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2025 Annual Report

North Carolina
GSK Foundation



**The North Carolina GSK Foundation’s Mission:
Support science, health and education across the
state of North Carolina.**

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Message from our Leadership



Dear Friends,

We are pleased to present the North Carolina GSK Foundation's Annual Report for 2025—a year spent listening, learning, and laying a strong foundation for the future.

This year, a statewide listening tour took our staff team from Boone to Barco, with several stops in between. Along the way, we heard a clear and consistent message from leaders in science, health and education: Progress is fueled across North Carolina by strong relationships, innovation, and regional collaboration. Leaders are building career pathways in nursing and allied health, integrating technology and hands-on learning, and working tirelessly to connect people to opportunity.

Not only did we listen to and learn from community members; our new team (introduced on page 15) gleaned wisdom from longtime Foundation staff members Marilyn Foote-Hudson, Teresa Harris, and Dawn Lloyd, who retired in 2025. We are deeply grateful for their legacy of leadership and their lasting contributions to the Foundation.

Finally, in 2025, the Foundation awarded more than \$4.4 million in Traditional grants and \$400,000 in Ribbon of Hope grants to 15 organizations statewide, including nine first-time grantees. Included in these investments was more than \$2.1 million in multi-year support for Western North Carolina, following the devastation of Hurricane Helene—to four community colleges that will be integral in recovery and rebuilding, and a coalition of 12 Smart Start organizations that will support the social-emotional well-being of young children. We also continued our Child Health and Science Scholars signature programs, bringing together nearly 600 participants and fostering learning, connection, and professional growth.

Through close work with grantees and meaningful engagement with communities, we are poised to advance our mission with renewed clarity, momentum, and purpose. We look forward to our next chapter.

With appreciation,

Margaret Dardess
Board Chair

Melissa Chappell
Executive Director

2025 Ribbon of Hope Grant List

- **Alliance For A Healthier Generation, Inc.**

The Walking Classroom for North Carolina

The Walking Classroom will expand its programming, which offers physical activity integrated with academic learning through educational podcasts, to seven new schools and out-of-school sites, train new educators, and impact hundreds of students annually.

- **Augustine Literacy Project – Charlotte**

Expanding Access to Early Literacy Support by Providing Saturated Programming in a Title 1 School: A Test Project

This project will meet the full need for literacy tutoring among 1st graders at a Title 1 school in Mecklenburg County as well as facilitate access to two other supplemental tutoring services throughout Charlotte-Mecklenburg Schools.

- **Carteret Community College Foundation, Inc.**

Health Heroes Camp: A Program Exposing Students to Health Careers & Educational Opportunities

This initiative aims to increase 6th–8th grade student interest in health science careers and enhance healthcare skills through practical training.

- **Chapel Hill–Carrboro Public School Foundation**

Home-to-School Literacy Connection

This expansion of the Home-to-School Literacy Connection initiative will train elementary school teachers as Early Literacy Mentors to visit families, provide books and educational toys, and model literacy engagement techniques.

- **Communities In Schools of Robeson County**

Project College and Career Exploration (CACE)

The Project CACE initiative will work with high school seniors to develop a plan for post-secondary education by assisting them with necessary documentation like the FAFSA while also providing career exploration opportunities available at local institutions.

- **Communities in Schools of Thomasville NC**

Graduation Coach

The Graduation Coach will provide students at risk of dropping out with targeted support, addressing academic, behavioral, and social challenges, and will offer individualized support plans, one-on-one mentorship, and workshops to engage parents.

2025 Ribbon of Hope Grant List

- **Haywood Community College Foundation, Inc.**

Improving Lives Through the Lavender Fund Emergency Assistance Program at HCC

The Lavender Fund will provide emergency funds to second-year students to help them avoid dropping out due to financial pressure, giving them a short-term respite from demands like eviction or foreclosure and increasing their chances of securing higher-paying jobs in the long term.

