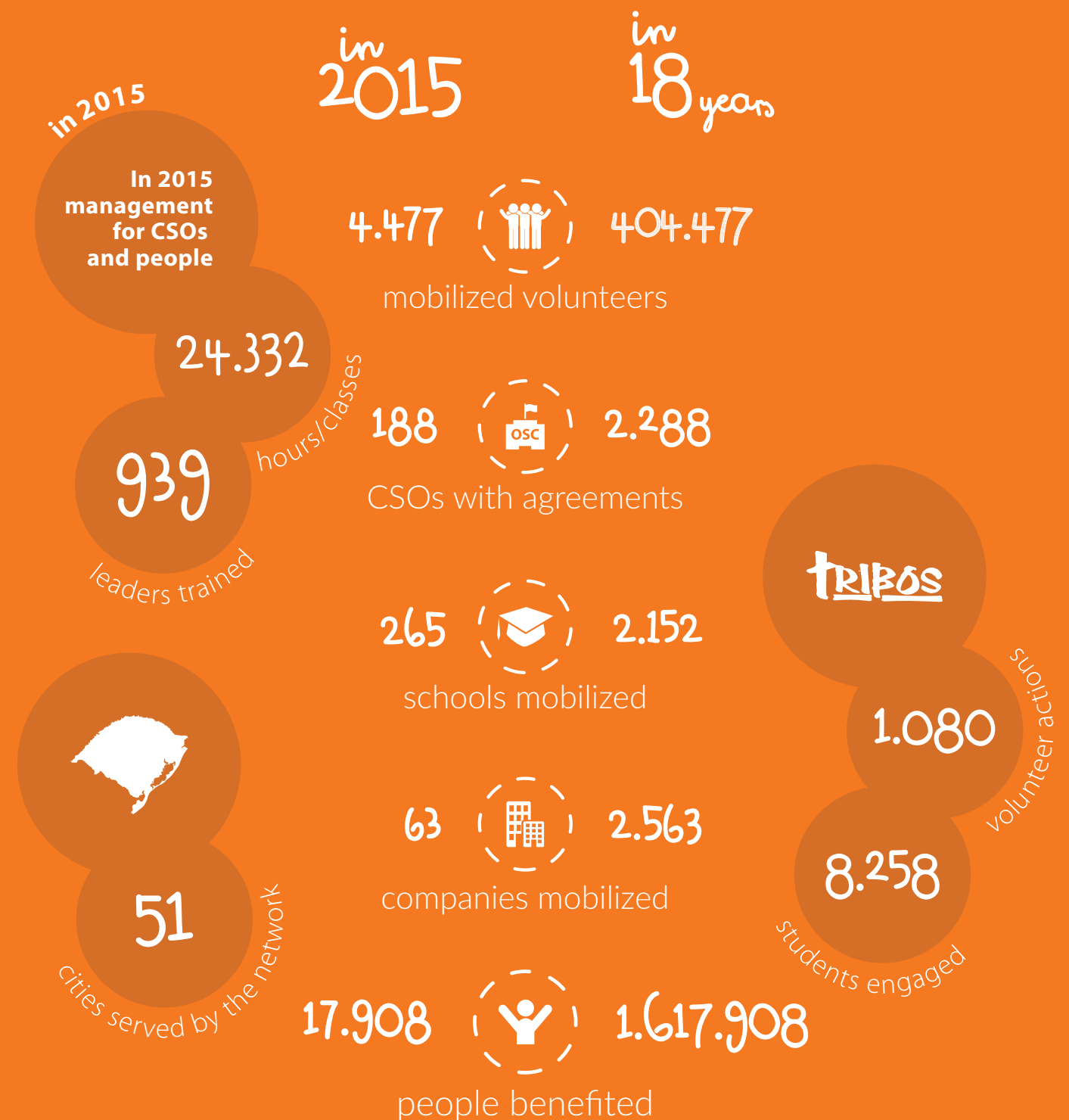
## Mission

Train people and institutions by way of social technology and volunteering, aiming towards proactive and socially aware communities.

## Beliefs and Values

- Everybody shows solidarity and is a potential volunteer.
- Philanthropy and the practice of citizenship, through volunteering, are indispensable to the transformation of today's social reality.
- Organized volunteering is the foundation for development of the third sector.
- All volunteer work generates returns for the community and the people who engage in it.
- Practicing the principle of subsidiarity is indispensable to the autonomy and development of the community.
- Sustained development is achieved through interaction between economic, environmental, social, political and cultural systems.

# our stats





# Visit from Bernardo Toro

Bernardo Toro, one of the leading thinkers on social inclusion and education in Latin America, was in Porto Alegre/RS to get to know the model of the NGO Parceiros Voluntários.

During his visit, he received a theoretical and practical immersion in the work model of Parceiros Voluntários and gave a talk during a lunch meeting of "Tá na Mesa" at Federasul, entitled "Trends in Latin America and exercising care with the paradigm of impact inversion". He also gave an interview for the yellow pages of Veja magazine, speaking about the role of citizens and the State in society.



Access the interview



# summary



“““

Dear Maria Elena,  
Thank you for accepting to host us at PV.  
Thank you for the time, knowledge, resources and warmth you showed us.  
Thank you for the patient educational efforts you invested in us.  
Thank you for being who you all are: ethical, meticulous, transparent, generous and loving.  
Thank you for the deferential attention you bestowed upon us.  
Thank you for the entire PV team. They're marvelous!  
Thank you that we can count on your and Jorge's friendship.  
You've had a major impact on our lives and we hope to follow in PV's footsteps in Colombia.

We hope to have you here with us in Colombia soon.

Warmly,  
Bernardo Toro

## 4 Who We Are

- 4 Message from the President of the Board of Trustees (Volunteer)
- 5 Message from the Executive President (Volunteer)
- 6 Timeline
- 8 Management Model

## 9 Parceiros Voluntários Network

## 14 Training of People and Organizations

- 16 CSO's - Civil Society Organizations
- 20 Companies
- 22 Schools

## 29 Dissemination Strategies

- 30 Parceiros Voluntários Award
- 34 Books
- 36 Media

## 38 Financial Statements

## 40 Staff

## 41 Board of Trustees

## 42 Supporting Institutions, Supporters and Sponsors of Projects



### WIN-WIN TRANSACTION



**Humberto Ruga  
(Volunteer)**

But why has the Parceiros Voluntários model become such an example? The answer is not simple, but one of the reasons undoubtedly is the type of transaction it proposes: win-win.

In November 2015, the Colombian sociologist Bernardo Toro, who is an intellectual benchmark in the world and especially in Latin America, was in Porto Alegre for three days to learn about – and reproduce in his own country – the volunteer management model developed at Parceiros Voluntários. Surprisingly, Parceiros’ work has been guided by Toro’s teaching over these last 18 years and become an example that has exceeded all expectations. The results achieved here will serve as a paradigm to help promote social development in Colombia as well.

But why has the Parceiros Voluntários model become such an example? The answer is not simple, but one of the reasons undoubtedly is the type of transaction it proposes: win-win. In his talk at Federasul, Toro emphasized that win-win models generate wealth and equality, whereas win-lose models promote wealth for a few and poverty for many. When volunteers are referred to a social organization, they win (because they develop competencies and skills) and the organization wins (because it has met a practical need); when an NGO is trained free of charge by Parceiros, it wins, because it expands its knowledge and Parceiros also wins because it strengthens its purpose as an advisory organization; when young people join the Tribes program, they win because they are building their own citizenship and, at the same time, their schools, families and communities also win.

It is an innovative proposal and Toro actually classified the work done by Parceiros Voluntários as the “best experience that exists in Brazil today”. PV has been building an unparalleled network comprised of volunteers, social organizations, companies and schools, which promotes sustainable development in countless communities and benefits 1.6 million people. We are talking about a coordination model which can also be reproduced in the first and second sector, because it achieves tangible results.

Society lacks faith in its leaders, and without trust no one moves forward. The time has come to rebuild healthy credibility through win-win actions and to review everything in light of this model. Solidarity to our Brazilian brothers!

