

2025 ANNUAL REPORT

MISSION

HEALTHY PEOPLE EDUCATION HEALTHY COMMUNITIES

STRONG

A Long-Term Strategy Reinforced



THE RAPIDES FOUNDATION



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An abstract collage made of various colored paper scraps, including shades of orange, yellow, blue, red, green, and purple. The scraps are layered and cut into shapes that suggest human figures, with arms and hands reaching out towards the center. The overall effect is vibrant and dynamic, symbolizing community and health.

Our mission is to improve
the health status of
Central Louisiana.

MISSION STRONG

■ REINFORCING WHAT WORKS - FROM BIRTH FORWARD

Every five years, our Board of Trustees steps back from the day-to-day work to engage in a comprehensive strategic planning process that helps guide the Foundation's path forward. During this planning process, Trustees carefully review years of data, listen to subject-matter experts, and engage in thoughtful discussion about what is working — and determine where we can do better.

The outcome of the 2025 strategic planning retreat provided a strong validation of our work. Trustees affirmed that The Rapides Foundation is making meaningful progress and chose to strengthen the foundation of our strategy, reinforcing what is working while sharpening our focus in areas where early and sustained investment can have the greatest impact. Recognizing the critical importance of early intervention, the Board approved dedicating a higher percentage of funding to school readiness, ensuring children are supported at the very earliest stages of development. Trustees also called for increased investment in efforts that address the needs of disconnected youth – young adults who are neither in school nor employed – acknowledging the long-term impact of helping these individuals reconnect to education and the workforce.

As part of this planning process, the Board established spending allocations to guide the Foundation's investments over the next five years. These allocations reflect both continuity and thoughtful recalibration based on evidence and community need:

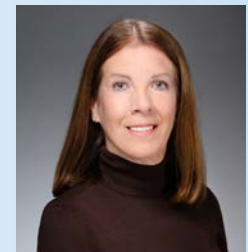
- **Healthcare Access:** 19%
- **Healthy Behaviors:** 18%
- **Education:** 43%
- **Economic Environment:** 16%
- **Social Environment:** 4%

Importantly, the Board did not discontinue any existing areas of work, recognizing that The Rapides Foundation is making a meaningful difference across all priority areas. The decisions made in 2025 strengthen our mission, building on what is already working while sharpening our focus where impact can be greatest. You will see clear evidence of this work throughout the pages of this Annual Report.

Together, these actions reinforce our commitment to strategic, data-driven philanthropy and ensure that all of our efforts continue to advance our mission of improving the health status of Central Louisiana.



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



Debbie Eddlemon, CPA
Board Chairman

Healthy People

The Mobile Cancer Screening Unit travels throughout Cenla.

516



CMAA Medication Access Grant
Total screenings performed in 2025.



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 AND BEHAVIORAL HEALTHCARE ACCESS

The Foundation's **Integrated Behavioral Health Implementation Grant** addresses barriers to mental health services by funding behavioral health services within primary care settings. In 2025, Foundation staff monitored multi-year grants at two federally qualified health centers in Central Louisiana – the Vernon Parish Community Health Center in Leesville, and Access Health Louisiana in Woodworth – where patients receive primary care and mental health care in one convenient location.

To further expand access to behavioral health services, the Foundation in 2024 awarded a three-year **Suicide Prevention Grant** to the Louisiana Mental Health Association to 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 the goal of increasing referrals to the program.

22



Suicide Prevention Grant

Clients enrolled in the Fisher Project.

PHARMACY ACCESS

The Foundation provides a **Medication Access Grant** to its affiliate, the Cenla Medication Access Program, to administer programs that address the cost barrier to accessing prescription drugs. CMAP's Central Fill Pharmacy and Patient Assistance Program offer free or low-cost prescriptions for uninsured patients of private-practice physicians, rural clinics and health centers,



The team from NSU oversees the Cenla Mental Health Workforce Accelerator Program.

9,419



CMAP Medication Access Grant
Prescriptions filled through the Central Fill Pharmacy.

and for Medicare patients who do not have prescription coverage or need prescriptions not covered under their current plans.

CMAP staff maintain partnerships with health clinics and physicians throughout the region to ensure more Central Louisiana residents take advantage of this vital service.

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 Cancer Screening Unit** travels across Central Louisiana to bring these crucial services to uninsured and Medicaid patients. The unit visits two parishes each month, bringing these services closer to people's homes and workplaces.

CMAP's **Community Health Advisor Project** uses a lay health advisor to educate the community about the importance of cancer screenings. The Foundation also implements a multi-media campaign to raise awareness about 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 grants to address the shortage of healthcare professionals in Central Louisiana, particularly in the areas of nursing, behavioral health and allied health.

In 2025, the Foundation awarded a \$3.1 million, four-year grant to Northwestern State University to serve as the regional chair of

the new **Cenla Mental Health Workforce Accelerator Program**, addressing a critical shortage of licensed mental health providers in Central Louisiana. Nearly 55% of adults and 60% of youth with mental illness in the region receive no treatment, and only about 54% of master's-level graduates become fully licensed due to barriers such as cost, low pay and licensure requirements.

