

Annual Report 2025



Message from the Board of Directors

Dear donors, volunteers, staff, and above all, our students,

With great joy and gratitude, and in loving memory of our co-founder Thomas Gibson, we celebrate our achievements in this **2025 Annual Report**, our sixth year of operating our La Cima IAP facilities in Querétaro, Mexico. This has been another milestone year for us, as we continue to grow and strengthen our work to break the cycle of generational poverty and build fulfilling independent lives.

This year, we have had the privilege of serving **sixteen young women**, supporting them on their journey toward a professional future and a fulfilling life. With immense joy, **we celebrate the graduation of four more students**, who have completed our program:

Dulce with a bachelor's degree in Educational and Institutional Management, Isabel with a bachelor's degree in Psychology, Jessica with a bachelor's degree in Logistics Network Design and Management, and Evelyn with a bachelor's degree in Agrifood Biosystems Engineering, achieving honors and the highest GPA in her program. We are especially proud that all of them graduated with GPAs of 9 or higher (out of 10). With the addition of these new professionals, we have a total of eight students who have completed our program.

We have welcomed two new students: Yasmin is an exceptional young woman from a small community in Guanajuato, México. Her talent and determination have brought her to Querétaro, where she is pursuing a bachelor's degree in business administration at the Technological University of Querétaro UTEQ. Yuridia comes from a small rural community in the municipality of Tolimán, Querétaro. Her mother is a housewife, and her father is a bricklayer. Yuridia is the first person in her family to pursue a university education. Yuridia is studying Nanotechnology Engineering also at UTEQ.

In 2025, our human development program continued to strengthen, offering workshops that empower our students with essential life skills. Critical topics were addressed, such as personal finance, co-responsibility, gender-based violence prevention, healthy dating, résumé creation, mediation, negotiation, and peace culture.

Additionally, eight of our students participated in a six-month Community Project Development Program, where they assessed their community's needs,

created their IKIGAI (a Japanese concept about finding your sense of purpose in life), developed their projects using the Logical Framework Methodology, and created a business model for each project.

This year has been a period of growth and consolidation. We have refined our mission and vision to further reflect our focus on human rights and the international Sustainable Development Goals. Our staff participated in various professional development workshops, reaffirming our commitment to offering a program of the highest quality. We once again received the Platinum Seal of Transparency by Candid, Accreditation in Institutional Transparency from the Mexican Center for Philanthropy CEMEFI, and the Annual Registry of Excellence from the Private Assistance Board of the State of Querétaro.

Thanks to your generosity and unwavering support, this year, La Cima IAP received the deed for the home that we have rented for the past six years as our facility in Mexico.

Everything we've achieved is possible thanks to the invaluable support of our donors, the tireless dedication of our volunteers, the passion of our staff, and above all, the extraordinary commitment of our students. Their resilience and desire to excel are the greatest inspirations for our work.

Thank you all for a year full of achievements and hope!

With deep gratitude,

Patricia Soto
Co-Founder and President of the Board



Summary of Results 2025

16 students received:



A SAFE HOME



NUTRITIOUS FOOD



MEDICAL SERVICES



ACADEMIC SUPPORT

***PERSONALIZED ACADEMIC
ADVICE***

HUMAN DEVELOPMENT PROGRAM

ENGLISH CLASSES

SPORTS ACTIVITIES



Summary of Results 2025

100% of the students completed their school year. The Students received:



Professional volunteer hours:
2,113

Total number of volunteers: 25



Hours dedicated to human
development workshops:
1,628



Hours of English classes: 796




College class hours: 20,521

Success Stories 2025

Evelyn

Four years ago, at just 17, I left my community with high hopes and a suitcase full of dreams. I grew up in an environment where resources were limited, but the love and strength of my family were always present. My dreams were clear: I wanted to study, learn, help, and one day return to my city with real tools to transform it. But honestly, I didn't always see the "how." I often felt like opportunities were far beyond me. And then, I found The Gibson Soto Foundation.





From the first day, this institution was much more than support, it was a door that opened when I needed it most. It was the real opportunity to build the life I imagined. I clearly remember the day I was confirmed as part of this community of brave women. Not only did I cry with emotion, but I also felt that my efforts up to that point had been rewarded with this great opportunity.


