



JUAN XXIII FOUNDATION  
For intellectual disabilities

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[www.fundacionjuanxxiii.org](http://www.fundacionjuanxxiii.org)



# Introduction

The Foundation's origins go back to 1966, when a married couple, both of them educational psychologists, the Arroyo Martinez family, conscious of the social needs of the times, opened the first school for children with intellectual disabilities in Madrid.

The Foundation has 49 years of experience of working day after day to help persons with an intellectual disability to better integrate, both socially and in the workforce.

We are a centre subsidised by the Regional Government of Madrid and over 600 people use our centres each day. We have 20,000 m2 of premises, where we provide services to adults with intellectual disabilities.

## **Foundation staff in 2014:**

- 62 professionals, 40% of which are men and 60% of which are women
- 53 users of the Day Centre
- 178 users of the Vocational Centre
- 50 students
- 32 volunteers
- 231 employees of the Vocational Centre



## Day Centre

**The Day Centre provided services to 53 persons with intellectual disabilities, which were delivered by our team of 17 professionals.**

The Day Centre is attended by persons with severe disabilities who have a high degree of dependency. This means that they require closer assistance and personalised care in all of the different services offered by the Day Centre. Among these services, we can highlight our Medical Service, which provides regular health check-ups, Body Mass Index (BMI) and vital signs tests to our 53 service users throughout the year. Our medical team also provide daily glycemic index checks for diabetic service users.

## **We provided 1,760 hours of service**

Our physiotherapy service is offered to persons with reduced mobility or posture-related problems as a result of their disability. In 2014, our team of physiotherapists provided 600 hours of service to 15 persons.

## DAY CENTRE WORKSHOPS 2014

- **Language stimulation therapy**  
No. of service users: 7  
Hours of training received: 210
- **Pet therapy using dogs**  
No. of service users: 14  
Hours of training received: 392

## NEW WORKSHOPS (October – December 2014)

- **Music therapy**  
No. of service users: 7  
Hours of training received: 80
- **Theatre**  
No. of service users: 9  
Hours of training received: 108



## THE SNOEZELLEN ROOM



As part of the Foundation's expansion project "2000 m2 of solidarity", **Airbus Group** financed the building of the Snoezelen Room, a multisensory stimulation room aimed at persons with severe intellectual disabilities and reduced mobility, so that our service users can experience a range of new sensations.

In 2014, a total of **108 sessions** took place in the Snoezelen Room and **9 of our Day Centre clients** benefited from this service.

# Occupational Centre

**Services were provided by 26 professionals to 178 service users.** A total of 1,224 hours were dedicated to psychological sessions.

The Foundation strongly believes in all persons achieving "Dignity through work". Our Occupational Centre is a place for our service users to improve their manipulative skills while acquiring appropriate workplace behaviours. **In 2014, manipulative skills workshops were held in 26 companies.**

Among our success stories we can include our 12-year collaboration with **Mapfre**, where our service users create 50,000 insurance policy folders each week, and our 11-year collaboration with **Air Europa**.

Out of the 34 workshops held by the Foundation every year, here are some examples:

At the **Daily Living Skills Workshop**, our service users received training to practice and improve their independent living and personal autonomy skills, both in terms of their daily habits and their use of the resources available in the community. Thanks to partnerships with companies such as **Red Eléctrica de España**, the Foundation was able to build a "life skills training flat" inside the 12,000m<sup>2</sup> premises, which was outfitted by the home-improvement company **Leroy Merlyn**. Thanks to the efforts of these companies, in 2014, a total of 58 service users (5 from the Day Centre and 54 from the Occupational Centre) have benefited from this "training flat" and have received 1,000 hours of training in various skills, such as cooking, personal hygiene, household tasks, money management, etc.

186 service users attended our **plastic arts workshops** and 1,512 hours were dedicated to art activities. The Foundation has participated in a number of different events and competitions; we were awarded the national "**Bota de Oleo**" prize by the **Fundación Dalma** in the sculpture category. Artwork made at this workshop was used in two exhibitions: "**Mundial de Brasil**" and "**ContodoArte**" at **Matadero Madrid**.



## Siblings School

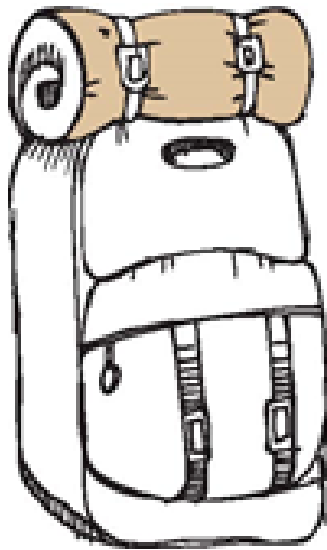
In 2014, 16 siblings of our service users met every fortnight at the Foundation's premises.

