

**Real Change
*Starts Here.***

A PLACE FOR CHANGE

2020 Annual Report

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TABLE OF CONTENTS

Letter from the President	2
Letter from the Board Chair	3
Leadership	5
Real Change Starts Here	6
Client Testimonial, Tracy D.	11
Client Testimonial, Sarah S.	12
Client Testimonial, Bradley P.	13
Client Testimonial, Walter M.	14
Program Demographics	15
Full Continuum of Care	16
Program Outcomes	18
Financial Information	19
Supporters	20
Locations Served	23
Staff	24

LETTER FROM THE PRESIDENT



Without question, 2020 has been one of the most tumultuous years of my life. We have seen social unrest and global healthcare concerns that have pushed opioid and mental health crises off the front page, but not out of our homes and communities. Addiction and mental health issues have continued to rage. The need for social distancing has fostered isolation from support systems of friends and family that can help sustain recovery and sobriety. Always, but especially this year, we must all work to encourage each other.

As we see how these challenges have impacted our global community, I am reminded of how blessed we are to be in the United States. We have abundant resources to help us as individuals and as a nation move forward. I come back to John F. Kennedy's famous quote from his inaugural address: "Ask not what your country can do for you – ask what you can do for your country."

At Cenikor, we are responding to that question. We didn't step back from our community. We stepped forward. From the beginning of the pandemic, we continued to fulfill our mission. We have maintained open admissions while adhering to CDC guidelines. We have found innovative ways to support clients. Just one example is pivoting to telehealth for outpatient services, which we learned removes barriers and increases engagement.

And we have protected one of our most valued resources: our front-line staff. We stepped up our cleaning and disinfectant protocols, which exceed CDC recommendations; we enhanced technology to accommodate for social distancing; and we added temporary commitment pay for employees.

The last few months have been unique, but all year long, every day, people walk through our doors and begin the hard work of making real changes that positively impact their lives. I applaud them. And I applaud our Board of Directors, professional and dedicated employees, volunteers and donors who make this work possible. I am humbled to work with each of you.

Thank you,

A handwritten signature in black ink that reads "Bill Bailey". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Bill Bailey, *President/CEO*

LETTER FROM THE CHAIR

It is a privilege and honor to have been asked to chair this board. As a member, and most recently as Treasurer, I have gained great respect for my Board colleagues. They all come to the table with expertise, great conversation and a willingness to serve.

I have always had a passion for young people. In the years I've worked with Cenikor, that passion has come to include the challenges of addiction. My heart has broken when I've talked to teens who have turned to drugs to deal with life. I have to ask myself, "How does this happen?" and "How can we help?"

Cenikor provides a place and structure for people of all ages and stages, but our clients have to come with a willingness to stay with the program, giving them self-respect and the ability to see a positive light at the end of a long, dark tunnel. I've attended Cenikor graduations where graduates have shared their stories, and their fellow residents have shouted their encouragement. I've heard graduates say, "I don't want to leave. You're my family now." They came to Cenikor broken, but they leave strong with a purpose going forward in life.

Much of this is thanks to our professional staff, the boots on the ground, the ones who carry the water. I have the utmost respect for them. Their dedication is evident in their long tenure, and since many of them came through the program themselves, they understand the clients.

In addition to staff, I look at Cenikor's many other strengths: positive growth that spans the gamut from prevention programs to help for veterans; expansions that carry much-needed services to new locations; healthy revenue streams and donations. I look forward to continuing this trajectory.

The Board will be an active part of this growth. I'm eager to build new relationships. I want the Board to meet with mayors and other officials in their respective communities to say "thank you" for their service and ask how Cenikor can be part of their city's solutions. We as a Board will open new doors.

The Board and I look forward to the future, through strength and hard work!



William F. "Rick" Grinnan, Jr.





CENIKOR FOUNDATION

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, including Detox, Short-Term Residential, Long-Term Residential, Adolescent Residential, Outpatient Detox, Adult Outpatient, Adolescent Outpatient, Sober Living, Medication Assisted Treatment, Recovery Support Services, Youth Recovery Community and Prevention services throughout Texas and Louisiana. 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 per week to achieve better health and better lives.

MISSION

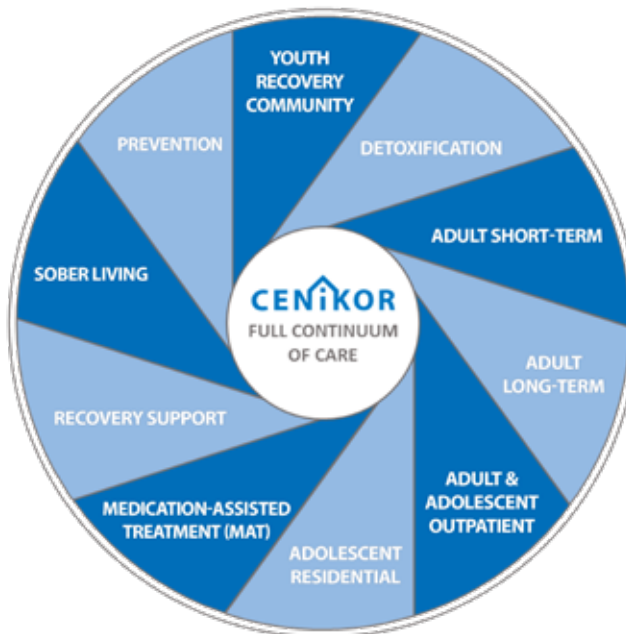
Cenikor. A Place for Change. Providing a Foundation for Better Health and Better Lives.

VISION

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

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



LEADERSHIP

EXECUTIVE LEADERSHIP

Bill Bailey - *President/CEO*
Matt Kuhlman, CPA - *Vice President/CFO*
Kellee Webb, SPHR - *Vice President, Chief Human Resources Officer*
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 - South*
Eric Jeter - *Senior Regional Director - North*

CORPORATE MANAGEMENT

Darren Tompkins - *Director of Development*
Michael Sorge - *Director of IT*
Heather Robertson, LMSW - *Director of Utilization Review & CQ Effectiveness*
Joseph Whitaker, RN - *Director of Nursing*
Tequila Henderson - *Senior Manager of Revenue Integrity & Compliance*
Michael Dougherty - *Senior Business Manager*
Veronica Caldera, MBA - *Senior Director of Revenue Cycle*
Patrick Dowling - *Director of Business Development*

Amarillo, TX

[Detox/Short-term Residential](#)
[Long-Term Residential](#)
Elishia Hoots, BAAS, LCDC - *Senior Manager*

Austin, TX

[Detox/Short-term Residential](#)
Debra Townzen, LCDC - *Facility Director*

Corpus Christi, TX

[Detox/Short-term Residential](#)
[Long-term Residential](#)
Courtney Schroeder - *Facility Director*
Crystal Aguilar, LCDC - *Senior Manager*

Fort Worth, TX

[Long-term Residential](#)
Don Goad, LCDC - *Senior Director*

Houston, TX

[Long-term Residential](#)
Kimberly Reaves, BAAS, LCDC-I - *Facility Director*

Dwayne Parr - *Senior Business Manager*

San Marcos, TX

[Prevention Services](#)
Carla Merritt, LMSW, LCDC, CPS - *Senior Manager*

Tyler, TX

[Detox/Short-term Residential](#)
Keisha Morris, LCDC - *Senior Manager*

Waco, TX

[Detox/Short-term Residential](#)
Stacie Woodall, MCJ, LCDC - *Facility Director*

