

**TOGETHER  
WE ARE  
STRONGER**



**CENIKOR FOUNDATION  
A PLACE FOR CHANGE**

**2019 ANNUAL REPORT**

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# CENIKOR FOUNDATION

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We are committed to helping people with substance use disorders and behavioral health issues through our full continuum of care. We offer a variety of programs throughout Texas and Louisiana including Detox, Short-Term Residential, Long-Term Residential, Adolescent Residential, Outpatient Detox, Adult Outpatient, Adolescent Outpatient, Medication-Assisted Treatment, Sober Living and Prevention services.

Our focus is to provide high-quality, affordable services to the clients and the communities we proudly serve. Cenikor is a 501(c)(3) nonprofit organization, proudly serving over 1,000 clients each week to achieve better health and better lives.

## MISSION

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Cenikor. A Place for Change.  
Providing a Foundation for Better Health and Better Lives.

## VISION

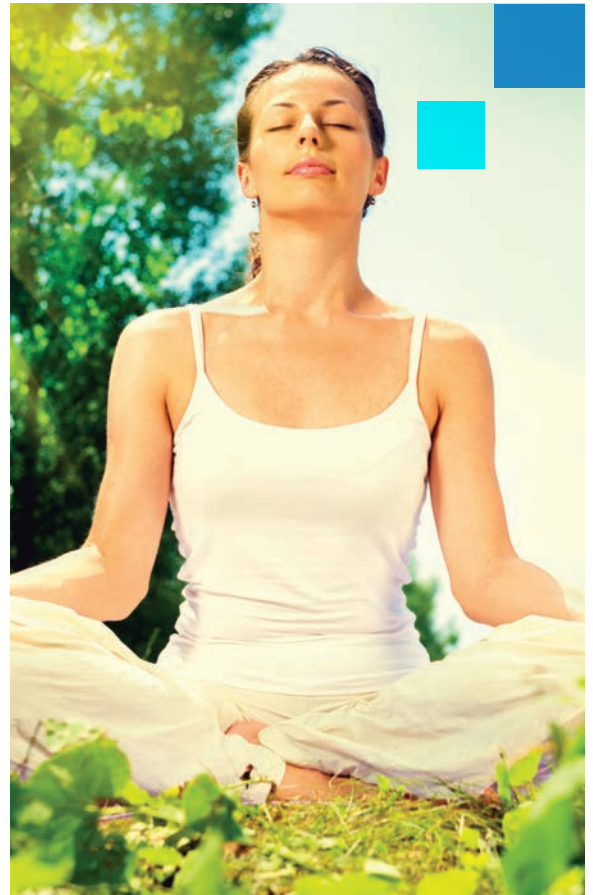
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Cenikor will be a leader in providing quality behavioral health care services in the communities we serve through a continuum of care for adults and adolescents.

## CORE VALUES

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- Health and Wellness
- Education
- Recovery
- Work
- Faith
- Respect
- Accountability



# LETTER FROM THE PRESIDENT

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## President/CEO

Bill Bailey

I absolutely believe that together we are stronger. To me that means family. I think about Cenikor's family of services—a continuum of care that helps our clients wherever they need us. I also think of our family of professionals, all whom have a heart for recovery. Addiction is chaotic, but our employees gladly walk alongside our clients on their paths to better health and better lives.

In our programs, our clients find great peace when they begin to experience healing in their families, and they draw great strength from their family of choice, their Cenikor family.

I was recently asked by a legislator how I came to Cenikor. He was surprised by my response: "God dreams much bigger than I dream." Two things are important to me: my family and my faith. Years ago I was successful in a very secure career when a recruiter called and continued to do so for four weeks. He was working to convince me to trade my comfortable position for a struggling drug rehab program.

One of my core beliefs is that God isn't concerned about my comfort. God is concerned about my character. It's my responsibility to be obedient to God's call. I prayed about this opportunity, found peace and have never looked back. God loves Cenikor. Things have often looked challenging, yet the next day we were bigger and stronger than ever.

Last year, Cenikor served almost 9,000 people (2,205 clients identified opioids as their primary addiction). Our therapeutic community was established 53 years ago to help people with heroin dependence. Today we're using some of the same principles with newer evidence-based practices, because long-term recovery is still the best approach to dealing with long-term addiction.

None of this would be possible without our family of professional, clinical and support staff and volunteer board. We are blessed to have a passionate, committed and phenomenal board of directors. Each of them believes that what we do saves lives, and we appreciate their unwavering leadership.

Thank you for your continued support because together, we are stronger!

A handwritten signature in black ink that reads "Bill Bailey". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Bill Bailey, *President/CEO*

# LETTER FROM THE CHAIR

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## Board Chair

Abelino "Abel" Reyna, J.D.

"We are stronger together than we are alone." — Walter Payton

On behalf of Cenikor Foundation's National Board of Directors, it is a privilege to present this annual report, "Join the Voices for Recovery: Together We Are Stronger."

Cenikor Foundation is a leader in the national conversation about recovery. Mental and substance use disorders don't come from outside our individual communities. They are part of our communities! We all must all take a role in addressing these difficult issues. Together, we are stronger as families, as treatment centers, as communities and as a foundation.


At Cenikor, the last year has been one of continued growth. We have solidified our services in areas where they are needed, both clinically and geographically. I'm proud of the strengths Cenikor brings to the table: financial stability, evidence-based curricula and a treatment model that includes a comprehensive and wide-ranging continuum of care. But we can always be better.

An often overlooked strength is our willingness to self-evaluate. Within our existing framework, we ask ourselves what we do skillfully and what we can improve upon. In everything we do, whether it's expanding services or dealing with adversity, we maintain focus on our mission. We keep doing what we do because it helps families, and most of all individuals.

Of course none of this happens without each member of the Cenikor family. Every person in the organization is vital to the work we do, from the CEO and executive team to each clinical and support team member. We also rely on our communities, including business partners and donors. Everyone makes a difference. We must all work together to provide current and future clients with the tools they need to overcome addiction and any underlying issues. I'm proud that Cenikor is at the forefront of this very important movement.

Board members are part of this work. I would put our Board of Directors up against any other—profit or non-profit. I'm in awe of each member's vision and empathy for Cenikor's mission. They serve with purpose and have a deep understanding of the impact of addiction. I am honored to serve alongside them.

Godspeed to all who walk along this journey.



Abelino "Abel" Reyna, J.D., Board Chair



# LEADERSHIP

## EXECUTIVE LEADERSHIP

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**Amy Granberry** - *Vice President, Client Engagement & Recovery Management*  
**Angel Hull, Ph.D., MSSW, MBA PMP** - *Assistant Vice President of Clinical Services*  
**Eugene Hall, Jr.** - *Senior Regional Director*  
**Eric Jeter** - *Senior Regional Director*

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**Darren Tompkins** - *Director of Development*  
**Rune Christensen** - *Director of IT*  
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### Long-Term Residential

**Elishia Hoots, LCDC** - *Senior Manager*

### AUSTIN, TX

**Detox/Short-term Residential**  
**Raul Garcia, LMSW, LCDC** - *Facility Director*

### CORPUS CHRISTI, TX

**Long-term Residential/Care Counseling Services**  
**Courtney Schroeder** - *Facility Director*

### Detox/Short-Term Residential

**Debra Townzen, LCDC** - *Program Director*

### FORT WORTH, TX

**Long-term Residential**  
**Don Goad, LCDC** - *Senior Director*  
**Kimberly Reaves** - *Senior Manager*

### HOUSTON, TX

**Long-term Residential**  
**Steven Reeves, LCDC** - *Senior Manager*  
**Dwayne Parr** - *Senior Business Manager*

### Detox/Short-term Residential

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**Odyssey House - Adolescent Residential/ Adolescent Outpatient**  
**Derrick Lott, LCDC** - *Facility Director*

### SAN MARCOS, TX Prevention Services/ Care Counseling Services

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**Keisha Morris, LCDC** - *Senior Manager*

### WACO, TX

**Detox/Short-term Residential Care Counseling Services**  
**Stacie Woodall, MCJ, LCDC** - *Facility Director*

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**Michael Dougherty** - *Senior Business Manager*

### Detox/Short-term Residential

**Scott Shaheen** - *Program Director*

# BOARDS

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**Willie Mount** - *Past Chair*  
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**Bill Bailey** - *Cenikor President/CEO*  
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**Daniel Nash**  
**Lenard Nelson**  
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**Bob Allen**  
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**Mimi Coffey**  
**Stephen Gebren**  
**Scott Jones**  
**Ross Taylor**

