



Activity Report
2021

ARCA
DE
NOÉ



Highlights 2021



130

children and teenagers attended
by Arca do Saber



249

certificates issued by
Arca do Crescer



5.000

products made by Arca do
Fazer



32

employees

over

120

volunteers in Arca's various
activities, from Brazil and
from abroad, such as from
France, Canada and Ireland

*Actions to realize our mission in the face of the
challenges brought by covid*



1.707

food baskets
distributed
from January
to December



8

more rooms and
spaces for our
activities and
meetings after
the expansion
work.

Summary

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Arca do Saber, Arca do
Crescer and Arca do Fazer

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to achieve our mission to
face the challenges brought
by covid

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A word from the president

After a long period of pandemic, 2021 arrived bringing many challenges in facing this new reality that was imposed by the gradual end of confinement. This made us take important decisions and review the strategic planning at Arca.

At Arca do Saber, our socio-educational center, the waiting list has reached 100 children, an intense and unprecedented demand until now. The return of the children, after 18 months of confinement, highlighted the loss of the bond with the school environment and also the pleasure of learning.

At Arca do Crescer, our professionalizing center, we have seen the impact of high unemployment rates with the emergence of "entrepreneurs by necessity" as an alternative for income generation.

The people, in general, were emotionally exhausted after being confined for so long, cut off from their extended social circle, struggling economically, and exposed to risks of food insecurity, physical and mental health.

Faced with this reality, we felt the need to organize ourselves internally to mobilize volunteers, partners, and the entire team around a profound transformation that would allow us to face and overcome all these problems with the proper tools.

The strategy began with investment in our facilities and equipment. We had the opportunity to make an expansion significant with the construction of a new annex, as well as remodeling almost all of our internal spaces. This work, which lasted six months, now allows us to enjoy new spaces and more attractive equipment for learning, as well as increased service capacity in both centers.

More than at any other time we had to turn our gaze to the human, seeking to implement welcoming alternatives to promote the well-being, not only of our beneficiaries, but also of our staff. We have increased the number of employees and volunteers to offer a more individualized support to children, youth, and adults, as well as providing a greater number of training hours to the teams to improve professional and interpersonal performance. In parallel, we worked hard to find resources that would allow us to reformulate our pedagogical project, offer better opportunities, and modify our performance model for the coming years in both centers.

We reach the end of 2021 with a sense of accomplishment. The house is ready, the resources are available, and the balance is very positive. These were relevant achievements and the perception is that it was a step change in another chapter of Arca's history, which, by the way, in 2021 completed 20 years of existence.

Thais Alves Maximo - President
Emmanuelle Grisez - Vice-President

Who we are

Arca is a French-Brazilian NGO that has been active in the Community of Vila Prudente for more than 20 years.

Acreditamos que a educação é o caminho!
We believe that education is the way!

Our mission

Accompany the development of the slum dwellers from 6 years old to adulthood, offering opportunities for education and training so that they can have autonomy and self-confidence.

Our values

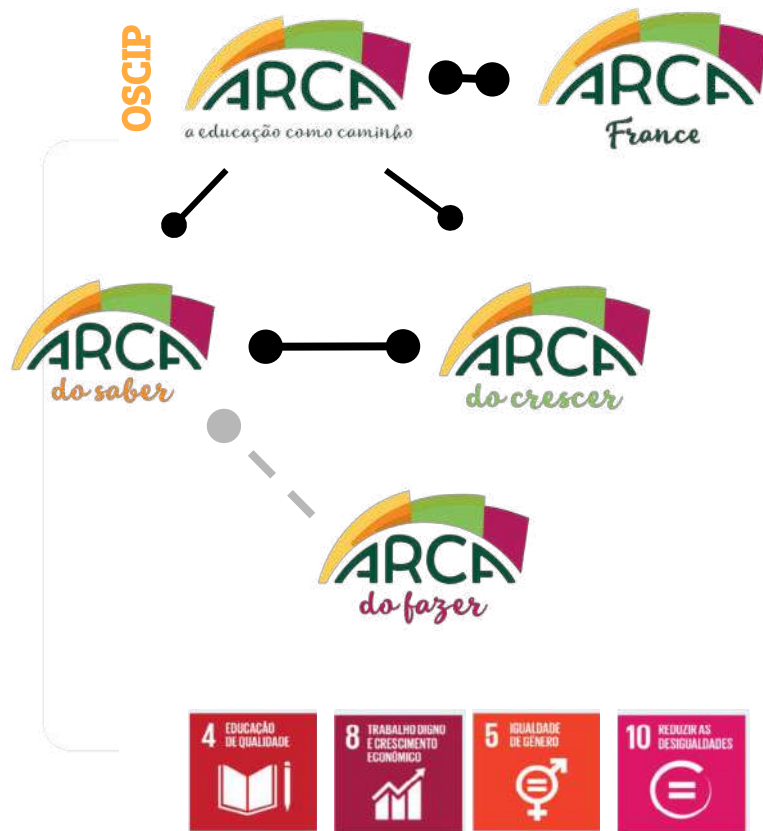


Our vision

We believe that education is the way to build a better future.

Note: The World Bank has calculated that an additional year of schooling increases an individual's future income by 10% and up to 20% for women.

Arca System



Our area

With about

8.000

residents**, is the oldest
favela in São Paulo

1 in 2

residents report having no
access to health care*

52%

of adults have
schooling equal to or less
than elementary school II*

67%

of adults show that
they have
low self-esteem *



**Index of Social Progress (IPSOS) on 150 families from the Vila Prudente Community, 2017. |*

*** Official statistics, Vila Prudente district.*



1.

*A 20-year success
story*

1. *Our journey*

Solidarity, dedication and commitment have always guided Arca's actions. As an Association we proudly complete 20 years, but our history began in 1990, more than 30 years ago, with the French nun Bernadette Marchand. A resident of the Vila Prudente Community, she started to teach sewing techniques to women of the territory, already a way at the time to promote female empowerment and income generation.

From the needs of the women's group itself, a day care center was informally established, and thus the embryo of a project emerged, which later originated the Noah's Arca Association.

From the wooden house to the modern facilities of two interconnected buildings that will be expanded in 2021, there is a lot of work and a great mobilization of volunteers, partners, and people who support our cause.

French and Brazilians united around the mission of accompanying the slum dwellers from the age of 6 until adulthood. Believing that education is the way and with it every individual, regardless of their situation, can show their potential with autonomy and self-confidence. Having access to quality education is having the opportunity to build a better future.

For the work we develop, we count on dedicated professionals who are extremely committed to the cause, and who bring to bear all the power they have in their hands to transform through education. Looking back at Arca's history, we are sure that we have incredible people, from yesterday and today, because everyone who goes through Arca establishes a lasting bond.



We are a Ark

We break down walls, build bridges. French and Brazilians broadening horizons.

Our NGO welcomes, educates, and protects from infancy through professional integration.

The heart of the Vila Prudente Community. This is the ground we walk on and it is for these families that we are here.

Together, we seek day by day the empowerment, self-esteem, and autonomy, through socio-educational activities and professional courses aimed at building a life project.



1. Timeline



1990

A French nun, **Bernadette**, who lives in the shantytown, begins to teach sewing techniques to women in the area. Based on the needs of the women's group itself, a **day-care center** is informally established, and thus emerged the embryo of a project that later gave rise to the Associação Arca de Noé.



2000

Beginning of the **Sewing Atelier** activities. Joelma, Sirlei and Zezé joined the Arca de Noé Little School. At the same period Fátima already helped in the maintenance of the space and took her daughter Alessandra, better known as Dinha with her.



2001

Official creation of the **Associação Arca de Noé de Apoio Social** and completion of the construction of the building that now houses the Arca do Saber, the NGO's first service.



2002

Beginning of the Mothers' Club. Cidália, better known as Cida, joins the Arca's history.

