



# CONNECTION AND COMMUNITY

2025

**CENIKOR**

WELL BEYOND RECOVERY

[www.Cenikor.org](http://www.Cenikor.org) • 1-888-236-4567

# ABOUT CENIKOR

From our humble beginnings in 1967 when we were created to provide hope and a path to recovery for those suffering from substance use disorder (SUD), Cenikor has grown to fourteen locations across Texas and New Mexico, offering over 15,677 people a year hope for a future free from the devastating effects of substance use disorder. Fiscal year 2025 marked another year of growth for Cenikor as we expanded our service area and advanced treatment to rural populations.

In January 2025, we extended access to care by expanding our call center hours of operation. Now available twenty-four hours a day, seven days a week, our call center provides continuous access to care, ensuring clients can reach us as soon as

they are ready to take the lifesaving step of entering SUD treatment. In May 2025, we broadened our outpatient program allowing clients to benefit from our efficient, convenient, and flexible level of care and providing continued access to SUD treatment for those in areas where in-patient care is not practical. The strategic combination of availability and flexibility reaffirms our dedication to community focused treatment and fostering lasting recovery.

As we continue to build on almost 60 years of progress, we have created a new phase of clinical, evidence-based recovery care that supports each person who has the courage to step through the doors of a Cenikor facility.

## Our History and Impact

For 58 years, Cenikor's long-standing commitment to advocacy and care has driven our organization to continuously expand services and deepen our impact to empower individuals on their journey to health, hope, and lasting recovery.

In the last four years, we have:

- Transitioned our long-term therapeutic community program into recovery housing and support services.
- Expanded outpatient and telehealth services.
- Deepened our impact on substance use disorder treatment.

## A Focus on Clinical Excellence

We emphasize an integrated approach to treatment that includes effective elements of the therapeutic community along with a clinical focus on high-quality therapies, medications, and behavioral health curriculums. That can be tailored to each client's specific circumstances and needs. From prevention through aftercare, each stage of a client's journey is supported.

After a thorough assessment, clients receive a personalized treatment plan that details each phase of their recovery journey. This roadmap gives them a clear overview of their treatment options and milestones, and their recovery services are layered in.

Depending on the individual, the roadmap could include recommended levels of care, preventative care, outpatient support, and a maintenance plan for when they graduate that could include attending meetings or being involved with recovery support specialists.

Decades of recovery treatment experience has shown that clients who understand their options and feel empowered by their treatment plan are more likely to show up for services and complete their recovery milestones.



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## Client Success Stories

Meet the individuals whose journeys inspire us—stories of resilience, hope, and the life-changing impact of our programs, proving recovery is possible.

16 LeAnn P. Amarillo, TX

29 Joel A. Tyler, TX

44 John D. Deer Park, TX

28 John M. Amarillo, TX

33 Travis M. Tyler, TX

46 Blake S. Odyssey House

# A LETTER FROM THE PRESIDENT

I am proud of our Cenikor family and the work they have done to support individuals along their lifelong recovery journey. Through resilience, innovation, and a shared purpose, we continue to support individuals and families on their path to recovery, ensuring they return to society as contributing members, equipped with the strength, resources, and community connections to rebuild their lives with dignity and purpose.

Every day, our counselors, medical professionals, peer recovery specialists, and support staff work tirelessly to provide compassionate, evidence-based care. This year, we saw a 12% increase in the number of clients served a direct reflection of our team's commitment to expanding access to treatment and ensure behavioral health for all.

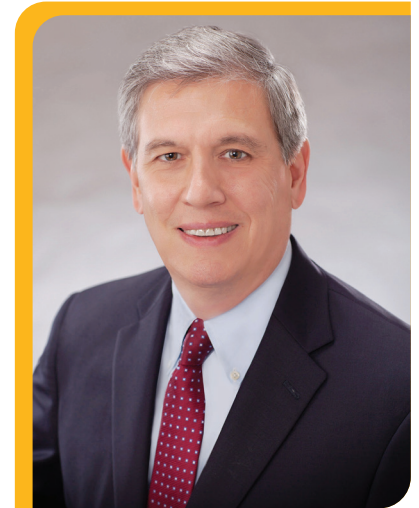
We believe everyone deserves easily accessible, high-quality treatment for substance use disorders, regardless of their income, background, or circumstances, ensuring equitable support on their path to recovery. In fiscal year 2025, we launched new initiatives focused on expanding available service beds, expanding access to services through a 24/7 admissions center, adding outpatient access to rural areas of Texas, and providing increased services to medically indigent patients. With over 15,677 clients served this year, our programs continue to be a lifeline for those in need, reaffirming our mission to serve all who seek recovery.

Over nearly six decades, we have faced shifting regulations, economic fluctuations, and evolving treatment models but the strong foundation we have built has allowed us to adapt and thrive. Despite economic uncertainty, we continue to ensure stability for our inpatient residential program, outpatient virtual and in-person program, our Medication-Assisted Treatment (MAT) program, and our prevention program. Collaborations with hospitals, law enforcement, and local community organizations strengthen support networks for those in recovery.

Our success is also deeply rooted in the wisdom and leadership of our Board of Directors. Their wealth of experience, strategic insight, and unwavering dedication have played a pivotal role in navigating financial complexities, strengthening organizational sustainability, and shaping policies that ensure we remain true to our mission. Through their stewardship, we continue to innovate, grow, and make a lasting impact in the communities we serve.

We know the road ahead requires continued dedication, but our history has taught us that resilience, innovation, and community drive lasting change. As we enter our 58th year, we remain steadfast in our mission building hope, delivering care, and expanding access to everyone who needs it.

As we look toward the future, we are committed to leading with vision, integrity, and unwavering dedication, ensuring that every individual seeking recovery has the opportunity to reclaim their life with dignity, strength, and the full support of a compassionate community.



**BILL BAILEY**  
President and CEO

A handwritten signature in black ink that reads "Bill Bailey". The signature is fluid and cursive, with the first and last names being more prominent.



# A LETTER FROM FROM THE CHAIR



**J.H. MARMADUKE**  
Chairman of the Board

When I joined the Cenikor Board in 2019, my goal was to learn as much as I could about Cenikor's unique Continuum of Care. As a prior Chairman of Amarillo Recovery from Alcohol and Drugs (ARAD), I had lived the limitations of having only a 28-day program to offer our community. My first visit to a Cenikor facility was eye-opening: the detail and expertise of Cenikor in their commitment to recovery was impressive. They have many models that work!

Cenikor has made many strategic partnerships since ARAD. This year we partnered with Alpha Home in San Antonio, and subsequently Cenikor acquired a new building to upgrade and expand the number of beds for Bexar County recovery. We expanded our reach in rural Texas by partnering with two treatment programs in Stephenville (Johnson County) and Decatur, Texas (Wise County). Our board is aligned with our executive team in seeking strategic partnerships in the Southwest to improve and expand recovery care. Cenikor removes barriers to access, ensuring all clients are afforded the same opportunity for care.

The Cenikor Board has worked with the leadership team to keep improving Cenikor's efficiency and effectiveness allowing us to give more communities our life-saving care. This year we issued business cards to each board member as we all have been involved in helping someone enroll in Cenikor's treatment program. I want to thank each of our board members and leadership team for their caring dedication and commitment to our mission. I also want to thank our donors, volunteers and collaborators who are so vital to our success.

## Cenikor isn't like most recovery centers.

WE WELCOME  
EVERYONE, REGARDLESS  
OF ABILITY TO PAY

CENIKOR'S CONTINUUM OF  
CARE OFFERS DIFFERENT  
TREATMENTS CUSTOMIZED  
TO THE CLIENT AND THEIR  
SITUATION

WE GET RESULTS!  
CENIKOR PUBLISHES  
ANNUALLY THE SUCCESS  
RATES OF ITS 15,677  
CLIENTS TREATED

In FY25 Cenikor contributed over seven million in charitable care back to our communities.

# OUR CORE VALUES

## ACCOUNTABILITY

Our clients rely on staff to act as role models in our facilities, to be professional and positive representatives of Cenikor and ourselves at all times. One of the most important lessons to be learned at Cenikor is being accountable for our own actions and being honest with ourselves.

## STEWARDSHIP

Defined as the careful and responsible management of resources. The main resource we have control over is our time. Are we being our most effective self at work, ensuring we are focused on our clients and our mission at all times, with every decision? As a non-profit with over 500 team members, how we use our resources matters.

## FAITH

Although Cenikor is not a specific faith-based program, establishing a client's individual spirituality is one of the most essential components of a wholesome, well-rounded recovery program. Cenikor knows that a client's spiritual foundation provides an excellent support system while receiving treatment and for their successful future.

## RECOVERY

We provide quality clinical services necessary to support our client's road to long-term sobriety. We want to be a life-long partner for continued recovery with our clients and alumni, and provide services from prevention to treatment to aftercare to do so.

### MISSION

A place for change,  
providing a foundation  
for better health and  
better lives.

### VISION

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

### CORE VALUES

Stewardship, Recovery,  
Faith, and Accountability

## OUR COMMITMENT

Committed to comprehensive care, clients take part in a customized, full-service recovery path with tailored treatment programs running along our continuum of care. That includes everything from detox and residential to outpatient and aftercare.

# SENIOR LEADERSHIP

Our executive leadership team believes in behavioral health for all, and our senior leaders strive daily to remove barriers to treatment. Under their leadership, Cenikor has expanded access to care across 14 facilities, served over 15,677 clients annually, and improved long-term recovery outcomes. Whether working with insurance providers, community partners, elected officials, or private foundations, we focus on making an impact as quickly and efficiently as possible.

What sets Cenikor apart is the wealth of expertise within our executive leadership team, which has over 100 years of combined experience. As pioneers in addiction treatment, we have consistently led the way with an innovative continuum of care model, ensuring clients have the tools they need in their life-long recovery journey. Each team member brings a diverse skillset from various sectors before joining Cenikor, making our leadership team's expertise well-rounded to effectively serve our mission.

## EXECUTIVE LEADERSHIP



**MATT KUHLMAN, CPA**  
Vice President,  
Chief Operating Officer and  
Chief Financial Officer



**KELLEE WEBB, SPHR**  
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# COMMUNITY AND CONNECTION



Community is the anchor in sobriety - where shared strength, understanding, and accountability turn isolation into connection.



## JULIE MCCARTY

Regional Director

Strategic community engagement at the facility level is critical for addressing substance use disorders because it fosters trust, aligns services with local needs, and strengthens collaborative efforts that enhance prevention, treatment and recovery outcomes. Whether it is engaging with local police on services we provide, connecting with the court system, the case manager

from the public defender's office, case managers from the local hospitals, or other service providers, each connection ensures we can provide life-saving treatment to those who need it most.

Cenikor liaises with local judicial officials because collaboration between treatment and the justice system leads to more effective recovery outcomes and reduces recidivism. Judicial officials can redirect individuals struggling with addiction into treatment programs instead of incarceration, improving long-term recovery prospects. Courts can also mandate treatment as part of sentencing, ensuring individuals receive necessary care rather than punitive measures. Our outreach to rural departments is critical. They generally don't have local resources due to size and can reach out to Cenikor if they have encounters with individuals who would benefit from substance-use disorder services. Cenikor also collaborates with local crime prevention collaborative taskforces and drug task forces. This collaboration ensures that substance use is treated as both a public health and criminal justice issue, leading to more effective long-term solutions and safer communities.

Regular attendance at Narcotics Anonymous (NA) and Alcoholics Anonymous (AA) meetings help clients maintain their commitment to sobriety, reinforcing positive habits and reducing relapse risks. Our connection with NA/AA organizations ensures we have meetings on-site so clients can get familiar with the meetings and establish a habit of attendance while also increasing their chances of getting a sponsor before they leave treatment. When this happens, we see clients have a better chance of continuing the meetings in the community when they

are no longer in treatment. Ensuring clients have a support network that is non-judgmental, have shared experiences, and can have people who support them is crucial for their long-term success.

For our clients who go through the full continuum of care, Cenikor walks alongside them every step of the way, providing ongoing support, stability, and opportunities for individuals to rebuild their lives. Our robust connection to community resources ensures they can have the help they need to find stable housing, jobs, food, vocational training, medical care, and mental health care. By ensuring wrap around resources are available, we are giving our clients the best chance at sustained long-term recovery.

Cenikor also participates in numerous community events, such as the Big Texas Rally for Recovery, to help keep clients engaged in their recovery and empower them to have a good time without substance use. It takes immense courage to walk through our doors, and for everyone who makes that choice, they embark on a transformative journey - gaining far more than they ever imagined.