At the Siblings School, relatives have the opportunity to share a common space with other persons in a similar situation, where they can exchange experiences, receive information and have their questions on intellectual disability issues answered.

In 2014, the Juan XXIII Foundation and **FEAPS** organised two events for siblings with the NGOs **ADEMO Foundation** and the **Carlos Martín Foundation** to promote the sharing of experiences and to increase the number of family members taking part in the initiative.



## Leisure Club and Volunteering



Two Saturdays a month, our 58 Leisure Club members participate in various activities. 18 recreational outings and two weekend trips to Burgos and Tablas de Daniel were organised in 2014.

**The Club has 22 permanent volunteers and 10 occasional volunteers.**

As well as the Leisure Club, 185 volunteers from 9 different companies helped to organise 26 leisure outings, 12% more than in 2013, which were attended by a total of 150 persons with disabilities.

We would like to take this opportunity to say a huge thanks to all of our volunteers, especially to the employees of **Barclays** for making our users smile!

# Employment Training Centre

## 2012–2013 Academic year

- 5 courses: Customer service, Data recording, Basic cooking skills, Gardening and eco-farming operations and Warehouse Assistant.
- **45 students** participated, with a 55% pass rate.
- 300 hours of theoretical-practical training.
- 100 hours of work experience in 12 companies.
- Employment contracts in our Vocational Centres (CEE): 8%
- Employment contracts in ordinary companies: 8%

## 2013–2014 Academic year

- 5 courses: Customer service, Data recording, Basic cooking and bar skills, Gardening and eco-farming operations and Warehouse Assistant.
- **50 students** participated, with a 76% pass rate.
- 384 hours of theoretical-practical training.
- 100 hours of work experience in 17 companies.
- Employment contracts in our Vocational Centres (CEE): 36.84%
- Employment contracts in ordinary companies: 36.84%



In 2014, we received our first **Certificate of Professionalism from CAM (Caja de Ahorros del Mediterráneo)** for our Warehouse Assistant course which will be offered during the 2014–2015 academic year. Our students will be able to present this certificate to future employers as formally-recognised accreditation of the training received.



In September we launched our new Basic Cooking Skills course, and our Employment Training Centre now runs the Foundation's café, which, by providing day-to-day work experience in a real work environment, has been transformed into a training resource.





All of the courses offered by our Employment Training Centre are funded by private organisations. This means that our students have the chance to participate in high quality courses at no cost to them, other than €60 to cover the registration fee and to show that they are committed.

Iveco, Enagas, Nokia, Normon, Accenture and Mahou San Miguel Foundation are just some of the companies that have successfully collaborated with us on this project.

## Media and Social Networks

The year 2014 saw the Juan XXIII Foundation make **concerted efforts to encourage and promote an online, as well as offline, media presence**

What originally began as an idea to showcase the work we do every day led to the Foundation being mentioned on the radio 18 times, on television 15 times, and in the written press 199 times, and to the creation of our weekly radio programme *"Radio o lo que sea" (Radio... or something like it)*.

In 2014, we boosted our presence on various social media channels and at the end of the year we had **2,554 followers on Facebook**, an 88% increase compared to the previous year, and we gained **96 Twitters followers**, starting from zero. And our community of supporters keeps growing!



We **redesigned our website [www.fundacionjuanxxiii.org](http://www.fundacionjuanxxiii.org)** to respond to the needs of users and family members as well as those of our collaborators, and we were pioneers in creating the **[grupohermanosjuanxxiii.blogspot.com](http://grupohermanosjuanxxiii.blogspot.com)** Siblings Blog.

# Campaigns and events

## Persons with Disabilities Act Information Session

40 HR Directors gathered for the event organised by the Foundation aimed at informing on changes to the **Persons with Disabilities Act** (*Ley General de la Discapacidad*) and the impact of these changes on hiring. Speaking at the event were: **Diego Lucas Barbi**, Employment and Social Security Inspector for the Ministry of Employment, and **Raul Cerejido Barba**, lawyer and Director of Human Resources and Legal Services of the Juan XXIII Foundation. They spoke about the role of administrative checks to ensure that the 2% hiring quota of employees with disabilities is met and that the Act's objectives regarding employment for Persons with Disabilities are fulfilled. They also highlighted the different criteria established by the Public Administration on the subject.