### HOUSTON, TX

**Vanessa Ayala de Medina**  
**Tanner Bailey**  
**Kelty Baker**  
**David Berrier**  
**Andy Stewart**  
**Warren Brooks**  
**Tony Urrutia**  
**Brian Daigle**  
**David Harrell**  
**Sherrie Johnson**  
**Howard Bushart**  
**Bill Patterson**  
**Cayman Tirado**

### ODYSSEY HOUSE HOUSTON

**Mike Viator**  
**Marianne Marcus**  
**Andrew Hamley**  
**Deidra Carroll**  
**Alex Howard**

### TYLER, TX

**Tony Rand**  
**Eric Broughton**  
**Dr. Dorothy Jackson**  
**Jimmy Toler**  
**Ricky Garner**  
**Ross Worley**  
**David Long**  
**Debra Wyatt**  
**Brittney Nichols**  
**Paula Davis**  
**Kristi Roberts**  
**Prentice Butler**  
**Lindsey Little**  
**John Johnson**  
**Dan Hosch**

### WACO, TX

**Dr. David Pooler**  
**Kattina Bryant**  
**Jacky Clayton**  
**Dr. Lance Kelley**  
**Lilly Ettinger**  
**Teri Holtkamp**  
**Tom Thomas**  
**Gordon Harriman**

### BATON ROUGE, LA

**Dr. Susan Thornton**  
**Patril Young**  
**Alison Walker**  
**Miles Williams**  
**Dianne Andrews**  
**Treasure White**  
**Chris Nichols**



# JOIN THE VOICES FOR RECOVERY: TOGETHER WE ARE STRONGER.

Have you ever tried to face a difficult challenge alone? It's like trying to push a huge boulder uphill. You make progress, but when you stop to rest or take your mind off your top of the hill goal, it comes sliding down again. You must regain the lost distance. Or you might need to start over.

Now imagine asking just one person to help, perhaps to hold the boulder while you rest. Or perhaps you ask a couple of people or a team of people. You begin to feel supported, see yourself and your progress with new eyes, and with help eventually reach the summit.

Day after day, year after year, Cenikor Foundation—and all the people and programs that make it a family—helps one person after another address that boulder called addiction.

“Addiction takes many forms,” says Bill Bailey, President and CEO of Cenikor Foundation. “It doesn’t matter if a person starts drinking or using drugs at an early age and can’t stop or if he or she self-medicates with drugs or alcohol to mask behavioral or mental health issues. That person’s problem affects all of us, and we must all be part of the solution.”

Cenikor believes we are stronger when we work together. Our executive team and professional and clinical staff rely on a plethora of committed community members: families, board members, business partners, referral sources, faith-based organizations, 12-step programs, donors and volunteers.

The need is great. Consider these numbers from the Substance Abuse and Mental Health Services Administration’s most recent U.S. survey in 2017.



**19.7 million**

adults had a substance use disorder; 8.5 million of them had a co-occurring mental illness



**11.4 million**

people aged 12 and over misused opioids



**774,000**

people aged 12 and over used methamphetamines in the past month



**16.7 million**

people aged 12 and over reported heavy alcohol use in the past month



**50%**

of the adults with co-occurring mental illness and substance use disorder received no services



**10th leading cause**

of death remained suicide



**Cenikor's executive team and board members continuously ask: How can we be more effective? How can we reach more people? Over the past year, as you'll read in this report, there were many answers. In addition to on-going evaluations of all programs—from prevention through detox through sober living—new programs were brought into the family of services.**

Cenikor has opened two new long-term residential programs this year. Veterans services have been expanded to include all locations and levels of care serving at least 30 veterans per day. In San Marcos, a Youth Recovery program works with high school and college students. Cenikor Amarillo is growing its short-term residential program, adding a long-term residential program and creating opportunities for people in homeless shelters, a collaboration that began with ARAD (Amarillo Recovery from Alcohol and Drugs).

In the last year, Corpus Christi joined the Cenikor family, offering medically-assisted detox, short-term residential and intensive outpatient services. New this year is the long-term residential program with 40 beds, soon to expand to 100. Facility Director Courtney Schroeder calls the expansion "a passion project."

Short stay is long enough to plant a seed for recovery. Long term is long enough to address and confront underlying problems, triggers, behaviors and patterns. The therapeutic community is honest and raw. Peers recognize and point out issues. It's beautiful to watch.

"This modality wasn't available in the area. Now we have a program that's more realistic for a lasting solution. Hiding something for 30 days may be easy. Hiding something for 18 months, not so much. It's absolutely serving a need in the community. Before, we could refer to other Cenikor long-term programs, but now we're offering a full continuum of care in South Texas."

Just as the new location adopted long-term residential care from Cenikor, staff there shared its experience of working with veterans and a program that has now expanded to all locations. The Foundation is proud to be a part of the TriWest Healthcare Alliance network allowing us to provide community-based care to veterans.

Veterans who meet certain criteria can take advantage of substance use disorder services at every level. "We are filling the gap where there is a need for substance use disorder and mental health services," Courtney says.



“Veterans have given so much to our country. This is a small way we help them navigate the next phase of their lives. Some of them haven’t been able to talk about their experiences. We provide them a safe environment and a high quality of care.”

In Waco, Wendell Carey, LCDC, says veterans appreciate the program’s structure. Their military training has taught them patience and tolerance.

Many of the vets he sees have co-occurring mental health and substance use issues. Cenikor Waco addresses both. “You can’t address your core issues if you’re drunk or on drugs, which is where I am able to help, providing substance use disorder treatment services,” Wendell says. “Substance use suppresses the issues that are causing problems. Residential treatment helps clients get to the core issues of why they’re self-medicating, why they’re running.”

For Wendell, the program is about giving back. “I’m working with people whose lives are at stake. Guiding them makes me a better person. I’ve seen 60- or 70-year-old men come in feeling they’re at the end. It’s all over. Then they leave with hope, standing tall, well groomed, with light in their eyes.

“It’s an honor and privilege to work with these guys.”

**Don Goad, LCDC, Senior Director for Fort Worth and Amarillo, says the Amarillo community identifies substance use as its main issue of concern. “We can help with that,” he says. “Our programs there are complete – a one-stop shop for all services.”**

One innovative program brought to Cenikor began with Amarillo Recovery from Alcohol and Drugs and a partnership with the city. In this program, Cenikor provides free services to clients of area homeless shelters. Each morning, Cenikor visits the shelters to pick up anyone with substance use issues. Throughout the day, participants receive the full gamut of outpatient services, including clinical process groups, life skills and wellness classes and 12-step programs. They return to the shelters in the evenings.

“This program can make all the difference in the world to the homeless,” Don says. “If they can get past substance use and take advantage of other programs offered in the shelters, it can be life changing. Substance use is often the core issue behind homelessness and the inability to hold a job.”

Melisa Martinez, LMSW, serves as Program Director for short-term residential in Amarillo and says she is seeing referrals from intensive outpatient and other outpatient groups throughout the Texas Panhandle. “We’re the only detox and short-term residential program within a five-hour drive and we’re happy to serve such a large community.”



“

**VETERANS HAVE GIVEN  
SO MUCH TO OUR COUNTRY.  
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THEM NAVIGATE THE NEXT  
PHASE OF THEIR LIVES.**

”

Referrals also come from mental health hospitals because the program works with dual diagnosis clients. Growth is inevitable. Currently at 36 beds, Cenikor is in the process of expanding and adding additional beds.

“Building rapport is key,” Melisa says. “Clients want to know they aren’t alone. For me, making a difference in someone’s life, even if it’s just one person, is worth it.”

Cenikor Amarillo has also added long-term residential treatment. Half of the clients are self-referred with a variety of referral sources making up the remainder. The individual client’s goal and needs determine their length of stay and completion of the program.

“In long-term programs, community is the change agent. Clients hold each other accountable,” Don says.

The program is off the ground with 13 clients and additional plans for expansion.

### **Other efforts are aimed at reaching young people before they become addicted or before addiction becomes a way of life.**

Cenikor San Marcos has well-established prevention and intensive outpatient programs. Newer to the family of services is its Youth Recovery Community (YRC). Staff members work with students at Texas State University and area high schools to help them gain or maintain sobriety. A state-funded grant covers programs for students ages 13 to 21. The growing program is hiring additional peer recovery leaders and a family coordinator to extend its reach into additional high schools.