### STRENGTHENING THE SOCIAL WEB



**Maria Elena Pereira Johannpeter  
(Volunteer)**

Day care centers, nursing homes, shelters, institutes that educate and provide professional training, and programs that bring sustainability to NGOs and many others, that make up the Solidarity Web – a web that supports complex situations involving social vulnerability, which, if not maintained, can multiply and lead to more insecurity and instability.

The year 2015 has come to an end and all of us in Brazil have felt the effects of the political and economic crisis. And it is precisely during times of difficulty that social projects are essential. It is these projects – maintained by companies, governments, foundations and communities – which directly contribute toward serving the people who suffer the most from the effects of the problems that Brazil is facing.

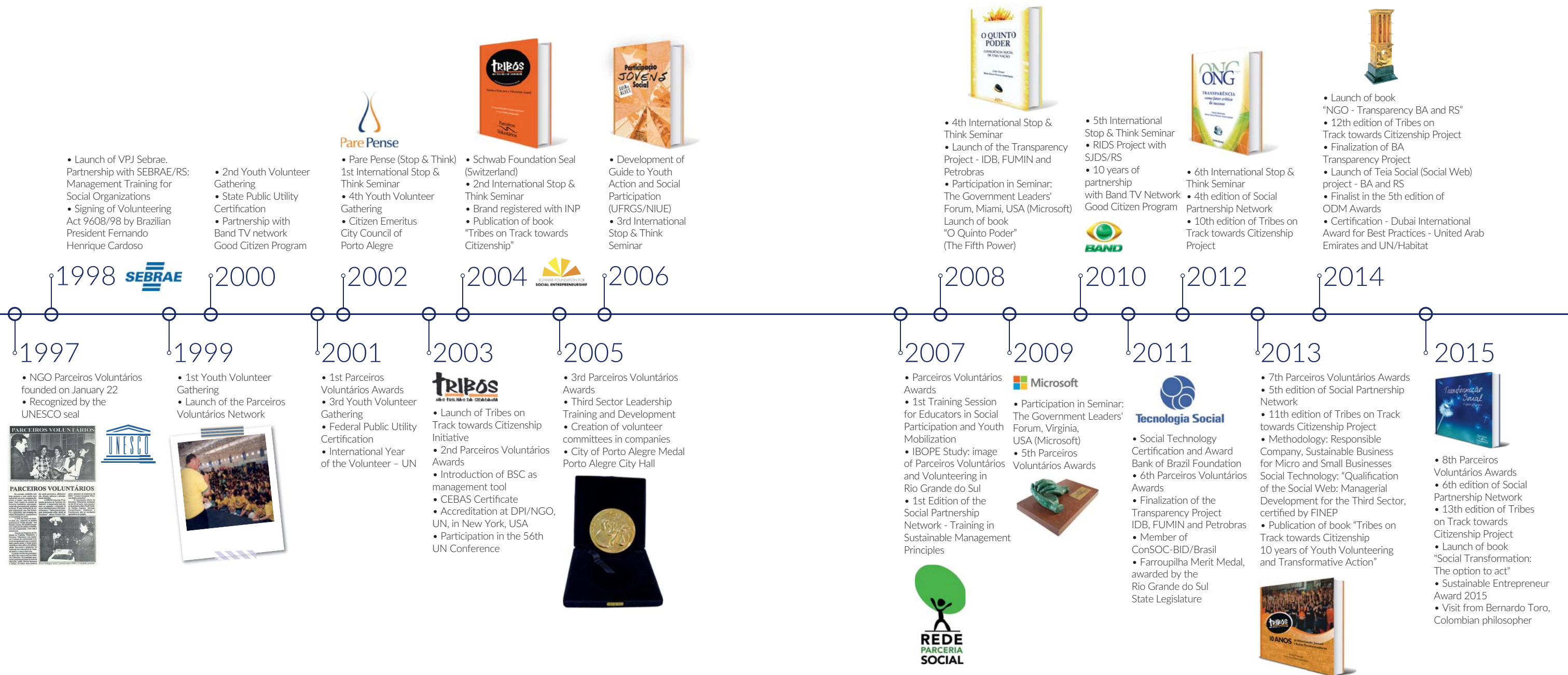
Day care centers, nursing homes, shelters, institutes that educate and provide professional training, and programs that bring sustainability to NGOs and many others, that make up the Solidarity Web – a web that supports complex situations involving social vulnerability, which, if not maintained, can multiply and lead to more insecurity and instability. Therefore, it is important that we all be mindful to support these entities and maintain their projects, in whatever way possible, with financial resources, as well as volunteer work, or backing them with knowledge, experience or the supply of materials.

With this report, we are completing 18 years of commitment to our mission, whose trajectory began in January 1997, based on the belief that we, Brazilians, must set aside this paternalistic system and embrace positive civic participation, in a win-win game. This is the only way we can change politics, the economy and people’s lives.

The activities and programs presented here show us that partnerships are indispensable. Partnerships with people who choose to be volunteers, companies which contribute and practice social responsibility, schools which multiply the culture of volunteering and human development for generations, social organizations that roll up their sleeves and are agents of transformation, universities and governments that need to improve their projects and find ways to build new alliances with the private sector.

In the chapter of the report which presents our over 10-year partnership with public and private schools, it can be seen how much this work with students and teachers has been valued. Every year, the number of schools, principals, teachers and students grows. It’s all about thinking future and acting in the present.

Dear readers, we hope that this 2015 Report will be an opportunity to get you involved and help you believe that “Change is possible. It’s just a matter of getting started.” And make you reflect upon the fact that the planet is not in danger. It is the human race that is at risk if we lack the skills to consolidate links with the culture of collaboration, which are fundamental for good relationships, productivity and compassion, and proven to prevent addictions, criminality and unhealthy attitudes toward life. By strengthening human capital, we will be strengthening social capital, which is the only solid and lasting path for Brazil’s sustainable development.



## STRENGTHENING SOCIAL CAPITAL

The vision of the NGO Parceiros Voluntários is to: "Live in a sustainable society, founded on people who are ethical and participate." For this to happen, it is essential that social capital in communities is strengthened, in order to transform economies and social and production structures.

In January 1997, at the time of its creation, Parceiros Voluntários presented a proposal to the society of Rio Grande do Sul to develop the culture of organized volunteer work. Since then, it has been contributing to the training of Brazil's social capital and, in doing so, the strategic focus of the institution has evolved and today extends beyond organized volunteering. In addition to mobilizing and coordinating a network in over 50 cities in the state, it is an important benchmark in the country in terms of creating and customizing methodologies whose primary objective is to train the third sector in management to enhance its sustainability, besides working in partnership with public and private schools.

## GLOSSARY

- IDB** - Inter-American Development Bank
- BSC** - Balanced ScoreCard
- Cebas** - Certification of Charitable Social Welfare Organizations
- ConSOC** - Civil Society Consulting Council, of the IDB
- DPI/NGO** - Department of Public Information / Non-Governmental Organization
- Finep** - Financing Agency for Studies and Projects
- Fumin** - Multilateral Investment Fund
- Ibope** - Brazilian Institute of Public Opinion and Statistics
- INPI** - National Industrial Property Institute
- MSBs** - Micro and Small Businesses
- RIDS** - Integrated Social Development Network
- Sebrae/RS** - Brazilian Micro and Small Business Support Service - Rio Grande do Sul
- SJDS/RS** - Department of Justice and Social Development of Rio Grande do Sul
- MDG** - Millennium Development Goals
- UN** - United Nations
- UFRGS/NIUE** - Federal University of Rio Grande do Sul / University and School Integration Unit
- Unesco** - United Nations Organization for Education, Science and Culture
- VPJ** - Business Volunteer Program



## CONVERTING GOOD INTENTIONS INTO RESULTS

**Napoleon said that three things were needed to fight a war. The first is money. The second is money. The third is money. This may be true for wars, but not for nonprofit organizations. They require four things: a Strategic Plan, Marketing, People and Money.**

Social organizations, like companies and government, need well-formulated management systems, with objectives, indicators and processes, in order to achieve effective results. As Peter Drucker taught us, "the nonprofit institution is not merely delivering a service. It wants the end user to be not a user but a doer. It uses a service to bring about change in a human being. It attempts to become a part of the recipient rather than merely a supplier."

