

1994 - 2024

30 YEARS ONE MISSION

2024 ANNUAL REPORT

HEALTHY PEOPLE
EDUCATION

HEALTHY COMMUNITIES



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30 YEARS: ONE MISSION



30 Years: One Mission

Improving the Health of Central Louisiana

In 1994, the board of Rapides Regional Medical Center made a groundbreaking decision that transformed the healthcare and philanthropic landscape of Central Louisiana. On September 1, 1994, the board entered into a for-profit partnership with then-Columbia HCA to own and operate Rapides Regional Medical Center, while simultaneously creating The Rapides Foundation.

This strategic move extended the hospital's ability to provide quality healthcare in an evolving medical environment and established a significant financial resource dedicated to improving the health and well-being of Central Louisiana residents.

At its inception, the Foundation held \$143 million in assets, including a 50% ownership in the hospital partnership. While substantial by national standards, it was even more remarkable on a per capita basis — amounting to approximately \$500 per resident of Central Louisiana, compared to national averages of \$5. This positioned the Foundation as an unprecedented financial force for the region.

Although formed through a for-profit structure, the Foundation remained committed to delivering community benefit traditionally expected of nonprofit hospitals.

A critical first step was for us to secure and grow the endowment to support a 5% annual spending policy while preserving long-term value. Today, our assets have grown to \$328 million, enabling us to invest carefully and strategically in the region without ever needing to ask our residents for financial support.

From the beginning, we had to determine how to best leverage this extraordinary resource for the benefit of Central Louisiana. Our mission quickly came into focus: to improve the health of the region's residents by helping them live longer, healthier lives free from the burdens of disease. This mission was supported by a vision — to direct our resources toward the most impactful and achievable determinants of health.

Guided by research and community insight, we identified three core areas for our funding, and these priorities continue to guide our work today:

- Healthy People
 - Healthcare Access and Healthy Behaviors
- Education
- Healthy Communities
 - Economic and Social Environment

We believe the impact of these strategic investments has been profound. Over the past 30 years, we've awarded more than 2,000 grants totaling \$240 million—supporting programs and initiatives that align with our vision of longer, healthier lives for our region's residents. We are especially grateful to the more than 90 individuals who have served on our Board of Trustees throughout our 30-year history. Their leadership, wisdom and dedication have been essential to our success and long-term impact.

In early 2024, our first board president, Greg O'Quin, reflected on the Foundation's lasting legacy:

"Economically, this is one of the biggest impacts in Central Louisiana of any business. When you compare it to other entities and what's happened in the last 30 years, I don't know that anything bigger has happened here. Economically, it's huge — for a community this size, it's huge. The projects that it's worked on and done are huge. We're really fortunate to have done this 30 years ago, and I don't know if we were lucky or smart, but either way, it's here today. There are a lot of communities in this country looking back 30 years saying, 'I wish we had done that,' because this is a big deal."

As we look to the future, we remain steadfast in our mission and motivated by the opportunity to continue our legacy. In these pages of our Annual Report, you'll find highlights from 2024 that reflect our ongoing commitment to improving health, education and economic opportunity across Central Louisiana. The visionary decision made in 1994 continues to shape the lives of Central Louisiana residents, ensuring a healthier and more prosperous future for generations to come.



Joseph R. Rosier, Jr.,
CFA, CPA (Inactive)
President and CEO



Debbie Eddlemon, CPA
Board Chairman

Trustees Through the Years

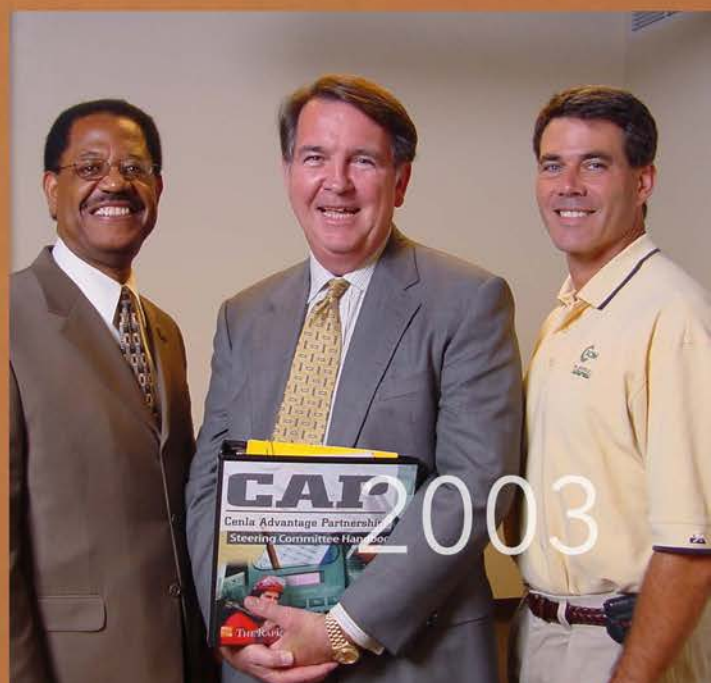
BOARD CHAIRS: 1994-present

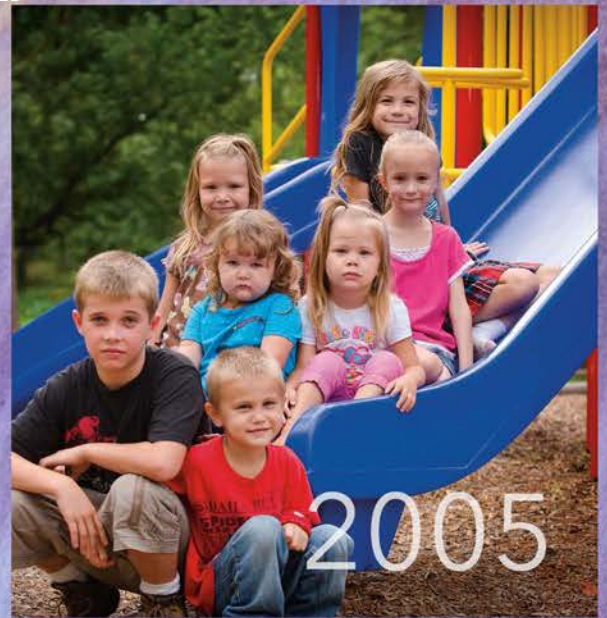
1994-1996: Gregory B. O'Quin
 1997-1999: Harry B. Silver
 2000-2002: Gregory L. Nesbitt
 2003: Vanda L. Davidson, M.D.
 2004-2006: Regionald Seastrunk
 2007: Melanie Torbett
 2008-2009: Albin M. Lemoine, Jr.
 2010-2011: Bruce Barton, M.D.
 2012: Mike Newton
 2013: Howard Wold, M.D.
 2014: Tammi Salazar
 2015: Cynthia Gillespie, Ph.D.
 2016: Jacquelyn S. Daenen, CPA, CCIFP
 2017: Robert C. Hughes, P.E.
 2018: Michael D. Reese
 2019: Anna B. Moreau, D.D.S., M.S.
 2020: Doug Godard
 2021: Henry Williams, EA
 2022: Benjamin Close, M.D.
 2023-present: Debbie Eddlemon, CPA