Elyse Greenamyre, RSPS, LCDC-I, the YRC Team Lead, says the program has three main components. Students aren’t given an agenda. Instead they are asked, “How can we help you establish goals? How can we help in general?”

The first component is individual peer recovery. Staff members draw upon their own lived experiences to help youth understand why they are using. Second are support groups. Leaders encourage participants to think long term and determine what they need to address — triggers or coping skills, for instance. And third are fun and sober experiences.

“Trying to maintain sobriety on a college campus can be isolating,” Elyse explains. “We help students seek out novel experiences in a safe way. We help them re-wire the brain to learn they can have fun while sober. At Texas State, we plan gatherings for paintball, bowling, movies, Friendsgiving dinners and sober tailgate parties. We meet at coffee shops for students to study and be in community. “Partying is normalized, especially on college campuses. But that’s changing. Recovery is becoming part of the vernacular.

## **OUR CLIENTS ARE STRONGER WHEN THEY GATHER IN COMMUNITY, WHEN THEY DRAW STRENGTH FROM THEIR CENIKOR FAMILY.**



The national conversation is shifting away from viewing addiction as a moral failure.

“Elyse, who is four years into her personal recovery, says it’s rewarding to have these conversations with students. “Great things are out there for those who persist. We can be the voice of hope for others.”

### **Together we are stronger. That is the voice of hope.**

Our clients are stronger when they gather in community and draw strength from their Cenikor family. And Cenikor is stronger because of all the people and organizations that join their voices in this vital field of recovery. Whether it’s high schools and colleges that invite us onto their campuses to promote a sober lifestyle or cities like Amarillo that recognize substance use as a major concern and ask us to help their most vulnerable population. Whether it’s veterans groups who ask us to help the men and women who have already given so much or non-profit groups like Samaritan’s Purse [see page 10] that say, “Let us help, let us be part of the solution.”

Join us as a voice of recovery.



# “CENIKOR GAVE ME TIME TO FIGURE MYSELF OUT.”

At age 60, Sean C. graduated from Cenikor’s long-term program with a new approach to life: it is okay to take care of himself.

His entire career has been spent caring for others. By the time he arrived in Houston, Sean had visited 150 countries and essentially every disaster and war zone in recent history. Once on the ground, he was responsible for planning relief responses for Samaritan’s Purse, an international non-profit organization that provides physical and spiritual aid to victims of war, poverty, natural disasters, disease and famine. Helping others was more than a career, it was a calling.

“The more I saw, the more pressure I felt to do more,” he says. “I felt expectations that were probably not realistic.” For 10 years, he drank to handle the pressure, then to help him sleep. “By 2016, drinking had become a pattern. It was affecting everything.”

His colleague, Ken Barun, suggested he try Cenikor. Ken is a graduate of the program and the Foundation’s second president. “Ken told me, ‘You’ll hate it,’ but he offered no details.”

Sean’s wife, three children and eight grandchildren were very supportive, so he left his home in Calgary, Canada, and headed to Houston.

“I thought I’d be there for 30 days, but I didn’t graduate until 18 months later,” he says. “It was exactly what I needed because it gave me time to deal with my issues. Before I came to Cenikor, I had no time to think about myself because I was so busy working. Cenikor gave me time to figure myself out.”

“Cenikor is crazy hard and frustrating, but I started to see changes in my life and became grateful for them. It took me a long time to get into my pattern of alcoholism. I needed a long time to get out of it.”

“I learned about establishing boundaries, about self-care. I would have considered that selfish in my humanitarian role. Now I know I have to fill my tank. It’s okay to enjoy myself. It’s okay to say no. Certain convictions are mine. I don’t have to change them or apologize for them.”

Sean has chosen to stay in the Houston area for the near future. “As in most things, you have to crawl, then walk, then run. I’m not ready to run yet. I want to stay connected to Cenikor and some of its staff.”

He will work as a Special Ministry Advisor for the Samaritan’s Purse Harvey Relief efforts in Houston. In the last two years, the organization has helped rebuild more than 1,000 homes and plans to rebuild 400-500 more.

Samaritan’s Purse has also become a significant partner with Cenikor. “Franklin Graham, our president, has seen the difference Cenikor has made in my life and the lives of many others,” he says.

Eugene Hall, Senior Regional Director, says contributions from Samaritan’s Purse are transforming the facility. Dorms are being renovated with updates from paint to bedding, from showers to furnishings. The education wing received similar upgrades: new flooring, lighting, air conditioning, window coverings and furnishings. Added to that are 15 new computers and IT support equipment.

“Our relationship with Samaritan’s Purse preceded Sean. He was outside of conversations about donations and renovations. He was in treatment.” That was more important work.



Substance abuse is a huge epidemic in this country. We are thankful for programs that reach out to meet the needs of those suffering and who are ready to break the vicious cycle of addiction.

*-Franklin Graham, Samaritan’s Purse*



# “I’M A BIG PART OF THIS FAMILY.”



By the time he found Cenikor, James L. had been in nine 28-day rehab programs. When you understand his profession, however, it becomes more understandable that he habitually relapsed. He was a sommelier, a wine expert who traveled the world. His work day, beginning to end, was about wine tasting and entertaining.

“Essentially, I drank for a living,” he says. “And I was very good at it. I presented seminars to hundreds of people, I passed rigorous exams, my opinion was valued, and I was well paid for it.”

At some point, he began to lose control. He lost jobs, but got others. At the end, he couldn’t function, he couldn’t even leave his house. Yet, he knew he needed help and needed more than another 28-day program. He checked into a hotel to detox and started researching long-term options.

A family friend recommended Cenikor, and things moved quickly. James made the first call on a Thursday, was screened on Friday and was on a plane from South Florida to Baton Rouge on Monday.

“For the first six months, I was a good client. I did the program, I followed the rules, but I didn’t fully buy in. I had an epiphany in the seventh month when I realized that embracing the core values of the Cenikor program could lead to a better, more productive, and sober life. By the eleventh month, I decided I wanted to be an intern and work for Cenikor.

“I was fortunate to be assigned to Deer Park for my internship. Eugene Hall was not only my boss, but a mentor and role model as well. He put me in the last place I ever expected: Career Services.”

It wasn’t just a good match, it was an excellent one. “I realized the potential of Career Services right away,” he says. “It has the ability to impact the client’s life after the program by providing tools for growth as an adult. Being productive is the key to sustained sobriety. Education, career training and a good job create a positive feedback loop and help break the cycle of poverty. Without that, it’s just too easy to slip back into drugs and alcohol.

“I love being part of Cenikor’s mission. Other recovery programs address clinical and behavioral issues. Cenikor helps the whole person. Vocational training is a tangible asset clients can take with them. They may leave with a crane or welding certification, a commercial driver’s license or something else to help them move forward.”

James spent two years in Career Services: one as an intern, another as manager. Now, he’s back in Baton Rouge helping to run the long-term residential program with the advantage of having the credibility that comes with being a graduate of the program. “They know I stood in their shoes.”



Being productive is the key to sustained sobriety.

- James L.



Being on the other side of addiction is much easier than he expected. “I had brief stints of sobriety before, but the daily struggle and constant vigilance felt like a burden. It no longer occurs to me to drink. I’m vigilant, of course, but it’s not a struggle. It’s a gift, like a great big weight has been lifted off my shoulders.”

Cenikor continues to give more than James ever expected. “One of the greatest surprises was the tremendous support I received not only as a client, but as an intern and a staff member. There is always someone there to encourage me and point me in the right direction. The support I continue to receive from the company blows me away. I truly feel like I’m a part of this big family.”



# “IOP HELPED ME STAY FOCUSED ON RECOVERY.”

When Candice C. finally admitted she needed help, she had been using since she was 13. It started with alcohol, but her drug of choice changed over time: meth, cocaine, ecstasy.

“Once I found pills, it was game over,” she says. “I was pregnant and thought hydrocodone would not affect the baby.”

The fact that Candice is a bachelor-prepared registered nurse was almost beside the point. “I didn’t use much during my pregnancy, but after, I used all the time. I drew lines in the sand. I told myself if I didn’t take pills at work, I’d be fine, so I’d take one at 5 p.m., then 4 p.m., then lunch. I kept jumping over the line.” This went on for nine years.

She started doctor-shopping for prescriptions and buying leftover pain meds from friends. “I didn’t understand addiction to be a disease. I thought it was a matter of willpower. If I loved my kids enough, I could stop.”