Here I found a new family: companions who are now friends, and I can even say sisters, guides who have walked with me without letting go, and a support network that sustained me in key moments. The change was immense. I went from uncertainty to confidence, from shyness to leadership, from fear to empowerment. In this space, I learned to recognise myself as a capable, strong woman, full of possibilities.

One of the workshops that most influenced my path was the Community Project. It was there that Rinconcito del Sol was born, an initiative with which I now seek to empower women in rural communities through the use of natural resources and local knowledge. Thanks to that workshop, I was able to transform a deep feeling into a concrete proposal. But it wasn't the only transformative moment.

At The Gibson Soto Foundation, I also received English classes, academic advising, and monthly Saturday workshops, where I grew personally, professionally, and emotionally. They taught me how to put together a strong CV/resume, how to prepare for interviews, how to take care of my emotional health, how to speak assertively, how to eat better, and how to listen with empathy. I learned to recognise my emotions, how to manage my time, and how to set achievable goals. Little by little, I began to gain confidence in myself and understood that professional and personal development are not separate; they go hand in hand.

I can't help but express my profound gratitude to Tom and Paty, founders of this dream that has changed so many lives. They believed in me when I was just beginning to believe in myself. They've been a fundamental part of my journey, and I know my family is also grateful to them for every step I've been able to take due to their trust and the enormous heart with which they said "yes."

I have finished my university studies, and this wouldn't have been possible without the constant support of donors. To those who have contributed their part, I want to say: thank you.



You have been part of my story. Thank you for believing in me without even knowing who I am, for investing in my growth, and for allowing me to get this far.

Thanks to you, today I am a more prepared, more aware, and freer woman. You have given me much more than a scholarship: you have given me tools for life and the opportunity to believe in myself, to trust in myself, and to know today that women who leave our communities in search of new opportunities have a world of possibilities.

I offer to continue living with the values I learned here: honesty, trust, respect, responsibility, excellence, and dignity. I offer to continue supporting my community, to raise my voice for those who still don't have opportunities, to build bridges, to inspire other girls who feel how I once felt: doubting, but with a heart full of fire.

My younger self, at the ages of five, ten, and fifteen, is filled with happiness and gratitude towards my current self, Evelyn, who is now 21. I have never abandoned my dreams, even in the face of fear, and I never gave up. In the end, when I was told that good deeds bring good fortune, it proved to be true. Although a cycle has ended, I carry with me the support of the people who have always stood by me, as well as those I met along the way.

The Gibson Soto Foundation didn't just change my life. It helped me discover who I am. And today, more certain than ever, I know I can achieve whatever I set my mind to.


Because now I know it's possible. And I know it... because I am living it.

Success Stories 2025

Isabel

During my time at The Gibson Soto Foundation, I met incredible girls who earned a place in my heart and who I will undoubtedly always remember. I hope I left something beautiful in their lives. I would love for them, through my example, to have seen that, with effort and perseverance, it is possible to achieve their goals and dreams. They, like me, carry enormous dreams that deserve to be realized.





From the very first day at the Foundation, I was greeted with warmth and support unlike anything I had ever experienced before. Everyone took the time to ask how I was feeling, listened to my responses, and acted based on my needs. I realized that everyone has their own unique journey, and our stories should not be compared to one another.

Looking back, my life before coming to the Gibson Soto Foundation was very routine. Within me, I didn't allow much space for myself or others. For a long time, I doubted whether the place I was in was the only path to achieving my dreams.

Today, I know that when you dare to let go and embrace change, everything begins to transform: what seemed dark and formless began to take on light and color with my arrival at the Foundation.

The Gibson Soto Foundation came into my life at the perfect time: it helped me finish my degree and take the next step toward working in the field I love. Today, I can say that I am a more mature, empathetic, and responsible person, and aware of the impact I can have on others.

I hope my time at the Gibson Soto Foundation has left a mark and a reminder to those who come after me that what we are passionate about is possible and worth fighting for.

Thank you, The Gibson Soto Foundation, for your beautiful mission of supporting young people like me to continue studying and fighting for a better future. Thank you for believing in me, for pushing me to be better, for training me to be an agent of change. Thank you for every workshop, every talk, every scholarship, every ride... but, above all, thank you for making me feel at home and giving me a place in your facilities. I feel infinitely grateful for the wonderful people I met, for the friendships I formed, for the lessons I learned, and for the moments I will always carry with me.