BOARD OF TRUSTEES 1994-PRESENT

Valerie Aymond, 2020-present
 Reverend Doyle L. Bailey, 2002-2007
 James R. Baker, Jr., 1994-1995, 2008-2013
 Bruce Barton, M.D., 2006-2011, 2023-present
 Lynn J. Bordelon, 2002-2006
 Mark Brown, 2021-present
 Joan Brunson, M.D., 2009-2014
 Michael G. Buck, M.D., 1997, 2004-2008
 James R. Byrd, 1994-2002
 Jacque Caplan, 2003-2008
 Blake Chatelain, 2002-2007
 Ilyas Chaudry, M.D., 2002-2007
 Laura J. Clark, 2016-2019
 Benjamin Close, M.D., 2016-2022
 Kirk D. Cooper, 2022-2024
 Richard L. Crowell, 1994
 Richard L. Crowell, Jr., 1994-1999
 General Glenn H. Curtis, 2022-2023
 Jacqueline S. Daenen, CPA, 2013-2018
 Laura L. Dauzat, 2009-2014
 Vanda L. Davidson, M.D., 1994-2003
 Paul "Mack" Davis, Jr., M.D. Honorary Trustee
 Thomas J. Davis, M.D., 2020-present
 Wesley W. Davis, M.D., 1998-1999
 Angela W. DeGray, 2022-present
 M. Lawrence Drerup, M.D., 1999-2001
 Debbie Eddlemon, 2019-present
 Brian Elkins, M.D., 2022-present
 Gregory S. Erwin, 1994-1997
 Rosa Fields, 2011-2016
 Kelvin Freeman, 2005-2010
 W. Ray Frye, 1994, Honorary Trustee
 Curman L. Gaines, Ph.D., 2014-2019
 David R. Gilchrist, 2008-2013

Cynthia Gillespie, Ph.D., 2010-2015
 Doug Godard, 2015-2021
 Roane Hathorn, Honorary Trustee
 Robert C. Hughes, P.E., 2013-2018
 Lafe Jones, 2019-2021
 P.K. Kaimal, M.D., 1995-1998
 JoAnn W. Kellogg, 1994-2001
 Ernest Kelly, M.D., 2009-2014
 Donald Kramer, 2007-2012
 Corey Lair, 2020-present
 Albin M. Lemoine, Jr., 2004-2009
 Dwayne Lemoine, 2020-2024
 Philip Lindsay, M.D., 1996
 Gail C. Little, 1998-2002
 Donald R. Mallet, 2007-2012
 Shahid Mansoor, M.D., 2018-2021
 Alfred Mansour, Jr., M.D., 2000-2001
 Roseada Mayeux, 2015-2021
 Toni McManus McAllister, 2022-present
 John McCabe, M.D., 2002
 Nancy McCabe, RN, 2008-2012
 Murphy McMillin, 2015-2020
 James L. Meyer, P.E., 1994-1998
 Anna B. Moreau, D.D.S., M.S., 2014-2019
 Robert C. Morrison, M.D., 1994-2001
 Gregory Nesbitt, 1994-2002
 Mike Newton, 2007-2013
 Kathleen Nolen, 2001-2006
 Gregory B. O'Quin, 1994-2000
 Bernard E. Patty, III, M.D., 1994-2002
 Craig Pearce, M.D., 2012-2017
 Maxine Pickens, 2004-2009
 Robert T. Ratcliff, 1996-2002
 Michael D. Reese, 2013-2018
 John Rhodes, M.D., 2003-2004
 Daphne R. Robinson, 1999-2004
 W. Don Rodemacher, Honorary Trustee
 Frankie Rosenthal, MSN, RN, 2010-2015
 Joseph R. Rosier, Jr., 1995-present
 Tammy Salazar, 2009-2014
 Jannease Seastrunk, M.S., 2017-2022
 Regionald Seastrunk, 2001-2006
 Harry B. Silver, 1994-2002
 Larry D. Smith, 1994-1995
 Jane Texada, 1996-2001
 Caroline Theus, 2003-2008
 Mark Thompson, 2022-present
 Melanie Torbett, 2002-2007
 Edwin S. Urbi, M.D., 2014-2019, 2023-present
 W. Foster Walker, Jr., Honorary Trustee
 W. Foster Walker, III, 1994-1999
 Renick P. Webb, M.D., 2003-2008
 Betty Westerchil, 2019-2021
 Matthew T. Whitehead, DDS, 2020-present
 Henry Williams, 2015-2021, 2024-present
 Dennis E. Wimmert, 2013-2019
 Howard Wold, M.D., 2008-2013







Healthy People

To improve access to healthcare and promote healthy behaviors.

13,766

prescriptions filled through CMAP's Central Fill Pharmacy and Patient Assistance Program.

545

cancer screenings provided through the CMAP Cancer Screening Mobile Unit.

1,205

students reached through the Future of HealthC.A.R.E. Grant.

Healthcare Access



Access to quality healthcare plays a vital role in reducing health disparities and improving overall health in a community. However, several factors can prevent individuals from getting the care they need, including financial challenges, personal or cultural obstacles, lack of information, geographic isolation, and shortages of healthcare providers and facilities. The Foundation addresses these barriers through its Healthcare Access Initiative.

PRIMARY CARE ACCESS

The Foundation's Integrated Behavioral Health Implementation Grant is designed to expand access to and enhance the quality of behavioral health services within the primary care settings of Federally Qualified Health Centers. These multi-year grants are the second of a two-part funding opportunity that begins with an assessment and planning grant. Current grant recipients include Iberia Comprehensive Community Health Center for the Vernon Parish Community Health Center in Leesville, and Access Health Louisiana for its clinic in Woodworth.

To further expand access to behavioral health services, the Foundation in 2024 awarded a three-year grant to the Louisiana Mental Health Association to raise awareness and increase participation in The Fisher Project in Central Louisiana parishes. The Fisher Project is a suicide prevention and recovery support program for people at increased risk for suicide. The grant funds a part-time outreach professional who helps to bring greater awareness to organizations with a goal to increase referrals to the program.



MEDICATION ACCESS

The Foundation provides a grant to its affiliate, the Cenla Medication Access Program, to address the cost barrier to accessing prescription drugs. CMAP's Central Fill Pharmacy and Patient Assistance Programs provide free or low-cost prescriptions for uninsured patients of private-practice physicians, rural clinics and health centers, and for Medicare patients who do not have prescription coverage or need prescriptions not covered under their current plans. In addition, Rapides Regional Medical Center contracts with CMAP to provide free or reduced-cost medications to HP Long Clinic clients.