Baton Rouge, LA

[Detox/Short-term Residential](#)
Scott Shaheen - *Program Director*

BOARDS

NATIONAL BOARD OF DIRECTORS

William "Rick" Grinnan, Jr. - *Board Chair*
Bentley Sanford - *Board Secretary*
Geoff Crabtree - *Board Treasurer*
Abelino "Abel" Reyna, J.D. - *Past Chair*
Bill Bailey - *Cenikor President/CEO*
Dr. Kelty Baker
Patrick Dugan
Rick Fountain
William Ferguson
Larry Hobbs
Alex Howard, CFA, ASA
Scott Jones
Willie Mount
John Marmaduke
Chris Nicosia
Joy Schmitz, Ph.D.
Michael D. Viator, CPA
Ralph Hawkins

EMERITUS

Bruce LaBoon

ADVISORY BOARDS

Austin, TX
Chad Cantella
Kama Harris

Corpus Christi, TX
Jeff Kane
Amy Griffin
Dr. Jacqueline Phillips
Daniel Nash
Lenard Nelson
Chris Carroll
Bob Allen
Henry Williams

Fort Worth, TX

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

Dee Murray
O. Duane Gaither II
Mike Viator
Marianne Marcus
Andrew Hamley
Deidra Carroll
Alex Howard

Tyler, TX

Tony Rand
Eric Broughton
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
Miles Williams
Dianne Andrews
Treasure White
Carlos Daniels
Eric Bertolet

REAL CHANGE STARTS HERE



Real change starts here. We've seen it for more than 50 years. Clients who come to us with a true desire will make positive changes. As Board Chair Rick Grinnan says in his letter, Cenikor provides the place and the program, but clients must be committed to doing the hard work. They are more than success stories; they are people with a bright future.

In 2020, the idea that real change starts here took on new meaning. We experienced unprecedented challenges: a novel coronavirus turned into a global pandemic, economic issues arose from closed businesses and lost jobs, and the need for racial justice was never so evident.

The pandemic wasn't just a healthcare crisis, it created a perfect storm for people with addictive and mental health issues. Though numbers are not readily available, social isolation and financial stresses undoubtedly led to increased substance use issues. Cenikor's leadership team

and staff were nimble and creative in meeting these challenges.

The Call Center never slowed down. Fourth quarter calls (April-June 2020) were up 21.5 percent over third quarter (January-March 2020). Admissions continued, with same-day entry when possible, and the Foundation found ways to help the newly uninsured. Facilities met and exceeded CDC guidelines for dealing with COVID-19. Within 72 hours, outpatient services went from bricks and mortar to telehealth, increasing accessibility and decreasing barriers. As one proud employee said, as the world closed down, "we stayed open and kept helping people."

"I am extremely proud of the Board's support and our staff's creativity," Bill Bailey, President and CEO, says. "Distance outpatient care via telehealth is just one of the blessings to come out of this unusual time. Economically, we

found ways to work with prospective clients and rewarded dedicated employees with a temporary pay increase. And in addressing our diversity, we grew stronger as a Cenikor family.”

Under Bill’s direction, Angel Hull, Assistant Vice President of Clinical Services; Eric Jeter, Senior Regional Director; and Joseph Whitaker, Director of Nursing, immediately prepared pandemic protocols.

Earlier in the year, Cenikor had started preparing for a shift in Louisiana. The state expanded Medicaid coverage, so more treatment options were available; and criminal justice reform changed sentencing for drug charges to include diversion programs and shorter probation periods. Fewer people were seeking long-term therapeutic community treatment.

Close on the heels of these changes, Mardi Gras celebrations spiked COVID-19 cases. Cenikor’s Baton Rouge Facility suspended long-term



treatment as it protected the virus-affected and transitioned clients to other Cenikor facilities or other programs. Some clients graduated.

Carla C., a 2015 Baton Rouge long-term program graduate, was devastated when she heard the news. “There is only one thing certain in life, and that’s change! I witnessed the long-term program’s struggle with a sense of hopefulness and faith. Unfortunately, a business cannot survive on pure love for the recovering addict alone. I learned acceptance from Cenikor, so I am comforted to know people can find help in our other facilities.”



“We applaud Louisiana’s criminal justice reform and Medicaid expansion,” Bill says, “and we remain committed to recovery efforts in the state.” The Baton Rouge facility continues to provide detox and residential short-stay treatment.

In Texas, the Foundation concentrated on dealing with COVID-19 and racial inequity.

“There was never a doubt the pandemic could be deadly, but the epidemic of addiction is an equally dangerous disease. It was important for Cenikor to make good decisions,” says Eugene Hall, BS, LCDC, Senior Regional Director-South. “We had to figure out how to work around the virus to stay open. We could not stop providing our services. Over 1,000 centers have closed nationwide since March, but we kept our doors open.

“Yes, we had to adapt and change, but Bill Bailey is a formidable leader. With him at the helm, Cenikor continued to change lives.”

As an example, Cenikor’s Houston Facility in Deer Park is licensed for 244 detox, short-term and long-term clients. It has almost one hundred employees. Staff quickly began new protocols that included all the regular activities of recovery and work.

“In a close environment, making changes requires buy-in,” Eugene explains. “We excluded visitors and made and wore masks. We increased our cleaning routine and included disinfectant

fogging. We established multiple meal times and reduced the size of clinical groups to adhere to social distancing guidelines. We checked temperatures twice a day. I'm proud to say that in all locations, staff and clients worked together. We continue to be proactive."

The Fort Worth Facility, a 200-bed long-term therapeutic community, was soon affected. Don Goad, BS, LCDC, Senior Director, calls it "the biggest learning experience of my life. We were working through unprecedented times, while the end-game was keeping our employees and clients healthy."

"Thanks to the protocols and leadership's accessibility, when I needed answers to important questions, I had them. We learned to quickly identify symptoms and isolate the person. We sanitized every surface four times a day and checked temperatures twice a day. We used an atomized sanitizer with a medical-grade anti-viral solution every day. Now this is our daily routine."

with what they're going through." Throughout the pandemic, Cenikor's pre-employment program at long-term facilities has not stopped. Pre-employment trainees' responsibilities are considered essential, so they continue to work with Cenikor business partners. Many of the partners have adopted Cenikor's sanitation protocols, and all depend on their Cenikor workers.







"I've been with Cenikor eight years, and I've never been so proud of this company," Don continues. "Leadership moved quickly to offer staff a pay incentive. That made a huge difference for my employees. At the same time, my staff pulled together to care for our clients. They are my heroes."

"In every challenge lies an opportunity. I got to see my staff and clients in a new way. I don't want to relive it, but it gave me a new perspective on what we do and the people we do it for."

The Tarrant County Medical Director was

Operations Updates in Response to COVID-19 Pandemic

learn more at www.cenikor.org/operations-update

 <p>Daily Temperature Checks of Staff, Clients and Visitors</p>	 <p>Social distancing guidelines of 6 ft implemented when possible</p>
 <p>Masks Required of Everyone Entering the Facility</p>	 <p>Isolation of persons exhibiting symptoms</p>
 <p>Increased cleaning and sanitation procedures</p>	 <p>Temporary suspension of visitation during high risk seasons and limited visitation with screening</p>

Client engagement was key. Not only did clients assume the new cleaning responsibilities, except for isolation rooms, they adapted to the new clinical environment. "Maintaining a therapeutic community while social distancing is a huge challenge," Don says. "Our clients have lost many of their favorite activities like camping and softball. More to the point, they have dealt with the pandemic at the most difficult time of their lives. As a person in recovery, I can sympathize

so impressed with Cenikor's protocols, she recommended them to other congregate facilities in the county. Tarrant County wasn't the only benefactor of lessons learned in Fort Worth. Don and his team were ready: "I would not have chosen to be the testing ground for COVID-19, but I'm happy to share solutions."