- **Lucy Daniels Center for Early Childhood**

Increasing Community Capacity to Mitigate Children's Mental Health Challenges

This initiative will expand the Abuelitas/Grannies 911 community-based, multi-generational program for child development and mental wellness in the Greater Triangle area, offering training and support to caregivers, facilitators, and early childhood educators.

- **OpenDoors Asheville**

STEAM Expansion for To & Through College Access and Completion Initiative

This grant supports a STEAM Coordinator to support the delivery of academic, enrichment, and supportive resources to students in order to shrink the opportunity and achievement gaps in Asheville and Buncombe County.

- **Opportunities Industrialization Center, Inc.**

The Mobile Tech Lab

The Mobile Tech Lab learning environment aims to provide digital skills training and career exploration through a mobile classroom model, which seeks to eliminate transportation barriers and foster community engagement by transforming local venues into advanced technology learning environments.

- **Piedmont Environmental Alliance**

Forsyth Environmental Education Project

This project builds on PEA's long-term focus of hands-on, impactful environmental education programs that advance STEM learning in local low-resource schools; funding will support the expansion of access to additional students and educators in Forsyth County.

- **Stokes Partnership for Children**

Workforce Innovation to Support Early Education (WISEE)

This program focuses on enhancing career education, professional development, and guidance for Stokes County High School and Early College students pursuing a career in early childhood education.

2025 Traditional Grant List

● Asheville-Buncombe Technical Community College Foundation

Asheville-Buncombe-Madison Works

The Asheville-Buncombe-Madison Works program focuses on providing internships, pre-apprenticeships, and credentialing opportunities for high school students in Buncombe and Madison Counties, while also uniting high schools, community colleges, regional employers, workforce boards, and local government to provide students with viable career paths.

● Blue Ridge Parkway Foundation

Kids in Parks

This funding will support efforts to provide STEM education on walking and hiking trails, creating new learning environments across the state.

● The Center for Child and Family Health, Inc.

Scaling the Resource Parent Curriculum For North Carolina Children In Foster Care

The curriculum expansion aims to create a “second generation” of Agency-Wide Trainers to provide training for direct service professionals facilitating the workshops for foster resource parents, which are designed to equip caregivers and foster parents with the necessary skills they need to fulfill their role.

● East Carolina University

Growing North Carolina’s Public Health Workforce

This partnership with other area institutions builds the public health workforce to improve health care, disease prevention, and rural public health outcomes.

● Elon University

Beyond 12

Beyond 12 aims to improve college and career readiness for middle schoolers in the Alamance Burlington School System by incorporating mentoring, college and career exposures, and additional components to enhance student learning.

● Isothermal Community College

Isothermal Works – A Seamless Talent Pipeline

This initiative will unite high schools, community colleges, regional employers, workforce boards, and local government to provide students with viable career paths, and will scale up pre-apprenticeships and apprenticeships in Polk and Rutherford counties.

2025 Traditional Grant List

● Mountain Area Health Education Center

Creation of the Pathway Recruitment/Rural Exploration Program

This initiative will impact a wide range of students by providing them with resources, early exposure to healthcare careers, and hands-on experience program will offer students through key activities such as creative simulation experiences, health career enrichment days, student field trips, and mentoring.

● myFUTURENC

Education and Labor Market Alignment

This grant supports myFUTURENC's goal of "2 Million by 2030" that addresses the talent crisis shortage in North Carolina by enabling the facilitation and engagement of business leaders to identify the "Credentials of Value" needed to build the workforce of the future.

● NC State Research, LLC

Reimagining STEM Education at NC State and Beyond

The Integrative Sciences Initiative addresses the need to align higher education with the rapid advancements in science and technology, ensuring that students are equipped with both deep scientific knowledge and the applied skills necessary for the modern workforce.