Today, I dare say I'm a more mature person, more aware, more empathetic, and more certain of what I want. And I'm clear that my commitment now is also to give back some of what I've received.

Thank you to the Gibson Soto Foundation for being such an important part of my history. I feel very happy to have been part of the fourth generation.


Success Stories 2025

Jessica

My life before the Gibson Soto Foundation was quiet. I only moved around in my community, from work to home. I dreamed of attending college someday, but my economic, social, and environmental possibilities did not allow it, since going to university was not common. But I was perseverant and kept alive my dream of one day pursuing a professional career.

I dreamed of becoming a woman who could break free from the stigma I had grown accustomed to. I aspired to have a career and achieve financial independence.





However, this goal felt distant as it required me to step out of my comfort zone and confront new challenges, such as balancing work and study while adapting to a completely new environment far from my loved ones. Just as I was preparing to take this leap, I discovered an opportunity at The Gibson Soto Foundation that completely changed my path.

Being at The Gibson Soto Foundation was a great help in strengthening my self-reliance, my leadership, and my commitment to myself, reinforcing my responsibility to continue day after day and not give up on my dreams. Developing myself and stepping out of my comfort zone is an example I can set for the girls and boys in my community to be perseverant and strive to achieve their dreams.

My stay at the Gibson Soto Foundation was full of learning, thanks to all the human development workshops that the institution offered us and the external people who shared their knowledge with us. This is also reflected in my family and the people around me, since I share with them how much I have learned so that they see in me that through my perseverance ,they can achieve their goals, objectives, and dreams.

Over this time, there has been a very noticeable change in me. Before, I was a very fearful person. I stagnated at a certain point and stopped taking advantage of opportunities to go out, explore, and develop myself for fear of leaving my comfort zone and failing or not meeting my expectations.

Now I see myself as a very independent person, unafraid of exploring and belonging to new places. Something I thought was far away, like completing my university degree, is now a reality. I recognize in myself the wealth of knowledge and new skills I acquired over time during my time at the Gibson Soto Foundation.

I am grateful to the Gibson Soto Foundation for everything they gave me during my stay, not only financially but also for the moral support that was a great tool in achieving my goals. I am grateful to my peers for being there for me all this time and for having been my family away from home. I hope my friendship has also been a key support for their development. I am taking away a pleasant experience, and I send love to everyone and everything.

And as part of my future contribution, I hope to be part of the development of new girls who begin this pleasant experience, helping morally when they need it and financially with whatever I can.


Success Stories 2025

Dulce María

When I entered the program, everything was completely new. I didn't know much about the city or the community I was joining. However, I could feel the quality, security, and support that the Gibson Soto Foundation offered me. It made me feel more supported and confident in moving forward with my goals. The institution has supported me for years in different ways.

This experience has been a long process, full of changes, dreams, and obstacles, but above all, perseverance.





My path within the institution, in addition to providing me with support, also allowed me to make great friendships that were formed during my time at the home. In this process, I was given information that helped me learn about emotional management, teamwork, leadership, peace culture, and personal finances.

An important part, and what I value about the home, is those friendships and bonds that I was allowed to form. I like to think that my small footprint in the institution and among my colleagues is the example of perseverance, and that to achieve your goals, you only need perseverance and trying a little harder every day to be better, while also valuing those moments of coexistence in which you smile and share dreams with your colleagues and friends. Although my stay has ended, my goals and dreams haven't. This is just one more step toward my objectives, but I feel closer and more confident about achieving them and about being a professional who contributes positively to my workplace, my family, and society.

During this wonderful time as part of the Gibson Soto Foundation, I learned, improved, and developed things about myself to better perform both personally and professionally, such as public speaking, improving my diet, as well as mind and sleep hygiene, which are important parts of our daily lives but which we sometimes neglect. However, to have a more dignified life, we must also have a certain harmony between work, sleep hygiene, and diet. These are things I learned during my time there that will now allow me to perform better wherever I go. In addition, I also strengthened my sense of leadership and co-responsibility, but above all, to be even more responsible in my activities within the community.

I would like to thank the Gibson Soto Foundation a thousand times over for their time, resources, support, and guidance, which they provided to my peers and me during our stay. I thank them for their encouragement, support, and the workshops that helped us personally and professionally, including those that helped me to have a better resumé and the advice that allowed me to increase my knowledge in different subjects throughout my stay.

