



# IMPACT REPORT

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*A decade of  
amplifying ambition,  
expanding opportunities,  
propelling potential, and  
cultivating curiosity!*



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

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# Letter from the Founder

Growing up in Lebanon during a time of war, education was my path to stability, opportunity, and hope. With almost no encouragement to pursue a STEM major, my love for math and science led me not only from a Bachelor's degree in Chemistry in Lebanon to a PhD in Physical Chemistry in the United States, but also to full scholarships along the way. However, I experienced the challenges many first-generation college students and women face in STEM fields, not to mention being an immigrant and a person of color. Still, having a STEM degree provided me with choices, and has proved to me firsthand that it can expand opportunities, build confidence, and change the course of my family's future for generations. Those are the life experiences that propelled me to start STEM Santa Fe.

Since I was 16 years old, I have always volunteered in my community wherever I landed. In 2016, after nearly two decades living, working, volunteering, and raising my family in Santa Fe, I founded STEM Santa Fe to inspire young people—especially those underrepresented in STEM—to dream bigger and explore new possibilities. What began as programming for girls quickly grew into a broader mission serving youth across Northern New Mexico. I believe STEM education is not only about careers; it is about building critical thinking, confidence, resilience, friendships, and the economic and social capital young people need to thrive.

STEM Santa Fe is a community effort powered by volunteers, educators, families, staff, interns, and supporters who believe every student deserves access to meaningful learning opportunities and role models. My hope is that through these programs, young people will discover their own potential, expand their horizons, and gain the tools to shape a better future for themselves, their families, and their communities.



# Defining the Problem

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Across the United States, longstanding disparities in STEM education and career pathways continue to limit who participates in—and benefits from—the innovation economy. Women, historically underrepresented racial and ethnic groups, and people with disabilities remain underrepresented in STEM fields due to systemic barriers that often begin early in a student's educational journey. Research shows that middle school is a critical turning point, particularly for girls, as many begin to disengage from STEM topics because of limited exposure to careers, stereotypes about who belongs in STEM, micro-messaging, and declining confidence in their abilities.

These national trends are reflected locally in Northern New Mexico, where math and science proficiency rates remain low. In the 2024–2025 school year, only 22% of Santa Fe Public Schools students were proficient in math and 33% in science, while neighboring Española Valley Public Schools reported even lower rates at 11% and 19%, respectively. Research consistently shows that high-quality out-of-school time programs can help address these achievement gaps by improving academic engagement, building confidence, strengthening social emotional skills, and connecting students with mentors and future career pathways. Together, these factors highlight the importance of closing the opportunity gap by providing accessible, engaging STEM opportunities that help young people envision new possibilities for their future.



## Mission and Vision

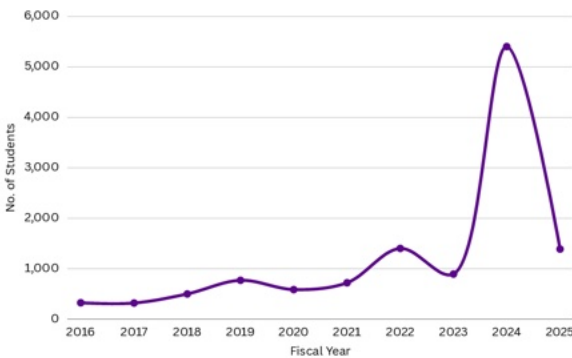
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STEM Santa Fe advocates for, develops and provides STEM programming, mentoring and resources for all youth, especially underrepresented groups in STEM, to realize their potential and expand their opportunities in a dynamic world.

STEM Santa Fe envisions a world filled with analytical citizens exploring complex issues for the betterment of society.

