



NEWSLETTER

DECEMBER EDITION



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A Typical UK Christmas



So a quick glimpse into Christmas time in the UK... I suppose that all begins on the 1st of December when advent calendars are very commonplace. You open a window on the calendar for every December day up to Christmas Eve... it may just be a different image each day, a little toy behind each window, or even a chocolate or a sweet if you are really lucky!

The Christmas tree is in the corner and people still send each other Christmas cards, through the post, which may be standing on the mantelpiece or hung up around the room. Christmas parties abound prior to the 25th with much food and alcohol of course. You may be invited to your neighbour's house for tea with mince pies.

Christmas Eve and many will still be out at parties. In some families Christmas Eve is for friends and Christmas Day for the family. Kids will be excited and won't want to sleep on the night of the 24th, as they await the arrival of Father Christmas or Father Christmas as he is commonly known. They may leave a stocking at the end of their beds for little presents, chocolates and fruit, and other larger, more interesting presents will be left under the tree by Father Christmas (hopefully!). A glass of whiskey and a couple of mince pies may be left out for the man with the big sack, reward for all his hard work.

Christmas morning and kids excitedly wait for their parents to allow them to dive into the

presents. A special breakfast first, pork pie and whiskey for the older family members perhaps, often just chocolate or a tangerine from the stockings for the kids. Then a time of sharing and opening gifts with the whole family. One may then take a trip to the local pub and if you are lucky, the first pint of beer is on the house for Christmas! Cheers!

Christmas lunch is not usually served until 4 or 5pm on the 25th. Christmas crackers on the table, often decorated with Holy, bright with red berries. Turkey with all the trimmings although usually savoury, belly pork if you are lucky, special Christmas stuffing for the bird, roast

potatoes and roast parsnips, a variety of veggies and, of course turkey gravy. A true feast that may be repeated cold, later in the evening between two slices of bread, often the best part of Christmas.

After dinner a good film, traditionally James Bond, to fall asleep to in your favourite armchair, another warming whiskey within an arm's length of reach.

Anonymous



What is the origin of the Christmas tree?

This goes back to a Celtic tradition, known as "pagan" as it was not in accordance with Christian traditions.

When Christians arrived in the north of what is now known as Europe, they observed that the Celts celebrated on 8 December the birth of Frey, their god of rain, the rising sun and fertility, related to crops.

Their tradition was to decorate a tree, which for them symbolised the universe - at the top the gods, at the roots the dead - with torches.

In history, evangelisation and conquest have always transformed native traditions in the face of the impossibility of eradicating them, making them their own, taking elements in common and convincing native peoples to adopt them.

The Celtic people were no exception. Their tradition was changed: On their tree, instead of torches, apples were placed in reference to the original sin of Adam and Eve, as well as candles symbolising for them the light of Christ. In addition, the triangular shape of the pine tree is believed to represent the Holy Trinity.

Over time, apples were replaced by baubles, while lights took the place of candles.

Today, the tradition is still in force with its small modifications: coloured trees, the addition of frost and coloured lights, spheres of all kinds, even personalised ones.

Without a doubt, the Christmas tree is one of the most emblematic traditions of the festive season and, like everything else in the world, it continues to evolve, maintaining part of its essence.

Celebrating

November birthdays



TAF CELEBRATIONS

Antonio Caso



Florida





Costume contest

TAF CELEBRATIONS



We express our sincere thanks to everyone for their enthusiastic participation in the fancy dress competition held on 31st October.

It was an event full of creativity, fun and a great spirit of fellowship.

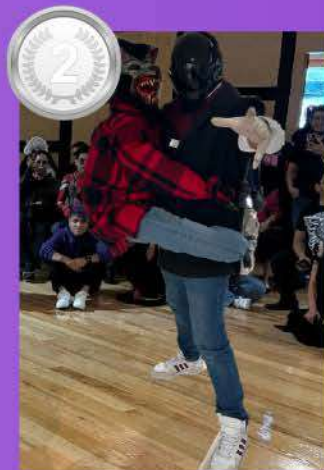
The contribution of each of you made this competition an unforgettable experience, reminding us of the importance of celebrating together as a team.

