

Financial Report 2024 – Pasitos de Luz | Casa Connor

Executive Summary

In 2024, Pasitos de Luz successfully maintained financial balance, ensuring the continuity of our programs for children with disabilities. Thanks to the generosity of our donors and efficient resource management, we achieved optimal use of funds, with a budget variation of only **1.10%**. Below, we present a breakdown of income, expenses, and key achievements of the year.

Income Overview

In 2024, we received a total of **\$9,152,496.70 MXN** in donations, distributed as follows:

- ✓ **Events (26.15%)** – The community organized various activities such as raffles, bingos, and fundraising galas, generating **\$2,393,314.12 MXN** to support therapy and nutrition programs.
- ✓ **Large Foundations (68.19%)** – The majority of our income comes from **strategic partners** committed to sustaining our programs.
- ✓ **Individual Donations (4.20%)** – While a smaller percentage, this type of donation is **crucial** for daily operations. In 2025, we aim to strengthen this area through recurring donations.
- ✓ **In-Kind Donations** – Contributions worth **\$72,699.34 MXN** were received in the form of essential goods, groceries, and services, reducing operational costs.

Additionally, in 2024, **Legacy Acts** were received from our angels **George Fulton and Tom Robinson**, and support for **Development/Training projects and the Garden** was provided by **HARD ROCK and ACCESS BOOKS**.

Budget vs. Actual 2024 – Expense Insights

Pasitos de Luz maintained financial efficiency, with total expenses amounting to **\$9,113,669.19 MXN**, representing **101.10%** of the projected budget.

Budget Challenges in 2024

Some categories exceeded the budget due to increased service demands and rising operational costs:

- ◆ **Electricity (204.73%)** – The increased costs were due to the use of pool heaters and air conditioning units. For 2025, we will explore **energy efficiency solutions**.
- ◆ **Special Activities (171.91%)** – We organized more integration events than initially planned, which resulted in a **positive impact** on the children and their families.
- ◆ **Transportation (108.24%)** – The rise in transportation costs was due to increased trips for part-time children and higher fuel prices.

At the same time, effective financial planning allowed savings in key areas:

Child Care Products (53.80%) – Costs were significantly reduced due to donations in-kind.

Building Maintenance (86.55%) – Repairs were strategically prioritized to optimize resources.

◆ **Materials & Equipment (90.35%)** – Expenses were carefully managed while ensuring all essential supplies were acquired.

Impact of the Resources in 2024

These financial contributions directly benefited the children and families of Pasitos de Luz:

+500 therapy sessions per month funded by these contributions.

+3000 meals provided monthly thanks to donor support.

Medical care and rehabilitation provided to over 130 children.

Special education and training offered by a highly skilled staff.

Every donation translates into **tangible improvements in the quality of life** of children with disabilities.

Looking Ahead – Goals for 2025

Expand donor outreach to reduce dependency on large foundations.

Implement cost-saving measures in energy.

Increase Legacy giving to enhance long-term sustainability.

We remain committed to ensuring transparency and efficiency in our financial operations.

How You Can Help

Your support allows us to continue transforming lives. If you would like to contribute in 2025, you can make a donation here: <https://pasitosdeluz.org/donate/>

Every contribution, big or small, makes a difference. **Thank you for being part of this great mission!** ❤️

**Financial Report Pasitos de Luz - Casa Connor
General Results JAN - DEC 2024**



INCOME (DONATIONS)	MXN	
	JAN - DEC 24	%
Large Foundation	\$ 6,241,231.43	68.19%
Big Donors	\$ 133,600.00	1.46%
Events	\$ 2,393,314.12	26.15%
Smaller Donations	\$ 384,351.15	4.20%
Total Income	\$ 9,152,496.70	100.00%

Total in kind donations	\$ 72,699.34
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EXPENSES	MXN	
	JAN - DEC 24	%
Running Expenses	\$ 1,141,765.32	12.53%
Utilities	\$ 300,321.57	3.30%
Vehicles, Maintenance, Office	\$ 724,875.59	7.95%
Staff 2024	\$ 6,883,030.98	75.52%
Other expenses	\$ 33,438.42	0.37%
Bank Charges	\$ 30,237.31	0.33%
Subtotal	\$ 9,113,669.19	100.00%

Notes:

We managed to maintain financial balance with a surplus of **\$38,827.51 MXN**, ensuring the sustainability of the program.

