



The

**Gibson Soto**  
Foundation

# Annual Report 2023

Platinum  
Transparency  
2023

**Candid.**

## *Message from the Board*

Dear donors, volunteers, and friends of The Gibson Soto Foundation,

It is an honor to be in contact with you and to share the achievements and challenges we have faced in 2023. This year has been marked by dedication and constant commitment. In every step we take, we honor the memory and legacy of our Co-Founder, Thomas Gibson. His love, energy, creativity, and generosity continue to be the driving force of The Gibson Soto Foundation.

In a context where Mexico faces significant educational challenges, we remain committed to breaking the poverty cycle through education. According to the OECD's 2023 Education Panorama Report, Mexico is one of the countries with the least investment in education. Herein lies the vital importance of our program.

We are excited to share this year's notable successes. Two of our students, Mayra and Lupita, successfully completed the Gibson Soto Foundation program through La Cima – our facility in Mexico -. Mayra, an Environmental Engineer, now enjoys prominent employment in her field. And Lupita, a Bachelor of Music with a specialty in piano, not only graduated with honors, but also won the Young Piano Virtuosos competition, and today shares her passion as a piano teacher.

This year, we welcomed four new students: Isabel, Tere, Rosario and Mariel. With their arrival, we strengthen our commitment to guiding these young women toward a future full of possibilities.

In 2023, our students actively participated in more than 1,500 hours of human development workshops, received more than 2,300 hours of individual academic advice and attended more than 20,000 hours of university classes and 1,000 hours of English classes. This significant impact would not be possible without the invaluable support of each of our generous donors and more than 50 professional volunteers who enthusiastically joined our cause.



The results and testimonials of each student are detailed in our annual report, which we invite you to explore. Each page is a testament to how, together, we are changing lives and building a brighter future.

We sincerely appreciate your continued support.

Gratefully, Board of Trustees.





## *Summary of results*

13 students benefited with:



***SAFE HOME***



***NUTRITIOUS FOOD***



***MEDICAL ATTENTION***



***SCHOOL SCHOLARSHIPS***

***ACADEMIC ADVICE***



***HUMAN DEVELOPMENT PROGRAM***



***ENGLISH CLASSES***



***SPORT ACTIVITIES***



*100% of students successfully  
completed their school year*

The students received:



2,300 hours of professional  
volunteering  
Total volunteers: 50



1,500 hours of human  
development workshop  
program



1,000 hours of English classes



They participated in 20,000  
hours of university classes



## Our mission:

To serve the world by supporting higher education and full development for bright young women from marginalized communities in Mexico, allowing them to achieve sustainable success for future generations.



## Our vision:





## Success case: Mayra

Before joining The Gibson Soto Foundation, my life occurred on the rural ranch of Santiaguillo in Guanajuato. I was born in a humble family where my father is a farmer and my mother is a housewife. Our income was always below the poverty line, which made my dreams of going to college seem unattainable. But that didn't stop me.

Studying in Santiaguillo is a challenge, since the schools are far from the communities and there is no transportation for students. Walking long distances is an everyday reality, and many young people are forced to abandon their studies. For 6 years I walked 2 hours there and 2 hours back to go to middle school and high school, crossing streams and rivers. Furthermore, economic opportunities are scarce, and cultural norms influence our future.

Since I was little, one of my biggest dreams was to attend college and obtain a degree in a profession I was passionate about. However, financial expenses and the lack of a safe place to continue my studies were obstacles that seemed insurmountable. Despite the difficulties, I was determined to break the cycle of poverty in my family and become the first in my family to have a college degree.

Everything changed when I met The Gibson Soto Foundation, a place that allowed me to continue my studies and guaranteed peace of mind for my family, knowing that I would be in a safe and supportive environment. For four and a half years, I lived at La Cima, and my life took an incredible turn.

The Gibson Soto Foundation human development program has been a true blessing in my life. Thanks to their support and dedication, I have learned to overcome my fears and face challenges with courage. The workshops and classes they offer have given me the tools necessary to try new things and expand my horizons. Additionally, living in a community with other students has allowed me to learn to share life with people from different experiences and cultures, enriching my perspective and teaching me to value diversity. Thanks to The Gibson Soto Foundation, I have developed greater self-confidence and am ready to continue exploring a future full of possibilities.