To address this gap, the program provides salary support, clinical supervision and exam preparation resources for up to 30 master's-level mental health professionals seeking licensure as licensed clinical social workers and/or licensed professional counselors. NSU recruits candidates and coordinates placements with healthcare providers, including clinics, healthcare systems and school-based health centers.

The multi-year **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, NSU, Louisiana Christian University, LSU Eunice and LSU of Alexandria for programs in the areas of nursing, sonography, behavioral health and allied health.

1,109



Future of HealthC.A.R.E. Grant
Students participated in 34 events during the 2024-25 school year.

To complement the Healthcare Occupations Program Grant, the Foundation created the multi-year **Future of HealthC.A.R.E.** (Career, Academic Readiness and Exploration for Students) Grant 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, chapters and the Healthcare Career Central website.



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 tobacco use, substance and alcohol misuse, poor nutrition, and physical inactivity – key factors that are closely linked to premature death and long-term disability from conditions such as heart disease, stroke, diabetes and certain cancers.



Meagan Martin lost weight and improved her overall health after joining the Healthy Lifestyle Program.

SCHOOL COMPONENT

Each year, school districts are invited to apply for the **Healthy Behaviors School District Partnership Grant**, which funds 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. Grant activities include the School Health Advisory Council, participation in Youth Health Advocates Clubs, LifeSkills Training Curriculum, Vaping Prevention and CATCH Physical Education Curriculum.

45,550



Healthy Behaviors School District Partnership Grant

Students reached in 104 schools across seven districts in 2024-25.

Allen, Avoyelles, Grant, Natchitoches, Rapides, Vernon and Winn districts participated in 2024-25. Those districts, plus Catahoula, were awarded Healthy Behaviors School District Partnership Grants for the 2025-26 school year. As a grant activity, members of school Youth Health Advocates Clubs attended the

Healthy Behaviors



Students across Central Louisiana participated in the 14th annual Youth Summit on Healthy Behaviors.

443



Youth Summit on Healthy Behaviors 2025

Students from 48 schools attended.

316



Healthy Lifestyle Program Grant

Patients enrolled in the one-on-one coaching in 2025.

Foundation's 14th **Youth Summit on Healthy Behaviors**, an annual event where hundreds of students learn how to become advocates for healthy choices and policy change in their schools and communities.



COMMUNITY

The Foundation provides a **Healthy Lifestyle Program Grant** to CMAP to administer a physician-referred 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. Healthy Lifestyle Program staff provide free nutrition and physical activity planning and support for clients over a six-month period.

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.

The Rapides Foundation's **Healthy Behaviors Program Grant** supports organizations in implementing evidence-based projects that address tobacco use and obesity. This three-year grant helps create community-based opportunities for residents to make healthier choices. In 2025, the Foundation monitored seven active Healthy Behaviors Program Grants to Boys and Girls Club of Acadiana, Campti Community Development Center, Louisiana Christian University, Cottonport Mayor's Commission for Women, The Food Bank of Central Louisiana, Town of Bunkie and Young Womens Christian Association. Projects include healthy cooking demonstrations, a senior citizen nutrition program, community

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

The Foundation's **Strengthening Families Program Grant** addresses substance and alcohol misuse prevention through the evidence-based Strengthening Families Program curriculum. The curriculum involves family skills training sessions to increase resilience and reduce risk factors for behavioral, emotional, academic and social problems. Active grant recipients include Volunteers of America South Central Louisiana, Briggs Specialty Services, Fox Foundation, Renewing Paths, Living Hope Outreach, Winn Community Health Center, the City of Natchitoches and Zion Hill Missionary Baptist Church.

In 2025, the Foundation awarded a **Tobacco Prevention and Cessation Program Grant** to Catholic Charities of Central Louisiana. The organization offers an evidence-based vaping and tobacco cessation program for teens and adults.

The Foundation monitored the multi-year **Substance and Alcohol Abuse Prevention Program Grant**, which funds the implementation of evidence-based, community-driven solutions for preventing substance and alcohol misuse. The LaSalle Economic Development District's grant funding supports The Strand Village Project #thrive, which holds out-of-school opportunities for local youth with the goals of teaching youth the importance of making healthy choices.

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. In 2025, the Foundation monitored two active mini grants in the City of Winnfield and LaSalle Parish.

140



Substance and Alcohol Abuse Prevention Program Grant

Youths attended at least one of seven #thrive camps in 2025.

Education



The Orchard Foundation offers specialized training institutes for directors of early learning centers.

755



School Readiness Grant

Participants attended professional development trainings in 2025.



School Readiness

Children who participate in high-quality early childhood programs are more likely to enter kindergarten ready to learn. Short-term benefits include better academic and social performance, lower retention rates, and fewer referrals to special education programs. Long-term benefits are higher graduation rates, increased learning potential, and an increased participation in the labor force.