# Our Students and Services

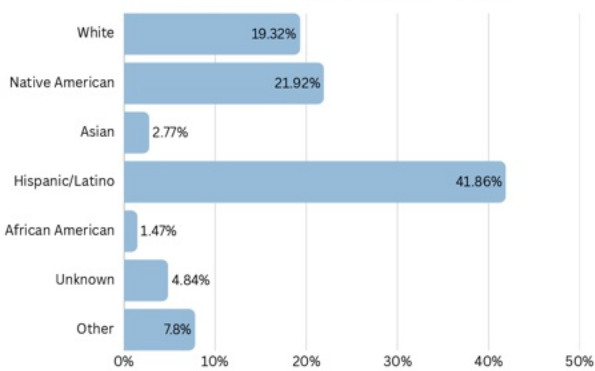
Student Registration



## Number of Students

The number of students STEM Santa Fe has engaged in learning has grown **from 325 students in school year 2016-2017 to 1,389 in school year 2025-2026**. Over the ten-year span, STEM Santa Fe has served 12,310 students.\*

Student Racial and Ethnic Diversity



## Student Diversity

STEM Santa Fe has primarily served students underrepresented in the STEM workforce. On average, approximately (1) **66% of students are girls** (based on data from 2017 to 2022) and (2) **75.8% identify as students of color** (based on data from 2019- 2023).

## Meaningful Instruction

Over a decade to date, STEM Santa Fe has provided **68,677 contact hours**, defined as meaningful, project-based instruction and mentorship, in a low student to mentor ratio, through a variety of STEM and STEAM learning opportunities - summer camps, math festivals, Saturday workshops, in-school programming and conferences.

\*FY24 included outreach numbers that are not included in the other years. In addition, there were more staff members that year.



# Programming

## with the Lens of Equity, Diversity and Access

### PROJECT-BASED

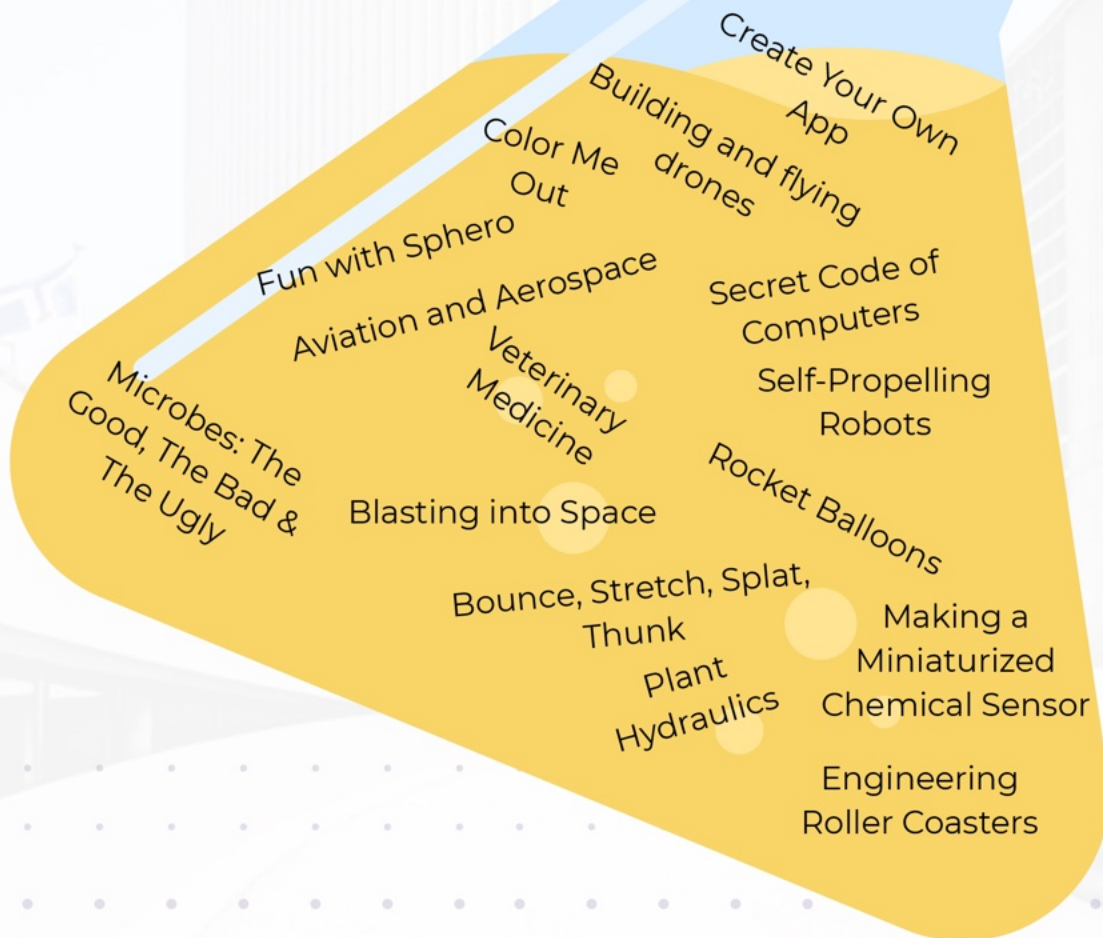
Fun, hands-on experiential learning  
Interdisciplinary STEM knowledge  
Professional skills needed for the workplace  
Real-world & culturally/community-based topics