In June 2023, I graduated with a degree in Environmental Engineering, a career that I am passionate about and that has opened doors to a promising future. Now, I have a good job in my profession, and I am working towards the economic stability that will allow me to help my family get ahead, overcoming the shortcomings we faced when I was a child.

My vision for the future is clear: I want to grow professionally, build wealth, and in a few years, start my own family. But I don't want to stop there. My experience at The Gibson Soto Foundation has left a deep mark on me, and I feel motivated to inspire more young people in my community to follow their dreams and become successful professionals.

I deeply thank The Gibson Soto Foundation for the support provided on my path to success. Your dedication and commitment have enabled me to be here today, achieving my goals and forging a bright future.

My story is just the beginning, and I'm excited for what's to come. I hope to continue to impact my community positively and show that, with determination and support, dreams can come true.

Thank you, Gibson Soto Foundation, for believing in me and helping me accomplish great achievements!





# Testimonials 2023

## Success case: Lupita

Before entering The Gibson Soto Foundation, I did not have the financial means to continue studying. I continued paying for private piano lessons once a week, while I worked giving a few piano lessons a week, with which I paid for my classes. I rented a room shared with a friend in Querétaro, while my family was far away, and they supported me financially with what little they could. My diet was poor; I regularly ate a tamale for breakfast in the morning as it was the most economical, and lunch was a sub or something I could take to work. I found myself with a feeling of uncertainty about the future, especially about how I would continue studying.

My life was transformed by being part of The Gibson Soto Foundation. I could continue my career in a school specializing in classical music, with the necessary instrument to continue my career- an upright piano which The Gibson Soto Foundation provided me to practice with. My diet improved with nutritious meals three times a day, plus snacks, and I could concentrate on my studies.

I found a balance in my life psychologically and emotionally by having human development courses with Daiysi, Janet, several speakers, and semiology of daily life with Yéssica. In therapy with Janet, I was able to learn more about why I acted in certain ways, and change habits or attitudes that did not help me advance in my personal growth, and create new habits. These specialists also helped me feel more secure with myself and to understand that people have the best reasons for being the way they are, which further developed my empathy and tolerance towards others, and most importantly toward myself.

I acquired new skills in my piano tutoring classes with Oliver, who taught me how to improvise in popular music pieces. I'm grateful for my English teachers Jim, Fernando, and Noe, the social service guys Bruno and Rodrigo, and the volunteers like Robyn, who always inspired me to improve myself and overcome my fears, helped me resolve doubts, improve my pronunciation, and made me feel safe to speak in English with other people.

Now that I have finished my degree, I envision a better future, living a dignified life that provides beyond my basic needs, being independent, supporting my family financially with a well-paid job, and also being an emotional support for them thanks to my new perspective on life. Because I now understand that we all can give to and transform other people's lives, I would like to support others, such as students, family, and people in my community.

I see myself having more and more success and opportunities in my career as I gain more knowledge, and I would like to give concerts in various parts of the country to promote my culture or support altruistic causes. Being a music teacher allows me to provide quality education regardless of the social sector to which people belong. I really want to continue learning, and preparing myself with diplomas or a master's degree in areas common to my career to continue improving. And I want to have a command of the English language that provides me new learning opportunities and jobs. I hope that the great friendships and support ties that I made in my time at The Gibson Soto Foundation will continue to grow.





## Evelyn

### *Pursuing a bachelor's degree in Agri-Food Biosystems Engineering*

The Gibson Soto Foundation has been the main engine that has sustained my education, providing not only a scholarship for my college, but also extensive support through human development workshops and recreational activities. The combination of these elements has had a significant impact on my life, allowing me to not only achieve academic goals but also cultivate deep personal growth.

The support of The Gibson Soto Foundation is not limited only to the academic sphere, the human development workshops have broadened my perspective, allowing me to understand the importance of empathy and understanding in building a more just and equitable world. They have allowed me to challenge myself to reflect on my strengths, areas for improvement, and my physical, emotional and psychological development. The social, emotional, and leadership skills I have acquired in these workshops have not only improved my academic performance but have also strengthened my self-confidence and ability to face everyday life's challenges.