Constitution of the NGO **Escolinha Arca de Noé France**.



2005

Start of activity as a **daycare center**.
Rosimeire joins us to assist the work, she is currently the pedagogical coordinator of Arca do Saber
Inauguration of the building on Rua da Linha
Agreement with the Municipal Secretariat of **Education**



2008

Alessandra, Dinha, started working at Arca do Saber. Our first beneficiary to join the work team.



2011

Beginning of the activities of the **Center for Children and Adolescents (CCA)** as a preparation for the agreement with SMDAS.

Second **logo for** Arca do Saber



2013

Definitive agreement with the Municipal Secretariat for **Assistance and Social Development**



2015

The third **Arca do Saber logo**



2016

Based on a diagnosis made by the market research company Ipsos, the NGO's second service begins to take shape: the **Arca do Crescer**, a professionalizing center and construction work begins. The sewing atelier became **Arca do Fazer**.



2017

Inauguration of Arca do Crescer building

Beginning of the activities of the **professional center**



2018

The time for recognition has arrived:
Obtaining qualification as a **Civil Society Organization of Public Interest (OSCIP)**.

Evelyne Debrosse, president of the NGO in Brazil was awarded the **Légion d'Honneur**, the most important French honorary decoration



2019

DOAR certification of good management and transparency

Frederic Rio, vice president of the NGO was awarded the **medal for "Youth, Sports and Associative Engagement"** by the French consulate

Major **flooding** in the community



2020

Unification of the identity of the **Arca system**.

- **COVID-19** global crisis, to give continuity to our protection and education actions

2021

Actions to mitigate the effects of the pandemic on our beneficiaries and preparation for the return of our activities.

Expansion of our facilities after the purchase of Dona Maria's house.

Renewal of the Doar Seal Certification.

International mobilization to expand our fundraising, such as joining the GlobalGiving Fundraising Platform.

Change of performance level with new partnerships that allow the implementation of innovative projects for 2022

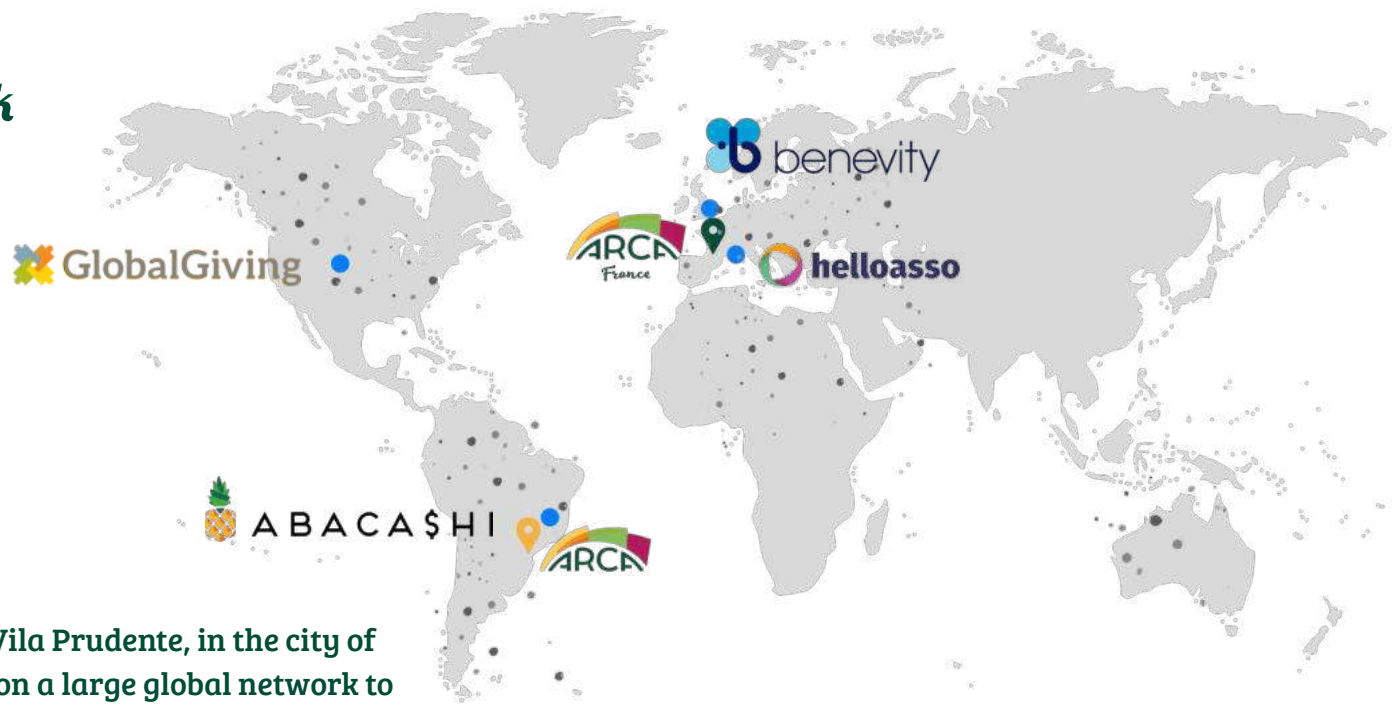
Site: Nossa História



Assista ao vídeo



1. Global Network



Arca is based in the favela of Vila Prudente, in the city of São Paulo, Brazil. But it relies on a large global network to mobilize actions in favor of its cause. Every year, it receives dozens of volunteers from different parts of the world to dedicate their time to the beneficiaries.

Once a volunteer, always a volunteer, because even when they return to their countries, they continue to contribute to the work of the NGO, was the achievement of becoming a member of

GlobalGiving, the world's largest crowdfunding community, which connects nonprofit organizations and donors in a wide variety of countries. It took three weeks of a lot of networking and collaboration to reach the amount proposed by the challenge. In addition, we are also on other fundraising platforms and always counting on the strength of people who believe in the work of Arca.



*Arca Management: Actions
to achieve our mission to face
the challenges brought by
covid*

2. *Actions to face the challenges brought by covid*

After a year of pandemic, the biggest challenge was to understand how Arca could advance and be more effective in achieving its educational mission. With this, important decisions were taken and with it a great articulation with partners, volunteers and individual donors from all over the world.

By raising funds through specific platforms and partner companies, it was possible to expand Arca's physical structures to better serve its beneficiaries. Investing in technology, such as hiring a management system, as well as thinking about welcoming strategies with cross-cutting projects to raise awareness about the pandemic, the importance of the vaccine, among others.

We continue the 2020 initiative of distributing food baskets to our beneficiaries as a way to contribute to this very sensitive moment of food insecurity.

We identified the opportunity to work for the development of the "entrepreneurs by necessity" that emerged in the yearning to survive in the face of the pandemic crisis, and we also started a project aimed at women.

Check out some highlights of the actions below.

2. *Distribution of food baskets and food tickets in the Community.*

1.707

baskets distributed from
January to December

19,6

tons of food distributed from
January until December.