### PEOPLE-BASED

Volunteers and STEM professionals mentors  
Collaborative community partners and sponsors  
Motivating students to be curious and confident  
Engaging parents to believe in their children  
Free to nominal cost to families

### PLACE-BASED

College campuses  
Title I schools  
Northern New Mexico





“Last year was the first year we had a veterinary science workshop. It was gross! And exciting and fun! The students just really seemed to have a real connection to what was going on,” ~ Aaron Mitchell, Collaborator with GEAR Up NM and Parent of STEM Santa Fe Participants



“This program definitely taught us how to work together, we had to figure out why this particular wire isn’t working, why this thing won’t close...And it was a lot of teamwork , a lot of asking questions, which I feel was very, very helpful for me. Now, I ask a lot of questions thanks to that,” ~Iris Fonseca, B.A. in Psychology & Philosophy, Former STEM Santa Fe Participant and Intern



“Having an outlet to learn STEM in a different program during the summer sparked my interest for science, and now that I’m in college I’m studying pre-med. And that is something I want to do in the future,” ~ Vinaya Kurapati, UNM Pre-Med Student, Former STEM Santa Fe Participant and Intern

# Volunteers

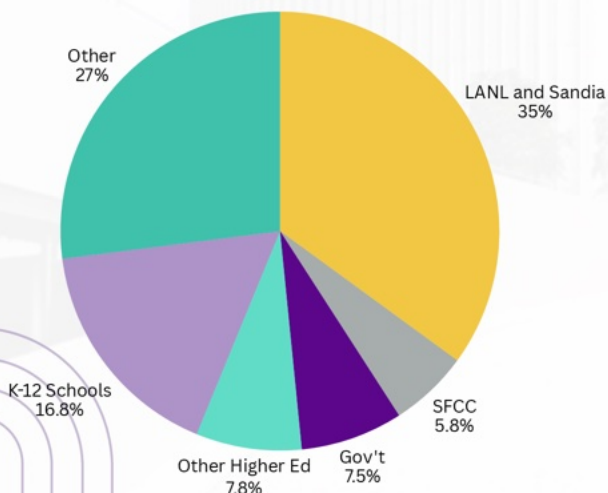
Volunteers are at the heart of STEM Santa Fe's programming and impact. They bring a wide range of professional experience and technical expertise to the organization, serving in roles that include workshop presenters, classroom mentors, project facilitators, program coordinators, career speakers, competition coaches, hands-on workshop assistants, board members, and just awesome role models and mentors.

Beyond sharing knowledge, volunteers help inspire confidence, curiosity, and persistence in students by building meaningful relationships and exposing young people to real-world career pathways in science, technology, engineering, and mathematics. STEM Santa Fe is grateful to the hundreds of volunteers over the decade of impact without whom there is no cutting-edge STEM programming.