I sincerely thank The Gibson Soto Foundation for being the boost I was missing and leading me towards a life of discovery and unforgettable growth. Truly, I never imagined I could feel so happy while fulfilling my dreams in a way in which the people immersed in this project support me and are happy with me.



## Dalia

### *Pursuing a bachelor's degree in Educational and Curricular Management:*

The Gibson Soto Foundation supports me not only by paying school expenses, it also supports me with a safe home, balanced nutrition, and human development workshops that are a key piece on this path. This year I learned to manage my emotions, not to worry about things that are not within my control, to set my goals with clear objectives, and to be the owner of my time and know how to manage it properly.

Some workshops have taught me various things: public speaking, first aid, sexual health, and personal hygiene. The Gibson Soto Foundation is even supporting me so I can implement a project in my community to develop the professional skills I have learned throughout my university career.

I also take English classes, which are very enriching and have learned a lot.





# Ana

## *Pursuing a bachelor's degree in Veterinary Medicine*

This year The Gibson Soto Foundation has contributed to me continuing with my university studies successfully by paying for my studies, providing housing, nutritious food and much more.

The human development workshops have been very useful to me since I joined the program, because they help me see things differently, and understand others and my environment more consciously and less critically. Lateral thinking is one of the topics we have been constantly reinforcing, since acquiring this skill and applying it daily is very helpful, and can give you an advantage.

The support they have given me for school, such as school supplies and enrollments, is also quite helpful since my degree is a bit expensive. And having the support of The Gibson Soto Foundation encourages me to get the most out of my studies.



# Daniela

## *Pursuing a bachelor's degree in Human Nutrition*

This year, I have completed 2 of the last semesters of my degree. Professional practices and projects have already been required to help me have the quality training necessary, so that I can give the best care to my patients. The support of The Gibson Soto Foundation has been essential for me. If it were not for the scholarship they provide me, I would not be able to study, pay rent, meals, school transportation, school supplies, services, etc.

Thanks to various courses, I also learned about budgeting, self-defense, and first aid, which I think is essential. I am one semester away from finishing my degree and I will always be grateful to The Gibson Soto Foundation for allowing me to fulfill my dreams and fight for my goals in life.



Testimonials 2023



## *Dulce*

### *Pursuing a bachelor's degree in Educational and Curricular Management*

The Gibson Soto Foundation supports me so I can continue fulfilling my goal: to continue studying. By not worrying about tuition or materials required for school, I can fully focus on my studies and school activities such as completing assignments, projects, and classes.

By having a safe home, I have no worries about being alone and not having someone to ask for help, since we take care of each other, like a family united by the same dream of continuing studying and expanding our horizons. We receive help in different aspects and topics, from learning to identify our emotions, understanding and knowing about personal finances, first aid and self-defense, which is very important because you never know when you might need to defend yourself.



# Rosario

## *Pursuing a bachelor's degree in Global Logistics Engineering*

This is my first year at The Gibson Soto Foundation. Since I received support with a safe home, full scholarship, food and human development, my life has changed a lot. This great opportunity transformed my life 180 degrees, bringing with it many emotions and perspectives. I am happy to stay here and be able to pursue my dreams, goals and purposes.

My mentality has changed, my thoughts are somewhat different than before, now they are more logical and mature. Thanks to The Gibson Soto Foundation I have learned to value everything I have around me such as my family, friends, material things, opportunities and time. I am grateful to life, to The Gibson Soto Foundation, and of course to my family for being able to have this great opportunity. I feel happy and motivated to continue fighting for the future I want for myself and my family.



Testimonials 2023



# ***Mariel***

## ***Pursuing a bachelor's degree in Pharmaceutical Chemistry Biologist***

The Gibson Soto Foundation supports me with a beautiful place to live, school materials, nutritious food and human development workshops. I consider that The Gibson Soto Foundation has improved my life. I am, and will always be, grateful for this great opportunity that they are giving me since they opened a new panorama for my future and my aspirations.

The Gibson Soto Foundation is unique since it provides me with the tools I need, and accompanies me on this beautiful life journey. They care not only for my physical well-being, but also for my psychological well-being, which is a fundamental part of this adaptation process. In 4 years I will finish university, willing to help and collaborate with society, science, my community and The Gibson Soto Foundation to make this a better world.



