



2024
ANNUAL REPORT

2024 Grant Payout = \$ 3,177,105

The North Carolina GlaxoSmithKline Foundation provides support to grantees, investing an average of \$3 million annually. Our partners – North Carolina-based nonprofits, universities and colleges across the state – design, develop, and grow programs, promote educational attainment, and bring life to our mission. North Carolina GlaxoSmithKline Foundation grants support new endeavors and expansions, while working within specific parameters often centered on advancing education, often in science, technology, engineering, and math (STEM) programs.

The North Carolina GlaxoSmithKline Foundation's mission is to support science, health and education across the state of North Carolina.

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ANNUAL REPORT CONTENTS

Executive Director Message	1
Foundation Programs	2
Grants	3
Thanks	12
Financials.....	13
Contact Information	Back cover

Message from Melissa Chappell, Executive Director



Dear Friends,

It is a great honor to join the North Carolina GlaxoSmithKline Foundation, an organization that, throughout its impressive thirty-eight-year history, has invested in innovative ideas and compelling programs throughout the state. As I review and reflect on the body of work completed in 2024, I am energized by the important strides that are being made by our grantees. From promoting health careers, to improving postsecondary access for students, to engaging business leaders in identifying workforce-aligned credentials, the outcomes of this work will strengthen North Carolina for years to come.

At the Foundation, we understand well the catalytic impact that an award can have in a life and in a community. I hope this report gives you greater insight into grantees' efforts, and that you enjoy reading about the programs that the Foundation is supporting. Furthermore, I know that I speak for many in expressing profound appreciation to Marilyn Foote-Hudson, former Executive Director of the Foundation, not only for her leadership in 2024, but also for her enduring legacy over three decades of service.

Congratulations to all our grantees! We are proud of the passion you show every day for changing the educational landscape of North Carolina for the better, together.

Sincerely,

A handwritten signature in black ink that reads "Mel Chappell".



North Carolina GlaxoSmithKline Foundation Programs

Child Health Recognition Awards

The Child Health Recognition Awards acknowledge public health professionals in North Carolina for their contributions to child health. Public Health professionals across the state nominate their colleagues to showcase the passion and work of a child health focused employee or a local health department program. All nominees are highlighted at an awards luncheon during the NC Public Health Association's Annual Conference. These awards aim to build recognition, share information, and encourage the development of similar initiatives in other counties.

Ribbon of Hope Grants

The Foundation's Ribbon of Hope \$50,000 grants support community programs in science, health, and education within North Carolina. These grants most often focus on STEM educational initiatives and literacy programs engaging children and youth. Ribbon of Hope grants are designed to nurture and fill gaps where educational needs are seen in local communities. Our 2024 Ribbon of Hope grants support literacy, tutoring, STEAM, and STEM activities.

Traditional Grants

The Foundation's Traditional grant program funds projects that advance science, health, and education in the state. Grants support new educational initiatives and expansions with regional or statewide impact, often spanning multiple years. These grants often focus on STEM opportunities and create pathways for success. Education-focused programs are grown and strengthened with our Traditional grants. Our new 2024 Traditional grants were centered on mentoring at various ages, creating opportunities for first-time college students, building the pipeline for health-focused careers, and supporting STEM education.

Supporting Women In Science Scholars

Endowments established through this program continue to provide scholarships today at North Carolina-based colleges and universities across the state. Scholarship recipients are named annually, and preference is given to students who have an interest in advancing women entering the science profession. Events for scholars focus on the value of mentors, networking and STEM careers.



Awarded Grants

Augustine Literacy Project, \$50,000 (2024-2025)

Expanding Access to Early Literacy Support



Tutoring can be life changing. This Ribbon of Hope grant is facilitating the enhancement of tutoring services for first-grade students at an elementary school in Mecklenburg County. The program now includes two approved tutoring services for use during school hours: Helping Education and Heart Math Tutoring. A critical component of this work includes using a fully

interactive remote tutoring interface to serve students. Goals include developing a program template for saturated tutoring services that can be replicated in all elementary schools in Charlotte and beyond.