● North Carolina Agricultural and Technical State University

Aggie Commitment – Trailblazer Scholars Program

The Trailblazer Scholars Program aims to provide the necessary support to enhance the transfer experience for STEM scholars at participating NC community colleges, and create an engaging learning community that fosters collaboration and success for both the students and the institutions which serve them.

● The North Carolina Arboretum Society

Advancing K–12 STEM Education Across North Carolina

With this program expansion, the Arboretum will be able to offer its successful STEM programs, including Project EXPLORE, OWL, and ecoEXPLORE, to all 100 counties.

● North Carolina Central University

Lean into STEM and the Future

This program will support students pursuing a STEM career through enhanced educational opportunities for middle and high school students as well as scholarships for NCCU scholars.

● North Carolina Community Colleges Foundation

Nursing and Healthcare Pilot Program

This pilot program is designed to support nursing programs at six rural community colleges, focusing on the supply, education, and training of nurses and nurse educators.

2025 Traditional Grant List

- **North Carolina Museum of Life and Science**

- The Lab – A Biotechnology Experience**

Funding will support the research and development for biotechnology-themed education programming in the Lab, highlighting the importance of biotechnology in our lives.

- **North Carolina Public Health Association**

- 2025 Child Health Awards**

The Child Health Recognition Awards program honors passionate North Carolina public health professionals for their innovative work improving child health outcomes.

- **North Carolina Zoological Society**

- Building the Capacity for Self-Directed Learning**

This funding will support the enhancement of STEM educational opportunities to all guests throughout the Zoo, utilizing a variety of engagement methods to support students with diverse learning styles and needs.

- **Partnership for Children of the Foothills, Inc.**

- Raising Resilient Children: Expanding Circle of Security Parenting Across Rural Western North Carolina**

This initiative expansion aims to increase access and participation in trauma-informed, evidence-based parenting education resources, to help parents build their confidence in managing and understanding child behaviors, in turn strengthening emotional regulation, and long-term child well-being.

- **Tri-County Community College Foundation, Inc.**

- T3 Academy**

The T3 Academy aims to expand work-based learning opportunities in healthcare, manufacturing, and construction trades across three remote counties in the far western corner of NC.

- **The University of North Carolina Foundation Inc, System Office**

- UNC System Fellows**

This program supports undergraduate students through comprehensive support, including 1:1 advising and targeted high-impact programming, to aid in student retention and completion.

- **University of North Carolina Morehead Planetarium and Science Center**

- Science Festival Expansion – FUTURES**

This expansion of the Science Festival will highlight two-year STEM degrees through NC community colleges and build awareness of STEM workforce needs and opportunities throughout the state.

- **Western Carolina University**

- Summer Intensive Experiences for NC Math Teachers' Circles**

This grant provides support for annual Summer Intensive Experiences, residential mathematical immersions designed for K–12 teachers from around the state.

2025 Grantee Highlights

ISOTHERMAL COMMUNITY COLLEGE

ISOTHERMAL WORKS – A SEAMLESS TALENT PIPELINE INITIATIVE

Isothermal Works is a multi-sector workforce development initiative based on the proven Surry-Yadkin Works model, designed to help Rutherford and Polk counties grow through strategic partnerships, skills development, and business support. The initiative brings together Isothermal Community College, high schools, regional employers, workforce boards, and local government to provide students with structured, work-based learning experiences in five key sectors: healthcare, manufacturing/trades, information technology (IT), education, and public safety. The program supports students beginning in high school through a coordinated system of early career exploration, dual enrollment coursework, pre-apprenticeships, and registered apprenticeships, supported by comprehensive student services.