Therefore, for the presence of a social organization in your community, with the public it serves, to be efficient, efficacious and effective, the strategy must convert the plan into results. Since 2003, Parceiros Voluntários has been using the BSC (Balanced ScoreCard) which was presented to it by the company Symnetics Consultoria. And, in 2012, it created the PMO (Project Management Office), with the voluntary collaboration of Falconi Consultores. Its Strategic Plan is reviewed every year and revised every three years.

### Strategic Map (BSC) 2015 - 2017

#### Mission

Train people and institutions by way of social technology and volunteering, aiming towards proactive and socially aware communities.

#### Interested Parties

<b>Volunteers</b> Encourage and direct people to engage in organized volunteering, reproducing and recognizing best practices.	<b>CSOs</b> Enable social demands to be met through organized volunteering and management training.	<b>Schools</b> Join forces with schools to encourage young people to practice ISR and recruit them for organized volunteering	<b>Companies</b> Raise awareness in companies to incorporate organized volunteering into their culture.	<b>Financiers</b> Ensure <b>CSF*</b> budget balance
<b>Supporting Institutions, Supporters and Advisors</b> Share in the excitement of fulfilling PV's purpose, manifesting transparency in the use of its brands.		<b>National and International Financiers</b> Offer unique social technology projects for social intervention.		Maintain <b>CSF*</b> certifications

\*CSF - Critical Success Factor

#### Internal Processes

Expand to other Brazilian states.	Consolidate knowledge management, with a goal toward expansion.	Develop the marketing process and position the brand as a synonym for organized volunteering.	Improve corporate governance through best practices and simplicity.	Boost fund raising through new supporting institutions, supporters, projects and products.
Train and strengthen the PV network in RS.				

#### People and Learning

Recruit, retain and develop people with <b>THC*</b> competencies mapped to PV's new strategic cycle.	Promote partnerships with universities aimed at producing scientific knowledge.	Adopt IT in the right measure to achieve gains in productivity.
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\*THC - Technical, Human and Conceptual



# Parceiros Voluntários Network



## WHERE WE ARE



# NETWORK, THE GOAL IS TO JOIN FORCES

**“The systemic understanding of life makes it clear that in the coming years such a change will be imperative not only for the well-being of human organizations, but also for the survival and sustainability of humanity as a whole.”**

**Fritjof Capra**

A network presupposes social mobilization, in other words, it invokes a desire to work toward a common purpose, based on an interpretation and meaning that are also shared.

According to the holistic paradigm, which conceives of the world as an integrated whole and recognizes the interdependence of its parts, individual and societies are immersed in cyclical processes upon which they are dependent. The web of life consists of networks within networks, according to Fritjof Capra. In his view, working in networks to solve interconnected problems leads us to look ahead and be responsible for future generations.

One of the main points of a network is to share information, knowledge, interests and efforts in the pursuit of common objectives. Intensified training of networks reflects the strengthening process of civil society and its social capital, within a context of greater democratic participation and social mobilization.

**Networks are strengthened when there is:**

- a) cooperation, which is the ability to build joint projects, acceptance of others and the dynamic of interdependence;
- b) connection, which is the sharing of values and objectives, horizontal ties and interdependence;
- c) democracy, which is the acceptance of the legitimacy of others and giving value to their opinions.

When people, companies, governments and communities feel like they are a strong “knot” in this network, exciting results will occur. Therefore, the purpose should be expressed in an attractive and appealing way, which legitimately synthesizes the major objectives to be achieved, expresses the meaning and object of mobilization for the network, touches the hearts of people and stirs up passion. Reason controls. Passion moves.

# A SHARED PURPOSE

## OBJECTIVE:

Create a positive legacy in the places where we operate, working in an integrated way and respecting each community's culture.



Meeting of the Parceiros Voluntários Network held in June 2015 in the city of Porto Alegre/RS.

Engaging in a social mobilization experience generates gains for the community. Participating in a network, in turn, contributes to local development within a wide range of contexts.

## NETWORK STATS

 **404.477**  
volunteers mobilized

 **2.288**  
CSOs with agreements

 **2.563**  
companies mobilized

 **2.152**  
schools mobilized

 **51**  
cities in the network

 **1.617.908**  
people benefited

# NETWORK LINKS

The Parceiros Voluntários Network has been expanding since 1997 and reaches several dozen cities in Rio Grande do Sul, where approximately 60% of the state's population lives (estimated at over 10 million inhabitants), thanks to partnerships with organizations with a high coordination capacity. The entrepreneurial leaders who embrace the cause bring with them credibility, legitimacy and public recognition for collective action. In this process, the Federation of Commercial and Service Associations of Rio Grande do Sul (Federasul), the Fecomércio RS System and the Federation of Industries (Fiergs) – whose local representatives and

implementers are the Commercial, Industrial and Service Associations, Chambers of Retail Leaders and Community Universities – make a decisive contribution through their extensive networks and ability to bring together leaders in every region.

In addition to Regional Leadership Meetings, State Coordination Committee Meetings are also promoted to deepen concepts, encourage the sharing of experiences and to analyze goals and results. These meetings provide abundant learning and plenty of fellowship.

## PROGRAM TO STRENGTHEN THE PARCEIROS VOLUNTÁRIOS NETWORK

Neste programa, as reuniões periódicas entre lideranças, coordenadores regionais, parceiros, apoiadores e comunidades são estratégicas para o acompanhamento das ações e avaliação dos resultados.



**Guilherme Mielle Borba,**  
Coordinator of the Parceiros Voluntários Network

The purpose of the Parceiros Voluntários Network is to build a positive legacy in the communities of Rio Grande do Sul. We know that human development is a primary factor for economic, environmental, social, political and cultural sustainability. Therefore, it is essential to strengthen the social aspect, by seeking integration between society, companies and the state, generating new possibilities, opportunities and transformations.

In this regard, the Parceiros Voluntários Units train civil society organizations in leadership development, management, transparency and accountability. They also mobilize and steer people toward engaging in organized volunteering, by promoting the idea that we all have shared life projects and that each one's actions has a direct impact on the lives of others. Parceiros Voluntários seeks to exercise a social leadership role, acting as a coordinator so that all social agents can contribute to solving the challenges and difficulties found in society, directing available resources to generate volunteer services, because at the social level positive results mean improved lives. It is at home and work, and in neighborhoods and cities, where life is lived, citizenship is exercised and the results of public policies are more clearly manifested.

So that all these results will be positive, we have major partners such as presidents, vice presidents, directors of social responsibility and executives from corporate entities, as well as coordinators from Parceiros Voluntários Units, whom we highly thank for their dedication, commitment and work in building a participatory culture and developing human potential in the state of Rio Grande do Sul.

## LOCAL LEADERS

Part of the role of the local coordinators is to participate in the representative councils of the social organizations, meetings and lectures, both for entrepreneurs and the general public, as well as participate in events of associative entities, since these are ways to maintain synergy and also bring new partners into the group.

The four programs – Individual Volunteer Program, Corporate Volunteer Program, Social Organizations Program and Values in Education Program – which will be presented in the following pages, are also under the responsibility of the Parceiros Voluntários Network to carry out.





# Training People and Organizations

## Training People and Organizations

# STRENGTHENING LEADERS

In over 18 years of operation, more than 15,600 certificates have been given out.

The third sector is not sustained by idealism alone. As noble as a cause might be, no supporter will invest resources in a project that does not provide access to information. Parceiros Voluntários, an advisory organization, has developed customized methodologies, which are taught in schools and companies. There is no charge for social organizations.