CMAP filled 13,766 prescriptions in 2024 through its Central Fill Pharmacy and Patient Assistance Program for a wholesale cost savings of approximately \$11.8 million. Another 944 prescriptions were filled through CMAP's VRx card for HP Long Outpatient Clinic, with an average copay of just \$4. Through its CMAP Extra prescription drug benefit card, participants filled 141 prescriptions for retail savings of \$40,971.

EARLY CANCER SCREENING

Recognizing the critical role of early cancer detection, the Foundation promotes screening for colorectal, cervical and breast cancers.

In collaboration with the Partners in Wellness Program at Feist-Weiller Cancer Center at LSU Health Shreveport and CMAP, a mobile screening unit travels across Central Louisiana to bring these crucial services to uninsured and Medicaid patients. In 2024, a total





of 448 patients received 545 cancer screenings on the unit, with 50 patients requiring follow-up screens. Follow-up services are available to patients who qualify under the Breast and Cervical Cancer Early Detection Program guidelines.

CMAP's Community Health Advisor Project uses a lay health advisor to educate the community about the importance of cancer screenings, and CMAP staff distribute take-home colon cancer kits at health fairs, clinics and pharmacies. The Foundation also implements a multi-media cancer screening awareness campaign to promote awareness and the benefits of screening and early detection of colon, breast and cervical cancers, which are more easily treatable when caught early.

MEDICAL MANPOWER

The Foundation offers multi-year grants to address the shortage of healthcare professionals in Central Louisiana, particularly in the areas of nursing, behavioral health and allied health.

The Healthcare Occupations Program Grant provides funding to postsecondary institutions to add and expand healthcare program offerings and concentrations to meet the critical workforce needs of local employers. Grantees include Central Louisiana Technical Community College, Northwestern State University, Louisiana Christian University, LSU Eunice and LSU of Alexandria.

The Future of HealthC.A.R.E. (Career, Academic Readiness and Exploration for Students) Grant seeks to build a pipeline of K-12 students who are both interested in healthcare careers and academically ready for postsecondary education and training. Grant recipients NSU, Central Louisiana Area Health Education Center, LSUA and Louisiana Central engage students through camps, K-12 school visits, clubs and the Healthcare Career Central website. In 2024, 1,205 students participated in summer camps, hands-on experiential learning workshops, healthcare clubs and healthcare career exploration presentations.

Healthy Behaviors



45,550

Central Louisiana students participated in Healthy Behaviors School District Partnership Grant activities.

359

residents received personalized nutrition and physical activity training through the Healthy Lifestyle Program.



Healthy Behaviors

The Healthy Behaviors Initiative is an integrated, comprehensive, multi-level and multi-target strategy with the goal of having a meaningful impact on chronic disease prevention in the region. It addresses key risk factors — tobacco use, substance and alcohol misuse, poor nutrition, and physical inactivity — that are closely linked to premature death and long-term disability from conditions such as heart disease, stroke, diabetes and certain cancers.

SCHOOLS

Each year, school districts are invited to apply for the Healthy Behaviors School District Partnership Grants, which fund projects and activities that positively impact students and school personnel in the areas of tobacco prevention and control, substance and alcohol abuse prevention, physical activity and nutrition. The goal is to equip students, staff and teachers

with the knowledge and skills to make healthier choices. During the 2024-25 school year, students from 104 K-12 schools across seven Central Louisiana parishes participated in evidence-based projects that addressed these health behaviors, reaching 45,550 students. Grant activities include the School Health Advisory Council, participation in Youth Health Advocates Clubs, LifeSkills Training Curriculum, Vaping Prevention and Physical Education CATCH PE Curriculum.

Close to 500 students and teachers from seven Central Louisiana parishes attended The Rapides Foundation's 13th Youth Summit on Healthy Behaviors, an annual event where participants learn how to become advocates for healthy choices and policy change in their schools and communities. Participating students are members of their schools' Youth Health Advocates Clubs.



COMMUNITY

The Foundation provides a grant to CMAP to administer the Healthy Lifestyle Program, a physician referral, lifestyle coaching program aimed at fighting chronic disease in Central Louisiana by providing clients with demonstrations and education on proper nutrition and physical activity for good health. Staff provide free nutrition and physical activity planning, and support for clients over a six-month period. In 2024, 359 people participated in the one-on-one coaching program.

The Healthy Lifestyle Program also offers 12-month group sessions for residents at high risk of developing type 2 diabetes. The program uses the evidence-based PreventT2 curriculum of the Centers for Disease Control and Prevention to teach lasting lifestyle changes that help prevent or delay the onset of diabetes. Twenty individuals completed the program in 2024.

The Rapides Foundation's Healthy Behaviors Program Grant supports organizations in implementing evidence-based programs that address tobacco use, obesity, and substance and alcohol misuse. This three-year grant helps create community-based opportunities for residents to make healthier choices. The Foundation in 2024 continued to monitor 10 grant recipients, whose projects include healthy cooking demonstrations, a senior citizen nutrition program, a

community health and fitness park, community gardens and physical activity programs.

Healthy Behaviors Program Mini Grants are short-term grants of up to \$25,000 that fund community events to encourage individuals to make healthy choices, and in 2024, seven active mini grants were being monitored by Foundation staff.

The Foundation in 2024 awarded six Strengthening Families Program Grants, which address substance and alcohol misuse prevention through the evidence-based Strengthening Families curriculum. The curriculum involves family skills training sessions to increase resilience and reduce risk factors for behavioral, emotional, academic and social problems.

The Foundation continued to monitor four recipients of the multi-year Substance and Alcohol Abuse Prevention Grant, which funds the implementation of evidence-based, community-driven solutions for preventing substance and alcohol misuse.

MARKETING/COUNTER-MARKETING

The Healthy Behaviors Initiative includes marketing campaigns designed to raise awareness of the importance of diet and physical activity, to counter tobacco advertising and to provide awareness and resources in the areas of alcohol and substance misuse. Through the TreatYourselfCenla.org and CenlaShift.org websites, these campaigns provided information and tools to facilitate healthy behavior choices.



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Education



To increase the level of educational attainment and achievement as the primary path to improved economic, social and health status.

5,000

children enrolled in the Dolly Parton Imagination Library book distribution program in Central Louisiana.

7,215

books distributed to families through the Read to Soar and Math to Build On program.



School Readiness

Children who attend high-quality early childhood programs before kindergarten are more likely to complete high school and go through their school careers without repeating a grade, setting them up for better health outcomes.