After attending the event, 94% of participants said that they would like more information on the subject and 88% found the information extremely useful for carrying out their work in the area of Persons with Disabilities.

## URBAN SUMMER CAMP FOR INTEGRATION



The Juan XXIII Foundation introduced this initiative to create an opportunity for the children of its employees to socialise and integrate with persons with disabilities during their summer holidays. While their parents worked during the day, the children took part in various activities, together with the Foundation's service users. Dancing, gymnastics and swimming were some of the pursuits that the children and service users did together, as well as other leisure activities that were offered outside of the centre. In all, 28 children took part in this initiative and spent 50 fun-filled days at the summer camp, a fantastic experience for all.



## HUGO BOSS CHARITY MARKET

The 3<sup>rd</sup> annual Hugo Boss Charity Market was held in December 2014: 2,500 garments from Hugo Boss' latest collection of men's and women's clothing and accessories were exclusively on sale.

## 3 DECEMBER CAMPAIGN

On 3 December, the Foundation went out into the streets with the **WE HAVE A LOT TO GIVE** campaign.

On the International Day of Persons with Disabilities, we wanted to stand up for this group's place in society, and we did so in a very special way: through our "GIVING, NOT BEGGING" campaign.



We went out into the streets to help those who have been left most vulnerable and affected by the financial crisis. 44 persons with disabilities and 20 professionals were split up into different groups, with each group visiting a different sector of people in need. "I feel really lucky; I have a roof over my head, a bed and hot food on the table. In turn, I plan to make my contribution to society." This is how José López, one of the Foundation's service users, described his participation in the campaign.

Thanks to people like José, 136 hot meals, prepared by the Foundation's catering service, were given out to destitute families. 3,067 kilos of food were collected and distributed among 960 families, and 760 kilos of clothes and 100 aid kits were handed out to homeless people. As part of the campaign, the Foundation organised visits to homes for the elderly and support activities for children at risk of social exclusion. Over the course of 2014, the Foundation gave out 13,888 meals to Cáritas. Some of the volunteers who took part in the campaign included: Finito de Córdoba, Arantxa del Sol, Marta Robles, Ana García Siñeriz and Santiago Luna.

At the Juan XXIII Foundation, we talk about abilities and not disabilities. Why? Because persons with disabilities are capable, willing and have a lot to give.

## RADIO ... OR SOMETHING LIKE IT

In 2014, our radio show, run exclusively by persons with disabilities, celebrated its fifth birthday. What began in 2009 as a therapeutic workshop for persons with intellectual disabilities attending the Occupational Centre is now a weekly 30-minute show **that airs every Monday from 8:30 to 9:00 pm on Radio Digital 107.0 FM.** Pedro Guerrero, Miguel Carballada, Marcos de Quinto, Enrique Fernández-Miranda, Juan Luis Castro, José Boada, Antoni Ballabriga, Patricia de Roda, Javier Ellan, Óscar Martínez, Pedro Sánchez, Jesús Calleja and Edurne Pasabán are just some celebrities who have appeared on the show as special guests.