# Isabel

## *Pursuing a bachelor's degree in Psychology*

Being part of The Gibson Soto Foundation represents an opportunity to achieve my goals and complete a degree in Psychology. It also prepares me to have an impact in my community, and be able to support my family. With the help of The Gibson Soto Foundation, I have managed to understand the things I can improve through the feedback it gives me week by week.

The Gibson Soto Foundation has not only given me a home, food, scholarship and development workshops that have been crucial in my training, but it has also given me another family, where I can meet new colleagues and learn from them. Especially since I believe that the people and situations that arise in my life are because I have to learn something new from them.



Testimonials 2023



# Jessica

## *Pursuing a bachelor's degree in Design and Management of Logistics Networks*

The Gibson Soto Foundation has transformed my life by giving me a nice space to live, with balanced meals through menus made by nutritionists. They also provide me with transportation to and from the university, help me with financial support to pay my tuition, and provide me with materials and books that I need throughout my degree.

The Gibson Soto Foundation has transformed me by giving me English classes to continue improving my level of English. They also gave me personalized English advice, where a person who has mastered the level supports me and teaches me what is necessary to strengthen my learning further. It is also transforming my life by giving me the knowledge to carry out a community project and thus transform the environment of the people in my community of origin.



# María José

## *Pursuing a bachelor's degree in Global Logistics Engineering*

The Gibson Soto Foundation has supported me unconditionally. It helps me continue with my studies, and complements my knowledge more and more with personal growth workshops and English classes. I took English classes with Robyn, a very kind person who speaks native English, so that allowed me to advance in English and understand the language a little more. I am also very grateful for having advisors from Tecnológico de Monterrey University, who support me on some topics and subjects that I do not understand so that I can stay up to date.

Human development workshops have transformed my life. They allowed me to learn new and important things for my life such as self-care, self-control, types of leadership, learn new values, the Pomodoro Technique for time management, discover my life purpose, learn to create a problem tree, and know the great variety and classifications of emotions that exist. And I learned about co-responsibility, which is one of the things that I liked the most: that we always do what benefits us all, and that when I think about complaining, rather than voicing a complaint, I share a solution to improve. I'm very grateful.



Testimonials 2023



# *Our program aligns with the UN 2030 Agenda for Sustainable Development*

As an Institution, we want to contribute to the achievement of the Sustainable Development Goals and we support the following objectives and goals:

## *End of poverty*



### *Goals we align ourselves with:*

By 2030, eradicate extreme poverty for everyone worldwide, currently measured by a per-person income of less than US\$1.25 per day.

By 2030, reduce by at least half the proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions.

## *Quality education*



### *Goals we align ourselves with:*

By 2030, ensure equal access for all men and women to quality technical, vocational and higher education, including university education

By 2030, significantly increase the number of young people and adults who have the necessary skills, particularly technical and vocational, to access employment, decent work and entrepreneurship

By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for vulnerable people, including people with disabilities, indigenous peoples and children in vulnerable situations

## Gender equality

5 GENDER  
EQUALITY



### *Goals we align ourselves with:*

Ensure the full and effective participation of women and equal leadership opportunities at all decision-making levels in political, economic and public life

Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Program of Action of the International Conference on Population and Development, the Beijing Platform for Action and the outcome documents of its review conferences.





# Our program

## *Profile of our students:*

- The student must have maintained a grade point average during all 3 years of high school within the top 20% of her generation.
- Total family income must be considered at or below the poverty level established by CONEVAL.
- The student must have the full support of her parents or guardians to continue her university studies and to be part of The Gibson Soto Foundation program.



# Our program

## Students receive:

- Payment of all college expenses
- Safe and dignified housing
- Nutritious and healthy diet
- Preventive medical care
- Academic advice
- Comprehensive human development program
- Psychological guidance
- English classes
- Support for recreational, sports and artistic activities



## Our comprehensive Human Development program is divided into 4 development areas:

- Academic and Professional Development
- Mental Health and Wellbeing
- Comprehensive Physical Health
- Social, Cultural and Community





# *Daiysi Palomares. Testimonial.*

## *General Coordinator of our human development program*

Accompanying the training process of the young women who are students of The Gibson Soto Foundation in 2023, more than just a work activity, is part of my life mission. It is a work that allows me to contribute so that the humble beginnings of these young women are not their destiny, like so many other young Mexican women. I am convinced that it is through education that we can make a change in our country. In this sense, being part of an institution like The Gibson Soto Foundation has allowed me to continue reinforcing this life purpose that implies being able to participate in the human and comprehensive training of people who are changing and improving our world day by day.