11

partners and private
donors helped Arca to
fund these food baskets

2. *Expansion and Renewal of our spaces*

Expansion buys Dona Maria's house, an old neighbor of Arca do Saber, and construction of the new annex:

- renovation of the laundry room and creation of a storage room / service room
- computer room
- expansion of the administrative part of Arca do Saber
- creation of the meeting room
- new cutting and modeling atelier room

Renewal of the spaces

- bathroom boys and staff
- language/music room
- multipurpose room
- AdC classroom with layout/plant rearrangement
- coffee space
- installation of the awnings on the court and solarium
- automatic gates
- production space and bathroom
- girl's bathroom
- roof
- wall

PARTNERS

Azickia Foundation
BNP Foundation
Obramax (donation)
Alstom Foundation
Fondation Air France
Veolia Brazil
La Bouquinerie
GlobalGiving

Before

05 rooms for activities and courses

01 baking lab

01 multipurpose court

01 living space

01 cafeteria

01 kitchen

05 bathrooms

04 small office rooms

02 rooms for the sewing workshop

01 room for storage

After

07 rooms for activities and courses

01 baking lab

01 multipurpose court

01 living space

01 cafeteria

01 industrial kitchen

06 bathrooms

05 small office rooms

01 meeting room

01 service room

02 rooms for the sewing workshop

01 storeroom

02 rooms for storage and pantry

Before



After



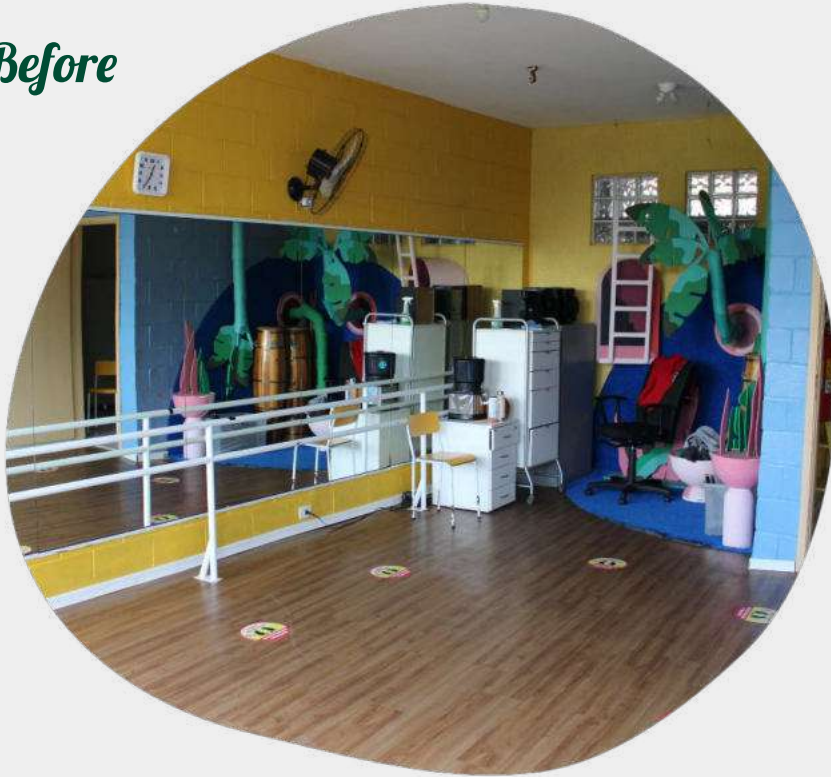
Before



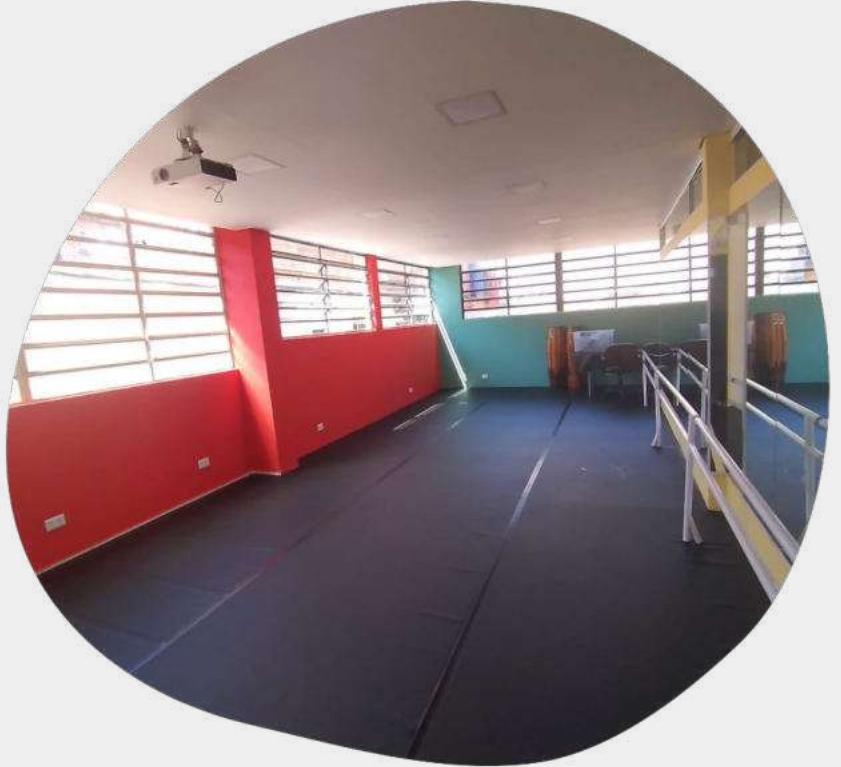
After



Before



After



Before



After





3.

*Human
Ressources*

3. Our Team

Arca's board of directors



**Thais Alves
MAXIMO**
President



**Emmanuelle
GRISEZ**
Vice-president



Serge PIZOT
Treasurer



**Cécile
CORDIOLI**
General
Secretary



**Felipe
TONIATO**
Vice-treasurer



Frederic RIO
Arca France
President

Operational Team



Joelma SILVA
Manager of
Arca do Saber



Géraldine CHALLE
Manager of
Arca do Crescer



Corine DECRION
Creative Management
and Direction of Arca
do Fazer



Virginie BEHAGEL
Creative Management
and Direction of Arca
do Fazer



**Menou de
BENQUE**
Commercial
Manager



**Mayara
EVANGELISTA**
Communication
Manager

Fiscal Council

Luis PERETTI
Lawyer,
Souto Correa

Alberto MORI
Lawyer, Gaia
Silva Gaede

Sahelê FELICIO
Lawyer, Facily

3. Our team | Employees

Arca team is composed of Brazilian and French employees, service providers and volunteers. Many employees have been with the NGO for more than five years, which demonstrates the continuity and solidity of our work.

It is worth pointing out here, that our board is composed only of volunteers, and they are not computed in the total number of collaborators. In 2021, we recruited three young people who were Arca beneficiaries to make up our team to encourage the continuity of our work.

In this chapter you will also find information about our volunteers and the value they have for Arca, for without them our work would not be the same.

32

employees

71%

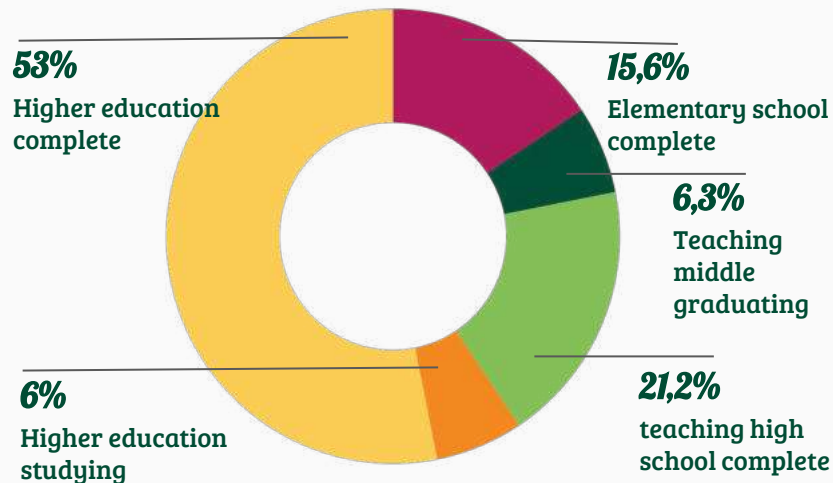
are women

53%

work full time

59%

grew up or still live in
the Community of Vila
Prudente



3. Our team | *Volunteers*

We rely on a large number of volunteers in the most diverse tasks in Arca, remotely or in person. Whether in the board of directors, in Arca France, in the daily activities, for translations, legal advice, modeling, design, cutting, production and management in the atelier, workshops for children and teenagers together with the pedagogical team.