2025 Grantee Highlights

NORTH CAROLINA MUSEUM OF LIFE AND SCIENCE

THE LAB – A BIOTECHNOLOGY EXPERIENCE

The Lab serves as a catalyst for scientific discovery, designed for facilitated, hands-on experiences themed around biotechnology. Through authentic, inquiry-based activities, children and their caregivers will discover the mysteries of medicine, explore innovations in food, and imagine the future of environmental sustainability; fostering a deeper appreciation for the impact of biotechnology on society and the environment. The Lab will play an important role in community engagement, acting as a bridge between the scientific community and the public, incorporating real laboratory tools and equipment and welcoming Guest Scientists to share real-world expertise. By collaborating with local biotechnology experts and institutions to create curriculum, Museum staff will provide visitors with unique insights into ongoing research and innovation in the field.



2025 Grantee Highlights

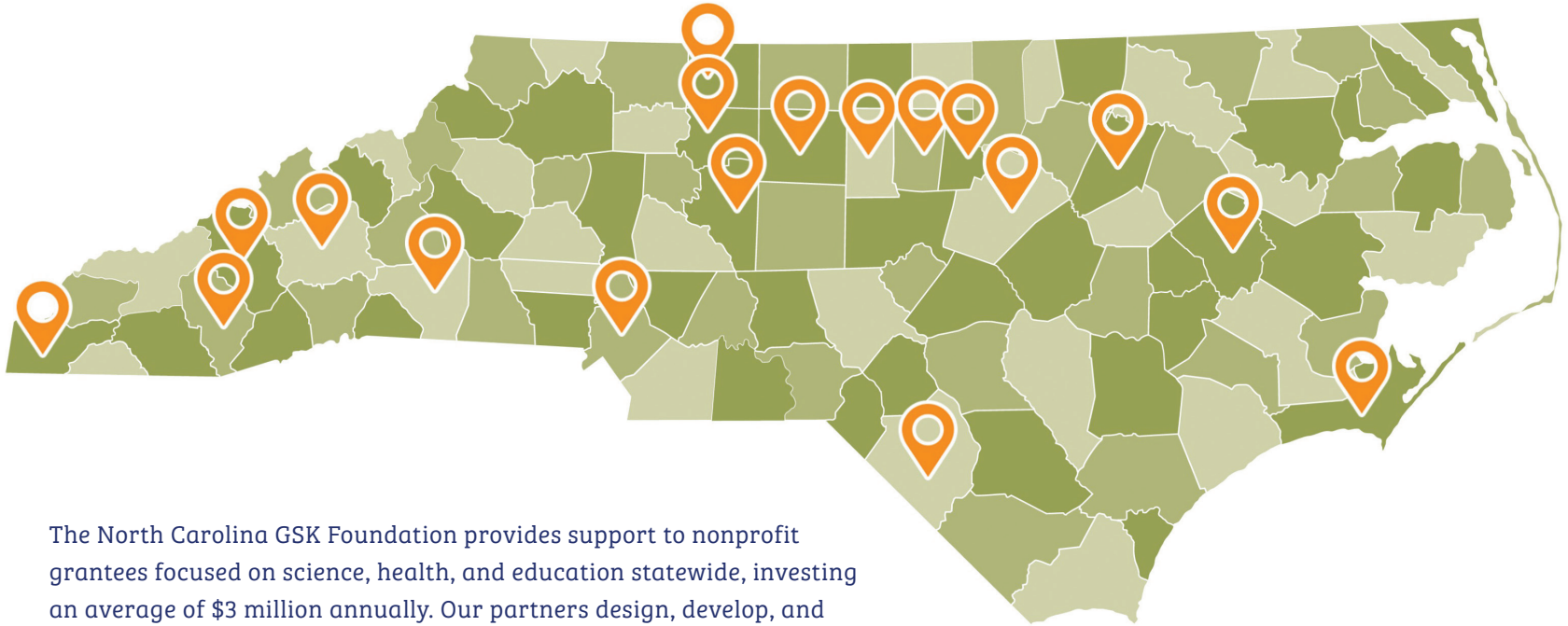
EAST CAROLINA UNIVERSITY

GROWING NORTH CAROLINA'S PUBLIC HEALTH WORKFORCE

East Carolina University is located in the heart of a 41-county region of eastern NC that is characterized by high rates of preventable chronic health conditions. This partnership with other area institutions, including Fayetteville State University, UNC-Pembroke, North Carolina Central University, Chowan University, Winston-Salem State University, and North Carolina A&T State University, builds the public health workforce to improve health care, disease prevention, and rural public health outcomes. The program offers students scholarships, summer research immersion experiences, and professional development activities. Long term, the participation of students in this program will lead to a stronger public health infrastructure, especially in rural communities ongoing research and innovation in the field.