But she couldn’t. She pretended to be depressed and checked herself into a psych ward thinking she could detox and no one would ever know. The staff insisted she come clean with her family. Candice’s mom contacted Cenikor’s Stacie Woodall, a family friend, who advised: “You can’t do this on your own. You need to get into a treatment center.”

Candice learned a lot in 30 days, but it was Cenikor’s intensive outpatient program, IOP, that made the difference in transitioning to home life. “Inpatient is recovery talk all the time,” Candice remembers. “IOP helped me stay focused on recovery.”



She participated in process groups, individual therapy, parenting and time management classes. “They helped me deal with the here and now. I can’t change the past, and I can’t predict the future, but I can live today. I was finally able to confront the childhood trauma and abusive first marriage that had contributed to my addiction. It all came crumbling down. The drugs had been numbing me.”

Candice’s life has changed dramatically in the last two years. Her marriage didn’t survive, but her daughters, 9 and 13, are great. She changed nursing fields and bought a house. She is diligent with her recovery, attending AA meetings and carrying her message to Cenikor’s inpatient and IOP clients.

Her living amends reap rewards she never expected. “I put my mom through the wringer, but she was with me every step of the way. She recently told me, ‘The biggest blessing is getting to know a daughter I never knew I had.’ That keeps me motivated.”



They helped me deal with the here and now. I can’t predict the future, but I can live today.

- Candice C.



# “THEY CARE FOR ME PERSONALLY.”

When 21-year-old Tamara H. started planning her August 2020 wedding, she thought of some teachers and counselors who must be on the guest list, including some from Cenikor’s Odyssey House.

“These are people who STILL loved me even when I wasn’t easy to deal with,” she says.

Tamara’s teenage years were tumultuous, starting at 13 when she was sexually abused by a friend’s older brother. She was also verbally and physically abused by her stepfather. To get away, she exaggerated her drug use to encourage her mom to take her to Odyssey House. That turned out to be more work than she anticipated, so she left.

She was later diagnosed with bipolar disorder and schizophrenia, but she thinks it was PTSD from the abuse that led her to self-medicate with meth, cocaine and Xanax. “I wanted to be wanted. If people abused me, it must be my fault.”

She began lashing out and received probation for an assault charge. That’s when she went to Odyssey House the second time. “I treated it as a complete joke. I wanted them to help me with probation so I could get out and party.” The joke lasted almost 90 days, but it did get her probation reduced by half. Soon, another assault landed her in juvenile detention for five months.

She enrolled in a sober high school, but dropped out and used Xanax to the extent she lost her memory of even the most recent events.

By age 16, she was back at Odyssey House. “This time it wasn’t a joke. I was scared. I had lost friends. I was failing school. And I had lost the close relationship I used to have with my mom.”

At Odyssey House, she found people she could talk to, people who would listen and sit with her when she cried. “They cared about me personally. They taught me coping skills: breathing, exercising, talking, and letting someone be there for me.”

She learned to trust people; to look for positive motivation; to monitor her eating and sleeping and turn to healthy activities like reading, walking and playing with her dog. Best of all, the counselors helped Tamara and her mom find their way back to a close relationship.

As Tamara plans her wedding, she has a message of hope, “If you’re struggling, know you’re not alone. You can change.” And as she looks out at her guests, she will have another message: “Thank you!”



These are people who still loved me even when I wasn’t easy to deal with.

- Tamara H.



# PROGRAM DEMOGRAPHICS

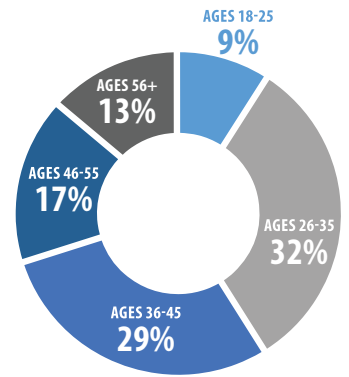
## DETOX/SHORT-TERM RESIDENTIAL TREATMENT

6,073 clients sought treatment from July 1, 2018 - June 30, 2019.



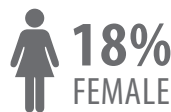
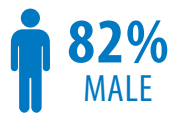
### Education & Career Development

*Cenikor offers opportunities for clients to learn about employment, education and workforce training while receiving treatment. We also provide a library with more than 300 books and magazines that encourage clients to learn something new. Cenikor partners with local community resources to offer assistance with resume writing, interviewing, employment opportunities, health screenings and physical fitness activities.*



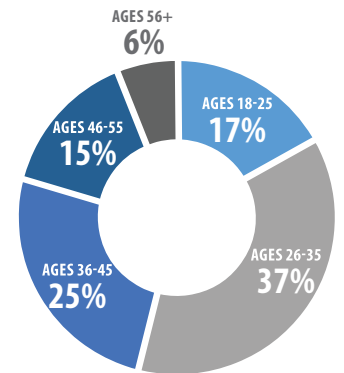
## LONG-TERM RESIDENTIAL TREATMENT

1,091 clients sought treatment from July 1, 2018 - June 30, 2019.



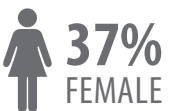
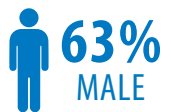
### Education & Career Development

*Cenikor offers opportunities for clients to learn about employment, education and workforce training while receiving treatment. Clients are encouraged to earn GED credentials, post-secondary education and training, and develop job readiness skills for successful employment: positive work behaviors, resume development, presentation skills, job search strategies and participation in rehearsal interviews.*



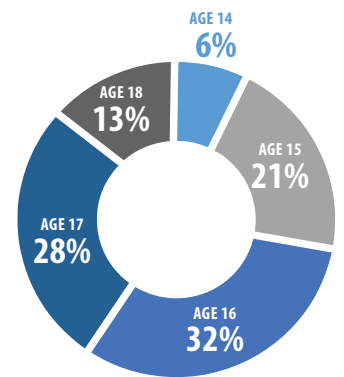
## ADOLESCENT RESIDENTIAL TREATMENT

216 clients sought treatment from July 1, 2018 - June 30, 2019.



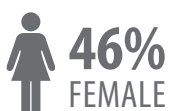
### Education & Career Development

*Through our partnership with Houston Independent School District, adolescent clients are able to work on their education and learn about job and other educational opportunities while receiving treatment.*



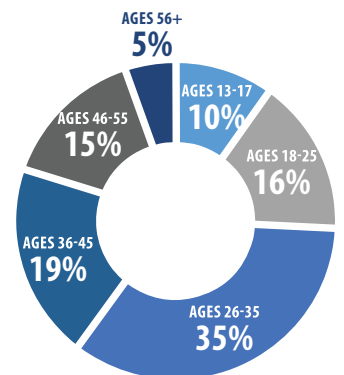
## ADULT & ADOLESCENT OUTPATIENT SERVICES

1,251 clients sought treatment from July 1, 2018 - June 30, 2019.



### Education & Career Development

*Cenikor encourages clients to actively pursue education, employment and training opportunities to increase their ability to provide for their families and to be contributing members of their communities. We refer clients to local community resources that assist them with a multitude of available services.*



# FULL CONTINUUM OF CARE

We are committed to helping people with substance use disorders and behavioral health issues through a full continuum of care. We offer a variety of programs including Detox, Short-Term Residential, Long-Term Residential, Adolescent Residential, Outpatient Detox, Adult Outpatient, Adolescent Outpatient, Medication-Assisted Treatment, Sober Living, Recovery Support Services and Prevention Programs with services throughout Texas and Louisiana. Our focus is to provide high-quality, affordable services to the clients and the communities we proudly serve.

## DETOX

Cenikor's Detox program provides medically-supported detoxification and stabilization for adult clients going through the active withdrawal symptoms associated with a recent substance use disorder. This is a critical period in the treatment process and professional assistance is especially important. Medical support, including individualized medication protocols, is provided around the clock along with individual counseling.

*Amarillo | Austin | Corpus Christi | Houston | Tyler | Waco | Baton Rouge, LA*

## OUTPATIENT DETOX

Cenikor's medically-supported Outpatient Detox services are available for individuals experiencing minimal withdrawal symptoms from opioids. Clients are provided with a physical exam, supervised care overseen by a licensed medical director, an individualized treatment plan, medication to assist with withdrawal symptoms, counseling, orientation to support groups, discharge planning and referral during flexible evening hours.