PROFESSIONAL DEVELOPMENT FOR TEACHERS AND LEADERS

The Rapides Foundation provides a **School Readiness Grant** to its affiliate, The Orchard Foundation, to strengthen early learning centers across the region so that children are prepared for kindergarten success. The funding supports professional development and leadership development for early childcare providers.

Trainings are held throughout the school year and offered to any Pre-K, Head Start and Childcare Center provider within the Foundation's nine-parish service area. Trainings in 2025 included Teachstone CLASS Observation Reliability training, Teaching Strategies GOLD, Growing Reading Brains and Playing With a Purpose.

Growing Reading Brains is a professional learning program provided by The Center for Literacy and Learning that equips educators with knowledge of the Science of Reading to support foundational literacy development in young learners. This yearlong program supports Louisiana's K-3 initiative, Act 108.

Playing with a Purpose is a professional development series designed to empower early learning educators on the importance of play to target age-appropriate skills. Taught by a certified occupational therapist, each session included scientific and evidence-based instructional information as well as hands-on opportunities to incorporate the skills in the classroom.

To enhance the practical and instructional leadership skills of the directors of childcare and Head Start centers, The Orchard Foundation developed and continues to administer multi-session, specialized director training 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 School Readiness Grant to The Orchard Foundation also funds Read to Soar and Math to Build On, two family literacy programs that prepare children to be ready for kindergarten by strengthening a culture of reading at home, building a child's library and increasing awareness of community resources to help ensure the child has the tools for success. 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

6,740



Dolly Parton Imagination Library

Central Louisiana children received free books each month in 2025.



470



Cenla Early Childhood Education Access Program Grant

Children received financial support in 2024-25.



The Orchard Foundation offers professional development opportunities for early child-care providers.

while parents come away with tips and resources to support learning at home.

The Foundation funds 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 from birth to age 5 receive free, high-quality and age-appropriate books, gifted monthly. The program is intended to inspire a lifelong love of reading.

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 created the **Cenla Early Childhood Education Access Program Grant** to help early childhood networks match state dollars from the Louisiana Early Childhood Education Fund's tuition-waiver program for low-income children. The Foundation made an \$8.8 million investment in this project, also matching local contributions made by communities. This funding allows Cenla parents to be able to send their children to early childhood education centers while they work or attend school.



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 District 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 regional-level professional and leadership development institutes for teachers and administrators. The institutes are designed to support district school improvement efforts and address common challenges faced by districts, and they provide educators the opportunity to improve their practice and positively impact students' academic and developmental success.

The Orchard Foundation continued offering its five-year progressive Instructional Leadership Institute designed to build the instructional capacity of leaders and aspiring leaders, and to



The Orchard Foundation offered a new program track, Coaching for Better Instruction, in 2025.

777



Effective Schools District Grant

Educators received professional development training in 2025.



An Effective Schools Grant funds regional-level institutes for teachers and administrators.



create a pipeline of qualified candidates to fill leadership positions in Central Louisiana. The two-year Aspiring Leaders program prepares educators for administrative roles, and the three-year Leading for Better Instruction is for current administrators.

In 2025, Orchard added a new program track, Coaching for Better Instruction, for Master Teachers, Lead Teachers and Instructional Coaches. The Coaching for Better Instruction program further supports instructional capacity for districts by strengthening the foundational skills of Instructional Coaches through targeted content coaching that strengthens instructional practice, supports schoolwide improvement, and advances student learning outcomes.

The grant also funds professional development for district leaders and superintendents throughout the school year. In 2024, national experts presented sessions that included Resiliency in Today's Schools, The Catalyst & Inhibitors of Wellbeing, Truancy & Chronic Absenteeism, and Teacher Recruitment, Induction & Retention. In 2025, national experts presented sessions that included Generative AI for Education, Practical Systems & Strategies Aligned with

the Louisiana Department of Education's Special Education Handbook, and System & Instructional Coherence.

THE ORCHARD FOUNDATION EXTERNAL GRANTS

The Orchard Foundation continued to oversee its five-year, \$2.5 million U.S. Department of Education grant to transform two Title 1 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.

142



Orchard Foundation Effective Schools Grant

Participants completed Instructional Leadership Program Tracks in the 2024-25 academic year.



Career & Post Secondary Readiness

*The Career and Postsecondary Readiness initiative supports the region's capacity to ensure all Central Louisiana students have access to regionally relevant career pathways, credentials, advanced credit programs and postsecondary opportunities. This work is carried out through a **Career & Postsecondary Readiness Grant** to The Orchard Foundation.*

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. Some of this work is supported by the **Cenla Work Ready Network**, which was created in 2011 by The Rapides Foundation to link education and workforce development efforts and align them with regional economic needs.