2025 Grantee Map



The North Carolina GSK Foundation provides support to nonprofit grantees focused on science, health, and education statewide, investing an average of \$3 million annually. Our partners design, develop, and grow programs, helping to build and sustain a healthy and prosperous North Carolina.

2025 Grant Payout
\$2,780,072

Total 2025 Grantees
33

Please note:

Pins represent the home base of grantee organizations; however, many grantees serve multiple counties and/or work statewide.



Signature Program

Advancing Child Health

The Foundation was pleased to present this year's Child Health Awards at the North Carolina Public Health Association's Annual Conference on September 17, 2025. The Child Health Awards program honors passionate North Carolina public health professionals for their innovative work improving child health outcomes in our state.

2025 AWARD WINNERS

LIFETIME ACHIEVEMENT AWARD

DR. GERRI MATTSON

Dr. Mattson's more than 20 years of leadership roles in the North Carolina Department of Health and Human Services have contributed to improved evidenced based pediatric services, access to care, and linkage to needed services for venerable communities.

INDIVIDUAL RECOGNITION AWARD

RAYDIANCE SWANSTON

Raydiance Swanston's work has included providing pediatric dental services to uninsured or underinsured children, launching the Give Kids a Smile Day, and managing the new mobile dental unit.

Signature Program

2025 AWARD WINNERS

LOCAL HEALTH DEPARTMENT RECOGNITION AWARD

CABARRUS COUNTY PUBLIC HEALTH

The Cabarrus Health Alliance Primary Care Clinic offers integrated primary care that includes medical, dental, and behavioral health treatments in one location.

CATAWBA COUNTY PUBLIC HEALTH

The Community Health Workers Program helps ensure that all families in Catawba County have opportunities that allow them to live long, healthy lives, regardless of their income, education, neighborhood or background.

MACON COUNTY PUBLIC HEALTH DEPARTMENT

Macon County Public Health's many child-focused initiatives, including Healthy Little Learners, School-Based Telehealth, and Vision Blitz represent a comprehensive, innovative approach to reducing health disparities among children and families in a rural Appalachian community.

PUBLIC HEALTH STAFF RECOGNITION AWARD

DR. SHRUTI SHASTRI

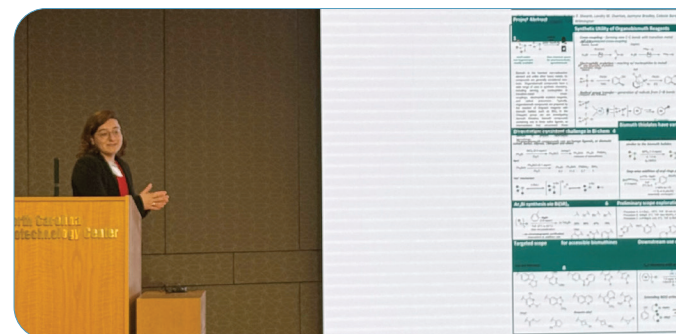
Dr. Shastri has significantly improved access to dental care for children in Rockingham County. Among other achievements, she played a pivotal role in launching the Mobile Dental Unit program in 2023, which provides on-site dental care at elementary schools for children with financial need.