AUDIENCE	COURSE	CLASS HOURS	OBJECTIVE
OSC Civil Society Organization	Developing Leaders for the Third Sector	72h	Assist leaders from CSOs to develop management competencies and skills.
	Sustainable Social Management Practices	64h	Strengthen the management of CSOs to make them sustainable.
	Educating for Transparency	100h	Train CSO managers to adopt transparency and accountability practices.
	Creation of Projects to Mobilize Resources	24h	Provide training to create projects for mobilizing resources.
	Creation of Indicators for Social Projects	8h	Assist in the development of indicators aligned with the objectives of the project.
	Coordination of Volunteers	16h	Train volunteer coordinators from organizations in the Social Assistance Network to manage the work of volunteers more effectively.
COMPANY	Corporate Volunteer Program	16h	Train participants in the Volunteer Committee to implement an organized volunteer program.
	Micro and Small Businesses - Responsible Company, Sustainable Business	21h	Contribute to sustainable development, through practicing corporate social responsibility, in Micro and Small Businesses.
VOLUNTEER	Raising Awareness about Volunteering	3h	Raise awareness among participants about personal social responsibility and volunteer work, as a way to exercise citizenship.
SCHOOL	Training of Educators for Social Participation and Youth Mobilization	64h	Train educators to support the voluntary social participation of young people in the community.
	Practical Citizenship Workshop	15h	Raise awareness among principals and educational coordinators of schools about the work of Tribes on Track toward Citizenship, in the school community.
	Youth Leadership Development	8h	Develop leadership competencies for taking on an active role and organized volunteering.



## KEY RELATIONSHIPS

**"Social Organizations exist to bring about change in individuals and society."**  
Peter Drucker

To meet the need for free training of the third sector, the NGO Parceiros Voluntários forms partnerships with national and international institutions, as well as companies, to obtain human and financial resources for management development and training of social organizations in Brazil. An example of this is the partnership with the IDB (Inter-American Development Bank) to build the methodology Educating for Transparency and others.

### did you know that...

**Brazil is the fifth largest country in the world in terms of volunteers?**

**Thirty-five million people do volunteer work in Brazil?**

**According to Lester Salamon, a professor from John Hopkins University, in the USA, if all volunteers formed a country, it would be the second largest in the world?**

**On the planet, the economic value of the volunteer workforce corresponds to the amazing sum of 1.3 trillion dollars?**

**The IBOPE 2011 survey shows that one out of every four Brazilians over the age of 16 has already done or does volunteer work?**

## STRATEGIC PARTNERSHIPS

### Parceiros Voluntários seeking to enhance its qualifications



In 2015, the IDB offered Parceiros Voluntários five study scholarships for the EAD Course - "Civil Society and Project Management Program for Results (PM4R/ Civil Society)". The sixty hours of training had content such as management tools, planning, project development, schedules, S Curve and Acquisitions Matrix, Risk Matrix, Communication Matrix, Responsibilities Matrix and Added Value Management.



The team from Parceiros Voluntários participated in the course "Management of Partnerships with Civil Society Organizations: New Law of Development and Collaboration", sponsored by the Secretary General of the Presidency of Brazil. Spanning 30 hours, the course worked on scenarios and knowledge about CSOs, the Regulatory Framework agenda and stages for the signing and implementation of partnerships between the government and organizations, based on Law 13019/13, which will go into effect in 2016.

### Social Partnership Network – RS



Since 2007, Parceiros Voluntários has already trained 2,000 leaders from 1,416 CSOs in the Social Partnership Network, which serve over 54,000 people who are benefited.

In 2015, 564 leaders from Caxias do Sul, Uruguaiana, Santa Maria, Ijuí, Sapucaia do Sul, Pelotas, Canela, Osório, Sapiranga and Porto Alegre received 520 hours of training in the following areas: leadership, entrepreneurship, creation of projects, indicators, fundraising, sustainability, collaborative networks and volunteering.



Creation of Projects - Social Partnership Network Training, Porto Alegre/RS.

"What more can I say but thank you for the inspiration which has filled me up, so that besides achieving goals, I will be able to take some of these teachings to more people and, most likely, fill their hearts and minds a little with the idea that it is possible and you need to believe."

**Daniel Angelo Agostini, Scout Group, Ijuí/RS.**

Sponsors:



Training of CSOs, Canoas and Esteio/RS.

### Training of Community Leaders, Educators and Young People

The courses of 64 hours for educators, eight hours for young people and 60 hours for community leaders, in addition to eight hours of collective consulting, in the cities of Canoas and Esteio, trained 265 people in Legislation, Preparation of Projects, Youth Mobilization, Interpersonal Relationships, Collaborative Networks and Volunteering.

"My outlook on the current state of education is much bigger. The group's contribution, with its multiple experiences, makes me believe that together we can do it."

**Vera Siqueira dos Santos, Rio Branco Community Council, Canoas/RS.**

Sponsors:





# 18 CSO's (Civil Society Organizations)

**152**  
leaders  
trained

**90**  
CSOs

**444**  
hours of  
training

**72**  
hours of  
consulting

## TRAINING OF THE SOCIAL WEB In Bahia

Around 150 leaders from 90 organizations were certified in Salvador, Camaçari, Dias D'Avila, Ituberá, Lauro de Freitas, Maragogipe, Porto Seguro, São Francisco do Conde, Saubara and Simões Filho. There were 444 hours of training and another 72 hours of individualized post-course consulting in: preparation of projects, legal aspects, management tools, collaborative networks, accountability, transparency principles and mobilization of volunteers.

Collaborative Network: Regional Accounting Council - CRC/BA, Domínio Sistemas, Faculdade Maurício Nassau, Vise Foundation



Training of the Social Web, Bahia/BA.

"This is the most important course I have ever taken in my life. The team of professionals turned something I found difficult into something easy: manage an association. It's as though they removed a blindfold from my eyes!"

**Euzanete Cândida B. Ferreira**  
C.C.S.S of the Historic District of Salvador

**282**  
leaders  
trained

**181**  
CSOs

**324**  
hours of  
training

## TRAINING OF THE SOCIAL WEB In Rio Grande do Sul

Vital subjects for the sustainability of organizations, such as preparation of projects, legal aspects of PNA5, development of leaders and volunteering, were passed on to 282 leaders from 181 CSOs, in 324 course hours. A permanent study group was formed.



Training of the Social Web, Porto Alegre/RS.

"We recommend these courses to everyone, because they give you a broad vision, a set of teachings on how to raise funds and channel them, etc. As a result, our NGO competed in 12 Public Notices and won all of them!"

**Nidia Maria A. de Albuquerque, President of the Vila Restinga Residents Association, Porto Alegre/RS.**

Sponsor:  **INSTITUTO CYRELA**

Sponsors:



## Strengthening of Leaders for the Third Sector

Parceiros Voluntários has continued to impart training across Brazil to CSOs that work with people suffering from rare diseases. It has also helped to train the mutual collaboration network, which seeks the right and access to special medicines for this public.

Sponsor: **genzyme**

"The results of the face-to-face meetings, combined with the 'online' counseling from Parceiros Voluntários, were very good because the associations benefited from professional training tailored to the reality of the situation of rare diseases in Brazil. I want to thank Parceiros Voluntários for its dedication."

**Rodrigo Azambuja, Senior Third Sector Manager, from Genzyme, São Paulo/SP.**



Sustainable Social Management Principles, São Leopoldo/RS.

## Sustainable Social Management Principles

The 2015/2016 course, in partnership with ACISL, has 44 in-class hours, 20 semi in-class hours and eight hours of individualized consulting. During the course, participants receive content about project management tools, fundraising, preparation of projects, indicators, evaluations, formation of collaborative networks and volunteering.

Sponsor: **Instituto CSH**  
Credit Suisse Hedging-Griffo

Course Ends:  
**March/2016**

"Through this course, which is halfway over, I can see that nothing is impossible, that our dreams can be realized through joining forces with partners, that resources exist and that when institutions operate transparently, seeking the well-being of others, conditions and opportunities arise."

**Angela Kasper Quaresma, Desafio Resgate Jovem (Youth Rescue Challenge), São Leopoldo/RS.**



# SOCIALLY ENTERPRISING COMPANIES

The Corporate Volunteering Report, of United Way Worldwide, says that 36% of the interviewees do volunteering in order to help others; 31% because they believe in the cause; and 12% do it to socialize with co-workers and have contact with other people.

The study investigated companies in five countries: Australia, Brazil, Canada, India and the United States. As to why they participated in volunteer programs, half of those interviewed said they had been invited and the other half were looking for an opportunity, which demonstrates the need for companies to publicize their in-house programs, since people have a natural predisposition toward volunteering.

Corporate social responsibility stamps companies with leadership, which generates value, not only for the company, but for society as well and the place in which it operates, capitalizing on so-called intangible values, which represent 75% of a company's capital, as opposed to 25% for physical assets.