Through strategic partnerships, unwavering commitment, and a deep understanding of community needs, Cenikor continues to be a beacon of hope-empowering individuals to reclaim their lives and fostering a future where recovery is not just possible, but sustainable.

# CONTINUUM LEVELS OF CARE

Cenikor's Continuum of Care model delivers a seamless, evidence-based approach to substance use disorder treatment, ensuring individuals receive comprehensive support from detoxification to long-term recovery solutions.

Clients begin treatment at the level of care that best suits their needs and gradually transition to lower levels as their treatment progresses. At Cenikor, we focus on treating the whole person-body, mind, and spirit-by addressing underlying issues to reach the core of the individual.

**Detoxification** Detoxification is often the first critical step in the recovery journey. At this level of care, individuals receive 24-hour medical supervision and support to safely manage withdrawal symptoms and begin stabilizing physically and emotionally. This phase lays the foundation for long-term recovery by preparing individuals for further therapeutic treatment in a supportive, structured environment.

**Medication Assisted Treatment (MAT)** Medication-Assisted Treatment is a proven way to help people recover from opioid use. It combines FDA-approved medications with support services to reduce cravings and prevent relapse. MAT can be done in a residential setting or as an outpatient program, depending on what works best for each person. The length of treatment varies based on individual needs.

**Residential Treatment** Residential treatment offers 24/7 care in a structured setting for teens and adults. Clients receive counseling, group therapy, and learn tools to support long-term recovery. It's a focused environment designed to promote healing and growth.

**Partial Hospitalization** PHP is similar to residential treatment, but clients return home or to recovery housing in the evenings. During the day, they take part in group therapy, counseling, and classes focused on recovery. The program offers structured support while allowing more independence.

**Outpatient Programs** Outpatient care is part-time treatment that includes group and individual counseling. It's designed for people who are transitioning from higher levels of care or who need ongoing support. Telehealth options are available for added flexibility and connection rural areas.

**Recovery Support** Recovery support helps people stay on track after in treatment. Services include peer support, group meetings, and connections to resources—all at no cost. It's a way to stay involved and build a strong support network.

**Recovery Housing** Recovery housing offers a safe, sober place to live while continuing the recovery journey. It provides structure, peer support, and access to services like job resources and case management. It's ideal for those who need a safe and stable housing after treatment.

**Psychiatric Services** Comprehensive psychiatric services are available to support individuals with co-occurring mental health and substance use disorders. These services include psychiatric evaluations, medication management, and treatment for a range of conditions such as depression, anxiety, bipolar disorder, PTSD, ADHD, and schizophrenia. Care teams collaborate with therapists and primary care providers to deliver a coordinated, whole-person approach to recovery.

This full range of behavioral health care is designed to support people at every stage of recovery. It provides the tools, guidance, and stability needed to help individuals rebuild their lives with confidence and long-term success.

# FUNDRAISING AND DONOR IMPACT



“

I know this place saved my life, and the ability to be able to work and give back is an insurmountable and heartfelt calling for me.

- Barbara H.

”

## HEATHER EKRE

Director of Development & Special Events

*“Those of us who have reached a level of success and comfort need to always remember how far we have come and think of those who are less fortunate. There are many ills in our society today, not the least of which is drug and alcohol addiction. We can help our fellow citizens who are experiencing pain and are in a vicious cycle of dependency. Giving back through contributions of time and/or money to organizations like Cenikor Foundation, which are well positioned to change and save lives, is good for society.”*

- Alex Howard, Board of Directors, Cenikor Foundation

Imagine the power of a single act of generosity, the spark that ignites change and creates a ripple effect across communities. At Cenikor, we believe every gift no matter the size has the potential to transform lives and empower futures. Our donors aren't just supporters; they're true partners with deep connections. The work we do and their generosity over the past year has helped us grow, reach more people in need, and find new, meaningful ways to serve the communities we care so deeply about.

Every contribution helps us build something bigger than ourselves, a foundation of hope and healing that reaches beyond today. It's about creating opportunities not just for the individuals we serve now, but for their children, families, and future generations. That's the kind of legacy our donors are helping to shape.

We build relationships at both facility and organizational levels, attracting philanthropic donations that help us enhance our facilities,

provide valuable amenities, and integrate into the communities we serve.

But the impact of our donors goes far beyond dollars. They serve on advisory boards, volunteer at our facilities, join committees, and act as ambassadors for Cenikor. Their involvement helps us expand our reach and strengthen our roots.

A perfect example of this is our partnership with M2M (Mental to Metal Disc Golf). Thanks to their generous donation of equipment and time, our adolescent Odyssey House location in Houston now has two-disc golf baskets, and our Deer Park location boasts a full course. Even more inspiring, M2M staff show up weekly to teach our clients how to use the equipment, turning a gift into an experience that builds confidence and connection.

What excites me most is seeing the ripple effect of donor support. How one act of generosity inspires another.



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# LIFE LONG RECOVERY

In fiscal year 2025, Cenikor Foundation deepened its commitment to lifelong recovery by expanding access, strengthening partnerships, and delivering wraparound services that meet individuals where they are. With a legacy rooted in dignity and transformation, Cenikor continues to be a place for change, empowering thousands across Texas and New Mexico to reclaim their lives.

Cenikor's integrated model spans detoxification, residential treatment, outpatient services, and recovery housing—ensuring that every person receives the right care at the right time. This year, 15,677 individuals engaged in services across multiple locations, reflecting the strength of our step-down approach and long-term support.

Recognizing the intersection between mental health and substance use, Cenikor embeds licensed clinicians across programs. This integration has led to improved outcomes and reduced relapse rates, especially among high-risk populations.

Cenikor's prevention programs reached thousands of youth, families, and community members through

school-based education, sober activities, and early intervention initiatives. By equipping individuals with knowledge and coping skills, we're building resilience before addiction takes hold.

Recovery is more than abstinence—it's rebuilding a life. Cenikor's wraparound services include trauma-informed counseling, housing navigation, community referrals, and family reunification. These support services address the root causes of addiction and foster sustainable healing.

Cenikor remains committed to eliminating barriers to care. In 2025, we expanded bilingual programming, enhanced government and commercial insurance partnerships, and increased outreach to underserved communities. Our sliding scale fee structure and community-based referrals ensure that no one is turned away due to financial hardship. Together with our donors, staff, and community partners, Cenikor Foundation continues to transform lives, one person, one family, one community at a time.



# ADVANCING ACCESS TO CARE

Access to quality substance use treatment is the foundation of lasting recovery, transforming lives and restoring hope. Cenikor has donated over \$7 million in charitable care contributions, ensuring individuals receive timely and effective care.

In January 2025, Cenikor extended its hours to a 24/7 admissions center for clients to reach out as soon as they are ready to take that first step. Cenikor's Admission Center, located at the Facility Support Center in Houston and other states receives calls from individuals across Texas and New Mexico ready for admission. Our Admissions Center staff communicate with a potential client to determine their treatment needs, and while the potential client is still on the call our admissions center representatives complete the appropriate screenings or referrals necessary. This will ensure clients are scheduled for same day admittance for the appropriate level of care. When a client takes the first step, Cenikor stands ready, committed to

guiding them toward lasting recovery. To address barriers such as transportation and health concerns, Cenikor has implemented telehealth and virtual outpatient services, accelerated by the COVID-19 pandemic. These secure platforms are used to provide individual therapy, group therapy, case management, and medication assisted treatment management, enabling clients to receive care from their homes. Virtual intake and assessment processes streamline access, while staff training ensures sensitivity to challenges such as limited internet access and/or privacy concerns.

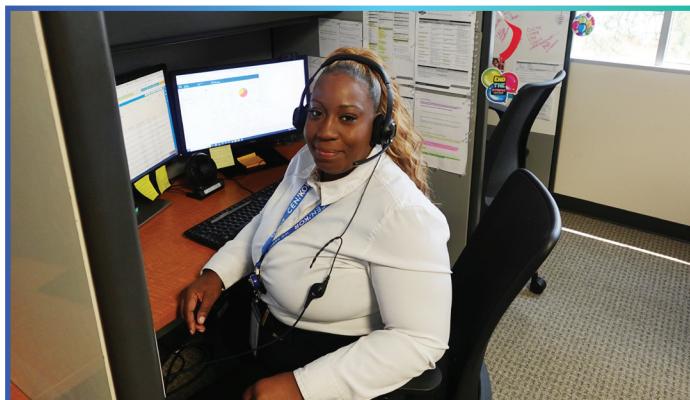
Cenikor also offers hybrid treatment services, blending in-person and virtual services to suit clients' unique needs and circumstances. This flexible model allows individuals to maintain work, family, or other responsibilities while receiving treatment. By reducing logistical and financial constraints, hybrid options increase engagement and allow Cenikor to serve a broader population.

“

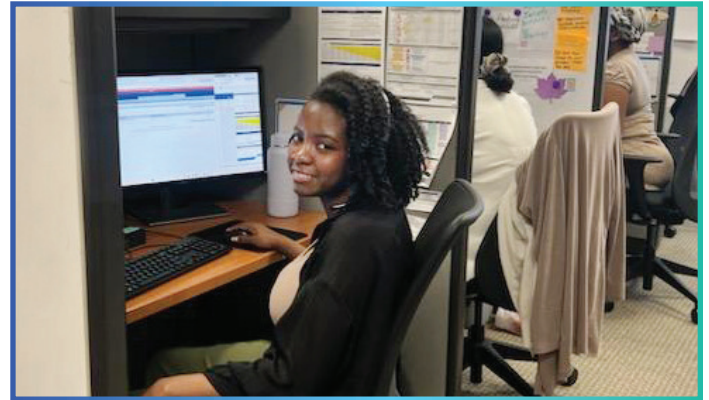
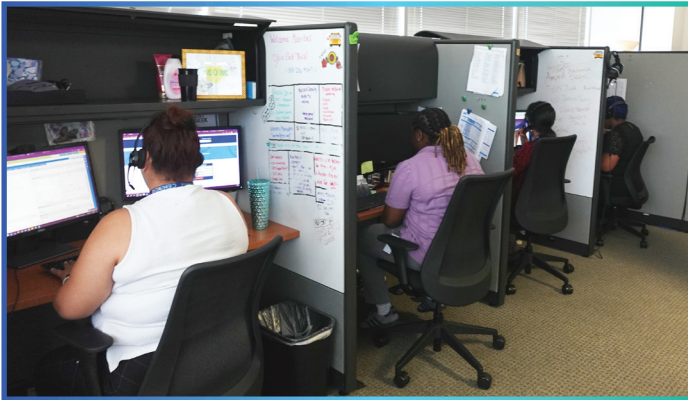
The biggest predictor of success is that they took that first step and called us. They have to want it.

”

- Dora M.







Cenikor’s multifaceted approach has enhanced client engagement and advanced access to care, particularly for those in rural and underserved areas. Outreach efforts strengthen relationships with local stakeholders, build trust and establish consistent referral pipelines. By prioritizing accessibility, whether through in-person, virtual, or hybrid models, Cenikor remains a pivotal force in the behavioral health landscape, dedicated to meeting individuals where they are and fostering environments that support long-term recovery.

Financial assistance programs to serve medically indigent clients ensure everyone has access to life-saving treatment. Cenikor has relationships

with commercial payers, the Texas Department of Family Services, OSARs, Local Mental Health Authorities, and other providers in the region to strengthen our collaboration and provide access to medical, dental, mental, and behavioral health needs for a holistic approach to delivering services to the clients. We also continually raise funds through private foundation grants to support medically indigent clients in their journey.

Cenikor’s unwavering commitment to accessibility, innovation, and compassionate care ensures that every individual seeking recovery can reclaim their life and build a brighter future.



This past Saturday I spoke to a client, and he was just embarrassed he had relapsed, and he felt like his world was over, his child had died, marriage in shambles, and other children put in foster care. We spent a lot of time talking about how we all have battles, and we must pick and choose the ones we want to fight, and Cenikor is here for him and committed to his recovery. We are here to listen and not judge, to motivate them to take the step to recovery.

At the end of the call after I scheduled him, he said You didn’t judge me, you know you created a safe space for me to actually tell you what was bothering me.

It makes me feel good to actually be able to reach somebody because I feel like I have been in that position, where I have lost everything, so to help someone else in need, it’s really a lot for me.



- Dayne C.