It has been a process of much learning. From my experience as a designer and facilitator of their training program, I have witnessed the gradual transformation that each of our students continue to have week by week. I am sure that with time they will be powerful women, social leaders, aware of the needs of their communities, and willing to contribute to society's present and future improvement.

Throughout 2023, I have witnessed how we have strengthened and developed socio-emotional and life skills that allow them to be fulfilled and happy women. One day, they will be the ones who donate to The Gibson Soto Foundation, because of their achievements, and continue this work together. It will be a chain of support for more women, and thereby promote a change from local to global. As the saying goes: "sowing today, to reap tomorrow."



## Nutrition program for our students

During 2023, we continued to strengthen our nutrition program at The Gibson Soto Foundation with a comprehensive approach. Our students benefited from a carefully designed program, which included individual assessment of nutritional status.

Students from the UAQ Bachelor's Degree in Nutrition carried out this process, providing personalized recommendations to guarantee adequate nutrition. In addition, balanced menus were implemented, considering the specific nutritional needs of each student. To optimize food handling practices, staff were trained in best practices, from receiving, to storage, and food preparation. This comprehensive approach to the nutrition of our students is an essential component of our commitment to their well-being and integral development.





# Community projects

At The Gibson Soto Foundation, we believe that true transformation goes beyond the classrooms. That is why we have developed a community projects program that empowers our students to be agents of change in their communities. Each student chooses a specific problem in their local community and works on designing and implementing a project that addresses that need. This initiative not only allows them to apply their academic knowledge but also encourages leadership, social responsibility, and a sense of belonging. Through these projects, our students not only grow as professionals, but also contribute significantly to the well-being of their communities, generating a sustainable and lasting impact.

This year, 7 of our students participated in a 6-month training to choose and design a project that will positively impact their community. These projects will be implemented next year.



# Community projects

**María José**

**Winter educational course “Exploring mathematical learning”**

Objective: For 80% of the girls and boys in fifth and sixth grade in the El Pie, Querétaro community to develop the mathematical skills necessary to achieve their educational and personal goals that will be useful for their entire lives.

**Evelyn**

**Local Garden “Rinconcito del sol”**

Objective: To Promote the economic independence of the women in my community by providing the necessary tools so that they learn to cultivate a home garden with medicinal herbs, and develop products like soap, body cream, etc.

**Daniela**

**Summer course "Let's learn to eat"**

Objective: Teach the population of Palo Blanco, Arroyo Seco about local and low-cost healthy nutritional meals, thus improving their general health to achieve a better quality of life.

**Dalia**

**English classes "Let's learn together"**

Objective: To teach basic English to 15 boys and girls ages 5 to 9 from the town of San Sebastián, Tenochtitlan in 12 sessions over 3 months opening new opportunities for them



# Community projects

Jessica

Basic English classes for boys and girls. “My first step to English”

Objective: To generate better opportunities through basic English vocabulary classes for boys and girls ages 8 to 12 in my community.

Ana María

Workshop for girls and boys, “Animal welfare”

Objective: To generate awareness among children, young people and adults in the community of La Torre, Amealco, about animal welfare, being responsible, and create awareness that we are all living beings who feel and inhabit the same space.

Dulce

Summer course “English classes”

Objective: That the boys and girls of the Sabino community learn basic English language (alphabet, numbers, family and colors), through dynamic and fun classes, to have better educational and work opportunities.