The Cenla Work Ready Network has become a workforce readiness powerhouse and a state and national model. Strong partnerships with industry and employers, economic development, and education, coupled with the deployment of ACT researched-based tools and marketing strategies, have created an environment that is producing credentialed workers who will fulfill current and projected jobs, making the region more competitive both locally and globally. Cenla parishes have maintained designation as ACT Certified Work Ready Communities, and Central Louisiana is recognized as an ACT Certified Work Ready Region.

Through the network, 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 response to the Louisiana Department of Education's Jump Start Program, now known as Fast Forward, The Orchard Foundation and the Rapides Parish School District founded and continue to facilitate a public-private partnership called the Central Louisiana Regional Jump Start Team. The group's 60-plus members collaborate to provide regionally relevant high school graduation pathways and workplace experiences to students, allowing students to continue their education after high school, and enabling them to attain industry certifications likely to lead to high-wage careers.

The grant also supports Students Exploring Career Opportunities (SECO) and Workplace Experience Exchange (WEE) Camps. SECO is an interactive, student-focused event designed to introduce 10th grade students to career possibilities. WEE Camps are held in the summer for middle/high school teachers to explore the skills that employers are demanding and tour area businesses and industries in a teacher externship model. As districts transitioned to the new school accountability system and its Thrive

46



SECO 2025

Schools participated in 2025.



The annual Students Exploring Career Opportunities event introduces 10th graders to different careers in the region.

21,156



Career and Postsecondary Coaching

Students participated in College and Career Awareness Module activities in 2024-25.



component in the 2025-26 school year, The Orchard Foundation provided continued support and monitoring of Industry-Based Certification (IBC) bundles and high school internships based on the needs of each district. These work-based learning efforts included expanding the Cenla Internship Pilot that started in the 2024-25 school year.

CAREER AND POSTSECONDARY COACHING

To support school guidance counselors, The Orchard Foundation partners with the districts and Career Compass of Louisiana to offer career and postsecondary counseling services to Central Louisiana students in grades 7-12. Career Compass coaches collaborate with school guidance departments, offering a range of services including college and career awareness activities for middle and high school students and one-on-one college and career coaching for high school seniors.

The activities offered in the lower grades (7-11) provide early college and career awareness focused on identifying and removing the obstacles that keep students from pursuing higher education. All 12th-grade students meet individually with a College and Career Coach where they develop a College Success Plan and receive assistance in the college application process. The partnership has expanded to include individual Graduation Plan Assistance for students in grades 8-11, and an annual Cenla Counselor College and Career Summit.



7,075



School Readiness

Books distributed through Read to Soar and Math to Build On in 2025.

3,002



Career Compass Coaching

High school seniors received one-on-one college and career coaching in 2024-25.



WEE CAMP ELEMENTARY

Workplace Experience Exchange Camp

Healthy Communities

BAS Executive Director Gary Perkins helped client Ashley Greene grow her online children's clothing business.

73



2025 Business Acceleration System Grant

Clients received one-on-one coaching.



Economic Development

The Economic Environment Initiative aims to increase median household income in Central Louisiana by strengthening the region's ability to generate higher-wage jobs. Increased income and economic opportunity provide people with the means to purchase medical insurance, make better healthcare choices and live healthier lifestyles.

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 continues this work, which began in 2006, by awarding a grant to Louisiana Central to administer the **Business Acceleration System**, a program that provides training, technical assistance, coaching and mentoring support services for local entrepreneurs and small businesses seeking to grow their businesses and increase revenues.

BAS offers one-on-one coaching with customized learning plans tailored to each entrepreneur's needs. This free service helps fast-track business growth by providing the knowledge and tools needed to succeed. BAS also offers classes for the general public to reach Cenla residents interested in starting new or expanding existing businesses.

WORKFORCE SKILLS AND TALENT DEVELOPMENT

The Rapides Foundation supports building a skilled and resilient workforce in Central Louisiana by connecting residents to meaningful education and employment pathways. This includes targeted work that addresses the high number of individuals ages 16 to 24 who are neither in school nor employed.

To help first-generation students and students with obstacles stay in the educational pipeline, the Foundation awards a grant to Career Compass of Louisiana to administer the **Beyond Graduation Project**. The program provides career coaches who guide high school seniors through the transition to a local university or technical or community college, supporting them through the admissions and enrollment process during their senior year and the summer before fall enrollment. Students continue to receive support from coaches throughout their time at partner institutions: 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.

To complement Beyond Graduation, the Foundation created the **Reconnecting Cenla Grant** to reach young adults ages 16-24 who are not connected to education or the workforce. The Foundation monitored six grant recipients in 2025, all with the goal of recruiting these individuals – often called “opportunity

794



Beyond Graduation Project
Students enrolled in postsecondary institutions in 2025.



Louisiana Central's new President, Chris Masingill, was a guest at the Foundation's annual Symposium.



youth" – and supporting them to overcome barriers and navigating them to education and employment opportunities.