Blue Ridge Parkway Foundation, \$200,000 (2021-2026)

Kids in Parks

The Blue Ridge Parkway Foundation's efforts to provide STEM education on walking and hiking trails is creating new learning environments across the state. Kids in Parks promotes existing public trails with trailhead kiosks, and those kiosks offer self-guided educational activities and experiences on the trails. Science of Nature and CRASH Course Trails are components expanding opportunities with new STEM-specific resources and activities. The Science of Nature includes learning modules with activity worksheets, interactive e-Adventures, web-based approaches, lesson plans, curriculum guides and field-experiment videos centered on STEM subjects. Additional benefits include developing new CRASH Course Trails across the state in urban regions, and creating lesson plans and curriculum guides for teachers and parents to provide users a "crash course" on different Science of Nature subjects. These enhancements are scheduled to become operational by July 2026.



Blue Ridge Parkway
North Carolina

Center for Child & Family Health, \$200,000 (2023-2024)

Resource Parent Curriculum

A planning grant was needed to expand the Resource Parent Curriculum (RPC) program, which trains resource parents to care for foster children. The RPC curriculum provides foster parents with practical strategies they can immediately use with the children in their homes to understand the connections among challenging defiant behaviors and development. This grant supports efforts to develop a pilot, expanding access to high-quality curriculum for caregivers, and supporting stable placements for foster children.

East Carolina University, \$1,315,000 (2022-2027)

“Growing a Public Health Workforce for Rural North Carolina through Graduate School Pathways”

Over the last decade a 17 percent decline in public health workers combined with the pandemic placed burdens on public health



professionals. Building a public health workforce that mirrors the communities it serves is critical to improving health care, disease prevention, and public health outcomes across the state, and especially in rural areas. East Carolina University's (ECU) accredited masters' programs in Public Health,

Environmental Health, and Health Education and Promotion are moving outside the traditional scope to recruit public health professionals for tomorrow. A unique relationship between ECU and Fayetteville State University (FSU) has been created to increase enrollments into graduate programs in eastern North Carolina. ECU will recruit students into their graduate programs through the graduate school pathways program. ECU is providing additional opportunities during the summer for a research immersion pathway for undergraduates. The summer program will serve as a pipeline to ECU graduate public health programs, serving up to 12 students annually for four years. Scholarship awards will be provided for tuition in one of ECU's graduate programs annually for four years. Building a workforce in public health focused careers in rural pockets across the state is one of the goals of this grant.



Elon University, \$203,377 (2024-2027)

Beyond 12

This Traditional grant supports a new program working with middle school students in the Alamance Burlington School System (ABSS) over three years. Alamance County middle schoolers perform lower than the state county averages for math, reading, and college and career readiness. The Beyond 12 program aims to improve college and career readiness for participating middle schoolers annually for three years. The program will incorporate mentoring, college and career exposures, and additional components to enhance student learning. Increasing and strengthening middle schoolers' awareness of careers and college opportunities, goal setting, time management, and study skills, is a crucial step towards changing the trajectory of a student who will be a first-generation college attendee.

Kidzu Children's Museum, \$50,000 (2022-2024)

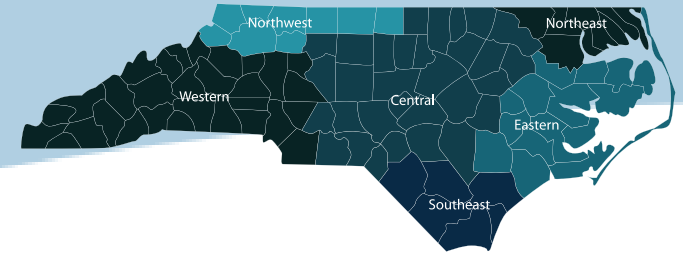
Direct to Tech

A Ribbon of Hope grant expanded tech-themed STEM programs. Additionally, virtual STEM/STEAM offerings were available for individuals who could not visit the museum in person. By removing barriers to access, families were able to engage in activities using simple household items, videos, links to resources, and other online content. The program included input from STEM professionals who shared educational and career pathways with participants, highlighting career opportunities.

