



Fiscal Year 2025 Year in Review



Healthy
Communities
Start Here

Mission

DRIVING HEALTHY CHANGE IN OUR COMMUNITIES.

Vision

CONNECTING OUR COMMUNITIES TO HEALTH EVERY DAY, IN EVERY WAY.

Values

HEALTH CARE IS A RIGHT, NOT A PRIVILEGE

We believe that comprehensive health care is a human right. Legacy’s services and programs are open to all who need us, regardless of the ability to pay, without judgment or exception.

DEVOTION TO OUR COMMUNITIES

We continue to build our legacy on a solid foundation by learning from our communities, embracing the people in them, and serving their unique needs. Especially when no one else will.

LEADING THE CHANGE

We address issues others shy away from. Not because it’s easy or popular, but because it’s the right thing to do. The Legacy team possesses unwavering courage and serves as a visionary catalyst for sustainably healthy communities.

ACTIVE STEWARDSHIP OF RESOURCES

We carefully manage our available resources in order to deliver on our promise of driving healthy change. We remain grounded in responsible decision-making for sustainable operations, putting every asset where it can do the most good for the community.

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As of August 2026

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LETTER FROM THE CHIEF EXECUTIVE OFFICER

Robert Palussek



Healthy communities start where people feel seen, supported, and able to access care they can trust. At Legacy Community Health, that belief guides our work every day. As I reflect on the 2024-2025 fiscal year, I am proud of the way our teams, partners, and supporters continued to show up for our communities with care, dignity, and consistency, especially when it mattered most.

This year brought no shortage of complexity. Demand for care continued to rise, patients faced mounting financial and logistical barriers, and the health care system grew more strained. Yet, through it all, Legacy remained a steady presence. We provided nearly one million appointments across 61 locations and served more than 215,000 community members. Behind every visit is a person placing trust in us, and that trust is the foundation of healthy communities.

Our teams delivered measurable progress in patient outcomes, even as challenges intensified. More patients achieved control of chronic conditions like hypertension and diabetes. Preventive screenings increased, children received critical immunizations and wellness visits, and more individuals accessed behavioral health support. These improvements are not abstract metrics. They represent healthier lives and stronger families. Behind every percentage point are hundreds of people whose health and stability are strengthened through timely, coordinated care.

Legacy’s commitment to care extends well beyond clinic walls. When Hurricane Beryl disrupted daily life across Houston, our teams responded quickly by adjusting care plans, distributing essential supplies, and ensuring access to food and medications during a time of uncertainty. In moments of crisis, healthy communities begin with stability and trusted care.

We also continued to invest for the long term. Through a transformational partnership with Houston Methodist, we broke ground on a new Acres Homes clinic, bringing comprehensive, coordinated care closer to home for a community that has long faced barriers to access. This investment reflects our belief that healthy communities start where care is rooted and accessible.

With gratitude,

Robert Palussek
CHIEF EXECUTIVE OFFICER

Our work is strengthened by the partners and supporters who believe deeply in our mission. Philanthropic leaders and corporate partners expanded access to school based health care, early literacy, and essential programs that support children and families from the very start. Their commitment allows us to serve patients regardless of ability to pay.

At the systems level, Legacy continued to advocate for policies that protect access to care. From improving medical provider credentialing processes to advancing pharmacy transparency and maternal health supports, our advocacy focused on reducing delays, removing barriers, and ensuring patients receive timely care when they need it most. This work helps ensure systems function for the people they are meant to serve.

As I look ahead, I am energized by what lies before us. The foundation built by our teams, partners, and supporters positions Legacy to continue growing thoughtfully, expanding access, improving outcomes, and responding to the evolving needs of the people we serve. None of this work happens alone.

I am deeply grateful to our staff for their expertise and compassion, to our partners and funders for their trust, and to our patients and communities for allowing us to walk alongside them. Together, we are building healthier communities, starting here and reaching far beyond today.