*Amarillo | Corpus Christ | Houston | Tyler | Waco*

## SHORT-TERM RESIDENTIAL

Cenikor's Short-Term Residential programs provide non-emergency care and treatment for people with substance use disorders and related behavioral health disorders. Comprehensive, individualized treatment plans include assessment, screening, individual and group counseling, life skills training and education for family members.

*Amarillo | Austin | Corpus Christi | Houston | Tyler | Waco | Baton Rouge, LA*

Together we  
are stronger.  
That is the  
voice of hope.



## LONG-TERM RESIDENTIAL

Cenikor's Long-Term Residential program is designed for people who are physically ready, mentally capable and willing to participate in all aspects of the recovery program, including education and workforce development. Our therapeutic community (TC) model uses peer influence and clinical counseling to help clients change the attitudes, behaviors and perceptions associated with substance use disorders.

*Amarillo | Corpus Christi | Fort Worth | Houston | Baton Rouge, LA*

## ADOLESCENT RESIDENTIAL

Cenikor's Adolescent Residential treatment focuses on recovery for adolescents ages 13 to 17. Clients learn how to live with structure as behaviors and attitudes are addressed by both peers and counselors. In addition to individual, group, and family therapy, teens continue their education with qualified teaching staff at an accredited school on site.

*Houston, TX*

## SOBER LIVING

Cenikor's Sober Living program provides a safe, supportive environment for those in recovery who are ready to reintegrate into their respective communities. We offer both men's and women's Sober Living homes, providing an intermediate phase between the controlled environment of treatment and the challenges of the real world. Sober Living provides those in recovery with essential support, structure, resources and security to take their first steps toward independence.

*Waco*

## OUTPATIENT SERVICES

Cenikor's evidence-based outpatient programs provide substance use disorder and behavioral health recovery services to adults on an individual, group and/or family basis. Licensed clinical staff provides comprehensive services including screening, assessment, early intervention, recovery after-care services and more.

*Amarillo | Corpus Christi | Houston | Killeen | San Marcos | Temple | Tyler | Waco | Baton Rouge, LA*



## ADOLESCENT OUTPATIENT

Cenikor's adolescent outpatient program provides treatment for those whose lives are impacted by substance use. Licensed clinical counselors conduct evidence-based outpatient group counseling programs for adolescents ages 13 to 17 and their families. Cenikor's outpatient satellite model makes recovery services available in underserved communities and our programs through independent school districts allow students to maintain their educational efforts while receiving quality clinical care on campus.

*Gholson | Houston | Hillsboro | Killeen | San Marcos | Temple | Waco*

## MEDICATION-ASSISTED TREATMENT

Cenikor's Medication-Assisted Treatment provides medically-supported detoxification and stabilization for adult clients going through the active withdrawal symptoms associated with a recent substance use disorder. Psychosocial treatment, also known as behavioral health treatment, is used in conjunction with all drug therapies for opioid use disorder.

*Waco*

## PREVENTION

Cenikor's Prevention Services provides age appropriate evidenced-based curriculum to students of all ages. Students are taught the skills necessary to develop good self-esteem, resist peer and media pressure, and explore tobacco, alcohol and drug-free activities.

*Amarillo | Austin | San Marcos*

## PREGNANT & POSTPARTUM INTERVENTION

Pregnant and Postpartum Intervention (PPI) is a program to assist pregnant and post-partum women to become and stay drug, alcohol and tobacco free. PPI strives to improve the health of both mother and baby, in addition to women at risk for substance use. Our PPI services provide case management, assessment, education and support groups for females who are either pregnant or have babies under 18 months and are at risk of or are currently using alcohol or drugs.

*Killeen | Temple*

## RECOVERY SUPPORT SERVICES (RSS)

Cenikor's Recovery Support Services (RSS) is a long-term program designed to assist individuals who suffer from chronic relapse. Clients learn how to overcome barriers to maintaining a life in recovery. We provide an RSS specialist to meet participants where they are while empowering them to achieve a state of self-efficacy. This program addresses all applicable life domains, i.e. Physical/Mental Health, Housing, Education, Employment, Family Reunification, and Legal Issues.

*Corpus Christi | San Marcos*

## SHELTER PROGRAM

Cenikor's Shelter Program provides daytime services to clients living in shelters who desire sobriety. Clients are transported to our facility daily for education and sober activities. The program incorporates a 12-step approach.

*Amarillo*

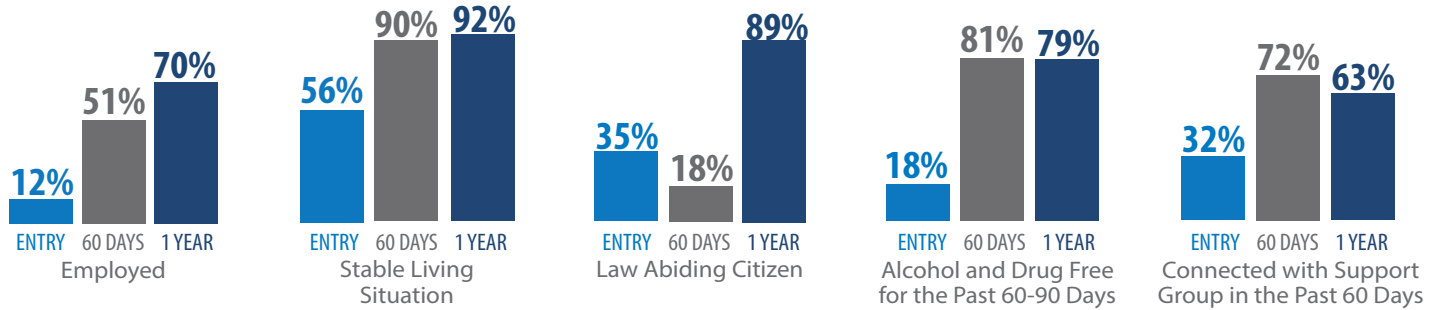
OUR FOCUS IS TO PROVIDE  
HIGH-QUALITY, AFFORDABLE  
SERVICES TO THE CLIENTS  
AND THE COMMUNITIES WE  
PROUDLY SERVE.



# PROGRAM OUTCOMES

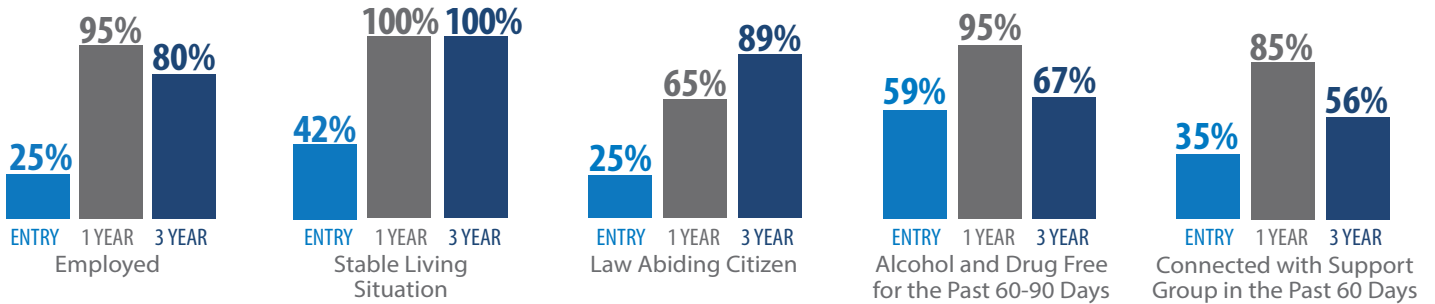
## SHORT-TERM RESIDENTIAL TREATMENT

Data from graduates of the program between July 1, 2017 to June 30, 2018.