We also have volunteers from companies that offer lectures, mentoring, participate in mock interviews, assistance psychological, among so many other activities.



Over
120

volunteers in the various Arca activities, inside and outside Brazil, such as in France, Canada, and Ireland.

4

full-time
volunteer

6

regular volunteers,
who dedicate more
than 8 hours a
week

+ de 110

occasional volunteer

+ de 10 000

hours dedicated to Arca's
volunteer work

**face-to-face meeting with some
volunteers of Arca.**

3. Our Team | Continued Formation

2021 was a year of investing in training for our team. In addition to professional improvement, we also looked at the interpersonal and promoted workshops that sought to contribute to providing an even more empathetic environment, such as workshops on non-violent communication.

Of the improvement courses, we can highlight the language courses, the pedagogical courses and the technical training of the new member of the studio.

13

Workshops
and training

660

total hours



3. Communication

Institutional communication plays an important role in connecting the organization and the people. At Arca, after two years of unified visual identity we can say that we have advanced a lot. Each time we seek to strengthen the bond between our public, partners, and donors. Our strategic planning for 2021, had the objective of promoting the strengthening of Arca's image, to form a correct repertoire about its work in the two centers (Arca do Saber and Arca do Crescer) and the Arca do Fazer, a sewing atelier, besides its contribution to the development of the Vila Prudente Community, and we believe we are on the right track.

Always guided by transparency, we constantly seek to consolidate an image that generates credibility and trust with all our audiences. We are present in the main social networks and each time we conquer greater reach and visibility.

Instagram

FOLLOWERS

Arca Saber Crescer

2020	755
2021	1236
↑	63,7%

Arca do Fazer

2020	433
2021	663
↑	53%

Facebook

FOLLOWERS

Arca do Saber

2020	3749
2021	3774
↑	0,66%

Arca do Crescer

2020	1045
2021	1249
↑	19,5%

Arca do Fazer

2020	300
2021	314
↑	4,6%

Linkedin

CONNECTIONS

Arca de Noé

2020	531
2021	913
↑	71%

Site

ACCESS

Arca

2020	315
2021	755
↑	39,6%

Youtube

REGISTER

Arca

2020	60
2021	86
↑	43%

3. *A transformation through donations*

Throughout the history of Arca, we have always counted on many donations, last year was not different. We received numerous donations of material resources that are not exactly monetized, but are valuable and fundamental to our work. Check out some of the highlights:

Obramax donated the time of its professionals for the execution of the works of the roof, bathroom and wall in front of Arca, as well as produced an institutional video and taught two influencer courses in the area of construction at Arca do Crescer.

Keyrus donated 20 laptops to equip our computer room.

We received many books and clothes, as well as furniture such as tables and cabinets, fabrics for the studio production, materials for the art workshops, and a Roland piano, the latter we used for the music project.

We also participated in the campaign of the "Donne-moi la main" program, held by the Lycée Pasteur in partnership with APE, in which Arca was the first beneficiary.

We received more than 500 baskets prepared by the school campaign and the children and the teenagers from

Arca do Saber participated in activities pedagogical for construction of a large panel such as way to give back in this nice tuning of giving and receiving.



3. Partnership and Co-creations

Arca has a network of governmental, non-governmental, private, and educational partners that support the realization of our work. It is an important resource for creating opportunities in our territory. Either with financial contribution or expertise.

In this network we promote a collective construction that involves all these actors to achieve our educational mission. A formula for success that we have learned over these years of existence.

Beside the financial part, which is fundamental to maintain our activities, the donation of the company volunteer's time, for example, helps us in the co-creation of the contents applied for our young people.

58%

of our volunteers
are part of program
of corporate volunteering

900h

is the average time
spent on activities



**Face-to face meetings with our
partners in Arca**

3. Our partners

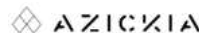
Acknowledgments



Institutional:



Partners:



Pro Bono:

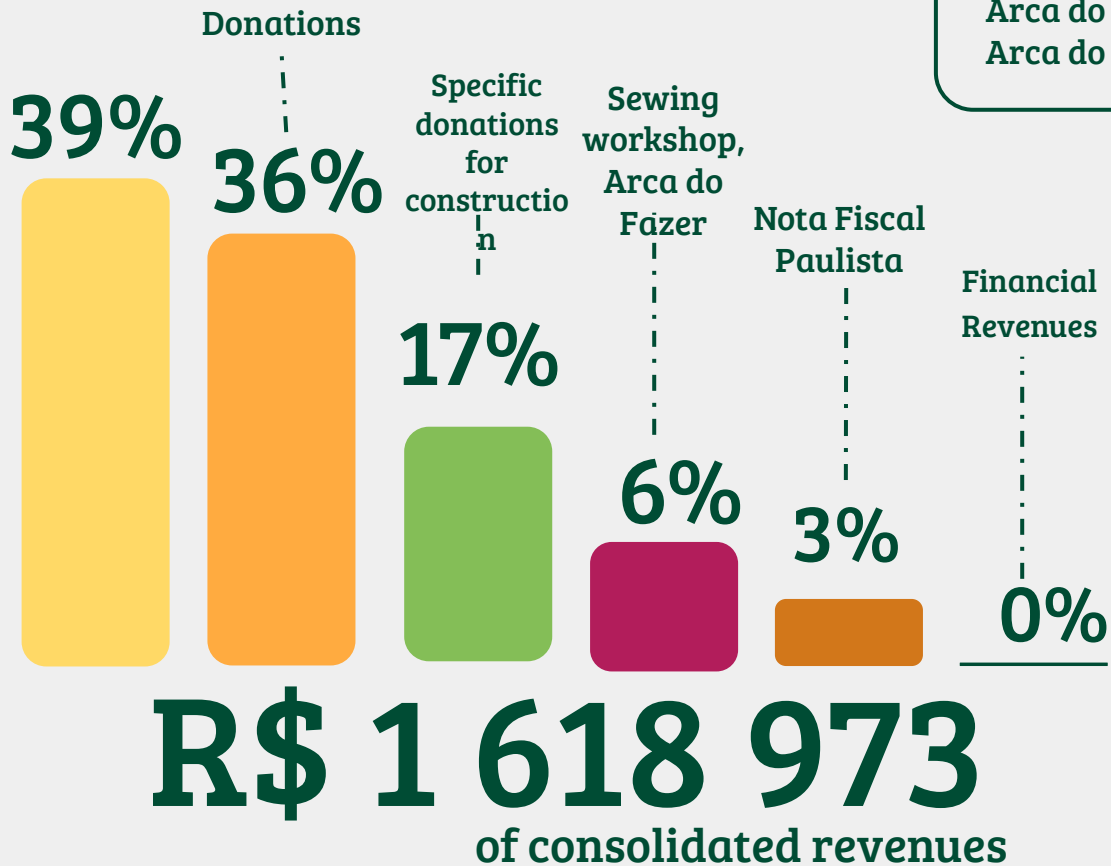




Finance and Sustainability

4. Financial Equilibrium

Financing
from
Municipality.
of São Paulo



Expenses

Arca do Crescer R\$ 503 691

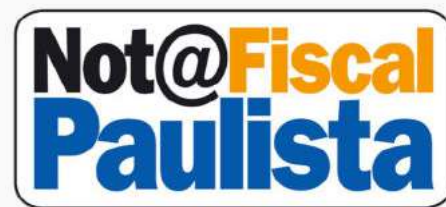
Arca do Saber R\$ 894 133

Arca do Fazer R\$ 49 257

4. *Diversification of our income sources*

To maintain the financial sustainability of our operations, we have designed **new fundraising strategies**:

- Fumcad (Fundo Municipal dos Direitos da Criança e do Adolescente) project started in 2021 that funds sports expenses. The amount received from the city government in 2021 was R\$52,000.
- Revenue during the whole year from the "Nota Fiscal Paulista". Monthly we receive an average of R\$3,750, which represents R\$45,000 per year.
- We raise funds through national and international online fundraising platforms that we allocate a good part for expansion work and the delivery of food baskets.