PROFESSIONAL DEVELOPMENT FOR TEACHERS AND LEADERS

The Rapides Foundation provides a grant to its affiliate, The Orchard Foundation, to strengthen early learning centers across the region. This support includes professional development, coaching and mentoring for early childhood educators and leaders.

School Readiness professional development is provided to any early childhood provider within the Foundation's nine-parish service area and includes Teachstone CLASS Observation Reliability training, Teaching Strategies GOLD, Growing Reading Brains and Playing With a Purpose, which was launched in 2024.

The Orchard Foundation also offers specialized leadership institutes for directors of early learning centers. The Instructional Leadership Institute focuses on instructional leadership and professional development and the Business Leadership Institute focuses on business management of an early learning center.

EARLY CHILDHOOD LITERACY

The Foundation awarded a grant to The Dollywood Foundation to support local program partners in their efforts to bring the Dolly Parton Imagination Library to Central Louisiana. Children ages birth to 5 receive free, high-quality

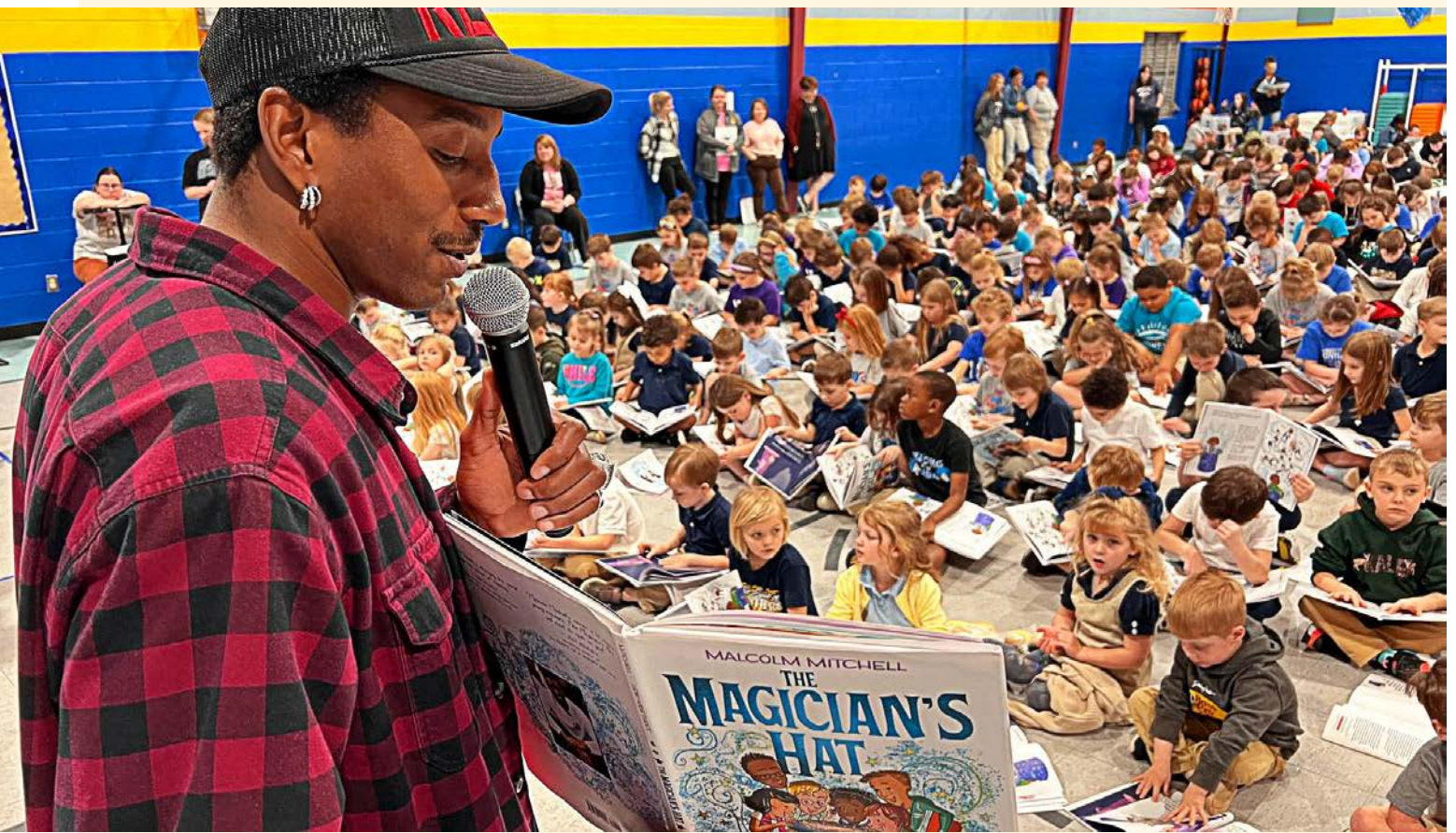
and age-appropriate books, gifted monthly. Since the launch in 2024, more than 5,000 children have signed up for the program, inspiring a lifelong love of reading.

The Foundation also funds two programs based on best practices that develop literacy skills in children before they enter kindergarten. Read to Soar and Math to Build On are free, 8-session workshops for children 5 and under along with their parents or caregivers. Children receive up to 40 books for their home libraries while parents come away with tips and resources to support learning at home. The Orchard Foundation, which administers the program, distributed 7,215 books to families that attended the 15 Read to Soar workshops and 11 Math to Build On workshops in 2024.

INCREASE ACCESS FOR THE BIRTH TO 3 POPULATION

Foundation staff participate in Early Childhood Care and Education Community Networks and Ready Start Networks to improve access and quality of early childhood programs across the region.

As part of this work, the Foundation in late 2023 made an investment of \$2.13 million to help school districts in Rapides, Grant and Natchitoches parishes match state dollars from the Louisiana Early Childhood Education Fund's tuition-waiver program for low-income children. To expand the reach, the Foundation pledged to match local contributions raised by communities. By the January 31, 2024, community match deadline, local partners raised \$510,700, unlocking



additional Foundation and state funding and resulting in a \$6.3 million total investment in early childhood education. As a result, up to 380 children attended an early childhood education center for free in the 2024-25 school year while their parents worked or attended school.

Building on this momentum, in 2024, The Rapides Foundation Board approved a second, long-term commitment: \$8.8 million over the next three years to continue and grow the initiative across the region.



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Effective Schools

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\$1.5 Million

awarded to nine Central Louisiana school districts through the Effective Schools District Grant.

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2,300

students explored career fields at the annual Students Exploring Career and Opportunities expo.

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Effective Schools

Research shows that building the professional capacity of teachers who work most closely with students is the factor that stands out above all in improving student achievement. In addition, strong instructional leaders – especially principals – are key to supporting the teaching/learning process. To ensure student success, educators must have a constant focus on instruction, collaboration and coaching.