Tyler Inpatient and Outpatient programs were next. In June, one staff member tested positive;

over the weekend, others developed symptoms. “My clinical team meets each morning to plan the day,” Keisha Morris, LCDC, Senior Manager, says. “All of a sudden, only my nurse and I were in the room.” Clinical services could not stop, so Keisha led counseling sessions. Counselor Ross Brooks arrived on loan from the Fort Worth Facility, and Eric Jeter arranged for psycho-education classes to be taught over Zoom from the Austin Facility.

Cenikor’s enhanced internal communication technology has been very useful. Teams Meetings via computer provide real-time, face-to-face communication. “It’s faster than waiting for an answer to an email,” Keisha says. “And it offers more clarity.”

Everyone in the Foundation rallies when needed. “Bill Bailey asked what he could do to help. I said I needed BHTs [Behavioral Health Techs], knowing they aren’t easily found. Bill showed up! For two days, he was our BHT – answering phones, conducting room checks and helping in the kitchen. Cenikor folks pull together and never waver.”

Bill wasn’t the only executive to jump in. Virtually every member of the Leadership Council has served in facility staff positions.

From the start, when health officials recommended guidelines, it quickly became evident social distancing would be problematic for outpatient services. During stay-at-home orders, attending meetings was impossible. The leadership team began exploring the viability of virtual services.

Meanwhile, in Killeen, Texas, Felix Rubert, M.Ed., LCDC, Lead Counselor for Central Texas, had recently been certified in telehealth counseling at the recommendation of a mentor. Within three days of the first discussion in Houston, telehealth was an indispensable part of Cenikor’s outpatient services. Felix conducted his first online group meeting on March 24.

“Cenikor is excellent at filling gaps,” he says. “Our leaders immediately knew we could make this

work. It has tremendous benefits.” Transportation and distance have always been barriers to consistent outpatient participation. After a workday, the idea of driving an hour to attend a three-hour group session, is less than appealing. Even for people who live nearby, transportation can be an issue. Not anymore.

Video or voice participation also levels the playing field. “Some people are socially awkward or feel shame or fear about sharing in a group. Now our clients are participating fully. They are engaged.”

Virtual outpatient services offer individual and group sessions, and all Texas locations can refer as part of ongoing services. Clients attend an initial in-person meeting for an assessment and orientation. If someone prefers face-to-face sessions, all the precautions are in place.

Felix says. “We may sit down separately, but we still come together.”

The Prevention team has stepped in to complete Cenikor’s continuum of care. Team members work closely with the Access Center to provide follow-up calls to clients who have completed or left a program. They answer questions, share information and resources and look for ways to keep the client engaged.

In its Prevention role, the team in San Marcos teaches its clients – from elementary age through adulthood – to pause and adapt when life throws a curveball.

When the pandemic happened, that’s exactly what the prevention specialists did. Their normal settings of classrooms and community events were no longer available. So, they paused and asked themselves how they could continue to care for students and parents. Schools were wrestling with the same questions.

Carla Merritt, LMSW, LCDC, CPS, Senior Prevention Manager, says the school district’s online platform, the San Marcos Rattler, provided the first solution via Zoom. “We asked parents, ‘How are you coping now that you’re teachers?’ We shared ideas for self-

care.”

Prevention team members had similar conversations with middle school students, teaching them mindfulness and coping skills.

As summer approached, the team deepened existing community partnerships and initiated new ones to reach young people who are unaccustomed to isolation. Through a long-established relationship with the San Marcos Housing Authority, Cenikor provided clients with weekly packets of resource information and a family activity kit.



“One week, for example,” Carla explains, “we borrowed an idea from Amarillo’s Prevention Manager, and focused on gratitude. The kits included a plastic container and paper for family members to write their thoughts and fill their own gratitude jar.

“Prevention is all about giving families the tools they need to cope and be healthy. In a perfect world, Prevention Services would put our treatment centers out of business. The reality is, we are providing essential life skills. And hope.”

Meanwhile . . .

George Floyd’s death at the hands of police officers affected every American. It was especially hard for Eugene Hall. He and George had family ties, went to the same high school and were from the same community.

“His death hit home,” Eugene says. “Everyone needs a safe place to share their feelings, and I had that at our Leadership Council meeting. I felt compelled to

share, and it opened the floodgates. African-American mothers shared their fears for their sons. Love poured out of the people in that room. It was cathartic – a totality of trust and openness.”

Keisha Morris was in the room. She carried the conversation back to Tyler as a team-building tool. “My staff is very diverse, and they are proud their Leadership Team is not afraid to have hard discussions.”

“We also took the conversation to our clients,” Eugene continues. “Anything swept under the rug builds negativity, so we took it out from under the rug. People hold different perspectives, but prejudices and opinions cannot disrupt recovery. We have to be kind. We have to respect each other. Addiction doesn’t have a color. Recovery doesn’t have a color.

“Personally, I’ve never felt racial disparity at Cenikor. I’ve been given opportunities, but I’m not a token success story. I’m grateful.”

We’ve heard that a lot this year. During such a stressful time, gratitude is a recurring theme. Daily, our clients remind us that Cenikor can be the difference between life and death. As he visits facilities, Bill reminds us, “Many of our clients have voiced their gratitude to be in a safe environment, focusing on their recovery. We are honored and privileged to continue being a place for change during, through and after these national crises.”

“NOT ONE PIECE OF ME IS THE SAME.”

At 50, Tracy D. has already lived several lifetimes.

The first one started when she was abandoned by her mother and adopted by her grandmother. She badly wanted to fit in, but instead she stood out. She describes herself as “six feet tall, red-headed and loud.” Everyone knew her, but no one knew her. She struggled at home and at school.

Her next lifetime, which lasted 10 years, started when she grew into her six-foot frame. Now she used her height and long hair to be seen. She hung out in bars and never bought a drink. “My world was wrapped up in getting a man’s attention. I had no boundaries.” Known as Cadillac Red, she was finally somebody.

Tracy added cocaine to the alcohol, and then crack cocaine. She got pregnant, but was more interested in scoring drugs than prenatal care.

That led to the next lifetime: Houston’s motel scene – a world of drugs, prostitution, crime and homelessness many cannot imagine. She was exploited and abused; and she exploited and abused the men who trusted her.

“There is nothing normal about living on the streets, selling your body,” she says. She was raped, beaten, held at gun point and suffered a miscarriage. Another 10 years had gone by.

Her last arrest came on September 13, 2003. She had heard of Cenikor as she moved through the legal system. This time, she reached out. “I was done,” she says. “The streets had chewed me up and spit me out. I finally made the call.”

Tracy entered Cenikor’s long-term program in Deer Park on October 26, 2003. She graduated on June 3, 2006, and started her next life – the best one.

But first, Cenikor had to get her attention. “I was

mad for a year. I hated myself and the world.” She seemed to live in the dishpan – kitchen duty for rule infractions. “Dishpan saved my life.” When she finally decided to actively participate in the therapeutic community, everything turned around. She learned to communicate, lean on a support group and practice gratitude. When she graduated the program, she walked through the door of an apartment she had furnished, independent for the first time and surrounded by a family who still loved her.

Seventeen years sober, Tracy is doing the motel scene again. But this time, she’s the rescuer. At the helm of Women Motivating Women, she helps women gain independence.

She says she would never be in a place to help others, but for Cenikor. “It teaches people to grow up. It’s the ideal place to work through all your junk and get back to work. Not one piece of me is the same as it was before Cenikor. It’s absolutely the best program that exists. Period.”



“CENIKOR SET ME UP FOR SUCCESS.”

Sarah S. chose recovery because of a lot of little things and one big thing.

After seven years of addiction to heroin, she was tired. She was stuck. She had legal problems. Following her third DUI, she spent 13 months in prison.

“The judge showed me I wasn’t invincible,” she says. “Prison was humbling. It taught me a lot about people, but nothing about rehabilitation. Nothing about how to cope with life. Nobody there cared.”