Winners:



1st place

Jorge Eduardo
Franco Hidalgo



2nd place

Jair Iván
Ramírez Fabián



3rd place

Cynthia López
Jiménez



3rd place

Wendoline
García Ocadiz

Each event represents an opportunity to strengthen our bonds, share memorable moments and enjoy a well-deserved break from our daily routine.







Ofrendas competition



On 1st November, the TAF ofrenda competition took place in our Anglocentres. Below, we share some memorable photographs of all our offerings.



1st place: Florida Annex

Representative: Victoria Terreros Terreros



2nd place: Miguel Schultz

Representative Eduardo Felipe Cruz Medrano





3rd place: Antonio Caso

Representative: Luis Miguel Castellanos Torres



Antonio Caso (operations)

Representative: Ana Luisa Magaña Ignacio / Jorge Eduardo Franco Hidalgo



Florida

Representative: Eduardo Fernando Delgado Pintor



Satélite

Representative: Luis Enrique Castillo Jiménez



Churchill School



We give special recognition to the representatives of each ofrenda; we thank them for their commitment and dedication to these activities with the TAF community.



Seniority awards



Thursday 28th November was a very special day for our community, as we celebrated the presentation of long service awards to our employees. This event not only commemorated the years of dedication and effort that each of you has contributed to the Foundation, but also gave us the opportunity to reflect on the road we have travelled together.





We are deeply grateful for your dedication and for being a fundamental part of our TAF family. Let us continue to work together, inspiring each other and building a future full of opportunities and success.



World AIDS Day

1st December



**International Day of
Persons with Disabilities**

3rd December



Administrator's Day

8th December



Human Rights Day

10th December



Beginning of the posadas

16th December



Christmas Eve

24th December



Christmas Day

25th December



New Year's Eve

31st December



DECEMBER



Happy Birthday!



**Juan Antonio
Uruchurtu Albarrán**
The Anglo Assessment



**Jorge Armando
Sánchez González**
The Anglo Academy



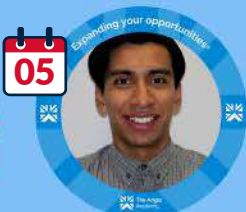
**Rosalía Guadalupe
Ayala Guzmán**
The Anglo Churchill School