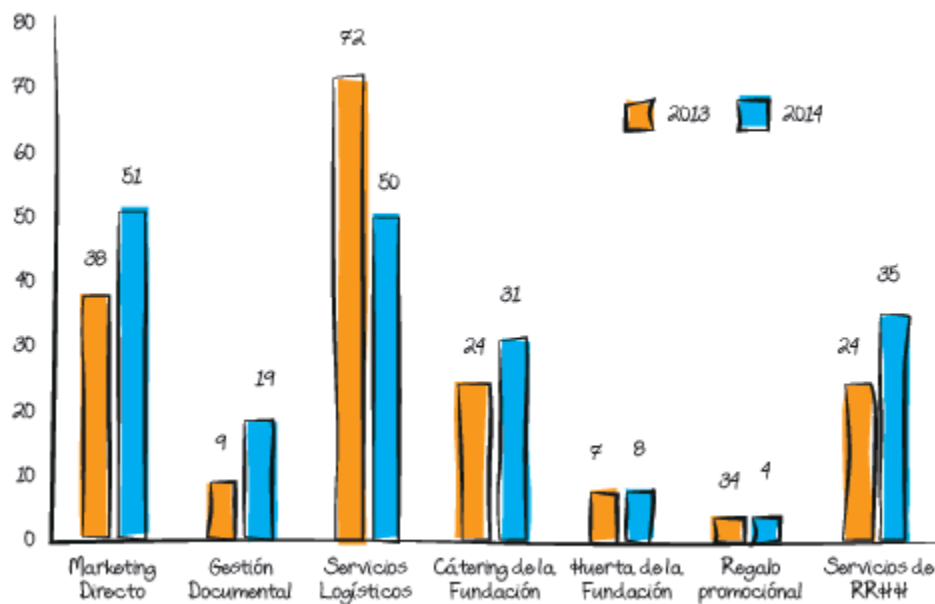
## EMPLOYMENT CENTRE FOR SPECIAL NEEDS

In Spain, there are 1,450,800 working-age persons with disabilities 64% of whom are unemployed. At the Juan XXIII Foundation, we are proud to have created jobs, even in these times of economic hardship. We began our first line of activity, Direct Marketing, back in 1989; it has already been 24 years since we opened our first Employment Centre for Special Needs. Today we have 7 service lines which compete in the current market in terms of quality, service and price.



## Employment at our Employment Centre for Special Needs 2013–2014

In 2014, the Foundation increased its workforce by 24%. 14% of this increase represents staff hired for 6 of the Employment Centre's 7 lines of activity; a total of 28 new staff members, 81% of which are persons with some degree of disability and 46% with an intellectual disability.



[Direct Marketing, Document Management, Logistics Services, Catering Services, Foundation Farm, Promotional Gifts, HR Services]

**Our Support Unit** is the team of professionals in charge of providing personal and social adjustment services to persons with intellectual disabilities when they begin a new job, in order to facilitate their inclusion, integration and adaptation to the role. The team ensures that their personal needs are fulfilled and that they can meet the challenges that arise in their social surroundings.

The role of the Support Unit is also vital for companies; it reassures employers that the Juan XXIII Foundation supports all new recruits, by accompanying them and ensuring their adaptation to the role and their integration in the company throughout their entire working life. In 2014, the Support Unit provided services to 113 employees and was involved in 336 cases.

This programme is made possible thanks to the collaboration of **Banco Popular**.

## Some figures on our Employment Centre services

- We use the latest technology, which allows us package over 90,000 magazines an hour, process over 3,000 databases and make over 60 million shipments per year.
- In 2014, we filed over 40,000 documentary records, processed 5,000,000 images and responded to over 15,000 document requests.
- We have 2 hectares of land for horticulture in Rivas Vaciamadrid; in 2014, we produced 26,000 kg of fruits and vegetables.



# Clients of the Foundation's Employment Centre share their experiences

"ThyssenKrupp is a company that promotes integration and has hired the Juan XXIII Foundation's catering services for nearly two years. Our employees are very happy with our decision to use the Employment Centres and the Foundation's performance always meets our expectations."

**Raquel Fernández Casanueva**

(Assistant Manager of Human Resources at ThyssenKrupp Elevadores S.L.U.)



"The confidence the Juan XXIII Foundation has instilled in us is key to our relationship. They have always managed to meet our targets and this ensures us that we can reach our readers all over the world. This means that our subscribers receive their copy at the same as it becomes available at the newsstand, with the same customer service and quality for which ¡HOLA! is renowned."

**Ramón Junco** (Head of Subscriptions at ¡HOLA! magazine)



"Outsourcing our warehouses has been a huge success. If doing so means that we can also take part in a project that is making a real contribution to society, then it's a win-win situation for both the Foundation and Coca-Cola."

**José Carlos Surroca** (Head of Purchasing at Coca-Cola)



"It's an absolute pleasure to work with the Juan XXIII Foundation, an organisation which succeeds in integrating persons at risk of social exclusion as a result of their disability, particularly in the case of intellectual disability, into the workplace. At Europcar, we are extremely satisfied with the treatment we've received and with the professionalism of those involved in this project, which is bringing so many benefits to the company."

**José Marfa González** (General Manager at Europcar)



"Thanks to the projects taking place at La Huerta, the Foundation's allotment, we can promote healthy habits and help our collaborators and their families to include them in their lives."

**Victoria Marín Ubea** (Health and Safety Department of Red Eléctrica de España)



"Our company is proud to collaborate with the Juan XXIII Foundation because we share the same passion: to help those who are struggling. And we benefit at the same time, as the Foundation offers a wide range of products with a service that easily rivals that of large companies. We hope to continue working with you for a long time to come."