I can only thank them for their support, affection, and joy, in addition to allowing me to be part of this beautiful family called the Gibson Soto Foundation.

Our Mission:

To contribute to ending poverty and building a more equitable society by providing talented young women from rural or marginalized communities with access to quality college education, comprehensive development, and tools for their empowerment. Through a model of academic training, leadership, and human development, we foster their autonomy and their capacity to transform their lives and their communities.



Our Vision:

To be a driving force for sustainable social change, where every woman can access quality education, overcome poverty, and reach her full potential with equal opportunities. We aspire to develop impactful leaders, women capable of generating prosperity and gender equity in their communities and society, contributing to the construction of a more just, peaceful, and sustainable world.



The Human Rights-Based Approach:

Dignity at the Heart of Our Work

We adopt a human rights-based approach because we recognize that every young person has the inherent right to education, health, an adequate standard of living, and the right to develop their full potential.

This means:

- We identify the structural causes: We delve into the roots of inequality and poverty that prevent young women from fully exercising their rights.
- We empower rights holders: We not only provide support, but we also strengthen our students' capacity to understand, claim, and defend their own rights and those of their communities.
- We guarantee non-discrimination: We ensure that our program is accessible and beneficial to the most talented young women from rural communities, regardless of their background.
- We promote participation: We actively listen to our students' voices, allowing them to be the protagonists of their own educational and life journeys.
- We foster accountability: We operate with complete transparency, ensuring that resources are used efficiently and that results positively impact the lives of young women.



We Align Ourselves with the Sustainable Development Goals of the UN 2030

We want to contribute to the achievement of the Sustainable Development Goals, and we support the following objectives and targets:

End of poverty



Goals we align ourselves with:

By 2030, eradicate extreme poverty for all people everywhere, currently measured by a person living on less than \$1.25 (USD) a 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, substantially increase the number of youth and adults with the necessary skills, including technical and vocational skills, for 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 the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations.

Gender equality

5 GENDER
EQUALITY



Goals we align ourselves with:

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

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



Our Program

Our students:

- The student must maintain a grade point average within the top 20% of her class during high school and college.
- Total family income must be considered at or below the poverty level established by INEGI (National Institute of Statistics and Geography in Mexico).
- The student must have the full support of their parents or guardians to continue their higher education studies and to be part of The Gibson Soto Foundation program.



Our Program

Our Students Receive:

- Payment of all university expenses
- Safe home
- Nutritious and healthy food
- Preventive medical care
- Academic advising
- 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



Achievements

Academic Program

- Dulce graduated with a bachelor's degree in Educational and Curricular Management, achieving a GPA of 9.6 on a scale of 10.
- Isabel earned a bachelor's degree in Psychology, graduating with a GPA of 9.5.
- Evelyn completed her degree in Agro-Food Biosystems Engineering with a GPA of 9.3.
- Jessica graduated with a bachelor's degree in Logistics Networks, attaining a GPA of 9.0.
- Ana finished the 9th semester of her Veterinary Medicine program with a GPA of 10.
- María José completed the 10th semester of her bachelor's degree in Logistics Networks with a GPA of 9.9.
- Dalia finished the 10th semester of her Educational and Curricular Management degree, achieving a GPA of 10.
- Tere completed the 5th semester of her Industrial Engineering program with a GPA of 9.6.
- Rosario finished the 7th semester of her Logistics Networks degree with a perfect GPA of 10.
- Mariel completed the 7th semester of her bachelor's degree in Pharmaceutical Chemistry and Biology, earning a GPA of 9.4.
- Ruth finished the 5th semester of her Business Administration degree with a GPA of 9.3.
- MariJo completed the 5th semester of her Accounting and Finance program with a GPA of 9.0.
- MariCarmen finished the 4th semester of her Veterinary Medicine program with a GPA of 9.
- Yesenia completed the 4th semester of Environmental Engineering with a GPA of 9.1.
- Yazmin finished the 4th semester of her bachelor's degree in Administration with a GPA of 9.4.
- Yuridia completed the 1st semester of the Nanotechnology Engineering program with a GPA of 8.8.



Achievements

Human Development Program

The Human Development program is the heart of our intervention model. Its objective is to go beyond academic excellence to promote the comprehensive development of our students, equipping them with the socio-emotional, professional, and life skills that are crucial to their empowerment and success.