The Corporate Volunteer Program, offered by Parceiros Voluntários, seeks to break the paradigm that companies only participate as donors and sponsors. By creating a Volunteer Committee, companies benefit through the engagement of their employees and the development of their personal and professional skills, while also collaborating with the development of the community.



Sample of the Girassol Project, Caxias do Sul/RS.

"Prevention and working on environmental preservation issues to minimize environmental impacts in the future is just as important as working on your professional and social life plan."

**Paulo Ricardo dos Santos, HR Manager at Agrale, Caxias do Sul/RS.**

Following are a few of the many companies which have already set up their Internal Volunteer Committee:



Soccer School for children from Ilha do Pavão, Porto Alegre/RS.

## Triunfo Concepa

Triunfo Concepa, with the support of Parceiros Voluntários, created its Volunteer Committee, comprised of professionals from different sectors. The committee made its plan, established rules, launched a volunteering handbook and mobilized employees, who have already dug in to provide support to children and young people from Ilha do Pavão.

"As our business impacts our surroundings, we need to establish dialogues and understand how we can collaborate toward a more sustainable future for all."

**Thiago Vitorello, CEO of Triunfo Concepa, Porto Alegre/RS.**

## Modular Cargas

The company sought the Parceiros Voluntários Unit in Canoas/RS and started off with the project "free hugs", in an effort to promote closeness to break down indifference between people. From there, the passion for volunteering grew and they implemented the project "That's what Volunteers are like..." Through it, the group seeks to humanize hospitals as well as help patients recover faster, through the positive energy of happiness, relaxation and music for patients. The visits are made in Hospital Nossa Senhora das Graças, in Canoas/RS.

"Those who engage in voluntary work learn to deal with limit situations and adversities, highly valued skills in the market."

**Inês Mesquita, HR Director of Modular Cargas, Canoas/RS.**

## Agrale

The Girassol Project (Sunflower Project) encourages preservation of the environment and also seeks to develop young leaders, entrepreneurship, working in groups and volunteering among children and adolescents in local schools. Through the Parceiros Voluntários Unit in Caxias do Sul, the company contracted the methodology "Formation of an Internal Volunteer Committee". The schools in the project also belong to the initiative Tribes on Track toward Citizenship.



In the project "That's what Volunteers are like...", employees bring joy and humor to hospital patients, Canoas/RS.



# VALUES IN EDUCATION PROGRAM

**“Tell me and I will forget; show me and I may remember; involve me and I will understand.”**

*Confúcio*



*Tribe members from Rio Grande, Dom Pedrito and Bagé at the South Region Forum, Rio Grande/RS.*

The **TRIBES** initiative, which is part of the **Values in Education Program**, provides opportunities for students from public and private schools, at both elementary and high school levels, to undertake solutions for the challenges that they themselves have identified in their communities, thereby promoting an attitude of social, civic and entrepreneurial participation, according to the Guidelines of the LDB (Law of Guidelines and Foundations for Education).

Sponsor:



## Social Technology

The pillars of the methodology are: (a) youth mobilization around a Tribe from their school; (b) activities to be carried out by the Tribe, in the format of theme Tracks (Education for Peace, Environment and Culture); (c) mobilization and training of teachers and youth leaders, as an important initial strategy for conceptual alignment; (d) agreement with the principal's office of the schools and, in some cities, with the Department of Education, to provide greater legitimacy; (e) organization of city and regional Forums for the sharing of experiences.



*Training of Educators in Social Participation and Youth Mobilization, Encantado/RS*

“These two years in Tribes were very valuable for me. It's incredible to see students working together, the emergence of the volunteer spirit, and how much they've matured. In this period, we saw many students become leaders, some of them surprising us a lot, in fact. So, the project fulfilled its purpose, which is to shape citizens.”

**Daniela Monteiro Ramos, teacher from E.M.E.F. Dom Henrique Gelain, Vacaria/RS.**

**ISR**

Individual  
Social  
Responsibility

**“Working on inner values awakens in people their true value, which makes them more active social transformers of the world surrounding them.”**

(NGO Parceiros Voluntários)

## Courses offered

### Training of Educators in Social Participation and Youth Mobilization - 64h

Train educators to support the Voluntary Social Participation of young people in the community.

### Practical Citizenship Awareness Workshop - 15h

Raise awareness among the principals and educational coordinators of schools about the work of Tribes on Track toward Citizenship, in the school community.

### Youth Leadership Development - 8h

Develop leadership competencies for taking on an active role and organized volunteering.

## IN 2015

### Training educators...

One hundred thirty-eight educators were trained in the cities of Marau, Santa Rosa, Uruguaiana, Canoas and Esteio through Training of Educators in Social Participation and Youth Mobilization.

### ... as well as students

Five hundred eighty-six students took the Youth Leadership Development course in the cities of Bagé, Caxias do Sul, Dom Pedrito, Encantado, Ijuí, Lajeado, Marau, Montenegro, Porto Alegre, Santa Rosa and Uruguaiana.



## REGIONAL TRIBAL FORUMS



Vale do Taquari and Rio Pardo Forum.

### Vale do Taquari and Rio Pardo

Tribes from the cities of Encantado, Santa Cruz do Sul, Lajeado and São Sepé met with 150 young people to get to know the various initiatives of students from Escola de Educação Infantil Mundo Encantado, in Encantado, which wrote poems to commemorate the 100th anniversary of the city. The Culture Track was also chosen by the Cultural Generation Tribe from Santuário Municipal Elementary School, of Santa Cruz do Sul. During the year, the Tribespeople organized a talent show for the school community. They visited museums in the region and promoted gatherings about poetry and music. For next year, they have already chosen to work, in theatrical language, on a theme that greatly afflicts our young people today: bullying.

“Through participating in the project, which we always make a point of attending, we have particularly noticed, since the first edition, how our students become more independent.

Youth leadership is emphasized in the Tribes, as well as joining up society, students, schools and families in one single movement.”

**Loreci Pereira da Silva, coordinator from E.M.E.F. Santuário, Santa Cruz do Sul/RS.**

### Highlands Region

Over 170 young people from Caxias do Sul, Nova Prata and Vacaria were hosted in Vacaria, at Casa do Povo (People's Center), to learn about initiatives such as those from the “Life Values Tribe”, of E.M.E.F. Dom Henrique Gelain, in Vacaria, which participated in the 7th Municipal Environment Week and planted medicinal, aromatic and cooking spices. The Tri Cultura (Super Culture), Tribal, Tridosos, Life Values and Vivaz Tribes met during Municipal Drug Prevention Week, in a campaign with panels and murals focusing on the preservation of life and drug prevention. In turn, the young people from Caxias do Sul presented the example of the “Gladiators of the Future Tribe”, from the Volunteers without Borders Care Center, which mobilized the community to donate blood and promoted cultural events with music for the elderly.



Highlands Region Forum.

“I’m a volunteer because, that way, I can do good deeds through showing my solidarity and, consequently, I’m able to change many people’s lives. The Tribes Initiative helped me mature. I changed a lot as a person and it did me good to do good to others.”

**Júlia Nunes Rohrig, age 14**

**Júlio Ströher Municipal Elementary School, Sapucaia do Sul/RS.**



Metropolitan Region Forum.

### Metropolitan Region

The city of Cachoeirinha hosted the Forum and received over 300 Tribespeople from the cities of Gravataí, Porto Alegre and Cachoeirinha. The Tribe “Tribeiros Arteiros” (Mischievous Tribespeople), from Escola de Educação Infantil Arte do Saber, in Cachoeirinha, showed what it had done during the year. The public square in front of the school was adopted by the students, who cleaned it, planted flowers and looked after the flower beds, in partnership with the Municipal Environment Department. In addition to recruiting their parents to participate, they mobilized the Department of Sports and Leisure to set up some gymnastic equipment there. The “Divergents Tribe” formed by students from Grades 6 to 9 from Osório Ramos Corrêa Municipal School, in Gravataí, showed how it worked in the Education for Peace Track, where it promoted recreation and games for young students from the school, to avoid confusion.

“The involvement of children in volunteer activities is extremely relevant for our society, since it is directly tied to their formation, especially in regards to leadership, responsibility and solidarity as human beings, justifying, therefore, the contribution of the Tribes on Track toward Citizenship initiative, for the education of all of Rio Grande do Sul.”