## Volunteer Affiliation

Volunteer Affiliation



STEM Santa Fe's volunteers contribute an exceptional depth of knowledge and experience drawn from science, industry, education, government, and business sectors. Their affiliations with respected local and internationally recognized institutions strengthen the organization's ability to provide students with meaningful mentorship, career exposure, and high-quality STEM learning experiences.



# Why Volunteer?



"I fill their heads with ideas and then turn them loose on the world. So what's memorable is when you see a kid sitting there doing these exercises and all of a sudden ideas dawn on them and there's recognition in their eyes that they understand what has just happened. And that is what I seek to get when I go out and volunteer," ~Teresa Roberts, Volunteer and Retired LANL Scientist



"And all of them, [the volunteers], created some superb rapport with these young people who just would not have had the opportunity to get that kind of relationship and that exposure," ~Tammy Rhoton, Teacher at Capitol High School



"The first time the light comes on and the kids realize that what they're doing actually works and that this is not some kind of thought experiment or something that they're doing in the book, it's like magic," ~ Lou Tilmont, Volunteer

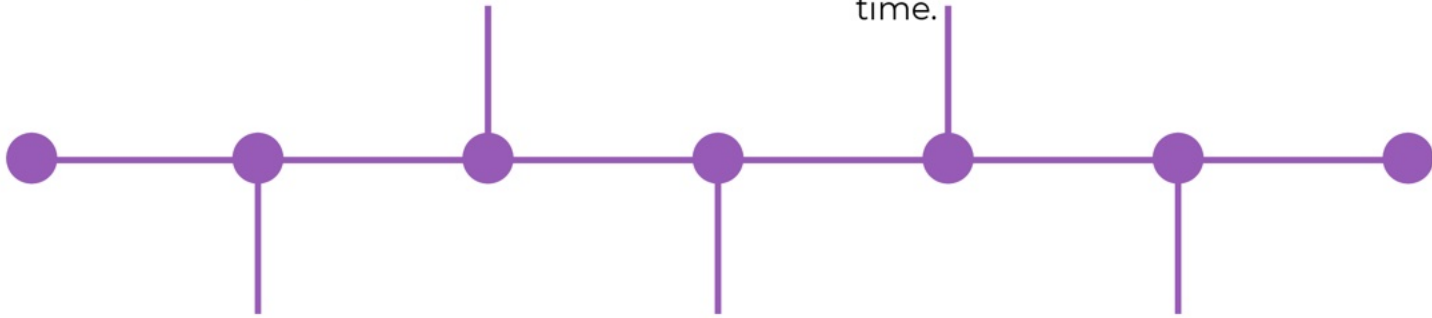


# Decade



**2017** - STEM Santa Fe organized the first Julia Robinson Mathematics Festival (JRMF) in NM.

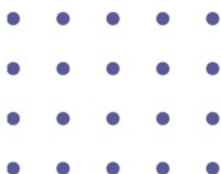
**2019** - STEM Santa Fe collaborated with Brave, a Chicago non-profit, to hold a summer camp on coding for girls. JRMF held at Santa Fe Indian School for the 1<sup>st</sup> time.



**2016** - STEM Santa Fe was founded on February 7 and launched the STEM Pathways for Girls (SPFG) conference held in the fall.

**2018** - STEM Santa Fe awarded Non-Profit of the Year for NM Excellence in STEM by AFRL-NM.

**2020** - Despite COVID-19, STEM Santa Fe persevered and thrived! The JRMF, SPFG conference, career forums and summer camps all ran virtually.



# Highlights



**2022** - STEM Santa Fe (1) started partnership with Gear UP NM to provide STEM conferences in Albuquerque (2) took flight with the first summer aviation and aerospace camp for girls. (3) STEM Santa Fe received the Piñon Visionary Award from Santa Fe Community Foundation.



**2024** - STEM Santa Fe started the Indigenous Partnership Initiative conducting activities in Cochiti, Kha'p'o Community School, Ohkay Owingeh, Tesuque Early Childhood, & Shiprock Mobile Storytelling Lab.