**Almudena Rueda** (Assistant Manager of Human Resources at EISAI Farmacéutica S.A.)



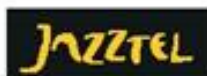
"After seeing for myself the Foundation's work, I was convinced I wanted to work with them. Of the various services on offer, we found two which ones were clearly suitable for us: the switchboard/reception and catering service."

We've hired both of these Foundation services since September 2013. Two persons with disabilities run not only our headquarters' switchboard, but also the visitors' desk and courier service. The Foundation also provides our central offices with a daily lunch menu. The daily menus are prepared in the Juan XXIII Foundation's kitchens by persons with disabilities. I honestly haven't noticed any difference in quality; you just have to give them a chance!"

**Mónica Lurguie Marfa** (Director of Human Resources at Grupo Francis Lefevre)



## SOME OF OUR CUSTOMERS





# On the Prevention of Occupational Risks, Quality, Technology, Energy Efficiency and General Services

## OCCUPATIONAL RISKS

We have improved our capacity to respond to emergencies by revising the centre's **Self-Protection Plan** and delivering on-site training on fire prevention, the use of fire extinguishers and first aid. These training sessions were provided by **Feaps Madrid's** Joint Prevention Service (SPM) and by the Alert Team of the SAMUR Emergency Service.

## QUALITY

External auditors approved our certifications according to **ISO standard 9001**, which confirms the quality of all the activities carried out by the Foundation and at the Employment Centre.

We have introduced a **Supports Intensity Scale system (SIS)**, which is a tool for measuring the level of practical supports required by persons with intellectual disabilities.



## ENERGY EFFICIENCY

We have put in place various measures to improve energy efficiency at our Centre: water flow reducers have been fitted on all of the toilet taps; a circuit board to switch off peripheral devices has been installed and our computers are now programmed to shut down at predetermined times. We have also introduced automatic light sensor switches and have replaced our floodlights with LED lights.

## TECHNOLOGY

We have made several improvements to our technological infrastructure. We have installed fibre optic technology for better and speedier communication, set up FTP (File Transfer Protocol) services and enabled web access for clients through the FTP.

## GENERAL SERVICES

We have performed works on our premises in order to improve accessibility and safety, such as restoring the sports field used by our service users and laying non-slip flooring.

# Awards

## BBVA "INTEGRA" AWARD

BBVA bank has awarded the Foundation's Employment Centre for its partnership with FSI (formerly known as MRW – Fundosa) and for jointly developing a project for creating and maintaining employment for persons with intellectual disabilities in the professional field of Direct Marketing (packaging and shrink-wrapping publications).

## "TERRITORIOS SOLIDARIOS" AWARD FOR HUMANITARIAN EFFORTS

BBVA employees chose to award the Juan XXIII Foundation for its “Multisensory Therapy – Severe Disability” project. Thanks to them, the Foundation was able to hire a professional specialising in managing the room, with the aim of increasing the number of users who can benefit from it.

## JOSE LUIS RODRIGUEZ IGLESIAS AWARD

The Juan XXIII Foundation was awarded a prize for its radio programme at the José Luis Fernández Iglesias awards.

This prize, created by the Socialist Party of Madrid in honour of the journalist José Luis Fernández Iglesias, for his dedication to defending the rights of persons with disabilities, was awarded to the Foundation's radio programme entitled “*Radio o lo que sea*” (*Radio... or something like it*). The prize was awarded by Jaime Lissavetzky, spokesperson for the Socialist Party, in the category “*al medio de comunicación social*” (*using media for social communication*), for its outstanding work on matters in relation to disabilities.



## Strategic alliances

Thanks to corporate support for the Foundation, we have been able to develop our projects, build, maintain and improve our facilities, and indeed been capable of providing the best possible service in fulfilling our mission. We look for long-term "travel partners" whose involvement goes beyond financial contributions, and we are very proud to say that we have done just that.

**Throughout 2014, a total of 56 companies collaborated with the Foundation, 11% more than the previous year, with income from donations increasing by 30%.**