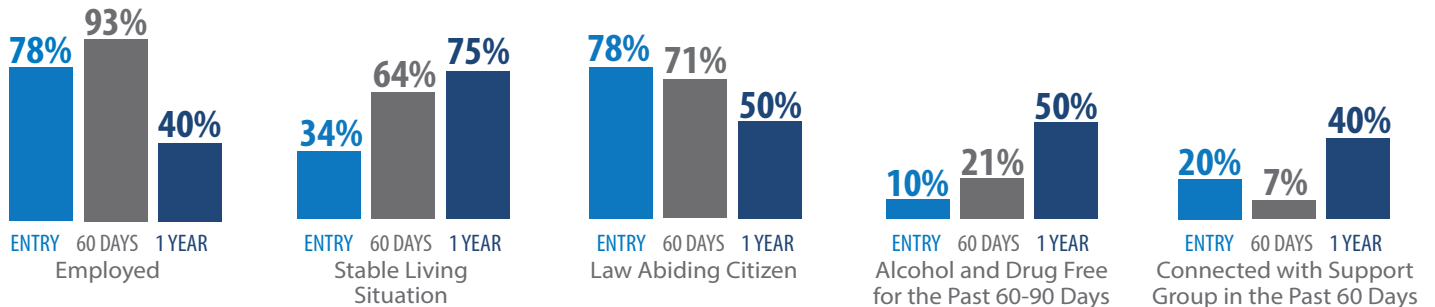
## LONG-TERM RESIDENTIAL TREATMENT

Data from graduates of the program between July 1, 2015 to June 30, 2018.



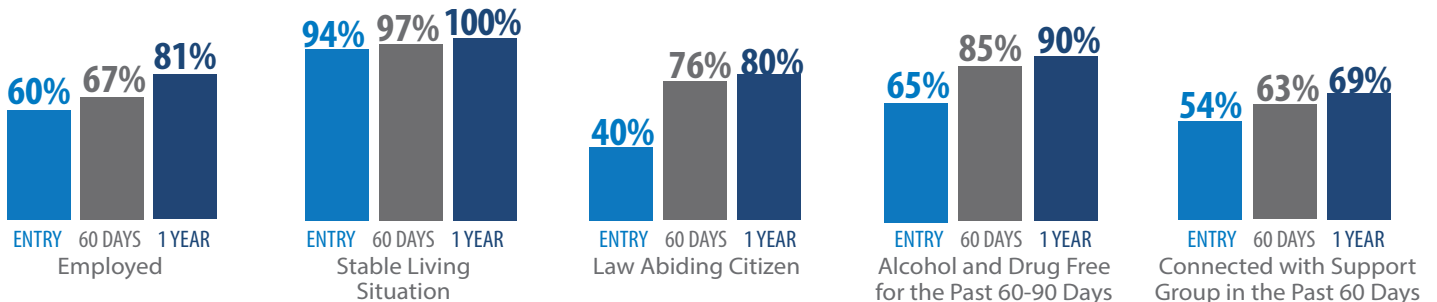
## ADOLESCENT RESIDENTIAL TREATMENT

Data from graduates of the program between July 1, 2017 to June 30, 2018.



## ADULT OUTPATIENT SERVICES

Data from graduates of the program between July 1, 2017 to June 30, 2018.



# FINANCIAL INFORMATION

In the past five years, Cenikor has had a 104% increase in revenue and 114% increase in expenditures.

## STATEMENT OF ACTIVITIES

Fiscal Year 2019 (unaudited)

### REVENUE

|                    |              |
|--------------------|--------------|
| Program Revenues   | \$30,261,919 |
| Philanthropy       | \$2,517,468  |
| Government Funding | \$1,275,485  |
| Other              | \$272,679    |

**TOTAL REVENUE** **\$34,327,551**

### EXPENSES

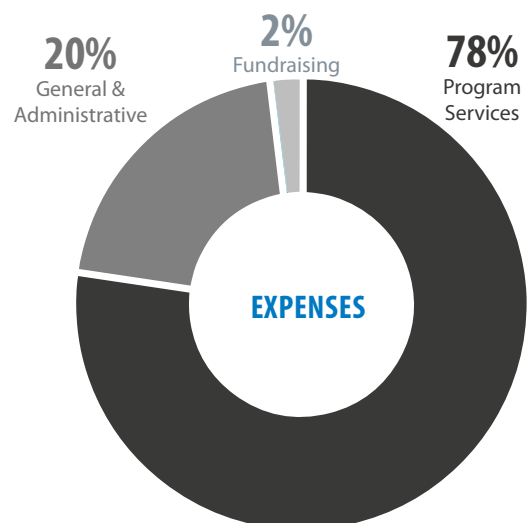
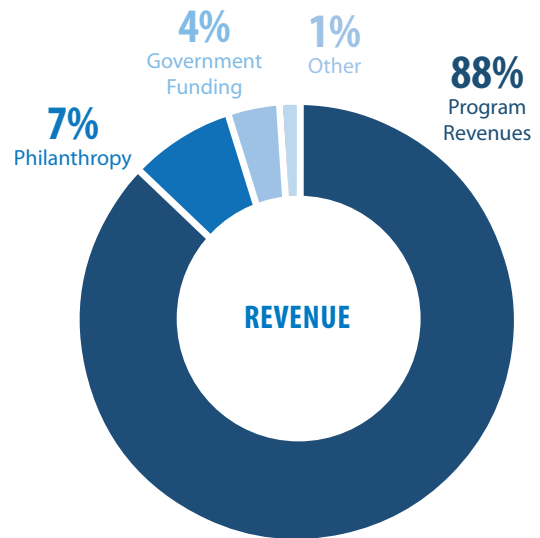
|                          |              |
|--------------------------|--------------|
| Program Services         | \$25,532,264 |
| General & Administrative | \$6,750,934  |
| Fundraising              | \$556,452    |

**TOTAL EXPENSES** **\$32,839,650**

**Change in Net Assets** **\$1,487,901**

|   |              |
|---|--------------|
| Net Assets, Beginning of Year                   | \$18,201,770 |
| Extraordinary Items -<br>Net Asset Acquisitions | \$12,419,520 |

**NET ASSETS, END OF YEAR** **\$32,109,191**



# SUPPORTERS



Abel & Halston Reyna  
Ace Roofing Inc  
Albamarle Foundation  
Albert & Ethel Herzstein Charitable Foundation  
Alden & Margaret Laborde Foundation  
Alex Howard  
Alison Walker  
Alliance Safety Council  
Amarillo Area Foundation  
AmWins Group Inc  
Anchor Fabrication  
Baylor Scott & White Health  
Behmann Brothers Foundation  
Ben E Keith Company  
Beth Alford  
Bill & Michelle Bailey  
Bimbo Bakeries USA  
Blair and Dawn Lewis  
Bruce LaBoon  
Caldwell Brokerage Company  
Cato Fashions  
Central Texas Food Bank  
Charles W Lamar III  
Christus Health Plan  
City of Amarillo  
City of San Marcos  
City of Waco  
CKS Packaging  
CNA Insurance  
Cody Cleveland  
Communities Foundation of Texas  
Community Bank & Trust  
Connie Miller  
Cox Communications  
Cynthia Forster  
Don Goad  
Dr Jack Chelebian  
Dr Joy Schmitz  
Dr Kelty Baker  
Dr Marianne Marcus  
Duane Gaither  
East Texas Food Bank  
Emily Branstetter  
Eric McBride  
Exxon Mobil Corporation  
First Bank Southwest  
Frost Bank  
General Plastics  
Geoff Crabtree  
George & Mary Josephine  
Hamman Foundation  
Gordon Harriman

Greater Baton Rouge Food Bank  
Gulf Coast Occupational  
Hawk Steel Industries Inc  
Healing Place Church  
High Plains Christian Ministries Foundation  
Houston Food Bank  
Houston Livestock Show & Rodeo  
Houston Methodist  
Hub City Overhead Door Company  
Huey & Angelina Wilson Foundation  
Jacqueline Phillips  
James Vasilas  
Jason Nindorf  
Jeff Bindle  
Jennifer Pittman  
Jeremy Montoya  
John P McGovern Foundation  
Jon Richards  
Julia L Baker Family Charitable Corporation  
Julio Garcia  
Ken Cornell  
Khan Psychiatry  
King Ranch Family Trust  
Knowles  
KWS Manufacturing Company  
Kytie Sanford  
Labatt Food Service  
Lamar Advertising Company  
Lamar Dixon Expo Foundation  
Larry & Stacy Hobbs  
Lee Bivins Foundation  
Locke Lord LLP  
Lockheed Martin Aero Cares  
Martha Clark  
Mary Turner Svendson  
Matt Kuhlman  
Merchants Food Service  
Michael Barbee  
Michael Weaver  
Mike Carlisle  
Morgan Norman  
Oakwood Village  
Quality Mechanical  
Red Wing  
Regina Witte  
Regions Bank  
Rick Fountain  
Rick Grinnan  
Rick Shelton  
Robert J Allen  
Robert J Kleberg & Helen C Kleberg  
Foundation