**Alberto Isaac
Ibarra García**
The Anglo Arts & Culture



**Verónica Hernández
Juárez**
The Anglo Churchill School



**Sergio Enrique
Soto Chi**
The Anglo Academy



**Rafael Hernández
Mendoza**
The Anglo Academy



**Isabel Vargas
Castañeda**
The Anglo Academy



**Adriana Bandera
Bermúdez**
The Anglo Academy



**Diana Janette
Solís Corona**
The Anglo Academy



**Adriana Alejandra
Carreño López**
The Anglo Academy



**Nicolás Emiliano
Montiel López**
The Anglo Academy



**Carolina Guzmán
Sánchez**
The Anglo Churchill School



**Itzel
Pérez Chávez**
The Anglo Academy



**Jessica
Hernández Ramírez**
The Anglo Churchill School



**Ana María
Rodríguez León**
The Anglo Churchill School



**Viviana Abril
Méndez Ramírez**
The Anglo Academy



**Nancy Patricia
Dávila Hernández**
The Anglo Academy



**José Alfredo
Islas Hernández**
The Anglo Academy



**Miriam Morales
Guadarrama**
The Anglo Foundation



**Ricardo
Monterrubio Cruz**
The Anglo Foundation



**Carlos Albert
Castro Rosas**
The Anglo Academy



**José Antonio
Recoder Tovar**
The Anglo Academy



**Gloria Liliána
Hernández Vidal**
The Anglo Assessment



**Mirian Caren
Ramos Rodríguez**
The Anglo Academy



**Alberto Leonardo
Roldán González**
The Anglo Churchill School



**Gabriela
Irastorza de Zatarain**
The Anglo Arts & Culture



**Benjamín
Gutiérrez Gutiérrez**
The Anglo Academy



**Carlos
Uribe Sánchez**
The Anglo Academy



**Rosa María
Ruíz Roldán**
The Anglo Churchill School



**Renata
Violante Ceballos**
The Anglo Churchill School



**Nancy Teresa
Ortíz Cabrera**
The Anglo Academy



**Francisco Javier
Sánchez Cruz**
The Anglo Academy



**Iván Antonio
Barrera Cortés**
The Anglo Academy



**Joel
Martínez Juárez**
The Anglo Academy



**Ana Luisa
Magaña Ignacio**
The Anglo Academy



**Paloma
Pola Prendes**
The Anglo Churchill School



**Juan
Pablo Marletto**
The Anglo Foundation



**Sylvia Suzana
Ávila Barriga**
The Anglo Churchill School



**Emilio Hernández
Vergara**
The Anglo Academy



**Brayan
Bobadilla Vazquez**
The Anglo Foundation



**Pablo Iván
Gómez Soto**
The Anglo Churchill School



**Miguel Ángel Everardo
Montes de Oca Neri**
The Anglo Academy



**Mariana
García Velázquez**
The Anglo Academy



**Luisa Elena
Arteaga Puente**
The Anglo Academy



**Diana
Hernández López**
The Anglo Churchill School



**Paola Montserrat
Rosas Ham**
The Anglo Churchill School



**Ricardo
Rodríguez Barrios**
The Anglo Academy



**Gabriela Mariana
Padilla Alcalá**
The Anglo Academy



**Ronald Edgard
Guzmán Chávez**
The Anglo Academy



**Daniela
Becerril García**
The Anglo Academy



**Rodolfo
Aguilar Navarro**
The Anglo Academy



**Gregorio Andrés
Molina Torres**
The Anglo Academy



Congratulations

to our best-selling specialists!

At The Anglo Foundation we recognise the commitment of our sales force at BU The Anglo Academy and we would like to acknowledge their dedication, effort and excellent results in their daily work, which are reflected today in this recognition.

We are pleased to announce the 5 Anglocentre specialists with the highest sales in the month of October.



**Cynthia Mariana
Dueñas Montiel**
Satélite



**Jorge Eduardo
Franco Hidalgo**
Online Networking



**Yasmin
Paduano Salinas**
Antonio Caso



**Ivonne
Vicente Zarate**
Antonio Caso



**Leopoldo
Zaragoza Salinas**
Florida

Thanks to their hard work, commitment to excellence and focus on customer satisfaction, they have been able to achieve their goals in an outstanding manner.

Congratulations on your outstanding performance!

Promotions and internal movements

Congratulations to our employees who got a promotion and/or internal movement. Their dedication, effort and commitment to TAF has been recognised.



**Daniel
López García**
Sales Strategy
& Planning Manager



**Miriam
Corona de la Cruz**
Online Centre
Manager



**Nicolás Emiliano
Montiel López**
Institutional
Relations Specialist



**Brenda Oseguera
Escobar**
Service
Desk & Coordinator



**Brayan Bobadilla
Vázquez**
Human
Resources Analyst

May this change be only the beginning of great achievements at the Foundation!

CPE Certification

At The Anglo Foundation we are committed to the professional development of each and every member of the Foundation.

We are therefore pleased to congratulate our employee who successfully passed her CPE certification.



Ada Paulina Alarcón Monroy

On behalf of TAF, we acknowledge your hard work and dedication. Without a doubt, your commitment to learning and perseverance in improving your language skills are an example of excellence and self-improvement.

We are proud to have such committed and skilled professionals.

Congratulations on your dedication!

New entries

Welcome to TAF!