BUSINESS CULTURE AND ENVIRONMENT

The Foundation provides an **Infrastructure Matching Grant** to Louisiana Central to support its workforce and economic development efforts in the region. Louisiana Central serves as the vehicle to build cooperation, coordination, teamwork and social cohesiveness for economic development objectives throughout the region. In partnership with the Foundation's Education Initiative, Louisiana Central supports the Cenla Work Ready Network, which links education and workforce development efforts and aligns them with regional economic needs. Louisiana Central works with businesses that are committed as partners in the network, encouraging them to use the ACT National Career Readiness Certificate to identify job candidates who are prepared for technical and highly skilled positions.

62



**2025 Business Acceleration
System Grant**

New jobs created in 2025.



Social Environment

The Social Environment Initiative provides an integrated approach to enhance civic and community opportunities for more effective nonprofit leaders and organizations. This approach seeks to foster increased civic engagement, develop enhanced leadership skills and improve the effectiveness of nonprofit organizations so they will operate with greater success as they work to achieve their missions.



Cenla Boardbuilders Class of 2025

Community Development Works, a program of The Rapides Foundation, strengthens nonprofit capacity by equipping leaders, staff, and volunteers with essential skills and resources, while also supporting individuals who want to start nonprofits to better serve their communities.

This work includes Cenla Execbuilders, a leadership development program for current and emerging executive directors that offers intensive training, executive coaching, and peer networking. CDW also offers Cenla Boardbuilders, which prepares current and prospective nonprofit board members for effective service through targeted training for both new and experienced leaders.

In addition, CDW provides a year-round training calendar featuring in-person and virtual workshops on nonprofit management topics such as governance, grant writing, financial management, fundraising, evaluation and staff development. These offerings also

23



Cenla Boardbuilders
Graduates for 2025.



Community Development Works offers trainings for nonprofit staff.

create opportunities for peer learning and networking.

Central Louisiana residents can access additional nonprofit resources through the CDW Learning Lab, located on the second floor of The Rapides Foundation Building. The Learning Lab offers funding databases, research tools, community data, technical assistance, and other capacity-building resources.

To foster civic and community engagement among young people, the Foundation offers the **Youth Volunteer School District Grant** and its companion, the **Youth Volunteer Summer Service Grant**, which extends engagement into the summer months. These

grant opportunities follow the evidence-based model developed by the Youth Volunteer Corps and are part of the Foundation's My Civic Life Program, designed to provide Central Louisiana youth with meaningful service opportunities that encourage lifelong volunteerism.

School districts use the funding for school-based YVC clubs in middle and high schools. Summer service grants are awarded to nonprofits, which provide volunteer opportunities for young people beyond the school year. YVC service projects include conducting food drives; volunteering at nursing homes, libraries, animal shelters and the VA hospital; community clean-ups; food distribution for the homeless; and recycling projects.

1,989



Youth Volunteer Summer Service Grant
Volunteer service hours in 2025.

17



Community Development Works
Workshops/webinars offered.

534



Youth Volunteer School District Grant
Students enrolled in YVC clubs for 2025.

143



Youth Volunteer Summer Service Grant
Students participated in 2025.



Two Foundation grants give Central Louisiana young people volunteer service opportunities throughout the year.



Rapides Healthcare System

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, including the area's uninsured/underserved population.

Since Central Louisiana is designated a Primary Medical Care Health Professional Shortage Area (HPSA), Rapides Healthcare System helps address this need by providing financial support of residency programs at Rapides Regional Medical Center, which is classified as a major teaching hospital. In 2025, the hospital's major residency programs included: Louisiana State University Family Practice Residency Program, Tulane University Gynecology and LSU Health Oral Maxillofacial Surgery. LSU Family Residency, which began in 1997, is the oldest of the programs with a mission of addressing the shortage of primary care physicians in our region.

The hospital operates the HP Long Clinic, which provides primary and specialty care to Medicaid, Medicare and uninsured patients. Services include primary care, general surgery,

cardiology, orthopedics, gynecology, oral and maxillofacial surgery and dental care.

In 2025, RRMCM received the following awards and honors:

- America's Best 250 Hospitals by Healthgrades, placing in the top 5 percent of hospitals nationwide for overall clinical performance. Rapides Regional was the only Louisiana hospital recognized.
- 50 best hospitals in America for Surgical Care by Healthgrades, and one of the 100 best hospitals for Critical Care. Healthgrades also recognized Rapides Regional for being among the top 10 percent nationwide for care provided in eight specialties:

- Cardiac
- Orthopedics
- Neurosciences
- Pulmonary
- Vascular
- Gastrointestinal
- Critical care
- Surgical care

63,445



Rapides Regional Medical Center
ER patients served in 2025.



- 2025 Healthgrades Patient Safety Excellence Award by Healthgrades, reflecting Rapides Regional's commitment to safe, patient-centered care and placing the organization in the top 10 percent of hospitals nationwide for patient safety.

- American Heart Association/American Stroke Association's Get With The Guidelines-Stroke Gold Plus Quality Achievement Award – for the sixth consecutive year. The award recognizes the hospital's commitment to ensuring stroke patients receive the most appropriate treatment according to nationally recognized guidelines based on the latest scientific evidence.