When Sarah was released, she went right back to heroin. This time she was a little more careful – she didn’t drive after using. “I finally realized if I kept using, I would soon be dead or incarcerated again.”

Then the big thing happened. She gave birth to a precious baby girl. “I knew if I couldn’t get myself right, I couldn’t care for a child.”

That was in March 2020. She called Cenikor’s short-term residential facility in Waco and entered two days later. She spent five days in detox, 28 days in residential treatment and continued with intensive outpatient treatment (IOP) – one of the first to benefit from telehealth.

It was hard to leave her week-old baby to enter treatment, but it was the only way forward. “Prison was forced on me. Cenikor was a choice. The people there helped me with everything from post-partum care to recovery. Cenikor set me up for success.”

The learning curve was steep. “I learned the difference between healthy and toxic relationships. I learned coping skills. I learned that thoughts become feelings and feelings become actions. I learned to speak up in AA meetings because my story might save another person’s life. I learned I am worthy.”

IOP treatment helped Sarah transition into this next phase of life. Now she lives with her family, cares for her daughter and attends cosmetology school. One of the first to attend IOP sessions via Zoom, she takes full advantage of the opportunity. “When I get out of school at 5 p.m. and have had a bad day, it’s great to jump on a meeting. Felix [Cenikor outpatient counselor] is a great guy and always helps.

“Life can still get in my way, but I’m learning to cope. It’s up to me how I react to a bad day. I can pray, reach out to someone, work out, care for my baby.

“Today, I have a purpose. I have a story to tell. I have hope. I am going to do something with my life: I’m going to raise my daughter to be a respectful, beautiful young lady. She’s worth everything.”



“IT WAS SUPER BENEFICIAL TO SEE I WASN’T ALONE.”

Bradley started drinking and smoking marijuana at 14 and was soon socially uncomfortable without it. With a fake ID, buying alcohol was never a problem. He drank to fit in and used drugs to be rebellious.

After two years of college in his hometown, Bradley transferred to Texas State University where he drank every day and used Xanax when he could. He failed a couple of classes. “Without drugs and alcohol, I think I could have been a straight A student,” he says. He drank a pint of vodka before his shift as a line cook and another pint during the shift. When he got off work, the social drinking began.

“I got scared. I knew this wasn’t normal. I tried cutting back, but I couldn’t. I was irritable, anxious, depressed. One day, I called my mom during a work break. I started crying and knew I needed help. The next day, we contacted Cenikor in San Marcos.”

He started the Intensive Outpatient Program, but couldn’t stay sober, even drinking before meetings. His counselor helped him get into Cenikor’s residential program in Austin.

“In my detox bed, I started reading the AA Big Book and praying. I felt hope and joy and gratitude in a time of sickness. I met people who were down and out and knew that’s where addiction was taking me. My perspective changed. I attended every class with the mindset that I was going to learn everything they had to offer. I went to every AA meeting.”

Bradley finished the program and returned to San Marcos and enrolled in Cenikor’s Student



Recovery Alliance (SRA). “It was super beneficial to see I wasn’t alone. To connect with other college students in recovery was awesome. I was still struggling, so it was good to meet for coffee and practice socializing without drinking.”

He stayed sober five months. At first, he tried regulating his drinking, which “I found out doesn’t work.” Over Christmas break, in his hometown, he had a scary experience with

Xanax. He’s been sober since.

Back in San Marcos, he reunited with the SRA program and AA.

Now Bradley has moved to a small town north of Austin and is completing his last class online. He will soon graduate with a business management degree and wants to find a way to put it to use helping other addicts and alcoholics. He’s caring for himself physically and emotionally, reaching out to his IOP counselor and diving into AA.

He encourages others to “find resources and use them. Doing it alone is what gets you in a bad place. Reach out.”

“I WISH MORE VETS WOULD TRY CENIKOR.”



Walter M. was not a typical client when he checked in to Tyler’s short-term facility in August 2019. For one thing, he’s a licensed chemical dependency counselor. For another, he’d only recently started using drugs – and for an unusual reason: he hoped it would blur his strict moral code.

Several months earlier, Walter lost his grip on reality when his brother was killed for \$13 and a pack of cigarettes. He became violent, dedicated to avenging his brother’s death. Cocaine, he thought, would make him impenitent.

He believes it was God who had someone admit him to Houston’s VA hospital. He was there for 21 days before his psychiatrist referred him to Cenikor’s Tyler facility.

Walter had enjoyed careers in the Army and as a land surveyor before becoming a drug and alcohol counselor. After a heart attack in 2010, he worked in logistics for the Veteran’s Administration. Everything went out the window after his brother’s death. He became a different person.

At Cenikor, Walter knew how to fit in. He could talk the talk. That changed when he heard two women share their stories at an AA meeting.

They spoke of forgiveness. “That’s when I turned a corner,” he says. “I had intended to leave Cenikor and go back to Houston to finish what I started. Forgiveness changed all that.”

At age 60, Walter says Cenikor taught him about life. “I had always treated life like I was running into a train. That’s what using drugs is like. My counseling background gave me a good foundation. Cenikor helped me smooth out the cracks. When I allowed ‘forgive’ to sink in, my recovery started.

“Forgiveness opened me up. I had pretty much stopped talking when my brother died. Now I could talk again. A veil lifted. Miss Loretta [Young] had a lot to do with that.

“Counseling in the VA system keeps you in your uniform. You’re always a vet. Cenikor meets you where you are. You are a person.”

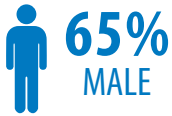
Today, Walter is director of a sober living house in Eustace, Texas. Working with residents is like “looking into a mirror.” He uses his counseling background to help them stop chasing what they don’t need. “We have to meet life on life’s terms. When we need help, we need to get it. That’s hard.

“I wish more vets would try Cenikor. I was used to the VA system and didn’t realize how much I needed this. Cenikor saved two lives – mine and the man I was chasing.”

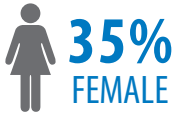
PROGRAM DEMOGRAPHICS

DETOX / SHORT-TERM RESIDENTIAL TREATMENT

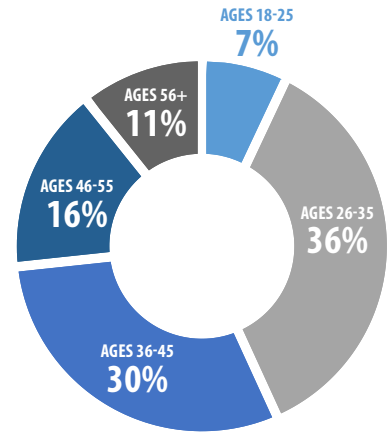
7,042 clients sought treatment from July 1, 2019 - June 30, 2020.



Cenikor offers both intensive inpatient and ambulatory detoxification to stabilize patients going through active withdrawal. This is often the first step before moving to a different level of care.



Short term residential treatment aids the client in building the skills necessary to sustain a lifestyle of recovery.



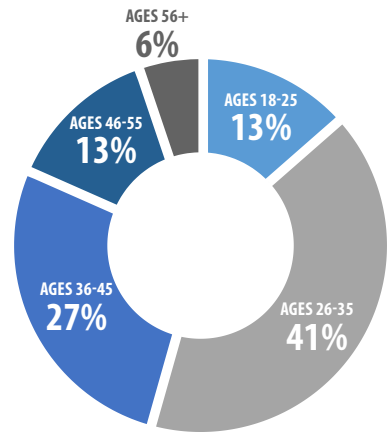
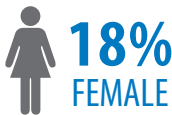
LONG-TERM RESIDENTIAL TREATMENT

782 clients sought treatment from July 1, 2019 - June 30, 2020.