Robert Stine  
Ron & Kellee Webb  
Ruth Olson  
Ryan Specialty Group LLC  
Samaritan's Purse  
Sandra McGlothlin  
Schwab Charitable  
Senator Willie Mount  
SGS Petroleum Corporation  
Sigma Consulting Group  
St Phillip The Apostle Church  
Staritch Foundation Inc  
Stephen & Rebecca Drake  
Steven Palm  
Stewart Baker  
Suntex Boat Club & Rental  
Sysco Food Services  
Tarrant Area Food Bank  
The Ben & Maytee Fisch Foundation  
The Church United  
The County of Hays  
The Ellwood Foundation  
The Financial Advisory Group Inc  
The Hamill Foundation  
The John G & Marie Stella Kenedy Memorial  
Foundation  
The Lubrizol Foundation  
The Ryan Foundation  
The University of Texas Health Science Center  
at Tyler  
Tony McCormick  
Trammell Piazza Law Firm  
Travelers Insurance  
Travis Mears  
Trustmark Bank  
United Way of Amarillo & Canyon  
United Way of Central Texas  
United Way of Greater Fort Hood Area  
United Way of Hays County  
United Way of the Coastal Bend  
USI Southwest  
Valero Energy Foundation  
Vista Proppants & Logistics  
Vivian Zamora  
Walt Fair  
Wes Waller  
William Ferguson  
Williamson-Dickie Manufacturing Co  
Winn Family Charitable Foundation Inc  
Zeff Vonkurnatowski

CONTRIBUTIONS FROM SUPPORTERS ENABLE  
CENIKOR TO PREPARE AND ASSIST CLIENTS  
IN BECOMING RESPONSIBLE CITIZENS FREE FROM  
A SUBSTANCE USE DISORDER.  
**THANK YOU!**



# COMMUNITIES MAKE A DIFFERENCE

Your support is vital to our mission. The donations and involvement from individuals, worship centers, businesses and foundations help change lives.



## BECOME A BUSINESS PARTNER

and employ our clients and graduates. 88 percent of long-term graduates are hired by our business partners.



## DONATE MONEY

and/or hygiene products, clothing, paper goods or office supplies.



## VOLUNTEER OR REGISTER

for our annual events including recovery luncheons, golf tournaments and our sporting clay shoots.



## TELL OTHERS

about Cenikor's programs and recovery process.

## PURSUING EXCELLENCE

This past year, Cenikor was repeatedly recognized for excellence:

- \* 4-star rating for the seventh consecutive year — *Charity Navigator*
- \* 3-year renewal accreditation by the Commission of Accreditation of Rehabilitation Facilities — *CARF*
- \* Awarded Gold level — *GuideStar*
- \* Accredited Charity and member of the *Better Business Bureau* in Houston, Texas
- \* *United Way* in Amarillo & Canyon, Central Texas, Coastal Bend, Greater Fort Hood Area, & Hays County



Amarillo & Canyon,  
Central Texas, Coastal Bend,  
Greater Fort Hood Area,  
& Hays County

THE HIGHEST  
ACCOLADES WE RECEIVE  
ARE FROM OUR CLIENTS. THE  
TESTIMONIALS YOU'VE READ  
IN THIS REPORT  
AND HUNDREDS OF OTHERS  
BRING US THE  
GREATEST SENSE OF  
ACCOMPLISHMENT.

# LOCATIONS

## SERVING TEXAS AND LOUISIANA

### AMARILLO

1001 Wallace Blvd  
Amarillo, TX 79106

### AUSTIN

2410 Howard Lane  
Austin, TX 78728

### CORPUS CHRISTI

5501 IH 37  
Corpus Christi, Texas 78408

### FORT WORTH

2209 South Main Street  
Fort Worth, Texas 76110

### HOUSTON

**Deer Park Residential**  
4525 Glenwood Avenue  
Deer Park, Texas 77536

### Odyssey House - Adolescent Residential

5629 Grapevine Street  
Houston, Texas 77085

### KILLEEN

4520 E. Central TX Expwy, Ste 102  
Killeen, Texas 76543

### SAN MARCOS

1901 Dutton Drive, Suite E  
San Marcos, TX 78666

### TEMPLE

416A N. 3rd Street  
Temple, Texas 76501

### TYLER

1827 W. Gentry Parkway  
Tyler, Texas 75702

### WACO

**Detox/Short-term Residential**  
3015 Herring Avenue  
Waco, Texas 76708

### Outpatient Services

3416 Hillcrest Drive  
Waco, Texas 76708

### BATON ROUGE

2414 Bunker Hill Drive  
Baton Rouge, Louisiana 70808

### SATELLITE LOCATIONS

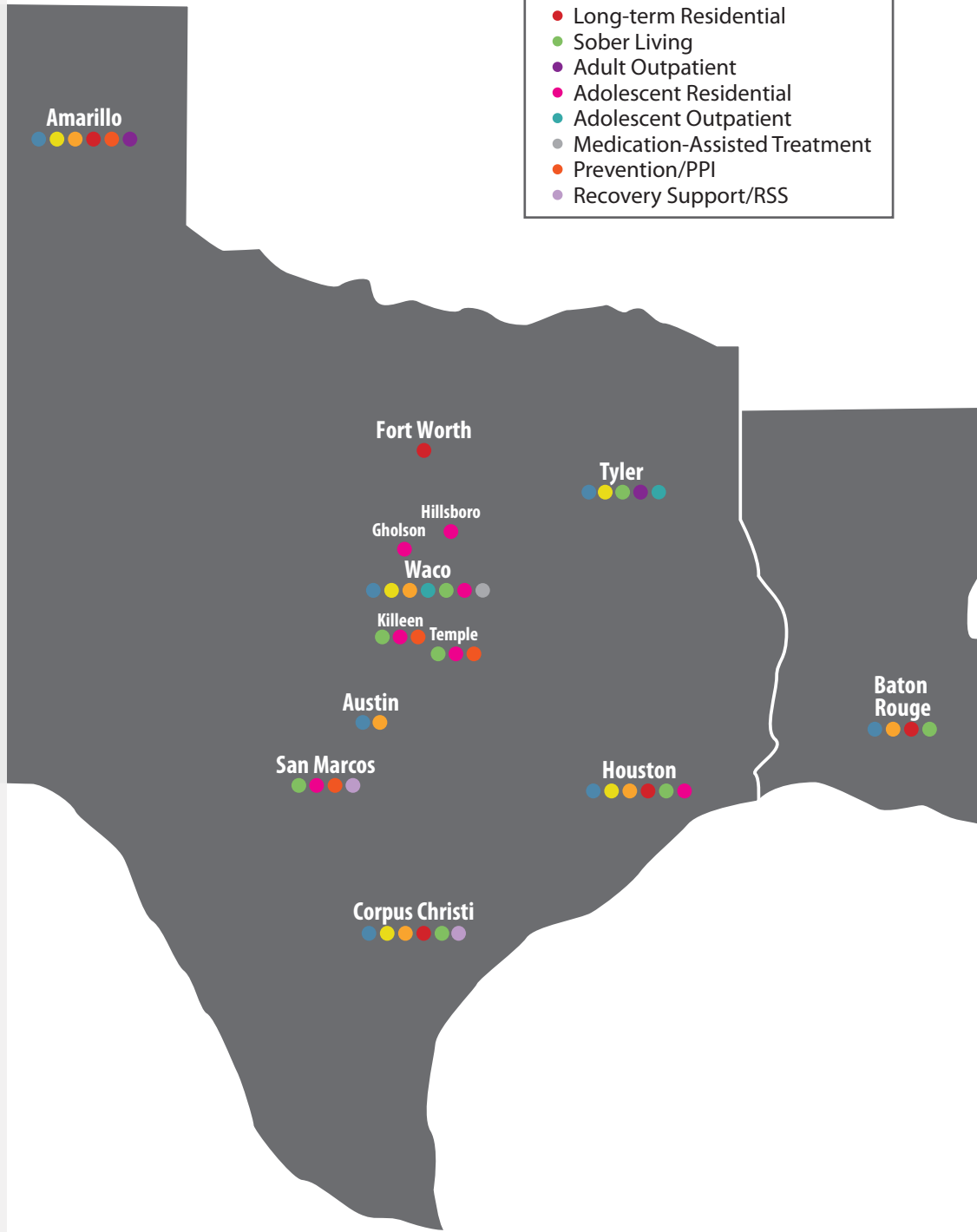
**Adolescent Outpatient**  
Gholson, TX  
Hillsboro, TX