Legacy by the Numbers

LOCATIONS

61
(Across Baytown, Beaumont, Deer Park, Houston, Missouri City and Stafford)

NUMBER OF EMPLOYEES

1,770

COMPLETED APPOINTMENTS

969,578

COMMUNITY MEMBERS SERVED ANNUALLY

215,704

PATIENTS LIVING AT OR BELOW THE FEDERAL POVERTY LEVEL

77%

Financials

TOTAL REVENUE

\$467,132,005

TOTAL EXPENSES

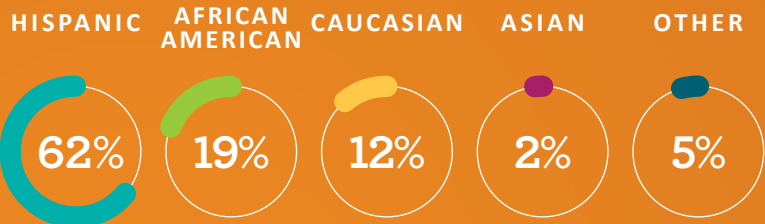
\$459,629,710

TOTAL UNCOMPENSATED CARE

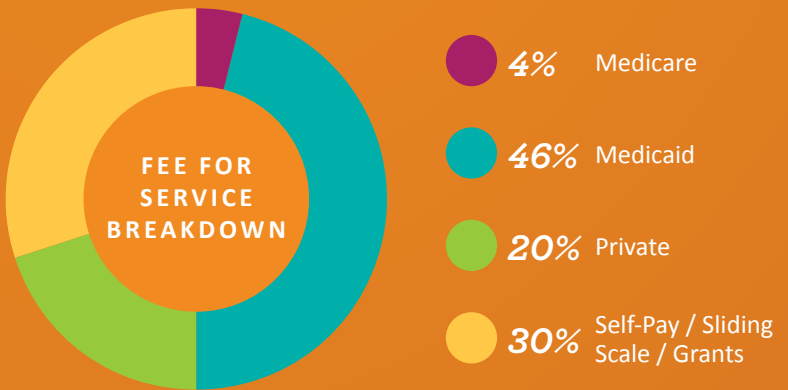
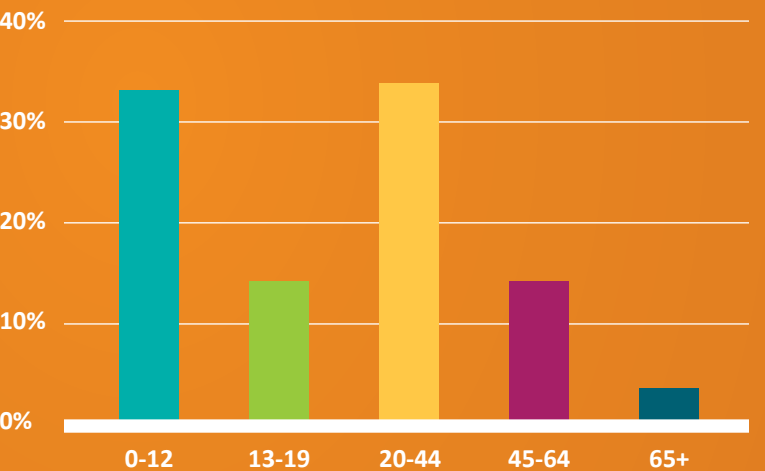
\$27,423,747

Whom We Serve

By Race/Ethnicity



By Age





“When I found out I was pregnant, I wanted to know my baby was safe and that she would be taken care of by the best providers.”

Sameka Thomas

OB/GYN PATIENT & BECOMING A MOM® GRADUATE

When Sameka Thomas learned she was expecting her daughter, she wanted to be sure both she and her baby would receive safe, reliable care. She scheduled her first prenatal appointment at Legacy Community Health. From the moment she arrived, she was reassured.

“It seemed like home,” Thomas said. “Everyone took care of me, and I don’t choose to go anywhere else but Legacy.”

Like many first-time mothers, Thomas wanted confidence that her baby would be cared for by experienced providers.

“When I found out I was pregnant, I wanted to know my baby was safe and that she would be taken care of by the best providers,” Thomas said. “And that’s what Legacy delivered.”