Education & Career Development

Cenikor offers opportunities for clients to learn about employment, education and pre-employment 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 participate in rehearsal interviews.

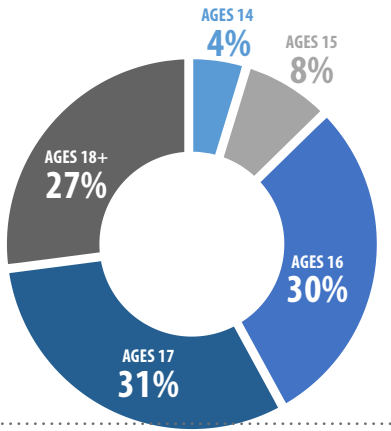
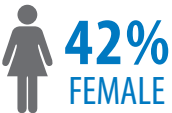


ADOLESCENT RESIDENTIAL TREATMENT

229 clients sought treatment from July 1, 2019 - June 30, 2020.



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.

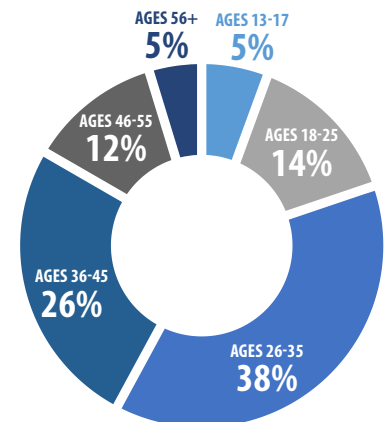
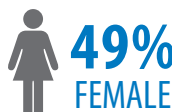


ADULT & ADOLESCENT OUTPATIENT SERVICES

1,092 clients sought treatment from July 1, 2019 - June 30, 2020.



Cenikor offers individualized treatment plans to assist clients in leading happy, healthy and productive lives. We empower clients with a variety of skills including, but not limited to, coping skills, anger management, conflict resolution, relapse prevention and aftercare. Clients are able to stay home and work while actively working on their recovery.





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 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.

INPATIENT 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, individualized treatment plan, medication to assist with withdrawal symptoms, counseling, orientation to support groups, discharge planning and referral during flexible evening hours.

[Corpus Christi](#) | [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](#)



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](#)

ADOLESCENT RESIDENTIAL

Cenikor's Adolescent Residential treatment focuses on recovery for adolescents ages 13-17. 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](#)

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](#)

MEDICATION-ASSISTED TREATMENT

Cenikor's Medication-Assisted Treatment provide 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](#)

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 provide comprehensive services, including screening, assessment, early intervention, recovery after-care services and more.

[Amarillo](#) | [Corpus Christi](#) | [Houston](#) | [Killeen](#) | [Tyler](#) | [Waco](#)
All Outpatient Services Provided Through Telehealth

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 13-17 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.

[Houston](#) | [Killeen](#) | [Waco](#)

PREVENTION

Cenikor's Prevention Services provide 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](#) | [San Marcos](#)

YOUTH RECOVERY COMMUNITY

Youth Recovery Community (YRC) is a free program for youth and young adults ages 13-21 who want to participate in fun and sober activities that promote a lifestyle of recovery from substance use. Participants will learn leadership, teamwork and social skills through community outreach events with other youth and young adults. YRC also supports the entire family in the recovery process.

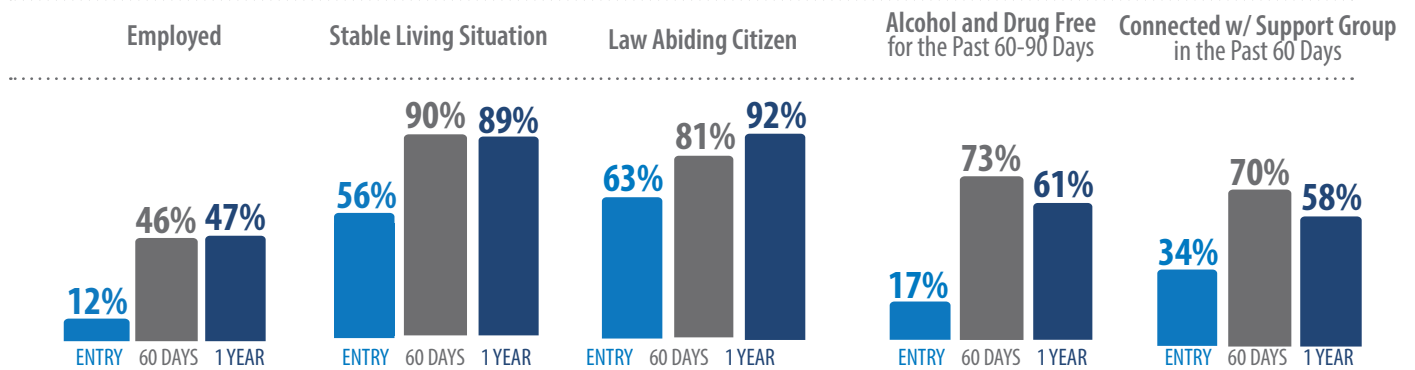
[Amarillo](#) | [San Marcos](#) | [Tyler](#)



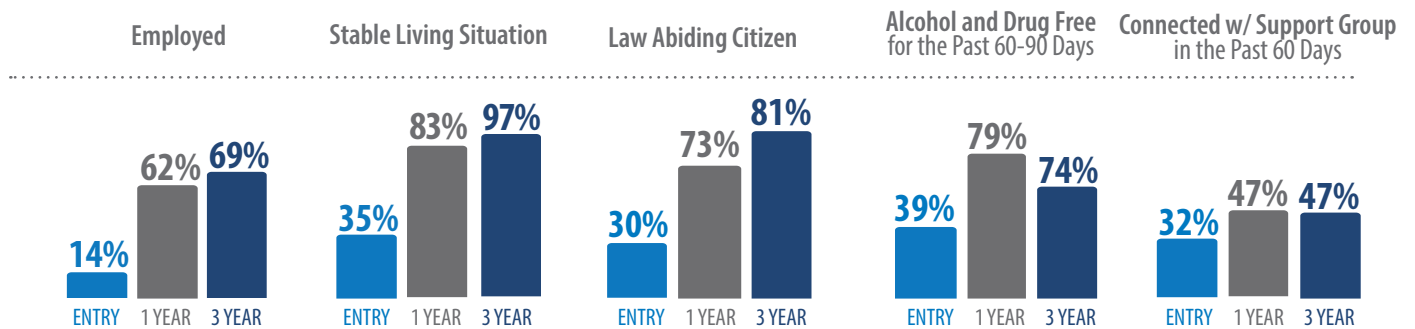
PROGRAM OUTCOMES

Data from graduates of the program between July 1, 2019 to June 30, 2020.