This program embodies our Human Rights approach, as we not only seek to ensure that young women have access to education, but also that they become full holders of their rights, capable of exercising and defending them with autonomy and leadership.

Throughout 2025, through a robust workshop agenda, we have strengthened the four key areas of our model, ensuring that each activity directly contributes to the development of conscious leaders and the achievement of the Sustainable Development Goals (SDGs).

Academic and Professional Development:

The Path to Economic Autonomy

To ensure that our students not only graduate but also access well-paying employment, this year we focused on preparing them for the labor market.

Through the workshop series The Art of Writing My Professional Life, the young women built their resumes and professional profiles, receiving ongoing feedback to perfect their profiles. The workshops covered Soft Skills, Hard Skills, Time Management, the Labor Market, and Personal Finance, along with Savings Culture.



Achievements

Human Development Program

Mental Health and Well-being: The Inner Strength of Leadership:

We recognize that emotional well-being is fundamental to both personal and professional growth; therefore, we offered workshops on:

Emotional Regulation, Self-Control, Emotional Well-being, Listening Levels, and Psychological First Aid.

These workshops provide students with tools for managing their emotions, strengthening their resilience and their ability to build healthy relationships, directly contributing to their health and well-being. These skills are crucial for their academic performance, allowing them to manage stress and stay focused on their studies.

Leadership and Civic Awareness: Agents of Change for the Community:

True to our commitment to training the next generation of leaders, in 2025 we launched a major initiative to create community projects. Using the Logical Framework Methodology (LFM) and defining their IKIGAI, the students designed projects to generate a positive impact in their home communities. Workshops included: Conscious Leadership, Human Rights from a Gender Perspective, and Preventing Gender-Based Violence.

These workshops empower our students as women but also strengthen their commitment to Gender Equality and building a more just and peaceful society. The sum of these workshops ensures that, upon completing their time at the Gibson Soto Foundation, our graduates are not only highly qualified professionals but also resilient leaders with a deep sense of social co-responsibility, ready to transform their future and that of their communities.



Achievements

Community Projects Development

At the Gibson Soto Foundation, we firmly believe in the transformative power of youth leadership to generate a positive and sustainable impact in their communities. During 2025, eight of our students embarked on a six-month intensive program to design and develop community projects aligned with the Sustainable Development Goals. This process not only allowed them to identify and address the needs of their communities but also strengthened their leadership, critical thinking, and social co-responsibility. Below are the projects of each of our participants, highlighting their vision, the impact they seek to generate, and their key learnings.

Elisa Mariel Montes Sánchez

- Career: Pharmaceutical Chemist Biologist.
- **Project name: “Hands on science in Tlacoachistlahuaca, Guerrero.”**
- Project Summary: I seek to foster scientific curiosity and entrepreneurship in high school students through a hands-on workshop. I will teach them how to make products such as soaps and antibacterial gels, which will allow them to generate extra income for themselves and their families. The project also aims to help them discover their calling in the field of science and what they might want to study in the future.
- Leadership Growth: My leadership was strengthened during the process. Leading the remote workspace and providing feedback on my colleagues' projects, as well as listening to their feedback, helped me become a stronger leader, capable of making decisions and opening my mind to improve myself.
- Key learnings: My greatest learning was the power to make decisions and shape all the content I added to the project. I also strengthened skills such as leadership, verbal expression, creativity, clear and effective communication, critical thinking, and writing.



Achievements

Community Projects Development

Dulce Rosario Palacios Maldonado

- Career: Logistics Network Design and Management.
- **Project name: “Digitizing your student career” in El Pie, Querétaro, Querétaro.**
- Project Summary: My project consists of offering courses to young high school students so they can acquire digital skills that will help them throughout high school. With this, I seek to promote learning and reduce dropout rates, addressing a need I myself experienced during that time.
- Leadership Growth: At the beginning of the program, I found it difficult to lead a larger community. Now, I know the different strategies I can implement to more efficiently manage activities and the necessary tools. Knowing that my completed project is structured step by step and that I will be able to address a need makes me feel empowered.
- Key learnings: My biggest learning was understanding the importance of digital tools today. I strengthened my emotional intelligence, resilience, and innovation. I also learned that it's important to identify the root cause of a problem to get to the bottom of it.