- American Heart Association/American Stroke Association's Get With The Guidelines-Gold Achievement Award in Resuscitation

- Louisiana Birth Ready+ Designation from the Louisiana Department of Health and the Louisiana Perinatal Quality Collaborative - second year in a row. Rapides Women's and Children's Hospital is the only Central Louisiana hospital to receive the highest-level designation.

- Level III-N Trauma Center, American College of Surgeons

- Primary Stroke Center, The Joint Commission

- Accredited Chest Pain Center, The Joint Commission

- Rapides Regional Medical Center holds the following accreditations and certifications demonstrating its commitment to a higher standard of care:

- Commission on Cancer Accreditation
- Joint Commission on National Quality Approval Gold Seal
- Certified Cardiac Rehabilitation Program
- Chest Pain Center Certification
- Computed Tomography Accreditation Gold Seal
- Nuclear Medicine Gold Seal Accreditation
- Computed Tomography Gold Seal Accreditation
- MRI Gold Seal Accreditation
- Mammography Gold Seal Accreditation
- Vascular Testing Accreditation
- CAP Laboratory Accreditation

\$3.7M



Rapides Regional Medical Center
Financial Support for Residency Programs
in 2025.

The Rapides Foundation Awards Emergency Grant to Food Bank



The Rapides Foundation's Board of Trustees approved an emergency funding grant of \$300,000 for The Food Bank of Central Louisiana to help provide resources and support for Central Louisiana residents affected by the 2025 federal shutdown.

"There have only been a few times in our 31-year-history that the Foundation has gone outside its Strategic Grantmaking Framework," said Joe Rosier, President and CEO of The Rapides Foundation. "We are focused and intentional as a grantmaker, but extraordinary events have required us to quickly respond to the communities we serve."

The Foundation's board voted unanimously to provide the emergency grant funding.

This funding allowed the Food Bank to purchase food for those served by the organization, as well as for government employees and military families in need of food assistance with the loss of income during the federal shutdown.



Oakdale Correctional Center picked up food to feed employees during the 2025 federal shutdown.





THE RAPIDES FOUNDATION SYMPOSIUM

An annual gathering around a topic of importance.

2025 Focus: Economic Development BUILDING ON PROGRESS, SHAPING WHAT'S NEXT



The event featured Susan Bourgeois, Secretary of Louisiana Economic Development, Jim Clinton, outgoing president of Louisiana Central, Chris Masingill, the incoming president of Louisiana Central; and Joe Rosier, President and CEO of The Rapides Foundation.

More than 200 attendees heard state and local presenters explain the past, present and future of Central Louisiana's economic development and how decades of strategic development have positioned Central Louisiana for growth.

The annual symposium recognizes the Foundation's Sept. 1, 1994, creation and provides information on a topic of importance to the Central Louisiana community. The 2025 event – Building on Progress. Shaping What's Next – focused on Economic Development.

"People may ask, why does a health-focused foundation focus on economic development," said Joe Rosier, President and CEO of The Rapides Foundation. "While the mission of The Rapides Foundation is to improve the health status of Central Louisiana, our vision is to positively impact Central Louisiana by deploying resources to improve key health factors across our nine-parish service area."

The event featured Jim Clinton, outgoing president of Louisiana Central, the regional economic development organization representing a 10-parish area; Chris Masingill,

the incoming president of Louisiana Central; and Susan Bourgeois, Secretary of Louisiana Economic Development.

"The Rapides Foundation's work in the K through 12 area and early childhood education has reverberated through Central Louisiana and throughout the state," Clinton said. While other areas of the state have benefitted greatly from the oil and gas industry, or from the generation of university-based research, Central Louisiana is solidly rooted in healthcare, manufacturing and entrepreneurship and, is in a unique position for renewable energy and emerging opportunities in the AI space, he said.

Bourgeois outlined the state's plans to invest in and elevate rural communities, ensuring that regions like Central Louisiana are part of the state's economic future.

Masingill explained the competitive advantage Central Louisiana holds over other parts of the country. "The way we are geographically positioned is a strategic advantage, and the work ethic of our region is one of the best in the nation," he said.



2025 Grants List

2025 EXTRAORDINARY ACTIVITIES

The Food Bank of Central Louisiana

To help provide resources and support for Central Louisiana residents affected by the 2025 federal shutdown. \$300,000

HEALTHY PEOPLE

Healthcare Access

CMAP Express – 2025 Medication Access and PAP Program

To provide free or low-cost prescribed medications to uninsured and underinsured patients through a Central Fill Pharmacy and Patient Assistance Program. \$574,943

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 Sciences Center – Shreveport – 2025 Mobile Cancer Screening Unit

To provide 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

Northwestern State University – Cenla Mental Health Workforce Accelerator Program Grant

To address the critical shortage of licensed mental health providers in Central Louisiana by funding salary support, clinical supervision and exam preparation resources for up to 30 master's-level mental health professionals seeking licensure as licensed clinical social workers and/or licensed professional counselors. \$3,078,000