# CLIENT SUCCESS STORIES



## My Journey Began in 2023

**LeAnn P.** Amarillo, Texas

“

My journey began in 2023, when I met a former Cenikor client who gave me Coach Charyle's number. I was on probation and couldn't stay sober. So, I gave her a call, and I got into Cenikor for the first time. To be honest, I only did it to make my probation officer happy and so I wouldn't end up back in jail. I bucked in the beginning, tried to do everything my own way, didn't take any suggestions. I faked it until I was discharged. I went back home and stayed sober for about 6 months. I did some jail time for a different charge in a different county. I walked out of that jail with no legal obligations and that got into my head. I was back in the streets, doing the same old stuff. I was out for 2 months when I called Coach Charyle again in April 2024. I needed help. I was desperate. I was sick and tired, I knew I was gonna end up dead or in prison. A friend drove me back to Cenikor where I voluntarily put myself back in treatment. I wanted to be sober.

Coach Charyle never gave up on me and welcomed me back with open arms. I sat down and I listened, I didn't buck, I did what was suggested to me. I did things much differently. I didn't go back home, Coach Charyle got me into a nearby sober living house after the Cenikor program. I got a sponsor. I got a job. And she even took me to see my daughter who I hadn't seen in years. Not only do I have a recovery coach and mentor, I have a real friend. I can talk to her about anything, and I can trust that it doesn't get repeated. If I need resources, she is the one I will call. I just celebrated one year sober. And I am now the house mom of my sober living home. I am grateful to Coach Charyle. If it wasn't for her, I don't know where I would be.

”

# LEGACY OF CARE AND CONNECTION



“

We have an opportunity to serve clients when they are ready and are uniquely positioned to help them and save lives.

”

## TREVOR GEORGE, ND

Assistant Vice President, Clinical Services

Clinical excellence is central to our mission to be a place for change, providing a foundation for better health and better lives. As we look back on fiscal year 2025, we take pride in the 15,677 clients who took the critical first step by walking through the doors of a Cenikor facility, contacting our new 24/7 admissions center, or reaching out to a counselor or peer support. These individuals were ready to make life-changing decisions and seek help with their substance use disorders.

When we speak of clinical excellence, we refer to a comprehensive approach that ensures holistic care for our clients, emphasizing teamwork both within Cenikor and with our community partners. Upon entering Cenikor, each client is evaluated by a team of professionals to determine the appropriate level of care, which is the crucial first step in their recovery journey. Our medical directors, clinicians, and nurses collaborate to conduct comprehensive evaluations, ensuring we meet clients where they are, and start them at the right level of care for their recovery.

Cenikor harnesses data in an electronic health record to create requested reports and dashboards. The dashboards link to real-time data such as census and utilization trends, client progression, demographics, average length of stay, client outreach activities, clinical documentation compliance and quality payor mix, and client satisfaction surveys. Cenikor measures client experience and clinical outcomes through data collected and is then evaluated to look for areas of service improvement.

Cenikor's Quality and Compliance Department ensures that all regulations contract requirements and industry practices are adhered to, and that all necessary documentation is completed, and any privacy concerns are met. We measure our compliance efforts and clinical quality effectiveness to ensure exceptional client care. Internally, we continue to analyze data and find efficiencies that benefit staff and clients.

During a clients' stay at one of our facilities, and even after they leave, Cenikor employs data-driven analysis. With our new Quality and Service Hours dashboard, we monitor that clients receive the necessary level of care as they progress through the program, aiming for optimal outcomes before transitioning to other levels of care. In outpatient care, Cenikor leverages community connections to provide clients with the resources they need to succeed, whether it be ongoing mental health support, addressing physical health needs, job training, financial assistance, or stable housing. Our community partners play a vital role in ensuring client success.

Moreover, clinical excellence is achieved by investing in our team members. At Cenikor, we consider our people to be our greatest asset to achieve our mission. We believe that supporting, educating, developing, and mentoring our staff throughout their career journeys is essential for delivering quality care to our clients. It requires teamwork to ensure clients receive optimal care, and our teams collaborate rather than operate independently.

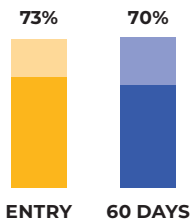
Lastly, feedback from clients during and after their time in our program is crucial for us to meet their needs effectively. We gather insights through surveys and in-person conversations, take actionable steps based on their feedback, and strive to create an environment conducive to their recovery journey.

# PROGRAM OUTCOMES

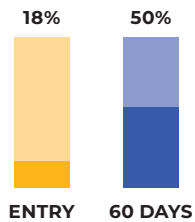
## ADOLESCENT

### Inpatient Residential

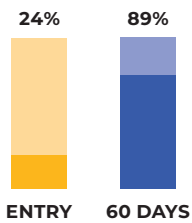
#### Attending School



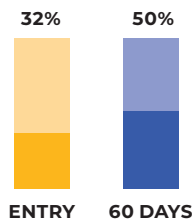
#### Connected with Support Group in the Last 60 Days



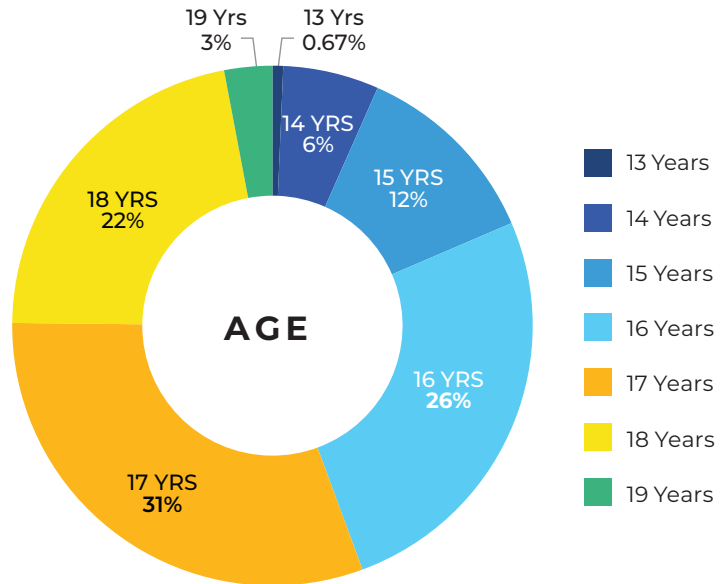
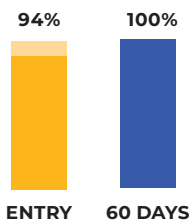
#### Alcohol and Drug Free in the Last 30 Days



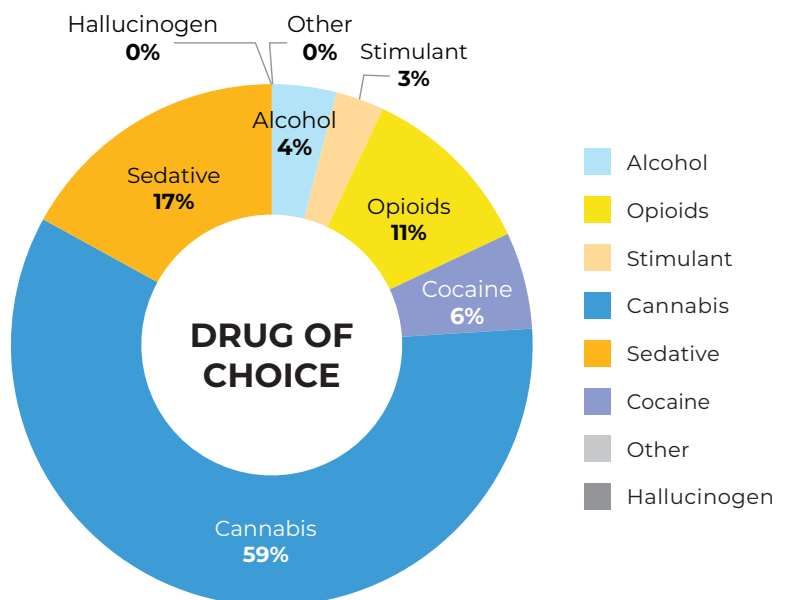
#### Law Abiding Citizen in the Past Year



#### Stable Living Situation



#### GENDER

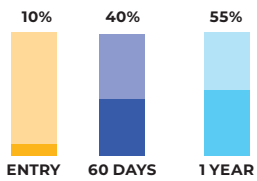




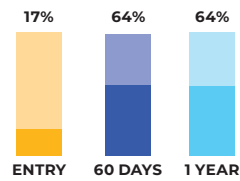
# ADULT

## Detox

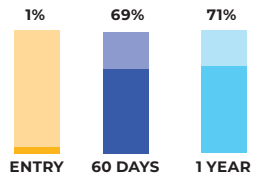
### Presently Working



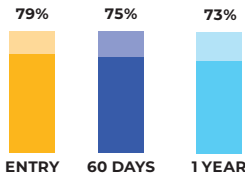
### Connected with Support Group in the Last 60 Days



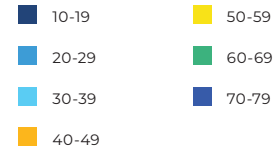
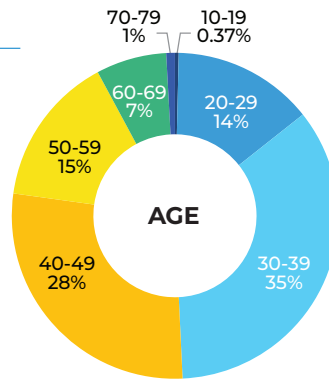
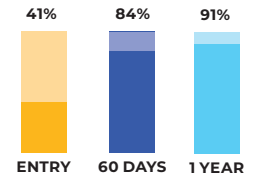
### Alcohol and Drug Free in the Last 30 Days



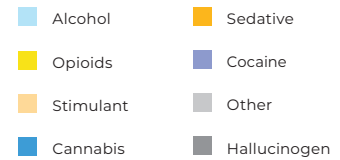
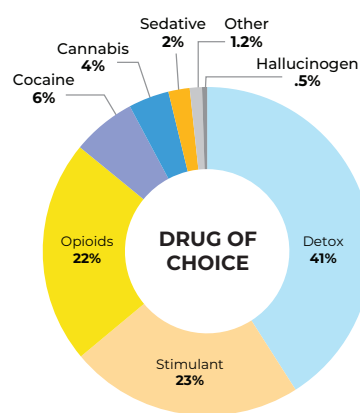
### Law Abiding Citizen in the Past Year



### Stable Living Situation

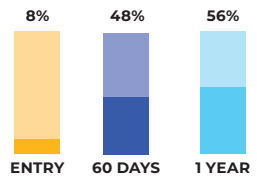


### GENDER

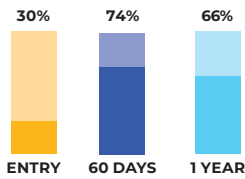


## Inpatient Residential

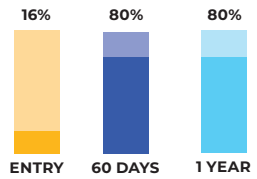
### Presently Working



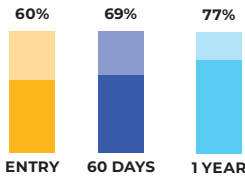
### Connected with Support Group in the Last 60 Days



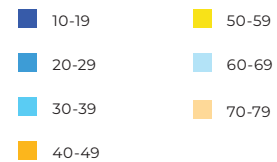
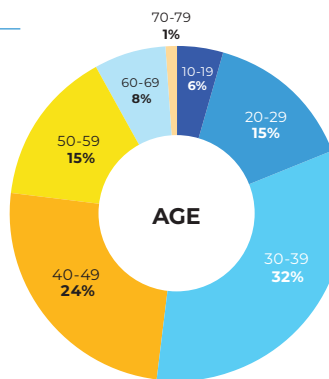
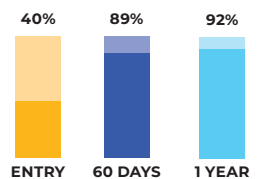
### Alcohol and Drug Free in the Last 30 Days



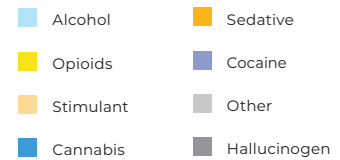
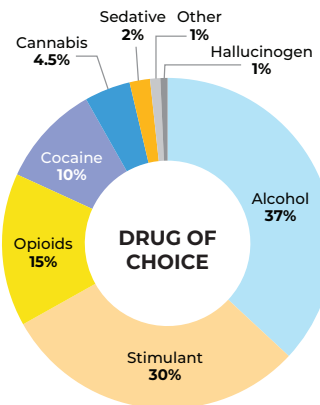
### Law Abiding Citizen in the Past Year