Mario Andrés Mercado Ceja

Puesto: Back office

Reporta a: Stephano Alexis Villafañe Matamoros



Mirian Caren Ramos Rodríguez

Puesto: Especialista de Admisiones

Reporta a: Stephano Alexis Villafañe Matamoros



Alejandro Rosales Serrato

Puesto: Maestro de inglés Competent

Reporta a: Hugo Gustavo Fabila Patiño



Meet the Business Development team

The Business Development area arose from the need to drive the growth and expansion of The Anglo Academy. Focused on identifying, exploring and capitalising on new transformational business opportunities that allow us to innovate, compete, differentiate in the market and continue to position the brand through value propositions.



Mission

Contribute to the sustainable expansion and growth of The Anglo Academy through the launch of new branches and the strategic implementation of new products, new business models and commercial initiatives.

Vision

To become the growth engine of The Anglo Academy, taking English language teaching to new scales through innovative approaches.

One of our projects

The Anglo on your premises through our Collaborative "on-site" implementation model. We become the strategic partner that catalyses English language learning for students, underpinning the prestige and reputation of the institution that adopts us as its language centre under three levels:

THE ANGLO COLLABORATIVE



Collaborative - **Link**

An agreement is established with educational institutions close to our Anglocentres where pupils attend classes at predefined times.



Collaborative - **Coalition**

English classes are offered on the premises of the institution that chooses us as a partner. The study plan is optional. We maintain active groups with a minimum number of students and aligned to an annual calendar that respects the start and end dates of each course.



Collaborative - **Associate**

A compulsory English language programme is implemented for all students on the premises of the institution that selects us as its partner. The institution receives a contribution per group, while staff are assigned for customer care and service.

Key tactical, commercial and operational activities in BD

- Conduct market research and business model analysis.
- Create annual expansion plan.
- Manage the opening of branches.
- Diversify revenues with new products.
- Promote sustainable and scalable business initiatives.
- Analysing, segmenting and profiling potential customers to bring them to closure.
- Supervise compliance with prospecting objectives.
- Define topics and agenda for lead generation events.
- Coordinate and execute demand generation events.
- Monitor commercial lines in branches and propose improvements.
- Conduct competition analysis in new locations.