Healthy Behaviors

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

Catholic Charities of Central Louisiana – Tobacco Prevention and Cessation Program Grant

To decrease vaping and tobacco use among youth and adults by offering vaping and tobacco cessation services. \$292,543

2025 Grants List

2025 Strengthening Families Program Grant

To prevent substance and alcohol abuse 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
▪ Winn Community Health Center	\$60,730
▪ The Fox Outreach Foundation	\$100,000
▪ City of Natchitoches	\$82,740
▪ Zion Hill Missionary Baptist Church	\$74,589

2025-2026 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, Catahoula, Grant, Natchitoches, Rapides, Vernon and Winn parishes. \$490,450

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

District Grant for Effective Schools 2025-2026

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

▪ Allen Parish School Board	\$120,000
▪ Avoyelles Parish School Board	\$125,000
▪ Catahoula Parish School Board	\$85,000
▪ Grant Parish School Board	\$102,000
▪ LaSalle Parish School Board	\$91,500
▪ Natchitoches Parish School Board	\$142,000
▪ Rapides Parish School Board	\$518,000
▪ Vernon Parish School Board	\$225,000
▪ Winn Parish School Board	\$91,500

The Orchard Foundation – 2025 School Readiness Grant

To enhance and support regional efforts to improve early childhood education and to improve the quality ratings of Pre-K, Head Start and Childcare Centers by providing professional development, coaching, mentoring and curriculum implementation support. And to support kindergarten readiness through the implementation of two early literacy programs. \$1,093,976

The Orchard Foundation - Effective Schools Regional Institutes Grant

To increase the level of educational attainment and achievement as the primary path to improved economic, social and health status by supporting the Effective Schools Initiative by promoting best practices & continuing to provide regional-level professional development and leadership development institutes focused on increasing the capacity of administrators to be instructional leaders. \$500,390

2025 Grants List

The Orchard Foundation - Career & Postsecondary Readiness Grant

This project intends to increase the level of educational attainment and achievement as the primary path to improved economic, social and health status by building and supporting the region's capacity to ensure all students have access to regionally relevant career pathways, credentials, advance credit programs and postsecondary opportunities implemented as a three-pronged approach to include Cenla Work Ready Network, Career and Postsecondary Coaching services and Cenla Jumpstart support. \$1,739,241

HEALTHY COMMUNITIES

Economic Environment

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

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

Career Compass of Louisiana - Beyond Graduation Project

To increase the number of high school graduates that transition to postsecondary institutions by developing a coordinated system between K-12 and postsecondary partners that provides extensive assistance throughout the senior year, the summer after graduation, and during college studies. \$508,737

Social Environment

2025 Youth Volunteer Summer Service Grant

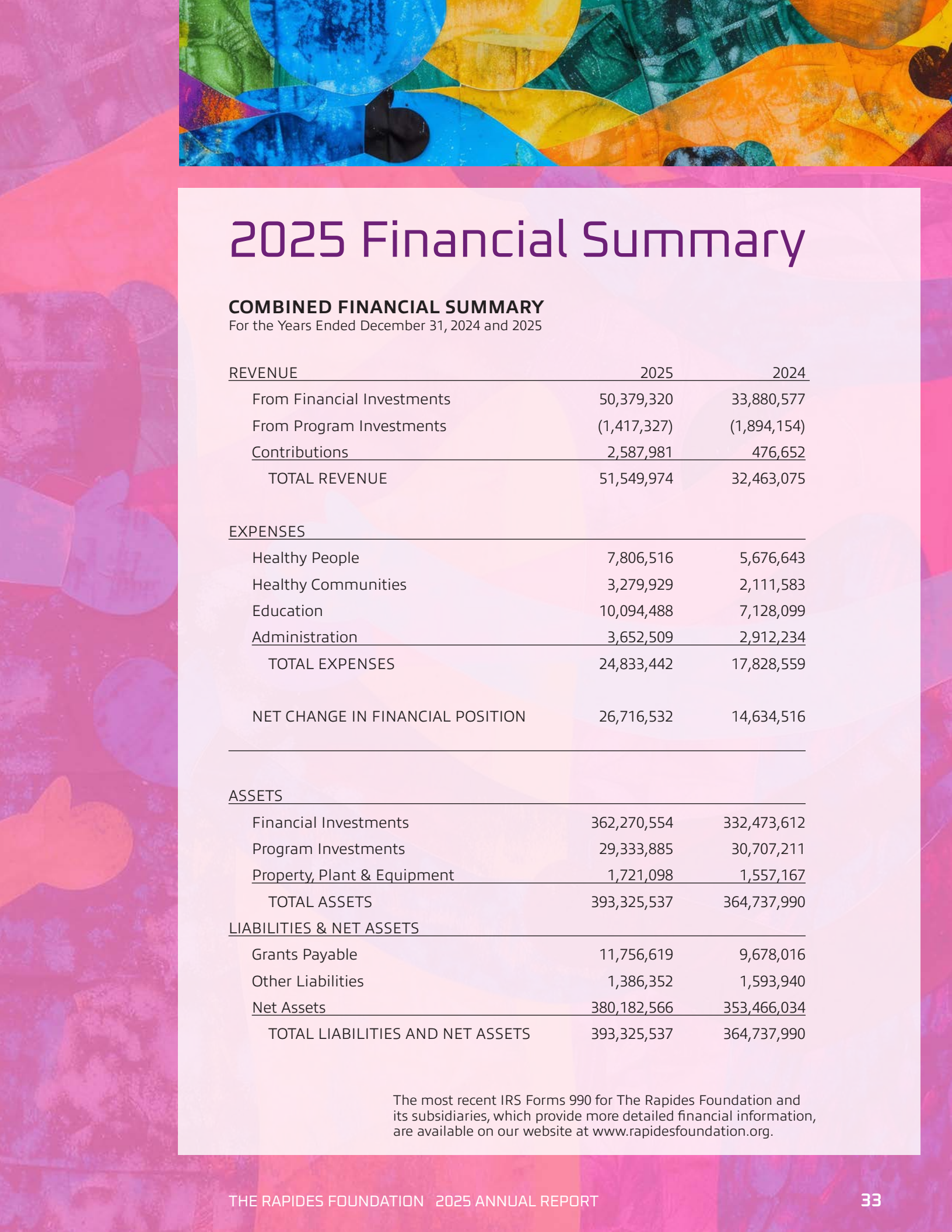
To build leadership and 21st-century skills among 11- to 18-year-olds and promote youth community engagement through volunteerism.