### Stable Living Situation

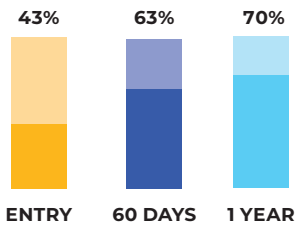


### GENDER

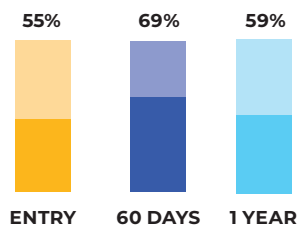


# ADULT Outpatient

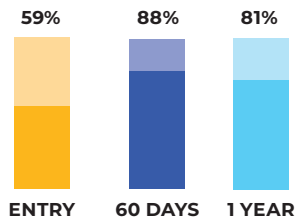
## Presently Working



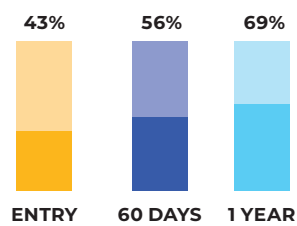
## Connected with Support Group in the Last 60 Days



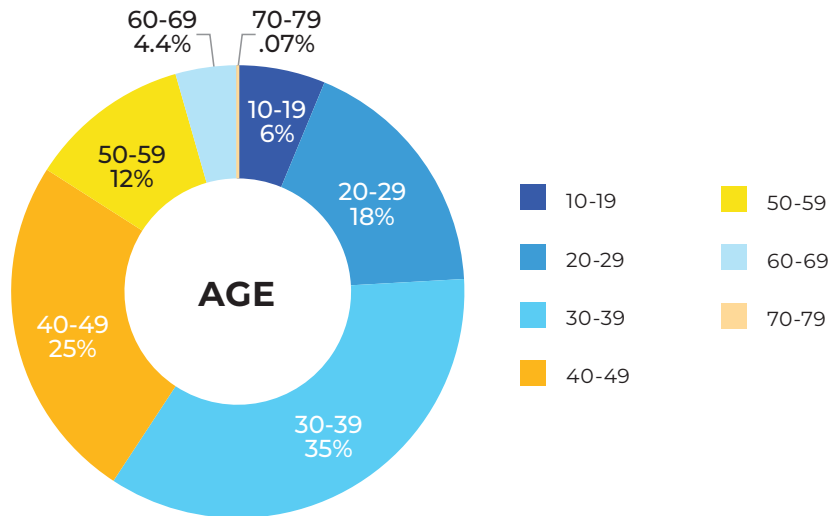
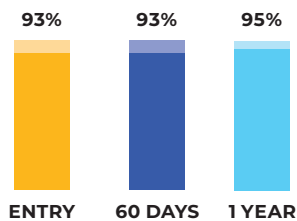
## Alcohol and Drug Free in the Last 30 Days



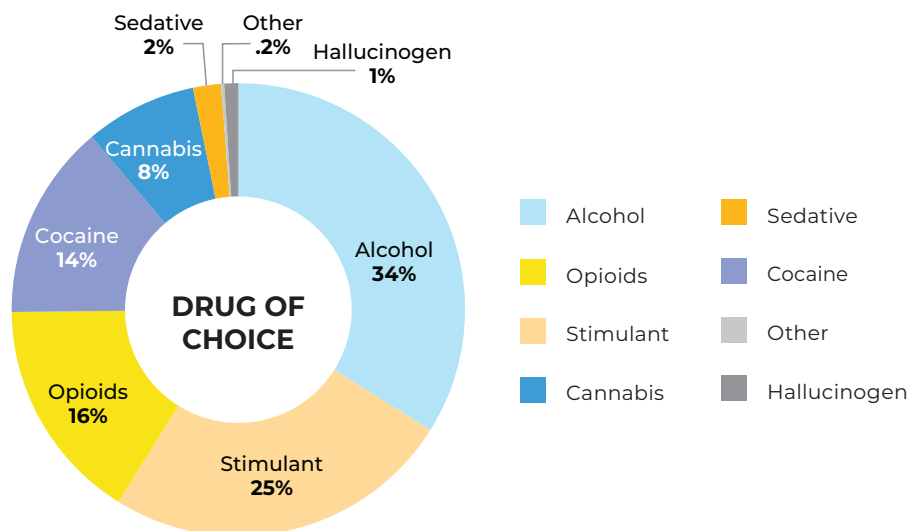
## Law Abiding Citizen in the Past Year



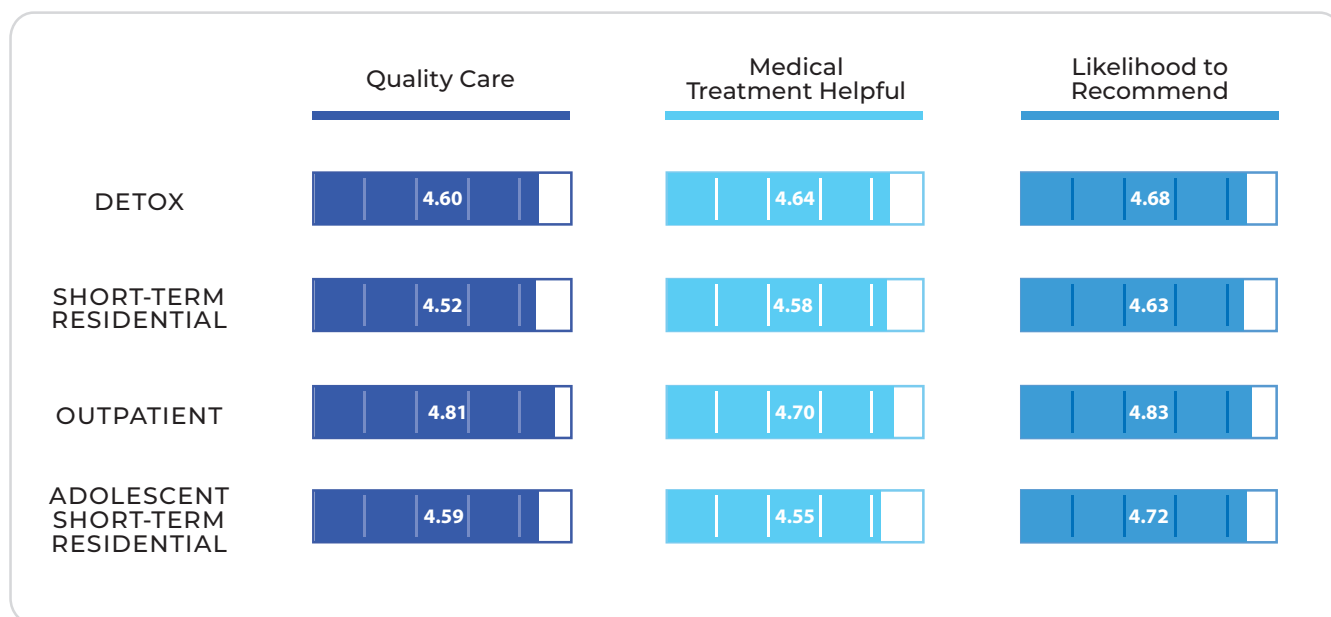
## Stable Living Situation



## GENDER



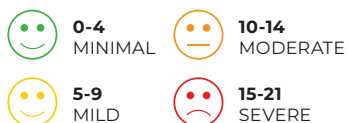
# SATISFACTION SCORES



## What is GAD??

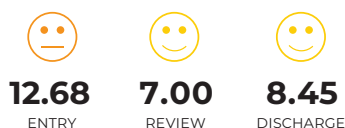
**Generalized Anxiety Disorder (GAD)** is a condition where you worry constantly about everyday issues and situations. Healthcare providers diagnose GAD when your worrying happens often and for at least 6 months.

### GAD-7 Scoring



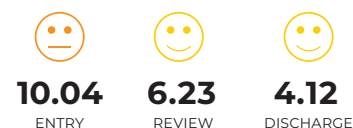
### DETOX

GAD-7 Average Scores



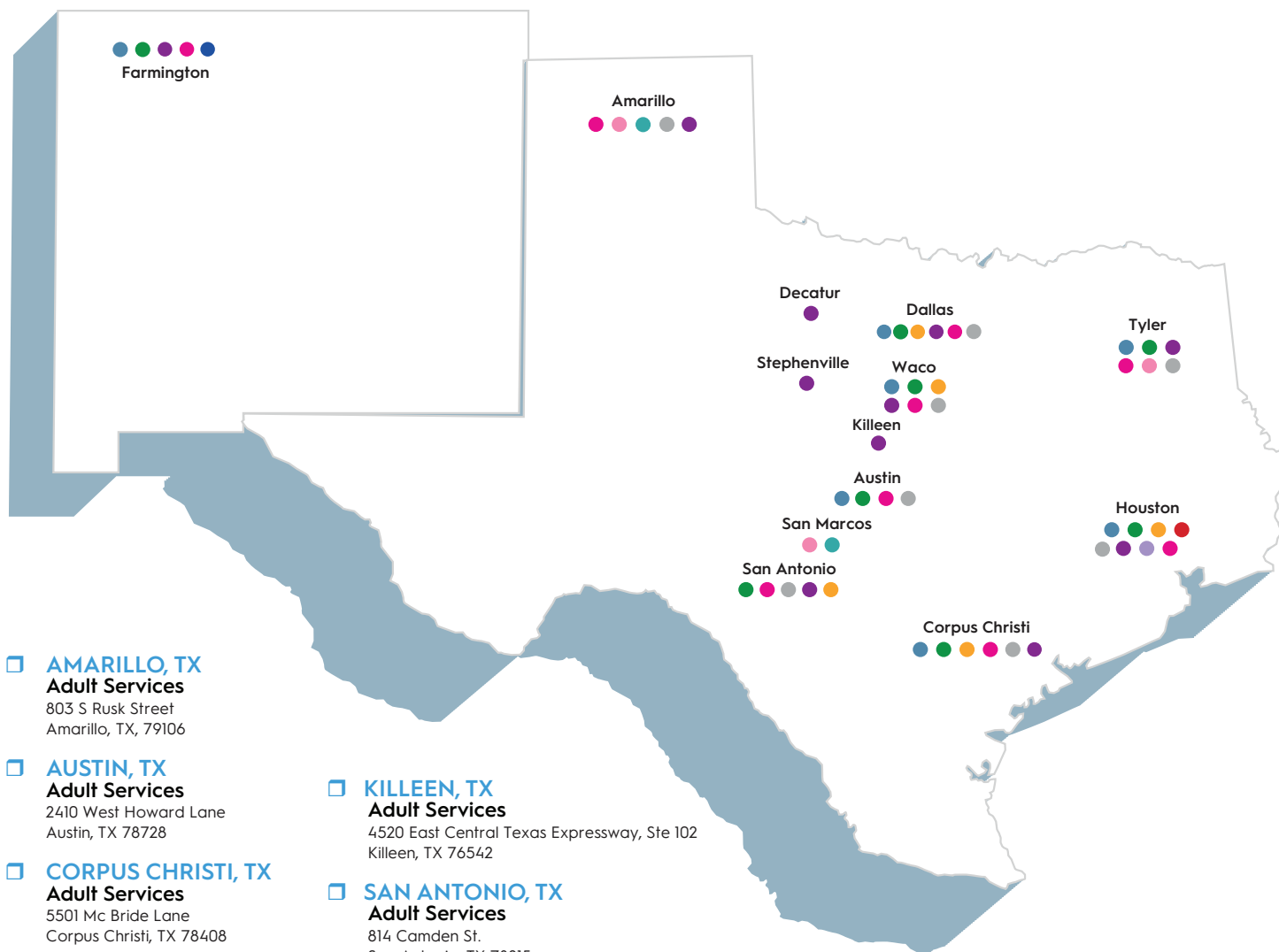
### SHORT-TERM RESIDENTIAL

GAD-7 Average Scores



The transition from the controlled environment to the less monitored home setting can be daunting. Patients may feel safer where help is readily available, leading to a slight increase in anxiety upon discharge.