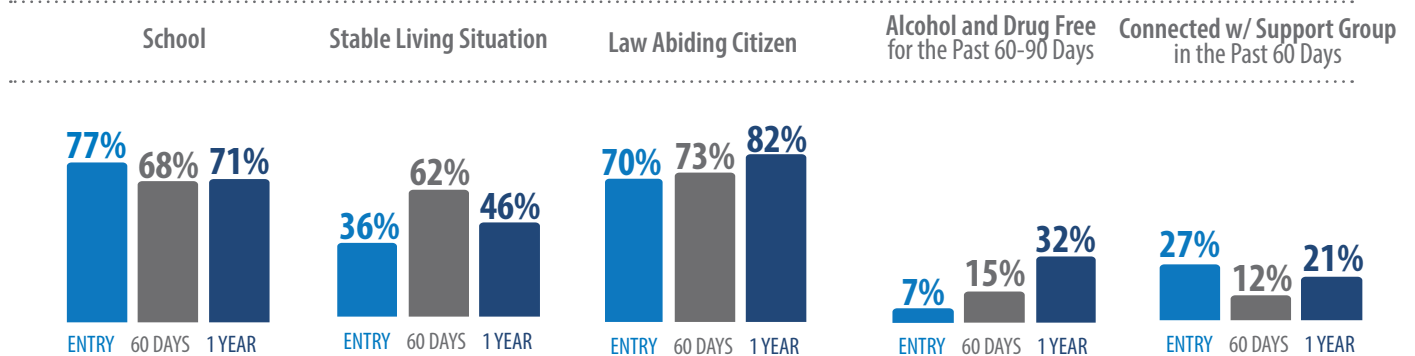
SHORT-TERM RESIDENTIAL TREATMENT



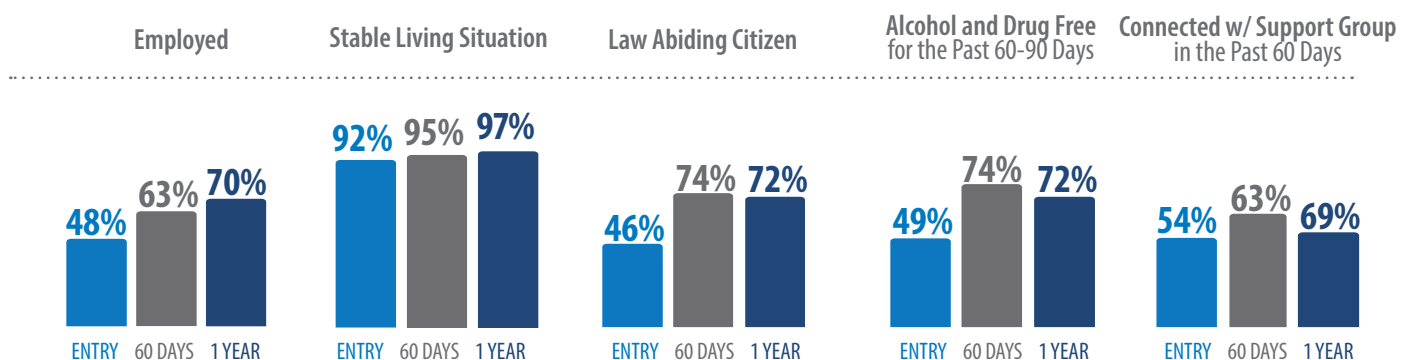
LONG-TERM RESIDENTIAL TREATMENT



ADOLESCENT RESIDENTIAL TREATMENT



ADULT OUTPATIENT SERVICES



FINANCIAL INFORMATION

IN THE PAST FIVE YEARS, CENIKOR HAS HAD A 78% INCREASE IN REVENUE AND 119% INCREASE IN EXPENDITURES.

STATEMENT OF ACTIVITIES

FISCAL YEAR 2020

REVENUE

Program Revenues	\$28,084,664
Philanthropy	\$3,180,886
Government Funding	\$1,326,093
Other	\$273,116

TOTAL REVENUE **\$32,864,760**

EXPENSES

Program Services	\$29,059,813
General & Administrative	\$8,016,347
Fundraising	\$519,797

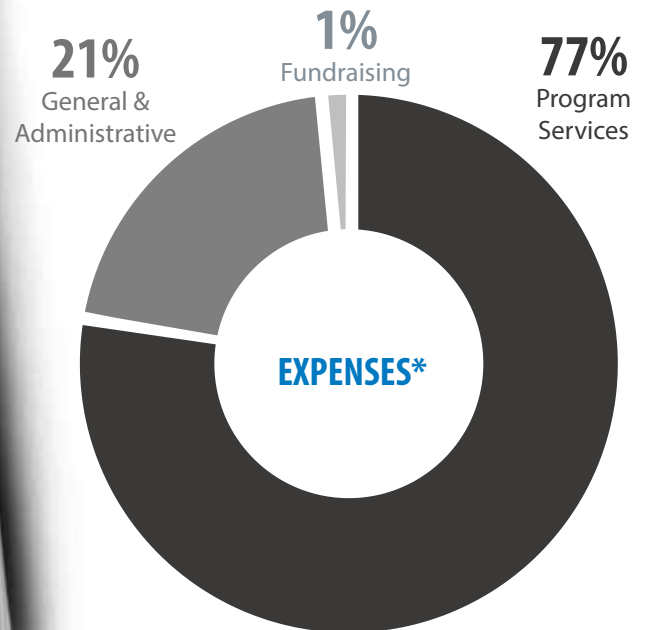
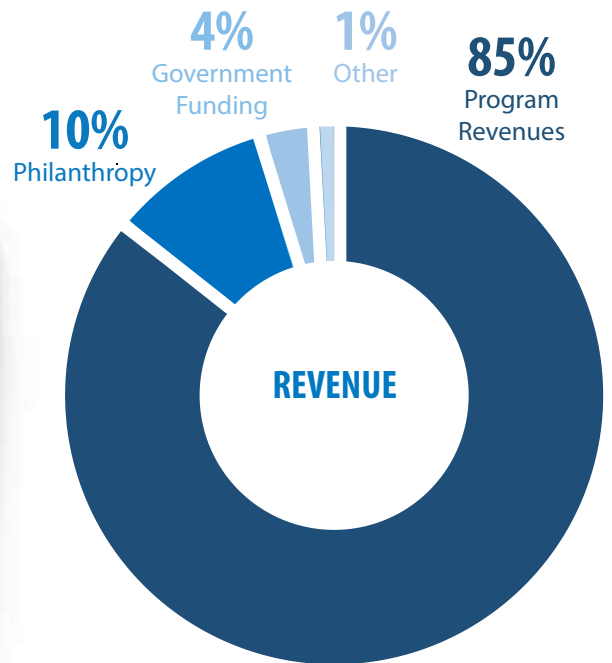
TOTAL EXPENSES **\$37,595,957**

Total Change in Net Assets **(\$4,731,197)**

Net Assets, Beginning of Year \$31,903,220

NET ASSETS, END OF YEAR **\$27,172,023**

*Numbers may not add to 100% due to rounding.



SUPPORTERS

Abel & Halston Reyna
Ace Roofing Inc
Albemarle 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 & Maytee Fisch Foundation
Ben E Keith Company
Bentley & Kytzie Sanford
Beth Alford
Bill & Michelle Bailey
Bimbo Bakeries USA
Blair & Dawn Lewis
BrandWood Wireless
Bruce & Ramona LaBoon
Caldwell Brokerage Company
Cato Fashions
Central Texas Food Bank
Charles W Lamar III
Christus Health Plan
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.Kent Robert & Ilene Roberts Balliett Foundation
Dr Marianne Marcus
Duane Gaither
Dugan Foundation
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
Herzstein Foundation
High Plains Christian Ministries Foundation
Houston Food Bank
Houston Livestock Show & Rodeo
Houston Methodist
Hub City Overhead Door Company
Huey & Angelina Wilson Foundation



Interfaith Campaign for the Homeless
Jacqueline Phillips
James Vasilas
Jason Nindorf
Jeff Bindle
Jennifer Pittman
Jeremy Montoya
John P McGovern Foundation
Jon Richards
Josephine Anderson Charitable Trust
Julia L Baker Family Charitable Corporation
Julio Garcia
Ken Cornell
Khan Psychiatry
The Kimble Foundation Trust
King Ranch Family Trust
Kleberg Foundation
Knowles
KWS Manufacturing Company
Labatt Food Service
Lamar Advertising Company
Lamar Dixon Expo Foundation
Larry & Stacy Hobbs
Lee Bivins Foundation
Locke Lord LLP

Lockheed Martin Aero Cares
Lubrizol Foundation
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 Foundation
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 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
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 TO
BECOME RESPONSIBLE CITIZENS FREE FROM A
SUBSTANCE USE DISORDER *THANK YOU!***



COMMUNITIES MAKE A DIFFERENCE



Become a **BUSINESS PARTNER** and employ our clients and graduates. 88 percent of long-term graduates are hired by our business partners.

