



THE RAPIDES FOUNDATION

Cenla Mental Health Workforce Program Grant Regional Chair Request for Applications

Background

The mental health and substance use (MH/SU) workforce shortage is impacting treatment organizations and communities across the country. Despite an increasing demand for MH/SU treatment services, [fewer than half of master's level graduates successfully obtain licensure.](#) Additionally, [93% of providers have reported experiencing burnout, with 62% of those providers experiencing severe burnout.](#)

Like much of the nation, Louisiana is also experiencing critical mental health workforce challenges. According to the Louisiana Department of Health, [one in five adults live with a mental illness with only 26% of mental health needs being met.](#) At the same time, the number of adults reporting symptoms of anxiety and/or depressive disorder has [steadily increased over the last five years.](#) As of March 2023, Louisiana has 171 Mental Health Care Professional Shortage Areas (MHCPSA) as designated by the HRSA Bureau of Health Workforce. [More than 3.6 million Louisianans live in areas without enough mental health services.](#) According to The Rapides Foundation 2024 Community Health Assessment, there has been a steady increase in the percent of community members reporting their mental health is “fair” or “poor” and the percent of people reporting three or more poor mental health days in the last month has increased from 27% in 2013 to 42% in 2024. In addition, thirty percent of the population reports a depressive disorder diagnosis and 44% have experienced symptoms of chronic depression.

To address the MH/SU treatment workforce shortage and increase the number of diverse licensed clinicians serving clients, National Council of Mental Wellbeing (National Council), in partnership with Kaiser Permanente, launched the first phase of the National Mental Health Workforce Accelerator (NMHWA) program in September 2023. The NMHWA program aims to expand the pool of post-masters licensed clinicians and increase the availability and provision of MH services, in under-resourced and marginalized communities. The NMHWA program now operates in Georgia, Colorado, Washington, Hawaii, Oregon, and regions of Southern California. The National Council is a membership organization that drives policy and social change on behalf of over 3,400 MH/SU treatment organizations and the more than 10 million children, adults, and families they serve. They advocate for policies to ensure equitable access to high-quality services. Working closely with their member organizations, state-wide members and associations, and partners the National Council spearheads solutions, mitigating future risk and supporting workforce needs, so that those who need care have the greatest chance of receiving safe and equitable access.



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In partnership with the National Council, The Rapides Foundation is customizing the NMHWA program to launch in the Foundation's nine-parish service area: Allen, Avoyelles, Catahoula, Grant, LaSalle, Natchitoches, Rapides, Vernon and Winn parishes.

The Rapides Foundation aims to support 30 post-master's behavioral health professionals receive licensures as either an LCSW or LPC. The program will be implemented over four years.

Purpose for Request for Applications

The purpose of this application is to identify local organization(s) to implement the NMHWA program by filling the role and responsibilities of the Regional Chair(s). The goal of the Program is to increase the number of highly qualified mid-level behavioral health therapists and counselors in Central Louisiana and retain those professionals within the service area for two years after they have received their license. The program will accomplish this by supporting licensure obtainment for 30 behavioral health professionals (e.g., LCSW or LPC). In addition, the program will support workplace retention and community connections.

The Regional Chair(s) will work closely with the Foundation and National Council to build out the program. Regional Chair(s) will focus on supporting program participants in either the LCSW and LPC professions, or a combination of both. If more than one Regional Chair is awarded funding, they will operate as Regional Co-Chairs.

The NMHWA program aims to expand the pool of post-masters licensed clinicians (e.g., LCSW and LPC) and increase the availability and provision of MH/SU services, in under-resourced and marginalized communities. The NMHWA program works to address MH/SU treatment workforce shortages by increasing access to advanced degree mental health professionals who are skilled in providing culturally competent mental health and substance use care. The NMHWA program works with partners to connect unlicensed clinicians (e.g., social workers and counselors.) with placement sites and offer necessary supervision and licensure exam preparation benefits to support their journey to licensure. This program involves collaborating with local supervisors for in-person supports or Motivo Health for virtual supervision supports. It also provides licensure exam support through the Association for Advanced Training in the Behavioral Sciences (AATBS), a Triad Company.



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There are several key partners involved in the NMHWA program:

National Technical Assistance Provider: The National Council serves in this role and is responsible for assisting Regional Chair(s) with planning for program launch and implementation, ongoing technical assistance, capacity building, and evaluation support.