**2021** - STEM Santa Fe started offering in-person summer camps in Española as well as in Santa Fe.

**2023** - Lorene Mills interviewed Founder and CEO, Lina Germann, for *NM PBS Report from Santa Fe* TV show. Summer camps offered in Nambe and Santa Fe Indian School.

**2025** - STEM Santa Fe holds the first community math festival for all ages at the Santa Fe Teen Center.

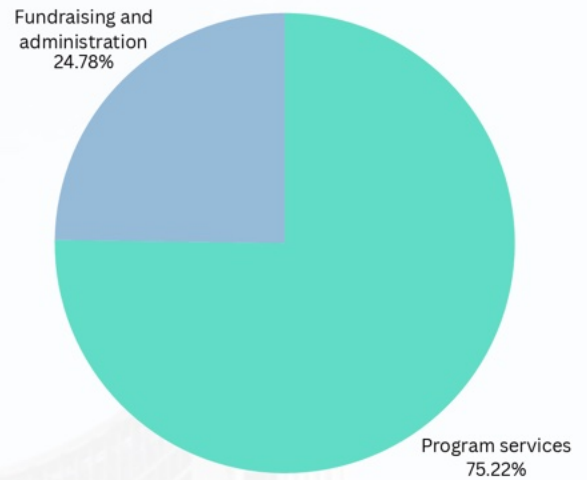


# Finances

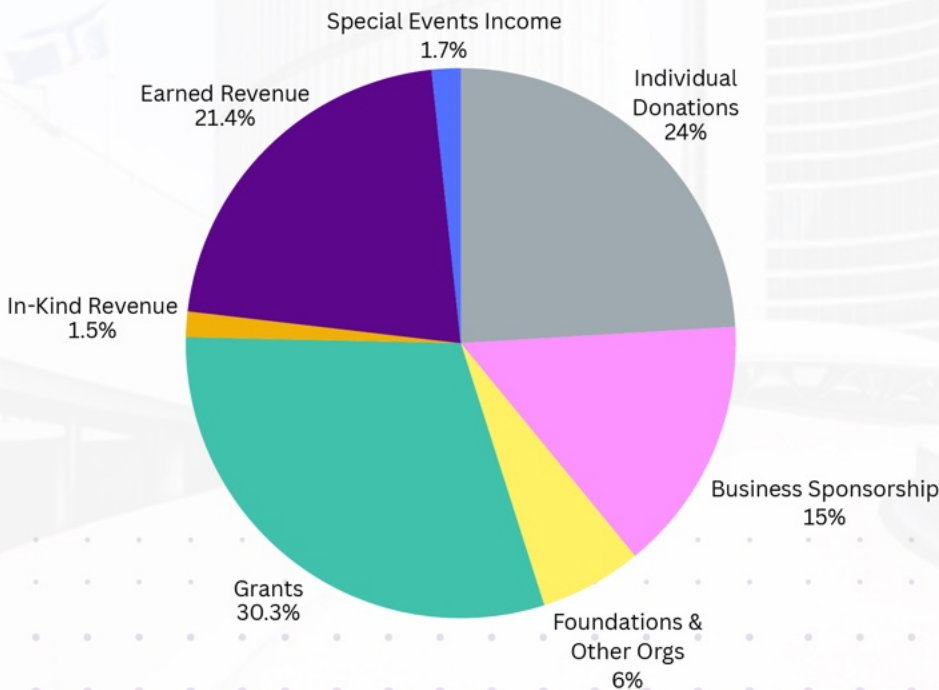
## Expenses

Over the past five years, 75.22% of expenses have supported direct program services, while 24.78% have supported fundraising and administration based on information reported in annual tax returns.