Learn more at cenikor.org/partner-with-us



DONATE MONEY, personal hygiene products, clothing, paper goods or office supplies.

Learn more at cenikor.org/donations



VOLUNTEER OR REGISTER FOR OUR ANNUAL EVENTS including recovery luncheons, golf tournaments and our sporting clay shoots.

Learn more at cenikor.org/volunteer

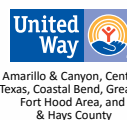


TELL OTHERS about Cenikor's programs and recovery process.

PURSUING EXCELLENCE

This past year, Cenikor was repeatedly recognized for excellence:

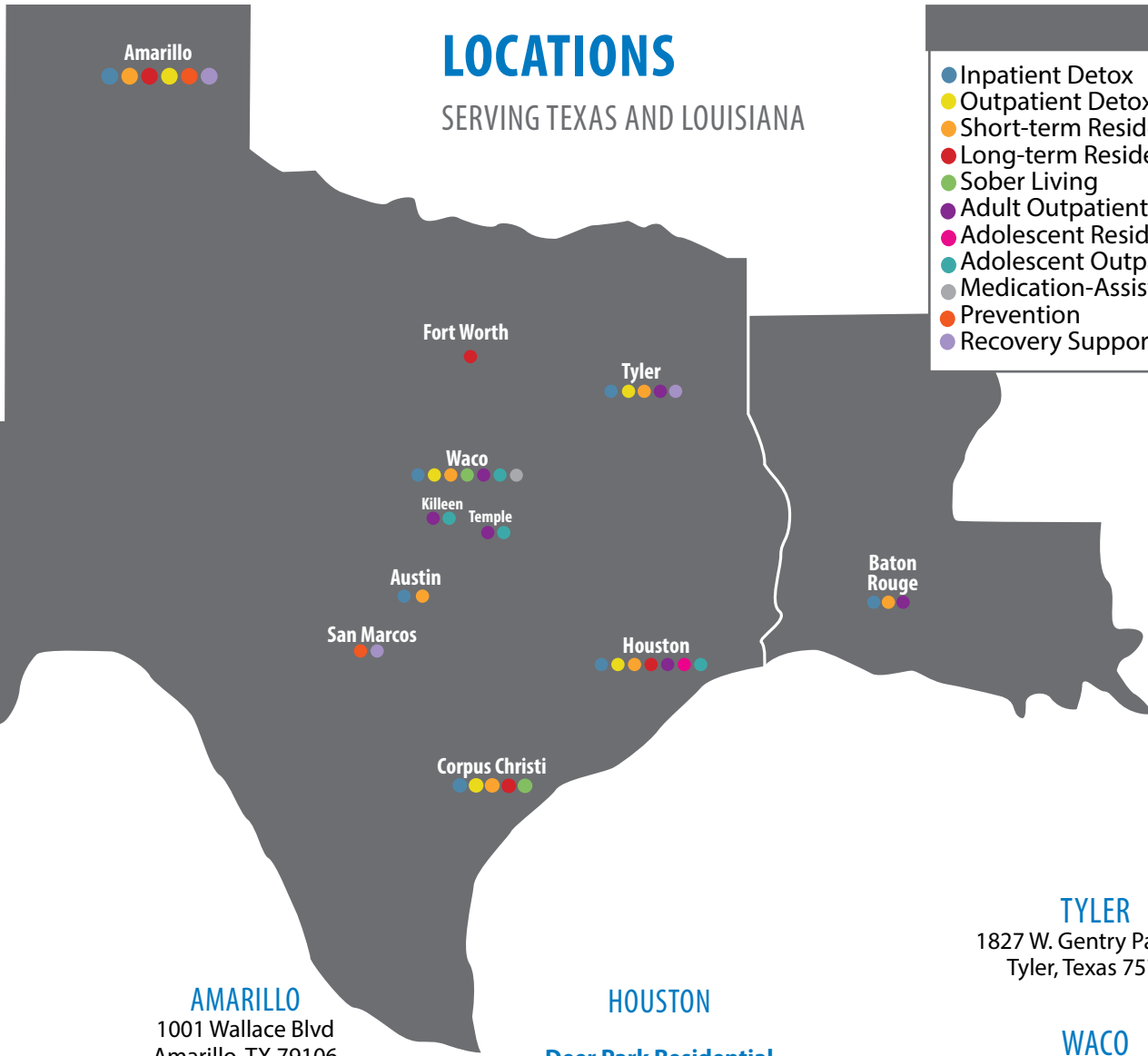
- 4-star rating for the ninth consecutive year — *Charity Navigator*
- 3-year renewal accreditation by the Commission of Accreditation of Rehabilitation Facilities — *CARF*
- Awarded Gold level — *GuideStar*
- Accredited Charity and member of the *Better Business Bureau* in Houston, Texas
- *United Way*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



LOCATIONS

SERVING TEXAS AND LOUISIANA

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



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

TYLER
1827 W. Gentry Parkway
Tyler, Texas 75702

WACO
3015 Herring Avenue
Waco, Texas 76708

BATON ROUGE
2414 Bunker Hill Drive
Baton Rouge, Louisiana 70808

CORPORATE OFFICE
11931 Wickchester Lane, Ste 300
Houston, TX 77043

IN-NETWORK PROVIDERS

Aetna Behavioral Health TX | Aetna LA | Ambetter | Amerigroup/ MultiPlan | Amerihealth Caritas Louisiana | APS
 Beacon Health Strategies | Beacon Options - Non HMO | Beacon Value Options | Blue Cross Blue Shield | Cigna Health Spring
 Cigna LA | Community Health Choice | Compsych | Dell Childrens | Driscoll | First Care | First Health | Galaxy Health Network
 Gilsbar | Humana | Integral Care | Louisiana Healthcare Connect | Magellan | Molina | Right Care Scott & White | Scott & White
 Sendero | Superior | Texas Children | TMHP | TriWest | United Optum | USA | USFHP