Regional Chair(s): Collaborate closely with the funder and technical assistance provider in planning for program launch and executing ongoing program operations. Responsible for operational oversight, project and partner management, finances, the recruitment, selection, onboarding and technical assistance to placement sites, as well as supervisor and candidate supports. Regional Chair(s) are selected through a request for applications process. See attached document for detailed roles and responsibilities.

Placement Sites: Employ candidates full-time, provide benefits, and assist with recruitment efforts including selection, hiring and onboarding. Provide ongoing support to ensure candidates have continued professional development and achieve successful completion of hours for licensure. Placement sites are selected through an application process.

Candidates: Individuals who have received a master's degree in one of the following fields: social work or professional counseling, and are interested in and eligible to receive a license (e.g., LCSW, LPC) in their respective field. NMHWA candidates will be full time employees at selected placement sites and receive benefits from the placement site. They will be required to work in the service area for two years after licensure.

Academic Partners: Support the identification and recruitment of diverse candidates, offer training support, provide subject matter expertise on academic programs and state licensure. In some cases, the academic partners are also the Regional Chair(s).

In-person or Virtual Clinical Supervision Partner: Connect candidates to an in-person or virtual clinical supervisor at no cost to the placement site or candidate. Motivo is the preferred provider of virtual clinical supervision. Regional Chairs and Placement Sites can evaluate in-person options.



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Licensure & Exam Preparation Partner: Supplies candidates with resources and exam preparation materials as they prepare for licensure. AATBS, a Triad Company, is the preferred partner providing licensure and exam prep.

Key Activities of the Regional Chair(s):

Below are the expected responsibilities of the Regional Chair(s), which will be finalized in a Grant Agreement and scope of work upon selection. Please see the additional Roles and Responsibilities and Workplan document for more in-depth information, which outlines specific tasks and timelines for all partners involved to ensure successful execution of these responsibilities. Please note, the National Council is actively working with The Rapides Foundation on the build out of this program, and there may be some adjustments.

Program Management: Serves as the lead manager and point of contact for placement sites, supervisors and candidates to support them in effective program implementation. Develops communication channels with placement sites, supervisors and candidates, such as regular virtual meetings with placement sites and other key partners to discuss project updates and create solutions for challenges, while also organizing regular calls with academic partners to track student progress and review candidate pipeline. Notifies the Foundation with any program implementation challenges the participants are experiencing.

Partner Recruitment and Management: Lead recruitment activities for placement sites, supervisors, and academic partners and support them in recruiting candidates in the service areas by developing targeted outreach strategies, coordinating informational sessions, and leveraging distribution channels to enhance visibility and engagement to ensure a diverse and qualified pool of participating partners with the program. Establish and manage working relationships with other key partners, such as virtual clinical supervision and licensure exam preparation partners.

Partner Application, Selection, and Onboarding: Lead the distribution, review, selection, notification, and onboarding of participating placement sites and academic partners in the service areas. This includes developing application and selection criteria, overseeing dissemination and collection of application materials, organizing evaluations to ensure effective implementation, communicating timely decisions to participating partners, supporting placement sites and academic partners in identifying qualified candidates, and facilitating comprehensive orientation sessions that equip placement sites with the necessary resources and information to effectively engage candidates.

Training and Technical Assistance: With support from the National Council, provide training and technical assistance activities for working with candidates, placement sites, supervisors, and academic partners, including skill development and capacity building.



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This includes other engagement activities, such as attendance at state and/or national conferences.

Evaluation and Performance Monitoring: Support efforts for evaluation and performance monitoring by ensuring data collection from candidates, placement sites, and academic partners, as well as any additional partners, using standardized metrics and reporting tools. Collaborate with the National Council and The Rapides Foundation to utilize findings to make any needed program adjustments to enhance effectiveness.

Marketing and Communications: Collaborate with participating partners to leverage various channels – such as social media, community events, and workshops – to ensure key outreach and maximize awareness of program offerings and opportunities amongst the appropriate audiences.