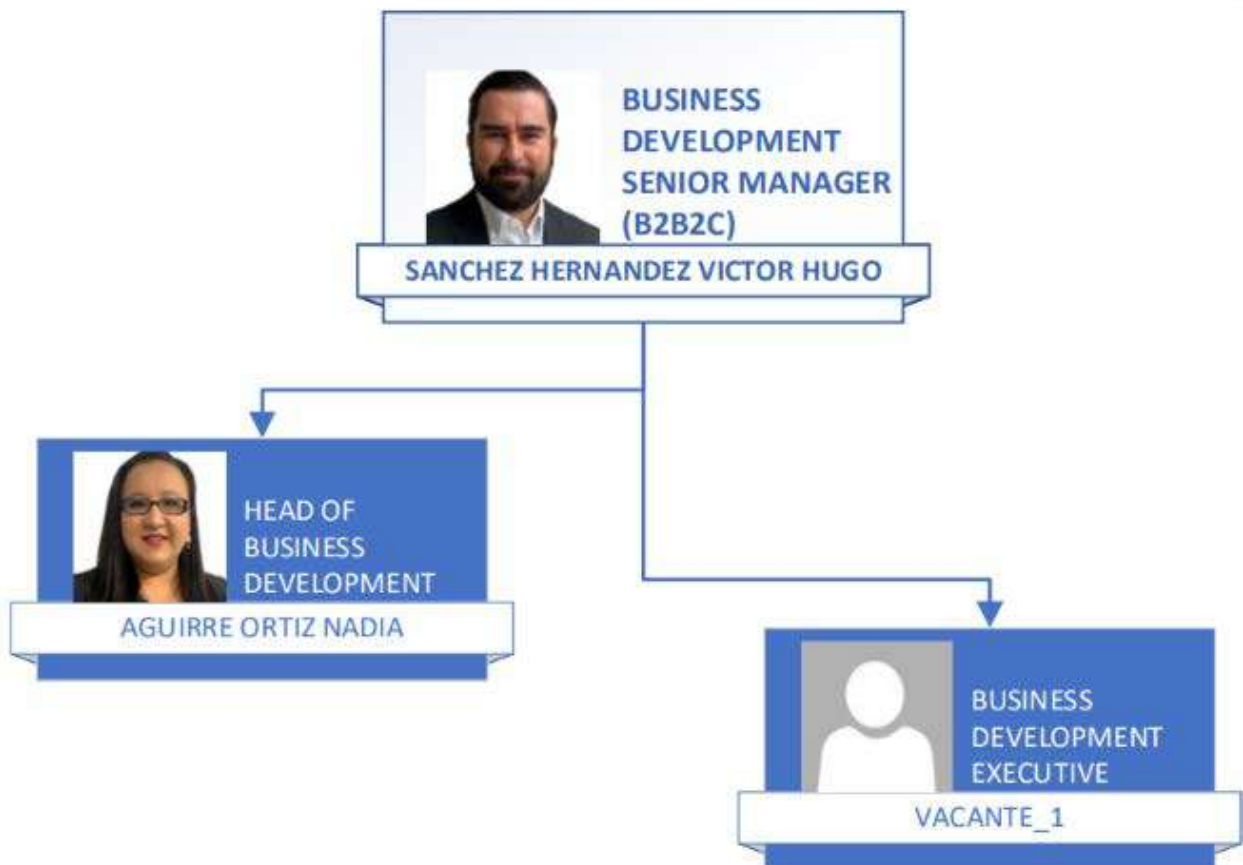


Our team

Small, but committed, leading the first projects that pave the way to big deals. From planning to closing, each of us is focused on contributing to The Anglo's mission and we are excited to continue to grow with you.

In short, understanding our work is fundamental to our joint growth. We are committed to forging strategic partnerships and developing projects that foster growth, focusing on education and expanding opportunities to strengthen our mission and maximise our impact in the community.

Business Development





Did you know...

World AIDS Day

What is it?

The human immunodeficiency virus (HIV) attacks the immune system and weakens the defence against many infections and certain cancers. The most advanced stage of HIV infection is acquired immunodeficiency syndrome (AIDS), and people with AIDS may develop certain cancers and infections or other serious chronic clinical manifestations.



38 MILLION
PEOPLE WITH HIV
IN THE WORLD

Between 2000 and 2019 HIV
infections decreased

39%

IN MÉXICO

Reported AIDS cases (1983-2019)

210,104

Newly diagnosed cases of HIV
and AIDS reported in 2019

13,876

VIH: 8,757 AIDS: 5,119

States with the highest rate of newly
diagnosed HIV and AIDS cases in 2019.

Rate per 100,000 population.

VIH:	AIDS:
Quintana Roo:31.9	Campeche:17.2
Campeche:16.1	Quintana Roo:15.3
Colima:13.2	Yucatán:12.9
Veracruz: 12.9	Morelos: 9.2
Tabasco: 12.7	Baja California: 8.+6



149,980
SEXUAL



2,942
PERINATAL



2,864
BLOOD



2,212
UDI
(injecting drug users)

Source: WHO, CENSIDA, DGE, SSA.



Piensa en
4 **cursos** y
sólo pagas **3**



Building a *Learning community*

The Academic Support System is a programme that, since 2023, promotes professional development and continuous improvement in student learning at The Anglo Academy. It is based on the implementation of three-stage observation cycles: assisted planning, classroom observation and feedback. These cycles are led by community leaders, who act as peer supporters to maximise concepts of good practice and teaching. The formative nature of the programme puts teachers at the centre of their development through experiential learning to enhance their skills and promote a culture of continuous improvement. To ensure understanding of the programme, supervisors and community leaders receive special training to implement these cycles as successfully as possible.