4. Transparency

Arca always acts in an ethical way and has transparency as one of its main commitments. Thus, it understands that it is essential that all people who integrate it are always well-informed and share standards of behavior, based on moral and ethical principles, which meet its mission, vision and values and has a very clear and objective policy on receiving donations. With this in mind, we formulated our Policy for Receiving Donations and won the renewal of the Doar Seal Certification.



Saiba mais:

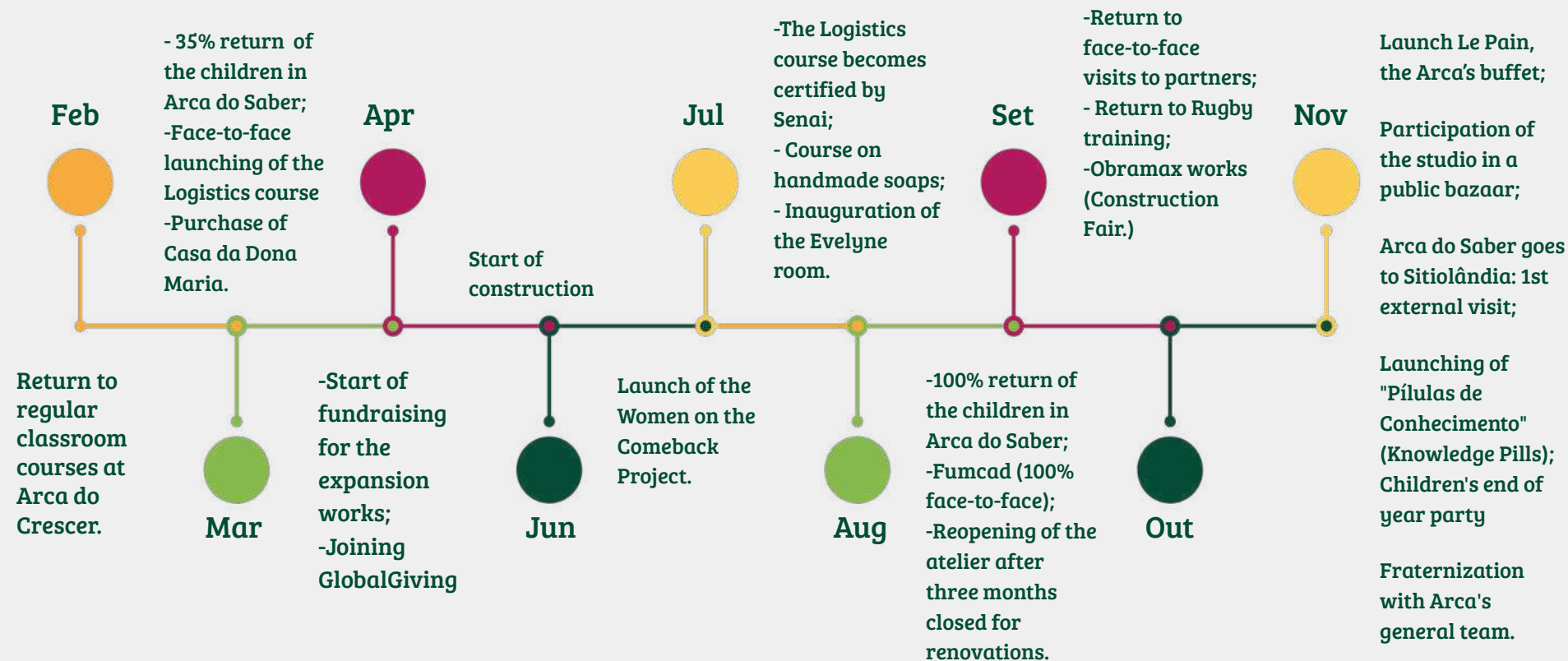


The background features a vibrant yellow field with scattered purple dots. A large, stylized green number '5' is positioned on the left. To its right, a white, torn-edge paper shape is layered over the yellow background. At the top center, a purple semi-circular arc is visible. In the bottom right corner, a solid green circle is present.

5

Our actions

5. Key moments in 2021





**Socio-Educational Center
of daily attendance for
children and adolescents
from 6 to 15 years old.**



5. *Our Activities*

In 2021, we carried out several actions to maintain the link between our beneficiaries and their families in order to fulfill our educational mission. In March, we returned to the on-site activities with 25% of the children and teenagers, following the guidelines of SMADS and CRAS, and, in September, with 100% of them. In all periods we made the necessary adaptations to the facilities to maintain the necessary conditions of hygiene and distance.

Our services continued to be extended remotely. According to a survey we conducted in 2021, 49.8% of the beneficiaries access content through the cell phones of their parents or guardians, one of the factors that reinforced the continuation of the whatsapp group "CCA Family Tips" with a schedule of several multidisciplinary daily activities for children and adolescents.

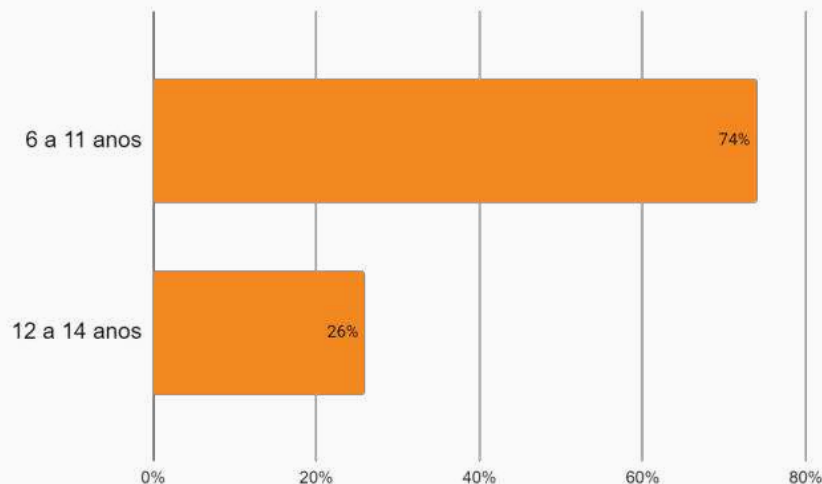
To attract the beneficiaries in a playful way, we created avatars of our employees, disseminated information about covid-19, current issues, vaccination, etc.. We also carried out transversal projects to raise awareness about health and vaccines, a music project with solfege teaching, as well as started the health follow-up with Dr. Ricardo, a volunteer.

Besides the distribution of basic monthly food baskets, even during this delicate pandemic period we made more than 50 home visits to families who need specific attention and referrals. At the end of the year, in partnership with Avant, we distributed school kits and light bulbs as an incentive to return to school, and we held a lively party with our children and teenagers.

5. *Profile of the beneficiaries*

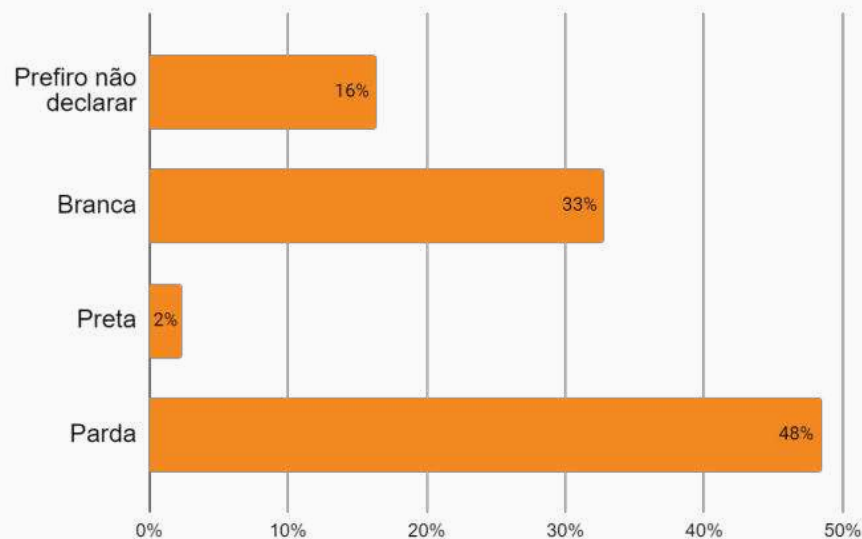
130 children and teenagers are attended to daily.