# CENIKOR LOCATIONS



- ❑ **AMARILLO, TX**  
**Adult Services**  
803 S Rusk Street  
Amarillo, TX, 79106
- ❑ **AUSTIN, TX**  
**Adult Services**  
2410 West Howard Lane  
Austin, TX 78728
- ❑ **CORPUS CHRISTI, TX**  
**Adult Services**  
5501 Mc Bride Lane  
Corpus Christi, TX 78408
- ❑ **DECATUR, TX**  
**Adult Services**  
1106 E Business 380  
Decatur, TX 76234
- ❑ **DFW METROPLEX, TX**  
**Adult Services**  
2425 Texas Drive  
Irving, TX 75062
- ❑ **FARMINGTON, NM**  
**Adult Services**  
1313 Mission Avenue  
Farmington, NM 87401
- ❑ **HOUSTON, TX**  
**Adult Services**  
4525 Glenwood Avenue  
Deer Park, Texas 77536
- ❑ **HOUSTON, TX**  
**Youth Services**  
5629 Grapevine Street  
Houston, TX 77085

- ❑ **KILLEEN, TX**  
**Adult Services**  
4520 East Central Texas Expressway, Ste 102  
Killeen, TX 76542
- ❑ **SAN ANTONIO, TX**  
**Adult Services**  
814 Camden St.  
San Antonio, TX 78215
- ❑ **SAN MARCOS, TX**  
**Adult Services**  
1205 Texas 123, Ste 200  
San Marcos, TX 78666
- ❑ **STEPHENVILLE, TX**  
**Adult Services**  
1306 E. Washington St. Ste 200  
Stephenville, TX 76401
- ❑ **TYLER, TX**  
**Adult Services**  
1827 West Gentry Parkway  
Tyler, TX 75702
- ❑ **WACO, TX**  
**Adult Services**  
3015 Herring Avenue  
Waco, TX 76708
- ❑ **CORPORATE OFFICE**  
11931 Wickchester Lane, Ste 300  
Houston, TX 77043

## Programs & Services

- Withdrawal Management
- Adult Residential
- Recovery Housing
- Adolescent Outpatient
- Outpatient Services (Virtual and In-Person)
- Adolescent Residential
- Medication-Assisted Treatment (MAT)
- Prevention (PR)
- Youth Recovery Community
- Recovery Support Services (RSS)
- Outpatient Psychiatric Services



# CONNECTING WITH COMMUNITIES



“

By building together, we're able to serve more individuals with dignity, compassion, and evidence-based care.

”

**SARA BUCKLER, MHA**

Assistant Vice President, Marketing and Business Development

In fiscal year 2025, Cenikor strengthened its mission by forming strategic partnerships that expanded access to care while honoring the legacy and trust of our existing programs. We enhanced brand alignment and broadened outreach across new markets, creating a unified voice grounded in quality and compassion.

We focused on thoughtful market expansion and responsive digital strategies that met people where they are, leading to increased referrals and greater participation in programs. Cross-functional collaboration among Development, Clinical Operations, and Legislative Affairs Departments supported Cenikor's designation as a Center of Excellence in Substance Use Disorder (SUD) treatment by Evernorth Behavioral Health, this milestone rooted in teamwork and evidence-based progress.

Our approach to partnerships is anchored in three guiding principles:

- Expanding access to high-quality behavioral health services.
- Improving outcomes through proven, client centered care.
- Building trust within our community through transparency, consistency, and accountability.

One of our most impactful achievements was the integration of STAR Council's outpatient programs in March 2025. This strategic partnership allowed us to extend our reach into rural regions without compromising the values and effectiveness of STAR Council's established model. It demonstrated Cenikor's ability to grow with purpose, maintaining the integrity of care while expanding our impact.

Our work with judicial partners continued to deepen this year. With support from our new Judicial Outreach Manager, we strengthened ties with district attorneys, court systems, and probation offices. These efforts support diversion strategies that prioritize treatment over incarceration ensuring individuals affected by substance use disorder will receive the help they need while reducing repeat offenses and enhancing public safety.

Looking ahead, Cenikor remains focused on building strong, forward-thinking partnerships that remove barriers to care and support every person on their path to long-term recovery.

# PREVENTION AND EDUCATION

Empowering young people starts with strong minds. Our Prevention Team champions healthy choices and lifelong mental, emotional, and behavioral well-being.

In fiscal year 2025, Cenikor deepened its commitment to early intervention through the expansion of its Youth Prevention Program, a cornerstone of our continuum of care by adding our prevention programs in Buda and Conroe. Serving over 43,000 youth and parents annually, our prevention program is rooted in the principles of Project AIM (Awareness, Intervention & Mobilization). The program equips adolescents with the tools to navigate life's challenges before substance use becomes a barrier to their future.

Across school districts and community centers, Cenikor delivered age-appropriate, evidence-based curricula focused on:

- Developing positive self-image and emotional regulation
- Resisting peer and media pressure
- Understanding the risks of tobacco, alcohol, and drug use
- Exploring healthy lifestyle choices through recreation and skill-building

These sessions foster environments where prevention is not just a message, it's a movement.

Recognizing the role of trauma in adolescent behavior, Cenikor integrated brief screenings, individual and group counseling, and family therapy into its prevention services. These supports created emotionally safe spaces for healing and growth, helping youth and families reconnect and rebuild.

Events like The Amarillo Sod Poodles Charity Spotlight were adapted for youth audiences, offering platforms for self-expression and dialogue around recovery, resilience, and hope. These gatherings not only celebrated creativity, but they also built bridges between young people and their communities.

Preliminary data shows promising trends in:

- Increased emotional regulation and decision-making skills
- Reduced experimentation with substances
- Strengthened peer and family support networks

As we look ahead, Cenikor remains steadfast in its belief: prevention is the first step toward lifelong recovery. By meeting youth where they are, with compassion, education, and opportunity, we're shaping futures that are not only substance-free, but full of possibility.



# PREVENTION PROGRAM PARTNERSHIPS

## San Marcos Independent School District (SMISD)

### Juvenile Diversion & Public Health

- SMISD Multi-cultural Resource Center
- Travis Elementary School
- Hernandez Elementary School
- De Zavala Elementary
- Lamar Alternative Center
- San Marcos High School
- Communities in Schools

## Hays Consolidated Independent School District (HCISD)

- Tobias Elementary
- Wallace Middle School
- McCormick Middle School
- Hays High School – Communities in Schools

## Manor Independent School District (MISD)

- Manor Early College High School
- Manor New Tech High School

## Hutto Independent School District (Hutto ISD)

- Hutto High School

## Austin Independent School District (AISD)

- Bailey Middle School

## Boys and Girls Clubs

- Boys and Girls Club Taylor
- Boys and Girls Club Georgetown

## Liberty Independent School District (ISD)

- San Jacinto Elementary
- Liberty Elementary
- Liberty Middle School
- Liberty High School

## Cleveland Independent School District (ISD)

- Cottonwood Elementary
- Eastside Elementary
- Northside Elementary
- Pine Burr Elementary
- Santa Fe Elementary
- Southside Elementary
- Cleveland Middle School
- Santa Fe Middle School
- Cleveland High School
- Cleveland Ninth Grade Center
- Douglas Campus

## San Marcos Prevention Initiatives

### Juvenile Diversion & Public Health

- Hays County Juvenile Diversion Program
- Hays County Health Department
- Fentanyl Education, Support Training, and Awareness Program
- The Core Four

## Amarillo Prevention Initiatives

### Amarillo Independent School District (Amarillo ISD)

- Claude Library
- Don Harrington Discovery Center
- Amarillo Parks & Recreation
- Canyon Library
- Another Chance House
- Heal the City
- Maverick Boys & Girls Club
- Lubbock Juvenile Probation
- Wesley Community Center
- Martha's Home
- City of Fritch
- City of Borger
- Amarillo Zoo

# YRC PROGRAM PARTNERSHIPS

Youth Recovery Community (YRC) is a free program for adolescents, ages 13-21, who want to participate in sober activities that are fun and safe. We offer peer support for the youth participants through individual coaching sessions as well as group meetings. We strive to encourage a recovery lifestyle that is free from substance use. We promote leadership and teamwork skills through community outreach events with other youth and young adults. YRC also supports the entire family through the recovery process. We currently have three YRC Centers at the following locations: Buda, Tyler and Amarillo.

## Youth Recovery Community (YRC) Partnerships

### Buda YRC – Hays County

- Juvenile Probation
- Juvenile Detention Center

### Tyler YRC – Smith County

- Juvenile Probation
- Tyler City Municipal Court

### Amarillo YRC – Canyon

- Canyon Municipal Court

## Additional Juvenile Probation Office (JPO) Partnerships

- Harris County
- Fort Bend County
- Galveston County
- Montgomery County
- Williamson County
- Tom Green County
- Liberty County
- Dallas County
- Denton County
- Milam County
- Brazoria County

## Community Partnerships

- Compassion United
- Boys and Girls Club
- Boys and Girls Country
- TRELS Home for Children
- The Villages of Huntsville
- The Senior Villages of Huntsville
- Yes, To Youth
- Phoenix House (Prevention Resource Center)





# DEDICATED TO REDUCING SUBSTANCE USE



**ASHLYN REVERE**

Project AIM Manager

Compassion, connection, and meeting people without judgment—that’s the foundation of Project AIM. What draws people in is something deeper: the belief that honest conversations can spark awareness around substance use and mental health, build resilience, inspire growth, and offer real tools for life’s challenges.

Cenikor’s Project AIM (Awareness, Intervention & Mobilization) delivers measurable impact through its holistic, community-centered approach. Funded through SAMHSA’s Strategic Prevention Framework grant, Project

AIM is designed to interrupt the progression of substance misuse before it escalates, fostering individual resilience and community-wide awareness in adults.

Project AIM operates through three interlocking service components that together form a comprehensive model:

**Individualized Case Management:** Utilizing evidence-based practices such as BASICS and Motivational Interviewing, Project AIM provides customized one-on-one support. Participants work with trained staff to strengthen coping skills, articulate personal goals, and replace substance reliance with healthier strategies.

**Community Engagement & Outreach:** In collaboration with local partners, AIM hosted events such as the Healing Hearts Art Show and participated in the DEA Prescription Takeback Awareness Day. These gatherings spark conversation, encourage connection, and destigmatize substance use challenges through creative and educational platforms.

**Prevention Education:** Through interactive presentations across schools, faith-based groups, and civic organizations, AIM delivers relevant education on substance use, protective and risk factors, mental health, and coping strategies—built on data from SAMHSA, NIDA, CDC, and more.

By weaving together case management, community connection, and evidence-based education, Project AIM addresses substance use from multiple approaches. Its trauma-informed, inclusive philosophy ensures individuals and families aren’t just educated, they’re empowered. While stigma and systemic barriers often hinder recovery, Project AIM offers a compassionate alternative rooted in dignity and informed care.



# CLIENT SUCCESS STORIES



## The Point Where I've Come to Realize

**John M.** Amarillo, TX

“

I'm to the point where what I've come to realize is that like, whenever you're going through this process, you come to a point in time where you want to help other people out. And it makes me feel even stronger in my recovery.

Growing up, alcohol abuse was a way of life in both of my parents' families. I had a tough life as a child, witnessing alcohol related violence mainly between my parents, and eventually became a child of divorce. The splitting up of our family unit broke my heart. My siblings and I were never together, so I always felt isolated as I moved back and forth between my father in Oklahoma and my mother in Texas. My father is a functioning alcoholic, highly educated but also the tough love mentality that sometimes felt like it bordered on abuse. My mom was also a functioning alcoholic, but was kind, compassionate, and caring, so I floated between two very different environments growing up.

I eventually gravitated to a peer group that was very much into partying and alcohol. For a while I would just pretend to be drinking but eventually life got the best of me, and I started drinking also. I eventually met my wife and had four kids, and that is kind of what changed me. My wife also came from a tough background and drank, and it eventually got to where the only time we got along was when we were drunk. My wife passed away in 2024 and things really unraveled at that point. From October 2024 until January 2025, I was swinging for the fences like I really was trying to kill myself like I was. I still woke up and tried to be a functional parent, but alcohol use kept increasing. I finally lost it all – the respect of my family and friends, I burned every bridge I could and hit rock bottom.

When my tribe first approached me about seeking help, I was stubborn – determined I would over this on my own. But I couldn't, and when they finally forced me into treatment at Cenikor-Amarillo, I came ready to change. By working through the program, I found a way to pull myself out of my alcoholism and find a path forward. I have been sober 133 days, that is quite an accomplishment and the future looks great. I am now in the Amarillo sober living home, doing great, looking great, and feeling great.