▪ Alexandria Affordable Housing Corporation -	\$5,000
▪ B22 Sports Complex	\$5,000
▪ Clifton-Choctaw Reservation Inc.	\$5,000
▪ Limitless Christian Academy, Inc.	\$5,000
▪ Morning Star Baptist Church	\$5,000
▪ The Health Enrichment Network	\$5,000
▪ Town of Bunkie	\$5,000
▪ Zion Hill Missionary Baptist Church	\$5,000

2025-26 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 2025-2026 school year: \$91,710

▪ Allen Parish School Board	\$8,140
▪ Natchitoches Parish School Board	\$23,970
▪ Rapides Parish School Board	\$39,450
▪ Vernon Parish School Board	\$15,880
▪ Winn Parish School Board	\$4,270



2025 Financial Summary

COMBINED FINANCIAL SUMMARY

For the Years Ended December 31, 2024 and 2025

REVENUE	2025	2024
From Financial Investments	50,379,320	33,880,577
From Program Investments	(1,417,327)	(1,894,154)
Contributions	2,587,981	476,652
TOTAL REVENUE	51,549,974	32,463,075

EXPENSES		
Healthy People	7,806,516	5,676,643
Healthy Communities	3,279,929	2,111,583
Education	10,094,488	7,128,099
Administration	3,652,509	2,912,234
TOTAL EXPENSES	24,833,442	17,828,559

NET CHANGE IN FINANCIAL POSITION	26,716,532	14,634,516
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ASSETS		
Financial Investments	362,270,554	332,473,612
Program Investments	29,333,885	30,707,211
Property, Plant & Equipment	1,721,098	1,557,167
TOTAL ASSETS	393,325,537	364,737,990

LIABILITIES & NET ASSETS		
Grants Payable	11,756,619	9,678,016
Other Liabilities	1,386,352	1,593,940
Net Assets	380,182,566	353,466,034
TOTAL LIABILITIES AND NET ASSETS	393,325,537	364,737,990

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.



2025 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, CPA Inactive

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

Blaine Dausat

Retired Educator
Former Superintendent
Avoyelles Parish School
District

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

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

Lindsey Torbett

Semi-retired CPA and
Certified Financial Planner

Edwin Urbi, M.D.

Physician

Matthew T. Whitehead, DDS

Dentist

Henry Williams

Williams Tax & Financial
Services Corp.

2026 APPOINTED:

Kevin Hood

Retired Human Resources /
External Relations Manager
Procter and Gamble

Diane Marcantel

Retired Educator / Educational
Consultant

THE RAPIDES FOUNDATION STAFF

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

Jennifer Cowley
Programs Officer

Brooke Crawford
Administration Assistant

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

Cheryl Peterson
Receptionist

Dallas Russell
Program Officer

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

Akeshia Singleton, MBA
Director of Evaluation

Raven Smith
Communications Associate

Ashley Stewart, MPH
Director of Programs

Angela Williams
Program Officer

CENLA MEDICATION ACCESS PROGRAM

Wendy Roy, MHA
Executive Director

Garrett Boone
Healthy Lifestyle Program Exercise Specialist

Kevin Brown, PharmD
Pharmacist in Charge

Stephanie Heinen
Cancer Screening Specialist

Pamela Jones, RDN, LDN
Healthy Lifestyle Program Coordinator

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

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



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