Fiscal Management: Oversee all fiscal components of the program, including the activities listed below:

- Development of contract template for placement sites and candidates
- Contract execution with each placement site (regularly amended to reflect new candidates)
- Monthly invoice processing and tracking for each placement site and candidate
- Administering funds for candidate incentives and engagement opportunities, including registration and travel costs for candidate attendance at NatCon, National Council's annual conference, or another state-based conference.
- Contract development and execution with supervision support and exam preparation partners (Motivo, AATBS, A Triad Company, etc.)
- Overall budget tracking for entire program spend down

Non-negotiables

- Placement sites must pay candidates and provide benefits. The grant can support a portion of the candidate's salary.
- Program must provide candidates with a placement site to work and complete their required hours.
- All placement sites must be in the Foundation's nine parish service area.
- Placement site priority should be given to organizations that serve under-resourced, rural or marginalized populations such as nonprofit MH/SU treatment organizations, Federally Qualified Health Centers, school districts, nonprofit organizations, social services and government organizations, and community clinics.
- Program must ensure candidates receive the required supervision for licensure.
- Program must provide candidates with exam preparation for the licensing exam and cover licensing fees.



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- Candidates must agree to work in the service area for two years after receiving their license or pay back the candidate support expenses estimated at \$20,000.
- Program must include networking and cohort learning opportunities for candidates.
- Funding cannot go to pay any outstanding balances that the candidate may owe to postsecondary schools.

Eligibility Requirements

The grant applicant must meet all the following requirements:

- Classified as a Section 501(c)(3) tax-exempt organization under the Internal Revenue Code or a governmental entity.
- Cannot be a private foundation under Section 509(a).
- If a postsecondary institution, must be accredited by either The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) or Accrediting Commission of the Council on Occupational Education (COE).

In addition, the grant applicant must be able to demonstrate the following minimum organizational qualifications:

- Provide services in The Rapides Foundation service areas: Allen, Avoyelles, Catahoula, Grant, LaSalle, Natchitoches, Rapides, Vernon, and Winn parishes.
- Seasoned organization with demonstrated professional leadership in the field of health, mental health, and/or public health, including experience in the establishment and management of multi-pronged, large-scale community health efforts.
- Technical expertise and experience with mental health and/or healthcare workforce development.
- Proven ability to advance health equity by addressing root causes of health disparities and complex health challenges that involve multiple stakeholder sectors (i.e. experience implementing initiatives that aim to improve health outcomes that are influenced by a variety of factors such as socioeconomic status, education, and social determinants of health).
- Relevant network and professional relationships with critical stakeholders in healthcare delivery, academia, public sectors, and community-based organizations. Please quantify as appropriate.
- Demonstrated fiscal responsibility, such as necessary staff capacity and infrastructure, to manage charitable grant contributions.



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Funding Guidelines and Grant Term

The grant term is for four years. Funding must be used to support the operations and administration of the NMHWA program. Allowable expenses include, but are not limited to:

- **Staff Time:** Staff time to execute project activities, marketing & recruitment of placement sites and candidates, technical assistance to partners, financial & contract administration and program data collection and evaluation items.
- **Candidate Salary, Stipends or Incentives:** The budget should include a candidate support expense of \$40,000 per candidate. These funds can go directly to the placement sites to fund a portion of the candidate's salary each year, and/or go directly to the candidate to incentivize participation, recruitment or retention. Five percent of this line item can be used to help participants engage in the community such as zoo memberships, Krew fees, symphony tickets, affiliation/membership fees, and childcare. During the planning phase, Regional Chair(s) should solicit input from potential placement sites and candidates to see which option(s) would best support participation and the success of the candidates and program.
- **Licensure Fees:** Application fees, licensure exam fees, background checks.
- **Exam Preparation Support:** Exam preparation resources.
- **Supervision Support:** Cost to provide required supervision for candidates.
- **In-person Convening Support:** Meals, room rental fees, materials and supplies for convening.
- **Registration Fees for state and/or national conferences:** Registration fees for supporting staff and a number of candidates to attend a state and/or national conference, annually.
- **Travel Expenses:** Travel expenses for site visits to placement sites, recruitment events, partner meetings, and supporting staff and a number of candidates to attend a state and/or national conference, annually.
- **Indirect Costs:** Indirect cost may not exceed 10% of overall budget.

The grant term will be up to 48 months, beginning July 1st, 2025, through June 30, 2029. This includes a 3-month ramp-up period.