EFFECTIVE SCHOOLS DISTRICT GRANTS

The Foundation awarded a total of \$1.5 million to the nine districts in its service area under the Effective Schools Grant, which supports district-wide school improvement plans designed to boost educational attainment and student achievement. Districts use these funds to enhance professional development, coaching and mentoring for teachers; support curriculum development; provide leadership training for administrators; and participate in institutes offered by The Orchard Foundation. Each district is paired with a technical assistant to guide the progress of their grant, offering on-site support, relevant research and national insights.

REGIONAL INSTITUTES FOR PROFESSIONAL DEVELOPMENT

The Rapides Foundation provides an Effective Schools Grant to The

Orchard Foundation to administer professional and leadership development opportunities for teachers, administrators, district leaders and superintendents throughout the school year.

These trainings include Kagan Elementary Literacy and Kagan Structures for Little Ones, which give teachers the tools to increase student engagement.

The two-year Aspiring Leaders program prepares educators for administrative roles, and the three-year Leading for Better Instruction is for current administrators. In all, 132 educators completed these two training programs in the 2023-24 school year.

THE ORCHARD FOUNDATION EXTERNAL GRANTS

The Orchard Foundation continued to oversee a five-year, \$2.5 million U.S. Department of Education grant to transform two Title I Avoyelles Parish schools – Simmesport's Riverside Elementary and Plaucheville Elementary – into full-service community schools. The Avoyelles Parish Lifting Up Students (APLUS) project has the goal of providing in- and out-of-school support for students, families and community members.

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Career and Postsecondary Readiness



The Career and Postsecondary Readiness component offers counseling, skill development, credential and advance credit programs for middle and high school students so they can achieve success beyond high school.

CAREER AND TECHNICAL EDUCATION

Career and Technical Education programs give Cenla residents the opportunity and support to earn a credential or degree that leads to higher-wage jobs and a better quality of life. This work is carried out locally through the Cenla Work Ready Network, a system designed to link education and workforce development efforts and align them with regional economic needs.



High school students and unemployed or underemployed adults are able to earn a nationally recognized certificate that demonstrates their work-ready skills to potential employers. They receive preparation through the ACT Career Ready WorkKeys curriculum and then take the ACT WorkKeys Assessment, which leads to the ACT National Career Readiness Certificate. In the 2023-24 school year, 4,063 Central Louisiana high school students were active in the ACT WorkKeys Curriculum, and a total of 4,551 National Career Readiness Certificates were awarded. In addition, 489 adults earned an NCRC.



CAREER AND POSTSECONDARY COUNSELING

Through a partnership with Career Compass of Louisiana, The Orchard

Foundation provides career counseling to Central Louisiana students. Career Compass coaches collaborate with school guidance departments, offering seminars for middle and high school students and one-on-one college application coaching for seniors. In the 2023-24 school year, 21,463 students received career and postsecondary counseling.

The Orchard Foundation organizes the Students Exploring Career Opportunities (SECO) expo, where 10th and 12th graders explore career fields through hands-on, interactive displays. More than 2,300 students attended the Alexandria event, engaging with over 70 local businesses in fields such as finance, education, agriculture, public safety, construction and healthcare.

Each summer, The Orchard Foundation offers Workplace Experience Exchange (WEE) Camps for educators to learn about regional industry trends and skill requirements. In 2024, 59 educators attended WEE Camps, which included specialized programs for elementary, middle/high school teachers, and an advanced WEE Camp II for returning educators.

The Orchard Foundation partnered with Career Compass to launch the Cenla Internship Pilot in fall 2024. Under the pilot, districts were allocated slots for internships where students receive course credit for on-the-job training at local businesses. The program follows Louisiana Board of Elementary and Secondary Education (BESE) guidelines for work-based learning.



Healthy Communities



To improve economic opportunity and family income; and to enhance civic and community opportunities for more effective leaders and organizations.

2,429

hours of coaching with entrepreneurs in Business Acceleration System.

694

Beyond Graduation students enrolled in postsecondary institutions in the service area.

Economic Environment



Strong economies with low unemployment and access to higher-wage jobs give individuals the resources to afford health insurance, make informed healthcare decisions, and lead healthier lives. The Economic Environment Initiative aims to increase median household income in Central Louisiana by strengthening the region's ability to generate higher-wage jobs and build long-term community wealth for residents at all income levels.

BUSINESS STARTUPS AND EXPANSIONS

The Foundation supports a comprehensive and coordinated entrepreneurship support system focused on businesses that have the potential to sell products or services outside the region. It provides a grant to Louisiana Central to administer the Business Acceleration System, which provides training, technical assistance, coaching and mentoring support services for local entrepreneurs and small businesses seeking to grow their businesses and increase revenues.

In 2024, the BAS coaching program provided 2,429 hours of coaching with 69 clients enrolled in the program. BAS also offered 16 trainings for the general public, reaching Central Louisiana residents interested in starting businesses or expanding existing businesses.

WORKFORCE SKILLS AND TALENT DEVELOPMENT

The Rapides Foundation supports

efforts to building a skilled and resilient workforce in Central Louisiana by funding programs that connect residents to meaningful education and employment pathways. This includes targeted efforts to address a high number of individuals ages 16 to 24 who are neither in school nor employed.

Funded through a multi-year grant to Career Compass of Louisiana, the Beyond Graduation Project aims to keep students in the educational pipeline by providing coaches who help high school seniors transition to a local university or technical community college for the fall after graduation. Once enrolled, students continue to receive support from coaches based at partner postsecondary institutions. Postsecondary partners are Central Louisiana Technical Community College, Northwestern State University, LSU of Alexandria, Bossier Parish Community College's Natchitoches campus, and SOWELA Technical Community College's Leesville and Oakdale campuses.

Thirty-eight students from Beyond Graduation's first two cohorts, students who graduated high school in 2022 and 2023, completed a certificate or postsecondary program of study while 312 were still enrolled in a partner institution. The third cohort, the high school Class of 2024, consisted of 694 students who were attending a partner institution in Fall 2024. High school coaches were working with 1,234 seniors at the end of 2024, assisting





them with financial aid, scholarships and other college enrollment processes.

To complement Beyond Graduation, the Foundation created the Reconnecting Cenla Grant to reach young adults who have already dropped out of the education system or workforce. In 2023, the Foundation awarded three-year grants totaling \$1.8 million to six organizations to identify, recruit and navigate disconnected youth to education and employment opportunities. Together, these organizations have provided support to 347 young adults.

BUSINESS CULTURE AND ENVIRONMENT

The Foundation provides a matching grant to Louisiana Central to support its workforce and economic development efforts. Louisiana Central serves as the vehicle to build cooperation, coordination, teamwork and social cohesiveness for regional economic development objectives.

In partnership with the Foundation's Education Initiative, Louisiana Central supports the Cenla Work Ready Network, a system that links education and workforce development efforts and aligns them with regional economic needs.