During the first year of operation, more than 550 cycles were carried out which have benefited our academic and student community, and which represent more than 2,500 hours invested in teaching development. Each of the 28 community leaders of this programme deserves a special mention for their dedication, their human qualities and their ability to transmit knowledge.





This time we will focus on what four community leaders shared with us in an interview conducted by the innovation team.

Fernanda Gaytán, who is distinguished by her professionalism and attention to detail at every stage of the observation cycles, found in this programme the opportunity she had been looking for for a long time. For her, observing a class is synonymous with personal and professional growth because, on the one hand, she has to find the way to get to the essence of each teacher and give them a clear guide on how they can improve their professional performance and, on the other hand, she is nourished by what she sees in her colleagues, by what the personality and knowledge of each of them offers her. These observation cycles have encouraged her to innovate, to turn routine upside down, to feel valuable.



Monica Vargas has excellent communication with her community members, who have expressed on several occasions that they feel supported at all times. Her ability to detect the level of support required by each of the community members has allowed her to focus on those aspects that can be refined and thus achieve a substantial improvement in the QAP results of some members. For her, being an active member of this programme is a source of pride and satisfaction because the impact of this work transcends the teachers themselves and reaches students from different generations.

Lenka Peña, is excellent at finding alternatives to achieve the work plan with each of her members and, in this way, to support them with genuine interest. For her, the constant work with other teachers has allowed her to consolidate knowledge, to stay at the forefront, in short, to grow professionally. For all these reasons, she highly recommends her colleagues to participate in this programme in order to improve their own teaching practice.

At the end, she commented that it is a very big responsibility because in order to support effectively it is essential to have a vast knowledge of methodologies, techniques and the capacity for critical observation. And she closed with a wonderful sentence: "Being a mentor does not mean knowing more, but being willing to learn and improve continuously".

Finally, we spoke to **Paloma Labastida**. She stands out for the role she has played in the training and development of other community leaders thanks to the effective feedback she provides in her observation cycles. For her, participating in this programme is one of the most rewarding activities she does at The Anglo because it allows her to help both students and teachers. During the interview, she shared with us some of the hard work she did with a teacher to create the most polished listening class possible.



She mentioned some of the challenges they faced together and how they overcame them. Paloma encourages all teachers to participate in this programme because it fosters synergy and co-help.

This programme builds a learning community where everyone grows together. In this way, **Academic Support System** enriches education at The Anglo and strengthens every member of our academic community. The Anglo Academy

recognises and appreciates the laudable work of the 28 leaders who are currently positively impacting the lives of teachers and their students through education and the English language.

Continuing Professional Development



National Theatre Live

returns to the lunario

The best of British theatre returns to Mexico with a unique experience of screenings from the National Theatre Live!

Thanks to a collaboration between the Lunario del Auditorio Nacional and The Anglo Arts & Culture, audiences will be able to enjoy a carefully selected season of six iconic theatrical productions, subtitled in Spanish, from November 2024 to May 2025.

Save the dates on your calendar!



This season represents a strong collaboration, highlighting The Anglo Foundation's commitment to promoting meaningful cultural exchange between Mexico and the UK. Each month, people will be able to immerse themselves in contemporary and classic themes through the most outstanding performances and productions in British theatre today. Buy your tickets on the Lunario website.



Don't miss it!



Our representatives at the World Schools Debating Championship 2024

Team México

In last month's newsletter, we shared the achievements of our Mexican team at the World Schools Debating Championship 2024 (WSDC), a high-level international competition. We are proud to share with you again that, of the five young people selected by the national debating committee, three of these talented students come from our Foundation, specifically from Churchill College. It is an honour for us to introduce them to our entire community.

Alexa



This talented young woman started at Churchill School in the second year of kindergarten. During her time at Churchill College, she was a scholar in the key Debate programme, which allowed her to develop in this discipline that has been fundamental in her life. She is currently studying Government and Economics at the Universidad Panamericana, where she has an 80% academic scholarship.