In addition to prenatal appointments, Thomas participated in Legacy’s Becoming a Mom® program, to prepare for childbirth and early parenthood.

“With the classes, I learned so much,” Thomas said. “I learned about nutrition, how to change a diaper, how to recognize when the baby needs to be fed, and about safety, delivery, and postpartum care.”

For Thomas, the prenatal education classes provided more than information.

Legacy ensured Thomas received wraparound care by connecting her to resources.

As she prepared to welcome her daughter, Thomas planned to return to Legacy for pediatric care so her child could continue to receive the same support.

Hurricane Beryl

SUPPORTING A COMMUNITY IN CRISIS



In the aftermath of Hurricane Beryl, many Houston-area families faced prolonged power outages, limited access to food, and disruptions to essential medical care. For patients managing chronic conditions, these challenges quickly became serious health risks.

Legacy Community Health responded immediately, focusing on both medical needs and the non-medical factors impacting recovery.

Through its Health Connect team, AmeriCorps members, and community partners, Legacy quickly mobilized to get essential supplies into the hands of patients and neighbors navigating the ongoing impacts of the storm. Hygiene items, sun protection, bug repellent, and rehydration supplies helped families manage immediate health risks in extreme heat and disrupted living conditions.

At the Santa Clara Food for Change Market, staff worked alongside 45 student volunteers to keep food moving efficiently. Families were able to access fresh produce and staple items at a time when power outages and limited transportation made even basic needs difficult to meet.

Providers also adapted care in real time, considering each patient’s circumstances. Limited refrigeration, transportation barriers, and disrupted routines required thoughtful adjustments to treatment plans, especially for those managing conditions like diabetes and heart disease.

As recovery continued, Legacy remained a steady partner, delivering care, resources, and stability when the community needed it most.

Awards and Recognition

ADVANCING COMMUNITY-CENTERED CARE



Throughout the year, Legacy Community Health’s commitment to compassionate, community-centered care was reflected in the lives of patients across the communities served. Recognition from respected local, state, and national organizations highlights the real impact of this work, improving health outcomes and expanding access to care for those who need it most.

A significant milestone was earning Gold+ and Silver Achievement recognition through the American Heart Association and American Medical Association Target: BP™ program. Clinics across Greater Houston and Beaumont met national benchmarks for blood pressure control, an important measure in reducing strokes, heart attacks, and preventable hospitalizations.

For patients, many of whom face barriers to care, this translated into healthier, longer lives supported by consistent, evidence-based care.

Legacy’s impact was also reflected in recognition of its leaders. Honors from organizations including the Houston Business Journal, Texas Association of Community Health Centers, Houston reVision, OneStar Foundation, and Modern Healthcare recognized team members for their leadership, service, and commitment to advancing community health.

Together, these efforts reflect the trust patients place in Legacy and a continued commitment to improving health outcomes across the communities served. To see the full list of awards and accreditations, visit: <https://www.legacycommunityhealth.org/about-us/accreditation-awards/>.

John Martinez

PHARMACY PATIENT



“I couldn’t believe it. Without Legacy, I wouldn’t have been able to get my prescription.”

After receiving care with Legacy for several years, John Martinez*, a 37-year-old patient living with HIV, was diagnosed with hepatitis C. Due to insurance requirements, his first Eplclusa prescription had to be filled through an external specialty pharmacy, creating a barrier to care.

When follow-up labs showed a high viral load, he needed to restart treatment with a different medication, so his Legacy provider prescribed Vosevi. The new prescription was sent to Legacy Pharmacy, where it was determined that his insurance again required an outside specialty pharmacy. Once approved, Martinez’s out-of-pocket cost was \$28,000.

“It was insane,” Martinez said. “I didn’t have the money to pay for it. So, I talked to my provider, Dr. Sunil Meena.” After speaking with Martinez, Dr. Meena immediately connected

him with Legacy’s Financial Services team, to resolve his copay.

Through weeks of coordination, Legacy reduced Martinez’s copay from \$28,000 to just \$5.

“I couldn’t believe it,” Martinez said. “Without Legacy, I wouldn’t have been able to get my prescription.” He said Legacy’s team would advocate for him regardless of insurance barriers and ensure continuity of care.