Achievements

Community Projects Development

María José Nava Nava

- Career: Public Accounting and Finance.
- **Project name: “Personal Finance Workshop” in San Pablo, Amealco de Bonfil, Querétaro.**
- Project Summary: This is a personal finance workshop for young people and adults in my community. The goal is to raise awareness about the importance of our relationship with money. The project aims to teach the importance of saving, planning, and investing with the help of financial tools.
- Growth in leadership: For me, creating my project has allowed me to delve into the problems facing my community and analyze them from the root causes to propose solutions. This has fostered in me a sense of leadership and co-responsibility, where both the people in my community and I have a responsibility to achieve a better future for future generations. It has allowed me to feel confident in what I want to do and achieve, and for me, confidence is a way of expressing leadership.
- Key learnings: My biggest learning was that my ideas are valuable and can impact others. I strengthened my strategic thinking, option generation, teamwork, and leadership skills. I also learned how to develop a Business Model Canvas and a budget.

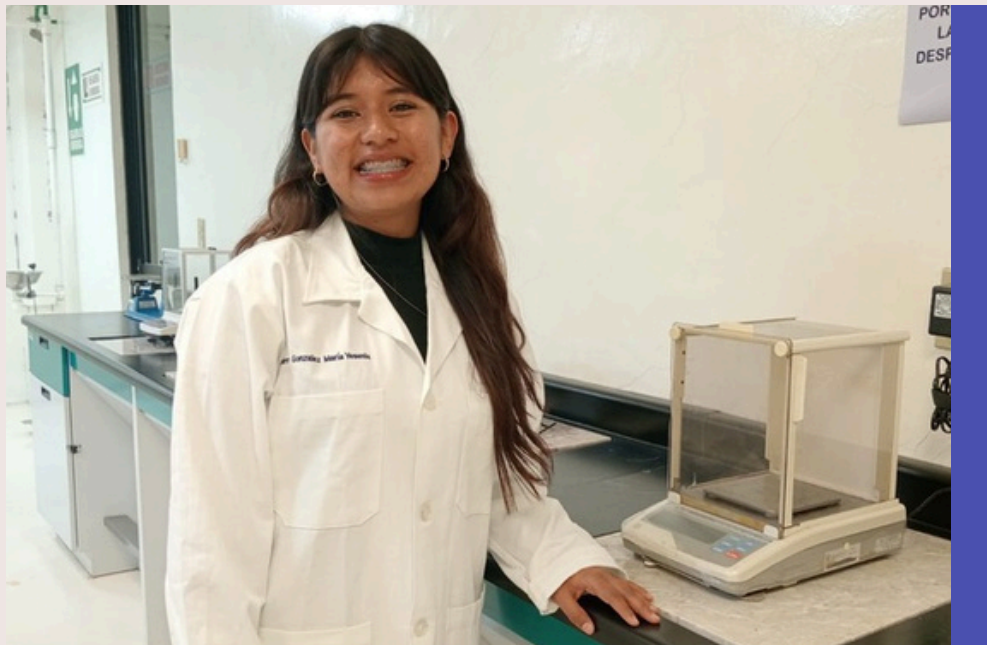


Achievements

Community Projects Development

María Yesenia Guerrero González

- Career: Environmental Engineering and Sustainability.
- **Project name: “Our Land, Our Future” in El Portugués, Peñamiller, Querétaro.**
- Project Summary: We strive for a cleaner planet by reusing every PET or aluminum bottle to reduce soil pollution. The project encourages the community to raise environmental awareness, with the proceeds used to improve community infrastructure, leaving a cleaner environment for future generations.
- Leadership Growth: I believe my leadership has strengthened. Leading the project allowed me to fulfill several responsibilities, in addition to having the ability to convince the people who helped me implement it. It helped me realize that I can achieve things and feel the great satisfaction that comes from being able to help society.
- Main learnings: My greatest learning was the ability to believe in myself and that I can achieve things, which inspires me to continue developing more projects. I acquired the knowledge to create a project from scratch, which allowed me to develop my critical thinking. I also learned to use tools like the Problem Tree and the Kaizen method, in addition to improving my public speaking skills.