Louisiana Central works with business and industry partners to promote the use of the ACT National Career Readiness Certificate. This credential helps employers identify job candidates who are prepared for technical and highly skilled positions.

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Social Environment



264

professionals in Cenla Boardbuilders alumni group.

1,334

community service hours completed through the Youth Volunteer Summer Service Grant program.



Community Development Works
Helping People Build Communities in Central Louisiana



To build the capacity of nonprofit leaders, Community Development Works (CDW), a program of The Rapides Foundation, offers Cenla Boardbuilders, a leadership development program for individuals to become active in their communities as members of local nonprofit boards, and for newly seated board members to seek training. In 2024, 10 professionals graduated from Cenla Boardbuilders, joining a group of 264 Cenla Boardbuilders alumni.

To build the capacity of nonprofit staff and volunteers, CDW offers free

workshops and webinars on topics related to nonprofit management such as grant writing, financial management, fundraising, evaluations and staff development. CDW offered 37 classes in 2024.

The CDW Learning Lab, located on the second floor of The Rapides Foundation Building, provides free access to a wide range of nonprofit resources, including funding databases, statistics, journals, periodicals and other valuable materials. Central Louisiana residents also can access some CDW reference materials online.

Social Environment



To foster civic and community engagement among young people, The Rapides Foundation offers My Civic Life — a program designed to provide Central Louisiana youth with meaningful service opportunities that encourage lifelong volunteerism. These opportunities follow an evidence-based model developed by Youth Volunteer Corps (YVC) and are available through the Youth Volunteer School District Grant and the Youth Summer Service Grant.

Natchitoches, Rapides, Vernon and Winn parish school districts participated in the district grant opportunity in the 2024-25 school year. Close to 450 students from 17 schools participated in YVC Clubs, completing service projects such as food drives and volunteering at nursing homes and community events. The Central Louisiana affiliate has earned YVC's Gold Level status — a recognition of excellence among affiliates nationwide.

To expand service opportunities beyond the school year, the Foundation offers a Youth Volunteer Summer Service Grant. In 2024, nine organizations were awarded summer service grants, engaging 130 students who collectively contributed 1,334 service hours across 43 community projects throughout the region.

In recognition of its outstanding efforts to promote youth engagement and community service, Youth Volunteer Corps awarded The Rapides Foundation the prestigious 2024 Affiliate of the Year Award in October.



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Rapides Healthcare System

Community Benefit Report



As a 26 percent owner of Rapides Healthcare System, The Rapides Foundation plays an important role in ensuring that Rapides Regional Medical Center not only delivers high-quality medical care, but also fulfills a commitment to improving community health. In addition to providing exceptional care within its walls, the hospital invests in programs and partnerships that address health needs throughout Central Louisiana. This includes offering free and low-cost health services and working with local partners to expand access to care for residents across the region.

In 2024, RRMCM employed 1,200 individuals with a payroll of \$121 million, while caring for 14,066 patients. Rapides Women's and Children's Hospital delivered 1,389 babies while RRMCM treated 62,016 patients in its Emergency Department and performed 5,663 surgeries. The hospital's HP Long Clinic saw 17,004 visits, providing

Medicare, Medicaid and uninsured patients with services including primary care, general surgery, cardiology, orthopedics, gynecology, ophthalmology, oral and maxillofacial surgery, and dental care.

The hospital contracts with The Rapides Foundation's Cenla Medication Access Program to provide free or low-cost medications to clinic patients. In 2024, CMAP filled 4,553 free prescriptions for HP Long patients through its Central Fill Pharmacy and Patient Assistance Program. CMAP filled an additional 944 prescriptions at a reduced cost of \$4 or less. Eligible patients also received free diabetic testing equipment and supplies through CMAP.

Rapides Healthcare System provided over \$4.4 million in financial support to the LSU Family Medicine Alexandria Residency Program based at RRMCM and sponsored by LSU Health Shreveport. Seventeen residents were in the program during the 2023-24 academic year. Six family physicians



graduated at the end of the academic year, bringing the total number of graduates to 154 since the program began in 1997.

RRMC is a designated teaching hospital with residencies in Family Practice, Oral and Maxillofacial Surgery, Gynecology and General and Trauma Surgery. In 2024, it supported 66 residents in these programs from LSU, Tulane and Willis-Knighton Health System.

Rapides Regional Medical Center also partners with the Edward Via College of Osteopathic Medicine (VCOM) at the University of Louisiana at Monroe. RRMC hosts a cohort of third- and fourth-year medical students who rotate with specific specialty members of the RRMC Medical Staff as part of their learning experience. Rapides Regional hosted 36 students in 2024, with 17 being part of the first graduating class in May 2024.

AWARDS AND HONORS IN 2024

Rapides Regional Medical Center received numerous awards and honors in 2024, pointing to the high caliber of care and services provided to the Central Louisiana community. Awards include:

- American College of Surgeons Surgical Quality Partner distinction in Cancer Surgery and Trauma Quality Improvement
- 2024 Quality Award, CareChex by Quantros - Best in Louisiana for Cancer Care, Coronary Bypass Surgery and Vascular Surgery

- 2024 Top 100 and Top 10 percent in nation for Cancer Care, Major Cardiac Surgery, Coronary Bypass Surgery, Gall Bladder Removal and Overall Surgical Care
- 2024 American Heart Association Get With The Guidelines – Heart Disease and Stroke
- Healthgrades 2025 America's Best Specialty Excellence Awards
 - Cardiac Care (five-star recipient)
 - Critical Care (Critical Care Excellence Award for top 10 percent in the nation)
 - Gastrointestinal Care (five-star recipient), Neurosciences (five-star recipient)
 - Orthopedics (five-star recipient)
 - Pulmonary Care (Pulmonary Care Excellence Award for top 5 percent in the nation)
 - Vascular Care (five-star recipient)
- American Nurses Credentialing Center Pathway to Excellence
- Birth Ready+ Designation, Louisiana Department of Health/Louisiana Perinatal Quality Collaborative
- 2023 HCA Healthcare Unit of Distinction, Top 10 percent of all HCA Healthcare nursing units
 - 3A Heart and Vascular
 - Newborn ICU
 - Surgery
 - Post Anesthesia Care Unit



2024 Grants List

HEALTHY PEOPLE

Healthcare Access

CMAP Express - Pharmacy and PAP Program

To provide free or low-cost pharmacy services to uninsured and underinsured patients through a Central Fill Pharmacy and Patient Assistance Program.

\$574,934

CMAP Express – 2025 Cancer Screening Project and Community Health Advisor Program

To coordinate, recruit and schedule appointments on a mobile cancer screening unit offering breast, cervical and colorectal cancer screening to the uninsured and underinsured residents in the Foundation's service area, and to support efforts to increase cancer screenings by raising awareness through a Community Health Advisor program.