**Cleci Maria Jurach, Municipal Secretary of Education, Porto Alegre/RS.**





South Region Forum.

### South Region

Tribespeople from Rio Grande, Dom Pedrito and Bagé used the Forum as a time for reflecting upon the impact of their initiatives in the cities. One of these was the work of the ASSPE Tribe, from the ASSPE Education Center of Rio Grande, where the young people organized a Christmas party for 300 children from two daycare centers: Mansão da Paz and Centro Educacional Fraternidade. They rallied the community to donate toys, prepared the snacks and even dressed up as Santa and Mrs. Claus to entertain the children.

In turn, the "Alcides Maia Tribe in Search of Peace" from E.M.E.F. Alcides Maia, of Dom Pedrito, created the play "In search of peace in the world", taking a message to other schools raising awareness about bullying and violence.

"People who do volunteer work do it out of love, because they believe that it is possible to make situations better. In this regard, the Tribes initiative is extremely important because it instills in children that desire to serve, to help others, as they grow up."

**Eli Barbosa da Silva**  
**President of Mansão da Paz Daycare Center, Rio Grande/RS.**



Production Region Forum.

### Northeast Region/Production

More than 500 young people gathered from the cities of Marau, Santa Rosa and Passo Fundo. Initiatives were shared that day, such as the one from the "New Green Tribe", from SEJA (Education Service for Young People and Adults) of Marau, which made toys for children from the charitable institution Associação Beneficente São Francisco de Assis. In the city of Santa Rosa, the Tribe from E.M.E.F. Raul Oliveira presented the project "Promoting Peace in the School, Family and Community". The students organized a seminar to discuss subjects such as health, drugs, bullying, violence, responsibility, study dynamics, motivation, sexuality and teenage pregnancy, in order to promote values and attitudes such as respect and appreciation.

"It's been rewarding to participate in Tribes. Thinking more about what others need and not only thinking about ourselves. This is the Tribes initiative. And many other schools and people should participate. I'm sure that, if this were to happen, the world would be a better place."

**Luana Strehlow, age 12,**  
**Pedro de Oliveira Flores State Elementary School, Santa Rosa/RS.**



Vale dos Sinos Region Forum.

### Vale do Sinos Region

Five hundred young people from Canoas, São Leopoldo, Sapucaia do Sul, Montenegro and Portão shared the initiative "Tribos em Cena" ("Tribes on Stage"), comprised of ten schools from Canoas and five from Esteio. During the year, they learned how to reuse trash and create recycled toys. Students from the Nancy Panseira Municipal Elementary School, in Canoas, made trash cans from milk cartons, and the classroom curtain was also made from waste. The students and teachers from Barão de Mauá Municipal Elementary School, also in Canoas, in partnership with the Municipal Department of Transportation, did a blitz on showing courtesy in traffic. In turn, the "Eco 9 Tribe" from Nove de Outubro State School, in Portão, wandered down the Environment Track and planted trees, cleaned the courtyard and created a school vegetable garden.

"I consider Tribes to be a project that empowers students. They become more committed and, since the theme being worked on here in the school is Educating for Peace, we see the care they start showing each other. It's obvious how much these students improve in the classroom, and those who were shy in group presentations are now more active and engaged."

**Simone Carvalho, teacher from E.M.E.F. Prof. Nancy Ferreira Panseira, Canoas/RS.**

### Hortênsias Region

Over 200 young people from Canela, Taquara and Rolante shared the initiatives they implemented during the year in their cities. One of these was from the Friends of the Environment Tribe, from Rolante, which revitalized the school's vegetable garden and taught people how to make toys with recyclable material in a school in the city of Riozinho. In turn, the young people from Taquara presented a dance showing the prevention measures that need to be taken in relation to dengue. On the stage, used tires were transformed into chairs, and the students gave their testimonies about the importance of looking after the environment.



Hortênsias Region Forum.



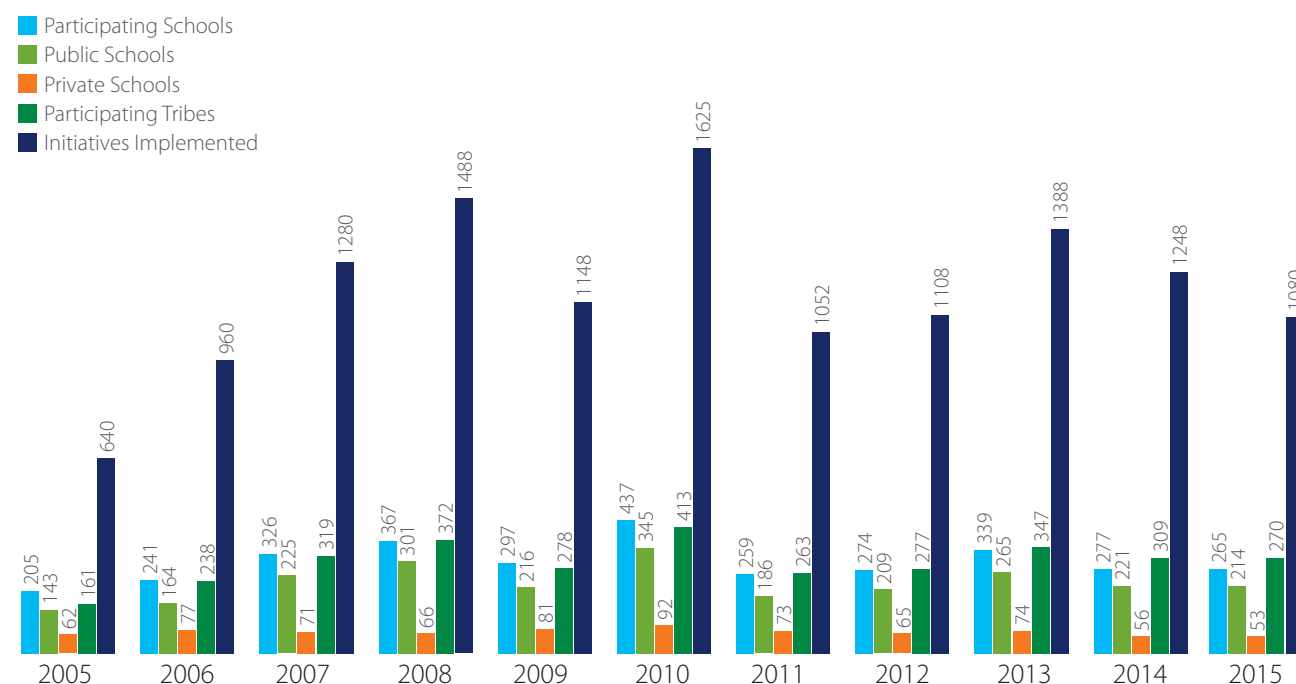


Border Region Forum.

## Border Region

Uruguiana and São Borja brought together over 150 students to get to know the work of Flores da Cunha State School, from Uruguiana, which has two Tribes: "I Make a Difference", which promoted integration meetings with the NGO SOS Mulher (SOS Women), and "Once upon a Time", where the students dress up as characters from books and tell stories to younger students. In the same city, the "NTZ Tribe", from Nossa Senhora do Horto School, replanted the gardens of the Flores de Maria Nursing Home. In turn, in the city of São Borja, the "Friends of Nature Tribe", from Ivaí Municipal School, developed a trash sorting project. They also created an ecological contest which gives a prize to the student who collects the largest amount of recyclable trash, which is sold to benefit the school.

### GROWTH OF TRIBES ON TRACK TOWARDS CITIZENSHIP



"It's amazing to look at the results we had before and after the Tribes partnership. Our young people have the power of change, the power of conquering. It is very rewarding to see these young people discovering their abilities that are often hidden and achieving consistent results in the projects. We truly thank Parceiros Voluntários for opening up here."

**Sálviada Silva Hoffmann, President of the Executive Board of the Volunteers without Borders Care Center, Caxias do Sul/RS**



## Dissemination Strategies



# PARCEIROS VOLUNTÁRIOS AWARDS

What is the value of reducing the recidivism rate to zero of young people in conflict with the law? What is the value of removing children from the street and offering them a communication workshop? What is the value of preventing 500 liters of cooking oil from being dumped into the environment? Attitudes such as these are publicized by the Parceiros Voluntários Awards in the country and around the world, through the web, as examples to be followed.