Legacy Acts & Project Support

Additionally, in 2024, Legacy Acts were received from our angels **GEORGE FULTON and TOM ROBINSON.**

Support for Development/Training projects and the Garden was provided by **HARD ROCK and ACCESS BOOKS.**

DETAIL DONATIONS

	MXN
LARGE FOUNDATIONS	\$ 6,241,231.43
BIG DONORS	\$ 133,600.00
DONATIONS FROM EVENTS ORGANIZED BY COMMUNITY	\$ 2,393,314.12
1 Fashion Show at River Café	\$ 176,224.06
2 Illumination	\$ 706,386.00
3 High Tea	\$ 297,179.51
4 Bingo	\$ 94,250.00
5 Raffle of Vegas Stay	\$ 831,808.12
6 OXXO	\$ 121,203.79
7 Soriana	\$ -
8 Un dia para dar	\$ 37,449.62
9 Illumination 2025	\$ 89,865.49
10 Fashion Show 2025	\$ 38,947.53
SMALLER AND INDIVIDUAL DONATIONS	\$ 384,351.15
DONATIONS IN KIND d)	\$ 72,699.34
TOTAL AT JAN - DEC, 2024	\$ 9,152,496.70

Financial Report Pasitos de Luz - Casa Connor
BUDGET 2024 VS ACTUAL 2024



OPERATIONAL COSTS		MXN	MXN	Budget 24
No	Description	Budget 2024	Actual 2024	Vs Actual 24
1	Groceries	\$ 263,360.69	\$ 264,045.48	100.26%
2	Child Care Products	\$ 120,000.00	\$ 64,563.04	53.80%
3	Cleaning Products	\$ 67,000.00	\$ 50,799.43	75.82%
4	Materials & Equipment	\$ 265,000.00	\$ 239,435.38	90.35%
5	Training	\$ 40,000.00	\$ 35,562.84	88.91%
6	Medical Fees	\$ 45,000.00	\$ 25,802.00	57.34%
7	Transportation	\$ 347,000.00	\$ 375,600.00	108.24%
8	Special Activities	\$ 50,000.00	\$ 85,957.15	171.91%
9	Gas	\$ 74,000.00	\$ 69,411.33	93.80%
10	Electricity	\$ 75,000.00	\$ 153,548.00	204.73%
11	Communication	\$ 75,000.00	\$ 77,362.24	103.15%
12	Vehicles	\$ 275,000.00	\$ 305,195.28	110.98%
13	Bulding Maintenance	\$ 400,000.00	\$ 346,218.94	86.55%
14	Office Equipment, License	\$ 90,000.00	\$ 73,461.37	81.62%
15	Wages	\$ 5,420,299.00	\$ 5,531,606.86	102.05%
16	Benefits (S.S & laboral taxes)	\$ 1,330,000.00	\$ 1,351,424.12	101.61%
17	Various	\$ 45,000.00	\$ 33,438.42	74.31%
18	Bank Charges	\$ 33,000.00	\$ 30,237.31	91.63%
Operational Total		\$ 9,014,659.69	\$9,113,669.19	101.10%

We managed to operate within our budget with a variation of only 1.10% over the projected amount, reflecting a high level of efficiency in financial planning.

- 7) The cost of fuel increased, as well as the number of transportation trips for part-time children.
- 8) Structural work has been carried out on the website, and we now have a landing page in both Spanish and English to promote donations through Google Ads
- 10) The use of pool heaters along with the air conditioners has increased electricity consumption.
- 12) It reflects additional expenses in maintenance and unforeseen repairs.

STAFF POSITIONS	QTY	AVG DAILY GROSS SALARY MXN	AVG MONTHLY SALARY MXN	AVG ANNUAL SALARY MXN
Receptionist / Recepcionista	1	\$343.00	\$10,290.00	\$123,480.00
Special Health Cares/ Cuidados especiales de Salud	4	\$328.00	\$39,360.00	\$472,320.00
Special Education /Educación Especial	5	\$325.00	\$48,750.00	\$585,000.00
Physical Rehbilitation/Rehabilitación Fisica	5	\$380.00	\$57,000.00	\$684,000.00
Complementary Therapies/ Terapias Complementarias	2	\$410.00	\$24,600.00	\$295,200.00
Kitchen / Cocina	3	\$328.00	\$29,520.00	\$354,240.00
General Cleanliness & Laundry / Limpieza General y Lavanderia	4	\$328.00	\$39,360.00	\$472,320.00
Maintennance & Transportation/ Mantenimiento & Transportación	3	\$422.33	\$38,009.70	\$456,116.40
Institutional Development / Desarrollo Institucional	4	\$400.00	\$48,000.00	\$576,000.00
Accounting/ Contabilidad	2	\$560.00	\$33,600.00	\$403,200.00
Administration / Administración	3	\$830.67	\$74,760.30	\$897,123.60
Wages		\$14,775.00	\$443,250.00	\$5,531,606.86
Benefits (S.S & laboral taxes)		\$4,432.50	\$132,975.00	\$1,351,424.12
TOTAL	36	\$19,207.50	\$576,225.00	\$6,883,030.98