Mountain Area Health Education Center (MAHEC), \$764,250 (2024-2027)

Pathway Recruitment/Rural Exploration Program (PREP)

The newly designed PREP will provide career preparation and opportunities for students in western North Carolina. PREP will target high school, community college, and university students to build their knowledge, confidence, and skills at various stages in their health focused educational journey. PREP is an expansion of MAHEC's reach to combat the workforce shortage in health careers, especially in western North Carolina. PREP contains many components, including implementing a Passport Program, a Passport to Healthcare Leadership Conference, enhancing MAHEC Simulation Center experiences, Summer Health Career Enrichment activities, university campus visits and tours, mentoring, and outreach activities at Health Career Fairs and Expos. The Passport Program is designed for students to record their experiences as they participate in "health and STEM-focused" activities. The program will accommodate high school students from three school districts in the first year, then expand to all 16 counties and accommodate 60 students in year two. Many of the PREP components are intertwined as learning activities in the Passport Program. Participation at health career days, tours of local colleges or universities, simulation trainings at MAHEC or in rural settings, or engaging with a mentor from the community college or university (who is also pursuing a health focused career and participating in the Passport Program) are some of the activities designed to promote health careers in the program.



Museum of Life and Science \$244,230 (2024-2027)

The Lab – A Biotechnology Experience

This Traditional grant supports the design and educational activities for The Lab. The importance of biotechnology in our lives will be addressed in themed education programming in The Lab. The curriculum will include activities using hands-on exploration for scientific engagement. The STEM focused experiments will include drop-in activities, workshops, and special events for all ages. The inclusion of guest scientists and biotechnology experts will provide additional opportunities for museum visitors to learn about current research, through virtual and in-person activities.



Museum of Life and Sciences
Durham, North Carolina

myFUTURENC \$700,000 (2021-2026)

Education and Labor Market Alignment

This multi-year grant supports myFUTURENC's goal of "2 million by 2030" that addresses the talent crisis shortage in North Carolina. It is estimated that two-thirds of NC jobs will require education after high school, yet less than half of our citizens have completed that level of education. This grant supports facilitating and engaging business leaders, to identify the "Credentials of Value" needed to build the workforce in the future. Increasing and strengthening business participation is a crucial step toward ensuring effective education and labor market alignment. The Education and Labor Market Alignment project will help our state prepare for the future.

North Carolina Agricultural and Technical State University (NC A&T), \$1,734,380 (2020–2026)

Aggie Commitment

The Aggie Commitment is focused on science, technology, engineering and mathematics (STEM) majors with dual admission at participating NC community colleges. Approximately three students annually will start their education at one of 11 community colleges and once the students complete their associate degree, they will continue at NC A&T to complete a STEM-focused bachelor's degree. NC A&T will work with community college advisors for the Aggie Commitment students to receive early



academic advising, transfer tuition scholarships, alumni mentoring, and college enrichment experiences. Once students transfer to NC A&T they will be given scholarships, aided with work study options, and provided opportunities for research positions at the university. A grant addendum was added during the pandemic for \$225,000 to support transfer students, to lessen the impact of unforeseen hardships that may prevent a student from continuing their education.

North Carolina Arboretum Society, \$1,000,000 (2019-2026)

STEM Program Expansion

The North Carolina Arboretum is expanding three STEM programs—Project Explore, Project



North Carolina Arboretum Society STEM program

OWL, and ecoExplore—to all 100 counties in the state. These programs target park visitors, K-12 teachers, and K-8 students to enhance science education through hands-on activities. They offer unique opportunities for students to collect data and support science while connecting with nature. Depending on the program, students can submit photo observations, earn badges and receive rewards consisting of STEM-focused prizes.