Achievements

Community Projects Development

Teresa Alfaro Vázquez

- Career: Industrial Engineering.
- **Project name: “+EXCEL+OPPORTUNITIES” in Concá, Arroyo Seco, Querétaro.**
- Project Summary: This is a project for high school students aimed at teaching them basic Excel spreadsheet skills. I think mastering this technical skill is vital for young people, and it helps me develop skills that will be useful to me in the future.
- Leadership Growth: My leadership was strengthened because I believe that leading a project is a very effective way to develop it. Precisely because I am the one who conceived, managed, and proposed the foundations for the project's implementation, my leadership was strengthened.
- Main learnings: My biggest takeaway was that effort is essential for everything to turn out well. During the process, I was able to exercise leadership and discovered new insights about verbal and nonverbal communication. I also strengthened my critical and creative thinking.



Achievements

Community Projects Development

Ruth Abigail Ramírez Maldonado

- Career: Certified Public Accounting.
- **Project name: “Wings and Roots” in Querétaro, Querétaro.**
- Project Summary: My project seeks to professionalise the "Hogares Providencia" children's home bazaar to obtain greater resources. The money will be used to cover the home's needs, such as tuition, food, and salaries.
- Leadership growth: I feel my leadership has been strengthened. Leading a project like this is helping me become a better leader and determine what's best and what decisions need to be made. It is also helping me develop empathy, identify needs, and find strategies to solve problems that arise.
- Key learnings: My biggest learning was that it takes a lot of research to make a decision. I gained knowledge in Excel, Canvas, Problem Trees, the Logical Framework for Intervention (LFR), mission, vision, and values. I also strengthened soft skills such as frustration tolerance and self-efficacy.



Achievements

Community Projects Development

María del Carmen Ruiz

- Career: Veterinary Medicine.
- **Project name: “Proper feeding and care of livestock: experience turned into a product” in San Nicolás de la Torre, Amealco de Bonfil, Querétaro.**
- Project Summary: My project seeks to train ranchers on updated techniques for proper dairy cattle management. Through this, I aim to improve animal welfare and generate income for the community by providing up-to-date information on how to maximize the benefits of livestock farming.
- Leadership Growth: I feel my leadership has strengthened during this process. Coordinating project planning, designing workshops, and planning logistics has allowed me to develop confidence in my ability to lead a team. Knowing that I can organize, plan, and coordinate a project that directly impacts the lives of producers gives me confidence in my abilities and motivates me to continue developing new ideas to help the community.
- Key learnings: My biggest learning was that I need to improve my communication skills to convey what I want, and that I need to be more confident. I acquired skills in problem-solving, effective communication, project management and planning, and budgeting.



Achievements

Community Projects Development

Ana Isabel Alfaro Vázquez

- Degree: Bachelor's Degree in Work Psychology.
- **Project name: “Planting Smiles” in Concá, Arroyo Seco, Querétaro.**
- Project Summary: “Sembrando Sonrisas” (Planting Smiles) stems from my experience at a shelter for poor children, and seeks to support the children there by donating educational materials, clothing, and toys. It also includes a family engagement workshop to strengthen unity and guide families toward a better future.
- Leadership Growth: I learned to organize and coordinate a project from planning to implementation. It helped me feel more confident in what I can accomplish, gave me confidence in my abilities, made me feel more confident sharing my project with my community, and taught me how to motivate others to participate.
- Key learnings: I discovered my ability to motivate, listen, and guide others. I strengthened my assertive communication, empathy, resilience, and project management skills. I also learned how to structure a project from scratch and how to manage resources and time in an organized manner.



Achievements

Safe Home Program

A safe and dignified home is the foundation for our students to dream big!

We want to take a moment to express our heartfelt thanks to our donors, volunteers, and friends of the Gibson Soto Foundation.

Your generosity and unwavering support this year were instrumental in completing several major maintenance projects at our students' home.

Thanks to your trust, we achieved:

- Painting all exterior walls, protecting and giving new life to our space.
- Waterproofing the roof and sealing the domes, preventing leaks and protecting the structure.
- Performing preventive maintenance on the water heater and washing machine, ensuring their optimal operation.
- Performing major repairs in 5 bathrooms to ensure they are functional and decent.

These actions are not just "fixes"; they are the embodiment of our commitment to the "Decent Home and Health" subprogram.