Martinez restarted the correct therapy with minimal financial burden. He said Legacy provides care to everyone, no matter who they are.

“I would absolutely recommend Legacy services to friends and family, without a doubt.”

**Name has been changed to protect patient privacy*

New in Fiscal Year 2025



Image courtesy of Daniel Ortiz

Acres Homes Clinic

EXPANDING ACCESS THROUGH PARTNERSHIP

In Acres Homes, a historic Houston community where access to care has long been limited, Legacy Community Health broke ground on a new clinic designed to bring comprehensive services closer to home.

For many residents who have had to travel outside the neighborhood for primary and specialty care, the need for local, coordinated services has been both clear and urgent.

That need is now being addressed through a longstanding partnership with Houston Methodist, supported by a more than \$50 million transformational gift. The 26,200-square-foot, clinic will offer adult medicine, pediatrics, OB/GYN, behavioral health, an on-site pharmacy, and infusion services for patients requiring oncology care, expanding both access and continuity of care within the community.

“This clinic represents more than a building—it represents decades of commitment to community health,” said Cathy Easter, senior vice president of community development at Houston Methodist.

Legacy leaders emphasized the importance of collaboration in bringing the vision to life. “This project is made possible by the visionary partnership we’ve built with Houston Methodist over many years,” said Robert Palussek, CEO of Legacy Community Health. “Together, we are bringing the highest level of care to a community that deserves it.”

The Legacy Acres Homes Clinic is one of two locations made possible through this investment, significantly expanding Legacy’s capacity to serve patients and advancing health equity across Houston. For residents, it represents not only expanded access, but a renewed sense of connection to care built around their needs.

Quality Improvement

ADVANCING CARE THROUGH EVERY VISIT

Rising demand and more complex health needs placed new pressure on patients seeking care, as many continued to face barriers like transportation challenges, insurance gaps, and workforce shortages. For patients, these challenges often meant delayed care or unmanaged conditions—making consistent, high-quality support more critical than ever.

Legacy responded by strengthening systems that embed quality improvement into daily care.

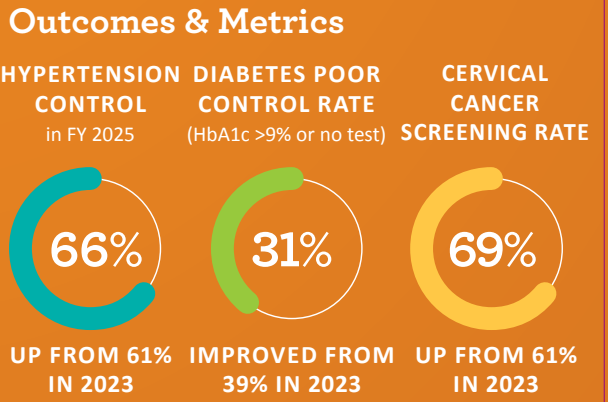
In Fiscal Year 2025, patients experienced meaningful improvements in their health. Sixty-six (66%) of patients with hypertension achieved control, up from 61% in 2023, reducing their risk of heart disease and stroke. The rate of patients with poorly controlled diabetes improved to 31%, down from 39%, helping more individuals avoid serious complications.

Preventive care also reached more patients. Cervical cancer screenings rose to 69% from 61% in 2023, while colorectal cancer screenings improved from 22 to 24%, breast cancer screenings from 36 to 38%, and HIV screenings increased from 73 to 76%, supporting earlier detection and treatment.

Care expanded across the patient experience. More children received immunizations and wellness visits, mothers saw improved birth outcomes, and more individuals accessed behavioral health services to address anxiety, depression, and trauma.

Nearly 35% of patients were new to Legacy, many seeking care for the first time in years. Even so, teams sustained progress—ensuring more patients received the care, trust, and support they needed.

Behind every percentage point are hundreds of lives improved and stronger, healthier communities taking shape.