\$254,968

LSU Health Science Center -Shreveport - Mobile Cancer Screening Unit

To support a mobile cancer screening unit offering free breast, cervical and colorectal screenings to uninsured and underinsured patients in The Rapides Foundation's nine-parish service area.

\$145,000

Louisiana Mental Health Association – The Fisher Project, 2024

To improve access to behavioral health services in Central Louisiana by establishing a means for healthcare entities to refer previously suicidal or attempted suicide patients to a virtual peer support program called The Fisher Project.

\$198,110

Healthy Behaviors

Catholic Charities of Central Louisiana -Tobacco & Vaping Prevention & Cessation Program

To decrease vaping and tobacco use among youth and adults by offering vaping and tobacco cessation services.

\$292,543

CMAP Express – 2025 Healthy Lifestyle Program

To provide demonstration and education on proper nutrition and physical activity for good health aimed at fighting chronic diseases in Central Louisiana at the community and individual levels through one-on-one counseling with registered dietitians and an exercise specialist, a group Diabetes Prevention Program, as well as development and distribution of nutrition and fitness education materials.

\$569,355

2024-2025 Healthy Behaviors School District Partnership Grant

To implement a work plan of healthy behavior activities designed to prevent and reduce tobacco use, substance and alcohol misuse, and overweight/obesity by providing students, staff and teachers with the knowledge, skills and resources necessary to empower them to create a healthy school environment and make better and more informed behavior decisions leading to healthier lives. Activities are conducted district-wide, with the following school districts participating: Allen, Avoyelles, Grant, Natchitoches, Rapides, Vernon and Winn parishes.

\$513,700

2024 Strengthening Families Grant

To prevent substance and alcohol misuse by implementing evidence-based family skills training. Strengthening Families Program is designed to increase resilience and reduce risk factors for behavioral, emotional, academic and social problems.

• Living Hope Outreach	\$100,000
• Renewing Paths	\$100,000
• The Fox Outreach Foundation	\$100,000
• Winn Community Health Center	\$60,730
• Briggs Specialty Services, LLC/Kids Matter2 (3-year grant)	\$300,000
• Volunteers of America South Central Louisiana (3-year grant)	\$242,592

EDUCATION**The Orchard Foundation – 2025 Operating Grant**

To support The Orchard Foundation in its mission to improve academic achievement for Central Louisiana students by promoting best practices; recruiting, retaining and rewarding excellent and innovative teachers; building school leadership; and strengthening school and community relationships.

\$388,710

Dolly Parton's Imagination Library 2024

To assist in the early educational development of children ages birth to 5 with age-appropriate books each month, free of charge.

\$120,336

2025-28 Cenla Early Childhood Education Access Program Grant

To expand access to quality early childcare by providing free tuition to child care centers for children of working parents or parents attending school.

• Grant Parish School Board	\$338,963
• Rapides Parish School Board	\$5,343,750
• Natchitoches Parish School Board	\$3,103,165
• Volunteers of America South Central Louisiana (Avoyelles Parish)	\$60,588

District Grant for Effective Schools 2024-2025

To support school district efforts to address professional development needs for teachers and to strengthen instructional leadership capacity for administrators in Allen, Avoyelles, Catahoula, Grant, LaSalle, Natchitoches, Rapides, Vernon and Winn parishes.

\$1,500,000

2024 Grants List

HEALTHY COMMUNITIES

Economic Environment

Louisiana Central – 2025-2026 Business Acceleration System

To provide continued support for a comprehensive and coordinated entrepreneurship system through the Business Acceleration System. The system will address entrepreneurial technical assistance, coaching and mentoring targeted at business growth, and development of a general entrepreneurship infrastructure in the region.

\$760,000

Louisiana Central – 2025-2026 Infrastructure Matching Grant

To provide continued support of regional economic development activities by matching corporate and private individual contributions to Louisiana Central through 2026.

\$1,000,000

Social Environment

2024-2025 Youth Volunteer School District Grants

To build leadership and 21st century skills among middle and high school students through implementation of youth volunteer clubs at participating schools using a best practice model developed by Youth Volunteer Corps. The following school districts participated in the Youth Volunteer School District Grant during the 2024-25 school year. Natchitoches, Rapides, Vernon and Winn parishes.

\$68,090

2024 Youth Volunteer Summer Service

To build leadership and 21st-century skills among 11- to 18-year-olds and promote youth community engagement through volunteerism. Program implements the evidence-based Youth Volunteer Corps model in community settings during the summer.

• Alexandria Affordable Housing Corporation	\$5,000
• B22 Sports Complex	\$5,000
• Cenla Dynasty Inc.	\$5,000
• Clifton-Choctaw Reservation Inc.	\$5,000
• Fostering Community	\$5,000
• Limitless Christian Academy, Inc.	\$5,000
• The Health Enrichment Network	\$5,000
• Town of Bunkie	\$5,000
• United Way of Central Louisiana	\$5,000

2024 Financial Summary

COMBINED FINANCIAL SUMMARY

For the Years Ended December 31, 2023 and 2024

REVENUE	2024	2023
From Financial Investments	31,811,309	39,527,220
From Program Investments	(1,894,154)	1,659,076
Contributions	476,652	1,166,893
TOTAL REVENUE	30,393,807	42,353,189

EXPENSES

Healthy People	3,658,552	7,931,507
Healthy Communities	2,111,583	2,989,372
Education	7,128,099	7,722,586
Administration	2,912,234	2,468,994
TOTAL EXPENSES	15,810,468	21,112,459

NET CHANGE IN FINANCIAL POSITION	14,583,339	21,240,730
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ASSETS

Financial Investments	331,974,938	311,208,804
Program Investments	30,707,211	40,707,266
Property, Plant & Equipment	1,557,167	1,608,182
TOTAL ASSETS	364,239,316	353,524,252

LIABILITIES & NET ASSETS

Grants Payable	9,678,016	12,787,906
Other Liabilities	1,593,940	2,352,325
Net Assets	352,967,360	338,384,021
TOTAL LIABILITIES AND NET ASSETS	364,239,316	353,524,252

The most recent IRS Forms 990 for The Rapides Foundation and its subsidiaries, which provide more detailed financial information, are available on our website at www.rapidesfoundation.org.



THE RAPIDES FOUNDATION SYMPOSIUM

An annual gathering around a topic of importance.



2024 Focus: Artificial Intelligence in Healthcare

The Rapides Foundation celebrated its 30th anniversary September 4 with a Symposium that explored the rising role of artificial intelligence in healthcare. Held at the Holiday Inn Downtown in Alexandria, the dinner event featured a keynote by “CBS Sunday Morning” correspondent David Pogue and a “Grantee Showcase” spotlighting 36 Foundation-funded organizations.