### CORPORATE OFFICE

11931 Wickchester Lane,  
Suite 300  
Houston, TX 77043  
713.266.9944

### PROGRAMS & SERVICES

- Inpatient Detox
- Outpatient Detox
- Short-term Residential
- Long-term Residential
- Sober Living
- Adult Outpatient
- Adolescent Residential
- Adolescent Outpatient
- Medication-Assisted Treatment
- Prevention/PPI
- Recovery Support/RSS



# THE FOUNDATION OF OUR SUCCESS IS BUILT ON OUR STAFF

Estelle Abner | Hiwot Adem | Tara Adesanya | Joseph Agaranna | Crystal Aguilar | Tracy Albert | Tracy Aleman | Debra Almaguer | Jacqueline Alvear | Stephanie Alzate | Courtney Anderson | Stacy Anderson | Dia Antoine | Sue Argabright | Jeanette Arizmendez | Leticia Armstrong Savannah Arranaga | Adonia Arriola | Shannon Austin | James Bailey | Lisa Bailey | Bill Bailey | Archie Balay | Jeffrey Ball | Haniya Banafe Alicia Barron | Lynette Batts | Mark Beach | Jasmine Belyeu | Jennifer Bennett | Aya Bennett | Virginia Berry Green | Jennifer Bilberry Katherine Bishop | Dutchie Blanton | Eileen Bohannon | Anthony Borja | Jennifer Bowen | Sunshinne Bowser | Della Boyer | Wakayla Bradford Nathandria Bradley | Michael Brochstein | Ross Brooks | Debra Broussard | Bianca Brown | Brittani Buckles | Rosie Busby | Rebecca Buzek Rose Cain | Tracy Cantlon | Frank Cantu | Kyla Carbert | Wendell Carey | Brenda Carrasco | Clarrissa Carrillo | Tina Carter | Cristina Castro Candillaria Cerda | Keith Chapman | Monica Charles | Jeff Cherian | Evie Choate | Rune Christensen | DiShanna Clark | Martha Clark | Natasha Clayton | Erin Clifton | Gary Coleman | Kimberly Collins | Michelle Comeaux | Shawn Conner | Catherine Cook | Troy Cook | Carla Cooper Whitney Cope | Erica Copeland | Carla Crochet | Madisson Cuming | Kim Daleiden | Nicholas Damiata | Cheyenne Davidson | Amal Davis Christolynn Davis | Michelle Davis | Denise Davis-Moore | Kyle Deaver | Jakki Deery | Marty Deichert | Brittney Delafosse | Ermalinda Deleon Jeremy Dennis | Gracie Denton | Sharon Denton | Jalone Dixon | James Dobson | Mona Dorsey | Patricia Doty | Michael Dougherty | Asha Duhart | Pamela Duhart | Manuel Dulanto | Ashley Durrance | Richard Dutke | Denver Dykes | Raia Eke-Oduru | Devin Elliott | Teresa Elliott Demetria Emanuel | Bernie Espiritu | Michael Estlack | Carrie Etheridge | Jordan Evans | Marie Evans | Jason Falk | Dona Fazarro | Rebecca Fenton | Jasmin Ferguson | John Ferguson | Johnny Fernandez | Selena Fernandez | Angelica Flores | Ricardo Flores | Ashley Fluence Larry Fontenot | Cynthia Forster | John Forsythe | William Fox | Kelly Freeman | Detrica Freeman | Christina Galvan | Esmeralda Gaona Raul Garcia | Margaret Garcia | Sara Garcia | Karen Garza | Mimsy Gathright | Nancy Gaugler | Racquel Gilbert | Jennifer Gillaspie | Bonnie Gill-Hutto | Donovan Gilmore | Don Goad | Sondra Goff | Alexa Gomez | Andrew Gomez | Luanna Gomez | Mario Gomez | Rosa Gonzales Kindra Gonzalez | Francesca Gonzalez | Amy Granberry | Antonio Graves | Anica Greathouse | Brandy Greathouse | Dorse Green | Kevin Green | Roger Green | Elyse Greenamyre | Barbara Gregory | Linda Guajardo-White | Connie Guilbeau | Karen Gutierrez | Marquita Hackett Mary Haferkamp | Don Hagy | Glen Halbison | Tanner Hale | Evelyn Hall | Eugene Hall Jr. | Melissa Hamilton | Tamera Lee Hanson | Cydney Hardeman | Lady Harden | Catherine Harder | Jeanette Harmon | Kristin Harris | Tammie Hartfield | Daniel Hatcher | Laura Hawkins | Nicholle Hawkins | Mark Hebert | Lauren Heflin | Gregory Heiskell | John Helton | Tequila Henderson | Shane Henrichson | Christina Hernandez Melissa Hernandez | Stacie Hernandez | Levina Herr | William Herrin | Calvin Hill | Cortney Hill-Stewart | Stephanie Hilton | Phyllis Hinskton Katie Hire | Jennifer Hoff | Hunter Hollingsworth | Lawerencing Hollins | Andrea Hooper | Elishia Hoots | Gary Hoover | Courtney Hoskins Schroeder | Kelli Huey | Angel Hull | Tiffney Hulsey | Mary Huval | Eric Ibanez | Jarmonica Imona-Russell | Becki Jablonski | Charles Jackson Alonzo Jackson | James Jackson | Mandi Jackson | Eric Jeter | Candis Johnson | Etan Johnson | Jeremy Johnson | Bertha Jones | Lilan Jones Simon Jones | Jessica Jordan | Mark Jorges | Lucy Kalunde | Pamela Karnes | John Kasper | Soleil Kell | Esmeralda Kelly | Lindsay Kelly Suanna Kennemer | Kimberly Kersten | Shavon Key | Aisha King | Christina Knotts | Bennetta Knox | Connie Kowalewski | Monique Krolak Matt Kuhlman | Grace Kulage | Kayla Laborde | Alissa Lamb | Haley Langford | Tabitha Larsen | Andrea Lash | Karmen Latterell | Jody Lavergne | Erica Lawrence | Christina Lawson | Mel'Lisa LeBen | David Lee | Mary Lee | Maylene Leu-Bent | Brucetta Lewis | Dionne Lewis Kelley Lewis | Marion Leykamm-Jones | Loretta Linn | Willie Lloyd | Deborah Lodrigue | Sandy Lorden | Carly Lormand | Derrick Lott James Lubber | Ashlie Lucas | Alexandria Lugo | Lorena Luna | Laura Luna | Kayla Lydon | Bea Lytle | Selena Maldonado | Linda Malone | Tom Markley | Danielle Martin | Pamela Martin | Melisa Martinez | Carol Martinez | Tyca Mason | Latandria Mayberry | Hannah Mbua | Madelyn Mcafee | Donna McCain | Victoria McCoy | Mattisa McKenzie | Allison McLemore | Lydia Medrano | James Melville | Crystal Melzow | Gerardo Mena | Steven Mercado | Carla Merritt | Richard Milian | Natalie Mills | Charlotte Mitchell | Courtney Mitchell | Lenora Mitchell | Valarie Mitchell | Kendra Mobley | Andrea Moore | Kayla Moore | Susie Moreno | Perla Moreno | Emily Morgan | Keisha Morris | Ashley Morton Molly Moser | Kechier Moses | Skyler Mueller | Paulette Muse | Linda National | Hanh Nguyen | Lien Nguyen | Rose Nittler | Emily Oaks Winifred Obi | Ashley Olivarez-Duran | Kent Olson | Linda Owen | Danielle Pack | Valerie Parker | Dwayne Parr | James Patterson | Ryan Patterson | Jennifer Payne | Breanna Peavy | Cara Pena | Juan Perez | Monty Perez | Beverly Perry | Nicole Peterson | Casandra Phillips | Iris Ann Phillips | Thorn Phillips | Lillian Piloya | Natalia Pokhozhay | Elizabeth Post | Che Powers | Laura Prado | Kerry Price | Charles Procell Jessica Putnam | Dena Quintero | Teresa Quisenberry | Hoss Rahroahmadi | Melissa Ramirez | Michelle Ramirez-Winget | Rachel Randolph Michelle Ratcliff | Nanda Reamy | Kimberly Reaves | Susan Redden | Nakisha Reed | Steven Reeves | Judy Reidy | Sarah Ressel | Leo Rice Michael Riddick | Nadia Rittenberry | Jessica Rivera | Rosa Roberts | Walter Roberts | Rashan Roberts | Heather 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