Alexa acknowledges that she probably would not have chosen her degree without the debate experience, as this activity has had a profound impact on her life and has been key in shaping her character. Debate has provided her with valuable academic tools, such as the ability to present and develop ideas with clarity and depth, as well as a broad view of the world by having to inform herself and understand different types of arguments.

She also believes that learning English early on at Churchill was instrumental in making the most of the academic and professional opportunities that have come her way. This language proficiency has given her a significant advantage, which she continues to apply in her university studies and plans to use in her future professional career.

Her first debate tournament, held in Guadalajara when she was in high school, was a memorable experience that sparked her passion for the sport. In the future, Alexa plans to stay active in debate, participating as a judge in tournaments and eventually in the WSDC, with the goal of becoming a coach.

For now, however, she is focusing on her university studies, which she considers her current priority.

Diego



This brilliant pupil started from the first year of kindergarten at Churchill School. During his academic career at The Churchill College, he was a recipient of the Key to Academic Excellence programme. A keen debater, he has represented our country in debate teams for the past three years and was awarded the Speaker Award at both the Prague Debate Spring (PDS) international competition and the World Schools Debate Championship 2024.

Diego is currently studying at Harvard University in Boston on a full academic scholarship. This first year he is in the Common Core programme, although he has leanings towards government and economics. His future plans in debate include becoming a judge at the WSDC and eventually a coach.

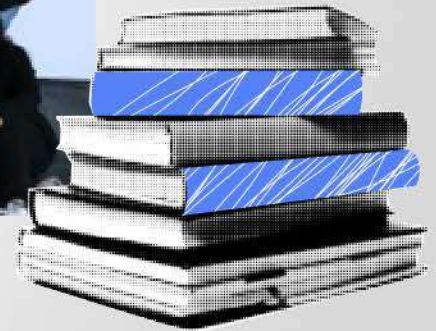
For Diego, debate has been a fundamental tool in his life, helping him to develop a broad and critical view of the world, to break down prejudices and to explore different perspectives. He considers this skill to have been key in his admission to Harvard, an institution that deeply values critical thinking in new generations.



Isabel

She is currently studying at The Churchill College and, like Alexa and Diego, shares a great passion for debating. This interest has led her to participate in various national and international tournaments. In 2024, she was the winner of The Anglo Public Speaking Competition.

17th Congress of School Administration



For the third consecutive year, the Anglo Institute of Education, as part of The Anglo Professional, participated in the Annual School Administration Congress organised by the Association of School and Student Services Executives A.C. (ARSEE), held at the TEC de Monterrey, Campus Monterrey on 9, 10 and 11 October 2024.

Our School Control representative, Fernanda Tomasini, had the opportunity to attend the various conferences and workshops given in this space, where she was also able to share

her experience in school services with various attendees, promoting inter-institutional practice, which undoubtedly added to her professional growth.

At this event, which brought together leaders and administrators from various secondary and higher education institutions from all over the country, the Anglo Institute of Education stood out by sharing its experience in the educational field, thanks to the workshop that our Deputy Director of Operations,

Regulations and Quality, Adriana Villanueva García, gave on the design of study plans and programmes corresponding to the school-based, non-school-based and mixed modalities; With the aim of disseminating good pedagogical practices related to the design of plans and programmes, with which the attendees were able to learn and better understand the current regulations and what is currently requested by the DIPES to obtain the RVOE of their programmes.

Likewise, the ARSEE assembly elected Adriana, as part of the board of directors for the period 2024- 2026, as second member, supporting the Presidency in all matters relevant to the Association, developing and disseminating new educational projects; as well as continuing to contribute to the Curriculum Development Commission in which she has participated since 2023.

Being part of ARSEE reflects the commitment of our institution and staff, not only to collaborate and promote the exchange of ideas and best practices in school areas, but also the dedication to position ourselves as leaders in the continuous improvement of education and fostering innovation and experience for our students.