*One thousand two hundred people filled the Bourbon Country Theater, in Porto Alegre/RS.*

On the evening of the eighth edition of the Award, thousands of people, present or attending via the web, were once again applauding the winners, who are representatives of thousands of other very important partners for the community who are also worthy of the award. Knowing that it is impossible to include everyone, Parceiros Voluntários uses the principle of democracy: All are represented by some.

Ana Luiza Azevedo, from Casa de Cinema, and actress Mirna Pritzer were responsible for the artistic script and direction. The play is set within a radio-auditorium program inspired by the historical and outstanding Rádio Nacional, in its heyday in the 1950s. The creation of the plot, set design and stage direction were under the responsibility of HEstudio, head up by Felipe Helfer, Marcos Balbino and Horácio Duarte.

We'd like to express our gratitude to everyone, especially Hique Gomes, Neto Fagundes, Ernesto Fagundes and journalist Felipe Vieira, volunteers since the 1st Edition.

"Social mobilization is not achieved through heroism. Change is built in the day-to-day lives of ordinary people, who decide to act collectively, in order to attain shared goals."

**Bernardo Toro, filósofo colombiano**



*Let's highlight  
the 11 winners*

All the editions, since 2001, are available at [premio.parceirosvoluntarios.org.br](http://premio.parceirosvoluntarios.org.br)



## **Girassol Project**

**One of the flagships of the company Agrale, from Caxias do Sul/RS.**

Since 1998, the project has trained hundreds of students who are responsible for school vegetable gardens, planting, care, costs and distribution of the harvest. These activities are currently part of the curriculum of municipal schools. The students also participate in Tribes on Track towards Citizenship.



## **Pão dos Pobres (Bread for the Poor)**

**Shelter, love and training**

Located in the Historic District of Porto Alegre/RS, the Foundation, which has been operating for over 120 years, receives, shelters and educates children and young people, giving them an opportunity to overcome obstacles and be able to choose a different future. There is a large number – 1,700 children, adolescents and young people – who are served daily in six different programs.



## **Espaço Magia da Arte (Magic of Art Space)**

**Work done with heart and soul**

Shopping do Vale, in Cachoeirinha/RS, gave Associação Empreendedores Solidários (AESC) a store for artisans who allocate 5% of their earnings from sales to maintain the local Parceiros Voluntários unit.



## **Chimarrão da Amizade**

**The pleasure of transformation**

The Association benefits 650 families per year, supporting and encouraging people with disabilities, development disorders and learning difficulties, as well as their families. Created in 1978, in Canoas/RS, it also carries out the Seed Project, which helps young people with activities related to sustainability, the environment, gardening, sports activities, dance classes, growing vegetable gardens and ornamental plants.



### NCC Belém Colors of citizenship

A vocational project in the areas of education, sports and culture, the Community and Cultural Center of Belém Novo (NCCB), Porto Alegre/RS, provides significant support to the community's development, referring students to the job market, as well as getting them to resume their studies. They provide courses in computer training, personnel department, hairdressing, being a waiter/waitress and English, in addition to ballet, jazz, street dance, capoeira, relational gymnastics, guitar and theater classes.



### Maria Imaculada "What can we do?"

Created in Maria Imaculada School, in Porto Alegre/RS, it has already involved more than 2,000 students. It started in 1999, when the students reflected about social problems: "What can we do?" This was the root of the volunteer initiative among children and adolescents who today participate in activities in a variety of areas.

### Reinaldo Cherubini Students in action

Reinaldo Cherubini State Elementary School, in Nova Prata/RS, came up with an umbrella of initiatives designed to awaken love for reading and the environment, and thereby create sensitive people engaged with the transformation and growth of the city. There are 11 initiatives, the flagship of which is Digital Inclusion.

### Noite dos Sonhos (Dream Night) When dreams come true

In Nova Prata/RS, a debutante ball goes beyond being a mere introduction of adolescents to society. Every year, around 20 young people have their dreams come true thanks to the efforts of a network of businessmen, institutions and professionals. Besides learning how to dance waltzes, they learn how to prepare their CV and develop their profile and skills for the job market.



### Pet Therapy Overcoming, through Luna's paws

Among all the projects from Concórdia High School for the Deaf, in Santa Rosa/RS, one involves permanent learning and is a present for life: Pet therapy, the use of dogs to increase motor and emotional development in children and adults. The key figure is Luna, a Labrador, who does miracles for children, due to her sensitivity and extremely affectionate and sociable nature. Her four paws are, in fact, four angel wings.

"More than give recognition, the goal of the Award is to promote the value of volunteer work. These unique, creative and successful initiatives can be multiplied and, consequently, strengthen the culture of volunteering, solidarity, cooperative work and social capital."

Maria Elena P. Johannpeter,  
President (Volunteer)

### Youth Committee Results through awareness

In 2011, a group of TRIBES students decided to join forces to promote awareness activities through art and social campaigns in Sapucaia do Sul/RS. However, they went even further: they created a Youth Committee. Since then, they have been participants and an active voice in public agencies. Through awareness campaigns with the general population, they have already succeeded in significantly reducing prank phone calls to emergency phone numbers in the city.



Supporters:



Incentivo Lei Rouanet:



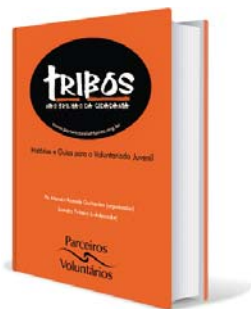
Sponsors:





## BOOKS PUBLISHED

Parceiros Voluntários has a policy to record its experiences so that they may serve as a guide to those who wish to practice them.



**Tribes - Stories and Guidance for Youth Volunteering**  
Published: 2004

**Organized by Father Marcelo Rezende Guimarães**

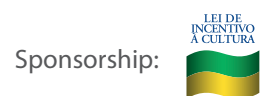
These pages provide itineraries, paths taken and reflections about the meaning of the initiatives that can be used in youth groups, at home, in school, and lastly in the Tribes and Tracks for young people.



**The Fifth Power - Social Conscience of a Nation**  
Published: 2008

**Authors: Lilian Dreyer and Maria Elena Pereira Johannpeter**

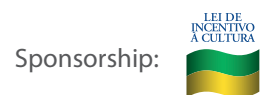
The work raises questions: how do you create a culture of solidarity? What role does solidarity play in developing the culture of a society? Is there a difference between "showing solidarity" and "engaging as a volunteer?"



**Youth Social Participation - Action Guide**  
Published: 2008

**Organized by Maria Stephanou - NIUE/UFRGS**

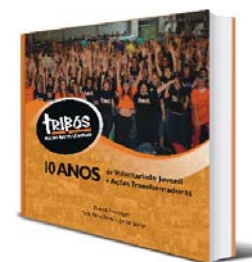
This guide presents an educational proposal to orient educational institutions and educators in relation to young people to implement actions for a culture of voluntary social participation.



**NGO - Transparency as a Critical Success Factor**  
Published: 2012

**Authors: Naída Menezes and Maria Elena Pereira Johannpeter**

This book tells the story of managers who made transparency the goal of their organizations, in addition to disclosing the results of the social technology "Educating for Transparency". It is a reliable synthesis for introducing the principles of transparency and accountability in the third sector.

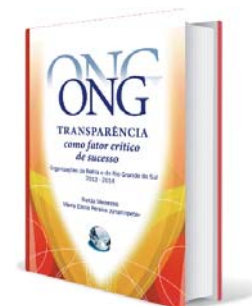


**Ten years of Youth Volunteering and Transformational Action**  
Published: 2013

**Authors: Daniela Haetinger and Maria Elena Pereira Johannpeter**

Presents stories about life, learning and solidarity, and promotes volunteering and values such as citizenship, responsibility and entrepreneurship.