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Grant funds may **not** be used for:

- Supplanting existing resources.
- Lobbying or political programs or events.
- Activities, projects, or programs exclusively benefiting members of sectarian or religious organizations.
- Biomedical, clinical or educational research.
- Direct support to individuals or endowments.
- Funding that supplants existing sources of support.
- Individuals, including patient assistance funds.
- Social events or similar fundraising efforts or telethons.
- Projects outside of the Foundation's service area.
- Direct funding for medical or social services already funded through existing third-party reimbursement sources.
- Operating expenses not used for significantly expanding the services of ongoing organizations.
- Vans or other vehicles.
- Building purchase, renovation or construction not explicitly linked to enhanced programmatic implementation or development.
- Equipment purchase not explicitly linked to enhanced programmatic implementation or development.

The Foundation reserves the right to grant less than the total amount requested.

Timeline for Submission

All applications should be submitted using The Rapides Foundation's online application process. The online application is located on the Foundation's website at www.rapidesfoundation.org under the "Grants" tab.

Online deadline submission is due no later than March 28, 2025, by 4:00 p.m. CST. In fairness to all applicants, late or incomplete submissions are not considered. Please note, the full application must be fully submitted by the deadline, therefore, you must begin uploading documents prior to 4:00 p.m. on the day of the deadline. We suggest you allow a minimum of three hours for the upload process.

Pre-submission Consultation

Interested applicants are encouraged to schedule a consultation with the Healthcare Access Program Officer to discuss fit and alignment with the program and for application assistance. The Program Officer will include the national technical assistance provider in calls as needed. Please use the "schedule a consultation" link on the grants page to select a date and time for the meeting. Request must be scheduled at least a week prior to desired date and prior to March 7th, 2025.



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RFA Timeline

RFA Released	December 9, 2024
Deadline for Requesting Pre-Submission Consultation	One week prior to March 7, 2025
Application Due	March 28, 2025, by 4:00 p.m. CST
Notification of Selection	May 30, 2025
Three-Month Ramp Up Start Date	July 1, 2025
• Mandatory Onboarding Kickoff	Q3 2025 (TBD)
• Planning Meetings	TBD

Application Components

- Grant Application Form
- Organizational Information Form
- Budget Worksheet & Narrative (template provided)
- Workplan & Timeline (template provided)
- Signature Page
- Required Attachments
 - Non-profit status (i.e. 501(c) (3))
 - Resumes for 2 key staff
 - Accreditation from SACSCOS or COE (if a postsecondary institution)
 - 990 Report of Audit

Additional Considerations

The Foundation reserves the right to:

- Request additional information from any or all applicants.
- Meet with applicants to ensure full understanding of, and responsiveness to, the application requirements.
- Request modifications to a respondent's application prior to final award to ensure alignment.
- Reject any or all applications submitted.

For questions related to this funding opportunity:

Angela Williams, MA Program Officer, Healthcare Access

angela@rapidesfoundation.org

Direct: 318-767-3007

For assistance with submitting the online proposal:

Courtney Keys, Program Assistant

courtney@rapidesfoundation.org

Direct: 318-767-3013

Main lines: 318-443-3394 or toll free 800-994-3394

Task	Responsible / Accountable	Consulted	Informed
Project and Partner Management			
Calls with State Regional Chair(s) & National TA Provider	Regional Chair(s)	National Council	Rapides Foundation
Calls with placement sites	Regional Chair(s)	National Council	Rapides Foundation
Calls with other partners (e.g., Supervisors, Motivo and/or Triad)	Regional Chair(s)	National Council	Rapides Foundation
Calls with academic partners	Regional Chair(s)	National Council	Rapides Foundation
Infrastructure Build Out			
Resources for key program implementation	National Council	Regional Chair(s) Other partners	Rapides Foundation
Develop standard operating procedures across key connection points	National Council	Regional Chair(s) Other partners	Rapides Foundation
Recruitment			
Candidates	Placement Sites Regional Chair(s)	National Council	Rapides Foundation Placement Sites
Placement Sites	Regional Chair(s)	National Council	Rapides Foundation
Academic partners	Regional Chair(s)	National Council	Rapides Foundation Placement Sites
Other partners (e.g., Supervisors, Motivo and /or Triad)	Regional Chair(s)	National Council	Placement Sites
Application Processes - Placement Sites			
Construct application/MOA/MOU	Regional Chair(s)	National Council	Rapides Foundation
Distribute placement site application	Regional Chair(s)	National Council	Rapides Foundation
Review applications	Regional Chair(s)	National Council	Rapides Foundation
Make site selections	Regional Chair(s)	National Council	Rapides Foundation
Execute MOA or MOU as appropriate	Regional Chair(s)	National Council	Rapides Foundation
Execute financial administration documentation	Regional Chair(s)	National Council	Rapides Foundation
Application Processes - Candidates			
Construct application/MOA/MOU	Regional Chair(s)	National Council	Rapides Foundation
Distribute candidate application	Regional Chair(s) Other parnters	National Council	Rapides Foundation
Support post-master candidates (should this go after make candidate selection?)	Regional Chair(s)	Placement Sites National Council	Rapides Foundation
Review applications	Placement Sites Regional Chair(s)	National Council Regional Chair(s)	Rapides Foundation
Make candidate selections	Placement Sites	National Council Regional Chair(s)	Rapides Foundation
Application Processes - Academic Partners			
Construct partnership letter	Regional Chair(s)	National Council	Rapides Foundation
Distribute opportunity to academic partners	Regional Chair(s)	National Council	Rapides Foundation
Review interested academic partners	Regional Chair(s)	National Council	Rapides Foundation
Make academic partner decisions	Regional Chair(s)	National Council	Rapides Foundation
Execute partnership letter as appropriate	Regional Chair(s)	National Council	Rapides Foundation
Notify Selection of Interested Partners			
Notify candidates	Placement Sites Regional Chair(s)	National Council	Rapides Foundation
Notify placement sites	Regional Chair(s)	National Council	Rapides Foundation
Notify academic partners	Regional Chair(s)	National Council	Rapides Foundation
Notify other partners	Regional Chair(s)	National Council	Rapides Foundation
Financial Administration			
Financial contract execution (including annual renewals) -Placement Sites -Other (e.g., Supervision/Licensure partners)	Regional Chair(s)	Rapides Foundation	National Council
Payment schedules	Regional Chair(s)	Rapides Foundation	National Council
Billing mechanisms	Regional Chair(s)	Rapides Foundation	National Council
Processing/Issuing payments	Regional Chair(s)	Rapides Foundation	National Council
Monitoring budgets	Regional Chair(s)	Rapides Foundation	National Council

Onboarding - Placement Sites			
Initial placement site onboarding	Regional Chair(s)	National Council	Rapides Foundation
Ongoing placement site onboarding of new organizations	Regional Chair(s)	National Council	Rapides Foundation
Onboarding - Candidates			
Hold orientation	Regional Chair(s)	National Council	Rapides Foundation
Ongoing candidate onboarding and orientation	Regional Chair(s)	National Council	Rapides Foundation
Onboarding - Academic Partners			
Ongoing academic partner onboarding and orientation	Regional Chair(s)	National Council	Rapides Foundation
Onboarding - Other Partners (Motivo, Triad, etc.)			
Hold orientation	Regional Chair(s)	National Council	Rapides Foundation
Ongoing onboarding and orientation	Regional Chair(s)	National Council	Rapides Foundation
Training and Technical Assistance (skill development and capacity building)			
Working with placement sites	Regional Chair(s)	National Council	Rapides Foundation
Working with candidates	Regional Chair(s)	National Council	Rapides Foundation
Working with academic partners	Regional Chair(s)	National Council	Rapides Foundation
Supervision supports	Partners Regional Chair(s)	National Council Regional Chair(s)	Rapides Foundation
Licensure supports	Partners Regional Chair(s)	National Council Regional Chair(s)	Rapides Foundation
Evaluation and Performance Monitoring			
Develop data collection tools and processes	Regional Chair(s)	National Council Rapides Foundation	Placement Sites Academic Partners Other Partners
Collect data from candidates, placement sites, academic partners, and other partners	Regional Chair(s)	National Council Rapides Foundation	Placement Sites Academic Partners Other Partners Rapides Foundation
Analyze data & impact assessment	Regional Chair(s)	National Council Rapides Foundation	Placement Sites Academic Partners Other Partners
Develop Monthly Progress reports	Regional Chair(s)	National Council Rapides Foundation	Placement Sites Academic Partners Other Partners
Utilize findings to make program adjustments	National Council Regional Chair(s)	Rapides Foundation	Placement Sites Academic Partners Other Partners
Ongoing Marketing and Communication			
Disseminate program information	National Council Regional Chair(s)	Rapides Foundation	n/a