Concentration by age range



61,7 % of children enrolled in Arca do Saber are girls

Color/ethnicity statement:



5. *Family profile*

In September 2021, the Lab & Tal consultancy applied a questionnaire with the families of the beneficiaries of Arca do Saber, before the full resumption of the center's activities, with the purpose of collecting information and data that could help prepare the local work throughout 2021 and 2022.

Having the diagnosis of the impacts of the pandemic on the target we serve was fundamental to understand how the children and teenagers we would receive were, and with this, to prepare actions to contribute to mitigate these impacts. The expansion of the facilities and the offer of activities is a result of this.

74%

of families responded

4,6

is the average number of residents per household. Based on the last Demographic Census (2010), the average in a favela in the State of São Paulo was 3.6 residents per household. In regular urban areas, the average was 3.2. (IBGE, 2010)

5. *Family profile*

From the diagnosis of the research, it can be seen that living with children in this pandemic was not an easy task for many families (76.9%), since they had previously spent much of their time at school and at Arca. This abrupt break in routine demanded a lot from the caretakers, at the same time that it brought some families closer together. Even so, teaching or supporting the children in their studies was one of the difficulties mentioned, which made many of them start to value more the role of the school and the teacher, as they pointed out.

In a UNICEF survey, "Primary and Secondary Impacts of Covid-19 on Children and Adolescents," it is estimated that 54% of the families surveyed reported that some adolescent in the household presented some symptom related to mental health, such as insomnia (27%), change in appetite (29%), and decreased interest in routine activities (28%). These symptoms, which seem simple, are clear signs that something is not right, and deserve attention and monitoring by the family.

65,4%

of those surveyed considered the atmosphere and mood at home during the pandemic period to be a little or a lot stressful, mainly because of the fear of the Coronavirus (16.1%) and because the children being at home, due to school closings, were very agitated or stressed (21.4%).

5. *Family profil | Income and Alimentation*

The impacts of the pandemic on the income of the Community residents do not seem to have stopped yet. When asked if their financial situation had changed since 2020, more than half (56.4%) said their situation had worsened a lot or a little.

This reflects in the diet of the families, 28.2% said they are facing problems to guarantee an adequate diet for their family and the consumption of meat, eggs and dairy products, a main source of protein, has reduced between 15-20% in these households.

The guarantee of access to quality food among these families, a concern of Arca since the beginning of the pandemic, shows a picture very similar to what studies and food surveys have been showing.

56,4%

requested the emergency aid during the pandemic, and among the general Brazilian population, Caixa Econômica Federal estimates this proportion to be 40%.

78,2%

had a significant impact on their household income during the pandemic (more than 50% of income was reduced). This represents that 3 out of every 4 families assisted by Arca had their income reduced during the pandemic.

5. Family profile | Education

Most of the children had access to the materials through whatsapp, and 80.7% used their cell phones to access the classes. 48.9% used an adult's device (father's, mother's or guardian's), which may mean a difficult division of the adult's cell phone usage time with the child's class routine.

41%

of children and teenagers
were able to attend
classes daily

8%

of the houses had their own
computer that was destined for
children to attend classes.

“

Arca is very good. Over there is: soccer, ping-pong, capoeira, you can play, you can do everything! I like Arca very much.

Miguel Victor Thomaz, 7 years old



“

As a father, I have the privilege of having daughters here at ARCA. From Bernadette, Arca only has been improving. We can see that children get attention, it is a space to socialize with other children and develop, lose their shyness. Arca is a great thing.

Genivaldo Ferreira da Silva | pai da Livia, 11 years old



5. Family profile | Education

“

Any mother who brings her child to Arca to have this accompaniment will never regret it. On the contrary, I only get help in all ways, from the pedagogical part, the activities are very good, and the discipline works. Especially for parents who work, it is a place to leave their children safe. Here we have an education for our children, from when they are very young until they are 15 years old when they leave, including when they go to the Arca do Crescer, to take professional courses. I love Arca.

Karina Marques | Yasmim's mother, currently at Arca do Saber. In the photo, she is next to Daniele, the first daughter who attended Arca do Saber, she was also part of the first class of Arca do Crescer...



Face-to-face return at Arca

96,1%

said they feel safe or very safe that their child will return fully to Arca's activities

9,6

is the score given to the activities and performance of Arca do Saber during the pandemic period, on a scale of 1 to 10.

97,4%

believe that Arca and its professionals are able to guarantee standards of hygiene and care to avoid contamination, which can also be a reflection of the transparency and dissemination of the care that has been taken in all the centers of the Association.

5. *Suggested activities*

Conversation Rounds

Capoeira

Breakdance

Circus and theater

Logic Games

Arts

Text Discoveries

**Breaking Boundaries (French
and English languages)**

Rugby

Percussion(drums) and Music



5. Wender's path



Wender Dias de Souza
16 years old

2009: Joined Arca do Saber when it was still CEI, with 4 years old and returned in 2011.

2013: He started playing rugby when he was only 8 years old and soon fell in love with the sport, so much so that he participated in several inter-club tournaments in São Paulo.

2020: He has completed his cycle in our socio-educational center, but he hasn't lost the link, neither with Arca nor with rugby, even though he has had the breaks from activities due to covid.

2019: Continued to participate in championships and was always watched by professional players.

2021: Studied Sales and Google Workspace at Arca do Crescer. And returned to Rugby training.

Note: Since 2013, Arca's children have participated in the weekly Pasteur Athletic Club (PAC) training and interclub tournaments in St. Paul.



**Training and
professional
orientation center for
young people and
adults from the
Community, from
15 years old.**

5. Our activities

In 2021, we remain determined with the goal of strengthening our vocational center activities to provide financial autonomy to peripheral youth, especially in the face of the challenges brought by the pandemic. With the impact of high unemployment rates we have seen the emergence of "entrepreneurs by necessity" as a way to generate income, as well as a growing demand for our courses from women.

To support and guide young people and adults, especially women, in the realization of their professional project either through entrepreneurship or insertion in the labor market. We made new partnerships, offered a new course on handmade soaps for the more entrepreneurial profile, and launched the Resuming Women Project, with the support of L'Oréal Brazil, to provide technical and financial support, with scholarships to stay in school, so that they could to resume their professional

activities, qualification, and studies, contributing to their empowerment, income generation, and financial autonomy.

To adapt to the new trends, we also launched the Logistics course, with the support of Idebra and ID Logistics, which in the second semester became certified by Senai, our long-time partner.



Arca brought a lot of knowledge to my professional career. It gave me the opportunity to fly high and gave me the security to continue succeeding.

Renan Castilho | 26 years old, Logistics course



5. Our activities

In the second semester, we once again took our classes on technical visits to partner companies and we had a great result. In addition, we continued the behavioral module in all courses to work on the soft skills of our students and intensified the interview simulations and resume writing sessions.

We continued the Mentoring Program, which has now its own name and brand. ConectArca is proving to be increasingly important in monitoring and supporting young people in their career plans.

At the end of the year, we also had the opportunity to start Le Pain - Arcatering, the Arca's buffet to offer coffee break, breakfast and brunch services for various events. The proposal is that all the production will be done by young people trained by Arca do Crescer and the generation of income will revert to the NGO.