Sponsorship:

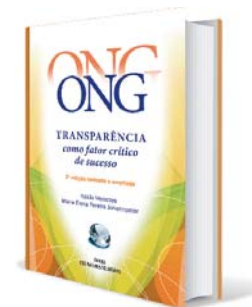


**NGO - Transparency as a Critical Success Factor - RS and BA**  
Published: 2014

**Authors: Naída Menezes and Maria Elena Pereira Johannpeter**

Shows the diversity of vocations, experiences and knowledge that cut across social technology and disseminates transparency as a value and attitude.

Sponsorship:



**NGO - Transparency as a Critical Success Factor - Updated Edition**  
Published: 2015

**Authors: Naída Menezes and Maria Elena Pereira Johannpeter**

The work studies the effects of transparency and accountability in 76 social organizations that had participated in the pilot project and are now receiving new technical visits.

Sponsorship:



**Social Transformation - The option to act**  
Published: 2015

**Authors: Nelcira Nascimento and Maria Elena Pereira Johannpeter**

The work presents examples of social initiatives that transform lives, through volunteering, and were recognized by the Parceiros Voluntários Award. The big challenge is: "And you, what are you going to do tomorrow?"

Sponsorship:





# OUR GRATITUDE FOR THE MEDIA

The publicizing of social causes increases awareness, changes attitudes and encourages people to get involved.

In 2015, spontaneous media corresponded to over BRL 3 million in countless articles in print and digital media, and on the radio and television, thereby strengthening the organized volunteering movement in our country.



## GOOD CITIZEN 15 YEARS



It was in the year 2000, when the General Director of the BAND/RS Network, Bira Valdez (1953 - 2005) decided to seek out

Parceiros Voluntários, created in 1997, to help disseminate the cause of volunteering. Since then, the BAND/RS brand and Parceiros Voluntários have been working side-by-side on the weekly TV program Good Citizen, which features the actions of individuals and institutions who have decided to include in their life projects the life projects of others. It has been a continuous 15-year partnership which thrills us and makes us very thankful. In 2015, the profile of the program was updated, seeking even greater empathy with the public. BAND/RS has been an example of a civic-oriented company due to its profound contribution to the development of social and human capital and its legacy, which will be felt for many generations.



**BRL 3.365,924,00**  
spontaneous media

## Institutional Website and Social Media

# INSTITUTIONAL WEBSITE AND SOCIAL MEDIA

In 2015, the website became more intuitive, dynamic and aligned with what the organization does, providing information, sharing knowledge and recognizing initiatives, people and companies that are part of this history.

In the social media, a new Communication Plan with visual identity and content premises was created for Facebook, Twitter, Instagram, YouTube and LinkedIn are in the process of being redefined.

VISIT THE WEBSITE:  
[parceirosvoluntarios.org.br](http://parceirosvoluntarios.org.br)



facebook.com/parceirosvoluntarios  
twitter.com/parceirosvoluntarios

instagram.com/PVoluntarios  
youtube.com/ParceirosVoluntarios





## 2015 AUDIT

We herein present a summarized version of the balance sheet at December 31, 2015 and the respective statements for income, changes in equity and cash flows. The full financial statements and respective explanatory notes are available on the NGO Parceiros Voluntários website and can be viewed at [www.parceirosvoluntarios.org.br/auditoria2015](http://www.parceirosvoluntarios.org.br/auditoria2015).

These financial statements were audited voluntarily by **PricewaterhouseCoopers Auditores Independentes**, which issued its audit report without qualifications on March 14, 2016.

**Balance Sheet - Periods ended December 31 (in BRL)**

ASSETS	2015	2014	LIABILITIES AND EQUITY	2015	2014
Current			Current		
Cash and cash equivalents	1.060.691	1.544.676	Suppliers	101.327	13.229
Other credits	33.236	157.616	Salaries and social charges	69.200	50.947
Stock	26.880	26.880	Tax obligations	16.689	8.131
Prepaid expenses	1.417	7.030	Deferred revenue - projects in progress	228.114	803.006
	1.122.224	1.736.202	Other accounts payable	287	-
Noncurrent				415.617	875.313
Long-term receivables					
Sustainability fund	2.451.899	2.209.822	Noncurrent		
Fixed assets	61.415	97.244	Provision for contingencies	1.709	1.369
Intangible assets	-	-			
	2.513.314	2.307.066	<b>Total liabilities</b>	<b>417.326</b>	<b>876.682</b>
			Equity		
			Donation reserve	166.721	166.721
			Reserve - sustainability fund	1.911.868	1.911.868
			Equity valuation adjustment	-	4.150
			Accumulated surplus	1.139.623	1.083.847
			Total equity	3.218.212	3.166.586
<b>Total assets</b>	<b>3.635.538</b>	<b>4.043.268</b>	<b>Total liabilities and equity</b>	<b>3.635.538</b>	<b>4.043.268</b>

**Income Statement - Periods ended December 31 (in BRL)**

	2015	2014
<b>Revenue from operating activities</b>		
Contributions from supporting institutions and supporters	1.119.425	1.185.376
Advisory projects and events	1.366.579	910.769
Volunteer work	765.762	742.420
	3.251.766	2.838.565
<b>Expenses from operating activities</b>		
Advisory projects	(1.333.775)	(701.613)
General and administrative	(1.505.555)	(1.391.969)
Volunteer work	(765.762)	(742.420)
	(3.605.092)	(2.836.002)
<b>Operating surplus (deficit) before financial income</b>	<b>(353.326)</b>	<b>2.563</b>
<b>Financial income</b>		
Net financial income	404.952	315.751
<b>Surplus (deficit) of the period</b>	<b>51.626</b>	<b>318.314</b>

**Statement of changes in equity**

	DONATION RESERVE	SUSTAINABILITY FUND RESERVE	EQUITY VALUATION ADJUSTMENT	ACCUMULATED SURPLUS	TOTAL
<b>At December 31, 2013</b>	166.721	1.911.868	9.913	759.770	2.848.272
Deficit of the period				318.314	318.314
Realization of adjustment of fixed asset valuation to fair value			(5.763)	5.763	-
Total comprehensive income of the period			(5.763)	324.077	318.314
<b>At December 31, 2014</b>	166.721	1.911.868	4.150	1.083.847	3.166.586
Surplus of the period				51.626	51.626
Realization of adjustment of fixed asset valuation to fair value			(4.150)	4.150	-
Total comprehensive income of the period	-	-	(4.150)	55.776	51.626
<b>At December 31, 2015</b>	166.721	1.911.868	-	1.139.623	3.218.212

**Cash flow statements - Periods ended December 31 (in BRL)**

	2015	2014
<b>Cash flows from operating activities</b>		
<b>Surplus (deficit) of the period</b>	<b>51.626</b>	<b>318.314</b>
<b>Adjustments of revenue and expenses not involving cash</b>		
Depreciation of fixed assets	35.829	37.638
Amortization of intangible assets	-	27.769
Write-off of fixed assets	-	4.915
Variations in assets and liabilities		
Other credits	124.380	(6.282)
Stock	-	(26.880)
Prepaid expenses	5.613	5.209
Sustainability fund	(242.077)	(176.553)
Suppliers	88.098	4.017
Salaries and social charges	18.253	(26.851)
Tax obligations	8.558	(3.915)
Deferred revenue - projects in progress	(574.892)	(227.983)
Other accounts payable	287	-
Social obligations	340	(322)
<b>Net cash generated from (used in) operational activities</b>	<b>(483.985)</b>	<b>(392.042)</b>
<b>Cash flows from investment activities</b>		
Aquisições de ativo imobilizado	-	(7.954)
Caixa recebido pela venda de imobilizado	-	7.000
<b>Net cash used in investment activities</b>	<b>-</b>	<b>(954)</b>
<b>Increase (reduction) of cash and cash equivalents</b>	<b>(483.985)</b>	<b>(384.088)</b>
<b>Cash and cash equivalents at the start of the period</b>	<b>1.544.676</b>	<b>1.160.588</b>
<b>Cash and cash equivalents at the end of the period</b>	<b>1.060.691</b>	<b>1.544.676</b>



# STAFF

Many thanks to our Staff and everyone who believes in, supports and gives their time, knowledge and hearts for the sake of the well-being of others. Each one of these people is passionate about the cause and believes it is possible to have a better society.



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# BOARD OF TRUSTEES

Our gratitude and respect to our admirable Board Members and Alternates

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Tribunal de Justiça do Estado do RS  
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