



Description of the social enterprise – information sheet

S.A.D. Società Cooperativa Sociale



sad

assistenza sociale con
professionalità e cura

A. Identification data	
1. Name of the enterprise	S.A.D. Società Cooperativa Sociale
2. Location/Address of the enterprise	Via A. Gramsci, 21– 38123 Trento (TN)
3. Website of the enterprise	www.cooperativasad.it
4. Legal organisational form	Cooperative enterprise – social sector type A
B. Good practice of the social enterprise	
Aspects that recommend the social enterprise as a good practice in the particular sector.	SAD is a cooperative that works both with public and private sectors with the aim to answer to the social needs of the community by way of planning and integrating social services to improve local welfare. Its activity responds to quality criteria foreseen in the „Carta dei servizi” and the „Carta dei comportamenti” (services and approach guidelines); UNI EN ISO 9001: Vision 2008 for the provision of home care, managing, planning and providing services for day centres for the elderly under the brand „Family Audit” set up by the province of Trento.
C. Context:	
1. Year of Founding	1990
2. Context of start-up – problem that the enterprise was set up to solve, economic social rationale	The main beneficiaries of the services provided by the coop are: the elderly, disabled, ill, and people who are temporarily not autonomous, in the province of Trento. These social services provided help to support the people in need in their own familiar environments in order to maintain their connections with their families, friends, neighbours, and community.
3. What are the Main Activities of the entity?	Home care for the elderly and not autonomous, evening activities, meals on wheels, palliative therapy, day center management, safe residence provision, services, social housing.
4. Who are the Main stakeholders (i.e. members, clients, producers, etc.)?	Users and their relatives, worker members, employees, public social services department, municipalities and local communities.
5. Geographic coverage with respect to: i) to production of services and/or goods and ii) market/consumers or beneficiaries, clients, etc.	City of Trento; Aldeno, Cimone and Garniga; Rotaliana-Königsberg community, Val di Cembra and Val di Non communities.
D. Ownership Structure	
1. What is the ownership structure of the entity: i.e., does the entity have shareholders, owners/members, donors, trustees, investors, etc.?	Members, who are the owners of the entity, can be natural and legal persons.

2. If membership, is membership open or closed? Is exclusivity required?	Open to an unlimited number of members as stated by ICA principles.
3. Is a capital contribution required? If so, how much? Is equity capital unallocated or individualised?	Yes, there is a capital contribution. Each member signs up for his/her contribution, which generally varies from €25 - 100€.
4. Describe in a few words the voting distribution (e.g. one member-one vote; proportional to equity contribution; proportional to use, etc.).	One member-one vote. For financing members, there is a one share-one vote distribution rule, but financing members' votes cannot exceed a third of all members' votes. Members gain their right to vote after 90 days since signing up in the members' book, and lose their right to vote if in default.
5. Describe in a few words the main benefits for members or owners.	Full time permanent job for members.
6. Indicate any <u>main changes</u> in ownership over the lifetime of the entity.	The membership has grown from 9 members at the time of foundation in 1990 to 56 members today. Many members are young people and women.
E. Governance	
1. Describe the governance structure of the entity (board, management, committees, etc.), number of members and method of selection (appointed or elected and by whom).	Governance bodies are: Members Assembly; board member s, supervisory committee. Board members are elected by the members' General Assembly by relative majority (or eventually by unanimous decision).
2. Is there an entity or process for oversight of the board?	Auditing functions are carried out by external auditors from the Trentino Federation of Cooperation.
3. Are there external independent board members?	No.
4. Are there term limits for board members?	The board is formed by 7 members (President, vice-president and 5 members). There is no limit for the number of mandates. Those that leave can be re-elected.
5. What is the gender composition of the board?	Out of 7 members of the board, there are 6 women

<p>6. Describe management and board salary/ compensation policies and how they are decided/determined?</p>	<p>SAD is based on a mutualistic goal without private speculation aims. The board members have to respect a principle of equal treatment towards members. They are paid on the basis of an attendance fee determined by the General members' assembly. The amount is between 0€ - 200€ for each participation in the meeting. The board decides an extra earning for the board members with specific tasks. The cooperative managers' salaries are calculated in accordance with the national contract foreseen by the relevant category plus a further amount agreed by the board members</p>
<p>F. Profit/ benefits/ surplus distribution policies</p>	
<p>1. Describe briefly the distribution policies and procedures for profits / benefits / surplus</p>	<p>SAD is not-for-profit and seeks only to sustain itself, pay employees and cover overheads. The General Assembly can deliberate to give worker members a certain amount of additional money back.</p>
<p>2. Are members/owners liable for losses of entity? Describe how liability is shared.</p>	<p>Members are liable for losses only with their capital stock. Conditions are foreseen in the coop statute and Civil Code.</p>
<p>G. Strategy: highlight approaches adopted to address the identified challenges</p>	
<p>1. Describe briefly the business strategy looking at aspects like: main products/services, market niche, market share, quality and pricing/costs and <u>main changes</u> occurred in time.</p>	<p>SAD social mission is to improve the quality life of elderly. The main goal of the cooperative is to create conditions for inclusion. Implementing and managing multigenerational housing project, Sad offers to elderly persons a housing solution which they share with contemporaries. The cohousing setting includes apartments comprising single rooms, services and common space. Older people share the costs of food (with cooking provided by carers), electricity, water, rent and caregivers, whose presence is assured 24 hours a day, seven days a week. In the same building, another apartment hosts a group of specifically-selected students who support their older neighbours on a voluntary basis, thus encouraging intergenerational solidarity. The social and community relations of elderly persons are also maintained and reinforced by the visits of their friends and relatives.</p>
<p>2. Describe briefly the relation between the business strategy and the social mission of the enterprise.</p>	<p>With home-based care services and community assistance, the elderly people are empowered to live independently and are better able to avoid the need to be admitted to a nursing home</p>
<p>3. Please describe briefly the strategic partners or alliances that the enterprise has.</p>	<p>Sad is a member of the consortium CON.SOLIDA and of Trentino Federation of Cooperatives. It works in close coordination with the local administration' sanitary system.</p>

4. Please describe briefly the methods and practices of communication/relationships with Stakeholders (members, community, donors, NGOs, etc.),	SAD has a multimedia and social network to constantly keep in touch with their members and community, draws up a detailed social fund balance sheet, and organizes numerous events and initiatives to encourage participation, alongside annual assemblies foreseen by the social statute.
5. Innovation and key performance factors	In 2015, the SAD was awarded by United Nations Economic Commission for Europe as one of the best practices within <i>Innovation and empowering strategies for care policy</i>
6. Human resources - personnel	
- No. of employees	122 - 15 men, 107 women (68% with full time contracts).
- No. of volunteers	
- No. of members	57 members
H. Outcomes: results achieved and lessons learned	
- Assets (raw numbers)	0€
- Capital (raw numbers)	17.661€
- Production	4.022.714€
- Turnover /sales	3.349.751€
- Profit/loss	63.050€
I. Describe in a few words the broader social / environmental impact in your community – spill-over effects, in the last 3-5 years.	Guaranteeing work places for members and quality services for the community, even in times of social and economic crises, at the same time reducing public costs of the local welfare system.
Contact info	
Address	S.A.D. Società Cooperativa Sociale Via A. Gramsci, 21 – 38123 Trento (TN)
Email	info@cooperativasad.it
Webpage	cooperativasad@pcert.it
Contact person	Diego Agostini

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