Signature Program

Supporting Science Scholarship

The North Carolina GSK Foundation is proud to continue its Science Scholars program, building on a legacy established in 1993. Endowments at each institution support annual scholarships, and students are invited to biannual events. The Foundation is grateful for GSK employee mentors who provide valuable volunteer service to students pursuing a career in science and for continued partnership with the following universities:

- Appalachian State University
- Barton College
- Bennett College
- Campbell University
- Davidson College
- East Carolina University
- Elizabeth City State University
- Elon University
- Fayetteville State University
- Gardner-Webb University
- Guilford College
- Johnson C. Smith University
- Lenoir-Rhyne University
- Meredith College
- North Carolina A&T State University
- North Carolina Central University
- North Carolina State University
- North Carolina Wesleyan College
- Queens University of Charlotte
- University of North Carolina at Asheville
- University of North Carolina at Chapel Hill
- University of North Carolina at Charlotte
- University of North Carolina at Greensboro
- University of North Carolina at Pembroke
- University of North Carolina at Wilmington
- Western Carolina University
- Wingate University
- Winston-Salem State University



Statements of Financial Position

December 31, 2025 and 2024

ASSETS	2025* (\$)	2024 (\$)
Cash	\$20,824	\$89,741
Short Term Investments	\$15,596,112	\$934,339
Deferred Federal Excise Tax	\$19,376	\$0
Investments	\$62,294,096	\$70,668,944
Accrued interest and dividends receivable	\$0	\$0
TOTAL ASSETS	\$77,930,408	\$71,693,024
LIABILITIES AND NET ASSETS		
Federal Excise Tax Payable	\$306,609	\$3,393
Accrued Expenses	\$0	\$176
Deferred Federal Excise Tax	\$0	\$226,030
Awards Payable, Current	\$1,923,514	\$903,224
Awards Payable, Net of Current Portion	\$1,587,818	\$498,588
TOTAL LIABILITIES	\$3,817,941	\$1,631,411
Net Assets Without Donor Restrictions	\$74,122,467	\$70,061,613
TOTAL LIABILITIES AND NET ASSETS	\$77,930,408	\$71,693,024

Statements of Activities

December 31, 2025 and 2024

REVENUES	2025* (\$)	2024 (\$)
Net Investment Income	\$10,292,770	\$7,359,598
Contributions of Nonfinancial Assets from Related Party	\$40,217	\$161,855
Other Income	\$0	\$60,034
TOTAL REVENUES	\$10,332,987	\$7,581,487
EXPENSES		
Program services	\$5,344,236	\$1,729,437
Management and general	\$809,289	\$567,228
TOTAL EXPENSES	\$6,153,525	\$2,296,665
Change in Net Assets From Operating Income	\$4,179,462	\$5,284,822
Provision for Federal Excise Taxes	\$128,608	\$102,294
CHANGE IN NET ASSETS	\$4,050,854	\$5,182,528
Net assets at beginning of year	\$70,061,613	\$64,879,085
NET ASSETS AT END OF YEAR	\$74,112,467	\$70,061,613

Our Foundation Team

2025 was a pivotal year of transition for the North Carolina GSK Foundation, as we celebrated the retirements of Marilyn Foote-Hudson and Teresa Harris, following Melinda Harris who retired in 2024, and preceding Dawn Lloyd who retired in 2026. We're grateful for their dedication and commitment to the mission of the Foundation and to North Carolina's communities for more than 30 years. We're pleased to introduce our new team members, who are excited to build on the strong foundation established by their predecessors.

RETIRING FOUNDATION STAFF

Left to right:

Melinda Harris, *Fiscal Analyst*; **Marilyn Foote-Hudson**, *Executive Director*; **Dawn Lloyd**, *Program Officer*, and **Teresa Harris**, *Administrative Assistant*.

CURRENT FOUNDATION STAFF

Left to right:

Sarah Battersby, *Program Officer*; **Melissa Chappell**, *Executive Director*; **Alicia Penny**, *Fiscal Analyst*; and **JaNel Moore**, *Administrative Assistant*.





North Carolina GSK Foundation

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