# Results by area

## Academic Results

- Lupita graduated with a Bachelor's degree in Music with a GPA of 9.0 (out of 10.0)
- Mayra graduated with a Bachelor's degree in Environmental Engineering with a GPA of 9.0
- Daniela finished the 6th semester of her degree in Nutrition with a GPA of 8.5
- Isabel finished the 5th semester of her degree in Psychology with a GPA of 9.5
- Evelyn finished the 5th semester of her degree in Biotechnology Engineering with a GPA of 9.6
- Jessica finished the 5th semester of her degree in Logistics Networks with a GPA of 9
- Dulce finished the 5th semester of her degree in Educational and Curricular Mgmt with a GPA of 9.6
- Ana finished the 4th semester of her degree in Veterinary Medicine with a GPA of 8.8
- María José finished the 3rd semester of her degree in Logistics Networks with a GPA of 9.6
- Dalia completed the 3rd semester of her degree in Educational and Curricular Mgmt with a GPA of 9.9
- Tere finished the 1st semester of her degree in Industrial Engineering with a GPA of 9
- Rosario finished the 1st semester of her degree in Logistics Networks with a GPA of 9.4
- Mariel finished the 1st semester of her degree in Pharmaceutical Chemistry Biologist with a GPA 9.2





# Social Impact

- We impacted the lives of 13 university students by providing all the means to continue their university studies successfully
- The students received 1,500 hours of human development courses
- The students received 1000 hours of English classes
- Mayra graduated as an Environmental Engineer
- Lupita graduated with a degree in Music
- We received 4 new students in the following careers and universities
  - Rosario - studying Design and Management of Logistics Networks at the Technological University of Querétaro
  - Tere - studying Industrial Engineering at the Technological Institute of Querétaro
  - Isabel - studying Psychology at the Autonomous University of Querétaro
  - Mariel - studying Pharmaceutical Chemistry Biology at Technological University of Mexico



# Social Impact

- We included more than 50 volunteers and students offering social service for our institution
- We received more than 2,300 volunteer hours





# Institutional Growth

## *Our staff at La Cima IAP participated in the following courses:*

- February 2023. Professionalization of NGOs. Workshop organized by the Private Assistance Board of the State of Querétaro
- March 2023. Comprehensive Civil Protection Course taught by SICAPRE
- March 2023. Action protocols to prevent gender violence in NGOs. Workshop given by Corporate Foundations
- May 2023. The importance of the gender perspective in the public policy cycle. Workshop given by the Secretariat of Social Development of the Executive Branch of the State of Querétaro (SEDESOQ)



# *Institutional Growth*

- June 2023. La Cima IAP is one of the founding NGOs of the Querétaro Youth Network supported by Fundación Merced Querétaro
- August 2023. TELAR Mental health and care in Civil Society Organizations. Taught by Social Impact - USAID
- September. The Cima IAP joins the state project “Encáusate” for a culture of peace
- October 2023. Professionalization of NGOs. Workshop organized by the Private Assistance Board of the State of Querétaro
- November 2023. Participation in the Network Forum organized by Fundación Merced Querétaro
- November 2023. Theory of Change in Intervention Models. Taught by Corporate Foundations





## *Thanks to our generous donors, we also support five other Foundations in Queretaro:*

Our heartfelt appreciation goes out to the incredible generosity of our donors. Thanks to their unwavering support, we not only covered the complete program costs for 13 remarkable young women at La Cima IAP in Queretaro, Mexico, but also extended our impact to support five other nonprofits in Queretaro whose missions align closely with our values.

**Senderos IAP:** This organization offers a nurturing home for disabled orphan boys. Through an inclusive environment, Senderos promotes their development, providing essential tools for healthy growth and expressing personal abilities and skills, fostering functionality, and encouraging collaboration to create a better world.

**Puente de Esperanza IAP:** Committed to providing opportunities to young people from rural and indigenous areas with limited economic resources, Puente de Esperanza facilitates comprehensive education. They aim to empower these individuals to achieve authentic, transcendent, and peaceful lives.

**Asociación Maximiliano María Kolbe:** This association provides a caring home for girls, adolescents, and adults with permanent mental deficiencies who have endured physical and mental violence and abandonment.

**Fundación Merced Querétaro:** Focused on promoting community development, this foundation contributes to improving the capabilities and professionalization of NGOs.

**Mexico Home for Boys:** This organization provides a nurturing home and education for orphan boys, offering them a supportive environment to grow, learn, and thrive.

Together with our donors, we're fostering positive change, creating a ripple effect of transformation, and making a meaningful difference in the lives of those we touch. Our gratitude knows no bounds for each donor who has played a pivotal role in this shared empowerment and community development journey.