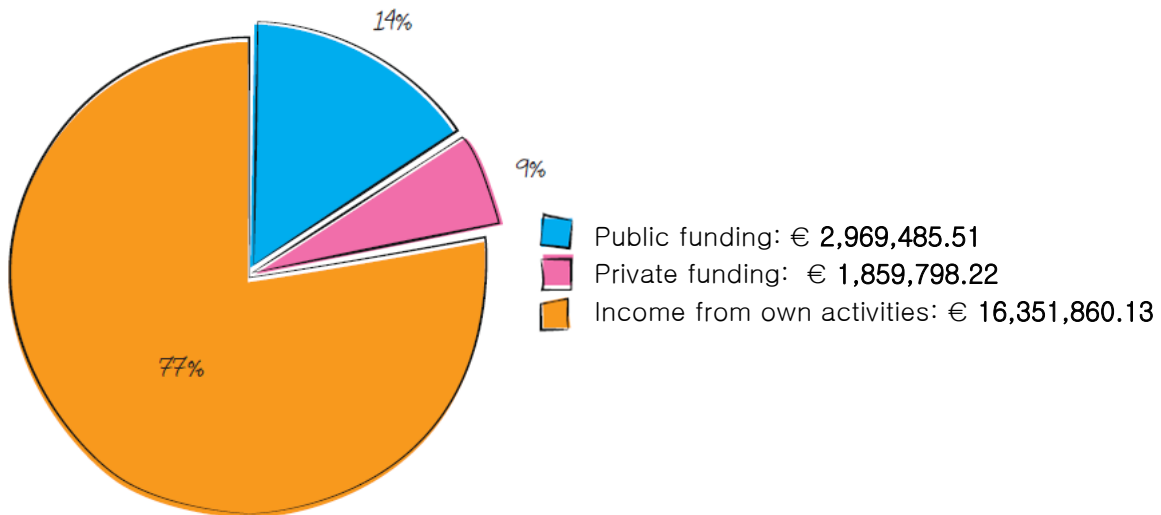
We organised a total of **65 volunteer events for 60 companies**, 45 of which have participated in activities at our facilities in Vicálvaro and 30 of which have held "eco-friendly" events at the Foundation's allotment, La Huerta. **Over 1500 employees have taken part** in the two events.

With regard to the implementation of the **Spanish Disability Act** (formerly the LISMI, the law on the social integration of disabled persons), **we have managed, advised and processed a total of 60 companies**, 34% more than in 2013.

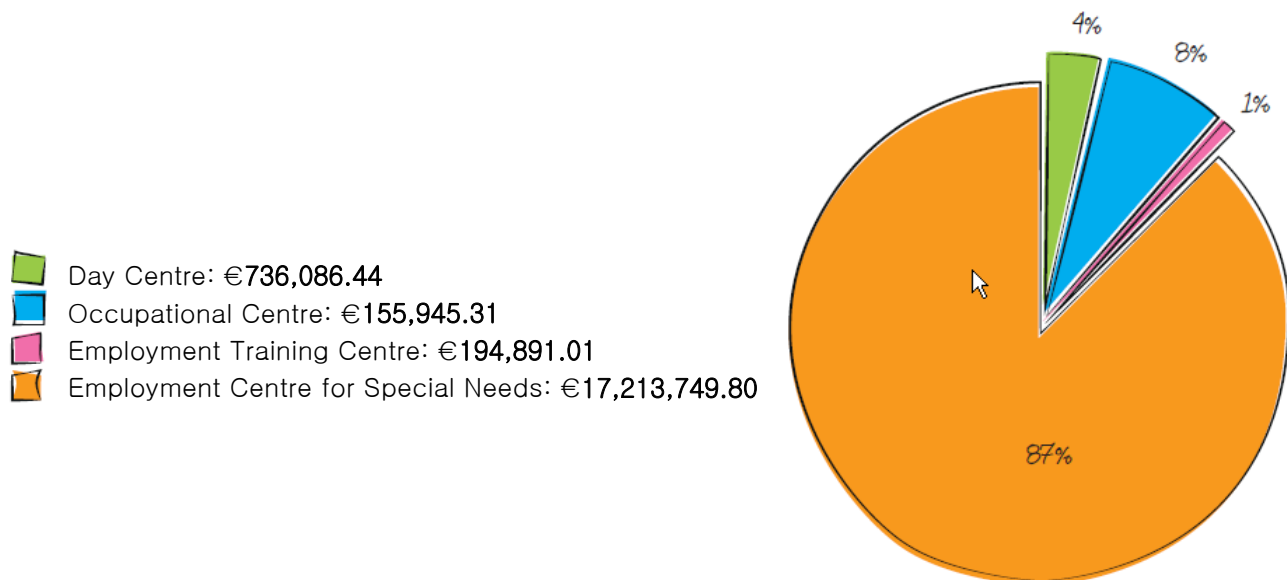
## Thank you for helping us to help them



## Income



## Expenses



## PATRONS



## SPONSORS



## COLLABORATORS



## PARTNER COMPANIES



Audited by :