Inclusion



Inclusion is a fundamental concept that is realised by **ensuring the full and active participation of all people on equal terms**. In the educational context, it is about ensuring that students with diverse abilities and characteristics can participate fully in university life, having **access to all opportunities, resources and experiences, and where their physical, emotional and intellectual well-being is prioritised**.

In the workplace, inclusion goes beyond mere recruitment to become a **comprehensive process of creating an environment** where all individuals, including those with disabilities, become **active and valued members of the work community**. This involves removing physical and social barriers, promoting diversity of perspectives, and adapting policies and practices to ensure that every employee can contribute fully to the mission and goals of the organisation.

Inclusion is based on **respect for the uniqueness of each individual and valuing differences as strengths** rather than barriers. It is an ongoing commitment to equity, recognising that meaningful participation and a

sense of belonging are essential to an enriched and just society or work environment. Ultimately, inclusion is a process of growing together, promoting collaboration, challenging prejudice and building a more equitable and diverse future for all.

*Prepared by: Alliance for Inclusion and Diversity,
The Anglo Professional.*





12th anniversary: "Building bridges".



On Friday 18th October, Alonso Mariscal Ortega participated in the 12th anniversary of the Building Bridges programme, CAPYS, at the Intercontinental University, the same university and programme from which he graduated.

The event had a series of lectures by specialists in the field of inclusion of people with intellectual disabilities and a panel by users belonging to the CAPYS programme with different themes covering the stages of life such as experiences in the university process, the independent living support service, the workplace, challenges and learning, the

importance and support in the independent living apartment and the key to being a self-advocate to assert rights and opinions or decisions.

Alonso's presentation was entitled "Me as an adult, in my job and my daily life", in which he talked about the importance of having a job and how happy he is to belong to a school community where he is taken into account and invited to the different events that take place, recognising him as a member of the team.



Likewise, he expresses how proud and happy he feels about his achievements and ways of resolving the different situations he has experienced.

A significant example is when he mentions the unfortunate experience he had on public transport, where on his way home someone took his mobile phone out of his bag.



At first it was difficult for him to understand what had happened because he did not realise, but when he got home, he asked for support and his account was blocked. In the same week, leaving work, there was a demonstration that prevented him from reaching his next stop and with no way of communicating because he had no mobile phone, he asked for support from the police officer at the station, asked for his mobile phone and dialled a relative, they agreed to meet at a point, and he waited for them to come for him.



These experiences that Alonso shared in his presentation are an example of the skills that he has acquired throughout his life and that today reflect an adult on the road to independence and autonomy.



Find the words

Find the 15 words in the wordsearch and send it to comunicacioninterna@tamf.org.mx.
If it is correct, you can win a TAF gift.

V	C	H	U	R	C	H	I	L	L	P	É	L	É	I
Z	U	P	R	O	F	E	S	S	I	O	N	A	L	U
Z	Ú	P	D	Ñ	A	Ü	X	T	O	T	Ú	I	D	I
I	É	L	Ñ	V	F	C	G	E	E	C	G	C	A	A
C	O	M	U	N	I	D	A	D	T	A	F	O	S	R
C	C	Y	D	O	Ü	K	T	D	L	Ó	W	S	S	T
T	H	E	A	N	G	L	O	F	E	M	Á	O	E	S
M	Ú	B	Ñ	Ü	Á	B	G	Ü	U	M	A	T	S	C
F	O	U	N	D	A	T	I	O	N	B	Y	C	S	U
F	E	L	I	Z	N	A	V	I	D	A	D	A	M	L
H	H	O	N	E	S	T	I	D	A	D	I	P	E	T
W	G	O	I	C	I	V	R	E	S	E	I	M	N	U
C	O	L	A	B	O	R	A	C	I	Ó	N	I	T	R
I	C	O	M	P	R	O	M	I	S	O	S	A	X	E
Ñ	A	J	E	I	V	E	H	C	O	N	Á	C	Ú	Ó





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