Direct Services v. Funding & Administration



Revenue Sources



## Revenue

From July 1, 2020 to June 30, 2025, STEM Santa Fe demonstrated a diversified revenue structure. No single revenue stream accounted for a majority of total revenue, helping reduce financial dependence on any one funding source. STEM Santa Fe's strong mix of philanthropic support, community partnerships, and earned income reflects broad stakeholder investment in its mission and contributes to its overall financial stability and sustainability.

\*There are more in-kind donations of services that are priceless and not accounted for in this chart.

# Meaning of the Logo

- Resemblance to the NM flag symbolizing dedication to New Mexico youth.
- The color purple represents:
  - STEM Santa Fe's birth month of February represented by the birthstone Amethyst.
  - Originally established to provide programming exclusively for girls, purple is a mix of pink and blue with a more prominent red hue over blue.
- The three lines in the logo stand for 3 organizational pillars:
  - STEM professionals who volunteer as mentors and role models for students.
  - Project-based and hands-on learning experiences.
  - Affordable programming at low to no cost to families to reduce educational disparities.
- The incorporation of the STEM Santa Fe's name around the logo underscores the interconnectedness and interdisciplinarity of STEM disciplines.
- The gear cog symbolizes the active mind engaged in the process of learning, with its wheels turning.



## What's Ahead?

Looking ahead, STEM Santa Fe is committed to expanding its impact by reaching more students in rural communities across New Mexico and continuing to evolve their program offerings alongside emerging technologies, including the thoughtful integration of artificial intelligence into our programming. We are deepening our focus on supporting students facing life challenges and barriers to opportunity, ensuring our programs remain welcoming, accessible, and responsive to the diverse needs of youth and families. Guided by our core values, we also aim to strengthen culturally relevant programming that reflects the experiences, identities, and communities of the students we serve, helping every young person feel seen, inspired, and empowered to pursue their future goals.

# A Decade of Community Sponsors

## Strategic Sponsors

Santa Fe Community College  
Los Alamos National Laboratory  
Anchorum St. Vincent  
Santa Fe Community Foundation  
Lineberry Foundation  
The Boeing Company  
All the Individual Donors!



## Sustaining Sponsors

LANL Foundation  
Wildflower International  
Gear Up New Mexico  
Las Campanas Community Fund  
N3B Los Alamos  
Meow Wolf  
Sandia National Laboratories  
Santa Fe Community Foundation - Hestia Fund



## Supporting Sponsors

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Trane Technologies  
National Center for Genome Resources  
Walmart  
City of Santa Fe  
Nusenda Credit Union  
Remy's Good Day Fund  
Sandia Area Federal Credit Union  
The Encantado Foundation



**Lineberry**  
Foundation



## Contributing Sponsors

AAUW - Santa Fe  
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NM EPSCoR  
NMNWSE  
NMSPE  
Northern NM College  
Pledgeling Foundation  
PNM Foundation  
Prescient Models  
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SFCF - Celia Lipton Farris & Victor W. Farris  
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The Edw F. Zimmer Community Fund  
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Thornburg Investment Management  
University of NM  
Vanguard Charitable

## Community Partners

Big Sky Learning  
Boys & Girls Club of Santa Fe/Del Norte  
Capitol High School  
City of Santa Fe Recreation Division  
Española Public Schools  
GEAR Up NM  
Jet Center at Santa Fe  
Los Alamos National Laboratory  
Math Amigos  
Math Happens  
Meow Wolf  
NM Mesa  
Northern NM College  
Ohkay Owingeh  
Pueblo de San Ildefonso  
Rio Grande Norte 99s  
Sandia National Laboratories  
Santa Fe Children's Museum  
Santa Fe Community College  
Santa Fe Creative Coding Initiative  
Santa Fe Indian School  
Santa Fe Public Library  
Santa Fe Public Schools  
Santa Fe Teen Center  
Summer Physics Camp  
Women In Aviation Land of Enchantment Chapter

***These lists are not exhaustive, and we regret any unintended exclusions of our valued partners and sponsors***

# Donate Today

[www.stemsantafe.org/donate](http://www.stemsantafe.org/donate)



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