Keeping the home in excellent condition is crucial for our young women to have a safe, functional, and welcoming space where they can fully focus on their academic and personal development. Furthermore, investing in preventative maintenance is one of the smartest ways to maximize resources, ensuring that each donation is used to the fullest and avoiding major repairs in the future.

Thank you for helping us take care of the house that cares for our future leaders!



Professionalization of Our Staff

At The Gibson Soto Foundation, we are convinced that the driving force behind our intervention model is a professional, sensitive, and highly trained team. We firmly believe that to guarantee the full exercise of our students' rights, we, as Responsibility Holders, must constantly train ourselves.

The professionalization of our staff is not a luxury but a fundamental pillar for the successful administration and operation of our institution. This ongoing training is essential to managing our resources with maximum efficiency and transparency, and to ensuring that our interventions are always aligned with industry best practices and our Human Rights-Based Approach (HRBA).

During 2025, our staff actively participated in a series of strategic courses and forums designed to strengthen our competencies.

Our training focused on four strategic areas:

1. **Leadership and Institutional Effectiveness:** To optimize our internal management and the impact of our leadership, we participated in the 7 Habits of Highly Effective People course and the International Leadership Conference for CSOs.
2. **Management, Compliance, and Security:** To ensure a transparent, sustainable, and, above all, secure operation for our students, the team updated its knowledge of Tax Obligations and Financial Strategies for CSOs and the Civil Protection Course.
3. **Rights-Based Approach and Systemic Change:** To delve deeper into the roots of our mission, we participated in the workshops Gender Perspective in Systemic Change, Well-being, Culture of Peace, and Social Cohesion. These courses strengthen our capacity to apply a cross-cutting gender approach and promote peace.
4. **Sector Engagement and Networking:** Our presence at the CEMEFI 2025 Citizen Collaboration Meeting was vital for strengthening strategic alliances and learning about innovations in the field of citizen collaboration in Mexico.

Investing in the development of our team is a direct investment in the quality and sustainability of the program our students receive. A professional and up-to-date staff allows us to be the strong and effective institution needed to fulfill our promise: to train the next generation of leaders and build a more equitable future.

Deep Thanks to Our Community of Allies

At The Gibson Soto Foundation, we witness daily how talent and resilience can change the world. However, we know that this transformation doesn't happen alone. Every achievement shared in this report, every young person who exercises their right to higher education, and every step we take toward a more just future is a collective achievement.

Behind every goal achieved lies the trust, generosity, and commitment of a community that believes in the power of education to break the cycle of poverty.

Your support is the driving force that makes our mission possible. When you decide to invest in The Gibson Soto Foundation, you are not just donating resources, you are investing in a shared purpose.

You are placing your trust in the unlimited potential of our students, radically transforming not only each of their present lives, but also the future of their families and entire communities.

Through your generosity, you become co-creators of this success story, finding a transcendent purpose in building a more equitable Mexico, one life at a time.



Deep Thanks to Our Community of Allies

This profound transformation would not be possible without the vision and strategic alliance of organizations, companies, and individuals who share our commitment. We extend our deepest gratitude to:

- Fundación Merced
- Ser Filántropo
- Nacional Monte de Piedad
- Fundación Cemix
- Central Mexico Youth Fund
- BRP
- Dataware
- Fundación para Unir y Dar
- DIF Estatal Querétaro
- DIF Municipal Querétaro
- Global Giving
- Amazon through Change X
- Equinix Foundation

And, in a very special way, we thank each individual and recurring donor and each volunteer who, with their time, talent, and resources, become the pillar that supports this home and fuels the dreams of our students.

Thank you for believing in them and for being a fundamental part of this story!



Thanks to our generous donors, during 2025 we also supported three other Foundations in Queretaro, México

Together, this year, we extended our impact by supporting three additional nonprofits in Queretaro whose missions align closely with our values.

- Senderos IAP: This organization offers a nurturing home to orphaned boys with disabilities. Through an inclusive environment, Senderos promotes their development, providing essential tools for healthy growth and the expression of personal abilities and skills, fostering functionality, and encouraging collaboration to create a better world.
- 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.
- Mexico Children´s Home for Boys: This organization provides a nurturing home and education to orphaned boys, offering them a supportive environment in which 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 journey of empowerment and community development.



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The Gibson Soto Foundation is a 501c3 in the United States

La Cima is a registered Private Assistance Institution (IAP) in Mexico.

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