At first, during detox, I thought about leaving so many times. I had never been away from my kids and felt isolated. During detox I had a lot of time to do some soul searching and thinking about where you are. One of the things that stood out to me was the staff who cared about my recovery and they helped me be successful here. I stayed in treatment for almost 90 days as I did not feel strong enough to stand on my own.

During my time here my tribe stood by me, ensuring I stayed stable financially and committed to my recovery. The staff cared and stood by me. I am looking forward to the future, going back to work, and being the dad my kids need.

”

# CLIENT SUCCESS STORIES



## I Really Started Taking a New Look

**Joel A.** Tyler, TX

“

As I worked through the program, I really started taking a new look at the way I was processing things and working through them or not working through them.

I served in the Army as an Xray CT tech for 6 years. When I separated from the service, I moved to Tyler and started working in diagnostic imaging. It was an excellent job and life was pretty good until I started going through a divorce. I found that difficult, and I don't think that I had the right tools in place to deal with it. I never really knew what addiction looked like until then. Instead of reaching out for help, I made poor decisions and turned to substances to cope. I quit my job and for 4 years tried to deal with the pain and isolation alone. In 2022 the consequences caught up with me and I was facing legal consequences and possible incarceration. I knew I had to make a change. You know I felt pretty hopeless. And I knew I needed to find a new way to live, or I was going to keep going down that path.

A friend of mine put me in touch with the patient outreach coordinator for Cenikor. I was trying to work through VA covering the cost of treatment, and it took months to get everything settled. The coordinator was instrumental in getting me through the VA process into treatment, and he has been a friend ever since. I actually just walked the stage with him at Tyler Junior College with a degree in Counseling Addiction. Once I got into Cenikor I did a 45-day residential program. At first, I had a negative stigma regarding counseling due to my military background. As I worked through the program, I really started taking a new look at the way I was processing things and working through them or not working through them—and that was invaluable for me. I worked so hard to get into the program, I never thought of walking away – and it strengthened my resolve about why I was there.

I also went through the aftercare portion of the program. The reason everything worked for me was because I had really resolved that, you know, I needed to make a change. I was on probation at the time, but I still knew that if I returned to the old ways of thinking then I was just gonna kind of slip back into the old way of living. So, it was my commitment to doing things differently. It was really helpful to have the support in the aftercare program, and encouragement as I was moving forward in my recovery. I looked at myself as a victim for a long time, and you know, I think breaking that was so important.

The future looks pretty good. I just signed up for a counseling intern program and I have been clean for 2.5 years now. I want to help other people as well. And I think that's sometimes really important to get out of the rut that we're stuck. Getting out of the isolation of addiction. And you know, really embracing community, again.

I felt like it was the path I needed to be on to achieve the life that I wanted.

”

# NEW OPPORTUNITY FOR HOPE

Cenikor continues to broaden its impact in substance use disorder (SUD) recovery through the strategic integration of Medication-Assisted Treatment (MAT) across both inpatient residential and outpatient settings. This holistic model of care empowers individuals to stabilize physically and emotionally, access behavioral health support, and rebuild sustainable, purpose-driven lives.

MAT combines three interconnected components. The use of medication reduces withdrawal symptoms, curbs cravings, and lowers risk of relapses and overdose. Therapeutic support includes counseling, cognitive behavioral therapy, peer engagement, and contingency management to support emotional regulation and behavior change. Finally, engaging family, friends, and community support networks foster lasting resilience. By embedding MAT throughout all levels of care, detox, residential, outpatient, and aftercare, Cenikor offers a seamless and adaptive treatment experience. Clients can begin MAT under the supervision of inpatient staff and maintain

continuity of care throughout their treatment. Cenikor tailors each MAT program based on clinical evaluation, history of relapse or detox attempts, preferred recovery models, and co-occurring mental health concerns. This ensures the most effective and respectful path forward. While MAT offers critical benefits, it's not a universal solution. Clients with specific medical needs or those committed to abstinence-based philosophies are offered alternative modalities aligned with their values and goals. Additionally, in select regions, Cenikor connects clients to funding that offsets program costs, making MAT available to those facing economic hardship.

Medication-Assisted Treatment at Cenikor is more than a clinical tool, it's a commitment to meeting individuals where they are and guiding them toward lasting recovery. Whether through residential stabilization or flexible outpatient support, MAT helps reduce barriers, maintain abstinence, unlock opportunities for personal transformation, and sustained recovery.

“

I was desperate. Sick and tired. I knew I was headed for death or prison. Today, I'm proud to say I've been sober for over a year.

”

- Charyle G.



# REDUCING RECIDIVISM THROUGH TREATMENT



“

I am grateful that we are able to serve clients that come from all walks of life, including incarceration. Sometimes, they just need one person to believe in them and one more opportunity to make changes that will last them a lifetime.

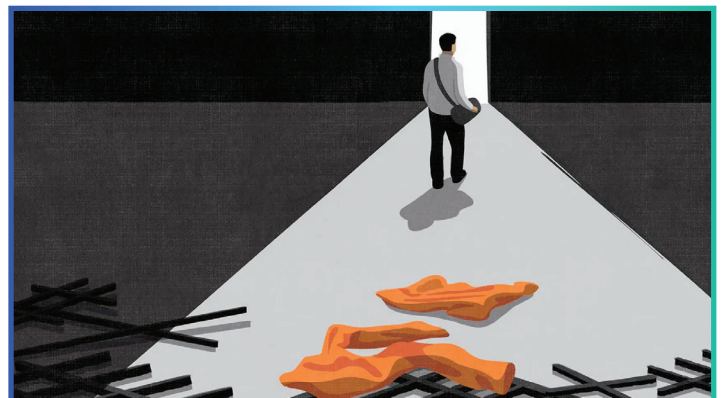
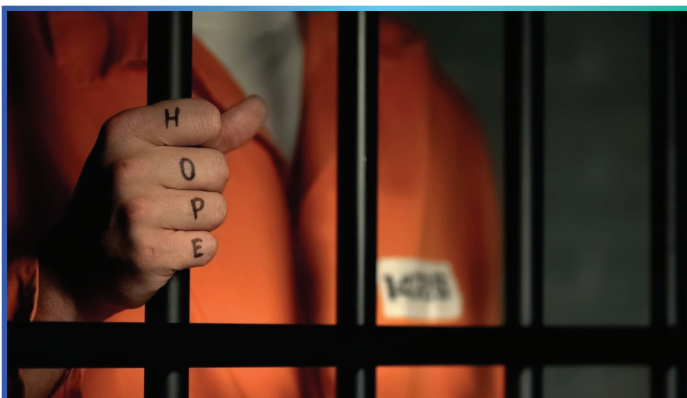
”

**MARTHA SOLIS**  
Senior Clinical Manager

According to statistics, 85% of the U.S. prison population either have a substance use disorder or committed their offense while under the influence. Additionally, drug-involved offenders have high recidivism rates, with 77% rearrested within five years of release. However, interventions that include substance use treatment can reduce future crime by 26% or more. Reducing recidivism among incarcerated individuals with substance use disorders requires a combination of evidence-based treatments, supportive reentry programs, and policy changes. One of the most effective treatments is cognitive behavioral therapy to assist clients in understanding the link between their thoughts and behaviors, which is essential for addressing substance use and minimizing recidivism. At Cenikor, we are committed to providing previously incarcerated individuals with evidence-based substance use disorder treatment combined with cognitive behavior therapy, life skills classes, and vocational

referrals to reduce the chance they will re-offend. Cenikor has worked on expanding our partnerships with mental health advocates and public defenders to evaluate clients while they are incarcerated and assess clients for the need for Medication Assisted Treatment (MAT) or other medications to ensure they are stable. Once in our initial program, they have the option to enter a Cenikor campus upon release. Individuals on probation or with deferred sentences are also able to access care.

To provide evidence-based treatment and reduce recidivism, the community partnerships created by each of our facilities and client outreach managers is critical to providing enhanced resources and support for interim housing, job training and employment, and medical and behavioral care once the previously incarcerated clients leave Cenikor and reintegrate into their communities.



# OUTPATIENT SERVICES



“

I’ve seen firsthand how this model empowers clients to integrate recovery into their real lives—strengthening their support systems, applying coping strategies in real time, and building resilience within their own communities.

”

**TERAH GIBSON, M.S., LPC, LMFT, LCDC**  
Director of Outpatient and Prevention Services

Cenikor’s outpatient services are a key component of our continuum of care and ensured 1,725 outpatient clients received life-saving treatment in fiscal year 2025. Many people hesitate to seek treatment due to stigma surrounding addiction. Outpatient services normalize recovery, allowing individuals to access discreet, professional care without feeling isolated or judged. Additionally, consistent engagement with outpatient professionals helps individuals build resilience and confidence in their recovery journey. While residential treatment programs provide intensive support, outpatient services have become increasingly vital to help ensure sustainable recovery and accessibility. Our program allows clients to receive structured treatment while maintaining jobs, going to school, and enjoying family life.

One of the biggest benefits, especially for rural areas where in-person outpatient services are not an option, is the ability to do outpatient care virtually. Robust outpatient services can provide clients with the coping skills they need for a successful recovery if the environment they are in is less than optimal.

Another benefit of outpatient services is the lower cost. Clients with socio-economic challenges can access services for a fraction of the cost of inpatient care, making it ideal for clients who need to continue working to support their family, or who don’t have the resources for in-patient care.

Cenikor’s outpatient program can be attended either virtually or in-person. Clients are also able to take part in Medication Assisted Treatment (MAT) in addition to the outpatient program. Clients participate in process and education groups as well as one-on-one individual counseling, and relapse prevention support services. Clients are encouraged to attend AA/NA meetings, get a sponsor, and build a supportive community around their new-found sobriety.

Outpatient SUD treatment provides effective, flexible, and cost-conscious recovery solutions. By enabling individuals to receive structured support while maintaining their everyday lives, outpatient services bridge the gap between intensive care and independent recovery, fostering lasting change.

# SUPPORTING OUR VETERANS



## I've Been Sober for Two Years

**Travis M.** Tyler, Texas

“

My name is Travis. I am 37 years old and I've been sober for two years and eight months. Two years eight months and one day ago, I walked into Cenikor Tyler. I was a frightened man on his deathbed when I walked in through the doors. I didn't know what I was gonna do. I just knew that I couldn't continue living the way I was. I was asked if I wanted to be put on the Mat program. I had been an opiate user for the previous 20 years. The MAT program was a vital tool that I was given. The people at Cenikor helped me get to a place where I could find my higher power. I have now gone from a man living in a sober living home with only the clothes on his back. To a marketing director for a skilled nursing facility, who just bought a home and is getting married in the fall. None of these things would have been possible without the guidance of my doctor at Cenikor, the MAT program and my higher power. In no way will the MAT program do my recovery for me, but it is a crucial tool that can be used to better my life. Thank you to everyone at Cenikor who has gone above and beyond to help me be the man I am today.

”

# RECOVERY SUPPORT SERVICES



“

Recovery isn't just about breaking free from addiction—it's about rebuilding a life with purpose, dignity, and connection. Every step forward is a victory, and every person in recovery is a story of hope.

”

**JASON MCLEMORE, LCDC-I**

Director of Aftercare Programs

Recovery Support Services integrates a vision of hope into our comprehensive treatment model, emphasizing lifelong recovery. Our certified Recovery Support Peer Specialists (RSS), each possessing invaluable lived experience, extend their support to clients during treatment and beyond. They collaborate closely with individuals to establish tailored recovery goals, maintain regular check-ins, and provide guidance through every phase of the recovery process. Right from the outset of treatment, clients engage with an RSS to craft a personal Recovery Plan that suits their unique needs. Our RSS services offer continuous support to individuals navigating the complexities of substance use and mental health challenges. For those enrolled in long-term coaching, Recovery Coaches maintain monthly contact, ensuring participants remain focused and connected as they transition back into everyday life.

Recovery Support Specialists orchestrate three engaging alumni events each year at our various facilities. These initiatives include monthly Alumni Panel Meetings, designed to foster a sense of community where clients can share their experiences, strength, and hope. Events this year included participating in a chili-cookoff, a summer bash, alumni bonfires, gratitude meetings, and game nights. Alumni from Deer Park, Tyler, Dallas, Amarillo, and Waco participated at the Big Texas Rally for Recovery in their cities. Alumni-led Facebook pages provide a vibrant space for former clients to maintain connections with their peers.