THE FOUNDATION OF OUR SUCCESS IS BUILT ON OUR STAFF

Tara Adesanya | Benjamin Agbonze | Crystal Aguilar | Tracy Aleman | Chavontreal Allen | Lisa Allen
Debra Almaguer | Jackie Alvear | Stephanie Alzate | Edia Antoine | Sue Argabright | Gina Arismendez
Jeanette Arizmendez | Andy Arnold | Adonia Arriola | Azusena Arroyo | Deidra Ash | Jeana Atkinson
Coye Austin | Danielle Avalos | Jozuah Babineaux | Bill Bailey | James Bailey | Lisa Bailey | Shaneka Bailey
Heather Baker | Archie Balay | Maria Balderas | Jeffrey Ball | Hollis Banks | Alanna Barajas | Austin Barnes
Shemika Bell | Jasmine Belyeu | Jennifer Bennett | Katherine Bishop | Ronald Blanton | Eileen Bohannon
Jennifer Bowen | Yulonda Boyd | Beth Brock-Strickland | Jeffrey Brooks | Ross Brooks | Debra Broussard
Cherhonda Brown | Catherine Bryant | Michael Bryant | Sandy Bui | Veronica Caldera | Tanya Canto | Priscilla
Cantu | Kyla Carbert | Wendell Carey | Joshua Carpenter | Tina Carter | Candillaria Cerda | Melody Chandler
Keith Chapman | Monica Charles | Jeff Cherian | Kimberly Chipagua | DiShanna Clark | Martha Clark | Natasha
Clayton | Erin Clifton | Christy Coffman | Shawn Conner | Erica Copeland | Claudia Correa | Rebecca Cruz
Madisson Cuming | Mercedes Dantzler | Yuridia Davalos | Carrie Davis | Monique Davis | Kyle Deaver | Cody
Deborde | Venita DeLeon | Ermalinda DeLeon | Jeremy Dennis | Stephen Dickerson | James Dobson | Brandy
Dominguez | Mike Dougherty | Patrick Dowling | Pamela Duhart | Manuel Dulanto | Ashley Durrance | Eric Eakin
Bernie Espiritu | Venitta Espy | Michael Estlack | Toni Estrada | Carrie Etheridge | Jordan Evans | Latoya Evans
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John Foley | Larry Fontenot | John Forsythe | Michael Fortune | William Fox | Carl Francois | Mishown Franklin
Kelly Freeman | Dana Fuller | James Fulton Jr | Carter Gabriel-Britton | Jessica Gaine | Esmeralda Gaona
Kayla Garcia | Sara Garcia | Brenda Garza | Patricia Gilbert | Donovan Gilmore | Don Goad | Emily
Godsey | Deborah Golriz | Alexa Gomez | Andrew Gomez | Luanna Gomez | Mario Gomez | Marissa Gonzales
Samantha Gonzales | Erica Gonzalez | Monica Gonzalez | Amy Granberry | Anica Greathouse | Brandy
Greathouse | Dorse Green | Kellee Green | Roger Green | Elyse Greenamyre | Ruth Gross | Linda Guajardo-White
Eleny Guerrero | Connie Guilbeau | Marquita Hackett | Tenina Hadley | Glen Halbison | Christa Hall
Christina Hall | Eugene Hall Jr. | Jacqueline Hammond | Ashley Hampton | Cydney Hardeman | Catherine Harder
Jeanette Harmon | Kristin Harris | Tammie Hartfield | Julie Harvell | Laura Hawkins | Tracy Hawkins
Tequila Henderson | Christina Hernandez | Melissa Hernandez | Stacie Hernandez | Levina Herr | Marilee
Hickman | Stephanie Hilton | Katie Hire | Jennifer Hoff | Rachel Hoff | Latoya Holder | Taylor Holguin
Lawerenceling Hollins | Bradleigh Hollister | Elishia Hoots | Gary Hoover | Courtney Hoskins Schroeder
Angel Hull | Richard Hyman | Jarmonica Imona-Russell | Roilan Ingram | Charles Jackson
Margarita Jackson | Rolande Jasmin | Lula Jeanlouis | Eric Jeter | Jocasta Jimenez | Brandy Johnson | Jeffrey
Johnson | Jeremy Johnson | Bertha Jones | Lilan Jones | Simon Jones | Jessica Jordan | Pamela Karnes
Tina Keathley | Soleil Kell | Esmeralda Kelly | Kandy Kennedy | Suanna Kennemer | Julie Killelea | Aisha King
Laniz King | Kristin Klacik | Christina Knotts | Stephanie Kootsikis | Monique Krolak | Melissa Krueger | Shawn
Krumrey | Matt Kuhlman | Grace Kulage | Alissa Lamb | Sierra Lara | Andrea Lash | Jody Lavergne | Erica Lawrence
Olivia Leal | Mel'Lisa LeBen | Patrick LeBlanc | Amy Lento | Michelle Leonard | Bonnie Levy | Dionne Lewis
Kelley Lewis | Marion Leykamm-Jones | Loretta Linn | Brittini Lockenour | Deborah Lodrigue | Celeste Lopez
Sandra Lorden | Carly Lormand | Nancy Lozano | James Luber | Kayla Lydon | Matthew Lyon | Bea Lytle
Jamie Maldonado | M'Lisa Margason | Tom Markley | Nathaniel Marshall | Rosalind Marshall | Pamela
Martin | Carol Martinez | Judy Martinez | Yvette Martinez | John Massie | Latandria Mayberry
Hannah Mbua | Donna McCain | Victoria McCoy | Steven McFarlin | Ashley McJunkin | Mattisa McKenzie
Allison McLemore | Jonathan McLoughlin | Gerry Mena | Shabrittney Menefee | Staci Mercer | Carla Merritt
Clinton Miles | Courtney Mitchell | Lenora Mitchell | Pamela Mitchell | Edna Molina | Andrea Moore
Augustus Moore | Christen Moore | Stanley Moore | Perla Moreno | Emily Morgan | Keisha Morris | Melissa
Morris | Kechier Moses | Sallye Mouk | Cristina Nanez | Mikayla Naquin | Linda National | Lonvis Naulls
Hanh Nguyen | Lien Nguyen | Adolfo Nunez | Kershundala Orouke | William Paige | Schanell Palmer
Dwayne Parr | James Patterson II | Dovie Pearce | Breanna Peavy | Beverly Perry | Chelsee Peterson | Thorn Phillips
Wendy Pierce | Natalia Pokhozhay | Maria Portillo | Elizabeth Post | Kerry Price | Jude Privratsky | Charles Procell

Tobi Proctor | Dena Quintero | Manuel Quiteque | Miguel Ramirez | Princess Ray | Kimberly Reaves
Susan Redden | Erica Reed | Nakisha Reed | Steve Reeves | Judy Reidy | Jordan Richards | Jessica
Rivera | Charla Rivers | Azelin Roberts | Heather Robertson | Christine Robinson | Kendrick
Robinson | Tanea Robinson | Beverly Robison | Tiara Roddick | Linda Rodriguez | Roberto
Rodriguez | Zayra Rodriguez | Ronny Rogers | Joseph Rohmfeld | Michelle Rojas | Sandra
Rosas | Felix Rubert III | Amanda Rue | Jennifer Ruiz | Jennifer Rush | Chrystal Savage | Walter
Savoie | Annie Scales | Carla Scott | J Scott | Stephanie Serrata | Sherree Setzer | Scott Shaheen
Nancy Shuman | Stephanie Simmons | Brenda Sims | Sheldon Smart | Erica Smith | Kesha Smith
Laterricca Smith | Lindsay Smith | Regina Smith | Tabatha Snow | Martha Solis | Michael Sorge
Norman Spells | Chuck Spencer | Melissa Staff | Patricia Stampley | Michael Stanfill | Jacqueline
Steinhauer | Sarah Stephens | Che Steward | Carolyn Stimpson | Amanda Stolte | Krystal Tamez
Fri Tang | Walter Taylor | Milton Thomas | Sandra Thomas | Clinton Thomson | Paul Thorn
Kenneth Thornton | Lenora Todd-Parker | Darren Tompkins | Adryn Torrez | Debra Townzen
Taishelda Turner | Isaac Ulibarri | Maria Uribe | Sara Uribe | Grace Uwimana | Belinda Vasquez
Caitlin Vrana-Zahirniak | Kelly Walker | Rasheda Warner | Roxanne Warren | James Washington
Stephanie Weatherspoon | Kellee Webb | Tiffany Weber | Octavia Wells | Grace Welply
Earl Whetts | Joseph Whitaker | Mechelle White | Carletta Whiteside | Andrea Whitsett
De'Borah Wilkins | Alisha Williams | Ashley Williams | Kim Williams | Linda Williams
Robin Williams | Terrell Williams | Yolanda Williams | Dane Williamson | Sheila Wilmer | Glenna
Wilson | Caron Winder | Da'Sha Windham | James Winnett | Sylvester Wood
Stacie Woodall | Kianeisha Wright | Katrice Wyche | Josephine Young | Tyler Young
Michael Zamora | Graciela Zarate | Brandi Zink | Michael Zoellner | Christopher Zuniga



CENiKOR
A PLACE FOR CHANGE
Better Health. Better Lives.