OPERATIONAL COSTS		MXN	MXN	MXN	Budget 24
No	Description	Budget 2024	Actual 2024	Budget 2025	Vs Budget 25
1	Groceries	\$ 263,360.69	\$ 264,045.48	\$260,000.00	-1.28%
2	Child Care Products	\$ 120,000.00	\$ 64,563.04	\$100,000.00	-16.67%
3	Cleaning Products	\$ 67,000.00	\$ 50,799.43	\$65,000.00	-2.99%
4	Materials & Equipment	\$ 265,000.00	\$ 239,435.38	\$265,000.00	0.00%
5	Training	\$ 40,000.00	\$ 35,562.84	\$43,000.00	7.50%
6	Medical Fees	\$ 45,000.00	\$ 25,802.00	\$45,000.00	0.00%
7	Transportation	\$ 347,000.00	\$ 375,600.00	\$380,000.00	9.51%
8	Special Activities	\$ 50,000.00	\$ 85,957.15	\$80,000.00	60.00%
9	Gas	\$ 74,000.00	\$ 69,411.33	\$70,000.00	-5.41%
10	Electricity	\$ 75,000.00	\$ 153,548.00	\$150,000.00	100.00%
11	Communication	\$ 75,000.00	\$ 77,362.24	\$75,000.00	0.00%
12	Vehicles	\$ 275,000.00	\$ 305,195.28	\$280,000.00	1.82%
13	Bulding Maintenance	\$ 400,000.00	\$ 346,218.94	\$400,000.00	0.00%
14	Office Equipment, License	\$ 90,000.00	\$ 73,461.37	\$85,000.00	-5.56%
15	Wages	\$ 5,420,299.00	\$ 5,531,606.86	\$6,986,196.00	28.89%
16	Benefits (S.S & laboral taxes)	\$ 1,330,000.00	\$ 1,351,424.12	\$2,052,658.80	54.34%
17	Various	\$ 45,000.00	\$ 33,438.42	\$80,000.00	77.78%
18	Bank Charges	\$ 33,000.00	\$ 30,237.31	\$33,000.00	0.00%
Operational Total		\$ 9,014,659.69	\$9,113,669.19	\$11,449,854.80	27.01%

At Pasitos de Luz, we continuously strive to ensure financial sustainability and operational excellence, always prioritizing the well-being of the children in our care. The 2025 budget reflects strategic decisions aimed at improving the quality of services, increasing staff compensation.

1. Competitive Salaries to Retain Talent

This year, we have made a significant effort to provide competitive wages, ensuring that every team member receives fair compensation for their essential work.

The lowest salary has been adjusted so that employees take home a minimum of \$350 MXN per day, after taxes.

This adjustment recognizes the invaluable role of caregivers, therapists, and support staff—the hands that care for and give love to the children.

The board of directors fully supports this initiative, understanding that investing in human talent translates directly into better care and services for the children.

2. Addressing Increased Operational Costs

Several budget categories have been adjusted to align with inflation, rising utility costs, and program expansion:

Electricity: Due to increasing usage and rising energy prices, this expense has doubled. Efforts will be made to install solar panels to reduce long-term costs.

Transportation: Adjustments have been made to support students with vehicles, enabling them to assist with transportation needs.

Food Donations & Savings: Thanks to La Comer and Kimberly-Clark, food and childcare product costs have been partially reduced.

3. Strengthening Visibility & Community Engagement

To increase donations, attract volunteers, and enhance our image, we will be working with a marketing agency in 2025. This investment will help strengthen our outreach and fundraising efforts.

4. Government Regulations & Student Support

The minimum wage increase announced for 2025 has been factored into the budget.

A new agreement with COPARMEX will allow Social Service and Internship students to contribute their time, reducing workload pressure on staff.

Additional financial support for students has been incorporated, increasing this budget item by **\$35,000 MXN**.

Final Thoughts

The 2025 budget represents a strategic investment in both our people and our infrastructure. By ensuring competitive wages, optimizing operational costs, and expanding community engagement, we reinforce our long-term commitment to providing quality care to the children of Pasitos de Luz.