Jim Sikorski

SHARING HIS BLESSINGS THROUGH A LIFETIME OF GIVING

What motivates someone to give for a lifetime? For Jim Sikorski, it’s the example his parents set. Growing up in Wisconsin, Sikorski learned the power of gratitude and the responsibility of helping others. Sikorski recalled that his parents emphasized gratitude and giving back whenever possible.

Sikorski took that lesson to heart and became a fundraiser himself. “I hosted a Christmas party at my house in the mid-90s and thought, if people could afford to get dressed up and enjoy free food and drinks, then surely they could afford to bring a canned good or two as admission,” he said. Over 27 years, Sikorski estimates he’s raised more than a half million dollars for Legacy alone.

Those funds directly support two of Legacy’s largest service lines. HIV/AIDS care includes testing, same-day PrEP, primary care, and

ongoing support. Women’s Health services include annual checkups, breast cancer screenings and prevention, OB/GYN care, and education programs.

Sikorski has been a loyal supporter of Legacy since its early days as the Montrose Clinic. “As a gay man,” he shared, “I can’t tell you how many people I know who have been taken care of in their darkest hours by Legacy. Today, people are still receiving compassionate, non-judgmental services they couldn’t get elsewhere due to lack of funds or insurance.”

As he plans for the future, Sikorski set up a major gift for Legacy from his retirement account. Working with his financial advisor, he created a plan that allows him to enjoy retirement while still leaving something behind for the organization.



“I cant tell you how many people I know who have been taken care of in their darkest hours by Legacy.”

A Legacy of Partnership

EQUITABLE AND HAWKINS LAAKSO WEALTH MANAGEMENT’S COMMITMENT TO COMMUNITY HEALTH

Legacy’s success is built on partnerships that expand access to care for underserved communities. Since 2020, Equitable and Hawkins Laakso Wealth Management have played a vital role as presenting sponsors of the Frank Billingsley Golf Classic (FBGC). Their involvement helped increase event profits by 400%, with proceeds benefiting Legacy’s School-Based Health Care (SBHC) program.

The SBHC program provides primary and behavioral pediatric care to students at Galena Park ISD, KIPP, and YES Prep schools directly on campus, reducing time away from class and expanding access to essential services. “Education is the key to unlocking opportunities,” said Chris Laakso, managing partner of Hawkins Laakso and chair of the FBGC committee. “By ensuring kids’ health needs are met, we give them the best chance to succeed in the classroom and beyond.”

Laakso’s connection to the Golf Classic goes back to its early days, and Hawkins Laakso’s long-standing support of Legacy—dating back to the 2010 Montrose clinic campaign—made stepping into a lead sponsorship role a natural progression.

He then brought in Equitable, aligning Legacy’s SBHC program with the company’s focus on educators. “Legacy’s work in schools aligns perfectly with our mission,” said Sarah Ogle, Equitable Executive Vice President of Texas in Houston.

Together, their support reflects a shared commitment to expanding access to care and opportunity for local families.

As Legacy looks ahead, partnerships like these remain critical to delivering quality care for all, regardless of ability to pay.



“By ensuring kids’ health needs are met, we give them the best chance to succeed in the classroom and beyond.”

Legacy's Little Readers

MARKS A DECADE OF INSPIRING YOUNG READERS



In 2025, Legacy Community Health celebrated the tenth anniversary of Legacy's Little Readers, a pediatric literacy initiative focused on healthy child development. Since the program began in 2015, H-E-B has helped provide more than 300,000 free books to children. This partnership has expanded access to age-appropriate books that support early learning and parent-child bonding.

The foundation of Little Readers is simple: at each well-child visit, children receive a free book and an age-appropriate prescription to read. These moments often spark a lifelong connection to reading. As one parent shared, "My son actually looks forward to seeing the doctor to get a book. I see the difference as he sounds out words and asks questions about what we're reading."

This work is especially important in Texas, where early literacy challenges remain significant—only 28 percent of fourth graders read at a proficient level. Legacy's Little Readers program helps ensure families receive the tools to build strong literacy habits from infancy.

Legacy's partnerships with H-E-B and the Barbara Bush Literacy Foundation have expanded the program's reach beyond clinic walls, providing free books at community events, school based health centers, and pediatric waiting rooms stocked through book drives and volunteer efforts.