North Carolina Central University, \$1,849,791 (2021-2025)

STEM Education

North Carolina Central University (NCCU) is providing enhanced STEM educational opportunities for high school students, scholarships at NCCU, and workshops for middle and high school teachers and community college students with this Traditional grant. These programs are designed to encourage students to pursue a STEM career and obtain a degree in the life sciences sector, specifically Pharmaceutical Sciences at NCCU. A summer immersion initiative is providing opportunities for students to participate in a two-week, pre-college experience on the NCCU campus. Students will experience STEM focused hands-on lab practices, participate in campus life activities, attend sessions on financial literacy, leadership & career development, and enjoy social engagements during their two-week experience. These students are also given the opportunity to be recruited for scholarships at NCCU in the Pharmaceutical Sciences program.



North Carolina Community Colleges Foundation \$2,000,000 (2021-2025)

Nursing Program Support

North Carolina is facing a shortage of nurses, and this program is supporting nursing programs at six community colleges located in rural areas throughout the state. In many rural areas it is hard to recruit and retain students in nursing programs. Colleges face challenges in recruiting nursing faculty instructors, while employers struggle to retain registered nurses (RNs) in rural medical settings. Furthermore, for accreditation purposes, the Board of Nursing mandates that more than 50 percent of nursing instructors at community colleges hold a graduate degree to teach nursing courses. Hiring and retaining higher level instructors in rural areas is challenging. This program includes several components to address these issues. Coaches will be appointed to support pre-nursing students, nursing students, and allied health students at selected community colleges. Faculty development programs are available to prepare instructors. Additional resources assist nurses in transitioning from clinical roles to teaching positions at community colleges. The third component of this grant offers incentives for nursing faculty to pursue higher education.

North Carolina Independent Colleges and Universities \$240,000 (2021-2024)

Faculty-Student STEM Mentoring

North Carolina Independent Colleges and Universities (NCICU) established a faculty-student STEM mentoring program to support students pursuing undergraduate STEM degrees. NCICU is working with twelve institutions to build this program. Special emphasis is placed on assisting students with gateway courses: Calculus I and II, and Chemistry I. This mentoring program will impact over 200 STEM majors during the life of the grant.



North Carolina Public Health Association, \$40,000 (2024)

Child Health Recognition Awards

The North Carolina Public Health Association oversees the Child Health Recognition Awards program. The organization coordinates many tasks associated with the program, including selecting healthcare professionals to serve as annual selection committee members. The selection committee members carefully consider all nominations and select award recipients. We appreciate their participation sharing the work of others that create life-changing child health programs. The 2024 award recipients include:

2024 Lifetime Achievement Recognition Award Recipient - Karin Minter, MD, MPH

Dr. Minter has an unwavering commitment and passion to improving the health and well-being of children. This commitment extends beyond the walls of her practice as a pediatrician in Alamance County. She established an annual child health fair to connect families with vital resources. She has served in chair and vice chair roles and continues as a member of the Alamance County Board of Health.



2024 Individual Achievement Award Recipient - Peg O'Connell

Peg O'Connell's expertise as a public health professional was needed as chair of Care4Carolina. This coalition advanced Medicaid Expansion and the efforts culminated in the signing of the NC Medicaid Expansion Bill into law.



2024 Public Health Staff Recognition Award Recipient - Persida Vallejo

Persida is a bilingual Community Health Worker helping patients navigate healthcare, oral health, insurance, and other services. Special attention has been given to Cabarrus County kindergarten students with untreated tooth decay as more students are showing up needing dental care.

2024 Local Health Department Achievement Award Recipient - Cumberland County Department of Public Health

The Baby Store is a health department incentive-based, health promotion program to support moms and their babies. "Baby bucks" are earned by attending child and maternal health appointments and other healthcare educational classes or appointments. "Baby bucks" are redeemed to purchase a variety of items including diapers, baby wipes, clothing, car seats, sleep sacks and other needed items. In 2023, Cumberland County set up 897 appointments for visits to the Baby Store.

