

North Carolina GSK Foundation

Strategic Plan (2027–2031)

About the North Carolina GSK Foundation

Since 1986, the NC GSK Foundation has awarded nearly \$100 million in grants supporting science, health, and education across all 100 counties in North Carolina.

An Overview of our New Strategic Plan

Over four decades, the NC GSK Foundation has built deep relationships across the state, funding programs in science, health, and education and establishing signature initiatives including Ribbon of Hope grants and programs supporting science scholars and public health professionals.

Today, we have an opportunity to sharpen our focus and deepen our impact. North Carolina's acute healthcare workforce shortages and booming life sciences sector create an urgent need for more North Carolinians, particularly in rural and underserved communities, to access and complete credentials that lead to high-quality, living-wage careers.

This plan organizes our next five years around that need: We will direct resources to build the pipeline of students prepared for health and life science pathways, increase attainment of high-value credentials, and connect learners to employment. We will do this through a structured grantmaking approach, new investments in grantee capacity, and portfolio-level measurement of outcomes.

How We Arrived Here

- In early 2026, we engaged in a planning process to develop a five-year strategy
- This plan was informed by a comprehensive review of the foundation's current and prior work as well as input from over 70 grantees, partners, and philanthropic leaders

What's New

- Intentional narrowed focus on health and life science career pathways
- Enhanced use of data and outcomes to drive decisions
- Focus on strengthening grantees through capacity-building

What Remains Unchanged

- Our core mission and issue areas
- Our support for underserved and rural communities
- Our commitment to supporting organizations across the state of North Carolina

The Path Forward

Our long-term vision is a **healthy** and **prosperous** North Carolina

North Carolinians have access to high-quality, living-wage careers in health and life sciences

North Carolinians have access to healthcare

Across all 100 counties, especially in rural and underserved communities

Five-Year Intended Impact

- Over the next five years, the NC GSK Foundation will invest in efforts that strengthen pathways to high-quality, living-wage careers in health and life sciences for North Carolinians, especially in rural and underserved communities
- We will pursue our intended impact by directing resources toward three strategic priorities
 - **Build the Pipeline**
 - Strengthen readiness for health and life science pathways from high school through postsecondary entry
 - **Increase Attainment**
 - Expand completion of high-value credentials in nursing, allied health, and STEM fields
 - **Connect Learners**
 - Support work-based learning and employer partnerships that lead to high-quality, living-wage careers

How We Invest

The Foundation will invest ~\$3M annually through three primary grant types:

Program (~75%)

Fund initiatives that advance the three strategic priorities

Capacity Building (~15%)

Strengthen grantees through targeted investments

Discretionary (~10%)

Flexible funding for emerging opportunities and needs

Signature Programs

The Foundation will continue to support the following programs:

Gertrude B. Elion Science Scholars Program

Honors a scientific pioneer and, through established endowments at partner institutions throughout the state, supports North Carolina students majoring in the life sciences with financial aid scholarships, meaningful mentorship, and professional development opportunities alongside GSK employees

Child Health Awards

Honors passionate North Carolina public health professionals for their innovative work improving child health outcomes in our state through a partnership with the North Carolina Public Health Association