Guided by Reach Out and Read, Legacy's Little Readers continues to grow. Ten years in, the program remains a joyful and impactful investment in the future of the children and families Legacy serves.

Legislative Advocacy

ADVANCING ACCESS THROUGH POLICY



As health care systems faced increasing administrative complexity, Legacy Community Health entered the 89th Texas Legislative Session with a clear focus: reducing burdens, expanding access to care, and strengthening resources for patients and families who rely on timely, affordable services.

Administrative delays and opaque systems slowed providers and created barriers for patients seeking reliable access to care.

In response, Legacy championed reforms to improve transparency, accountability, and efficiency across the health care system, including stronger oversight of Medicaid provider enrollment and credentialing, enhanced state support, and annual system performance reviews.

The organization secured expedited credentialing so providers can begin seeing patients and receiving reimbursement more quickly, reducing wait times and avoidable gaps in care.

Legacy also advanced Pharmacy Benefit Manager reforms to increase transparency and protect community pharmacies from harmful practices, helping patients maintain access to essential medications.

Beyond these efforts, Legacy supported funding for the FQHC Incubator Grant Program and expanded reimbursement for lactation consultation services, strengthening access to care and maternal health support across Texas. Legacy also continued advocating at the federal level for policies that reduce administrative burden while protecting access to care.

Together, these efforts strengthened access, improved system navigation, and helped ensure more patients receive timely, coordinated care when and where they need it most.

Legacy in the News

TOTAL NEWS MENTIONS	POTENTIAL IMPRESSIONS	AD EQUIVALENCY
604	805 M	\$12.62 M
		Total estimated

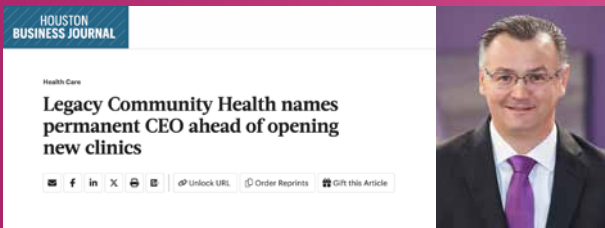
Top Placements



Expanding access to care in Fort Bend County was highlighted across multiple KPRC NBC 2 news segments, featuring interviews with Legacy Community Health leaders Dr. Tamisha Jones, Chief Medical Officer; Chinelo Nweke, Interim Vice President of Clinical Operations; and Tenesha Hill, Sr. Regional Director of Operations.



Legacy Community Health's Acres Homes clinic groundbreaking garnered widespread media coverage across Houston, highlighting the organization's commitment to expanding access to high-quality care in underserved communities.



Legacy Community Health's appointment of Robert Palussek as permanent Chief Executive Officer was featured in the Houston Business Journal, highlighting the organization's continued growth and commitment to expanding access to care across greater Houston.



Raising awareness about rising HIV rates in Houston and Harris County, Legacy Community Health Health Navigation Director Jill Jahns was featured on Houston Life discussing the importance of routine HIV testing and prevention.



Legacy Community Health Psychiatrist Dr. José G. Bejarano was featured on KXLN Univision 45's Contigo en la Comunidad, sharing insights on recognizing and managing the "holiday blues" during the winter season.



The importance of measles, mumps, and rubella prevention was highlighted across multiple media interviews, including a KPRC NBC 2 segment featuring Legacy Community Health Chief Medical Officer Dr. Tamisha Jones.

**With Legacy's vision of health care
for all, we're committed to providing
a wide range of services:**

Adolescent Care	Infectious Disease
Adult Gender Health & Wellness	Obstetrics & Gynecology
Adult Medicine	Patient Navigation & Linkage To Care
Behavioral Health	Pediatrics
Dental	Pharmacy
Eligibility & Enrollment	School-Based Health Care
Endocrinology	Senior Primary Care
Family Medicine	Social Services
Health Promotion & Education	Sports Medicine
HIV/STI Screening, Prevention & Treatment	Vaccinations & Immunizations
	Vision



Scan the QR code to access current and past Annual Reports.



LegacyCommunityHealth.org