“



Arca do Crescer has motivated me to be where I am. It was one of its courses that made me fall in love with the area I will follow. In hotel management, I saw myself in the area a lot, so as soon as I graduated, I started the Events course at FATEC Ipiranga. For having had this experience and their support, nowadays I can be independent and believe more and more in my dreams. Arca always conspires for a better future for all the young people who go through there, either by offering professionalizing courses that can change the course of a student, or by opening chances for the job market. I will be eternally grateful for having had the opportunity to be a student of theirs and, I will always remain close by."

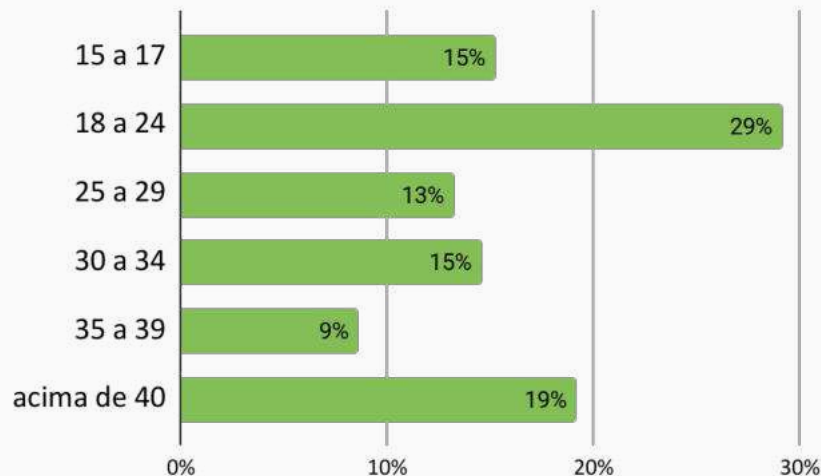
Jeniffer Caroline, who studied in Hotel Management, is currently a student at FATEC.

5. Beneficiaries profile

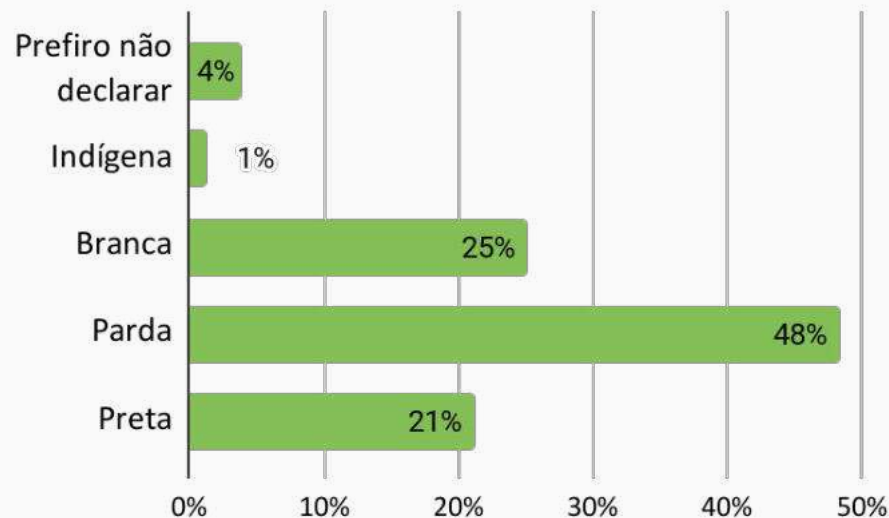
151 people participating in one or more of the offered activities.

79% of students are women **14** young people have already been beneficiaries of Arca do Saber.

Concentration by age range



Color/ethnicity statement:



5. results

249 certificates issued

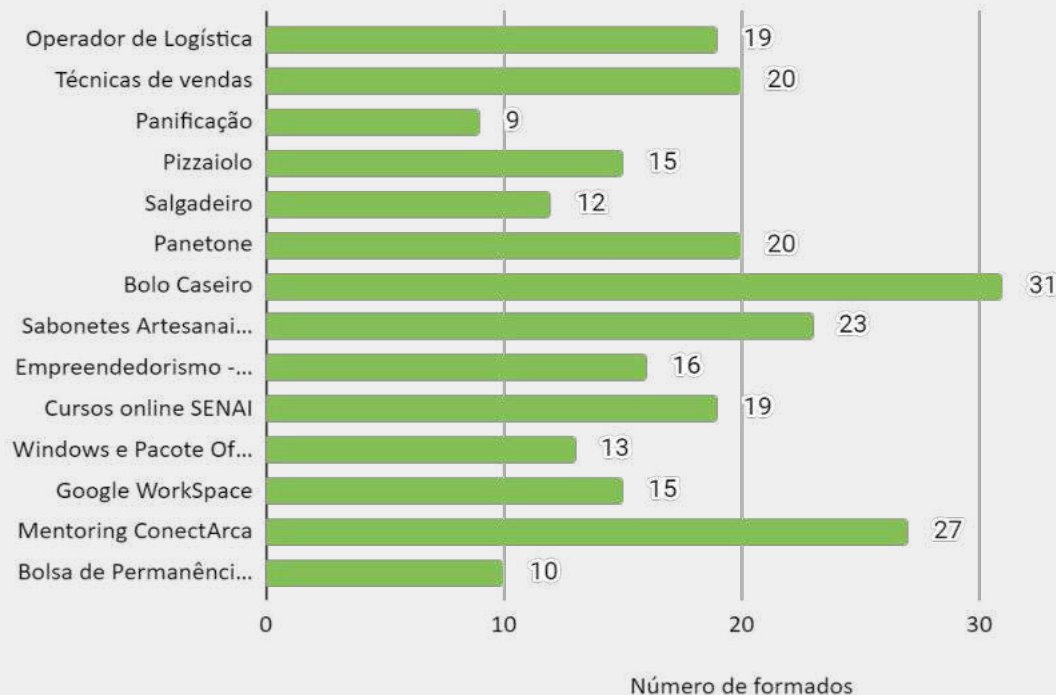
13 suggested courses

3 workshops offered by Obramax

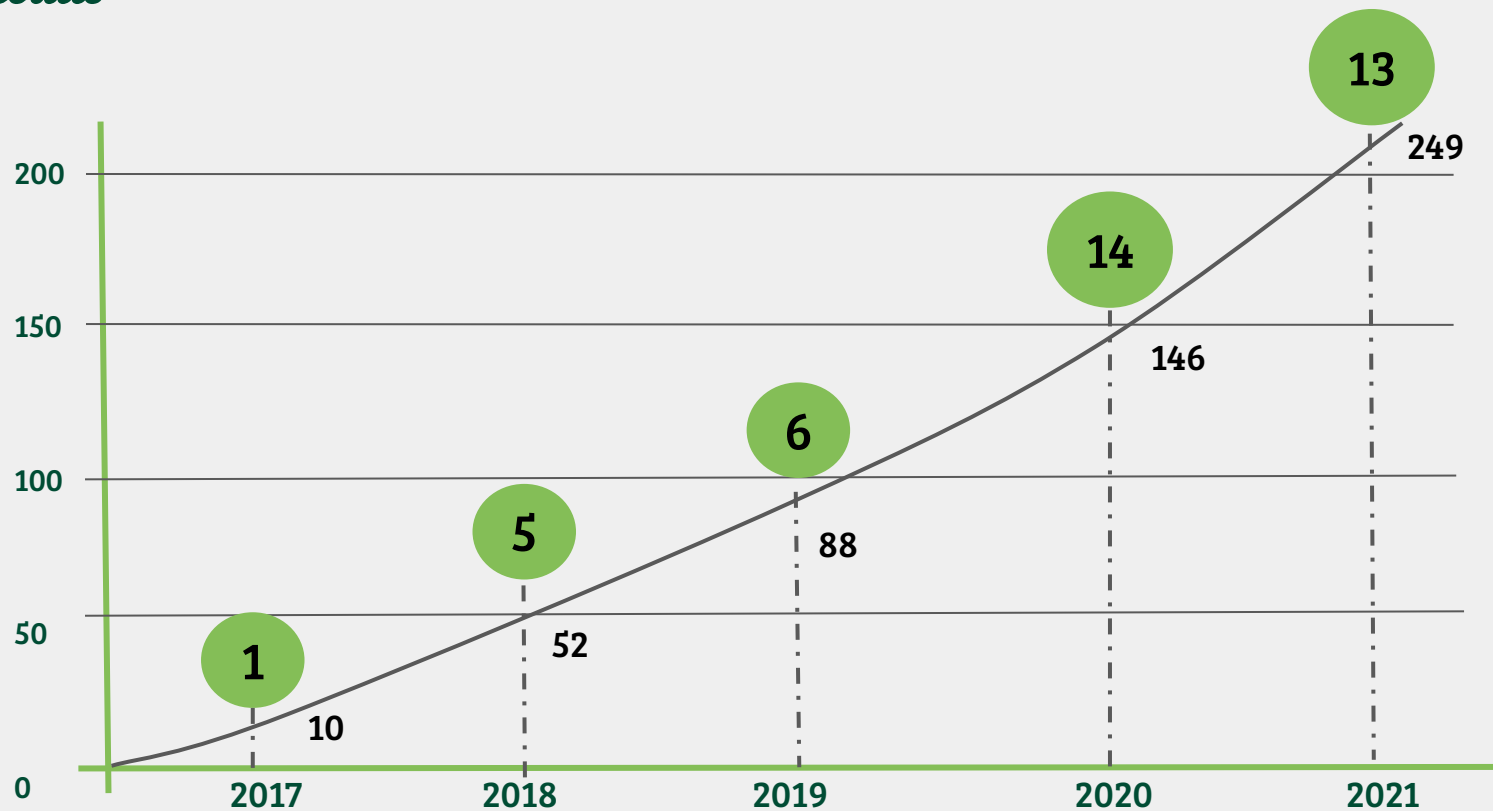
27 young people who participated in the Mentoring Program, ConecArca

10 scholarship students in the Study Permanence program

Number of people per activity suggested:



5. Results



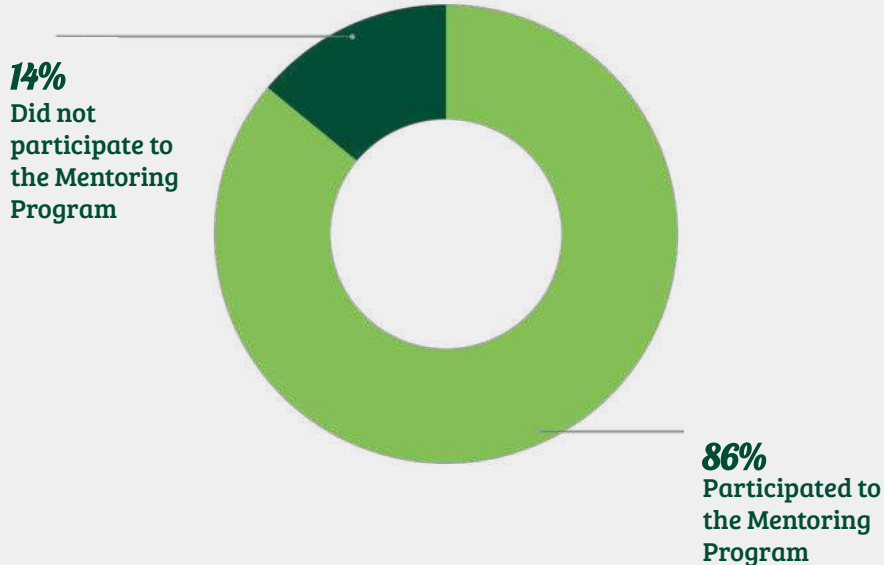
suggested courses



certificates issued

5. Results | Employability and Mentoring Program

In 2021, 42 young people found a job after taking a course at Arca. 86% of the young people who found a job went through the Mentoring Program.



“

I want to start with my many thank you to the people at Arca, who never left me without support. It was very good to have met you and through you I am making other contacts that are helping me in my personal and professional life. It is very good for me, because before this program I was afraid to face work environment. I learned that life has negative and positive sides too, and I didn't think much about the positive sides, and Arca helped me a lot to meet my mentor, Mrs. Izabel, who even without me saying, already knows what I need.

Rose Bertha Cadet, graduated in Hotel Management, integrated the Mentoring Program



5. Suggested courses

Logistics

SENAI

Sales



Bakery

SENAI

Pizza

SENAI

Salad Maker

SENAI

Homemade Cakes

SENAI

Panetone

SENAI

Handmade Soap



Digital Tools

RECODE

Google WorkSpace

Foreducation
EdTech

Entrepreneurship

SEBI



5. *Emillyn's path*



Emillyn Alves Cavalcante
23 years old, entrepreneur

She joined Arca do Saber when it was still a daycare center, in mid-2002.

In 2021, she studied Logistics and participated in the Mentoring Program. She took the Senai's Descomplicue course and opened her own cocktail-making business. She entered college for a Business Management Technologist degree and was selected to be a scholarship holder for the Women on the Comeback Project.



Arca's sewing workshop
that generates a source of
income for the NGO and
employment for the
seamstresses
of the Community.



5. *Our workshop*

Our sewing workshop works steadily to create opportunities to commercialize its productions and open space for companies and individuals to participate in a solidarity movement.

In 2021, even in the face of so many adversities we can say that we have achieved a lot. With the renovation of the space, we gained a more appropriate and organized environment for production, however, we remained three months without any real possibility of work, which, along with the increase in the values of fabrics and supplies, became a challenge for financial management, especially to maintain the minimum wages paid to seamstresses, without losing sight of the importance of the profit to be reverted to Arca do Saber.

To balance the management, it was right to look for alternatives, such as upcycling, which brings the ecological and economic purpose. For it, we count on fabrics donated by the expatriate community.

We recruited and technically trained Victoria, our new young seamstress, an important asset to the team. And we have also had changes in the team of volunteers in the management and creation part of the studio. New corporate clients have also arrived, such as Club Med, Barry Callebaut, and Id Logistics.

At the end of the year, we started the preparation of the new collection that resulted in our new product catalog. In addition, we started to make sales together with the entrepreneurs of the Arca do Crescer, kits of make-up remover wipes and soaps (produced by the students trained in the handmade soap course) and sales of Panettone produced by Le Pain, the Arca's buffet, with packaging made of fabric. This initiative is in line with our business model, which foresees as key partnerships small and medium suppliers of fabrics and trims in commerce and on the street, handmade printing and embroidery, as well as products made in the community.

5. *Our workshop | Our products*

5000

products by 13 volunteers and
3 professional seamstresses.

7

institutions have trusted our work
this year, and helped us to
continue fulfilling our protection
mission even in this time of crisis.



Catálogo Digital





6.

2022 Goals

6. *Our goals*



- Conduct the Audit
- Form our Board of Directors

Arca do Saber

- Define tools for management to improve job evaluation and its impacts.
- Change Management with the renewal of the pedagogical project.

Arca do Crescer

- Develop new partnerships and courses.
- Work on the Business Incubator project and contribute to local entrepreneurship.

Arca do Fazer

- Seek to professionalize production.
- Make partnerships with local companies.

Arca France

- Increase our fundraising with French foundations.
- Develop specific actions with projects that can involve the Arca international mobilization network.



ArcadoSaberVilaPrudente | ArcadoCrescer | ArcadoFazer



@arca_saber_crescer | @arca_do_fazer



br.linkedin.com/company/arca-de-noe2



contato@arca-ong.org

www.arca-ong.org