Cenikor Recovery Housing plays an essential role in nurturing individuals on their path to long-term sobriety by offering a stable, structured, and supportive living environment. Our recovery houses, located in, Corpus Christi, Deer Park, Dallas/Fort Worth, and Waco, extend beyond mere accommodation, cultivating a deep sense of accountability and community, both of which are crucial for sustained recovery. Residents thrive in an environment filled with peers sharing similar experiences and aspirations, creating an inherent support system that promotes growth and personal development. This structured setting, which features curfews, peer-led meetings, and access to Recovery Support Peer Specialist services, empowers individuals to establish healthy routines and enhance their commitment to recovery. We are particularly excited about our new 16-bed recovery house in San Antonio, set to open in early 2026, which will expand critical services to women in need.

Our community partnerships are vital in supporting clients throughout their recovery journey, offering a range of essential services, including medical and mental health care, job training, life skills development, housing assistance, food security, and mutual aid groups like Narcotics Anonymous and Alcoholics Anonymous. Many of our partners also serve as second-chance employers for our Alumni, providing them with job opportunities that enable them to find stable housing and begin rebuilding their lives.

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Together, these invaluable resources form a robust support network, often a lifeline, helping individuals achieve long-term recovery and a new beginning.

Cenikor remains committed to walking alongside our clients throughout their recovery journey, providing the necessary support to help sustain the transformative habits they have worked diligently to develop. The power of this community has been evidenced time and again, as participants draw strength from one another. This year, two Alumni from our Tyler location proudly earned their Associates

of Applied Science degree in Addiction Counseling from Tyler Junior College (TJC). Throughout their educational experience, they provided mutual support, encouraged one another's studies, and remained steadfast companions during their academic journey.

As one alumni from our Amarillo location expressed, *"I adore Cenikor. I came to Cenikor overflowing with hope, eager to find a solution to my substance use. It provided me with everything I needed to commit to my recovery and continue my journey."* – John M.





# LEAD PROGRAMMING AND STAFFING



“

We are seeing more prospective team members coming to us looking for purpose and to contribute to something greater than themselves.

”

**KELLEE WEBB, MBA, SPHR**

Vice President, Chief of Staff

As we continue to expand our footprint in Texas and beyond, a key to our success lies in the compassionate and committed team members at Cenikor, about 65% of whom are in recovery. Cenikor has spent the past year refining our recruiting, interviewing, onboarding and employee development processes for team members. We want to ensure we hire people who have a passion for our mission, can take ownership of their role, are action oriented and problem solvers to ensure our clients get the best care. We are also screening for people who see themselves growing with Cenikor and can bring a growth mindset to their job and facility. Through several initiatives this year, we are consistently able to hire and retain quality team members.

One of the ways we have accomplished our hiring goals is through motivational based interviews. With motivational interviews, we are establishing the reason a person wants to work with substance use disorder clients, how they see themselves in relation to our mission, and how they can actively participate in being a part of our Cenikor team. This technique has been especially useful with counselors, nurses, behavioral health technicians, and client registration coordinators – our front-line staff who are providing customer service day in and day out. In conjunction with motivational interviews, we also tweaked our job descriptions to reflect the direction we take the interviews, ensuring alignment between what prospective employees are reading,

what they are hearing during their interview and their actual job duties if hired for the position.

Cenikor has also expanded our on-boarding process for new employees. The implementation of our “Learning Guides” ensures that employees know exactly what to expect their first 60-90 days. It lays out training, mentoring, and required paperwork, and ensures we meet HHSC requirements when onboarding new team members. Onboarding is a mix of live training, on the job training and computer-based training that is intended to develop team members by sharing knowledge and engaging them in relevant learning. This robust onboarding process ensures team members are fully trained and invested in their future with Cenikor. Cenikor supports ongoing development as well with our continuing education reimbursement and license renewal reimbursement that increases as employee tenure increases.

Our intern program has continued its expansion this year, with several interns not only at our facility support office in Houston, but also at individual facilities throughout Texas and New Mexico. Interns not only provide added support across a variety of fields, but they also see up close what it is like to work with substance use disorder clients in a clinical setting, expanding their knowledge around this important client group.

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Through our L.E.A.D. program (Leadership, Engagement, Accountability, Development), Cenikor allows employees to apply for additional leadership training. The training is a three-tiered program that employees can work through at their own pace. Tiers include additional tuition reimbursement funds, external training passes, and mentorship. Outcomes from this program show the mentorship piece to be a crucial part of employee retention and success. We also supplement the program with a strength-based leadership assessment, TED talks, and articles for mentor session discussions. About 10% of our employees each year apply for our LEAD program.

This year we also decentralized recruiting, giving more control and ownership to our facility teams. While our facility Support Center provides oversight and handles the job offers, the facilities are now tasked with resume review, interviewing, and decision making. This initiative enhances operational effectiveness, lowers cost, and provides a better candidate experience.

Also, this past year, our Decision Support team developed an Employee Turnover Dashboard so we can get a quantitative look at where we have

higher turnover rates, reasons for turnover, and length of employment. Having this statistical data can drive direct development to facilities that may be struggling with retaining employees and gives us the data to correct the issues.

Our commitment to our team members also includes mentally supporting them as they deal with stressful situations while working on site. Not only do we have our signature EAP program available to everyone, but we implemented Wise@Work. The program is a mindfulness and mediation app that employees can download on their phone. The Wise@Work library has hundreds of practices covering topics such as stress relief, resilience, emotional intelligence, and mindful leadership that are designed to manage stress and anxiety at work or in their personal life.

Our dedication to our team members and their experience at work is underpinned by the belief that if we take care of our Cenikor family, helping them grow, develop and advance in their careers, they will take excellent care of our clients. We value our compassionate and dedicated staff who provide front-line services day-in and day-out, working to achieve our mission supporting our clients in their life-long journey for better health and better lives.



# FINANCIAL HEALTH AND STABILITY



We are successful when we can balance the mission with the business side of things.



**MATT KUHLMAN, CPA**

Vice President, CFO/COO

In today's evolving economic landscape, non-profit organizations such as Cenikor face increasing financial pressure, requiring a more strategic approach to financial management. Rising operating costs, escalating wages, and the need for expanded services demand careful planning to maintain a healthy balance sheet and a diversified funding matrix for long-term stability. Inflation continues to drive higher operational expenses, from facility maintenance to client supplies, while competitive job markets necessitate higher wages and expanded employee benefits to attract and retain top talent. These challenges underscore the importance of financial stewardship to ensure sustained access to recovery services for those in need. Financial resilience depends on maintaining liquidity, ensuring balanced debt-

to-equity ratios, and diversifying revenue streams. A diverse funding matrix, including private grants, State of Texas funding, Medicaid reimbursements, commercial insurance reimbursement, government contracts, and philanthropic donations, creates a safety net against economic volatility. Cenikor's key strategies for financial strength, honed over the last two decades, include regular financial audits to monitor fiscal health, building reserves to withstand financial fluctuations, and expanding partnerships with funders and stakeholders for long-term sustainability. While we anticipate economic pressures persisting into fiscal year 2026, especially with the volatility in federal funding, our forward-thinking financial strategy ensures not only survival but sustained growth.

Cenikor embarked on several capital expansion projects this year to increase the number of client intakes and continue with our strategic capital improvement plan. Projects included:

- Purchase of a facility in San Antonio that will be renovated to provide residential services to men and women. Slated to open in 2026, the renovation doubles our bed count for San Antonio and expands services to men. This project is being funded through community support and a significant grant from a private funder.
- Renovations started at a facility in Corpus Christi that will reduce operating costs and serve the same number of clients from all over South Texas. This project is being funded through community support and a significant grant from a private funder.
- Bathroom renovations at the Farmington, New Mexico facility as part of our strategic capital improvement plan and funded by a HUD grant.
- Needed facility improvements at the Adolescent facility in South Houston. Renovations included new lighting, flooring, roofing, and landscaping. This project was funded by a grant from HUD.
- Renovation of a current facility at the San Antonio location into a Recovery Housing Home for women, adding this critical service to our current offerings.

Throughout our history, and as a mission driven organization, Cenikor’s leadership and board of directors have been fiscally responsible, creating a strong balance sheet, diversifying our funding matrix, and creating a foundation that enables us to serve as many people as possible, including those who are indigent. In FY25 we served over 15,677 clients, and 62% of those were served through grants, scholarships, and charity care.

As we continue to navigate economic challenges, Cenikor remains steadfast in its commitment to financial stewardship, strategic growth, and mission-driven service, ensuring all individuals seeking recovery have access to the care and support they need to rebuild their lives.

TOTAL REVENUE

In The Past Fiscal Year\*

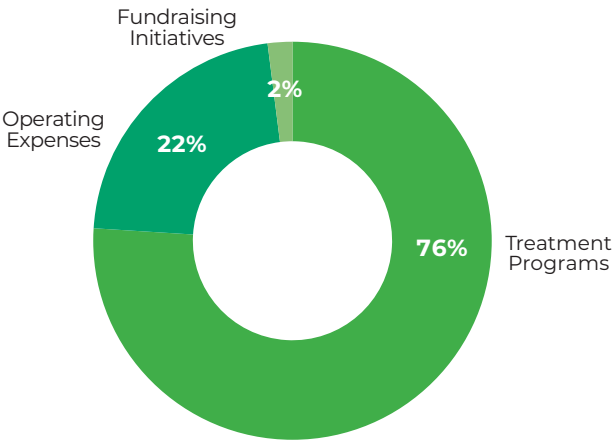
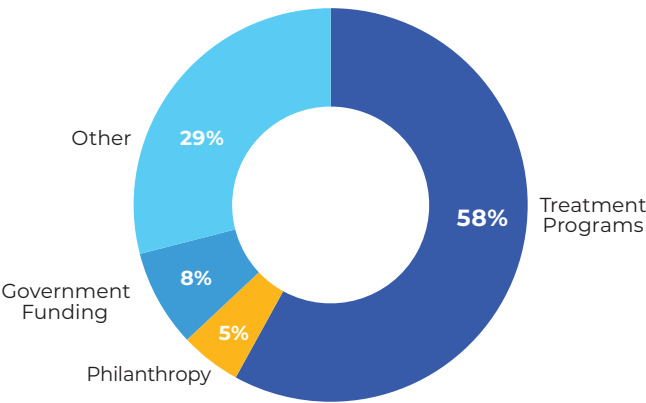
\$57.1M

IN 2025, WE RAISED:

- \$33.4M from our Treatment Programs
- \$4.4M from Government Funding
- \$16.7M from Other Sources
- \$2.6M from Philanthropy

IN 2025, WE INVESTED:

- \$34M to fund Treatment Programs
- \$9.8M to fund Operating Expenses
- \$668K to Fundraising Initiatives



Net Assets

2024: \$37.6M

↑2025: \$50.2M

\* Unaudited

# THE PEOPLE BEHIND THE MISSION

## Compassionate and Dedicated Staff

Our people are our strength, and our 500-plus dedicated clinicians and front-line team members embody our mission to be a place for change, providing a foundation for better health and better lives. Approximately 65% of our team members are in recovery with lived experience, showing that there is life after substance use and recovery is possible. They provide daily inspiration and guidance, proving that recovery is achievable. These compassionate team members build strong, supportive relationships with each person in treatment, helping them create a solid foundation for long-term recovery.

As one of the largest non-profit providers of substance use disorder and behavioral treatment services of our kind in Texas and New Mexico, our goal is to positively impact the lives of everyone who walks through our doors. Cenikor consistently achieves a 4-star rating from Charity Navigator, enjoys a 3-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), and maintains gold level status by Candid's Guidestar.