2024 Local Health Department Achievement Award Recipient - Forsyth County Department of Public Health

The Growing Together program is helping lower the risk of chronic diseases and fighting the battle of food insecurity for all ages. Growing Together is a unique 20 lesson curriculum program focused on educating elementary students. These students participate in an after-school gardening program for third to fifth graders. Growing Together utilizes the innovative Learn, Grow, Eat, Go curriculum. Students in the program earn a certificate reminding them of their abilities to grow a garden.

2024 Local Health Department Achievement Award Recipient - Transylvania County Department of Public Health

TC STRONG is a community-based collaborative supporting youth mental health initiatives in the county. TC STRONG is working to help youth feel confident and secure in their connections, purpose, and hope. The collaborative is creating a pathway to improve the health and resilience of youth and teens in both the short and long term.

North Carolina State University, \$1,244,000 (2019-2024)

NC State Community College Collaboration (C3) Program

The university used this multi-year grant to support their dual-admission program with participating NC community colleges. This program supported students seeking a four-year degree from low-to-moderate income households that started their education at a local community college and transferred to North Carolina State University. The C3 program is focused on students seeking STEM degrees. C3 students receive academic advising, co-curricular programming, enhanced faculty engagement opportunities, mentoring, and scholarship awards. An addendum to the grant provided additional funding to lessen the impact of unforeseen hardships that may prevent students from continuing their education.

North Carolina Zoological Society, \$1,000,000 (2021-2025)

Building the Capacity for Self-Directed Learning

The North Carolina Zoo is enhancing STEM educational opportunities to all Zoo guests. Educational enhancements include a STEM Career Quest, Virtual Tour Guides, Audio Tours and K-12 STEM EdZOOcation Activities. The STEM Career Quests will allow guests role playing opportunities for five STEM careers at the Zoo. The Virtual Tour Guides will provide 25-30 geolocations inside the Zoo to bring educational signage to life. These virtual guides will be delivered in English and Spanish with closed captioning options. Audio Tours are designed to highlight North America and Africa sections of the Zoo by providing detailed visually stimulating audio descriptions. The K-12 STEM EdZOOcation Activities will enhance learning for classroom students. These enhancements are designed to provide STEM educational interactions on many levels for Zoo visitors, and are expected to be in place by the end of 2025.



Boy Scouts at EdZOOcation session

OpenDoors Asheville, \$50,000 (2024-2025)

STEAM Expansion

The Ribbon of Hope grant will fund the “To & Through College Access and Completion Initiative” in Asheville and Buncombe County. The program



offers tutoring and STEAM activities for program participants. Students receive enrichment,

support resources, and individualized plans at the start of the school year. All OpenDoors programs are free for students and families. This expansion will serve 40 additional students.



Piedmont Environmental Alliance, Inc. \$50,000 (2024-2025)

Forsyth Environmental Education Project

This Ribbon of Hope grant will expand environmental education programming across Forsyth County at participating schools, advancing STEM educational opportunities for students. The expansion will reduce identified achievement gaps for students by increasing the number of students currently being served through the program.

Stokes Partnership for Children, \$25,000 (2021-2025)

Workforce Innovation to Support Early Education (WISEE)

The Ribbon of Hope grant is enhancing career opportunities for Stokes County High School and Early College students in early childhood education. WISEE programming aims to help students develop professionalism, leadership, and needed skills for college success and their future careers.

The University of North Carolina Foundation Inc., System Office, \$1,330,000 (2022-2026)

Fellows Program

This program provides support to undergraduate students through a variety of activities to help students graduate on time. Fellows are recruited from the existing near-peer college advisors in the College Advising Corps (CAC) after they have served two years with CAC. After two years serving as a CAC advisor, many advisors pursue graduate school. Once Fellows are accepted into the graduate program, they receive a stipend and full tuition at a participating UNC institution. Fellows are assigned a caseload of first- and second-year students at risk of dropping out in their first or second year of school. Fellows provide coaching and advising services to students and help them succeed in their first year of college and make progress toward choosing an undergraduate major. The program activities are designed to improve graduation rates for undergraduate students.