Joe Rosier, who has served as President and CEO of The Rapides Foundation since its inception, opened the Symposium by reflecting on the Foundation’s growth and ongoing mission. Under his leadership, the Foundation has continually refined its funding strategies to reflect expert guidance, emerging community needs and evidence-based research — while staying true to its mission.

The Foundation’s annual Symposium focuses on a topic of importance. It selected artificial intelligence as the 2024 topic to reflect its dual role as both a hospital owner and a health-focused grantmaker, and to spotlight

the increasing relevance of AI in all areas of the healthcare landscape.

“In 2024, nothing is more confusing, concerning, or promising than AI,” Pogue said to the 350-member audience. Best known for his Emmy-winning work on “CBS Sunday Morning” and as a host of “NOVA”, Pogue is widely regarded as an expert on disruptive technologies and science.

Pogue shared examples of how AI is already transforming healthcare, from early detection of diseases like cancer and Parkinson’s to the development of new medications. One of the most promising breakthroughs, he said, was AI’s ability to predict 3D models of 200 million protein structures — an advancement that helps pharmaceutical companies accelerate drug development.

While he acknowledged public concern over AI’s impact, he compared it to earlier technological shifts like steam engines and smartphones. “AI plus humans will be better than anything humans or AI can do alone,” he said.

Philanthropic Objectives Program Summary

The Rapides Foundation provides funding for projects which effectively address the following Philanthropic Objectives.

Healthy People

TO IMPROVE ACCESS TO HEALTHCARE AND TO PROMOTE HEALTHY BEHAVIORS.

HEALTHCARE ACCESS: The Healthcare Access Initiative fosters the establishment and expansion of primary, behavioral and quality patient-centered services through integration with community health clinics, and addresses screenings, medication access and related medical manpower.

HEALTHY BEHAVIORS: The Healthy Behaviors Initiative addresses tobacco prevention and control, substance and alcohol abuse prevention, healthy eating and active living.

Education

TO INCREASE THE LEVEL OF EDUCATIONAL ATTAINMENT AND ACHIEVEMENT AS THE PRIMARY PATH TO IMPROVED ECONOMIC, SOCIAL AND HEALTH STATUS.

SCHOOL READINESS: The School Readiness component of the Education Initiative focuses on increasing kindergarten readiness through the support, expansion or establishment of high-quality early childhood programs to support teacher-child and family-child interactions.

EFFECTIVE SCHOOLS: The Effective Schools component of the Education Initiative focuses on enhancing the instructional core in the nine public school districts within the Foundation's service area by supporting instructional leadership and professional development.

CAREER AND POSTSECONDARY READINESS: The Career and Postsecondary Readiness component of the Education Initiative focuses on counseling, skill development, credential and advance credit programs.

Healthy Communities

TO IMPROVE ECONOMIC OPPORTUNITY AND FAMILY INCOME; AND ENHANCE CIVIC AND COMMUNITY OPPORTUNITIES FOR MORE EFFECTIVE LEADERS AND ORGANIZATIONS.

ECONOMIC ENVIRONMENT: The Economic Development Initiative addresses median household income through workforce development, business startups and expansions, and support of regional economic development.

SOCIAL ENVIRONMENT: The Social Environment Initiative addresses social capital by supporting leadership and nonprofit development and increased community and civic engagement.

2024 BOARD OF TRUSTEES

Debbie Eddlemon, CPA
Board Chairman
Retired Chief Financial Officer
Ratcliff Construction Company

Valerie Aymond
Chief Resource Officer
Gilchrist Construction

Bruce Barton, M.D.
Physician

Mark Brown
President and CEO
Journey Rehab, Premier of
Southwest Louisiana and
3 Brown Guys Hospitality Group

Kirk D. Cooper
Retired President
A-Rental Gallery and Rent-It
Company

Thomas J. Davis, Jr., M.D.
Physician

Angela W. DeGray
Retired Social Worker
Vernon Parish School Board

Brian Elkins, M.D.
Physician

Corey Lair
Senior Vice President
BancorpSouth

Dwayne Lemoine
Retired Principal
Holy Savior Menard High School
Former Superintendent Avoyelles
Parish School District

Toni McManus McAllister
Partner & Office Manager
McManus Timber Company
Executive Director, Louisiana
Loggers Association & PAC

**Joseph R. Rosier, Jr., CFA,
CPA (Inactive)**
President and CEO
The Rapides Foundation

Mark Thompson
Consultant, Owner and
Administrator of home health
agencies and nursing homes

Edwin Urbi, M.D.
Physician

Matthew T. Whitehead, DDS
Dentist

Henry Williams
Williams Tax & Financial Services
Corp.

2025 APPOINTED:

Blaine Dauzat
Retired Educator
Former Superintendent
Avoyelles Parish School
District

Lindsey Torbett
Semi-retired CPA and
Certified Financial Planner

THE RAPIDES FOUNDATION STAFF

**Joseph R. Rosier, Jr., CFA,
CPA (Inactive)**
President and CEO

Abid Dyer
Accountant and Building
Services Coordinator

LaWanda Franklin
Executive Assistant to the
President and CEO

Kathy Gunn
Director of Communications

Courtney Keys
Programs Assistant

Brooke Morrow-Crawford
Administration Assistant

Cheryl Peterson
Receptionist

Dallas Russell
Program Officer

**Kayren Segall, MBA,
CPA (Inactive)**
Director of Administration

Akeshia Singleton, MBA
Director of Evaluation

Raven Smith
Communications Assistant

Ashley Stewart, MPH
Director of Programs

Angela Williams
Program Officer

CENLA MEDICATION ACCESS PROGRAM

Wendy Roy, MHA
Executive Director

Kevin Brown, PharmD
Pharmacist in Charge

Stephanie Heinen
Cancer Screening Specialist

Pamela Jones, RDN, LDN
Healthy Lifestyle Program
Coordinator

Lydia Kozlowski
Healthy Lifestyle Program
Exercise Specialist

Tammie Middleton
Healthy Lifestyle Program
Administrative Assistant

Crystal Watts
PAP and CMAP
Office Supervisor

Kelly Bentley
Ponda Broadway
Sunnie Broussard
Mindy Clingan
Joni Longlois
Dawn Rajewski
Patient Assistance Program
Specialists

Garrett Boone
Healthy Lifestyle Program
Exercise Specialist

THE ORCHARD FOUNDATION

Marjorie Taylor, Ed.D.
Executive Director

Kim Ducote
Administrative Assistant

Jamila Farris
Early Childhood Program
Coordinator

Aubrey Flynn
Program Manager for K-12

Robin Iles
Program Manager for
Early Childhood

COMMUNITY DEVELOPMENT WORKS

Felicia Walker
Training Specialist



THE RAPIDES FOUNDATION

30 YEARS
ONE MISSION



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