Shirley Addicks	Bill Bailey	Elizabeth Borozan	Emma Caro
Katherine Albertson	Vallerie Baker	Kristal Bounds	Karen Carter
Tanya Albrecht	Jeffrey Ball	Mackenzie Boyd	Ashley Castillo
Rhonda Allen	Christal Baloney	Nadine L. Boyd	Valerie Castro
Shekinah Allen	June Baricuatro	Cody Brady	Candillaria Cerda
Christina	Arthur Barnes	Valerie Brea	Victoria Cerda-Arias
Alvarado-Villa	Donna Barnes	Erik Brody	Keith Chapman
Stephanie Alzate	Adrienne Barnhart	Brenda Brown	Dayne Charles
Jose Amaro	Alexandria Barrera	Chakiska Brown	Shwanda Charles
Mayra Ames	Dora Bartek	Jennifer Brown	Quoila Charley
Marisha Anagal	April Bateman	Roy Brown	Trashena Chatman
Marinela Anderson	David Bazan	Shamee Brown	Jennifer Christian
Tamika Anderson	Carmelita C Begay	Troy Brown	Cassidy Clark
Joi Andrew	Murphy Benally	Minette Bryant	Sarah Classen
Kirby Angel	Faith Benavidez	Sara Buckler	Ronald Cline
Edia Antoine	Barbara Benge	Dedria Bunkley	Jennifer Clough
Khali Armstrong	Eric Bennett	Shannon Bupp	Michele Colbert
Arlene Arnold	Leigh Bernard	Sophia Burkhammer	Rovina Coleman
Michele Jonet Arrieta	Jessica Blackburn	Andrea Burks	Shawn Conner
Eddresha Austin	Moses Blama	Cindy Byrd	Angel Contreras
Brenda Avalos	Eileen Bohannon	Lacie Byrd	Karen Cooper
Richard Avalos	Tameka Bolton	Myra Bush	Anna-Leigh
Siavash Ayrom	John Lee Bonner	Jennifer Cabrales	Copeland
Enriqueta Babbitt	Jamie Boone	Lusena Diane Campa	Florence Cortez
Thomas J. Back	Taylor Bordelon	Nancy Cantu	Shauniece Coyle



Keri Craft	Courtazia Edwards	Melissa Garza	Angel Hernandez III
Chelsea Crandell	Kimberly Edwards	Sylvia Garza	Farrah Hernandez
Natosha Crews	Esther Egbu	Christopher George	Melissa E. Hernandez
Ashley Criado	Donna Ehiogu	Trevor George	Stacie R. Hernandez
Madisson Cuming	Heather Ekre	Terah Gibson	Kenneth Hicks
Daphnie Cummins	Anthonia Ekwenugo	Benita R. Gill	Misty Hill
Sami Daniell	MacKenzie Elledge	Charyle Gillie	Stephanie Hilton
Devin Daniels	Rebecca Ellery	Donovan Gilmore	Kimberley Hodor
Haley Darby	Carol Elliott	Lori Golzar	Jennifer Hoff
Chelsey Darville	Carla A. Ellis	Leticia Gomez	Barbara Hood
Allyssa Davis	Andrew Enriquez	Luanna Gomez	Kelsee Houston
Marisa Davis	Hunter Escamilla	Mario Gomez	Zenon Hydrick
William R. Davis	Kara Falkinburg	Draven Gore	Brandi Jackson
Rachel Dawson	Salvador Favela	Kaleon Grant	Erica Jackson
Carlene Deal-Smith	Samantha Fayson	Anica Greathouse	Latosha Jackson
Cody Deborde	Sawyer Ferguson	Erika Green	Shakeyla Jackson
Tamara Deckard	Candis Fetterman	Kayla Greyeyes	Charlotte James
Autumn Dees	Paula Fields	Grant Grisham	David James
Libby Del Barrio	Cheryl Fillmore	Linda Guajardo-White	Denia James
Janice Delatte	Fredrick Fillmore	Wedeh Guar	David Jamison
Kennedy Delgado	Naomi Fleming	Connie Guilbeau	Aimee Jaunal
Gracie Denton	Angelica Flores	Richard Gutierrez	Stephanie Jenkins
Christina Renee Nunez	Jenise Flores	Sheree Gutierrez	Breanne Johnson
DesOrmeaux	Monica Flores	Amanda Haas	BrytNi Johnson
Spencer Dickey	Mohamed Fofana	Glen Halbison	Keturah Johnson
Donte Dixon	Jenishia Ford	Bonnie Haley	Rhonda Johnson
Myisha Dixon	William Jarrett Fox	Hailey Hamilton	Sheila Johnson
Greg Dominguez	Celia Fragoso	Kelly Hamilton	Lawrence Jones IV
Margret Donohue	Chelsi Ann Fredman	Kourtney Hamlin	Dominique Jones
Zalemone DuBose	Dana Fuller	Gabrielle Harden	Tanzania Jones
Asha Duhart	Erica Leigh Gagne	Monique Hardin	Shantia Joseph
Amy Carter	Maria C. Gamboa	Jeanette Harmon	Mubarak Kareem
Bridgette R. Dunn	Esmeralda Gaona	Sylene Harraden	Caitlin Kell
Tommy Duplantis	Crystal Aguilar	Dori Harrod	Esmeralda Kelly
Amanda Dyer	Marcos Garcia	Shuntrice Hayes	Thomas Kellywood
Katie Eaton	Stefani Garcia	Demetrious Hazen	Kimberly Kendrick
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Ira Lowe	David Mcmenomy	Tyrolia Nelson	Elena Rangel
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Ariel Maldonado	Megan Monroe	Summar Parker	Kathryn Rivera

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Kelsey Robinett  
Just Robinhawk  
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Paul Rodriguez  
Ruby Rodriguez  
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Tanya Rogers  
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Jannelle Spells  
Matthew Spencer  
Reandra Staten  
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Leslie Stewart-Jackson  
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Dusty Stroud  
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Sunny Tharp  
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Sandra Trejo  
Troy Trinidad  
Seth Trujillo  
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Ranisha Upton  
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Malcolm Wooten  
Christen Wright  
Kianeisha Wright  
Geraldine Yazzie  
Michael Zoellner

# CLIENT SUCCESS STORIES

 **John D.** Deer Park, TX

One day I looked in the mirror and thought, I'm killing my daughter's daddy every single day, and I didn't like that. I didn't like what I was looking at.

I would definitely say God brought me to Cenikor and into the program. I was in a program for a while, life got a little bit crazy, and I stepped away from my recovery. I had experienced what the 12 steps can do.

When I was younger, I spent time in prison. Then, in 2019, I lost my wife to a fentanyl overdose. I feel like she was murdered by Fentanyl. And that's kind of whenever I started to go back down the dark road. I was on probation, and I was doing all the things that I was supposed to, and then, there were times when I had to cheat or manipulate, to pass a drug test. And I was just sick of it. I was my wits end. My daughter came in one day early from the babysitters and walked on me doing some inappropriate things. I wasn't happy with it, called my probation officer, and told him I wanted to go into treatment. He gave me about 2 weeks to find a facility and of course I dragged my feet. Then he calls and says, Hey, we got a bed for you in Cenikor.

Going in, I had a negative, pre-conceived notion of what Cenikor was. Boy, was I wrong. I walked into a place that had everything I needed. The staff were absolutely amazing. The food was good, program was amazing, and everything was great. I decided when I got there that I was just going to take it seriously this time, so I did everything that was asked of me. I tried to step up and do it. I got honest in the process. I shared in all the meetings. So very glad I got up there, you know, and I wanted to find that spiritual awakening, that 12 step promise.

I came to Cenikor in a hopeless state of mind. But I came full of hope, because I wanted a solution. It was very hard to step away from my daughter, being the only parent. So, I said to myself, how dare me to not take it serious, if Cenikor is promising me a better way of life, and I believed them from what I was hearing. A lot of staff are in recovery themselves and the counselors are amazing. I knew at some point I felt like God was calling me to be an example to some of these other people in recovery. I've always had a passion for helping, so I knew at some point I wanted to give back what was given to me, and the only way for me to do that was to thoroughly go through everything that was being asked. I stayed in prayer over there. I also started a morning meditation group that is still going on and they give my number out to attendees if they want to contact me.

I think a lot of people that leave early just aren't ready yet, or they're doing it for wrong reasons which I've been in their shoes. At some point I was doing it for the judge, for the girlfriend, for the mother, whatever those reasons. This time I was genuinely doing it for myself, because I wanted to be a better dad. I wanted to be a better son. I wanted to be. You know, a decent employee. When I got out, I went straight to an AA meeting. I got a sponsor, raised my hand, said, I want to look for somebody who loves Jesus Christ. Soon after I went and got certified to be a recovery coach.

I love alumni meetings. We do have some folks who come once and never come back, but those that last at the meetings for more than 90 days are more dedicated. We also have our own Deer Park Facebook alumni page where we post inspirational quotes and try to life each other up. Now we still have a group chat of a gratitude list so every morning by 7 or 8 o'clock I have at least 5 or 6 gratitude lists on my phone.

The future looks beautiful to me. You know what we find. We find purpose in our pain. Today I'm the owner and operator of 2 Christ centered sober living houses for men called HIS house recovery. I am looking forward to moving them to a full-time non-profit ministry. Because you know my hope is that nobody ever needs to explain to their 3-year-old daughter why mommy's never coming home again, due to drugs. I also have a full-time job. I sell roofs and do a little real estate stuff on the side. I am actively involved in my daughter's life. I'm a volunteer at Montgomery County for Texas CASA.

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# CLIENT SUCCESS STORIES

## **Blake S.** Odyssey House

I owe it all to those pivotal moments at Cenikor, filled with raw honesty, deep understanding, and divine intervention. It's a testament to the power of love and compassion in the face of despair.

My dad was an alcoholic and abusive, which shaped a lot of my childhood. I grew up in broken and blended families with a lot of emotional and physical abuse. When I was 8 or 9, I was molested, which further impacted my self-esteem and mental health. By age 13, I began self-medicating with drugs and alcohol, quickly becoming an addict. I ended up in a mental hospital because my substance abuse made me a danger to myself. I was barely functioning, referred to as a zombie by my mom. I had no relationships, including myself, and was caught in a cycle of self-loathing driven by my past trauma. I believe that drug abuse often stems from this deep self-hatred and the traumatic experiences one endures. I eventually hit rock bottom, was in legal trouble, and had no hope. Then my Mom found Cenikor.

In a dimly lit conference room, I found myself sitting at a table surrounded by three staff members. The atmosphere was thick with tension, a stark contrast to the warmth of their intentions. I had just been involved in an altercation with another kid there and was feeling lost, trapped in my own anger and resentment. In a moment of vulnerability, I declared, I want to go back to Juvie. I don't want to do this anymore. At first, they seemed to play along with my defiance, perhaps to break the walls I had constructed around myself. They offered me the option to return, but as I noticed their unwavering determination to keep me there, I began to sense something deeper—a flicker of genuine care that broke through my icy demeanor. It was in that moment, amidst my bitterness and rage, the counselor leaned in, and what he said struck a chord within me that I had long buried. Are you angry at your dad? he asked, his gaze steady, as if he were searching right through me. I felt exposed, but instead of recoiling, I responded honestly, admitting the truth I had tried to ignore for too long. Mr. Moore continued, You don't want to be like him, do you? Are you afraid of becoming like your dad? The question landed heavily in the room. I realized, to my horror, that I was indeed becoming like the very man I resented. Overwhelmed with emotion, I broke down in tears, something I hadn't allowed myself to do in ages. I don't want to be like my dad, I said, feeling a mixture of humiliation and relief wash over me. The counselor's eyes seemed to pierce through my hardened exterior, seeing the raw pain and fear I had hidden beneath my anger. In that moment, I felt someone truly understanding me, willing to break free from the rigid protocols of their job just to reach me. I had long assumed that all adults were the same; they didn't care and merely followed rules. But here there were people ready to sacrifice their structure to help a lost kid like me.

Sometimes, the rules exist for a reason, he explained gently, but when a kid is hurting, we know when to put those rules aside. It's about reaching you with compassion. I had never experienced that kind of humanity before, and it was strangely humbling. As weeks passed, I began to undergo a slow transformation.

I attended group sessions and started to open up about my struggles. It was like shedding layers of anger to discover the raw vulnerability beneath. I found myself gravitating toward a church group that visited our facility. Initially, I went for the promise of candy for reciting Bible verses, but eventually, my heart began to stir. During one prayer session, something shifted deep inside me. It felt as if a heavy rock was being lifted from my chest. Years of bitterness, resentment, and shame began to dissolve, replaced by a newfound sense of peace. I couldn't explain it, but I felt the presence of something greater—of love and hope. It was a feeling I had long abandoned, yet suddenly, there it was, igniting a spark within me. Fast forward to a few weeks later, I was taking charge of my life. I completed the rehab program, stayed sober, and even got involved in my community. I repaired my fractured relationships, particularly with my mom and surprisingly, my dad too.

God helped me understand the importance of forgiveness, and for the first time, I saw my father not just through a lens of hatred, but as a flawed human being grappling with his own demons. Looking back now, I can see the road I traveled from anger to healing. It was the love, patience, and determination of the staff at Odyssey House that made all the difference. They were never just employees; they were compassionate guides who understood that sometimes, rules need to be bent for the sake of healing. Today, I find joy in helping others, sharing my story, and encouraging them through their struggles. My heart once hardened by anger is now open and tender, grateful for the journey of transformation I've been on.

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