University of North Carolina at Chapel Hill, \$1,347,750 (2019-2025)

Pathways to STEM Success Program/C-STEP

UNC Chapel Hill promotes Science, Technology, Engineering, and Math (STEM) degrees through a Pathways to STEM Success (Pathways) program. An additional component of the program is the Carolina Student Transfer Excellence Program (C-STEP). The C-STEP partnership is between UNC Chapel Hill and 13 NC community colleges. High achieving students are identified and supported in completing an associate degree and then transferring to UNC Chapel Hill in the Pathways program. UNC Chapel Hill is working with Pathways C-STEP Advisors on participating community college campuses. This grant supports UNC Chapel Hill's efforts to build relationships with community colleges, allowing greater opportunities for their STEM scholars to move into a STEM-related program of study. The Pathways program collaborates with C-STEP partner campuses, enrolling 10 UNC Pathways to STEM Success scholars per campus annually. Each campus has surpassed this goal, enrolling over 20 scholars. Highlights include two signature events each year, the Annual Fall Kick-off and Spring Gathering. An addendum to the original grant provided hardship funds during the pandemic to ease the burden for students and support C-STEP scholars in Years 6 and 7.



North Carolina Science Festival

University of North Carolina Morehead Planetarium and Science Center, \$1,000,000 (2019-2026)

Science Festival Expansion - FUTURES

FUTURES highlights two-year STEM degrees obtained at North Carolina community colleges. This project is designed to build awareness across the state that North Carolina needs a STEM workforce with associate degrees from community colleges to build the state's economy and be competitive in the future. One of the goals of this expansion is recruiting and training community college students and faculty to serve as FUTURES team members to lead STEM outreach and engagement in their communities. FUTURES team members will be located across the state representing all the vast careers in STEM fields. The expansion includes community colleges hosting local events during the North Carolina Science Festival over the life of the grant.

Western Carolina University, \$225,000 (2020-2026)

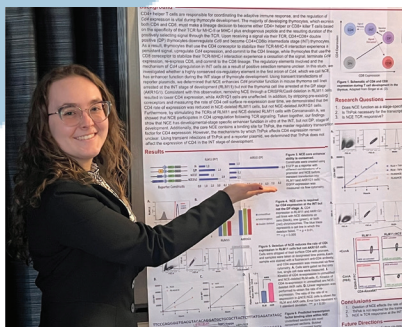
Summer Intensive Experiences

The NC Math Teachers' Circles have expanded and grown across the state. The Circles currently have two components including regular school-year meetings and a Summer Intensive Experience. The Summer Intensive Experiences provide three days of residential mathematical immersions for 50 teachers per session. A total of 12 Summer Intensive Experiences, and additional school-year support for participants through the NC Network of Math Teachers' Circles are part of this multi-year STEM grant.

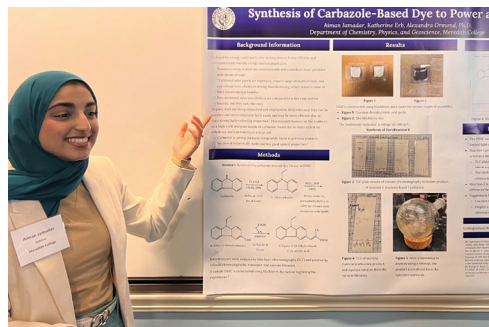


Women in Science Scholars, (1993 - Present) Endowments

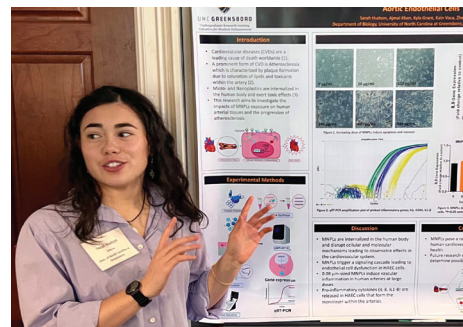
Previously established Women in Science Scholars endowments ensure scholarships for one or two scholars annually. Preference is given to students who have an interest in advancing women entering science professions. Scholars receive financial support, mentoring, and invitations to foundation-hosted events. Promoting and engaging scholarship recipients in their pursuit of a STEM degree fosters an environment that encourages both academic and professional growth.