The Rapides Foundation
Cenla Mental Health Workforce Program
Grant Application

- 1. Statement of Interest:** Why is your organization interested in serving as the Central Louisiana Regional Chair of the National Mental Health Workforce Accelerator Program? How does your organization interpret the challenge, and the value of the solution proposed? Are there key partners your organization would want to include in this collaborative effort as training sites or other roles? (Limit 500 words)

- 2. Organizational requirements.** Describe research, programmatic initiatives, and/or education campaigns that demonstrate the organization meeting the Minimum Organizational Qualifications described in the RFP.
 - a.** Seasoned non-profit organization with demonstrated professional leadership in the field of health, mental health, and/or public health, including experience in the establishment and management of multi-pronged, large-scale community health efforts. (limit 300 words)

 - b.** Technical expertise and experience with mental health and/or healthcare workforce development. (limit 300 words)

 - c.** Proven ability to advance health equity by addressing root causes of health disparities and complex health challenges that involve multiple stakeholder sectors (i.e. experience implementing initiatives that aim to improve health outcomes that are influenced by a variety of factors such as socioeconomic status, education, and social determinants of health). (limit 300 words)

 - d.** Relevant network and professional relationships with critical stakeholders in healthcare delivery, academia, public sectors, and community-based organizations. Please quantify as appropriate. (limit 300 words)

 - e.** Demonstrated understanding of state licensure requirements, processes, and time needed to obtain licensure for mental health clinicians (e.g., social workers, counselors, etc.). (limit 300 words)

 - f.** Demonstrated fiscal responsibility, such as necessary staff capacity and infrastructure, to manage charitable grant contributions. (limit 300 words)

- 3. Commitment to rural and underserved populations within the nine-parish service area).** Describe organizational commitment to serving underserved communities and populations within the nine-parish service area. Include specific experience of leadership, key project personnel, and any institutional policies or statements. (limit 500 words)
- 4. Additional Interdisciplinary Capacities.** Describe other interdisciplinary capacities. For example, if adequately funded, describe to what extent your organization would have the following skills and capabilities:
 - a. Provide adaptive leadership for multi-sector collaboration.** Convene multi-sector partnerships to take a systems approach, foster an innovative culture, creating shared goals, outcomes, and measurable progress. (limit 300 words)
 - b. Reputation.** Leverage the organization's network of local and state care providers, academic institutions, and policymakers to accelerate the workforce pipeline. (limit 300 words)
 - c. Shared Vision of Success.** There is a clear commitment to shaping, advancing and fostering growth of individuals within the mental health and substance use treatment workforce. (limit 300 words)
 - d. Capacity for Launch.** Organizational commitment and capacity to actively participate and shape the program, including outreach to network of providers, accessibility to behavioral health workforce expertise, and organizational or project management experience and tools. Please include a statement on whether new staff will need to be hired to support the project, and the expected time needed to recruit. (limit 300 words)

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Cenla Mental Health Workforce Program
Organizational Information Form

1. Organization Information

Organization Legal Name	
Organization Website	
What is your organization's mission statement?	
Please provide a brief overview of your organization's history.	
Attach a list of your Executive Officers or Leadership Team.	

2. Contact Information

Organization Mailing Address (line 1)	
Organization Mailing Address (line 2)	
Organization Mailing City	
Organization Mailing State	
Organization Mailing Zip Code	
Organization CEO/Executive Director Contact: Name, Title, Phone Number, Email	
Is the individual listed as CEO/Executive Director the correct signatory for grant agreements? (yes/no)	
If no, please list the signatory contact Name, Title, Phone Number, Email	

3. Fiscal Sponsor Information

Does your application include a fiscal sponsor?	
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4. Request Overview

Project Contact Name, Title, Phone Number, Email	
Please enter the eligible Louisiana Parishes that you serve.	
Enter the exact grant amount requested from The Rapides Foundation. (Max total \$)	