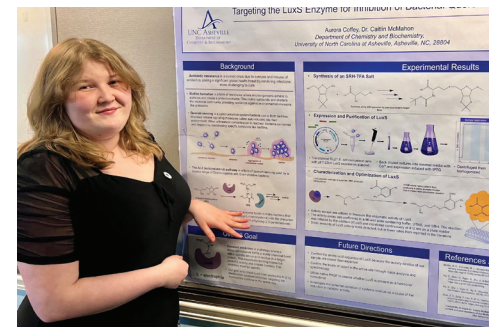
Isabelle Meyers
Davidson College



Aiman Jamadar
Meredith College



Sarah Hudson
University of North Carolina at Greensboro



Aurora Coffey
University of North Carolina at Asheville





All the grantees highlighted in this report are making the world a better place and we are proud to support their efforts.

Financials

Statement of Operations and Fund Balance

Revenue	2024 *	2023
Interest & Dividends	\$2,090,407	\$2,123,175
Net Realized Gain & Unrealized Gain on Investments	\$4,209,585	\$6,917,004
Other Operating and Non-operating Revenue	\$1,310,957	\$519,591
Total Revenues	\$7,610,949	\$9,559,770
Awards Granted	\$1,198,480	\$590,512
Provision for Federal Excise Tax	\$59,049	\$37,120
Management & Miscellaneous Expenses	\$1,229,128	\$1,094,737
Total Expenses	\$2,486,656	\$1,722,369
Net Revenues	\$5,124,293	\$7,837,401
Fund Balance Beginning of Year	\$64,925,785	\$57,088,384
Fund Balance End of Year	\$70,050,078	\$64,925,785

Statement of Financial Position

Assets	2024*	2023
Bonds	\$13,948,990	\$11,629,437
Stocks	\$42,421,640	\$42,024,099
Alternative Investments	\$10,849,849	\$9,986,936
Real Estate	\$3,448,467	\$3,976,635
Total Investments	\$70,668,946	\$67,617,107
Cash & Cash Equivalents	\$1,024,079	\$784,661
Receivables & Prepaids	\$0	\$0
Total Cash & Prepaids	\$1,024,079	\$784,661
Total Assets	\$71,693,025	\$68,401,768
Awards Payable & Accrued Expenses	\$1,642,947	\$3,475,983
Fund Balance	\$70,050,078	\$64,925,785
Total Liabilities & Fund Balance	\$71,693,025	\$68,401,768

Investments

	Cost	2024* Market
Bond Mutual Fund	\$14,346,434	\$13,948,990
Stocks	\$27,021,885	\$42,421,640
Alternative Investments	\$10,251,710	\$10,849,849
Real Estate	\$3,333,929	\$3,448,467
Total Investments	\$54,953,959	\$70,668,946

	Cost	2023 Market
Bond Mutual Fund	\$12,165,053	\$11,629,437
Stocks	\$28,001,665	\$42,024,099
Alternative Investments	\$11,007,310	\$9,986,936
Real Estate	\$3,852,425	\$3,976,635
Total Investments	\$55,026,453	\$67,617,107

** Unaudited figures through 12/31/2024*

PHOTO CREDITS: Page 5: Museum of Life and Sciences website; page 6: N.C. Arboretum Society website; page 9: N.C. Zoological Society website; page 10: N.C. Science Festival website; page 8, 11 and 12 photos provided by the North Carolina GlaxoSmithKline Foundation. All other photos from Big Stock Photo.



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